



سندھی ائسوسی ایشن آف نارث امریکا
SINDHI ASSOCIATION OF NORTH AMERICA

Meeting No: 9	<u>MINUTES OF MEETING</u> <u>(SANA EXECUTIVE COUNCIL)</u>
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DATE	Sunday, Sep 21, 2025	TIME	10:00 am CST
PRESIDED BY	Dr. Maqbool Halepota	CONDUCTED BY	Asad Shaikh

ATTENDEES			
Naqeeb Musavi	Shahida Shaikh	Ali Khaskhali (Absent)	Akash K Ramani
Habib Memon	Asghar Pathan	Muhammad Danish Pathan	Awais Panwhar (Invited Guest)

S.NO	ITEM	DECISIONS
1	Pray for departed soul (Mother of Ali Khaskheli)	Meeting started with 1 minute silence & Pray for departed soul.
2	Convention Achievements and Positive Feedback	Operational Excellence and Logistics <ul style="list-style-type: none">• Management and Venue: The convention was characterized by outstanding management and discipline, with only minor challenges noted concerning the initial registration process. Feedback highlighted the very good ambiance and decoration of the venue.• Technical Production: The technical setup received high praise, specifically for the awesome sound quality and system and the positive impact of the LED screens on the overall program presentation.• Catering: The food service was deemed excellent, with special mention given to the quality of the meals provided during the two gala dinners.• Media and Outreach: All sessions were streamed live, and the Information Secretary and Media team were highly appreciated for their dedicated volunteer work in managing the live broadcasts and overall media coverage.

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		<p>Financial and Donor Successes</p> <ul style="list-style-type: none"> • Record Sponsorship: The convention achieved a significant financial milestone by securing ~ 54,800 in sponsorships, setting a record for any SANA convention. • Donor Relations: For the first time, members were not asked for donations during the gala dinners, enhancing the convention experience. • Financial Transparency: Financial accountability was exemplary. All financial and detailed analysis, including receipts, were shared with members within two weeks of the convention's conclusion. The Finance Secretary received special acknowledgment for this volunteer effort and for managing the budget effectively. • Recognition of Contributors: All sponsors and the top 15 donors will be formally recognized with certificates. <p>Leadership and Organizational Sentiment</p> <ul style="list-style-type: none"> • Leadership Tribute: A special tribute was paid to the Convention Organizing Committee (COC) Chair, Jamil Daudi, for taking full responsibility and demonstrating unwavering commitment until the convention's conclusion. • VP Canada's Endorsement: The Vice President for Canada, although unable to attend due to health conditions, offered high praise after following the events on social media, noting his happiness to see everyone together and united. • Looking Ahead: President and General Secretary concluded the review by extending thanks to everyone involved and confirmed they are looking forward to the next convention in Toronto.
3	Post-Convention Review: Lessons Learned	<p>Post-Convention Review: EC Lessons Learned</p> <p>The Executive Committee (EC) convened to conduct a comprehensive review of the recent convention, identifying key areas for improvement (Lessons Learned) and proposing corrective actions (Decisions and Future Planning).</p> <p>Critical Issues and Observations Raised</p> <p>The following organizational, financial, and procedural challenges were highlighted by EC members:</p> <ul style="list-style-type: none"> • Volunteer and Staffing Issues: <ul style="list-style-type: none"> ○ A significant lack of internal coordination between organizers was noted. ○ There was a shortage of volunteers, and some assigned volunteers reportedly did not perform any work. • Financial and Registration Irregularities: <ul style="list-style-type: none"> ○ Several members requested free registration. ○ A significant loss was incurred due to some members successfully gaining unauthorized entry without payment. ○ Forty-one (41) badges were used without corresponding payment. ○ The rule stipulating non-transferable registration was widely abused, with the registration table allowing transfers without authorization from the COC Chair.

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		<ul style="list-style-type: none"> ○ An issue was raised where some members' paid registrations were used by others without the original registrant's permission. • Awards and Protocol: EC members reiterated their reservation that "Any award should be approved by the EC prior to presentation." • Session Structure and Attendance: <ul style="list-style-type: none"> ○ A general call was made to reduce the total number of sessions and mandate breaks after each. ○ Low session attendance from general members was a noticeable concern. • Youth Activities <ul style="list-style-type: none"> ○ VP Youth formally requested a separate, designated hall for their activities in future conventions. • Catering: <ul style="list-style-type: none"> ○ A specific objection was raised that Beef should not be served at the convention. • Non-Political Mandate Violation: The convention experienced unnecessary political slogans and chanting from a few individuals, which violates the organization's non-political mandate.
		<p>Decisions and Recommendations for Future Conventions</p> <p>The EC approved the following decisions and suggestions for mandatory implementation in subsequent conventions:</p> <ul style="list-style-type: none"> • Organizing and Planning: <ul style="list-style-type: none"> ○ Mandatory weekly meetings between the EC and the Local Organizing Committee (LOC) are advised, beginning at least six (6) weeks prior to the convention start date. • Financial and Registration Controls: <ul style="list-style-type: none"> ○ New registration software must be adopted to mitigate past issues and control transfers. ○ In future conventions, the EC will expose the names of all individuals who enter without paying. ○ The EC advised engaging a professional company to help collect sponsorships on a commission basis. ○ A digital marketing company is also advised for future promotional efforts. • Program Structure: <ul style="list-style-type: none"> ○ Future conventions will feature a limited number of sessions, with a maximum duration of one (1) hour per session. ○ A mandatory break of 15-30 minutes will be enforced after each session, with no more than four (4) sessions scheduled per day. • Awards and Bylaws: All individual or group awards must be formally approved by the EC before being finalized or presented. • Policy Compliance and Organizational Mandate: <ul style="list-style-type: none"> ○ Standard Operating Procedures (SOP's) for the SANA convention will be announced earlier for next year.

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		<p>Attendees must adhere to the SOP's, and political chanting, slogans, or unauthorized badges will not be allowed.</p> <ul style="list-style-type: none"> ○ The EC formally reaffirmed that SANA is a Non-Profit and Non-Political organization, where no political agenda is to be observed or promoted.
4	Sindhi Young Professionals of North America (SYPNA) Committee	<p>Proposal Overview</p> <p>A proposal to establish the Sindhi Young Professionals of North America (SYPNA) was initiated by the VP-Youth and SANA Member Awais Panwhar (Invited as Guest). The proposal was formally presented to the Executive Committee (EC) by VP-Youth and Awais.</p> <p>Core Objectives of the SYPNA Committee</p> <p>The primary goals and functions of the proposed SYPNA Committee are focused on professional development and organizational integration:</p> <ol style="list-style-type: none"> 1. Professional Directory: Create a comprehensive directory of young Sindhi professionals across North America. 2. Mentorship Program: Establish a mentorship framework pairing youth with young professionals. 3. Networking: Facilitate professional networking opportunities for members. 4. New Initiatives: Drive new initiatives involving both youth and young professionals. 5. Organizational Bridge: Serve as a bridge between the Sindhi Youth of North America (SYNA) and SANA. 6. SANA Support: Provide active support for SANA's overall initiatives. 7. Community Engagement: Foster broader community engagement among young Sindhi professionals. <p>EC Decision</p> <p>Following a dedicated Q&A session, the EC reached a unanimous decision to approve the <i>concept</i> of SYPNA operating as a committee under the SANA bylaws. The proposal must first be revised and resubmitted for final ratification.</p> <p>Decision Status: Committee Approval Pending</p>
5	Bylaws Amendment Process: SBC Review and Discussion	<p>Following a discussion of the Bylaws Amendment process and the review conducted by the SANA Bylaws Committee (SBC), the Executive Committee (EC) made the following decisions:</p> <ul style="list-style-type: none"> • Joint Meeting to be Scheduled: It was unanimously decided to arrange a dedicated meeting between the Bylaws Committee and the EC during the first week of October 2025 to conduct a detailed discussion of the proposed amendments. • Structured Review Approach: The formal process of reviewing and amending the bylaws will commence after this joint meeting, adopting an article-by-article approach rather than reviewing the document in bulk.

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6	Standard Operating Procedures (SOP's) for All Committees	<p>The following guidelines must be strictly adhered to by all Committee Chairs and members to ensure proper governance and communication with the Executive Committee (EC).</p> <p>Communication and Approval Protocols</p> <ul style="list-style-type: none"> • EC Approval for Public Documents: Do not publish any committee document, decision, or statement publicly without the prior review and explicit approval of the EC. • Formal Communication Channel: All committee decisions, official communications, or requests must be routed to the EC through the Committee Chair. • Submitting Requests: Any formal request for discussion, approval, or decision by the EC should be submitted directly to the General Secretary. <p>Inter-Committee Relations and Status</p> <ul style="list-style-type: none"> • Equal Status: All committees hold an equal status within the organization; only their respective scopes of work differ. • Data and Information Requests: If a committee requires specific data or information related to SANA, the request must be channeled through the General Secretary. Committee Chairs and members are instructed not to approach other committee chairs directly for such information. <p>Role of Committees All committees serve as advisors and helping hands to the EC. The EC extends its sincere gratitude for the dedication and volunteer service provided by all committee members.</p>
7	Proposal for a SANA International Conference	<p>The President and the ARC Committee have jointly proposed an international conference to be held in March or April 2026. Potential host locations include the UK, Dubai, or Qatar. The goal of this event is to engage and encourage participation from Sindhi diaspora organizations worldwide.</p> <p>The Executive Committee (EC) has granted conditional approval for the proposal. Final approval is pending a review at the next EC meeting. In the interim, the EC will finalize the date and venue and propose a list of speakers. The ARC Team has been tasked with providing essential follow-up information on the event's feasibility, projected cost, and strategic justification.</p>
8	Conference in Sindh: Education Reforms (January 2026)	<p>The General Secretary proposed hosting a conference focused on "Education Reforms" in Sindh during January 2026. The Executive Committee (EC) unanimously approved the proposal.</p> <p>Tentative Details</p> <ul style="list-style-type: none"> • Focus: Education Reforms • Venue: Institute of Business Administration (IBA) Sukkur • All Vice Chancellors of universities in the region will be invited to participate.

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9	Youth Conference in Sindh (January 2026)	<p>The General Secretary received a proposal from local students and professionals in Khairpur, Sindh, requesting SANA's collaboration to organize a youth conference.</p> <p>The Executive Committee (EC) unanimously approved the collaboration with the local students and professionals to organize this event under the SANA umbrella.</p> <p>The SANA VP-Youth has been assigned to lead the arrangement and execution of the conference.</p>
10	North America Sindhi Census Initiative	<p>EC reviewed the proposal to establish a North America Sindhi Census Committee. The primary objective is to create a comprehensive directory of SANA members in North America.</p> <p>Scope of the Directory The proposed directory will systematically collect and record key member data, specifically:</p> <ul style="list-style-type: none"> • Names • Professions • Email Addresses <p>Crucially, all data collection must be done with the explicit consent of the participants.</p> <p>Committee Structure and Execution The group agreed upon the following structure to manage and execute the census initiative:</p> <ul style="list-style-type: none"> • Co-Chairs: The VP Canada and VP US will serve as Co-Chairs of the committee. • Core Members: The committee will include the Information Secretary, VP Women, VP Youth, Chapter Coordinators and other Committee Members to ensure comprehensive outreach and data collection. <p>Decision Status: Approved</p>
Addendum		
	Motion: Final Approval of SYPNA Committee	<p>Following the initial discussion and feedback provided by the Executive Committee (EC) on the proposed Sindhi Young Professionals of North America (SYPNA) Committee, the VP-Youth and Awais Panwhar revised the draft proposal.</p> <p>Executive Committee Decision A formal motion for the committee's establishment was presented by the VP-Youth. The EC approved the formation of the SYPNA Committee with a majority vote.</p> <p>The detailed scope of work for the newly approved committee will be circulated by the EC soon.</p>
<p>The General Secretary thanked everyone and the meeting adjourned.</p> <p>Prepared & Shared by: General Secretary</p>		