



MASJID AL-WASATIYAH

THE CONSTITUTION

The Founder | The Shura Council | The Community

MASJID AL-WASATIYAH WAL-ITIDAAL (MAWI)

(A Just Community, Serving and Witnessing Over the People)

Established on February 09, 2010, as a nonprofit in Pennsylvania

﴿وَتَمَّتْ كَلِمَتُ رَبِّكَ صِدْقًا وَعَدْلًا ۚ لَا مُبَدِّلَ لِكَلِمَاتِهِ﴾

*“And the words of your Lord have been fulfilled in truth and justice.
None can change His Words”*

Article I:

The Name of Our Organization

﴿وَكَذَلِكَ جَعَلْنَاكُمْ أُمَّةً وَسَطًا﴾

“And so We have made you (believers) an upright Nation”

Masjid Al-Wasatiyyah Wal-I'tidaal (MAWI) and Al-Wasatiyyah Islamic School (AWIS) shall remain the name of our organization forever.

Section 1.1: The office for the transaction of our organization is located at 5727 Hoffman Ave, Philadelphia, PA 19143.

Section 1.2: The mailing address of the organization is : 5727 Hoffman Ave, Philadelphia, PA 19143.

Article II:

Section 2.0: PURPOSES

1. The forthcoming Articles aim to elucidate how Al-Wasatiyah will be administered and directed. The Constitution guarantees that the organization's property and the facilities built on it function as an Islamic institution devoutly serving its community's particular needs. No activities that may contradict Islam's teachings, as prescribed by the Qur'an and the Sunnah, shall be allowed.
2. Al-Wasatiyah is organized exclusively for religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations under Section 501 (c) (3) of the Internal Revenue Code (or the corresponding section of any further Federal tax code.)
3. Al-Wasatiyah Wal-Itidaal (MAWI) shall establish and operate as a Masjid and (AIS) as a school.
4. MAWI shall be independent in all decision-making processes and shall assume complete financial responsibility for all its operations under the board's finance committee.
5. AIS will be part of MAWI and will operate under the supervision of the MAWI Board of Directors. MAWI Board of Trustees will designate a management structure for Al-Wasatiyah Islamic School.

6. The Qur'an and Sunnah shall govern MAWI, as it is understood by the righteous predecessors, the companions of the prophet Muhammad ﷺ

Decision-Making and Terms of Leadership Service

The Masjid [as a Trust]:

Masjid al-Wasatiyyah's building is an Amanah (a trust) bequeathed to Imam Ukkashah Kameny by the original landowner Mamadi Kromah, under the following conditions:

1. He can never sell the property
2. He does not bequeath it to someone else
3. In any circumstance where the building is not under the purview of Imam Ukkashah Kameny or trusted members of the Shura or their successors, the property's custody will return to the original owner.

Masjid's Shura:

1. Amir and Vice-Amir positions of the Shura body will be no longer than 10 years total.
 - 1.1. In case of constitutional violations by any Shura members, the Masjid's Director or the Board of Trustees will review the case to determine cessation or continuation of role by relevant member(s).
2. No one individual can speak or decide on behalf of the entire Shura body, and all communications from the Shura must reflect the consensus of all members involved.
3. Shura decision-making can be achieved after two-thirds of the body's approval has been explicitly approved by the Masjid's Founder/Director.
4. If the shura does not reach a two-thirds consensus on a matter delegated to them, it will be escalated to the Board of Trustees for decision-making paired with explicit approval from the Masjid's Founder and Director.

5. Masjid Employees, Contractors, and Volunteers must all be selected based on their experience, expertise, and capacity to fulfill any role designated within the masjid pending the Masjid Founder/Director's approval.

Article III:

Section 3.0 Structure:

The following are basic structures of Masjid Al-wasatiyah Wal-Itidaal (MAWI):

The name of any officer or director in their official capacities shall not be used for purposes not appropriately related to promoting the organization's objectives.

1. Masjid Al-Wasatiyah, as an organization, may cooperate with other organizations concerned with the purposes for which this organization is formed.
2. Al-Wasatiyah Islamic School (AWIS) will operate under the guidelines and direction provided by the MAWI's founder/director. The managerial structure will help show AWIS's day-to-day operations. AWIS should work closely with the MAWI management team to support the school programs and activities.
3. AWIS will maintain an amicable relationship and operate in harmony at the premise of MAWI.
4. MAWI's primary focus is to serve its immediate community, which is established in Philadelphia County in the state of Pennsylvania. However, it can also service other Counties within the state and other states as needed.
5. MAWI shall be organized and operated through the following body.
6. Board of Directors (henceforth referred to as "**the Shura**")

7. Each Committee must focus on its assigned duties and responsibilities and not, in any case, interfere with any other committee except in the following situations:
 - 1) If an activity is relevant to the other committees' duties and responsibilities.
 - 2) If the issue or the complaint is not resolved by the head of the Committee in question, it should be escalated to the founder/director.
8. The founder/director and all the Trustees bear all the legal responsibilities related to the organization before the US official.
9. Under the Shura, there will be the following Executive Committees, and each Committee will be headed by one of the Board of Directors:
 - I. Education Committee
 - II. Religious Committee
 - III. Fundraising Committee
 - IV. Finance Committee
 - V. Public Relations Committee
 - VI. Maintenance Committee
 - VII. Parents Associations Committee

Founder and Director

At length, and to sufficiently deter our slipping, establish a complete, steady, uniform, and sturdy rectitude of conducting and fulfilling our affairs founded on truth and justice as Allah commanded in Provision of An'am [A.6.115] Furthermore, in framing the vision of this Amanah (Trust), which is to be administered by the Director, the Trustees, and Shura Council, I, Ukkashah Kameny, the Founder of Al-Wasatiyah Wal-'Itidaal (MAWI) and its principal Imam, contrive the following as MAWI'S By-laws and Constitution :

1. We conduct all our affairs with truth and fairness
2. The Director, the Trustees, and the Shura Members must be fair, truthful, and respectful to the leadership in all forms as long as the leadership obeys Allah and His Messenger ﷺ

MAWI's Director must be:

- A. A Hafidh of al Qur'an with knowledge of seven Tiwaal
 - B. Memorizer at least 50 Hadith of Ahkam with sufficient Fiqh of Islam
 - C. Acquainted with the U.S. Constitution
 - D. Familiar with the community's dichotomy
 - E. His decisions must align with the with Quran and Sunnah
3. The Director cannot appoint a Resident Scholar without consulting the Board of Trustees and the Shura Council
 4. All Members of the Shura must know enough of the Quran to allow them to lead prayer in the Resident Scholar's absence

Amer and Shura

MAWI's Amer must be:

- A. A member of Masjid al-Wasatiyah wal-Itidaal
- B. The Amer shall consult the Shura in all matters
- C. Amer cannot make a decision on behalf of the organization without an explicit approval from the Director
- D. The Amer represents the Shura. Each member must represent them with his permission
- E. The Shura shall present its decision to the Founder/Director for approval based on the Sharia

﴿يَا أَيُّهَا الَّذِينَ آمَنُوا أَطِيعُوا اللَّهَ وَأَطِيعُوا الرَّسُولَ وَأُولِي الْأَمْرِ مِنْكُمْ فَإِن تَنَازَعْتُمْ فِي شَيْءٍ﴾

﴿فَرُدُّوهُ إِلَى اللَّهِ وَالرَّسُولِ إِن كُنتُمْ تُؤْمِنُونَ بِاللَّهِ وَالْيَوْمِ الْآخِرِ ذَلِكَ خَيْرٌ وَأَحْسَنُ تَأْوِيلًا﴾

“O you who have believed, obey Allah and obey the Messenger and those in authority among you. And if you disagree over anything, refer it to Allah and the Messenger, if you should believe in Allah and the Last Day. That is the best [way] and best result.” (4:58-59)

The oversight and responsibility of this role is overseen by the above divine ordinances, which entails the following for anyone who occupies this role (i.e., Masjid Director):

- A. Maintaining, leading with, and directing exclusively and absolutely with obedience to Allah and His Messenger in every directive issued through referring every matter to the Qur’an, Sunnah, and sound scholastic understanding.
- B. Maintaining and managing all masjid personnel with the edicts and guidance of interpersonal communication, team leadership, and conflict resolution displayed through the example of Allah’s Messenger and the righteous scholars who follow him in truth and goodness.
- C. Maintaining kindness, affability, and calmness in dealings with all masjid personnel and community members free of harshness, cruelty, or anger in accordance with the example of Allah’s Messenger.
- D. Maintaining justice, fairness, and equitability towards all masjid personnel and community members regardless of race, gender, wealth, status, popularity, influence, nationality, or ethnic origin and devoid of favoritism or personal bias in accordance with the example of Allah’s Messenger.
 - Any Director who assumes this role for the masjid must be knowledgeable and qualified enough to maintain and sustain these edicts by Allah’s Decree while referring every affair to Allah and His Messenger.
 - So long as the Director holds this role, he must strive and endeavor to uphold these tenets until stepping down and onboarding a new Director or until by Allah’s Decree he is called back to Allah.

- Failure to do so must be compiled with proof and witnesses, with the evidence reviewed by an unbiased arbitrator who can fairly determine the Director's roles and responsibilities through correspondence with the masjid's Board, Shura, and Executive Team.

Director's Executive Advisors:

1. Dr. Tahir Wyatte
2. Sheik Aqil Abdus-Sabour
3. Brother Ahmad Himdy
4. Brother Hadji Salaam
5. Sister Qadira Jamal
6. Abdul-Wahid

Article IV:

Masjid Organizational Structure

Mission:

To elevate the Muslim-American's way of life with Islamic Knowledge by providing every resource essential to the Ummah in the United States of America.

﴿يُؤْتِي الْحِكْمَةَ مَنْ يَشَاءُ ۚ وَمَنْ يُؤْتَ الْحِكْمَةَ فَقَدْ أُوتِيَ خَيْرًا كَثِيرًا ۗ وَمَا يَذَّكَّرُ إِلَّا أُولُو الْأَلْبَابِ﴾

"He gives wisdom to whom He wills, and whoever has been given wisdom has certainly been given much good. And none will remember except those of understanding."

(2:269)

Vision:

Cultivate opportunities for every person to understand the Truth of Islam by creating exceptional academic resources for Islamic Academia in the West.

﴿وَلْتَكُنْ مِنْكُمْ أُمَّةٌ يَدْعُونَ إِلَى الْخَيْرِ وَيَأْمُرُونَ بِالْمَعْرُوفِ وَيَنْهَوْنَ عَنِ الْمُنْكَرِ وَأُولَئِكَ هُمُ الْمُفْلِحُونَ﴾

“And let there be [arising] from you a nation inviting to [all that is] good, enjoining what is right and forbidding what is wrong, and those will be the successful.”

(3:104)

Board of Trustees:

1. Founder and Imam: Ukkashah Kameny
2. Amir: Khalil Abdulhadi
3. Admin/Accountant: Sani Alhassan
4. Treasurer: Abubakar Bah
5. General Affair Chair: Abdul Nasir Robinson
6. Facilities Chair: Hadjisalam Issaka
7. Communication Chair: Abdulhamid A. Karim

Members:

1. Mohamed Swary
2. Ahmed Himdi
3. Abdul Wahab
4. Ibraheem Al-Fulla
5. Jawad
6. Aboubaker Sow
7. Suleiman Bah
8. Ibrahim Morocco
9. Usman Doumbia

Article V: **Executive Team/Leadership**

Ukkashah Kameny is the prominent leader of Masjid Al-Wasatiyyah and serves as the Director of all Al-Wasatiyyah affairs. After the founder's death or inability to serve, the Board of Trustees and one-fourths of the Shura will appoint a new director. Members also reserve the right to suggest whom they see fit.

Hiring and Firing:

Hiring or firing an employee has a significant impact on the effectiveness of any organization. Thus, the Shura Council should consider the following characteristics when hiring or firing in order to bring the best employees on board; with that, we can expect to see a higher productivity and a strong organization :

Section 1: Hiring

- 1.1 No individual, irrespective of his or her rank and role, can independently hire or fire Al-Wasatiyah personnel.
- 1.2 Hiring should be based on one's experience, expertise, and willingness to serve and abide by Al-Wasatiyyah's Constitution.
- 1.3 All applications must be submitted online or filled out and mailed to Al-Wasatiyyah mailbox.
- 1.4 All Al-Wasatiyah employee must be introduced to the Director and the Shura

Section 2: Firing

2.1 Disregarding Al-Wasatiyyah's Constitution intentionally and willingly should have one fired

2.1 An excessive absence or lateness without a written and justified explanation

2.3 Areas of employment include but not limited to :

1. Resident Scholar/Assistant
2. Director of Community Outreach & Media
3. Director of Technology & Innovation
4. Director of Development
5. Volunteer Coordinator
6. Accountant/Bookkeeper
7. Attorney, Brother Ejaz
8. Auditors

Due to Allah's Description of our nation as Ummatuw Wasata - a just and moderate nation

﴿وَكَذٰلِكَ جَعَلْنٰكُمْ اُمَّةً وَّسَطًا لِّتَكُوْنُوْا شُهَدَآءَ عَلٰى النَّاسِ وَيَكُوْنَ الرَّسُوْلُ عَلَيْنٰكُمْ شَهِيدًا ۝۱۴۳﴾

“And thus we have made you a just community that you will be witnesses over the people and the Messenger will be a witness over you.” (2:143)

All members of the Masjid's Leadership, including but not limited to every employee, contractor, and volunteer, must embody the Masjid's Name: Al-Wasatiyyah and Al-I'tidaal - Moderate and Just.

Article VI:

Masjid Operations

Masjid and Facilities Management:

The governance and oversight of Allah's House is overseen by these divine ordinances:

فِي بُيُوتِ أَذْنِ اللَّهِ أَنْ تُرْفَعَ وَيُذْكَرَ فِيهَا اسْمُهُ يُسَبِّحُ لَهُ فِيهَا بِالْغُدُوِّ وَالْآصَالِ

"[Such niches are] in mosques which Allah has ordered to be raised and that His name be mentioned therein; exalting Him within them in the morning and the evenings."

(24:36)

وَأَنَّ الْمَسَاجِدَ لِلَّهِ فَلَا تَدْعُوا مَعَ اللَّهِ أَحَدًا

"And [He revealed] that the masjids are for Allah, so do not invoke with Allaanyone." (72:18)

Based upon these divine codes, the following applies to Masjid Al-Wasatiyah's Operations -

- A. Any matter pertaining to onsite operations (e.g., Masjid, School, Events, Education, etc.) that require any changes, adjustments, or alterations in any way must be approved by the Founder Director of Masjid Al-Wasatiyah.
 - The Masjid Founder/Director also establishes and oversees the Friday Sermon and Eid Prayer scheduling
- B. Any suggestion, additions, or alterations to any aspect of the Masjid's Operations can be raised in any of the scheduled meetings with the Masjid's Director and, upon approval (and not beforehand), can be implemented for the community's benefit after review and alignment with the tenets of the Deen.
- C. All masjid personnel - whether volunteer, employee, or contractor, must adhere to the tenets of the document as a means of upholding the values and establishing the mission of Masjid Al-Wasatiyah
 - Any and all employment and/or contracts must be approved by the Masjid Director or the Ameer of Ash-Shura if the Director has approved them.
 - The Masjid Director will oversee and review all personnel serving Masjid Al-Wasatiyah to ensure adherence to the tenets outlined in this document.

Article VII:

The Role of the Resident Scholar:

The Leader of all Leaders is none other than Allah's Messenger, who describes a true leader as the following:

- Abu Huraira reported: The Prophet, peace and blessings be upon him, said, *"Verily, the leader is only a shield behind whom they fight, and he protects them. If he commands the fear of Allah Almighty and justice, he will have a reward. If he commands something else, it will be held against him."* (Muslim 1841)
- 'Umar bin Al-Khattab narrated that the Prophet peace and blessings be upon him, said: *"Shall I not inform you of the best of your leaders and the worst of them: The best of them are those whom you love and they love you, you supplicate for them, and they supplicate for you. And the vilest of your leaders are those who hate you, and you hate them, and they curse you and you curse them."* (Tirmidhi 2264)

As such, the Director and the Resident Scholar of the Masjid must embody the following:

- A. Genuine fear of Allah and love for His Messenger in his dealings, whether public or private.
- B. Humility and kindness towards the people regardless of status, religiosity, knowledge, influence, or race.
- C. Embody proactivity and wisdom to lead by example spiritually and socially to elevate the community upon the Truth and with patience.

Resident Scholar of the Masjid:

- Leads five daily prayers
- At least three classes per week in the Masjid
- Handles the Masjid's affairs, i.e., marriages and other miscellaneous issues
- At least two Jumua' Prayers per month
- Never to discuss his personal affairs on the minbar
- Khateeb should generalize his khutbah and avoid naming people in his khutbah

Article VIII:

Masjid Objectives and Values

The following is predicated upon this divine call by Allah:

﴿كُنْتُمْ خَيْرَ أُمَّةٍ أُخْرِجَتْ لِلنَّاسِ تَأْمُرُونَ بِالْمَعْرُوفِ وَتَنْهَوْنَ عَنِ الْمُنْكَرِ وَتُؤْمِنُونَ بِاللَّهِ قُلْ﴾

“You are the best nation produced [as an example] for mankind. You enjoin what is right and forbid what is wrong and believe in Allah.” (3:110)

﴿وَالْمُؤْمِنُونَ وَالْمُؤْمِنَاتُ بَعْضُهُمْ أَوْلِيَاءُ بَعْضٍ يَأْمُرُونَ بِالْمَعْرُوفِ وَيَنْهَوْنَ عَنِ الْمُنْكَرِ وَيُقِيمُونَ الصَّلَاةَ

وَيُؤْتُونَ الزَّكَاةَ وَيُطِيعُونَ اللَّهَ وَرَسُولَهُ أُولَئِكَ سَيَرْحَمُهُمُ اللَّهُ إِنَّ اللَّهَ عَزِيزٌ حَكِيمٌ﴾

“The believing men and believing women are allies of one another. They enjoin what is right and forbid what is wrong and establish prayer and give zakah and obey Allah and His Messenger. Those - Allah will have mercy upon them. Indeed, Allah is Exalted in Might and Wise.” (9:71)

Article IX:

Key Objectives:

1. Establish the Five Daily (Obligatory) and Eid Prayers
2. Provide authentic and Foundational Islamic knowledge to all
3. Provide monthly, healthy, and nutritious meals to disadvantaged populations
4. Partner with local colleges & universities to provide intellectual resources to improve education for fellow Americans
5. Establish and share Islamic positions on important and contemporary scientific, health, and nonpolitical local and national issues
6. Publish articles and books as contributions to the body of knowledge and educational resources for American society
7. Promote nuclear families by encouraging, counseling, and matching interested Americans to marry and produce the next generation of great Americans.

Article X:

Our Values:

Cooperation: We aim to listen to and partner with diverse educational, governmental, and non-governmental constituencies to codesign and implement relevant and sustainable programs locally.

Innovation: We seek to pioneer innovative solutions, tools, and technologies to address persistent and emerging challenges for Americans in health, education, and other fields.

Learning: We strive to cultivate an environment of learning and adaptation to elevate our organization's impact.

Accountability: We set ambitious and achievable goals to deliver on individual and collective commitments by creating and sustaining a culture of personal and social accountability.

Article XI:

Masjid Ethics and Conflict Resolution

Code of Conduct & Ethics:

The following is founded in the divine commandment of Allah:

﴿يَا أَيُّهَا الَّذِينَ آمَنُوا كُونُوا قَوَّامِينَ بِالْقِسْطِ شُهَدَاءَ لِلَّهِ وَلَوْ عَلَىٰ أَنفُسِكُمْ أَوِ الْوَالِدِينَ وَالْأَقْرَبِينَ ۚ إِن يَكُنْ غَنِيًّا أَوْ فَقِيرًا فَاللَّهُ أَوْلَىٰ بِهِمَا ۗ﴾

“O you who have believed, be persistently standing firm in justice, witnesses for Allah, even if it be against yourselves or parents and relatives.” (4:135)

To ensure the highest level of honesty, transparency, and integrity in our community, Al-Wasatiyah Wal-Itidaal embraces and abides by the ten ethical standards outlined in this Code:

1. Fear of Allah and compliance with all the teachings of Prophet Muhammad that are applicable within State & Federal laws, rules, and regulations
2. Fairness and impartiality in conducting business
3. Respect for diversity at all levels and in every way
4. Commitment to education, health, and safety for children
5. Protection of confidential and other sensitive information
6. Respect and protection of intellectual assets
7. Integrity in conducting research in Islamic and secular fields for community programs and activities.
8. Accuracy, fairness, and honesty in communicating our work
9. Respect the natural resources and the environment
10. Never endorse or support the defamation of the Masjid's personnel or community members.

Article XII:

Conflict Resolution:

The call for the approach to conflict resolution is built upon the following divine commandments:

﴿وَقُلْ لِعِبَادِي يَقُولُوا الَّتِي هِيَ أَحْسَنُ إِنَّ الشَّيْطَانَ يَنْزِعُ بَيْنَهُمْ﴾

“And tell My servants to say which is best. Indeed, Satan induces [dissension] among them.” (17:53)

﴿وَإِنْ طَائِفَتَانِ مِنَ الْمُؤْمِنِينَ اقْتَتَلُوا فَأَصْلِحُوا بَيْنَهُمَا ... إِنَّمَا الْمُؤْمِنُونَ إِخْوَةٌ فَأَصْلِحُوا بَيْنَ أَخَوَيْكُمْ﴾

“And if two factions among the believers should fight, then make settlement between the two. But if one of them oppresses the other, then fight against the one that oppresses until it returns to the ordinance of Allah. And if it returns, then make settlement between them in justice and act justly. Indeed, Allah loves those who act justly. The believers are but brothers, so make settlement between your brothers. And fear Allah that you may receive mercy.” (49:9-10)

﴿إِنَّمَا النَّجْوَى مِنَ الشَّيْطَانِ لِيَحْزُنَ الَّذِينَ آمَنُوا وَلَيْسَ بِضَارِّهِمْ شَيْئًا إِلَّا بِإِذْنِ اللَّهِ﴾

“Private conversation is only from Satan that he may grieve those who have believed, but he will not harm them at all except by permission of Allah.” (58:9-10)

As such, conflict management and resolution within Masjid Al-Wasatiyah is in accordance to the following:

1. Every servant of Allah will answer to Allah for his or her affairs, manners, intentions, and conduct according to the Limits our Creator had imposed upon all of us as His Slaves. As such, every member acting in service of Allah’s House, i.e., Masjid Al-Wasatiyah, must uphold the best of character and conduct according to sound knowledge and implementation of the Qur’an, Sunnah, and understanding of the scholars of Ahl As-Sunnah wa’l-Jama’ah
2. The Masjid Director has the express and explicit responsibility to mitigate, arbitrate, and advise in any area of conflict within Masjid Al-Wasatiyah or between Masjid Al-Wasatiyah and any other entity.
 - The Masjid Director serves as the intermediary between the resident scholar, teachers, shura members, volunteers, employees, and contractors working in the service of Masjid Al-Wasatiyah
3. No internal conflict should ever be raised to the attention of the general congregation as this will only deepen and further the fitnah. All matters must be discussed internally
 - Any masjid personnel (i.e. Resident Scholar, Educator, Shura Member, Committee Member, Advisor, Volunteer, Employee, or Contractor) must formally raise any issue with the Masjid Founder and Director, who must act as a just arbitrator and intermediary to resolve conflict
4. Pending mediation, all parties involved, whether employee or volunteer, must defer to the verdict set by the Masjid Director and abide thereby as a means of establishing islah and restoring brotherhood/sisterhood for the greater good of the community and in service to Allah’s House
5. We must compose disagreements, quarrels, and arguments to rest.

﴿ مَا نَنْسَخْ مِنْ آيَةٍ أَوْ نُنسِهَا نَأْتِ بِخَيْرٍ مِنْهَا أَوْ مِثْلَهَا ﴾

“ We do not abrogate a verse or cause it to be forgotten except that We bring forth [one] better than it or similar to it.”

The Amendment to the Constitution:

These amendments were written on May 02, 2024; and it came into effect on June 01, 2024

PREAMBLE:

Now, and after the deaths and relocation of some of the Trustees and members, the following amendments shall be added as an addendum to the existing constitution and bylaws to further the values and principles of Masjid Al-Wasatiyyah community and ensure the protection of the community's interests and well-being.

AMENDMENT I:

Ramadan and Eid

Ramadan is a significant month that brings physical and spiritual and discipline to all Muslims. Since fasting, Taraweeh, and Tahajjud are considered essentials of Ramadan, the Shura Council should prepare Ramadan's schedule by the 15th day of *Jumādā al-`Ākhirah* (i.e., 55 days before Ramadan). Subsequently, the schedule should be posted and shared with the community on the first day of Rajab (i.e., two months before Ramadan) to better mentally and spiritually prepare the community.

Section 1: The director is in charge of the first two nights of Ramadan and the last two

Section 2: Ramadan should not be the experimental month (i.e. bringing)

Section 3: The amount of ajzaa recited must be known to all the persons involved in leading Taraweeh and Tahajjud

Section 4: The director is in charge of the first two nights of Ramadan and the last two

AMENDMENT II:

Zakat and Sadaqah

Section 1: The Masjid should feed the indigents, look after them, and financially support them when needed

Section 2: Al Wasatiyyah should establish a welfare system to alleviate the suffering of our community, brothers, and sisters

This welfare system is as follows:

1. Each member whom Allah has blessed shall deposit one percent of his or her family's groceries (or its cash equivalent) at the Masjid food basket or welfare fund every Friday
2. Food distribution at the Masjid shall occur on the first and third Friday of the month. The participant should fill up the online application on the for planning purposes

AMENDMENT III:

After the passing away and the technical resignation of some of the members, below are the current Trustees and the Shura Council.

Board of Trustees:

1. Ukkashah Kameny, Founder and Director: _____
2. Nasser (Charles) Edwards, Amer: _____
3. Sani (Al-Ummah) Alhassan, Vice Amer and Administrator: _____
4. Qadirah Jamal, Sisters' Outreach: _____
5. Abu Bakarr Bah, Treasurer: _____
6. Hadjisalam Issaka, Property Manager: _____

7. Ahmad Himdi: _____

Shura Council:

1. Nasser (Charles) Edwards, Amer - from U.S.A
2. Sani (Al-Ummah) Alhassan, Vice Amer and Admin - from Ghana
3. Abu Bakarr Bah, Treasurer - from Guinea/Sierra Leone
4. Hadji Isalam Issaka, Property Manager - from Ghana
5. Lamin Fane, Head of Cleaning - from Cote d'ivoire - - [Added](#)
6. Zahir (Tyrone) Thornton, Head of Security - from U.S.A - - [Added](#)
7. Usman Doumbia, - Head of Food Department: from Mali - - [Added](#)
8. Mohamed Swaray, - from Liberia [Added](#) - -
9. Salif Ahmad, Youth Outreach [Added](#)

Members:

The current members as of (May 02, 2024) are:

10. Alhassan Jallo [Added](#) - -
11. Idriss Timothy [Added](#) - -
12. Misry Fuseini [Added](#) - -
13. Miftahu [Added](#) - -

AMENDMENT II:

Section 1: Adherence to the Constitution

Each member of the Shura must strictly adhere to the principles and regulations outlined in Al-Wasatiyyah Constitution and Bylaws. Failure to comply with the provisions stated within the constitution may result in disciplinary action as determined by the governing body

Section 2: Respect for the Leadership

No member of the Shura shall infringe upon the rights of the Resident Scholar due to personal enmity, biases, or personal grudges. The Resident Scholar, as a spiritual leader of the community, shall be accorded due respect and support in carrying out their duties and responsibilities in guiding the community.

AMENDMENT III:

Masjid Announcement:

- Announcements shall be made by only the designated person or his deputy
- The khateeb shall not make any announcements on behalf of the Masjid
- All announcements shall be submitted or sent to the Masjid announcer no later than Fajr on Fridays, and shall be printed before Jumu'ah of the same day
- The announcer shall read only what is printed on the announcement sheet
- Any announcements not submitted and printed as outlined shall not be made

Section 1: Communication with the Public

No Shura member shall address the general public about Al-Wasatiyyah community without the explicit consent of three-quarters of the Shura body. This provision seeks to ensure that all public statements made on behalf of the community align with the collective decisions and interests of the governing body

Section 2: Access to the Masjid Property

No Shura member shall deny any Muslim individual access to the Masjid property unless such an individual poses a clear and imminent risk to the safety and well-being of the community. The Masjid property shall remain open and accessible to all faith community members, barring exceptional circumstances that threaten the security or sanctity of the premises.

Section 3: Term Limits and Accountability

1. An elected Shura member shall serve a term of five years, subject to renewal, based on the express support of the community members for an extension of the said term. If a Shura member is found to have violated the provisions of the constitution, the founder/director reserves the right to cancel the candidacy of such a member, ensuring accountability and upholding the integrity of the governance structure.
2. Using the Masjid Facility for personal activity or business is strictly prohibited
3. Exploiting the Masjid name/address to market or promote personal activity is unconstitutional

AMENDMENT IV:

Section 1: Building Families

1. **A Covenantal Family Conference:** A general seminar should be organized and scheduled either the first or the last Saturday of every month to address family concerns in order to ensure and improve spiritual growth
2. **Marriage Contract/Counseling:**
3. **Sadaqah and Zakat:**

AMENDMENT V:

Security:

1. Form a reliable and trustworthy security team
2. Conduct background checks on all leaders and volunteers
3. Properly train everyone on security measures
4. Form and share emergency plans with all Masjid's personnel
5. Devote resources and volunteers to child and women's safety.
6. Discover Masjid's security weaknesses and flaws
7. Develop a Masjid security plan and share it with the Shura Council
8. Work hand in hand with the Resident Scholar and the Shura Council
9. Adherence to the constitution

Members of the Security: Current Members

1. Nasir (Charles) Edwards, Amer
2. Zahir (Tyrone) Thornton, Head of Security
3. Idriss Timothy
4. Abdul-Wahid (Ravon)
5. Umar
6. Hassan
7. Abdul-Aziz
8. Ahmad

Conclusion:

With the inclusion of the above-stated provisions in Al Wasatiyyah's Constitution and Bylaws, the community aims to enhance transparency, accountability, and harmony within the governing body, thereby safeguarding the interests and values of the community at large. These amendments are envisioned to foster a culture of respect, collaboration, and adherence to established principles, ensuring the continued prosperity and unity of Al Wasatiyyah Wal-Itidaal.

By adopting these changes, Al-Wasatiyyah community reaffirms its commitment to promoting a spirit of inclusivity, fairness, and mutual respect among its members, while upholding the sacred mission and values that define its identity and purpose.

Lastly, I remind myself and all those who presently serve at this sacred organization and all those who will subsequently serve with the following Prophetic recommendation:

عَنْ أَبِي ذَرٍّ، قَالَ قُلْتُ يَا رَسُولَ اللَّهِ أَلَا تَسْتَعْمِلُنِي قَالَ فَضْرَبَ بِيَدِهِ عَلَيَّ مَنْكِبِي ثُمَّ قَالَ :

" يَا أَبَا ذَرٍّ إِنَّكَ ضَعِيفٌ وَإِنَّهَا أَمَانَةٌ وَإِنَّهَا يَوْمَ الْقِيَامَةِ خِزْيٌ وَنَدَامَةٌ إِلَّا مَنْ أَخَذَهَا بِحَقِّهَا وَأَدَّى الَّذِي عَلَيْهِ فِيهَا " .

It has been narrated on the authority of Abu Dharr, who said:

I said to the Prophet (ﷺ): Messenger of Allah, will you not appoint me to a public office? He stroked my shoulder with his hand and said: Aba Dharr, you are weak, and authority is trust. And on the Day of judgment, it is a cause of humiliation and regret except for one who fulfills its obligations and (appropriately) discharges the duties attendant thereon.

Signatories:

Ukkashah Kameny, Founder and Director: _____

Nasir (Charles) Edwards, Amir of Shura: _____

- Sani (Al-Ummah) Alhassan, Vice Amir/Admin: _____
- Abu Bakarr Bah, Treasurer : _____
- Hadji Islam Issaka, Property Manager: _____
- Aqeel Abdus-Sabour, Head of Zakat Department: _____
- Lamin Fane, Head of Cleaning Department: _____
- Usman Doumbia, Head of Food Department: _____
- Salif Ahmad, Youth Outreach: _____
- Zahir (Tyrone) Thornton, Head of Security: _____