



THE CONSTITUTION AND BYLAWS OF

ISLAMIC FOUNDATION NORTH  
1751 S. O'PLAINE ROAD  
LIBERTYVILLE, ILLINOIS 60048

RATIFIED BY THE IFN GENERAL BODY

Date	Version	Comments
August 19, 1980		Articles of Incorporation
1999	0.0	Original bylaws document created and adopted
January 10, 2016	1.0	First amendment initiated in 2015 and ratified by General Body on January 10, 2016
September 18, 2021	1.1	Updated with tracking after review with ad hoc committee, Board of Trustees and Executive Committee
_____,2021	2.0	Second amendment initiated in 2021 and ratified by General Body on xxx, 2021

IN THE NAME OF ALLAH (SUBHA NAHU WA TA'ALA)  
THE MOST BENEFICENT, THE MOST MERCIFUL

THE CONSTITUTION AND BYLAWS OF  
ISLAMIC FOUNDATION NORTH  
LIBERTYVILLE, ILLINOIS, USA

INTRODUCTION

We are extremely grateful to Almighty Allah (SUBHA NAHU WA TA'ALA) for the religious liberty He has bestowed upon us and we seek His blessing for our endeavors to maintain a representative organization, which will provide an opportunity and services for the fullest religious and educational development of the individual and the Muslim community. We the Muslims of Islamic Foundation North ("IFN") hereby resolve that a not-for-profit organization be formed and its constitution established for the smooth functioning of IFN.

ARTICLE I.

GENERAL

- 1.1. NAME. The name of the organization is Islamic Foundation North.
- 1.2. STATUS. IFN shall be a not-for-profit Corporation organized under the laws of the State of Illinois and shall be tax-exempt under Section 501(c)(3) of the Internal Revenue Service code.
- 1.3. OFFICES. The principal office of IFN shall be located in the County of Lake, State of Illinois. IFN may also have other offices within the State of Illinois as the Board of Trustees (as defined) may from time to time determine or the business of the IFN may require.
- 1.4. PURPOSE. The purposes of IFN shall be those set forth in the Articles of Incorporation (as may be amended from time to time), including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE II.

AIMS AND OBJECTIVES

- 2.1. AIMS AND OBJECTIVES. The following shall be the aims and objectives of IFN:
  - 2.1.1 Establish and maintain facilities for the practice of the religion of Islam in accordance with the teachings of the Quran and Sunnah of Prophet Muhammad (Peace Be Upon Him), as defined by recognized Fiqh Schools of thought of Ahl u Sunnah wal Jammaa'h;
  - 2.1.2 Establish and maintain facilities for educational and social activities consistent with the teachings of the Quran and Sunnah of Prophet Muhammad (Peace Be Upon Him), as defined by recognized Schools and Scholars of Ahl u Sunnah wal Jammaa'h;
  - 2.1.3 Carry out religious, social, civic, charitable, literary, athletic, scientific, research and other

Islamic activities pertaining to the realization of Islam as a complete way of life;

- 2.1.4 Strengthen bonds of brotherhood and sisterhood among Muslims;
- 2.1.5 Establish and enhance cooperation with Muslim organizations that are lawfully recognized by the US Government;
- 2.1.6 Promote dialogue, friendly relations and understanding between Muslims and communities of other faiths;
- 2.1.7 Present the religion of Islam to all individuals who are not followers of Islam;
- 2.1.8 Receive, hold, invest and disburse monies and properties or the income thereof which may be vested in or entrusted to the care of IFN whether by donations, gift, grant, bequest, devise, or otherwise for the furtherance of the aims and objectives of IFN; and
- 2.1.9 Notwithstanding the foregoing, the objectives of IFN will be exclusively religious, educational and charitable within the meaning as defined in section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

### ARTICLE III. MEMBERSHIP

3.1 DEFINITION OF A MUSLIM. For the purpose of these bylaws, a Muslim is a person who attests to and believes in all of the following:

- 3.1.1 Allah – the One and only God (SUBHA NAHU WA TA’ALA)
- 3.1.2 Allah’s angels, His books, His messengers, the Last Day, and Devine destiny;
- 3.1.3 Prophet Muhammad (Peace be Upon Him) as the last and final prophet and messenger of Allah.
- 3.1.4 The Quran as revealed to Prophet Muhammad (Peace be Upon Him) from Allah.
- 3.1.5 The Quran as the basis of binding guidance in life, and the Sunnah of Prophet Muhammad (Peace be Upon Him) as its practical application, consistent with the Quran.

3.2 MEMBERSHIP. A Member shall be defined as one who:

- 3.2.1 Accepts the aims and objectives of IFN as defined in **Error! Reference source not found.**;
- 3.2.2 Meets the membership dues requirements as provided for in **Error! Reference source not found.**;
- 3.2.3 Is a legal resident of the United States, and verifiably resides within thirty (30) miles of

1751 South O'Plaine Road, Libertyville, Illinois, as set out in the membership procedure of the Membership Committee. Individuals who had been Members of IFN prior to its opening (July 2004) are exempt from the residency requirement in 3.2.3;

- 3.2.4 Attests to being Muslim, as defined in Section 3.1, as well as the Muslim spouses and the Muslim minor children of Members;
  - 3.2.5 Practices the religion of Islam in accordance with the teachings of the Quran and Sunnah of Prophet Muhammad (Peace Be Upon Him), as defined by recognized Fiqh Schools of thought of Ahl u Sunnah wal Jammaa'h; and
  - 3.2.6 Follows the bylaws and policies of the institution as established by the administration of IFN.
- 3.3 VOTING RIGHTS. Each Member over the age of eighteen (18) years and above shall be entitled to vote on matters submitted to the General Body, provided the Member:
- 3.3.1 Has met all membership dues requirements no later than September 15 of the given election year; and
  - 3.3.2 Has been in good standing for three hundred sixty-five (365) days as of September 15 of the election year. This qualification may require membership for current year and prior year.
- 3.4 TERM OF MEMBERSHIP. The annual membership term shall begin and end with the calendar year (i.e., January 1 through December 31), unless otherwise amended.
- 3.5 TERMINATION OF MEMBERSHIP. The Board of Trustees, by an affirmative Supermajority vote, may suspend or expel a Member after an appropriate hearing for cause affecting the ineligibility of a Member on the basis of: (1) **Error! Reference source not found.**; or (2) Section 3.8.
- 3.6 REINSTATEMENTS. Upon a written request, signed by the former member and filed with the Secretary of the Board of Trustees, the Board of Trustees may reinstate the membership by a Supermajority affirmative vote.
- 3.7 TRANSFER OF MEMBERSHIP. Membership is neither transferable nor assignable.
- 3.8 ANNUAL DUES AND FEES
- 3.8.1 Membership dues shall be set by the Executive Committee and subject to approval by the Board of Trustees. Membership Committee may give its consent to individuals who make donations (excluding zakat/sadaqah) that are equal to or greater than the cost of membership dues may give its consent for said individual to become a Member for the year subject to Section 3.2.
  - 3.8.2 Dues for individual Members may be suspended or waived by the Executive Committee for a specified period under special circumstances with documented evidence.

- 3.8.3 In order to retain voting rights, Members must pay their membership dues no later than September 15 of the election year, unless waived in accordance with 3.8.2.
- 3.8.4 The Executive Committee may assess additional charges or fees from Members for special events and activities.

ARTICLE IV.  
GOVERNING BODIES

- 4.1 The Governance structure of IFN shall consist of a:
  - 4.1.1 GENERAL BODY (“General Body” or “GB”)
  - 4.1.2 BOARD OF TRUSTEES (“ Board of Trustees” or “BOT”)
  - 4.1.3 EXECUTIVE COMMITTEE (“Executive Committee” or “EC”)
- 4.2 GENERAL BODY. The General Body is made up of all active Members of IFN, as defined in Section 3.2. Motions passed by the General Body shall be binding on the Board of Trustees, the Executive Committee, and IFN.
  - 4.2.1 RESPONSIBILITIES OF THE GENERAL BODY
    - 4.2.1.1 Elect members to the Executive Committee and Board of Trustees.
    - 4.2.1.2 Decide issues presented by the Executive Committee or the Board of Trustees by a Simple Majority vote, unless otherwise specified.
    - 4.2.1.3 Attend regular and special meetings as arranged and requested by the Executive Committee or the Board of Trustees.
    - 4.2.1.4 Approve bi-annual capital budget proposals and capital projects in excess of Ninety-Nine Thousand Dollars (\$99,000.00). For clarity, notwithstanding anything else in this Section, small capital projects (non-maintenance) in excess of ninety-nine thousand dollars (\$99,000) shall not require General Body approval. . For less than 99,000 a super majority of the Board approval (3/4 affirmative) will suffice with appropriate communication to General Body. The cumulative cost of such projects should be under \$200,000 per calendar year.
- 4.3 BOARD OF TRUSTEES. The Board of Trustees shall provide strategic direction and be responsible for managing the governance of IFN. The Board of Trustees shall consist of eleven (11) voting Trustees.
  - 4.3.1 CHARACTERISTICS AND QUALIFICATIONS FOR BOARD OF TRUSTEE MEMBERSHIP
    - 4.3.1.1 To be eligible to be a Trustee on the Board of Trustees, the prospective candidate shall, in the judgment of the Simple Majority of the Election Committee, demonstrate the characteristics outlined in items 4.3.1.1, 4.3.1.2, 4.3.1.3, and 4.3.1.4, and have an absolute requirement to meet items outlined

in 4.3.1.5 and 4.3.1.6 below:

- 4.3.1.2 Possess basic knowledge of the religion of Islam.
- 4.3.1.3 Adhere to the basic principles of Islam as outlined in Section 3.1.
- 4.3.1.4 Be committed to furthering the aims and objectives of IFN as outlined in Section 2.1.
- 4.3.1.5 Be actively involved in serving the IFN community as an office bearer, volunteer or active participant in IFN activities.
- 4.3.1.6 Be a Member of IFN for the previous four (4) consecutive years.
- 4.3.1.7 Not have a felony conviction

4.3.2 TERM, MEETINGS AND LEADERSHIP

- 4.3.2.1 The term of a Trustee shall be five (5) years.
- 4.3.2.2 Trustees may not serve more than two (2) full terms in their lifetime.
- 4.3.2.3 The Board of Trustees shall elect officers to serve in the positions of:
  - 4.3.2.3.1 Chair;
  - 4.3.2.3.2 Vice Chair;
  - 4.3.2.3.3 Secretary; and
  - 4.3.2.3.4 Finance Director from among the Trustees, each to serve a 2-year term.
- 4.3.2.4 The Finance Director of the Board of Trustees shall serve as the Chair of the Endowment Committee.
- 4.3.2.5 The Board of Trustees shall meet at least once per calendar quarter.
- 4.3.2.6 The Chair of the Board, or a simple majority of the Trustees, may call a special meeting of the Board of Trustees.
- 4.3.2.7 The Secretary shall provide the agenda for regular Board of Trustee meetings to the Trustees at least fourteen (14) days prior to any scheduled meeting.
- 4.3.2.8 Should the Board of Trustees arrive at a tie vote, the President of the Executive Committee shall cast the tie-breaking vote.
- 4.3.2.9 Each Trustee is required to attend at least seventy five percent (75%) of the regular and special meetings held in a given calendar year to maintain their role on the Board of Trustees. Excused absences shall count toward the 75% requirement.
- 4.3.2.10 Two-thirds (2/3) of the total number of Trustees shall constitute a quorum.

4.3.2.11 If a quorum is not met in any given meeting, the Secretary of the BOT shall reschedule a new meeting at least seven (7) days later, at which meeting at least fifty percent (50%) of the Trustees shall constitute a quorum.

#### 4.3.3 DECISION MAKING

4.3.3.1 The BOT shall strive to arrive at all decisions through Simple Majority.

4.3.3.2 Unless otherwise specified, all decisions arrived at by a vote shall require a Simple Majority.

#### 4.3.4 COMPENSATION

4.3.4.1 Trustees shall not receive any compensation for their services, benefit financially from their position, or be employed by IFN.

4.3.4.2 Trustees may be reimbursed for reasonable expenses incurred in the course of conducting the business of IFN, subject to the restrictions provided in 4.3.4.3.

4.3.4.3 At the beginning of the fiscal year the Board of Trustees shall establish a threshold dollar amount beyond which Trustees as well as Executive Committee members would need approval by a Simple Majority vote of the Board of Trustees for reimbursement of direct expense.

#### 4.3.5 VACANCIES AND REPLACEMENTS

4.3.5.1 In case of an unanticipated vacancy on the Board of Trustees the position will be left open till the end of the year when the next election will be held to fill this partial-term position.

4.3.5.2 In case of any vacancy of the Executive Committee positions, other than the President, the Board of Trustees may appoint a dues-paying Member in good standing under Section 3.3.2 and would have been eligible to be on the Board of Trustees in the last election term, to complete the term until the next regularly scheduled Executive Committee election.

4.3.5.3 All candidates on the list to fill any position of the Executive Committee or the Board of Trustees shall be required to satisfy the characteristics and qualification criteria outlined in 4.3.1 or 4.4.1, depending upon the open seat.

#### 4.3.6 RESPONSIBILITIES OF THE BOARD OF TRUSTEES

4.3.6.1 Provide vision, leadership, and maintain focus on the Aims and Objectives as described in Article II;

4.3.6.2 Maintain, and provide oversight for properties, deeds, assets, investments, and endowments held in the name of IFN;

4.3.6.3 Provide oversight of the Endowment Committee;



- 4.3.6.4 Approve small capital projects valued less than Ninety-Nine Thousand Dollars (\$99,000) with a Supermajority affirmative vote;
  - 4.3.6.5 Under special and unusual circumstances, and if the Board of Trustees can show cause to dismiss one or more members of the Executive Committee, and after a full hearing to discuss the charges, the Board of Trustees may carry out the dismissal with a three-fourths (3/4) affirmative vote;
  - 4.3.6.6 In the event the whole Executive Committee is dismissed, the Board of Trustees shall appoint, within fourteen (14) days of the dismissal, a “Care Taker” committee in its place for a period not to exceed sixty (60) days. A new Executive Committee shall be elected within the sixty (60) days through the regular election process. Such Committee shall serve the remainder of the term of the dismissed Executive Committee;
  - 4.3.6.7 The Finance Director shall chair the Endowment Fund of IFN, which shall be managed by the Endowment Committee;
  - 4.3.6.8 Prepare and present bi-annual capital budget proposals for discussion and approval by the General Body;
  - 4.3.6.9 The Secretary of the Board of Trustees shall be responsible for maintaining all non-financial records pertaining to IFN, including reports of standing Committees, sub-Committees, or other working groups; minutes of meetings held by the Executive Committee, the Board of Trustees and the General Body.
  - 4.3.6.10 The Secretary of the Board of Trustees, in coordination with the Secretary of the Executive Committee shall be responsible for developing the agenda and sending out timely notifications of meetings of the General Body.
  - 4.3.6.11 The Chairman of the Board of Trustees shall preside over the General Body Meetings.
  - 4.3.6.12 The Finance Director shall be responsible for maintaining all financial reports for IFN including budgets, actuals, audits, etc.
  - 4.3.6.13 The Finance Director shall be responsible for working with the professional investment managers and the real estate managers and all other portfolio managers. The Finance Director will publish quarterly updates to the Board and submit an annual report as part of the Annual General Body Meeting.
- 4.4 EXECUTIVE COMMITTEE. The Executive Committee shall consist of a President, Vice President, Secretary, Treasurer, and Social Events Director.
- 4.4.1 CHARACTERISTICS AND QUALIFICATIONS FOR EXECUTIVE COMMITTEE MEMBERSHIP
    - 4.4.1.1 To be eligible for membership of the Executive Committee, the prospective candidate shall, in the judgment of the majority of the Nomination Committee, demonstrate the characteristics outlined in items 4.4.1.1, 4.4.1.2, and 4.4.1.3,

and have an absolute requirement to meet items outlined in 4.4.1.4 and 4.4.1.5 below:

- 4.4.1.1 Possess basic knowledge of the religion of Islam;
- 4.4.1.2 Adhere to the basic principles of Islam as outlined in Section 3.1;
- 4.4.1.3 Be committed to furthering the aims and objectives of IFN as outlined in Section 2.1;
- 4.4.1.4 Has been a Member of IFN for the previous two (2) consecutive years including the current year
- 4.4.1.5 Not have a felony conviction;

#### 4.4.2 TERM, MEETINGS AND LEADERSHIP

- 4.4.2.1 The term of each member of the Executive Committee shall be two (2) years.
- 4.4.2.2 The President of the Executive Committee may not serve for more than two (2) consecutive or non-consecutive terms in their lifetime.

Members of the Executive Committee may not hold any Executive Committee office positions for more than a total four (4) consecutive or non-consecutive terms in their lifetime.

- 4.4.2.3 The Executive Committee shall meet at least once per month. The Secretary of the Executive Committee shall make the agenda of the meeting available to the Executive Committee members at least seven (7) days prior to the scheduled meeting.
- 4.4.2.4 Three fifths (3/5) or 60% of the total number of the Executive Committee members shall constitute a quorum.
- 4.4.2.5 Each Executive Committee member is required to attend at least seventy-five percent (75%) of the regular and special meetings of the Executive Committee held in a given calendar year to maintain their membership on the Executive Committee. Excused absences shall count toward the 75% requirement.
- 4.4.2.6 The President shall be a de facto, non-voting member of the Board of Trustees, except in the case of a tie-breaking vote. The President shall provide ongoing reports to the Board of Trustees on operational issues and general functions and programs at IFN.
- 4.4.2.7 Should the Executive Committee arrive at a tie vote, the side of the President shall prevail.
- 4.4.2.8 The President may call a special meeting of the Executive Committee.
- 4.4.2.9 The Executive Committee shall hold quarterly informational meetings with the

General Body to facilitate communications and information flow in both directions.

#### 4.4.3 DECISION MAKING

- 4.4.3.1 The Executive Committee shall strive to arrive at all decisions through Simple Majority.
- 4.4.3.2 If 4/5<sup>th</sup> of the Executive Committee members move to vote on any matter, then the President shall be required to conduct one.
- 4.4.3.3 All decisions arrived at by a vote shall require a Simple Majority.

#### 4.4.4 COMPENSATION

- 4.4.4.1 No member of the Executive Committee shall be compensated, financially or otherwise, for their time or effort in discharging their duties.
- 4.4.4.2 Members of the Executive Committee may be reimbursed for any reasonable out of pocket expenses incurred in the course of conducting the business of IFN, subject to the restrictions provided in 4.3.4.3.

#### 4.4.5 RESPONSIBILITIES OF THE PRESIDENT OF THE EXECUTIVE COMMITTEE

- 4.4.5.1 Execute the strategies provided by the Board of Trustees;
- 4.4.5.2 Provide management and leadership in the day-to-day operation of IFN;  
Develop appropriate programs to achieve the aims and objectives outlined in Article II;
- 4.4.5.3 Represent and articulate the opinion, desires and views of the community at meetings of Board of Trustees.;
- 4.4.5.4 Serve as the official representative and spokesperson for IFN. The President may also choose to delegate the task of spokesperson to other members as appropriate;
- 4.4.5.5 Represent IFN at any organization(s) lawfully recognized by the US Government unless explicitly directed by the Board of Trustees and the Executive Committee to not do so;
- 4.4.5.6 Appoint directors for the various standing and volunteer committees.
- 4.4.5.7 Provide guidance, direction and leadership to Standing Committees, sub-Committees and Working Groups;
- 4.4.5.8 Submit an annual operating budget for IFN to the Board of Trustees for approval;

#### 4.4.6 RESPONSIBILITIES OF THE VICE PRESIDENT OF THE EXECUTIVE COMMITTEE

- 4.4.6.1 Assume responsibilities of the President in the absence of the President;
- 4.4.6.2 Building relationships and representing IFN with other Islamic organizations to build partnerships and bring learnings and best practices into IFN;
- 4.4.6.3 Oversee education programming at IFN;
- 4.4.6.4 Facilitate and organize religious and non-religious programs at IFN;
- 4.4.6.5 Responsible for securing IFN's physical, digital and personal security;
- 4.4.6.6 Perform any other duties assigned by the President;
- 4.4.7 **RESPONSIBILITIES OF THE GENERAL SECRETARY OF THE EXECUTIVE COMMITTEE**
  - 4.4.7.1 Coordinate with the Membership Committee to maintain updated membership records of all members of IFN;
  - 4.4.7.2 Assist the Election Committee in its efforts to validate and verify membership status in preparations for elections;
  - 4.4.7.3 Assist the Secretary of the Board of Trustees, in sending out timely notifications of meetings of the General Body;
  - 4.4.7.4 Responsible for official communications between the Executive Committee and all other external entities to conduct the affairs of IFN;
  - 4.4.7.5 Responsible for sending out timely notifications of meetings of the Executive Committee;
  - 4.4.7.6 Prepare the agenda for each meeting of the Executive Committee where the President shall so require;
  - 4.4.7.7 Responsible for the oversight of the Facilities Operation & Maintenance Committee; and
  - 4.4.7.8 Perform any other duties assigned by the President.
- 4.4.8 **RESPONSIBILITIES OF THE TREASURER OF THE EXECUTIVE COMMITTEE**
  - 4.4.8.1 Maintain all financial records pertaining to the operation of IFN;
  - 4.4.8.2 Develop and maintain sound financial practices and abide by the governing regulations;
  - 4.4.8.3 Serve as a financial advisor to the President;
  - 4.4.8.4 Prepare annual operating budget to be submitted by the President to the Board of Trustees for approval;

- 4.4.8.5 Serve as member of the Finance Committee;
- 4.4.8.6 Responsible for the timely preparation and filing of all documents required to satisfy the accounting needs of IFN in accordance with Generally Accepted Accounting Principles and any applicable provisions of the Internal Revenue Code, and federal or state law; and
- 4.4.8.7 Perform any other duties assigned by the President.
- 4.4.9 RESPONSIBILITIES OF THE SOCIAL EVENTS DIRECTOR OF THE EXECUTIVE COMMITTEE
- 4.4.10 Coordinate social activities at IFN as decided by the Executive Committee;
- 4.4.11 Responsible for the rental activity of the facility;
- 4.4.12 Assist the Executive Committee secretary in planning and execution of special events and celebrations as decided by the Executive Committee;  
and
- 4.4.13 Perform any other duties assigned by the President.

#### Vacancies and Replacements

- 4.4.1.2 In case of any vacancy of the position of the President, the Vice President shall become President to complete the term until the next regularly scheduled executive committee election

ARTICLE V.  
COMMITTEES

IFN shall have standing, ad-hoc, and temporary committees. Sincere efforts shall be made to ensure that members of these committees possess relevant experience and expertise in the area for which they are assigned. Each committee shall report to the respective authority that appointed it and shall not make decisions, independent of such authority, which may bind IFN in any way.

The President of the Executive Committee shall form and have oversight over the following standing committees, with the consent of the other members of the Executive Committee, as soon as possible after assuming office:

- Religious Affairs Committee;
- Education Committee;
- Facilities Operation & Maintenance Committee;
- Public Relations and Outreach Committee;
- Youth Services Committee;
- Membership Committee;
- Women's Affair Committee; and
- Family Advocacy Committee.

The Board of Trustees shall form and have oversight over the following standing committees, as soon as possible after assuming office:

- Finance Committee;
- Election Committee; and
- Endowment Committee.

In addition, either the Executive Committee or the Board of Trustees may set up and designate one or more committee(s), sub-committee(s), or working group(s). The appointing authority may, at its own discretion, change one or more members of any committees. For any voting or decision-making committee role, no more than one person from the same family can serve in an individual committee. The family includes parent(s), spouse, son(s), and/or daughter(s).

5.1 RELIGIOUS AFFAIRS COMMITTEE

5.1.1 Develop, promote and organize all religious activities, as described in Article II;

5.1.2 Coordinate and administer the daily, Friday (Juma'a), Eid-ul-Fitr, and Eid-ul-Adha prayers schedules;

5.1.3 Develop criteria for, and oversee, the distribution of Zakat, Sadaqat, and other charitable funds;

5.1.4 Develop and manage the Adult religious education programs in coordination with the Education Committee;

5.1.5 Participate in interfaith activities;

5.1.6 Report the activities of the Religious Affairs Committee to the Executive Committee

at its regular meetings, or when asked by the President;

- 5.1.7 The committee shall comprise of the Imam plus four (4) Members which shall all be appointed by the collaborative agreement of the Imam and President with the Simple Majority approval of the Executive Committee;
- 5.1.8 The Director of Religious Affairs may solicit the help and participation of any member of the community as deemed appropriate;
- 5.1.9 The Religious Affairs Committee shall also serve in an advisory capacity to the Executive Committee; and
- 5.1.10 The committee members shall have the sole authority to select a chairperson for the committee.

## 5.2 EDUCATION COMMITTEE

- 5.2.1 Develop and implement Islamic educational programs for children including, but not limited to, curriculum for all educational programs;
- 5.2.2 Assist the Religious Affairs Committee in developing and administering Adult education programs;
- 5.2.3 Report the activities of the Education Committee to the Executive Committee at its regular meetings, or when asked by the President;
- 5.2.4 The Education Committee shall comprise of five (5) members: a Director of Education, to be appointed by the President, and four (4) additional members to be proposed by the Director of Education and approved by the Executive Committee. Two (2) of the four (4) members shall be from among the weekend-School teachers, and the other two members shall be from among the rest of the community;
- 5.2.5 The Director of Education may solicit the help and participation of any member of the community as deemed appropriate; and
- 5.2.6 The Education Committee shall also serve in an advisory capacity to the Executive Committee.

## 5.3 FACILITIES OPERATION & MAINTENANCE COMMITTEE

- 5.3.1 Develop maintenance schedules for IFN's facilities and real property and maintain accurate and contemporaneous maintenance records;
- 5.3.2 Prepare annual maintenance budget and present it to the President for use in the overall Operations Budget of the Executive Committee;
- 5.3.3 Assist the Executive Committee in the selection of contractors and the awarding of contracts;
- 5.3.4 Solicit proposals from at least three (3) vendors, if applicable, and manage and

administer relationships with outside vendors;

- 5.3.5 Assist the Board of Trustees in facilities and expansion planning;
- 5.3.6 Report the activities of the Facilities Operation and Maintenance Committee to the Executive Committee at its regular meetings, or when asked by the President;
- 5.3.7 The Facilities Operation and Maintenance Committee shall comprise of three (3) members: Director of Facilities and Maintenance to be appointed by the President and two (2) additional members;
- 5.3.8 The Director of Facilities Operation may solicit the help and participation of any member of the community as deemed appropriate; and
- 5.3.9 The Facilities Operation and Maintenance Committee shall serve in an advisory capacity to the Executive Committee.

#### 5.4 PUBLIC RELATIONS AND OUTREACH COMMITTEE

- 5.4.1 Develop programs to proactively reach out to and build bridges with neighbors and the local community at large;
- 5.4.2 Develop a “Welcome Packet” of information for new Muslim visitors to IFN community;
- 5.4.3 Manage IFN’s involvement with civic organizations, such as organizations promoting social justice within the local community, to ensure continuous and productive engagement;
- 5.4.4 Coordinate with the Religious Affairs and Education Committees to develop programs with schools, colleges and universities in the surrounding area to help educate the public about Islam and Muslims;
- 5.4.5 Work with the President to represent IFN in the local community and at various media outlets;
- 5.4.6 Distribute information through newsletters, the Internet, mailings and other forms of dissemination;
- 5.4.7 Develop and produce any special promotional material, flyers and special announcements;
- 5.4.8 The Public Relations and Outreach Committee shall comprise of three (3) members: Director of Public Relations and Outreach to be appointed by the President and two (2) additional Members;
- 5.4.9 Maintain the audio-visual records and archives of IFN under the guidance and leadership of the Secretary of the Executive Committee;
- 5.4.10 The Director of Public Relations and Outreach may solicit the help and participation



of any member of the community as deemed appropriate; and

5.4.11 The Public Relations and Outreach Committee shall serve in an advisory capacity to the Executive Committee.

## 5.5 YOUTH SERVICES COMMITTEE

5.5.1 Plan all youth social, athletic, recreational, and volunteer activities;

5.5.2 Report the activities of the committee to the Executive Committee at its regular meetings, or when requested by the President;

5.5.3 The Youth Services Committee shall comprise of four (4) members: a Director of Youth Services, to be appointed by the President, and three additional members to be proposed by the Director and approved by the Executive Committee. Two (2) of the four (4) members shall be male members, and two (2) shall be female members. At least one (1) male and one (1) female member must be under twenty-five (25) years old; and

5.5.4 The Director of Youth Services may solicit the help and participation of any member of the community as deemed appropriate.

## 5.6 MEMBERSHIP COMMITTEE

5.6.1 Organize and arrange membership drives for IFN;

5.6.2 Work with the Secretary of the Executive Committee to develop, update and keep current the membership database for IFN;

5.6.3 The Membership Committee shall comprise of three (3) members: Director of Membership, to be appointed by the President, and two (2) additional members;

5.6.4 The Director of Membership may solicit the help and participation of any member of the community as deemed appropriate; and

5.6.5 The Membership Committee shall serve in an advisory capacity to the Executive Committee.

## 5.7 FINANCE COMMITTEE

5.7.1 Work with Executive Committee and the Board of Trustees to develop a proper and sound financial foundation for IFN;

5.7.2 Coordinate with the Religious Affairs Committee to administer the Zakat, Sadaqat and other charitable funds;

5.7.3 Participate and manage fundraising activities for IFN throughout the year in coordination with the Board of Trustees and Executive Committee;

5.7.4 The Finance Committee shall be responsible for selecting an independent auditor to

conduct an audit of the financial records of IFN a minimum of once every two (2) years;

5.7.5 The Finance Committee shall comprise of three (3) members led by the Finance Director of the Board of Trustees and includes the Treasurer of the Executive Committee;

5.7.6 The Finance Committee may solicit the help and participation of any member of the community as deemed appropriate;

5.7.7 The Finance Committee shall serve in an advisory capacity to the Board of Trustees and the Executive Committee;

5.7.8 Due to the fiduciary responsibilities of the Board of Trustees, the finance committee will report to the Board of Trustees;

## 5.8 ELECTION COMMITTEE

5.8.1 The Election Committee shall consist of three (3) Members consisting of a Chair and two (2) members to be appointed by the Board of Trustees. Each member on the Election Committee shall serve until the Election Committee is dissolved following the election period;

5.8.2 By accepting to serve on the Election Committee, the Election Committee members agree to forfeit their right to be nominated or elected to any open seat in that election cycle. Election Committee members shall retain their voting rights;

5.8.3 The Election Committee shall be formed no later than September 15 of the election year and shall dissolve ten (10) days after election results have been declared;

5.8.4 The Chairman of the Election Committee shall preside over the election portion of the General Body meeting and conduct the elections with the assistance of the other two (2) members of the Election Committee;

5.8.5 The results of the election shall be available for review by any member upon proper request to the Election Committee, up to ten (10) days following the election day, subsequent to which all records will be destroyed to protect confidentiality; and

5.8.6 The Election Committee shall present the results of each election to the members of the Board of Trustees not up for re-election.

## 5.9 ENDOWMENT COMMITTEE

5.9.1 The Endowment Committee shall be responsible for the planning, execution and management of an endowment program for IFN;

5.9.2 The Endowment Committee shall coordinate investment plans for the endowment fund through collaboration with the Religious Affairs Committee and shall only invest in Shari'ah compliant investment opportunities;

5.9.3 The Endowment Committee shall be responsible for the appointment and oversight

of a professional investment manager who will manage the endowment in accordance with provision 5.9.2;

5.9.4 Due to the fiduciary responsibilities of the Board of Trustees, the Endowment Committee will report to the Board of Trustees;

5.9.5 Unless a resolution is passed at the beginning of the year by a Simple Majority vote of the Board of Trustees to allocate a different amount, the Board of Trustees shall allocate a minimum of ten percent (10%) of the annual gross income of IFN towards investment in the Endowment Fund. Annual gross income should at a minimum exclude zakat contributions.

5.9.6 The Endowment Committee shall comprise of three (3) members led by the Director of Finance of the Board of Trustees; and

5.9.7 The Endowment Committee may solicit the help and participation of any member of the community as deemed appropriate.

#### 5.10 WOMEN'S AFFAIRS COMMITTEE

5.10.1 The Women's Affairs Committee shall be responsible for advocating for the female members at IFN; and

5.10.2 The Women's Affairs Committee shall comprise of three (3) members appointed by the Executive Committee with members of the committee being women.

#### 5.11 FAMILY ADVOCACY COMMITTEE

5.11.1 The family advocacy committee is responsible for advocating for mental health, domestic issues and other family related issues to help improve the quality of life of Members who are in need;

5.11.2 Develop a non-crisis hotline for the IFN community and its neighboring counties;

5.11.3 Provide assessment for potential safety risks of the Member or any family member in their home;

5.11.4 Provide support and guidance to the Member suitable to their needs and requests;

5.11.5 Educate the domestic violence and abuse to the Members about their rights and linked towards community resources in case safety is in jeopardy;

5.11.6 Screen mental health needs of Members and provide resources based on each Member's need;

5.11.7 The committee will comprise of three (3) Members: The Chair of this committee shall be appointed by the President (in consultation with the Executive Committee) and two (2) other Members.

#### 5.12 AD HOC COMMITTEES

5.12.1 The Board of Trustees may commission any ad hoc committee(s) for specific purposes;

5.12.2 Any such committee shall consist of a minimum of three (3) individuals;

- 5.12.3 Any such committee shall be provided with a written mandate clearly outlining the scope of tasks, objectives, and deliverables. The term of duration of the committee shall also be specified in the written mandate.
- 5.12.4 In cases involving potential un-Islamic activities, members of any ad-hoc committee assembled to address such issues must have adequate knowledge of Quran and Sunnah, and be well versed in Islamic teachings. At least one (1) of the members must be from the Religious Affairs Committee; and
- 5.12.5 All ad-hoc committees shall make their recommendation to the Board of Trustees. The Board of Trustees will then consider the recommendations and act on them accordingly.

ARTICLE VI.  
MEETINGS

6.1 ANNUAL MEETING

6.1.1 The annual meeting of the Members of IFN shall be held in the fourth quarter of each calendar year. The Board of Trustees and the Executive Committee will make a good faith effort to select a date that will maximize attendance of the General Body at the annual meeting.

6.1.2 The Secretary of the Board of Trustees, with assistance from the Secretary of the Executive Committee, shall send out a notice to all Members, as defined in Section 3.2, detailing the date, time, and place of the meeting, at least fourteen (14) days in advance of the annual meeting.

6.1.3 The agenda of the Annual meeting shall include:

6.1.3.1 Minutes from the previous Annual meeting;

6.1.3.2 Annual report of the Chairman of the Board of Trustees;

6.1.3.3 Annual report of the President of the Executive Committee;

6.1.3.4 Treasurer report, including a balance sheet, general statement of income and expenses along with an auditor's report, if applicable;

6.1.3.5 Elections to fill vacancies on the Executive Committee or the Board of Trustees, when required; and

6.1.3.6 Questions or issues raised from the floor.

6.2 SPECIAL MEETINGS

6.2.1 A special meeting of the General Body may be called at any time upon the written request of one-tenth (1/10) of the total number of Members as defined in Section 3.2

6.2.2 The Secretary of the Board of Trustees shall announce the special meeting no less than fourteen (14) days in advance of the proposed date.

6.3 QUORUM

6.3.1 Quorum at any regular or special General Body meeting shall be determined by the Physical Presence as defined in Section 6.3.4, of one third (1/3) of the total number of Members as defined in Section 3.2, as well as at least three (3) members of the Board of Trustees, and two (2) members of the Executive Committee.

6.3.2 In the event a quorum is not met, the Secretary of the Board of Trustees shall determine the date and time of a subsequent meeting not to exceed thirty (30)

days thenceforth and notify all Members of the same.

- 6.3.3 At the rescheduled meeting, quorum shall be met by the Physical Presence of one sixth (1/6) of the total number of Members as defined in Section 3.2, as well as three (3) members of the Board of Trustees, and two (2) members of the Executive Committee. All decisions resulting from such meeting are official and binding on IFN.
- 6.3.4 “Physical Presence” for quorum purposes will also include individuals who are in virtual attendance via electronic media with registration for the event to be done prior to joining any meeting.
- 6.4 ABSENTEE BALLOTS
  - 6.4.1 Members eligible to vote, as defined in Section 3.3, may vote by proxy, or absentee ballot or via electronic vote under Section 7.1 which includes the name of the voter. Proxy can only be presented by immediate family for family members - immediate family will include spouse, children, and parents
  - 6.4.2 Where applicable, a write up of issues to be voted on, shall be provided by the Secretary of the Board of Trustees.
  - 6.4.3 Absentee ballots shall be provided by the Chairman of the Election Committee.
  - 6.4.4 Each absentee ballot must bear the name, address and signature of the Member.
  - 6.4.5 Each absentee ballot must be delivered in person or mailed postdated no later than one (1) week before the scheduled meeting, to the attention of the Secretary of the Board or, in the case of elections, to the Chairman of the Election Committee.

ARTICLE VII.  
ELECTIONS

- 7.1 ELECTION CYCLE. Standing elections must be declared between November 1 and December 15 of each year.
- 7.2 NOTICE OF VACANCIES. The notice of the Annual meeting, and General or Special elections, shall contain the following information:
- 7.2.1 Number and nature of vacancies on the Executive Committee.
  - 7.2.2 Number and nature of vacancies on the Board of Trustees.
  - 7.2.3 Names and contact information of the Election Committee members.
  - 7.2.4 The deadline by which nominations have to be submitted to the Election Committee.
  - 7.2.5 The Election Committee shall stop accepting nominations fourteen (14) days prior to the date of the upcoming election in order to prepare ballots and organize the elections.
  - 7.2.6 All positions whose term is ending in the year of the election, or any resignations for the same year, given year shall be are eligible for elections.
- 7.3 NOMINATIONS. Vacancies on the Executive Committee or Board of Trustees shall be filled from the general Membership by the following process:
- 7.3.1 Only Members shall be eligible to make nominations for the Executive Committee and Board of Trustees. A minimum of ten (10) Members must nominate a candidate for the person to be on the ballot.
  - 7.3.2 All nomination forms must be signed by the nominating member or by using electronic means of nomination which is to include the name of the nominating member
  - 7.3.3 Only nominations submitted to the Election Committee by the deadline shall be considered for inclusion on the ballot.
  - 7.3.4 The Election Committee shall verify and validate membership of nominators and eligibility and personal acceptance of nominees. The nominees must agree to a background check prior to being on the ballot. Also, in keeping with the definition of a Muslim, all members running for elections are expected that their business and personal dealings are in line with the teachings of Islam.
  - 7.3.5 All elected officials will follow the code of conduct as defined by IFN policies
- 7.4 VOTING METHODS
- 7.4.1 In addition to voting on paper ballots or in person, any amendments to bylaws, voting for elections, or the like may be voted on using electronic voting methods, such as email or surveys.
  - 7.4.2 Physical Presence for voting purposes shall be defined as having actual, physical presence at IFN on the day of the election, an absentee ballot or proxy under Section 6.4, or via electronic vote under Section 7.1 which includes the name of

the voter.

7.4.3 All election records shall be saved for a period of at least ten (10) days. after the election results are declared



ARTICLE VIII.  
IMAM

- 8.1 The Imam shall work closely with the Executive Committee and the Board of Trustees.
- 8.2 The Imam shall be a permanent member of the Religious Affairs Committee.
- 8.3 The Imam shall report directly to the Executive Committee President. The annual goals and objectives for the Imam will be established by the Executive Committee President with input and approval of the Board of Trustees. The Executive Committee President will be responsible for the annual progress and achievement of the goals and objectives, and will report the same to the Board of Trustees.
- 8.4 The Board of Trustees shall have the sole authority to:
- 8.4.1 Hire or terminate the Imam's employment with IFN with input of the President; and
  - 8.4.2 Determine compensation and raises with input of the President.
- 8.5 An individual subjected to dismissal and/or expulsion for shall not be rehired as an employee and will not be allowed to serve in any committee and debarred from contesting for an elected position forever.

ARTICLE IX.  
CONTRACTS, CHECKS, DEPOSITS AND FUNDS

- 9.1 **CONTRACTS.** The Board of Trustees may authorize any member(s), agent(s) of IFN, in addition to persons(s) authorized by these bylaws, in coordination with the Facilities Operation & Maintenance Committee, to enter into any contract or execute and deliver any instrument in the name of and on behalf of IFN and such authority may be general or confined to specific instances.
- 9.2 **CHECKS AND DRAFTS.** Subject to the restrictions found in 4.3.4.3, all checks or other orders of payments of money, notes or other evidences of indebtedness issued in the name of IFN shall be signed by either the Treasurer, President or Secretary of the Executive Committee. If the above officers are not available, the Chair, the Secretary or the Director of Finance of the Board of Trustees may sign until the officers of the Executive Committee are available.
- 9.3 **DEPOSITS.** All funds of IFN shall be deposited to the credit of IFN in such banks, trust companies or other depositories as the Board of Trustees may select.
- 9.4 **GIFTS.** The Board of Trustees and Executive Committee may accept on behalf of IFN any contributions, gifts, bequest or device for general purposes or any special purpose. Such gifts shall be the property of IFN and be tendered immediately to IFN to be kept at the principal office.

ARTICLE X.  
RECORDS

- 10.1 EXECUTIVE COMMITTEE RECORDS. The Executive Committee shall maintain and permanently retain the following records:
- 10.1.1 Complete, correct books and records of all financial accounts;
  - 10.1.2 An accurate and current list containing all relevant contact information of Members; and
  - 10.1.3 All audio and video records of events relating to IFN, where it is reasonably viable to do so.
- 10.2 BOARD OF TRUSTEE RECORDS. The Board of Trustees shall maintain and permanently retain the following records:
- 10.2.1 Annual approved budgets and annual financial statements
  - 10.2.2 Board meeting minutes
  - 10.2.3 Board policies and resolutions
  - 10.2.4 Bylaws
  - 10.2.5 All external audit statements
- 10.3 AUDIT. As part of the external audit the Board of Trustees is responsible to have an external third-party audit the financial records and the record retention compliance of the Executive Committee and the Board of Trustees. Said report shall be published once every two (2) years.
- 10.4 LOCATION OF RECORDS. IFN shall keep at the office of IFN correct and complete books and records of the activities and transactions of IFN, including the minute book, which shall contain a copy of the Articles of Incorporation, a copy of these bylaws, all resolutions of the Board of Trustees, and all minutes of meetings of the Members and meetings of the Board of Trustees and committees thereof.
- 10.5 INSPECTION RIGHTS. All books and records may be reviewed and inspected on the IFN premises or location determined by the Board of Trustees, during IFN business hours, by any Member, or its agent or attorney, after providing a fourteen (14) day written notice. The Member must identify a proper purpose for the demand and the requested books and records must be “necessary” for that purpose. In addition, a Member may not inspect records as a means to harass or embarrass IFN, the Board of Trustees, Executive Committee, or any IFN Member or recipient of aid. Such inspection shall be at the sole cost and expense of the Member.
- 10.6 RETURN OF RECORDS. All records, designs, plans, financial statements, memoranda, lists and other property delivered to or compiled by any elected official, employee or volunteer of IFN by or on behalf of IFN or its Representatives, shall be and remain the property of IFN and be subject at all times to its discretion and control. Likewise, all correspondence, reports, records, advertising materials and other similar data pertaining to IFN, its activities or future plans of IFN which is collected by any elected official, employee or volunteer of IFN shall be delivered promptly to IFN without request upon leaving their position, office or employment at IFN. All IFN property including data will not be shared or used for personal gain during their tenure and after leaving their position.

ARTICLE XI.  
INDEMNIFICATION AND INSURANCE

11.1 INDEMNIFICATION. IFN may, to the fullest extent now or hereafter permitted by law, indemnify any person made, or threatened to be made, a party to any action or proceeding by reason of the fact that he or she, his or her testator or intestate, was a director or officer of IFN, against judgments, fines, amounts paid in settlement, and reasonable expenses, including attorneys' fees. No indemnification may be made to or on behalf of any such person if (a) his or her acts were committed in bad faith or were the result of his or her active and deliberate dishonesty and were material to such action or proceeding or (b) he or she personally gained in fact a financial profit or other advantage to which he or she was not legally entitled.

11.2 INSURANCE. IFN shall have the power to purchase and maintain insurance to indemnify IFN for any obligation which it incurs as a result of its indemnification of directors and officers pursuant to Section 11.1 above, or to indemnify such persons in instances in which they may be indemnified pursuant to Section 11.1 above.

ARTICLE XII.  
AMENDMENTS

- 12.1 For any proposed amendment(s) to these bylaws to be considered for vote and adoption, such consideration shall be either: (a) approved by a three-fourths (3/4) affirmative vote of the Board of Trustees, or (b) submitted in writing to the Board of Trustees with the signatures of at least one-sixth (1/6) of all Members.
- 12.2 Subject to the provisions of Section 12.1, a minimum of twenty (20) days, but no more than sixty (60) days' prior notice shall be given to all Members stating the specific amendment(s) and the date and time of the Annual/Special Meeting to discuss and vote on any such amendment(s).
- 12.3 A three-fourths (3/4) affirmative vote, in an Annual/Special General Body meeting having proper quorum, shall be required for any proposed amendment(s) to be adopted.

ARTICLE XIII.  
DISSOLUTION

- 13.1 PROCEDURE. IFN may liquidate or dissolve any or all assets by a three-fourths (3/4) affirmative vote at a session of the General Body, where such a proposal has been written into the agenda, or by a written consent signed by three fourths (3/4) of the Members.
- 13.2 Upon dissolution of IFN, all assets shall be used to pay any liabilities IFN may have. Any and all remaining assets shall be transferred to a tax-exempt Muslim organization, having similar goals and objectives as IFN, within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Unless otherwise determined at a meeting or by written notice as provided for in Section 13.1, the transference of such assets will be carried out by a three fourths (3/4) vote of the General Body designating the transferee(s). Any such assets not so disposed of shall be disposed of by a Court of competent jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE XIV.  
GENERAL PROVISIONS

- 14.1 FISCAL YEAR. The fiscal year of IFN shall be the calendar year (i.e., January 1 through December 31), unless otherwise amended.
- 14.2 SIMPLE MAJORITY. A decision made by more than fifty percent (50%) of the votes represented and entitled to be cast.
- 14.3 SUPERMAJORITY. A decision made by more than sixty-seven percent (67%) of the votes represented and entitled to be cast.
- 14.4 REFERENCES TO THE ARTICLES OF INCORPORATION. References in these bylaws to the

Articles of Incorporation shall include all amendments thereto or changes thereof unless specifically excepted by these bylaws. In the event of a conflict between the Articles of Incorporation and these bylaws, the Articles of Incorporation shall govern.

- 14.5 **DISTRIBUTION OF EARNINGS.** No part of the net earnings of IFN shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that IFN shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Articles of Incorporation. No substantial part of the activities of IFN shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and IFN shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of the Articles of Incorporation or these bylaws, IFN shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.
- 14.6 **NON-DISPARAGEMENT.** Any elected official, employee or volunteer of IFN directly or through any other person make any public or private statements (whether orally, in writing, via electronic transmission, or otherwise) that disparage, denigrate or malign IFN or any of its respective officers, employees, directors, agents, attorneys, or members (collectively its “Representatives”). For purposes of clarification, and not limitation, a statement shall be deemed to disparage, denigrate or malign IFN or its Representatives if such statement could be reasonably construed to adversely affect the opinion any other person may have or form of IFN or its Representatives. All grievances should follow protocol to be resolved through the appropriate grievance committee or to be brought to the General Body Meeting, as required, as a final resort.
- 14.7 **ELECTRONIC SIGNATURES.** Wherever a written instrument is required to be executed hereunder, an electronic signature, to the extent permitted by applicable law, shall be deemed to be a written signature.

NOTES:

These bylaws were adopted unanimously by the Board of Trustees of IFN at the scheduled board meeting on November 7, 2021 and ratified by the membership at the Annual General Body Meeting held on \_\_\_\_\_, 2021.

These bylaws will be effective as of January \_\_, 2022.

Board of Trustees Members:

Name	Position	Signature
Haris Jamil	Chairman	
Mamadou Diallo	Secretary	
Nisar Syed	Finance Director	
Khaudeja Bano	Member	
Saqib Ahmed	Member	
Oghay Kherzai	Member	
Taha Suglatwala	Member	
Naveed Ismail	Member	
Irshad Khan	Member	
Farzaan Mahmood	Member	
Jaseem Anwar	President of Executive Committee	