

World Brahman Federation

Interim Constitution for Initial Organization and Operation

1. World Brahman Federation, abbreviated as WBF, is an international organization of Brahmans. The organization is based in North America and registered in the state of New York as a not-for-profit- organization.

2. The objective of the WBF is to promote social, cultural, educational, and religious links between Brahmans of the world, and to uplift the international Brahman community. The WBF will put a special emphasis on educating the younger generation not only in Brahman values but modern education and encourage them to become excellent citizens of the country where they live. The WBF will collaborate with like-minded Brahman organizations of the world and help them to achieve that objective.

3. The WBF will be operated in accordance with its constitution, referred to as the WBF Constitution. The WBF Constitution must be written and adopted by the WBF as described in Sec. 20 below as soon as possible but before the end of December 2006. In exceptional circumstances, if absolutely needed, this period can be extended further.

4. This document, referred to as the Interim Constitution and abbreviated as Intcon, defines the starting structure of the WBF, its objectives, and method of approval of the WBF Constitution. The Intcon sets the guidelines for the start and normal operations of the WBF in the interim period until the WBF constitution is adopted. After the WBF constitution is adopted, the Intcon will cease to be valid. For brevity, in this document, only the pronoun 'he' is used which will also refer to "she". If a referred fraction of membership is not an integer, the fraction will be rounded up to the next integer. For example, $\frac{1}{3}$ of 16 will be taken to be 6 and $\frac{1}{3}$ of 15 will be taken to 5.

5. The WBF was founded by Mr. Nirmalendu Choubey who will act as its President until the constitution is adopted and elections are held in accordance with that constitution. Until that time the President will act as the Chief Executive of the WBF.

6. It is recognized that the WBF was conceived and founded in the year 2000 at the BSNA World Convention. Since then the WBF has been in running in an ad-hoc manner without a constitution or a formally approved document, with the help of various informal committees and dedicated individuals. Henceforth all operations of the WBF will be done in accordance with the Intcon.

7. Structure of the WBF

The WBF will consist of a Nucleus and several Regional Constituent Organizations (abbreviated as RCOs). The Nucleus will be entirely located in North America. The RCOs will be set up by the Nucleus in different regions of the world. The regions of the

world where RCOs will be created, will be decided by the Nucleus based upon considerations of efficiency, viability in terms of numbers, strength, and support of the local community.

8. The membership of the WBF is open to Brahmans and like-minded organizations all over the world. Presently, WBF has the following categories of membership:

i. Nuclear membership:

Nuclear membership will be offered to individuals on application and payment of prescribed dues. Nuclear membership will be restricted to residents of North America. The dependent family members of Nuclear members will also be regarded as Nuclear members provided they are residents of North America. Nuclear membership will be in the following categories:

a. Annual Nuclear membership: This will be valid for one full or part of the calendar year.

b. Life Nuclear membership: This will be for the whole life of the member.

c. Invited Nuclear membership: This will be offered to some distinguished individuals of the community for a specific period for the purpose of strengthening the organization.

d. Family Nuclear membership: This will be offered to the spouse of a Nuclear member in any of the categories (a), (b), or (c) as described above.

ii. Honorary membership: This will be offered to some distinguished individuals of the community anywhere in the world in recognition of their contributions to community and the society in general for a specific period or for the whole life.

iii. Organizational membership

Organizational membership is a corporate membership which will be offered to like-minded Brahman organizations and associations, on application and payment of prescribed dues. In the interest of promoting Brahman values, WBF may waive the membership dues for certain organizations. Subject to availability of resources, the WBF will provide financial and other support to such member organizations.

iv. Affiliate membership

It is offered to individuals who are members of a member organization defined in (iii), on payment of prescribed dues. It is expected that these dues will be less than that for full membership to ensure that WBF does not compete with any existing like-minded Brahman organization. Dependent family members of affiliate members will also be treated as affiliate members.

iv. Regional membership: This will be offered to individuals who live outside North America and will be valid for the RCO operating in the region of residence of the member. Immediate and dependent family members of Regional members will also be regarded as members in the same category.

9. The General Body of the WBF

The General Body, abbreviated as GB, will consist of all the Nuclear members as defined in Sec. 8 (i) plus the Regional Presidents, General Secretaries, and the Treasurers (or those holding equivalent responsibilities) of the RCOs as defined in Sec. 15 below. In addition, the GB can also include some co-opted members as decided by the President from time to time. The co-opted membership will be offered for a specific period not exceeding one year unless renewed by the President. The number of co-opted members can not exceed 1/2 of the number of the Nuclear members. The co-opted members can be from anywhere in the world.

10. The President's Counsel

i. The President will first appoint a committee of at least 5 persons, called the President's Counsel and abbreviated as PC. The PC members will be selected by the President and will be distinguished members of the community with excellent reputation and a commitment to the community. The President can add more members to the PC as needed. All members of the PC must be members of the GB.

ii. The President will be the Chairperson of the PC. All meetings of the PC will be chaired by the President or his designee.

iii. The main task of the PC will be to advise the President on the long term planning of the WBF and other matters referred to the PC by the President. The PC will not have any executive authority. The President will consult the PC on various matters from time to time to seek their advice and also keep them informed about the state of the WBF. The advice of the PC will not be a binding on the President but it is expected that the President will consider the advice seriously and will not go against it without valid reasons.

iv. A meeting of the PC will be normally called by the President or his designee. Any member of the PC can ask the President to call a meeting to discuss any particular issue but the President will not be bound to accept that suggestion unless it is supported by 1/3 of the total membership of the PC not counting the President.

11. Officers of the WBF

i. The President will appoint the following officers of the WBF from amongst the members of the GB: one Executive Vice President (abbreviated as EVP), one or more Vice Presidents (abbreviated as VPs), one General Secretary (abbreviated as GS), and

one Treasurer. In addition, the President can appoint more officers for specific tasks in the interest of organizational efficiency.

ii. The duties of all the officers will be as assigned by the President. The EVP will have additional responsibilities as given below.

iii. The EVP will deputize for the President whenever the President or his designee is not available. If the President is unable to perform his duties for a certain period, the EVP will act as the President during that period. If for any reason the President leaves the WBF, the EVP will become the President during the remainder of the term of validity of the Intcon.

12. Regional Officers

i. The President will form RCOs all over the world and appoint a Regional President for each RCO. In the selection of the RCO, the President will seek the opinion of the local members or local prospective members of the RCO.

ii. The Regional President of each RCO, in consultation with the President, will then appoint a Regional Vice President, a Regional General Secretary, and a Regional Treasurer. In addition more officers can be appointed by a Regional President in consultation with the President as needed for organizational efficiency.

iii. The duties of the Regional President will be assigned by the President. The duties of all other Regional Officers will be assigned by the corresponding Regional President in consultation with the President.

13. The Executive Committee of the WBF

i. The Executive Committee, abbreviated as EC, of the WBF will consist of the President and all the officers of the WBF as defined in Sec. 11 plus all the Regional Presidents plus some more members as defined in Sec. 13 (ii) below. The President will be the Chief of the EC.

ii. The President can appoint two members of the EC without portfolio. These members can be from anywhere in the world but must be members of the GB. These members can be selected only after completing Sec. 13 (i) and if there is a clear need as determined by the President and approved by the existing EC.

14. Operations of the WBF

i. All the decisions pertaining to the WBF including RCOs will be taken by the President of the WBF or on his behalf.

ii. All the decisions of the President regarding the operation of the WBF or RCOs but not regarding calling a meeting in certain circumstances as given in see Sec. 16 below, must

be pre-approved by the EC except in urgent situations, when the President can take a decision on his own. Whether a situation is urgent requiring a Presidential decision or not will be determined by the President with or without any consultation. Such decisions must be reported to the EC as soon as possible

iii. The EC will decide on an issue by a simple majority after a vote conducted by the Chairperson. The votes of the EC members must be disclosed to the GB. The Chairperson will advise the EC about his stand in advance of the voting. His stand can be in favor of the issue, against an issue, or neutral. The Chairperson will not vote on an issue except, if he wishes, he can give the decisive vote in the event of a tie or an equalizing vote to maintain the status quo on an issue in the event if the difference of votes between two sides is just one.

iv. In the event of a tie the status quo will be retained but the issue can be presented to the EC again for discussion and voting after at least one week. In case of a situation in which EC can not reach a decision and which the President determines to be urgent, he can take a decision himself.

v. All decisions of the President and/or the EC can be changed by the GB.

vi. All the meetings of the EC will be chaired by the President or his designee who would normally be the EVP.

vii. The President can appoint advisory or functional committees and their Chairpersons for specific tasks and for specific periods. The Chairpersons of these committees can be invited to be honorary members of the EC. The honorary members of the EC may be invited to the EC meetings. They can only take part in the discussion of an issue and give their advice to the EC. They will not be treated as members of the EC for any purpose such as voting or fulfilling the requirements of the quorum of the EC.

15. Regional Constituent Organizations

A. Officers of the RCOs

i. The Regional President of each RCO will be selected by the President as given in Sec. 12 (i).

ii. The Regional President of each RCO will select a Regional Vice President and a suitable number of other Regional Officers of the RCO subject to the approval of the EC until they are decided in accordance with Sec. 15-C given below.

B. Regional Executive Committees

The Regional President will form a Regional Executive Committee consisting of all the Regional Officers of that RCO and some more members as needed for efficient running of the organization subject to the approval of the EC.

C. Regional Byelaws of the RCOs

- i. Each Regional Executive will draft Regional Byelaws for its own RCO which must be approved by the EC only to ensure that they are consistent with the overall principles and objectives of the WBF.
- ii. The Regional Byelaws will define the Regional General Body of the RCO and the method for selection of Regional Officers and the Regional Executive through a local election. These Regional Officers including the Regional President and the Regional Executive will not need approval of the EC.

D. Operations of the RCOs

- i. The RCOs are considered to be part of the WBF and, subject to availability of resources, will be provided financial and other support by the WBF. They will be governed by the rules of the WBF except as indicated in Sec. 15-D (ii) below.
- ii. The RCOs will be autonomous in all operational matters that deal strictly with that RCO including financial matters. All regional decisions of an RCO will be made by its Regional Executive Committee subject to review and approval by the EC only to ensure conformity with the WBF.
- iii. Any activity including financial matters of the RCO which affect the WBF outside that Region will be controlled by the EC.

16. Meetings

- i. The meetings of the WBF as well as RCOs and all their committees can be of two types: P-meetings or E-meetings. The P-meetings are those in which participants are physically present and/or can directly interact with each other at the same time. The E-meetings are those in which participants discuss an issue and cast their votes remotely through an electronic medium such as e-mail, fax, or telephone. Video meetings, teleconferences, and online chat type group meetings will be regarded as P-meetings.
- ii. A meeting of the EC and the GB will be normally called by the President or his designee with appropriate notice which is normally one month for P-meetings and three days for E-meetings. In urgent situations the meeting can be called at shorter notices. For GB meetings following two exceptions are possible:
 - a. Exceptional meeting: In exceptional cases, a P or E meeting of the GB can be called by the EVP or the GS with the concurrence of at least two more members of the EC. The meeting will be chaired by the person calling the meeting. The consent, presence or the participation of the President is not essential for such exceptional meetings but he must be invited to the meeting.

b. Extraordinary meeting: In extraordinary cases, a P or E meeting of the GB can be called by any member of the GB with written consent of at least the larger of 15 or 1/10 of the total number of members of the GB. The meeting will be chaired by the person calling the meeting. The consent, presence and participation of any member of the EC is not essential for these meetings but they must be invited to the meeting.

iii. On each issue, a member can vote in its favor or against it, or give a neutral vote. In P-meetings, if a person does not vote, his vote will be counted as a neutral vote.

iv. The quorum for the EC meetings will be 3/4 of the Officers of the WBF. The Regional officers who are members of the EC will not constitute the quorum but must be invited to all meetings.

v. The quorum for the GB meetings except the Exceptional and Extraordinary meetings defined in Sec. 16 (iia) and (iib) will be 1/10 of the total number of GB members including at least 2 members of the EC. The quorum for the Exceptional and Extraordinary meetings will be 3/4 of the GB members.

vi. The quorum in E-meetings will be counted in terms of the number of members who voted. The quorum in P-meetings will be counted in terms of the people present.

vii. All the decisions in a normal GB meeting, except the Exceptional and Extraordinary meetings defined in Sec. 16 (iia) and (iib), will be made by a simple majority vote. The Chairperson will not vote on an issue except, if he wishes, he can give the casting vote in the event of a tie or an equalizing vote to maintain the status quo on an issue in the event if the difference of votes between two sides is just one. In case of a tie, the status quo can continued or a decision can be taken by the President.

viii. All the new decisions in the Exceptional and Extraordinary GB meetings defined in Sec. 16 (iia) and (iib) or those decisions in these meetings, which involve a change in any operation or structure of the WBF must be approved by 3/4 of the members constituting the meeting.

ix. In general the rules and protocol of the meetings, as well as all their operational procedures will be determined by common sense and standard procedures. Any uncertainties or confusion will be resolved by the President or the Chairperson of the meeting with or without any consultation.

17. The term of the President, the EC, the PC, and all committees and officers of the WBF will expire when this Intcon expires and is substituted by the WBF constitution.

18. Recall, Resignation, and change in status of WBF officers and members.

i. Any member or officer of the WBF can resign from his status in the WBF.

- ii. All such resignations will be accepted and approved by the President or his designee except the resignation of the President himself which will be approved by the EVP.
- iii. Approval of any resignation can be delayed until the clearance of dues if any or for any special need of the WBF with the acceptance of the person resigning.
- iv. Any person appointed by the President for any position can be removed by the President for valid reasons with the approval of the EC.
- v. A member of the EC except the President can be removed by the EC in a special meeting which will include the officer whose removal is considered. This meeting can be chaired only by the President.
- vi. The President can be removed only by the GB and only in an Exceptional or Extraordinary meeting defined in Sec. 16 (iia) or (iib).

20. The WBF Constitution

- i. The EC will set up a Constitution Committee for preparing a draft constitution of the WBF. The draft will first be discussed and approved by the EC and then presented to the GB by e-mail and by post. The draft constitution must be approved by a majority of the total members of the GB before the date prescribed in Sec. 3.
- ii. It is understood that WBF strongly disapproves the evils of Hindu caste system. WBF promotes respect for all human beings and is against all types of discrimination. WBF takes pride in its own identity and believes that we can have respect for different cultures only if we have respect for our own.

21. In any situation or on any issue which has not been described or sufficiently clarified in the Intcon, a decision will be taken by the President with the approval of the EC. The interpretation of any Section or provisions of the Intcon will be made by the President with the approval of the EC. Any minor changes in the Intcon which do not affect its spirit and structure can be made by the President with the approval of the EC. Any major changes can be introduced only through the WBF constitution described in Sec. 20.

22. Guidelines for the starting stages of the WBF

- i. The Founder President will make at least 20 Invited Nuclear members as defined in Sec. 8 (ic) for a short period with the understanding that they will become paid members before the end of the prescribed period. These members will constitute the starting GB of the WBF.
- ii. The President will set up the President's Counsel of 5 members.
- iii. In consultation with the PC, the President will appoint the Officers of the WBF as described in Sec. 11 (i). This will form the starting EC of the WBF. Once the starting EC

is set up, all decisions of the President must be made with the approval of the EC. This applies to even those sections of this Intcon where an explicit reference to EC is not made.

iv. The President will add more officers and more members to the EC with the approval of the starting EC. This will constitute the EC of the WBF.

v. The EC will review and approve the Intcon with or without any changes.

vi. The EC will get a new document describing the Salient Features consistent with the Intcon.

vii. The EC will determine the membership dues and set the procedures of memberships.

viii. The President will set up the number and structure of the RCOs and any committees as needed.

ix. It is expected that all the above steps will be taken as soon as possible but before Jan. 1, 2K5 when the WBF should be fully functional and guided by the Intcon.