

**Email 1:**

- a. Get rid off Donor Pool – Declined

This item was discussed in detail consisting of 3 parts.

- i. Need of donor-pool – Unanimously approved
- ii. Donor-pool eligibility limits – Approved by a majority vote
- iii. Number of seats on each board - Approved by a majority vote

According to an Agama shastra expert, the three elements that are fundamental to a temple are 1) Yajamana (Donor/s), Stapati (Architect) and Guru. He also mentioned the donors have always played a major role in administration of temples. Apart from the recognition of the donor's financial contributions, that tradition from Shastras was the basis for inclusion of donors. In order to increase the donor pool size two different criteria are included. Donor pool seats are limited to only 3 in a 9 member board so that they don't have any control other than a say. This pool is only for election purposes and other than that there is nothing special about this pool.

HCB can have only 3 donor pools members at anytime but 4 or more volunteer members selected by the boards based on the donor pool members.

- b. Article 4, Section 1: Delete "Priests are link to God" - Approved

Board agreed to this recommendation.

- c. GB and Elections two separate events – Agreed but will be conducted on the same day

Board agreed to this recommendation and the conduction these two events can be on the same day.

- d. Introduce \$50 membership type – Declined

To keep the membership category simple and given the complexities involved in maintaining the records, it is decided not to accept this recommendation.

**Email 2:**

- a. All these need to be looked by CTF for corrections. - Approved

All these recommendations were approved and were sent to CTF for implementation.

**Email 3:**

- a. Make the HTS campus "Smoke Free" - Approved and also include any recreational drugs
- b. GB elections only online – Declined by majority vote

The suggestion of "Smoke Free" campus was approved in the interest of public health.

Unfortunately online voting doesn't have a paper record other than electronic information on a third party website, which will be difficult to use during any dispute. Only GB opinions can be conducted through online voting but elections will always be through paper ballot.

**Email 4:**

Same as email 3

This suggestion is identical to the above.

**Email 5:**

- a. Add “Hindu” in Article 2 - **Approved**
- b. Replace word “Buildings” with “Properties” - **Approved**
- c. Make no deities replacement and protection of Corpus Fund part of the constitution. - **Approved**

This recommendation was accepted and the word “Hindu” was added to remove any ambiguity in future.

The word “Properties” applies to the entire campus but not just limited to the building, which is also accepted.

No replacement of deities was previously approved by GB and is now part of the constitution. In order to protect the financial wealth of HTS and to avoid any future financial shot falls Corpus Fund is also part of the proposed constitution.

**Email 6:**

- a. Instead of having an ongoing Donor Pool, have Founding Member Donor Pool - **Declined**

The donor is a donor irrespective of when the funds were donated and this recommendation adds additional complexities.

**Email 7:**

- a. Volunteer Pool with 10yr or more service - **Declined**

There is no specific metric that can measure the value of a volunteer and having this pool creates unnecessary complications.

As mentioned about there is no specific metric to qualify a volunteer and that recognition will come from members only.

- b. Voting right only for 1yr of membership but not 6 weeks – **Approved but cut off date is January 31 of election year.**

In order to avoid politicizing the GB election process this recommendation was accepted.

- c. Resigned board members, other than health or family reasons, are not eligible for future elections - **Approved but ineligibility is limited to for a period of 5 yrs only**

When GB elects a member to a board, it is the board member responsibility to serve. Not honoring that GB trust is not an acceptable action without any consequences. With view point this recommendation was accepted.

- d. Minimum requirement of 2yrs necessary to contest in GB election – **Approved**

Board membership comes with a responsibility of knowing the working of temple. It is necessary for anyone to be a HTS member before becoming a board member.

e. Only in person voting instead of online - **Approved but by mail is approved and this rule is only for GB elections.**

Unfortunately online voting doesn't have a paper record other than electronic information on a third party website, which will be difficult to use during any dispute. Only GB opinions can be conducted through online voting but elections will always be through paper ballot.

f. Major project approval only through GM meetings - **Approved**

Boards can't take their own decision for the approval of any major project, which is also part of the existing constitution.

**Email 8:**

a. Only one Donor pool member for 1yr and one each from volunteer pool and life member pool - **Declined**

b. One board seat per family for Donor Pool - **Approved**

There is volunteer pool due lack of a specific metric as mentioned earlier and that automatically disapproves this recommendation.

Any Donor Pool member can't claim more than one board position per family.

**Email 9:**

Non -Member Comments – Donor Pool only in HCB but not in TAB and CAB – **Not reviewed because this is a comment for a HTS member**

The recommendation is not reviewed because comments are accepted only from HTS members.

**Email 10:**

a. Keep 9 positions for big donors - **Approved**

This recommendation is already part of the proposed constitution. All the donors shall have choice of board they want to serve. If there are more donor members than the positions then they need to come to understanding among themselves. This is necessary in order to keep the board independent from donor pool.

**Email 11:**

a. Add the word "Hindu" to Article 2 – **Approved**

Please see previously given explanation for this.

b. Donor pools needs to be from \$50K over five years or \$100K lifetime. - **Declined and keep the limits as it is**

In order to increase the Donor Pool size and participation this recommendation is declined.

c. Don't need the HCB approval over \$10K – Declined but the language needs to exclude operational budget or routine yearly expenses.

**Article 14 -Section 5: Annual Budget:** *The respective AB Treasurers shall present the Annual Budget of income and expenses for the new Fiscal year to their respective ABs for its approval no later than December of each year. The Annual Budget shall include the Operating Budget and the Capital Budget including construction projects. Any Capital Expenditure Budget shall have the approval from HCB. The Treasurers shall maintain at least two separate accounts: (a) capital fund account and (b) operating fund account. The Treasurer shall publish the approved Annual Budget on bulletin board and on the web in a timely fashion.*

In order to keep checks and balances in place this recommendation is declined

d. HCB need to be also involved in data storage/retrieval system, custodian of vital records, communication system, Technology Update, preparation of Annual Reports, and Website. - Declined

HCB is a coordinating body but not a management body.

e. Priest shouldn't be given 90 days notice of termination but only 30 days is enough. - Declined

Priests are not regular employees and be treated fairly.

f. Policies on priests may not be shared with CAB. - Declined

All boards must be aware of how priests are treated because all board members need to know all the policies.

g. Priests Discipline and other implementation issues, which don't belong in the constitution: Article 4, Section 7, 8 and 9 Procedure laid out for non renewal of Contract, Priest discipline including removal is too complex and need to be more streamlined. Certain actions like non reporting of amount received for outside services, theft of temple funds/ property, improper behavior with devotees, not truthful, involvement in Temple Mgmt politics/elections, not performing assigned duties Etc. should call for swifter actions. - Declined

This recommendation is not inline with our values.

h. Have benefactor membership list – Approved

Without this list, it is not possible to declare the number of seats available for GB election.

i. Youth membership with reduced fees – Declined

No need to have fee for any youth members.

j. Cost sharing among between entities needs to be approved by treasures with input or consent from chairpersons. - Declined because it needs to be approved by boards

This decision making need to be part of the entire board.

k. Investment committee needs to have 5 members minimum. - Declined

This needs to be decision of that committee.

**Email 12:**

Same as email 11.

**Email 13:**

a. Age based membership fees and \$5000 life member fee is too high for aged group. *“It appears that life membership is being discouraged because Board seats are being reserved for life members.”* - Declined

Majority of the members are life members and it is not the case as suggested.

**Email 14:**

a. Don't need to have donor-pool board seats. - Declined

Explanation has already been provided.

**Email 15:**

a. Volunteers also part of 3 donor pool seats. - Declined and please see “Email 7” and item “a”

Explanation has already been provided.

b. HCB make up is from Volunteers and Donors.

3 Donor pool explanation has already been provided. HCB make up mentioned is already part of the document

**Email 16:**

a. HCC needs to have a separate membership for outside entities like Tricia, ATA,...etc. - Declined

HTS Members must be individuals but not organizations.

b. Make an explanation for member and non-member differences – Declined because all members of by default voting membership

This is not necessary because members have a choice if they decided to vote.

c. Publish a list of Donor Pool – Declined because it is already part of election process like the member list

This list will be published just before GB election notification and not a separate process.

d. Financial reports need to be made public – Declined it is already part of the document

This is already part of the document and doesn't need any approval.

**Email 17:**

- a. Co-option of vacant position may be limited to non-board members – Declined by majority vote

Co-Option is option for the board to make sure everything runs smoothly and boards need that independence. It is not about who is on the board but it is about how smoothly the administration runs.

**Email 18:**

- a. Voting privileges to only members who have registered on or before December 30 only. - Approved but deadline date is January 31 of election year.

Explanation has already been provided.

From: XXXXXXXXXXXXXXXXXXXXX  
 To: ctf@hindutemplealbany.org <ctf@hindutemplealbany.org>  
 Sent: Thursday, April 12, 2018, 11:37:38 PM EDT  
 Subject: Suggestions for changes in Constitution

Dear Sirs,

Attached please find some suggestions for changes in the proposed constitution of Hindu Temple. I hope the the learned members of various boards and CTF will give due consideration to my suggestions and will find it worth incorporating.

Thank you.

XXXXXXXXXXXXXXXXXXXX

## **SUGGESTIONS FOR CHANGES TO PROPOSED HINDU TEMPLE CONSTITUTION**

I would like to suggest following changes to the proposed constitution for Hindu Temple –

### **1. Reservation of one third of HCB/ TAB/ CAB elected positions to major donor pool:**

Suggestion: This provision should be removed completely, because –

- This is against all principles of democracy and Hindu religion. In a democratic society no elected positions are reserved on the consideration of monetary contribution. Hindu religion treats rich and poor equally. Lord Krishna is said to have offered his Simhasan to Sudama, when he went to see him. Also, Krishna greatly valued the small gift brought by him. Maryada Purushottam Ram is said have eaten the half-eaten fruits of Shabari and he had lovingly embraced the poor “Nishad” (The boatman). Here in our Hindu temple we want to reserve elected positions to the rich only.
- Those who give high donations should be publicly felicitated and given due recognition. This will create respect for them in community and they will get elected by the members.
- If it is considered that some people have made a great sacrifice by donating big amount, then I would like to say that sacrifice of \$10,000 of a person earning \$1 million is same as \$1000 of a person earning \$100,000.
- I believe that donations to temple is given for charity, for devotion to God and not for occupying positions on the board. If it is given for occupying position, then it loses its value as donation or charity.
- Those who donate big money, it is assumed, that they earn more money. The donation to temple is tax deductible. As such they get a good tax break as well. If IRS comes to know that is used to buy control of temple management, then temple may even loose its tax-exempt status.

### **2. Article 4, Section 1- Importance of Priests:**

It is accepted that Priests are very important for the temple, but we should not encourage superstitions. I suggest that the wording “Priests are link to God” – should be deleted. I don’t think that any Hindu scriptures says so. Priests should be considered as facilitator of religious rituals for the devotees and this is their primary role. They should be able to interact with the devotees and possibly should be able to perform some religious discourses

where they can explain the good words from scriptures. Knowledge of English and some modern Indian languages should be welcome.

**3. General Body meetings:**

There should be provision for at least 2 general body meetings in a year. Major decisions should be taken in the general body meeting. These meetings should be separate from election meetings Members should be apprised of the working of temple by presenting reports. Meeting minutes should be published on temple web site just as some public libraries in town are doing.

At present General Body meeting is conducted on the election day itself where only few members attend and most of the board members are not present. On the day of election, Candidates should be allowed to introduce themselves and say something before the voting begins.

**4. Membership:**

I would also like to request to consider having a new type of membership with low annual fees. It may be called Associate membership with a fee of \$50. This class of membership may

not be given any rebates, but should be allowed to participate and vote in meetings and elections. Low fees will encourage more people to join and temple will get more money. More people will get involved with the temple and it will create more interest in them.

Thank you.

Yours Sincerely

XXXXXXXXXXXXXXXXXXXXX

From: XXXXXXXXXXXXXXXXXXXXX  
To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>  
Sent: Saturday, April 14, 2018, 11:48:43 PM EDT  
Subject: Proposed constitution - observations/comments

I think this is well thought out document. I commend you for putting in the required work and producing quality proposal.

Here are my observations/comments.  
Some are just typos or incorrect references or need better wording for clarity.

Article 3 - section 1: shouldn't the restriction apply to entire HTS premises? Not just inside buildings and structures?

Article 6 – section 1: is HCB ruling binding upon all AB? If not how will disputes between Abs resolved?

Article 6 – section 2: which AB is responsible to seeking approval to create new AB? Is it HCB?



Article 7 – section 16: As a practical matter this is unenforceable as the absent board member can claim family medical emergency. No evidence or substantiating documents are required.  
Article 8 – section 3: By “Both Treasurers”, did you intend to say “Each AB’s Treasurer shall work together to...”  
Article 12 – section 12.2: this section refers to Article 12, Section 11.5. There is no such section  
Article 12 – section 12.5: clarify what counting means here. Does it mean just count the total number of votes received and not open the absentee ballots?  
Article 12 – section 12.6: refers to article 7 section 10. That can’t be what is intended here.  
Article 14 – section 2: who appoints finance committee? Is there just one finance committee for HTS? Or does each AB have a finance committee?  
Article 14 – section 3: who appoints Investment committee? Is there just one Investment committee for entire HTS? does having an Investment committee for each AB makes sense? Does each AB manage an endowment?  
Article 15 – section 3: seems confusing. Please clarify when the vice-chair becomes chair for the rest of chair’s term.  
Article 15 – section 5: does this apply for removal of a board member per Article 7 – section 16.  
Article 15 – section 6: is this practical? What is the quorum for the GB for these elections? Does HCB appoint an NEC and an EAC to run these elections?  
Article 16 – section 2.1: do you mean “Audit HTS accounts for previous fiscal year”?  
Article 16 – section 4: does the external audit occur after the internal audit is complete? Or is there no relation to the timing of internal and external audits?  
Article 18 – section 1: no indemnification for committee members or volunteers?  
Article 19 – section 2: what if a member’s proposal is disapproved by a simple majority of all ABs?  
Article 19 – section 3: what changes are “These changes”? Proposed changes?

Sincerely,  
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From: XXXXXXXXXXXXXXXXXXXX  
To: "Ctf@hindutemplealbany.org" <Ctf@hindutemplealbany.org>  
Sent: Sunday, April 15, 2018, 5:37:24 PM EDT  
Subject: Suggestions

- 1) Please add restrictions of meat, alcohol, and smoking.
- 2) Elections of the boards only can be done on line.

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From: XXXXXXXXXXXXXXX  
To: "Ctf@hindutemplealbany.org" <Ctf@hindutemplealbany.org>  
Sent: Sunday, April 15, 2018, 5:37:25 PM EDT  
Subject: Suggestions

1) add restrictions on meat, alcohol and smoking in entire campus of THE HTS and HTCC including parking lots, Entrances.

2) Elections of the boards only should be conducted on line.

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From: XXXXXXXXXXXXX

To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>

Sent: Sunday, April 15, 2018, 8:35:20 PM EDT

Subject: Thanks to CTF committee for a great service to HTS. Requests the following additions.

1) Article 2 ---Please add Hindu to the word religious.

2) Article 3---- Replace the word HTS Buildings with HTS Properties.

3)Include the following in the constitution.

A) Present set up Main Deities should never be changed & with Temple Expansion can have more Sanctums to accommodate more Hindu communities Deities.

B) At any time money can not be with drawn from Corpus Fund, except in calamity situations like Severe floods, Tornados & similar disasters endangering the HTS infrastructures. The interest and dividends earned on investments can be used for capital improvement projects & maintenance of HTS.

These 2 resolutions A & B were passed unanimously in GB meeting few years ago.

My request to you is to concentrate on positive remarks & ignore remarks from bad apples.

I thank you all again for extraordinary work.

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Thanks and Regards,

===== 6 =====

From: XXXXXXXXXXXXXXXXXXXXXXX

To: ctf@hindutemplealbany.org <ctf@hindutemplealbany.org>

Sent: Monday, April 16, 2018, 11:11:24 PM EDT

Subject: Suggestions on Temple constitution

Respected Members of CTF,

I have sent a few suggestions for the consideration of CTF in a previous email. I had an opportunity to attend the town hall meeting on 15th April and it gave me a chance to hear the views of some members and also constitution makers.

I would like this opportunity to express my high regards to some senior members of the the community who have been relentlessly serving the cause of Hindu temple for years and those who founded it years ago. Their work is highly appreciated.

I also appreciate the provision of Benevolence Fund and I hope it will be used to help the needy and present a good image of Hindu community at large.

I understand the members who founded the temple must have contributed large amount of money also and a lot of efforts to construct the first temple. They do deserve honor.

In my earlier email, one of the suggestion was not to have elected seats on boards reserved based on amount of money donation. In the meeting I also came to know that number of people in the pool of high donors is very small, possibly 5 to 10 and positions reserved are 9. I still have a strong feeling that the reservation of seats based on donation, which was given as charitable donation and was eligible for tax deduction also, is totally against the principle of democracy and the essence of our religion which we intend to protect.

However, to give honor to those who founded the temple, we can declare those members as Founder Members and since their number is small, all of them can have a lifetime unquestionable right to be on whichever boards they like . Before announcement of election, it may be ascertained from founder members who wants to be in which board. Only the vacancies left open by them should be open to election.

This will avoid reserving position based on money and only founder members will get a position of honor. They need not run for any election. The institution they founded must give them a position of honor.

To honor the members who offer sizable amount of donation, we can start a practice without having it in constitution, to give them a public honor. Let us decide an occasion when large number of members gather in temple - like Diwali Dinner. On that day, persons who have donated a high amount during the past one year should be publicly honored and offered a plaque.

The most important Hindu temple of India- Tirupati Devasthanam gets huge amount of donations, some people offer lot of gold worth crores but all of them is deposited in Hundi unanimously. In Sikh Gurudwaras also they offer donation under the carpet. The idea is not to differentiate among people on the basis of money donated, in the abode of God. They don't even get any tax break on such donations.

I hope good sense will prevail on constitution makers . Our Rishis and Munis used to denounce the worldly things and knowledge and wisdom used to be their wealth. Only money does not make a religion great.

Thank you.

XXXXXXXXXXXX

From: XXXXXXXXXXXXXXX

To: Ram Chugh <ram.chugh@suny.edu>; rasikpshah@hotmail.com <rasikpshah@hotmail.com>;  
sastry <sastrysreepada@hotmail.com>

Cc: Tarun Narravula <tnarravula@yahoo.com>  
Sent: Saturday, April 21, 2018, 3:01:07 PM EDT  
Subject: Constitution review

Dear Ram Rasik and Sastry Garu

Thank you for taking this Task and appreciate your time effort and wisdom to see that the HINDU Temple will have a good constitution laid out.

I have few thoughts that would like to share with you all for consideration.

1 volunteers pool with more than 10 yrs of service to the HTS and HCC

Similar to the Donar Pool

I believe our strength is both volunteers and Donations.

2 voting members should be wested for 1 year prior to be eligible to vote instead of 6 weeks

3 Any one who has resigned from any boards

other than for Health Reasons or personal family reasons etc should not be eligible to contest.

4 candidates for election

Should be members at least for 2 yrs in good standing and have a specific mission vision to serve the Temple and Community.

5 live general body meeting instead of Electronic voting .

If one wants to serve the Temple .one must also take time and meet everyone instead of just voting .

When everyone comes together there is exchange of ideas and also see what's really happening in Temple and culture center and connect with members.

6 Major projects approvals and information sessions should be considered also in person program.

Please do not hesitate to call if any of the points are not clear

Thank you

Regards

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----- Forwarded Message -----

From: XXXXXXXXXXXXXXXXXXXX

To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>

Sent: Sunday, April 22, 2018, 4:34:31 PM EDT

Subject: Constitution Review suggestion

Dear Ram Rasik and Sastry

1 suggest 1 per Donar pool for each Board for 1 year term

(As of now there are only 4-6 Donar pool members who are actively participating.)

1 from volunteers pool  
1 from life members.

2. One member per family Donations.  
Thank you for your precious time and wisdom.  
Regards

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----- Forwarded Message -----

From: XXXXXXXXXXXXXXXXXXXXXXXX  
To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>  
Sent: Monday, April 23, 2018, 9:53:43 AM EDT  
Subject: Feedback/Suggestions on proposed constitution.of Hindu Temple

Dear Sir,

Here is my feedback & suggestions on your proposed draft of constitution for Hindu Temple Albany.

Thanks to CTF for their hard work.

I have few concerns as listed below.

India has been suffering from CAST based (SC/ST) reservation, even after 70+ years of independence.

Now, at Hindu Temple, Albany, we are planning to introduce reservation for "WEALTHY" people :(

In the proposed constitution, too much importance is given to "donor pool".

Donor Pool Eligibility is "A single year donation of \$50K OR lifetime donation of \$100K ".  
How many people we have in Donor Pool? Very few?

Hence, We can justify reservation of 3 seats for "donor pool" in HCB only.  
Why do we need reservation for "donor pool" in TAB and CAB?

Are we investigating, how did any person became so RICH to donate \$50K or \$100K to temple?  
It may be due to his illegal business/black money/corruption.

A person who has selflessly volunteered 10,000 hours of his personal time to our temple should be given MORE IMPORTANCE, than someone who just donates \$100K, without doing any voluntary work in the temple.

Basically, we should not allow some crooks, notorious RICH mafia to hijack and buy our Gods & temple.

We need to look into two criteria to be eligible to contest for HCB, TAB and CAB  
They are a) "Monetary contribution" and b) "Voluntary time".  
Both these 2 parameters should be given equal importance.

My suggestion is keep 3 seats for donor pools in HCB only.  
Remove Donor Pool from TAB & CAB.

Best Regards,  
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From: XXXXXXXXXXXXXXXXXXXX  
To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>  
Sent: Monday, April 23, 2018, 10:04:45 AM EDT  
Subject: Reasons Big Donors donate money to Lord.

Dear CFT members,  
The reasons Big Donors give donations are,  
1) To express thanks to Lord for making them able to earn such amount of money.  
2) Besides being Donors, they are also volunteers & involve directly or indirectly with the daily activities of HTS.  
3) In my opinion it will be hard to collect big donations from younger generations in future. Unless we show them respect by being on the Boards and observe the money donated is being utilized properly, will encourage more big donors to come forward..  
4) I do not think the number of big Donors willing to serve on the Boards will be more than 3 or 4. rest of the positions will be for general elections any how.  
5) Keeping 9 Positions for Big Donors will be encouragement for devotees to contribute more.  
6) Having 3 Big Donors on each Board will never influence Decision making in the Boards. Devotees who think big Donors will control HTS activities are wrong.  
They are only minority.  
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Thanks and Regards,  
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From: XXXXXXXXXXXXXXXXXXXX  
To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>  
Cc: Govind Rao <gorao4414@gmail.com>; Vikash Agrawal <vikagrawal2000@gmail.com>; Arjun Patel <alexpatel3@yahoo.com>  
Sent: Tuesday, April 24, 2018, 6:51:11 PM EDT  
Subject: Comments on Proposed Constitution

Word 'Hindu' to be added in front of holding in Article 2 second line.

Over all Mgmt structure should be similar for all three boards like we presented to GB in 2016,2017 6 people to be elected from GB staggered 3 year terms. For upper body HCB the requirements are candidates should have demonstrated community leadership service, served on Temple or HCC Boards, minimum Life Member. Benefactor(new)

Remaining three members are from the Donor pool or Benefactor who contributed 50 K over 5 years or \$100K lifetime. If more candidates are in the pool then elections can be held. If there are not enough candidates in the pool individual Boards can make one year interim appointments from Life Member Pool.

HCB need to be involved in approval of Annual Budget and not in day today operation. The requirement that expenditure of \$10,000 or more require HCB approval hinders or delays necessary activities. For example projects like painting, electrical, plumbing can easily exceed \$10,000. Since HCB meetings may not be held within the time which might delay project implementation.

HCB need to be also involved in data storage/retrieval system,custodian of vital records, communication system,Technology Update, preparation of Annual Reports, and Website.

Transition clause including elimination of BOT and BOG, and MOU HCC BOD on the effective date of new constitution and reassignment of existing members need to addressed.

#### Article 4 Priest Section 3

Presently priests are employees at will with a 30 day notice clause both sides are governed by NY State Contract law extending it to 3 months would not be appropriate. Considering what happened in Washington Shiva Vishnu Temple five priests were engaging in certain illegal activities including performing services in people's homes and not collecting Temple charges, were summarily dismissed. Need to have strong provision if any priest is engaged in illegal or immoral activities they can be fired. Keeping them for longer period would not be in the best interest of Temple.

There is a reference in the same article Section 4 about sharing report with CAB which may not be needed.

Article 4, Section 7, 8 and 9 Procedure laid out for non renewal of Contract, Priest discipline including removal is too complex and need to be more streamlined. Certain actions like non reporting of amount received for outside services, theft of temple funds/ property, improper behavior with devotees, not truthful, involvement in Temple Mgmt politics/elections, not performing assigned duties Etc. should call for swifter actions.

#### Article 5, Membership

Need to have Benefactor membership category those paid

Need to have Youth Wing or Youth Corps and Members consists of youth members 15-17 Age Group with nominal membership fee which will be used entirely for youth activities along financial support from Temple and HCC.

They can be entrusted with community service activities such as Roadside Clean up, Brunch, Cultural programs,youth Camp, Health Fair, Fund Raising , Etc.

Article 8

Cost sharing between individual Boards for common items need to be approved by respective treasurers with input or consent from chairmen as needed.

Article 14

Investment Committee should have minimum of 5 Persons.

12

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From: XXXXXXXXXXXXXXXXXXXX

To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>

Cc: XXXXXXXXXXXXXXXXXXXX

Sent: Tuesday, April 24, 2018, 7:11:39 PM EDT

Subject: Re: Comments on Proposed Constitution

On Tuesday, April 24, 2018, 6:51:03 PM EDT, XXXXXXXXXXXXXXXXXXXX wrote:

Word 'Hindu' to be added in front of holding in Article 2 second line.

Over all Mgmt structure should be similar for all three boards like we presented to GB in 2016,2017 6 people to be elected from GB staggered 3 year terms. For upper body HCB the requirements are candidates should have demonstrated community leadership service, served on Temple or HCC Boards, minimum Life Member. Benefactor(new)

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HCB need to be also involved in data storage/retrieval system,custodian of vital records, communication system,Technology Update, preparation of Annual Reports, and Website.

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Need to have strong provision if any priest is engaged in illegal or immoral activities they can be fired. Keeping them for longer period would not be in the best interest of Temple.

There is a reference in the same article Section 4 about sharing report with CAB which may not be needed.

Article 4, Section 7, 8 and 9 Procedure laid out for non renewal of Contract, Priest discipline including removal is too complex and need to be more streamlined. Certain actions like non reporting of amount received for outside services, theft of temple funds/ property, improper behavior with devotees, not truthful, involvement in Temple Mgmt politics/elections, not performing assigned duties Etc. should call for swifter actions.

#### Article 5, Membership

Need to have Benefactor membership category those paid

Need to have Youth Wing or Youth Corps and Members consists of youth members 15-17 Age Group with nominal membership fee which will be used entirely for youth activities along financial support from Temple and HCC.

They can be entrusted with community service activities such as Roadside Clean up, Brunch, Cultural programs, youth Camp, Health Fair, Fund Raising , Etc.

#### Article 8

Cost sharing between individual Boards for common items need to be approved by respective treasurers with input or consent from chairmen as needed.

#### Article 14

Investment Committee should have minimum of 5 Persons.

## 13

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From: XXXXXXXXXXXXXXX

To: ctf@hindutemplealbany.org <ctf@hindutemplealbany.org>

Sent: Tuesday, April 24, 2018, 10:19:34 PM EDT

Subject: Comments on constitution

I would request the constitution task force to look at the life membership fees. I would suggest that the amount should be made dependent on the member's age bracket. Currently annual membership fee is \$150 for family, where as life membership is \$5000 that is 33.33 times that of annual family membership. Why a person relocating to Albany at the age of 65 will pay 34 years of membership fees to become life members? It appears that life membership is being discouraged because Board seats are being reserved for life members. It may be ok for a person of 35 years of age. However at this age people are often changing places and they may not be sure if they are going to be in town all their life. Life membership decision is likely to be taken at a higher age when people have taken a decision to be associated with temple.

There should be graded life membership based on age group. Most organisations give a concessional rate for life membership. Life membership should not be measured only in terms of money received by

temple.. It is about some one giving a life time commitment to the organisation( The temple in our case).

Thank you.

XXXXXXXXXXXXXXXXXXXX

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From: XXXXXXXXXXXXXXXX  
To: Tarun Narravula <tnarravula@yahoo.com>; ctf@hindutemplealbany.org <ctf@hindutemplealbany.org>  
Cc: BOT 2015 <bot@hindutemplealbany.org>; HCC BOD 2015 <bod@hindutemplealbany.org>; BOG 2015 <bog@hindutemplealbany.org>  
Sent: Wednesday, April 25, 2018, 7:16:43 PM EDT  
Subject: Observations about proposed new constitution

I saw following in an E-Mail sent by XXXXXXXXXXXXXXXX

The reasons Big Donors give donations are,

- 1) To express thanks to Lord for making them able to earn such amount of money.
- 2) Besides being Donors, they are also volunteers & involve directly or indirectly with the daily activities of HTS.
- 3) In my opinion it will be hard to collect big donations from younger generations in future. Unless we show them respect by being on the Boards and observe the money donated is being utilized properly, will encourage more big donors to come forward..
- 4) I do not think the number of big Donors willing to serve on the Boards will be more than 3 or 4. rest of the positions will be for general elections any how.
- 5) Keeping 9 Positions for Big Donors will be encouragement for devotees to contribute more.
- 6) Having 3 Big Donors on each Board will never influence Decision making in the Boards. Devotees who think big Donors will control HTS activities are wrong.

They are only minority.

XXXXXXXXXXXXXXXXXXXX

I fully agree with points 1 & 2 completely.

I fully disagree in the point 3 for following reasons.

a) Our Temple has existed for over 40 years. It started as a mere concept to what is now a vibrant community. This happened due to many people volunteering their time and contributing money in small batches and large donations. This happened only due to the reasons cited by XXXXXXXXXXXXXXXX so eloquently in his points 1 & 2 above.

There is no evidence, that the spirit that inspired us is fading away in the younger generations coming to the Temple. New generous people are walking in to the Temple every day. Dr. Murali Rangan, came

to the Temple only few years ago and has never shirked to donate large sums when the need was brought to his notice. Same can be said about Dr. Kaushik, Dr. Taneja and many others.

As for next generation, I recall two years back when a troop of Blind Persons performed in the Temple, Dr. Rangan's son, hardly eight years old, donated his entire savings of over \$800 saved from his weekly allowance, to help the Blind people.

Two years back during the Kumbhabhishekam, over 600 volunteers performed menial tasks, performing cleaning and such, spending over 20 hours each, during the weeks that preceded the Kumbhabhishekam.

These are not the examples of waning interest. I challenge any pessimist (pragmatic ?) view point to show evidence that Temple's future is in jeopardy due to the apathy of the younger generation.

2) Even if it were true, we the older generation, cannot create life in the Temple if the new generation does not want to come there. Our time on this planet is limited and we cannot set up a system which will perpetuate regardless of the next generation's interest.

I am told, that, look around and observe what has happened to the magnificent churches all around the country. We do not want, that to be the future of our Temple. I will make a point, that the churches got immersed in the material aspects and competed to build ever so grand Church buildings, while the soul of the needy was being ignored. They become the institutions of the elites to display their self importance due to their wealth. This is a good example what we must avoid.

The people will keep coming to Temple when they believe that, at least in the Temple, we are humble and recognize, that the bounty given to us by God is for its proper use and that the Temple management consists of persons who provide examples in humility and devotion.

If some of us have been showered wealth by the God, we need to share it with those less fortunate around us. As Temple leaders, we need to use utmost caution that, when the God inspires some of his devotees to provide resources with generosity, that those resources are used wisely and not waste them in building white elephants, which future generations may find burdensome.

In this matter I congratulate Dr. Swatntra Mitta for providing leadership. Her initiatives and leadership represents what is best in the essence of Sanatan Dharma teachings.

Dr. Govinda Rao with his donation of over Million Dollars to the hospital in Amsterdam has also displayed same spirit.

I firmly believe these examples of piety will attract next generations to come to the Temple and not extending a candy of guaranteed position on the governance of the Temple.

The next generation is swayed (at least when they are young) by the meditative philosophy and get driven away by the ritualistic aspects of observing our religion. Many of our younger generations in our Temple, are doing great job in teaching to young kids to inculcate Sanatan Dharma ideals. It is these activities which will bring in new generations to the Temple. Couple of years back when Dr. Bajaj offered to provide resources to the Heritage Class, unfortunately, we turned the offer down. Our short sighted (pessimistic and pragmatic?) view of future resulted in turning down the very thing which will bring in new generations.

These issues will not solved or even make a beginning to move in the right directions by pandering to the (presumed) expectations of the potential rich donors.

Let us stand for the principles in life.

Interestingly enough, I have met no one who says, I will donate money to the Temple only if you give me a guaranteed position in the Governance of the Temple. It is always those mythical others who might want it. The reason for this is very clear, that every one recognizes the fundamental principles of "Donation". It is not a donation if you demand something in return. It is buying influence.

If indeed there is some one who has such needs, let us help that person to elevate his spiritual sensitivity and not race down with him to the bottom of spirituality in all of us.

Points 4, 5 and 6 of XXXXXX's comments, actually recognize the spiritual necessity to keep the democracy alive in the Temple and he is pointing out how, in spite of straying away from the fundamental principles, in practice the control will still remain with people.

Why are we then doing this ? Are we trying to fool the Rich Donors to let them believe that they are getting something in return when in reality, they do not get anything ? Can it be considered as a scam by the Rich Donors trying to pull wool over their eyes.

I would be happy to discuss this with you.

Thanks

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From: XXXXXXXXXXXXXXXXXXXX  
To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>  
Cc: XXXXXXXXXXXXXXXXXXXX  
Sent: Sunday, April 29, 2018, 4:41:33 PM EDT  
Subject: Proposed constitution - suggested revisions

In view of short time available for submitting comments on the draft Temple Constitution, I would like to limit my comments at this time to the provisions in the "Overview of Revised Constitution" section on pages 8 and 9.

After consultation with the members of the Temple BOG I would like to suggest the following changes to the "Overview of the Revised Constitution" to preserve the democratic principles (on which the Temple constitution is based) for electing the members of the the three Boards namely HCB, TAB and CAB:

1. TAB and CAB shall consist of 9 members each. Three of the nine members shall be elected from a list of life members and three from annual members. The remaining three members shall be elected by the elected members of the respective Boards (TAB and CAB) from a pool of significant donors and volunteers who pass the 10 years HTS membership test.

2. The HCB shall be formed in December of each year or soon after the formation of the TAB and CAB. The HCB members shall be elected or chosen by the elected members of the TAB and CAB and any future Administrative Boards. The HCB members shall come from a pool of major donors and significant volunteers who pass a test of 10 years of HTS membership.

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16

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From: XXXXXXXXXXXXXXXX

To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>

Sent: Monday, April 30, 2018, 3:52:40 PM EDT

Subject: New Constitution

Just a few comments;

Comment 1. HCC needs to create a new membership category for non-profit indian organizations such as TRICIA, ATA (Andhra Telugu Assosication), Guajarati Samaj, and others. These organizations often book the HCC facilities under member name, and raise the funds for their organizations. In the past those raised funds used to go to the HTS, or HCC. Now HTS does not receive those funds, not only that but some people try to use facilities equipment, furniture, supplies etc for free resulting in a loss of operating revenue for HTS and HCC. In addition to this, when someone from those attending the function damages the HCC property, it becomes difficult to assign the blame, tell the organizer member, or deal with problems created.

This can be solved by creating a new membership category for Indian non-profit organizations with an appropriate membership fees. ( may be dependent on size of organization ). As an alternate those organizations must raise funds for HCC by donating a substantially higher amount every time when they use the facility.

Comment 2. HTS needs to make a stronger case for proposed changes to constitution and explain what difference will it make for all members and non-members. For example, (a) Will the changes make HTS operations better and how? (b) Will the changes make HTS and HCC operations more transparent and accountable? and how will it achieve transparency and accountability.

Comment 3. CTF or HTS should make the current list of major donors (both categories as defined in new constitution) available to all.

Comment 4. The transparency and accountability is very important for such organizations. The temple must produce audited financial reports for previous years available for all members before asking for their votes. Otherwise, as some members may say, these changes are being proposed to offer a way out for current members.

Thank you.

XXXXXXXXXXXXXXXXXX.

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From: XXXXXXXXXXXXXXXX  
To: ctf@hindutemplealbany.org <ctf@hindutemplealbany.org>; bot <bot@hindutemplealbany.org>;  
HCC BOD 2015 <bod@hindutemplealbany.org>; bog@hindutemple.org <bog@hindutemple.org>  
Sent: Monday, April 30, 2018, 7:57:56 PM EDT  
Subject: Constitution Suggestions

Suggestions:

Since this is very important one suggest that Ballots be mailed to all members by email or regular mail.

As there is election committee there should be Appeals committee.

Who will be the voting members for Donor Category Members of the Boards?

If there is a Vacancy in any Board may I suggest the Board should co opt from Gen Body members and not from other Boards.

So one person one Board Member.

Respectfully submitted XXXXXXXXXXXXXXXX

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From: XXXXXXXXXXXXXXXX  
To: "ctf@hindutemplealbany.org" <ctf@hindutemplealbany.org>  
Cc: Tarun Narravula [tnarravula@yahoo.com](mailto:tnarravula@yahoo.com);XXXXXXXXXXXXXXXXXX  
Sent: Tuesday, May 1, 2018, 9:12:01 AM EDT  
Subject: Proposed cnstitution

Comments and Suggestions.

Last week I sent my comments to this email. I am suggesting the following additional comment for CTF consideration:

Member eligibility for voting in General body elections should be limited to the members who are registered on or before December 30 of previous year.

Pros and cons of adopting this change should be discussed by the CTF and the Temple Boards.

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