

**ANNUAL REPORT**

**Insight Meditation**

**Community of Charlotte**

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**2024-25**



**PREPARED BY IMCC BOARD OF DIRECTORS  
FOR THE ANNUAL SANGHA MEETING  
JULY 23, 2025**

## DHARMA FRIENDS,

As we reflect on this past year, we are filled with gratitude for the compassion and generous spirit of this community. In a time that continues to call for both resilience and kindness, the IMCC remains a place of refuge and renewal where we can come together to cultivate inner freedom through the practices of insight (Vipassana) and lovingkindness (Metta) meditation.

Our six dharma leaders offered a rich array of teachings, including weekly classes, full-day and half-day weekend retreats, a residential retreat, many excellent dharma talks and an engaging book offering. They also launched the twelve month in-depth Dharma Study and Practice Program (DSPP), supporting 12 of our sangha brothers and sisters on their paths exploring the teachings of the Buddha. These offerings help ground our collective practice and deepen our understanding of the dharma.

We also faced some practical challenges –most notably the months long HVAC renovations in Milford Chapel and the extended Wi-Fi disruptions in late 2024—but our community responded with patience and good humor. Volunteers continued to show up each week to serve as our greeters, assisted as hosts for meditation events, composed our monthly newsletters, and provided financial analysis. Volunteers also planned and hosted joyful gatherings like our lovingkindness potluck and sangha picnic, a walk on the greenway, and several lovely outdoor pop-up meditation sits. Our sangha truly thrives when we are together!

Throughout it all, the three jewels—Buddha, dharma, and sangha—have remained our steady foundation. The inspiration of the Buddha’s path, the truth of the teachings, and the strength of this caring community continue to support and sustain our practices.

Moving into fiscal year 2025/26, the board remains committed to stewarding the IMCC with integrity, transparency, and care. We respectfully present this report to you as a measure of our performance during the past fiscal year on your behalf.

In Service,

Your IMCC Board of Directors

Jennifer Coss (Chair)

John Amen (Vice Chair)

Lakshmi Menon (Secretary)

Dirk Eybl (Treasurer)

Debbie George (Dharma Leader liaison)

David Brand (At-Large)

## COMMITTEE VOLUNTEERS

### COMMUNICATIONS

THIA POWERS (CHAIR)  
DEBORAH BOSLEY  
JENNIFER DIVINEY  
MATT JONES  
BILL MOBLEY  
TERESE WEIS  
JOHN AMEN

### PROGRAMS

ELIZABETH KABALKA (CHAIR)  
DEBORAH BOSLEY  
JENNIFER COSS  
LIZ KRIZ

### GREETERS EXTRAORDINAIRE

JOHN AMEN  
DEBORAH BOSLEY  
JUSTINE BUSTO  
JENNIFER COSS  
DEBBIE GEORGE  
ELAINE GREENBERG  
GAIL GOFORTH  
JULIE KNUTSON  
LIZ KRIZ  
ROBIN TOOKER

### FINANCE

GARY COTLER (CHAIR)  
DAVID BRAND  
ABDALLAH CHANTEBOU  
DIRK EYBL  
ROBIN TOOKER  
TERESE WEIS

### METTA

ELAINE GREENBERG (CHAIR)  
MAUREEN BRAND  
LAURA DIFRAIA  
KATHRYN LONG  
LAKSHMI MENON  
RENAURD WEST

### PERSONNEL

JOHN AMEN (CHAIR)  
JENNIFER COSS

### RESIDENTIAL RETREAT

LIZ KRIZ (MANAGER)  
JULIE KNUTSON (ASST MGR)  
DEBBIE GEORGE (RETREAT DL)  
LARRY DAWALT (RETREAT DL)  
DIRK EYBL  
DENISE OWENS

## DHARMA LEADERS

CLYDE ALEXANDER  
LARRY DAWALT  
DEBBIE GEORGE  
DENISE OWENS  
THIA POWERS  
WARD SIMMONS

## MEDITATION LEADERS

JOHN AMEN  
GRAY CLARK  
LIZ KABALKA  
MARIA SCHUTTE  
MARTY STENHOUSE  
DANNY TINDALL

# SNAPSHOT OF THE YEAR IN REVIEW

Fundamentals of Insight Meditation 4 week series  
 Lyndsay Bridges visited  
 Dharma Study Practice Program (DSPP) kicked off  
 Annual fall picnic at Freedom Park  
 Crisis Assistance free store  
 Nourish Up canned goods drive  
 Classroom Central supply drive  
 Pop-up meditations at the Mint Museum & Cornwell Center  
 Winter Solstice event with Great Woods Zen  
 Lovingkindness potluck  
 Greenway walk & lunch at Bahn Thai  
 Finance reviewed & documented financial controls  
 Communications streamlined events process via Jotforms and improved online interactions  
 12 monthly newsletters  
 Retreat committee automated the registration process  
 Added weekly Thursday morning meditations via Zoom  
 4 day long retreats, 2 half day retreats & 1 Beyond the Basics series  
 Multi week book discussion - Living in the Light of Death: On the Art of being Alive  
 by Larry Rosenberg  
 2 Introduction to Meditation classes offered at no cost to attendees  
 Upgraded wifi with AT&T installation  
 eBay for Charity up and running  
 Biennial Sangha Survey

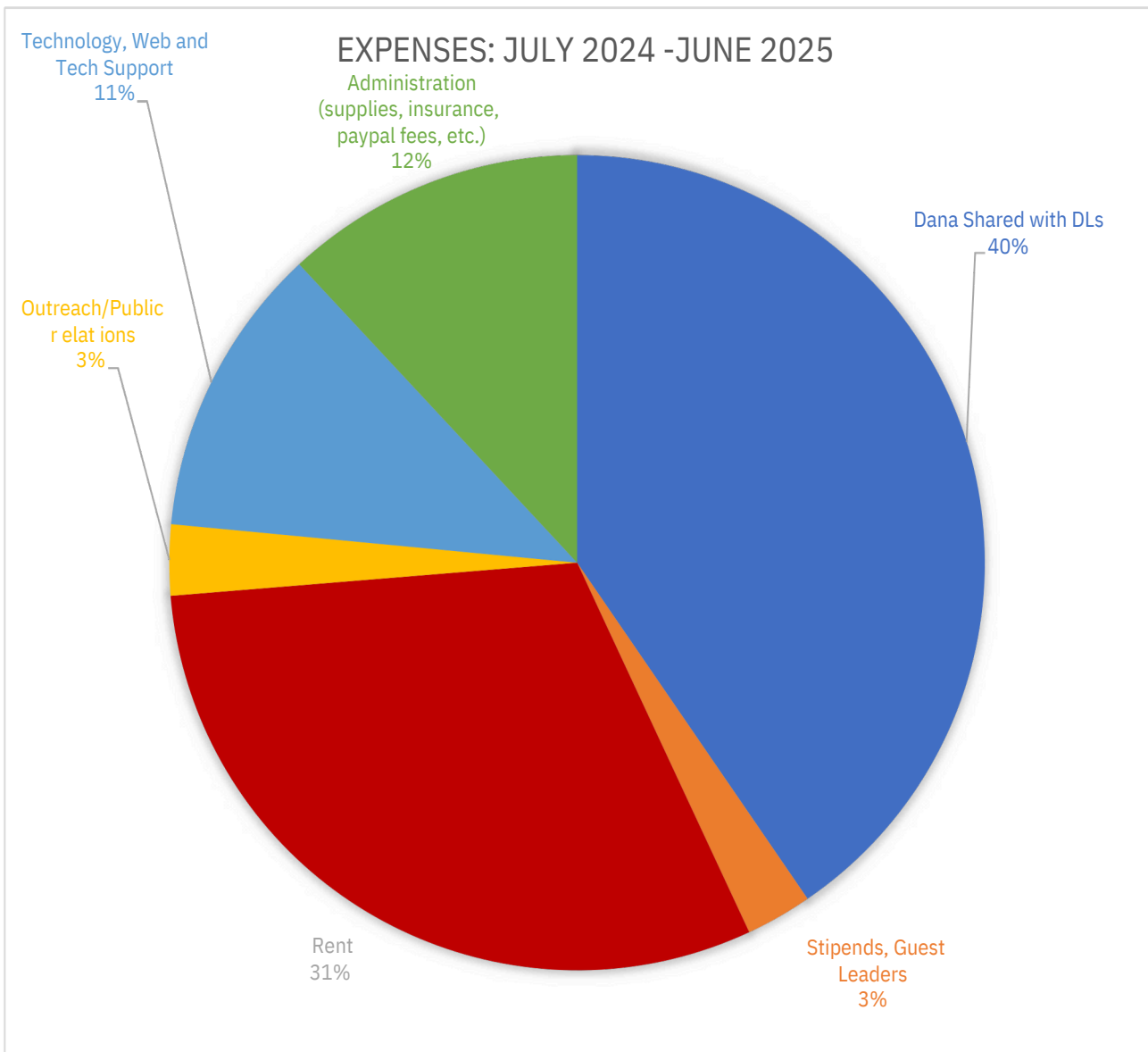


## SURVEY SAYS

The top 3 reasons for starting a meditation practice were stress/mental health pressures, seeking a spiritual path, and questions about life/meaning of life  
 91.3% of respondents get their sangha info from the newsletter  
 Cash/check, credit card & Zelle were the preferred vehicles for dana  
 96% of respondents prefer to receive IMCC Communications via email  
 (GroupMe was the runner-up)  
 34.8% of respondents have been practicing with IMCC for over 5 years; 21.7% for less than a year  
 The most popular volunteer opportunities are community service oriented  
 Our sangha is interested in more deep dive learning opportunities as well as basic instruction (eg, meditation techniques) & exploring real world applications of the dhamma  
 People come to IMCC for the community and the teachings

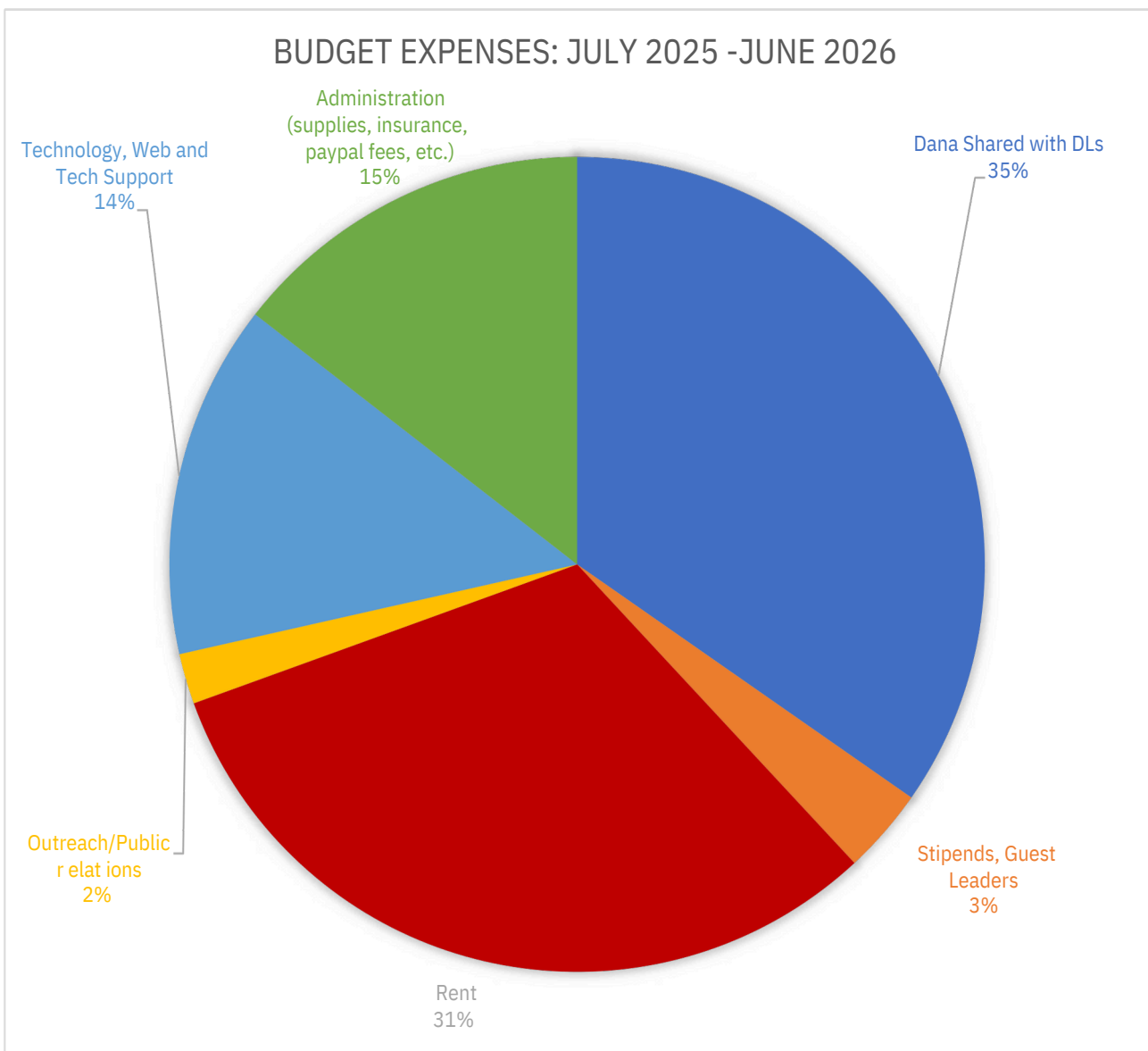
**INSIGHT MEDITATION COMMUNITY OF CHARLOTTE**  
**Actual Fiscal Year Results July 1st, 2024 - June 30th, 2025**

Revenues:		Change Prev. Year
Dana	\$13,034	-10.6%
Registration (ex. Residential Retreats)	<u>\$2,820</u>	22.3%
Total Revenue	<u>\$15,854</u>	-6.1%
Total Expenses (ex. Residential Retreats)	<u>\$16,395</u>	-4.8%
Net Loss (ex. Residential Retreat)	<u><u>(\$541)</u></u>	
Loss from Residential Retreat	<u><u>(\$660)</u></u>	



**INSIGHT MEDITATION COMMUNITY OF CHARLOTTE**  
**Budget Fiscal Year Results July 1st, 2025 - June 30th, 2026**

		Change Prev. Year
Revenues:		
Dana	\$12,204	-6.4%
Registration (ex. Residential Retreats)	<u>\$3,570</u>	26.6%
Total Revenue	<u>\$15,774</u>	-0.5%
Total Expenses (ex. Residential Retreats)	<u>\$17,641</u>	7.6%
Net Loss (ex. Residential Retreat)	<u><u>(\$1,867)</u></u>	
Loss from Residential Retreat	<u><u>(\$750)</u></u>	



## STRATEGIC PLAN

The IMCC Board held its Annual Planning Retreat on January 25, 2025 to review the strategic goals adopted in FY 2021/22, to assess our progress and accomplishments, and to define new goals for the next 3-5 years. Strategic goals are long-term objectives that guide our decisions and resource allocations consistent with IMCC's mission. The Board has identified and adopted the following new strategic goals to best serve our sangha as we move forward noting that tactical implementation will come with the involvement and input of our committees:

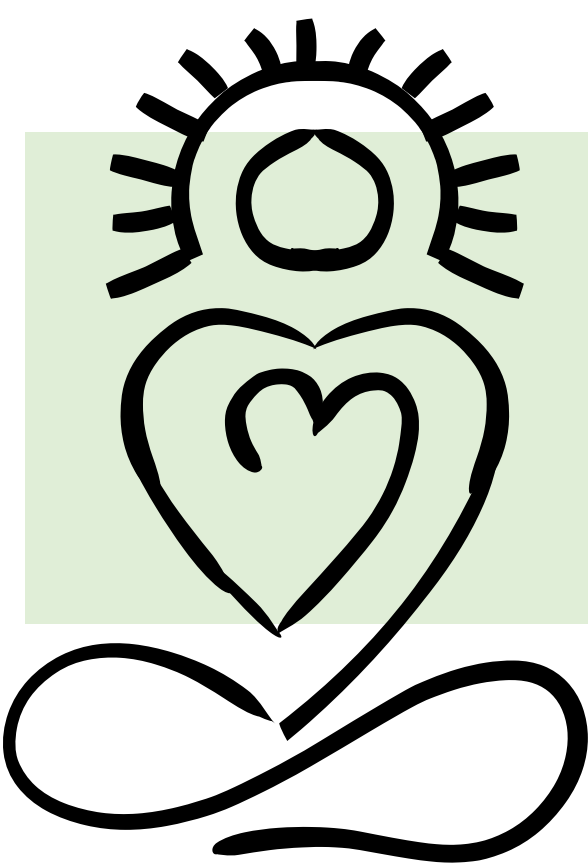
1. **Foster individual and sangha growth by offering a wide variety of opportunities to practice, study and deepen our community involvement:**
  - a. Increase the warmth of connection;
  - b. Increase the use of technology to engage the sangha;
  - c. Diversify opportunities for practice - virtual, in person, and in length/duration (eg. day longs and extended retreats)
  - d. Increase opportunities for learning at multiple levels (eg. 101/102/103) and with application to real life and engagement with the problems of the world;
  - e. Increase number of opportunities to connect as people (outside of practice, study) with personal statements, panels and more;
  - f. Increase engagement between dharma leaders and sangha members.
2. **Ensure that the organization has a robust structure to fully support the work of the Sangha for many years to come:**
  - a. Develop succession plans for committees, dharma leadership, and the board;
  - b. Use communication (donor letter, annual report, etc) to tell the story of the sangha.

## CHANGING OF THE GUARD

We offer a deep bow of gratitude to John Amen and Dirk Eybl for their service to the sangha as active board members over the past 3 years and for their work on the Communications (John) and Finance (Dirk) Committees. Through sharing their time and knowledge, they've supported operations of the sangha for the benefit of all. Thank you, John & Dirk! We wish you ease, health and happiness.

Please welcome our newest 2025/26 board members: Deborah Bosley and Eric Hayler as they join our oversight and operations efforts on behalf of the sangha.

## ....AND MORE



We also extend our heartfelt thanks and gratitude to Thia Powers for her many years of service as the chair of the Communications Committee. Her work in overseeing our newsletter online, expanding its reach and improving the user experience on our website has truly transformed how we connect within our community as well as with other meditation communities. Beyond her savvy technical skills and eye for creating peaceful spaces online and in real life, her kindness and thoughtful approach have made a lasting impact in creating a welcoming space for all who meditate with IMCC. Thia, a deep bow of gratitude to you! We wish you ease, health and happiness.

Please welcome Terese Weis as she steps into the role of our Communications Committee chair this year and shares her leadership & technical expertise with our community!

# LOOKING AHEAD: 2025-26

## SANGHA EVENTS AND PEOPLE WHO WILL SERVE

August 14 - 17 - Annual Residential Retreat (St. Francis Springs)

September 6 - Sangha picnic at Freedom Park

September 17 - Guest leader Ayya Suddhama

October 18 - Volunteer Service Event (Crisis Assistance)

October/November - Tashi Kyil Monks (date tbd)

**\*\*Save the Date\*\***

September 10-13, 2026 - Annual Residential Retreat (St. Francis Springs)

Deborah Bosley - Board Secretary, Communications

David Brand - Board Treasurer, Finance Chair

Jennifer Coss - Board Co-Chair, Programs Chair, Personnel

Eric Hayler - Board At-Large, Finance

Debbie George - Board/Dharma Leader Liaison

Lakshmi Menon - Board Co-Chair, Metta, Personnel

Terese Weis - Communications Chair, Finance

Jennifer Diviney - Communications

Thia Powers - Communications

Matt Jones - Communications

Elizabeth Kabalka- Programs

Julie Knutson - Retreat Asst. Manager

Liz Kriz - Programs, Retreat Manager

Gary Cotler - Finance

Dirk Eybl - Finance, IMCC Controller

Robin Tooker - Finance

Elaine Greenberg - Metta Chair

Laura DiFraia - Metta

Shelley Friedman - Metta

Kathryn Long - Metta

Renaud West - Metta

