



Amendment to JIAR By- Laws to change the structure and authority of the Board of Trustees (BoT)

Note to community members:

An Ad-hoc committee appointed by the JIAR Board of Directors (BoD) has recommended the following amendments to the Article XI of its By-Laws to strength the Board of Trustees (BoT) to protect the sanctity of the Jamaat if it is in jeopardy because of any situations that are contradictory to JIAR By-Laws. The major changes include increasing the number of Trustees from 5 to 10 and provisions allowing BoT to function as an independent and perpetual body, and having its authority to override any decisions made by BoD or other committees.

As per the current By-Laws, the amendments have been approved by the BoD and the existing Trustees. For adoption of the amendments the next step is for you to approve as a community member (general body). If you have an objection to the ARTICLE XI of the By-Laws as it appears below including amendments, please report it in writing to the JIAR Administrator, Br. Ahmad Lee (email: admin@ibadarrahman.org).

Thank you,
JIAR Board

Bismillahir Rahmannir Raheem

ARTICLE XI: Board of Trustees

Section 1: Composition:

- a. The Board Of Trustees (BOT) shall;
 - **Consist of Ten (10) members including the Imam who will serve as an ex-officio non-voting member;**
 - **The Nine voting members shall initially be selected by the Board of Directors (BOD).**
 - **The Trustee's term shall be lifetime and perpetual.**
 - **The BOT once formed, shall be a self-sustaining and autonomous body with no external interference.**
 - The Board of Trustees shall elect its own **President** and a **Coordinator**, who will organize meetings, make necessary communications, and prepare and file official documents.
- b. A Trustee seat shall be considered vacant/revoked if the Trustee;
 - formally resigns with a written notification to **BOT and BOD**
 - discontinue employment with JIAR (applicable in case of Imam only).
 - chooses to retire from BOT or is, otherwise, no longer able to discharge the duties
 - carries out any action that is contradictory to JIAR By-Laws



- demise, etc.
- c. The selection or removal of a member-trustee will be determined by a 2/3rd majority of the BOT. The president will preside over meetings and initiate the selection or removal process of a trustee.

Section 2: Qualifications;

- Muslim whose belief is according to Quran and Sunnah as stated in the Basic Law (Article V), and endeavors to practice Islam as a total way of life. Aged Forty years or more
- Member of JIAR for a minimum of three consecutive years and is not an active follower of any group with a known ideology that is contradictory to the Basic Law (Article V).
- A resident of Durham or surrounding counties for at least five years
- Legally permitted to reside in the United States by the law of the land
- Not affiliated with any organization that will lead to a conflict of interest; an exception may be exercised on an extremely deserving and dedicated individual and this exception has to be endorsed by the Board of Directors and approved by the Board of Trustees.

Section 3: Functions;

- a. The Board of Trustees shall be the ultimate authority at JIAR and their decisions on any matter will be final and binding to all including the BOD and the general body (members).
- b. The BOT shall have the right to amend the by-laws as per the deemed process if a situation arises whereby the sanctity of the Jamaat is in jeopardy, however, it is desired to have the BOD pursue the changes and present them to the BOT for review and approval.
- c. In case of ambiguity regarding the interpretation of any section of the Bylaws or possible conflict between two or more sections, the Board of Trustees shall clarify such ambiguities and resolve the conflict and their decision shall be final.
- d. Approving the rules and guidelines for JIAR shall be based purely on Islamic principles required under the Basic Law (Article V) and ensuring that these policies are carried out properly by the BOD. If there is a dispute over the rules and guidelines the Board of Trustees shall hold the final decision after consulting with the BOD and the disagreeing party.
- e. Choose a course of action it deems necessary to perform its functions.
- f. It is expected that the Board of Trustees meet at least twice a year to assess the overall condition of JIAR in relation to its Mission (Article III) and Objectives (Article IV).
- g. The Board of Trustees are not responsible for the day-to-day activities of the Masjid, unless an emergency or a conflict that would disrupt the structure of the Jamaat or Masjid, in which case Board of Trustees should take one or all of the following steps to resolve the issue:
 - i. Discuss with the Executive Committee and/or the BOD.



- ii. Hold a joint meeting with the BOD
- iii. Vote for confidence on member(s) of the BOD and call for replacement election with a decision made by a 2/3rd majority of the BOT if such a situation arises. The existing BOD at a given time will appoint election committee to conduct election within 60 days of the official decision made by the BOT to replace the BOD.
- h. The BOT have the authority to overrule the board and the general assembly and expel the board member/s.