

BOT Meeting Minutes March 10, 2013

Members Present: Kiran, Bharathi, Neelu, Srinivas, Subbu, Sanjeeva, Bal, Mallu, Raju, Shailesh, Koeli

• AGENDA

- Prayer
 - i. High 5's
 - ii. Quick Feedback on Sandip Shastri
 - iii. Treasurer and Committee Reports
 - iv. Ninth Annual Dialogue and Friendship Banquet
 - v. Illinois Conference on Interfaith Collaboration
 - vi. Rental Contract
 - vii. Priest Contract
 - viii. Fourth Candidate (Vyas Ramesh Kumar Sharma)
 - ix. Community Welfare Committee
 - x. Idol update
 - xi. Treasurer Volunteers
 - xii. Volunteer for May Pran Pratishtha Event (Added by Bharathi)
1. **Volunteer for May Pran Pratishtha Event** – Puja Committee Chair (Bharathi to travel in mid-May).
 2. **9th Annual Interfaith Dialogue Banquet** – Neelu and Koeli to represent HTCSCI.
 3. **Illinois Conference on Interfaith Collaboration** – Subbu and Sanjeeva to represent HTCSCI.
 4. **Community Outreach** - Bal – HTCSCI events should be added to the News Gazette Calendar under the Weekly Prayers schedule. Media and Communication will look into it.
 5. **Rental Contract** – Issues covered were:
 - a. Kiran: We need decision on when temple will be available for rental till priest comes. Hours decided: Summer: 10 a.m. to 9 p.m.; Winter: 10 a.m. to 8 p.m.
 - b. Homam inside the temple – decision was in favor of homam to be performed only by HTCSCI priest
 - c. Raju – Suggestions - Supervision by HTCSCI BOT member during rental events; only food warm-up should be allowed, not cooking. Bharathi – we should mention – no egg, onion, or garlic.
 - d. Raju - Security deposit – Reasonable amount should be charged from which deductions may be made if premises are not left in original conditions after BOT inspection. Bal – this creates an ambivalent situation because at one time we are saying it is community property but also being so strict. However, the building is already showing signs of wear and tear.
 - e. Festival rentals – One renter should take responsibility; rental for HTCSCI members only (Neelu, Subbu, Koeli); DISCUSSION about limiting rental to members – Subbu: as non-profit we need to keep overall membership open to everyone, but we can limit premise rental to members only; if the event is for a non-profit organization then the premises should be free.

Only if they are making money, we need to charge them. Koeli – this rental issue needs detailed discussion, as it is a complex issue.

- f. Decisions need to include rules on – no drinking, no cards, no inappropriate music.

The issue was going to be in further discussion over email. The final rental draft is expected in 2 weeks. BOT members are supposed to respond in 1 week. There was a general preference shown in favor of renting premises after Pran Pratishtha.

6. **Priest Contract** – Raju, Sanjeeva to work on it. Issues raised were:

- a. The sample contract shows a high salary: The base salary cannot be below \$1500 (BPL). Srinivas: why not do it on contract basis – give him a 1099. Subbu: How much maximum? Answer (Multiple): Maximum salary to be given would be \$3000 per month. The total annual compensation should be between 36k – 48k. Kiran: as long as priest agrees to work as self-employed we can give him a contract.
- b. Discussion on the terms and duration of contract: who gets the “pranamis” which people put on the plates during ceremonies; how many hours of work can he put in for outside projects/ pujas (of course these will have to be after temple hours; what is the HTCSCI temple’s share in pujas that the priest performs outside.
- c. Model for remuneration: Kiran: On surface the contract model seems simple to do but it is a very complex issue but we need to see a model and decide. Raju: If I can get a salary figure in 2-3 days, I can do a model. Kiran: the base salary should be following the Illinois Department of Labor minimum wage. Housing – sample apartments. Plus health insurance. (Utilities?) Also we have to figure in the employer portion of payroll tax. (Raju – 12.5%.) Based on these components if you can come up with a table factoring in everything, then we can have BOT respond to it. Sanjeeva: we can come up with 3 options? Kiran: If priest is self-employed, - loss of income for us. Subbu – whether self-employed or by us – it is the same. It should be written in the contract that all religion-related activities, you cannot do without temple (permission and share in income). Bal: What about if he gives lessons for chanting for \$10? Raju: Beyond 40 hours what he does we cannot control. Mallu: A legal review by Jay Kesan would be good. All agree. Neelu: You can do as much as possible, even 80 hours – but if you are our employee, 80% goes to HTCSCI. Kiran: Let us get a table/ model and then we can respond. Raju: Should we give him \$2000 for relocation? Vacation pay? Answer (Multiple): No. Sick days. Answer (Multiple): For all categories, we follow the IDoL.
- d. Priest contract draft: Raju to leave in 3 days. Kiran: Sanjeeva take lead with Bal, Srinivas, Subbu, Shailesh to help. Reasonable time – by end of March to BOT with alternative table/ model.

7. **Priest Interview:** 4th Candidate – Ramesh Kumar Sharma. Resume sent by Sanjeeva to all. Sanjeeva: I talked to him, he is free next week. Srinivas wants him for RamNavami.

8. **Discussion on priest choice of Sandip Shastri.** Various members express their views.
- Srinivas: Slow in puja; changes his mind, making logistics difficult
 - Mallu: His uccharan is good but he is not assertive. Is a decision on priest selection made? Kiran: No.
 - Shailesh: His aarti is not engaging
 - Bal: I agree. He lost the congregation with the aarti. Let us devote a BOT agenda on the format of the aarti.
9. **Comparison of priests:** Bharathi: We should go for Mahadev Shastri. Let us stop looking at more resumes. Handle this first. Let us start finalizing contract and go for Mahadev Shastri. (About Sandip Shastri – he might have health problems, breaks on the mantra).
- Kiran: Let us get a representative response. There is a possibility that Mahadev Shastri is not available in May 2013, and can come in August. Should we go to Sandip Shastri for 3 months? Sanjeeva: S.S. has personal problems. (DISCUSSION. Everyone speaks). Decision: Let us not discuss more. Kiran: Should we call VijayKumar Pujyam? [Explanation of 3 choices: Mahadev Shastri – Wisconsin; Sandip Shastri – Cancelled; Vijay Kumar Pujyam – Memphis. Should we invite him to Ram Navami?
 - Bal: How will we do Pratistha in May if we don't have anyone? Srinivas: Mahadev Shastri will come for Pratistha.
 - Kiran: Once we have the contract, we send it to the first choice at the time, by mid-April. Send him the contract, if he balks, we go to the next one. The 4th choice is Ramesh Kumar Sharma. Maybe we call him for Ram Navami, or as a temporary priest. We can also call Mahadev Shastri. We need to run in multiple directions. There is no clear path. Raju: Vijay was hired for Pran Pratistha in Quad City, he did a good job. DISCUSSION. Decided that Kiran to re-send material on priest Vijay Kumar Pujyam again to BOT.
10. **Community Welfare Committee Activities:**
- Subbu: Very important to get younger generation involved.
 - Participation in community youth life, so they can participate in seva projects, eventually they will join temple.
 - Something towards the community – include elders and see how youth can become receptive.
 - Bal: I have devoted all my life to community. I will give 24/7 if 2 other people can help form a subcommittee, I will help, but cannot take charge.
 - Areas: Parent-Child communication; Elderly communion; Domestic violence; Health/ Mental Health issues.
 - Kiran: let us wait for couple of months. We can get people even outside BOT.
11. **New Treasurer:** Volunteers for training for new treasurer:
- Sanjeeva
 - Shailesh
- Srinivas asked if you are willing to extend for 1 year, if not 2 years. Srinivas: Srinivas: No, not even for 1 year.

12. **Puja Committee Chair** - Bharathi: I am going to India in May. Someone needs to take charge of Puja Committee. Answer (Multiple): Mallu will take over transition/ interim period. Kiran: The Chair has to be from BOT. And also all Chairs, please take lead, how do I get help, make it happen.
 13. **Idol Update**: Kiran: The idols have left Jaipur. They should be in Mumbai. Aditya has said that they will take 6 weeks to reach temple. And we should not sign-off until we check and make sure that everything is ok. Bharathi – we have to ask priests for protocol for opening box of idol. Kiran: Sanctity has to be maintained in handling idols. The professional delivering it will do all the opening.
 14. **Building Insurance** – we must have building insurance. Our's doesn't cover liability. Get it in writing. Another bill for \$500 from State Farm. DISCUSSION. Srinivas: Liability is covered. Mallu: We have indemnity insurance. Shiv took it. Kiran: Ask them to send it to HTCSCI and we will discuss it.
 15. Neelu: Food Committee Chair? Sanjeeva – yes, I have ideas.
- MEETING ADJOURNED.