



ANNUAL REPORT 2020

Islamic Association of Raleigh

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SUMMARY OF THE IAR ACHIEVEMENTS DURING 2020

السلام عليكم ورحمة الله وبركاته

Dear Respected IAR Members and Fellow Muslims:

As the Islamic Association of Raleigh (IAR) prepares to embark upon its' 35th Anniversary, it is only fitting to pause for a moment to look back at where we started, how far we have come and where we are going. By the Grace and Mercy of the One and Only Allah Subhana Wa Ta'ala, the IAR team of staff and volunteers has continued to rise to each and every hurdle throughout the years for the sake of our community. And never before, in the history of the IAR has our community faced as monumental an undertaking as navigating through the formidable waters of the ongoing COVID-19 Pandemic.

Looking back at the work of our masjid's founders and past leadership, it's plain to see the sturdy foundation of courage and determination that was woven into the very fabric of our community well before a single brick of our beloved masjid was ever laid. It is that spirit of Deen and commitment to our Ummah that has made the IAR what it is today and will carry it forward for generations to come by the mercy of Allah.

Today, we set our sights forward. We would like to share all of the progress the IAR has made in 2020 through the combined efforts of our community members, donors, volunteers, and staff who have demonstrated a remarkable level of hard work, dedication, and responsibility which has kept the pulse of the IAR beating stronger than ever before. It hasn't been easy, but the IAR team continues to fulfill the rights that Allah Almighty has upon us and we could not have done any of it without the strength and support of our community to uplift us all, especially during these uncertain times.

I am pleased to recognize IAR's achievements and to thank you, IAR members and our fellow Muslim Brothers and Sisters for your sincere dedication and efforts to help the IAR grow and to strengthen our plans to move forward into 2021.

Some of the highlights of 2020 include another successful Open House organized by the Dawah Committee which welcomed over 500 non-Muslim attendees well ahead of the global pandemic.

We have created part-time positions in the area of marketing as well as grants. The marketing specialist position would allow us to improve in the area of marketing communication leveraging social media and other platforms to reach out and engage the extended community. The Grants Specialist staff position would allow us to leverage on our current volunteer-based grants experience and tap on various grants opportunities as part of our greater financial plans.

The sound system was completely overhauled and revamped in the main musallah. The onsite cabling and network system has been upgraded to allow significantly improved performance - this is a replacement of the system that was more than 25 years old. The cemetery master planning process has been initiated - this would include consideration of building a bathroom and a prayer area in addition to maximizing the number of graves.

As the pandemic began unfolding in our community, the IAR team worked with medical professionals (while following CDC guidelines) to come up with the best strategy for keeping our community members safe. In the meantime, the Imam's Office worked diligently to provide an unprecedented level of guidance, Islamic education, and more while quickly shifting to a virtual platform to preserve the bond between our center and our community. Although the masjid was shut down for a few months, the IAR team kept working behind the scenes, and a COVID-19 Ad-Hoc Reopening Committee was eventually formed to go through the painstaking process of safely reopening our center by the end of May 2020.

Our Ramadan fundraiser was held online and was a success thanks to the generosity and open heartedness of our donors to whom we are humbly grateful for their support. IAR's Social & Welfare Committee (SWC) and Al-Maidah Kitchen served up over 2000 daily Iftar meals this Ramadan through a drive-thru system. The SWC also distributed sadaqah to the neediest members of our community and helped support poor students by offering financial tuition assistance to name only a few of their accomplishments.

Last, but certainly not least, the Triangle Muslim Center (TMC) at Page Road made substantial advances in 2020 but will require the support of our community and our donors to see it to fruition in the coming years. Inshaa'Allah. Some of the most notable accomplishments include, but are not limited to, approval for the school and worship center, approval of various essential permits and access road clearance in addition to the completion of the building pad installation.

On behalf of the IAR, I would like to take this opportunity to thank our dedicated donors for their continued generosity and look forward to their future support. I would also like to express my sincere gratitude to the Board, Shura, Committee Chairs, Imams, and all the volunteers for their continued efforts and support to accomplish our mission - to serve Allah (SWT).

This report includes the accomplishments and future plans of our standing committees - prepared by Committee Chairs. We will make presentations in the areas of Strategic Plans progress, Schools, Social & Welfare, Finance, Imams Office in our 2020 Virtual General Body Meeting to be held on Saturday November 14th. There will be online Q&A opportunities.

We are thankful to Allah Almighty to be part of this great community! Inshaa'Allah, we look forward to your continued support especially in the areas of donations and volunteering for this year and beyond.

Hassan Imam

IAR Chairman

“The Triangle Muslim Center (TMC) at Page Road made substantial advances in 2020 but will require the support of our community and our donors to see it to fruition in the coming years. Inshaa’Allah.”

TO OUR BELOVED COMMUNITY

No one could have imagined the circumstances under which this report is presented to you. In celebrating the 35th anniversary of IAR - a proud accomplishment of momentous significance, in which our masjid has successfully spanned multiple generations - many of us imagined festivities, large gatherings, and the happy moments we love to share with you. We all now know it was to be that we witness this anniversary during the incredibly difficult days of a global pandemic. The noble Companion, Ali ibn Abi Talib (ra) once described: "The life of this world is but two days: one for you, and one against you. If the day is for you, then be grateful; and if it against you, then be patient and perseverant."

We cannot predict what the days ahead hold, but we can predict one thing: the type of people this masjid attracts, fashions, and builds. Our noble religion promotes the very best of human character and conduct, and we strive towards this goal together as families and as a community. That has been our greatest gift: the committed volunteers and dedicated staff, the generous donors and courageous leaders, the incredible individuals and families that comprise you, our beloved community. *It is these amazing people that have seen us through these difficult times.*

As you review this report, I urge you to look past the constraints of this pandemic to see the full radiance of our community's work. Many of you may not be able to frequent the building as much as you were in the past, due to circumstances outside your control. I urge you to ensure that the realities of our missing handshakes and hugs, and our physical isolation and social distancing does not stop us from seeing beyond our individual experiences and needs.

Within these pages, you will find amazing stories between the facts and figures: thousands connected to our taraweeh and educational during an isolated Ramadan; families who lost loved ones and found support in honoring their burial amidst so many health constraints; children continuing their education through the sacrifice of teachers and administrators facing unprecedented challenges; families facing adversity benefiting from food and financial assistance made possible by your giving; causes of justice and dawah met in new and innovative ways to ensure our noble mission continues.

On behalf of our leadership, I wish to express our deepest gratitude to the countless individuals who have sacrificed and given so much to make this all possible by Allah's blessings and tawfeeq. I have witnessed firsthand the courage of those who stepped forward to serve the community, despite the immense load each was carrying with their personal matters, their children, their businesses, and their livelihoods. I have never witnessed such an intense period of professional service and leadership, neither in my most difficult weeks as a graduate researcher at MIT nor working at a world-class research facility afterwards. The honor of stepping forward to serve alongside our community members during this tragedy is something I will look back on for a lifetime, particularly at a time when sadly, so many Islamic centers across the US were overcome by the circumstances.

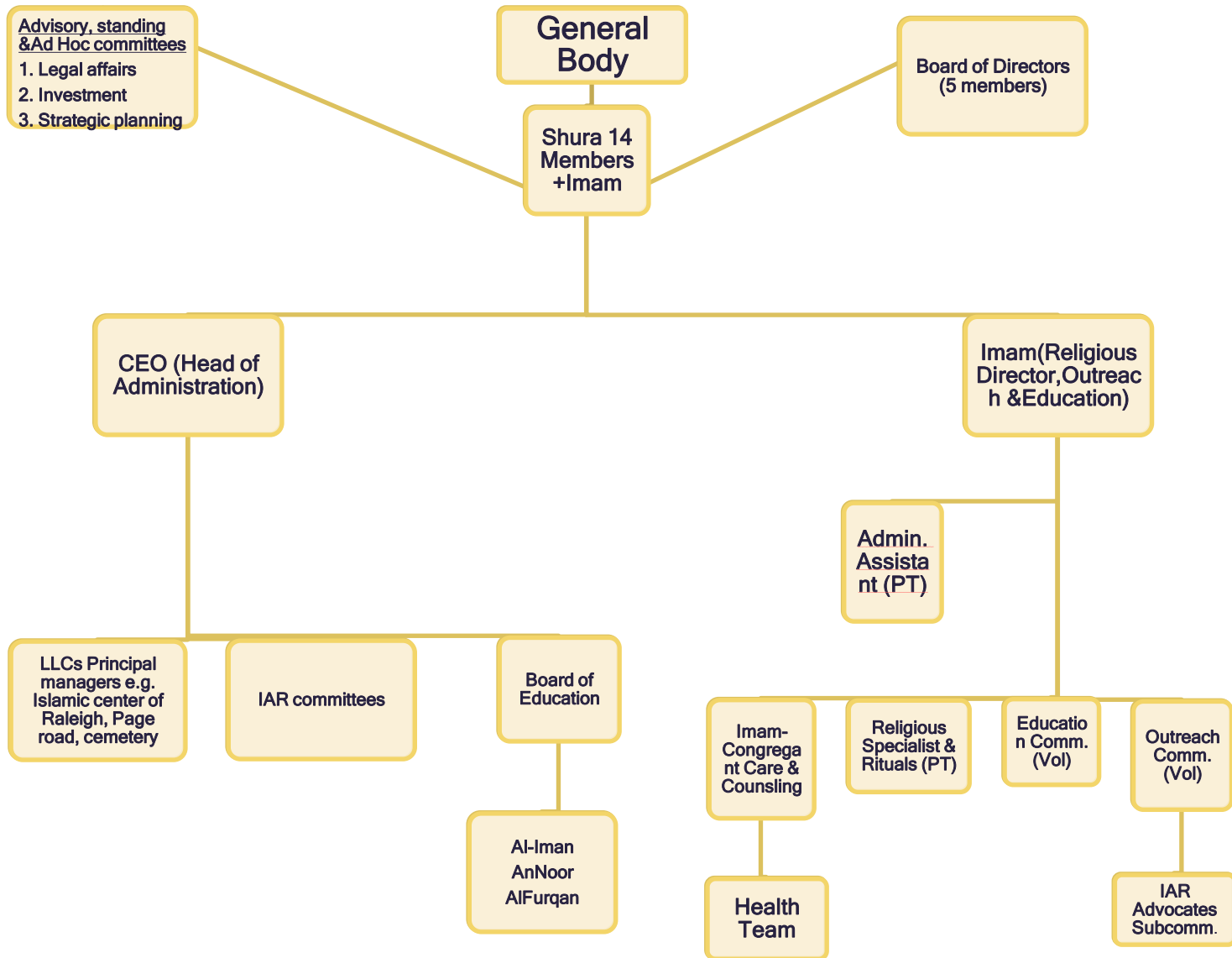
The noble Companion, Ali ibn Abi Talib (ra) once described: "The life of this world is but two days: one for you, and one against you. If the day is for you, then be grateful; and if it against you, then be patient and perseverant."

This is a time when we must look outward more than in, cast our gaze beyond the immediacy of our home's walls or our present hour's needs, to make sure that we not only survive this long and difficult night, but thrive for the generations to come. Islamic work and community service are a great deal more difficult, deliberate, and demanding than most people imagine. We are called to find innovative solutions and new methods to further our noble mission in a trying set of constraints, and in need of our exceptional people to see them to fruition. While our strategy guides our next steps, I must admit that none of us know precisely each step needed to make it through this crisis. What I do know is how we will identify and execute those steps: through Allah's incredible generosity and overwhelming mercy, and then through the dedication of you, our blessed community. Thank you for your continued service, sacrifice, and support.

Mohamed AbuTaleb

on behalf of the Office of the Imam

ORGANIZATIONAL STRUCTURE



LLCs are managed by managers appointed by the Shura. Managers' report to CEO.

Each LLC will have its own:

- Safety & Security as needed
- Facility Management /Maintenance as needed
- Treasurer

BOARD OF DIRECTORS

The Board of Directors consists of five members elected by the Shura, whose objective is to ensure that the IAR is functioning in compliance with its Constitution.

Abdul-Ghafoor Chaudhry, Chairman

Abdul Ghani Khanani

Hafez Ayad

Mohammad Abu-Salha

Hisham Sarsour



MEMBERS OF MAJLIS AL-SHURA FOR 2020-2022

Hassan Imam, Chairman

Osama Said, Vice-Chairman

Mohamed AbuTaleb, Imam

Members:

Ahmed, Quqa, Farris Barakat, Ibrahim Khalifa, Imran Aukhil, Mateen Akhtar, Mimrah Hossain, Mohammed Elgamal, Nouman Siddiqui, Osama Said, Rashid Salahat, Shahmeem Rajak, Zainba Baloch



THE ADMINISTRATION TEAM

Hassan Imam, CEO

Kawtar Fadel, Secretary

Abrar Sattar, Treasurer

Wael Saleh, Facility Maintenance

Rashid Salaht, Safety & Security

Sumayyah Meehan, Admin. Assistant

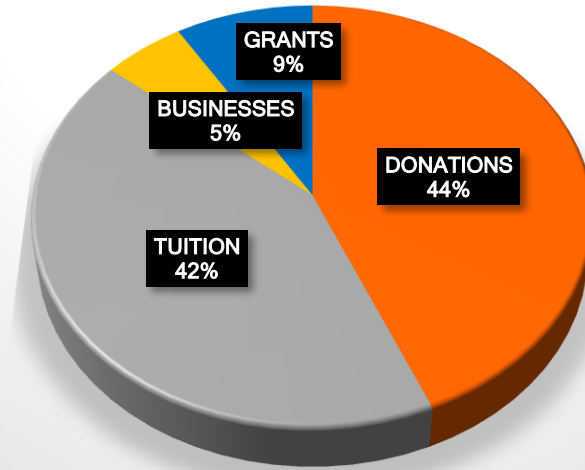
Glenn Silver, Grants Specialist

Kashif Osman, Marketing Specialist



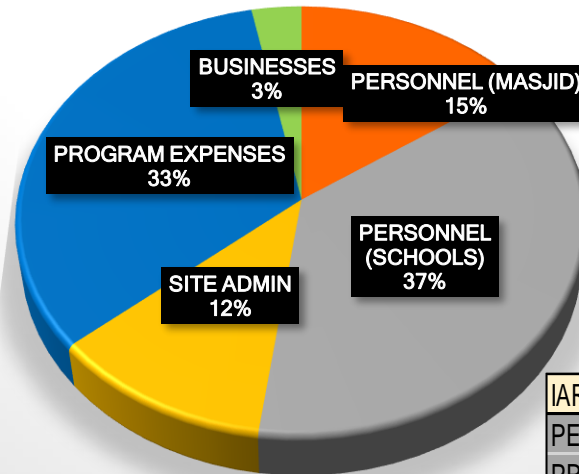
FINANCIAL REPORT FOR FISCAL YEAR 2019-2020

IAR Total Revenue



IAR REVENUE	
DONATIONS	\$2,720,243
TUITION	\$2,643,968
BUSINESSES	\$ 325,368
GRANTS	\$ 545,530
TOTAL	\$6,235,109

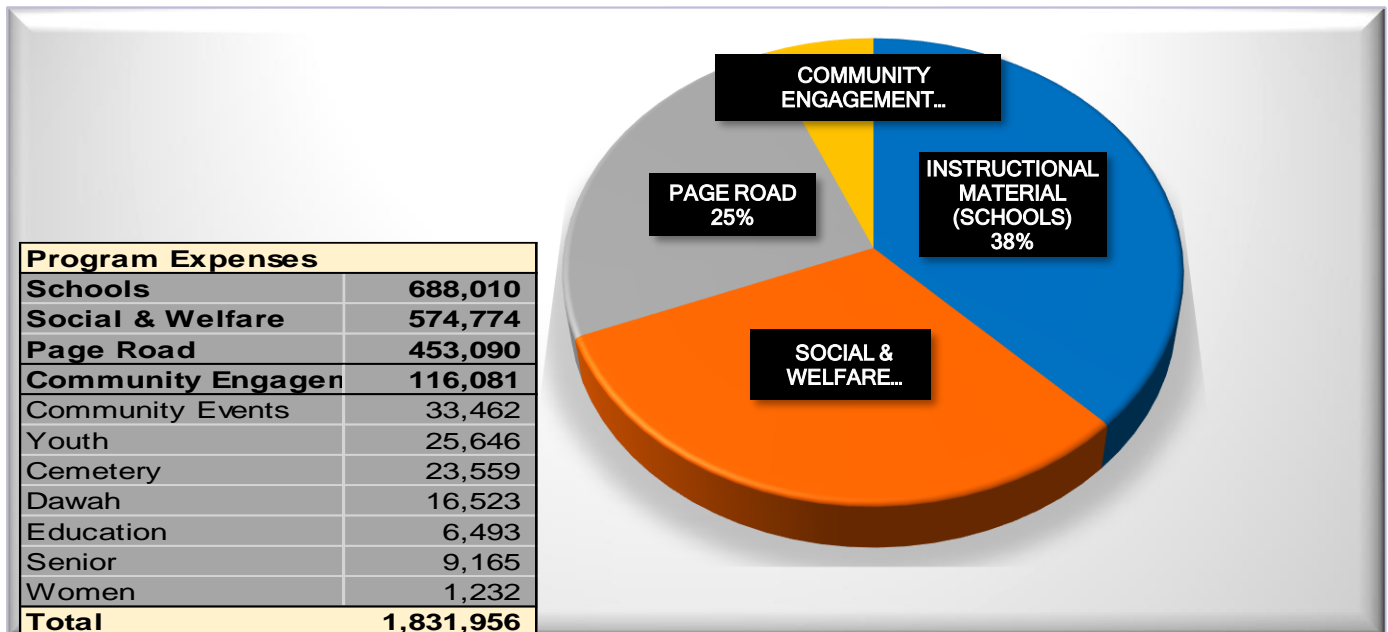
IAR Total Expenses



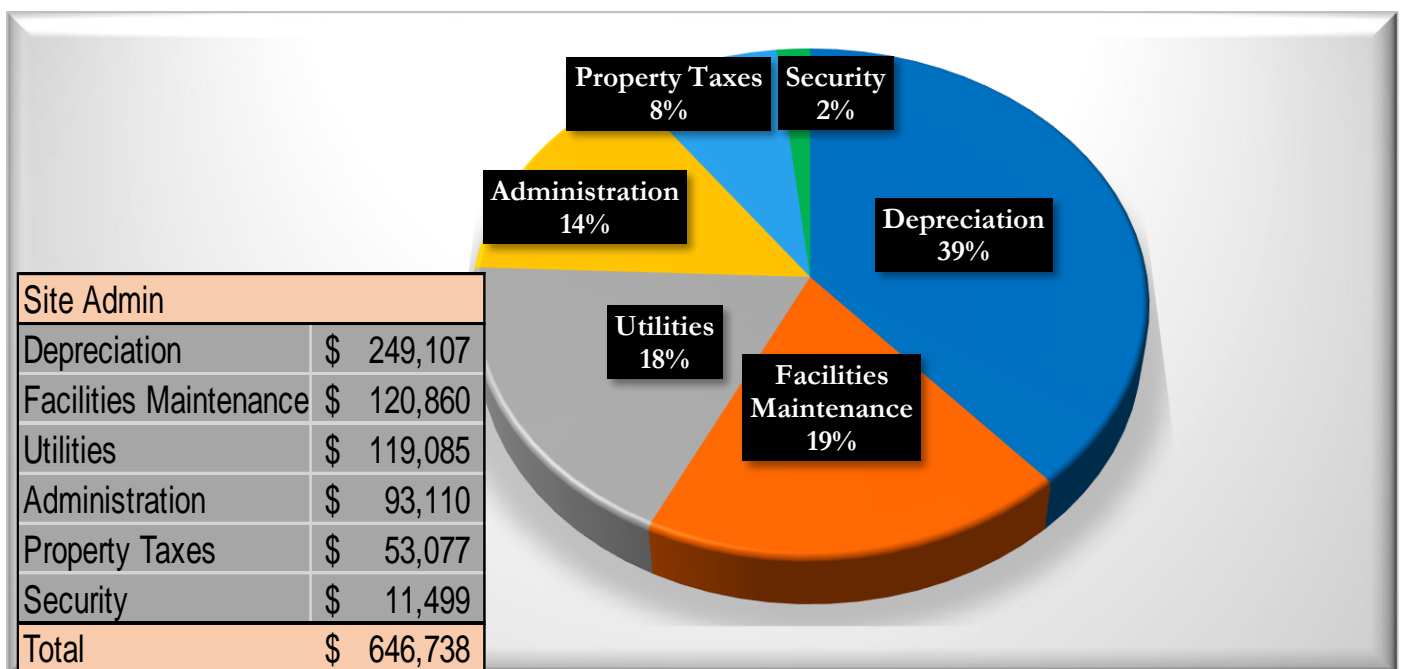
IAR EXPENSES	
PERSONNEL (SCHOOLS)	\$ 2,045,475
PROGRAM EXPENSES	\$ 1,831,956
PERSONNEL (MASJID)	\$ 850,717
SITE ADMIN	\$ 646,738
BUSINESSES	\$ 173,290
TOTAL	\$ 5,548,176

IAR Financial Report for Fiscal Year
Ending June 30, 2020

Program Expense Breakdown



Site Admin Breakdown

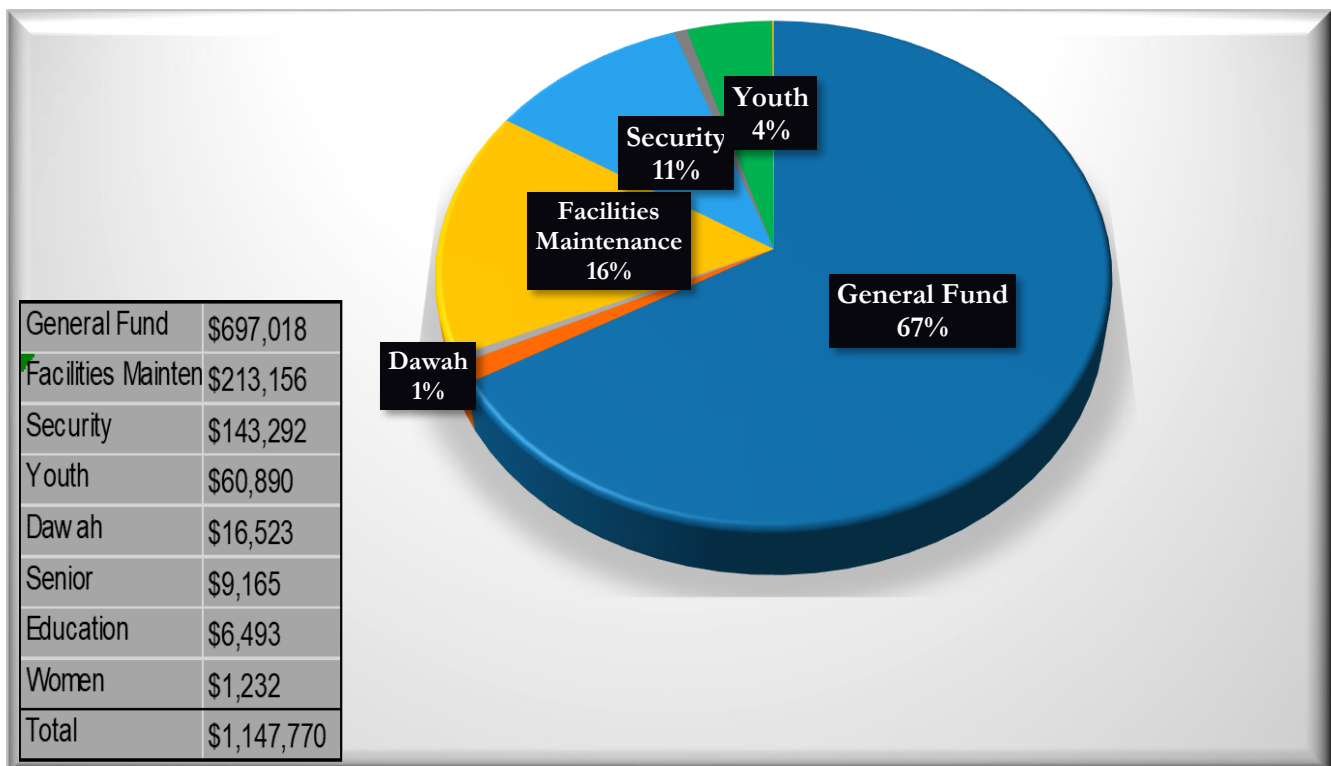


IAR Financial Report for Fiscal Year
Ending June 30, 2020

Revenue Expense Detail

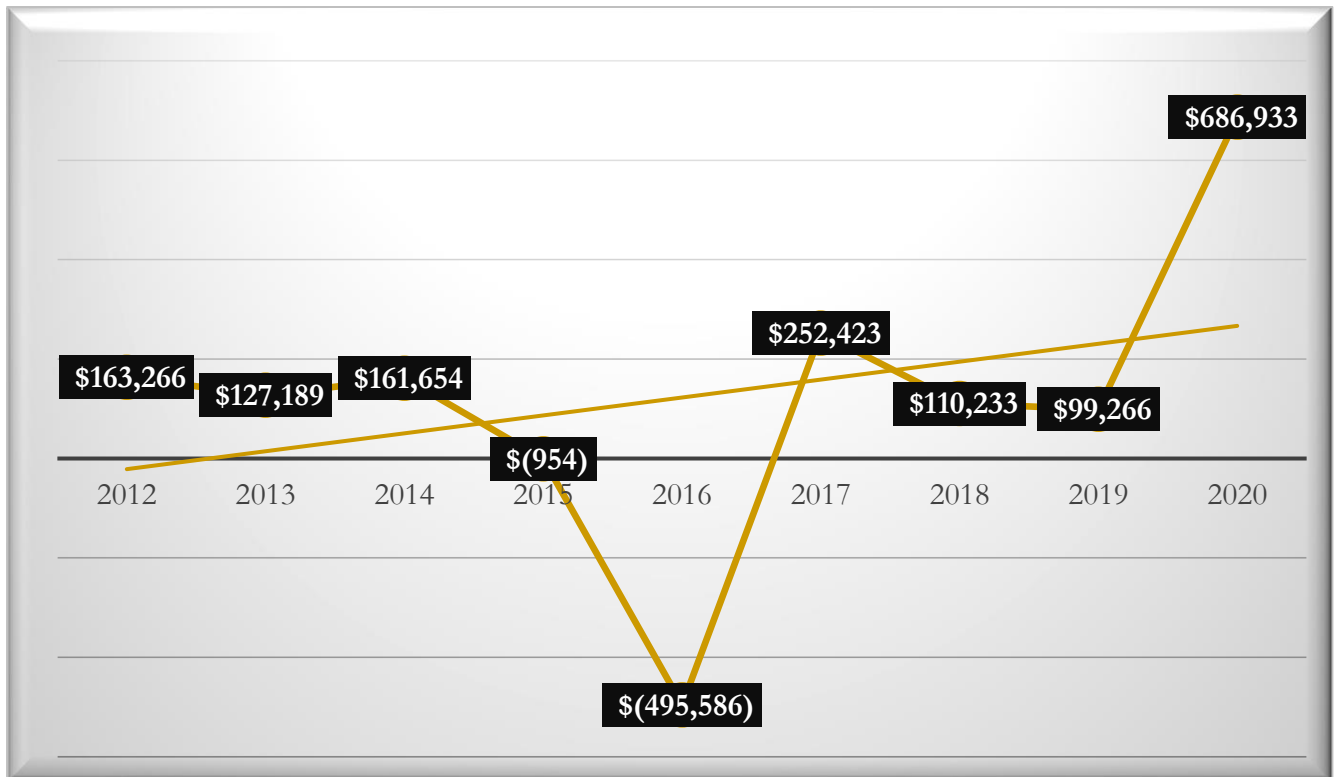
2019/20	REVENUE	EXPENSES	NET
IAR CORE	2,066,046	1,460,036	606,010
SCHOOLS	2,643,968	2,733,485	(89,517)
AN NOOR	739,182	636,216	102,966
AL IMAN	1,883,093	2,048,817	(165,724)
AL FURQAN	21,693	48,452	(26,760)
BUSINESSES	325,368	326,790	(1,422)
AL MAIDA	320,067	306,087	13,980
LIBRARY	5,301	20,703	(15,402)
SOCIAL & WELFARE	880,639	574,774	305,865
SPECIAL PROJECTS	319,088	453,090	(134,002)
TOTAL	6,235,109	5,548,176	686,933

Expense Details



IAR Financial Report for Fiscal Year
Ending June 30, 2020

IAR Net -Trend Analysis



IAR Financial Report for Fiscal Year
Ending June 30, 2020

AL-IMAN SCHOOL

Firdos Pathan, Chairman

ASC Committee Members

Focused based membership that allows each member to use their strengths to move the school forward through analytical decisions pertaining policy, procedures, by-laws, and strategy.

Wadah Sayed, Vice-Chairman

Vasim Barodawala, Secretary

Mahmoud Rasheed, Financial Officer

Maha & Deb McNichol, Education Officers

Isaac Thompson, Technology Office

Imran Aukhil & Seif, Special Projects

ASC Accomplishments

- Implementation of COVID-19 Task Force for daily monitoring and operations.
- On-site Health Professional.
- Phased Approach to reopening the school for 20-21 Academic Year.
- Worked with IAR Grant Committee on Stimulus Applications (PPP, IEDL).
- Successful Virtual Fundraiser raising \$173K pledges with excellent collaboration from IAR.
- Enhanced Certified Staff Compensation Strategy and aligned to 19-20 Wake County Base Schedule (@90%).
- Continued budgetary support for PTSO organization.
- Enhanced Staff Discount for tuition benefits to 50%.
- Completed Compensation Strategy for consistency and equitability.

Working Together for 2020- 2021

- Long Term Financial Stability.
- Significant Financial risk due to COVID-19 impacting enrollment by 18%.
- Continued focus on reducing cost and increasing revenue.
- Collaboration with IAR to maintain strong health and safety measures.
- Focusing on increasing Middle School Enrollment.

Accounts Impacted by COVID-19

Revenue:

- Number of Students directly translates as the most significant driver.
- Saturday Hifz Program
- After School Program
- Clubs
- Friday Bake Sale

Expenses:

- Unused Vacation
- IT Expenditures to support multiple models.
- Substitute Teacher
- Furniture to support multiple models.
- Services Fee to incorporate health and safety equipment.



AN-NOOR QURA'AN ACADEMY

Farooq Cheema, Chairman

ANQASC Committee Members

Khalid Ansari, Vice-Chairman

Qasim Rasheed, Treasurer

Khaled Al-Zoubi

Kamran Mahmood

Arshiya Siddiqui

School Program Review

Full-Time School

- Grades 3-8
- 4.5 hours of daily Quran memorization, Tajweed, Arabic, and Islamic Studies.
- 2 hours of daily Academics in Math, Language Arts, Science, and Social Studies.
- Weekly Tarbiya classes with IAR Imams.
- Structured Physical Education.
- Very low Student / Teacher ratio of approximately 8:1.

After-School Hifdh Review Program

- An intensive Hifdh review afterschool & weekends for alumni to continue to strengthen & perfect memorization and work towards Ijaaza.

Community Qur'an Classes

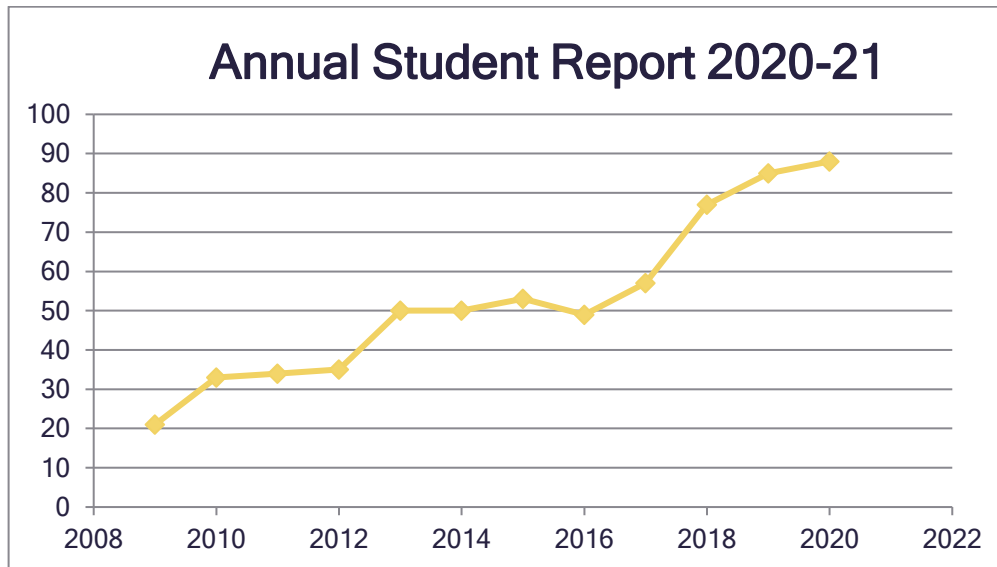
- Offering Qur'an reading & memorization classes to the entire community for all ages & all levels on weeknights & weekends.

Extracurricular Activities:

- Al-Kahf After School Club (STEM and Art), educational field trips, Ultimate Frisbee Club, Basketball Club
- Juzz completion ceremonies to recognize and reward students.
- Science Fair, International Fair, and health sessions with community physicians.
- Spelling Bee
- Student-led orphan sponsorship.

2020-2020 Accomplishments

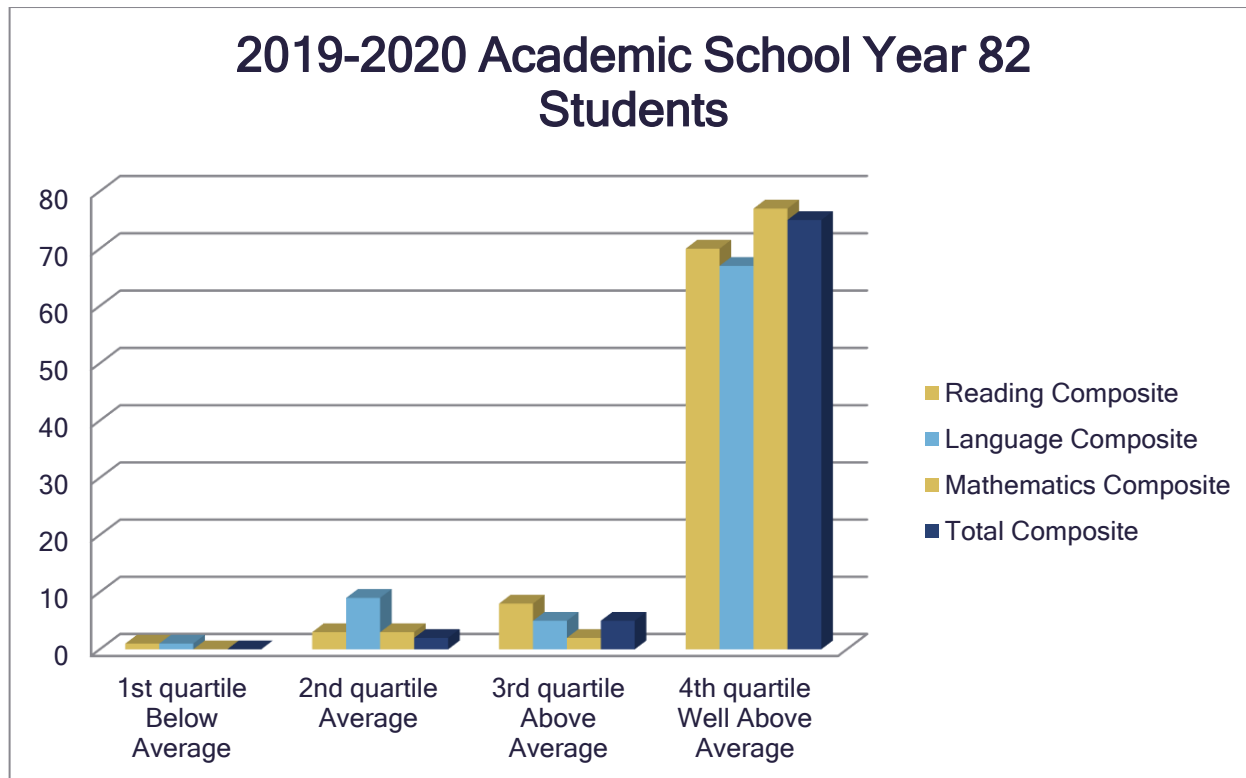
- Enrollment has increased by about 7 % this year, from 82 to 88 full-time students.



- 63 students have successfully completed memorization of the entire Qur'an since 2009. Our most recent Huffadh include:
 - Sulaiman Mohamed - February 2020
 - Heba Khan - March 2020
 - Maryam Siddiqui - June 2020
 - Heba Siddiqui - July 2020
 - Ovais Badar - July 2020
 - Zainab Irshad - September 2020
- Over 30% of students received financial aid this year covering >90% of tuition costs.
- Up to date monitoring security system on school premises.
- Police officer on duty during school hours.
- Onsite computer learning stations.
- Implementation of chrome books in Hifdh and Academic curricula.

- Alumni engagement programs going beyond Hifdh.
- Expanded community Qur'an programs to include Hifdh Prep Classes and Qur'an for Students with Special Needs.
- Robust Taraweeh preparation program.
- Outstanding academic achievement based upon TerraNova or CAT standardized testing.

Results from National Standardized Testing



- Alumni matriculation at:
 - Duke University
 - UNC Chapel Hill
 - NC State
 - Meredith College
 - North Carolina Central University
 - Wake Tech

Giving back:

- Alumni assisted in leading Taraweeh prayers in several Triangle masjid including the Islamic Center of Raleigh, Shaw University, Islamic Center of Morrisville, North Raleigh, and Cary Masjid.
- An Noor Students/Alumni:
 - Teach Qur'an reading to community students and adults.
 - Help lead monthly Qur'an education programs at IAR.
 - Lead Fajr and Isha prayers at IAR on weekends.
- An-Noor school oversees & implements the annual IAR Qur'an Competition.



AL FURQAN SCHOOL

Shahmeem Rajak, Chairwoman

Introduction

Al Furqan School is a Sunday school which caters to students in the Triangle Area who attend Public Schools during the week, classes range from KG to Grade 12.

The number of students enrolled for the last academic year was about 366. Teachers, TA's, and Admin. Staff comprised of about 75 volunteers. The curriculum includes Quran Reading, Arabic, Islamic Studies, Teachings of the Quran, Fiqh, Hadith, and Seerah.

2020-2020 Highlights

Salah Program

Al-Furqan School emphasizes the importance of Salah to 3rd grade students. These students are introduced to the concept of Salah, the role of Salah in our lives as Muslims, and then spend the year learning how to correctly perform wudu and Salah. At the end of the program, students demonstrate their ability to perform this compulsory act of worship to their parents. They are then presented with certificates and prayer rugs. This program was completed on 2/16/2020.

Quran Recitation Program (QRP)

Al- Furqan students begin a focused study on learning how to read and recite the Holy Quran in Kindergarten and continue until 5th grade. This program includes learning the alphabet and the correct rules of reading (Tajweed), and proper recitation. The goal of this program is to ensure that by the end of fifth grade, students are able to recite the Quran with proper tajweed. Parents are expected to work with their children continuously in order to solidify this skill set for life.

This program is culminated by a graduation ceremony, where students demonstrate their ability to recite the Quran with proper tajweed. Students are presented with certificates and Qurans. The Graduation Ceremony for this program was conducted on 03/01/2020.

Parent Teacher Conference

The parent-teacher conference is conducted after the Mid -Term Exams. Parents meet with their child's teachers to discuss their progress and find ways to improve performance if deemed necessary. This was held on 01/26/2020.

End of Year Assembly

This was scheduled to be held on 05/10/2020. But, due to the COVID pandemic, Al-Furqan had to close from 03/08/2020. However, a virtual assembly was conducted via Zoom on 05/17/2020. It was attended by about 100 participants. Students with excellent performance throughout the year were recognized by their respective teachers.

Volunteer Appreciation

This was supposed to be held on 04/15/2020. But due to the pandemic, this did not take place. All volunteers were awarded with Certificates of Appreciation, and gift cards via the USPS.

Recent Progress:

High School Program

A new curriculum has been introduced for the High School students. In addition to Tafseer and Seerah every alternate Sunday, students were also engaged in Extra Curricular activities. One period was also set aside for Guest Speakers to address the students on topics related to their daily lives and ways in which to maintain their identities as Muslims living in the US.

Effect of COVID 19

- Due to the pandemic, most classes were continued via virtual learning using ZOOM

Future Plans:

- Provide further training on virtual teaching tools.
- Introducing ways and means to make the curriculum more enjoyable so that students look forward to Sunday school.
- Encouraging more student participation in class.
- Planning field trips.
- Having a 'Fun Day' where parents are also invited.
- Teacher Training Workshops by professionals.
- Greater parent involvement with the school.
- Involving both Imams in the curriculum.
- Reviving the Hajj Program and Character Education with different strategies.
- Engaging more guest speakers.

SAFETY AND SECURITY COMMITTEE

Rashid Salahat, Chairman

Safety & Security members

Jamil Qurneh, Vice Chairman

Issam Abbadi, Secretary

six employees and eight volunteers

The committee's goal is to provide an acceptable level of security to IAR and to protect our members, employees, contractors, and visitors as well as to protect our assets. We use physical security and technology, employees, members, and volunteers to accomplish our goals.

We provide services to the three schools and to all IAR events whether they are held at the IAR campus or at the rented places such as the State Fairground, picnics at the lake, fundraisers at the NCSU Campus. In addition, we provide security services to all our other committees including Cemetery, Dawah, Maintenance and others.

We enforce the policies of IAR and control the traffic flow inside the building and the car flow in the parking lot.

We work with IAR elected officials and administrators to monitor the daily activities making sure all programs go as planned.

We monitor outside threats and effectively communicate with local law enforcement to keep everyone safe. We respond to our members' safety concerns and address those concerns.

2020-2020 accomplishments:

- Provided an excellent level of security to IAR center.
- Provided an excellent level of security to all the schools and IAR committees.
- Provided an excellent level of security on Eid Days, Picnics, and other events.
- Enforced the IAR COVID 19 rules and protocol.
- Worked with the Imam's office closely to help them accomplish their goals.
- Worked with the CEO's office, Admin office and all IAR officials.
- Responded to many emergency situations, including outside threats and on-campus incidents.
- Should any member have any question regarding our IAR Safety and Security Committee, please feel free reach us by phone, email or in person.

THE SPORTS AND RECREATION COMMITTEE

April Ackles, Chairwoman

The Committee's Highlights

In the previous years we have offered some of the following programs to include; IAR Men's Basketball Club (30+), IAR Girls Basketball League (8-21) and Jujitsu Training (13+). Due to the COVID19 pandemic, we are looking to add a virtual experience for our community. It is our goal this year to add these virtual and/outdoor activities to run based on seasonal time frame.

The seasonal activity times would be as follows:

Annually: September - April

Fall: Week of September 23rd - Week of October 28th

Winter 1: Week of November 11th - Week of December 16th

Winter 2: Week of January 13th - Week of February 17th

Spring: Week of March 9th - Week of April 20th

Summer 1: May - June

Summer 2: July - August

The sports and recreation committee has partnered with other committees and community organizations to bring a few activities to include: *Girls and Women Jump Fest (Older Adult Committee)*, *Middle School Back2School Museum Trip (Triangle Muslim Aid)* and *Deah Barakat Basketball League Gym scheduling (Triangle Muslims/OYLE)*.

THE EDUCATION COMMITTEE

Yousuf Badar, Chairman

The Education Committee coordinated and organized some valuable educational programs during the first few months of 2020. The committee continues to strive to increase its programs to serve the community with beneficial topics. With current pandemic situation, the programs were halted but we are planning to host some FNP in the coming months. InshaAllah.

Following are some of the programs that happened through the Education Committee during the months of January through March.

US Foreign policy in the ME	Br Hisham Sarsoor
Three Words to Forever Good	Mustapha Elturk
Contemporary Applications of Islamic Finance Transactions	Amja - Dr Salah
ANQA School Presentation	ANQA
Br Richard Mckinney meets and interacts with the community	Br Richard Mckinney

Some of the upcoming programs that are being planned:

- Cradle to Grave: Rights and responsibility of Individuals as Muslims
- Education Milestones and Professional Knowledge & Awareness

SOCIAL & WELFARE COMMITTEE

Mohamed Elgamal, Chairman

The Social & Welfare members

Tahir Sheikh, Treasurer

Ahmed Quddos, Amira Atta, Kent Fullenwider, Ahmad Zaitoun, Fiaz Fareed, Laila Yaghi ,
plus several other volunteers

The Social & Welfare Committee (SW-C) provided the following assistance and services in 2020-2020:

- Food Pantry Services
- Financial Aid
- Refugee and Needy Support Services
- Daily Iftar
- Ramadan Food baskets
- Gift cards for needy families
- Collection & distribution of Zakat-ul-Fitr, Fidya & Udhiya / Qurbani services.
- Collection and disbursement of funds through Islamic Relief, BDesh Foundation, Helping Hands USA and other organizations for overseas disaster relief.
- Support for ICNA Women's Transition Home.
- Support for Al-Iman and Al-Furqaan Schools.
- Conducting Special Projects in relation with the COVID-19.

The Total Dollar Amount expended was \$602,539.53, of this amount \$627,822 was spent locally, \$64,227 was spent in support of National Organizations and \$141,813 was distributed through international organizations to provide international relief for disaster areas.

Zakat-ul-Maal

A total of \$406,562.53 was spent from the Zakat Fund of which \$326,562.53 was to provide aid and support to the local community; \$95,000 was provided to National Organizations; and \$65000 were used to support International Relief for Rohingya.

Summary of support provided:

- Financial aid to the local community: Muslim individuals and families facing hardship were provided financial assistance for rent, utility bills, etc.
- IAR Schools: Funding was provided to Al-Iman School and Al-Furqaan School. This aid was to support the Students with tuition.
- Support of Burial / Cemetery: Funding was also provided for burial of Muslims who passed away but had no relatives or had no money.
- National Organizations: Donations of \$65,000 was provided to BDesh Foundation in support of Rohingya refugees in Bangladesh, the Women's Transition Home, and to Helping Hands in support of refugees, and to AMJA, a not-for-profit organization of Muslim jurists and scholars.

Sadaqah/Needy

A total of \$81,193.38 was expended from the Sadaqah/Needy fund to provide aid and support to the local communities. Services provided include:

- Food Pantry: This year was a challenging one due to the COVID-19 and the sharp increases in the demand for the services. Beside the normal Food distribution, we had to special distributions (three times during the month of Ramadan) Purchase of food and related items for the needy in the community. Food items including but not limited to meat/chicken, rice, cooking oil, sugar, eggs, juices, dates (for Ramadan) were purchased from the local markets. Food Pantry operations are also supported with collections/donations of food items/produce like milk and sugar from the community. During the period 2018-2020, the Food Pantry was open on the first Saturday of every month serving approximately 200 recipients every opening with over 400 newly registered families including both Muslims and non-Muslims. The Food Pantry was opened every Saturday during the month of Ramadan. Also, a special Food Drive was conducted during Ramadan for the Needy Families.
- Food and Shelter and Support for the Homeless and the Destitute: Emergency cases and cases of individuals walking in to the masjid were helped by covering expenses for overnight or longer duration accommodations, transportation, food, and other needs. Support was also provided to the destitute for meals, medication, food, bus tickets, etc.

The above support was provided both from the Zakat as well as the Needy/Sadaqah Fund.

Zakat-Fitr

A total of \$122,700 Zakat-ul-Fitr was distributed: a) \$57,733 locally to the poor and refugees, and b) 65,000 to International organization Bdesb Foundation.

Refugee Programs and Support Services

Following is a list of Social & Welfare Committee (SW-C) program and services that were offered to refugees in the area in 2019-2020:

- Assisted refugee families in the Triangle area upon arrival with furniture and necessary home items.
- Food baskets were delivered to 108 families in the month of Ramadan.
- Hot meals were provided to refugees on the day of their arrival, and at other times through Al-Maidah café and paid for by SW-C.
- Help was provided with rent, utilities and other eligible expenses.
- Refugees were encouraged to sign up with the Food Pantry at IAR which was open every first Saturday of the month. Food supplies were also provided/delivered to newly arrived refugees initially unable to make it to the Food Pantry.

Daily Iftar

SW-C also sponsored/organized the daily Iftar program during the month of Ramadan primarily for needy, travelers, single people, and refugees. These were open to all members of the community. This year, due to Covid-19, SWC and the Al-Maidah sponsored Iftar boxes delivered in a drive-thru fashion, more than 2000 meals for Iftar were delivered. This was also sponsored by other organizations like Penny Appeal who directly contributed more than \$10,000 for this program.

Udhiya:

Collection for Udhiya was conducted prior to Eid-ul-Adha. And \$65,000 was sent to the Rohingya Muslims.

Fidya

Qualified/covered food items were purchased with and were distributed to eligible (Refugees/Needy) families in the local area and \$25,625 was collected under this category to be distributed.

WOMEN'S COMMITTEE

Alice Hines, Chairwoman

Mission Statement

Empower sisters irrespective of ethnicity or background by providing learning opportunities for them to strengthen their Islamic knowledge and values.

In 2020, the Women's Committee continued to support our community:

- The committee currently sponsors a class for Sisters on Sundays at 12pm, and also a Quran class on Friday Night's on the second floor.
- The Women's Committee remains a constant support for annual events. During Ramadan we serve the Iftar meal to community members and provide free childcare during Taraweeh Salat for Sisters who wish to pray. This year's registration was completely computerized making checking in and out much smoother. We offer our assistance to other committees as well, such as during the Dawah Committee's "Open House" and we provide special support to the Education Committee.
- We also provided assistance to the Security Team during Friday Salats and Eid Prayers.
- We hosted a Mother Daughter Tea with the Youth Committee.

FACILITY MAINTENANCE COMMITTEE

Wael Saleh, Chairman

Committee Overview

The Facility Maintenance Committee (formerly known as the Management Committee) is responsible for day-to-day and site maintenance of the IAR. The committee oversees the entire site, including all floors of both buildings, bathrooms, playground, common areas and parking lots. Site maintenance activities cover electrical/lighting, plumbing, HVAC, landscaping, pest control, fire and safety monitoring plus inspections, building structure (roof, ceiling, walls, windows, doors, and floors), audio and visual, security systems, elevator and internet/wifi. This committee also assists with the function of recurring and major events, like Jum'ah prayers, Eid holidays, Ramadan activities, etc.

2020/2020 Accomplishments

The following are a few select major activities and accomplishments by the Facility Maintenance Committee in 2020/2020:

- Daily fix and repair requests.
- Provide resources to support the masjid's on-site COVID-19 procedures and remote community activities.
- Installed/mounted new TV's in musallah.
- Re-wired sound system and provided Jum'ah A/V switching capabilities.
- Refreshed Al-Iman School for back-to-school 2020: bathrooms fixtures, classroom lighting, whiteboards, and much more.
- Installed new whiteboards in Al-Noor School classrooms.
- Installed new bookshelves.
- Perimeter fence extension.
- Security cameras and network room cabling.
- Main building gutter repair and roof cleaning.
- Installed projectors in various rooms throughout the building.
- Bathroom toilet repairs and improvements on 1st and 2nd floors.
- Began new Garden project.
- Installed outside lights with timers.
- Paint/drywall repairs in various areas.
- Fire code corrections

CEMETERY AND BURIAL COMMITTEE

Tahir Abualhawa, Chairman

The Cemetery Committee plays a critical role in planning and carrying out meaningful funeral services according to Sunnah and the Islamic traditions. Our vision is to provide low-cost burial and funeral services for our community and support the families that we are privileged to serve. We continued to be a self-sustained funeral facility: by arranging body removals, obtaining required legal documents, preparing loved ones for viewing, arranging for final disposition, and transporting the deceased to the cemetery.

- Conducted 42 Janazahs during 2020.
- Conducted funeral workshops for community education.
- Communicated with The State Medical Examiner's office, and other hospitals.
- Communicated with the Wake county vital records on a regular basis.
- Hired a Funeral Coordinator (in the process of taking classes to become a licensed funeral director).
- Teamed up with other funeral homes for the purpose of apprenticeship, continuous improvement and professional development.
- Obtained our own transport permit from The NC Board of Funeral Service.
- Planned building of a multipurpose hall and a bathroom in the cemetery to accommodate the needs of visitors.
- Concrete surfaced all graves in both burial sections.

The Cemetery Committee started working on a new project to construct a 600 square feet multipurpose room, and the building of 2 outdoor public bathrooms.

This project would be a great addition to the services we offer in our cemetery, as it will provide a recreational facility to all our respected community visitors.

Our committee came together during this dire time of the COVID-19 pandemic, we prepared a protocol to facilitate the handling of the burial of the pandemic victims. We provided our team with the necessary PPE and followed the CDC guidelines to protect ourselves and our community.

PLANNING AND CONSTRUCTION COMMITTEE

Imran Aukhil, Chairman

The Planning & Construction Committee (P&CC) supports the IAR's needs for planning, design, and construction projects. The P&CC is composed of a team of engineering, design, and development professionals. Over the past year, the P&CC has initiated or completed the following projects:

- Developing a new master plan for the IAR Cemetery, which includes updating existing permits and plans, to maximize and beautify the Cemetery for the benefit of the entire community.
- Providing support for property easement requests from third parties to the IAR.
- Continuing planning for a proposed new canopy for Al Maidah Kitchen and other community groups.

DA'WAH (OUTREACH) COMMITTEE

Fiaz Fareed, Chairman

The IAR Dawah Committee is responsible for sharing, with Muslims and non-Muslims alike, an understanding of the core tenants of Islam. Our focus is the Triangle area of North Carolina, but all are welcome to contact us. As a reminder, there is no compulsion in Islam and this committee does no more than share knowledge about Islam and Muslims.

Primary methods used and activities include:

- Assist those wishing to embrace Islam
 - Mentor and provide clear understanding of Islam without corrosion or compulsion.
 - Help new converts with initial training & supply of religious materials.
- Making available Quran Copies at no charge
 - Area Hospitals
 - Visitors to IAR
 - Prisons
- Classes at IAR (as short or long as need be)
 - Sunday Classes, after Zuhur, for non-Muslims (Check IAR website).
 - New Muslim classes.
 - One On one training for new Muslims (basic practices of Islam, Prayers etc).
 - COVID-19 Update: Since the closure of the IAR facility for any activity besides daily prayers in March 2020, the outreach team has been providing the classes for new and non-Muslims online each week. The class is attended by both new Muslims and non-Muslims interested in learning Islam.
- Presentations on Islam at any location, if invited
 - Tours and presentations for a better understanding of Islam at IAR.
 - Provide input and/or participate in Documentaries on Islam in the Triangle area.
 - At Universities, Middle & High schools, and other faith worship places.
- Hosting Masjid visits by interested groups to share in real time Islamic practices such as prayers.
 - Tour of the facility and to include presentations by IAR schools.
- Share links to resources on Islam
 - On IAR Website.
 - Emailed as requested.

- For research and learning
- Support Muslims at State Correctional facilities with fulfilling their religious duties or interest in Islam
 - Quran copies etc.
 - Weekly classes
 - Friday Prayers
 - Celebrate Eid (including prayers) at prisons with meals with Social & Welfare committee assistance.
- Train chaplaincy programs at area hospitals
 - Train chaplains to provide spiritual care for Muslim patients in culturally sensitive care approach.
- Open houses for non-Muslims
 - Two or more annual events non-Muslims to come and learn about religion and culture.
 - Attended by around 500 non-Muslim guests.
- Public relations services with law enforcement & civic agencies
 - Meals and share celebrations for better understanding and but most critically to promote better relations.
- Interfaith relations and activities
 - Ongoing effort to maintain good relations with multiple (5 or more per month) interfaith activities.
 - Coordinate with other faith agencies in times disaster relief coordination.
 - Community relations with Fire and Police Departments.
 - Active participation in Wake County Sponsors initiative.
- Outreach efforts with Method road Community leaders.
- Support & Assist Area MSA's
 - Lectures, training, materials
- Dawah training programs at Masjid
 - Train and assist in establishing Dawah "centers" with materials.
- Liaison for Outreach between Imams & Other Faith leaders.
 - Screening requests for Imam's attendance.
 - Assist in actual activity.
- Habitat for Humanity
 - Actively participated with Habitat activities assisting with material and finance.

YOUTH COMMITTEE

Ahmed B., Chairman

Learn | Play | Make Friends

Vison

To develop heathy mind, body, and soul through programs guided by Islamic principles that grow and inspire the Muslim Youth in America.

Mission

To strengthen the foundations of our community through youth development, healthy living, and social responsibility.

Core Values

Faith | Respect | Responsibility | Honesty | Caring

Structure

- Management Team: To provide oversite on month to month. Their goal to establish process and procedures to make things easier on the champions. Currently we have 9 on the team and will be recruiting an Intern.
- Youth Director: Oversee the day to day operations of the youth committee. Currently vacant.
- Champions: Lead specific programs. They do the work on the ground.
- Volunteers: Assist with specific programs and work directly with the Champions.
- Advisors: Provide high-level support and advice.

2020-2020 Highlights

Alhamdulillah, it has been a challenging year. Due to the pandemic, we have continued to find creative ways to engage our youth. Most of our programs have been held online since March. We currently have a team that is looking into and studying how do we reopen youth activities. We continue to work on building the committee up and also build structure & teams around certain programs and concepts that would be beneficial to our youth.

Programs:

Ummi & Me

Is a once a week story time program for children and their caregivers. The target age is infant to kindergarten. Special events for Ramadan, Eid Al-Fitr and Eid Al-Adha are held.

Elementary & Middle School Boys

The sessions include sports/physical activities. Discussion, games, presentations on topics relating to Allah, stories of our role models, character and manners and basics of Fiqh. Of course we close off with snacks. Typically held on Saturday's right after Dhuhr prayer to 4:00pm.

Elementary & Middle School Girls

Crystals & Jewels. The sessions include activities, arts and crafts, baking and field trips. Typically held on Saturday's right after Dhuhr prayer to 4:00pm.

Friday Night Youth Program

The sessions include activities, arts and crafts, baking, indoor basketball, football and outdoor soccer for all youth ages. Typically held on Fridays between Maghrib & Isha prayers.

Ramadan

- Pep Rally right before Ramadan.
- Multiple Itikafs & overnight activities for various age groups.

Halaqas:

- High school girls: The two halaqas are held Friday Night & Saturday Afternoon provides supplemental spiritual, social, and educational Islamic development for high school girls, through weekly halaqa meetings. These meetings include activities such as learning how to apply Hadith and Quran to everyday life, attending seminars with special guest speakers and discussing current events as well as other topics that are important to today's youth. Provides a safe and positive Islamic environment for the girls, with mentoring and support from program leaders.

- High school boys: Provides supplemental spiritual, social and educational Islamic development for our high school youth. The halaqa includes activities such as learning how to apply the Hadith and Quran to everyday life with special guest speakers and discussing current events as well as other topics that are important to today's youth. Held on Saturday from 8pm-10:30pm.
- Youth Refugees: Serves as a program to mentor them in becoming strong Muslims. Living in a new home and facing new challenges is difficult. We address the issues that the youth deal with on daily basis. There will be monthly Q&A sessions and fun quarterly outings. Held on Sunday from 2-4pm.
- Fundamentals of Deen: This halaqa is designed to build and uplift our high school and college volunteers. Typically held on 2 days of the week from 6pm-8:30pm.
- Quran: Sundays from 1:30pm-3:30pm for high school & college typically held 2 days of the week from 5:30pm-6:30pm.

Sample of Summer Activities:

- Summer Day Camp
- Summer Overnight camp at Kerr Lake
- High School Boy's camp in the mountains.
- High School Girl's Retreat at Umstead Park
- Basketball League

Clubs & Sessions:

This program allows our professional community to network with our youth, allow our youth network with other, pray together and for our youth to gain a skill. Currently we have technology, Arabic 101, career, dawah 101, science and Adhan & Iqamah club. The clubs & sessions are for 6 weeks, take few weeks off and start another 6 weeks - Friday from 6:30-8pm.

YASEER: Youth Actively Serving, Empowering, & Engaging With Rahmah

YASEER is a youth-led volunteerism program that links Muslim high school youth to service opportunities around their Masjid and community. Established in February 2020, YASEER's accomplishments include:

- 230+ Muslim youth registered.
- 1,900+ hours of service to the community.
- 85+ service events.
- 2 chapters: Raleigh and Morrisville.
- 15+ local organizations supported.
- Assisting with facilitating major IAR events (Eid Prayers, Picnics, Open House, Qur'an Contest Awards Ceremony, Annual Fundraiser, Masjid Re-Opening, Jumu'ah during Covid-19, Shura Elections, General Body Meetings, and more).

High School MSA Collective

Launched in September 2020, the HS MSA Collective aims to facilitate collaboration and support between High School MSAs and Triangle-area mosques. It will support the local HS MSAs with resources including:

- Mentorship Opportunities
- Workshops and Trainings
- Collaborative Events
- MSA Guides
- Educational Resources and Religious Guidance
- Connection to Community Leaders

The HS MSA Collective is also working to help MSAs adjust to the unprecedented challenges during the Covid-19 pandemic. An inter-MSA dialogue event was hosted by the Collective in which 8 local HS MSAs participated. MSA Boards shared ideas and advice with each other about overcoming the challenges ahead.

Other:

- New Youth Committee Website & Logo, New YASEER website under development.
- Collaborated with other committees to purchase of shared van.
- Various continuous development & training opportunities for our champions and volunteers.
- New Registration and payment systems.
- Working on establishing other program and services for our youth.
- The YC would like to express our appreciation to our Masjid, our community and to our 50+ dedicated Volunteers.

OLDER ADULT COMMITTEE

Raqiia Abdul Malik, Chiarwoman

Mission Statement

Our mission is to empower senior adults irrespective of ethnicity or background with learning experiences guided by the teachings of Quran and Sunnah and activities that enhance their quality of life.

During 2020 the OAC actively worked to support senior adults and their family members in the community and surrounding masjid areas.

- The committee coordinated several seminars that included financial asset planning, health and wellness awareness in collaboration with Brother Ahmed Quqa, who served as our community financial advisor.
- We hosted three community outreach programs in cooperation with AARP of NC, Dementia.org at The Lighthouse with Brother Barakat and another at Apex masjid. Some of our seniors trained at the local AARP office and are now community volunteers.
- As outreach projects, we hosted a Community Tea around the Lives of the Sahabah with As Salaam, shared our mission at Ibadah Rahman in Durham to encourage support for all seniors in the Research Triangle Area.
- The Older Adult Committee's held its Second Annual Community yard sale in July.
- In September, we are sponsoring a sister to sister summit to strengthen our resolve as Muslims while promoting dawah which is being held at a local community center in Apex.
- We offer our assistance to other committees as well, currently teaming with the Youth Committee to share a travel van.

Goals for 2021

- To connect generations in building a better future with intergenerational projects.
- To secure a van for senior travel.

PAGE ROAD COMMITTEE

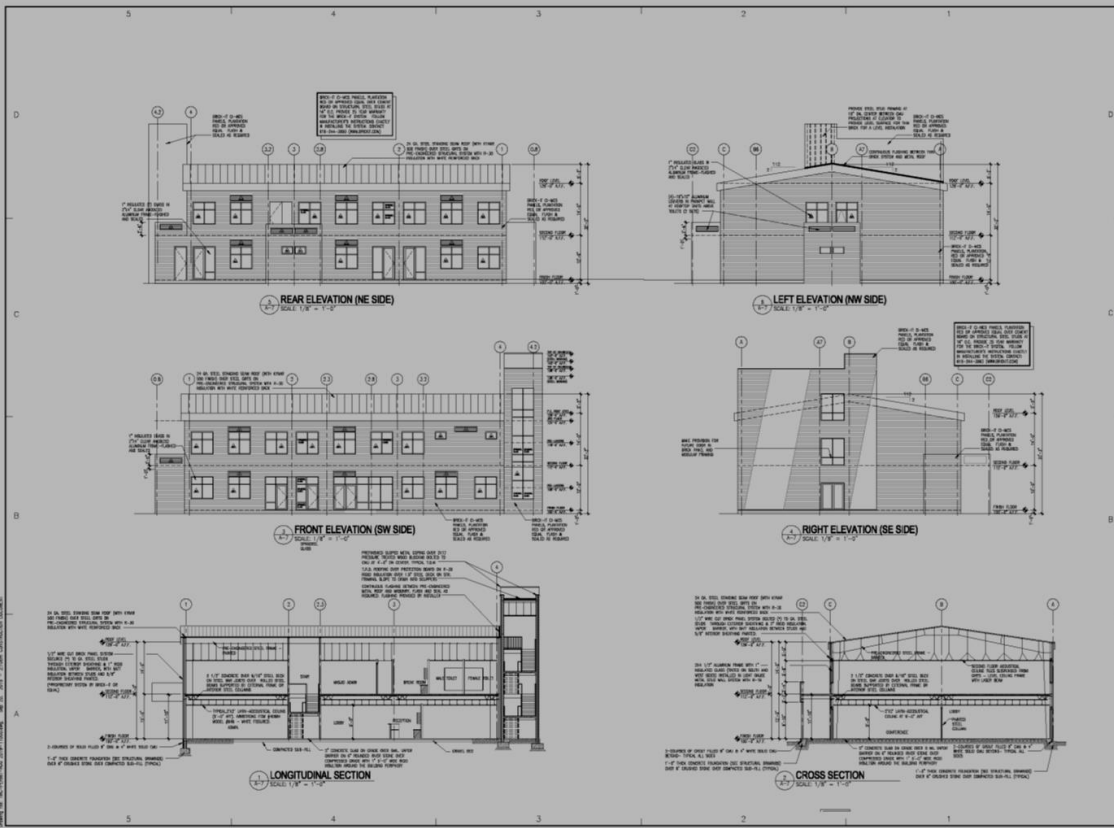
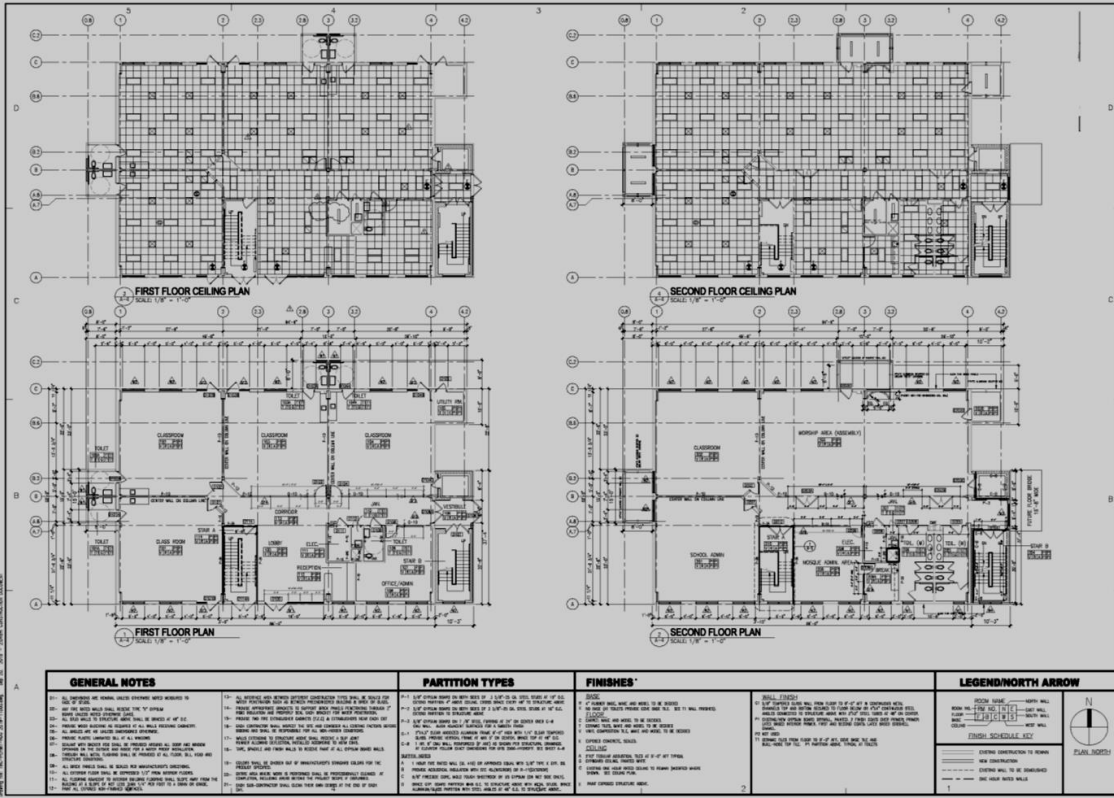
Abdul G. Chaudhry, Chairman

TMC at Page Road property consists of approximately 25 acres. It is ideally located close to airport and is easily accessible to multiple communities of Triangle. Our long-term hope to have some day light commercial, institutional and residential development on this property. Short term plan is to have a 11000 SF facility for school and Mussalah in phase one and 22000SF multiuse community facility in phase two. Costs for pre-development and development of site before building are significant and exceed 1.5 million. There is not much difference for building 11000SF or 33000SF. Accomplishments to date:

- Zoning approval: City and county has approved property for School and worship center.
- Annexation: City of Durham annexation.
- Approval of Site Plan & Construction Drawings for 33000 SF.
- Building plans for 11000 SF; Approved.
- Permits: a) water extension permit, b) sewer extension, c) sediment & erosion control d) Driveway permits obtained.
- Site work: Clearing, access road and partial grading and building pad installation has been completed. We do not have funds to continue site work beyond it.
- Left Turn Lane: Plans are under review by city and once approved by city will need NCDOT approval.

The work was stopped because of lack of funds. Funding and fund-raising options are being explored.

Floor plans and elevations for Phase one are shown below.



EDI (EQUITY, DIVERSITY, AND INCLUSION) COMMITTEE

Zainab Baloch, Chairwoman

Committee members

Amath Diouf, Vice Chairman

Fatima Hedadji, Fatimah Nuhbee, Amina Zouhri, Waleed Jarrad, Kashif Osman

Mission

The Equity Diversity & Inclusion Committee works to build cultural humility and compassion between companions of IAR through research, education, and action.

Purpose

- To hear and welcome all identities into our space.
- To celebrate our community's diverse identities.
- To utilize data to shape EDI strategic initiatives for the IAR community.
- To continue the advancement of our association through collaborative learning and active involvement of all companions.
- To defend and maintain the human rights of safety and equality in all IAR spaces.

Role

- Provide recommendations of action items to the CEO and Shura based on data from needs assessments and analysis.
- Assist with the creation and evaluation of strategic initiatives.
- Work collaboratively across all committees to make progress toward IAR's goal to become a more welcoming environment for all our community members.

2020 ACCOMPLISHMENTS

What: Intercultural Competence Assessment

Why: As community leaders it is vital to understand where one is in regard to their own intercultural competence.

How: The following phase was done in consultation with Alliance Professional Development which specializes in understanding the unique challenges of IAR.

Action 1: Intercultural Competence Assessment

The assessment followed the Intercultural Development Inventory (IDI) theory. The IDI is a theory-based assessment tool that allows individuals and groups to chart their progression along a continuum of cross-cultural competence for the purpose of:

- Individual professional development planning to increase cultural competence.
- Group/team feedback to assess strengths and areas of improvement.
- Baseline assessments for program evaluation and benchmarking.

Action 2: Group Debrief with Shura and Imam's Office

Action 3: 1:1 Sessions with Dr. Tojan Rahhal who is an Award-winning Scientist, Engineer, Speaker, and Diversity Educator

Outcomes

- Understand where we are

Ability to understand our intercultural competence levels as a whole better and initiate goal setting to achieve their cross-cultural goals.

- Commitment to improve ourselves as collective

We have a better grasp of where we reside on the intercultural competence continuum as well as individual guidelines for developing our intercultural competence.

- Strive to be stronger community leaders

This provides a steppingstone for us to identify and work on our cross-cultural goals, attend more in-depth training, take part in different cross-cultural experiences, and utilize what we learned to further our cross-cultural goals.

2021 Strategy Goals**Research**

Thoroughly understand the state of IAR's agency culture and identify outstanding needs: Develop and disseminate a climate survey by January 2021

Objective

- Collect data on the status of EDI within IAR and the needs of non-dominant groups from 5000 members
- Assess understanding of EDI topics and implementation.
- Collect data on perception of current climate.
- Inform future EDI needs assessment focus and action items.
- Inform our development of support services.

Education

Equip our IAR leaders and companions with knowledge on best practices, values and strategies to build EDI:

Provide EDI workshops for stakeholders/beneficiaries

- Objective: Foster IAR community leaders in the areas of EDI.
- Two required EDI trainings per year for Shura members and stakeholders.
- EDI focused programs and services for children and adults.

Produce online content about the importance of EDI

Objective: Positively change the perception between IAR companions

- Inform youth about the spiritual and social benefits of EDI.
- Increase accessibility for companions who are unable to attend in-person educational opportunities.
- Offer material that is shareable in order to further spread our informational material.

Action

Activate leaders who are thoughtful and effective changemakers that bring creativity and fresh systems to create a more welcoming environment for our community companions: **To utilize data to shape EDI strategic initiatives for the IAR community.**

- Utilize the Climate Survey results to better understand the power dynamics and the systematic, historical, and cultural context of IAR as it relates to EDI to better inform the implementation of the EDI Strategic Plan.
- Present a 5-year EDI Strategic Plan to the community by April