

Constitution

SRI SAIBABA TEMPLE
SOCIETY OF OHIO



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Sri Saibaba Temple Society of Ohio



Sri Saibaba Sitting on Stone
(Original Photograph)

The Eleven Assurances of **Sri** Shirdi Saibaba:

1. Whoever puts his feet on Shirdi soil, his sufferings would come to an end.
2. The Wretched and miserable would rise into plenty of joy and happiness, as soon as they climb the steps of my mosque.
3. I shall be ever active and vigorous even after leaving this earthly body.
4. My tomb shall bless and speak the needs of my devotees.
5. I shall be active and vigorous even from my tomb.
6. My mortal remains would speak from my tomb.
7. I am Ever living to help and guide all, who come to see me, who surrender to me and who seek refuge in me.
8. If you look to me I look to you.
9. If you cast the burden on me, I will surely bear it.
10. If you seek my advice and help, it shall be given to you at once.
11. There shall be no want in the house of my devotees.

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ARTICLE 1

PREAMBLE ... RESOLUTION

We, the Trustees and Founding Members of the Sri Saibaba Temple Society of Ohio, do hereby resolve to establish a Temple of Worship of **Sri Shirdi** Saibaba, regarded as an incarnation in the Hindu religion. The temple will also conduct religious education classes, celebrate religious and cultural events, and service activities to ~~the needy and elderly~~ as a religious duty.

We, the Trustees and Founding Members, therefore, do adopt this Constitution to administer, promote and implement the aims and objectives of the Society, on this 28 day of November 2001.

ARTICLE 2

AIMS, OBJECTIVES & DEFINITIONS

- 2.1. The Sri Saibaba Temple Society of Ohio is a ~~not-for-profit~~ ~~profit~~, religious corporation registered in the State of Ohio. This Society is solely organized for religious, spiritual, ~~religious education~~ and cultural purposes. ~~The Society will also make, including for such purposes as making of monetary and non-monetary contributions~~ ~~distributions~~ to other organizations that qualify under section 501 (c) (3) of the Internal revenue code and pursue objectives consistent with those of the Society.
- 2.2. The members of the Sri Saibaba Temple Society sincerely believe in the teachings of Saibaba based on 'Sanatana Dharma' (Ageless Wisdom) of the Hindu religion whose tenets are Truth, Love, Peace, Right Conduct, and Non-violence.

The aims and objectives of the Society are:

- 2.2.1. To build and maintain a temple and conduct ~~regular~~ daily worship services of Sri Shirdi Saibaba and other Hindu Gods in accordance with traditional Hindu rites and customs.
- 2.2.2. To conduct religious education classes, study circles, lectures, and organize celebration of religious, and cultural events.
- 2.2.3. To engage in various community service activities to serve the needy ~~and elderly~~ as part of religious duty.

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- 2.3. The membership in the Society is open ~~_not only to all Hindus but also~~ to anyone all who ~~sincerely~~ believes in the universal teachings of Sri Shirdi Saibaba.
- 2.4. The organization and its members shall not discriminate against ~~any~~ individuals based on race, color, religion, spoken language, national origin, physical handicap, age, and gender.
- 2.5 Definitions:
In this Constitution, the Sri Saibaba Temple Society of Ohio will be referred to as the "Society", the temple premises and the building as the "temple" and the membership associated with the Society as the "members".

ARTICLE 3

ORGANIZATIONAL & ADMINISTRATIVE SET UP

The Society shall be administered by organizing and forming the following entities:

- ~~1.~~ General Body
- ~~2.1.~~ Board of Trustees
- ~~3.2.~~ Executive Committee
- ~~4.3.~~ Working Committees & Ad hoc Committees
- ~~4.~~ Board of Trustees

~~3.1.1.~~ GENERAL BODY: Consists of all members who have paid their membership dues for the current year. Membership is always for one calendar year, unless an individual or family chooses to become lifetime members. All annual memberships expire on December 31st. This is the highest council whose decisions, within the bounds of constitution, are binding on the Executive Committee, all other committees, and the Board of Trustees. A General Body meeting will be ~~called and~~ convened by the Chairperson of the Board in the first week of December of every year ~~or as needed during the year~~ where the membership will review the progress of the Society all activities.

3.1.1.

3.1.2 The President of the Executive Committee ~~Chairperson~~ shall present at the meeting an comprehensive a Annual report of the major all activities completed for the year, proposed activities for the next year, and the financial status of the Society as reflected in the books at that time ~~and present a Balance Sheet.~~ The President will Also also will present a Budget proposal for approval for the following coming year consisting of specific cost estimates for , and enumerate all the proposed activities that are expected to cost more than \$10,000. Each committee may present a brief report of its activities as needed or requested by the General Body.

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3.1.3. Through free flowing discussions the members may express their views, advice and suggestions for better working of the Society. Any resolutions passed by the General Body shall be binding on the Executive Committee and the Board. Only eligible members have the right to vote on any resolution tabled.

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~~3.1.3. For all voting purposes, members are those who have paid their membership dues by June 30 of any year. Members who paid their membership after March 31st of any year will not be allowed to vote during the rest of the year, but will be given voting rights for the following year, until membership expires.~~

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~~3.1.3. Any member of the General Body may approach either the Executive Committee or the Board of Trustees and request a meeting of the General Body. The request should be in writing and inform the Board of the purpose of the request and should be signed by at least 10% of the members of the General Body. Within 30 days after such a request is made, the Board should convene a meeting of the General Body.~~

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~~3.1.3. Any decision made by the Board of Trustees that involves expenditures of more than \$10,000 should be approved by the General Body.~~

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3.2. BOARD OF TRUSTEES:

Consists of 5 members duly elected by the General Body. ~~A chairperson for the board will be selected among the trustees. During the absence of the chair-person, a trustee will be selected to represent the chair person for the smooth running of the society. The chair person is considered "absent" if he/she is anticipated to be unavailable (for any reason) for >= 2 weeks.~~

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Functions of the Board are:

3.2.1 Develops policy matters in accordance ~~with~~ the Constitution and exercises overall supervision and is responsible for the successful management of the Society. Accountable to the General Body. Works in close communication and coordination with all the committees of the executive branch.

3.2.2 Has no day-to-day administrative or executive responsibility.

3.2.3 ~~The Chairperson shall convene General Body meeting at least once a year. The general body meeting will be convened More often, if necessary,~~ with at least two weeks notice ~~to the members of the General Body. The notice can be sent via e-mail and also posted on the web site of the Society.~~

~~3.2.4 Appoint the President of Executive Committee by following the procedures laid down in the Constitution.~~

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~~3.2.5 Appoint Working committees and Ad Hoc committees in consultation with the Executive committee.~~

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~~3.2.6 3.2.4 Develops and oversees sound fiscal and administrative policies and procedures, hiring of consultants for accounts, legal and other professional requirements, and ensures that the Society complies with all regulations at local and state level.~~

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~~3.2.7 3.2.5 Supervision of the functions of the Executive Committee Meets with the Executive Committee at least once a quarter to ensure that the policies and procedures of the Society are being followed appropriately.~~

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3.2.6 The Board of Trustees and the Executive committee will work with the pre-approved budget that is presented every year. If the executive committee has funding needs that exceed the preapproved budget by more than \$2,500, they should present the budget to the Board of Trustees for approval.

If a funding need arises that exceeds the pre-approved budget by more than \$10,000, for any one event, approval should be sought from the General Body.

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An event is a set of activities that have a common theme, religious or service-oriented. An event will be completed in no more than ten consecutive days for budgetary consideration. Any event that spans more than ten days should be cleared by the general body as constituting an event.

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~~The Board will have to authorize any activity proposed by the Executive Committee that is expected to cost more than \$10,000. Without written authorization from the Board, the proposed activity cannot be conducted by the Executive Committee.~~

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~~3.2.8 3.2.7 Removal of any committee member in consultation with the Executive Committee The Board will act upon the recommendation of the Executive Committee in the removal of a member of the Executive Committee or replacement (e.g., resignation of a member). The vacant position thus created may either be filled by a member recommended by the Board, or a special election will be held if so recommended by the Board.~~

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3.2.8 In case a vacancy arises in the Board of Trustees (e.g., resignation), and the next election is more than six months from the date of vacancy, the Constitution and Election Committee will conduct a special election to fill the vacancy. All procedures for the election of a Trustee will be followed. The term of the elected trustee shall be the remainder of the term of the vacant position.

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3.2.9 If a trustee resigns or leaves their position, a new replacement member should be put in place within 60 days of the departure of the current member.

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3.2.93.2.10 The Board will be the final authority to employ necessary personnel, such as priests, office staff and maintenance workers for the smooth running of the society.

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3.2.11 Trustees are responsible for creating the long term goals (vision) for the society. These include list of items to be achieved by the society the next 1 and 5 years. The board of trustees are responsible to create a plan to meet such goals. The trustees are required to share the following with the General Body at least once a year

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- o List of goals and objectives for the next 1 and 5 year periods.
- o Details on progress made during the last year for the goals presented for that year
- o Details on progress made towards the previously shared 5 year goal

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3.2.93.2.12 Trustees are ultimately responsible for the society compliance with the all applicable laws as well as the society's compliance with the constitution document. Trustees shall forward any allegations of constitutional violations to the "Constitution and Election Committee". In such cases, the "Constitution and Election Committee" will perform the analysis and submit a recommendation.

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3.2.93.2.13 Trustees must avoid any personal conflicts of interest and shall not misuse the society funds or assets.

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3.3. EXECUTIVE COMMITTEE:

The Executive Committee shall consist of:

- President
- Two Vice presidents (daily operations, event management)
- Secretary
- Treasurer
- Joint Treasurer

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- Temple Manager

Functions of the Executive Committee are:

- 3.3.1 Responsible for the day-to-day administration of the Society and make decisions thereof. Implement policies laid down by the Board.
 - 3.3.2 Running and maintenance of the temple, worship services, organizing education classes, services to needy and elderly, program and event planning, publicity, public relations, close rapport and communications with members and the Board.
 - 3.3.3 ~~Planning, account matters and maintenance records~~Maintaining records of activities, expenses, and decisions made at executive committee meetings.
 - 3.3.4 ~~Be responsible to the Board and work in close cooperation~~Meet with the Board at least once a quarter and provide a report on the status of the temple, activities planned for the remaining part of the year, financial condition of the temple, and any other issue that needs intervention by the Board..
 - 3.3.5 ~~Advise~~Provide recommendations to the Board and seek approval for appointment of members to the Working Committees. Form Ad Hoc committees and appoint members whenever necessary.
 - 3.3.6 Work in close cooperation and harmony with all committees and seek advise in its decision making process.
 - 3.3.7 Invite any committee chairperson or a special invitee to attend their meetings.
 - ~~3.3.7~~3.3.8 If an executive committee member resigns or leaves their position, a new replacement member should be put in place within 60 days of the departure of the current member.
 - ~~3.3.7~~3.3.9 The quarterly Financial Statements of the Society should be displayed at a designated place in the temple. Every member of the Society should have easy access to this information. The statements should be displayed within one month of the end of each quarter.
- 3.3.7

9-13.4 WORKING COMMITTEES & AD HOC COMMITTEES:

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Working Committees:

There ~~will be three~~~~six~~~~are 5 permanent~~ committees whose members are appointed by the Board in consultation with the Executive Committee. Only members of the General Body are eligible to be part of the Working Committees.

~~The Board may increase the number of these committees if necessary.~~

- ~~1. Nominating and Election Committee~~Constitution and Election Committee
- ~~2. Financial Management & Records Committee~~
- ~~3. 2. Devotional Services Committee~~
- ~~4. Fund Raising & Public Relations Committee~~
- ~~5. Constitution & Bylaws and Planning committee~~
- ~~6. 3. Seva committee~~

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~~The Board or the Executive Committee may add other committees on an ad hoc basis when needed after consulting with each other.~~

- 3.4.1 The Board at its discretion may change or add to the responsibilities of the above committees. Each committee shall have at least 3 members, one of whom will be elected as Chairperson. The duration of each committee is for 2 years unless extended by ~~the Executive Committee or~~ the Board.
- 3.4.2 The Board may add other committees on an ad hoc basis. If the Executive committee identifies a need to form an adhoc committee, the executive committee shall approach the board to request the committee formation. Each adhoc committee will develop its own policy and procedures for its functioning and seek the approval of the Executive Committee board before beginning its work.
- 3.4.3 All committees' recommendations are advisory in nature.
- 3.4.4 The ~~Nominating~~Constitution and Election Committee is responsible for seeking nominations for all officer positions (i.e. executive committee and Board of Trustees) and the conduct of elections as laid out in the constitution. The committee is also responsible for the maintenance of the constitution, recording all changes that have been made in accordance with the guidelines of the constitution and serve as the adjudicating body in situations where constitutional violations are reported by any members of the General Body. This committee is composed of members of the General Body who are NOT part of either the Board of Trustees or the Executive Committee. The committee will work with the Board and the Executive Committee in filling positions that have fallen vacant in both the Board and the Executive Committee, and is responsible to fill the positions within three months after they have fallen vacant. In case a vacant position is up for

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election within a six-month period, the Constitution and Election Committee may choose to keep the position vacant.

~~3.4.5 The Financial Management and Records Committee is responsible for all documentation required by IRS, and ensure that all financial documentation of the temple is in compliance with IRS regulations.~~

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~~3.4.6~~ 3.4.5 The Devotional Services Committee is responsible for the procedures followed for various services conducted by the temple. They work in concert with the Priests and the Executive Committee and provide guidance and consultancy as needed.

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~~3.4.7 The Fund Raising and Public Relations Committee is responsible for all fund raising efforts and media communications of the temple. The committee will provide guidance and advice to the Executive Committee on matters pertaining to public relations. The committee is also responsible for generating new ideas for raising funds for the temple.~~

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~~3.4.8 The Constitution and Bylaws and Planning Committee is responsible for the maintenance of the constitution, recording all changes that have been made in accordance with the guidelines of the constitution and serve as the adjudicating body in situations where constitutional violations are reported by any members of the General Body. This committee is composed of members of the General Body who are NOT part of either the Board of Trustees or the Executive Committee.~~

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~~3.4.9~~ 3.4.6 The Seva Committee is responsible for the planning and execution of social service activities approved by the Board of Trustees. The committee will work in concert with the ~~Public Relations Committee and the~~ Executive Committee to make members of the temple aware of service opportunities and to get due recognition to the temple in the society at large.

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Ad Hoc Committees:

Are appointed by the Executive Committee. These are special committees formed for a particular purpose and are dissolved when the purpose has been served. Although temporary in nature their duration may be extended ~~when deemed as found~~ necessary.

Working Committees and Ad Hoc Committees may meet once a month or more often. ~~All committees w~~Will maintain records of all proceedings.

ARTICLE 4

ELECTION OF OFFICE BEARERS & TERM OF OFFICE & VOTING

4.1. BOARD OF TRUSTEES

~~4.1.1.~~The Board shall consist of ~~575~~ Trustees elected by the General Body for a term of 2 years beginning July 1 through June 30 of the second year. ~~However, at the beginning of forming the Board, 3 out of 5 members elected will serve for 3 years and 2 members for 2 years.~~

~~4.1.2.~~~~4.1.1.~~

~~4.1.3.~~~~4.1.2.~~ A candidate must be a current member of the General Body to be eligible for the position of the trustee. In addition, the candidate must have completed at least one term (at least 18 months or more) serving in the Executive committee. An exception to this rule can be made if and only if there are no applications received from candidates that meet this criteria.

~~4.1.4.~~~~4.1.3.~~ Each candidate for the Trustee position should be proposed and seconded by eligible members. A brief statement should accompany this from the candidate that he/she agrees to the nomination and is willing to serve, if elected. The nominated candidate will also submit a short statement of his or her vision of the society for the next two years which will be distributed to the members of the General Body at least one week before the election day. The statement will be distributed even when no election is necessary.

~~4.1.5.~~~~4.1.4.~~ The ~~Nominations~~ Constitution & Election Committee shall in the second week of the election year invite nominations as per procedures laid down, from eligible members. The dead—line for receiving nominations is May 15. Ballots containing the names of the candidates will be mailed out by May 30. The ballots are required to be returned by members with postmark of no later than June 20. The elected members of the Board, in order of highest votes received, will be announced as new Trustees who will assume office on July 1. If electronic voting methods are utilized, the Constitution and Election Committee is responsible for the proper conduct of elections with the same deadlines as described above.

~~4.1.5.~~ The invitation for nominations should be communicated to the members of the General Body by e-mail, with posters in the temple, and published on the temple website.

~~4.1.6.~~ A member of the Board of Trustees may serve up to two consecutive terms. At the end of the second term, the member shall not be part of the Board or the Executive Committee for a minimum period of two years.

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~~4.1.5.4.1.7.~~ The decisions of the ~~Constitution~~~~Nominations~~ & Elections Committee is final on all election matters of the Society. Nominations and ballots postmarked after due date will be declared invalid.

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4.1.6. The Board of Trustees shall meet *at least* four times a year, with a date for next meeting decided at a current meeting. Minutes of the Board meetings will be meticulously prepared, signed by all members present and filed within two weeks of each meeting.

4.1.7. The quorum at Board meeting shall be ~~five~~~~three~~ trustees. All Board of Trustees decisions shall be made by majority vote (at least three votes shall be in favor of the decision).

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4.1.8. In special or urgent circumstances when a Board meeting is not possible the members may discuss and consult with each other and make decisions~~decisions made~~. Such decisions shall be recorded, signed by all members and filed with Board records.

4.1.9. The Board may convene its special meetings with a minimum notice of one week~~two days~~. In case a Board Member cannot participate in person, arrangements should be made for the member to participate via telephone or other technologies available with the temple.

4.1.10. All records of Board meetings (including voting records) shall be made available to members on request. However, the Board, at its discretion, may withhold any confidential information, which it considers inadvisable to release at the time of request. When the Board withholds the release of information, it should advise all members of the Executive Committee of this action (using email or a paper letter) with the rationale behind this action.

4.1.11. The Board may invite members of any committee of the Society or special invitees from outside to attend its meeting. These invitees will not take part in voting.

4.2. EXECUTIVE COMMITTEE

4.2.1. The Executive Committee shall serve a 2-year term beginning January 1 through December 31 of the second year.

4.2.2. ~~Appointment Process Of President:~~ The Executive Committee is elected as one group (President, Vice-President, Secretary, and Treasurer). In the

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~~interest of continuity of operations, the Executive Committee is elected during those years when the Board elections do not take place.~~

~~4.2.3. The chairperson of the Constitution and Election Committee, upon approval by the Board, will invite nominations from the general body for the Executive Committee of the temple. Nominations should be submitted collectively as a committee, and not for individual positions in the Executive Committee.~~

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~~4.2.4. The calendar for nominations follows a pattern that is similar to the calendar for the Board: Announcement in the second week of November, nominations due by the first Friday in December, and ballots due by the last working day of December.~~

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~~4.2.5. The invitation for nominations should be communicated to the members of the General Body by e-mail, with posters in the temple, and published on the temple website~~

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~~4.2.6. The new Executive Committee shall assume responsibility from January 1 of the following year.~~

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~~In the first week of October, preceding the term year, the Board shall invite nominations for the position of president of Executive Committee both from within its own Board and from all the committees. From among the nominations received the Board will select a candidate for appointment as president. The Board shall arrive at its decision through consultations and reaching a consensus on the best possible candidate available.~~

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~~4.2.3. Board shall announce the name of the president for the new term the last week of October.~~

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~~4.2.4. Any member of the Board and members of all committees are eligible to be nominated as president of Executive Committee.~~

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~~4.2.5. The vacancy caused as a result of appointment as president shall be filled by Board to cover the un-expired term.~~

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~~Appointment of Executive Committee office Bearers:~~

~~4.2.6. President designate shall be required by the Board to present a list of proposed candidates to occupy the positions of Vice president, Secretary and Treasurer~~

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~~by the third week of November. The list will be finalized and approved by the Board by the second week of December.~~

~~The new Executive Committee will take office on January 1.~~

~~4.2.7.4.2.3. Members of Executive Committee can serve for a period of four years (i.e., two terms) if elected for a second consecutive term. The President of the Executive Committee will not be eligible for reappointment for a period of 4 years after completing two terms as the President.~~

~~4.2.8.4.2.4. Executive committee shall meet as needed, but at least once a quarter, once a month. It may call for special meetings with a minimum notice of one week. In the event a member of the Executive Committee cannot participate in person, participation by telephone or any other appropriate technology available at the temple may be used. 2 days. Minutes of each meeting will be maintained and signed by all attending members within 2 weeks of each meeting. In urgent or special circumstances members may discuss and arrive at decisions without a meeting. The decisions reached are recorded and signed by members.~~

4.3. REMOVAL OF EXECUTIVE COMMITTEE OR BOARD MEMBER

~~The executive committee or members of the board may be removed from their positions if the General Body believes that they are not fulfilling their obligations.~~

~~a. The President of the Executive Committee will submit to the Board of Trustees a recommendation to remove any particular Executive Committee member. The recommendation will include the reasons for removal, with appropriate evidence. In the case of removal of the President of Executive Committee, any member of the Executive Committee may submit to the Board of Trustees a recommendation seeking removal, along with appropriate evidence for the charges. The Board of Trustees will vote on the recommendation and inform the Executive Committee of their decision. If the Board votes in favor of removal of any particular Executive Committee member (s), the decision is binding and the Executive Committee member(s) will vacate their positions.~~

~~b. If a member of the General Body seeks to remove members of the Executive Committee or the Board of Trustees, at least 10% of the members of the General Body should submit a petition to the Constitution Committee seeking removal, and explaining the reasons behind the request. The Constitution Committee will hold a General Body meeting on the request, after giving at least two weeks' notice to the members. The decision of the General Body is binding.~~

4.3.4.4. EX-OFFICIO MEMBERS:

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4.3.1.4.4.1. The retiring Chairperson of the Board and president of the Executive Committee shall be ex-officio members of the Board and the Executive committee respectively. They will attend meetings, offer advice and guidance but will have no voting rights.

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ARTICLE 5

MEMBERSHIP, VOTING RIGHTS, & DONATIONS

6.1.3.1. The membership in the Society is open to all who subscribe to the teachings and ideals of Sri Shirdi Saibaba. The members are required to sign a membership form and pay the prescribed fee.

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6.2.3.2. The prospective members should be at least 18 years of age.

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6.3.3.3. The fiscal year of the Society ~~will bestarts~~ January 1 through December 31.

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6.4.3.4. Membership fee:

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- Life Member:

- \$5000 or more at once, ~~OR~~

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- ~~○ or~~ \$2500 or more to be paid ~~inwithin~~ two consecutive years with the total ~~>= \$5000.~~

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- Family \$54 per year.
- Individual \$27 per year.
- Student \$9 per year.

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6.5.3.5. The Board may review and change the membership fee from time to time.

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6.6.3.6. The temple will accept donations for the temple fund:

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- Grand Patron \$10,000 or higher ~~-Life membership with voting rights~~
- Patron \$5000 or higher ~~-Life membership with voting rights~~
- Donor \$1000 or higher

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6.7.3.7. The Society will accept donations from corporations, charitable organizations or government agencies. These institutions will exercise no influence, directly or indirectly, in the policies of the Society or in its running.

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Voting Rights:

Sri Saibaba Temple Society of Ohio

- | ~~6-8.3.8.~~ Each individual member is allotted one vote. Family members are allotted two votes (one for each spouse). Children in the same family, although considered as members will have no votes.
- | ~~6-9.3.9.~~ Only members whose membership is paid for the current year have voting right. Non-members have neither voting right nor can stand for any office.

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ARTICLE 6

AMENDMENTS TO THE CONSTITUTION

- 6.1. If any amendments to the Constitution are felt necessary in the best interests of the Society these may be initiated by the Board, or Executive Committee or any committee or by members of the General Body. The proposed amendment(s) should first be considered by the Constitution and ~~Election Bylaws~~ Committee, next the Executive Committee who will forward the same to the Board with their recommendation. If the Board approves the amendment(s) it shall explain in detail why the amendment(s) to the Constitution have become necessary while seeking the approval of the General Body.
- 6.2. General Body's approval can be obtained in two ways: By calling a special meeting with 30 day notice for the purpose or defer the motion till the upcoming General Body meeting or alternately, by sending the amendment issues by mail to the membership including necessary ballots with voting instructions and return due date of no less than two weeks. Electronic voting, when possible, is acceptable.
- 6.3. The amendments are deemed to have passed, if in a meeting, with 80% of votes in favor or by 80% of the returned ballots in favor.
- 6.4. The original version of the amendments as approved by the Board and sent to vote by the General Body will not be further amended. Either the original amendment is voted upon or voted down.

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ARTICLE 7

MAINTENANCE OF DISCIPLINE & DISCIPLINARY ACTION

Sri Saibaba Temple Society of Ohio

- 7.1. All members at the temple premises shall maintain strict discipline, order and obedience to rules. Utmost reverence to all the temple deities and cleanliness shall be observed. Members should not violate the code of conduct.
- 7.2. Members disobeying the rules or acting against the best interests of the Society or displaying objectionable behavior shall be promptly relieved of their membership and all privileges. Membership of disbarred members will not be returned.
- 7.3. The disciplinary action may be initiated by the Board on recommendations of the Executive Committee.
- 7.4. All elected and appointed members to various offices shall sign an oath of Office and agree to uphold and foster the high principles of the Society and its objectives. ~~The members a~~Also agree to observe the code of conduct and discipline.

ARTICLE 8

BYLAWS

- 8.1. The Bylaws are written and adopted for the smooth running of the Society.
- 8.2. The Board stipulates the Bylaws enumerating the duties and responsibilities of the Trustees, members of the Executive Committee, members of the Working Committees and all other committees. The rules and regulations, code of conduct, and disciplines for every one to follow will be stated.
- 8.3. All departments of the Society including the Temple shall devise and adopt their own Bylaws for governance and smooth running. All Bylaws framed should be approved by the Board.
- 8.4. All Bylaws formulated should conform to the provisions of the Constitution.
- 8.5. Bylaws manuals, handbooks or instruction manuals on a variety of activities including temple worship services will be given to concerned individuals.
- 8.6. The latest edition of Robert's Rules and Order shall be of authority on all questions of procedure not specifically stated in this Constitution.

ARTICLE 9

UTILIZATION OF FUNDS

- 9.1 No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in this Constitution. No part of the activities of the corporations shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing and distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provisions of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal revenue code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE 10

DISSOLUTION POLICY OF THE TEMPLE SOCIETY

- 10.1. In the event that the Sri Saibaba Temple Society has to be dissolved for any reason such decision should be taken by the unanimous vote of the Executive Committee and the Board of Trustees. The General Body will be called for a special meeting with a 30-day notice for explaining the reasons for dissolution. An 80% approval vote shall be needed for the dissolution.
- 10.2. A special committee will be formed to organize the dissolution. The net assets of the Society will be distributed to a non-profit religious corporation or corporations having tax-exempt status under section 501(c)(3) of the Internal revenue Code or the corresponding section of any future federal tax code. Any such assets not so disposed of shall be disposed of by Common Pleas Court of Franklin County Of Ohio exclusively for such purpose or purposes or to such organization or organizations as said court shall determine, which are organized and operated exclusively for such purposes.