



DEVELOPING HANDS

A Non-Profit Organization
For Street Children & Orphans



Bylaws

For the People By the People

Created this day, the 6th of July, 2006, and signed in approval by the current Board of
Directors: Updated October 2009

Founder: Mukesh Kumar Jha.

President: Keith Robinson

Vice-President: Kriti Pachhai

Secretary: Apsara Aryal.

est. June 2005. Visit our website: www.developinghands.org

Developing Hands Bylaws

ARTICLE I - NAME, PURPOSE, LOCATION

Section 1: The name of the organization shall be **Developing Hands.**

Section 2: Developing Hands was formed to increase public awareness of nonprofit activities; To support the education of poor and homeless Street Children in Nepal; To relieve the financial hardship of the Street Children of Nepal ;To provide schooling for as many children in Nepal as possible; To provide much needed shelter and schooling for orphans; to support and conduct nonpartisan research, educational and informational activities to increase public awareness of nonprofit activities; conduct research and education about funding of nonprofit organizations;

Section 3: Location.

The registered office address of the Organization is: C/O Mukesh Jha, 6137 Lincoln St. Frederick, CO, 80530.

ARTICLE II – MEMBERSHIP

Section 1: Application for regular membership shall be open to any individual or nonprofit organization that supports the purpose statement in Article 1, Section 2, and continuing membership is contingent upon being up-to-date on membership dues.

Section 2: Membership shall be granted upon a majority vote of the Board. The Board of Directors shall have the right to deny, or terminate, the membership of any individual or organization.

Section 3: The Board shall have the authority to establish and define nonvoting categories of membership.

ARTICLE III - MEETINGS OF MEMBERS

Section 1: Annual Meeting.

The date of the regular annual meeting shall be set by the Board of Directors who shall also set the time and place.

Section 2: Special Meetings.

Special meetings may be called by the Founder, the President, Vice-president, or a simple majority of the Board of Directors.

Section 3: Notice

Notice of each meeting shall be given to each member, by e-mail, phone, or mail not less than ten days before the meeting.

Section 4: Board Meetings.

The Board shall meet at least monthly, at an agreed upon time and place.

ARTICLE IV - BOARD OF DIRECTORS

Section 1: Board Role, Size, Composition.

The Board is responsible for overall policy and direction of the Organization, and delegate's responsibility for day-to-day operations to the Organization's Founder and committees. The Board shall have up to eleven, and no fewer than four members. The board receives no compensation other than reasonable expenses.

Section 2: Board Member Duties and Responsibilities.

The Founder:

The Founder shall convene regularly scheduled Board meetings, shall preside or arrange for other members of the executive committee to preside at each meeting in the following order: President, Vice-president, and Secretary

The President:

The President will chair committees on special subjects as designated by the board.

The Vice-president:

The Vice-president will chair committees on special subjects as designated by the board.

The Secretary:

The Secretary: shall be responsible for keeping records of Board actions, including overseeing the taking of minutes at all board meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each Board member, and assuring that corporate records are maintained. The Board with a majority vote can create additional Board positions up to a total of eleven positions.

Section 3: Hiring and Supervising.

The Board as a whole is responsible for hiring and supervising needed positions of the organization. The personnel Committee shall operate as grievance committee, and is responsible for developing a personnel policy.

Section 4: Board Elections.

The main decision to select President, Vice-president, Secretary or other board members needs to be done by Founder of the Organization with a majority agreement of the board members.

Section 5: Quorum.

A quorum must be attended by at least forty percent of the Board members before business can be transacted or motions made or passed.

Section 6: Vacancies.

When a vacancy on the Board exists, nominations for new members may be received from present Board members by the Secretary two weeks in advance of a Board meeting.

Section 7: Resignation, Termination and Absences.

Termination of the President, Vice President or secretary must be agreed upon by the Founder. Termination of any other Board position must be agreed upon by the Founder, President and Vice-president and delivered in writing with signatures. Resignation from the Board must be in writing and received by the Secretary a minimum of two weeks prior to the effective date.

ARTICLE V – COMMITTEES

Section 1: The Board may create committees as needed, such as public relations, peer education, trustee education and data collection. Committee members must be members of the Board, or chosen by the Board.

ARTICLE VI – EMPLOYEES AND VOLUNTEERS

Section 1: Employees.

An employee is any person who is hired by the Board of Directors (BOD) as such. Employees will receive no more than reasonable wages, as determined by research conducted by the BOD. Employees may be promoted by the BOD according to performance reviews.

Section 2: Volunteers.

Volunteers will not be compensated financially for their time or efforts. The BOD or designated employees may recruit and train volunteers as needed. Volunteers will be given identification cards which they must return upon termination or resignation, including any other property that belongs to the organization.

Section 3: Termination of Employees and Volunteers.

Employees and/or volunteers may be terminated immediately for any of the following actions or by decision of the BOD: speaking or acting against the organizations main goals, destroying organizational property, drinking alcohol, using illegal drugs, or carrying illegal weapons while at work, any harassment towards other members of the organization or towards the organizations clients or affiliates.

ARTICLE VII – AMENDMENTS

Section 1: These Bylaws may be amended when necessary by a two-thirds majority of the Board of Directors. Proposed amendments must be submitted to the Secretary to be sent out with regular Board announcements.

~~~~~The End ~~~~~

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