

**DRAFT CONSTITUTION 2013      D11**

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**ARTICLE I**  
**ENTITY**

**Section 1.1**            **NAME**

This Corporation shall be known as the "SIKH CULTURAL SOCIETY OF METROPOLITAN WINDSOR", hereinafter called "the Society", is a not-for-profit corporation to the *Corporations Act* (Ontario), registered as a Canadian Charitable Organization No.86928073RR0001, and governed by its Constitution and by-laws.

**Section 1.2**            **HEAD OFFICE**

The Head Office of the Society shall be located in Metropolitan Windsor in the Province of Ontario.

**Section 1.3**            **CORPORATE SEAL**

The words "SIKH CULTURAL SOCIETY, METROPOLITAN WINDSOR, 1970" shall encircle the words Nishan Sahib and Ik Onkar (both as defined in Article II). The corporate seal impressed in the margin of this Constitution is hereby adopted as the corporate seal of the Corporation.

**ARTICLE II**  
**INTERPRETATION**

**Section 2.**            **DEFINITIONS**

As used in this Constitution, the following terms have the following meanings:

"**Amritdhari Sikh**" refers to a practicing Sikh that has been baptized/initiated by taking 'amrit' or 'nectar watar' in accordance with the Sikh religion, follows the rules of wearing the 'five K's' in accordance with the Sikh religion and lives in accordance with the Sikh Rehat Maryada.

**“Annual General Meeting”** means a meeting of the Sangat on the first Sunday of October in every year.

**“Annual Membership Fee”** means the annual membership dues of \$100.00 or such other amount which may be determined by the Executive Committee in consultation with the Panchayat, which Registered Members are required in each Membership Year in order to remain a Registered Member.

**“Corporation”** refers to the Sikh Cultural Society.

**“Convener”** refers to the head of one of the Sub-Committees listed in section 5.4.

**“Diwan”** means a meeting or prayer ceremony of the Sangat.

**“Executive Committee”** mean the seven (7) Officers whom together form the committee which governs the management and affairs of the Society in accordance with Article VI.

**“Gurdwara”** means the Gurdwara Khalsa Parkash located at 7955 County Road 42, Windsor, Ontario N0R 1K0 or such other location as may be determined in accordance with this Constitution.

**“Gurmukhi”** means the written script of the Punjabi language.

**“Ik Onkar”** means the symbol that represents ‘One God’ (a central tenet of the Sikh Religion).

**“Membership Year”** refers to the time period between January 1<sup>st</sup> at 12:00 a.m. and December 31<sup>st</sup> at 11:59 pm.

**“Nishan Sahib”** means the Sikh flag.

**“Officer”** means any member of the Executive Committee as set out in section 5.1

**“Panchayat”** has the meaning set out in section 7.0

**“Sub-Panchayat”** has the meaning set out in section 7.7

**“Sikh Rehat Maryada”** means a Sikh code of conduct that contains a set of guidelines on how a Sikh should live his or her life, approved by Akal Takhat and currently published and distributed by Shiromani Gurdwara Parbandhak Committee (SGPC), Amritsar, India.

**“Registered Member”** means a Sikh who has become a member of the Society in accordance with the qualifications and requirements set out in Article IV.

**“Kesadhari Sikh”** means a practicing Sikh that keeps fully grown hairs, but is not an Amritdhari Sikh.

**“Sangat”** means the congregation of the Sikh Community who meet for religious purposes in the presence of the Sri Guru Granth Sahib at the Gurdwara.

**“Selection Year”** refers to every 2 years.

**“Sri Guru Granth Sahib”** means the holy scripture of the Sikhs. It is the Supreme Spiritual Authority, Head of the Sikh religion and a sovereign active living Guru of the Sikhs in the form of a voluminous religious text, rather than any living person.

**“Sikh”** means any human being who believes in One God, Ten Sikh Gurus, Guru Granth Sahib, the basic tenets and teachings of Sikhism, the Amrit ceremony bequeathed by the Tenth Guru and does not believe in any other religion. (As per Sikh Rehat Maryada)

**“Sikh Community”** mean the Sikh people of Windsor and Essex County.

**“Sikh Cultural Society”** or **“Society”** means the Sikh Cultural Society of Metropolitan Windsor, 1970.

**“Society’s Notice Board”** means the notice and bulletin board located in the front lobby of the Gurdwara’s premises; it will be controlled by EC.

**“Gurmat & Punjabi School”** means the classes and teachings organized by the Executive Committee and the Education and Library Sub-Committee.

## **Section 2.2 HEADINGS**

The provision of a Table of Contents, the division of this Constitution into Articles and Sections and the insertion of headings are for convenient reference only and do not affect the interpretation of this Constitution.

## **Section 2.3 CERTAIN PHRASES**

Unless otherwise specified, the words **“Article”** and **“Section”** followed by a number mean and refer to the specified Article or Section of this Constitution.

## **Section 2.4 REFERENCES**

The term **“Constitution”** and any reference to this Constitution or any other agreement or document includes, and is a reference to, this Constitution or such other agreement or document as it may have been, or may from time to time be amended, restated, replaced, supplemented or notated and includes all schedules to it.

**Section 2.5****STATUTES**

Except as otherwise provided in this Constitution, any reference in this Constitution to a statute refers to such statute and all rules, by-Laws and regulations as will be made under it, as it or they may have been or may from time to time be amended, re-enacted or replaced.

**Section 2.6****GOVERNING LAW**

This Constitution is governed by and will be interpreted and construed in (Corporation Law) in accordance with the laws of the Province of Ontario and the federal laws of Canada applicable therein.

**ARTICLE III****OBJECTIVES**

The objectives of the Society are as follows:

1. To establish, maintain, and conduct an organization among members of the Sikh Community and to promote among its members an interest in the Sikh values of life, culture and religion.
2. To provide a place of religious worship and religious facilities for Sikh Community for the purpose of promoting their mutual interests and the interests of the Sikh Community.
3. To unite all persons of the Sikh Community to promote harmony, friendship and brotherhood for the pursuit of spiritual observances.
4. To assist with the integration of the Sikh Community into the larger Canadian society, without compromising, in any way, Sikh religious values, beliefs, culture

- or identities. The Society is obligated to and committed to encourage Sikhs to wear their religious symbols in Canada. The Society also is committed to addressing any such concerns of its members to any employer, individual, entity, institution or group displaying discrimination.
5. To mobilize the Sikh Community's resources to develop a dynamic mechanism for defending and promoting the Sikh religion.
  6. To conduct public or private meetings of a religious nature for Registered Members, the Sikh Community and general public and to enlist community members, Officers and other Registered Members for such purposes.
  7. The Society is not formed for pecuniary or financial gain. Its assets may not inure to the benefit of any individual member. Subject to the *Charitable Gifts Act* (Ontario) and the *Mortmain and Charitable Uses Act* (Ontario) to give donations for charitable purposes and to accept, receive and take by devise, bequest or gift and to hold and enjoy for the objectives of the Corporation, donations, gifts, grants, devises and bequests of real and personal property of all kinds upon such terms and conditions and upon such trusts as the donor or donors of any such property may prescribe.
  8. To collect donations, fees or otherwise from Registered Members and to hold and expend the same in performances of the objectives of the Corporation.
  9. To establish and maintain a Gurmat & Punjabi School for the teaching of the Punjabi language in (Gurmukhi) script and to conduct classes for religious and cultural education and to employ instructors therefor.
  10. The Corporation shall be subject to the *Charities Accounting Act* (Ontario) and the *Charitable Gifts Act* (Ontario).



1. The applicant is a Sikh.
2. The applicant volunteers for service in the Gurdwara as often as possible without any remuneration and shall not expect to be remunerated in any manner.
3. The applicant is a landed immigrant, permanent resident or Canadian citizen and residing within the County of Essex. The applicant shall be required to show proof of residency of one year, in a form that is acceptable to the Panchayat. (deed, lease, ownership etc along with one photo ID)
4. The applicant submits his or her fully completed and signed membership application to the Panchayat, along with the Annual Membership Dues, provided however, students who provide proof of registration in a post-secondary institution will have such Annual Membership Dues waived in full subject to Panchayat approval.

## **Section 4.2**

### **APPLICATION FOR MEMBERSHIP**

Each application form shall be forwarded to the Panchayat. If the applicant meets all of the requirements in accordance with section 4.1, the Panchayat shall bestow membership upon such applicant within three (3) months from the date of the application and the Executive Committee shall be bound to approve the decision of the Panchayat to admit new members and update the membership list within 30 days of the decision of Panchayat.

**Section 4.3 DENIAL OR REVOCATION OF MEMBERSHIP**

If an applicant does not meet all of the requirements set out in section 4.1, the Panchayat shall meet with the applicant to explain the reasons for membership denial help the applicant become or re-instate a Registered Member.

If a Registered Member fails to continue meeting all of the requirements set out in Section 4.1, the Panchayat shall revoke the membership of such Registered Member until the cause of such revocation is remedied by such person.

**Section 4.4 MEMBERSHIP YEAR**

The Membership Year shall commence at 12:00 a.m. on January 1<sup>st</sup> of every given year and conclude on December 31<sup>st</sup> at 11:59 pm.

**Section 4.5 MEMBERSHIP DUE**

In order to remain a Registered Member, each Registered Member shall pay their Annual Membership Dues by August 31<sup>st</sup> of each Membership Year. If a Registered Member fails to provide the Annual Membership Dues by August 31<sup>st</sup>, such member shall no longer be a Registered Member for the current Membership Year.

**Section 4.6**

**PRIVILEGES**

A Registered Member who conforms to the By-Laws and Regulations of the Society and who is not in arrears of the Annual Membership Dues shall be entitled to such privileges as the Society shall offer and such privileges extend to said Registered Member's sons and daughters under the age of eighteen (18) years.

The privileges of a Registered Member shall be the following:

1. Right to participate at all meetings of the Society.
2. The right to vote with respect to a matter brought to the Panchayat by the Executive Committee.
3. Affiliation with all societies, centers or other activities of the Society upon payment of the required fee as may be required from time to time.
4. Enrolment of the Registered Member's children in the Gurmat & Punjabi School operated by the Society upon payment of the required fee, if any.
5. Registration of Births, Marriages, and Deaths in the Register of Civil Status upon the payment of the required fee, if any.
6. Cremation in the crematorium in accordance with the By-Laws and subject to the terms, conditions, and customs of the Sikh religion upon the payment of the required fee, if any.
7. Non registered member will be paying 25% extra of required fee, of all the services society provides.

**Article V**  
**MANAGEMENT**  
**EXECUTIVE COMMITTEE**

The management of the business and affairs of the Society, including but not limited to, the management of the business and affairs of the Gurdwara premises, shall be conducted by the members of the Executive Committee. The Executive Committee

shall exercise all such powers of the Corporation as are given under the *Corporations Act* (Ontario) [and/or the By-Laws of This Corporation] and pursuant to the provisions herein. Only the Sub-Committees as set out herein have the power to assist the Executive Committee with the management of the business and affairs of the Society. In the event the Executive Committee determines it needs advice or assistance with respect to a certain matter, the Executive Committee is authorized to seek assistance from the Panchayat.

In the event the Executive Committee is asked to make a decision with respect to a financial matter that has the monetary value or potential monetary value of \$50,000 CAD or greater, the Executive Committee shall forward it to Panchayat for approval.

#### **Section 5.1                    OFFICERS OF THE EXECUTIVE COMMITTEE**

The Executive Committee shall be comprised of the following seven (7) Registered Members which are to be selected pursuant to this Article V:

1. President (Mukh Sevdar)
2. Vice-President (Naib Mukh Sevdar)
3. Secretary (Sakattar Sevdar)
4. Treasurer (Khajanchee Sevdar)
5. Co-ordinator: Community Kitchen Service (Langar Sevdar)
6. Co-ordinator: Education and Planning (Sikhiya Atai Yojna Sevdar)
7. Co-ordinator: Property Maintenance (Samptee Dekhbhaal Sevdar)

## Section 5.2

## EXECUTIVE COMMITTEE ELIGIBILITY

In order to become an Officer of the Executive Committee, a Registered Member must meet the following conditions:

1. Must be a Sabat Surat Sikh. Preference will be given to an Amritdhari Sikh or those who make a commitment to become an Amritdhari Sikh within 6 months time.
2. Must respect Sri Guru Granth Sahib, be committed to and abide by Sikh Rehat Maryada.
3. Must volunteer for service in the Gurdwara as often as possible in any capacity which he or she is capable and must be continues registered member of the society from last three years.
4. Must abide by this Constitution of the Society and make a committed effort to abide by the spirit in which this Constitution was drafted.
5. Must not have been convicted of a criminal offence, for which a pardon has not been issued, in Canada or any other country. In the event an Officer is convicted of a criminal offence during their tenure as an Officer, such Officer shall resign accordingly.
6. Must sign the following statement on his or her Nomination form:

*“I fully understand the aims and objectives of the Society and shall make earnest efforts to achieve them. I have a good knowledge and understanding of basic Sikh principles and the Sikh Reht Maryada. I solemnly promise to abide by the Constitution of the Society and Sikh Rehat Maryada.”*
7. Provide an annual donation of at least Five Hundred Dollars (\$500.00) prior to June 30<sup>st</sup> of each year during the term such person is serving on the Executive Committee. In the event that an officer is not gainfully employed, the

requirement of annual minimum donation shall be waived with respect to that officer.

8. Must not be a member of the Panchayat or Sub-Panchayat.
9. One person may be nominated only for one position and no other member of his/her family is eligible to apply in that selection year.

### **Section 5.3 EXECUTIVE COMMITTEE SELECTION**

1. The Selection of the Executive Committee shall be made by the Panchayat in a Special General Meeting/Diwan on the second Sunday of December in every Selection Year.
2. All efforts shall be made to maintain unity among the members of the Society and the Sikh community by selecting the Executive Committee unanimously. There shall be no voting or election in any case for the selection of the Executive Committee members. If needed, a random selection shall be made in the presence of Sri Guru Granth Sahib as a last resort to which everyone shall abide by in accordance with Panthic tradition of Gurmatta.
3. Each qualified nominee (in accordance with 5.2) must be proposed by a Registered Member, seconded by another Registered Member and have the following written and signed affirmation of such nominee:

*"I, the nominee \_\_\_\_\_, hereby accept the nomination to the Executive Committee for the position of \_\_\_\_\_ for the term \_\_\_\_\_. I fully understand the aims and objectives of the Society and shall make earnest efforts to achieve them while performing my duties with honesty, integrity and fairness and to the best of my capabilities during my term if I am selected as a member of the Executive Committee. I shall cooperate with other members of the Executive Committee, members of all the Sub-Committees, and the Panchayat in order to ensure the best possible*

*management of the Society. I solemnly promise to follow the Sikh Rehat Maryada and the Constitution in all matters of the Sikh Cultural Society of Metropolitan Windsor. I understand that I must meet all of the conditions set out in section 5.2 of the Constitution in order to be selected."*

4. Nominations for the Executive Committee shall be sent to the Panchayat on or before October 15<sup>th</sup> of a Selection Year. The Panchayat must post the names of all qualified nominations on the Society's Notice Board on or before the first Sunday of November. It shall remain posted until the new Executive Committee is selected on the second Sunday of December.
5. The Panchayat is hereby entrusted with screening all of the nominees to ensure all of the requirements and qualifications in this Constitution, including but not limited to the requirements set out in section 5.2, are met. The Panchayat shall have comprehensive powers for holding fair and honest selections and the existing Executive Committee shall give its fullest co-operation to the Panchayat to ensure the selection is carried out in an honest, fair and efficient manner.
6. If the number of qualified nominees is more than one for any office/position in the Executive Committee, the Panchayat shall make an effort to accomplish a consensus among all qualified nominees as to who is the best qualified suitable nominee for that particular position.
7. In the event there is only one qualified nominee for a position in the Executive Committee, or the nominees and the Panchayat have reached a consensus that one unanimous nominee will occupy the position, the Panchayat shall:
  - i. Do traditional Sikh prayers (Ardas) to the Sri Guru Granth Sahib in order to formally bestow such nominee as occupying a position in the Executive Committee; and

- ii. Announce the names of the selected nominees in front of the entire Sangat.
  
8. In the event the Panchayat and all of the qualified nominees for a particular position are unable to come to a consensus as to who will be the unanimous nominee for a particular position in the Executive Committee, each qualified nominee submit a non-refundable fee of One Thousand Dollars (\$1000.00) via certified cheque or cash to the Panchayat on or before December 1<sup>st</sup> of a Selection Year, after which, the Panchayat shall randomly select one of the qualified nominees who have paid the prescribed \$1000.00 in the following manner:
  - i. Make one slip for each qualified candidate and fold such slip and place them in front of the Sri Guru Granth Sahib;
  - ii. Do traditional Sikh prayers (Ardas and Hukamnama will be taken) to the Sri Guru Granth Sahib Ji; and
  - iii. Request a small child who is not related to any of the nominees to pick one slip randomly and read the name outloud.
  
9. In the event that no qualified nominee is available for a particular office, the Panchayat by its unanimous decision shall nominate any qualified Registered Member of the Society for that particular office in the Executive Committee.
  
10. After the completion of the selection procedure of the new Executive Committee members, the Panchayat Spokesperson would then request all of them to take the following solemn oath before the Guru Granth Sahib to be witnessed by all congregation:

*“During my term as a member of the Executive Committee, I shall serve the Sikh Cultural Society of Metropolitan Windsor with honesty and best of my capabilities. I shall stay impartial and make earnest efforts to set the example of a*

*role model Sikh before the Sikh community."*

11. The entire congregation shall endorse the selection of the new Executive Committee with the Sikh slogan

*"Bole So Nihal - Sat Sri Akal".*

12. The chair of the meeting shall congratulate the newly selected Executive Committee members.
13. In the event of a mid-term vacancy caused on the Executive Committee for any reasons, the Panchayat shall fill such a vacancy by co-opting another qualified member of Society or other Officer of the Executive Member or may assign the office to any of members of the Executive Committee.
14. If there are more than seven qualified nominees for the Executive Committee Selection, those who are not selected shall be given an opportunity with preference to be a part of the Sub-Committees.

#### **Section 5.4 EXECUTIVE COMMITTEE TERM**

1. The Executive Committee shall be selected in accordance with section 5. 3. The tenure of the Executive Committee shall be for two years.
2. The outgoing Executive Committee shall transfer charge to the incoming Executive Committee no later than the first Sunday of January following its selection.
3. The office bearers of the Executive Committee shall remain in office until their successors are selected and take office. During the transition period (starting from the day of the selection of the new Executive Committee), the outgoing

Executive Committee cannot make any major decisions and shall make payments of only routine utility bills.

4. The outgoing Executive Committee shall transfer control of the Society records/documents and other tools of management in its possession no later than last Sunday of January following the selection of the new Executive Committee.
5. There shall be a limited term of office for the members of the Executive Committee and for their respective offices as follows:
  - a. No person shall be eligible for a selection to the Executive Committee for more than one consecutive term. After serving one term (2 years), that person and his/her immediate family, has to wait for at least 2 years to serve again in the Executive Committee.
  - b. A person can serve in the Executive Committee for a maximum of total ten years in his/her lifetime since the formation of the Society.
6. Only one member of immediate family (spouse, siblings, parents, and children) can serve in the Executive Committee during any one particular term.

## **Section 5.5**

## **NON-REMUNERATION CLAUSE**

The Executive Committee shall serve without any remuneration and shall not expect to be remunerated in any manner except for the expenses that are incurred by an Officer in the performance of the duties required by such position.

## **Article VI**

### **DUTIES OF THE EXECUTIVE COMMITTEE**

In addition to the specific duties listed in Article VII herein, the general duties of the Executive Committee shall include but not limited to the following:

1. Make earnest efforts to find and approve the qualified preachers (such as Granthi, Ragi Jatha, Kathavachak, Dhadi Jatha) to be invited for effective propagation and practice of the Sikh faith dedicated to Guru Granth Sahib under the guidance of Sikh Reht Maryada. Preference should be given to a preacher who has:
  - A. Knowledge and understanding of the Gurbani and Sikh Rehat Maryada
  - B. Honesty and Integrity in performing his/her duties
  - C. Determination not to compromise on Gurmat
  - D. Commitment towards Panthic Unity
  - E. Passion for preaching Gurmat
2. Make special efforts to arrange learning sessions to build an understanding of the Gurmat principles, Sikh Rehat Maryada and the Society's aim and objectives. All the management, the members of the Society and the congregation shall be encouraged to join these group learning opportunities to align thoughts/actions towards Gurmat and Panthic Unity.
3. Develop and perform any procedures that may be necessary to run, maintain and operate the Gurdwara in accordance with the Constitution and Sikh Rehat Maryada.
4. Organize programs for weekly Diwans, Gurburbs, and other religious activities.

5. Every member of the Executive Committee shall try his/her best to attend the Diwan held on every Sunday and other special organized events.
6. Approve honorarium to be paid to the preachers invited at the Gurdwara.
7. Approve/set/revise services charges (if any as needed) for various services offered by the Society and inform the members of the Society and the congregation accordingly.
8. Maintain 24 hour surveillance system to monitor the premises for deterrence of safety risks and enhancing security measures.
9. Carry out the routine activities, manage all financial matters, and execute established policies and procedures in a timely and proficient manner.
10. The Executive Committee must co-operate with Panchayat in all matters if and when required or requested by Panchayat to do so.

## **DUTIES OF THE OFFICERS OF THE EXECUTIVE COMMITTEE**

### **Section 6.1                      PRESIDENT**

The following are the responsibilities and duties of the President of the Society:

1. The President shall preside over all the meetings and functions of the Society and exercise overall control in the operations of the Society.
2. He/she and he/she alone, is the Spokes-person of the Society.
3. All the correspondence of the Society shall bear the signature of the President.

4. Only the President or his delegate can represent the Society at the functions of the National or International Sikh organizations.
5. He/she shall keep custody of all official records of the Society other than those delegated to other Executive Committee members to perform their duties.
6. He/she is empowered to meet the expenses of the Society to the extent of Five-Hundred Dollars (\$500.00) without the prior sanction of the Executive Committee.
7. He/she shall sign cheques jointly with Treasurer for all amounts and his/her absence by the Secretary.
8. He/she shall do the cleaning sewa of the washrooms in the Gurdwara at least once a month.

#### **Section 6.2                    VICE-PRESIDENT**

The following are the responsibilities and duties of the Vice-President of the Society:

1. Vice-President shall be responsible for making all arrangements for religious services (such as Kirtan, Katha, Sehaj path, Akhand Paath, ) outside Gurdwara at residences of Sangat members.
2. In the absence of the President, the Vice-President shall perform all duties of the President.
3. In addition, he/she shall bear such other duties as may be assigned to him by the Executive Committee or the President.

#### **Section 6.3                    SECRETARY**

The following are the responsibilities and duties of the Secretary of the Society:

1. The Secretary shall prepare the minutes of all meetings and in his absence, any other member of the Executive Committee shall be designated by the President to do so.

2. He/she shall record minutes of the meetings and get them approved by the Executive Committee.
3. He/she shall draft/prepare the official correspondence of the Society as advised by the President. All official correspondence of the Society must be approved and signed by the President.
4. He/she shall be authorized to spend One-Hundred Dollars (\$100.00) to meet the Society's expenses without the prior sanction of the Executive Committee.
5. He/she shall assist the President in organizing all the program/activities such as arranging Kirtan Diwans, Akhand Paaths, meetings, and any other special events.
6. He/she only shall conduct the Diwans and other functions as "Master-of-Ceremony" unless otherwise the President decides to do so himself/herself.
7. He/she shall ensure that Diwans are run smoothly and on schedule. He/she should advise the President if any help is needed. Strict adherence to schedule should be enforced.
8. He/she shall ensure that all the audio/video systems are in working order such as Sound System, Computers, Projectors, etc.
9. He/he shall allow only scheduled Ragi/speaker to perform in the Diwan.
10. He/she should ask all the speakers to get approval from the President.
11. He/she shall do the cleaning sewa of the washrooms in the Gurdwara at least once a month.

#### **Section 6.4                   TREASURER**

The following are the responsibilities and duties of the Treasurer of the Society:

1. Treasurer shall take care of all financial matter of the Society, keep the financial books updated, and prepare statements of the accounts.

2. He/she shall collect all monies; keep accounts of all incomes and expenses of the Society, he/she must issue recite for any money received.
3. He/she shall keep accounts of all funds, securities and debts of the Society.
4. He/she shall prepare a Quarterly Financial Statement; submit it to the Executive Committee and must display on the notice board.
5. He/she shall be authorized to keep One-Hundred Dollars (\$100.00) to meet the Society's expenses.
6. Treasurer shall sign and endorse all cheques, drafts, notes and other financial obligations on behalf of the Society and have those countersigned by the President (or Vice President, if President is not available), as required.
7. Treasurer shall sign all receipts/vouchers and make payments of all the bills timely.
8. He/she shall do the cleaning sewa of the washrooms in the Gurdwara at least once a month.
9. a. Hold all monies received from various sources and must deposit them in the society's account with any chartered bank in the City of Windsor, in the county of Essex in the province of Ontario, Canada
10. b. Keep detailed accounts of all the expenses and incomes supported by the proper vouchers and documentation.
11. c. Submit a report of the Society's finances on a quarterly basis to the Sangat and to the Executive Committee whenever required.
12. d. Get the financial accounts audited with the assistance of internal auditors at least once a year.
13. e. Prepare the annual financial statement with the assistance of a Chartered Accountant and /or Auditor appointed by the Executive Committee and present it to the Sangat at the Annual General Meeting

## Section 6.5

### Co-ordinator: Langar Sewa (Community Kitchen Service)

The following are the responsibilities and duties of the Co-ordinator:

Langar Sewa of the Society:

1. Coordinate the Langar Sewa (Community Kitchen Service) affairs.
2. He/she shall be authorized to spend Five-Hundred Dollars (\$500.00) to meet the Society's expenses without the prior sanction of the Executive Committee.
3. Make arrangements to prepare Langar, arrange langar distribution and supervise all volunteers to distribute the langar.
4. Call Sangat members and confirm the date and time of their langar sewa.
5. Keep track of the availability of open langar dates, cancellations and make the booking chart available to the Sangat.
6. Maintain and keep the kitchen neat and clean, keep all utensils cleaned, washed and stacked away.
7. Try to utilize all the groceries in the kitchen before its expiry date and store them properly.
8. Arrange to have the trash dumped in the dumpster.
9. Ensure electricity/gas is consumed appropriately.
10. Purchase and maintain adequate supplies for the kitchen and washroom facilities.
11. Maintain the inventory of supplies of the Society at the Gurdwara. The inventories shall be taken on the last Sunday of June every year.
12. He/she shall do the cleaning sewa of the washrooms in the Gurdwara at least once a month.

**Section 6.6****CO-ORDINATOR: EDUCATION AND PLANNING**

The following are the responsibilities and duties of the Co-ordinator: Education and Planning of the Society:

1. Coordinate the promotion of Sikh Educational activities as set out in the Constitution.
2. He/she shall be authorized to spend One-Hundred Dollars (\$100.00) to meet the Society's expenses without the prior sanction of the Executive Committee.
3. Arrange resources and hold Punjabi and Gurmat classes, Kirtan and Gatka classes, seminars, workshops, symposiums, youth samagams, summer/winter camps and sports activities.
4. He/she shall organize the establishment and maintenance of a library of Sikh books and other educational tools at the Gurdwara.
5. He/she shall do the cleaning sewa of the washrooms in the Gurdwara at least once a month.

**Section 6.7****CO-ORDINATOR: PROPERTY MAINTAINENCE**

The following are the responsibilities and duties of the Co-ordinator: Property Maintenance of the Society:

1. Coordinate cleanliness, maintenance and orderly appearance of the building of the Gurdwara and its surrounding property.
2. Arrange lawn maintenance and snow removal on the premises. He/she may engage contractors with the approval of the Executive Committee for such services.
3. He/she shall be authorized to spend One-Hundred Dollars (\$100.00) to meet Society's expenses without the prior sanction of the Executive Committee.

4. Assist the President to solicit contracts, and make recommendations for building improvements.
5. Assist the President and Treasurer to prepare budgets for various construction/ maintenance projects and submit to the Executive Committee for approval.
6. He/she shall do the cleaning sewa of the washrooms in the Gurdwara at least once a month.

## **Article VII PANCHAYAT**

The Panchayat is a committee that serves multiple roles including acting as: (1) a conflict resolution committee; (2) a membership committee and (3) a selection committee for selecting members of the Executive Committee. The Panchayat shall consist of five (5) Registered Members that operate independently of the Executive Committee. The Panchayat conducts and supervises the selection of the Officers of the Executive Committee pursuant to this Article, provided however, that the Panchayat shall have no direct role in the administration and routine operations of the Society.

The Panchayat shall serve to moderate and mediate any conflict that may arise between Registered Members, the Sangat and the Executive Committee and/or any other committee and the Executive Committee.

The Panchayat shall also handle the issue of a no-confidence motion pursuant to Article XII.

Members of the Panchayat shall use all of the resources at their disposal to ensure the effective and efficient resolution of conflicts shall they arise. The five (5) Panchayat members shall act in an impartial and independent manner in order to create a dispute resolution mechanism that prevents grievances from Registered Members, the Sangat or any Committee from going through civil proceedings.

## **Section 7.1**

### **PANCHAYAT DECISION-MAKING**

Any decisions made by the Panchayat shall involve all five members. In the event the Panchayat is asked to make a decision with respect to a conflict or a matter that has the monetary value or potential monetary value any amount, the Panchayat shall contact, meet and discuss the matter in detail with the members of the Society and Sangat before making a decision and such a decision of the Panchayat shall only be considered final if it is approved unanimously by all five members of Panchayat otherwise final decision will be made by majority vote of members in a membership meeting.

With respect to any difference of opinion on fundamental tenets of Sikhism, such matter be referred to the Shri Akal Takht, Amritsar, INDIA for clarification and final ruling.

## **Section 7.2**

### **PANCHAYAT ELIGIBILITY**

In order to become eligible for membership in the Panchayat, a Registered Member must meet the following conditions:

1. Must be a Sabat Surat Sikh; however preference will be given to Amritdhari Sikhs or those willing to become an Amritdhari Sikh within 60 days.
2. Must respect Sri Guru Granth Sahib Ji; be committed to abide by the Sikh Rehat Maryada.
3. Must not favour any group of persons, directly or indirectly, within the Sangat whom are affiliated by blood, lineage or political beliefs.
4. Must volunteer for service in the Gurdwara as often as possible in any capacity which he or she is capable.
5. Abide by this Constitution of the Society.

6. Must not have been convicted of a criminal and civil offence, for which a pardon has not been issued, in Canada or any other country. In the event a Panchayat member is convicted of a criminal and civil offence during their tenure as a Panchayat member, such Panchayat member shall resign accordingly.
7. Must be a member of the Sub-Panchayat.

For greater certainty, failure to meet any of the criteria listed above will result in the automatic revocation of membership status in the Panchayat.

### **Section 7.3 PANCHAYAT TERM OF OFFICE**

1. One of the five members of the Panchayat shall retire every year and a new member shall be selected from the Sub-Panchayat before his/her retirement in his/her place on First Sunday of February of the same year.
2. Members shall retire in the order they join this committee.

### **Section 7.4 PANCHAYAT SELECTION**

1. A Special General Meeting/Diwan of all the members of the Society and Sangat shall take place on or before the First Sunday of February of an every Year in the Diwan Hall with Sri Guru Granth Sahib. The President of the Society would request of the selected candidates to take the following solemn oath before the Guru to be witnessed by all of the congregation

*“During my term as a member of the Panchayat I shall serve the Sikh Cultural Society of Metropolitan Windsor with honesty and the best of my capabilities. I shall stay impartial and make earnest efforts to set the example of a role model Sikh before the Sikh community.”*



credible, the said Panchayat member should resign immediately. In the event of such removal, remaining members of the Panchayat shall appoint a new member using the same procedure that is used to add a new member of the Panchayat within 60 days.

## **Section 7.7 SUB-PANCHAYAT**

The Sub-Panchayat is a group of seven (7) Registered Members that serve to help the Panchayat make decisions and resolve conflicts, if they so request. The Sub-Panchayat also serves as a body of Registered Members that are eligible to become members of the Panchayat.

### **Section 7.7.1 SUB-PANCHAYAT ELIGIBILITY**

In order to become eligible for membership in the Sub-Panchayat, a Registered Member must meet the following conditions:

1. Must be a Sabat Surat Sikh. Preference however will be given to Amritdhari Sikhs or those who make a commitment to become an Amritdhari Sikh.
2. Must respect the Sri Guru Granth Sahib, be committed to and abide by the Sikh Rehat Maryada.
3. Must not favour any group of persons, directly or indirectly, within the Sangat whom are affiliated by blood, lineage or political beliefs.
4. Must volunteer for service in the Gurdwara as often as possible in any capacity which he or she is capable
5. Abide by this Constitution of the Society.

6. Must not have been convicted of a criminal and civil offence, for which a pardon has not been issued, in Canada or any other country. In the event a Sub-Panchayat member is convicted of a criminal and civil offence during their tenure as a Sub-Panchayat member, such Sub-Panchayat member shall resign accordingly.

For greater certainty, failure to meet any of the criteria listed above will result in the automatic revocation of membership status in the Sub-Panchayat.

#### **Section 7.7.2                      SUB-PANCHAYAT SELECTION**

To add a new member to the Sub-Panchayat on the retirement of an existing member (every year), the existing Panchayat shall unanimously appoint one person from qualified Registered Members after arriving at a consensus on or before the First Sunday of February.

#### **Section 7.7.3                      NON-REMUNERATION CLAUSE**

The Sub-Panchayat shall serve without any remuneration and shall not expect to be remunerated in any manner except for the expenses that are incurred by a member in the performance of the duties required by such position.

#### **Section 7.7.4                      SUB-COMMITTEES**

The Executive Committee may maintain Sub-Committees and if they determine a Sub-Committee is needed to get assistance. These Sub-Committees shall be constituted

so as to meet the specific needs to manage the affairs of the Society. The President and at least one other Executive Committee member must be part of all these Sub-Committees to oversee them. The President may also appoint a Convener with the consultation of Panchyat. (who shall be an Officer or a member of the Executive Committee members) of each sub-committee to assist its activities.

These Sub-Committees may include, but are not limited, to the following:

**1. Guru Granth Sahib Satkar Sub - Committee:**

- I To help EC to maintain Sikh Rahit Marjada in dewan hall, Langer hall and all other places.
- II To help the Executive Committee in organizing major events such as Nagar Kirtan, Bandichor Divas, Vaisakhi, Canada Day Parade, etc .

**2. Windsor Sikh Youth Sub-Committee:**

- I In order to represent youth voice and foster their participation and development within the Sikh community to prepare them as better future of the Khalsa Panth.

**3. Langar and Supplies Sub-Committee:**

- I to organize Langar for regular Diwans, major functions and for distribution to the poor and destitute in the Non-Sikh community.
- II to organize food for Gurdwara's organized functions outside Gurdwara such as picnics, camps, and seminars.
- III to maintain the kitchen and Langar Hall in hygienic conditions.
- IV to maintain the proper stock of Utensils, paper-plates, cups, spoons, napkins etc.
- V to issue utensils for programs at home and maintain a record of it.

**4. Audio/Video and Website Sub-Committee:**

- I to organize audio/video recording of major performances by visiting raggi jathas, speakers and important events organized by the Society.
- II to maintain websites and electronic social media sites of the Society and Gurdwara.

**5. Education & Library Sub-Committee:**

- I. to organize education of our children, youth, and adults to learn Gurbani, Gurmukhi, Sikh history, and current affairs affecting Sikh Panth all over the world.
- II. to educate Canadian in general and Canadian education system in particular about the Sikhs, their beliefs, customs, and traditions.
- III. to organize seminars and discussions inside the Gurdwara as well as in surrounding educational and religious institutions to create public awareness about Sikhs.
- IV. to obtain and distribute educational, printed material in form of news pamphlets, books, documents pertaining to Sikh faith. .
- V. to maintain a well-stocked library in the Gurdwara to include books and other audio/video tools on Sikh faith.
- VI. to maintain audio and video recording and relay equipment in the Gurdwara. Arrangements for duplicating audio and videotapes shall also be made available to members.
- VII. to catalog printed material, audio and videotapes and to make them available for borrowing.

**6. Sports Sub-Committee:**

- I. to organize sports events for the Sikh community on the behalf of the Society.

**7. Social Counseling Sub-Committee:**

- I. To arrange personal and group social counseling sessions to address prevalent social issues in the community.
- II. to make itself available to provide services to the members and the Sikh Community for resolution of their personal problems. However, a case can be considered only after both parties involved give written statements that they would accept the decision of this sub-committee unconditionally; and thereafter consider the issue as resolved. There would be no charge for this service and the whole issue would be handled in a discreet and friendly manner.

**8. Career Counseling Sub-Committee:**

To arrange personal and group information and counseling sessions for pursuing careers in different professions.

**9. Public Relation and Media Affairs Sub-Committee:**

- I. to organize functions in Gurdwara to familiarize non-Sikh community of Canada regarding Sikh religion and customs.

- II. to organize Sikh community of local area to respond to problems that Sikhs face here as well as in other parts of the world.
- III. to identify new Sikh families who live here and inform them about the activities of our Gurdwara and welcome them to participate in them.
- IV. to publish news and information booklet quarterly highlighting the activities of our Gurdwara and Sangat and organize its distribution to the Sikh and interested non-Sikh population in the area
- V. to publicize in the press and news media regarding the major functions and activities of the Sikh community in and outside the Gurdwara.

**10. Finance and Fund Raising Sub-Committee:**

- I. to assist the Treasurer in financial matters as and when requested to do so.
- II. to raise the funds when requested for various projects approved by the Executive Committee. No individual(s) can do fund raising without the approval of Executive Committee.
- III. to coordinate fund raising activities of various committees to avoid duplication of effort and to minimize any possible inconvenience to donors.
- IV. to support and organize activities to promote the financial health of the organization.

**11. Property Maintenance and Improvement Sub-Committee:**

- I. to maintain the physical structure of the building in a sound and presentable state at all times.
- II. to carry out repairs in a timely manner.
- III. to take preventive measures to diminish loss and damage to the physical structure of the building
- IV. to maintain and beautify the surroundings of the Gurdwara within its boundaries including landscaping.
- V. to maintain the parking lot and remove snow .
- VI. to suggest improvements; execute and supervise the approved projects inside and outside the Gurdwara building.

**Section 7.7.4.1**

**CONVENER ELIGIBILITY**

In order to become eligible to be appointed as a Convener, a Registered Member must meet the following conditions:

1. Must respect the Sri Guru Granth Sahib, be committed to and abide by the Sikh Rehat Maryada.
2. Must volunteer for service in the Gurdwara as often as possible in any capacity which he or she is capable
3. Abide by this Constitution of the Society.
4. Must not have been convicted of a criminal and civil offence, for which a pardon has not been issued, in Canada or any other country. In the event a Convener is convicted of a criminal and civil offence during their tenure as a Convener, such Convener shall resign accordingly.

For greater certainty, failure to meet any of the criteria listed above will result in the automatic revocation of status as a Convener.

#### **Section 7.7.4.2                      CONVENERS SELECTION**

The Conveners may be appointed by the Executive Committee with the consultation of Panchayat.

#### **Section 7.7.4.3                      NON-REMUNERATION CLAUSE**

The Conveners shall serve without any remuneration and shall not expect to be remunerated in any manner except for the expenses that are incurred by a member in the performance of the duties required by such position.

#### **Section 7.7.4.4                      AUDITORS**

In every year at the Special Annual Meeting, two (2) honorary internal auditors who are qualified shall be appointed by the Executive Committee from the membership. Such auditors shall not be from the Executive Committee.

## **Article VIII**

### **MEETINGS AND QUORUMS**

#### **Section 8.1            MEETINGS**

1. All Society Meetings shall start and end with Ardas (formal prayer for divine support).
2. The President (or in his absence the Vice-President) shall preside at all the meetings of the Society. In the absence of the President and the Vice-President, one of the Officers of the Executive Committee may be voted by the remaining Executive Committee members to chair the meeting.
3. The proceedings of all meetings shall be written and recorded in the minute book by the Secretary or any other member designated to do so.

#### **Section 8.2            GENERAL MEETINGS**

A general meeting of the members of the Society may be called by the President (or the Vice-President if the President is not available). There shall be two Annual General Meetings of the members of the Society on the First Sunday of May and First Sunday of October in a calendar year for conducting general business of the Society.

**Section 8.3 NOTICE**

Thirty (30) days notice for General Meeting and fourteen (14) days notice for Special General Meeting shall be given to the membership as follows: (1) posted on the Society's Notice Board; and (2) announced from podium at the end of weekly religious service (Diwan).

**Section 8.4 QUORUMS**

A quorum of one-fourth (1/4) of the total members of the Society shall be required to conduct general business of the Society other than amendment of the Constitution/By-laws, to make a Major Decision and No-confidence motion where the required quorum shall be two-third (2/3) of the total members of the Society.

Five Executive Committee Officers including the President shall constitute a quorum of any meeting of the Executive Committee of the Society for transacting any lawful business of the Society.

**Section 8.5 MEETINGS OF EXECUTIVE COMMITTEE**

The Executive Committee shall meet at least once a month and/or more often as necessary to discuss and conduct any general business of the Society that may come up including but not limited to:

1. Carry out the day-to-day activities;
2. Manage all financial affairs;
3. Execute established policies and procedures to carry out various services and functions; and
4. Transact all such other business as may come before the meeting.

**Article IX**  
**INVITATIONS, SPEAKING PERMISSION,**  
**AND FREEDOM OF EXPRESSION**

1. An invitation to a lecturer or speaker at the Gurdwara can be extended only by the Executive Committee.
2. A person desirous to speak at the Gurdwara must obtain permission from the President prior to his scheduled speech. However, the President or other member of the Executive Committee in charge of the stage at the Gurdwara does have discretionary power to allow the person to speak for no more that five minutes. Picture taking, movie making or printed matter distribution at the Gurdwara is not allowed unless it is approved by the Executive Committee.
3. A member of the Society is entitled to the fundamental freedom of expression the bedrock of free society. He may express his opinion/views on any topic. The minimum limit of time is (5) minutes, and tow (2) minutes is for the rebuttal.

**Article X**  
**ACCOUNTS, FINANCES AND RECORDS**

**Section 10.1**                    **FISCAL YEAR**

The fiscal year of the Society shall commence on January 1<sup>st</sup> and end on December 31<sup>st</sup> of each year.

**Section 10.2**                    **AUDITING OF ACCOUNTS**

The financial accounts of the Society shall be properly documented, maintained and audited once a year by the auditors appointed pursuant to section 5.5

### **Section 10.3 DONATIONS**

The Society is not formed for pecuniary or financial gain. Its assets may not incur to the benefit of any individual member. Subject to the Charitable Gifts Act (Ontario) and the Mortmain and Charitable Uses Act (Ontario) to give donations for charitable purposes and to accept, receive and take by devise, bequest or gift and to hold and enjoy for the objectives of the Corporation, donations, gifts, grants, devises and bequests of real and personal property of all kinds upon such terms and conditions and upon such trusts as the donor or donors of any such property may prescribe.

All donations received by the Society for any purpose shall be non-refundable.

### **Section 10.4 BORROWING POWERS**

In order to burrow any amount money for any purpose other than current operating expenses, the Executive Committee shall require the approval of the Panchayat and Sub-Panchayat.

### **Section 10.5 SIGNING AUTHORITY**

The President, the Treasurer and the Secretary shall be the proper signing authorities for all bank accounts of the Society. This responsibility is not transferrable to other members of the Executive Committee.

The cheques issued for the payment of bills of the Society must bear two (2) signatures which shall be of the Treasurer and the President. Only in the absence of either the President or the Treasurer, the Vice-President shall countersign it.

The President (in the absence the Secretary or another member of the Executive Committee who may be authorized by a resolution of the Executive Committee from time to time) shall have authority to sign deeds, contracts, leases and agreements on

behalf of the Society and to affix the corporate seal (if necessary).

The Treasurer (in his absence another member of the Executive Committee who may be authorized by a resolution of the Executive Committee from time to time) shall sign donation receipts.

The Treasurer shall not make any payment or issue a cheque for any expenditure unless accompanied by a voucher passed by the President (or Vice- President in his/her absence).

#### **Section 10.6                      RECORDS**

The Executive Committee shall make earnest efforts to maintain a registry of all the important Society records and other tools of management on an ongoing basis.

These records shall contain, but are not limited to, the following:

1. Meeting Minutes and Resolutions
2. All business and finance records
3. All locks, keys, cameras, DVR's security cameras, computers, projectors, and audio/video systems etc.
4. Complete inventory of all movable/immovable assets and utensils
5. Names and contact information of past and present preachers with duration of their services provided to the Society
6. All procedures, forms and schemes of administration (if any available) for conducting various services
7. Information and mailing addresses, if available, of the past and present members of the Executive Committee, Panchayat, Sub-Panchayat, Conveners and all Sub Committees.

**Article XI**  
**AMENDMENTS OF CONSTITUTION AND BY-LAWS**

The Constitution and the By-Laws of the Society shall not be altered or amended unless by a two-thirds majority vote of the Congregation present at an annual, special or general Meeting of the members after a Notice of Motion in writing has been given at a previous Registered Members' Meeting, a copy of which Notice shall be inserted in the notice board calling the meeting at which the said Motion is to be voted upon. A copy of such notice shall be put at a conspicuous place in the lobby of the Gurdwara. It is to be insured, however, that the presence of the members for the purpose of amendment of By-Laws may not comprise of a number less than two-third of the living members on the rolls of the Society.

**Article XII**  
**NO CONFIDENCE**

A no-confidence motion can be moved against any Officer of the Executive Committee at a special general meeting convened by the Executive Committee for such purpose. The said member must present a request for no-confidence motion containing the signatures of at least (1/3) of the total membership of the Society. The request for no-confidence motion must accompany a non-refundable amount of One Thousand Dollars (\$1000.00) via cash or certified cheque payable to the Society. The Panchayat shall request the Officer(s) in question to address the complaint if the Panchayat resolves the matter, then no further action is required. However, if the issue is not resolved in a manner that is satisfactory to the Panchayat, then the Panchayat shall direct to the Executive Committee to call a special General Meeting for non confidence within 30 days. No such motion shall take effect unless carried by a two-thirds majority of the members present in that meeting. A quorum of two-thirds of all Registered Members is necessary for such a meeting and a fourteen (14) days notice in writing must be given to the members.

In the case of successful no confidence motion against an Officer(s) of the Executive Committee, the said Officer(s) shall be removed from the Executive Committee. The Panchayat shall fill such vacancy by co-opting another Registered Member or may assign the office position to another existing Officer of the Executive Committee.

In the case of a successful no confidence motion against all members of the Executive Committee, the Panchayat shall select an interim Executive Committee within thirty (30) days time. The rules outlines in section 5.1.3 (absent the specific date requirements) shall apply in the Selection of the new Executive Committee; however, the term of the interim Executive Committee shall be for the remaining term of the ousted Executive Committee. The officer bearer of the ousted Executive Committee shall remain in the office until the interim-Executive Committee is selected and takes office. During this transition period, the ousted Executive Committee shall not make any major decisions, or decisions that involve a significant monetary amount, and can only make payments of the routine bill of the Society.

### **Article XIII**

#### **FORM OF WORSHIP**

The Diwan of the Society shall be conducted in accordance with Sikh Rahit Maryada. With respect to any difference of opinion on fundamental tenets of Sikhism, such matter shall be referred to the Shri Aka Takht, Amritsar, INDIA, for clarification and final ruling.

### **Article XIV**

#### **CODE OF CONDUCT**

#### **Section 14.1 CODE OF CONDUCT**

1. Attendance and participation in all programs/functions and religious services provided by the Society at the Gurdwara is open to all people irrespective of cast, creed, colour, race, sex, national origin, or religion, provided however, that attendees follow the traditions, customs and guidelines set out in the Constitution and

the Sikh Rehat Maryada while on the Society's premises and while participating in services. / [programs organized by the Society to maintain peace and order.]

2. Any person who creates chaos and disturbs the peace or disrupts the proceedings at the Gurdwara shall be asked by the presiding officer of the Executive Committee to leave the premises. In the case of disobedience, section 14.2 below shall be applied.

3. No funds of the Society shall be used for any legal action, without the approval of panchayat and membership. (Will continue the discussion in next readings.)

#### **Section 14.2            REVOCATION OF MEMBERSHIP**

1. The Executive Committee may issue a warning letter or may initiate disciplinary action to remove an individual from the membership whose activities or actions may be considered detrimental to the well-being and/or image of the Society and /or the Sikh Community.

2. The procedure for such a disciplinary action to remove membership shall be as follows:

- A) The member shall be given notice with response and the opportunity to respond in writing within 30 days to why she/he should not be removed from the membership
- B) If the Executive Committee is satisfied with the written response no disciplinary action will be taken.
- C) If the Executive Committee is not satisfied with the written response, it shall be forwarded to the Panchayat to look into the matter and provide its recommendation to the Executive Committee within 30 days.
- D) The Panchayat shall set a hearing where the person being disciplined and the Executive Committee shall be invited as parties to present their case.

- E) Hearing from the both sides, the Panchayat shall submit their report to the Executive Committee with reason as to whether or not that person may be removed for the membership of the Society.
- F) If a person is removed from the membership of the Society, he may apply for the membership again after a gap of at least twelve (12) months, and the application shall be forwarded to the Panchayat whose decision shall be final and the Executive Committee shall be bound to accept it.
- G) Once the decision has been made by the Panchayat, it shall be final and binding to all

**Article XV**  
**DISSOLUTION**

In the event of dissolution of the Society, all remaining assets shall be distributed to one or more registered Sikh charitable organizations in Canada. If such organizations do not exist, such funds will be made available to one or more registered Sikh charitable organizations in India.