

**General Body Meeting,
Barsobaron 2025 , May 10th**

Bengali Community
of Greater St. Louis

Agenda

**Accomplishments
2024 – 2025**

Financial Report

**Upcoming
Events**

Q&A

Accomplishments

- **Saraswati Puja**

- Kids registrations were free
- Kids only cultural program - a staple now - successful, appreciated and growing in creative variety

- **Durga Puja 2025**

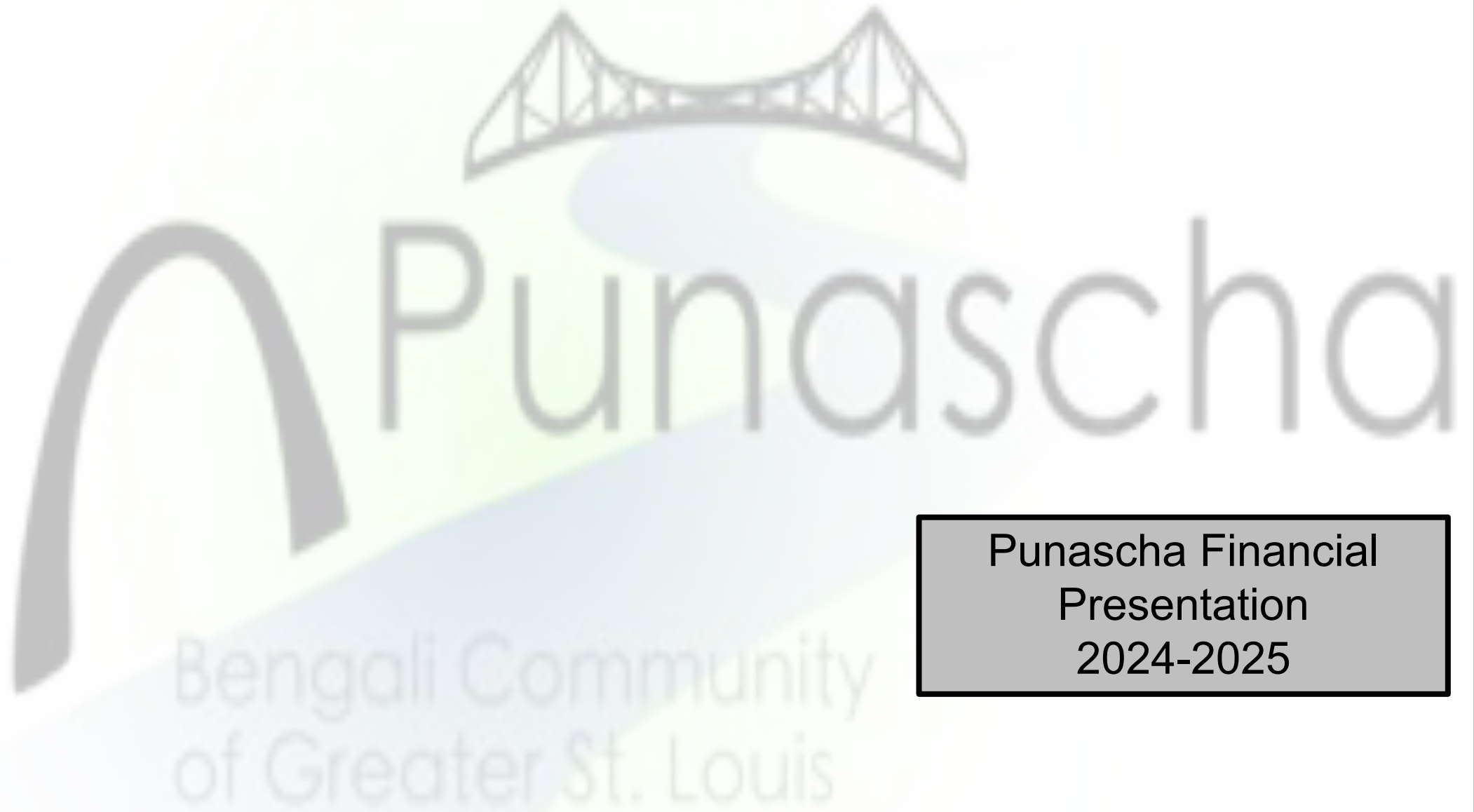
- Overall expenditure on Kolkata Artist reduced by over 50%

- **Community initiatives and Free events**

- Holi
- Sports

- **Volunteer lead and Volunteer driven organization**

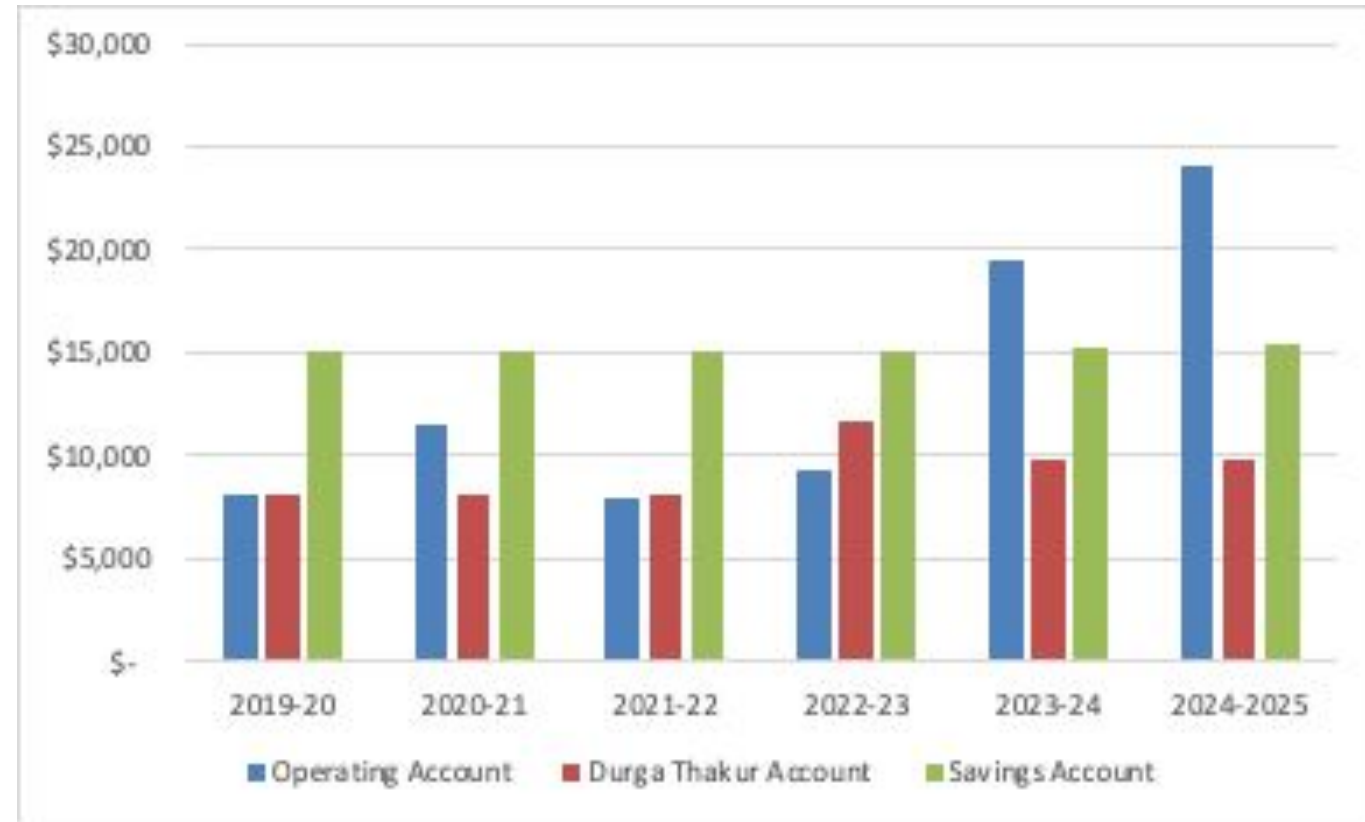
- almost 600+ hours of volunteering time to run events
- almost 400 + hrs/ person of dedicated Executive committee spent on event preparation and key workstreams.



Punascha Financial
Presentation
2024-2025

Finance Report

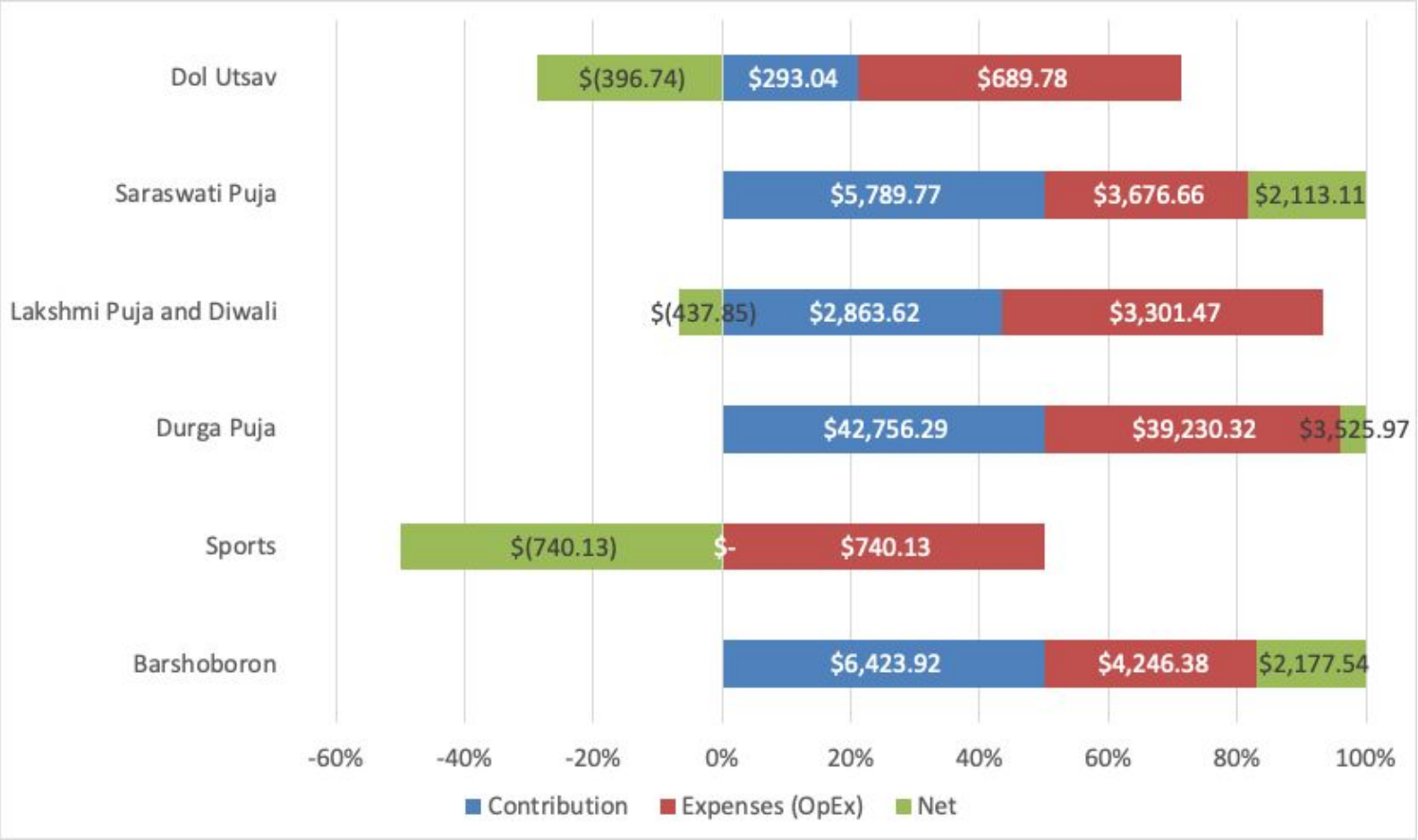
	Operating Account (including PayPal)	Durga Thakur Account	Savings Account	Total
Starting Balance (4/18/2024)	\$ 19,636.14	\$ 9,875.07	\$ 15,295.91	\$ 44,807.12
Cash In (Event Tickets, Ads, Donations, Interests, others)	\$60,648.75	\$1.00	\$68.75	
Cash Out (Operating Expenses, others)	(\$52,135.41)	(\$40.00)		
Cash Out (Fixed and Capital expenses)	(\$4,008.65)			
Ending Balance (4/18/2025)	\$ 24,140.83	\$ 9,836.07	\$ 15,364.66	\$ 49,341.56
Profit/Loss	\$ 4504.69	\$ (39.00)	\$ 68.75	\$ 4,534.44



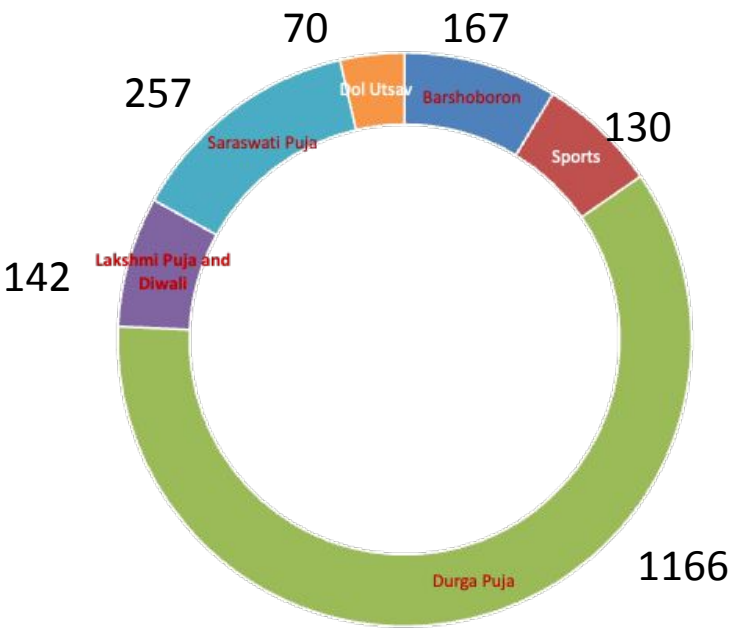
- Healthy operating account due to very active participation from members in all events
- Finishing the year with 10% more fund than the beginning

Breakdown by Events

Profit & Loss

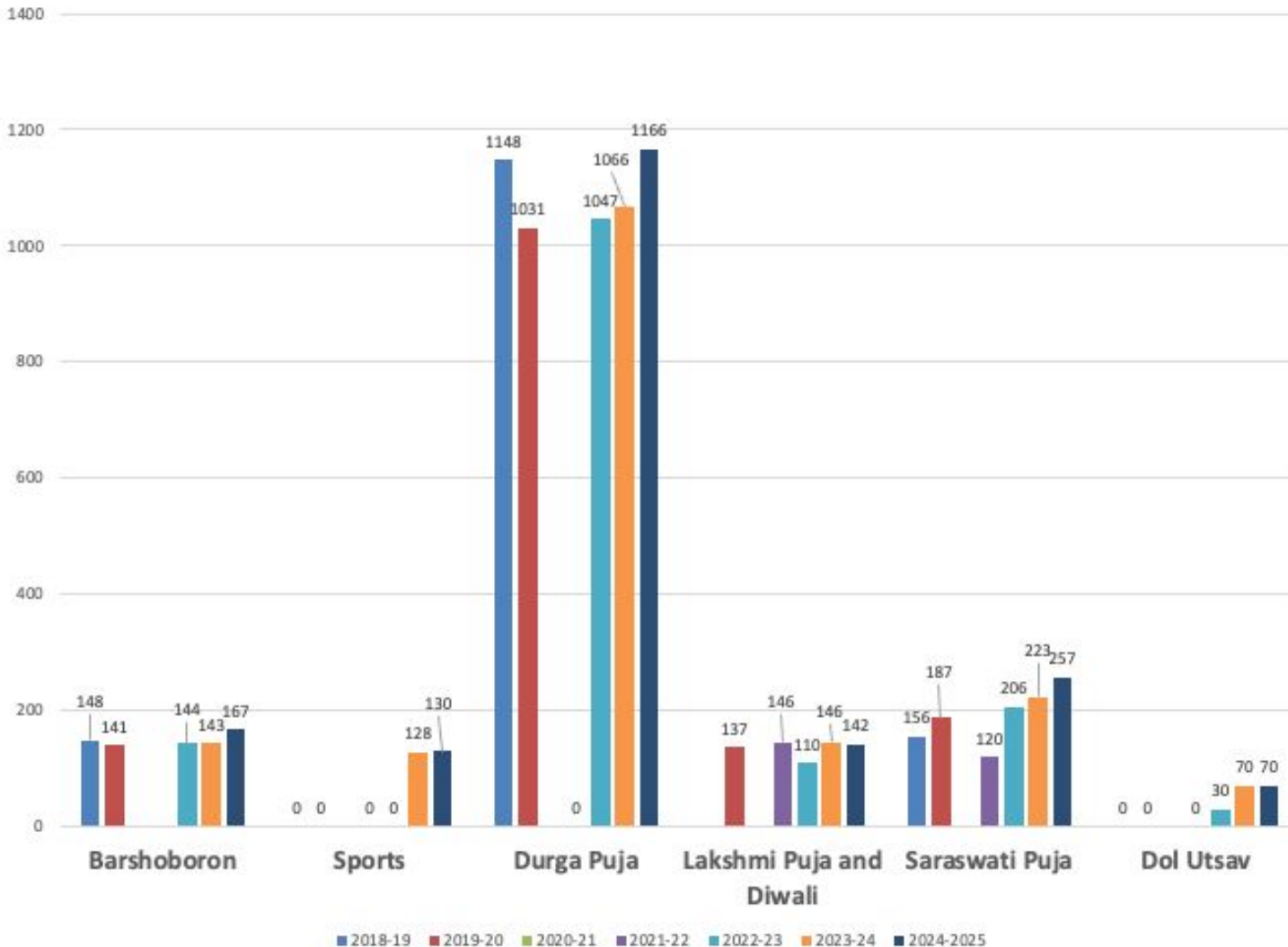


Participation



Friday	257
Saturday Morning	327
Saturday Evening	308
Sunday	274

Event Participation Trend



- Saraswati Puja participation continues to set record every year, focus on making the cultural event **children only** has been well accepted
- Two **Outdoor** events - Sports and Dol Utsav - continue to see healthy participation
- Participation in Barshoboron remains **stable**
- Durga Puja participation has come back to pre-pandemic level, even **surpassing 2018 number**

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Key Community Driven Workstreams

Workstream updates

Why workstream?

operational improvements ,Cost control, review and amendment of our policy statements and By-Laws , community surveys and feedbacks

What are the workstreams?

- Policies and ByLaws
- Cost control and effort reduction
- Cultural controls and budget
- Event Food & Cooking Management and Governance


Workstream updates - By Laws, Policies Team (contd)

Team Members - Souvik, Archisman and Anjan

Addressed following areas of concerns in drafting amendments:

- Goal is to provide opportunity for all to serve the community
- Crafting amendments that provides seamless transition , yet maintain continuity without sacrificing the high standard established over the past decades
- Transparency of election process
- **Implementation of any major Bylaw changes via proposition voting through Punascha general member voting**
- **Timelines will be published by Punascha ecomm on milestone dates towards implementing the change into a bylaw.**
 - By-Laws draft amendments
 - Term Limit
 - Officers
 - Executive Committee
 - Advisors
 - Operational Policy Framework
 - Cultural Program participation
 - Artist - Vetting Process, Budget

Punscha ByLaws - Executive committee elections & Tenure (Proposed)

Company Officers	Board constitutes of 4 company Officers	President , Vise President , Company Secretary , Treasurer
Company Directors 	Board constitutes of 8 Directors	All other Executive members are company Directors
Election	Election process for selection of Officers and Directors	Bi-laws clear on election, re-election and selection mandate for a company Officer and Directors , clear policy in times of Vacancies .
Tenure	Minimum and Maximum allowed Tenure for a Officer & Director	
Cool Off	Mandatory Time off period from Any Punascha Body role for a community member	
Continuity and hand-over	Continuity of Punascha e-committee function and hand-over to the next committee	

Punscha ByLaws - Executive committee elections & Tenure (Proposed)

Executive Board Size	Max allowed Members is 12 (No change from current -	4 - Company Officers , 8 - Directors
Executive Board Tenure	2 Years	All 12 members need to step down and seek re-election every 2 years. If a member is added (due to vacancy) at any time within the 2 year period of the board, the member has to seek re-election as well at the end of the 2 year tenure of the board,
Election/Selection process of Executive body	No change	Self Nomination from community & General body vote in case on application overflow
Tenure of Executive Body (including Officers)	2 Years (base) + 2 more terms max in continuity (must seek re-election for every consecutive term)	Once maxed on Tenure need to go through mandatory cool off period before allowed Re-election / Selection.
Company Officers	Must be elected by each executive board for that tenure	Executive body membership follows election process as all other members
President	Max 4 years (2 consecutive Terms)	Executive body membership follows general election process & tenure

Punscha ByLaws - Executive committee elections & Tenure (Proposed)

Other officers (vice president, treasurer, secretary)	Max 4 years consecutive Terms	
Mandatory Tenure Gap for Executive Body membership	1 Term (2 yrs)	Minimum cool off period needs to be met before consideration for re-election.
Mandatory Cool-off period	2 year cool-off after tenure max out,	If an executive body member maxes out his/her 3 terms (total 6 consecutive years), then the member has to be outside the executive committee or advisory committee for 2 years before seeking re-election.
Hand-over to next committee	Seamless hand-over to maintain continuity	<p>The new executive committee and advisory board will decide if a hand-over period is required between the old committee and new committee after election. The possible causes for hand-over period are</p> <ol style="list-style-type: none"> 1. All 12 members are replaced 2. Some key members are stepping out <p>In that case, for the time period between Barshoboron and Durga Puja the new committee will ask all (or some) members of the old-committee to jointly work and do the hand-over. All hand-over must be completed by Durga Puja.</p>

Punscha ByLaws - Advisory committee elections & Tenure (Proposed)

Eligibility	No Change	Must have served at least 1 Full Term on a Punascha Executive Board
Responsibility and Scope	See Punascha Bylaws (no change)	
Board Strength	No Change	40% of Total allowed Executive board Strength allowed by By Laws
Election Process	Election through Punascha Executive committee	Will be elected unanimously by majority vote by the current Executive Committee. The Executive committee members will nominate members for the Advisory committee
Tenure	2 Years	Unless overwritten by the existing Executive Committee, for extraneous circumstances like a pandemic
Cool off period	2 years	Cool off period for a Advisory Board Member for re-selection
Attendance	NA	There is no minimum meeting attendance reqd while both Executive Board and Board will meet on Demand

Workstream updates - Cultural Team

These guidelines ensure structured planning, financial transparency, and inclusive participation while preserving tradition.

Governance Structure

Cultural Convenor leads planning. Advisory Committee guides all events.

Budget Guidelines

Guest artist = $\frac{1}{3}$ of budget. Every 3rd year: ticketed event with larger budget.

Participation Rules

Registration mandatory. Limits on programs per participant vary by event.

Workstream updates - Logistics Team

- Team Members - **Saurav, Rupak and Indranil**

Address following areas of concerns by implementing certain control mechanisms

- Expense Reduction

- Set budget for each expense area and stick to it. Exceptions go through approval process
- Assign point of contacts within each sub-group (one for decoration, one for food team etc.) who will track the expenses, upload it to the tool on a daily basis
- Limited number of members should be incurring expenses for reimbursement

- Effort Reduction

- Simplify menu for all events
- Outsource cooking to interested community members or restaurants.
- Hire labors for wrap up activities
- Decoration for Durga Pujo should be simple to setup and dismantle
- Community Members should take responsibility to keep the venue clean and use trash bins to dispose used plates, napkins and bottles.

Workstream updates - Food & Cooking Management and Governance

- Team Members – **Amal, Abhipsa**

Address following areas of concerns by implementing certain control mechanisms

- Effort Reduction Of Volunteers
 - Onsite cooking must be minimized as much as possible. To do so more items need to be outsourced.
 - During the event, we should NOT plan for any cooking apart from few items which takes less effort. The onsite cooking should be planned to socialize with community members only so that all the volunteers can enjoy the process.
 - Ensure that same person is not in multiple cooking teams .
- Complex Menu Selection requires more effort & time
 - Simpler menu options will be selected to reduce effort & time.
 - Outsource as much items as possible.
 - Standard, simple menu options will reduce recurring planning effort.
 - We should skip any item that would require bigger kitchen facility.

Workstream updates - Food & Cooking Management and Governance

- Team Members – **Amal, Abhipsa**

Address following areas of concerns by implementing certain control mechanisms

- Kitchen Safety
 - Minimizing onsite cooking is necessary for safety reasons.
 - Try to avoid using extra burners to avoid fire hazards.
- Issues with Food Storage and Delivery
 - The roaster should be planned before the actual event mentioning where the food will be stored & who will be delivering the food at what time to venue.

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KEY EVENTS & COMMUNITY ENGAGEMENT (2024-2025)

Planned Punascha Events 2024 - 2025

- Punascha Annual Sports 2025 - TBD
- Durga Puja – October 3rd , 2025
- Lakshmi Puja and Diwali – October 18th , 2025
- Saraswati Pujo – 2026 - TBD
- Dol Utsav – 2026 - TBD

Borshoboron – May 4th 2024.



Punasha Annual Sports – August 24th 2024.



Durga Pujo 2024



Reflection, reformation and rebellion of the times echoed in every cultural act.



Mandap by all: All community women joined hands to pour out their emotions about the cause, on the mandap canvas.



Record number of volunteers engaged in the pujo preps.

Lakshmi Pujo & Diwali – November 2nd 2024.

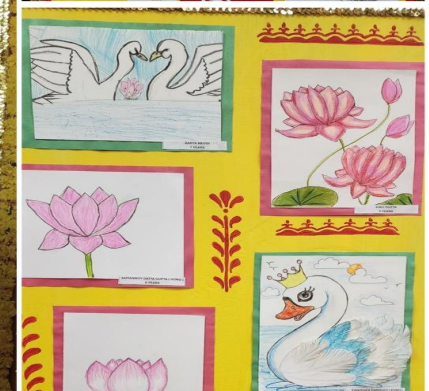




Kids Volunteered for all kinds of Pujo work.



Massive interest and participation of kids in cultural programs that connect them with their roots. Programs stood out for creative variety.



Mandap decoration done entirely by the young artists of the community.

Saraswati Pujo - February 8th '25.



Kids Sit-N-Draw.

Dol Utsav - March 15th 2025.



Punascha Participation in Outreach Events 2024 - 2025

- Participated in NABC 2024 at Chicago
 - Drama Presentation by Community members
- Participation by Punascha members at the Indian Consulate sponsored multi cultural event in St. Louis - Kala Utsav
 - Dance presentation
- Blood Donation drive in collaboration with Friends of Liver Foundation
- Participation in Protest against RG Kar Incident, along with other Indian communities in St Louis

Beyond Boundaries: NABC (July 4th 2024, @ Chicago) & Kala Utsav (March 20th 2025)



Punascha Blood Drive in Collaboration with Friends of Liver Foundation, WB – September 22nd 2024.



Volunteer Feedback Sessions.





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Thank You
Q&A

Bengali Community
of Greater St. Louis