



Ithna-asheri Muslim Association of the Northwest

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IMAN Annual Report of Activities 2017-2018

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1 Executive Committee Report for 2017/2018

Alhamdulillah, IMAN community continues its journey to establish a spiritually vibrant caring sharing community in the beautiful Pacific Northwest in its 21st year.

The Executive Committee members are honored and express deepest gratitude to have had the privilege to serve the term ending September 30th, 2018.

This report outlines progress and activities since October 1st, 2017 made possible by the continued sincere dedication, support and participation of the community at large.

The following were the IMAN Executive Committee members for 2017/2018:

Mohamed Jawad Khaki	President and Treasurer
Hossain Rezaee	Vice President
Ali Mansoor Naqvi	Secretary
Gulamabbas Juma	Committee Member
Shakir Kassamally	Committee Member (until May 16, 2018)
Nuri Mansoori	Committee Member (from July 5, 2018)

Br. Shakir Kassamally stepped down from his position on the Executive Committee which was filled by Br. Nuri Mansoori.

The following observations augment what is covered in sub-committee reports.

1.1 Executive Committee Priorities

The following areas had a priority focus from the Executive Committee.

Attracting and recruiting new volunteer and leaders for the organization

Volunteers are life blood of IMAN. We are pleased to see new people expressing interest to step up to the opportunity to contribute to a spiritually vibrant caring sharing organization in the beautiful Pacific Northwest. We look forward to engaging those interested into new roles and responsibilities in the times ahead.

IMAN Facilities

All items needing attention from last year (plumbing, electrical, fire protection systems, storm catch basin, roof, vacuum cleaners, A/V, HVAC, etc.) were resolved either by IMAN volunteers and where required professionally. A proper office has been established on side room to the prayer hall. A new cleaning crew has been retained to provide deep cleaning services when necessary.

Administrative Records

All organizational documents are now under Office 365 and/or on IMAN premises – either in the new established IMAN office, fire proof safe in the A/V room or the filing cabinet in the lower level copy room.

Membership

Our current membership list stands at 68 but not all those who have joined as members are current with their dues or applied for a waiver. An effort to growing the active membership base continues.

Social Services

IMAN Executive Committee has recognized that the small social service subcommittee volunteer base cannot sustain the growing number of people who seek financial help from IMAN. Further, people who find themselves in difficult life situations are often in need of more assistance to get back on their feet than the small financial assistance that is provided. It is for this reason, those applying for assistance to IMAN will now be redirected to first contact Islamic centers which are in closer proximity to the aid applicant. By doing so, we hope with time to grow the social service volunteer base that can come to assist people in difficult financial or health situations and also tap into a broader donor pool. IMAN will support Islamic centers who are short on funding to those in need depending on funding available at IMAN.

We thank the IMAN community for their generous contributions towards operational expenses at IMAN. In addition to raising the funds necessary for operation needs, we need to continue building sufficient reserves for maintenance and renovations that will be necessary in the times ahead.

1.2 Funeral Services

Members of IMAN have continued to provide funeral services when contacted. IMAN recommends the services of the House of Mercy in Kent. Because we see continued cases where bereaved families insist on burying at cemeteries in Bellevue, Redmond, Issaquah and Lynnwood, there is a need for a dedicated Muslim section at local cemeteries. This is an opportunity to cooperate with other regional Islamic organizations.

Muslim Association of Puget Sound (MAPS) continues to be very cooperative with our community whenever there is a need to use their Ghushl facilities and even arranged for additional volunteers when needed. We would like to express our gratitude for their generosity and continued cooperation.

Given the increased demand in recent years, more people are needed to help with funeral services. Those interested to help can sign-up by joining the imanfuneral@yahoogroups.com email list, where notification is sent when volunteers are needed.

1.3 Aqd Nikah Services

As a sign of a growing community servicing increasing needs, IMAN conducted several Aqd Nikah ceremonies during the past year as a service to Muslims in the area. We have an established process in place that streamlines the Aqd using a draft marriage contract that was designed by the World Federation. The services provided include issuance of a Certificate for Islamic Nikah as well as the official Certificate of Marriage for the State of WA.

IMAN is also approached occasionally to witness and document the pronouncement of Islamic Talaq (Divorce). One area of expansion to be considered is Islamic matrimonial services to facilitate match making and marriage counseling.

1.4 Newsletter/Communication

Communication with IMAN community has been through announcements made at the IMAN Center, our web site, our Twitter account, our Facebook page, and through email lists. IMAN's website and use of digital and social media needs enhancement. This is an area with huge potential to better communicate and stay in touch with the IMAN as well as impact the broader Seattle community and can benefit from passionate and dedicated volunteers.

2 Sub-Committee Reports

Over the past year we have focused on the sub-committees described below. In order to expand our range of activities, we have also begun several additional projects which are described in Section 3. Below is a brief report on sub-committee activity.

2.1 Sunday School Committee

Members

The school year for 2017-2018 began in the middle of September with the following individuals serving in the sub-committee:

- Ali Dadvar (Principal)
- Kaniz Khaki (Vice Principal)
- Ali Mansoor Naqvi (Administrator)
- Farzana Noray (Treasurer)

School sub-committee for 2018/2019:

- Ghadeer Baghai (Interim Principal)
- Kaniz Khaki (Vice Principal)
- Ali Mansoor Naqvi (Administrator)
- Farzana Noray (Treasurer)

Just before the 2018/2019 school year began, Br. Ali decided to accept employment opportunity closer to his extended family in California. We are saddened to see Br. Ali Dadvar and his family move out of the area. We appreciate, with deepest gratitude, Br. Ali's tireless dedication and all the contributions to the Sunday School. Br. Ali and his family will indeed be missed.

We are pleased and appreciate Br Ghadeer Baghai's wiliness to assume the role of Interim Principal that enabled a smooth start to the new school year.

Accomplishments

- Registered about 66 students in 2017-2016
- Total of about 37 Families
- 18 Teachers/TA's
- Established GK to 7h grade Classes
- Held 30 regular classes and 80 hours of instructions
- About 5 students graduated from the elementary to advanced prayer class

- Held successful fire drill evacuation of less than 2 minutes
- Held 4 parent meetings
- Continued and enhanced regular teacher-parent communication process
- Initiated trial period of TrackCC App for teacher class management
- Established formal midterm and final student evaluation process for both Quran and Islamic Studies
- Held parent-teacher conference in March 2017 with more than 60% parent participation
- Held toy drive for needy families in the community
- Held bake sale fundraising and raised \$1000
- Held Bulough Class
- Organized Seattle Aquarium Field Trip
- Held Life of Imam Ali art contest in coordination with the Parent Liaison team
- Established formal tuition waiver process
- Held an end of year picnic with IMAN Community
- Finances and Tuition:
 - Tuition of \$350/student with no cap
 - More than 92% of students either fully paid or partial paid
 - Raised over \$1,200 in donations
 - Balanced the budget at the end of school
 - About 30% of the families were on approved reduced tuition or waiver program
- Parent Volunteers
 - 33 families completed their volunteer hrs
 - Completed over 900 hrs of volunteering
 - % of volunteers completed their assignments:
 - Almost 90% of families participated
 - 1 family completed 10 hrs
 - 3 family did not participate
 - +40% of eligible families provided \$250 deposit
- Established IMAN award process with real time redeem

Challenges

- Extending Learning beyond school: One of the main challenges of IMAN School is to keep the students engaged. Lack of engagement or desire to come to school translates to poor performance and lack of homework completion.
- Parent engagement needs to be emphasized more. Without parent engagement and review/practice of homework at home, student progress at school is limited.

Opportunities

- We need to establish a more structured Quran curriculum including std books for each class.
- Many of the 7th and/or 8th grade students do not return to school to either volunteer or TA. We need to find ways to engage the high school kids more in both school and IMAN community in general.

- We have students who are at a critical age where greater involvement in the community would fulfill their needs. We need to find ways to encourage them to participate and create opportunities for them to serve the community. This will also increase IMAN school student and IMAN community engagements.
- Provide an environment for students to be able to have an interfaith discourse with other students their age to further solidify their belief/religion.
- Establish a more comprehensive registration/admin software for school incl. a student blackboard
- School website needs to be enhanced and utilized more
- Consider allocating a playground for school
- Define a plan to extend the school to a full time Accredited Elementary school in 3-5 years.

Recommendations

- Hire a professional teacher to design a more comprehensive Quran curriculum
- Design extra curriculum classes i.e. computer programming, robotics, math, etc. for high school students at IMAN to maintain their engagement with the community
- Increase interaction of IMAN school with IMAN center and other IMAN sub-committees so that the learning goes beyond the time spent at Sunday School and combines it with other programs at IMAN. This could include monthly school-IMAN community potlucks
- Encouragement of parents to work with students at home during the week to ensure that the education conveyed on Sundays is reinforced at home.

The school would like to thank all the teachers and volunteers who dedicated their time in making 2017-2018 a successful year.

2.2 Program Committee

Members/Volunteers

This was a year of rebuilding the Programs Committee. The following people indicated interest to serve:

- **Jawad Khaki (Lead)**
- **Kareem Al-Haddad**
- **Mohammad Reza Khani**
- **Farah Alsudani**
- **Zain Rizvi**
- **Elnaz Rezaei**
- **Asgari Hirji**

The Program Committee members is still in formative stages as those (listed above) who have indicated interest to serve are still in the process of developing familiarity with programming at IMAN and/or still exploring how they can contribute.

- Br. Syed Ali Mansoor Naqvi spearheaded the IMAN Young Explorer program.
- Br. Hamed Esfahani continued the weekly Philosophy Study Circle sessions until May of 2018. These sessions were discontinued due to core participants moving out of the Greater Seattle area.

The following are IMAN Program Committee nominations for 2018/2019:

- Jawad Khaki (Lead)
- Kareem Al-Haddad
- TBD

Accomplishments

1. Here is the summary of activities and programs during the last fiscal year:
 - a) Dhuhr/Asr and Maghrib/Isha prayers every day at IMAN.
 - b) Dua Kumail program on Thursday evenings.
 - c) Friday Juma prayer and evening program. Friday evening program comprised of reflection for the week followed by Qur’an study. Qur’an study program focused on reading and discussion of few ayats of the Qur’an starting from the back of the Qur’an and working our way to the beginning over time. From IMAN survey feedback Friday evening program has been reduced to evening prayers.
 - d) IMAN Young Explorers Society was formed to provide a platform that offered multiple enrichment opportunities aimed at youth development and community building which include: Art Classes for ages 6+, Introduction to computer programming with Scratch (ages 8+), Robotics class for ages 11+, Debate Classes for ages 11+. <Br. Mansoor, anything to add here>
 - e) Wiladah and Shahadah of the Ahlul Bait per https://www.world-federation.org/secretariat/year_planner.
 - f) Community feedback was obtained via SurveyMonkey in August/September on IMAN Programs and feedback/guidance provided is being incorporated as we plan ahead (e.g., shortened Friday evening program, once a month weekend potluck, etc.) . Community feedback was also solicited for IMAN 1440 Muharram Program. This was generally positive.
 - g) A variety of speakers were invited to present at IMAN or arrangements made to have their video presentations during the year:

Nov 9, 2017	<u>Dr. Hamid Mavani</u> , Associate Professor of Islamic Studies at Bayan Claremont Islamic Graduate School, Claremont School of Theology in California, was our guest speaker for Arbaeen. He spoke about “The Eternal Message of Imam Husayn’s Movement” and “Zaynab: Symbol of Women Empowerment”.
Nov 17, 2017	<u>Br. Jawad Khaki</u> reflected on the inspirations from the life of Prophet Muhammad (PBUH&HP).
Dec 7, 2017	A variety of IMAN members and Sunday school children presented on the life on Prophet Muhammad (PBUH&HP).
Dec 29, 2017	Sheikh Ahmad Al-haeri from Imam Mahdi(AS) Education Center visited us from Maryland to lead the Friday Prayers and delivered the Friday evening lecture.
Feb 16, 2018	<u>Sayyid Mohammad Baqir Kashmiri</u> was our guest speaker to commemorate the wafat of <u>Hazrat Fatima (sa)</u> .
Mar 2, 2018	Shahzad Bhatti, CEO of Axiom Learning and Dr. J. Aisha Simon,

	Chief Academic Officer of Axiom Learning presented an overview of how to most effectively apply to the top colleges and universities in the United States in order to maximize your chances of gaining admissions.
Mar 9, 2018	Troy Reicherter, founder of the Seattle Peace Project and history teacher at Olympic Middle School in the Auburn School District, conducted dialogue circles for Meaningful Spiritual Interactions.
Mar 16, 2018	Jalal Moughania a practicing attorney and counselor at law, was our guest speaker on March 16 on the occasion of the birthday of Hazrat Fatima (SA). He presented on 'Why we all need to get involved establishing thriving Muslim institutions in North America'.
Mar 31, 2018	Maulana <u>Dr. Syed Nasir Zaidi</u> , Resident Alim at Fatima Community Services Society of BC, was invited to speak on the occasion of the birth of <u>Imam Ali ibn Abi Talib (A.S.)</u> but was unable to join us due to travel complications. Shaikh Basim Al Haddad filled in for him and
Apr 27, 2018	Syed Meesam Razvi, an entrepreneur and the Director of International Affairs at Al-Khoei Foundation, spoke on "American Muslim Rising to the Challenges: Drawing Inspiration from the <u>Ahl al Bayt</u> ". He discussed why Muslims have witnessed a precipitous fall from grace and how infusing the ethos of Ahl al Bayt in Civic discourses can undo that.
Apr 30, 2018	Sayyid Haidar Bahar al-Aloom was our guest speaker as we celebrated the births of of <u>Imam Hussain ibn Ali</u> <u>Imam Abu Fadl al-Abbas AS</u> , <u>Imam Ali ibn Hussain AS</u> . He spoke on "A Community Empowered".
May 4, 2018	Video lectures by Shaikh Jihad al Asadi from An Najaf Al Ashraf on "Essential role of Prayer in Islam".
Ramadhan May/June 2018	Sister Asgari Hirji delivered a series of talks on "Art of Understanding <u>Qur'an</u> " and related topics. <u>Shaikh Arif Abdulhusein</u> prepared a special series of short videos on Stories of Prophets from the <u>Qur'an</u> .
Jul 25, 2018	<u>Video Lecture</u> by Sh. Jaffer Ladak to celebrate the wiladat of <u>Imam Ali ibn Musa ar-Redha</u>

Aug 9, 2018	<u>Video lecture</u> by Bahmanpour to commemorate the wafat of <u>Imam Muhammad Jawad AS</u>
Muharram Sep 2018	Shaykh Mohammed Reza Tajri was our guest speaker for <u>Muharram</u> . His talks explored aspects of religion and religious practice, beyond their formalistic understanding. A greater understanding of the religious rites requires a deeper and better appreciation of one's perception of God. After theologically reengaging with some of the conventional perceptions of Allah SWT in Islam, Shaykh Tajri's deliberated upon some practical etiquettes that are encouraged in Islam; considering how a profounder appreciation of them may facilitate a more personally, spiritually and socially rewarding journey towards the Almighty. His talks can be accessed from the link: https://www.youtube.com/channel/UCBIDaOFg7rMJtLZ-cWL2Xbg .
Oct 18, 2018	<u>Video lecture</u> by Syed Muhammad Naqvi on the wafat of <u>Imam Hasan al-Mujtaba AS</u>
Oct 25, 2018	<u>Video lecture</u> by Sayyid Ali Kazmi on the wafat of Imam <u>Ali al-Ridha AS??</u>
Oct 28, 2018	Shaykh Mohammed Reza Tajri prepared a special video lecture for Arbaeen (Chehlum) of <u>Imam Hussain AS</u>
Nov 8, 2018	<u>Video lecture</u> Sheikh Nuru on the Wafat of Prophet Muhammad (PBUH&HP)
Nov 15, 2018	<u>Video lecture</u> "What is Man's Nature? & The Struggle o <u>Imam Hasan al-askari AS</u> by Sayed Moustafa Al Qazwini to commemorate the Wafat of <u>Imam Hasan al-askari AS</u>
Nov 25, 2018	<u>Br. Jawad Khaki</u> spoke on the need to build spiritual and communal strength drawing inspiration from the life of our beloved Prophet and shared a video presentation by Shaikh Mohammad Elshinawy on <u>Islam's Take on Modernity and Progress</u> .

Yellow highlighted section is for next fiscal year. Our fiscal year ended September 2018.

2. Conducted a successful Ramadan program:

- a. Daily Quran recitation for men and women in Arabic and English and dua recitation were conducted each night.

- b. Sister Asgari Hirji delivered a well-received series of talks on “Art of Understanding Qur’an” and related topics.
- c. Shaikh Arif Abdulhusein prepared a special series of short videos on Stories of Prophets from the Qur’an. In light of feedback from community members and shortage of time, Shaikh Arif lecture videos were discontinued after a few nights.
- d. Laylat ul Qadr programs were observed per tradition.
- e. Well attended (full house) Eid prayer. Next year we might need to look into two shifts to accommodate early risers.

3. Conducted a successful Muharram program:

- a. Shaykh Mohammed Reza Tajri was our guest speaker for Muharram. His talks explored aspects of religion and religious practice, beyond their formalistic understanding. A greater understanding of the religious rites requires a deeper and better appreciation of one’s perception of God. After theologically reengaging with some of the conventional perceptions of Allah SWT in Islam, Shaykh Tajri’s deliberated upon some practical etiquettes that are encouraged in Islam; considering how a profounder appreciation of them may facilitate a more personally, spiritually and socially rewarding journey towards the Almighty. All-day programs for Ashura and Sham-e-Gharibaan
- b. Marsiya and latmiya were recited in Urdu, Arabic, Farsi, and English languages. Transcripts provided in English when possible.
- c. Muharram blood drive was coordinated in partnership with Bloodworks Northwest, MAPS and MCRS
- d. Engaging programs and activities were organized for young children by parent volunteers when possible.

Challenges

1. Our majlis reciters compete with new forms of engagement/entertainment which continue to have billions poured into them. The volume and variety of addictive gaming and entertainment available (which is increasingly social) on connected smart devices is one emerging and pervasive example.

The present day majlis attendee (young or old) finds it more enticing to interactively stick to their connected smart device than listen to a 60 minute monologue that more often than not relevant to the issues of the present. Weekly new releases of Hollywood and Bollywood also continue to captivate imagination of people. Needless to mention professional sports and the glitz/glamour surrounding these professions that conquer many minds.

To counter such and other similar phenomena, our religious gatherings to continue to be of significance in people’s lives, our faith communities need to be current on topics of social need and/or interest. We need to also evolve the mode of engagement by offering new exciting ways to engage on spiritually/socially relevant topics of our time.

We need to establish the purpose of our gatherings:

- Spiritual development
- Social development
- Social connection
- Entertainment
- Educational
- Informational

- Relive ritual tradition
- Nourishment with food and beverage
- ...

For each of these needs we need to understand more specific requirements and also prioritize.

Having established the needs of our community, appropriate mode of audience engagement needs to be devised. This might take a form different than a traditional monologue.

We need to convey to religious seminaries (in Najaf, Qom etc.) our present day needs for spiritual and communal developers who are well connected to our communities and well versed with modern day tools and techniques to engage.

There is a significant and urgent need of resource investment and innovation for our religious gatherings to be more relevant in peoples' lives.

2. A spiritually vibrant community grows into a strong organization. We need more participation and engagement from all members of the congregation. We need to avail ourselves of the opportunities throughout the year to self-develop and help our youth develop in spirituality, religious knowledge, Qur'an proficiency as well as develop public speaking/presentation skills.
3. Need to devise the means to bridge the gap that exists between IMAN daily programs and the participation of the youth of the community particularly those at IMAN School.
4. In our and multi-cultural / multi-lingual community we need to find a common ground that brings us all together into one strong community rather than various ethnic sub-groups.

Opportunities

1. We are a blessed resource rich community of great potential. We need grow and realize our potential through active participation.
2. In the inclusive climate promoted by City of Kirkland we have an opportunity to serve/impact the broader community by suitably tailoring our programs.

Recommendations

1. Recruit members for the committee who are creative, self-initiated and resourceful. We need more fresh blood to take on the challenges and pursue the opportunities listed in this section.
2. Grow our speaker/reciter pool to bring spiritual vibrancy and energize communal development.
3. Engage parent/youth to prioritize creation of special programs for children and youth.

2.3 Social Services Committee

Members

- **Shakir Kassamally:** Chair [Served until May, 2018]
- **Abbas Kazmi:** Lead of the Feed The Hungry program
- **Hamed Esfahani:** Lead of the Financial Assistance program
- **Samad Faghieh:** caseworker
- **Amer Kuba:** caseworker
- **Gulam Juma:** caseworker
- **Mohsen Vakilian:** caseworker assistant, job/resource placement

The following are IMAN Social Services Committee nominations for 2018/2019:

- Abbas Kazmi
- Gulam Juma
- Mohsen Vakilian

Accomplishments

1. Based on guidance received from the Executive Committee, there was a directional shift in the model the committee uses in assisting families that approach IMAN for financial assistance. The following factors were justifications for the need to explore a new model:

- Significant volunteer capacity is needed to continue to respond to the demand, even if there is no increase in case volume.
- Reference/background verification is difficult for applicants given that vast majority of the applicants are not regular attendees of IMAN and are new to the greater Seattle area. There is a need for local communities to vouch for applicant families.
- Other centers in the greater Seattle area ought to build their capacity to respond to social services needs in the community, if they are not already doing so. We should encourage other local organizations to step up to their responsibility.
- Rent and utility subsidies are only one aspect of need for applicant families. They can receive more wholistic community support by attending and getting involved in their local community centers and places of worship.

As such, we began exploring ways to encourage and direct the applicant families to the community centers and places of worship that are more local to their place of residence, so they can receive longer term community support and develop connections locally. The current plan is as follows:

- IMAN Social Services Committee directly processes applications, as it has done in the past, from applicants who are known to IMAN community.
- All other applicants are directed to other organizations based on their place of residence. Those organizations may approach IMAN for financial assistance for specific cases after having reviewed and approved them. We have started implementing this process with the Al-Mahdi Center for the last quarter of the year.

2. Received and processed over 55 unique application inquiries for Social Services Financial Assistance.

- Number of families assisted per month ranged between 4 and 18.
 - i. Many of the applicants required help and follow-up numerous times throughout the year.
 - ii. Less than 30% of the applicants were returning applicants from last year.
 - iii. Majority of applicants are families with 1 or more children.
 - iv. Applicant circumstances included: Refugee families (over 80%), Immigrant families, single mothers, unemployed (loss of job), disabled, domestic violence cases, homeless.
 - v. Distributed over \$65,000 for local Social Services causes. Please see the financial section of the AGM report for the details.
- Caseworkers made over 200 visits to the families' homes in order to:
 - i. Evaluate their eligibility
 - ii. Interview the family and understand their needs
 - iii. Deliver donated items. We received donation items from community members on regular basis this year, like last year.
 - iv. Take them grocery shopping when they are new and unfamiliar with the area.
 - v. Lift their spirits by having someone from the community go to them
 - vi. Deliver Fitra donations close to Eid
- Updated the Financial Assistance Application form after review and approval by EC. It includes improved organization of the information, and several new questions/fields to help assess the applicants' circumstances better.

3. Identified local needy families (sayyid and non-sayyid) and distributed Fitra funds (Over \$8,400).
4. Organized a Ramadhan drive to provide extra support for families in need. We procured and delivered rice, oil, dates and halal meat to 20 families in financial need to they can have an enjoyable Ramadhan. Also delivered wrapped gifts that were collected by the Sunday School Toy Drive this year.
5. For Eid Al-Adha, arranged the preparation and delivered fresh meat donated from a local farm owned by a member of our community to the families in need.
6. Our partnership with St. John's Episcopal Church (that started in June 2017) continued to host monthly, last Saturday of the month, community dinners. A sit-down meal is offered in a tasteful and dignified manner to guests in need and members of the community. Guests include the homeless, those who cannot make ends meet, the elderly or those in the community wanting to share their blessings with the larger community. IMAN volunteers have been regularly helping St. John's volunteers in this effort, with Br. Abbas Kazmi's leadership.
7. Committee Terms of Reference document reviewed and updated.

Challenges

1. Transitioning to a new model of handling financial assistance applicants after many years of following the previous model requires building awareness in the broader community.
2. Demand for housing needs but there is little we can do other than directing families to other resources.
3. Helping applicants with complicated cases that require ongoing follow-up at various times of day, including during regular business hours.
4. Ensuring that all applicants on a path to self-sufficiency.
5. The committee will be short staffed given that 3 of the current members have provided advanced notice that they do not intend to serve in the new year: Amer Kuba, Samad Faghieh, Hamed Esfahani.

Opportunities

1. To serve a diverse set of applicants from various backgrounds and different areas in the greater Seattle area.
2. Help build and strengthen social services capacity in the greater Seattle area community.
3. To form stronger bonds with our local Kirkland community and serve the hungry in our neighborhood by participating in the regular community dinner event.

Recommendations for next year

1. Continue the engagement with other organizations in an effort to transition to the new model of directing applicants to communities local to their place of residence.
2. Continue and strengthen the partnership with St. John's Episcopal Church to host monthly community dinners. Enlist involvement from the broader IMAN community, not just social services committee members.
3. Nurture existing connections and build new connections with other local Social Services organizations, such as shelters, food banks, tent city, churches.

2.4 Facilities Committee

Members

- **Chair:** Hossein Razaee
- **Members:** Jawad Khaki, Shaheed Chagani, Ali Haider, Sr. Zehra Naz, Nuri Mansoori

Accomplishments

- Established a functional Facilities Committee with a appointed Chair
- A/C filters were inspected and determined all filters need to be replaced. New filters were ordered and installed.
- The new IMAN office was set up. New computer and printer/Scanner were purchased for the office.
- IMAN computers were updated with the latest and the greatest "Windows 10 Pro and Office 2016" at a cost next to nothing.
- New general announcement mics were purchased. New mics are up and running.
- Fire Sprinkler Back Flow Prevention Assembly were tested and approved by Batmaster licensed technicians. This test is required by the City of Kirkland on annual bases.
- Storm water drainage were inspected and all settled sedimentation in the storm catch basin were removed.
- Estimates obtained for the blinds to be installed in office.
- Changed IMAN Waste Management Service account to a more efficient and economical service. A \$48.83 + Tax saving per month.
- All plumbing related maintenance issues were professionally resolved.
- All electrical related maintenance issues were professionally resolved.
- Men's bath room burnt light bulbs were replaced.
- All five vacuum cleaners are serviced (filters are washed, roller brushes are cleaned and all the tubs and ducts checked for blockage and leaks). We will use existing vacuum cleaners in near future. If their performance is not acceptable then we will make plans to buy new vacuum cleaners.
- The trees and plants around IMAN property were watered and taken care of during the hot summer month.
- A pest control company was hired to remove all spider webs and exterminate spiders/and insects around IMAN property.
- Landscapers laid down fresh new beauty bark all over the IMAN property. Additional landscaping work such as trimming trees and planting new plans are scheduled to be done.
- New projector (brighter and higher resolution) purchased for the main prayer hall. Current projector in main hall installed in middle room.
- All walls in the main floor were cleaned with soap and water to remove pen/pencil and hand marks.
- The garbage bin door had a loose hinge and broken door cross bar. Both hinge and cross bar is fixed. The moss, dirt and debris were removed/cleaned from garbage bin area.
- Obtained an estimate for security cameras to monitor inside and outside of the IMAN property. Depending on the number of cameras we opt for, this could range between \$7,205.00-\$12,760.00.
- Roof leak is fixed

Challenges

- A building the size of IMAN requires a significant amount of attention for its general up keep and maintenance. We have been blessed and fortunate to have people with flexible working schedules who have been able to help. Longer term, it might be necessary to have a dedicated facilities manager.

Opportunities

- Continue strengthening the Facilities Subcommittee

Recommendations for next year

- Develop a facilities maintenance manual.
- Increasing more community involvement & awareness in keeping the facilities clean and safe.
- Install security cameras at the entrances and the parking area.
- Finalize Rental Agreement (RA) form.
- Improve signage throughout the building (interior).
- Arrange for carpet cleaning for the upper level.
- Maintain professional service schedule for HVAC, Fire Protection

2.5 Resource Center Committee

Members

- **Mansoor Naqvi:** Chair
- **Ali Haider**

Accomplishments:

- Conducted sessions so that multiple people are familiar with how to maintain the IMAN website and use the Mailing List software.
- Based on that we are now able to collaborate via WhatsApp and have multiple people on there, and any updates and announcements can be picked up by the first person with who can pick up the task.

Challenges:

- There are not enough people to expand the resource group and innovate here

Opportunities:

- We can look into automating some website features such as the Membership Form can be made online.
- Add resources on the website for new Muslims that move to Seattle.

Recommendations for next year

- Improve the IMAN website and consider options for redesigning it
- EC should consider folding this committee into the Facilities A/V committee

2.6 Hospitality Committee

Members

- **Chair:** Kaniz Khaki, Hayatullah Haidar
- **Committee members:** Zahra Ghatrani, Kiyam Mansoori, Nuri Mansoori, Firdos Al-Haddad
- **Additional helpers:** Hossein Razaie, Karim Al-Haddad, Sabra Rizvi, Shakera Habib, Robina Qureshi, Nafisa Jassani

Accomplishments

- Supported various events at IMAN - Muhurram majlis, Ramadhan programs, Eid programs, and special events.
- Continued community involvement without formal volunteer enlistment.
- Continued engagement with youth volunteers:
- Trained youth volunteers in hospitality tasks with the goal of handover some hospitality responsibilities in the coming years.
- Recruited more volunteers and helpers
- Overcame the hall way gatherings during the lecture by having ushers specially in the month of Muharram and Ramadan

Challenges

1. Commitment – A lot of people are willing to help when here, and but they aren't willing to commit in advance.
2. Etiquette – People and their kids don't behave properly.
3. Safety – People. We can't get certain coverages from insurance because we can't ensure their security in our procedures.
4. Improve organization – have regular meetings with the committee and enlist more community members to join.

Opportunities

1. Divide the roles of the committee into different subgroups to make it easier for the committee members to perform the duties
2. Roles and responsibilities should be known within the committee members.

Recommendations for next year

1. Continue strengthen organization by encouraging and engaging younger members of the community to participate in Hospitality Committee activities.
2. Complete training of youth volunteers and start handing over some of the hospitality responsibilities to them.
3. Try to have quarterly meetings to brainstorm new ideas and further improve the hospitality duties

3 Additional Activities

3.1 Outreach Efforts

Reliable sources of information about Islam and opportunities for others to interact with practicing Muslims are of great interest to the broader community to develop a better understanding of Islam and

Muslims. The IMAN Community has continued to reach out and responded to provide reliable and dependable information about Islam and Muslim. We continue to build awareness as well as relationships with more organizations in the Greater Seattle area in the process.

Bridge building to our Muslim brothers and sisters following other schools of thought is essential to nurturing a harmonious diverse Muslim community in the Greater Seattle area.

Given (the often) negative coverage of news and events around the Muslim world combined with unfortunate misinformation about Islam and fear of Muslims, IMAN interfaith and intra-faith outreach are important areas to expand IMANs activities. In our continued efforts, we would like to maintain priority in engaging with other faith organizations with hands-on experiences especially for our youth and seniors. We need more community volunteer support to move forward.

Accomplishments

Islam 101 Presentations and Discussions with various groups hosted at IMAN:

- IMAN maintains an open-door policy to all its programs and activities. Numerous students from local schools, colleges and faith communities have visited and participated in IMAN programs throughout the year.

Talks on Islam and/or Muslim Perspective given off-site

- Br. Jawad Khaki visits local area churches and educational institutions on as need basis.

Community networking

- Sr. Mateen Rokhsefat represented IMAN speaking on “Love, Compassion, Courage” at Interfaith Friendship Dinner on Saturday March 31st, 2018 at Muslim Associations of Puget Sound.
- Temple Beth Am welcomed their Muslim neighbors for an evening of interfaith community building on Saturday, April 7, 2018, at Temple Beth Am in Seattle, WA 98115 . Mimouna is a centuries old celebration where Jews and Muslims in certain parts of the world have marked the end of Passover. Vegetarian/Halal/Kosher-style snacks and sweets were served. The event was sponsored by Jewish Federation of Greater Seattle free, family-friendly, and open to everyone.
- Br. Jawad Khaki was a dinner dialogue panelist on Sunday, April 22, 2018 at East Shore Unitarian Church organized by [F.I.R.E.](#) discussing “[Living With Others in a Multi-Faith and Non-Faith World](#)” .
- In April 2018, IMAN agreed to become a [founding partner](#) of [AI and Faith](#) - a cross-spectrum consortium of faith communities and academic institutions in the Pacific Northwest. Its mission is to bring the fundamental values of the world’s major religions into the emerging debate on the ethical development of Artificial Intelligence and related technologies. Faith communities, faith-related institutions, and universities in technology-centric regions like Seattle are home to many professionals, scientists, theologians, ethicists, teachers of religion, and other thought leaders who are stakeholders in the evolution of AI. AI and Faith exists as a channel for faith-based perspectives that may help shape the development of AI in ways that are deeply ethical and life-affirming. This consortium will We focus on how to ensure the flourishing of humanity in a world of technology while protecting and promoting:
 - The worth of human life and dignity of every individual
 - Societal justice and meaningful community
 - Liberty and choice

September 26, 2018 meeting of consortium was hosted by Br. Jawad Khaki at the IMAN Center in Kirkland.

- On Saturday June 9th, 2018, IMAN Center welcomed our partners from St. John's Episcopal Church for Iftar.
(IMAN has since June 2017 partnered with St. John's Episcopal Church to host monthly community dinners. On each last Saturday of the month, a sit-down meal is offered in a vary tasteful and dignified manner to guests in need and members of the community. Guests include the homeless, those who cannot make ends meet, the elderly or those in the community wanting to share their blessings with the larger community. IMAN volunteers have been regularly helping St. John's volunteers in this effort.)
- After the passing gun safety resolution, the City of Kirkland invited residents, business owners, and organizations on what actions the City should take to fulfill the mandate of that resolution and prioritize gun safety in Kirkland. Members of IMAN congregation were invited to participate in City organized focus group for the faith communities to share their perspectives regarding gun safety/violence on June 20th, 2018.
- Members of the IMAN community participated in the Kirkland 4th of July Parade joining Fostering Interfaith Relationships on the Eastside (FIRE), a non-profit group that works to build trust and understanding among faith communities, to walk with them in the 2018 Kirkland 4th of July Parade. The theme of the parade was “United We Stand”.
- Br. Jawad Khaki continues to participate in The City of Kirkland's Inclusion Network (IN) community dialogue as part of Kirkland's Welcoming City initiative. IN is a group of community leaders working with the City to create opportunities to make Kirkland an inclusive and welcoming place for people of all backgrounds. We are looking for more people who can participate in this important activity.

Challenges

- Over commitment of the IMAN members inclined toward outreach to many other activities in the running of IMAN.

Opportunities

- “Inclusive Kirkland” initiative organized by City of Kirkland is a great way to network with other faith and civic organizations.
- Educating our neighbors and colleagues on Islam and Muslim
- Improve resources available on the <http://iman-wa.org>

Recommendations

- When qualified people with a strong commitment and time available can be identified, classes related to specific Islamic beliefs and practices ought to be offered on a regular basis.
- There need to be well thought out, well supplied and easily accessible resources available for visitors, those interested in learning about Islam or Muslims, and for new converts.
- Stimulating discussion among IMAN members interested in these areas is recommended as a means for clarifying outreach interests, level of commitment, and resources needed. Recruitment of IMAN members to be involved in outreach efforts must be done in the context of their existing commitments. Individuals interested in reaching out tend to be the same members who are already heavily involved in multiple IMAN activities.
- There is a continuing need for improved coordination between Muslim Communities as part of Greater Seattle Council of Muslim Communities.

3.2 Dr. and Mrs. Amir-Hossein Naini School Scholarship Fund

Dr. and Mrs. Amir-Hossein Naini Graduate School Scholarship Fund was started in 2011 and more widely advertised in 2012.

This graduate scholarship fund awards up to \$5000 to a qualified Muslim student attending an accredited institution of higher learning in the United States.

Applications for scholarship awards from this fund are open only to U.S. citizens, permanent legal US residents or those who have a student visa to attend graduate school in the United States.

This scholarship fund exists to assist students seeking a graduate degree in the United States who have shown the potential for great vision, leadership and professionalism in serving Muslim and non-Muslim communities.

Students who have professional and personal ambition to be a source of inspiration to all, including the Muslim community, are encouraged to apply.

For more information, please see: <http://www.iman-wa.org/scholarships>.

Arya Nikjoo, the only applicant in 2017/2018, was the recipient of the scholarship award this year.

There were two areas of focus for the scholarship fund for the past year:

1. Building more awareness in the community about the availability scholarship. An announcement was sent to the IMAN community.
2. Increasing the diversity of the scholarship selection committee. Sr. Mariam Naini has reached out to some possible candidates and one person has accepted to serve, pending board review and approval.

3.3 IMAN Young Explorers – Robotics Pilot class

At IMAN we have been looking for opportunities to increase activities for children both for their enrichment and growth, benefiting from expertise we have in our community, and also to help increase youth involvement in our community center

A few members of our community, Br. Raza Naqvi, Br. Jafar Shameem, Br. Abid Zaidi, Br. Meenaz Merchant, Br. Ahmed Zaidi, Br. Nadeem Karim, and Br. Mansoor Naqvi decided to run a pilot class to gauge community interest in a robotics class and creating good curriculum and teaching resources.

We had decent participation in the program, but we found that attendees would attend the classes and leave, and we were unable to use the program to build better participation in the IMAN regular programs. We will continue working on this and see how better we can build it into a program that ties in with other programming at IMAN.

4 Executive Committee Recommendations for 2018/2019

Our recommendations for the coming year are presented below.

Succession Planning

For continued stability, sustainability and growth of IMAN, Directors of IMAN, with the help of membership, need to focus their attention on succession of individuals in key roles at IMAN some of whom (e.g., Br. Jawad Khaki, Sr. Kanize Fatima Khaki) have been serving for the > 21 years. Of these roles the most critical is that of Br. Jawad Khaki who wears several hats: President, Imam of the congregation, Treasurer, Program Committee Lead, Community Outreach Lead – the external face of IMAN, Member of the Facilities Sub-Committee, Sunday School teacher. For each of those roles, we need to identify potential successors and have these successors be mentored/groomed to assume these roles over time. The succession exercise is something that will require time to complete and the sooner and needs to start soon especially as these individuals approach their retirement age.

More Active Participation

As members of IMAN we have been given an opportunity to establish a spiritually vibrant caring sharing community in the beautiful Pacific Northwest – a community that draws its inspiration from our beloved Prophet Muhammad and his blessed Progeny (peace be upon them all).

Our ability to succeed in establishing such a vibrant community depends on the active involvement of more people than the current level of participation. As was the case at the dawn of Islam in Medina, or when Ibrahim A.S. and his family migrated to Mecca, it all starts with building of spiritual strength through the establishment of regular prayer and a communal strength through pursuance of common goals in the development of our families and neighborhoods.

وَأَقِيمُوا الصَّلَاةَ وَآتُوا الزَّكَاةَ وَارْكَعُوا مَعَ الرَّاكِعِينَ

2:43 And establish prayer and give zakah and bow with those who bow.

We also need to recognize that we living in a dynamic USA that itself is undergoing transformation due to a variety of factors. We are fortunate in that we live in the community that values diversity and inclusion and is looking for community like ours to play a more prominent role in the shaping of our shared future in this beautiful Pacific Northwest.

ادْعُ إِلَى سَبِيلِ رَبِّكَ بِالْحِكْمَةِ وَالْمَوْعِظَةِ الْحَسَنَةِ وَجَادِلْهُمْ بِالَّتِي هِيَ أَحْسَنُ إِنَّ رَبَّكَ هُوَ أَعْلَمُ بِمَنْ ضَلَّ عَنْ سَبِيلِهِ وَهُوَ

(أَعْلَمُ بِالْمُهْتَدِينَ 16:125)

16:125 Invite to the way of your Lord with wisdom and good instruction, and argue with them in a way that is best. Indeed, your Lord is most knowing of who has strayed from His way, and He is most knowing of who is [rightly] guided.

As an organization we are blessed with an educated and informed base that is resourceful and well positioned to make significant contribution not only in the development of our families but also the broader Muslim and non-Muslim communities and neighborhoods.

Let us come together and realize our potential – knowing full well that we will be held to account!

إِنَّمَا لَسْنَا لَكُمْ يَوْمَئِذٍ مِنَ النَّعِيمِ (102:8)

102:8 Then you will surely be asked that Day about pleasure.

Build out Greater Seattle social support network

Greater Seattle area has had its share of refugees and immigrants who have had to flee oppression and/or violence. Many of these new arrivals in this land of immigrants are facing numerous life challenges to re-establish themselves. IMAN Social Services committee over the years has done a commendable work in providing financial help (for rent, medical bills, groceries, auto-repairs, etc.) to those in need. The geography served by IMAN Social Service volunteers spans from Des Moines to Everett. The limited assistance provided by IMAN through its small volunteer bases is much appreciated and has helped many avert crisis.

IMAN Executive Committee recognizes that this small volunteer base cannot sustain the growing base of people who need help or will need help. Further, people who find themselves in difficult life situations are often in need of more assistance to get back on their feet than the small (e.g., < \$500 rental assistance) that is provided. It is for this reason, we need to shift focus to redirect those applying to IMAN for assistance to first contact Islamic centers which are in closer proximity to the aid applicant. By doing so, we hope with time to grow the social service volunteer base that can come to assist people in difficult financial or health situations and also tap into a broader donor pool.

The shift of focus in how the social services committee will operate will require us to engage more Islamic communities and when necessary train and/or assist these communities to build competencies in their social service arms. Talent within the IMAN community is needed to network and when necessary share best practices developed at IMAN with other organizations in the Greater Seattle area.

لَيْسَ الْبِرَّ أَنْ تُوَلُّوا وُجُوهَكُمْ قِبَلَ الْمَشْرِقِ وَالْمَغْرِبِ وَلَكِنَّ الْبِرَّ مَنْ آمَنَ بِاللَّهِ وَالْيَوْمِ الْآخِرِ وَالْمَلَائِكَةِ وَالْكِتَابِ
وَالنَّبِيِّينَ وَآتَى الْمَالَ عَلَى حُبِّهِ ذَوِي الْقُرْبَىٰ وَالْيَتَامَىٰ وَالْمَسَاكِينَ وَابْنَ السَّبِيلِ وَالسَّائِلِينَ وَفِي الرِّقَابِ وَأَقَامَ الصَّلَاةَ وَآتَى
الزَّكَاةَ وَالْمُوفُونَ بِعَهْدِهِمْ إِذَا عَاهَدُوا وَالصَّابِرِينَ فِي الْبَأْسَاءِ وَالضَّرَّاءِ وَحِينَ الْبَأْسِ أُولَئِكَ الَّذِينَ صَدَقُوا وَأُولَئِكَ هُمُ
الْمُتَّقُونَ

4:1 Righteousness is not that you turn your faces toward the east or the west, but [true] righteousness is [in] one who believes in Allah , the Last Day, the angels, the Book, and the prophets and gives wealth, in spite of love for it, to relatives, orphans, the needy, the traveler, those who ask [for help], and for freeing slaves; [and who] establishes prayer and gives zakah; [those who] fulfill their promise when they promise; and [those who] are patient in poverty and hardship and during battle. Those are the ones who have been true, and it is those who are the righteous.

Establish liaison with Islamic Seminaries to communicate our needs

Islamic communities need significant and urgent need of resource investment and evolution for our religious gatherings to be more relevant in peoples' lives . This is not a task that a small community like ours can undertake on its own. We need to convey to religious seminaries our present day needs for spiritual and communal developers who are well connected to our communities and well versed with modern day tools and techniques to engage.

Br. Jawad Khaki in his individual capacity reached out to Ayatullah Sistani and his representatives in Najaf, Iraq in December 2017 to inform them of issues communities in North American face:

- Ignorance of Islam, Muslims and associated cultures

- Lack of access to authoritative education on Islam
- Islamophobia
- Sectarianism
- Extremism
- Moral, ethical and spiritual decline
- Leadership Vacuum

Br. Jawad expressed the urgent need to develop the next generation of moral and ethical leaders for a globalized world who will uphold Islamic values and teachings by deriving from the rich heritage of Ahl al Bayt whilst maintaining independence from government counting only on grassroots support.

Offices of Ayatullah Sistani could assist by helping to establish religious seminaries (Hawza) in the West or by supporting existing seminaries that:

1. Promote study of traditional Islamic sciences currently being taught in the hawza seminaries of Iraq/Iran, to be taught in English in the west. In other words, make Hawza studies more accessible to students in the West in today's increasingly difficult political environment. Upon completion of intermediary hawza studies (sutuh), students can continue their studies (bahth al-kharij) in the traditional seminaries of Najaf & Qom.
2. Facilitate academics from Western universities and mujtahids from traditional seminaries to discuss contemporary issues affecting Shi'as in the West and worldwide. Enable traditional seminary scholars to update understanding of Western sciences (written in English) i.e. Philosophy, Physics etc. Enable Western scholars to get an insight into the heritage of the Ahl al- Bayt. Exchange of knowledge and ideas to enable traditional seminary scholars' first-hand insight into issues faced by Muslims living in the West
3. Develop intra-faith harmony between different schools of thought (Sunnis and Shias). Facilitate informed discussion on historical and theological issues that have caused divide in the Muslim community. Enable scholarly approach to counter extremism and intolerance and cultivate intra-faith (sunni shia) harmony.
4. Build inter-faith understanding and bonds between people of different religious backgrounds to counter Islamophobia. Enable exploration and learning about different faiths to counter ignorance and hate.
5. Establish library resources accessible to scholars and students from different religious backgrounds to access knowledge of Islam from the heritage of the Ahl al-Bayt, as opposed to just Sunni sources. Provide Western audience access to classical texts from the heritage of the Ahl al-Bayt by translating into English.

Br. Jawad urged representatives of Ayatullah Sistani to:

1. Gain familiarity on and provide guidance to such religious seminaries (e.g., Al Mahdi Institute) by:
 - Having scholars visit to exchange ideas and monitor progress
 - Arrange online advanced study (Bahth al-Kharij) classes from Najaf
 - Send representatives to attend workshops and conferences
 - Sending representation to Inter-faith and Intra-Faith forums
2. Supportive messages for Hawza in the West (e.g., Al-Mahdi Institute) to encourage tolerance of different critical viewpoints re: Islam and Shiism and discourage slander and negativity.

To help evolve our religious gatherings to be more relevant in peoples' lives, IMAN and North American institutions need to continue liaising with religious seminaries to help them in their efforts to develop Islamic scholarship that will meet our present day needs for spiritual and communal development. We

need scholars who are well connected to our communities and well versed with modern day tools and techniques to engage.

Establish IMAN Scholar Award

To encourage and inspire more of our youth to pursue excellence in their religious community life as well as their secular education, the IMAN Executive Committee recommends the starting in 2019 the establishment of “IMAN Scholar Award” that recognizes Sunday School youth who are exemplary roles models.

We ask that Allah SWT to guide and supports us on this important effort.