

*In the Name of Allah, the most Beneficent, the most Merciful*  
**Islamic Association of Eastern North Carolina**  
**IAENC Amendments Draft.**

*Community Review Document — Draft dated March 8, 2026*

**How to Use This Document**

Each Voting Block below contains a set of changes that are constitutionally interdependent — approving some without others would create contradictions in the final document. The community will vote on each block as a whole: Approve All or Reject All.

Each change shows: **OLD** (current 2011 language) | **NEW** (proposed 2026 language) | **WHY** (rationale)

**Total Voting Blocks: 8 | Total Individual Changes: 33**

Block	Subject	# Changes	Key Sections Affected
Block A	Core Governance Restructure	12	Art. VI §1 (BOT), Art. VI §3 (EC), Officer titles, Coordinator roles, BOT–EC relationship
Block B	Membership Restructuring	4	Art. V §1–5: Membership tiers, fees, voting eligibility, vote-tie resolution
Block C	General Body Powers & Quorum	3	Art. VI §2: Quorum, meeting petition threshold, Constitution Review Committee
Block D	Amendments Process	4	Art. X: Protected articles, submission pathways, approval requirements
Block E	New Articles (Technology, COI, Sunday School)	3	Art. IX (Technology), Art. XII (Conflict of Interest), Art. XIII (Sunday School Board)
Block F	Financial Policies	3	Art. VIII: Budget approval, spending thresholds, fund usage
Block G	Expanded Organizational Objectives	3	Art. III §2: Nonprofit revenue clause, political neutrality, Sunday School mandate
Block H	Bylaws Updates	2	Bylaws: Non-IAENC facility rental, emergency contact records

**VOTING  
 BLOCK A —  
 Core**

## Governance Restructure

*Board of Directors*  
 → *Board of Trustees | Majlis Shoora* →  
*Executive Committee | Authority Hierarchy*

△ **Why these changes are grouped:** All changes in this block are interdependent. The BOT and EC are defined in relation to each other throughout the Constitution. Approving the BOT without the EC — or vice versa — would create contradictions in authority, quorum rules, officer duties, and vacancy procedures. These must be adopted as one unit.

<b>Change 1</b> Art. VI §1 Board of Directors → Board of Trustees	<b>OLD</b>	Board of Directors (BoD): 5 members, 10-year terms, appointed (not elected) by Amir of Majlis Shoora and Imam. Required 15 years active involvement and community residency. No citizenship requirement.
	<b>NEW</b>	Board of Trustees (BOT): 7 members, 4-year terms, ELECTED by voting members of General Body. Requires only 5 years active involvement and community residency. Must be Green Card holder or U.S. citizen. Maximum 2 full terms.
	<b>WHY</b>	Shifts from a small appointed lifetime board to a larger democratically elected body with fixed terms and term limits. Broadens eligibility while adding legal residency requirement.
<b>Change 2</b> Art. VI §1.3 BOT Staggered Terms	<b>OLD</b>	No staggered election mechanism. All 5 board members appointed simultaneously for 10-year terms.
	<b>NEW</b>	Initial BOT: 4 members serve 4-year terms, 3 members serve 2-year terms (determined by lottery). All subsequent terms are 4 years. Shortened initial term does not count toward the 2-term limit.
	<b>WHY</b>	Staggering ensures institutional continuity — not all seats turn over at once.
<b>Change 3</b>	<b>OLD</b>	BoD held overall responsibility for organizational objectives. Intervened only in specific situations: ethnic dominance, enforcement of non-Ahl Sunnah views, madhab enforcement, or serious internal rift.

Art. VI §1.5BOT Responsibilities	<b>NEW</b>	BOT holds final authority over governance, strategic direction, financial oversight, and organizational integrity. Oversight is continuous, not reactive. Specific duties include: mission/vision, fundraising, Imam hiring/evaluation, legal compliance, cemetery/parking/facility planning, budget approval by November, quarterly financial reports.
	<b>WHY</b>	Moves from reactive to proactive governance. Enumerated duties give clear accountability. Adds Imam evaluation, legal compliance, and long-term community planning as explicit BOT responsibilities.
<b>Change 4</b> Art. VI §1.6-1.7BOT Officer Titles & Duties	<b>OLD</b>	BoD could elect a chairman and vice-chairman (optional). Duties loosely described.
	<b>NEW</b>	BOT elects a President and Vice President from among its members (required). Detailed duties specified: President presides over BOT and General Body meetings, serves as primary liaison to EC. Vice President assumes duties in President's absence.
	<b>WHY</b>	Formalizes officer structure and clarifies duties to prevent ambiguity.
<b>Change 5</b> Art. VI §1.8BOT Vacancies	<b>OLD</b>	Vacancies filled by affirmative vote of 4 remaining board members. No deadline for filling vacancies.
	<b>NEW</b>	Permanent vacancies must be filled within 90 days. If not filled in time, a special community meeting is called within 30 additional days. During an unfilled vacancy, BOT cannot make supermajority decisions unless an emergency is declared.
	<b>WHY</b>	Adds accountability deadlines and protects against governance paralysis from unfilled seats.
<b>Change 6</b> Art. VI §3.1Majlis Shoora → Executive Committee	<b>OLD</b>	Majlis Shoora (CC): 9 members (7 brothers + 2 sisters), 2-year terms, elected. MSA President was a full voting member. Managed both policy and day-to-day operations.
	<b>NEW</b>	Executive Committee (EC): 7 elected members, at least 3 must be sisters. Imam is a non-voting member. EC manages day-to-day operations only, under BOT authority. EC does not possess independent or final governing authority.
	<b>WHY</b>	Restructures the operational body: smaller, more gender-balanced, clearly subordinate to BOT. Separates policy governance (BOT) from operations (EC).
<b>Change 7</b> Art. VI §3.2EC Responsibilities vs. Old Majlis Shoora	<b>OLD</b>	Majlis Shoora: adopt policies, initiate projects, raise funds, appoint Fiqh Committee, manage Islamic Center. Held both policy and operational authority.
	<b>NEW</b>	EC: prepare and submit budget to BOT, implement BOT-approved activities, maintain facilities, arrange prayers, coordinate social/youth activities, recruit volunteers, manage EC committees. All subject to BOT review and approval.
	<b>WHY</b>	EC is now an operational manager, not a policymaker. Policy authority rests with BOT.
<b>Change 8</b> Art. VI §3.2.2Officer Title Changes	<b>OLD</b>	Amir, Acting Amir (Vice-Amir), Katib (Recorder), Treasurer
	<b>NEW</b>	Chairperson, Vice Chairperson, Secretary, Treasurer
	<b>WHY</b>	Modernizes titles to standard nonprofit governance terminology while preserving equivalent roles.
<b>Change 9</b>	<b>OLD</b>	Coordinators: Social Affairs, Educational Affairs, Public Relations, Da'wah, Women Affairs, Youth Affairs

Art. VI §3.2.3Coordinators for Roles Restructured	<b>NEW</b>	Coordinators: Religious Coordinator (with Imam), Maintenance Coordinator, Social Activities Coordinator, Public Relations Coordinator
	<b>WHY</b>	Consolidates and refocuses operational roles. Adds dedicated Maintenance Coordinator. Women Affairs and Youth Affairs removed as formal EC coordinator roles.

<b>Change 10</b> Art. VI §3.10MSA Role	<b>OLD</b>	MSA President was a full voting member of the Majlis Shoora.
	<b>NEW</b>	MSA Liaison Officer attends EC meetings as a non-voting member providing reports and requests.
	<b>WHY</b>	Maintains MSA connection to the Islamic Center while removing voting rights from an external organization's elected officer.

<b>Change 11</b> Art. VI §3.4.1EC Term Limits	<b>OLD</b>	Majlis Shoora members could be re-elected for consecutive terms with no limit.
	<b>NEW</b>	Maximum 3 total terms (2 years each). No more than 2 consecutive terms. Mandatory 2-year hiatus before a 3rd term.
	<b>WHY</b>	Introduces term limits to encourage rotation of leadership and prevent entrenchment.

<b>Change 12</b> Art. VI §1.9BOT-EC Relationship	<b>OLD</b>	BoD liaised with Majlis Shoora through one attending member. Majlis Shoora was responsible for day-to-day activities.
	<b>NEW</b>	EC is explicitly subordinate to BOT. One BOT member attends all EC meetings. Joint meetings may be called by either body. BOT retains ultimate oversight and fiduciary responsibility.
	<b>WHY</b>	Formalizes the authority hierarchy between the two bodies to prevent governance conflicts.

**COMMUNITY VOTE — BLOCK A**

APPROVE all changes in Block A       REJECT all changes in Block A

*These changes must be adopted together or rejected together.*

**VOTING  
BLOCK B —  
Membership  
Restructuring**

*Membership Tiers |  
Fee Structure |  
Voting Eligibility |  
Vote-Tie Resolution*

⚠ **Why these changes are grouped:** The membership tier simplification, fee structure, voting eligibility rules, and vote-tie resolution

are all interconnected. Changing membership tiers without updating fees and voting eligibility — or vice versa — would leave the Constitution internally inconsistent.

<b>Change 1</b> Art. V §1 Membership Tiers	<b>OLD</b>	Three types: Members (general), Voting Members, and Group Affiliate Members. Voting membership required: 6-month membership, age 18+, regular participation at Islamic Center.
	<b>NEW</b>	Two types: General Members (non-voting, access to all events) and Voting Members (paid, age 18+, dues paid 30 days before any election). Group Affiliate Members retained separately.
	<b>WHY</b>	Simplifies membership structure. Ties voting eligibility clearly to paid status and advance payment deadline.

<b>Change 2</b> Art. V §1 Membership Fees	<b>OLD</b>	Minimum \$20/year voting membership donation (stated in Bylaws only, not Constitution).
	<b>NEW</b>	\$25/person; \$75/household maximum; \$10/year for students with valid ID. Lifetime membership at \$5,000 single payment (with voting rights if community-active). Dues due January 31 annually. \$10 late fee after deadline.
	<b>WHY</b>	Updates fees (last set in 2011), introduces household/student/lifetime tiers, adds clear deadline, and elevates fee structure to Constitutional level.

<b>Change 3</b> Art. V §4 Voting Mechanism	<b>OLD</b>	Secret ballots for Majlis Shoora elections and representation posts. Open ballots for ratification, amendments, and bylaws.
	<b>NEW</b>	Secret ballots for all representative positions and committee members. Open ballots with roll call for ratification, amendments, bylaws, and affiliation.
	<b>WHY</b>	Broadens secret ballot protection to all elected positions, not just Majlis Shoora.

<b>Change 4</b> Art. V §5 Vote-Tie Resolution	<b>OLD</b>	Tie → second vote; if tied again, issue tabled indefinitely. Revived only by BoD or 2/3 of voting members.
	<b>NEW</b>	Tie → second vote; if tied again, matter tabled for exactly 2 weeks and brought back at the next duly convened General Body meeting.
	<b>WHY</b>	Removes indefinite tabling. Sets a defined, reasonable reconsideration period.

**COMMUNITY VOTE — BLOCK B**

APPROVE all changes in Block B       REJECT all changes in Block B

*These changes must be adopted together or rejected together.*

## VOTING BLOCK C — General Body Powers & Quorum

*Quorum  
Requirements |  
Meeting Petition  
Threshold |  
Constitution Review  
Committee*

⚠ **Why these changes are grouped:** The quorum rules, petition threshold, and Constitution Review Committee all govern how the General Body operates and how amendments reach it. Changing one without the others creates procedural gaps — e.g., a CRC that can propose amendments but no clear quorum to ratify them.

<b>Change 1</b> Art. VI §2.4 General Body Quorum	<b>OLD</b>	Quorum: 1/3 of voting members OR 20 members present at Friday prayer. For amendments/elections: 30% of voting members. Second meeting: 1/4 of voting members.
	<b>NEW</b>	Quorum: 2/3 of voting members for all matters. If quorum not met, second meeting within 2 weeks with 1/2 of voting members required.
	<b>WHY</b>	Significantly raises quorum to ensure major decisions reflect the broader community. Removes the '20 members at Friday prayer' shortcut. Second meeting threshold also raised.
<b>Change 2</b> Art. VI §2.3 General Body Meeting Petition	<b>OLD</b>	General Body meeting called by Majlis Shoora OR petition signed by 1/4 of voting members.
	<b>NEW</b>	General Body meeting called by BOT in consultation with EC OR petition signed by 1/3 of voting members.
	<b>WHY</b>	Raises petition threshold from 1/4 to 1/3. Shifts authority to call meetings to BOT (in consultation with EC).
<b>Change 3</b> Art. VI §2.6 Constitution Review	<b>OLD</b>	No formal CRC existed. Any 10% of voting members could submit amendments directly.
	<b>NEW</b>	New ad-hoc CRC of 5 members established by BOT as needed. CRC proposes amendments, presents to BOT for review, then to General Body with 30 days'

Committee (CRC) — NEW		advance notice. All CRC meetings and recommendations documented and made public.
	<b>WHY</b>	Adds structured, deliberate review process for constitutional changes. Ensures BOT reviews proposals before they go to the full General Body.

**COMMUNITY VOTE — BLOCK C**

APPROVE all changes in Block C       REJECT all changes in Block C

*These changes must be adopted together or rejected together.*

**VOTING  
BLOCK D —  
Amendments  
Process**

*Protected Articles |  
Submission  
Pathways |  
Approval  
Requirements*

⚠ **Why these changes are grouped:** The amendments process is directly linked to Block C (CRC and quorum rules). These changes must be adopted alongside Block C — otherwise the amendment submission pathway references a CRC that does not constitutionally exist, or uses quorum rules that contradict Article X.

<b>Change 1</b> Art. X §1 Prohibited Amendments	<b>OLD</b>	Article II (Nature) cannot be amended.
	<b>NEW</b>	Articles I (Name), II (Nature), and III (Purpose & Objectives) cannot be amended.
	<b>WHY</b>	Expands constitutional protection to the organization's identity and purpose, not just its Islamic nature.

<b>Change 2</b> Art. X §2 Submission Pathways	<b>OLD</b>	Amendments submitted in writing by 10% of voting members to the Amir, at least 1 month before a General Body meeting.
	<b>NEW</b>	Amendments may be proposed (1) by CRC through BOT, or (2) by written petition of 10% of voting members submitted to BOT President. All submissions must be

		made at least 30 days before the General Body meeting. General Body must receive 30 days' advance notice.
	<b>WHY</b>	Formalizes two pathways. Adds mandatory community notice period. Routes submissions through BOT President (not Amir/Chairperson of EC).

<b>Change 3</b> Art. X §3-4 Presentation & Approval	<b>OLD</b>	Amir presents amendments to next General Body meeting. Approved by 2/3 majority with quorum of 1/3 (or 20 at Friday prayer).
	<b>NEW</b>	BOT presents amendments to General Body. Approved by 2/3 majority of paid voting members present, with quorum of 2/3 (second meeting: 1/2).
	<b>WHY</b>	Shifts presentation authority to BOT. Maintains 2/3 supermajority but applies the higher quorum standard from Block C.

<b>Change 4</b> Art. X §5 Restriction on Re-submission	<b>OLD</b>	Proposed amendment cannot be discussed or presented for voting more than 2 times through Majlis Shoora.
	<b>NEW</b>	A failed amendment may not be presented more than 2 times through the Board of Trustees.
	<b>WHY</b>	Same restriction, updated to reference BOT instead of Majlis Shoora.

**COMMUNITY VOTE — BLOCK D**

APPROVE all changes in Block D       REJECT all changes in Block D

*These changes must be adopted together or rejected together.*

**VOTING  
BLOCK E —  
New Articles —  
Technology,  
Conflict of  
Interest &  
Sunday School**

*Article IX  
(Technology) |  
Article XII (Conflict  
of Interest) | Article  
XIII (Sunday School  
Board)*

⚠ **Why these changes are grouped:** Each of these three new articles can technically stand alone, but they are grouped here because they all introduce new constitutional frameworks that did

not exist before. Adopting some without others may create gaps — e.g., adopting the Sunday School Board without the Conflict of Interest Policy leaves the Principal's role without ethics guardrails.

<b>Change 1</b> NEW Art. IX Technology & Communication	<b>OLD</b>	No provisions for electronic communication, virtual meetings, or electronic voting.
	<b>NEW</b>	Authorizes: electronic notices/announcements via email, messaging, or website. Virtual meetings for BOT, EC, and committees (not General Body) via video conferencing. Electronic voting with secure identity verification, secrecy, and auditable records (must be BOT-approved). Physical copies and alternative voting methods required for members without technology access.
	<b>WHY</b>	Modernizes governance to reflect contemporary nonprofit practice and improve member participation.

<b>Change 2</b> NEW Art. XII Conflict of Interest Policy	<b>OLD</b>	No formal conflict of interest policy existed.
	<b>NEW</b>	No individual may simultaneously serve as EC member, BOT member, and/or School Principal. No more than one family member in any of these roles at the same time. Annual disclosure of conflicts required. Family members cannot nominate each other. Violations may result in removal. Aligned with NC Nonprofit Corporation Act §55A-8-31.
	<b>WHY</b>	Adds legally required ethics framework for nonprofit governance under NC law. Prevents concentration of power and self-dealing.

<b>Change 3</b> NEW Art. XIII Sunday School Board	<b>OLD</b>	Sunday School mentioned only briefly under Educational Affairs coordinator duties. No formal governance structure.
	<b>NEW</b>	New Sunday School Board (SB) of 5 members under BOT supervision. SB members cannot serve on BOT or EC. 2 members must be parents of current/former students; 2 must be teachers; 1 is the Principal (appointed by BOT). Principal requires a Bachelor's degree, 3-year community membership, and annual BOT renewal (max 5 years). Teacher roles and responsibilities formally defined.
	<b>WHY</b>	Formalizes Sunday School governance with clear accountability, qualifications, and separation from EC/BOT.

**COMMUNITY VOTE — BLOCK E**

APPROVE all changes in Block E       REJECT all changes in Block E

*These changes must be adopted together or rejected together.*

**VOTING  
BLOCK F —**

## Financial Policies

Spending Thresholds | Budget Approval Process | Fiscal Year | Fund Usage

△ **Why these changes are grouped:** Financial provisions reference both the BOT and EC throughout. These changes must be consistent with Block A (governance restructure). If Block A is rejected, financial provisions referencing BOT would need to be revised separately.

<b>Change 1</b> Art. VIII §3 Budget Approval	<b>OLD</b>	Budget approved by Majlis Shoora during fiscal year. Quarterly financial reports to General Body.
	<b>NEW</b>	EC prepares annual budget; BOT approves it, preferably by November each year. Quarterly financial reports to General Body at duly convened meetings.
	<b>WHY</b>	Separates budget preparation (EC) from approval (BOT). Adds a November target deadline for budget approval.

<b>Change 2</b> Art. VIII + Bylaws Spending Threshold	<b>OLD</b>	Treasurer could write checks up to \$500 without approval. Dual signatures (BoD member + Treasurer) required for any amount over \$500.
	<b>NEW</b>	Treasurer independently authorizes disbursements up to \$2,000. BOT countersignature required above \$2,000. If Treasurer is not professionally trained in accounting, must coordinate with a qualified third-party accounting firm.
	<b>WHY</b>	Raises the dual-signature threshold from \$500 to \$2,000 to reduce operational friction. Adds professional accounting safeguard.

<b>Change 3</b> Art. VIII §5-6 Fund Usage & Accounts	<b>OLD</b>	Funds for specific causes must be used for that cause unless Majlis Shoora and General Body authorize otherwise. Mosque funds cannot be redirected.
	<b>NEW</b>	Same rule, updated to reference EC and General Body. Mosque/Islamic Center funds remain non-redirectable. Treasurer maintains interest-free accounts (zakatul-maal, Sunday School, Graveyard).
	<b>WHY</b>	Preserves existing fund protection policy; updates authority references to EC.

### COMMUNITY VOTE — BLOCK F

APPROVE all changes in Block F       REJECT all changes in Block F

*These changes must be adopted together or rejected together.*

# VOTING BLOCK G — Expanded Organizational Objectives

Article III §2 —  
Three New  
Objectives Added

△ **Why these changes are grouped:** These are additions to Article III (Purpose & Objectives), which is proposed to be a protected (non-amendable) article under Block D. The community should be aware that if these new objectives are adopted, they would become part of the protected core of the Constitution and could not be easily amended later.

<b>Change 1</b> Art. III §2Nonprofit Revenue Clause (Obj. 6)	<b>OLD</b>	No explicit nonprofit revenue protection clause in the Constitution.
	<b>NEW</b>	No revenue shall be distributed to members, trustees, officers, or private persons except for reasonable compensation for services rendered or payments necessary to fulfill IAENC's constitutional purposes. To be carried out in conjunction with Conflict of Interest Policy.
	<b>WHY</b>	Adds IRS-required nonprofit language to the Constitution. Protects organizational assets from personal benefit.
<b>Change 2</b> Art. III §2Political Neutrality (Obj. 7)	<b>OLD</b>	No explicit prohibition on endorsing political candidates.
	<b>NEW</b>	IAENC shall not endorse or campaign for any political candidate (local, state, or federal). IAENC shall encourage civic participation and may inform members of relevant issues for informed decision-making.
	<b>WHY</b>	Required for 501(c)(3) compliance. Protects nonprofit tax status. Permits voter education while prohibiting partisan endorsement.
<b>Change 3</b> Art. III §2Sunday School Objective (Obj. 8)	<b>OLD</b>	Sunday School not listed as a core organizational objective.
	<b>NEW</b>	Organizing and maintaining a Sunday School for the community is added as an explicit objective of the organization.
	<b>WHY</b>	Elevates Sunday School to a constitutional mandate, consistent with Article XIII which formally establishes the Sunday School Board.

**COMMUNITY VOTE — BLOCK G**

APPROVE all changes in Block G       REJECT all changes in Block G

*These changes must be adopted together or rejected together.*

**VOTING  
BLOCK H —  
Bylaws  
Updates —  
Facility Use &  
Emergency  
Records**

*Non-IAENC Facility  
Rental | Emergency  
Contact Records*

△ **Why these changes are grouped:** These are standalone bylaw updates that do not depend on other blocks. They can be approved or rejected independently, though approving the facility rental policy aligns with the EC's new operational role under Block A.

<b>Change 1</b> BylawsNon-IAE NC Facility Use	<b>OLD</b>	No provision for using Islamic Center facilities for non-IAENC activities. Facility use limited to IAENC activities only.
	<b>NEW</b>	Non-IAENC activities may use facilities subject to rental fees equivalent to outside rates. Majority EC approval required. A security deposit may be required.
	<b>WHY</b>	Creates a potential revenue stream. Establishes clear approval process and financial protection for facility use by outside parties.

<b>Change 2</b> BylawsEmerg ncy Contact Records	<b>OLD</b>	No provision for maintaining emergency contact information.
	<b>NEW</b>	Organization shall maintain both physical and electronic records of emergency contact numbers, including burial and end-of-life services, accessible to congregants.
	<b>WHY</b>	Practical safeguard ensuring community members can access critical services in urgent situations.

**COMMUNITY VOTE — BLOCK H**

APPROVE all changes in Block H

REJECT all changes in Block H

*These changes must be adopted together or rejected together.*

---

### **Additional Note for Community Review**

Dissolution Clause (Art. XI in old Constitution): The old Constitution contained a Dissolution article specifying how IAENC assets would be distributed upon dissolution. This article does not appear in the new draft. The community should confirm whether this was intentionally removed or accidentally omitted before approving the new Constitution.

*Dependency Note: Blocks C and D are procedurally linked. If Block C (General Body quorum and CRC) is rejected, Block D (Amendments process) would also require revision since it references the CRC. Similarly, Block F (Finances) references the BOT and EC, so its full implementation depends on Block A being adopted.*