



Ithna-asheri Muslim Association of the Northwest

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IMAN Annual Report of Activities 2018-2019

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1 Executive Committee Report for 2018/2019

The Executive Committee members are honored and express deepest gratitude to have had the privilege to serve the term ending September 30th, 2019.

We thank the IMAN community for their help, support and generous financial contributions towards operational expenses and social services programs

Alhamdulillah, IMAN community continues its journey to establish a spiritually vibrant caring sharing community in the beautiful Pacific Northwest in its 22nd year.

This report outlines progress and activities since October 1st, 2018 made possible by the continued sincere dedication, support and participation of the community at large.

The following were the IMAN Executive Committee members for 2018/2019:

Mohamed Jawad Khaki	President and Treasurer
Hossain Rezaee	Vice President
Ali Mansoor Naqvi	Secretary
Gulamabbas Juma	Committee Member
Nuri Mansoori	Committee Member

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.

Understanding our IMAN Community

Several focus groups discussions were organized as a listening tour reaching out to various ethnic groups in the Greater Seattle area. Many of the new arrivals in the area have not had a chance to interact with IMAN leadership besides interactions at IMAN. These focus groups were organized in a relaxed atmosphere at some of the community member homes. Attempt was made out to reach out to groups from India, Pakistan, Afghanistan, Iran and Iraq. Br. Jawad Khaki, Br. Hossein Rezaee and Br. Ali Mansoor Naqvi participated in some or all of these reach out efforts. In addition to providing historical and background information on IMAN, the discussions were designed to solicit ideas for future activities at IMAN and encourage increased participation in IMAN activities, IMAN membership.

Programs and Activities for our Youth

As one of the follow-ups from community focus group discussion discussed above, an effort was made to organize events and activities for the youth. Further discussion on this is included in Appending 1 and under Program Committee report below. This effort is still in nascent stages and requires more active parental participation and encouragement.

Membership Drive

The Executive Committee has continued to increase IMAN membership throughout the year. Our current membership list stands at 80 but only 67 of the members are current with their dues or have

applied for a waiver. A couple of families have moved out of the area which explains why they may not be current with membership dues. Those who are not current by December 2019 will be assumed longer interested to continue their membership in 2020.

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.

Furthermore, 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 these reasons, those applying for assistance to IMAN are first redirected to contact Islamic centers which are in closer proximity to the aid applicant. By doing so, with time we hope to grow the social service volunteer base that can come to assist people in difficult financial or health situations and tap into a broader donor pool.

During the last year, IMAN partnered with Al Mahdi Center (West Seattle), Al Salaam Center (SeaTac), Al Mustafa Center (Everett), Islamic Education Center (Mount Lake Terrace) and MCRC_MAPS (Redmond) to assist families in need primarily providing rental and food gift card assistance when so requested.

Establishing these relationships and developing a regular collaborative cadence with these organizations has been a slow process and hampered by not enough people on the committee to help.

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.

As 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.

Br. Nuri Mansoori with the help of Br. Ghadeer Baghai and Br. Samad Faghiih, undertook negotiations with Cedar Lawn Memorial Park to purchase and reserve burial plots at Cedar Lawn Memorial Park in Redmond. Regrettably these discussions did not result in an reach agreement of terms with the memorial park. Specifically, Cedar Lawn Memorial Park is unwilling to designate a section in the cemetery for Muslims which is a key Islamic jurisprudential requirement. Whilst IMAN continues exploring other burial options on the Eastside, those looking for burial plots will continue being directed to already established [All Muslim Cemetery](#), House of Mercy in Covington.

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 IMAN Scholar 2019

Nominations for IMAN Scholar Award 2019 were invited in April 2019 to recognize outstanding students in IMAN Member households who have demonstrated academic excellence and provided consistent multi-year exemplary service to the IMAN community.

The following selection criteria was established by the Executive Committee and IMAN Board:

- Academic Excellence (Need supporting documents from school)
- IMAN Community Service (Recommendation from IMAN Sub-committee Lead)
- Parents must be members of IMAN in good standing (as of May 1st, 2019)

With great joy and pride Sheharbano Jafry was recognized as the IMAN Scholar 2019 on Eid ul Fitr.



Sheharbano is an outstanding human being who exudes academic excellence and service to our community. She has been a member of IMAN for most of her life and has been volunteering since 7th grade. She started serving as a Teaching Assistant and a few years ago she became a teacher for some of the classes

Sheharbano was born in Pakistan and moved to Bellevue as a young child. She grew up with a single mom and her two brothers. She has faced many challenges, yet she has persevered and continued to focus on her education.

Sheharbano has an incredible desire to learn and succeed academically. She constantly seeks opportunities to better herself and the world around her. Sheharbano is generous and shares her intellectual gifts and big heart with those even less fortunate than her. IMAN is blessed to have gem in its midst.

1.5 Newsletter/Communication/Web Site

Communication with IMAN community has been through announcements made at the IMAN Center, our web site, our Twitter account, our Facebook page, WhatsApp groups 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.

Br. Ali Haider and team are working on re-building the IMAN Web site. Here are a few things they are trying to incorporate/address:

- A new vibrant design to reflect IMAN's welcoming culture
- Improve navigability of the web site and mobile friendly
- Easy to access and highlighted key features
- Enable to maintain web site requiring little or no technical knowledge using wix.com

The new web site will be launched in early part of 2020.

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

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

Parents / Teacher Liaisons:

- Mariam Kamin
- Rajulla Haider

Accomplishments

- Registered about 62 students in 2018-2019
- Total of about 31 Families
- 18 Teachers/TA's
- Established KG to 7h grade Classes
- Held 30 regular classes and 80 hours of instructions
- Held teacher's training for Tarbiyah curriculum (Instructors from out of town)
12 teachers participated in training. August 2018.
- Started the new Islamic Curriculum "Tarbiyah" for Sunday School classes. (2 Saturday).
Provided books for Tarbiyah curriculum for the Students.
- Started a new Qur'an Curriculum with clearly defined levels and books, with more clarity for students, teachers and parents on how they can advance to the next level.
- 2 students graduated from the elementary to advanced prayer class.
- Held successful fire drill evacuation of less than 2 minutes. (October 28, 2018).
- Held 4 parent meetings
- Held 2 teacher meeting (Not many participants).
- Continued and enhanced regular teacher-parent communication process. (WhatsApp).

- Work to accomplish to initiate 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 2019 with more than 50% parent participation
- Held Quran Conference for young adults for Month of Ramadan. (June 2019).
- Working toward making Islamic and Quran Classes Syllabus for school, (60% Completed).
- Parent engagement were more slightly. Parent engagement and review/practice of homework at home, student progress at school is shown improvement.
- School received a new printer through donation.
- Held Food Drive for Local food bank. (November 2018)
- Held toy drive for needy families in the community (December 2018).
- Held bake sale fundraising and raised \$950. (February 2019).
- Held Fun Drive (Clothing and Shoes), Donating to Value Village, (Collected 2000 lb); (May 2019).
- Held Bulough Class for Girls and Boys. (May 2019).
- Organized Field trip to Food line for life (Hunger Solution Center) in Seattle.
- Student engagement has improved.
- Established formal tuition waiver process continued.
- Held an end of year picnic with IMAN Community; (June 9, 2019).
(New Castel Beach Park; Great participation).
- Finances and Tuition:
 - Tuition of \$350/student with no cap
 - More than 95% of students either fully paid or partial paid
 - Raised over \$1,211 in donations
 - Balanced the budget at the end of school
- About 20% of the families were on approved reduced tuition or waiver program
(9 Families)
- 1 family not paid and not completed waiver request.
- 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
 - +76% of eligible families provided \$250 deposit
- Established a Youth class for children aged 13-18.
- Procured 2 Television sets for use as teaching aid in class. Once we have a successful trial, we will make more sets available, perhaps for all classes.
- Started to talk about to establish a Class for Parents to how to engage with their kids in the today's generation. (Plan for October 2019).

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.
- Engaging and conducting the meeting for Teachers and administration together to work out the solutions for student improvement.
- We have certain children enrolled in the school that have special needs, such as children with ADHD. We have a desire to provide Islamic education to these children, but to do so effectively we need to better equip our volunteer teachers and the children's parents with tools handle such special needs.

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

- 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.
- Continue with engagement with Youth (13 year to 18 year), with Classes and other programs, and working with them as TAs. Increase volunteer and fun activities such as movie night for the Students at IMAN Center.

The school would like to thank all the teachers and volunteers who dedicated their time in making 2018-2019 a successful year.

2.2 Program Committee

Members/Volunteers

Chair: Jawad Khaki (Lead)

Members: Kareem Al-Haddad, Mohammad Reza Khani (till June 27, 2019), Farah Alsudani, Nafisa Jassani, Rehmatulla Faizi (Hamed)

All existing committee members except Sr. Fara Alsudani have agreed continue serving for the next fiscal year.

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. Islamic Secondary Source Study Group every Wednesday at 8:00 PM to read from the works of our Imams and respected scholars. Present focus is on Nahjul Balagha.
 - c. Weekly Qur'an Tajweed class, Dua Kumail and reflections on Thursday evenings.
 - d. Friday Juma prayer.
 - e. Wiladat/Wafat of the Ahl al Bayt per https://www.worldfederation.org/secretariat/year_planner.

A variety of speakers were invited to present at IMAN or arrangements made to have their video presentations during the year:

Dec 20, 2018	Special program to commemorate wafat of Lady Masooma of Qom
Jan 13, 2018	Special Ladies only milad program to celebrate the birthday of Sayyida Zaynab (p) followed by potluck style dinner.
Feb 07, 2019	Video lecture to commemorate the Wafat Sayyida Fatimah al-Zahra (p)
Feb 22, 2019	Zakira Shyroose Jaffer Dhalla visited us from Toronto and was our guest speaker for the weekend to celebrate the Wiladat Sayyida Fatimah al-Zahra (p). Ladies only Milad was held on Friday.
Feb 23, 2019	Zakira Shyroose Jaffer Dhalla was our speaker for Men and Women Milad to celebrate Wiladat Sayyida Fatimah al-Zahra (p)
Mar 08, 2019	Special program to celebrate the Wiladat of Imam Muhammad al-Baqir (p)
Mar 23, 2019	Maulana Dr. Syed Nasir Zaidi, Resident Alim at Fatima Community Services Society of BC, was our guest speaker on the occasion of the birthday of Imam Ali ibn Abi Talib (A.S.). He will deliver a presentation entitled "Moral and Spiritual Principles in the Sayings of Imam Ali (a.s)".
Mar 31, 2019	Icebreaker event for the new IMAN Youth Group
April 12, 2019	Br. Wissam Bazzi was our guest speaker to celebrate the Wiladat celebration of Imam Hussain (p), Hazrat Abbas (p) and Imam Zayn-Al-Abedin (p)

April 19, 2019	Youth program for the Wiladat celebration of Imam Mahdi (p) led by Br. Hussein Al-Nashed
April 20, 2019	Br. Hussain Al-Nashed, a dynamic speaker from London, England was our guest speaker for the Wiladat celebration of Imam Mahdi (atfs).
Ramadhan May/June 2018	<p>Quran circles (English, Arabic Men and Arabic Women) followed by Dua or Community Member presentation (on Fridays and Saturdays), followed by refreshments or dinner (on Fridays and Saturdays).</p> <p>On eve of 10th, 19th and 21st, a presentation on Bibi Khadija(A) / Imam Ali (A) was replace the presentation by community members.</p> <p>A'amaals recommended for the Laylat-ul-Qadr were held on On the eve of 19th, 21st, and 23rd of Ramadhan.</p> <p>Annual IMAN Qur'an Conference was held on June 1st and June 2nd.</p>
June 05, 2019	Eid-ul-Fitr prayers followed by Khutba and light refreshments.
July 04, 2019	IMAN participated in July 4th Parade with other congregations. This was followed by Interfaith BBQ at the center.
Jul 11, 2019	Birthday celebration of 8th Imam
Aug 01, 2019	Special program to commemorate wafat of 9th Imam
Aug 10, 2019	Special a'amaal for Day of Arafat was held after Dhuhr
Aug 11, 2019	Eid ul Adha prayer followed by light refreshments
Aug 17, 2019	Special barbeque was organized to celebrate Eid-ul-Ghadir with members from other Shia centers
Muharram Sep 2018	Br. Hussain Al-Nashed, a dynamic speaker from London, England was our guest speaker for the for the first 12 nights of Muharram. He spoke on the topic: 'The Proactive Muslim'. How we can build a lasting community with a commitment to the betterment of society by taking lessons from the battle of Karbala. "You are the best community sent unto Mankind; as long as you call people to enjoin righteousness and discourage from partaking in sin."
Sep 06, 2019	Blood Drive in partnership with Bloodworks Northwest
Sep 25, 2019	Special program to commemorate wafat of 4th Imam

As a follow-up to the feedback obtained in last year's survey, the Executive committee met different communities, to get their feedback about what programs would they like to see being organized at Iman.

One of the suggestions was to have a Youth committee to engage teens and older youth in the activities at Iman. We had around 30 kids (10 and above), who participated in the icebreaker event for the new

IMAN Youth Group held on Sunday, March 31st. This led to the formation of Iman Youth Group (currently for ages 13 – 18). This group will be managed and run by the youth with the support from older youth (Ali Khaki, Mustafa Jafri and Nafisa Jassani).

Additionally, this year, a youth class was added to Sunday School for ages 13-18 with the theme 'Islam in Practice'. The course will use a Socratic method of teaching with discussion and debate and will mix Islamic concepts/texts (Quran and/or Hadith), contemporary topics related to growing up in America and personal development (college/career mentorship).

Older youth and adults meet once a week (every Wednesday 8 to 9.30 pm) to study Secondary sources of reference relevant to our deen so that we can increase our knowledge. The idea is to learn more about our deen through the works of our Imams and respected scholars, who we so often hear about in the lectures, through their own words. They have started with Imam Ali's (A.S.) sermons in Nahjul Balagha.

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. Videos about reflection from Quran by Salim Bhimji were played every night.
- c. On Fridays and Saturdays, presentation by various community members preceded the Daily Ramadhan Duas. These presentations ranged on diverse topics from Machine learning to Meditation.
- d. Laylat ul Qadr and Wafat/ Wiladat programs were observed per tradition.
- e. IMAN 1440 AH Ramadhan Qur'an Conference was held on June 1st and June 2nd, 2019. More than 40 children and youth registered to participate.
- f. 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. Br. Hussain Al-Nashed, a dynamic speaker from London, England was our guest speaker for Muharram. He spoke on 'The Proactive Muslim'. How we can build a lasting community with a commitment to the betterment of society by taking lessons from the battle of Karbala. "You are the best community sent unto Mankind; as long as you call people to enjoin righteousness and discourage from partaking in sin."
- b. All-day programs for Ashura and Sham-e-Gharibaan
- c. Marsiya and latmiya were recited in Urdu, Arabic, Farsi, and English languages. Transcripts provided in English when possible.
- d. Muharram blood drive was coordinated in partnership with Bloodworks Northwest. 29 donors participated and 20 pints of blood was donated.
- e. 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 is, often, 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, and for 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 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 to 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 that can grow to realize our potential through active participation.
2. In the inclusive climate promoted by City of Kirkland we have an opportunity to serve and or impact our broader community by suitably tailoring our programs.

Recommendations

1. Recruit creative, self-initiated, resourceful individuals to serve on the committee.
2. Grow speaker/reciter pool to develop spiritual vibrancy and energize communal development.
3. Engage parent/youth to prioritize creation of special programs for children and youth.
4. Increase participation in celebratory and commemorative events, including more participation from Sunday School.

2.3 Social Services Committee

Members

Jawad Khaki: Chair (Acting)

Abbas Kazmi: Lead of the Feed the Hungry program

Gulam Juma: Lead of the Financial Assistance program

Hamed Esfahani: Committee member, caseworker

Mohsen Vakilian: Committee member, job placement

Kareem Al Haddad

The following are IMAN Social Services Committee nominations for 2019/2020:

Jawad Khaki – to continue as Acting Chair until replacement identified

Abbas Kazmi

Gulam Juma

Accomplishments

- 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 are now first redirected to contact 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 tap into a broader donor pool.

We have begun establishing relationships to collaborate on social service applications/cases with MCRC_MAPS in Redmond (Br. Mustafa, Sr. Nikhat), Al Mahdi Centre in West Seattle (Br. Qatrani), Al Salaam Centre in SeaTac (Br. Abbas Al Kinani), Islamic education Center of Seattle in Mount Lake Terrace (Br. Ghadeer Baghai). We have also reached out to Attain Housing located near IMAN to learn from them and explore potential collaboration.

Establishing these relationships and developing a regular collaborative cadence with these organizations has been a slow process and hampered by not enough people on the committee to help.

- Published an updated Financial Assistance Application form after review and approval by EC last year. It includes improved organization of the information, and several new questions/fields to help assess the applicants' circumstances better.
- We help families approaching IMAN for assistance with their immediate needs (e.g. rent and utilities) and guide them with finding employment when needed. Families are encouraged to work with organizations close to their place of residence.
- Received and processed **49** application inquiries for Social Services Financial Assistance, from **21** unique families.
 - Number of families assisted per month ranged between **2 and 10**.
 - Average monthly amount of aid received by each family was **\$480**.
 - Many of the applicants required help and follow-up numerous times throughout the year.
 - Average # of times a single family assisted by IMAN: **4.2**
 - Median # of times a single family assisted by IMAN: **3**
 - 75% of the cases were returning applicants from previous years.
 - Majority of applicants are families with 1 or more children.
 - Applicant circumstances included: Refugee families, immigrant families, single mothers, unemployed (loss of job), disabled, domestic violence cases, homeless.
 - Distribution of applicants' city of residence was as follows:

City	# of Applicants
Bellevue	2
Covington	2
Des Moines	1
Everett	1
Federal Way	1
Kent	6
Kirkland	1
Pullman	1
Redmond	1
Renton	1
SeaTac	3
Seattle	1
Tukwila	

- Distributed over \$30,000 for local Social Services causes. Please see the financial section of the AGM report for the details.
- Identified local needy families (sayyid and non-sayyid) and distributed Fitra funds.
- Our partnership with St. John's Episcopal Church (that started in June 2017) continued, and we hosted 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.

Challenges

- 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.
- Demand for housing needs but there is little we can do other than directing families to other resources.
- Helping applicants with complicated cases that require ongoing follow-up at various times of day, including during regular business hours.
- Ensuring that all applicants on a path to self-sufficiency.
- The committee will be short staffed in the upcoming year.

Opportunities

- To serve a diverse set of applicants from various backgrounds and different areas in the greater Seattle area.
- Help build and strengthen social services capacity in the greater Seattle area community.
- 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

- Continue the engagement with other organizations to transition to the new model of directing applicants to communities local to their place of residence.
- 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.
- 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 Rezaee

Members: Jawad Khaki, Shaheed Chagani, Ali Haider, Sr. Zehra Naz, Nuri Mansoori

Accomplishments

- A/C filters were inspected and determined all need to be replaced. New filters have been ordered and are expected to arrive next week.
- The upper and lower parking lot storm water drainage catches were cleaned.
- The new IMAN office has been set up.
- New wireless microphone and receiver have been installed and are operational. Fire Sprinkler Back Flow Prevention Assembly test required by the City of Kirkland were completed by approved and licensed technicians.
- A/C filters have been installed.
- Annual Fire Alarm tests have been scheduled for November. Annual Fire Alarm tests accomplished.

- Starting April 1, 2019, IMAN Center parking lot started being utilized as a Park & Ride stop for Amazon employees between 6:00 AM – 6:00 PM. This helped generate revenue for IMAN to help cover some of the operational expenses.
- Hot water tank failed and had to be replaced with a new tankless hot water system (at a cost of around \$9,139) in March 11, 2019.
- On April 17, we suffered an electrical outage which required diagnosis by an electrician. It turned out the outage was due to loss of Phase C of the incoming electricity to IMAN that had to be rectified by PSE.
- Library room computer has reached the end of its useful life and was replaced.
- New wireless microphone transmitter and receiver has been installed.
- Vacuum cleaners have reached the end of useful life and need to be replaced.
- Bookshelves in the IMAN bookstore that suffered minor damage due to heavy load following recent earthquake have been repaired.
- We need volunteers to water plants around property have been watered during the hot dry summer weather.
- Zehra Naz and Shaheed Chagani did an inventory of computers and printers and recycled end of life outdated or equipment.

Challenges

A building the size of IMAN requires a significant amount of attention for its general upkeep 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

- Explore remodeling for a banquet Hall and recreational area for children’s activities.
- AV system repairs and upgrades
- Re-carpeting the main prayer hall
- Identify facility requirements for health clinic needs
- Develop a facilities maintenance manual.
- Increasing community involvement & awareness in keeping the facilities clean and safe.
- Install security cameras at the entrances and the parking area.
- Improve signage throughout the building (interior).

2.5 Resource Center Committee

The IMAN Resource Center continues to maintain a reference Islamic library at IMAN center which provides books and magazines in English covering many topics and fields. It also provides digital content on the IMAN website such as past lectures and other videos on the IMAN YouTube channel.

Challenges:

- Member of the community desire to enhance the library with surplus Islamic reading material. However, we have observed that some have been dumping material not suitable for IMAN. We

need to discourage this behavior. We also need to sort out, return or recycle any existing donations that are not usable.

Recommendations for next year

- Continue maintaining library, until we determine that based on availability of online resources and usage of facilities, it is no longer required.
- Evaluate if there is a need to enhance library with digital resources or equipment.

2.6 Hospitality Committee

Members

Chair: Kaniz Khaki, Hayatullah Haidar

Committee members: Kiyam Mansoori, Nuri Mansoori, Firdos Al-Haddad, Zahra Ghatrani

Additional helpers: Hossein Razaee, Karim Al-Haddad, Sabra Rizvi, Shakera Habib, Robina Qureshi, Nafisa Jassani , Hamid Rahmatullah

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 – Many are willing to help when present but not willing to commit in advance
2. Increasing community involvement & awareness in keeping the facilities clean and safe.
3. Improve coordination with other sub-committees, in particular Programs and School

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.
3. Define policy if serving on hospitality committee qualifies for community services credit.

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.

1. 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 continue to be 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 respond 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 by Br. Jawad Khaki

- When possible participate in the monthly [F.I.R.E.](#) planning meetings to explore ways to promote interfaith understanding and cooperation on the Eastside. The following events were organized this year:
 1. [Interfaith Dinner Dialogue on March 31 — “The Question of Evil” at IMAN Center](#)
 2. [Interfaith Dinner Dialogue on November 3 — “Celebrations, Commemorations, and Holidays” at at Sikh Centre of Seattle](#)
 3. [Kirkland July 4th parade and then BBQ lunch at IMAN Center](#)
- When schedule permits, 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.
- Interviewed by The Al-Mai'dah Initiative to discuss Ashura. The interview can be found at this [link](#).
- Member of Welcoming Kirkland Planning Group to convene a process to engage Kirkland residents, visitors, businesses, nonprofits, and the city - including police – on how we function together for the health of the overall community. The Welcoming Kirkland Initiative (WKI), is a response to expressed concerns that People of Color in general, and Black people in particular, have lived experiences of an

unwelcoming and inequitable community, in contrast to the City's stated goal to be safe, inclusive, and welcoming for all.

Challenges

- Need more people to help with Community Outreach.

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

- 1 The Scholarship Committee in July awarded a \$5000 scholarship to a student entering University of Washington (Seattle) graduate school of international relations. As required by the Scholarship program, the Awardee later informed the Scholarship Committee that University of Washington had awarded her a scholarship as well and that this would cover her entire tuition. As the award payment is made directly to the graduate school, the Awardee asked the Committee if she could use her Award towards year 2 of her graduate studies. The committee met and agreed to allow this with the express understanding that if her tuition was covered through other means in Year 2, the Awardee would forfeit altogether the Award made by the Committee.
- 2 The Committee continues to publish the existence of the Award in an effort to seek qualified candidates from across the United States, including at various Universities and alumnae forums as well as outreach via email. Though applications are received, many are not complete or timely (meeting required deadlines). The Committee continues to stress (and welcomes IMAN Board support) that delineated Scholarship requirements are must haves and cannot be thwarted.
- 3 For Fy20, the Committee is working to be able to share the status of past awardees graduate studies and any post-studies related progress they have had. To date, 4 of the 5 awardees have been women, covering fields as diverse as medical, Anglo-Middle eastern linguistics and immigrant policy making studies, representing diverse cultural heritages. The Scholarship fund continues to annually grow with the goal that the income from the fund cover the cost of the annual scholarship award made.

3.3 Muslim Cemetery on the Eastside

As a follow-through on a long-standing community desire for a Muslim cemetery on the eastside, Br. Nuri Mansoori with the help of Br. Ghadeer Baghai and Br. Samad Faghii, surveyed the IMAN congregation, to identify those interested in burial plots on the east side. There was significant interest registered which led to negotiations with Cedar Lawn Memorial Park to purchase and reserve burial plots at Cedar Lawn Memorial Park in Redmond.

Regrettably these discussions did not result in an agreement of terms with the memorial park.

Specifically, Cedar Lawn Memorial Park is unwilling to designate a section in the cemetery for Muslims which is a key Islamic jurisprudential requirement.

Whilst IMAN continues exploring other burial options on the Eastside, those looking for burial plots will continue being directed to already established [All Muslim Cemetery](#), House of Mercy in Covington.

4 Executive Committee Recommendations for 2019/2020

Our recommendations for the coming year are presented below.

4.1 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 > 22 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.

One of the steps that IMAN community can take is to commit roughly \$200,000 in the annual budget to retain services of a resident aalim and an administrator who can take a significant load off Br. Jawad Khaki.

Once such a budget has been approved and allocated, guest speakers invited invitation for Muharram and other celebrations/commemorations can be individuals who can be potential candidates to assume the role of resident aalim. This search process will take time and ought to be started as soon as possible.

4.2 Liaison with Islamic Seminaries

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. IMAN and North American institutions need to continue liaising with religious seminaries to help develop people who will be able to better meet our present day spiritual and community development needs. People who are acculturated in our context and well versed with modern day tools and techniques to engage.

4.3 Multi-Purpose Activity Hall

IMAN community need to consider a remodel of the facility to provide a multi-purpose activity hall that can be utilized for a banquet hall as well as an activity area for children and youth.

4.4 Engagement and 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 are 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!

ثُمَّ لَتَسْأَلَنَّ يَوْمَئِذٍ عَنِ النَّعِيمِ (102:8)

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

4.5 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
وَأَتَى 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.

4.6 Health Clinic

Br. Mirza Bahbood has been exploring providing the possibility to provide free medical services to the uninsured and underinsured population. Specifically:

- health screenings
- prescriptions
- routine blood tests
- referral for diagnostic services
- educational seminars
- nutritional advice for better management of chronic conditions

Borrowing from other examples around in the Greater Seattle area and elsewhere in the USA, the idea would be for the health clinic to operate once a week with the help of pro bono volunteers comprising of doctors, nurses, medical assistants, translators and support staff.

Early feedback from community members – especially professionals who have indicated interest to volunteer and provide pro-bono services - has been very positive.

A draft proposal for the Health Clinic is provided in Appendix 2 to this report.

This project is a worthwhile effort to pursue as a pilot in the next year.

Appendix 1: Youth Group @ IMAN

From: Ali Khaki

Sent: Friday, December 6, 2019 10:22 PM

To: Mohamed Jawad Khaki

Cc: Nafisa Jassani

Subject: iman youth group report

1. Is there a leadership team? Who are they?

No formal leadership team has been established. Adult leaders have been Nafisa Jassani and myself for the youth group and Nafisa, Shaheed, Zehra and me for the grade 7 class.

Youth who were active in the formation of the youth group (based off initial meeting in Spring 2019): Kamil Zaidi, Alizeh Zaidi, Meraj Naqvi, Zaina Rizvi, Hamza Masood

2. What were the main activities from the time it was put together and September 30, 2019?

- Game night in Ramadan
- Q&A session with Brother Hussein Al-Nashed

3. What are the main challenges/issues that you see for this group?

- Schedule conflicts for youth
- Uncertain how much interest there is among the youth - participation and planning of future events has been limited

4. What are the opportunities ahead?

I think the future is depends on youth interest. MAPS has a youth group that does the following each month: - 1 spiritual activity, 1 social and 1 community service

This would be an aspirational goal for the youth group. If youth are interested the goal would be to do one activity a month. However, the leadership among the youth has been limited.

5. What activities are planned between now and September 2020?

None planned at this time.

6. How can IMAN Leadership and IMAN Membership help more?

IMAN Membership - if the youth are not interested in developing their own events but the community still deems valuable then the parents will need to arrange the events. The earlier youth group meeting in Spring 2019, the youth insisted on being in charge so Nafisa and I were asked to support them.

Appendix 2: Proposal for a new pilot at IMAN – Health Care Services

1. What is the Activity?

Providing Health Care Services to uninsured and underinsured.

2. Who is the audience?

The community at large especially in need of health care services such as recent immigrants, refugees, domestic violence victims.

3. Who is willing to take responsibility to lead and coordinate?

Br. Mirza Bahbood

4. What is the objective?

The perception is based on the need for medical and supportive care in the community, to empower all to lead healthier and fulfilling lives.

Initiative to provide health screenings, prescriptions, nutritional advice for better diabetes, hypertension and overall health management.

Services @ IMAN with help of pro bono volunteers comprising of doctors, nurses, medical assistants, support staff.

5. What are the timing considerations for it?

Currently, exploratory efforts are in progress for this project. We are aiming for the success of the project to be in a phased approach.

- Phase 0 – Exploratory Efforts – Current to October 31, 2019
- Phase 1 – Proposal to IMAN Board – November 2019
- Phase 2 – Approval – December 2019 IMAN Annual General Meeting & IMAN Board
- Phase 3 – Pursue – 2020 Subject to approval

6. How will it be advertised?

IMAN has already helped with some cursory efforts to assess the idea and advertised during IMAN Muharram programs. We would like to continue to use similar gatherings at IMAN to spread the word. In addition, we require the IMAN Website and IMAN social media announcement tools to share the information.

7. What resources are required? Is there a financial cost associated with it?

Access to the IMAN building as well as help in recruiting a volunteer base to support the success of the health care services. There are few current IMAN members that are interested in helping out, but we would like the IMAN Board and EC support to help spread the word about the program so that more volunteer opportunities can be built for the community.

Assembly of multidisciplinary committee with expertise in areas of Medical, Legal, Insurance, and Social Work.

We can begin an initial effort of a temporary health services clinic modestly. In the long run and once successful, we will need to re-evaluate financials based on our experience. The estimated initial cost for

starting the project is approximately \$10,000 and most of it may be offset by community medical equipment donations. To operate the clinic, we are estimating monthly expenses at about \$1000

8. How do we measure success?

The number of people we are able to serve and have an impact on the community.