



Mid-Hudson Sikh Cultural Society, Inc. NY

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Founded – April 13, 1969

INCORPORATED - July 6, 1979

UNDER SECTION 402 OF THE NOT-FOR-PROFIT
CORPORATION LAW OF THE STATE OF NEW YORK

Constitution & By-Laws

TAX- EXEMPT RELIGIOUS ORGANIZATION

Under Sections
501 (c) (3); 501 (a);
509 (a) (1) and 170 (b) (1) (A) (i)
Of the Internal Revenue Code

Sixth Amendment Approved and Adopted: August 22, 2004



We the members of the Mid-Hudson Sikh Cultural Society, Inc. NY, in order to run a more perfect organization to practice our religion, and insure tranquility within the organization, do ordain and establish this constitution and by-laws for the Mid-Hudson Sikh Cultural Society, Inc. NY.

First written and adopted: July 13, 1975

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CONSTITUTION

Article 1 - Name

The name of the Sikh religious organization shall be "Mid-Hudson Sikh Cultural Society Inc. NY" hereinafter called "society". The word "society" in this document shall mean said full name and title.

Article 2 -- Reasons of Formation

The reasons of formation are to strive to achieve the following AIMS and OBJECTIVES:

1. To further interest in the teachings of the Sikh Gurus as enshrined in GURU GRANTH SAHIB (Sikh Holy Scripture) and to help create better environment for all mankind.
2. To arrange discourses on GURBANI (Guru's Word, that is, the Word of God as enshrined in GURU GRANTH SAHIB) and Sikh history.
3. To promote social, cultural and inter religious understanding based on peace, love, justice, truth and harmony as preached by the Sikh Gurus.
4. To offer facilities for studies and instructions on Sikh religion.

Article 3 - Statement of Sikh Faith

The following beliefs comprise the statement of Sikh faith:

1. We believe in the existence of ONE God.
He is revealed in GURU GRANTH SAHIB (Our Holy Scripture) as follows:
His name is TRUE. (Among other names, Sikhs generally call Him WAHEGURU--Wonderful Lord). He is His own CREATOR and the CREATOR of the universe. He is without FEAR and ENMITY. He is TIMELESS and FORMLESS, beyond BIRTH and DEATH, SELF-EXISTENT and SELF-ILLUMINATED. He is realized by the GRACE of the GURU.
2. Our living, reigning, and eternal Guru is our Holy Scripture, namely, GURU GRANTH SAHIB, as ordained by the tenth Guru, GURU GOBIND SINGH in 1708 AD.
3. We believe in and strive to promote the universal spiritual teachings of ten Sikh Gurus from GURU NANAK DEV to GURU GOBIND SINGH as enshrined in GURU GRANTH SAHIB.
4. We believe in the creation of the KHALSA PANTH by the tenth Guru, GURU GOBIND SINGH in 1699 AD.

5. We believe in MEDITATION on the NAME (Waheguru) of God, earning an HONEST LIVING and CHARITABLE GIVING.
6. We believe in ONENESS of HUMAN RACE.
7. We believe in SOCIAL EQUALITY that prohibits discrimination based on gender, caste, creed, race, color or any other social status.

Article 4 - GURDWARA (Sikh Temple)

1. The society shall establish and maintain a GURDWARA (Sikh Temple) for holding religious congregations, weddings, baptisms, and other religious services.
2. The GURDWARA shall belong to the same religious denomination as do all the other Gurdwaras (Sikh Temples) in the world.
3. The GURDWARA shall observe the same code of conduct laid down by Sri Akal Takhat Sahib Amritsar, Punjab, India as do all other GURDWARAS (Sikh Temples) in the world.

Article 5 - GRANTHI (Sikh Priest)

1. The society shall employ full time GRANTHI (Sikh priest) for daily religious services and congregation needs.
2. If needs of the congregation grow beyond the full time duties of one GRANTHI, the society shall employ an assistant GRANTHI or GRANTHIS (Priests) as needed.
3. The by-laws shall describe the duties of the GRANTHI.

Article 6 -- Membership

1. Any person who agrees to abide by the constitution and the by-laws of the society shall be eligible to become a member of the society.
2. The three (3) months time window to become a member shall be May 1, through July 31. Any person who becomes a member before May 1, or after July 31, shall not be eligible to participate in the membership meetings.
3. The member shall renew the membership every year from May 1, through July 31.

Article 7 -- Congregation

1. The religious functions of the society shall be open to all persons who shall abide by the traditionally and generally accepted rules and regulations of the Sikh religious functions.

2. The congregation or "Sadh-sangat" shall consist of members and non-members alike.
3. The congregation shall maintain discipline in the functions of the society.

Article 8 - Contributions to the Society

1. The voluntary contributions of the congregation "Sadh-sangat" shall support the programs of the society.
2. There shall be no compulsion to make donations.
3. The donations made to the society shall be final and irrevocable.

Article 9 -- General Assembly

1. The members shall constitute the general assembly.
2. The general assembly shall approve the major programs and projects of the society.
3. The general assembly shall have the power to remove a member of the management who shall violate the constitution and the by-laws.
4. The general assembly shall have the power to remove from office an inefficient member of the management. A member of the management shall be inefficient if he or she does not at least attend, one-half of the programs of the society and one-half of the meetings of the management. It will be up to the appropriate management to bring the matter to the general assembly.

Article 10 -- The Executive Committee

1. The executive committee shall consist of the following .nine (9) members:
 - 1) President
 - 2) Vice-President
 - 3) General Secretary
 - 4) Assistant General Secretary
 - 5) Treasurer
 - 6) Assistant Treasurer
 - 7) Social Secretary
 - 8) Assistant Social Secretary
 - 9) Assistant Social Secretary

2. The general assembly shall elect the executive committee for one (1) year term in April.
3. The executive committee member shall not be a member of any other elected committee.
4. The executive committee shall make decisions by majority votes of quorum present and voting.
5. Any member of the executive committee can ask for an executive committee meeting by supplying an agenda to the general secretary. The general secretary shall comply with the request within thirty (30) days after receiving the agenda.
6. The executive committee shall govern all the functions of the society according to the constitution and the by-laws.
7. The executive committee may accept contributions, gifts, estates, donations, grants and aids on behalf of the society.
8. The executive committee shall have the authority to give reasonable donations and to settle day to day expenses.
9. The executive committee can appoint committees for specific functions and may select individuals to render part-time or full-time paid services to the society. Each such committee shall serve at the pleasure of the executive committee.

Article 11 - Executive Committee Term Limit

1. The executive committee member shall not serve more than three (3) consecutive years in the same position.
2. There shall be a minimum of one (1) year break before a member becomes eligible to be elected to the same position.

Article 12 -- Board of Directors

1. The board of directors shall consist of nine (9) directors.
2. One-thirds (1/3) of the directors shall retire every year.
3. The general assembly shall elect the directors to fill vacant positions for appropriate term lengths in April.
4. The board member shall not be a member of any other elected committee.
5. The board shall select its own chairperson and secretary from the board members within thirty (30) days after the announcement of the new board members.

The general secretary of the executive committee shall call the first meeting of the board of directors within thirty (30) days after said announcement.

The first order of business shall be the selection of the chairperson. The general secretary shall conduct the selection process.

At the instant of the selection of the chairperson, the chairperson shall preside over the meeting and shall conduct the selection of the secretary to the board.

6. The majority votes of directors present and voting shall decide all issues. The meetings shall have the quorum to make important decisions.
7. Any member of the board can ask for a board meeting by supplying an agenda to the secretary. The secretary shall comply with the request in thirty (30) days.
8. The board in consultation with the executive committee shall plan the long range goals of the society.
9. The board shall look after the overall welfare of the society.
10. The board shall resolve issues, problems and concerns if the executive committee could not resolve them.
11. The board shall be the prime interface to the outside organizations. The board representative shall have the authority to make commitment, if required, on behalf of the society. The board shall keep the executive committee informed of its activities with the outside organizations.
12. The board shall carry out all functions performed by the executive committee, in case the latter, through lack of interest or mass resignations, becomes dysfunctional. The board shall elect the new executive committee within thirty (30) days of its becoming dysfunctional.

Article 13 -- Board of Directors Term Limit

1. The board member shall not serve more than one term of three (3) consecutive years.
2. There shall be a minimum of one (1) year break before a member becomes eligible to be elected again to the board.

Article 14 -- Audit Committee

1. The audit committee shall consist of two (2) members.
2. The member shall not be a member of any other elected committee.

3. The committee shall be elected for a one year term in April.
4. The committee shall audit the financial records of the society on a regular schedule.
5. The committee shall resolve all audit issues before the annual general assembly meeting.
6. The committee shall have no involvement in the management of the society.

Article 15 -- Audit Committee Term Limit

1. The audit committee member shall not serve more than three (3) consecutive years as an auditor.
2. There shall be a minimum of one (1) year break before an auditor becomes eligible to be elected as an auditor.

Article 16 - General Assembly Meetings

1. Frequency: There shall be at least two (2) general assembly meetings in a year. The general secretary, in consultation with the president, may call a general assembly meeting to discuss important issues.
2. Meeting Notice: The general secretary shall cause to be mailed to every member in good standing at his or her address as it appears on the membership roll book of the society a notice stating the time and place of the meeting at least ten (10) days but not more than fifty (50) days before the scheduled date of such meeting.
3. Quorum: The presence at any membership meeting of not less than a twenty percent (20%) members shall constitute a quorum and shall be necessary to conduct the business of the society; however, a lesser number may adjourn the meeting for a period of not more than four (4) weeks from the date scheduled and the general secretary shall cause a notice of the re-scheduled date of the meeting to be sent to those members who were not present at the meeting originally called. A quorum as hereinbefore set forth shall be required at any adjourned meeting.

The member who has moved out of the area, defined in the by-laws, shall not be counted in the total membership for determining the quorum.

The person who has been recognized by the society with the life membership shall not be counted in the total membership for determining the quorum if he/she lives outside the said area.

4. **Membership Roll:** A membership roll showing the list of members as of the record date, certified by the general secretary of the society, shall be produced at any meeting of members upon the request therefor of any member who has given written notice to the society that such request will be made at least ten (10) days prior to such meeting. All persons appearing on such membership roll shall be entitled to vote at the meeting.
5. **Special Meetings:** If at least five (5) members request a general assembly meeting specifying their agenda to be discussed in writing, the general secretary shall comply with their request within thirty (30) days. The general secretary shall cause a notice of such meeting to be mailed to all members at their addresses as they appear in the membership roll book at least ten (10) days but not more than fifty (50) days before the scheduled date of such meeting. Such notice shall state the date, time, place and purpose of the meeting and by whom called. No other business but that specified in the notice may be transacted at such special meeting without the unanimous consent of all present at such meeting.
6. **Action By Members Without A Meeting:** Whenever members are required or permitted to take any action by vote, such action may be taken without a meeting by written consent, setting forth the action so taken, signed by all members entitled to vote thereon.
7. **Proxies:** Every member entitled to vote at a meeting of members or to express consent or dissent without a meeting may authorize another person or persons to act for him or her by proxy only if he or she is out of town or has some personal emergency. Under normal circumstances the member is expected to be present in person. Every proxy must be signed by a member or his or her attorney-in-fact. Every proxy shall be revocable at the pleasure of the member executing it.
8. **Annual Meeting:** The annual meeting shall occur in April before the Baisakhi function.
9. **Presiding Officer:** The president shall preside over the general assembly meetings.

Article 17-- Annual Reports

1. The financial year of the society shall be April 1, through March 31.
2. The executive committee, board of directors, and audit committee shall, at the annual meeting of the general assembly, give their accomplishment reports.

3. The treasurer, at the annual meeting of the general assembly, shall present the financial report of the society.

Article 18 - Sponsorship of SIKH MISSIONARIES*

1. From time to time the society may sponsor SIKH MISSIONARIES for a temporary visit ranging from six months to a year to perform at the religious functions of the society.
2. The society may employ SIKH MISSIONARIES on a permanent basis to perform at the religious functions of the society. If the SIKH MISSIONARIES requires a sponsorship for the permanent resident visa, the society shall sponsor them on approval by the general assembly.
3. The by-laws shall describe the duties of SIKH MISSIONARIES.

* SIKH MISSIONARIES include but not limited to: Sikh Musicians (Ragi Jatha, Dhadi Jatha), Sikh Scholars (Katha Vachak, Academician or the like).

Article 19-- Contributions to Foreign Organizations

1. The society shall not solicit funds on behalf of a foreign organization that does not satisfy the tax exempt requirements of the section 501(c) (3) of the Internal Revenue Code of 1954.
2. The society shall not grant funds to a foreign organization that does not satisfy the tax exempt requirements of the section 501(c) (3) of the Internal Revenue Code of 1954.
3. The society may contribute to a needy and destitute class of individuals such as leper's organization (Pingalwara) in India or in any other country.

Article 20-- Law Suits against the Officers of the Society

1. If a law suit is brought against any officer of the society while performing his/her services to the society, the society shall defend the officer with all its resources in the court of law.
2. If a frivolous suit is brought against any officer of the society while performing his/her services to the society, the society shall defend the officer with all its resources in the court of law and collect the damages from the suing party.

Article 21 -- General

1. The members shall not be personally responsible for the liabilities of the society.

2. The society shall maintain a collection of books and other facilities for studies and instructions on Sikh thought.
3. Generally accepted democratic principles shall apply to the situations not covered by the constitution and its by-laws.
4. The president shall fill short term vacancies in the executive and audit committees. The chairperson of the board shall fill short term vacancies in the board of directors. An election shall fill long term vacancies within thirty (30) days.
5. No part of the net earnings of the society shall distribute to its members, officers, or other private individuals. The society may provide payments or distributions for services that promote the Aims and Objectives of the society as set forth in Article 2.
6. The society shall not pay the director or an executive committee member or an audit committee member for any services rendered to the society.
7. Upon the dissolution of the society, the board of directors, shall after paying all liabilities of the society and compensation for all services rendered, dispose of all the assets of the society, exclusively for the society in such manner, or to such organization or organizations, organized and operated solely and exclusively for charitable or religious purposes under section 501(c)(3) of the Internal Revenue code of 1954.

Article 22 -- Amendment

1. Any member of the society can request an amendment to the constitution and or by-laws by giving it in writing to the chairperson of the board or to the board secretary.
2. The board shall be responsible for bringing the amendment to the general assembly for approval and adoption with the help of the executive committee.
3. Only the general assembly shall adopt, amend or repeal the constitution and the by-laws.
4. The two-thirds (2/3) affirmative vote of the total membership shall amend the constitution.

*** END ***

By-laws

1. Membership -- Applicant Qualification

- a) The applicant must be over eighteen (18) years of age.
- b) The applicant shall permanently live within forty (40) miles radius from the regular place of worship of the society. Any person who is a member as of July 31, 1997, and lives outside the forty (40) mile radius, shall continue to be a member as long as he or she keeps renewing the membership every year without a break.
- c) Any exceptions to item (b) shall only be made by the executive committee and the board of directors.
- d) The applicant agrees to support and participate in the programs of the society.
- e) There shall be an application fee determined by the general assembly.
- f) The applicant shall believe in Sikh religion, Khalsa Panth, the Sikh Gurus and their teachings.
- g) The applicant shall submit the application to the general secretary of the society for approval.
- h) Any false information on the application shall automatically disqualify the applicant from becoming a member.

2. Elected Position -- Restriction On Candidate

Only one (1) candidate from the immediate family shall run for an elected position. The immediate family shall consist of only husband and wife in this context.

3. Executive Committee -- Candidate Qualification

- a) The candidate must be over twenty-five (25) years of age.
- b) The candidate must be a permanent resident of the United States.
- c) The candidate must be a member of the society for the last two (2) years at the time of election.
- d) The candidate must have two (2) other members to nominate his or her name.
- e) The candidate agrees to devote the time and effort demanded by the position.

- f) The candidate understands that he or she shall not be paid for any services to the society as a member of the executive committee.

4. Executive Committee -- Position Description

I. President and Vice-President

- a) The president shall be the chief executive officer of the society.
- b) The president shall have the general management of the affairs of the society and shall see that all orders and resolutions of the management are carried into effect.
- c) The president shall preside at all meetings of the members and the functions of the society.
- d) The president shall deliver an accomplishment report of the executive committee at the annual general assembly meeting.
- e) The vice-president shall provide support and counsel to the president regarding all affairs of the society.
- f) During the absence or disability of the president, the vice-president shall have all the powers and functions of the president.
- g) The vice-president shall perform such other duties as the board shall prescribe.

II. General Secretary and Assistant General Secretary

- a) The secretary shall run the programs of the society.
- b) The secretary shall have the custody of the seal of the society and shall affix and attest the same to documents when duly authorized by the board of directors.
- c) The secretary shall attend to the giving and serving of all notices of the society, and shall have charge of such books and papers as the board of directors may direct; the secretary shall attend to such correspondence as may be assigned to him or her, and shall perform all the duties incidental to his or her office.
- d) The secretary shall keep a membership roll containing the names, of all persons who are members of the society, showing their places of residence and the time when they became members.
- e) The secretary shall prepare an agenda for all meetings in consultation with the president.
- f) The secretary shall keep the minutes of the members and also the minutes of the executive committee.

- g) The secretary shall call the general assembly and executive committee meetings.
- h) The secretary shall keep the members informed of the activities of the society.
- i) The assistant-secretary shall provide support and counsel to the secretary.

During the absence or disability of the secretary, the assistant secretary shall have all the powers and functions of the secretary.

III. Treasurer and Assistant Treasurer

- a) The treasurer shall have the care and custody of all the funds and securities of the society.
- b) The treasurer shall, when duly authorized by the board of directors, sign and execute all contracts in the name of the society, when countersigned by the president.
- c) The treasurer shall keep an account of all receipts and expenses.
- d) The treasurer shall deposit all funds received in the name of the society in a financial institution designated by the executive committee.
- e) The treasurer shall sign all checks, drafts, notes, and orders for the payment of money, which shall be duly authorized by the board of directors. The payments over five hundred (500) dollars must be countersigned by the president.
- f) The treasurer shall at all reasonable times exhibit his or her books and accounts to any director or member of the society upon application at the office of the society during the mutually convenient hours.
- g) The treasurer shall be responsible for getting the audits done on time.
- h) The treasurer shall be responsible for filing tax returns on time.
- i) The treasurer shall deliver financial reports at the general assembly meetings.
- j) The assistant-treasurer shall provide support and counsel to the treasurer
- k) During the absence or disability of the treasurer, the assistant treasurer shall have all the powers and functions of the treasurer.

IV. Social Secretary and Assistant Social Secretary

- a) The secretary shall arrange "Langar"(community lunch) for all programs of the society.
- b) The secretary shall provide guidance and assistance to the volunteers preparing and serving the "Langar."
- c) The secretary shall have the overall responsibility of all "Langar" related activities.
- d) The secretary shall be responsible for keeping the Kitchen and the "Langar" serving area clean.
- e) The secretary shall be responsible for the inventory of the Kitchen items belonging to the society.
- f) The assistant-secretaries shall provide support and counsel to the secretary.
- g) During the absence or disability of the secretary, the assistant secretary shall have all the powers and functions of the secretary.

5. Board of Directors -- Candidate Qualification

- a) The candidate must be over twenty-five (25) years of age.
- b) The candidate must be a permanent resident of the United States.
- c) The candidate must be a member of the society for the last two (2) years at the time of election.
- d) The candidate must have two (2) other members to nominate his or her name.
- e) The candidate agrees to devote the time and effort demanded by the position.
- f) The candidate understands that he or she shall not be paid for any services to the society as a member of the board.

6. Board of Directors -- Position Description

I. Chairperson

- a) The chairperson shall be responsible to set long range goals of the society in three months after the election.
- b) The chairperson shall preside over the meetings of the board.
- c) The chairperson shall be aware of the activities of the executive committee.

- d) The chairperson shall listen to the grievances of the members of the society and shall take appropriate action with the help of the board to resolve them.
- e) During the absence of the chairperson, the secretary of the board shall have all the powers and functions of the chairperson.
- f) If the chairperson becomes disabled, the board shall select the new chairperson.

II. Secretary

- a) The secretary shall in consultation with the chairperson call the board meetings
- b) The secretary shall keep records of all board activities.
- c) During the absence of the secretary, the chairperson, if necessary, shall appoint one of the directors to perform the duties of the secretary.
- d) If the secretary becomes disabled, the board selects the new secretary.

III. Directors

- a) The directors shall actively participate in the programs of the society.
- b) The directors shall render assistance to the executive committee.
- c) A director elected to fill a vacancy caused by resignation, or removal shall be elected to hold office for the remainder of the term of the predecessor.

7. **Audit Committee -- Candidate Qualification**

- a) The candidate must be over twenty-five (25) years of age.
- b) The candidate must be a permanent resident of the United States.
- c) The candidate must be a member of the society for the last two (2) years at the time of election.
- d) The candidate must have two (2) other members to nominate his or her name.
- e) The candidate agrees to devote the time and effort demanded by the position.
- f) The candidate shall have some knowledge of accounting and finance.

8. Audit Committee -- Position Description

- a) The committee shall be responsible for auditing the records every quarter.
- b) The committee shall work closely with the treasurer.
- c) The committee shall assist in filing the tax return.

9. Fiducial Responsibilities -- Elected Member

- a) An elected member must renew his or her membership by July 31. Failing to do so shall constitute an automatic resignation from the position effective August 1.
- b) An elected member shall inform the appropriate management if he or she is going to be away from the local area for an extended period of time.
- c) An elected member shall inform the appropriate management if he or she is unable to participate in the functions and meetings in which he or she has the invitation to participate.

10. Management Meetings

- a) The executive committee shall meet independently of the board of directors, and the board of directors shall meet independently of the executive committee. However, the policy issues shall require a combined meeting of the executive committee and the board of directors.
- b) To interlock executive committee and board of directors, two members from the board shall attend the executive committee meetings, and two (2) members from the executive committee shall attend the board meetings. The officiating officers shall decide the two (2) attendees.
- c) The executive committee shall meet at least six (6) times in a year.
- d) The board shall meet at least four (4) times in a year.
- e) There shall be at least two (2) combined meetings in a year.
- f) The combined meeting of the executive committee and the board of directors shall discuss and decide all policy issues.
- g) The chairperson of the board shall preside over the combined meeting if initiated by the board.
- h) The presiding officers in all organs of the society shall cast a tie breaking vote.

11. Order Of Business

The order of business at all meetings of members shall be as follows:

- a) Roll Call
- b) Reading of the minutes of the preceding meeting
- c) Reports of the committees
- d) Old and unfinished business
- e) New business
- f) Adjournments

12. Election Committee

- a) The Election committee shall consist of general secretary of the executive committee and the secretary of the board of directors.
- b) The committee shall declare all vacant positions at the Gurdwara function in early February, and shall post them on the society bulletin board.
- c) The committee shall solicit nominations for the vacant positions from February 15, through March 15.
- d) The committee shall declare any unfilled position, and multiple entries to a position, at the Gurdwara function, the first Sunday after March 15.
- e) To fill an unfilled position shall require a combined meeting of the executive committee and the board of directors. The combined body shall work to fill an open position before the "Baisakhi" function in April.
- f) For multiple entries to a position, the committee shall hold an election to fill the position before the "Baisakhi" function in April.
- g) The committee shall keep the president and the chairperson informed of the election activities.

13. Maintenance Committee

- a) The committee shall consist of four (4) members; two (2) from the executive committee, and two (2) from the board of directors.
- b) The members of the committee shall be nominated by the president and the chairperson of the board.
- c) The committee shall be formed in a month after the election.

- d) The committee shall be responsible for maintaining the "Gurdwara" facilities.

14. Fund Raising Committee

- a) The committee shall consist of seven (7) members..
- b) The chairperson of the board shall appoint four (4) members from the directors and the president shall appoint three (3) members from the executive committee.
- c) The committee shall campaign actively to collect funds for the society.

15. Education Committee

- a) The committee shall consist of two (2) members; one (1) from the executive committee and one (1) from the board of directors.
- b) The committee shall maintain a good collection of literature consistent with the aims and objectives of the society.
- c) The committee shall arrange classes on Punjabi language if enough interest is forthcoming.

16. Private Religious Programs At "Gurdwara Sahib"

- a) The private programs shall require the permission of the executive committee. The committee shall honor the committed programs.
- b) The private programs shall not interfere with the programs of the society.
- c) The programs of the society shall have priority over the private programs.

17. Sponsorship For Religious Professionals

- a) The society shall sponsor only the religious professionals practicing and preaching the Sikh religion.
- b) The executive committee may sponsor a professional for a temporary visa no more than two (2) times in a year. More than two (2) sponsorships in a year shall require the approval of the board of directors.
- c) Permanent visa sponsorship shall require the approval of the general assembly.
- d) The executive committee shall communicate all sponsorships to the general assembly.

18. Increase or Decrease In Number Of Directors

The number of directors may be increased or decreased by vote of the members. No decrease in number of directors shall shorten the term of any incumbent director.

19. Resignation

An officer may resign at any time by giving written notice to the board, the president or the general secretary. Unless otherwise specified in the notice, the resignation shall take effect upon receipt thereof by the board or such officer, and the acceptance of the resignation shall not be necessary to make it effective.

20. Duties of a GRANTHI (Sikh Priest)

- a) The GRANTHI shall perform the daily morning and evening services required by the code of conduct of GURDWARA SAHIB (Sikh Temple).
- b) The GRANTHI shall perform the weddings, baptisms, birth and death related ceremonies.
- c) The GRANTHI shall attend to the religious needs of the congregation.

21. Duties of SIKH MISSIONARIES

- a) The SIKH MISSIONARIES shall perform at the daily morning and evening religious services at GURDWARA SAHIB (Sikh Temple).
- b) The SIKH MISSIONARIES shall perform at the Sunday religious services and at special religious programs organized by the society.
- c) The SIKH MISSIONARIES shall perform the religious services at individual homes of the congregation, if so requested.

22. General

- a) In the presence of Guru Granth Sahib there shall be no debate or cross talk on any issue by anybody regarding what is being said or done during the religious program. The general secretary shall bear the full responsibility of the program content.
- b) The general secretary shall control the stage.

- c) Should any person wish to address the congregation, the general secretary must know the topic of the talk before the start of the program.
- d) The elected committees shall be accountable to the general body, and the appointed committees shall be accountable to the respective presiding officers of the society.
- e) The society shall practice the following protocol for the distinguished guests.
 - i. The president or his or her representative shall greet the guests.
 - ii. The chairperson or his or her representative shall give thanks to the guests for the visit.
 - iii. Only the "Granthi" may honor the guests with "Sirpaow" -- the robe of honor.

23. Amendment

The two-thirds (2/3) affirmative vote of quorum present and voting shall amend the by-laws.

*** END ***

The constitution and by-laws regulating the conduct and affairs of the society were approved and adopted by the general assembly on August 22, 2004.

In witness thereof:

Mohinder S. Kalirao : _____
President

Labh S. Bhangu : _____
General Secretary

Sukhdev S. Kang : _____
Treasurer

Gurcharan S. Dhaliwal : _____
Chairperson of the board

Rajinder S. Dhaliwal : _____
Secretary to the board

First Written and Adopted: July 13, 1975

First Amendment: May 01, 1983

Second Amendment: June 01, 1985

Third Amendment: April 05, 1987

Fourth Amendment: August 24, 1997

Fifth Amendment: October 22, 2000

Sixth Amendment: August 22, 2004