



BHARATIYA TEMPLE OF LANSING, INC.

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DATE – 12/05/10
1:30 – 4:30 PM

Temple Main Hall

ATTENDEES

Board Members, General membership (Annual and Life)

1. MEETING AGENDA

1. Chairperson's Annual Report for 2010
2. Audited Financial Statements for 2009 and approval of 2011 Operating Budget
3. 2010 Election for 2011 Board of Trustees
4. Question and Answer.

- Meeting started with a prayer by Sudhakar Kulkarni.
- Manohar Naga, chair of the board of trustees provided the 2010 annual report. Please refer to the Appendix A for the copy of the Chair's annual report. Two key amendments to the constitution will be sent to general membership –
 1. Waive the initiation fee of \$ 250.00 for new members – This will be sent to general membership in January 2010 for mail voting.
 2. Proposal for the formation of an executive board – A constitution amendment committee will be set-up to review this and provide recommendation to general body.
- Smruti Shah presented the 2009 Audited Financial Statements to AGM as well as the 2011 proposed budget for approval. Ashim Aggarwal proposed approval of the documents which was accepted unanimously by the general body.
 - Ashok Gupta was recognized, he enquired about the revenue from the Lunch program, Smruti Shah reported that for the year 2010, revenue and expenses are on par, there is net gain in revenue if revenue from Diwali dinner is added which was catered by the kitchen operation team.
- Minesh Mody, Chair of the 2011 Nomination Committee presented the status of the 2011 board member election. Based on the nomination filed and validation, following board members are the finalist. Minesh Mody proposed that this roster be approved by general body and the new board can nominate a board member for the one 1 year term. The general body accepted 2011 slate of new board members,
 - Satheesh Veeramachaneni (Elected to 2011 Board for 3 year term)
 - SeethaLakshmy Gopal (Elected to 2011 Board for a 2 year term)
 - Haresh Pandya (Elected 2011 Board for a 3 year term)
 - Pitcha Yenireddy (Elected 2011 Board for a 3 year term).

All four new board members addressed the general body introducing themselves and their vision for the temple. Minesh Mody also requested to recruit the potential board members starting the beginning of year rather than close to election.

- Following members were recognized for their comments regarding the six month contract extension for Surendra Bhardwaj and five year service limit for priests at the Bharatiya Temple.
 - Bidhan Redey – He presented a letter requesting board to reconsider the contract extension decision for Surendra Bhardwaj which was signed by several members. The reasons for the request are detailed in the letter.
 - Urvish Shah – Board should have informed the general membership when these two decisions were made (1) 6 month only contract extension for Surendra Bhardwaj and (2) five year service limit for priests at the temple.
 - Lakshmi Subramanian – She acknowledged that temple has faced priest issues for the long time. There should be better relationship between board and priest. She volunteered to head a committee which can manage the priest related items.
 - Sunit Patke – Board has the dual relationship with priests – (1) Devotee and Priest (2) Human resource relationship as an employer. Due to the HR nature, all the details of employee-employer relationship can not be shared in public. During his tenure with the board, priest had never brought any issues to the board for resolution.
 - Sanjiv Deshpande – The five year term for priest should have been discussed. Board should have the authority to make day-to-day for temple management related activities.
 - Dhiraj Shah – There are members available in majority and they should make the decision regarding the above two decisions.
 - C.A Reddy - According to the Temple constitution the Board of Trustees do not have rights to make these decisions. All decisions should be taken by the General Body.
 - Manohar Naga – The priest issues were discussed during 2009 AGM and mentioned in Chair's report. The priest related decisions were made after studying the model from other successful temple. There were disciplinary issues happened in 2010 which prompted the decisions. Board has all the operational authority to make these decisions for the temple operation.
 - Kamal Mohan – Let the priest management committee discuss and come with recommendations to the board to resolve these two issues.

This prompted the motion to adopt for creating a priest management committee headed by Lakshmi Subramanian.

■ Based on this discussion, following current board members announced their resignation in disappointment –

1. Ashim Aggarwal
2. Smruti Shah
3. Srinivas Kandula
4. Satheesh Veeramachaneni

The resigning board members have the perspective that board has the clear responsibility of running day-to-day operations for the temple and decisions cannot be second guessed by the general body.

3. ACTION ITEMS

Action	Status	Assigned to	Due Date
Waive the initiation fee of \$ 250.00 for new members – This will be sent to general membership in January 2011 for mail voting.	Open	Board	01-31-2011
Proposal for the formation of an executive board – A constitution amendment committee will be set-up to review this and provide recommendation to general body. Due to the spirited discussion on the priest issue there was not enough time to present the write up draft on this subject. The draft will be followed up by this committee for follow up.	Open	Board – Constitution Committee	01-31-2011

4. DECISIONS MADE

Decision Description	By	Date
<ol style="list-style-type: none"> 1. Based on the general body discussion and approved proposal, a priest management committee will be formed under the leadership of Lakshmi Subramanian, with following members – Bidhan Redey, Meena Sharma, Ashok Gupta, and Maya Dedhia. 2. This committee will manage the day-to-day working of the priest, monitor the compliance with contract terms, and review the proposal of five year term at temple as well as six month extension for Surandra Bhardwaj. This committee will provide status to board during the scheduled board meetings. 3. At the end of 1st quarter of 2011, this committee will provide their findings to board. 	General Body	12-5-10
Manohar Naga will request the board members who resigned during the AGM, to re-consider their resignations for smooth operation of temple. As he continues to be Chair, he is committed to work on a smooth transition towards the next Board for 2011.	Manohar Naga	12-5-10

Chair's annual report for 2010

My Dear Friends,

2010 has been a much better year than 2009. It started off as a very tough year. With some cost reductions and the generosity of our Devotees, we have been able to pay off contractor debts of \$21,500 from construction and pay down the mortgage by \$25,000. Our current financial position is much more comfortable than last year.

All the four Sunday Programs are going very well, under the Leadership of Meena Sharma, Rajat Shah, Ajay Bhargava, Gian Taneja, Jai Jaglan, Manoj Shah and Seetha Gopal

This year's main event – MAHA KUMBHABHISHEKAM – June 11-13 - Celebration of Twelve years since Prathistapana was a great success. Shri Venkatachari from Pittsburg was the pradhana Acharya – he was the pradhana acharya for the prathistapana. People who attended enjoyed the yagnas, homas, cultural events and above all the actual Kumbhabhishek of the shikars going up on the lift. The event generated a net of \$25,000.

The Walkathon was conducted on August 7th and was a success, although not as big a success as last year.

Our festivals, every one of them, have been a great success. These festivals have been run as a focus group managed in a very successful fashion. Each focus group raises a lot of money and also done in a very organized fashion and this again goes as a tribute to our great community. Shivarathri, Gokulashtami, Ganesh festival, Srinivas kalyanam and Dusserrah and others run by community representatives are done with great enthusiasm and financial contribution. We immensely thank the volunteers, donors, participants.

Our Balvihar program is also run steadily and consistently by Mrs. Shashi Karve. Our youth program is being run by Syal family; Geeta classes are managed beautifully by Dr. C. A. Reddy.

This fall Chinmaya Mission has started conducting Hinduism classes for children. This has started at a good pace and has become a source of revenue and is liked by the participants.

Twelve families in our community led by Dr. Sundari Rajan have supported the soup kitchen.

This year Diwali program was celebrated in a home style. All the Dinner prasad was cooked in our kitchen and the cultural program by our own community. Everyone enjoyed and the program was done at the lowest cost. The event raised \$35,000 net of expenses.

We are very thankful for Mrs. Parul Shah for taking charge of the Kitchen. She and her team did a beautiful job in providing a very tasty Diwali dinner.

As discussed in the last General Body meeting, we implemented Lunch prasad program for a sponsorship of \$300. Devotees would have prasad for a small donation of \$5 per person (\$3/ child). If 50 people donate \$250 plus \$300 less \$200 expenses = the net revenue for the Temple is \$350. If these programs can catch on and we can get sponsors for 45 Sundays this would amount to over \$15,000. In many Temples, kitchen revenue is their highest.

First eight months of this year our priest Shastriji carried the responsibility all alone. We had to curtail temple hours and seek help from volunteers. We thank him for all the support he provided the Temple. In August Mr. Chakrapani joined us from Kumbhakonam TN. His addition has helped us bring back some devotees that were going to other Temples like Flint etc.

During this transition, we renovated the main priest house on the premises to house both the priests. Due to the current economy, Shastriji's house has been rented and will generate \$12,000 of rental income this coming year.

We reported last year at the GB meeting the difficulty involved in implementing the policy of reporting Dhakshinas. This difficulty although improved still exists in spite of including in the contract. The Board as part of the selection of the new priest and interviewing several candidates came across a policy adopted by several temples – Baltimore, Flint, Ohio, and Pittsburg, of limiting the term of their priests. After extensive discussion, our Board has adopted a policy of limiting the term of our priests to a maximum period of five

years effective immediately. The contracts we have with our priests are at will contract with mutually 30 day notice renewable annually. In an effort to adopt this policy, Shastriji has been advised that he could plan on being here for six months in 2011 and the Board will work with him in providing recommendations etc.

This was the report for 2010. Now where do we go from here in 2011?

Our key goals for us are to increase membership and make our Temple financially strong. To make this happen there are two issues we request GB to consider.

1. Pass a resolution that will be sent to members at large for approval to eliminate \$250.00 initiation fee for 2011 and beyond. This would help attract new members. Board has adopted into the bylaws a change in membership fee for 2011 - \$200 for family and \$100 for single.
2. To enhance stability, fund raising, request GB to consider formation of an Executive Board and the current Board will become an Operational Board. The write up on this will be a separate agenda item.

I believe implementing these and promoting more programs 2011 shall be a great year.

Last few years we at the Board have worked shorthanded. This year we lost Jai Tripathi and Kishore Mokashi. I thank them for their great service. I am also very pleased that Satheesh has joined the Board and has been a contributor. I am very pleased that there are four excellent candidates to the Board going forward.

I thank Smruthi Shah our esteem Treasurer for doing a marvelous job. She has made my job easier as the chair. The audit reports she will share with you have come across with excellent colors. As usual Ashim and Rajiv have carried leading the various activities superbly. Dr. Kulkarni has been the pillar for our Temple. Srinii, in his own way, has done a great job running projects, maintaining the facility etc. Chandu bhai, has joined us as our manager has been a great asset.

Loki and I are very happy to be involved with our Temple for almost 19 years. Four years ago moved to Brighton and are spending a few months in India each year. Currently we are building college in the village and plan to build an orphanage in the village. We are working on building a retirement home on top of a hill in Tennessee next year.

I thank all my associate Trustees for a great job working with me these past two years to serve our community. I thank all of you and the Lord to have given this opportunity to serve.

Naga Manohar

Appendix B – Approved 2011 Budget for Temple Operation

Bharatiya Temple of Lansing, Inc.								
Operating Budget (Annual General Body Meeting 12/5/2010)								
						Budget	Actual	Budget
						2010	11/30/2010	2011
Operating Revenue								
Contributions and bequests						110,000	118,618	125,000
Priest services						40,000	31,105	35,000
Membership dues, special events, lunch revenue, etc.						45,500	59,230	55,000
Debt reduction program						25,000	25,000	25,000
Total Operating Revenue						\$ 220,500	\$ 233,953	\$ 240,000
Operating Expenses								
Priest salaries and benefits						62,500	41,339	62,500
Insurance						4,200	3,133	3,700
Licenses and permits						150	50	150
Equipment rental						750	804	750
Special events						14,000	27,641	15,000
Flowers and fruits						2,500	2,403	2,500
Kitchen operation							6,084	7,000
Supplies						3,000	2,410	3,000
Building repairs						3,500	12,655	8,500
Maintenance (building/yard)						16,500	14,800	16,500
Utilities						15,000	13,289	15,000
Telephone						1,000	2,269	2,500
Audit fees						5,400	5,400	5,400
Printing						500	175	250
Postage and delivery						500	730	750
Pujari search							1,885	
Other						2,000	2,224	2,500
Total Operating Expenses						\$ 131,500	\$ 137,291	\$ 146,000
Interest expense						40,000	41,753	42,000
Loan principal						10,000	10,318	10,500
Outstanding construction cost payment						39,000	21,500	
Debt reduction							25,000	25,000
Total Cash Used/Needs						\$ 220,500	\$ 235,863	\$ 223,500