

## IFN Strategic Planning 2015-2020 Goal / Objective / Milestone Breakdown

STRATEGIC FOCUS AREA: Religious											
GOAL	GOAL ELABORATION										
IFN runs programs to strengthen religious knowledge for all community members to help them become responsible Muslims. IFN also runs programs to assist new Muslims in easing their integration into IFN's community and has programs for Non Muslims to better understand Islam.	Continue established / successful programs for Muslims. Add new demanded programs to enrich present offerings. Build special programs for new Muslims and expand already initiated but incomplete programs for non-Muslims										
MILESTONES  <small>Write each milestone on a new row below. On the corresponding column to the right, color the cell black for the period (quarter, half year or whole year if after 2016) during which this milestone needs to be complete</small>	2015				2016		2017	2018	2019	2020	
	Q1	Q2	Q3	Q4	H1	H2					
<b>Existing Muslims Programs</b>											
1											
2	\$200										
3	\$200										
4		\$5,000									
5		\$200									
<b>New Muslim Programs</b>											
6		\$500	\$500	\$500	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000	\$2,000	
7											
<b>Non-Muslim programs</b>											
8	\$500										
9	\$200										
10		\$200									
11		\$200									
12		\$500	\$500	\$500	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000	\$2,000	
13											
14	\$500										
15		\$1,000									
16		\$200									
17	\$200										
18	\$200										
19		\$500	\$500								
20			\$500	\$500	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000	\$2,000	
21											
22											
23											
24											
25											
26											
27											
28											
29											
30											
<b>PRELIMINARY COST ESTIMATIONS</b>	\$2,000	\$8,300	\$2,000	\$1,500	\$3,000	\$3,000	\$6,000	\$6,000	\$6,000	\$6,000	
<b>ANNUALIZED PRELIMINARY COSTS</b>				\$13,800		\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	

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STRATEGIC FOCUS AREA: Religious											
GOAL	GOAL ELABORATION										
Religious Council has been established and roles and responsibilities are clearly defined by 2015	Define the scope and scale of a Religious Council of advisors. Define the interfaces between the Religious Council, the BoT, the EC, and other bodies formed and operated by IFN and have them clearly delineated in the by-laws of IFN along with any rules governing minimum requirements for being a member of the Religious Council, the term of office, and the means by which an individual shall be admitted and / or removed from the Religious Council. Further define the nature of the Council's role in respect of being advisory or authoritative in decision making.										
MILESTONES	2015				2016		2017	2018	2019	2020	
	Q1	Q2	Q3	Q4	H1	H2					
Write each milestone on a new row below. On the corresponding column to the right, color the cell black for the period (quarter, half year or whole year if after 2016) during which this milestone needs to be complete											
Charter, scope, scale, structure											
1											
2	\$200										
3	\$200										
4	\$200										
5	\$200										
6		\$200									
7		\$200									
Religious Council Pre-Launch											
8											
9		\$200									
10				\$200							
11		\$500									
12		\$500									
13		\$200									
14			\$200								
Religious Council Launch											
15											
16				\$200							
17				\$200							
18					\$5,500						
19						\$5,500	\$11,000	\$11,000	\$11,000	\$11,000	
20											
21											
22											
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25											
26											
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28											
29											
30											
PRELIMINARY COST ESTIMATIONS		\$800	\$1,800	\$200	\$600	\$5,500	\$5,500	\$11,000	\$11,000	\$11,000	\$11,000
ANNUALIZED PRELIMINARY COSTS					\$3,400		\$11,000	\$11,000	\$11,000	\$11,000	\$11,000

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STRATEGIC FOCUS AREA: Religious										
GOAL	GOAL ELABORATION									
A full time Imam has been hired. Funds have been collected to cover at least two years of his salary by 2015 (No expense to Masjid)	Define the scope, scale, responsibilities and reporting structure for new full-time Imam. Create an independently fund-resourced financing plan for covering salary and benefits to be offered to new Imam. Recruit new Imam. Introduce to the community.									
MILESTONES	2015				2016		2017	2018	2019	2020
Write each milestone on a new row below. On the corresponding column to the right, color the cell black for the period (quarter, half year or whole year if after 2016) during which this milestone needs to be complete	Q1	Q2	Q3	Q4	H1	H2	2017	2018	2019	2020
Job description and organizational relationship structure 1										
Team identified and appointed to describe Imam role and responsibilities 2	\$500									
Preliminary survey of expectations from BOT completed 3	\$500									
Job description finalized and approved 4	\$200									
Financing 5										
Budget for Imam created and salary range, maximum benefits, approved by BOT 6	\$500									
Fundraising plan completed 7	\$500									
Fundraising for 2016 salary event 1 conducted 8		-\$50,000								
Fundraising for 2017 salary event 2 conducted 9				-\$50,000						
Fundraising for 2018 salary event 3 conducted 10					-\$50,000					
Ongoing fundraising for 2019 and beyond salary events conducted 11						-\$65,000	-\$125,000	-\$125,000	-\$125,000	-\$125,000
Recruitment 12										
Recruiting committee appointed 13				\$500						
Recruiting committee consensus on selection criteria achieved 14				\$200						
Imam position advertised on Website, magazines, Islamic news magazines and other media 15				\$2,000						
Short list of applicants created 16					\$200					
Final interviews conducted 17				\$500	\$500					
Final selection approved by BoT for offer 18					\$200					
IFN offer accepted by Imam 19					\$200					
Imam introduced to full IFN General Body 20					\$32,500	\$65,000	\$125,000	\$125,000	\$125,000	\$125,000
21										
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28										
29										
30										
<b>PRELIMINARY COST ESTIMATIONS</b>	\$2,200	-\$50,000	\$0	-\$46,800	-\$16,400	\$0	\$0	\$0	\$0	\$0
<b>ANNUALIZED PRELIMINARY COSTS</b>				-\$94,600		-\$16,400	\$0	\$0	\$0	\$0