

AMERICAN MUSLIM DIVERSITY ASSOCIATION - AMDA

Address

44760 Ryan Road
Sterling Heights, MI-48314
Ph: 586 804-7130 or 248 825-3541
Board of Trustees: trustees@amda.us
Board of Rep.: representatives@amda.us
Standing Committee: scmembers@amda.us

Chairman of the Joint Meeting: MOHAMMAD ALI

Special AMDA Joint Meeting Agenda - March 12, 2022

Date: 03/12/2022

Time: 10:00 - 12:30PM

Agenda items

1. Meeting Starts with the Name of Allah (SWT): Chairman
 - The chairman started the meeting with recitation of Surah 'Fatiha'.
2. Current Status/Update on AMDA Imam Hiring and the Next Steps: All
 - Imam Hiring Subcommittee members Br. Abu Ashraf, and Br. Moin updated the status on Imam hiring. As of today, subcommittee interviewed multiple candidates but didn't make any offer to a candidate, no candidates in the list to make offer, and no candidates in the list to interview.
 - Br. Abu Ashraf, and Br. Moin explained the criteria subcommittee set to interview candidates. At some point in time, the subcommittee was concluding with a shortlisted candidate in a rush, where none of the candidates seemed to be fit to them for this growing community Masjid. They expressed their disappointment, instead of coming together as a team to help enriching the selection process, AMDA board has been blaming individual members in the subcommittee often initiated by questionable emails and spreading misinformation from one specific board member. They were saddened and demotivated by the continuous accusations and creating hostile environment by a specific board member in recent Joint meetings.
 - Br. Moin verbally told the Joint committee that he won't continue to serve in the subcommittee. Only one member left in the subcommittee. So, Joint committee (BOT, BOR, and SC members) members agreed upon on the need to form a new Imam Hiring Subcommittee. Details on Imam Hiring Subcommittee will be discussed in next joint meeting.
 - Joint Committee also discussed the status on hiring of Br. Tazim as Interim Imam. Information regarding the hiring was shared at the joint meeting, details of the shared information are available in BOT meeting minutes from 1/22/2022, which is attached here with this joint meeting notes for reference. BOT meeting notes are also available on AMDA website.
 - Based on request from participating members in 3/12/2022 meeting, Br. Rafiq Uddin voluntarily provided a summary of the statement Br. Azim has made over phone in meeting on 3/5/2022 regarding his resignation date from subcommittee. Upon asking Br. Rafiq to reclarify the statement on resignation date and what he has heard from Br. Azim, he

reiterated that Br. Azim mentioned the date as sometime in August or September. None of the participating members in this meeting and who were present in 3/5/2022 joint meeting disputed the summary from Br. Rafiq Uddin. In response to the summary, the resignation email that Br. Azim sent, was shared in this joint meeting that showed resignation on April 17, 2021, at 6:52am and reason for resignation, this email is also attached with this meeting note for reference. A question was brought forward about not hiring anyone from the Imam applicant pool, information was shared at this meeting to document that the decision was made at BOT meeting and Joint meeting to search for the right fit for this organization and not to rush through hiring process. Documentation of notes from both meetings are attached with this meeting note for reference. Additional information from Br. Abu Ashraf related to this question is also included in this joint meeting note.

Upon question from Sr. Marina Azim and another brother, that the BOT did not take the recommendation from BOR regarding hiring an individual to lead prayers at AMDA, information was shared at this joint meeting that showed that recommendation from BOR was considered actively; considering long term impact, peaceful environment at the organization and reasonable and fair hiring practice, an offer was extended to the individual. Meeting notes from BOT documenting the decision regarding hiring an individual to lead prayer that current Sheikh is leading, is attached with this meeting note for reference. Additional information was shared at this joint meeting regarding hiring the same individual for other assignments considering his expertise, a request was made at this joint meeting to wait for the BOT meeting note from 3/10/2022 to get published for details of the plan.

- Since current Imam Munawar will be retiring end of July, Joint Committee members agreed upon to offer a contract to Br. Tazim as Interim/Trainee/Acting/Probationary Imam. Joint Committee members will discuss in detail about Br. Tazim's contract in next Joint meeting.
- Attached below is supporting documents from Br. Moin.

3. Meeting Adjourned by chairman: chairman

- Chairman adjourned the meeting.

Joint Committee Members:

Date: 02/12/2022

P = Present A=Absent E=Excused Absent

		Board of Trustees (Term):	Cell Phone Number	Email Address
1	P	Br. Hafizur Rahman (2017-2022)	248-990-0521	tastah57@gmail.com
2	P	Br. Abul Hashem Molla (2017-2022)	248-525-2027	mollaah@hotmail.com
3	E	Br. Shafiq Islam (2017-2022)	586-718-9599	shafiq_19@yahoo.com
4	P	Br. Abu Ashraf (2017-2022)	586-719-2394	aburaf_007@yahoo.com
5	P	Sr. Marina Azim - Women Representation (2017-2022)	248-703-2921	mazim515@yahoo.com
6	P	Br. Javid Khatri (2018-2023)	586-718-4234	jkhatri41@yahoo.com
7	P	Br. Moin Asjad - Heritage Representation (2020-2025)	248-854-8280	moinasjad@yahoo.com
8	P	Br. Amer Sufi - Heritage Representation (2021-2026)	248-953-4789	amerx@yahoo.com

		Board of Representatives (Term):	Cell Phone Number	Email Address
9	E	Br. DM Noor Ruhul Alam (2021-2024)	248-247-4980	nooruhulalam@yahoo.com
10	P	Br. Abul Bashir Patwary (2019-2022)	586-202-6845	abulpatwary@hotmail.com
11	P	Br. Mohammad Ali (2019-2022)	586-879-4122	m_ali_jewel@yahoo.com
12	P	Br. Mohammad Kamrul Hasan (2019-2022)	248-506-1855	khasan81@yahoo.com
13	P	Br. Saria Sadique (2019-2022)	248-892-4433	saria.sadique@gmail.com
14	P	Br. Zainul Abedin (2020-2023)	313-575-7711	zabedin90@gmail.com
15	P	Br. Taufique A Bhuiyan (2021-2024)	313-409-9342	taufiqueb@gmail.com
16	P	Br. Ahmed Khan (2021-2024)	586-907-3538	ajkhan@yahoo.com
17	P	Br. Mohammad Ashabul Anam (2021-2024)	502-262-9873	maanam03@gmail.com

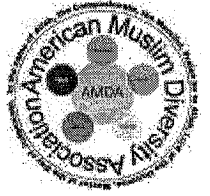
		Standing Committee (Term):	Cell Phone Number	Email Address
18	A	Br. Saad Farooqi (2020-2022)	248-525-9724	saad.farooqi@gmail.com
19	A	Br. Zia Ul Haq (2020-2022)	947-205-0034	ziaul12@yahoo.com
20	P	Br. Mohammed Rafique Uddin (2021-2023)	901-501-7306	jaintiapur@yahoo.com

Guest Attendee:

TAZIM KIFAN HIRING DECISION
~~DISCUSSION~~ IN BOT.

American Muslim Diversity Association

Unity in Diversity



2022-01-22

BOT urgent meeting – 1/22/2022

Attendance:

- Shafiq Islam
- Amer Sufi
- Javid Khatri
- Merina Azim
- Hafiz Rahman
- Hashem Molla
- Abu Ashraf
- Moin Asjad

Total member in BOT = 8

Total members present = 8

Quorum met.

Meeting start: 10:15am

Item discussed:

1) Communication with Head of Religious Activities: Sheikh Munawar expressed his intention, July 31, 2022 to be his last day of service in AMDA as official Head of the Religious Activities. AMDA BOT graciously accepted that proposal. He wants to take 6 days paid time off in July 2022. He has

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Fajr	5:32 am	6:00 am
Sunrise	6:51 am	
Jumuah	12:42 pm	12:30 PM
Asr	4:47 pm	5:10 pm
Maghrib	6:34 pm	6:39 pm
Isha	8:04 pm	8:25 pm

JummaH Time

12:30pm; 1:30pm & 2:30pm (EST)

Sermon live streaming
on Facebook and Youtube (AMDA
Masjid)

Search

mentioned specifically that he will not be available on Eid-ul-Adha.

2) Hiring Individual to support AMDA services: Based on emails received on January 19th 2022 from Br. Mohammad Ali (forwarded message from Br. A. Anam) that was mentioned as response from BOR regarding Br. XXXXX, following decision was taken by BOT for execution:

- Br. XXXXX shall be invited to lead Fajr, Duhr and Asr prayer daily and also Maghrib & Isha prayers on the days our assistant Imam (Br. Rumman) has weekly off days.
- Br. XXXXX service shall be for five days in a week but shall make certain that there is coverage for Maghrib and Isha prayer for all days of each week.
- Hadiya for XXXXX service shall be \$xxx per day.
- BOT shall work on planning of future activities that can be offered to the community by AMDA with Br. XXXXX expertise.
- Br. Hashem and Br. Moin shall communicate with Br. XXXXX regarding BOT decision and that a contract shall be signed after he returns from his vacation.
- Final contract with Br. XXXXX shall be signed by Board of Trustees.

3) Walk-in item: Policy regarding specific task for different boards and committees: To operate the organization effectively and to create balance of volunteer work and family life, several draft policies were presented, after discussion with all the board members and making modification to the policies it was adopted unanimously by the BOT. These policies will be sent to all the boards and committees for adherence without any reservation. (Please see attachment).

4) Walk-in Item: Email from one of the BOT member: Discussion of email from Sr. Merina on 1/20/2022 was discussed and addressed at the meeting.

5) Walk-in Item: Non Disclosure Agreement (NDA) for the organization: As standard organizational practice all members

Search ...

Timetable App on Phone

For Android phone

For iPhone

Prayer Time

Prayer Time (Daily)

Prayer Time (Monthly)

Jumma Time & Detail

Significant Dates

Your Part for Spiritual Experience

Khutba

Khutba Transcripts

Seerah [Life of Prophet(S)]

Stories of the Prophets

Khatira & Talk

Tafseer Transcripts

Clarification on Language of Khutba at AMDA

Eid Salah – How to

Donation, Member

New Membership Application

Membership Renewal

Donation

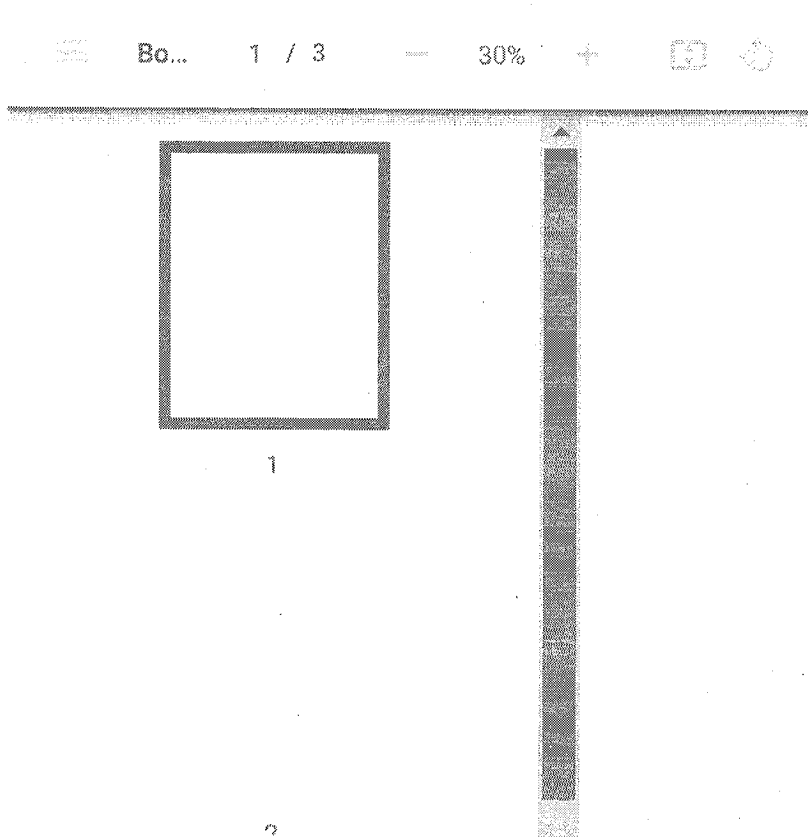
Recurring Donation (Paypal)

Check-o-Matic Form

Car Donation

are requested to maintain confidentiality of any discussion in any board or committee meetings. To execute NDA for all in the organization, based on a proposal from Br. Javid Khatri, board has decided that each member of the boards and committees shall get email address with amda.us domain and all communication related to AMDA shall only be communicated in email with amda.us domain. Br. Moin will set up the email and send to each member.

Meeting Adjourned: 1:30pm



Board_Committee_Duties_Responsibilities Download

Sunday School

- Guideline & Student Handbook
- Information, Contact & Location
- Admission Form (New Student)
- Admission Form (Returning Student)
- Expense Reporting Form

Join Text List

- Tuesday Program
- Thursday Program
- Friday Program
- General (Not Day Specific)

Email Signup

Sign Up for AMDA Email

To receive Email from AMDA

Social Media

- Facebook
- YouTube

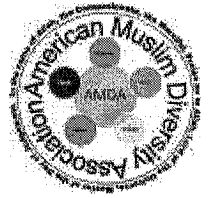
Forms

- Membership Form
- Expense Reporting Form
- Jummah Collection Dep. Form
- Zakah Application Form
- Volunteer Service Form
- Marriage Service Req. Form
- Overnight Stay Req. Form

American Muslim Diversity Association

Unity in Diversity

TABEEM KHAN DECISION TO
~~DO~~ RECOMMEND TO BOR



2022-01-15

BOT meeting notes

Following is the notes from BOT meeting held on 1/15/2022 in
 AMDA Masjid:

Attendance:

1. Shafiq Islam
2. Amer Sufi
3. Hafiz Rahman
4. Hashem Molla
5. Moin Asjad

Total member in BOT = 8

Total members present = 5

Quorum met.

Item discussed:

1) Hiring individual to lead prayer: Since this appointment is for a short term and limited scope, decision was made to delegate the final decision to Board of Representatives with recommendation from Board of Trustees. Attendees finalized the following note to be sent to Board of Representatives.

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 Masjid)

Search

Search ...

Since the hiring of individual in this case is for a short term basis and the prospect is limited we are advising the Board of Representatives to make the final decision. Our recommendations are as follows:

- a) Proposed individual could be invited to lead Fajr, Duhr and Asr prayer daily and also Maghrib & Isha prayers on the days our assistant Imam (Br. Rumman) has weekly off days.
- b) Proposed individual's service should be for five days in a week but make certain that there is coverage for Maghrib and Isha prayer for all days of each week.
- c) Hadiya for XXXXX's service could be between \$xx to \$xxx per day.
- d) For information purpose and agreement, Board of Representatives should communicate their decision to the Board of Trustees by sending email to trustees@amda.us prior to communicating with Br. XXXXX.
- e) Final contract with Br. XXXXX shall be signed by Board of Trustees.

2) Communication with Head of Religious

Activities: Meeting shall be called as soon as possible with BOT and Sheikh Munawar Haque to know the effective date of his retirement so we can plan programs accordingly (like send-off dinner with community etc)

3) Walk-in item: AMDA 501c3 status and obligation of

BOT: Members agreed to send message to all board and committee to follow constitution established processes. Following note was finalized by the attendees will be going out to all boards and committees.

"Since AMDA is a 501c3 organization and members of this organization have entrusted the trustees to ensure that the operation of the organization is in compliance with the constitution, Board of Trustees are obligated and are providing binding direction and advise to all the committees and boards

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Prayer Time (Daily)

Prayer Time (Monthly)

Jummah Time & Detail

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to follow the constitution and not to make any decision that creates conflict with the constitution and contradicts with Aim, Vision or Mission of this organization.”

4) Walk-in Item: Status of Imam search: As of now we do not have any suitable candidate whom we can recruit as Head of Religious Activities. Committee shall continue to search for qualified individual.

5) Communication responsibility: As coordinator of this meeting (1/15/2022) of BOT, the Board of Trustees of AMDA is authorizing Br. Moin to communicate the above decision with respective individuals and boards or committees.

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To receive Email from AMDA

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Zakah Application Form
Volunteer Service Form
Marriage Service Req. Form
Overnight Stay Req. Form

Fw: BOR recommendations regarding Br. Tazim Ahmed Khan

From: Mohammad Ali (m_ali_jewel@yahoo.com)
To: trustees@amda.us
Cc: representatives@amda.us
Date: Wednesday, January 19, 2022, 07:02 PM EST

----- Forwarded Message -----

From: Md Ashabul Anam <maanam03@gmail.com>
To: Mohammad Ali <m_ali_jewel@yahoo.com>
Cc: Representatives Amda <representatives@amda.us>
Sent: Wednesday, January 19, 2022, 05:20:18 PM EST
Subject: BOR recommendations regarding Br. Tazim Ahmed Khan

Assalamualaikum Dear Chairman,

AMDA Board of Representatives (BOR) have the following recommendations in response of the request from Board of Trustees (BOT). I am sending these recommendations on behalf of BOR with their consent. Please forward this to BOT.

JazakAllahu Khairan.
Anam

Recommendation from BOR:

Since finding imam is the responsibility of imam search committee, AMDA Board of Representatives (BOR) thinks that selection and appointment of a temporary imam may also falls upon them. To facilitate the process BOR can provide their recommendations. Below are the recommendations from BOR on appointment of Br. Tazim as an Imam.

- 1) BOR recommend appointing Br. Tazim as "Acting/Trainee/Probationary" imam for one-year period. From Imam Munawar's email it is clear that he is well qualified academically. If appointed, AMDA board will have a good chance to evaluate his leadership quality and his harmony with the community. Br. Tazim is a talented candidate based on Imam Munawar's recommendation and has multiple offers from other organizations therefore BOR recommend offering him a one-year contract as early as possible with the possibility of extension.
- 2) The imam search committee, in the meantime, can assess him for next imam as a permanent position or use this one-year period to find a better/suitable imam for AMDA.
- 3) The salary should be at least \$3000/month and provided biweekly or monthly basis like other two current imam. Final salary is to be fixed by Imam search committee or BOT.
- 4) As listed in an email by Imam Munawar, his responsibility during this period should include but not limited to the following activities: leading prayers, giving khatiras and talks, giving khutbahs, selecting khatibs who will give khutbahs at AMDA, teaching Qur'an and Hadith, conducting Nikah services, giving talk at the graduation ceremony of our kids, participating in fund-raising for AMDA, taking shahada (testimony of faith) from people who revert to Islam, and keeping in touch with new-Muslims who have taken shahada at AMDA, visiting the sick in our community (especially if they are hospitalized), leading the Salat ul-Janazah, attending the burial services at the cemetery,...and more.
- 5) Imam search committee is to prepare a contract and have a discussion with Br. Tazim as early as possible. Upon his agreement on the terms, the contract should be signed by the current chairman of the board unless AMDA constitution clearly dictates otherwise.

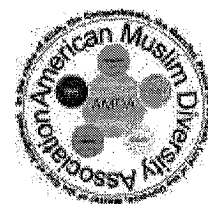
Who is this person ?

6) Inclusion of the Standing Committee members in all the important decision-making process can be discussed in the upcoming board meeting. BOR believe this will promotes openness and inclusion which is the mission & vision of AMDA.

American Muslim Diversity Association

Unity in Diversity

BOT SELECTED 1 PERSON TO TALK TO ~~AND~~ OUT OF ALL APPLICANTS.



2021-11-28

BOT meeting

Attendance:

1. Shafiq Islam
2. Amer Sufi
3. Hashem Molla
4. Hafiz Rahman
5. Moin Asjad
6. Abu Ashraf

BOT member = 8

Members in attendance = 6

Quorum requirement met (50% of the total number)

Head of Religious Activities: Sheikh Munawar has announced that he will retire. He will support AMDA activities till Jan/Feb of 2022

Imam Hiring Status: Based on the qualification and experience BOT has expressed their choice for hiring process

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Jummah Time

12:30pm; 1:30pm & 2:30pm (EST)

Sermon live streaming on Facebook and Youtube (AMD A Masjid)

Search

Temporary Plan after Jan/Feb 2022:

1. Can utilize volunteers from musallees to lead Fajr, Dhur & Asr prayer jamat
2. Mention to Sheikh Munawar that leading fajr jamat is optional
3. Additional responsibility to Assistant Imam (Br. Rumman Ahmed)

Search ...

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American Muslim Diversity Association

Unity in Diversity

SEARCH COMMITTEE TO
LOOK FOR BEST QUALIFIED
CANDIDATE FOR
IMAM



2021-10-30

BOT Meeting notes

Date: October 30, 2021 Time: 10am (sharp)

Item Discussed:

A) State of the Religious activities:

- Several activities are being done by Sheikh Munawar Haque: BOT has requested him to send a list of activities that he is doing. During meeting following was mentioned as activities regularly done.

1. Sunday Tafsir (not part of AMDA activity)
2. Daily Tafsir of Holy Quran in Fajr
3. Additional activities are mentioned in his monthly report available on website
4. Education program proposal from Sheikh: He wants to start a adult education section. Detail still in the works. Initial thought is that there will be 25 lectures and rest could be online

B) Education program proposal from Sheikh: He wants to start a adult education section. Detail still in the works. Initial

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Jumma Time

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(EST)

Sermon live streaming
on Facebook and Youtube (AMD
A Masjid)

Search

thought is that there will be 25 lectures and rest could be online

C) Imam hiring status and decision at Representative Board joint meeting: Imam hiring process is ongoing. Status was provided in October 2021 Joint meeting of BOT & BOR. In joint meeting it was agreed the search committee shall look for the best qualified person for the position.

Search ...

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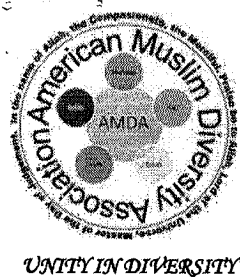
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Membership Renewal

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Check-o-Matic Form



In the Name of Allah, the Compassionate, the Merciful. Praise be to Allah, Lord of the Universe, and Master of the Day of Judgment

JOINT MEETING DECISION TO WAIT FOR MOST QUALIFIED FOR QUALIFIED

AMERICAN MUSLIM DIVERSITY ASSOCIATION - AMDA

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Mohammad Ali(substitute) Chairman of the Board. **JAVID KHATRI**
Term: Sep - Dec 2021

Monthly AMDA Board Meeting Agenda - October 02, 2021

Date: 10/02/2021

Time: 11:00 AM - 12:30PM

Agenda items

1. Meeting starts with the name of Allah (SWT.) - Chairman 11:00 - 11:05 AM
 - The chairman started the meeting with surah 'Fatiha'.
2. September Board meeting minutes approval - Chairman 11:05 - 11:07 AM
 - September board meeting minutes are approved by the board.
3. Financial update 11:07 - 11:20 AM
 - Income Update: Br. Shafiq
 - Expenditure Update: Br. Abedin
 - Check-O-Matic Account Update: Br. Anam
 - Br. Abedin updated Financial Activity Report as of Oct. 01, 2021.
 - Br. Shafiq updated income via text message to all the board members.
 - Br. Anam updated on check-o-matic account.
4. Update on AMDA expansion project: Br. Moin/Sub-Committee 11:20 - 11:30 AM
 - Br. Moin updated on expansion project. Public hearing held on 09/28/2021 in the city of Sterling Heights. Alhamdulillah, City of Sterling Heights Zoning Board of Appeal has approved AMDA Masjid expansion project. We will be able to build a total of 178 parking spots with our Masjid expansion proposal. This is a conditional approval; the condition is to build 5ft boundary wall on the south side (residential housing side not the senior housing side) of the Masjid. One of the residents complained about lighting if we build parking spots on the south side. AMDA will propose wooden or plastic wall that will look beautiful.
5. AMDA constitution amendment proposals review: All 11:30 - 11:45 AM
 - Board has decided to review all the proposals previously proposed by amendment committee. The Board member will read the constitution and come up with amendment proposals if anybody has one. Any amendment proposals need to submit to Board in writing. This agenda topic will be on next month's agenda for detail discussions.
6. AMDA Board members Board meeting attendance: Chairman 11:45 - 11:50 AM
 - Board has detail discussions on importance of board member attendance in board meeting. It is understood to serve in AMDA board is voluntary but when we signed up, we need to follow AMDA's rule. Many times, we don't have quorum to make decisions because of low participation.

- WAPTS
- Board has decided to add SECTION 3 Meeting Attendance below, as a reminder, from the constitution in every month's meeting agenda. SECTION 3 Meeting Attendance could be placed on top of agenda items.
7. Imam selection and terms of the contract: Br. Moin/Sub-Committee 11:50 - 12:00 PM
- Br. Moin updated on the status of Imam selection. We have additional application. Imam selection committee is interviewing all the candidates. No selection has been made yet.
 - Board has decided that we shouldn't be in rush to select Imam. The mission is to hire the most qualified Imam for the benefits of AMDA community.
8. Update on AMDA Sunday School: Br. Abedin 12:00 - 12:05 PM
- Br. Abedin updated on Sunday School. Sunday School has started on Sept. 12, 2021. Alhamdulillah, this year's enrolled students' number, ~35, are more than last year's students' number, 27.
9. Update on AMDA Maktab: Br Noor 12:05 - 12:10 PM
- Br. Noor was not present. This will be on next month's agenda.
10. New volunteers for hosting "The Stories of Sahaba" program
- Br. Anam had been hosting "The Stories of Sahaba" program. Br. Anam has a conflict and won't be able to continue from October. Br. Abul Hashem Molla has volunteered for hosting "The Stories of Sahaba" program. Br. Molla will send out a request to Br. Moin to send out community email as a reminder with Zoom link to join for each program.
11. Open Item: All 12:15 - 12:30 PM
- Board meeting timing - after Fazr prayer(proposal) - 4 out of 9 present board members voted in favor of board meeting timing after Fazr prayer. This can be on next month's agenda and can be discussed with more board members' presence.
 - AMDA 2nd fundraising - usually 2nd fundraising happens in November of each year. We need to have discussion on 2nd fundraising at earliest convenient. A proposed date is on Nov. 20, 2021.
 - Tahajjud salat - Br. Hashem Molla has proposed to perform Tahajjud salat in AMDA once in a month with Quran recitation so that the whole Quran can be recited in a year. By doing that AMDA community will be benefitted. This can be on next month's agenda for detail discussions.
 - BBQ party - Br. Jami and Br. Moin have suggested to arrange a BBQ party for Sunday School students at AMDA premise possibly next week after Sunday School. The idea behind to have BBQ party is that our students didn't come to AMDA Masjid for almost 2 years due to COVID pandemic. The students will come to Masjid, enjoy BBQ, play with their friends - the students will feel connected to our beloved Masjid.
12. Meeting Adjourn with closing remarks and prayer. 12:30 - 12:30 PM
- The Chairman adjourned the meeting with 'dua'.

Board Members:

Date: 10/02/2021

P = Present A=Absent E=Excused Absent

		Board of Trustees (Term):	Cell Phone Number	Email Address
1	P	Br. Hafizur Rahman (2017-2022)	248-990-0521	tastah57@gmail.com
2	P	Br. Abul Hashem Molla (2017-2022)	248-525-2027	mollaah@hotmail.com
3	E	Br. Shafiq Islam (2017-2022)	586-718-9599	shafiq_19@yahoo.com
4	A	Br. Abu Ashraf (2017-2022)	586-719-2394	aburaf_007@yahoo.com
5	E	Sr. Marina Azim - Women Representation (2017-2022)	248-703-2921	mazim515@yahoo.com
6	E	Br. Javid Khatri (2018-2023)	586-718-4234	jkhatri41@yahoo.com
7	P	Br. Moin Asjad - Heritage Representation (2020-2025)	248-854-8280	moinasjad@yahoo.com
8	P	Br. Amir Sufi - Heritage Representation (2021-2026)	248-953-4789	amerx@yahoo.com

		Board of Representatives (Term):	Cell Phone Number	Email Address
9	A	Br. DM Noor Ruhul Alam (2021-2024)	248-247-4980	noorruhulalam@yahoo.com
10	A	Br. Abul Bashar Patwary (2019-2022)	586-202-6845	abulpatwary@hotmail.com
11	P	Br. Mohammad Ali (2019-2022)	586-879-4122	m_ali_jewel@yahoo.com
12	P	Br. Mohammad Kamrul Hasan (2019-2022)	248-506-1855	khasan81@yahoo.com
13	E	Br. Saria Sadique (2019-2022)	248-892-4433	saria.sadique@gmail.com
14	P	Br. Zainul Abedin (2020-2023)	313-575-7711	zabedin90@gmail.com
15	E	Br. Toufique A Bhuiyan (2021-2024)	313-409-9342	taufiqueb@gmail.com
16	P	Br. Ahmed Khan (2021-2024)	586-907-3538	ajkhan@yahoo.com
17	P	Br. Mohammad Ashabul Anam (2021-2024)	502-262-9873	maanam03@gmail.com

		Standing Committee (Term):	Cell Phone Number	Email Address
18	E	Br. Mustafa Chmeiseh (2020-2022)	586-999-0101	mustafa.chmeiseh@gmail.com
19	A	Br. Tony Tweed (2020-2022)	248-310-5775	ttweed98@gmail.com
20	A	Br. Saad Farooqi (2020-2022)	248-525-9724	saad.farooqi@gmail.com
21	A	Br. Tanvir Rahman (2020-2022)	317-998-3339	rifat_139@yahoo.com
22	A	Br. Zia Ul Haq (2020-2022)	947-205-0034	ziaul12@yahoo.com
23	E	Br. Mohammed Rafique Uddin (2021-2023)	901-501-7306	jaintiapur@yahoo.com

Guest Attendee:

Resignation as a board member

From: mazim515@yahoo.com

To: representatives@amda.us; scmembers@amda.us; trustees@amda.us

Date: Saturday, April 17, 2021, 05:17 AM EDT

Assalamualaikum. I'm not feeling comfortable to stay as a board member. I resign from the Board effective immediately. My heart will be always with AMDA and I will help AMDA any way I can whenever it is needed. I hope AMDA will move forward with more responsible Board Members. JazakAllah khair.

Regards,

Marina Azim

Sent from my iPhone

Re: My Resignation

From: Muhammad Azim (mazim515@yahoo.com)

To: tastah57@gmail.com

Cc: trustees@amda.us; representatives@amda.us; scmembers@amda.us; munawar_haque@hotmail.com; advisors@amda.us

Date: Tuesday, April 20, 2021, 04:16 PM EDT

Assalamu alaikum Br. Hafiz:

Jazakallah khair for your response. I understand the time constraints for implementing the measures I pointed out. That is why I mentioned that I need to see progress in this regard in the next three months, not right away. Based on your assurances, I also revoke my resignation and agree to continue to carry out my duties as a Trustee of the AMDA Board. May Allah guide us all.

Jazakallah Khair.

Marina Azim

On Tuesday, April 20, 2021, 12:41:34 PM EDT, Md Rahman <tastah57@gmail.com> wrote:

Wa alaikum salam Sr. Marina,

Thank you very much for your willingness to withdraw your resignation and return to the Board. I completely understand your concerns and InshAllah we will address those concerns as soon as possible. As you know we are going through the month of Ramadan and we are busy with the upcoming fundraising events and other daily programs. So I hope you will give some time to address those issues as it may not be possible to address all those issues in one day or even in one month. Thank you for your understanding and patience. May Allah SWT reward you in many folds for your patience and the hard work for AMDA - aameen.

JazakAllahu Khair.

Sincerely,
Hafiz Rahman

On Mon, Apr 19, 2021 at 12:15 PM Muhammad Azim <mazim515@yahoo.com> wrote:

Dear Chairman of AMDA Board:

Assalamu alaikum, Since my submission of resignation letter to you last Saturday, I have been requested by the Board to withdraw my resignation. I still do not feel comfortable to return to Board. However, considering that I was the lone representative of the sisters and they need their voices heard in the Board, I am willing to withdraw my resignation letter and return to the Board provided I receive assurance from the Board that the following measures will be taken to restore the sanctity of the Masjid, the Board, and honorable treatment of any sister in the Board and in the Masjid:

1. Sisters will be treated in a respectful manner by all Board members and sisters' rights in the Masjid will be honored by all.

2. No one can mess with women's prayer area once that area is approved by the Board. The Board must consult with the Sisters' representative in the Board before making any decision regarding sisters' prayer area or any other issues affecting the sisters.
3. Everyone in the Board will respect Board's decision and obey it. If anyone violates this, then there will be consequences in the form of formal reprimand or censure by the Board. Repeating offenders must be dealt with provisions outlined in AMDA constitution.
4. At the beginning of each monthly Board meeting, every member will reaffirm his/her oath to uphold AMDA constitution, AMDA's mission and vision, and to follow the Code of conduct.
5. Zero tolerance to personal attack in the Board and **punishment must be meted out to the offending individual**. A simple apology is not enough. Board must handle this with serious intent. A written policy of zero tolerance will be instituted by the Board outlining the consequences of this serious offense.

If I receive the assurance from the Board that all these measures will be implemented along with an implementation timeline, then I will withdraw my resignation letter and resume my duties as a Trustee. However, after rejoining, if I don't see any progress in implementing these measures in the next three months, that will indicate Board's lack of seriousness to implement these measures. This will force me to reconsider my association with AMDA Board.

I hope to hear from you soon.

Jazakallah Khairan

Marina Azim

MUHAMMAD AZIM'S RESIGNATION

Resignation from AMDA Sub-committees

From: Muhammad Azim (mazim515@yahoo.com)
To: trustees@amda.us; representatives@amda.us; scmembers@amda.us
Cc: advisors@amda.us; munawar_haque@hotmail.com; fmghazi@yahoo.com
Date: Saturday, April 17, 2021, 06:52 AM EDT

Assalamu alaikum AMDA Board Members:

I hope by now you have seen the resignation of my wife Marina from AMDA Board. I am sure some of you are very happy as you are "more responsible than any other Board members" and you have been relentlessly contriving to drive her out of the Board. It is "Mission Accomplished" for you. Congratulations!

Since the start of Pandemic, it has been a constant struggle for Marina to ensure women's rightful and honorable access to the Masjid. There was proposal from some to even ban sisters from Jumma prayers. She was continually harassed for demanding adequate prayer space for sisters. Even though Board has approved certain number of spaces for sisters, a group of Board Members continually trying to take those spaces away from the sisters and everyday she was fighting to keep those spaces. There is a limit of how long someone can take this harassment.

You all know what happened yesterday. As someone from the Board unleashed a tirade of foul and abusive language against another Board Member, she stood up against this bullying. As a result, she was attacked with same foul language by the same person. I was not surprised to see this behavior from this individual as he has directed personal attack against Marina in Board meetings in multiple occasions. What was surprising that one of the "More Responsible Board Members" sent a message supporting this bullying behavior. Then I realized that they belong to the same group and always support each other no matter what.

What was more surprising and agonizing to me is the deafening silence of other Board Members against this bullying. Do you realize that by staying silent you were not only approving this bullying, but also became an accomplice? Your lack of empathy made it a very toxic environment for her to continue as a Board member. So she had to resign. It is an exit that none of us imagined in our worst nightmares.

A lot of you are new to the community and do not know the history behind this Masjid. The existence of the Masjid was threatened at one time. If it were not for the tireless work and sacrifices of the sisters in the community, the Masjid would not be where it is today. Please respect this fact and learn to respect our sisters.

In solidarity to my wife, I am resigning with immediate effect from my roles in the Imam Search committee and Masjid Construction sub-committee. I wish you well in these endeavors.

One parting thought. Please stand up against injustice and always fight for what is just. This is what our religion teaches us. As Board Members, please honor and implement Board decisions and act as one team. It seems that some of you have hard time accepting Board Decisions if those do not go your way and always pushing to revisit the same issue over and over wasting everybody's time and destroying harmony in the Board.

May Allah guide us all.

Jazakallah Khair.

Azim

Re: Resignation from AMDA Sub-committees

From: Javid Khatri (jkhatri41@yahoo.com)

To: mazim515@yahoo.com

Cc: trustees@amda.us; representatives@amda.us; scmembers@amda.us; advisors@amda.us;
munawar_haque@hotmail.com; fmghazi@yahoo.com

Date: Saturday, April 17, 2021, 09:59 AM EDT

Assalamoalykum All,

I am on the same page as brother Azim mentioned below. I have been with AMDA for over 10 years but looks like we have few very smart people in board who can take these responsibilities and move forward.

It's time for me to resign also.

Just to clarify something - I did not KICK any one out of masjid. All I said was NO ONE SHOULD PRAY IN THE LOBBY PER CITY CODE. City does not care for older or younger person praying in lobby. We should not promote praying in lobby or on the grass. Ask people to go back to their cars and wait for next jamat.

Please remove me from ALL the board email distribution list and any other subcommittees also.

I will not join today's so called BOARD MEETING.

May Allah make it easy on all of us in this blessed month of Ramadan.

Br. Moin - Please send me the form if there is any for the resignation from board.

Thanks.

Javid

Sent from my iPhone

On Apr 17, 2021, at 6:52 AM, Muhammad Azim <mazim515@yahoo.com> wrote:

Assalamu alaikum AMDA Board Members:

I hope by now you have seen the resignation of my wife Marina from AMDA Board. I am sure some of you are very happy as you are "more responsible than any other Board members" and you have been relentlessly contriving to drive her out of the Board. It is "Mission Accomplished" for you. Congratulations!

Since the start of Pandemic, it has been a constant struggle for Marina to ensure women's rightful and honorable access to the Masjid. There was proposal from some to even ban sisters from Jumma prayers. She was continually harassed for demanding adequate prayer space for sisters. Even though Board has approved certain number of spaces for sisters, a group of Board Members continually trying to take those spaces away from the sisters and everyday she was fighting to keep those spaces. There is a limit of how long someone can take this harassment.

You all know what happened yesterday. As someone from the Board unleashed a tirade of foul and abusive language against another Board Member, she stood up against this bullying. As a result, she was attacked with same foul language by the same person. I was not surprised to see this behavior from this individual as he has directed personal attack against Marina in Board meetings in multiple occasions. What was surprising that one of the "More Responsible Board Members" sent a message supporting this bullying behavior. Then I realized that they belong to the same group and always support each other no matter what.

What was more surprising and agonizing to me is the deafening silence of other Board Members against this bullying. Do you realize that by staying silent you were not only approving this bullying, but also became an accomplice? Your lack of empathy made it a very toxic environment for her to continue as a Board member. So she had to resign. It is an exit that none of us imagined in our worst nightmares.

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In solidarity to my wife, I am resigning with immediate effect from my roles in the Imam Search committee and Masjid Construction sub-committee. I wish you well in these endeavors.

One parting thought. Please stand up against injustice and always fight for what is just. This is what our religion teaches us. As Board Members, please honor and implement Board decisions and act as one team. It seems that some of you have hard time accepting Board Decisions if those do not go your way and always pushing to revisit the same issue over and over wasting everybody's time and destroying harmony in the Board.

May Allah guide us all.

Jazakallah Khair.

Azim

JAVID RESIGNATION
REVOKE

Fw: Resignation from AMDA sub committees

From: Javid Khatri (jkhatri41@yahoo.com)

To: trustees@amda.us; representatives@amda.us; scmembers@amda.us

Date: Monday, April 19, 2021, 11:26 AM EDT

Assalamoalykum,

I have been thinking for a while regarding my resignation from AMDA board. After very very long emergency meeting on 4/17/21 and had conversations from few board members, it is in the best interest for AMDA community and AMDA board's unity, I will revoke my resignation. Hopefully lessons learn and hoping ALL the board members will comply with the decisions made in the board meeting (even though it did not go your way) and comply with the City Codes for the safety of our musallies.

Javid

----- Forwarded Message -----

From: Munawar Haque <munawar_haque@hotmail.com>

To: Trustees Amda <trustees@amda.us>; Scmembers Amda <scmembers@amda.us>; Representatives Amda <representatives@amda.us>; Mohammad Azim <mfazim2001@yahoo.com>; Marina Azim <mazim515@yahoo.com>; Javid Khatri <jkhatri41@yahoo.com>

Cc: Ekramul Khan <ekramul_h@yahoo.com>; Ferdous Ghazi <fmghazi@yahoo.com>; Moudud Rahman <moududr@yahoo.com>; Amer Sufi <amerx@yahoo.com>

Sent: Saturday, April 17, 2021, 02:19:48 PM EDT

Subject: Re: Resignation from AMDA sub committees

Salam dear brother Javid.

I was totally unaware that you too were inclined to resign from AMDA's board. I learned about it only in today's board meeting and later after seeing your email. I was so engrossed (with tears in my eyes) writing to brother Azim and sister Marina over their decision to resign that I did not go through the entire email chain. I am sorry.

My thoughts and feelings are exactly the same for you as for brother Azim and sister Marina. Br Javid not being with AMDA will be a huge loss to the community. Everyone cherishes, loves, and respects you and sister Masarrat. Your contribution to the community is incredible. Pease continue to contribute as our honorable and respected board member.

May you and your family, and loved ones continued to be blessed.

Sincerely,

Munawar Haque