

## BOT Meeting, January 11<sup>th</sup>, 2026

### Opening Dua

The meeting started at 11:06 AM with dua. The Chairman welcomed the new board members recently elected.

### Approval of December Meeting Minutes

**Motion:** The motion to approve the December monthly and special meeting minutes was moved and seconded. **There were no objections. Motion approved.**

### New Officers and Roles & Responsibility

“Before we elect new officers, can we define what are the roles and responsibilities of the board’s officers and leads?”

“I don’t think we have time to define the roles and responsibilities today to allow us to proceed with an election, but we can work on these in the near future.”

“If we are going to just define a process, I think we can go ahead with the election now and define the process later.’

“The IFN board has been around for many years. I’m sure most of you would be familiar with the officers’ roles. I think we can proceed with the election of the offices now.”

After further discussion and deliberation, the following motion was passed:

**Motion:** The motion to postpone the election of BOT officers until (at the latest) the April meeting and to maintain the current officers in place and assign an interim Finance Director was moved and seconded. **There were no objections. Motion approved.**

### Interim Finance Director

The board selected Br Rafiq Rakhangi as the interim Finance Director.

“We have some new roles defined in the bylaws that we have not selected from the board members. Each board member should be responsible for a position. New bylaws are effective starting January 1<sup>st</sup> 2026.”

“Let’s define the officers’ roles and responsibilities, add the new roles in the bylaws, and then hold the elections in April at the latest.”

“I suggest we have an all-day workshop within two weeks to review the roles and responsibilities.”

## BOT Strategic Priorities and Annual Objectives for 2026

“We should agree what the strategy of the board is going to be for 2026 and define what success looks like. This will help us guard from reactive decision-making; as a board we should try to minimize that.”

## Solar Project Update

“Not much of an update, just that the Letter of Intent has been sent.”

“We talked about the parking lot. Any update on that?”

“The contractor came and looked at the area in our parking lot we want to use. They do not recommend using that spot as that will require building a new structure, which means additional cost. They suggest we use the land toward the wetland area. We will need to have longer cables running to reach the main building, though.”

“We have a Construction Committee. They can work with the suggestions from the contractor and decide the best approach.”

## Board Material Classification & Marking System Definition

“All documents will be classified as one of three categories. PUBLIC, INTERNAL, CONFIDENTIAL.”

“I think restricting the spoke-person to be the only allowed person to talk is too narrow.”

“This process is only for CONFIDENTIAL documents.”

“One of the comments in the GBM is that transparency is lacking so we should do better to address this perception.”

“We can use a process similar to Village Board Meetings and communicate to our IFN members that for some of our meetings, the first hour will be PUBLIC for example.”

“What is the difference between INTERNAL and CONFIDENTIAL?”

“Team leads discussing details with the team members are classified as INTERNAL. It’s people outside of the board that need to know information regarding what they are working on.”

## Fundraising Update

"I shared a high-level plan for our fundraising strategy. I also recommend we follow up on collecting the pledges, and let us elect a new fundraising lead, as my tenure has ended."

"Let's aim to raise around \$1M by the summer, including cost for our solar/green initiative."

## IFN Expansion Project Update

"Construction continued in December. No issues to report at this point except for the funding of the Furniture, Fixtures, and Equipment (FF&E) that we need to raise. Construction should be completed by Q4 of this year."

"Who has the financial details of the Expansion Project? Can we have a monthly report of the cost?"

"The PM team can provide a report."

"Darusalaam worked on their FF&E differently. What they did was to buy the products from China. We could have significant savings in this way. The FF&E team has agreed to explore acquiring much of the material from China."

"With this approach, we could save around \$500,000."

"The main concern is that Darusalaam did this three years ago. How do tariffs affect this?"

"Tariffs do not apply to these products for now."

"China does have tariffs as well. It's just lower for now but could be significantly higher if applied in full."

"If we are considering grants from the government, for example for security equipment, be aware that Chinese products are excluded from them."

## President's Report

"The EC will continue to manage the operations for IFN and the board will focus on strategy. We will be one team working toward the same goal. The next two to three years will be crucial for IFN because of the expansion project. I would request that during this time, we need to have a timelier decision-making process instead of being open-ended."

"If the EC would like to explore acquiring some items from China, let us know so we can incorporate them in one trip."

"Why was the Zakat Committee dissolved?"

"We changed the committee members; the committee is still there."

## Closing Dua (5 min)

The meeting ended at 1:50 PM with dua.