

## BOT Meeting, February 1<sup>st</sup>, 2026

### Opening Dua

The meeting started at 9:19 AM with dua. The Chairman thanked everyone for coming in despite the cold weather. One board member will be leaving early.

### Approval of January Meeting Minutes

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

### Election of New Officers

**Motion:** The motion to approve the following board members as officers for 2026 and 2027 was moved and seconded:

- Chairman: Br Ishaq Mohiuddin
- Vice Chairman: Br Waseem Kagzi
- General Secretary: Mamadou Diallo
- Finance Director: Rafiq Rakhangji

**There were no objections. Motion approved.**

#### Action Item:

- Post the list of new officers on the new IFN website

### IFN Mission and Vision

“This Mission & Vision was created in 2010 and approved by the IFN Board and the IFN General Body. We can review it for everyone’s awareness and post it on our new IFN website.”

“Is the idea to publish these statements on the website until we review them?”

“Yes.”

“Was the document approved in 2010 to expire in 2025?”

“Yes, but until we come up with an update, the old one stands.”

“I suggest we should benchmark our M&V against other mosques.”

## Mission

“IFN is a Muslim institution dedicated to the principles of Islam, serving the community at large.”

## Vision - Key Focus Areas

- Spiritual Excellence
- Endowment & Financial Sustainability
- Interfaith & Outreach
- Educational Programs
- Youth Programs

## Action Items:

- Send the M&V to the IT Team to publish on IFN’s new website.
- Review what has been accomplished and what remains from the original goals.

## Board Material Definition & Marking System Finalization

**Motion:** The motion to approve the Confidentiality Policy prepared by the board and to be abided by all board members was moved and seconded. **There were no objections. Motion approved.**

## Finance Report

“I am requesting a Budget Review meeting on Wednesday February 11, 2026 8:00 PM – 9:00 PM to review the IFN 2026 budget.”

All present board members agreed to join.

“Please also check on the 10% surplus that needs to be moved to the Endowment Fund.”

“I request the board to review some of the pledges to ensure there is no duplication in them, year-over-year.”

“Let’s review the Restricted Funds. We should get more clarification and go back, if needed, to the donors and see if we can get their approval to un-restrict the funds.”

“We will be getting our yearly dividend payment from the North American Islamic Trust (NAIT) fund soon.”

“On the NAIT fund, where do we allocate the money?”

“We reinvest it into the fund.”

“Let’s confirm, I think NAIT is insured only up to \$1M.”

“We have created a Finance Policy document. I have included a new member to the Finance Committee. We will review the document one more time and bring it to the board for approval.”

“Ten years ago, we had set some goals for our Endowment Fund. Let’s review the fund and get a better understanding of how we can reach our goals.”

“One of the goals is to research how we increase donations. The second part of this is the financial market. We will have to review our investments and compare their performance to our goals.”

“We will bring you to the Sustainability effort and join our efforts to make IFN financially sustainable.”

## President’s Report

“How much does it cost to sponsor Iftar?”

“\$1,500.”

“Is there a contingency plan for parking?”

“We plan to use the Greek Church and run a shuttle.”

“How many days did we have to use the Greek Church parking lot last year?”

“We don’t have exact numbers but it was at least 4 times.”

“The last 10 days we should plan on using the Greek Church.”

“What are the security arrangements?”

“We will be contracting it out as we have done in the past.”

“Do we have internal security volunteers?”

“We have a few volunteers we can request to help.”

“On the Education front, one board member is working on an improvement plan for IFN educational programs. Part of that could be a collaboration with Al Iman Institute.”

“We are pushing hard to complete the new IFN Website.”

“I request we have a dedicated page for fundraising. The IT team reached out to me but I was traveling. I also think that we should incorporate the fundraising feature of the Masjid Al App.”

“Are we still going to incorporate the AI BOT on the new website?”

“Yes, we will be working on it.”

“Who is the Security Lead?”

“I am not sure; I will ask it’s the Vice President.”

“The Security Committee should be really active at this time. This year we need to be a little more vigilant. Also, can you provide more details on the Zakat Committee?”

“We created the new committee on January 3, 2026. It currently has 8 members, including 2 members from the previous committee. An active IFN member is leading the committee. There are 7 cases that are being worked on, and all but 1 have been completed.”

“The issue regarding communication we have not addressed. I think the President can inform the volunteers of what is going on so they are kept in the loop.”

“I have already reached out to most of them and will continue to do so. This is a normal process when there is a change in leadership. I will continue to communicate with all the volunteers.”

“In the future, should the community members come to the board for issues like this?”

“We are the gatekeepers, so they can. Then, the board can delegate to the grievances committee.”

“The members can come to the board and it decides one of three things. Either we refer them to the EC, or we take up the issue, or we refer it to an ad hoc committee we create.”

“We need to develop the additional land we acquired to alleviate the parking issues. But this process is slow right now.”

## BOT Initiatives

### Strategic Planning

“When do you want to start?”

“I want to start as soon as possible and then continue after Ramadan.”

“A former IFN member was one of the key members when we did this the first time. He can be consulted in this effort as well.”

“Let me know how I can contact him.”

“Would it be you, the lead, reaching out to specific people in the community to join your team?”

“What are your thoughts?”

“I think we can make it targeted, similar to what we did for the bylaws.”

“It’s good to have a mix of people who have been in the community 20 years, 5 years, and recently moved, to get a diverse perspective.”

“The community has changed a lot since last time we did this.”

“There will be some overlap with other areas and we will have to work with other teams, such as the Community Engagement Committee.”

“Keep in mind that we should look at IFN in 2030, 2035 and beyond.”

## Sustainability

“Just to confirm. The fundraising we discussed is specifically for Operating Expenses, correct?”

“Yes, this is very specific to immediate needs.”

“As a board, we should start thinking strategically as well.”

“As a start, being very specific is a good thing. Do we have anyone we can reach out to, maybe from other mosques who are financially self-sustained?”

“That’s going to be in the plan.”

“Do you have any estimate of revenue coming from the expansion once it’s operational?”

“We will work on that. We will work with the EC.”

“For the Endowment Fund, I want to make sure we don’t duplicate effort.”

“We will work with you on the Endowment part.”

“How long do you plan to work on the strategy?”

“Until Q3 of this year, then we will start execution.”

## Education

“When you say the classrooms are small, what does that mean?”

“Based on the dimensions we currently have, we do not have any classroom that can accommodate 25 students. The student-to-teacher ratio around this area is 25-to-1.”

“What are the most critical needs right now?”

“The space, the security, and the curriculum.”

“Al Ihsan Academy (AIA) is currently a separate entity. We need to clarify how AIA will be part of this initiative.”

“I think there are two things here, short-term and long-term. First, it would be adding Grade 1, and AIA can figure this out. Starting Grade 1 will also give us a good experience, since parents have more choice with competing public schools. The longer term is how we add more grades; that needs to be researched and discussed.”

“We need to have a good strategy for beyond Grade 1.”

## Solar Project

“I need to know who I can work with in the Construction Committee for the best location of the solar panels. I need to get this done by February 15. I have specific deadlines that need to be met. If all timelines are met, we should complete the work by November 2026.”

“The Construction PM is an option, but I have a meeting with them this coming week and will let you know who you can work with.”

“I think the Maintenance Committee should be involved and consulted as well.”

“Structural changes to the existing parking lot are out of scope. Why is that?”

“I checked with our consultant and he mentioned that the extra cost could be around \$250,000 that will not be covered by any grants.”

“Did we factor in the cost tied to the usage loss of the land we will be using for the panels?”

“No.”

“I think we should add this to have a complete picture.”

“Did we include the new building?”

“Yes, we doubled the usage of the current building as an estimate for the new building.”

## Finance

“On the Operational side:”

- Consistent and on-time audit reports filing
- A policy document has been created for all finance-related processes
- Helping the treasurer ease his workload

“On the Endowment side:”

- A consistent 10% contribution every year to the fund
- Quarterly reviews of our investment positions
- Protection of the fund
- Growth of the fund
- Reach out to donors to contribute more to the fund

“Financial Sustainability and Finance are overlapping. Let’s make sure we coordinate and collaborate so we do not duplicate efforts.”

## Community Engagement

“We will be focusing on the following:”

- Making IFN a second home for its members
- Collaborating with other board teams toward our common goals
- Program/Activities Enhancement and Attractiveness
- Facilities Usage Maximization
- Metrics on Programs Success

“We should make sure we balance the Social and Religious, so that attendance to prayer is increased. For the Social Media part, are there any plans for that?”

“I know we had a Social Media initiative but I want to understand what the impact was. Beyond just reading what is posted, are people really coming to IFN?”

## Youth

“We will be focusing on the following:”

- Bringing the youth to the Masjid and getting them involved
- Currently 6 groups for the youth, all consistently active and volunteer-run
- Need for a Youth Director
  - Create new youth groups
  - Lead additional Khutbas and programs

“I think a Youth Director should be part of our Strategic Planning. Full time, part time, male, female, etc.”

“I recommend you add Counseling for the youth as an initiative.”

“There are mosques that have implemented this. We should reach out to them and see how useful this role has been for them.”

“I agree we should add the Youth Director to our Strategic Plan. We should also add the Counseling aspect.”

“What is the timeline?”

“We are looking for March / April of this year.”

## FF & E

“There will be a meeting on February 10<sup>th</sup> 2026, 2:00 PM – 3:00 PM. All board members are invited to join.”

## Closing Dua

The meeting ended at 1:50 PM with dua.