

“Hindu Temple By-Laws” Amendments 6/2022

Change 1.

*The current By-Laws document with its amendments as was adopted on April 12, 2012 along with its extensions and /or amendments as added from time to time will be titled as “Amendment Annexures with date ..... (month/year of ratification of such amendments)”, and will constitute the complete Hindu Temple, Omaha NE By-Laws document for governance and execution of Hindu Temple affairs.*

Change 2.

After the existing last line of the final page of the current By-Laws document, the following line is being added.

Amendment Annexures dt. June/2022

Change 3.

- Article 1. Section 6 addition: Title: *Governing rules for Community Center amendment.*
- *Hindu Temple Community Center (herein referred to as HTCC) at the S 130<sup>th</sup> Cir, Omaha, NE 68144 will be considered as an extension of the "Social Hall" (which is currently contiguous to building structure as the main temple prayer halls) for the purposes of governance and that all governing regulations of temple premises will be applicable to HTCC premises.*
- *Other real estate assets as owned by the Hindu Temple from time to time, which may include residential houses provided to the employees of the Hindu Temple, will also be subject to all governing regulations of temple premises as applicable.*

Change 4.

- Article 3 Section 3 amendment: Title: *Monetary Contribution amendment- Section 3.2. A*
- *In addition to existing definition on monetary donation and its effect on membership class of “Patrons”, effective 5/31/2022, any total contribution of \$2000 and above in a year, with “a year “defined as January to December of any preceding calendar year, OR a total contribution \$ 4000 and above made over a life-time, either in lumpsum or in more than one installment, may secure two (2)“Patron Members” per family for the donor, for life-time.*
- *For the purposes of definition, donations/ monetary contributions will not include (a) any payments made to routine puja services that are included in the fee-based service pricing sheet published/practiced by the temple in day-to-day operations and (b) any payments made to temple cafeteria while purchasing food item(s).*
- *It will include all donation payments made to published community special puja events like “Maharudram” etc. and will include payments to special projects and temple cafeteria sponsorships.*
- *A family may need to approach the Secretary of the Board of Trustees, with details of such contributions either made in a year or over lifetime and provide the names of the two (2) family members for the purposes of recording their names as Patron members in the register of members. The Secretary of the Board of Trustees shall, upon validation of provided details using the financial records maintained by the temple, may take appropriate steps to*

*add such names to the "Patrons' members" list.*

Change 5.

- Article 4, Section 4.3 amendment: Title: *Threshold for calling special meetings.*
- *A special meeting of General Assembly may be called by a simple majority of the Board of Trustees or upon 15% (Fifteen Percent) or more of the Patrons and eligible voting members request for such a meeting in writing, in paper form with signature or in valid digital form, to the Chairperson of the Board of Trustees.*

Change 6.

- Article 4, Section 4.8 amendment Title: *Mode of delivery for communication.*
- *Emails or other digital modes of communication will be considered as official communication method for Hindu Temple's governance purposes.*
- *US Mail for communication regarding Temple Board/Executive Committee/General Assembly affairs will be used only in cases where an email delivery sent to a member of any class returns a "Failure" notification; such e-mail failure notifications be separately recorded by the "Secretary" of respective Board of Trustees /Executive Committee and a US Mail be sent in place of such failed digital mode.*
- *Emails will be officially recorded as having followed "due process" for notifications.*

Change 7.

- Article 5 Section 5.1 amendment Title: *Strength of Board of Trustees.*
- *The Board shall consist of a minimum of five (5) and a maximum of fifteen (15) members.*

Change 8.

- Article 5, Section 5.2 addition: Title: *General Powers under Sub section 8, conflict resolution mechanism.*
- *While all the rights, powers, duties and responsibilities relative to the management and control of the Corporation's property and affairs are vested in the Board of Trustees as per Sec 5.2 , there may arise situations where the President of the Executive committee, as described in Sec 6.5, in discharging his/her role as the principal executive officer of the Corporation may have conflicting views on practices to be followed in the conduct of any part of the temple operations.*
- *The President of EC and the Chairperson of the Board of Trustees shall make best case efforts to reconcile their conflicting views for the cordial and efficient operations of the temple affairs. In case such mutual reconciliation could not be reached, the Board of Trustees and the Executive Committee will each provide 3 members each to constitute a dispute resolution committee by a resolution. One of these six members shall act as facilitator and convene a special meeting of this committee to have detailed deliberations on the facts of the matter and provide a consensus-based path to resolve the situation. This committee's recommendation will be a binding one that the Board chairperson and the President of Executive Committee need to follow in resolution of such a conflict. It is further clarified that this conflict resolution process is applicable only for conflicts that have extraordinary consequences in providing quality religious services to the devotee community as per normal precedents and practices, and/or have a*

*potential of an extraordinary impact to the financial health / community standing regarding current and future operations of the Hindu temple.*

• Change 9.

- Article 5. Section 5.2.2 amendment.  
*Title: Finance Committee Chairperson's role in financial review process*
- *During each of Board of Trustees' quarterly meeting, Board to review operational revenue & expenses along with forecast of revenue & expenses for balance periods of an operating year. This needs to be presented by the Finance Committee Chairperson or his/her designate; Board to provide specific guidance to support financial discipline within approved annual budgets. Secretary of Board to record outcomes of such periodic reviews in Board minutes and share with Executive Committee for operational execution guidance.*

Change 10.

- Article 6. Section 6.11 addition Title: *New committee addition.*
- *A new committee named as "Project Development Committee" be constituted by the President with the advice of the Executive Committee, designating it as a standing committee. This committee shall oversee new construction activities, all temple premises' renovation activities, capital improvements of real-estate & facilities assets. The Project Development Committee's chair nomination will follow similar process as other EC reporting standing committees' chair nomination process. Project Development Committee's chairperson be guided by Board of Trustee*

*Chairperson. This committee may have a minimum of 7 (seven) members and to mandatorily include members having background in civil construction and architecture besides a member each from Long Range committee, Finance committee, a Board of Trustee Chairperson's designate.*

Change 14.

- Article 6. Section 6.11 amendment.  
*Title: Committee reporting structure*
- *All standing committees will report to the President of the Executive Committee except for the standing committees of the Digdharshak - Founder Leaders committee, the Fund-raising committee, the Long-Range planning committee, and the Finance committee, which will report to the Chairperson of the Board of Trustees.*
- *Exhibit A- Governance structure to be read with above change in reporting relationships of standing committees.*

Change 15.

- Article 6. Section 6.12 addition. Title: *Maintaining confidentiality.*
- *The Fund-raising committee while discharging its crucial function of raising resources to support temple operations, will make all efforts to respect the wishes of the donors in matters of confidentiality, preference on funding programs etc.*

Change 16.

- Article 6 Section 6.11.1 addition. Title: *New committee addition*
- *The President, with the advice of the Executive Committee shall constitute a standing committee for youth participation, with at least 7 (seven) youth members as recommended by the*

*members of the Executive Committee, with EC Vice-President acting as the mentor for this standing committee.*

Change 17.

- *Article 6 Section 6.11.1 addition. Title: New committee addition*
- *The President, with the advice of the Executive Committee shall constitute a standing committee for Vedantic Center of Nebraska operations, and to be filled with at least 7 members as recommended by the members of the Executive Committee. Executive committee will guide and govern operations by supporting the center's mission and objectives.*

Change 18.

- *Article 7 Section 7.3 addition. Title: Nomination guidance for mandatory practice.*
- *The President of the Executive Committee and the Chairperson of the Board of Trustees require that their appointees to chairperson of standing committees and to such committees' nominated members to divulge any possible conflicts of interest that may arise in the discharge of their duties while serving in support of Hindu Temple operations. If any potential conflict is brought forward, Executive Committee and Board of Trustees are required to design transparency procedures to bring forward such conflicting individual's commercial dealings with temple and place on record every quarter the fairness of process exercised by temple in such conflict generating dealings.*

- *The nominating committee chairperson is required to direct all nominees for various office bearer roles in Executive Committee and Board of Trustees in writing to divulge their possible conflicts that may arise in the discharge of their duties while serving the temple in case such nominees with conflict of interest are confirmed by General Assembly for their nominated roles. Conflict of interest is defined as any goods / services activity pursued by the individual as a part time or full-time profession with commercial compensation fall in the same goods / services categories as sought by the temple in conducting the operations of the temple. Examples include but not limited to a potential nominee engaged as a proprietor or partner in a commercial establishment for profit through selling religious and grocery items where the temple seeks to procure such religious puja items and grocery items for its routine operations.*

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