
Jami Mosque & Islamic Centre (Birmingham) Trustees Limited



Charity Registration No. 1000355

ANNUAL REVIEW 2018/19



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

إِنَّمَا يَعْمُرُ مَسَاجِدَ اللَّهِ مَنْ آمَنَ بِاللَّهِ وَالْيَوْمِ الْآخِرِ وَأَقَامَ الصَّلَاةَ
وَأَتَى الزَّكَاةَ وَلَمْ يَخْشَ إِلَّا اللَّهَ فَعَسَىٰ أُولَٰئِكَ أَنْ يَكُونُوا مِنَ
الْمُهْتَدِينَ

(سورة التوبة ، الآية :18)

The house of Allah ﷻ shall be maintained only by those who believe in Allah ﷻ and the Last Day; perform As-Salat, and give Zakat and fear none but Allah. It is they who are on true guidance.

(Surah at -Taubah, Verse: 18)

Jami Mosque and Islamic Centre Birmingham Annual review 2018/19

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Bismillahir Rahmaanir Raheem. In the name of Allah, the Most Gracious, the Most Merciful All praises be to Allah Subhanahu wa ta'ala, the Lord of the universe and Master of the Day of Judgement. To whom we will all return.

Peace and blessings be upon our beloved Prophet Mohammad sallallahu alaihi wasallam, his family and his companions.

Honourable members and trustees of Jami Mosque and Islamic Centre Birmingham, may I have the pleasure of welcoming you to the AGM of the Jami Mosque and Islamic Centre. I appreciate and thank you all for your kind attendance.

I would like to begin with remembering our beloved Marhoom Principal Huzur Dr Mawlana A S M Abdur Rahim, his sacrifice, his time and dedication for this centre. We make dua to Allah Subhanahu wa ta'ala for all our members, trustees, volunteers and musallis, to accept all their righteous deeds, contributions, sacrifices and dedication for this centre, for this community and the Ummah.

Respected members and trustees, we have passed another challenging year for the Jami Mosque and Islamic Centre. Last year our head teacher resigned and we had to run the Darul Uloom for about 6 months with an acting Head Teacher. However, by the mercy of Allah Subhanahu wa Ta'ala who gave us tawfiq for the first time to advertise and appoint a new permanent Head Teacher, Dr David (Dawud) Bone within a short period of time. We also created a new Head Imam post with additional responsibility to oversee the Rahim Academy and recruited Hafiz Mawlana Shahid Ullah al Azhari in August 2019.

Our Jamiah has seen a reduction of student intake year on year. This academic year we merged the Jamiah back to the Darul Uloom. We hope that with this new arrangement insha Allah, in the coming years we will be able to revive the Jamiah and retain our own post-GCSE students. We have also started to advertise our adult evening part time Alimiyah Courses, which will be starting shortly. Our weekly Youth Halaqah has received tremendous response and support from the local community. For the first time the JMIC has arranged a 2 weeks Umrah Tour in October 2019 for our young people.

Respected members and trustees, last year we entrusted our Murubbi Dr Abu Zar Sayed Chowdhury to review our DU Curriculum, Syllabus and our Article of Association. We are very grateful that with his ill health and age he spent a considerable amount of time and effort in reviewing and drafting these essential documents. We had two Away day programmes for the Council of Management, where we reviewed and discussed those draft documents, policies & procedures. We further revised the draft Article of Association based

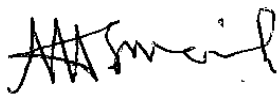
on our original Article of Association and revised guidance from Charity Commission. We need further discussion and more review and comments from the members of the trust to finalise these documents. We will circulate these documents to the members and we appreciate your valuable comments and suggestions before finalising these key documents to run the JMIC and its institutions more effectively.

Honourable members and trustees, I am very delighted that the members you elected for the Council of Management at the last AGM worked together united with utmost brotherhood and mutual understanding to serve this centre to overcome all the challenges. I again thank the Council of Management for their courage, support, valuable time, sacrifices, advice, help and all the contribution in this hard time. I also thank our musullis, staff, volunteers, students, guardians, and the wider community for their continuous support in improving and developing the JMIC and its services day by day.

Respected members and trustees, although it is more than two years since the Al-Miraj incident happened on 20 July 2017 we are still waiting for the settlement of the insurance claim. We have recently received court summons from the Birmingham Magistrate Court intending prosecuting the JMIC. With the limited resources we place all our dependence on Allah Subhanahu Taala. We strongly believe that we will succeed in our mission insha Allah. But it will depend definitely on our time, sacrifice, dedication, sincerity and devotion for his cause.

I would like to conclude with thanks and my prayers that Allah Subhanahu wa ta'ala accepts all our righteous deeds and forgives all our shortcomings. May He remove all the obstacles and hardship from our way forward. May He enable us to continue working together with unity and excellent brotherhood. I hope this AGM will be another milestone in the history of the JMIC.

Ma'assalam



Barrister Maulana Abdullah Mohammad Ismail

President Jami Mosque and Islamic Centre

Our AIM: To advance the Islamic faith for the benefit of the public and provide a range of social and educational services based on Islamic principles.

Our Vision Statement: To become a centre of excellence for Islamic guidance, education and social welfare

Our Mission Statement: Provide quality Islamic education, guidance and services

Our Values:

1. **Respect:** We value others' strengths and abilities and who they are as a person.
2. **Integrity:** We value honesty and transparency, and being straightforward and genuine in all our dealings with people. We will treat every person with dignity and respect.
3. **Cooperation:** We value the opportunity to work together on common goals and toward a common purpose. We recognise and value the strengths and expertise of others and seek to work with them to improve outcomes for all in our community.
4. **Creativity:** We value dreaming of what's possible! We value and look for innovative and different ways to do our work more effectively.
5. **Engagement:** We engage with our communities. We practise our problem-solving abilities, share our knowledge, and give of our time and resources to make positive contributions to our communities.
6. **Achievement:** We value completing what we set out to do, adding value to and making a tangible difference to our community and work.
7. **Commitment:** We value following through on decisions and promises we make – we do what we say. We value determination and persistence in achieving our goals.

About the Jami Mosque and Islamic Centre

Jami Mosque & Islamic Centre Birmingham (JMIC) was established in 1973 by a number of leading members of the Bangladeshi Community with the purchase of 523 Coventry Road. Since then, the Mosque has grown significantly over the years through the purchase of adjacent properties. The centre houses 2 large prayer halls which can hold up to a thousand people and a separate prayer facility for sisters. We have an established tradition for providing Islamic education for children. Our evening maktab started in 1975, followed by our Hifz madrasa in 1978 and the full time Darul Uloom boys secondary school began in 1985. We have also been providing Islamic education for adults since 1992. We have a dedicated funeral services which has been operational from 1995.

Time line of JMIC

523 Coventry Road bought in 1972 and thereafter renovated and opened in 1973
525 Coventry Road bought in 1975.
JMIC Evening maktab started in 1975.
JMIC Quran Memorising (Hifz) Madrasa started In 1978.
517-521 Coventry Road partial title bought in 1983
Lloyds street car park area bought in 1985
Darul Uloom full time secondary boy's school started in 1985.
517-521 Coventry Road complete title bought in 1986
JMIC Lozells Islamic Centre (LIC) property bought in 1987.
JMIC Islamic Book shop opened in 1987
527 Coventry Road houses bought in 1986
JMIC Boarding hostel started for under 16 year old students in 1992
JMIC Adult education service started in 1992
JMIC girl's madrasah started in 1995. Initially for primary school age but later included secondary school age.
JMIC funeral services started in 1995.
JMIC Radio scanner system started in 1998
505-515 Coventry Road houses bought from Sheikh Bros ltd in 1999
Darul Uloom boarding closed in 1999.
Girls madrasah closed in 2003.
Darul Uloom moved to newly renovated building 505 – 511 Coventry Road in 2007
Al Miraj Banqueting Suite bought in Sept 2011
Darul Uloom founder and principal Dr Mw Abdur Rahim passed away Aug 2016
Al Miraj ceiling collapse and renovation carried out 2016-17
Darul Uloom classes extended with purchase of modular buildings for new IT Suite, office space and Science Lab in 2018

ACHIEVEMENT AND PERFORMANCE IN 2018/19: RELIGIOUS SERVICES

The mosque provides a unique service 365 days a year, without ever closing. The Mosque doors are open from early morning Fajr prayers around 3.30am in the summer (7am in the winter) and are open until just after Isha prayer closing around 11.30pm in the summer (8pm in winter). Our Imam services has been extended through the creation of a new Head of Imam post. Mowlana Shahid Ullah was recruited to this post in August 2019. Day to day supervision of the religious services was overseen by Maulana A T M Mukarram Hasan.

Congregational Prayers:

The five daily prayers are conducted in congregation with an average attendance of around 300 people attending for most prayer, increasing to around 1,200 people during the Jumu'ah prayer on Fridays.

Ramadan Provisions

The month of Ramadan is an extremely busy period for JMIC. During this blessed month the centre provides a range of additional services and provisions. A programme of regular talks and *halqah* were organised throughout the month. Learning and education programmes were ran after Fajr by Br. Nozmul Hussain teaching Fiqh, Adult Tajweed Quran classes were taught by Mw Shahid Ullah and Mw Abdullah Suhel. After Zuhr Riyad ul Saliheen was taught by Mw Habibul Gaffar and Mw Dr Abdul Matin. We also had Dars Hadith after Asr everyday by Mw Siddique Ahmed. Tahajjud was also offered in the last part of the night. We will review the suitability of offering Tahajjud and 2nd taraweeh at the same time.

Tarawiah Prayer

Tarawiah prayers were held each night after *Isha* prayers during Ramadan and an additional late night *Tarawiah* prayer was also held for those who work till late hours. The huffaz leading the prayers were all existing staff of JMIC. This year we also had 2 graduate huffaz from our Darul uloom leading Tarawiah prayers alongside our regular huffaz. We were also honoured to have had Qari Hazza Al-Balushi and Qari Abdul Wahab at-Tahir from Kuwait lead Taraweeh prayer on 2 different occasions.

Iftar

Alhamdulillah the group of 6 Ramadan volunteers continued with their support to serve Iftar during Ramadan like previous years. Around 50-60 people turned up for Iftar on a daily basis. £3,722 donations were received towards the costs of the Iftar provision which was purchased for £3413. Water bottles were donated by a member of JMIC and Human Appeal UK for the whole of Ramadan.

Nisf Sha'ban and 27 Night of Ramadan

A special programme was held during Nisf Sha'ban to educate people about Ibaadah and how to get close to Allah (SWT). The programme consisted of Darsul Quran, Darsul Hadith, speeches in different languages presented by Nozmul Hussain, Mw Habibul Gaffar, Mw Siddique Ahmed. The programme ended with Akhiri Du'a. The mosque provided food during suhoor for those intending to fast the following day for the Nisf Sha'ban programme.

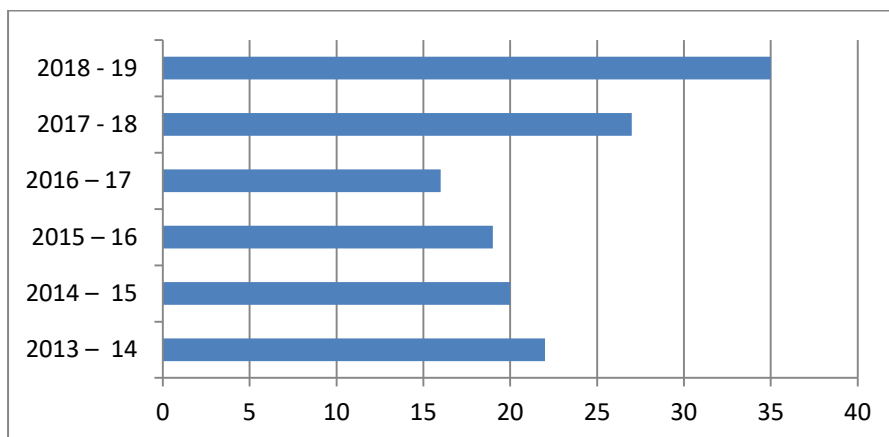


During the 27th Night of Ramadan shehri for around 500 people was donated this year by Patiala Restaurant.

Itikaf

This year, we catered for 32 full time Mut'takifeen who stayed in the mosque for the last 10 nights of Ramadan, which was significantly more than last year. It is recognised that the trend appears to be somewhat on an upwards direction from the previous year. To facilitate the increased number of Mut'takifeen we provided extra cabin this year. Mut'takifeen were charged £65 towards the costs for the Suhr and Iftar. £1650 was received from the Mut'takifeen.

Number of people attending full time Itikaf at JMIC



Ramadan Charity Collection

During Ramadan we had 24 UK charities and International Humanitarian organisation booked to collect donations at JMIC during Taraweeh prayer. Funds were also collected for JMIC, Darul Uloom and JMIC security appeal. A total of £25,070.30 were donated by our musalli. We also had collections done during the day by a further 16 UK charities and International Humanitarian organisation where our musalli donated £5,628.31 in total. A further £1,524.35 were donated during the late night Taraweeh prayer. All organisations were vetted in advance and both references and accounting details reviewed prior to their application being accepted by the Collection Committee.

Prayer Timetables

Approximately 5,000 colour A3 timetables are printed covering two Islamic months. The timetable is also available to view online on our website and Facebook. The 10 advertisement slots in the timetable is prepaid in advance and covers the costs of the printing and generates some extra income for JMIC. For many years we have been posting around 200 timetables nationwide to people who had registered with us. However due to increasing costs, we reviewed this facility and wrote to all recipients to update if they still required this facility. Only 25 people requested that we continue sending the timetable, which we continue to do so.

Eid Prayers

Eid al Fitr and Eid al Adha prayers were held in the open-air (Darul Uloom playgrounds) as well as inside the mosque after it started raining. Attendance at the Eid prayers is estimated to be around 8,000 people in total.



Islam Awareness Project

Alhamdulillah this year there were two shahadah witnessed at the Centre,

This is an important project for the Centre, not just to support new Muslims, but also the creating awareness of Islam, particular given the Islamophobia in society today. As such, it is an area that the Centre recognises it needs to try harder in the coming years.

We have recently piloted the Islam Awareness Project. Weekly classes for brothers have started every Saturday.

We organised a social event for Eidul Fitr and Eid Al-Adha to reconnect with people who had done their shahada at JMIC. Seven people attended Alhamdulillah to chat and enjoy the Biryani. As this is a new area of work, it will take a while to build the relationship and get the project fully running.

We distributed 27 Qurans and Islamic books to revert's in August which were donated to the mosque. We also acquired new English books, Qurans and 6 mini gift bags for Reverts.

Mosque Open day was held in March and neighbours were invited to visit the mosque



Darul Uloom al Islamiya comprises of:

- i. Evening Maktab classes(Raheem Academy), teaching children aged 6 - 16 years old how to read the Quran and Islamic Studies.
- ii. Darul Uloom Islamic High School, a full-time secondary school for boys aged 11 – 16 years old offering national Curriculum subjects along with Hifz and Alimiya course.
- iii. Darul Uloom Jamiah, a full time college for boys aged 16 plus offering Hifz and Alimiya programme along with A levels.

Raheem Academy Evening Maktab



Alhamdulillah, this year the evening madrasah has had numerous changes for example:

- Changes to registration and fee payment system
- end of year student presentations
- new syllabus
- monthly student assembly
- Introduced Individual student test

We have three terms for the whole academic year, with 3 parents meeting throughout the year. In the first term we had 100(boys and girls) students in 8 classes. Boys had 5 classes including 1 hifz class and the girls had 3 Qaida/Quran classes, increasing in one extra class from last year.

In the second term we increased to 120 students. In the third term we increased to 121 students. Currently the evening Madrasa is attended by a total of 137 students.

The 3 classes for girls are all taught by 3 female teachers. There are 51 girl students in total, consisting of 17 in each class respectively. The average attendance for girls is 83%.

There are 5 classes for boys and are all taught by 5 male teachers consisting of 1 hifz class, 4 Qaida/Quran classes. There are 86 students in total; consisting of 18 in each Quran/Qaida class and 14 boys in the hifz class .The average attendance for boys is 84%.

Alhamdulillah, this year 13 students have finished the holy Quran. Also 24 students have finished Qaidah and moved onto the holy Quran, and 2 students will move into Darul Uloom day school during the new term.

We are planning to open by the end of this new term two additional classes- 1 girls hifz class and 1 boys nazira class Insha'Allah .

Saturday Islamic School

The school runs every Saturday from 10am to 4pm. Last year we had 42 students comprising 30 boys and 12 girls taught by 3 teachers in three classes. Our yearly fess is £420 (£480 for hifz class) We had three exam and three parents evening and one annual presentation program.



DarulUloom Islamic High School & College

Key Achievements:

- This year nine students have completed their memorisation during this academic year
- Our Year 9 football team championed the AMS football league at the St Georges football stadium and brought back the AMS Shield.
- The student council attended special training provided by the Diana Trust this year to become *Anti-Bullying ambassadors*. They ran an anti-bullying campaign to educate every one of the effects of bullying and how to stay safe from it. This included students producing posters, taking part in presentations and organising special assemblies.
- Students participated in our first in-school Hifz and Adhan competition lasting over two weeks culminating in a final day where winners were announced. Winners were celebrated and given trophies and certificates.
- Karate club established – one student received a yellow belt.
- The school has a dedicated mental health wellbeing officer and new systems to ensure pupils wellbeing.

A schedule of weekly topics has been finalised which will enable Assemblies and Khutba to contribute systematically to the PSHE programme.

Formal training sessions took place on safeguarding, Teaching and learning and mental health

In February Michael Best a previous Ofsted Inspector was commissioned to undertake a mock inspection of the DU school which was carried out. His overall findings were positive with no major concerns. His suggestions for improvements are all being actioned.

Pupil numbers 2018/19	
Term 1	130
Term 2	129
Term 3	128

For the 2019/20 Academic year we have 29 students in Year 7 and 8. We have 26 students in year 9 and 10 and 22 student in year 11. The school is running near to capacity. There are currently 5 children on the waiting list for Y7 and around 10 new applications. We have agreed that if the waiting list reaches 15 we will consider a second class however this decision will have to consider the challenges of staffing and room availability. The new cohort of students are largely of a high standard academically as we had enough applications to filter out weaker students however only 3 are ready to start Hifz.

Exam results for Summer 2019

		A* to C	[A*]	A	B	C	D	E	F/G/U
	ENTRIES	9 to 4	9/8	7	6/5	4	3	2	1
ENGLISH LANGUAGE (9-1)	23	87%	0	1	13	6	3	0	0
ENGLISH LITERATURE (9-1)	4	100%	0	1	3	0	0	0	0
MATHS	22	68%	0	0	6	9	4	3	0
SCIENCE DOUBLE AWARD	15	60%	0	1	5	3	1	4	1
SCIENCE COMBINED	6	33%	0	0	0	2	1	2	1
BIOLOGY	1	100%	0	1	0	0	0	0	0
CHEMISTRY	1	100%	0	0	1	0	0	0	0
PHYSICS	1	100%	0	0	1	0	0	0	0
OVERALL SCIENCE	22	55%	0	2	5	5	2	6	2
ISLAMIYAT	23	39%	0	1	2	6	7	4	3
RS	23	74%	0	1	8	8	4	1	1
ARABIC	23	57%	1	2	2	8	7	3	0
CIDA	23	83%	0	8	5	6	0	0	4
OVERALL (ALL EXAMS TAKEN)	TOTAL No. STUDENTS		1	18	51	53	29	23	12
	23		1%	10%	27%	28%	16%	12%	6%
	Total Students 5 GCSE's A* - C			Total Students 5 A* - C inc Eng & Maths			Total Students Eng& Maths		
	60.87%			60.87%			65.22%		

RESULTS WITH COMPARISONS FROM PREVIOUS YEARS:

	2019 A* to C		2018		2017		2016	
	ENTRIES	9 to 4	Entries	A* to C / 9-4	Entries	A* to C / 9-4	Entries	A* to C / 9-4
ENGLISH LANGUAGE (9-1)	23	87%	23	74%	17	100	14	29
ENGLISH LITERATURE (9-1)	4	100%	22	52%	17	100	13	85
MATHS	22	68%	23	91%	17	100	14	100
SCIENCE DOUBLE AWARD	15	60%						
SCIENCE COMBINED	6	33%						
BIOLOGY	1	100%						
CHEMISTRY	1	100%						
PHYSICS	1	100%						
OVERALL SCIENCE	22	55%	23	91%	17	94	14	100
ISLAMIYAT	23	39%						
RS	23	74%	23	91%	17	100	13	92
ARABIC	23	57%	21	57%	19	79	10	60
CIDA (ICT)	23	83%	23	87%				
OVERALL (ALL EXAMS TAKEN)	TOTAL No. STUDENTS							
	23		23					

Results overall were lower than last year: Science went down from 91% to 55%. Maths went down from 91% to 68%. English was however good with an increase in Language from 74% to 87% and an increase in Literature from 52% to 100% albeit with a reduction in entries.

History was not taken this year however Islamiyat was introduced. Performance in Islamiyat was a very poor 39% achieving grades 9-4.

Exam result evaluation

Arabic

Arabic whilst no lower than the previous year must be considered poor for a Darul Uloom. To address this the following steps are being taken:

- Significantly increased the number of lessons of Arabic in every year group.
- All teachers are now directed to use basic conversational Arabic to increase immersion
- New text books have been ordered
- Year 11 now has 2 class teachers to allow the class to be split on the basis of ability

Islamiyat

The traditional studies at DUIH will be assessed by the public on the basis of the number of Huffaz completing each year and the performance in Islamiyat. The passrate of 39% was therefore very serious concern.

Although this was a new subject with limited resources and time allocated to adequately deliver the subject matter completely, the result demonstrates that the Alimiya program is currently inadequate. 'Old school' teaching focuses far too much on memorisation and ignores critical engagement which is crucially important. Islamiyat requires pupils to use their knowledge of Islam to engage with challenging contemporary issues and our pupils have not been taught adequately to do this.

To address this the following steps are being taken:

- A PGCE qualified Alim has been allocated to teaching KS4
- Increased time is being provided for Islamiyat in all years.
- Morning Alimiya classes will be individually evaluated and if teachers are found to be inadequate they will be retrained or replaced.
- Islamiyat will now form the foundation of all Islamic Studies in DUIH

Science

The results in Science were poor and significantly lower than last year.

To address this the following steps are being taken:

- A full-time science teacher is being actively sought to replace the current 3 part-time teachers. This will give far more continuity and will enable better timetabling.
- A new Laboratory is being set up which will have better facilities for conducting lab work.

Maths

Results for mathematics were lower than last year and while they remain above the national average improvement must be sought.

To address this the following steps are being taken:

- The new Maths teacher is an NQT and will be mentored by the Head teacher throughout the next year.

-
- Year 11 classes will be supported by an additional teacher to allow them to be split on ability.

Religious Studies

Performance in Religious studies was down to 74% from last year's 91%. RS should be an easy subject in a Darul Uloom. Many Muslim schools have high passrates with pupils being entered in year 10.

To address this the following steps are being taken:

- KS4 will now be taught by deputy head who is both experienced and fully qualified.
- More lesson time will be given to the subject.

Overall

The overall pass rates are reasonable currently and the school will not look terrible when compared to state schools however in the areas highlighted above we are capable of much better. There is also a measure by which we are currently failing. The English Baccalaureate is a measure of both quality and the balance of the curriculum. Pupils who pass this measure must achieve level 4-9 in English, Maths, a foreign language, double award science and a humanity. Currently our pass rate is 0% because no humanity (History or Geography) is being studied. For this reason it is hoped to introduce History into the curriculum.

Premises

Improvements this year include:

- New school prayer hall and wudu area
- Two fully fitted large classrooms
- A new SLT office
- Fully fitted student toilets
- An improved school playground
- A newly fitted ICT room
- School Reception move from block A to block B
- A newly fitted Science lab (planned)

Our students attended the following trips:

- Edgbaston cricket ground for the NSPCC anti-bullying awareness event meeting WWE wrestling superstars,
- The NEC for the careers skills show to help them understand their over 16 and future options,
- Students also attended 'the Big Assembly' during apprenticeship week to increase their knowledge about different career pathways,
- Markfield Institute of Higher Education to learn about higher education within the Islamic Sciences – including the possible career pathways in this field,
- Aston University – having a tour of the University and taking part in a UCAS workshop,
- The Holy family church for a Religious Studies lesson. Students had the opportunity to ask questions about Christianity, the Church and Celebrations,
- The Diana Trust Anti-Bullying Ambassador training.

The school received visitors from the following groups and organisations:

- The National Citizen Service (NCS) to deliver a public speaking workshop through their 'The Challenge' programme to build student confidence in communicating
- WE schools digital programs to teach skills in team work, communication and campaigning
- The West-Midlands police to teach students about the dangers of knife crime and gangs
- Elevate Education teaching students how to study effectively and manage their time
- Project ASK – delivering an Apprenticeship workshop
- We endeavor to continue and improve this provision next academic year, Insha'Allah.

JAMIA

Hifz class: 1 student became Hafez (finished his sabaq) and led Taraweeh in last Ramadan in a masjid in Sheldon, Birmingham. After looking into his performance and confidence, the management of the above masjid employed him as a Hifz teacher in evening hifz class. Other students are making swift progress. masha'Allah.

Alimiya: Students finished their 1st year of their 5 years long Alimiya course successfully with 2 A level subjects. All teachers managed to complete the syllabus in all 3 terms. Within 1st year, pupils managed to complete the tafseer of 6 Ajza and learnt the translation of 1/3 (one third) of Mishkaat ulmasaabeeh.

Exam results:

- **Hifz class:** 100% pass. Excellent
- **Alimiya:** 100% pass. Excellent
- **A Level:** 33% A-C

Staffing: Hifz class: 1 full time. Alimiya: 1 full time and 1 part-time. A level: 2 part-time

Pupils: Hifz class: 3 full time and 2 part time. Alimiya and A level: 3 full time and 1 part-time.

The Jamiah was once the crowning glory of the Darul Uloom, however for a number of years it has not been attracting students who can complete the Alimiya programme, due to a number of reasons, including:

- Very poor uptake from our own high school
- No connection between the Jamiah and High School students
- Very poor teaching environment
- Lack of teaching resources due to very low numbers

To address the above issues a number of complementary strategies are being considered:

Relocate Jamiah into the heart of the Darul Uloom: We will be moving the main Jamiah teaching room to the current SLT room in Block C once the SLT move to Block B has been completed. This room is adequate for the current class sizes and can accommodate a library of classical texts which is temporarily in storage. This will mean that the high level Islamiya curriculum is taught within the main Darul Uloom and is seen by the high school students. The Jamiah will be given a prestigious teaching environment as befits its status and this can be a focus for the High School students to encourage them to continue with their Islamic studies.

Open up the Jamiah to Part-Time Evening Study: Offering evening and weekend lessons that are open to men and women in the community will provide a valuable service to the community. Introductory programmes in Arabic, Seerah, Fiqh etc will be taught, eventually the full Alimiya programme would be offered in this way so that young adults can complete the programme at their own pace whilst working or undertaking mainstream courses elsewhere. We divide the Alimiya programme up into discrete modules that can be separately certified.

British Universities are reluctant to give credit for Darul Uloom Studies because of the lack of critical engagement. This is clearly a weakness of the institutions rather than of the field of Islamic Studies itself. To address this we will seek to increase the number of standard University texts used in the Darul uloom so that the level to which students are taught is raised and this is apparent to external agencies. This may require an increase in the study of Usul Al-Fiqh and Usul Al-Hadith etc. at the expense of simple engagement with the traditions.

DARUL ULOOM SUMMER SCHOOL 2019

To enhance and continue the progress of Darul Uloom students, especially Hifz students, we have been organising a summer school for the last couple of years. This year's summer school was very successful, we had 37 students, all of whom were from our Darul Uloom except for 4 students.

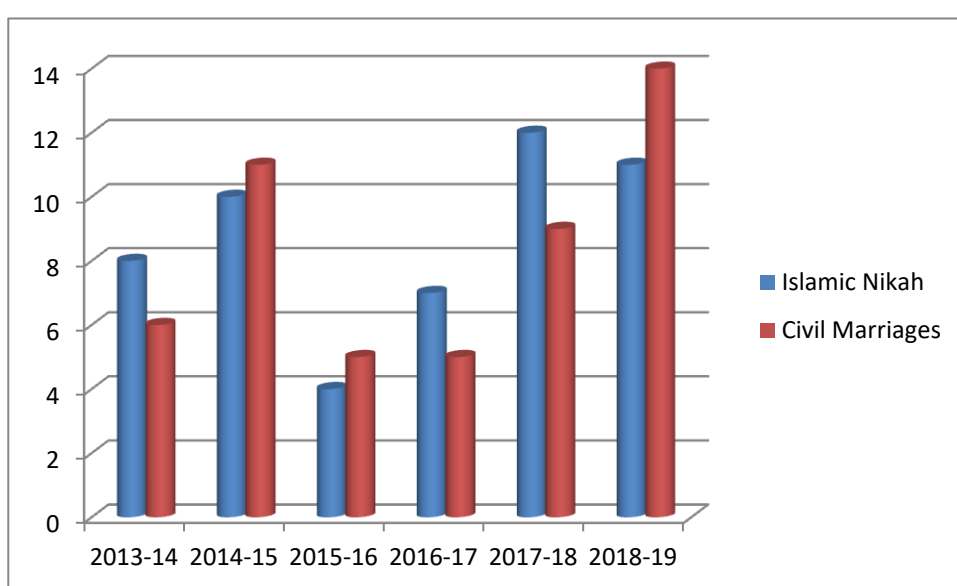
Around 5 students managed to complete the memorisation of 2 juz in this period of time while one student revised 22 juz in 3 weeks (even though the whole course was for 4 weeks). More than 20 students memorised one juz and other students who read Quran by looking and Qaidah also managed to complete a significant amount.

The school ran Monday – Friday from 8.45am till 1.45pm covering Qur'an, Arabic and sports. At the end of the course we organised a certificate giving award ceremony which was presented by the Darul Uloom trustee in charge Br. Nozmul Hussain.

Marriage Services

As part of several other community services, the JMIC has also been providing both Islamic Nikah and Civil Marriages. This then allows for both the Civil Marriage registration and the Islamic Nikah to be conducted in one location. The combination of a banqueting hall being present next door to the centre in the shape of Al-Miraj allows to ease the overburdening stress that is usually present during times of marriage.

This year we performed 11 Islamic marriages and 14 Civil marriages.



The JMIC Authorised Persons for marriage registrations are Barrister Maulana Abdullah Mohammad Ismail and Dr Maulana Abdul Matin

Amanah Project

The Amanah Project has passed another steady year, and facilitating temporary cash flow needs of the organisation. Full details of the Amanah Project income and expenditures are listed in the finance report. We have also managed to reduce the Amanah creditors from 154 accounts in October 2017 to 138 accounts this year. Insha Allah in the next one year we are anticipating to reduce that even further by at least 50 creditors.

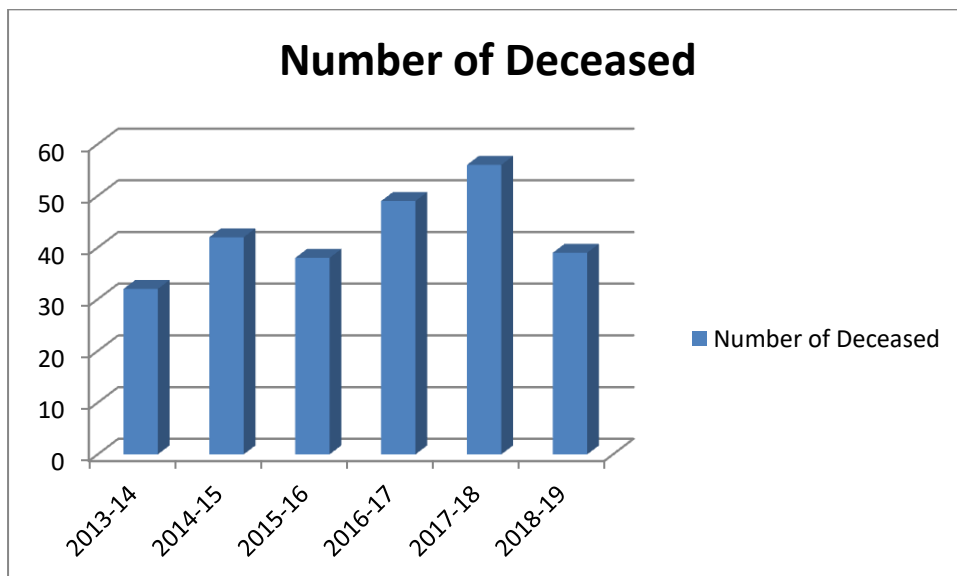
Number of Account as on 1 April 2018:	150
Number of Account Opened during the year	4
Number of Account Closed during the year	16
Number of Account as on 31 March 2019	138

Funeral Services

The funeral service is one of the most important of services we provide, at the most difficult of times for the deceased's family. The services related to funeral we provide:

- Body collection from home/ hospital (by third party)
- Ghusl (washing facility with modern equipment)
- Body preservation in the funeral parlour
- Janazah (funeral) prayer arrangements
- Visiting & Tilawat facilities
- Arrangement for sending body abroad or local burial
- Sending an Imam to the cemetery for Du'a for the deceased

Our sister volunteers are also regularly participating in bathing of deceased females. This is a valuable contribution which they are making, giving assistance whenever a funeral for a deceased female takes place without desire for any materialistic gain. Once again may Allah .sretsis ruo evreserp yam ﷻ



Broadcast Service

Our scanner service continued this year providing broadcasts of the regular prayers as well as all the public programmes held at the Centre.

The current reception range for our scanner service is a 15 mile radius from the Centre. Whilst the plan is there to move to provide an “internet radio” based service, which will allow reception anywhere in the world where internet is available, this has not been progressed this year, primarily due to resource constraints.

The number of scanners sold by the Centre this year dropped to 20.

Year	Scanners Sold
2018-19	20
2017-18	23
2016-17	39
2015-16	50
2014-15	33
2013-14	45

Muslim Youth Network (MYN)

Muslim Youth Network (MYN) is a project to help the youth in the community in understanding their identity, living in a multi-cultural society, and developing their Islamic character, whilst having fun and interacting with others of their age group. By the grace of almighty Allah, this year MYN has continued its works in this regard. Of particular note is the “living in society” programmes they were involved in, such as the street cleaning campaign and the inter-faith dialogue and understanding gatherings, as well as the citizenship and British values programmes.

The group holds weekly sessions where youths of all ages and backgrounds are invited to participate. In addition, during the summer holidays, a *Seerah* competition was organised in which approximately 100 youth took part and participated. As well as providing a platform for enjoyment, such programmes help develop the moral and spiritual aspects of the youths involved.



The Muslim Youth Network (MYN) have been organising Sunday Halaqah in English after zuhr prayers for youths aged 15 years and older. The programme covers Understanding Qur'an & Hadith, Seerah& Islamic History, and all Essential of Deen. The programme has been lead by Barrister Abdullah Ismail, Nozmul Hussain and Shaykh Shahid Ullah. A Youth leadership programme was also ran by Nozmul Hussain with selected young people with leadership potential.

MYN have organised a Umrah seerah tour and will be taking 13 participants for Umrah during the October half term.

Men's Dawah Group

Alhamdulillah, JMIC Dawah Wing have been continuously dedicating their time, money and effort to help support the work and programmes of JMIC. The group has been able to provide a range of service to the Musalli as well as providing logistic and co-ordination support to the CVD, MYN and Women's group. They have ensured sufficient manpower to undertake pot collection, people and car park management during jumu'ah, Eid and other major events organised by JMIC. They have organised dawah circle every Sunday for men which includes Tafseer, Quran Class, and Islamic History. They also organised night programme on a regular basis. This year, approximately 100 people from amongst the Musalli and Dawah wing participated in the night programme. Scholars from JMIC and different institution have been invited to deliver key note speeches.

Food Bank

With the help of Br Jamil Ahmed and Nozmul Hussain we have been able to set up a food bank at the mosque. A partnership agreement has been made with the Tesco regional office to supply us on food on a weekly basis to distribute for free to those who are not able to afford to buy. We have also been distributing food



to Homeless people in Birmingham.

Lozells Islamic Centre (LIC)

Lozells Islamic Centre has been able to continue to provide regular activities as a masjid and Islamic centre. Operated by subcommittee from the members under supervision by the Masjid and Islamic Centre president. The centre has capacity for over 300 people. In addition to offering daily prayers, Jumu'ah and Eid prayers, Ramadan activities. It also runs an evening madrasa. Weekly tafsir and many others Islamic activities.

Around 150 people attended Tarawiah prayer at first Jama'ah led by Hafiz Afruzzaman and other hafizes. On the 27 night of Ramadan the centre arranged darsulquran and talks for mussali. Shehri was provided for about 100 people. Islamic talks were also organised during Nisf Shaban and Ashura. We arranged two eid Jama'ah for Eid-ul-Fitr and Eid-ul-Adha.

Darsul Quran is held every Saturday after Asr prayer and another programme on Tuesday and Thursdays. Every Friday we ran a separate educational circle for youth and women.

The evening Madrasa runs Monday to Friday at 4.30-6.30pm. Around 20students attended last year.

FINANCIAL REPORT April 2018 to March 2019				
INCOME	£		EXPENDITURE	£
Friday Collection	8868.10		Wages (Imams)	14200.00
Student Fees	2272.00		Utility	233.43
Donation Box	2382.85		Other	303.40
Member Contribution	520.00		Cleaning	453.00
Utility	2030.00		Programme Expenses	
Eid Collection	794.00		Maintenance	1991.50
Shabe Qadr	155.00		Weekly Tafsir	
Ramadan Collection	905.00		Deposit to A/C (HSBC)	1024.00
Others	270.08			
Total	18197.03		Total Expenditure	18205.33
Balance Forward	832.71			
Total Income	19029.74			
Cash in Hand	824.41			
Bank A/C (HSBC)	2333.83			
Bank A/C (NATWEST)	640.00			

Community Night Patrol to Protect Mosque

Trustee of the Mosque along with local volunteers from CVD carried out our night patrols of the mosque following the attack on five mosques in the surrounding areas in March 2019. The patrol rota was managed by Bosorul Hoque from the office.

The night patrol started at 10.30pm and continued until Fajr time. Extra paid security were brought in on Friday to cover Jumu'ah prayers to ensure the safety and security of all musalli.



Women's Group

Amongst other activities, this year the Women's Group organised a Charity Bazaar to raise funds for *Da'wah* work and for JMIC itself. In addition, sisters' participation has been expanding continuously with the efforts of the existing members. Sisters take a full and active part in JMIC events. As part of its regular programmes, the Women's Group holds three weekly circles; one for Bengali speaking sisters, one for English speaking sisters and the third for younger age groups. They are also helping JMIC both with financial support and as well as helping with *ghusl* for deceased female bodies.

Al Miraj Social Enterprise

Since reopening in March 2018, we have been getting good number of bookings, thanks to our commitment towards our customers in terms of providing great customer service.

Significant development works are follows: Bridal room has been renovated; new centrepieces have been introduced to make our venue more attractive. Several times we have done painting & carpet cleaning works throughout the venue.

Ceiling collapse and Insurance Claim Update

We are at the final stage of our insurance claim process. Harris Balcombe is working as an insurance claim consultant for us. We are expecting to settle our insurance claim soon InshaAllah.

In September 2019 we, along with the contractor who had carried out the work, received a court summons instigated by the Birmingham City Council for 3 separate counts of failure to adhere to health and safety regulations. We contacted our insurance provider and managed to get them to agree to cover all legal expenses for defending the case. The barrister representing us on 3 October, had the hearing adjourned by six weeks to allow our legal team to prepare a strong robust defence.

Plans for Future Development:

Within next two years we will start our Phase 2 work, but we will have to rely on settling our insurance claim. We have also got plan to do outside canopy to make the venue more attractive from outside. We need to install new commercial dishwasher in the kitchen. Wudu area needs to be installed at our toilets. Our sound system & CCTV also need to be updated.

We are conducting marketing & promotional activities through social media. We have got active presence on major social media platforms such as Face book, Instagram, Google+ & YouTube. In future we will increase our engagement further with social media.



Visit My Mosque Open day

We once again welcomed visitors from across the West Midlands, as part of the annual Visit My Mosque event on 3 March 2019. In addition to the public coming in to find out what it's really like inside a Mosque, Jess Phillips MP, the Lord Mayor of Birmingham Cllr Yvonne Mosquito, Dr. Peter Rookes from the Birmingham Council of Faiths and officers from West Midlands Police were also in attendance.



All the visitors and guests had an opportunity to learn about Muslims, Islam and the social and religious activities of the mosque along with a tour and sampling the many halal food delicacies. Gift bags were given out to all who attended.



Waz Mahfil

Alhamdulillah we managed to organise a number of waz mehfil with leading Islamic scholars from Bangladesh. In June we had a tafsir programme with Professor Syed Kamal Uddin Jafaree and Sheikh al Hadith Taffazul Hoque . In July we held a Hajj Talim programme. We had good attendance and the audience took benefit from the talks.



Eid Reception

Our annual Eid reception was held in June. Invitations were sent out to around 150 Muslim and non Muslim dignitaries. The event was well attended with a number of non Muslims attending the event, including the Lord Mayor who enjoyed the performance and talks by our students.



Q factor Qiraat Competition

JMIC hosted the Q factor Qiraat Competition in April 2019 organised by Global Aid Trust to assess and shortlist children for the final awards ceremony in London.



Charity Funday

Charity Funday for Women and children (boys upto 10 years old) was organised by the Women's Development Committee. The event was held in July 2019 at the Darul Uloom Playground. Stalls and children's entertainment was available throughout the day. All money raised was donated towards the mosque wudu renovation appeal.



VOLUNTEER RECOGNITION AWARD CEREMONY

JMIC held its first Awards Ceremony April 2019 to give recognition to brothers and sisters who have been volunteering for the mosque. Silver Awards were given to those who were regularly supporting the mosque with their time once or twice a month. Gold Awards were given to those who were supporting the mosque on a weekly basis or more. Over 100 awards were given out on the night. If you would like to become a registered volunteer of our CVD group, please contact Br. Shahdul Islam or the office for more details and an application form.



Qirat and Azan Competition

The Darul Uloom arranged a Qirat and Azan competition among its students in spring 2019. In the first round 42 pupils participated, of whom 21 students qualified for the second round. The Judges declared 14 students qualified in both categories for the final round.

The winners in Qirat were as follows:

- 1 Mohammed Shabbir Ahmed Dewan
- 2 Abdullah Ibne Hamid
- 3 Hassan Arif Ahmed

The winners in Azan were as follows:

- 1 Hassan Arif Ahmed (His Azan was a perfect imitation of the Azan of the Haram shareef)
- 2 Mohammed Shahzeb Khan
- 3 Asad Iftikhar

Alhamdulillah it was a very successful event where we really discovered some talents in both Qirat and Azan.

The winners were honoured with trophies and certificates. Mr Amir Hussain (Liton) and Al Hajj Abdul Malek Parvez contributed to their cost. The vice president of JMIC Mawlana ATM Mukarram Hasan represented the centre to handover the prizes to the winners.

All Darul Uloom staff, students and some of their parents were present throughout the entire event. Channel 5 also came to record the event for their news reporting.

Tableegh Jamaat Activity

We continue to permit the Tableegh Jamaat to use the centre for their regular visits from all over the UK and abroad, for 3-4 days at a time.

JMIC RESPONSE TO NEW ZEALAND ATTACK

Following the deadly shooting of musalli in New Zealand, JMIC issued the following statement

‘ We are all shocked by the news this morning of the incident carried out by extremist right wing terrorists inside Al-Noor Mosque and Linwood Mosque in New Zealand, just before Jumu’ah prayers where 49 people have been murdered and many seriously injured.

We offer our condolences to the family of the bereaved and make dua for all those who were murdered that Allah accepts them as Shaheed.

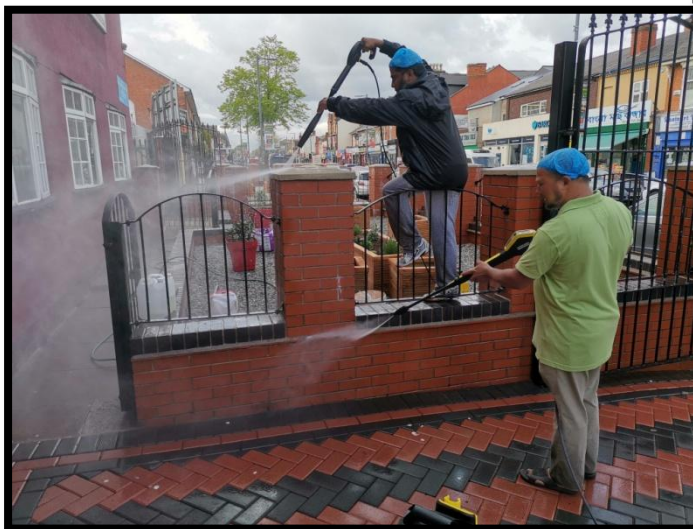
This is the most deadly Islamophobic terrorist attack the Muslim community have ever experienced. We are shocked and horrified by the brutal carnage of this heinous indiscriminate attack against innocent men, women and children. Today is a tragedy not just for Muslims, but for all people of faith and none.

Only a few weeks ago mosques around the country opened their doors as part of Visit My Mosques where thousands of people of different faiths and none attended to see the beauty and simple message of Islam- one of peace, love and forgiveness.

We advise our community to be more vigilant and at the same time to continue with our daily life. We have contacted the authorities to ensure they increase police patrols in light of this incident. They have confirmed that they have deployed extra police around mosques and other areas. We will continue our discussion with relevant agencies to ensure there is no repeat of such horrific attacks’.

RAMADAN MOSQUE SPRING CLEAN

Trustees of JMIC with the help of our Maintenance officer have been busy making the mosque ready for Ramadan. We have added gravel and installed new plant holders and plants in the front of the mosque to improve the appearance. Jet wash of the front walls and banisters were carried out to remove moulds and discolouring. Our Youth Committee also organised a street clean up in and around the mosque..



Mosque Security

Following the New Zealand attack, a number of options have been considered to improve safety and security at the mosque. The redundant intercom system at the mosque rear door has been moved to the office door to restrict open access to the office. We have installed a key pad door entry system for the main entrance to restrict unauthorised free access during off peak times when the mosque is mostly empty. Local mussali have been given the code to enter during these off peak times, when the door are closed.

Our application to the Home Office for the mosque security funding has in principle been agreed. We intend to extend the gated barriers from the mosque to include the school premises and also install electronic gates to the rear car park. The Home Office appointed company have taken all the measurements and are waiting for the Home Office to approve the costs for the installation.

During Ramadan we contracted a security company to provide professional security guards to patrol the mosque from Isha till fajr.

School Building

The planning application for the Portacabin was withdrawn by the Architect due to queries raised by the Planning Department about access to the building via the proposed new entrance between the 2 school building which they felt will cause a problem as it was coming straight onto the main road. We have since informed the council that we will not be using the proposed entrance and we have moved the student IT suite into the portacabin last Spring 2019. The science lab will be kitted up later in the year.

Building improvements

- Head Teacher room has been relocated to Block B store room upstairs as this was a sizeable space and well located and not being used appropriately. The old head teacher's room will revert back into a class room for use by the maktab.
- School Reception has been moved to the previous Maktab head teacher room in Block B as this provides easy and safe access to parents and visitors as well students who are late. Visitor seating area has also been created by partitioning the hall way. The vacated reception is temporarily being used as the Imam and Maktab office.
- The school now has its own front entrance from Coventry Road. Ramp has been installed.
- The SLT room in Block C will be moved to the Book store room upstairs in block B, near the head teacher's office to bring all of the administration and senior management into one building.
- The women's prayer hall has been returned back for use as a women's praying area, as the school no longer has use for it. The girls maktab will move out and use the old head teachers room.

- The school has 2 substantial cellars, one of which have been brought to use for storage, which is helping to ease the shortage of storage space in the school.
- The current science lab when it moves to the new location will be renovated to provide a ceremony room for marriage and board meeting space.

We have upgraded the lights in the mosque building replacing the old lights with new energy efficient LED lights. The old PA sound system was changed to a new system to enhance the sound projection across the whole mosque complex. We now have the facility to provide separate independent sound system in the different prayer spaces in the building.

Rentable Properties

535 Coventry Road: A new leaseholder has been selected following assessment of all applications from interested parties. A new 5 year lease and deposit agreement was signed in May 2019.

Lloyds Street Property: we have explored different letting option for this property. The building is in a poor state of repair and have offered following to prospective tenants:

1. 3 months deposit at time of signing contract- this needs to be done asap in June.
2. 2 months to get council consent and finish renovation work rent free
3. further 4 months' rent free to rent out property and get income coming
4. Between month 6-9 pay proportional rent in arrears based on number of accommodation let.
5. After month 9 pay full rent in arrears.
6. After 12 months pay advance rent

We have recently placed the property with a local Estate Agent to manage the property on our behalf, until we are in a position to utilise the building for mosque services.

Maintenance and Health and Safety work

Our maintenance office has carried out 463 maintenance and repair work from October 2018 – September 2019

Darul Uloom premises:		Mosque building:	
Damage repair	120	Damage repair	82
Maintenance wear and tear	81	Maintenance wear and tear	65
New work	73	New work	42

Mosque Development

Over the years, the number of attendees of congregational prayer has grown to the current levels such the Centre has reached full capacity, especially for *Jumu'ah* and *eid* prayers. The mosque's infrastructure is barely able to cope with the demand at such levels. Parking has been addressed by utilising the Al-Miraj car park during peak times. However, other areas such as wudhu facilities still need to be upgraded.

This year we managed to find the original mosque planning application which was approved for the mosque development at 523-525 Coventry Road 40 years ago by the Council. The plan included a 2 storey mosque building, of which only the basement and the ground floor was completed.



Our plan is to now integrate this original mosque development with the proposed master plan development. The mosque construction will aid in working towards phasing in the master plan proposal.



We are in the process of commissioning work to resubmit a revised

planning application to complete the first floor for a women prayer hall with 400 prayer capacity and second floor to be a multipurpose hall. We will also have a roof garden with an open dome. We have also embarked on a fund raising appeal to renovate the wudhu in the basement which we hope to start shortly.

Yet another testing year with constant demand from the different departments of JMIC, the administration team remained strong, focused and determined and for the most part, *Alhamdulillah*, we managed to keep on top of the main issues.

By the mercy of Allah (SWT) the JMIC office team has this year dealt with matters arising from various changes including Al-Miraj incident, insurance claim and renovation issues and the hurdles of overseeing renovation works carried out at Darul Uloom and Jamiah section. In addition, the team has continued to manage the day to day affairs of the various services the centre provides. It has yet again been a very strenuous year. *Alhamdulillah*, with the support and supervision of the President and CM Members, the combined effort and diligence of both the office and the Darul Uloom reception and the administration team have all come together to support each other as much as possible.

An added bonus this year has been the external support service secured to help with organisation management and development. The office received significant support with new administration, procedures and finance systems being put in place, which created productivity in the work being done. MNH Associates also helped in recruiting volunteers to cover our social media platform and manage our prayer timetable and information updates on our TV screens located in various places in the Mosque.

There have been many short-comings and areas that could have been done better, had there been sufficient resources. The Centre is currently operating on a skeleton central team and in order to avoid going backwards, will most definitely have to invest in further manpower in the coming year.

Electronic media is an important platform to communicate and engage with all our existing stakeholder and potential stakeholders. JMIC has been very weak in this front. A number of skilled people have been recruited as volunteer to support our website, social media and TV prayer display screens who have been able to assist us with the following:

- The new JMIC and school website has been revamped and republished.
- Facebook page for JMIC has been created and content are uploaded regularly with live streaming of Jumu'ah and talks.
- The 6 mosque TV screens since now daily from 11am – Isha display prayer times, Islamic date, time and donation request.
- We have created a staff only and a separate all stakeholder What's App broadcast group to keep everybody informed and updated on changes and new developments at JMIC. Periodic Newsletter will shortly be produced.
- JMIC professional email for staff and key trustee position holders has been issued to use rather than personal accounts for JMIC business.

ORGANISATION AND MANAGEMENT DEVELOPMENT

Additional external support was acquired to undertake organisation management improvements. Summary of the improvements undertaken in the 6 months since February 2019 are listed below.

1. Staffing review and restructure and management options.

- 1-1 meeting held with all fulltime staff to review post.
- Detailed document listing contract info of all post compiled.
- Staff salary reviewed
- 50 contracts for all post drafted.
- Structure and key posts reviewed and new structure agreed

2. Policy write up and review.

- Completed 20 new policy and procedures documents for JMIC and reviewed DU policies.

3. Spatial analysis and room use planning:

- Explored a number of options and discussed with staff and trustee best use of space. All rooms and floors in JMIC has now for the first time been professionally drawn.

4. Financial management

- a. Monthly report template created and reporting to CM
- b. Separate finance monitoring for JMIC, DU and al Miraj created
- c. JMIC budget drafted and approved by CM (first ever working budget for the organisation)
- d. Finance procedures reviewed and changes introduced, such as purchase order and payment authorisation with briefing for core staff and trustees

5. Fund raising

- Developed charity fund raising package. 1 booked, 3 in process of confirming, others interested.
- Submitted security funding application to Home Office which has been agreed in principle.
- LED advertising board to replace static board explored and feasibility work being undertaken.
- Wudu fund raising campaign and commitment follow up

6. Premises

- 535 Coventry Road: new 5 year lease prepared with new tenant

- Mosque Phase 2 planning, reviewing old documents, develop proposals and changes to layout and design including wudu and toilet area
- DU premises improvements: sorting out reception, head teachers office, cellar renovation, examination room and IT room.
- Porta cabin usage sorted with council.
- Maktab and Imam office allocated
- Women's only prayer room sorted
- Previous head teacher room changed to classroom for maktab
- JMIC small reception put into use with staff
- TV screens- established the prayer times and adverts to be displayed on all screens
- Changed camera for mimbar to improve display and live streaming
- JMIC Insurance reviewed and renewed with a better reduced fee.
- Public notice board updated regularly including Friday collection
- Cleaner rota created
- Allocated Car park space for teachers planned. Permits printed. Need to implement only.
- Mosque front door installed with keypad entry system to improve security and office installed with intercom system.
- Lloyd Street property- liaison with prospective tenant

7. Staffing

- Head teacher- JD and PS written up, post advertised, interview questions and assessments prepared, contract agreed, short listing and interview carried out.
- Head Imam- JD and PS written up, post advertised, interview questions and assessments prepared, contract agreed, short listing and interview carried out.
- Caretaker - JD and PS written up, post advertised, interview questions prepared.
- Finance Officer- JD and PS written up, post advertised, short listing carried out.
- Volunteers- engaged a number of volunteers to regularly help
- Muazzin rota created
- Imam rota created
- Monthly SMT held with senior staff
- Monthly 1-1 held with senior staff
- Work plan developed for key staff
- Staff training held with Maktab staff
- Working hours, duties and service improvements agreed with Miraj staff
- Timesheet for all staff created and in operation
- Sickness management system created
- Leave management system created
- HR folder for all staff with key information including emergency contacts
- Staff reference request letter and form created and used for new staff
- New duties given to staff who were previously under utilised

8. Governance

- 2 trustee away days organised and held
- New Articles of Association drafted
- New CM minutes and comprehensive agenda template created
- Trustee skills audit undertaken
- CM assessment completed
- JMIC SWOT analysis carried out
- Vision and mission drafted and agreed
- JMIC values drafted and agreed
- New committees established and running with own terms of reference, including meeting with all new chairs.

9. Programmes

- Planned and co-ordinated Mosque open day in March 2019
- Adult part time Alimiya programme idea agreed upon
- Co-ordinated Volunteers Recognition Award ceremony
- Co-ordinated Eid Reception in July

10. Services

- Face book: new Face book launched and regularly updated
- JMIC Website: completely new website created
- Food bank launched
- Face book live stream of Jumu'ah and Taraweeh prayers
- Set up JMIC email for key staff to use instead of personal email
- Staff only What's App group created to improve communication and send out regular messages to all staff.
- New Muslim service commenced

11. Miscellaneous

- Ofsted mock inspection of DU carried out
- Press statement for JMIC prepared following Christchurch shooting

All school policies have been reviewed and no further work is required immediately. They are all due for renewal in 2 years time. The policy updates are as follows:

- | | |
|-------------------------|------------------------|
| 1. Accessibility policy | Review due August 2021 |
| 2. Admissions policy | Review due August 2021 |
| 3. Anti-Bullying policy | Review due August 2021 |
| 4. Assessments policy | Review due August 2021 |
| 5. Attendance policy | Review due August 2021 |

6. Behaviour policy	Review due August 2021
7. Fundamental British Values policy	Review due August 2021
8. CCTV policy	Review due August 2021
9. Complaints policy	Review due August 2021
10. Curriculum policy	Review due August 2021
11. GDPR/Data protection policy	Review due August 2021
12. Equal Opportunities policy	Review due August 2021
13. E- Safety policy	Review due August 2021
14. Exclusions policy	Review due August 2021
15. Health & Safety policy	Review due August 2021
16. Marking policy	Review due August 2021
17. Prevent policy	Review due August 2021
18. Recruitment policy	Review due August 2021
19. Safeguarding policy	Review due August 2021
20. Madrasa Education policy	Review due August 2021
21. GDPR-complaint records management policy	Review due August 2021
22. Visiting speaker policy	Review due August 2021
23. EAL policy	Review due August 2021
24. Performance Monitoring policy	Review due August 2021
25. SEN policy	Review due August 2021
26. Class Room policy	Review due August 2021
27. Literacy Statement policy	Review due August 2021

- New contracts for all staff has been drafted and will be issued shortly after payment and leave details finalised.
- Annual leave card for all non teaching staff has been drafted and will be issued once leave entitlement has been worked out.
- Self certified Sickness form has been drafted and is now operational
- Daily staff time sheet has been drafted for all teams and is now operational. Some staff are getting used to signing in daily. The sheets are collected end of the week and checked for compliance before being filed.
- Staff Emergency contact form has been drafted and issued to all staff to fill. Form will be kept in new HR staff folder.
- CVD membership form has been revised and issued for all members to complete
- Purchase order form drafted and in now operational
- Payment authorisation form drafted as in now operational

For the first time, a detailed budget and accounting spreadsheets covering all income and expenditure for 2019/20 has been prepared. As we have not been operating on a budget planning system, it has taken a while to develop a real budget that we can use and report on. A new accounting practice has been introduced to replace the current arrangement to strengthen our monitoring and accountability of funds. The new electronic system created to log all income and expenditure is now operational, although will require a few months to fully integrate as we don't have the dedicated finance officer in place as of yet. The existing finance manager has been asked to provide financial information using the new system.

We are currently reviewing all our utility tariffs we have, as money can be saved by changing tariffs we currently have, to cheaper and better deals. We have also been paying VAT and climate levy for a number of years, which we are now seeking to claim back, as we should not have been paying these as a registered charity.

We are discussing with Payzone- an electronic payment company to explore cost of setting up contactless card donation to increase donation to JMJC via having pre set donation amount (e.g. £3) contactless terminals in the foyer to get donations from people who don't carry cash, but have debit/credit cards.

Summary of community fund collection at the mosque

- £921.71 collected from donation boxes provided to households
- £4,250.00 collected at Seerah conference 2017
- *£5,637.31 collected during Ramadan by 20 other charities*
- Wudhu Renovation project commitments received to date £22,646.37 from a total committed of £92,3355.00
- Utility Appeal 2018 collected so far this year approximately £8,000.00 by constant calling from a total commitment of £35,695.00 total collected since start of appeal £22,880.00.

Revenue opportunity form Lloyds Street Flat:

Our Lloyds street property has been being unused for long time but this could be a great source of revenue for us. This year we have explored renting out the property, however due to its condition, the interest for the property has been limited. We are seeking to renovate this property and rent this out which could potential generate around £25k - £30k per year.

Council of Management 2018-20

President	Barrister Maulana Abdullah Mohammad Ismail
Senior Vice-President	Maulana A.T.M.Mukarram Hasan
Vice-President	Maulana Lutfur Rahman Belal
Secretary	Mr Nurul Haque
Joint Secretary	Mr Nozmul Hussain
Treasurer	Mr Babul Miah
Assistant Treasurer	Mr Tofael Ahmed
Maintenance	Mr Habibur Rahman
Assistant Maintenance	Mr Salim Khan

Members (Trustees)

Mr Shahdul Islam

Mr Farid Miah

Mr Abdus Salam Md Masum

Dr Suhail Abdur Rahim

MANAGEMENT REPORT OVERVIEW FOR 2017/18

The Council of Management (CM) has been meeting on a monthly basis to discuss and decide on key matters pertaining to the running of the organisation.

The CM organised an Away Day on 4-5 February 2019 at Islamic Foundation Markfield planned and facilitated by MNH Associates. Both days were very fruitful and the planned agenda for the sessions was achieved. A follow up session was held in August 2019 where the draft Darul Uloom curriculum, syllabus and the organisation's Articles of Association were reviewed.



Summary of the outcome and conclusion of the discussions of the Council of Management and senior staff at the 2 days session held at Islamic Foundation in February 2019.

1. VISION AND MISSION STATEMENT

Draft Vision

‘To become a centre of excellence for Islamic guidance, education and social welfare’

Draft Mission Statement

‘Provide quality Islamic education, guidance and services’

2. SWOT ANALYSIS

Following workshop discussion and group feedback, the following were collectively agreed:

Strength	Weaknesses
Large building	Engagement with other communities, Muslims and non-Muslims
Used by all Muslims	Engagement with women
Large volunteers	Education for Musalli
Dedicated staff and trustees	Skilled management and professional
Own Islamic school	Communication between all schedulers
Own banqueting hall (Historic)	Policy implementation by time
Land development opportunity	Fluent English speaking Imams
Based in heart of Birmingham	Image of the JMIC
Major land-mark in Birmingham	Lack of influences for key needs like burial site
Big car park with 3 different	Not using modern technology
Open eidgah	Lack of space in the school
Youth/women group	Lack of collaboration
Own scanner	Not using our experiences or recourse correctly
Own timetable followed by others	Poor disability access
Positive relationships with Bangla	Not using data to make decisions
Stable CM	Poor strategic direction
Diverse welfare	No girls education for instance, school and over
Diverse community	No shariah board
DUL graduates leading other centres	Lack of training
Producing huffaz	Own burial provisions
Sufficient skilled trustee / members	

The following were agreed as key opportunities and threats facing the organisation

Opportunities:	Threats
High skilled scholars	
Engage senior/ex students	Women representative-gender imbalances
Engage with other mosque	Youth- lack of representative
Develop master plan	Community centre-losing community
Expand digital communication with wider	Grouping
Engage with more successful	SRE and LGBT issues
Engaging wider representation with	Implementation of policy and laws
Open/ extend durululoom for girls facilities	Physical fitness
Engaging purchasing a grave yard land	Many competitor for school and masjid
Maximise the letting facilities of our	Identity (lack of clarity)
	Limited permanent financial source to
	Negative attitude by external bodies

3. ORGANISATION REVIEW

The following lists the key service / project achieved or not achieved

Significant achievements:	Not achieved:
Miraj purchase/re opening	Master plan
Darul Uloom reputation	Paying off loans
Financial stability/fund raising	Recruiting permanent head teacher
Property rental	Muslim cemetery
Car park/play around	Girls Madrasa
Raheem Academy	First floor masjid work
Public confidence	
Addressing Charity Commission & Ofsted	
Building renovation & improvements	
Volunteer engagement	

Difficulties: The following were agreed as major difficulties encountered by the organisation

Ofsted threat to close school	Creating dedicated sister prayer area
Ceiling collapse	Channel 4 dispatchers programme
Recruiting key staff	Securing funds

4. Service Review: Following is the key conclusion agreed for each of the services/
important areas of work

Al-Miraj

Complete renovation including front elevation	Increase service- diversify clients and types of bookings
Invest in digital/ social media to increase	High standard of services
Purchase hireable equipment to hire out to	Upgrade to market needs
Make Al-Miraj loan free	Run Al-Miraj Islamically
Generate maximum profit	

Financially

To become self sufficient	Appoint finance officer/fundraiser
Secure funds for Master plan	Increase student number in Darul Uloom
Improve hire facility	Create income generation projects

Premise

Refurbish/renovate flats	Review assets to maximise income
Expand premises	Purchase more property

Council of Management

More influence from CM	Delegate CM duties to others e.g. management/staff
Give more time	Maximise trustee input/visibility
Attract more professional including sisters	Provide training/review needs

Members

Recruit Skilled people	Recruit Home grown members (UK background)
Recruit Younger people	Recruit Women

Volunteers

- Recruit around 100 regular volunteers (male and female)
- Provide training and support for volunteers
- Recruit professional volunteers

Staff

- Recruit CEO to run the centre
- female staff
- Well trained staff
- Skilled Admin staff
- English speaking Imam
- Introduce Fair pay policy for staff
- Regular training for staff

School

- Provide quality education and achieve outstanding status
- Appoint new head
- Develop business plan reviews regularly
- Deliver 16 plus provision
- Girls school, primary, nursery
- Recruit darul Uloom student for Jamiah
- Interactive classes

Jamiah

- Increase student number to 50
- Register with examination board
- Provide Jamiah environment for student
- Engage ex student
- Clear idea of student outcome desired
- Balanced syllabus and curriculum

Imam

- Run Imam Surgery
- Recruit home grown experience Imam
- Engage youth
- English speaking Full time Imam
- Establish shariah council
- Professional Muadhin

-
- Extended services: visit hospital/prison

Mosque

- New front elevation in Coventry road
- Renovate wudu/toilet
- Announcements in single language (English)
- Erect minaret
- Imam room
- Update Mihrab and mimbar
- Mosque publications
- Create single mosque hall
- Upgrade heating

Maktab

- Source for getting students for DU school
- Policy implementation
- Up skill staff
- Quality facility
- Appoint qualified head (English speaker)
- Curriculum development
- Better student assessment.

Youth

- Appoint youth leader
- Set up boy/girls youth club (Islamic)
- Provide recreational facility

Women facility

- Adequate women's facility
- Women cud
- Appoint coordinator (women facility development)
- Create women's centre

Elderly

- Day centre- education and social facility (men and women)

Services and projects

new services/projects that council be set up by JMIC. The following is the list of the projects/services identified

- Food bank
- Funeral services (director)
- Burial ground
- training centre (certified courses)
- Hajj training
- Counselling/ advice service
- Marriage service
- Gym facility (male and female)
- New Muslim facility
- Build one floor on top of the mosque
- Improve disabled facility

At the CM away day trustee undertook a skills audit, to assess the collective level of skills. Details of the assessment are below.

TRUSTEE SKILLS AUDIT

The following is the results of the survey of Trustee, to assess what kind of expertise they bring to the CM

Red: CM needs to urgently address gap

Amber: CM needs to arrange training

Green: CM needs to maintain

TRUSTEE GRADING OF THEIR EXPERTISE				
	n/a	Have some knowledge	Good current hands-on experience	Expert in this area
Business Management Skills/ experience of running a business or organisation		4	3	4
Media relation	3	6	2	0
Publicity and promotion	1	6	2	1
Community Engagement		4	5	2
Customer services	1	3	4	4
Policy development / delivery	7	1	2	1
Knowledge of Charity Law and regulations	2	6	3	0
Financial management	1	3	4	0
Fundraising		4	3	0
Governance, chairing	4	4	3	1
Human Resources / staff management /staff development	2	4	4	
Event management		3	4	4
Service/project Monitoring and evaluation	2	6	4	0
Networks / Partnerships development	1	7	2	0
Organisational development, inc change management	1	4	4	0
Political engagement	3	4	4	1
Property development / Asset management	3	6	2	1
Research	5	4	3	0
Strategic planning	5	3	1	0
Training delivery	3	4	2	0
Islamic Knowledge		8	3	0

COMMITTEES AND FORUMS

A new committee structure was established to co-ordinate the key services.

1.	Asset Management Committee	<p>Chair: Secretary Trustee 1: President Deputy Trustee 2: J. Sec Trustee 3: Treasurer Trustee 4: Asst Treasurer Member 1: Salim Khan Member 2: Munirul Hoque Professional: Raza Miah</p> <p>Staff: Al Miraj Manager</p>	<ul style="list-style-type: none"> • Ensure al Miraj is providing excellent customer service to maximising booking and income generation. • Ensure all JMJC rental properties are generating maximum income at all times and rents are received as per agreements. • Carryout periodic inspections to ensure all JMJC properties are maintained in a good standard at all times. • Oversee all JMJC building maintenance and renovation work to ensure quality work is commissioned at the best price. • Develop and implement an annual maintenance and renovation schedule and budget for all JMJC property. • Ensure all JMJC property is properly insured with a best value insurance provider • Develop and manage plans to build an additional floor above the Community Hall. • Assess new asset acquisition opportunities
2.	Finance & Fundraising Committee	<p>Chair: Treasurer Trustee: Ast. Treasurer Trustee: ASM Masum</p> <p>Staff: Finance Officer Al Miraj Manager</p>	<ul style="list-style-type: none"> • Develop a detailed annual budget (with breakdown of all major income/spend) to cover all income and expenditure for all JMJC departments. • Monitor all income and expenditure for JMJC and all its projects (al-Miraj, DUL, Maktab, Amanah, rental etc) and prepare bi monthly finance management and analysis report to CM • Ensure all aspect of income and expenditure is in line with set budget and policy • Develop and implement a fund raising and sustainability plan and programmes to make JMJC debt free • lead on regular fundraising and engage members in fund raising events and campaigns
3.	Religious Services Committee	<p>Chair: Vice President Trustee: Farid Miah Trustee 2: SVP Trustee 3: J. Secretary Trustee 4 : Habibur Rahman Professional: Imam BMDC</p> <p>Staff: Head Imam Imam LIC</p>	<ul style="list-style-type: none"> • Develop and oversee delivery of religious services plan incorporating seasonal programmes and talks. • Review services provided by Imams to ensure a range of quality services are providing throughout the year including daily prayers, Tarawiah, Advice surgery, tafseer, public talks, hajj Taleem, Fiqh session, etc. • Ensure Khateeb has a well planned list of khutba subjects for the whole year • Develop/review appropriate policy/procedure to improve/guide religious services. • Oversee support services for new Muslim • Plan and oversee dawah activities from JMJC • Develop information and awareness services and programmes for non Muslims including mosque open days

4.	Raheem Academy	Chair: SV President Trustee: Habibur Rahman Trustee: ASM Masum Staff: Head of Raheem Academy Mo Saif Uddin Abdullah Sohail	<ul style="list-style-type: none"> • Develop, review and monitor curriculum and syllabus delivery • Ensure the maktab expenditure is within the income raised from student fees • Implement good practice to promote high standards of educational achievement in Islamic subjects • Ensure relevant policies and procedures are developed and reviewed periodically • Develop an annual plan incorporating holiday dates, parents evening, assessments, prize giving, enrolment day, etc. • Ensure all staff have DBS and relevant qualification and teaching skills.
5.	Lazells Islamic Centre	Chair: Farid Miah Trustees: ASM Masum Local Rep1: Fakhrul Haque Local rep2: Akhtaruzaman Staff: Mo Saif Uddin	<ul style="list-style-type: none"> • Develop and oversee delivery of religious services plan. • Review services provided by Imam to ensure a range of quality services are providing throughout the year including prayers, Advice surgery, tafseer, hajj Taleem, Fiqh session, etc. • Plan and oversee dawah activities from LIC • Oversee Maktab services and programmes • Ensure Khateeb has a well planned list of khutba subjects for the whole year • Finance and asset management and periodically reporting to JMIC CM
6.	CVD	Chair: Shahadul Islam Member1: Mahmudul Haque Member 2: Atur Rahman Khandokar Local rep1: Abdur Rob Local rep2: Mahbubur Rahaman Hero Local Rep3: Bodrul Hussain Staff: Md. Younus	<ul style="list-style-type: none"> • volunteer recruitment and registration of all CVD volunteers including DBS for core volunteers • Jumah/Eid/Tarawieh/waz mehfil stewarding • Mosque collection • community fundraising& pot collection • highlighting repair and maintenance work needed • Co-ordinate social and welfare services for the community
7.	Youth Development Committee	Chair: Habibur Rahman Trustee3: Shahadul Islam Member: Jamil Ahmed Youth1: Kamil Rahman Youth2: Tahmid Admed Youth 3: Mustaqim Choudhury Youth 4: Sageeb Khan Staff: Boshorul Hoque	<ul style="list-style-type: none"> • Develop a youth club provision to run from JMIC • Develop a plan, programme of activities and budget for youth service provisions • Identify and recruit volunteers with relevant skills to run the club • Organise weekly youth activity for boys

8.	Women's Development Committee	<p>Chair: Ferdusara Imrana Hasin Halima Begum Salina Alom Rabeya Begum Khulsuma Bibi Shirina Begum Nahida Aktar</p> <p>Staff: Women's Development Co-ordinator</p>	<ul style="list-style-type: none"> • Lead in developing social, religious and educational projects and services for women and girls at JMIC • Co-ordinate and oversee women's room usage • Organise and co-ordinate talks and presentation for women • Recruit and engage users to take a more active role in supporting the centre by becoming volunteers. • Develop a girls youth club provision to run from JMIC • Develop a plan, programme of activities and budget for youth service provisions • Identify and recruit volunteers with relevant skills to run the club
9.	Funeral and Burial Services	<p>Chair: Salim Khan Professional: Naukhaz Farid Staff: Boshorul Hoque Gaus Uddin Imam</p>	<ul style="list-style-type: none"> • Ensure timely and sensitive burial service is provided • Ensure arrangements are in place for mayit body to be brought to mosque, washed, burial arranged, parking and women's prayer facility arranged if required. • Ensure sufficient people/staff are available to wash dead body • Provide funeral and washing training to the public • Liaise with external bodies to ensure views of Muslims/JMIC needs are raised at the appropriate forum. • Ensure funeral room is maintained as required with facility for washing and viewing. • Explore burial grounds for JMIC acquisition

Other JMIC Bodies Approved by Council of Management		
Darul Uloom Al Islamiah	<p>Trustee in charge: Nozmul Hussain</p> <p>Deputy Trustee : Nurul Haque</p> <p>Staff: Head Teacher</p>	<ul style="list-style-type: none"> • Oversee the running of the school in accordance to DfE guideline and good practice for running independent school. • Provide strong leadership and strategic oversight to improve student progress and attainment, staff performance and management and improve finance for the school, Jam'ah and Maktab.
Darul Uloom Academic Advisory Council	<p>Chair: Dr Manazir Ahsan Member: Dr Syed Choudhury Trustees 1: Dr Suhail Trustee 2: President Trustee 3: SVP Trustee 4: Secretary Trustee 5: J. Secretary Staff: Head Teacher and Head of Jamia Head of Maktab</p>	<ul style="list-style-type: none"> • Provide guidance and direction for the development and delivery of Islamic curriculum and syllabus • Review deliver of Islamic curriculum and syllabus
Senior Management Team	<p>Chair: CEO Heads of all JMIC depts</p>	<ul style="list-style-type: none"> • Oversee the operational direction of the organisation • Review annual plan and delivery • Oversee and manage day to day running of JMIC • Monitor budget spend • Ensure policies are being implemented by staff

APPENDIX 1: JMIC STAFF (UP TO END OF AUGUST 2019)

No	FULL NAME	Job Title
Central Team		
	Mohammed Afruz Miah	JMIC Office Finance & Amanah
	Mohammad Habibul Karim	Maintenance Officer
	Md Younus	Minister of Religion (started Aug 2019)
	Bosorul Hoque	JMIC Administrator and HR
	Md Abul Kalam Azad	Principal (until 31/08/2018)
	Md Nazrul Islam	Caretaker (until 30 April 2019)
	Masum Howlader	Caretaker/Cleaner
Darul Uloom		
	Dr David Bone	Headteacher (started April 2019)
	Azharul Islam	Deputy Head / RE Teacher
	Azmol Ali	Head of National Curriculum / KS4 English Teacher
	Dr Abu Nasar Md Abdul Matin	Head of Islamic Studies / Islamiyat teacher
	Sayed Mohammed Mukidul Islam	Arabic / ICT Teacher / Network manager
	Junaid Bilal Usman	Alimi / welfare officer
	Mohammed Musharrof Hussain	KS4-Science Teacher
	Usman Bashir	Citizenship / Creative Arts / PE
	Yusuf Nur	KS4-Mathematics / Science Teacher
	Mohsin Alam Khan Mazari	KS3-Mathematics / Hifz Teacher (until 31 December 2018) (restarted 29 April 2019)
	Ahmed Saad Mahfoodh	Math Teacher
	Abdur Rohman	KS3-Science Teacher
	Omar Ali	RS / KS3-English Teacher
	Mushfiqur Rahman	Assistant maths / PD Teacher
	Md Ibrahim Amin	School Administrator and Attendance officer
	Mohammad Salauddin	Health and Safety, Fire Marshall and Alimi teacher
	Md Abu Naeim	DU Cleaner
	Abadur Rehman	Nazarah / Alimi Teacher
	Guillaume Brichet (Sulaimaan)	Nazarah / Arabic Teacher
	Iftakhairul Hasan Bhuiyan	Hifz Teacher
	Abdi Rahman Said	Hifz Teacher
	Mubashshir B Ahmed Sheikh	Hifz Teacher
	Abdur Rehman Nazir	Hifz Teacher
	Khalil Abdullah Ibrahim	Until 31/10/2018
Al Miraj Social Enterprise		
	Md Ashek Imran	Al Miraj / JMIC Minister of Religion

Jamiah, Imam and Maktab Staff		
	Mohammad Shahid Ullah	Head Imam (started August 2019)
	Habibul Gaffar	Jamiah Head and Imam
	MaulanaSiddique Ahmed	Head of Raheem Academy & Imam
	Md Nurul Haque Dewan	JMIC Imam &Jamiah Teacher
	Mohammad Tarek Uddin	Teacher
	Mohammed Saif Uddin	LIC Khateeb& Imam
	Qiam Ud Din	Jamiah Teacher (until 30/4/2019)
	Mohammad Khalid Habib	Jamiah Teacher
	Abdullah Suhel	Raheem Academy Deputy Head
	Tasnin Akhtar	Teacher (started 1/8/19)
	Faiza Siddiq	Teacher
	Asma Sultana	Maktab teacher
	ImanSamyElshannawy	Minister of Religion
	Khadija Binta Hamid	Raheem Academy Teacher
	Noreen Khalid Habib	Teacher (until 31/01/2019)
	Fatima Sadaf	Teacher (until 31/01/2019)

APPENDIX 2: MEMBERS OF JMIC

1. Dr Manazir Ahsan, MBE	2. Mr FaizurRahmanChowdhury, MBE
3. Dr Maulana A Z M Sayed Chowdhury	4. Mr MofiqulAmbiaChowdhury
5. Mr Fakhrul Islam	6. Mr Babul Miah
7. Mr FaridMiah	8. Dr Suhail M. Abdur Rahim
9. Barrister Abdullah M Ismail	10. Mr Chowdhury M Uddin
11. Mr Manirul Haque	12. Barrister Shuaib Muhammad Shah
13. Mr Mowla Uddin	14. Maulana A B M Abdul Awwal
15. Mr Nurul Haque JP	16. Maulana A T M Mukarram Hasan
17. Maulana Lutfur Rahman Belal	18. Mr Mohammad Mijanur Rahman
19. Mr Ataur Rahman Khandokar	20. Mr Nozmul Hussain
21. Mr Shelim Miah	22. Mr Dilowar Hussain Khan
23. Mr Shahidul Islam	24. Dr Ibrahim Abu Zahir al- Heffar
25. Mr Tofael Ahmed	26. Mr Ibrahim Jasem Tahmas
27. Maulana Mahbubul Haque	28. Mr Mustakim Burhani
29. Barrister Abdullah Muhammad Al-Yunisi	30. Mr Mohi Uddin Ali Ahmed
31. Mr Nazrul Islam	32. Mr Habibur Rahman
33. Mr Muhammad Atiqur Rahman Jilu	34. Mr Jamil Ahmed
35. Mr Muhammad Salim Khan	36. Mr Shahed Uddin
37. Mr Muaz Muhammad Rahimi	38. Mr Mohammed Obaidur Rahim
39. Barrister Rizwan Hussain	40. Mr Mohammed Monsur Alam Rashid
41. Mr Mohammed Mahmudul Haque	42. Mr Abdus Salam Masum
43. Mr Abdul Hamid	44. Mr Mahbubur Rahman (Hero)
45. Mr Hafez Foyzur Rahman	46. Mr Abdur Rob
47. Mr Rahman Khan	

