

Amendments to By Laws of MMLA, Inc. (Post GBM)

I: Board of Trustees

1. Board of trustees (BOTs) will initially be appointed by the Board of Directors (BODs). Once the initial BOTs is established, future trustees will be jointly selected by the BODs and the BOTs.
2. Board of trustees will comprise of **Five** members.
 - a. Members will hold office for a minimum period of three years beginning in July (July-June).
 - b. The initial five member board will continue office till 2011. Thereafter each year (for two years) two members will retire (and two new members will be appointed). However, in the third year only one member will retire (one new member will be appointed). This cycle (appointment/retire of two members during the first and second year and appointment/retire of only one member in the third year) will be continued. The initial five member board will decide the *initial* duration of holding office for each member.
 - c. The members of the BOTs will nominate one member as the head of the Board of trustees for serving as the coordinator. Head of the BOTs will not be assigned any special rights other than the customary right of coordination and will serve as the main point of contact with the BOD.
 - d. Board of trustee meetings will be held once every quarter.
 - e. The President of the BOD or any other member nominated by the BOD will attend all the meetings of the BOTs. S/he will act as the liaison between the BODs and the BOTs. Similarly, a representative of the BOT can attend all BOD meetings.
 - f. If any member of the BOTs fails to fulfill his/her duties/responsibilities, then such a member will be required to step down (as a board of trustee) based on the joint decision of BODs and BOTs.
 - g. A person cannot be a member of both the BODs and BOTs simultaneously.

3. Selection Criteria

- a. Minimum two years experience as an MMLA committee member or any other BMM chapter (other Maharashtra Mandals) committee member or has closely worked with any Marathi Mandal for a period of five years (subject to assessment by the BODs).
- b. The committee should have a diverse representation (e.g. age, gender, geographical area, educational, professional background etc.)
- c. BMM Convention attendance in recent years will be preferred.
- d. Should be willing to be a member of MMLA while holding an office as a BOT.
- e. Every potential candidate is required to submit a personal vision statement (minimum one page) for MMLA.

4. Duties and responsibilities:

BOT is to act as a mentor, advisor and guide to MMLA. Its goal is to protect the interests of the Marathi Community and set long term goals/policies. It should aim at keeping the community together and help to build a strong network.

- a. The BOTs will review MMLA accounts on a quarterly basis for the purpose of due diligence and will receive a status update from the liaison.
- b. Any single monetary transaction worth \$5,000 or above will require a written approval (email) from BOTs for the purpose of due diligence only. However, BOT will not be a joint signatory with BOD on the actual transaction. For example: Payment made to a vendor which amounts to be more than \$5000.
- c. The BOTs will act as the mediator in any dispute resolution that may have emerged among the BODs *when* approached by the BODs. However, if such a dispute creates a division in the community and/or does not protect the interests of the community and/or if any

member threatens to make it a legal issue by approaching the court of law which may result in both financial and emotional damage to the members of the community, then the BOTs will have the right to interfere and resolve the dispute, even if it is not approached by BODs.

- d. BOTs will render guidance and advice to the BODs in the matters of finances, programs, donations/subscriptions etc and such suggestions/advice will not be mandatory/obligatory.
- e. BOTs will keep continuity of the activities of MMLA by conducting and attending joint meetings of incoming and outgoing BODs. Additionally, they (BOTs) will also ensure that the policy documents are created and enforced consistently across committees.
- f. BOTs will take appropriate steps to ensure that MMLA activities are continued in the event of lack of a requisite number of BOD members