

Assalaam alaikum wa rahmatullah,

Dear Sub-Committee Members,

Thank you for providing your recommendation.

As is documented in the special board meeting minutes of May 26, 2018, the scope of the sub-committee was to make a determination on the resignations based on the following.

1. Establish that there was no 501(c) violation
2. Establish that there was no conflict of interest
3. Work with the lawyer and establish Promissory Notes for the reimbursement process
4. Present their findings to the community and disband in March of 2019.

Based on the recommendation report from the sub-committee, it is clear that #1 and #2 were not violated. The attorney's opinion as provided by the subcommittee regarding #3 is that it is not required since the loan is secured by the employee's asset (home) and is now almost 50% paid off.

All other items in the report including the recommendations for the treasurer and the board officers relinquishing their positions are not part of the scope of the subcommittee. The IFN Bylaws do not authorize the BOT members or subcommittee members appointed by the BOT to remove any officer from his/her position. This is also in line with the legal opinion provided by the IFN attorney.

Anything outside of the scope of the sub-committee opens up IFN to a legal challenge that the sub-committee is pursuing personal biases and is not following the by-laws or legal recommendations.

The officers will continue performing their role through the end of their respective terms but will undertake to keep the board fully involved in all financial decisions going forward. We hope and pray that this resolves the matter and the board can begin to work on the critical items that have been pending for the last four months.

Humbly at your service,

IFN Board Officers

Masood Ahmed

Haris Jamil

Bobo Diallo

Syed Shahabuddin

Addendum:

The matters that require immediate attention from the board include the following:

1. Establishing governance with the treasurer as has been recommended by the sub-committee.

2. Establishing a policy around payroll advances.
3. Approving funds for all outstanding IFN payments that have not been made for the last few weeks due to the delay in the conclusion of the subcommittee report.
4. Establishing an adhoc committee to look into serious issues of discrimination called out by the former General Secretary of the EC in her meeting with the board on July 21, 2018
5. Establishing an adhoc committee to look into the serious issues of negligence by the maintenance committee for the last two years as called out by the now resigned members of the maintenance committee per their resignation letter dated July 16, 2018.
6. Fundraising event preparations and uniting IFN begin the fundraising event
7. Moving ahead with the planned activities for the capital project.
8. Announcing the election committee within the next two weeks so that it can be announced to the community prior to September 15 as recommended by the by-laws.
9. External audit report pending finalization by the external auditor for 2014, 2015, 2016. This is still not published by the external auditor in spite of repeated reminders for the last nine months.
10. Due to the slow response of the current external auditor if we should be evaluating other external auditors for the 2017, 2018 period.