

Joint Meeting – July 2022 (held on July 16th)

Chaired by: Moin Asjad

Attendees are:

Trustees:

Br. Abul Bashar Patwary
Br. Muhammad Azim
Br. Ferdous M. Ghazi (Left at 11:30am)
Br. Javid Khatri
Br. Asif Salahuddin
Br. Mohammad Faizul Momen (Left around 11:45am)
Br. Mohammed Nilu
Br. Mohammed Rafique Uddin
Br. Saria Sadique
Br. Md. Anwar Hussain
Br. Shahid Iqbal
Sr. Marina Azim
Br. Moin Asjad

Representatives:

Br. Mohammed Matin (Left at 11:35am)
Br. Muhammad Mubeen (Left around 11:45am)
Br. Foezur Rahman Chowdhury
Sr. Afroza Akhter
Br. Ahmed Khan
Br. Mohammad Ashabul Anam
Br. Zainul Abedin

Standing Committee Members:

Br. Shahrooz Ali (Left around 11:45am)
Br. Tahmid Uddin (Left around 11:35am)
Br. Akbar Mohammed (Left around 11:40am)
Sr. Siddika Maleka Hussain
Sr. Ghazala Khan (Left around 11:30am)
Br. Muhammed Kaysuzzaman Chowdhury
Br. Mohammad Shahidur Rahman

Attendance required for quorum: 20

Attending number of members: 27

Meeting started on: 10:07am

Following Agenda items were discussed at the meeting:

- 1) Started with request to everyone to recite Surah Fatiha.

- a) Br. Moin mentioned that the objective of the meeting is to serve Allah Subhanawatalah and HIS house. Br. Moin provided guideline not to use any individuals name, or pronouns that would point to any individual while addressing any issue, that type of address by a speaker who gets floor shall be treated as personal attack and the person will be warned for first violation and requested to excuse himself/herself after 2nd violation of personal attack.
- 2) Efficiently documenting meeting minutes (Electronic Recording of meeting proceedings for creating summary notes): Br. Moin proposed that audio recording be done for the meetings, this would help creating accurate meeting summary notes and disagreement can be avoided on summary note after the meeting. One of the brothers brought that in the company we do not see the recording and questioned why we need to do it. Br. Moin responded that AMDA is a public organization and in public organizations it is a practice and provided example of city meetings. Br. Ahmed Khan mentioned about the recording quality and questioned if the voice can be heard correctly. Answer was provided that there will be several recording devices and the recording will be done in Zoom; the recording will only be used for creating summary notes and not published to public without permission. Br. Javid Khatri expressed concern about listening through the entire length of recording (2 to 3 hours) to get to the point if there is a question. Answer was provided that a summary note will be created so a listener can skip through the recording and can go to the recording point of interest in shorter time. Following motion (Motion 1) was placed for voting: Should we do audio recording in meeting to support creating meeting summary? Voting: Yes – 2: No – 22; Abstain – 0 (Detail of voting is below)

	Motion 1
Board of Trustee	
Abul Bashar Patwary	N
Muhammad Azim	N
Ferdous M. Ghazi	N
Javid Khatri	N
Moin Asjad	Y
Asif Salahuddin	Joined after vote
Mohammad Faizul Momen	N
Mohammed Nilu	N
Mohammed Rafique Uddin	Y
Saria Sadique	N
Md. Anwar Hussain	N
Shahid Iqbal	N

Marina Azim	N
Board of Representative	
Mohammed Matin	N
Muhammad Mubeen	N
Foezur Rahman Chowdhury	N
Afroza Akhter	N
Ahmed Khan	N
Mohammad Ashabul Anam	N
Zainul Abedin	N
Standing Committee	
Shahrooz Ali	N
Tahmid Uddin	N
Akbar Mohammed	Joined after vote
Siddika Maleka Hussain	N
Ghazala Khan	N
Muhammed Kaysuzzaman Chowdhury	Joined after vote
Mohammad Shahidur Rahman	N

- 3) Upon request received from Br. Ahmed Khan that the agenda item 8 titled as Joint meeting minutes for 4/9/2022 in the meeting agenda for Joint meeting – July be moved up as next item for discussion, it was reminded by Br. Moin that the agenda items are placed in chronological order based on date and time as the request has been received by him. It was reminded by Br. Moin that if we move the item 8 earlier, then that will put financial report item later, and financial update should be placed in highest priority. To this Br. Ahmed Khan and couple of other members mentioned that they would want to address item 8 first. Not hearing any opposition to the comment, item 8 was pulled forward for discussion. Upon getting the floor Br. Ahmed Khan referred to the 4/9/2022 meeting minutes. Receiving request from Br. Moin to read the minute, Br. Ahmed Khan read a portion of the minute and mentioned of small fonts on his phone, to that Br. Moin offered that he can read the writeup. Upon agreement from Br. Ahmed Khan, Br. Moin read the item 5 of meeting minutes. This item titled “Accusations Against Br. XX”, addresses the inability to come to unanimous conclusion to the accusation whether it is true or not and mentions about suggestion to have amicable discussion with Independent Contractor for release.

Br. Rafiq Uddin was assigned to lead the activity of discussion per the meeting notes. Br. Moin asked Br. Rafiq to mention if he was able to complete the activity. Br. Rafiq mentioned that there was supposed to be representation from all board and committees, since he did not get any volunteer to represent board of trustees, the activity was not completed. Then

due to the month of Ramadan, he did not pursue the assigned activity at that month and after that.

At this point Br. Ahmed Khan brought proposal to do a “release without cause” based on contract. Question was asked if AMDA has any contract with the individual for 2022. Answer was provided that contract was signed on 2021 January by Br. Javid Khatri and on 2021 December in the joint meeting it was agreed to extend the same contract till 2022 December for the individual, so the contract is valid till December of 2022 (please see note below for follow-up communications that happened on email). Br. Moin mentioned that it is not reasonable to make a recommendation for “release without cause” for a contractor who has provided service for more than 12 years and when this organization is still executing same activities that is supported by the contractor based on his educational certification. Prior to voting Br. Moin asked if all the new members of the board is aware of what is being talked and voted on, since these new members were not in any of the Board when the issue was being discussed. To this majority of the new members said they have heard of the issue. After additional discussion following motion (Motion – 2) was placed, “AMDA does not need Br. XX’s service from August 31st, 2022.” Voting: Yes – 23; No – 1; Abstain – 1 (Detail of voting is below)

	Motion - 2
Board of Trustee	
Abul Bashar Patwary	Y
Muhammad Azim	Y
Ferdous M. Ghazi	Y
Javid Khatri	Y
Moin Asjad	N
Asif Salahuddin	Y
Mohammad Faizul Momen	Y
Mohammed Nilu	Y
Mohammed Rafique Uddin	Abstain
Saria Sadique	Y
Md. Anwar Hussain	Y
Shahid Iqbal	Y
Marina Azim	Y
Board of Representative	
Mohammed Matin	Y
Muhammad Mubeen	Y
Foezur Rahman Chowdhury	Y

Afroza Akhter	Y
Ahmed Khan	Y
Mohammad Ashabul Anam	Y
Zainul Abedin	Y
Standing Committee	
Shahrooz Ali	Y
Tahmid Uddin	Y
Akbar Mohammed	Y
Siddika Maleka Hussain	Y
Ghazala Khan	Y
Muhammed Kaysuzzaman Chowdhury	Y
Mohammad Shahidur Rahman	Y

Note: Br. Javid Khatri pointed out via email that the information was not documented in meeting minute for December 2021 Joint meeting. Br. Moin mentioned via email that the discussion took place and pointed out the “both imam contract” on agenda item, he suggested that not inclusion in meeting notes/minutes was a documentation error, and Br. Amer Sufi should be requested for feedback. Please refer to January 2022 meeting notes for correct documentation. Br. Javid mentioned, “I just want to make sure when you made the statement as “2021 December in the joint meeting it was agreed to extend the same contract till 2022 December for the individual, so the contract is valid till December of 2022” does not match the wording recorded in December 2021 meeting minutes.”

Initial proposal of compensation for the release was placed by Br. Ahmed Khan followed by several additional individuals. Four different figures were proposed. Br. Javid Khatri expressed concern on such payment by mentioning that the donors did not give donation for such purpose. Br. Moin asked, how will the offer be funded and if the allocation will be from operations/maintenance budget, to which no answer was provided. Br. Muhammad Azim mentioned that compensation payment should be preceded by signing document to give AMDA immunity from litigation. After additional discussion following motion (Motion – 3) was placed, “Compensation for XX will be up to December 31st, 2022 (4 months)” Voting: Yes – 21; No – 0; Abstain – 1 (Detail of voting is below)

	Motion - 3
Board of Trustee	
Abul Bashir Patwary	Y
Muhammad Azim	Y
Ferdous M. Ghazi	Left before vote
Javid Khatri	Y
Moin Asjad	Abstain
Asif Salahuddin	Y

Mohammad Faizul Momen	Y
Mohammed Nilu	Y
Mohammed Rafique Uddin	Y
Saria Sadique	Y
Md. Anwar Hussain	Y
Shahid Iqbal	Y
Marina Azim	Y
Board of Representative	
Mohammed Matin	Left before vote
Muhammad Mubeen	Y
Foezur Rahman Chowdhury	Y
Afroza Akhter	Y
Ahmed Khan	Y
Mohammad Ashabul Anam	Y
Zainul Abedin	Y
Standing Committee	
Shahrooz Ali	Y
Tahmid Uddin	Left before vote
Akbar Mohammed	Y
Siddika Maleka Hussain	Y
Ghazala Khan	Left before vote
Muhammed Kaysuzzaman Chowdhury	Y
Mohammad Shahidur Rahman	Y

Severance payment timeline proposal was placed by Br. Ahmed Khan as one-time payment. After some discussion following motion (Motion – 4) was placed, “Should the severance package for compensation be 1 time pay” Voting: Yes – 18; No – 0; Abstain – 1 (Detail of voting is below). Br. Moin mentioned that quorum is not met for this motion.

	Motion - 4
Board of Trustee	
Abul Bashir Patwary	Y
Muhammad Azim	Y
Ferdous M. Ghazi	Left before vote
Javid Khatri	Y
Moin Asjad	Abstain
Asif Salahuddin	Y
Mohammad Faizul Momen	Left before vote
Mohammed Nilu	Y
Mohammed Rafique Uddin	Y
Saria Sadique	Y
Md. Anwar Hussain	Y

Shahid Iqbal	Y
Marina Azim	Y
Board of Representative	
Mohammed Matin	Left before vote
Muhammad Mubeen	Left before vote
Foezur Rahman Chowdhury	Y
Afroza Akhter	Y
Ahmed Khan	Y
Mohammad Ashabul Anam	Y
Zainul Abedin	Y
Standing Committee	
Shahrooz Ali	Left before vote
Tahmid Uddin	Left before vote
Akbar Mohammed	Left before vote
Siddika Maleka Hussain	Y
Ghazala Khan	Left before vote
Muhammed Kaysuzzaman Chowdhury	Y
Mohammad Shahidur Rahman	Y

Meeting adjourned at 12:00 pm