

## Sri Ganesha Temple of Kansas Corp.


### By-Laws Dated 9/6/2023 (Original Date)

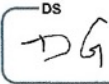
#### I. Name and Purpose:


- Name: Sri Ganesha Temple of Kansas
- Location: 14891 Metcalf Avenue, Overland Park, Kansas 66223, United States
- Our Purpose:
  - To promote Hinduism's spiritual and cultural legacy of inspiration and optimism for the larger Overland Park and Kansas City metropolitan community regardless of race, gender, color, age, and nationality.
- Our Mission:
  - Provide a sacred space for spiritual growth, cultural enrichment, and community harmony.
  - Strive to foster devotion, understanding, and the practice of Hindu (Sanatan Dharma) values and traditions, while promoting inclusivity and respect for all.
  - Through religious ceremonies, educational programs, and community engagement, aim to inspire individuals and families to embrace their Hindu heritage, cultivate a sense of belonging, and contribute positively to society.
  - Coach our youth with the spiritual and cultural richness and the diversity with which they are endowed.
  - Communicate Hinduism, a way of life to everyone we can and promote interfaith activities with equal veneration.


#### II. Membership: \_\_\_\_\_

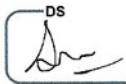
1. Eligibility:
  - 1.1. Membership shall be open to all individuals that adhere to the vision of the organization and are at least 18 years of age.
2. Process for becoming a member:
  - 2.1. The membership classes are based on the amount of donations.
  - 2.2. Any amounts paid towards any services (e.g., Pujas, renting temple facilities, etc.) offered by the organization are not considered as donations and will not contribute towards these dues.
3. Rights, benefits, and responsibilities of members:


  
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(Table 1)

 <b>Membership</b>	
<p style="text-align: center;"><b>Pioneers</b> \$101,000 and above</p> <p><u>Benefits</u></p> <ul style="list-style-type: none"> <li>• Recognition in Placard.</li> <li>• Jajman in all major functions/puja at the temple.</li> <li>• Eligible for future Board Members for up to 3 years consecutively.</li> <li>• 1 Archana per month at the temple and 1 Pooja at home per year.</li> <li>• Voting rights in Annual Meetings.</li> </ul>	<p style="text-align: center;"><b>Fellow Members</b> \$11,000 and above</p> <p><u>Benefits</u></p> <ul style="list-style-type: none"> <li>• Recognition in Placard.</li> <li>• Eligible for future Board Members for up to 3 years consecutively.</li> <li>• 1 Archana per month at the temple.</li> <li>• Voting rights in Annual Meetings.</li> </ul>
<p style="text-align: center;"><b>Sustaining Members</b> \$25,001 and above</p> <p><u>Benefits</u></p> <ul style="list-style-type: none"> <li>• Recognition in Placard.</li> <li>• Eligible for future Board Members for up to 3 years consecutively.</li> <li>• 1 Archana per month at the temple and 1 pooja at home per year.</li> <li>• Voting rights in Annual Meetings.</li> </ul>	<p style="text-align: center;"><b>Life Members</b> \$5001 and above</p> <p><u>Benefits</u></p> <ul style="list-style-type: none"> <li>• 1 Archana per month at the temple.</li> <li>• Voting rights in Annual Meetings.</li> </ul>
<p style="text-align: center;"><b>Ambassadors</b> \$5001 and above + \$25,000 donations from other devotees</p> <p><u>Benefits</u></p> <ul style="list-style-type: none"> <li>• Recognition in Placard.</li> <li>• Eligible for future Board Members for up to 3 years consecutively.</li> <li>• 1 Archana per month at the temple and 1 Pooja at home per year.</li> <li>• Voting rights in Annual Meetings.</li> </ul>	<p style="text-align: center;"><b>Annual Membership</b> \$35</p> <p><u>Benefits:</u> Receive monthly ePatrika</p>


- 3.1. Process for membership termination or resignation: Any member that does not adhere to the organization’s principles can be terminated by the board with a majority vote.
- 3.2. Payments made to the temple for membership will be considered as donations; donations shall not be eligible for a refund.
- 3.3. Payments made to the temple towards the services like Puja, and ritual activities by individual or a group of people will be considered as service fees. The amount paid for such services shall not be considered a donation and shall not be eligible for a refund.


**III. Founders:**

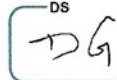
1. The organization will consist of 8 founding members dedicated to supporting this selfless initiative financially and through their time and effort to establish it successfully. Founders’ responsibility encompasses both spiritual leadership and community stewardship, aiming to create an inviting space where devotees can deepen their spiritual connection and foster a sense of unity and shared purpose. Also, the founders will oversee the organization's governance, ensuring the highest standards of operational ethics and transparency. Ultimately, the founders’ role is to guide the organization’s growth while upholding the rich heritage and traditions of Hinduism.


**IV. Board of Directors:**


2. Board of Directors (BOD) and Board of Trustee (BOT) terms used in this document are interchangeable.
3. For the first 11 years, the founders will assume the role of BOTs. This is to ensure our organization’s vision and values are met. The process of selecting BOTs for different positions will be conducted every year.
  - 3.1. Only one spouse from each founder’s married couple will be eligible for the BOT position and once the name is decided at the time of establishment, the BOT name will not be changed.
  - 3.2. In the event of a trustee being incapable of performing their duties, they can nominate their spouse to continue as a trustee for the remainder of the term.

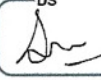
  
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
  
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- 3.3. For the first 11 years, the number of BOTs shall not exceed 11.
- 4. Composition of the board, including the number of members and their qualifications. (Appendix 1 – List of Board of Directors)
- 5. Roles and responsibilities of the board, including decision-making authority and oversight of the organization's activities.
  - 5.1. For the first 11 years, the initial board members will take on the key responsibilities of the roles such as the Chairman, the President, Vice Chairman, Treasurer, Secretary, etc. and will rotate their roles yearly.
  - 5.2. All decisions will be made collectively by the 11 BOTs. A majority of votes shall be required to approve resolutions.
  - 5.3. Non-founding members who are eligible to become BOT members based on their contribution as described in Table 1, will be eligible to serve as BOT for up to 3 years successively. After 3 years of terms, they shall have to wait for 3 years to be re-elected as trustees. The process of nominating and electing BOTs shall be defined by the nomination committee. A detailed process shall be documented within 1 year or in the next revision (after version 1.3) whichever comes first.
- 6. Procedures for selecting, electing, and removing board members.
  - 6.1. New Board members can be nominated by the existing board members and will need a majority votes for approval.
  - 6.2. Termination of an existing board member shall need supermajority votes and will be considered only in extreme cases such as a member's inability to serve on the board, or if the member is considered detrimental to the organization.
  - 6.3. Board members must be US Citizens or lawful residents of the USA and must be at least 18 years old.
- 7. Term limits for Founding members as BOTs:
  - 7.1. The founders, who will also be board of directors initially, will serve for the first 11 years of the operation.
  - 7.2. Board of Trustees' serving period can be extended beyond 11 years in the following situations 1) The Board is unable to find qualified candidates, 2) The Board feels that the organization still needs support from the existing board of directors. This will require a supermajority (2/3) vote process for approval. A detailed process shall be documented within 1 year or in the next revision (after version 1.3) whichever comes first.
- 8. Vacancies:
  - 8.1. Any vacancy occurring in the board of directors due to resignation, death, or after completing the term, shall be filled by the fellow board members with a supermajority (2/3) vote process.
  - 8.2. If the Organization is unable to find suitable candidates from the Fellow Members pool, the founding members will be approached to fill the position.
  - 8.3. In the event, we are unable to fill this role with both attempts then we will leave the position open until it is filled. With less than 11 board of directors all the decisions will be taken with a supermajority vote process.
- 9. Compensation:
  - 9.1. All the Board Directors are religious volunteers and shall not be compensated financially. However, any personal expenses incurred for the organization shall be reimbursed by the organization.

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10. Diversity:

10.1. Hinduism exhibits a rich diversity, encompassing regions, cultures, languages, festivals, cuisine, and more from the Indian subcontinent. To uphold harmony, the

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organization aims to ensure representation from various regions through its Board of Trustees (BOTs), avoiding dominance by any single region. No more than one trustee can be part of BOT in any given year from one state of India.

- 10.2. Trustees cannot be from the same family or related to each other in any given year.
- 10.3. Each Trustee must have deep rooted connections and understanding of the values and preachings of Hinduism.

**V. Officers:**

- 1. Roles within the organization:
  - a) **Chairman:** Chairman will lead the Board meetings. Bring the agenda items for discussion and seek approvals. The Chairman shall have the authority to approve expenses under \$2,000 without Board’s approval but will report these to the board.
  - b) **Vice Chairman:** Vice chairman will work closely with Chairman/President and rest of the Board and in the absence of Chairman, VC will take the responsibility of Chairman.
  - c) **President:** President will be the Operating officer of the organization and will be responsible for the daily operations. The President will have the authority to approve expenses under \$500 without seeking any approvals but will report these to the Chairman and the treasurer.
  - d) **Vice President:** Will assist the President in daily operations. Will be promoted to the President role at the completion of their term or if the current president is unable to serve.
  - e) **Secretary:** Secretary will be responsible for the recordkeeping of board meetings and the operations.
  - f) **Treasurer:** The Treasurer will be responsible for the financial reporting, bookkeeping, banking, and all other financial activities of the organization.
- 2. **How officers are selected and their terms of office:**  
For the first 11 years, the initial board members will rotate into these roles on an annual basis.
- 3. **Compensation:**  
All the officers of the organization are deemed as religious volunteers and shall not be compensated financially. However, any personal expenses incurred for the organization shall be reimbursed by the organization.

**VI. Meetings:**

- 1. Frequency and types of meetings (e.g., regular, special, annual).
  - 1.1. The Board of Directors will meet monthly.
  - 1.2. The Fellow Members will meet annually. The Chairman will provide an annual report to the Fellow Members.
- 2. Notice requirements for meetings.
  - 2.1. Meeting dates will be decided at the beginning of the year and can be changed only with Board approval.
- 3. Quorum (minimum number of members or directors required for official business).
  - 3.1. More than 50 percent of Trustees for the Board meetings.
  - 3.2. A minimum of 35% for the Fellow Member meetings.
- 4. Rules for conducting meetings and making decisions.
  - 4.1. Chairman will lead the board and Fellow member meetings.
  - 4.2. Agendas for the Board meeting will need a majority votes for approval.
  - 4.3. Agendas for the Fellow Member meeting will need a majority votes for approval.

**VII. Financial Matters:**

- 1. Organization's finances.

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- 1.1. The treasurer shall have charge and responsibility for all funds and securities of the organization; manage accounts receivables and payables.
- 1.2. All payables exceeding \$2,000 shall be approved by the board of directors.
- 1.3. The organization shall maintain an accurate record of accounts and record the minutes of all the official meetings.
- 1.4. The fiscal year shall begin on January 1st and end on December 31st.
- 1.5. No part of the net earnings shall benefit or be distributed to the members, board members, officers, or any other private persons, except for the purposes of payroll and other operational expenses paid to the vendors.
2. Budgeting and financial reporting
  - 2.1. The treasurer and financial controller shall engage relevant stakeholders in the budgeting to ensure comprehensive inputs and buy-ins.
  - 2.2. Treasury would implement measures to monitor budget and actual performance throughout the fiscal year.
  - 2.3. Regular financial reports will be presented to provide transparency and accountability.
3. Donations: collection, management, and reporting
  - 3.1. Accurate records of all donations received and their allocation, and remaining balances will be maintained, ensuring transparency and accountability in financial management.
4. Handling of assets and property.
  - 4.1. The organization shall have the right to purchase or acquire by gifts or otherwise directly or as a trustee, to own, sell, mortgage, lease any real estate or assets that may be necessary for furtherance of its purpose.
5. Conflict of Interest:
  - 5.1. Only the President and Chairman of the Board shall have the authority to approve and authorize payments.
  - 5.2. Only treasurers shall have the authority to issue any payments, including check signing or bank transfers.
  - 5.3. Any checks exceeding a sum of \$2,000.00 will need signatures from two treasurers.
  - 5.4. Any expenses incurred by the Chairman of Board shall be approved by the Vice-Chairman of Board.
  - 5.5. Any expenses incurred by the President shall be approved by the Vice-President.


**VIII. Amendments to Bylaws:**

1. All members can propose amendments to the bylaws.
2. Amendments to the Bylaws must be approved by the board of directors with a supermajority vote (2/3).

**IX. Dissolution:**

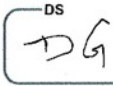
1. Said organization is organized exclusively for religious purpose, including, for such purpose, the making of distribution to organizations that qualify as exempt organizations described under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.
2. Upon the dissolution of this 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.


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
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**X. Miscellaneous:**


1. Non-discrimination policy.


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
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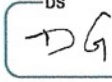
The Organization shall not discriminate on the basis of age, color, religion, national origin, gender, sexual orientation, or any class deemed protected by the US constitution.


2. Indemnification clause to protect board members and officers from personal liability.


All the board members and officers of the organization shall be indemnified and saved harmless out of the assets and liabilities of the organization from and against all actions, costs, charges, losses, damages, and expenses which they or any of them shall or may incur or sustain by or by reason of any act done, concurred in or omitted about the execution of their duty, except such as they shall incur or sustain by their willful neglect.

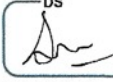
  
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
  
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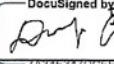
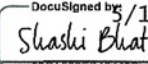
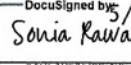
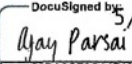
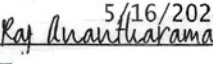
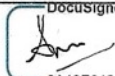
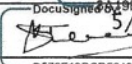
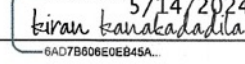
  
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## Appendix 1

### Board of Directors:

Name (First and Last)	Effective Date	Signature
Deepak Gupta	9/6/2023	DocuSigned by:  5/11/2024 7A34E347DCE4D4...
Shashi K Bhat	9/6/2023	DocuSigned by:  Shashi Bhat 02CA922EB42449D...
Sonia Rawal	9/6/2023	DocuSigned by:  Sonia Rawal 5/13/2024 A4BF10513886426...
Ajay Parsai	9/6/2023	DocuSigned by:  Ajay Parsai 5/15/2024 5BDABCF3C14F466...
Raj Anantharaman	9/6/2023	DocuSigned by:  Raj Anantharaman 5/16/2024
Saji Pillai	9/6/2023	DocuSigned by:  Saji Pillai 5/16/2024 4
Shradha Khard	3/10/2024	DocuSigned by:  Shradha Khard 5/9/2024 99E812A02041A...
Kiran Kanakadandila	4/3/2024	DocuSigned by:  Kiran Kanakadandila 5/14/2024 D672F19DCD5848B... 6AD7B00E0EB45A...

### Change History

Version	Date	Changes
1.1	9/6/2023	Initial draft
1.2	3/20/2024	Dissolution language changes as per IRS guidelines
1.3	5/8/2024	Added new founding members, removed 1 founding member, updated with membership details, org name change, added language for conflict of interest.