

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

BISMILLAH AR-REHMAN AR-RAHEEM
(In the name of Allah, the Beneficent, the Merciful)

ISLAMIC BY-LAWS AND CONSTITUTION OF "MASOM"



MIDWEST ASSOCIATION OF SHIA ORGANIZED MUSLIMS
(ORGANIZED APRIL 26, 1975, 14TH RABI-AL-AKHIR 1395 A.H.)

CERTIFICATE #25945

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ARTICLE I NAME AND ADDRESS

1. The name of this not-for-profit corporation shall be Mid-West Association of Shia Organized Muslims here-in-after referred to as "MASOM".
2. The address of "MASOM" shall be the same as the current registered office of MASOM which is presently located at 4353 W. Lawrence Av. Chicago, IL 60630

ARTICLE II NATURE AND OBJECTIVES¹

Nature

1. "MASOM" shall be incorporated as a not-for-profit corporation under and pursuant to the laws of the state of Illinois.
2. Members of "MASOM" shall be the believers and followers of Shia Isna Ashari Faith of Islam as prescribed by Prophet Mohammed (S.A.W) and Ale-Mohammed (A.S.)
3. The leadership of the Shia Muslims shall solely belong to the invisible and most beloved Imam Mehdi (A.S.), the Imam of the age, and during his occultation to the universally accepted Marj'a.

Objectives

4. To organize and promote religious and educational activities pursuant to Shia faith of Islam as preached by Prophet Mohammed (S.W.A) and Ale-Mohammed (A.S.).
5. To provide religious services and education, social ceremonies, such as majaalis, jashans, marriages and funerals and to promote Shia Islamic fundamentals and codes.
6. To promote and enhance mutual understanding, cooperation and unity among the Shia Muslims here and throughout the world.
7. To create an awareness of the Shia religion outside of the Shia community by procuring all writings in English and other languages and to make these available to interested parties.
8. To raise funds for the purpose of serving the needs of the Shia community and achieving the objectives set forth by the Prophet Mohammed (S.W.A) and his Ahle-Bayt (A.S.).
9. To facilitate Shia Islamic Education for MASOM members, their children and others who may seek Shia Islamic religious education.
10. To disseminate and propagate Islamic knowledge through various means such as: newsletters, magazines, seminars, debates, special courses, workshops, etc.

¹ See Appendix



11. To facilitate the observation of Islamic and religious occasions such as daily congregation prayers, Friday prayers, Eid reunions, Majaalis, religious procession, jashans, deliberations, and other special services.
12. To acquire, purchase, to sell or lease, or establish immovable properties such as: land or building for the sole purpose of the religious and social needs of the community.

ARTICLE III MEMBERSHIP / CESSATION OF MEMBERSHIP

1. The membership of MASOM shall be open to Shia Isna Ashari Muslims and anyone who has attained the age of eighteen and over and is desiring to become part of the Shia Isna Ashari community.
2. All members shall accept the by-laws and constitution of MASOM by signing the oath of membership and abiding by it in an honorable manner.
3. All members shall pay annual membership dues as decided by the Executive Committee.
4. Each member, eighteen years and over, in good standing, whose signed oath is on file and who meets other membership criteria under this article, shall be entitled to one vote on matters submitted to vote.
5. A member eligible to vote may do so in person or by proxy duly executed in writing and lodged with the secretary one (1) week prior to the meeting (see Article XIII Elections, para 10).
6. Membership in MASOM is non-transferable or non-assignable.
7. Life membership in the case of family shall apply to husband, wife, parents and children under eighteen years of age. This category of membership will cease to exist as of 1-1-95. All members under the life membership plan shall be required to pay annual dues thereafter.
8. Family members in good standing, spouse, and parents shall be entitled to one vote each on matters submitted to vote.
9. A member, to be eligible to vote, must be a member on MASOM's records for a period of 4 months.
10. Any person admitted to the membership of MASOM may resign at any time upon giving notice in writing to the Secretary of MASOM and such person shall thereupon cease to be a member of MASOM but shall remain liable for payment of any subscription or dues owed by him / her at the time of such resignation.
11. The General Body upon the recommendation of the Executive Committee can revoke a single or a family membership.
12. In case of revocation of membership, due to disciplinary action, reinstatement shall be in effect from the time upon written recommendation of two paid members in good standing and upon payment of membership dues and approval of the Executive Committee.

ARTICLE IV MEMBERSHIP DUES

1. All annual dues shall be payable on or before January 31st of each year. Non-payment of dues will result in cancellation of membership and withdrawal



of membership privileges. A member in good standing who fails to pay due to unavoidable circumstances may appeal his case in writing to the Executive Committee within ninety (90) days from the expiration date of his membership for continuation of privileges. Decision of the Executive Committee shall be final in this matter.

2. All members shall pay annual membership dues as decided by the Executive Committee.

ARTICLE V GENERAL BODY

1. The General Body comprising of member in good standing shall be the supreme power and authority of MASOM in all administrative matters.
2. Each and all member(s) present or past, agree not to seek legal action or bring lawsuit against action(s) of the General Body and its member on matters concerning MASOM, and in-lieu release and hold harmless to General Body any claims on matters present.

POWERS OF GENERAL BODY

3. Annual reports shall be presented to the General Body for approval.
4. General Body shall elect members of the Executive Committee during elections announced by the Election Committee. The Executive Committee will be elected upon a simple majority of the General Body present.
5. General Body has the final authority on acquisition, to sell or lease of real estate by a 2/3 majority of the total membership present.
6. The General Body shall meet at least once a year but not later than two months following the end of fiscal year for the purpose of considering audited financial statements and other reports, plans, projects, and enactment of necessary measures which require approval of the General Body

RESOLUTIONS

7. Twenty-one day notice is required to call a General Body meeting.
8. A member who wishes to move any resolution at any annual General Body meeting shall give notice of his or her intention and a copy of the proposed resolution in writing to the Secretary not less than ten days prior to the date of such meeting. The President shall permit a member to introduce a motion for which no previous notice has been given if approved by a simple majority of General Body present.
9. The following procedure shall be construed as sufficient notice to call a General Body meeting.
 - a. By mail to General Body membership; and
 - b. By posting the notice on MASOM's bulletin board

ARTICLE VI EXECUTIVE COMMITTEE

1. Board of Directors of MASOM shall be the elected officers of the Executive Committee,



2. The Executive Committee shall be elected by the membership at large, at a General Body meeting, to manage the affairs of MASOM according to the Sharia of Prophet Mohammed (Peace be upon him) and Ale-Mohammed A.S.
3. The Executive Committee shall be accountable to the General Body
4. The term of office for each Executive Committee member shall be two years from the date of commencement or until its successor has been elected.
5. The Executive Committee shall consist of a:
 - a. President
 - b. Vice-President
 - c. Secretary
 - d. Executive Secretary
 - e. Treasurer
6. The administrative affairs of MASOM shall be under the control of the Executive Committee.
7. The Executive Committee shall develop plans policies, procedures and shall have the power to appoint sub-committees for special projects to promote the objectives of MASOM.
8. The Executive Committee members shall not receive any salary gifts, or monetary compensation for their voluntary services. No Executive Committee member shall spend MASOM's funds for his personal use. Any gifts or compensation paid to individuals not authorized by the Executive Committee shall be considered a personal expense and shall not be a liability of MASOM.

QUALIFICATIONS OF THE EXECUTIVE COMMITTEE

9. Candidate shall possess the basic knowledge of Shia Islamic tenets, and be practicing Usool-E-Deen and Furoo-E-Deen and avoid knowingly committing major or minor sins.
10. A candidate contesting the office of Executive Committee must have been a member of MASOM in good standing for two years.
11. A candidate shall have no intention or known plans for leaving Metropolitan Chicago and the Chicagoland area to reside elsewhere within the term of office.
12. A candidate shall not hold any office or membership in another organization with similar goals and objectives in the Midwest of USA.
13. A candidate shall commit to promote the objects of MASOM and serve the Shia community with modesty and humility by signing the oath.

OBJECTIVES AND DUTIES OF THE EXECUTIVE COMMITTEE

14. The Executive Committee shall establish policies and guidelines for an efficient operation of MASOM,
15. Coordinate and execute all short-and long-term plans of the Association, including the annual budget, capital expenditures, various project plans, etc. (See Article V Powers of General Body #1).



16. Review any proposed amendment(s) to the constitution and seek ratification by the General Body in accordance with the provisions of the by-laws and constitution.
17. It shall screen all membership applications.
18. It shall prescribe, publish and distribute any forms, registers, or any other material required under the by-laws and constitution of MASOM.
19. The Executive Committee shall take necessary action to preserve public decency and prevent offenses against public order in the mosque, imambara and the surrounding compound of MASOM.
20. If an Executive Committee member misses one or more Executive Committee meetings after notification, the Executive Committee shall have the discretion to take action.
21. The Executive Committee may from time to time employ on such terms and conditions as it may determine, agents, employees and workmen as may be necessary for the performance and function of MASOM. Such persons shall be under orders of the Executive Committee only. If a member has any cause for complaint, he / she shall present this before the Executive Committee in writing. Appointment and dismissal of staff and employees of MASOM shall be under exclusive control of the Executive Committee and its decisions in these matters shall be final.
22. The Executive Committee may appoint a temporary resident Alim for a period of six months for the purposes of religious services of MASOM ~~until a permanent resident Alim is recommended by the Marja'~~ ⁽²⁾

VACANCIES ON EXECUTIVE COMMITTEE

23. In case of vacancy in the post of any office bearer, the Executive Committee may appoint from members of the community to the vacancy by a simple majority vote of the Executive Committee. Such appointees shall fulfill all qualifications of the Executive Committee candidate of MASOM as outlined in the By-Laws and Constitution, and to be confirmed by the General Body within 60 days.
24. If three members of the elected Executive Committee resign, the entire committee shall be considered dissolved. In such an event, a General Body meeting shall be called within 30 days of the last resignation, for the purpose of election of an interim Executive Committee. The interim Executive Committee shall carry out the duties of the Executive Committee until the new Executive Committee is elected by the General Body

ARTICLE VII DUTIES OF OFFICERS

PRESIDENT

1. The president shall be the principal executive officer responsible for the overall administrative affairs of "MASOM". He shall be the chairman at any

² Related Amendment Article XII, April-11-1998



General Body meeting and meetings of the Executive Committee and other meetings where his status of chairmanship is required. He shall sign with the secretary or one other elected executive officer of "MASOM" on deeds, contracts, or documents approved by the Executive Committee. In the absence of the president, the vice-president shall act as chairman and in the absence of both; a chairman shall be selected from among the Executive Committee members present at the meeting.

2. It shall be the duty of the president/ chairman to maintain law and order and to ensure that the proceedings are conducted in an orderly manner at any gathering under MASOM's jurisdiction. If there is any breach of discipline by any member, the President/ Chairman shall take appropriate action after consultation with the A'im, if present or available. The disciplinary action could be bringing a member to order or asking the offending member to leave the gathering, or if need be, having the offender removed with the help of legal law enforcement agencies.
3. The president/ chairman shall have the authority to adjourn a meeting in case of disorder.

VICE-PRESIDENT

4. In the absence of the president, the vice-president shall carry out the duties of the president and such other duties as may be assigned to him by the Executive Committee.

SECRETARY

5. The secretary shall be responsible for the maintenance of minutes of the Executive Committee meetings. He shall prepare the agenda in consultation with the president and circulate the same at least one week prior to the scheduled meeting. He shall be responsible for correspondence, records of membership and property of MASOM. The secretary shall also have custody of the seal of MASOM and within thirty days after each annual General Body meeting shall file with the office of the secretary of the State of Illinois as required by the law, and update all legal matters.

EXECUTIVE SECRETARY

6. The executive secretary shall assist the secretary in the performances of his (secretary's) duties and carry out such other duties as may be assigned to him by the Executive Committee.

TREASURER

7. As chief custodian of MASOM's funds, the treasurer shall be responsible to receive and disburse monies on behalf of MASOM. He shall submit a statement of MASOM's finances to the Executive Committee at each Executive Committee meeting and at the end of MASOM's fiscal year will submit an audited financial statement to the members.



8. All special donations to MASOM shall only be used for the sole purpose of such donations.
9. No expenditure exceeding \$25, 000.00 (twenty—five thousand dollars) shall be made unless approved by the General Body

ARTICLE VIII MEETINGS/QUORUM

1. The General Body shall meet at least once a year but no later than 1 two months following the end of the fiscal year.
2. The Executive Committee shall meet at least once every three months.
3. Special meetings of the General Body may be called by the president or one-third of the membership by lodging a request specifying the purpose with the secretary in writing. Upon receipt of such request, the secretary shall call a special meeting within twenty-one days.
4. Three members of the Executive Committee shall form a quorum. In case a quorum is not present, the meeting shall stand adjourned to a future date.
5. At all General Body meetings, fifty percent (50%) of the total paid membership will form a quorum. In case a quorum is not present, the meeting shall stand adjourned and postponed until further notice of a General Body meeting is given.

ARTICLE IX BOOKS AND RECORDS

1. The Executive Committee shall keep proper books and records and minutes of members and Executive Committee meetings at the registered office of MASOM.
2. The books and records of MASOM shall be open to inspection by any member for any proper purpose by giving written notice to the secretary specifying the purpose.
3. Inspection fee shall be equal to the cost of services rendered and shall be paid 30 days before books and records can be made available for inspection.
4. As soon after, but not later than two weeks after elections, the out-going Executive Committee shall meet with the incoming Executive Committee for the purpose of handing-over all books and records and exchanging along with all deeds, leases, contracts, and legal paperwork.
5. All books and records received by the incoming Executive Committee shall be signed and attested with MASOM's seal on it by the outgoing Executive Committee.
6. An Audit Committee shall be appointed by the Executive Committee within thirty (30) days after taking office. The Audit Committee shall assist the Treasurer and the Executive Committee with proper maintenance of books and records, and to be available for an ongoing consultation in preparation of records, receipts, expenditure, examination, or audit of records. The Audit Committee with mutual consultation and consent of the Executive Committee may also appoint a professional auditing firm for final review and auditing of accounts.



7. Failure to maintain proper accounts, books and records and differences in transfer of the same shall be considered a reason for an investigation and disciplinary action by the General Body according to the provisions of the By-Laws and Constitution.
8. In the event that the Executive Committee or it's members are perceived to be violating the Islamic principles or are in direct conflict with the well being of MASOM, or failure to maintain, or alter books and records in a proper fashion, upon proper notice, may conduct a thorough investigation and hearing of such matter. The General Body may there upon discipline or impeach such member(s).

ARTICLE X FISCAL YEAR

The fiscal year of MASOM will run from January 1st to December 31st of each year.

DUES AND FUNDS

See Article III and Article IV and Article XIX

ARTICLE XI AMENDMENTS

1. Proposed amendment(s) shall not mean total or complete replacement of the Islamic By-Laws and Constitution of MASOM.
2. Proposed amendment(s) shall be mailed to the secretary, by certified or registered mail, with the articles and clauses of the existing amended or un-amended By-Laws, together with an explanation(s) to be accompanied by request in writing, duly signed by the proposer and attested by two members in good standing with clearly printed names, complete addresses, telephone numbers, and verifiable signatures of the proposer, attestors, and one-third of the members in good standing.
3. The Executive Committee shall hold at least two hearings for the purpose of obtaining input of members. These hearings will be at least thirty days apart.
4. The Secretary shall give twenty—one day's notice of the hearings enclosing copies of proposed amendment(s), the justification of the proposer, and members' input obtained.
5. The Executive Committee shall prepare their response and recommendation for presentation after seeking approval from A'im and attorney
6. The Secretary shall give 21 days notice of a General Body meeting enclosing copies of the proposed amendment(s).
7. The proposed amendment(s) shall become effective, if approved, by 2/3 (two-thirds) of the votes of the members in good standing entitled to vote in person or by proxy Proxies for voting on proposed amendment(s) shall be sent to the Secretary by certified mail, in person, or facsimile transmission of additional copy of mail, one week before the General Body meeting.



ARTICLE XII ALIM⁽³⁾

1. Resident Alim shall be the religious leader of the community.
2. The resident Alim should be able to communicate in English and Urdu.
- ~~3. The resident Alim shall be able to discipline and/ or dismiss any member including an Executive Committee member going against Shariah.~~
3. The resident Alim shall be selected by due process with the consent of the General Body by a 2/3rd. majority of members present.

PROCESS

- ~~3. The Executive Committee will write to the Marja for the selection of an Alim explaining the needs of the community.~~
- ~~4. The Resident Alim recommended by the Marja will be binding on the community at large.~~
- ~~5. Whenever the resident Alim is perceived by the membership to be violating the trust, exceeding the limits of Islam, or incapable of fulfilling his duties, a petition defining the causes and documenting the evidence will be sent to the Marja for investigation with the signatures of 2/ 3rd of the total membership through the Executive Committee.~~
- ~~6. Decision of the Marja on Resident Alim's investigation will be final and binding.~~
4. The Executive Committee will appoint an Alim Committee to seek and recommend a qualified Alim. The Alim Committee will consider the needs of the community, the Alim's capability in preaching, lecturing during Majaalis and Jashans, teaching the children, his knowledge of the basic languages spoken like Urdu and English, his ability to lead the community in general, etc.
Upon the recommendation of the Alim Committee the Executive Committee can accept or ask the Alim Committee to look for another Alim.
Upon acceptance by the Executive Committee a General Body Meeting will be called and the selected Alim be approved by a 2/3rd. majority of members present.
5. A trial period can be arranged mutually between the Alim and the Executive Committee and the community.
Subsequently to the trial period a two year contract will be offered to the Alim. This contract is renewable by the recommendation of the Executive Committee and the consent of the General Body.

ARTICLE XIII ELECTIONS

1. General elections shall be held every two years for electing the Executive Committee/ Board of Directors. These elections shall be held at the General Body meeting and shall be conducted by the Election Committee. Written

³ Amended April 11, 1998



- notice for holding these elections shall be given at least thirty (30) days before the election date.
2. Executive Committee will appoint the Election Committee forty-five (45) days before the election date. Any current elected officer of MASOM cannot serve in the Election Committee.
 3. Election Committee shall consist of five (5) members in good standing.
 4. Election Committee shall screen candidates desiring to serve as elected officers. The Election Committee shall announce appropriate procedure thirty (30) days before the election date, through the office of the secretary. This announcement shall be done by mail to the General Membership and shall be considered as sufficient notice.
 5. All candidates contesting for the office shall contest for only one post in one team in a particular election.
 6. All candidates contesting for the office of Executive Committee shall be elected on the basis of a team or on an individual basis voted upon by the General Body.
 7. The Executive Committee shall be declared elected on a simple majority of the total votes casted.
 8. All members of MASOM in good standing shall be eligible to vote. Each member will be entitled to one vote. (See Article III, para 4,5,8)
 9. An individual must be a member of MASOM for a period of four (4) months before he can be eligible to vote. (See Article IV, para 1)
 10. A member in good standing unable to vote in person may do so by proxy duly executed in writing and lodged with the secretary one week prior to the meeting in a sealed envelope to be opened by the Election Committee at the time of the election.
 11. The Secretary of MASOM shall provide a list of all paid members in good standing to the Election Committee for identification purposes.
 12. General elections of MASOM shall be conducted within the last two (2) weeks of January or in between January 15th to January 31st.

ELECTION PROCEDURE

13. Election Committee, through the secretary of MASOM, shall mail election procedures and announcement along with the notice.
14. All nominations shall be mailed to the Election Committee three (3) weeks before the election date at the registered address of MASOM.
15. Election Committee shall screen all candidates in good standing within three (3) days after receiving the nominations.
16. Any candidate(s) rejected by the Election Committee will be notified of the reasons within twenty-four (24) hours through overnight mail.
17. Rejected candidate(s) can appeal the Election Committee's decision to the Alim.
18. Contesting team must replace a rejected candidate ten (10) days prior to the election date.



19. Contesting team can withdraw their nomination ten (10) days prior to the election date.

ARTICLE XIV DISCIPLINARY PROCEDURE

In the event of an incident leading to the breach of discipline on MASOM's premises, the Executive Committee shall document the incident and shall receive signed documentation from the concerned parties. Undocumented or unsigned incidents or complaints will not be taken into consideration.

- I. Breach of discipline may be interpreted in the form of:
 - a. Verbal insults or abuses
 - b. Physical abuse
 - c. Written abuses or threats
 - d. Printing, publishing or circulating undesirable literature, audio-visual referrals, records or public statements purporting to be on behalf of MASOM without the permission of the Executive Committee.
 - e. Convening or holding any meeting purporting to be on behalf of the Executive Committee.
 - f. Breaching any parts of the By-Laws and Constitution of MASOM.
- II. The Executive Committee will investigate the written complaint and shall pass appropriate judgment on the matter.

In case of disagreement with the Executive Committee's decision, a member has the right to appeal for reconsideration. Then the Executive Committee and the resident Alim shall reinvestigate the complaint and pass appropriate judgment. The decision and recommended disciplinary action by Alim shall be final and binding on all parties concerned.



APPENDIX

"MASCM"
6104 N. Winchester Ave.
Chicago, Ill. 60660.

August 4 1975.

District Director
Internal Revenue Service
230 S Dearborn St
Chicago, Ill 60604.

Your Ref.: EO:902:RMP
Attention: R. M. Pavlo

Gentlemen:

In reply to your letter dated July 22 1975 (Form Number 1023) we furnish the following answers:

- 1) President Mr. Mohammed A. Jafferri - Tels. No. (312) 383 7024.
- 2) "MASCM" is "Religious" inasmuch as it stands for the following (A) beliefs and (B) practices:-

- (A)
 1. TAWHEED - Unity of God;
 2. ADEL - Justice;
 3. NABUWAT - Institution of Prophets from Adam, Abraham, Moses, Jesus to the last of them, Mohammed S.A.;
 4. IMANET (Apostles) - Succession to the Holy Prophet of Islam Mohammed S.A. twelve (12) Imams: Mohammed, Fatima and 12 Imams (14 Messengers S.A.);
 5. MASUMS - Resurrection - God is Omniscient, Omnipotent and Omnipresent. He rewards good and punishes evil. The present life is only a testing ground for human beings and there will be another life to reap the consequences of one's deeds. This after-life has been called "Qiyamat" in Quran-e-Majeed, the Holy Book of Islam.
 6. MA'AD (Qiyamat)

(B) The members of this association practice the following:-

1. Salat - Prayer;
2. Siam - Fasting in Ramadan;
3. Hajj - Pilgrimage to Mecca;
4. Zakat - Donation for religious purposes;
5. Khums - Donation to:
 - i) Orphans
 - ii) Destitutes
 - iii) Those in financial need due to sickness or loss of income;
6. Jihad - Religious war. The members of this association shall not subscribe to the belief in the philosophy of war or any kind of violence as it runs counter to the basic tenets of this faith.

Based on this the members subscribe to the belief that all human beings are born and created equal and that fanatical beliefs against any religion or faith are unacceptable.

This association shall not affiliate with any political organization or party.



- 3) To organize religious, educational and social programs.
To set up a library of religious books, majalis tapes and other relative materials to serve the community.
To create an awareness of the Shia community and the Islamic religion outside the Shia assembly.
To serve as a center for Shia muslims and to promote brotherhood within the Shia community.
To assist in performing religious and social ceremonies such as Salat (Prayer), marriages and funerals.
To endeavour to assemble and procure all writings in the English language about the Shia religion and to make the same available for circulation to interested parties.
- 4) No.
- 5) Registered address(6104 N.Winchester Ave., Chicago, Illinois, 60660).
- 6) At present twenty five (25).
- 7) To assist in performing religious and social ceremonies such as Salat (Prayer), marriages and funerals.
- 8) Not at present.

Sincerely,

Mohammed A. Jaffer.
President.
For and on behalf of "MASCW".



AMENDMENTS

Dated: **Apr-11-1998**

Existing Article X11 will be repealed and replaced by the, following clauses.

ARTICLE X11 - ALIM

1. Resident Alim shall be the religious leader of the community.
2. The resident Alim should be well-versed in Islamic Shariah, Urdu and English.
3. The resident Alim shall be selected by due process with the consent of the General Body by a 2/3rd. majority of members present.

PROCESS:

4. The Executive Committee will appoint an Alim Committee to seek and recommend a qualified Alim. The Alim Committee will consider the needs of the community, the Alim's capability in preaching, lecturing during Majaalis and Jashans, teaching the children, his knowledge of the basic languages spoken like Urdu and English, his ability to lead the community in general, etc.
Upon the recommendation of the Alim Committee the Executive Committee can accept or ask the Alim Committee to look for another Alim.
Upon acceptance by the Executive Committee a General Body Meeting will be called and the selected Alim be approved by a 2/3rd. majority of members present.
5. A trial period can be arranged mutually between the Alim and the Executive Committee and the community.
Subsequently to the trial period a two year contract will be offered to the Alim. This contract is renewable by the recommendation of the Executive Committee and the consent of the General Body.