



Address: 44955 Cherry Hill Road
Canton, Michigan 48188
Ph: (734) 981 8730
Online: <http://www.thehindutemple.org>
E-mail: info@thehindutemple.org

Meeting Agenda and Minutes

Meeting Name / #	HTCM AGM (Annual General Body) Meeting / 2024
Location	Main Prayer Hall - The Hindu Temple of Canton, Michigan
Date	December 08, 2024
Time & Duration	Scheduled: 10:30 AM – 12:00 PM

As required under Article VI, Section 4 (e), The minutes of the meeting approved by the Board shall be signed and dated by the Chairperson. Every member shall have access to approved minutes of the meeting.

Prepared:		Approved:	
Name:	Sailesh Patel	BOT / Date:	Jigar Patel, Acting Chairman 2024 BOT
Title / Role:	Secretary, 2024 BOT	EC Chairman	
		Sign & Date:	

Online Access Details

Topic: **Hindu Temple Annual General Body Meeting / 2024**

Time: **Dec 8, 2024 10:30 AM Eastern Time (US and Canada)**

Join Zoom Meeting

<https://us06web.zoom.us/j/81213835409?pwd=nVm3JaqZlm5GuWnL8hqznFhbB3bPjP.1>

Meeting ID: **812 1383 5409**

Passcode: **406054**

One tap mobile

+13017158592,,82087195500#,,, *040927# US (Washington DC)

+13052241968,,82087195500#,,, *040927# US

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 931 3860 US

+1 929 436 2866 US (New York)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

Meeting ID: 820 8719 5500

Passcode: 040927

Find your local number: <https://us06web.zoom.us/j/kgwtp3s3E>

2024 HTCM AGM Meeting 120842024 Agenda and minutes

Agenda:

#	Topic	Presenter	Time Allocated
1.	Welcome Address by Acting Chairman Board of Trustees (BOT)	Jigar Patel	5 min
2.	Introduction of AGM Moderator	Jigar Patel	3 min
3.	Approval of December 03, 2023, Annual General Body Minutes	Raj Shah	2 min
4.	Acting Chairman's Report	Jigar Patel	5 min
5.	Nomination and Election Committee (NEC) Update – Introduction of Outgoing members, announcement of incoming new board members effective January 01, 2025	Suresh Shah	5 min
6.	2023 Audit Report update	Somil Shah	5 min
7.	Approval of 2025 Budget	Satish Shah	15 min
8.	Approval of proposal to increase the temple reserve fund	Somil Shah	5 min
9.	Approval of funds for front door repair/replacement based on Security Grant terms and conditions	Sanjay Patel	5 min
10.	New Temple Logo Approval	Somil Shah	5 min
11.	Approval to continue CPA Firm Burnstein of Porvin, Burnstein and Garelik as temple auditor for FY 2025	General Body Membership	2 min
12.	Approval to continue Shifman and Carlson, PC as the temple attorney	General Body Membership	3 min
13.	Vote of thanks by President Board of Trustees (BOT)	Somil Shah	5 min
14.	Question and Answer Session	General Body Membership	20 min

Hand Outs:

1. HTCM AGM Meeting 2023_1 (December 03, 2023) Meeting Minutes Final (see Website)
2. HTCM AGM Meeting 2023_2 (January 28, 2024) Meeting Minutes Final (see Website)
3. 2025 Budget

Meeting Minutes:

Online meeting started at 10.01 AM. In person meeting started at 10.29 AM. Kicked off with a prayer by Panditji and Mukhyaji.

Somil Shah addressed the gathering and appraised them about the situation with Ram Garg and his graceful resignation. Jiger the vice-chairman is currently the acting chairman since October and will be presiding the meeting.

1. Welcome Address by Acting Chairman Board of Trustees (BOT) – Jigar Bhai provided opening remarks and a brief overview of the agenda for the meeting. Mainly to understand the temple financials, approval of 2025 budget, welcome incoming board members and question and answer session.

2. Introduction of AGM Moderator – Jigar Bhai introduced Rajesh Bhai Shah as the moderator of the event. Highlighted Rajesh Bhai active role on the Constitution and bylaws committee and also served as moderator on some of the past AGM meetings. Rajesh Bhai set the stage and advised the process for approval of items on the agenda. If quorum is not reached as part of this meeting, a second meeting will be held to attain quorum and irrespective of quorum, the items can be passed at that meeting.
3. Approval of December 03, 2023, Annual General Body Minutes - Tabled to second AGM meeting for lack of quorum.
4. Acting Chairman's Report – Jigar Bhai updated the gathering with the following highlights:
 - a. Pay off of Temple Mortgage and Loans as a major milestone.
 - b. Next year goal to raise temple reserve fund.
 - c. Work on much needed front door repair/replacement.
 - d. Kitchen needs much needed repair and update.
 - e. Upcoming carpet cleaning and HVAC repairs.
 - f. Addressed the follow-up to Q&A from last years AGM meeting. See details in attachments.
5. Nomination and Election Committee (NEC) Update – Introduction of Outgoing members, announcement of incoming new board members effective January 01, 2025 - Rajesh Bhai introduced Suresh Shah, the chairman of the 2024 Nomination and Election Committee. Suresh Bhai updated the gathering on the activity of the 2024 Nomination and Election committee. The outgoing board members present at the meeting were recognized for their contribution and efforts and the incoming members to the 2025 Board of Trustees were recognized. The details of the overall items addressed are attached for the specifics.
6. 2023 Audit Report update – Somil updated the gathering that the 2022 audit report was a clean audit and was available in the temple office for anyone to look at. The 2023 Audit report was under progress and should be completed in about a week or two. Gopi Patel, Parul Patel and Ishan Shah do book keeping and process control. Typically performed by the auditors in October as it the best time for them and a pricing standpoint. Current cash in account around \$400,000. Reserve of \$250,000 in CD at Community Financial net \$290,000 with interest accumulation. We have an outstanding PPP loan from the COVID time frame of \$150,000 which we are paying off at around \$600/month.
7. Approval of 2025 Budget – Satish Bhai provided the following highlights:
 - a. 2024 Total Income about \$1,000,000 estimated around \$1,347,679
 - b. Operating Expenses around \$669,828
 - c. Jatin Bhai raised questions on the Facility line item. Somil addressed that this was an error and will be fixed. See attached for the final budget with the updates to line items.
 - d. We do not expect the fundraising to be as high in 2025 and hence a conservative estimate.
 - e. Budgeted for security grant spend as per the grant guidelines we would need to spend before we get reimbursed for the work completed.
 - f. Approval tabled to the 2nd AGM meeting due to lack of quorum.
8. Approval of proposal to increase the temple reserve fund – Somil provided the following details related to the reserve fund.
 - a. Old Temple had a reserve of \$500,000 which was set at 2 yrs of operating expenses.
 - b. New temple reduced this to \$250,000 to reduce interest expenses on the loans / mortgage.

- c. As the debt is now paid off, the board decided to raise the reserve back to two years of operating expenses i.e. \$1,000,000.
 - d. This will not be done in one year but over a period of time like the next 4 years by adding around \$200,000 per year.
 - e. Rajesh Bhai mentioned that we were fortunate to not have to dip into the reserve fund during the recent COVID crisis but should be prepared for such events by having the right reserve funds and trying to get reserve ready for potential large capital expenditures as the temple ages.
 - f. Approval tabled to the 2nd AGM meeting due to lack of quorum.
9. Approval of funds for front door repair/replacement based on Security Grant terms and conditions – Sanj Bhai provided the following details on the security grant.
- a. 2 yrs. Ago Chandru Acharya talked about the security grant by FEMA and its availability to non-profits.
 - b. Research was done and a team was setup to pursue the grant application and we successfully received a grant of \$150,000 that included identified line items for exterior doors, parking lot cameras and alarm system. We get reimbursed based on-line item spend identified and completed.
 - c. It was a learning experience for the team and we had identified a total of \$80,000 for the exterior doors hardening which was on the low side. Current review of repair or replace indicates replace to be the better cost-effective option and hence the ask for the additional funds to bridge the difference to ensure we get the best long-term solution between temple funds and grant reimbursement.
 - i. Q - Vijay Choudhary asked as to how many bids were being looked at.
 - ii. A - Jignesh Bhai said that two vendors approved for Federal projects on commercial doors were being looked at.
 - iii. Q – Vijay Choudhary recommended that at least 3 vendors should be looked at to get the best pricing.
 - iv. A – Somil agreed that point noted and will be looked at by the security grant team to see if we can identify other vendors that qualify for the bid process.
 - v. Q – Deepak Patel inquired if other material options were being looked at instead of the current wooden doors.
 - vi. A – Jignesh Bhai advised that the options from the multiple vendors was for metal doors to avoid the delamination issues we are facing with the current doors.
 - d. Panditji made the following points related to the current wooden doors:
 - i. Since 2009, there have been issues with the doors. Several vendors inspected and did some repairs.
 - ii. Recently Jigar Bhai also worked with a vendor for repair and they gave an ultimatum on the doors. The issue is the hinges and the hydraulics.
 - iii. Doors are too tight and many times seniors have a hard time opening the doors and feel the temple is closed.
 - iv. The current doors do not close properly and hence in winter a lot of cold air and in summer the hot air infiltrates into the temple causing a significant load on the HVAC system and utility bills.
 - v. Based on past history and repairs made it is not something that can be easily fixed without replacing the doors.
 - vi. Humbly requested to consider the replacement of the doors.
 - e. Questions raised:
 - i. Q – Govid Bhai Patel mentioned that temple should look at increasing the handicap parking spots in the parking lot.
 - ii. A – Somil mentioned that this will be looked into as part of the long term repairs to the parking lot that was included in the budget.
 - f. Rajesh Bhai asked if there were any questions and if there was any clarification to the one-time repair items in the budget. Somil provided the following details.

- i. Kitchen in long need for repairs since it is 15 years since the facility built. Most used especially on every weekend and also on big events.
 - ii. Safety issues with the hood as it currently operates.
 - iii. Looking to have a masterplan for the next 10 years as part of long-range planning for the kitchen to address safety and security issues.
 - g. Approval tabled to the 2nd AGM meeting due to lack of quorum.
10. New Temple Logo Approval – Somil provided the following related to the temple logo and the need for the update.
- a. Logo did not match the legal name of the entity.
 - b. Several versions of the logo and the legal name causing confusion and sometimes the impression of unethical practices during donation and check writing.
 - c. Uncovered this during the security grant filing activities and had to clean up the various legal filings and bank account names.
 - d. Several members participated in the logo contest. Finally decided by looking at submittals to address the logo to match the legal name without a whole sale change. The logo recommended is simple and conveys the message from the original thought process but fines the name issue.
 - e. Approval tabled to the 2nd AGM meeting due to lack of quorum.
11. Approval to continue CPA Firm Burnstein of Porvin, Burnstein and Garelik as temple auditor for FY 2025 –
- a. Somil appraised the gathering that we have had good relationship and support from the current auditors. Typically perform audits in October due to the lean period and better pricing. Our old CPA firm had raised prices significantly and hence we had made the shift to the current firm.
 - b. Board recommends approving the CPA firm for 2025.
 - c. Approval tabled to the 2nd AGM meeting due to lack of quorum.
12. Approval to continue Shifman and Carlson, PC as the temple attorney –
- a. Somil mentioned that we have had the current attorneys for 4 years now and they are very proactive and receptive to the temple activities from a non-profit entity standpoint.
 - b. Board recommends approving the attorney's firm for 2025.
 - c. Approval tabled to the 2nd AGM meeting due to lack of quorum.
13. Vote of thanks – Somil addressed the gathering with the following highlights:
- a. Budget – Was a big year and achieving the goal of making the temple debt free.
 - b. Appreciation dinner for December 15, 2024. Sent emails to life members, volunteers, and voting members. Received several delivery failures due lack of current contact information. Will have a drive to fix this. Event will have 3.5 hrs. of non-stop entertainment by Anish Chandani.
 - c. On behalf of the board of trustees recognized the priests and custodians for their support and dedication to the temple. Handed annual bonus distribution and a one-time special bonus distribution for making the temple debt free due to a very successful katha event.
 - d. Reiterated the need for the general membership to continue their support to the temple operations as the needs and the expenses of the organization continue to rise due to inflation and other community needs.
14. Question and Answer Session:
- a. Suresh Shah made the following comments –
 - i. Last Thursday, Suresh Bhai, Jigar Bhai and Chandruji attended the interfaith meeting at the Canton Township. Several good posters were shared to explain culture and background. Recommended that temple should continue to support and participate in such events.

- ii. Noise continues to be an issue. Have had police show up several times. We are located next to a residential area and get warnings and complaints due to sound level in our prayer hall and outside during temple events.
 - iii. Somil addressed the issues by noting that the board was already aware of the issue and has been acting on the same.
- b. Vijay Choudhary made the following comments –
 - i. Acknowledged the work of the board with the exceptional level of communication and engagement.
 - ii. Board should look at updating the temple payer books.
 - iii. Somil responded that this was already in the works with the review and additions to the bhajans being completed and a sponsor already identified. There will be one last lookover in January before these go to print and final distribution.
- c. Arun Bhavsar made the following comments –
 - i. Paying off the temple loans is a good thing but charity organizations need to be hungry and further be wise with the money and operate in accordance with the constitution.
 - ii. The facility HVAC, Pumps, and other equipment need attention and should be addressed by hiring some firm or professionals to address these items.
 - iii. Keep all accounts and ensure constitution is the law to preserve and protect the organization and ensure that the things of the past do not repeat.
 - iv. Somil mentioned that these are all duly noted and will be addressed as part of the operations.
- d. Ashok Thekri made the following comments –
 - i. On behalf of the seniors group thanked the board for the support provided and looked forward to continue the relationship.

Meeting adjourned at 11:48 AM with the continuation of prayer and general Sunday activities.

Annual General Body Meeting 2024

Hindu Temple - Canton, Michigan

December 08, 2024

Main Prayer Hall & Online

<https://us06web.zoom.us/j/81213835409?pwd=nVm3JaqZlm5GuWnL8hqznFhbB3bPjP.1>

Reminder

Attendees:

**In Person, please ensure you sign in your name and details on the sign in sheet at the front desk.
Online, please enter the names of the people participating from your unit in the chat.**

Welcome Address

Jigar Patel, Acting Chairman, Board of Trustees

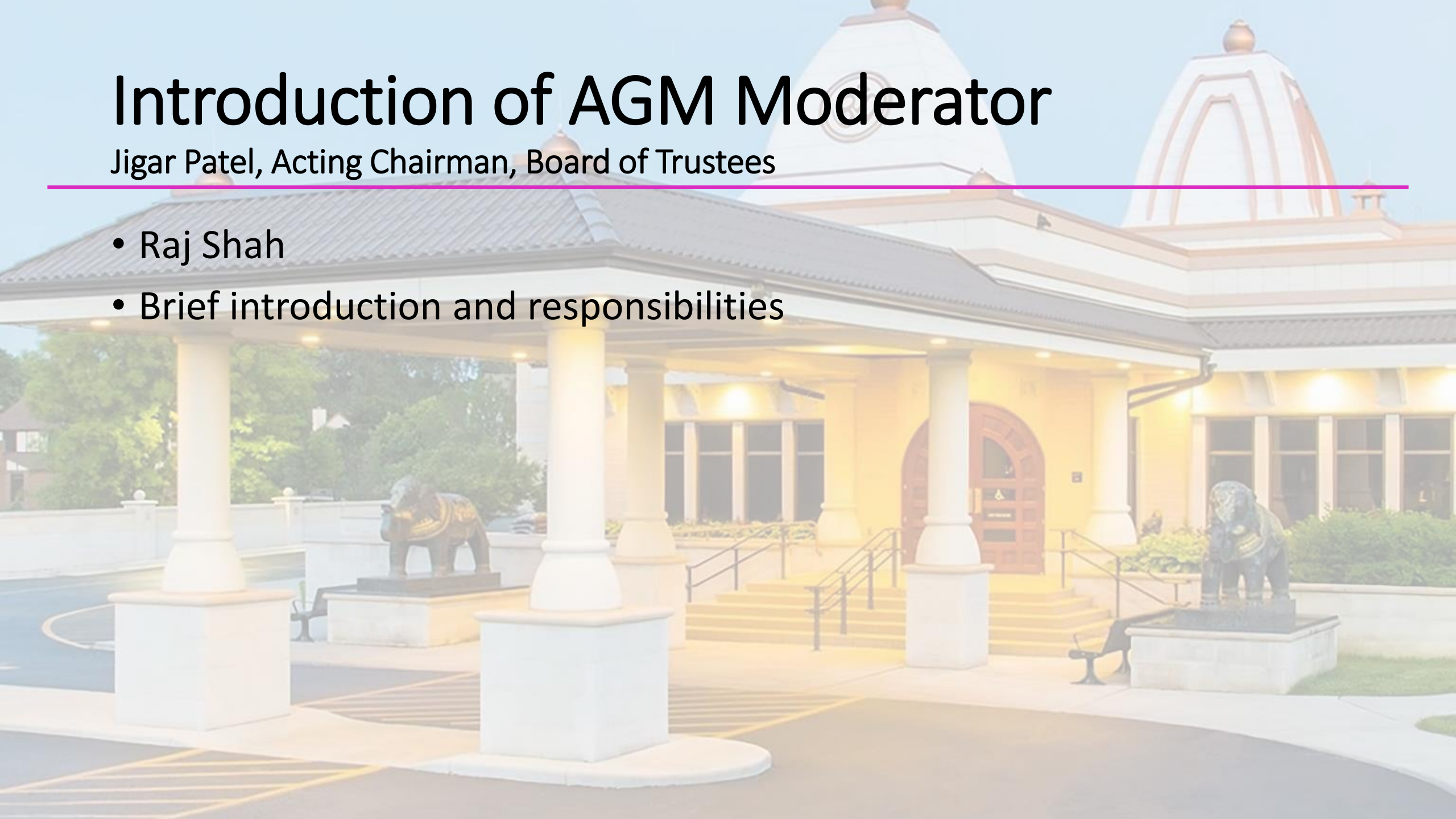
- Opening remarks
- Introduction of the AGM and key highlights



Introduction of AGM Moderator

Jigar Patel, Acting Chairman, Board of Trustees

- Raj Shah
- Brief introduction and responsibilities



Approval of Previous Meeting Minutes

Raj Shah, AGM Moderator

- December 03, 2023, AGM Meeting Minutes
 - HTCM AGM Meeting 2023_1 (December 03, 2023) Meeting Minutes Final
 - HTCM AGM Meeting 2023_2 (January 28, 2024) Meeting Minutes Final
- Motion to approve
- Call for vote

Annual Report

Jigar Patel, Acting Chairman, Board of Trustees

- Key achievements of 2024
- Initiatives and goals for the next year.
- Updates to Q&A from 2023 AGM Meeting
 - Focus on outside, clean garden work, proper cleaning - Addressed by trimming of trees and cleanup of landscaping. Thanks to the volunteers who supported this effort.
 - Life-time achievement award – Board passed resolution on discontinuance of such award going forward.
 - Maintenance related to Carpet and HVAC – Items were addressed. However long-term fixes for HVAC need significant capital based on the models and service parts available. Looking into capital improvement going forward.
 - Revamp of Kitchen – Essential spend was addressed. Long term capital improvement need to be part of overall upgrade which was deferred to address the priority to make temple debt free. Included in 2025 budget for capital improvements.
 - Long-range planning activation – Scheduled for 2025 since primary objective of making temple debt free was achieved in 2024.
 - Chairman's Quarterly communication with update on temple operations, activities and financials - Work in progress New incoming board will finalize. Scheduled for 2025.
 - Criteria for entering temple hall – A very sensitive and controversial subject based on each individuals perspective of the Hindu religion and faith. As part of the security grant, we have to redefine what our organization stand for i.e. religious or community. Work on redesign of logo initiated and update of Temple Mission. More work needed but specific criteria will be a very controversial and divisive way to approach things.

Nomination & Election Committee (NEC) Update

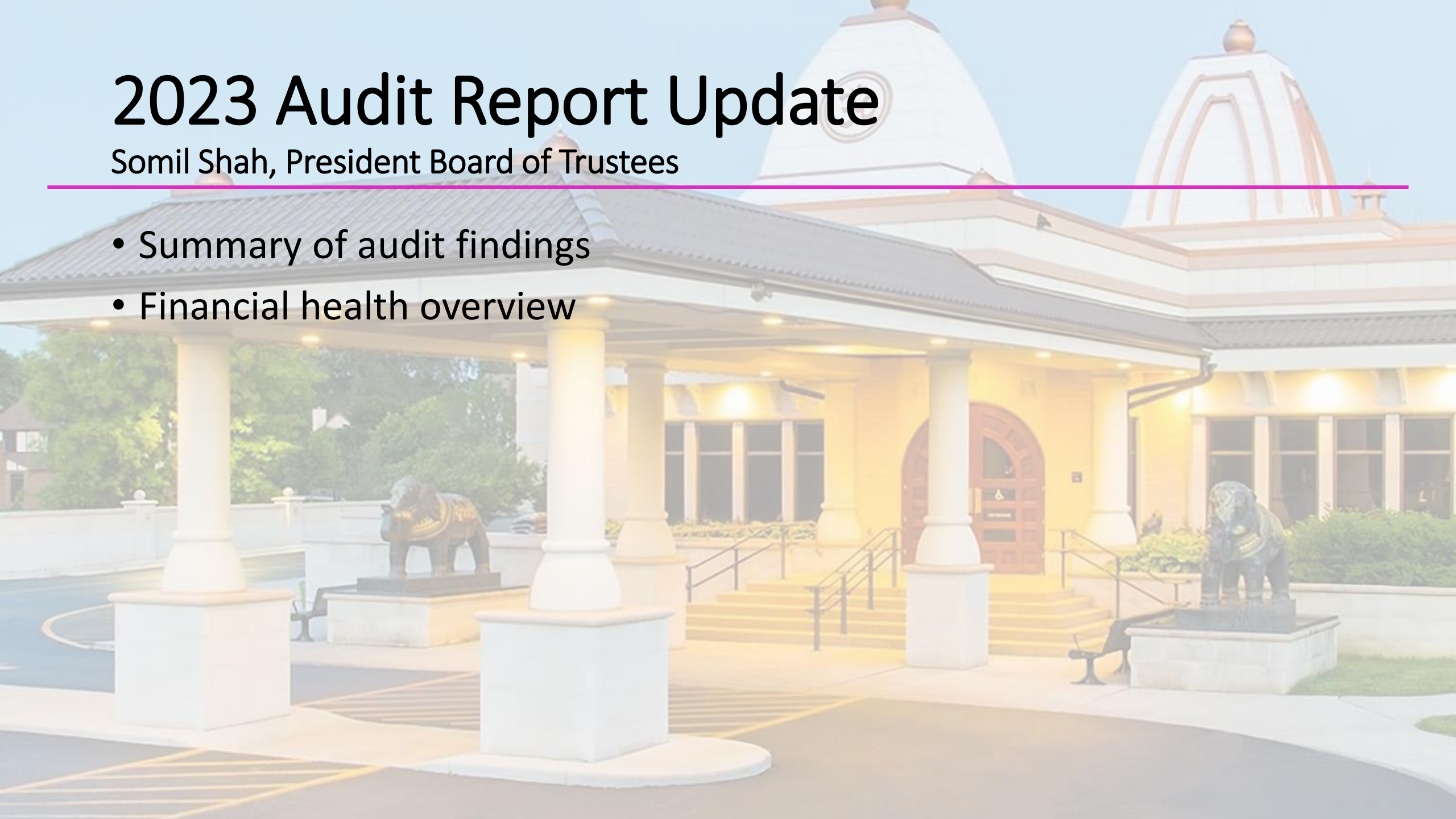
Suresh Shah, 2024 NEC Chair

- Update on NEC members and activity
- Introduction of outgoing members
- Announcement of incoming new board members (effective January 01, 2025)

2023 Audit Report Update

Somil Shah, President Board of Trustees

- Summary of audit findings
- Financial health overview



Approval of 2025 Budget

Satish Shah, Treasurer Board of Trustees

- Key budget highlights
- Proposed allocations for the next fiscal year
- Motion to approve the budget



Approval of 2025 Budget

THE HINDU TEMPLE BUDGET FOR 2025						
		2023 Actuals	Actuals September 2024	Oct - Dec 2024 Forecast	Full Year 2024	Budget 2025
ORDINARY INCOME/EXPENSES						
1	Donations/Membership Dues	\$ 353,828	\$ 224,818	\$ 66,115	\$ 290,934	\$ 325,000
2	Special Events Revenue	167,538	191,784	35,000	226,784	125,000
3	Fundraising Revenues	281,340	337,868	-	337,868	150,000
4	Priest Services	126,518	94,932	32,444	127,376	125,000
5	Festival Collections	185,012	96,836	90,000	186,836	200,000
6	Facility Usage	91,874	33,850	10,000	43,850	75,000
7	Expansion Fund, Govt Incentive, Other	17,021	31,030	3,000	34,030	-
8	Security Grant (Note 1)	-	-	-	-	-
	Total Revenues	1,223,131	1,011,119	236,560	1,347,679	1,000,000
EXPENSES						
Payroll Expenses						
1	Health Insurance	37,576	30,753	10,251	41,004	43,054
2	Workman Compensation	667	667	222	889	934
3	Payroll Processing Fee	2,076	335	112	447	469
4	Salaries & Wages	163,107	152,627	41,000	193,627	203,308
5	Payroll Taxes	43,433	18,413	6,138	24,550	25,778
	Total Payroll Exp	246,860	202,794	57,722	260,517	273,543
Facility Expenses						
2	Festivals and Events	60,100	17,991	5,997	23,988	30,000
3	Fundraising Expenses	1,564	4,050	6,000	10,050	20,000
4	Outside Labor	202	432	500	932	3,000
5	Security Expenses	5,627	6,276	2,000	8,276	8,000
6	Insurance	11,941	3,159	1,053	4,211	6,000
7	Repairs and Maintenance	79,130	81,085	33,000	114,085	60,000
8	Telephone	3,698	1,873	624	2,498	3,200
9	Utilities (Gas/ Elect/ Water)	73,830	42,820	14,273	57,093	65,000
10	Operating Supplies	63,317	49,954	15,000	64,954	70,000
11	Special Event	9,145	28,169	9,390	37,559	20,000
	Total Facility Exp	308,553	235,810	87,837	323,647	285,200
Admin Expense						
1	Credit Card Collection Charges	7,602	3,149	1,050	4,198	8,000
2	Bank Service Charges	2,950	5,885	1,962	7,847	8,000
3	Scholarships	2,000	5,000	1,667	6,667	5,000
4	Office Expenses	14,168	10,470	3,490	13,960	15,000
5	Professional Fees	7,389	7,031	2,344	9,375	10,000
6	Interest (Expense and Income)	11,633	7,611	2,537	10,148	15,000
7	Licences and Permit	280	-	-	-	500
8	Nominations/Elections Cost	-	-	-	-	3,000
9	Miscellaneous	20,943	31,134	10,378	41,512	25,000
	Total Admin Expense	66,964	70,281	23,427	93,707	89,500
	Total Operating Expenses	622,378	508,885	168,986	677,871	648,243
	Operating Cash Flows	600,753	502,234	67,573	669,808	351,757
One-Time Expenses						
1	Security Grant Related Expenses (Note 1)	-	-	-	-	150,000
2	New Front Door - temple share of cost (Note 2)	-	-	-	-	80,000
3	Repairs and Maintenance	-	-	-	-	81,700
4	Temple Reserve Fund (Note 3)	-	-	-	-	200,000
	Total One-Time Expenses	0	0	0	0	511,700
	Net Cash Surplus (Deficit)	\$ 600,753	\$ 502,234	\$ 67,573	\$ 669,808	\$ (159,943)

Note 1 >>> Security Grant Revenue - Expense will be incurred in 2025, and revenue will be reimbursed from Grant in 2026

Note 2 >>> Total Cost of new front door is \$150,000-\$160,000; security grant will cover \$80,000 and Temple pays remaining \$80,000.

Note 3 >>> Temple Reserve Fund - proposed recommendation to increase fund to \$1 million over 4 years. Plan to fund \$200,000 in 2025.

Temple Reserve Fund Proposal

Somil Shah, President Board of Trustees

- Proposal to increase the temple reserve fund
- Rationale and benefits
- Motion to approve



Front Door Repair/Replacement Approval

Sanjay Patel, Chair Security Grant Committee

- Security Grant terms and conditions
- Details of the repair/replacement project
- Motion to approve the fund allocation



Front Door Repair/Replacement Approval

- **\$150,000 Security grant awarded.**
 - **Includes Exterior Doors, Parking Lights, Exterior cameras & Panic Alarms**
- **Two Options evaluated**

Repair

- Vendors Evaluated
- Re-use & Refinish current difficult to operate Doors
- Estimated spend - \$40,000 - \$60,000
 - Risk of Grant not covering Repairs
- Life of Door – 3 to 6 years
 - After 3-6 years, Temple will have to spend another 150,000+ without any grant

Replace

- 2 vendors & 3 options evaluated
- Easy to operate Doors
- Doors, shipping, taxes and Install = \$140,000 - \$160,000
 - Grant covers \$80,000, additional \$80,000 to be spend by Temple
- Life of Door – 20 years +
- Will seek sponsors



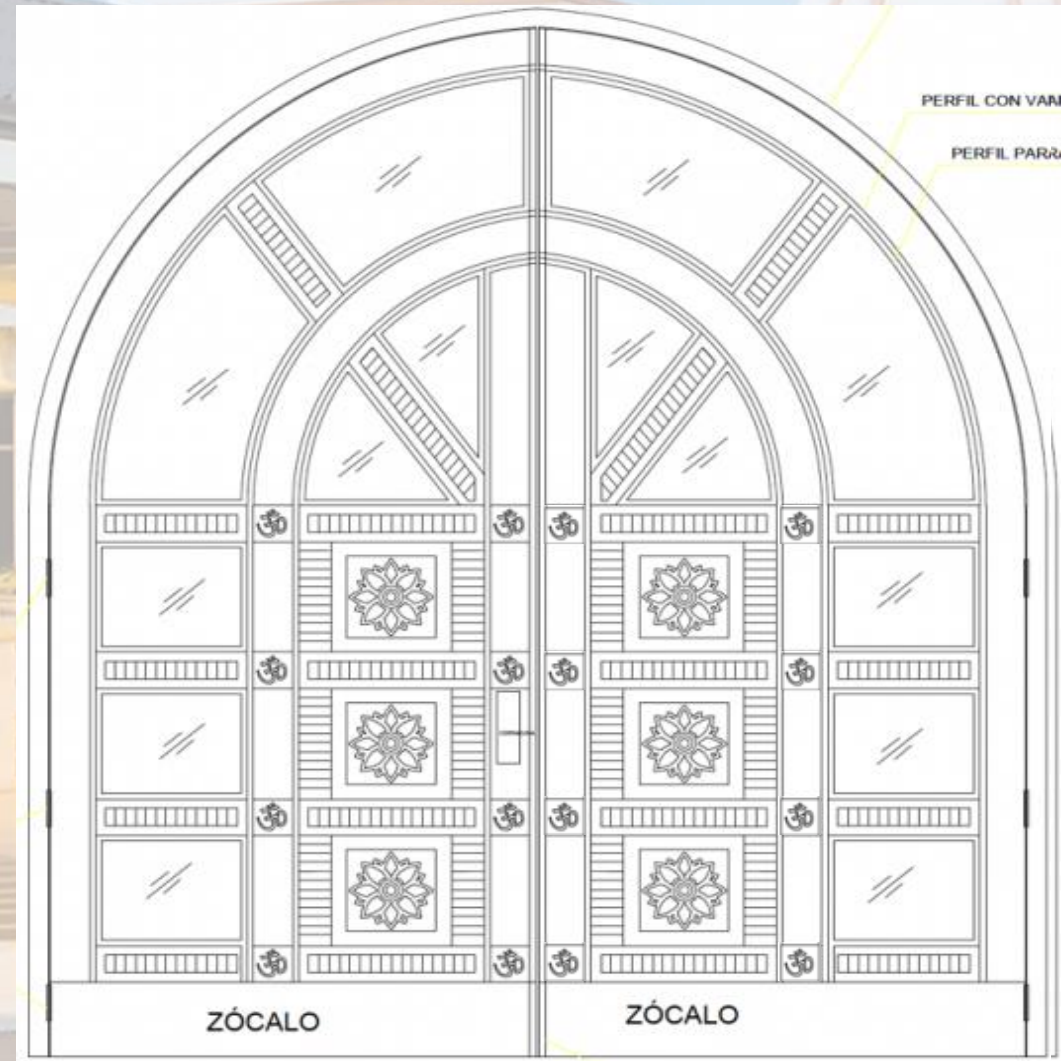
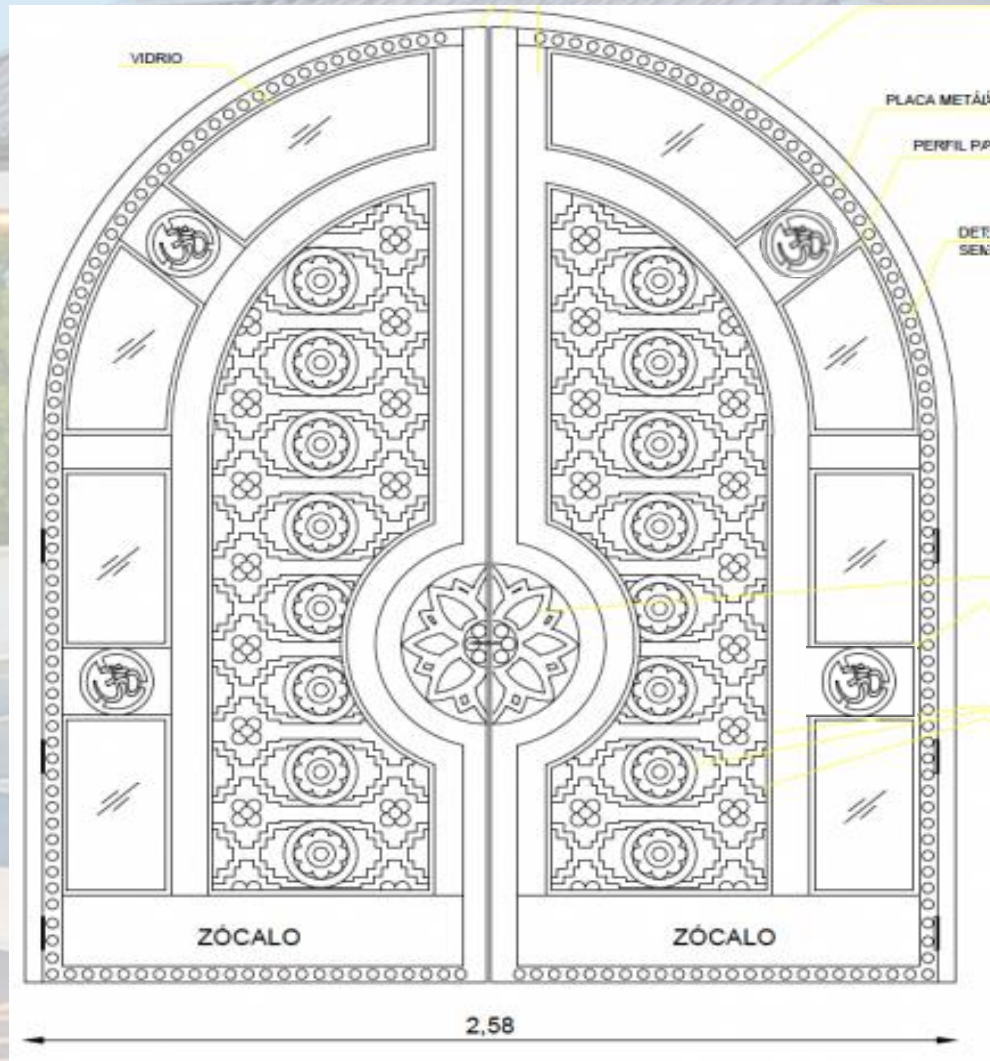
Need Approval for Replace - additional \$80,000 funding by Temple

Front Door Repair/Replacement Approval

Current Door



Front Door Repair/Replacement Approval



New Temple Logo Approval

Somil Shah, President Board of Trustees

- Background and rationale for update of Logo
- Design criteria and process for update
- Motion to approve the recommended Logo



Temple Logo

- Background, Rationale & Process for Update

- Recognized need for update to accurately reflect the temple's name due to discrepancies in various filings.
- Invited our devoted community members to contribute their design ideas for the logo.
- Several devoted participants generously shared their creative designs for consideration.
- Temple Board extends heartfelt gratitude to all who participated in the logo design process.
- The Priests, Board of Trustees, and Logo Committee have selected the final logo design.

Temple Logo

- Recognition and Thanks

Temple Board of Trustees, Logo Committee and Priests sincerely thank all those who took time to participate and send their designs

- Kuldeep Bhat
- Arun Chopra
- Ruchir Patel
- Yogesh Patel
- Surya Patel

Temple Logo

- Design criteria and Logo Selected

New Temple Logo



Continuation of Temple Auditor Approval

Somil Shah, President Board of Trustees

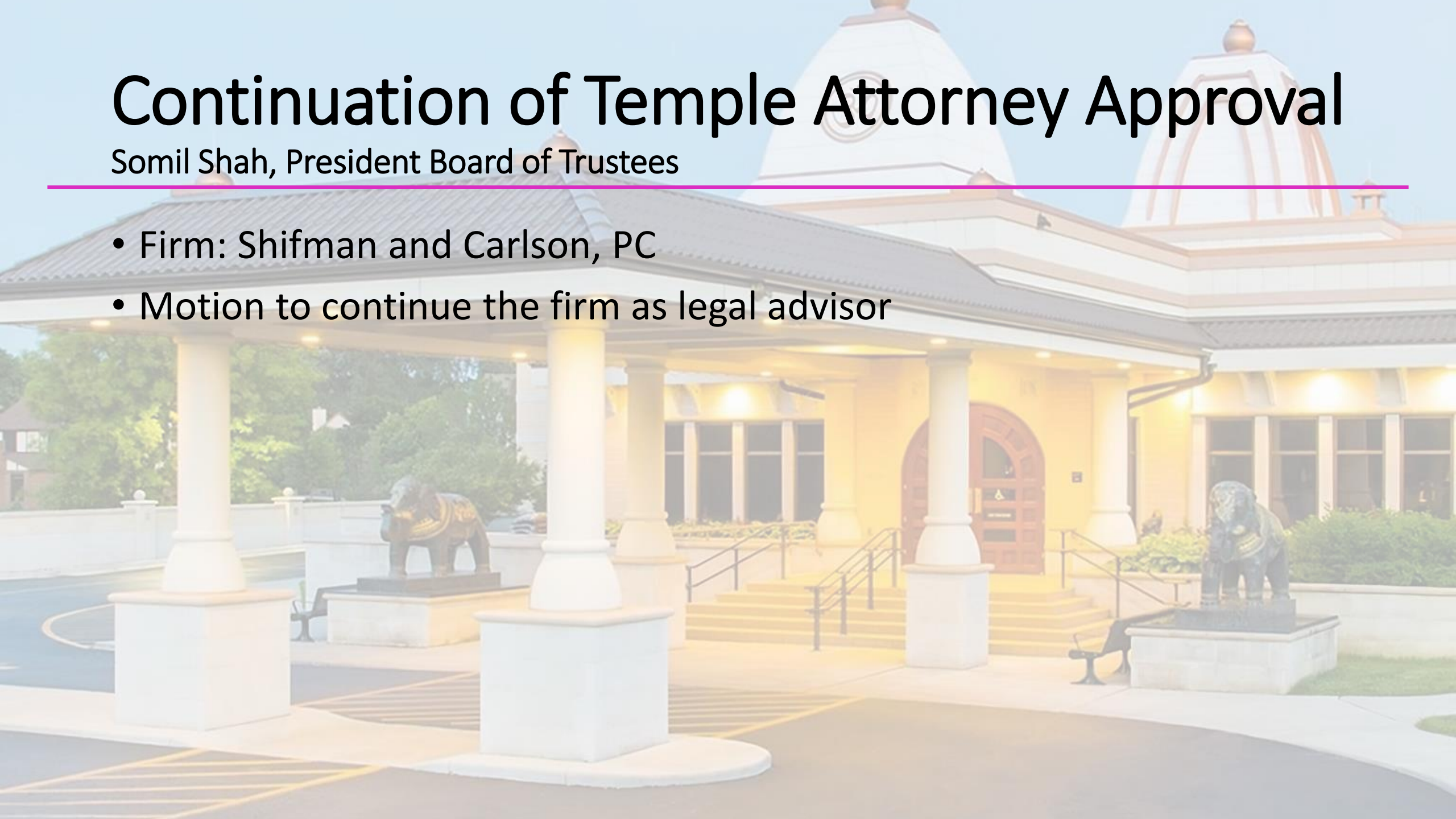
- Firm: Porvin, Burnstein, and Garelik
- Motion to continue the firm as auditor for FY 2025



Continuation of Temple Attorney Approval

Somil Shah, President Board of Trustees

- Firm: Shifman and Carlson, PC
- Motion to continue the firm as legal advisor



Vote of Thanks

Somil Shah, President - Board of Trustees

- Appreciation for contributions from the board, volunteers, and community
- Closing remarks



Question and Answer Session

General Body Membership

- Open floor for questions from the members
 - State your full name
 - Briefly state your question in a clear and concise manner.
 - If directed to a specific board member, please identify the member
- Responses from relevant presenters



Closing and Next Steps

Somil Shah, President - Board of Trustees

- Recap of key decisions made
- Announcement of follow-up actions
- Update on details of meeting minutes

Thanks to all the temple devotees that took time to attend and participate in the temple proceedings.

The Board of Trustees appreciates your services and requests your continued support with active participation to make this an organization that the community desires to be associated with.

Meeting Adjourned

- Prayer



THE HINDU TEMPLE BUDGET FOR 2025

		2023 Actuals	Actuals September 2024	Oct - Dec 2024 Forecast	Full Year 2024	Budget 2025
	ORDINARY INCOME/EXPENSES					
1	Donations/Membership Dues	\$ 353,828	\$ 224,818	\$ 66,115	\$ 290,934	\$ 325,000
2	Special Events Revenue	167,538	191,784	35,000	226,784	125,000
3	Fundraising Revenues	281,340	337,868	-	337,868	150,000
4	Priest Services	126,518	94,932	32,444	127,376	125,000
5	Festival Collections	185,012	96,836	90,000	186,836	200,000
6	Facility Usage	91,874	33,850	10,000	43,850	75,000
7	Expansion Fund, Govt Incentive, Other	17,021	31,030	3,000	34,030	-
8	Security Grant (Note 1)	-	-	-	-	-
	Total Revenues	1,223,131	1,011,119	236,560	1,347,679	1,000,000
	EXPENSES					
	Payroll Expenses					
1	Health Insurance	37,576	30,753	10,251	41,004	43,054
2	Workman Compensation	667	667	222	889	934
3	Payroll Processing Fee	2,076	335	112	447	469
4	Salaries & Wages	163,107	152,627	41,000	193,627	203,308
5	Payroll Taxes	43,433	18,413	6,138	24,550	25,778
	Total Payroll Exp	246,860	202,794	57,722	260,517	273,543
	Facility Expenses					
2	Festivals and Events	60,100	17,991	5,997	23,988	30,000
3	Fundraising Expenses	1,564	4,050	6,000	10,050	20,000
4	Outside Labor	202	432	500	932	3,000
5	Security Expenses	5,627	6,276	2,000	8,276	8,000
6	Insurance	11,941	3,159	1,053	4,211	6,000
7	Repairs and Maintenance	79,130	81,085	33,000	114,085	60,000
8	Telephone	3,698	1,873	624	2,498	3,200
9	Utilities (Gas/ Elect/ Water)	73,830	42,820	14,273	57,093	65,000
10	Operating Supplies	63,317	49,954	15,000	64,954	70,000
11	Special Event	9,145	28,169	9,390	37,559	20,000
	Total Facility Exp	308,553	235,810	87,837	323,647	285,200
	Admin Expense					
1	Credit Card Collection Charges	7,602	3,149	1,050	4,198	8,000
2	Bank Service Charges	2,950	5,885	1,962	7,847	8,000
3	Scholarships	2,000	5,000	1,667	6,667	5,000
4	Office Expenses	14,168	10,470	3,490	13,960	15,000
5	Professional Fees	7,389	7,031	2,344	9,375	10,000
6	Interest (Expense and Income)	11,633	7,611	2,537	10,148	15,000
7	Licences and Permit	280	-	-	-	500
8	Nominations/Elections Cost	-	-	-	-	3,000
9	Miscellaneous	20,943	31,134	10,378	41,512	25,000
	Total Admin Expense	66,964	70,281	23,427	93,707	89,500
	Total Operating Expenses	622,378	508,885	168,986	677,871	648,243
	Operating Cash Flows	600,753	502,234	67,573	669,808	351,757
	One-Time Expenses					
1	Security Grant Related Expenses (Note 1)	-	-	-	-	150,000
2	New Front Door - temple share of cost (Note 2)	-	-	-	-	80,000
3	Repairs and Maintenance	-	-	-	-	81,700
4	Temple Reserve Fund (Note 3)	-	-	-	-	200,000
	Total One-Time Expenses	0	0	0	0	511,700
	Net Cash Surplus (Deficit)	\$ 600,753	\$ 502,234	\$ 67,573	\$ 669,808	\$ (159,943)

Note 1 >>> Security Grant Revenue - Expense will be incurred in 2025, and revenue will be reimbursed from Grant in 2026

Note 2 >>> Total Cost of new front door is \$150,000-\$160,000; security grant will cover \$80,000 and Temple pays remaining \$80,000.

Note 3 >>> Temple Reserve Fund - proposed recommendation to increase fund to \$1 million over 4 years. Plan to fund \$200,000 in 2025.

2024 Repairs and Maintenance List

Item	ApproximatedCosttofix	
Outside		
Top of roof temple shikhar needs to be repainted	\$	5,000.00
Concrete Repair and Sealing Joints	\$	5,000.00
Side Door Railing	\$	3,000.00
Trees Replacement	\$	20,000.00
15/20 trees, plants, shrubs and flowers		
Hall way		
Add electrcal plugs and Cat6 cable in hall way	\$	2,000.00
Steam clean tiles and grout	\$	2,500.00
Prayer Hall		
Prayer hall doors need remounting	\$	1,000.00
Carpet Maintenance	\$	2,000.00
Kitchen in basement		
Kitchen Hood fire supression replacemnt tanks due	\$	1,500.00
New cooking utensils (4 big thick bottom cooking pots)	\$	5,000.00
Grinder	\$	1,500.00
Gas Stove	\$	1,500.00
Replace one stove with big frying pan holding range	\$	2,500.00
Stearns	\$	7,500.00
Blender	\$	1,000.00
Frozen Cooler	\$	1,500.00
Banquet hall		
Clean and Seal Coat food serving area floor	\$	2,500.00
Carpet Maintenance	\$	4,000.00
Banquet hall Sound Tiles	\$	5,000.00
Wireless microphones	\$	5,000.00
New vocal microphones	\$	2,000.00
Microphone cables	\$	500.00
DMX controller	\$	3,500.00
PC for lighting control	\$	1,200.00
New Faucet Replacements	\$	2,000.00
New I pads	\$	3,000.00
New Laptops	\$	500.00
Miscellaneous	\$	25,000.00
PAINTING (rotation program throughout the temple)	\$	25,000.00
TOTAL	\$	141,700.00

Name	2023 Salary	2024 Salary	2025 Salary	Hours	Annual Cost	Bonus	Total 2025 Est Cost
Prasadji	3,000.00	3,150.00	3,307.50		37,800.00	2,500	40,300.00
Mukhyaji	2,750.00	2,887.50	3,031.88		34,650.00	2,500	37,150.00
Sharmaji	2,500.00	2,625.00	2,756.25		31,500.00	2,500	34,000.00
Parulben/Gopiben	20.00	20.00	21.00	360	7,200.00	-	7,200.00
Jay	16.50	17.00	17.85	1,440	24,480.00	750	25,230.00
Sanath	15.50	16.50	17.25	2,400	39,600.00	1,000	40,600.00
Maya		16.50	17.25	960	15,840.00	250	16,090.00
							200,570.00

There is a 5% increment to the Salary based on inflation

Date: December 8, 2024

2024 Nomination and Election Committee Report

There are seven (7) members of the current Board of Trustees for our Hindu Temple who will have their services end on December 31, 2024. Names of outgoing board members are as follows:

Ashish Patel, Laxmi Patel, Navin Patel, Ramkrishan Nallani, Shailendra Yadav, Satish Shah, and Sarthak Patel.

We want to thank these outgoing board members for their outstanding services to our temple over the years.

To fill these vacant positions for the year 2025, as per the bylaws of Hindu Temple, current Board Created 2024 Nomination and Election Committee.

The Committee Members are as follows:

Suresh Shah- chairman, Atul Amin-Secretary, Ketan Desai, Hasmukh Shah and Sanjay Bhagat-Members-at-large. Also Mafat Patel and Amit Saini were selected as back up.

The N and E Committee's charter is to seek nominations from the qualified and eligible donor members following nomination process and subsequently to follow election process, if required, to fill those seven vacant positions.

This year The 2024 N and E Committee received total of eight nominations for 2025 board positions. One nominee voluntarily withdrew his nomination, which resulted in to no need to conduct an election. The remaining seven nominees are winner and selected for board of trustees for year 2025.

I, Suresh Shah, Chairman of the 2024 Nomination and Election committee, declare officially seven (7) new incoming members of the Board of Trustees for Hindu Temple for the year beginning 2025.

Name of these incoming board members are as follows:

Four members for There (3) Year Term: Daxesh Modi, Kamlesh Patel, Keshav Raizada and Mayur Shah

Three members For One (1) Year Term: Dalip Guglani, Bhagu Patel and Rajesh Patel

Let us welcome these incoming board members wishing them congratulations, good luck and all the best.

As per the Bylaws of Hindu Temple, the 2024 Nomination and Election Committee is automatically dissolved at the end of the Annual General Meeting on December 8, 2024.



Suresh Shah (Committee Chairman)