

January 24, 2017

Dear IAR Community Members

Assalmo Alikum

Over 27 years ago leaders of our community did an outstanding job and crafted a constitution. This constitution is still governing the IAR at the present time. However, the community and IAR organization grew significantly, our offered programs are on the increase. These variables necessitated IAR to review and amend the constitution.

Shura had formed a team to amend the constitution. This team worked on this very important and difficult task over two years. Discussions were made, issues were debated, and feedback was sought and the team received comments and incorporated it as appropriate. The Shura thereafter approved the new and final version of the constitution on its meeting (January 22, 2017). The following is a summary of the important points that we need to bring to your attention. As always we appreciate your support and we are ready to answer any question you may have. If you have any question or concern, please go to this link and bring it forward and we will respond iA.

1. Why we need to change the constitution and bylaws of the IAR?

- The current constitution was established in 1992. At this time the community size was small and the activities were limited. Currently the community is bigger with many activities. Constitution need to accommodate these changes.

2. What are the major changes in the new constitution?

- The term for Shura will increase from 3 to 4 years with 50% of its members will be elected every 2 years to assure the continuity.
- The term for the board of directors (BOD) was life time, the new C&B will allow to change one member every 10 years.
- Administration will replace executive committees (EC)
- Chief Executive Officer "CEO" is a new position added. This will be paid position. The CEO will be responsible for the implementation of the Shura decisions and coordinate the work among different committees. The CEO will report directly to the IAR chairperson
- All the committees will report to the CEO including limited liability companies (LLCs)
- Initiate LLC for Raleigh Islamic Center

3. What are the benefits from the new constitution and bylaws?

- Addressing the shortcoming that the community members mentioned to us in many occasions and lack of flexibility for the addition of new site to the IAR facilities (e.g. Page road)

4. What are the next steps?

- Approval of C&B by board of directors, expected on Jan 29, 2017
- Review by the legal team
- Approval of the general body members in the coming weeks
- Upon the approval of the General Body of IAR, the new C&B will be implemented in the next election that is scheduled on Nov 2017

Jasakum Allaho Khiran for your support

Mohamed Elgamal, MBA, PhD

IAR, Chairman