

***Moving Forward***

# Reason?

- Community has grown in last few years
- Have acquired land for an Islamic Center
- Organization has shrunk
- Need to build up organization to handle present and future
  - Board of Trustees
  - President, Secretary, Treasurer
  - Committees

# Attitude?

## ➤ Strive for the cause of Allah SWT

Al-Ma'idah (The Table Spread) 5:35

يَا أَيُّهَا الَّذِينَ آمَنُوا اتَّقُوا اللَّهَ وَابْتَغُوا إِلَيْهِ الْوَسِيلَةَ وَجَاهِدُوا فِي سَبِيلِهِ لَعَلَّكُمْ تُفْلِحُونَ

O you who believe! Do your duty to Allah, seek the means of approach unto Him, and strive with might and main in his cause: that you may prosper.

## ➤ In the spirit and feelings of brotherhood

Al-Hujurat (The Dwellings) - 49:10

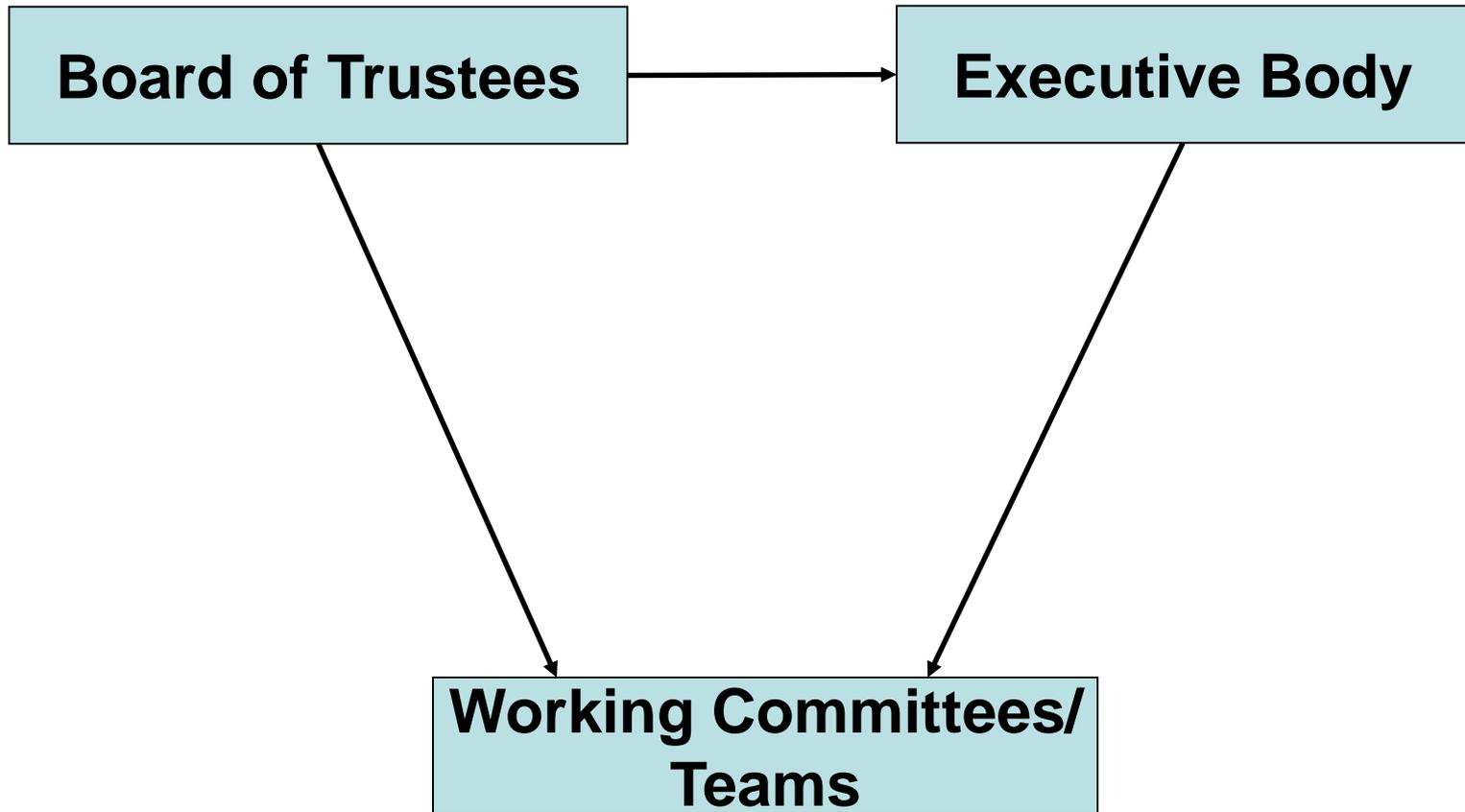
إِنَّمَا الْمُؤْمِنُونَ إِخْوَةٌ فَأَصْلِحُوا بَيْنَ أَخَوَيْكُمْ وَاتَّقُوا اللَّهَ لَعَلَّكُمْ تُرْحَمُونَ

•The Believers are but a single Brotherhood: So make peace and reconciliation between your two (contending) brothers; and fear Allah, that you may receive Mercy.

# Purpose of this meeting?

- Get recommendations for Board of Trustees
- Expanded Board of Trustees will deal with the following matters in the future:
  - Elections
  - Khutba & Imam
  - Islamic Center
  - Communication
  - Women's committees and participation
  - Potlucks

# Islamic Society of Colorado Springs (ISCS) Organizational Structure



# Other organizational structures?

US President, Congress, Senate, Judiciary

UK Prime Minister

Non-Profits

Corporations

Universities

Churches

Synods

Mosques

## Why this organizational structure?

- Had a very open organizational structure in the beginning
- Serious problems arose over time
- Each time serious problem arose, we needed to modify Constitution
- Four major revisions of the Constitution to deal with problems & chaos

# ISCS - Brief History

- 1980's: students from Middle East at CTU, renting office space to pray.
- Got our own building 1995-96, remodeled
- Registered as Colorado non-profit corporation
- As religious organization, income & donations are tax-exempt
- Diversity of ethnicity, nationality and fiqh
- Transient community, went up & down, now growing
- Projected need for larger community 3 – 5 years
- Went through several organizational structures over 20+ years, settled on BoT, like some other masajid in USA

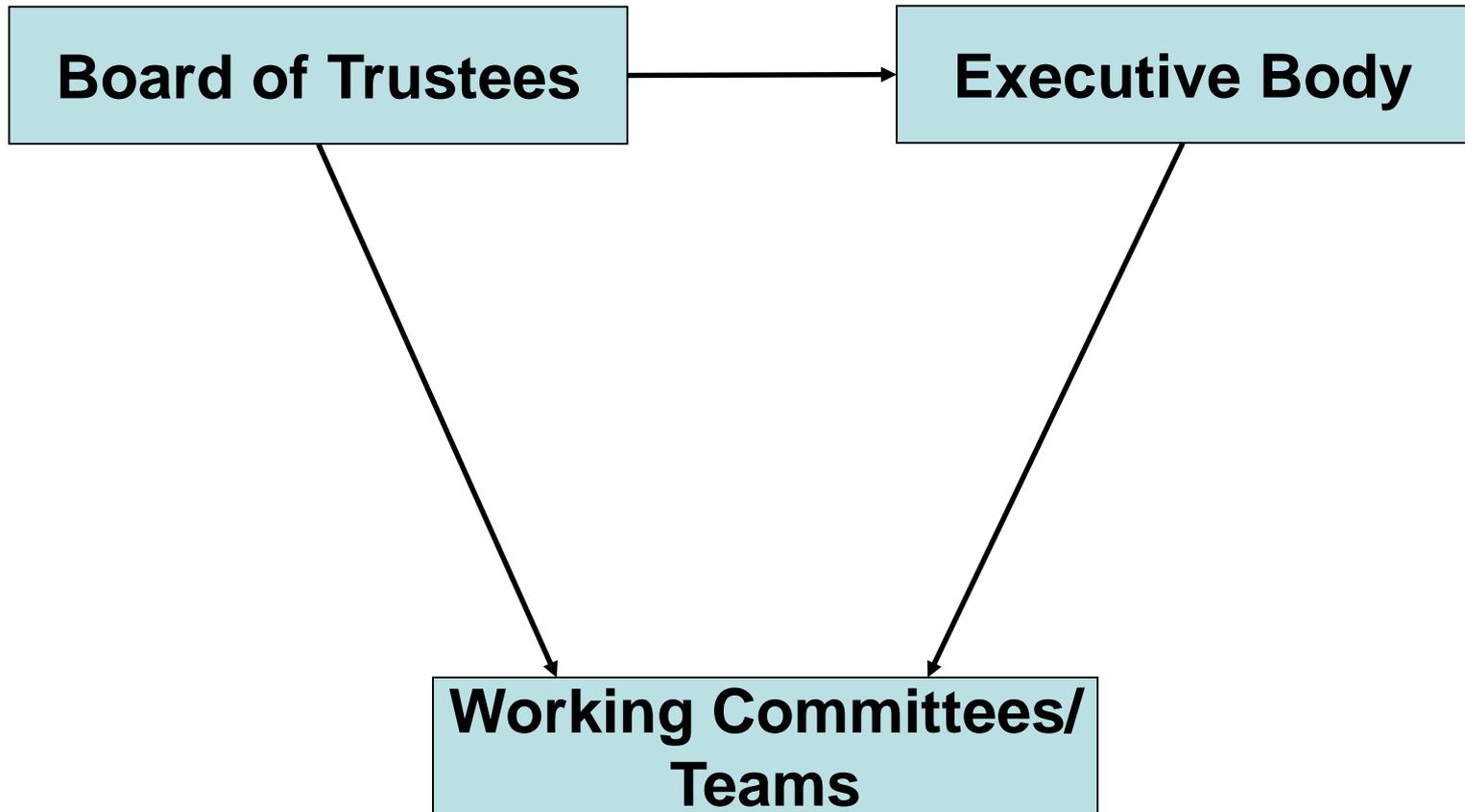
# Transformations from approx 1990 till 2018

|                           | 1   | 2   | 3   | 4   |
|---------------------------|-----|-----|-----|-----|
| <b>Nominations</b>        | Yes | Yes | Yes | Yes |
| <b>Membership</b>         |     | Yes | Yes |     |
| <b>Elections</b>          |     | Yes | Yes |     |
| <b>President</b>          | Yes | Yes | Yes | Yes |
| <b>Secretary</b>          | Yes | Yes | Yes | Yes |
| <b>Treasurer</b>          | Yes | Yes | Yes | Yes |
| <b>Arbitrator</b>         |     | Yes | Yes |     |
| <b>Board of Directors</b> |     | Yes | Yes |     |
| <b>Board of Trustees</b>  | Yes |     | Yes | Yes |
| <b>Committees</b>         | Yes | Yes | Yes | Yes |

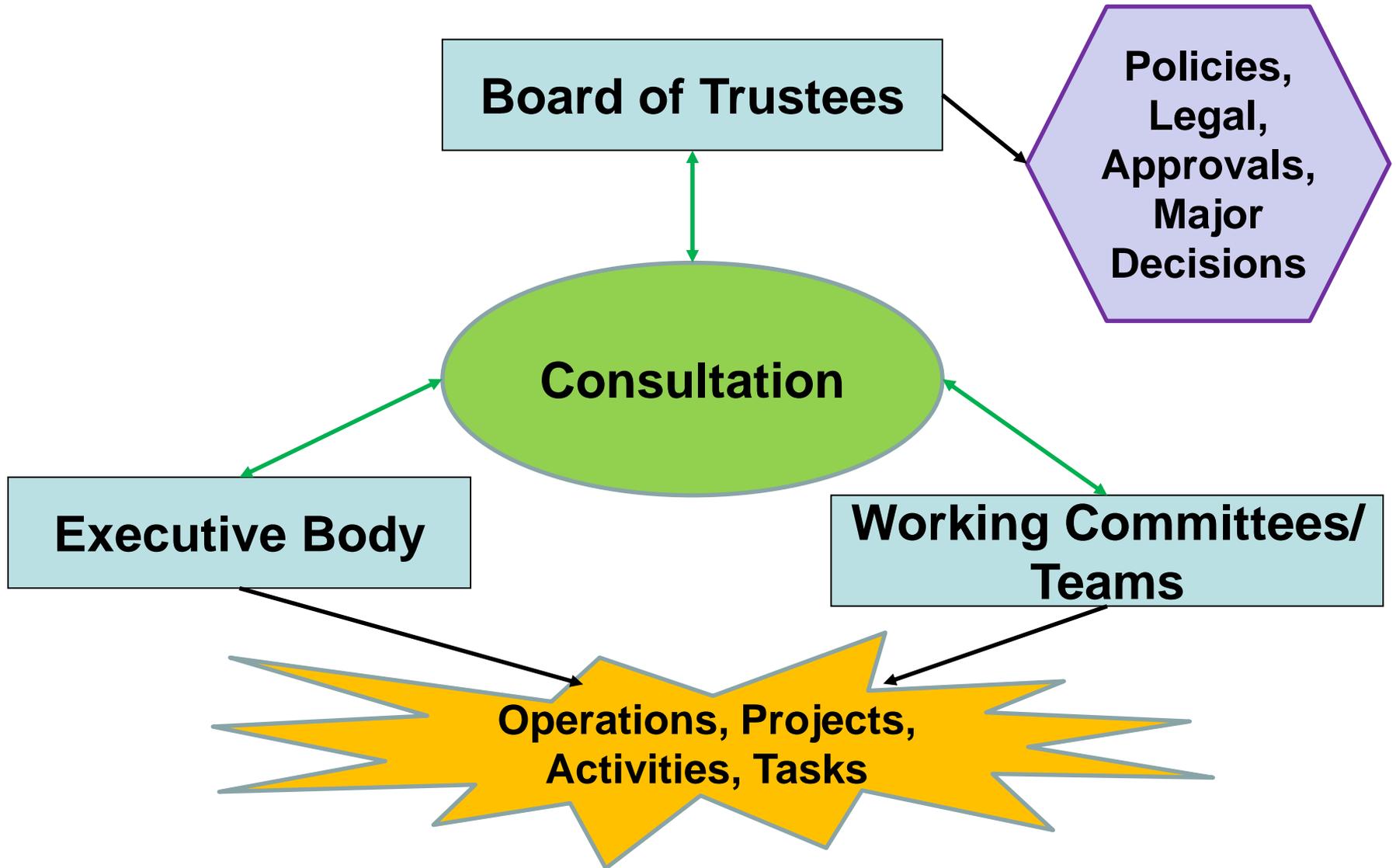
|            |   |
|------------|---|
|            |   |
| President  | Talib Saqib, Arshad Yousufi, Faruq AlHafeez, Farouk Abushaban, Jihad ElSabeh, Iqbal Chaudhry, Khurshid Qureshi, Dawud Salaam. Rashid Khan, Javid Saleem |
| Secretary  | Emad Al-Baaj, Haitham Nabulsi, Rashid Khan, John Loines, Kamel ElWazeir, Waheed Iqbal, Rachid Nakib, Mohammed Badawi, Tayyab Hussain, Yousf Khan        |
| Treasurer  | Hossein Hemati, Marwan AlHouari, Javid Saleem, Mohammed Hayat Khizri, Farouk Abushaban, Khurram Qasmi   |
| Arbitrator | Zuheir Mheir, Benaissa Chaib, Kamel ElWazeir, Khalid Alabbassi  |

|                    |   |
|--------------------|---|
|                    |   |
| Board of Directors | Rashid Khan, Rachid Nakib, Yousf Khan, Kamel ElWazeir, Khalid Alabbassi, Aiman Alkhammash, Abdullah Yazidi, Abdullah Haddad, Farouk Abushaban, Dawud Salaam, Rasheed Ahmed, Ibrahim Bruce Gaylor, Khurram Qasmi, Mohammed Hayat Khizri, Sohail Zamurad, Tayab Hussain, Ihsan Ansari, Ahmad Ehab Ghazzawi, Iqbal Chaudhry, Naiyer Khan, Kazem Alamulhuda, Benaissa Chaib, Mohammed Amanah, Imani Abdul-Rashid, Meikiel Sadeeq, Mohammed Sibghathullah Inayathullah, Fadi Mohsen, Muhammad Badawi, Abdullah Hamza AlMubarak |
| Board of Trustees  | Javid Saleem, Farouk Abushaban, Arshad Yousufi, Tanveer Khan, Hussein Abukhdeir, Dawud Salaam, Salah Kassab   |
|                    |   |
|                    |   |

# Islamic Society of Colorado Springs (ISCS) Organizational Structure



# Islamic Society of Colorado Springs (ISCS) Organizational Roles & Responsibilities



## Board of Trustees

Farouk Abushaban

Salah Kassab

Arshad Yousufi

## Executive Body

President: Javid Saleem

Secretary: Kamel ElWazeir

Treasurer: Mohammed Hayat Khizri

# Board of Trustees

The Board of Trustees shall have the authority and responsibility to:  
Make all major policy decisions, longer-term projects, and major financial decisions.

# President

The President shall be responsible for:

Directing, coordinating and general management of all the activities of ISCS, so as to achieve the organization's purpose and objectives.

# Secretary

The Secretary shall be responsible for:

Writing and maintaining detailed minutes of all the meetings.

Presenting the minutes of the previous meeting for correction and approval at every meeting of the Executive Officers and Board of Trustees.

Communicating the decisions of all meetings to the appropriate persons or organizations.

# Treasurer

The Treasurer shall be responsible for:

Collecting and depositing all the funds raised by or donated to the organization.

Maintaining detailed up-to-date and accurate records of all financial transactions and properties of ISCS.

# Committees

| <b>Working Committee/Team</b> | <b>Chair/Leader</b> |
|-------------------------------|---------------------|
| Khutba                        | Javid Saleem        |
| School                        | Yousf Khan          |
| Outreach                      | Arshad Yousufi      |
| Islamic Center                | Khurshid Qureshi    |

# Immediate need?

1. Add to Board of Trustees – need your recommendations
2. Appoint President, Secretary, Treasurer
3. Appoint Committees from volunteers
4. Improve on existing tasks
5. Move forward with projects

# Other forms/processes?

Shura/  
Consultation

Greek  
Democracy

Monarchy

American  
Republic

Dictatorship

Anarchy

# Process options?

American style elections  
OR  
Form of shura/consultation

## Criteria for process?

- Should give responsibility to persons with best capability
- Should not allow false claims, rumors, false accusations
- Should not divide people

# Shura - Consultation

[Yusuf Ali - Sura 42, Ash-Shura Ayah 38](#)

وَالَّذِينَ اسْتَجَابُوا لِرَبِّهِمْ وَأَقَامُوا الصَّلَاةَ وَأَمْرُهُمْ شُورَىٰ  
بَيْنَهُمْ وَمِمَّا رَزَقْنَاهُمْ يُنْفِقُونَ

Those who hearken to their Lord and establish regular prayer; **who (conduct) their affairs by mutual Consultation**; who spend out of what We bestow on them for Sustenance;

فَبِمَا رَحْمَةٍ مِنَ اللَّهِ لِنْتَ لَهُمْ<sup>ط</sup> وَلَوْ كُنْتَ فَظًّا غَلِيظَ الْقَلْبِ لَانْفَضُّوا  
مِنْ حَوْلِكَ<sup>ط</sup> فَاعْفُ عَنْهُمْ وَاسْتَغْفِرْ لَهُمْ وَشَاوِرْهُمْ فِي الْأَمْرِ<sup>ط</sup> فَإِذَا  
عَزَمْتَ فَتَوَكَّلْ عَلَى اللَّهِ<sup>ج</sup> إِنَّ اللَّهَ يُحِبُّ الْمُتَوَكِّلِينَ ١٥٩ إِنْ يَنْصُرْكُمْ اللَّهُ  
فَلَا غَالِبَ لَكُمْ<sup>ط</sup> وَإِنْ يَخْذُلْكُمْ فَمَنْ ذَا الَّذِي يَنْصُرُكُمْ مِنْ بَعْدِهِ<sup>ظ</sup> وَعَلَى  
اللَّهِ فَلْيَتَوَكَّلِ الْمُؤْمِنُونَ ١٦٠

**159.** And by the mercy of Allah, you dealt with them gently. And had you been severe and harsh-hearted, they would have broken away from about you; so pardon them, and ask forgiveness for them; **and consult them in the affairs.** Then when you have taken a decision, put your trust in Allah, certainly, Allah loves those who put their trust (in Him). **160.** If Allah helps you, none can overcome you; and if He forsakes you, who is there after Him that can help you And in Allah (Alone) let believers put their trust.

The characteristics of true believers is that they respond to Allah SWT's commands, meaning do not ignore them, they establish worship, they consult each other in their affairs, and they spend in Allah's cause.

The characteristics of leaders is that they are gentle with the people, not severe or harsh, if people make mistakes, pardon and forgive, and they consult people in their affairs.

After consultation, the leader makes the decision, and they put their trust in Allah SWT to help them.

Every community and group must have a leader, even for small number of people in a temporary state of a journey, as evidenced by the hadith:

Narrated AbuSa'id al-Khudri:

The Prophet (ﷺ) said: When three are on a journey, they should appoint one of them as their commander.

حَدَّثَنَا عَلِيُّ بْنُ بَحْرٍ بْنِ بَرِّيٍّ، حَدَّثَنَا حَاتِمُ بْنُ إِسْمَاعِيلَ، حَدَّثَنَا مُحَمَّدُ بْنُ عَجْلَانَ، عَنْ نَافِعٍ، عَنْ أَبِي سَلَمَةَ، عَنْ أَبِي سَعِيدِ الْخُدْرِيِّ، أَنَّ رَسُولَ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ قَالَ " إِذَا خَرَجَ ثَلَاثَةٌ فِي سَفَرٍ فَلْيُؤَمِّرُوا أَحَدَهُمْ " .

**Reference**

In-book reference  
English translation

: Sunan Abi Dawud 2608  
: Book 15, Hadith 132  
: Book 14, Hadith 2602

**Grade**

: Hasan Sahih (Al-Albani)  
حسن  
: صحيح (الألباني) حكم

# Process?

1. Get your recommendations for Member of Board of Trustees
2. Shura evaluates recommendations to create list of ten to twelve candidates
3. Polls community about their preference for five candidates
4. Combines Shura evaluation with polls to create list in an order
5. Offers responsibility to candidates in order
6. If one refuses, the next one in order is offered
7. If existing Member resigns, the next one in order is offered

**Knowledge, Understanding:  
Personal, Social,  
Islam, Society, Culture,  
Community, America**

**History,  
Reputation,  
Situation,  
Status**

**Personality,  
Temperament  
Behavior  
Character  
Morals, Ethics**

**Judgment,  
Life Experience**

Please rate the person for suitability on a scale of 0-5 for the following qualities:

| # | Quality  | 0 – 5 |
|---|--|-------|
| 1 | <b>should have more than the basic knowledge about Islam</b>         |       |
| 2 | <b>should be observant of Islamic duties</b>                         |       |
| 3 | <b>should be capable of bring people together</b>                    |       |
| 4 | <b>should be modest and humble</b>                                   |       |
| 5 | <b>should be firm and not weak or abrasive</b>                       |       |
| 6 | <b>should be known to exercise self-control</b>                      |       |
| 7 | <b>should be capable of discussing matters rationally</b>            |       |
| 8 | <b>should have good inter-personal skills</b>                        |       |
| 9 | <b>should be known to be trustworthy, dependable and responsible</b> |       |

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