



AGBM Hindu Mandir, Stockholm

2024-01-20

AGBM 20240120



WELCOME



Some general information and rules for the HMS AGBM

- Safety: Emergency exits, assembly point
 - Hindu Mandir Society has received many mails regarding concerns for the meeting attendee's personal security
 - It has therefore been decided by the Samiti that three external Security Guards will be present so that members can feel safe
 - These guards have the authority to remove persons who (threatens to) disturb the public order during the meeting.
 - It should also be clarified that in a Samiti meeting on 18 February 2023 (see attached protocol), it was decided that only those who have paid membership for one full year (101 SEK*12=1212 SEK) have the right to cast a vote at the AGBM (if you have paid for fewer months, you are a member of the HMS BUT not allowed to vote)
 - The framework for the meeting is the HMS Constitution, practice within Swedish Associations and Swedish laws
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- **Please, remain calm and respectful in discussions during the meeting**
 - *Remember- violence or threat to public servant (in Swedish våld mot tjänsteman) is a crime in Sweden and is punishable with fines or prison up till two years*



Agenda for the HMS AGBM 2024

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3. Elect two persons to check the minutes of the meeting.
4. Validation of the requirements mentioned in our constitution and decision of the voting method.
5. Statement from the Chairman regarding the agenda, meeting rules and disciplines.
6. Activities done for the year 2023, by Samiti.
7. Finance report for the year 2023, by Samiti.
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Statement from the Chairman regarding the agenda, meeting rules and disciplines

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- The removal of the President and Panditji's employment contract will be addressed in agenda point 14



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Activities done for the year during 2023

- Janamasthmi
- Holi
- Sivratri
- Karva Chauth
- Jagran
- Durga Pooja
- Om namo shivai jap 24/7
- Ramayan 24/7
- Diwali



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Financial report for the year 2023

- Financial report presented by Eleni Pagienta, Epta Consulting AB (*online*)



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Confirmation and Approval of the financial statements

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Proposal of new samiti 2024

| Post | Proposed candidate |
|----------------|-----------------------------------|
| President | Neelu Narula |
| Vice-president | Rajendra Prashad Joshi |
| Finance | Mridula Singh |
| Information | Neerja Kapilashrami |
| Property | 1. Rajesh Gaur 2. Jaideep Guha |
| Culture | Debanjee Dey |
| Festival | 1. Prasad 2. Sanjib Sil |



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Election of the Election committee

| Post | Proposed candidate |
|-----------------------------|--------------------|
| Election committee member 1 | Karan Malhotra |
| Election committee member 2 | Anil Narula |



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Election of the Auditors

| Post | Proposed candidate |
|---------------|--------------------|
| Auditor | Budhadeb Sharma |
| Depty-Auditor | Gopal Dey |



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Election of Webmaster

| Post | Proposed candidate |
|-----------------------|----------------------|
| Election of Webmaster | Kartick Kapilashrami |



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Answers by Samiti to questions from members

Clarifications: what are the rights of a President of Hindu Mandir Society*?

- The President is the chairman of the board
- Decisions in the Samiti are made through voting by the entire board (Samiti). **Rule of majority applies.**
- At least 50% of the members of the Samiti needs to be present for a decision to be valid.
- In the event of a tie during voting, the Chairman has the casting vote
- The Chairman **does not** have the right to make decisions on his/her own, it needs be a decision by majority of the Samiti

**Please find further information in the constitution of HMS*



Answers by Samiti to questions from members

Clarifications to why the President was suspended:

- For some time, there has been cooperation problems between the Mandir Samiti (MS) and the now suspended president, Kranti Chauhan (KC)
- KC has repeatedly opposed decisions made by the majority of MS
- KC has worked in violation with the HMS Constitution
- He has on several occasions made significant decisions without having the majority of the samiti members present at the meeting. *This is a serious violation of the constitution.*



Answers by Samiti to questions from members

Clarifications to why the President was suspended (cont):

- KC has stopped cooperating with the rest of the MS and has actively worked against every decision made, even those that are rightfully passed by the MS in accordance with the constitution.
- According to MS, KC has not been involved in any of Mandir's issues for the last 6 months.
- KC has shown poor leadership by bullying members in the working group. Proof can be presented.
- KC has also spread false information regarding mandir to other members of HMS, creating distrust for the leadership of HMS. Proof can be presented.



Answers by Samiti to questions from members

Clarifications to why the President was suspended (cont.):

- In complete violation with the constitution KC proclaimed that a support group was the new samiti in a meeting held on 19 of November 2023
- In a meeting on 2023-08-27, with supporting members and without the Samiti, KC approved investments (trailer, carpet change, painting of building) for more than 100 000 SEK.
- This sum can only be approved by a AGBM. KC falsely said that the meeting could be consider as a AGBM. This is in total violation with the constitution (Stadgar 5.8)



Answers by Samiti to questions from members

Clarifications to why the President was suspended (cont.):

- KC has had a major role in presenting the incorrect information to Panditji and thereby promising remuneration that HMS cannot afford as well as unclarity regarding his employment contract (*see separate slides*)
- During 2023 KC has been absent from Sweden and Samiti meetings. Sometimes without informing the Samiti.

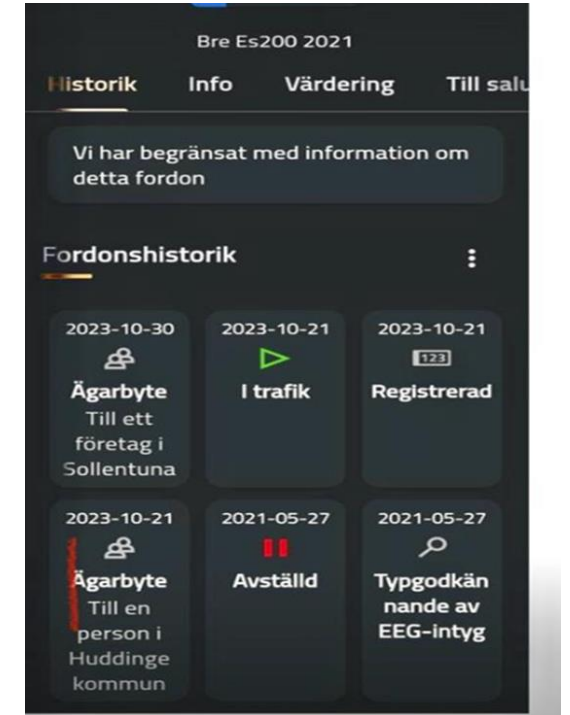
➔ All this and his recent activities within the association, Samiti has decided that KC will be suspended until the Annual General Body Meeting takes place



Answers by Samiti to questions from members

Further allegations towards the suspended President 1(3):

- KC blocked the other signatory (firmatecknare) from the SEB bank account on 29 December 2023, just before book closure. **Please, note that this is outside the president's authority. Please note that in Sweden this is considered a criminal act (lagbrott)**
- KC used mandirs money to buy a trailer in his own name (see vehicle history from Trafikverket).
- Only when this came to the knowledge of the Samiti, KC changed the ownership to Mandir





Answers by Samiti to questions from members

Further allegations towards the suspended President 2(3):

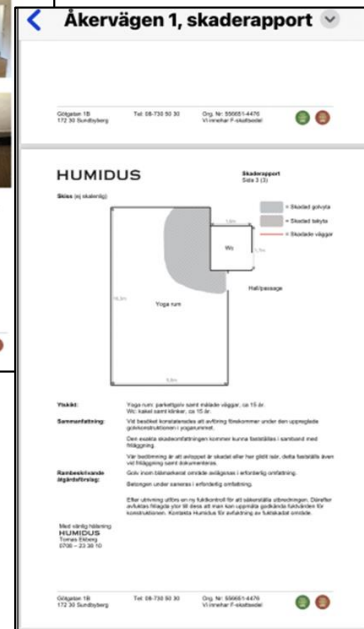
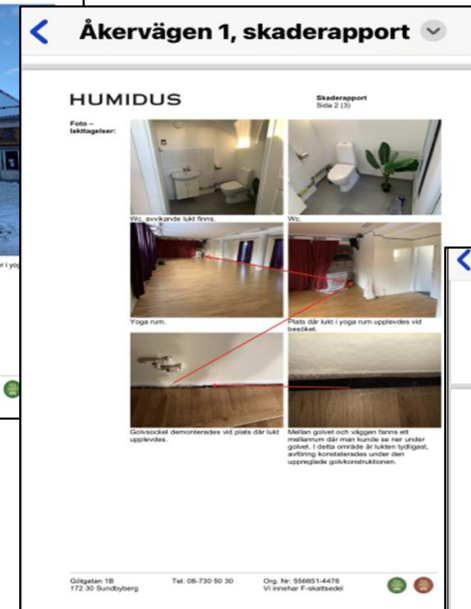
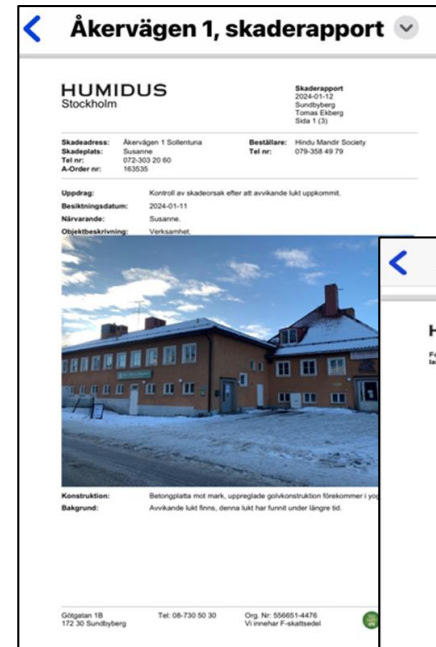
- KC threatened to report an individual in the Samiti to the police (polisanmälan), unless the person resign from the Samiti. Please note that there was no evidence behind this
- KC has shown further unprofessional and childish behavior within HMS, some examples:
 - Blocked the means of communication though closing the Samiti WhatsApp group
 - False accusations of theft and allegations of unethical conduct from Samiti in using HMS funds



Answers by Samiti to questions from members

Further allegations towards suspended President 3(3):

- KC and the Property Manager did not attend to their responsibilities, despite several reminders. They did not cooperate with the problems faced by the tenant:
 - **Mandir/Lunden (tenant)**-Work needs to be done both in Mandir property and Lunden property, which is currently being rented out.
 - There are many defects in Lunden, which the tenant has complained about on a few occasions as it prevents them from running their business.
 - Work/repairs in the Lunden property is urgent and necessary in order to secure the incoming rent that Mandir needs.
 - If insurance will not cover all the damages Mandir will have to pay enormous amount of money for renovation, could be up to several million SEK
 - There is also another eminent risk: if the tenant's business will be affected, they might not pay the whole rent, or worse, **they could decide to leave, which will be a large economic loss for Mandir**



Thanks to some of our volunteer devotees we are working on this.



Issue around Panditji's (Ashish Sharma) employment contract

The Samiti agrees that there has been some unfortunate confusion regarding Panditji's employment contract. This is what happened:

- Previously the visiting pandits have been in Sweden under Missionary visa. This means that the Mandir pays 450 kr/day for the work done by the pandit.
- It also means that the Mandir does not have to pay Employer's fee (arbetsgivaravgift), meaning a lower costs for the Mandir.
- A Missionary visa can only be extended to four years, When this period was ending for Ashish Sharma, preparations were made to invite another priest (Manoj)



Issue around Panditji's (Ashish Sharma) employment contract

The Samiti agrees that there has been some unfortunate confusion regarding Panditji's employment contract. This is what happened (cont):

- At this point, the currently suspended-president Kranti Chauhan (incorrectly) informed Samiti that it was not possible for the Mandir to employ a priest via Missionary visa anymore. He referred to Migrationsverket.
- KC refused to discuss the employment of local priests.
- This gave the Samiti the impression that they needed to offer Ashish Sharma an employment contract.



Issue around Panditji's (Ashish Sharma) employment contract

The Samiti agrees that there has been some unfortunate confusion regarding Panditji's employment contract. This is what happened (cont):

- First the Samiti issued a work certificate (arbetsintyg) for the Panditji, *this was the **first contract***.
- Skatterverket did not accept the work certificate and therefore the Samiti had to issue an employment contract (arbetskontrakt), *this was the **second contract***.



Issue around Panditji's (Ashish Sharma) employment contract

The Samiti agrees that there has been some unfortunate confusion regarding Panditji's employment contract. This is what happened (cont):

- More information from Skatteverket showed that an employer cannot offer free food and lodging without the employee having to pay additional tax (förmånsskatt).
- With this Panditji's gross income would increase. And therefore, the Mandir's employer contribution (arbetsgivaravgift) would also increase. Resulting in a much higher cost for Mandir.
- As a result, **a third contract** was presented to Panditji, where the food and lodging would be specified in the salary slip. This contract Panditji refused.

We regret that this has led to unnecessary confusion and stress for Panditji



Issue 2 around Panditji's salary

- The panditji's working hours are in total 25 hrs/week
- In Sweden the normal working hours are 40 hrs/week (for employers who are outside collective agreement, *Kollektivavtal*).
- This means that mandir has Panditji employed for a 63%-employment.

| | Morning | Evening | Total per day | Total Week |
|------------------|---------|---------|---------------|------------|
| Monday to Friday | 2 hrs | 2 hrs | 4 hrs | 20 |
| Saturday | | | | 0 |
| Sunday | | | 5 | 5 |
| TOTAL | | | | 25 |



Issue 2 around Panditji's salary

(cont)

- For 63% employment Panditji was offered 20 000 SEK/month. This corresponds to a monthly **fulltime salary of 31 746 SEK/month.**
- This is way above the minimum salary requirement of 27 360 SEK/month for labour immigration*
- So, for number of weekly working hours the Panditji's salary was very reasonable

*<https://www.migrationsverket.se/Om-Migrationsverket/Aktuella-fragor/Forandringar-inom-arbetsstillstandsomradet/Hojt-forsorjningskrav-for-arbetsstillstand.html>



Issue 2 around Panditji's salary

(cont)

- Panditji was not content with the salary level- so the Samiti agreed to increase his working hours to 75%.
- At the same time, the salary was increased to 28 000 SEK/months.
- This corresponds to a monthly **full-time salary of 37 333 SEK**. This is 3000 SEK more that the median salary in Sweden.
- **Even this generous salary Panditji was not content with.**



Issue 2 around Panditji's salary

(cont)

- Please note that in addition to this monthly salary from the Mandir, Panditji takes on private assignments from the members.
- This income is completely outside his Mandir employment, and he does not need to disclose any amount or where he gets this money from



Issue 2 around Panditji's salary

(cont)

So, can the Mandir not afford this high salary to have a Pandit in Sweden?

- Simple answer is: NO
- When acting as an employer, the cost is not only the salary payment to the employee.
- In addition, in Sweden the employer is obliged to pay employer contributions (arbetsgivaravgift). This is 31,42% of the gross salary
- On top of that insurance must be paid according to Swedish law.
- There is also a requirement to offer four to five weeks of Holidays, during which the mandir would need to employ a replacement
- For the salary offered to Panditji, the yearly cost for mandir would be over 500 000 SEK.

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Salary      : 30,000kr/m
Förmånsfatt : 2,700kr/m
Total       =32,700kr/m
Arbetsgivar- =10,300kr/m
avgifter 31.42%

Total       = 43,000 kr/m
Yearly 43k x 12 = 516,000 kr/yr

Add. Insurance : 15-20k/yr
Union and other extra

Add cost of extra priest during his vacation
(25 working days = 5 weeks) 30k

Grand Total =560,000 kr/yr (atleast)

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Total cost based on a salary of 30 000 SEK/month

Mandirs income comes from member fees, donations and some from the tenant. Mandir has an obligation to maintain the mandir buildings. As presented the buildings are in a bad shape and in an acute need of renovation.

It is not responsible to use such a large part of the Mandir's funds to pay unreasonably high salary for a for a pandit.



Unprofessional behaviour of Panditji

श्री क्रांति चौहान
अध्यक्ष हिंदू मंदिर समाज
स्टॉकहोम.

इस पत्र के माध्यम से मैं आपको सूचित करना चाहता हूँ कि उपाध्यक्ष हिंदू मंदिर मृदुला सिंह और आंतरिक लेखा परीक्षक नीलू नरूला द्वारा मुझे पर बार बार विभिन्न कागजात पर हस्ताक्षर करने के लिए दबाव डाला जा रहा है, जो गलत है। उन्होंने मुझे यह भी धमकी दी है कि अगर मैं उनके कहे अनुसार काम नहीं करूंगा तो हिंदू मंदिर में पुजारी के रूप में मेरी नौकरी समाप्त कर दी जाएगी। जैसा कि मुझसे वादा किया गया था, मुझे अभी तक अपना वेतन नहीं मिला है और मुझे मानसिक रूप से बहुत बुरा लग रहा है. कृपया मेरी मदद करें। अगर मंदिर बोर्ड मेरी मदद नहीं करेगा तो मुझे **union** से मदद लेनी पड़ेगी.

अगर मुझे कोई शारीरिक, मानसिक या आर्थिक क्षति होती है तो उसकी जिम्मेदार मृदुला सिंह और नीलू नरूला होंगी

अभिवादन
आशीष शर्मा.



Unprofessional behaviour of Panditji

1. This message was sent from Panditji through WhatsApp to one of the Samiti members on ...
2. In short, this message from Panditji states that he will use his religious powers (mantras) to curse the members who are not supporting him, wishing for their pain
3. This is a totally **unacceptable** behavior, especially from someone invited to be panditji for the Hindu community in Sweden.
4. It creates distrust and disrespect for Panditji and the Mandir.

भोपाल जिस दिन जाएंगे सबसे पहले अपनी जनेऊ धारण कर रखी है सत्य निष्ठ धर्म सूत्र की उसको हनुमान जी के चरणों में समर्पित कर जीवन में पहली बार मंत्र के साथ तंत्र का प्रयोग होगा हमारे मंत्र जप तप का प्रभाव पड़ता है आप से अधिक नहीं जानता ओर कोई।। जीतने लोग साथ 3से6 महीने बस जब तक यहां है रोक रहे हैं अपने आप को जब तक सहन कर सकते हैं राम के साथ हनुमान महाकाल काल भैरव हूं

13:00



Agenda for the HMS AGBM 2024

1. Preparing the “Electoral Register” based on valid members, (physically present)
2. Elect a Chairman and secretary to the meeting.
3. Elect two persons to check the minutes of the meeting.
4. Validation of the requirements mentioned in our constitution and decision of the voting method.
5. Statement from the Chairman regarding the agenda, meeting rules and disciplines.
6. Activities done for the year 2023, by Samiti.
7. Finance report for the year 2023, by Samiti.
8. Confirmation and Approval of the financial statements.
9. Right to discharge its responsibilities to the Samiti, (ansvarsfrihet).
10. Election to the new Samiti for the year 2024
11. Decision of HMS Membership fee for year 2024.
12. Election of election committee – 2 persons
13. Election of Auditor-2 persons
14. Election for Web Master- 1 Person
15. Information regarding removal of former president
- 16. Miscellaneous**
17. End of AGBM



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Thank you for your contribution!