



Michigan Kalibari Bylaws

ARTICLE I: Name of the Organization

The name of this organization is Michigan Kalibari. Here-in and after it will also be referred to as the temple or MKB in short. For purposes of these Bylaws, the temple building and premises located at 2601 E Nine Mile Rd, Warren, MI 48091, shall be referred to as, the “Facility”.

ARTICLE II: Mission Statement

The mission of this organization is to establish and operate a Hindu temple to promote religious, cultural, educational and social improvement among those who belong to or have an interest to the Hindu faith. Michigan Kalibari is organized exclusively for the charitable, religious and educational purpose, including, for such purposes, the making of distributions to organizations that qualify as exempt organization described under Section 501(c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code. Articles of the Bylaws relate to the code of conduct on all affairs of the temple and its operations. This document will be referred to as the bylaws of Michigan Kalibari.

ARTICLE III: Background

Focusing the mission of the statement on article II, a group of local Hindu community members gathered together and started celebrating Hindu and Bengali events since January 2014. In May 2014 they named the organization “Michigan Kalibari”. The organization received IRS EIN (47-1235814) on July 1, 2014, articles of incorporation from Michigan Department of Licensing and Regulatory Affairs (LARA ID# 71691P) on Sept 10, 2014 and IRS 501(c) (3) status as a nonprofit organization on Sept 1, 2015

ARTICLE IV: Objective of the Bylaws

The Objectives of the Bylaws are to define the code of procedure for the following:

- a) Establishing and operating the temple to facilitate the practice of Hindu religion and culture. Promote and encourage consistent teachings of Hindu philosophy and scriptures
- b) Fundraising management and development work, engage in various community service activities; provide support to humanitarian causes etc
- c) Enhance the pride of Hindu religion for present and future generations.
- d) Membership classification, recognition and authority

- e) Temple administration, formation of other committee or subcommittee
- f) Code of conduct, provision of amendment and generating additional code of procedures
- g) In an event where there is no specific provision written in this bylaws, the majority of Trustee Members will act with common sense to define code of procedure considering the Federal and State laws to aiming best interest of the temple and devotees.

ARTICLE V: Temple Deities

The principal deity of the temple will be “Maa Kali”. Radha-Krishna, Lakshmi-Narayana, Ganeshaya and Mohadev will be situated centering Maa Kali. Temple can acquire additional deities to satisfy the demand of the devotees.

ARTICLE VI: Language

The language of the bylaw is English, however a Bengali translated version can be published for better understanding by Bengali members. In these bylaws, wherever "he", "his", and "him" occur, they also stand for "she", "her" and "her". Simply, "man" includes "woman".

ARTICLE VII: Property Loan Commitment and Founder of the Temple

1) Property Loan Commitment:

The Kalibari committee determined that the estimated startup funds required to acquiring the property at 2601 Nine Mile Rd. Warren, MI 48091 (the “Property Purchase”) and all related approvals for the same will be around \$300K. The committee conducted a fundraising drive among all interested members to raise the startup funds. The projected collection/committed for the startup fund is \$50K.

The committee president Shyama Haldar pursued real-estate loans from Bank of America, Citizen Bank & Comerica Bank. Unfortunately all loan applications were denied due to the lack of credibility qualifications required to process a mortgage to a non-profit organization.

After exhausting all other options, Shyama Haldar appealed to our great philanthropic Mr. Dilip Mullick for his help. Mr. Mullick understood the fact and wanted to support the effort to build Michigan Kalibari and was willing to lend the temple a sum of \$150K from their charitable organization Mullick Foundation for a 9 year term with interest at the current Mid-Term Applicable Federal Rate of 1.77% per annum (i.e., the minimum interest rate prescribed by the IRS) in accordance with the terms and conditions set forth in the Promissory Note to be delivered by Michigan Kalibari to Mr. Mullick (the “Mullick Note”). All of the members are very grateful to the Mullick family for their generosity and decided the following:

- a) The temple will pay Mr. Mullick 108 equal monthly installments of principal and interest of \$1,503.47 (One Thousand Five Hundred Three Dollars and Forty Seven Cents). The monthly installment will be paid electronically from temple bank account
- b) Until all payments are made successfully, Mr. Dilip Mullick will hold the lien of the property at 2601 Nine Mile Rd. Warren, MI 48091 pursuant to the terms and conditions set forth in that certain Mortgage to be granted by Michigan Kalibari for the benefit of Mr. Mullick (the “Mortgage”).
- c) For the purpose of loan repayment, all committed board members will pay monthly membership dues on time
- d) Treasurer of the temple will keep track the availability of temple funds and is required to notify the board members and stop all payments except the loan if the available temple funds be less than \$10K
- e) The Board needs to continuously endeavor to pay off the loan as quickly as the temples financial situation allows

2) Founder of the Temple:

- a) Mr. Dilip Mullick will be considered as **the Founder of the Temple**
- b) The chairman of Mullick Foundation or immediate family member of Mullick Family will preside advisory committee meeting

ARTICLE VIII: Membership

The Temple is organized and operated on a membership basis. The membership of the Temple consists of the following four (4) classes of, each with the corresponding qualifications and rights listed on the chart below:

- a) General Member (Single - Participation)
- b) Family Members (Family – Involvement)
- c) Life Member (Recognition) – *Previously called sponsored member*
- d) Trustee Member (Participation, Involvement, Recognition, Voting & Management)

1) General Member (Single-Participation)

Anyone shall duly complete a prescribed membership application for formal approval by the membership committee and the Board of Trustees, complies with all the membership requirements. This type of membership is identified as a participation only member; require renewing every year to keep membership active

Qualifications:

- a) Anyone who wishes to share Hindu faith may become a general member of the temple irrespective of race, color, creed, nationality, sexual orientation or gender.
- b) Require to pay annual general membership due of \$100 or any other amount redefined by the Board of Trustees

Privileges:

- a) Shall participate in all temple events
- b) Shall rent the temple facility at a discounted rate
- c) Shall be listed on temple postal, email and social media mailing list

Voting right:

- a) General member does not have voting right

2) Family Members (Family – Involvement)

Any family shall duly complete a prescribed membership application for formal approval by the membership committee and the Board of Trustees, complies with all the membership requirements. This type of membership is identified as an involvement member; require renewing every year to keep membership active

Qualifications:

- c) Any family wishes to share Hindu faith may become a family member of the temple irrespective of race, color, creed, nationality, sexual orientation or gender.
- d) Require to pay annual family membership due of \$300 or any other amount redefined by the Board of Trustees

Privileges:

- d) Shall participate in all temple events
- e) Shall rent the temple facility at a discounted rate
- f) Involve of temple activities
- g) No additional event fees require effective from the day becoming member to the same day of next calendar year

Voting right:

- a) General member does not have voting right

3) Life Member (Participation & Recognition)

Any person, couple (wife & husband), corporations, LLCs, trusts, professional associations or any other organization may apply for this type of membership which is identified as a participation & recognition member.

Qualifications:

- a) Anyone or any organization wishes to contribute the temple can become a sponsor member irrespective of race, color, creed, nationality, sexual orientation or gender.
- e) Minimum donation of \$2,000 or any other amount redefined by the Board of Trustees. This amount can also include any sponsoring item of the development project/temple event/festival.

Privileges:

- a) Name will be on recognition plaque according to Temple Bylaws Article IX

Voting right:

- a) Sponsor member does not have any voting right

4) Trustee (Participation, Recognition, Voting & Management)

Trustee members are the group of people who established the temple and agreed to satisfy the requirement of this type of membership. The primary role of this group is to keep temple integrity and safeguard of the rights of the devotees, define the policy and procedure of temple activities. This type of membership is identified as voting right membership with complete access to temple management. Access to this type of membership is controlled by The Board of Trustees. New trustee member can be adopted under the rules of adoption of new trustee membership described on this article below.

Based on the minimum donation and monthly dues requirement, there are two types of Trustee Member

- a) Patron Trustee Member
- b) Associate Trustee Member

❖ **Qualifications (Patron Trustee Member):**

- a) Signatory of Group Loan Guarantor Agreement & Temple Promissory Notes
- b) Member who belongs to the temple establishment team and is committed to serve the temple
- c) Expresses his intent to pledge to objectives and agrees to abide by the bylaws
- d) Minimum one time donation of \$2,000 plus signup for monthly contribution defined/ redefined by The Board of Trustees

❖ **Qualifications (Associate Trustee Member):**

- a) Signatory of Group Loan Guarantor Agreement & Temple Promissory Notes
- b) Member who belongs to the temple establishment team and is committed to serve the temple
- c) Expresses his intent to pledge to objectives and agrees to abide by the bylaws
- d) Minimum one time donation of \$1,000 plus signup for monthly contribution defined/ redefined by The Board of Trustees

Responsibility of Trustee Member:

- a) Be an active member of the temple; attend meetings and share the thoughts, be positive towards temple improvement
- b) Participate temple events, volunteer service to the temple & be involved in the temple management and fund raising activities etc.
- c) In the event anyone willing to separate from the organization on or before two years from the date of purchase of the property located at 2601 Nine Mile Rd. Warren, MI 48091, he or she can do so only after paying all dues occurred for first two years.
- d) If a trustee member separates from the organization, he or she cannot associate with or start a similar type of organization within three years of the separation.
- e) Maintain discipline, serenity & sanctity of the temple

Privileges of Trustee Member:

The trustee membership remains in active status for life as long as all monthly dues are paid. This type of membership can be transfer to immediate family member (son or daughter) upon the death of the member

In addition to above, The Board of Trustees will avail the following privileges:

- a) Listed on “The Board of Trustees”
- b) Become a part of the temple management team
- c) Participation in all temple events
- d) Ability to rent the temple facility at a discounted rate
- e) Shall be listed on the temple mailing list
- f) Name recognition on plaque according to Article IX of bylaws

Voting right:

A Trustee Member and his or her spouse will each be considered Members of the Temple. If a Member is entitled to vote, then such Voting Member’s spouse shall also be a Voting Member

Cessation of Trustee Member:

- a) Disciplinary committee recommends the cessation of membership of a trustee member after a formal disciplinary proceeding. This proceeding can be conducted under Article XVIII when a member participates in any activities which are reviewed as detrimental to the temple or community.

Trustee membership monthly dues:

- a) Patron Trustee: \$100 per month; Associate Trustee: \$50 per month or any other amount redefined by The Board of Trustees. Membership dues need to be redefining every two years or less considering the financial situation of the temple. Intent to bring this dues under reasonable amount (<\$25) in five years.
- a) Trustee membership dues have to be pay on time to keep membership active. An inactive member can’t participate in the board meeting and don’t have voting right
- b) Exception: In case of a financial hardship such as one losing one’s job or any other financial adversity, a trustee member

can apply to hold their membership. With approval of The Board of Trustees, the said membership can be kept hold. During this time the said member cannot attend any Board meeting. The member must then pay all past dues to regain his membership active.

Adoption of new Trustee Member:

To keep the integrity and consistency of the temple, the adoption of the new The Board of Trustee Member will be controlled by the following clauses.

- a) The interested applicant needs to apply through membership application expressing his or her desire to serve the temple and want to become a trustee member
- b) After paying minimum donation amount, the applicant will be considered as provisional member with limited trustee privilege (no voting right).
- c) The provisional member will go through six month of the introductory period and will be assessed by The Board of Trustees.
- d) After successful completion of item “c” above, the trustee board will go through his application, review his involvement for introductory period and conduct adoption vote.
- e) Two thirds of the current board members vote in favor for accepting the interested applicant required to adopt the member.
- f) The accepted applicant needs to pay all dues defined by The Board of Trustees and to sign trustee member promissory notes and Group Loan Guarantor Agreement
- g) The newly adopted member need to meet any additional requirements that have been added by The Board of Trustees following the initial founding of the organization
- h) After successful completion of ‘a’ to ‘g’ above, the new member will enjoy full Board member privilege.

Code of conduct of trustee members:

- a) Trustee members are the representative of temple to outside public, serve as volunteers for the advancement of the Temple.

- b) Trustees make tremendous sacrifices of family and personal time because they believe in the religious cause, social essentials and charitable needs of the community. Therefore, it is of paramount importance that all issues and positions pertaining to the temple remain for discussion within the temple and not spill over to Trustees family life or personal life.
- c) Refrain from making commitments on behalf of temple without prior authorization to do so
- d) Project unity, positive and friendly image to the community
- e) Bring all differences with any fellow Trustee or anyone else in any of the scheduled meetings and discuss in a closed session of the meeting
- f) Support in public all duly adopted resolutions that conform to the bylaws and were conducted in accordance with bylaws.
- g) No The Board of Trustees will display or voice disrespect of any other member and create any unwanted scene in the presence of people other than The Board of Trustees
- h) In the event of a violation of the above code, the victim can request the President or Vice-president to schedule a special meeting of the Board ASAP to resolve the issue
- i) Personal/family conflicts must be resolved on an individual level

Eligibility to Upgrade Membership

Members of a category shall be eligible to upgrade their membership by satisfying the requirement of the category he/she want to.

ARTICLE IX: Recognition

Recognition of the trustee and sponsor member on recognition plaque shall be based on the following category. Initial plaque will be mounted on or before the third Kali Puja of the temple. Recognition will be based on the following category. The Board of Trustees can create any new recognition category considering the benefit of the temple

Recognition category	
Category	Donation Amount
Grand Platinum	\$25,000
Platinum	\$10,000
Gold	\$5,000
Silver	\$3,000
Bronze	\$2,000

ARTICLE X: Temple Administration

There will be three tiers of temple administration structure

- a) The Board of Trustees (Policy, Development, Long-term Planning)
- b) The Advisory Committee (Non-binding strategic, advice for issue resolution, fundraising)
- c) The Executive Committee (Day to day Operation, Events Management, Utilities, Security)

ARTICLE XI: The Board of Trustees & the Advisory Committee

1) The Board of Trustees:

The main governing body of the Temple shall be a Board of Trustees (the “Board”). The Board shall be made up with all qualified trustee (individually, a “Trustee” and collectively, the “Trustees”). The Board of Trustees is empowered to make or amend the Constitution and the By-laws governing the management of the Organization. They will oversee all temple activities and will provide governance of the temple in a manner that represents the will and desire of a vast majority of temple members. They will elect temple Executive Committee President and approve rest of The Executive Committee. All Trustee Members will constitute The Board of Trustees of Michigan Kalibari.

The Board of Trustees is headed by Trustee Chairperson. Rests of the Trustees Board are trustee members. The nearest past president of the executive committee will be the chairperson of the board of trustee. If past president of the executive committee not willing to serve or not available, the current president of the executive committee will serve as the Board of Trustees Chairperson in addition to his or her present role.

Role of the Board of Trustees

- a) The Board of Trustees are a guardian of the temple

- b) Define or redefine dues including general/sponsor/trustee membership dues and contribution amount
- c) The Board of Trustees is responsible for budget, legal matters, and signing of all legal and regulatory documents through its designated Trustee.
- d) The Board of Trustees will review major decision related to policy making, major development work, amendment of bylaws etc. taken by Executive committee
- e) The Board of Trustees will democratically approve or disapprove Executive Committee decision and if necessary request Executive Committee to modify and resubmit the decision.
- f) The Board will provide governance of temple in a manner that represents the will and desire of a vast majority of temple devotees
- g) Temple current president will be the chairperson of The Board of Trustees until there is an past temple president
- h) The Board of Trustees meeting will be conducted as need basis

2) The Advisory Committee

Advisory committees are volunteer groups formed to give advice and support to the Board of Trustees & the Executive Committee. Advisory committee does not have any formal legal responsibilities or decision-making authority.

Activities that advisory boards typically focus on are

1. Assessment of a program's impact and serving as a public advocate for the organization.
2. Act as a mediator, when there are some disagreement and/or conflict between a regular member and a member or a committee or the Executive Committee.
3. Assist fundraising to execute capital project

The Advisory Committee is headed by the representative of the Mullick Foundation. President of the temple will serve as a member secretary of the Advisory Committee. The Board of Trustees will nominate other members of the Advisory Committee from trustee and sponsor members. Duration of advisory committee is three years, can be renewed without any limit.

There should be at least one advisory committee meeting with current trustee members and executive members.

ARTICLE XII: Executive committee

The Executive Committee:

The activities of MKB shall be conducted by The Executive Committee. They are primarily responsible to execute temple events and conduct day to day work.

Executive Committee of the Temple shall manage all of the affairs of the Organization. This Committee can create any other subcommittee to conduct temple special need. Subcommittee is accountable to Executive Committee. The structure of Executive Committee:

<u>Position name</u>	<u>Size</u>
a) President	1
b) Vice president	2
c) General Secretary	1
d) Associate secretary	2
e) Principal Treasurer	1
f) Associate Treasurer	1
g) Cultural secretary	2
h) Art & literature secretary	1
i) Web Administrator	1
j) Building affairs secretary	1
k) Video & Photography	1

The size of The Executive Committee may change with the approval of The Board of Trustees.

Election of President:

The Board of Trustees will elect President through secret ballot according to following guideline

- Temple president must be from temple Patron Trustee Member
- The Boards of Trustees will announce names of all eligible president candidates at least four week prior to election.

- c) All eligible president candidates name will be on the secret ballot paper.
- d) Each Trustee will vote his/her president choice on the ballot paper and drop on ballot box.
- e) President will be select based on plurality.
- f) To continue same president, he need to get more than 10% more vote from his/her contestant unless contestant will be declared as elect president
- g) For the guarantee of loan payment, the elected president needs to be acceptable to current lender or qualify to transfer all existing temple loan and other financial obligation to his name
- h) Failure to satisfy item above, The Board of Trustees shall request the current president to continue

Selection of the rest of the committee:

Elected president will select rest of the executive positions through discussing with The Board of Trustees. All of The Executive Committee members need to be selected from trustee members. In case if there is not enough trustee members to serve The Executive Committee, the elect president can request The Board of Trustees to approve for maximum 20% of executive members outside of The Board of Trustees but from the sponsor or general member.

Tenure of Executive Committee:

The tenure of The Executive Committee is five years from the start of the committee. Until the new Committee starts functioning, the current Executive Committee will run day to day temple activity for continuity. Considering the continuity of the temple development the tenure of the Executive Committee can be extended maximum three terms

ARTICLE XIII: Right and Responsibility of Executive Member

a) President:

The President shall be the principal Executive officer of the temple and subject to the consent of The Executive Committee, shall in general supervise and control the temple operation. He shall preside at all meetings of The Executive Committee. He is also the chairperson of The Board of Trustees. The president shall authorized by this By-laws to execute Deeds, Mortgages, Bonds, Contracts and sign any administrative

and financial decision on behalf of Michigan Kalibari and its operations in the name of the Michigan Kalibari. In general, the president shall perform all duties incident to the Office of the President including presenting annual audit report at AGM. He can call an Executive meeting any time deemed necessary. He is primarily responsible to carry out the functions of the temple as per bylaws. President of the temple is authorized person to administer short term budgeting, extension work, project validation, feasibility, funding, execution and implementation. For long term budgeting and development work, president refers to The Board of Trustees.

b) Vice-President:

In the absence of the President, the Vice-President shall preside over all the regular and special meetings of The Executive Committee, and shall perform all regular duties to the Office of the President. He may assign any special duties by The Executive Committee. The vice president will become the acting President for the remaining term of the Executive year, if the position of president falls vacant due to any lawful reason.

c) General Secretary:

The secretary is the residence custodian of the temple. He will facilitate and keep the minutes of all the meetings and post on temple notice board. He will keep record of all meeting decision electronically and hardcopies on file for reference. He is responsible for all communications and record keeping activities of the temple. He will communicate with the members through telephone calls, personal contact, and other means and maintain membership information. He will see that all notices are duly given in accordance with the provisions of these Bylaws or as required by the Law; keep a register of the General Member directory, Trustee directory, Executive Committee and The Board of Trustees. He will work very closely with treasurer group to maintain these directories. He shall perform all duties incident to the office of the Secretary and such other duties as from time to time may be assigned to him by the president of the temple.

d) Associate Secretary:

General Secretary can delegate some of his responsibility to the Associate Secretary. If the Secretary is absent the senior Associate Secretary will assume responsibilities of the Secretary. Associate Secretary will assist Secretary in all activities as desired by the Secretary.

e) Principal Treasurer:

The treasurer shall have custody and keep account of all money, funds and property of the temple, unless otherwise determined by The Board of Trustees. He shall render such accounts and present such statements to the President, and The Executive Committee as may be required of him. The treasurer shall deposit all funds of the temple to temple bank account. He shall keep the bank accounts in the name of the temple, and shall make available for viewing the books. The treasurer shall pay all temple utility bills, dues, reimbursement bill and any other bill after completing all assign formalities and upon taking proper vouchers thereof. Treasurer will prepare all documents ready for auditing and support audit Committee and assist the Committee to dissolve any disputed case.

f) Associate Treasurer:

Principal Treasurer can delegate some of his responsibility to the Associate Treasurer. If the principal treasurer is absent the Associate Treasurer will assume responsibilities of the principal treasurer. Assistant Treasurer will be responsible to keep the temple account. The Assistant Treasurer may be assigned specific roles in The Executive Committee, such as (for example), keeping the financial records in a format ready for an external audit, inventory management, or communicating financial reports, etc. In addition, Associate Treasurer will coordinate with Secretary to maintain the inventory of the temple

g) Cultural secretary:

Cultural Secretary is responsible for promoting Bengali and Hindu cultural heritage. It shall be the duty of the Cultural Secretary to organize and hold various social, cultural and other such functions and activities

h) Art & Literature secretary:

Art & Literature Secretary is responsible for promoting Bengali and Hindu art and literature. He or she will be principal editor of temple yearly magazine and all other temple publications.

i) Web Administrator:

Principal web administrator of the temple shall maintain temple website and all other related IT activities. He will do web update with temple notice, event invitation, any other appeal, event calendar etc. He will also update web with temple photo/video album etc. He needs to check with Executive body regarding publication and discloser approval.

j) Building Affairs Secretary:

Building affairs secretary of the temple shall maintain temple buildings and all other related facilities maintenance activities.

k) Video & Photography Secretary:

Video & Photography Secretary of the temple shall maintain temple digital imaging and make available to web admin and others when there is a need.

ARTICLE XIV: Resignation

An executive member may resign at any time by delivering a written resignation to the President. The acceptance of any such resignation shall be necessary to make the above resignation effective.

ARTICLE XV: Meeting procedure

- a) Meetings should be professional and powerful resource to make temple decision
- b) Meeting notice:
 - o **Regular meeting:**
 - Can be conducted before or after weekly Satyanarayan Puja and any other special event without any meeting notice or one week prior notice
 - o **Emergency and time bounded urgent meeting:**
 - Can be conducted as need basis, does not require any prior notice
 - o **Annual general meeting:**
 - Require two weeks' notice and publish on temple visual system, temple notice Board; email to trustee
- c) Absolutely no disrespect or discrimination against race, sex or color
- d) The president of The Executive Committee will preside the meeting and secretary will take meeting minutes note
- e) Intent to achieve unanimous agreement. If require members go for vote. Decision will be accepted by plurality votes. All absentee and early leaving members' vote will be counted towards plurality of that meeting.
- f) President cans only votes to break a tie-breaking.

- g) Each decision will be published separately. Depending on temple confidentiality procedure, decision can be posted on temple notice Board, temple website and email to the members
- h) Absolutely no side talk during meeting & no pocket meeting after meeting
- i) When a decision is approved on a meeting, every one either attended the meeting or not should exercise to own the meeting decision
- j) Absentee member has their own responsibility to know the meeting outcome from temple president or secretary

ARTICLE XVI: Quorum requirement

Following quorum procedure will apply

- a) The Board of Trustees Meeting (Policy making, major project meeting, new trustee adoption or disciplinary)
 - Quorum requirement applicable: 33% of trustee families' representation. That mean if there are total 23 trustee families, it require at least 8 trustee families representation to start the meeting
- b) Regular meeting/Event meeting - No quorum requirement, open to all present
- c) Urgent time bound: No quorum requirement
- d) Emergency meeting - President can exercise authority to conduct such meeting without any quorum

ARTICLE XVII: General Meeting (AGM)

The annual general meeting shall be held at least once each year. The meeting shall be open to all general, sponsor and trustee members, however; only the trustee member shall have the right to vote.

ARTICLE XVIII: Disciplinary action, Grievances & Conflicts Resolution

Disciplinary action:

The Board of Trustees can start a disciplinary action procedure against any member or a group of members when one third of The Board of Trustees files a written complaint against any or group of members. The Board of Trustees will form a three member disciplinary committee to investigate the complaint. This committee will meet with both complainer and alleged person or the group and will make a report to The Board of Trustees. The Board of Trustees will review the disciplinary committee report; if necessary they can do further enquiry and recommendation necessary action considering the right and privilege of

individual parties involved. The Board of Trustees will direct the Executive Committee to execute the recommended disciplinary action. The board of trustees can request the advisory board for their help to resolve an issue

Grievances:

The Board of Trustees is authorized to appoint grievance committee to investigate and recommend, on a case by case basis, on any grievance against any member and corporation. The committee must investigate the matter, and make recommendation for action to The Board of Trustees. Any corrective or punitive action against an officer or member must be approved by a majority vote of The Board of Trustees; unless the affected member decides not to go through the general assembly process and accept the recommendations. Any member can appeal to Advisory Committee if he or she is not happy with

Conflicts Resolution:

Efforts shall be made to resolve any conflicts related to the temple affairs at the level of its origin in a democratic and professional manner. The guiding principle for conflict resolution shall be the interests of the temple. Due processes of negotiation, mediation and arbitration have to follow to resolve the conflict

Highest authority:

The Advisory Committee is the highest body any issue resolution, disciplinary action and grievances.

ARTICLE XIX: Fiscal year and Audit

Fiscal Year: The Fiscal year of the Michigan Kalibari shall be January 1 to December 31.

Audits: All financial records of the temple must be audited by at least two members appointed by The Board of Trustees. Such an audit must be carried out at least once a year, and the report of the auditor must be presented at the annual General Body Meeting and included in the Temple's Annual Report. The Auditor shall be subject to the same conditions of confidentiality concerning the identities of donors wishing to remain anonymous as applicable to the Trustees. If a qualified individual cannot be found among the temple members, an external auditor may be appointed. Such individual must be a Certified Public Accountant.

ARTICLE XX: Dissolution

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by the Court of Common Pleas

of the county in which the principal office of the organization is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE XXI: Amended Bylaws and additional code of conduct

The Board of Trustees will compose additional code of conduct for facilities management, religious direction, priest service, event management, project management, fundraising drive, temple audit etc. whenever require. These bylaws may be amended or ratified at any time by two third positive majorities of the Trustees. The amended bylaws will go into effect on the date they are ratified.

ARTICLE XXII: Specific Restrictions

Alcoholic beverage(s) shall not be allowed on the temple premises. Smoking and consumption of any controlled substances (such as tobacco and illicit drugs) shall not be permitted on temple building. Firearms are not allowed inside temple premises except when specifically authorized by The Board of Trustees and Executive Committee for security purposes.

ARTICLE XXIII: General

In an event where there is no specific provision written in the bylaws, the majority of Trustee Members following Federal and State laws, will act with common sense to disperse tension. All of the Temple’s checks must be signed by two of the following officers: Chairman of the Trustee Board, Executive President, Treasurer, Assistant Treasurer and Secretary. All work done on behalf of the Temple except priest service shall be done on a voluntary basis by the Temple’s Members. No remuneration shall be made without the prior written approval of the Board.

This Constitution of “Michigan Kalibari” is written by:

Shyama B Haldar

(Name)

.....
(Signature)

Revised Date: 05/29/2018

Note: Kalibari Bylaws V4.0 is approved by all trustee members present except Modan Gopal Dey, meeting held on May 25, 2018