MEMORANDUM OF UNDERSTANDING BETWEEN TAMIL SANGAM OF MISSOURI AND TAMIL SCHOOL OF MISSOURI

This Memorandum of Understanding (MOU) is entered into as of this 15th day of January 2017 by and between Tamil Sangam of Missouri, hereinafter referred to as “TSM” and Tamil School of Missouri, hereinafter referred to as “Tamil School”. TSM is a registered, 501 (c) (3) nonprofit, cultural, and secular organization incorporated in the State of Missouri. Tamil School is a registered, nonprofit, secular organization and its main objective is to systematically teach the language of Tamil to the students residing in the state of Missouri. Both TSM and Tamil School have separate bylaws and function independently. For the past several years, both organizations have been working closely and synergistically. This MOU documents the working relationship between the two organizations. This MOU document will serve as the policy document for the office bearers of both TSM and Tamil School. This is a binding document and both organizations are required to follow the points outlined in this document. This document will be referenced in the bylaws of both organizations and attached as an Appendix to the bylaws of both organizations.

1. Tamil Sangam of Missouri will create a position called “Tamil School Coordinator”. This position is nominated by Tamil School Executive Committee.

Tamil School Coordinator will work with Tamil Sangam EC/Board and acts as a liaison between the two organizations. He/She will be invited to attend TSM Executive Committee (EC) meetings on invitation basis with a minimum of one invitation per year. The duration of the position will be 2 years.

2. Tamil School of Missouri will create a position called “Tamil Sangam Coordinator”. This position is nominated by Tamil Sangam Executive Committee.

Tamil Sangam Coordinator will work with Tamil School EC/Board and acts as a liaison between the two organizations. He/She will be invited to attend Tamil School EC meetings on invitation basis with a minimum of one invitation per year. The duration of the position will be 2 years.

3. The above two positions are appointed/nominated positions and both coordinators can meet as often as needed and exchange ideas and provide support to each other for the mutual benefit of both organizations.
4. Tamil School Coordinator and Tamil Sangam Coordinator need to keep the EC of their parent organizations informed of any significant activities undertaken by the collaborating organization. The coordinators will not make any major decisions on their own related to the working relationship between the two organizations. Any major decisions affecting the working relationship between the two organizations need to be made by mutual agreement by the ECs of both organizations.

5. The executive committees of TSM and Tamil School are encouraged to meet at least once a year to discuss the status of activities and progress made in both organizations in relation to each other and any new initiatives to be undertaken for the mutual benefit of both organizations.

6. TSM will allow students from Tamil School of Missouri to perform at the Pongal Vizha on a priority basis and recognize these students by giving trophies or other items as appropriate.

7. Tamil school of Missouri will not conduct any major cultural activities (e.g., Annual day, Dance, Drama, Singing, etc.) on its own. If there is a need to conduct a small cultural activity within Tamil School premises that is open only for Tamil school students and parents and not outsiders, Tamil School Coordinator will have to inform the same to Tamil Sangam coordinator as soon as the program is finalized in a written communication (e.g., email). If there is a need to conduct an educational/cultural event involving guests from India or other places and if the event is conducted outside the premises of Tamil School, Tamil school EC will discuss with TSM EC and the event will be conducted per plan mutually agreed by the ECs of both organizations. The ECs of both organizations may decide to conduct such events jointly or by some other means as agreed by the ECs of both organizations.

8. TSM will not start another Tamil School on its own and Tamil School of Missouri will not start another Tamil Sangam on its own.

9. TSM may lend microphones, speakers, etc., to Tamil School to conduct events such as Tamil bee competition, Teachers meeting, etc. Similarly Tamil School may lend projector, microphones, etc., to TSM to conduct events such as Muthamizh Vizha, Pongal Vizha, etc. TSM may also provide financial support to Tamil School for conducting Tamil bee competition. TSM and Tamil school coordinators will take responsibility and ownership when the equipment is borrowed and return the equipment safely to the lending organization.

10. TSM is encouraged to make any announcements (e.g., TSM events or other special announcements) in Tamil school. Similarly Tamil school is encouraged to make any event announcements (e.g., Tamil School enrollment, Tamil bee competition, etc.) in Tamil Sangam events. Tamil School magazines including newsletters and yearly reports may carry articles related to Tamil Sangam events, etc. Similarly, Tamil Sangam magazines such as Poonjolai may carry articles from Tamil school kids and teachers and Tamil School events.
11. Tamil School will provide support for the Fundraising events organized by TSM for the benefit of Tamil community or other charitable causes. Similarly TSM will provide support for the Fundraising events organized by Tamil School for the benefit of Tamil Community or other charitable causes.

12. TSM will not do anything that would hurt the sentiments of the members of Tamil School and Tamil School will not do anything that would hurt the sentiments of the members of TSM.

Any revisions to this document can be made only after the discussion involving at least 5 members each from EC/Boards of both organizations and a facilitator who is not a member of the current boards of these two organizations. The facilitator should be a current or former member of one of these two organizations and he/she should have served and made significant contributions to one of these two organizations. The facilitator needs to be selected by both organizations by mutual consent before any discussion on the revision to MOU document can take place. The role of the facilitator is to moderate the discussions and to finalize the revised MOU document. The MOU can be cancelled by following the same process as for revising the MOU. In case there is a vote taken to make a decision, a simple majority vote among the 10 members of both organizations (5 members each from TSM and Tamil School) is required to uphold the decision. If there is a tie, the facilitator will vote to break the tie. The revised document will become effective when signed by the designated representatives of both TSM and Tamil School and the Facilitator as a Witness.

The designated representatives for TSM and Tamil School are listed under “Approvals”.

Both Parties have agreed to the terms of this MOU on the effective date.

APPROVALS

[Signatures]

Tamil Sangam of Missouri Date Tamil School of Missouri Date

Witness: Date: 01/15/2017

Facilitator