

BYLAWS OF Geist Community Center Incorporated

ARTICLE I — NAME AND PURPOSE

Section 1 — Name:

The name of the organization shall be **Geist Community Center**, hereafter referred to as the **GCC**. It shall be a nonprofit organization incorporated under the laws of the State of Indiana.

Section 2 — Purpose & Objective:

GCC is organized exclusively for practicing of Sunni Islam with charitable, religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

The purpose of this corporation is to provide facilities for religious worship, such as:

- Develop the understanding and enhance the commitment of our Islamic faith with social, ethical, and moral standards.
- Inculcate and instill the teaching of the Quran and Sunnah of the Prophet Muhammad[PBUH].
- Perform Islamic Da'wah (invitation to Islam) among Muslim and other faiths. Develop fraternal relations with communities of other faiths.
- Pursue mutual respect, understanding, and cooperation with other religious organization.

Section 3 — Facility & Headquarter:

Geist Community Center facility address will be 000 East 96th Street, Fishers, Indiana 46038, and/or as agreed by the board-of-trustees.

ARTICLE II — MEMBERSHIP

Procedure of Membership: Individuals wanting to become members shall submit a membership application accompanied by the annual membership dues to the Secretary and/or Treasurer.

Adult Membership: Open to any Muslim at least 18 years of age or older who believes in the Statement of Purpose and Objective of the GCC and abides by these bylaws on paying the applicable membership dues.

Family Membership: Open to any adult member, his or her spouse, his or her children under the age of 18 who live in the same household and who believes in the Statement of Purpose and Objective of the GCC and abides by these bylaws on paying the applicable membership dues.

Student Membership: Open to any Muslim at least 18 years of age, residing independently, who believes in the Statement of Purpose and Objective of the GCC and abides by these bylaws on paying the applicable membership dues.

Rights of A Member: Membership shall entail the following rights:

1. All members shall have the right to participate in the activities.
2. All members shall have the right to attend and participate in the discussion of the General Assembly meetings.
3. All members shall have the right to serve in any activities.
4. All members shall have the right to receive communication.
5. All members shall have the right to vote in elections and general assembly meeting provided their full membership has been in good standing for 365 consecutive days, prior to election.
6. All members have the right to run for elective board of directors, once the BOD is formally established, offices under the rules specified in these bylaws and abide by these bylaws. Three-year consecutive active Membership shall be required for seeking any office.

Transfer of Membership: All types of membership shall be non-transferable.

Filing of Grievances: A member may bring a charge against another.

Membership Fees: Annual membership dues shall be \$300.00 per individual/family. Student member dues are \$50 annually. Alternative arrangement can be made to waive the membership fees in extra-ordinary circumstances. It shall be decided on case-by-case basis after submitting a written request. Any donation in excess of \$300 per individual/family and \$50 for students shall constitute towards membership fees.

Termination Of Membership: Membership of any type will be terminated if individuals and/or family does not pay the annual dues upon due date set-forth. It can also be terminated under grievance circumstance as decided by majority vote of board of trustees.

ARTICLE III — BOARD OF TRUSTEES (BOT)

Section 1 — Board role, size, and compensation:

The board is responsible for overall policy and direction of the association. Board of Trustees, once finally established, will comprise of minimum of Eleven (11) but no more than fifteen (15) member at any given time. The board receives no compensation other than reasonable expenses. Only one member of the household or extended family shall be allowed to serve. Extended family shall include: brother, sister, parents, grand-parents, nieces/nephews, brother-in-law/sister-in-law/son-in-law/daughter-in-law/father-in-law/mother-in-law, children/grandchildren/stepchildren.

The Board of Trustees (BOT) shall accept and fulfill the following requirements:

- i. Sunni Muslim
- ii. They shall reside within 10-mile radius of the GCC address.
- iii. Term of the office for the board of trustees shall be two (2) years starting with the beginning of the lunar year
- iv. No trustees will serve in the same position for more than two (2) consecutive terms.
 - a. New BOT administration shall have access to all accounts within 2 weeks.
- v. Trustees can be removed from their elected position by BOT 80% vote.
- vi. All accounts (real estate, bank accounts, webpage, and social medias) are property of GCC BOT.
 - a. New BOT administration shall have access to all accounts within 2 weeks.

The office of the Board of Trustees (BOT) shall be as follow:

a. President

- i. Elected position by simple majority (minimum 51%) of BOT.
- ii. Acting as Chairman of the Board of Directors and Chief Executive Officer.
- iii. Supervising and general managing of all activities.
- iv. Supervising the implementation of the Board of Director's decision and directives
- v. Designating members to carry special assignments.
- vi. Calling and presiding over the meeting of the Board of Trustee's and the General Assembly.
- vii. Acting as the guardian of all the facilities, funds, and other asset of the GCC.
- viii. Decision making of the president will rely on simple majority (minimum 51%) of the BOT.
- ix. The review of the performance of the President of the BOT will be done by the BOT.
- x. In matters in which the president is unable to resolve disputes among BOD, the president shall bring the dispute to BOT for consultation. BOT must resolve the dispute within 30 calendar days or it must be represented to special general assembly meeting.

b. Vice-President

- i. Elected position by simple majority of BOT.
- ii. Acting on behalf of the President in his absence.
- iii. Assisting the President in performing his duties.
- iv. Supervising the management and maintenance of GCC facilities.
- v. Assuming the office of the President if it becomes vacant.
- vi. Review and approve Treasurer report monthly.

c. Secretary

- i. Elected position by simple majority of BOT.

- ii. Manage taking, and distribution of meeting minutes.
- iii. Record keeping and managing of board actions.
- iv. Sending out meeting agenda and announcements minimum of two (2) weeks in advance.
- v. Responsible for overseeing the President/Vice-president duties and shall bring the attention of any inconsistency to BOT.

d. Treasurer

- i. Elected position by simple majority of BOT.
- ii. Managing all aspects of GCC finance, including keeping the check book.
- iii. Treasurer shall have authority to sign checks with cumulative maximum of \$5,000 (five thousand dollars), shall be known as the Dollar Limit, monthly before needing BOT approval.
 - 1. President and Vice-President shall sign and approve all invoices once the cumulative maximum \$5,000 (five thousand dollars) Dollar Limit is achieved.
 - 2. Utility (electric, water, gas, and communication) expense is exempt from the Dollar limit (\$5k).
- iv. Monthly and Quarterly reports to the board.
- v. Chair the finance committee, assist in the preparation of the budget, help develop fundraising plans, and make financial information available to BOT members and the public, if approved by the BOT.
- vi. Submit monthly finance report, which contains:
 - 1. Bank Statement
 - 2. Invoice report
 - 3. Miscellaneous expense
- vii. Manage and file all local, state, federal requirements:

e. Community Liaison

- i. Elected position by simple majority of BOT.
- ii. Conduct viable communication with the community, inform community of the decisions taken by the BOT and act as a bridge between the community and the board members.
- iii. Will serve as the president in absence of President and Vice-President.
- iv. Any inconsistency reported by the secretary and another BOT pointing towards mismanagement of matters from president and vice-president will let him serve as the interim-president until the matter is resolved.

f. IT & Social Media Management (Email, Website, Facebook, Tweeter, Instagram, & etc.)

- i. Elected position by simple majority of BOT.
- ii. Manage all aspects of social media communication.
- iii. Assemble a team of young adults as advisors.
- iv. Develop and publish content relevant to the GCC community.
- v. Review and approve treasurer report.

Section 2 — Terms:

All BOT members shall serve for life. Board member will be replaced with a new one upon leaving out of state of Indiana more than a year, upon death, resignation, residing outside the 10 mile radius, and /or if unable to attend three (3) meetings in the lunar year. Unless excused in writing by the president or his designee. If any of the preceding occurs, the rest of the board members will elect a qualified candidate from the local community and requires 90 % of the entire BOT vote.

Section 3 — Meetings and notice:

The board shall meet at least quarterly, at an agreed upon time and place. An official board meeting requires that each board member have written or e mail notice at least two (2) weeks in advance. Meeting minutes will be stored as a hard copy and online storage for period of 3 years before being discarded. Quarterly meeting shall pre-planned months in advance and scheduled posted.

Section 4 — Quorum:

A quorum must be attended by at least fifty percent of board members for business transactions to take place and motions to pass.

If the same member are absent for the second consecutive meeting, meeting shall proceed without the quorum. Decision shall be made with majority vote.

Section 5 — Voting on New/Removal of BOT Member:

All votes shall consist of minimum 90 (ninety) percentages.

Section 6 — General Voting:

All votes shall consist of minimum 75 percentages, unless stated otherwise. All members shall confirm attending the meeting that requires voting items.

Proxy voting option is available to board members and shall be submitted in writing & signed seven (7) days in advance of the meeting. Once the agenda is published and proxy vote is initiated by a member. No additional meeting items shall be included in the agenda or at the meeting. However, if all members are present at the meeting, agenda can be modified and voted upon. Each member has an option to vote individually and/or assign BOT member to vote in his/her absence. Proxy documents shall be sent to all BOT members by email seven (7) days in advance. Secretary shall confirm all received proxy voting documents three (3) days prior to the meeting. Members, who are absent without proxy voting instruction, their vote shall be cast in favor of majority votes. In case of a tie vote, non-office bearer of the BOT shall cast the tie breaking vote. If no non-office bearer present during the meeting, succession is as follow: Treasurer, Secretary, Vice-President, and lastly President.

Section 7 — Vacancies:

When a vacancy on the board exists, the secretary must receive nominations for new members from present board members two weeks in advance of a board meeting. These nominations shall be sent out to board members with the regular board meeting announcement, to be voted upon at the next board meeting. These vacancies will be filled only to the end of the particular board member's term.

Section 8 — Resignation, termination, and absences:

Resignation from the board must be in writing and received by the secretary. Trustee member shall be terminated from the board due to excess absences (three consecutive meetings), or documented un-ethical act (unethical act shall be as defined in the Holy Quran, Prophet Sunnah, and article IV here-in). Official written notification stating the act in details and signed by majority BOT. Notification shall be forwarded by email on file at GCC and given 4 weeks to respond in details of the concerned subject. Failure to respond to the notification will automatically trigger removal proceeding for upcoming quarterly BOT Meeting.

A board member may be removed for other reasons by a 90% vote of the remaining directors.

Section 9 — Special meetings:

Special meetings of the board shall be called upon the request of the chair, or one-third of the board. Notices of special meetings shall be sent out by the secretary to each board member at least one week in advance.

ARTICLE III — BOARD OF DIRECTORS (BOD)

Section 1 — Board role, size, and compensation:

BOD shall be an elected body by voting of the general assembly and shall take-over managing day-to-day functioning from BOT. The BOD shall be responsible for day-to-day operations of the GCC facility. **The board shall have 5, but not fewer than 3 members.** The board receives no compensation other than reasonable expenses. Only one member of the household or extended family shall be allowed to serve.

The Board of Directors shall consist at least five (5) Directors to maximum of nine (9), who shall fulfill the following requirements. They shall be full members who have been active and in good standing for at least three (3) consecutive years prior to their election.

The office of the Board of Directors shall be as follow:

a. President

- i. Elected position directly by the general assembly votes.
- ii. Acting as Chairman of the Board of Directors.
- iii. Supervising and managing all day-to-day activities, including complete maintenance of the GCC facilities.
- iv. Supervising the implementation of the BOT decision and directives.

- v. Designating members to carry special assignments.
 - vi. Calling and presiding over the meeting of the Board of Director's and the General Assembly.
- b. Vice-President**
- i. Elected position directly by the general assembly votes.
 - ii. Acting on behalf of the President in his absence.
 - iii. Assisting the President in performing his duties.
 - iv. Supervising the management and maintenance of GCC facilities.
 - v. Assuming the office of the President if it becomes vacant.
- c. Secretary**
- i. Elected position directly by the general assembly votes.
 - ii. Managing, taking, and distribution of meeting minutes to BOD and BOT.
 - iii. Record keeping and managing of board actions.
 - iv. Sending out meeting agenda and announcements minimum of one (3) weeks in advance.
 - v. Responsible for overseeing the President/Vice-president duties and shall bring the attention of any inconsistency to BOD and BOT.
- d. Treasurer**
- i. Elected position directly by the general assembly votes.
 - ii. Develop operational budget and present to BOT.
 - iii. Any inconsistency reported by the secretary and another BOD pointing towards mismanagement of matters from president and vice-president will let him serve as the interm-president until the matter is resolved.
 - iv. Will serve as the president in absence of President and Vice-President.
 - v. Managing all aspects of monthly GCC finance.
 - vi. Monthly and Quarterly reports to the BOD and BOT.
 - vii. Chair the finance committee, assist in the preparation of the budget, help develop fundraising plans, and make financial information available to board members and the public.
- e. Community Liaison**
- i. Elected position directly by the general assembly vote.
 - ii. Three individual will be elected to this position with age restriction shall be in place:
 - 1. High School Senior
 - 2. College Student
 - 3. One under the age of 30 years.
 - 4. If no candidate available during election to fill above-mentioned BOD on the election ballot. Then, it will be open to all without any age restriction.
 - iii. Conduct viable communication with the community, inform community of the decisions taken by the BOD and act as a bridge between the community and the board members.
 - iv. Communicating community needs to the board BOD and BOT.

Section 2 — Terms:

All board members shall serve for three (3) years. Board member will be replaced with a new one upon residing outside of Indiana for more than a year, upon death or if unable to attend three consecutive meetings.

Section 3 — Meetings and notice:

The board shall meet at least monthly, at an agreed upon time and place. An official board meeting requires that each board member have written or email notice at least two weeks in advance.

- a) Advance three (3) month meeting shall be posted on the notice board at GCC facility.
- b) All general assembly meeting (GAM) shall be held at GCC facility.
- c) All members have the right to attend any BOD meeting.
 - a. Member can address issues at the general assembly meeting (GAM).
 - i. Member shall notify BOD to be placed on the GAM agenda fourteen (14) days in advance.
 - ii. Allotted time for each member to address BOD is 5 minutes. No duplication of subject.
- d) No BOD meeting shall occur outside GCC facility.

Section 4 — Quorum:

A quorum must be attended by at least forty percent of board members for business transactions to take place and motions to pass.

Section 6 — Vacancies:

When a vacancy on the board exists, runner-up from the most recent election for that position shall be given the opportunity to assume that position. If there was no runner-up for that position, special general assembly meeting shall be called within 2 weeks of the vacancy to initiate the election process for that position. Election process shall commence and be complete within four (4) weeks of general assembly meeting. If vacancy exists for more than 60 calendar days for any BOD position, BOT shall appoint members at their discretion, without any election formalities, to fill that position that became vacant to complete BOD member term.

Section 7 — Resignation, termination, and absences:

Resignation from the board must be in writing and received by the BOD secretary. A board member shall be terminated from the board due to excess absences (three consecutive meetings), or if committed a documented un-ethical act, define un-ethical act. BOD member may be removed for other reasons by a 70% vote of the remaining BOD and 70% of the BOT.

Section 8 — Special meetings:

Special meetings of the board shall be called upon the request of the chair, or one-third of the board. Notices of special meetings shall be sent out by the secretary to each board member at least two weeks in advance.

ARTICLE IV — ETHICAL GUIDELINES

Ethical conduct shall be expected from all members of BOT, BOD, and representative of GCC. One is expected to maintain a reputation for excellence and being thought to exhibit professionalism under any circumstances. Following shall be expected from all members representing GCC:

- Members are expected to be ethical at all the times; ethical behavior is acting within certain moral codes in accordance with the generally accepted code of conduct or rules both socially and islamically. One is not expected to use any inappropriate language, name calling, storming out of the meetings and refusing to come to meeting either simply not by showing up or refusing to respond within a week of the meeting unless, in a case of an emergency or already excused in writing by the president or secretary or by making allegations.
- Members are expected to be trustworthy. All members of the board will be accountable and be counted for what actions you have undertaken. They will be responsible for their actions and its consequences- good or bad.
- Members are expected to strive for the excellence. Excellence is defined as quality of service which is unusually good and surpasses ordinary standards, it is expected to be a habit to make a good standard for the worshippers.
- Be courteous and respectful; courteousness is defined as being friendly, polite and well-mannered with a gracious consideration towards one another and for the people who come for prayers. Respect is a positive feeling of esteem or deference for a person or organization; it is built over time and can be lost with one inappropriate or inconsiderate action. Continued courteous interactions are required to maintain or increase the original respect gained and is expected at all the times from the members.
- Members are expected to be honest, open and transparent with the executives, ordinary members as well as with other team members.
- Members are expected to be competent and improve continually in a day to day operations and there is an expected competence in the ability of an individual to do a job properly. Competency is a combination of knowledge, skills and behavior used to improve performance. Competency grows through experience and to the extent one is willing to learn and adapt. Members are expected to notify the executive members if he is not able to do his job as suggested in the bylaws and offer resignation if he is unable to do his part to the best of the abilities.
- Members are expected to be honorable and act with integrity. The definition of an honorable action is behaving in a way that portrays nobility of soul and is derived from professional conduct and personal integrity. Getting charged with any crime of social and moral value and getting charged with any misdemeanor of social / moral value and / or any felony including but not limited to DUI /DWI / possession of illegal substances / theft needs to be brought to the executive committee and will lead to cancellation of the membership if found at fault and will need to immediate termination of the membership. Membership can be reinstated if one is found to be innocent later by giving an

application to the secretary.

- Members are expected to be responsible and needs to be respectful of the confidentiality while you are a member and for at least eight years after resigning / being relieved of your duties. Confidentiality is defined as respecting the set of rules or promise that restricts the members from further and unauthorized dissemination of information unless agreed by the BOT.
- Members are expected to set good examples by applying the foregoing rules to improve your organization. Members must show and lead by good example and provide your services to the best of your abilities. Being a member is about living an exemplary live within and without the organization.

These are the expectations and any violation of the rule will require re-evaluation of the privilege of being a member and may lead to cancellation of your membership. A membership review can be initiated by at least two of the members of the BOT or BOD and needs validation of at least one more member and can be referred to the Ethics committee (if established) or for the special meeting of the BOD or BOT, depending upon the phase of the progress of the organization.

ARTICLE V — COMMITTEES

Section 1 — Committee formation:

The BOD may create committees as needed, such as fundraising, housing, public relations, data collection, etc. The board Chair appoints all committee chairs.

Section 2 — Executive Committee:

The five officers serve as the members of the Executive Committee. Except for the power to amend the articles of incorporation and bylaws, the Executive Committee shall have all the powers and authority of the BOD in the intervals between meetings of the board of directors, and is subject to the direction and control of the full board.

Section 3 — Finance Committee:

The treasurer is the chair of the Finance Committee, which includes three other board members. The Finance Committee is responsible for developing and reviewing fiscal procedures, fundraising plan, and annual budget with staff and other board members. The board must approve the budget and all expenditures must be within budget. Any major change in the budget must be approved by the board or the Executive Committee. The fiscal year shall be the calendar year. Annual reports are required to be submitted to the board showing income, expenditures, and pending income. The financial records of the organization are public information and shall be made available to board members and the public.

ARTICLE VI — DIRECTOR AND STAFF

The executive director is hired by the BOT. The executive director has day-to-day responsibilities for the organization, including carrying out the organization's goals and policies. The executive director will attend all BOD & BOT board meetings, report on the progress of the organization, answer questions of the board members and carry out the duties described in the job description. The board can designate other duties as necessary.

ARTICLE VII — ELECTION

This committee is tasked with formulating, defining procedure, conducting, and executing all aspect of the general assembly election. Election committee shall submit election procedure to the BOT for their approval.

- Approved election guidelines shall be posted 90 days in advance of the election.
- No sitting BOD member and/or candidate shall serve on the committee. This restriction shall include their household member (spouse, kids, and sibling).

ARTICLE VIII CONFLICT OF INTEREST POLICY

Section 1 — Purpose

The purpose of the conflict of interest policy is to protect this tax-exempt organization's (Organization) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or

director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Section 2 — Definitions

Interested Person - Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

Financial Interest - A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a) An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b) A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

Section 3 — Procedures

1. Duty to Disclose:

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists:

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest:

- a) An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b) The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c) After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d) If a more advantageous transaction or arrangement is not reasonably possible under circumstances without a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflicts of Interest Policy:

- a) If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- b) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines that the member has failed to disclose an actual

or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Section 4— Records of Proceedings

The minutes of the governing board and all committees with board delegated powers shall contain:

- a) The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing boards or committee's decision as to whether a conflict of interest in fact existed.
- b) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Section 5 — Compensation

A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.

A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.

No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Section 6 — Annual Statements

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- a) Has received a copy of the conflicts of interest policy,
- b) Has read and understands the policy,
- c) Has agreed to comply with the policy, and
- d) Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Section 7 — Periodic Reviews

To ensure GCC operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a) Whether compensation arrangements and benefits are reasonable, based on competent survey information and the result of arm's length bargaining.
- b) Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Section 8 — Use of Outside Experts

When conducting the periodic reviews as provided for in Article VIII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

The following states have adopted legislation satisfying the requirements of section 508(e) relating to private foundation governing instruments. Information derived from Revenue Ruling 75-38, 1975-1 C.B. 161.

ARTICLE IX— AMENDMENTS

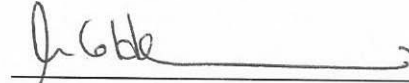
These bylaws may be amended when necessary by two-thirds majority of the board of trustees. Proposed amendments must be submitted to the secretary to be sent out with regular board announcements. BOD Bylaws cannot contradict the original bylaws nor shall the original bylaws be changed. No amendment shall contradict original BOT bylaws nor shall original BOT bylaws be changed.

GCC BY-LAWS – Approved by BOT

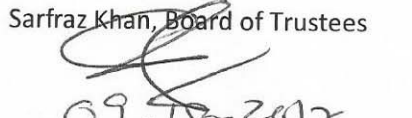
Sami Aasar, Board of Trustees


Date: 9/18/17

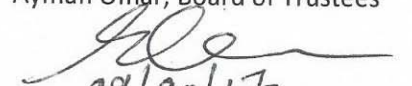
Ghiath Halwani, Board of Trustees


Date: 9/24/17


Sarfraz Khan, Board of Trustees


Date: 09/18/2017

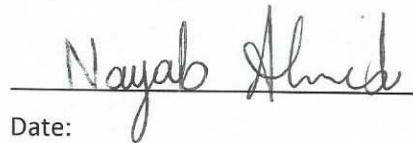
Ayman Omar, Board of Trustees


Date: 09/20/17


Faraz Khan, Board of Trustees


Date: 9/26/2017

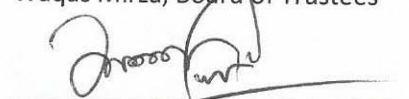
Nayab Ahmed, Board of Trustees


Date: 9/20/17

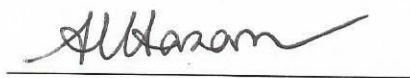
Muzammil Mushkooor, Board of Trustees


Date: 9/20/2017

Waqas Mirza, Board of Trustees


Date: 9/20/17

Mohammad Hasan, Board of Trustees


Date: 9/20/2007