

The Bald Hills Islamic Educational Organisation Ltd



2019

Annual Report

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Message from Board (Chair)

Dear Members & Patrons,

I am pleased to present our annual report for the year to December 2019. This year our newly appointed Board of Directors (BOD) has worked with various entities and parties to cater more effectively & efficiently to cater for the changing needs and requirements of our organisation.

In summary, I can say our organisation has taken numerous measures and steps this year to ensure we are operating in a professional and effective manner with clear governance and policies together with a vision that clearly defines our values and purpose. Our directors have executed their duties well through this year, working together with our members, to address any challenges whilst ensuring accountability of the Board of Directors and in helping shape our future.

I would like to extend my thanks and appreciation to my colleagues for the way they have exercised their responsibility as directors over this past year and to YOU our patrons as without your help & contributions our organisation would not have been able to support a number of initiatives and deliver to our purpose as detailed in this report.

As always, there is work to undertake if our organisation is to evolve continually and we are to achieve the goals we aspire to and have set.

The board is very cognisant of its responsibilities to ensure whilst we are on a transformational journey and we have implemented stringent operational accountabilities our key purpose to serve all our communities & create an environment where all patron's (men, women, children) are represented and our focus on our objectives is at the centre of everything we do. Our attendance & representation in various multicultural /Multi Ethnic events has certainly personified this and is something we will continually look to do and achieve

Once again, the Board of Directors would like to take this opportunity to thank you for your contributions & continued support and we look forward to delivering a strong FY20

Jazakallah Khair

Mohammed Afzal

Our Values, objectives & purpose

- To strive for the preservation and propagation of the religion of Islam as laid down in the Holy Quran and Hadith
- To strive for the unity and co-operation of all Muslims at all times and for the better understanding and goodwill between Muslims and all other communities;
- To organise and celebrate the recognised Islamic prayers, festivals, social functions and to guarantee a place of worship to all Muslims.
- Provision of Social and public welfare services to its members and attendees, in line with our religious teachings
- Provision of services and assistance to homeless persons within the community in line with our religious teachings
- Provision of refugee settlement services in line with our religious teaching
- Provision of Educational Services to its members and attendees especially with regard to Second Language Education, ethics and morality education, technological education etc. All in line with our religious teachings.
- Adherence to the governing laws of the org/state/territory
- Respect towards individuals/property regardless of the differences in opinions and or views

Our History

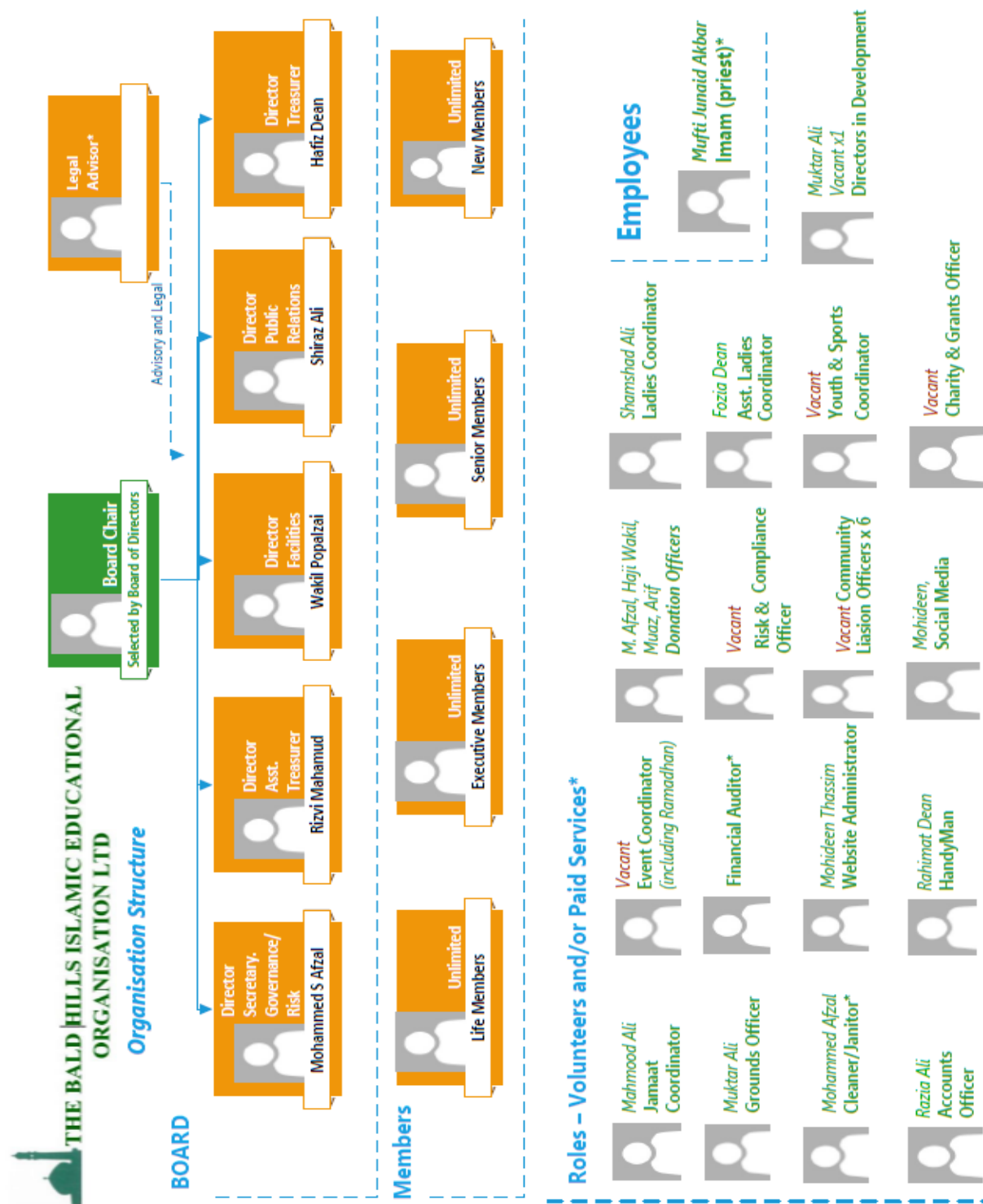
The initiative of building a Masjid on the North side came about due to Muslim brothers from the North in need of a place to read Salaah and so it started out with 6 brothers using one of their living rooms to pray in Jamaat.

In mid-2000 the dream and need became a reality and through hard work, dedication and guidance from the Almighty Allah (swt) Masjidul Taqwah in Bald Hills, was born.

It started off in a small tin shed with only minimal facilities, but through financial support of the Muslim brothers and sisters in the greater Brisbane region and the greatness of Almighty Allah (swt) the Masjid has grown to what it is today.

Today we are fortunate enough to have a beautiful Masjid which caters for our & diverse & growing community.

Structure & Management



April 2019

Our delivery of achievements



ACHIEVEMENTS ON A PAGE

Board Acknowledgments:

Our SINCEREST of thanks to all that has helped thus far in Supporting our course of progress for this mosque. Jazakallah Khair



ORGANISATIONAL STRUCTURE

- ORG CHART
- VALUES & PURPOSE
- MEMBERSHIP MODEL (INCREASE FROM 5 TO 25)
- APPOINTMENT OF KEY ROLES (LEGALS ETC)
- MASTERPLAN
- DIRECTORS WITH SPECIFIC PORTFOLIO
- FINANCIAL AUDITOR
- LADIES COORDINATOR
- SOCIAL MEDIA PUSH
- CENTRAL EMAIL FOR ALL
- GOVERNMENT GRANTS
- INCREASE SOCIAL MEDIA PRESENCE
- DIRECTOR TEACHERS BLUE CARDS

GOVERNANCE PROCESS & RISK

- RISK REGISTER
- WEBSITE UPDATE & USAGE
- BOD & MEMBERS MEETING STRUCTURE & UPDATES
- ROLE DESCRIPTIONS
- COMMON SEAL
- GOVERNANCE STANDARDS & POLICIES (CODE OF CONDUCT, INCIDENT REPORTING, CONDITION OF ENTRY, EQUAL OPPORTUNITY, SEXUAL HARASSMENT, DISCRIMINATION, BULLYING
- MEMBERSHIP LEVELS & PROCESS
- REGISTER OF MEMBERS
- RENTAL AGREEMENT & BOND PROCESS
- WORKCOVER/PUBLIC LIABILITY
- EO1 PROCESS (JOBS & VACANT ROLES)
- REGULAR UPDATES ON BOD WHITEBOARD & NOTICEBOARDS
- JAMAAT CALENDAR & REGO
- FIRST AID OFFICERS X2
- DIRECTORS PERFORMANCE EVALUATION

FINANCIALS

- XERO FINANCIAL SOFTWARE
- DIRECT BANK FEEDS
- MEMBERSHIP VIA XERO
- INSURANCE FOR RENTALS, MOSQUE, DIRECTORS
- RENTAL & BOND COLLECTION ELECTRONICALLY
- DIRECT DEBIT PROCESS
- 2 PERSON AUTHENTICATION APPROVAL PROCESS
- COLLECTION & DISTRIBUTION CRITERIA OF FUNDS TO & FROM MOSQUE
- MADRASSA FEES THROUGH XERO INVOICE
- TAP AND GO / SQUARE CARD ACCEPTANCE DEVICES INSTALLED
- MADRASSA REPORT INCREASED REVENUE CHANNELS

PEOPLE & COMMUNITY

- WEEKEND MADRASSA
- IFTAAR
- LADIES QURAN CLASS
- CONSULTATION & COMMUNITY FEEDBACK PROCESS
- INPUT INTO MUFTIS ROLE FROM COMMUNITY
- CERTIFICATE OF APPRECIATION
- INTRODUCTION OF ISLAMIC GOODS, CLOTHING STALL ON FRIDAYS AND KEY PRAYERS
- LADIES INVOLVEMENT
- MULTICULTURAL EVENT ATTENDANCE
- INFORMATION DAY
- CHRISTCHURCH EVENT
- IFTAARI X 3 / ITQAAF FOOD
- SUNSHINE COAST NEWS JOURNAL
- PARENT ENGAGEMENT
- VISITING IMAN (NZ)
- REWARD & RECOGNISATION PROGRAM

BUILDING & PROPERTY

- SOLAR PROJECT
- FENCE PAINTED
- SECURITY GATE INSTALLED
- INSIDE MOSQUE PAINTED
- CARPETS CLEANED
- SHEDS CLEANED & STOCKS ACCOUNTED FOR
- UPGRADE OF ELECTRICITY BOX FOR RENTALS
- NEW RANGE HOOD OVEN, WASHING MACHINE, TAPS FOR RENTALS
- MOULD TREATMENT
- REMEDIATE & REMOVE UNAPPROVED EXTENSIONS
- KEY REGISTER & LOCK CHANGES
- MIRROR/HANDSOAP/TA PS/WATER SAVING INSERTS, MONEY BOX, NEW TOOLS (WIPER SNIPPER, BLOWER, MOWER, HEDGE TRIMMER & MARQUEE TO HIRE

Financial Report

Notes

Treasurer (Abdul Hafiz-ud Dean) has prepared this financial summary.

The Financial Statement and report has been independently prepared and audited by Chartered Accountant (Funder & Associates) in accordance with the Corporations Act 2001.

Revenue Analysis

Total revenue this FY was up compared to last due to a few adjustments and selling off unused assets. The diversification of our income stream and an increase in average weekly donations has also contributed towards our bottom line. Whilst our Direct Debit Request (DDR) income has reduced, the introduction of weekend educational classes for kids has helped maintain and better our financial position. Consistent & diligent focus on transparency & accountability, reducing cash handing & investment made in accounting software has helped towards having a more robust, accountable and transparent financial model.

Expense Analysis

Expenses is up compared to last FY with the exception of depreciation that had to be adjusted and captured, as this was not accurately reflected in the past financials. Administration cost for madrassa, wages, legal, insurance, repairs & maintenance costs when compared to last FY account for much of the increases in our outgoings. Besides these, other expenses remained relatively consistent with previous year.



▶ Total Revenue
▶ \$128,218 (2018: \$95,018)
▶ Total Expenses
▶ \$123,723 (2018: \$197,488)
▶ Profit before tax
▶ \$4,495 (2018: Loss \$102,470)

Donation highlight

As part of our organisation's values of giving charity, we have donated \$16,442.15, significantly increased from 2017-18 figures (reported as nil). We also used MAA, Muslim Aid Australia as our exclusive agency for transferring donations to external parties, as part of strict compliance, transparency, consistency and reducing risks for the organisation.

Expenses	Total	Revenue	Total
Charity Given – total	\$16,442.15	Donations Received	\$92,507.79
Local Charity hardships & causes	\$9,000.00	Direct Debit Request	\$5,201.00
Donation Transferred to MAA	\$6,242.15	Eid-ul-Fitr	\$4,000.60
Christchurch Donation	\$1,000.00	Quest Tap n Go*	\$50.00
		Zakaat-ul-Fitr	\$6,242.15
		Direct Credit	\$35,790.38
		Juma + Donation Box	\$41,223.66

*Quest Tap n Go was introduced in June, and its uptake will feature in next FY.

Muslim Aid Australia Certificate



Profit & Loss Statement

The Bald Hills Islamic Educational Organization Ltd

ABN 47 164 879 618

Detailed Profit and Loss Statement

For the year ended 30 June 2019

	2019	2018
	\$	\$
Income		
Donations Received	92,507.79	66,483.19
Madressa School Fees	5,710.00	
Membership fees	3,034.00	250.00
Open Day Income	3,339.36	
Sundry Other Receipts	329.18	
Interest received	157.71	129.95
Profit on sale of property, plant, equip	(1,646.00)	
Rent received- Safeek	6,411.36	13,430.00
Rent received- Jaffor	16,411.37	14,725.00
Rent received- Faisal Anjum	1,963.62	
Total income	<u>128,218.39</u>	<u>95,018.14</u>

	2019 S	2018 S
Expenses		
Accountancy	3,323.64	2,631.82
Bank Fees And Charges	124.77	34.80
Catering/Food Expenses	463.50	
Charity- Donation Given	16,442.15	
Cleaning & Materials	2,427.20	114.00
Consultants Fees - Building/Planning	2,540.00	
Depreciation - plant, equip. & fittings	2,963.00	4,709.00
Depreciation - buildings	20,148.00	127,318.00
Donations		6,185.00
Electricity	2,567.30	2,039.36
Freight	28.00	
Fuel & oil/Lawn Mower	116.97	40.00
General expenses	206.70	
Insurance	5,511.18	3,466.25
Legal Fees	11,061.75	
Madressa School Expenses	952.07	
Merchant Fees	110.00	692.70
M/V car - Other - tolls	5.45	20.45
M/V commercial - Depreciation	469.00	1,311.00
M/V commercial - Fuel & oil	109.14	462.85
M/V commercial - Reg/Insurance	646.23	1,352.58
M/V Commercial- Comprehensive insurance		848.63
M/V commercial - Repairs		3,667.08
Open Day & Fair Expenses	719.82	
Postage & PO rental	118.18	120.00
Printing & stationery	2,222.52	2.86
Rates & land taxes	6,985.18	6,679.80
Rates & taxes- stamp duty	498.78	
Repairs & maintenance	6,565.80	429.97
Replacements (tools, etc)	28.53	90.00
Security	172.40	
Subscriptions	578.98	
Superannuation	2,286.43	2,574.20
Telephone & internet	258.30	246.83
Wages	26,256.00	26,256.00
Water Charges	6,816.07	6,195.45
Total expenses	123,723.04	197,488.63
Profit from Ordinary Activities before income tax	4,495.35	(102,470.49)

Detailed Balance Sheet

The Bald Hills Islamic Educational Organization Ltd

ABN 47 164 879 618

Detailed Balance Sheet as at 30 June 2019

	Note	2019 \$	2018 \$
Current Assets			
Cash Assets			
BOQ Everyday Business A/c 22148074		111,018.91	103,086.02
BOQ TBHIEOL Expense Acc 2: #22855177		3,366.50	
		<u>114,385.41</u>	<u>103,086.02</u>
Current Tax Assets			
GST payable control account		(514.00)	
GST payable adjustment control account			(2,182.80)
Input tax credit control account		759.00	350.55
		<u>245.00</u>	<u>(1,832.25)</u>
Other			
Accounts Receivable		3,655.00	
		<u>3,655.00</u>	
Total Current Assets		<u>118,285.41</u>	<u>101,253.77</u>
Non-Current Assets			
Property, Plant and Equipment			
Buildings - at cost		516,360.18	503,022.18
Less: Accumulated depreciation		(188,975.18)	(169,157.00)
Fixtures & Fittings		34,675.00	34,675.00
Less: Accumulated depreciation		(29,491.00)	(27,812.00)
Plant & equipment - at cost		55,203.90	53,102.18
Less: Accumulated depreciation		(51,245.00)	(50,005.00)
Office Equipment/Furniture		2,410.36	2,204.00
Less: Accumulated depreciation		(2,080.00)	(2,036.00)
Motor vehicles - at cost			6,818.00
Less: Accumulated depreciation			(2,885.00)
		<u>336,858.26</u>	<u>347,926.36</u>
Total Non-Current Assets		<u>336,858.26</u>	<u>347,926.36</u>
Total Assets		<u>455,143.67</u>	<u>449,180.13</u>

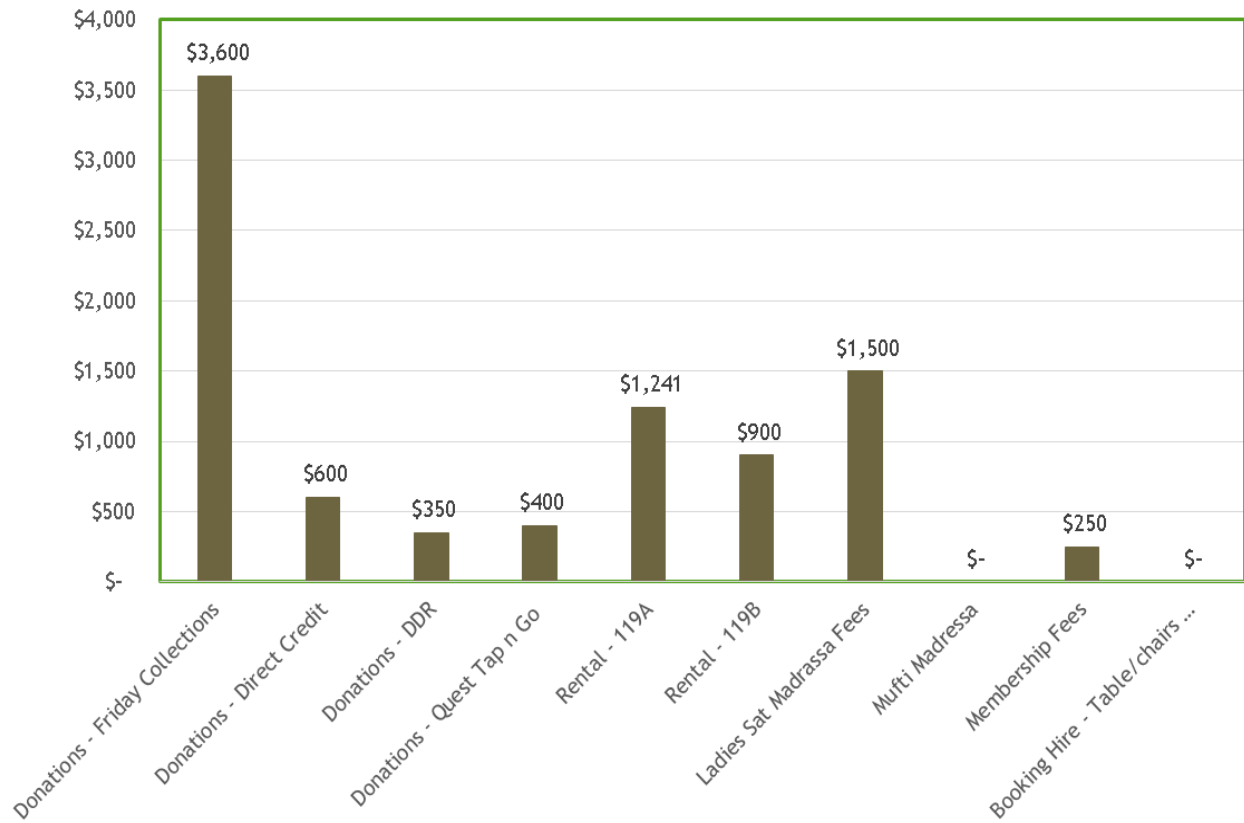
The accompanying notes form part of these financial statements.

The Bald Hills Islamic Educational Organization Ltd
ABN 47 164 879 618
Detailed Balance Sheet as at 30 June 2019

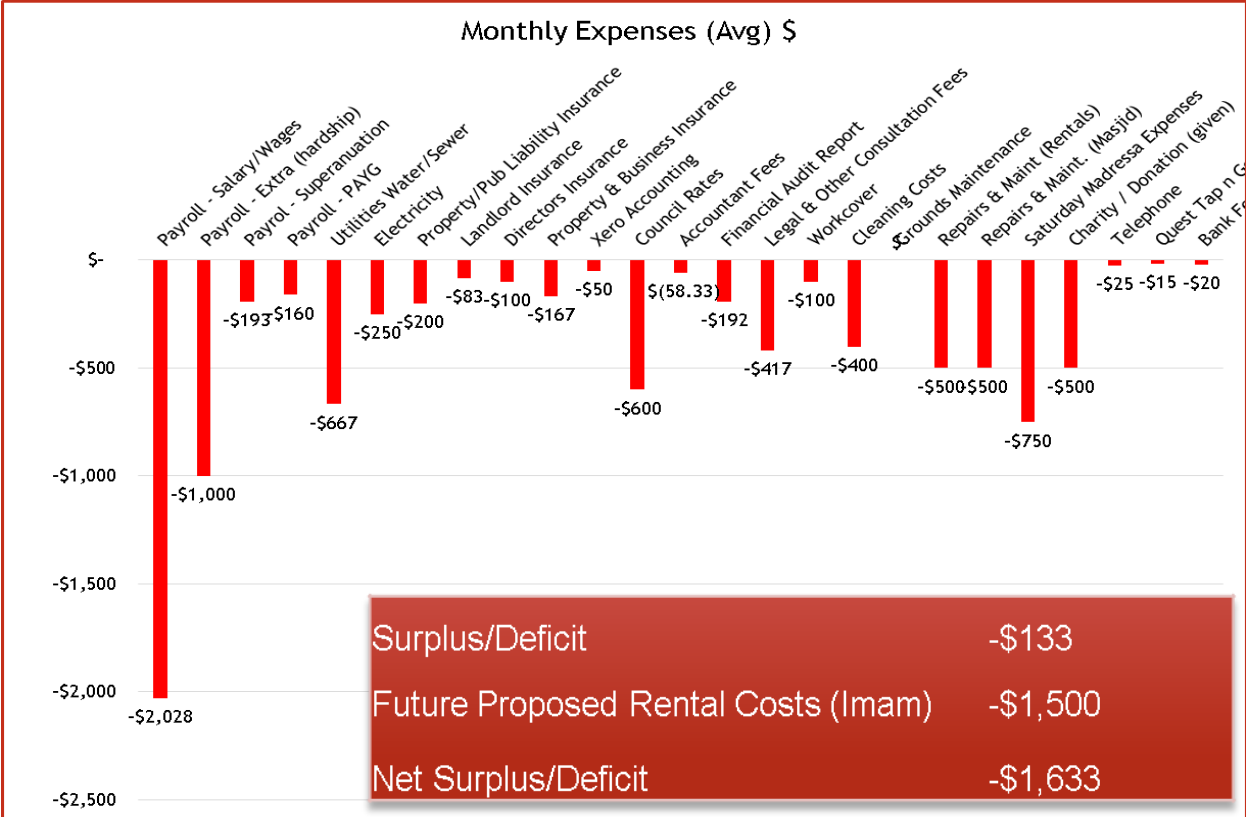
	Note	2019 \$	2018 \$
Current Liabilities			
Current Tax Liabilities			
PAYG Tax Withheld from Salary and Wages		480.00	507.00
		<u>480.00</u>	<u>507.00</u>
Provisions			
Account's Payable		465.19	
Bond Held.		150.00	
Rental Bond		880.00	
		<u>1,495.19</u>	
Total Current Liabilities		<u>1,975.19</u>	<u>507.00</u>
Total Liabilities		<u>1,975.19</u>	<u>507.00</u>
Net Assets		<u>453,168.48</u>	<u>448,673.13</u>
 Equity			
Retained profits / (accumulated losses)		453,168.48	448,673.13
Total Equity		<u>453,168.48</u>	<u>448,673.13</u>

Monthly Budget FY19 / FY20

Monthly Revenue (Avg) \$ (exc GST)



MONTHLY BUDGET	2019 / 2020
Revenue	Monthly Revenue (Avg) \$ (exc GST)
Donations - Friday Collections	\$ 3,600
Donations - Direct Credit	\$ 600
Donations - DDR	\$ 350
Donations - Quest Tap n Go	\$ 400
Rental - 119A	\$ 1,241
Rental - 119B	\$ 900
Ladies Sat Madrassa Fees	\$ 1,500
Mufti Madrassa	\$ 0
Membership Fees	\$ 250
Booking Hire - Table/chairs ...	\$ 0
TOTAL REVENUE	\$ 8,841



Expenses	Monthly Expenses (Avg)
Payroll - Salary/Wages	-\$ 2,028
Payroll - Extra (hardship)	-\$ 1,000
Payroll - Superannuation	-\$ 193
Payroll - PAYG	-\$ 160
Utilities Water/Sewer	-\$ 667
Electricity	-\$ 250
Property/Pub Liability Insurance	-\$ 200
Landlord Insurance	-\$ 83
Directors Insurance	-\$ 100
Property & Business Insurance	-\$ 167
Xero Accounting	-\$ 50
Council Rates	-\$ 600
Accountant Fees	-\$ 58.33
Financial Audit Report	-\$ 192
Legal & Other Consultation Fees	-\$ 417
Workcover	-\$ 100
Cleaning Costs	-\$ 400
Grounds Maintenance	\$ -
Repairs & Maint (Rentals)	-\$ 500
Repairs & Maint. (Masjid)	-\$ 500
Saturday Madressa Expenses	-\$ 750
Charity / Donation (given)	-\$ 500
Telephone	-\$ 25
Quest Tap n Go Expenses	-\$ 15
Bank Fees (incl Merchant Fees)	-\$ 20
TOTAL EXPENSES	-\$ 8,974

From the 2018-19 operational plan

What?	WAS – past state	IS – current state	Improvement/Benefits	Achieved?
Digitised Bookkeeping	Manual Paper-based. Accountant.	Online and automated. Electronic. Treasurers + Accountant & Board of Directors	Accuracy, Access, Transparency, less labour, Historical records, reporting and analytics. Cost increase +\$50/month (donor)	Yes
Accounting costs	\$250/qtr	\$160/qtr	Cost reduction \$90/qtr	Yes
Rental Agreement	No agreement.	RTA agreement x 2. Bond x 2	Governance, Compliance. Financial Bond.	Yes
Organisational Risks	Undocumented, unmanaged.	Identified. Documented.	Good governance. Controls. Managed, mitigated.	Yes
Motor Vehicle - van	Owned – underutilised at costs >\$2000/yr	Plan for jamaat brothers to “buy- back”	Risk reduction +\$2K (incl GST) cash injection Savings >\$2000/year	Yes
Rental Income	Cash! Manual paper record	EFT with Xero invoice	Accuracy, audit. Transparency, less labour, Historical records, reporting and analytics	Yes
Payroll	Cheque & Cash!	EFT with payslip - Xero	""	Yes (+STP)
Membership Fees	2 members + 3 Directors (\$250)	Unlimited. \$1000+ from south- side	Cash injection. (RM, SA, AH, JK, RD) = \$700	Partial

Future- Finances for the vision, Plans

So what's in the future for Financials?

- ▶ Grant applications
- ▶ Organisation Master plan
 - ▶ Financial plan to support master plan – *to be completed*
 - ▶ Month Budgets – *drafted*
- ▶ DGR status – 1 outstanding goal from FY2018-19 plan
 - ▶ A deductible gift recipient (DGR) is an entity or fund that can receive tax deductible gifts
 - ▶ Stretch goal!
 - ▶ Great accountability & governance – greater resourcing (MAA, MCF have that)

Thank you to all our donors

Our donors have supported us in donating through various channels this year.

We received direct monetary donations through the following channels:

- Direct Credit (via internet bank EFT transfers)
- DDR - Direct Debit Request (regular monthly DDR)
- Cash donation (e.g. Friday collections, food sales)
- Quest Tap Go - \$10 tap via debit/credit card (Visa or MasterCard)
- EFT transfer donation for specific cause (e.g. carpet cleaning)

Apart from these direct monetary donations, we also received two significant donations indirectly:

- **Front Entry Double-Gate** – paid directly by donors (~\$5,000)
- **Solar PV Panels and Invertor** – paid directly by donors (~\$12,000)

Non-monetary donors also contributed through:

- Supply of consumables (toilet paper, towels etc.)
- Supply of large Skip Bin
- Supply of Friday lunch packs
- Labour - Cleaning of facility
- Labour - Property Maintenance
- Labour – Property Repairs
- Labour and support – annual Open Day / Christchurch Fundraiser

We also facilitated collection of funds for other mosques and causes through our masjid through proper approval and announcement processes.

Once again, our appreciation and gratitude to all our donors.

May Allah reward you immensely & we look forward to this continued support.

Web-Admin Report

There were two reasons as to why I took over the administration of our website nearly 10 years ago

- Firstly I found that no Masjids at that time had their Iqama times published on their website
- Secondly I wanted to make available our Jummah sermons to the wider community

Alhamdulillah we achieved both of these objectives and are still giving out this information up to now. In the current times we use the website to push various information and also get many messages via our website and we acknowledge and respond to each and every message within a day

Generally these messages are from School students wanting to do research, from our brothers and sisters requesting various information including moon sighting, Eid day and the likes. However, the highest amount of messages we received in the shortest time was during the Christchurch terrorist attack and all the messages were full of love and sympathy which was very touching.

We also noticed our website has gained popularity over the years and give below some statistics relating to our site.

We are currently looking at bringing our website into the modern era with a new look and feel, InShaAllah at this stage it is planned to be online by late October 2019 so please keep an eye.

I hope you can continue to patronage our website and gain valuable information and insights.

Finally, before I conclude, I wish to take this opportunity to welcome the new committee especially the current Directors for the great work they have done and achieved within a short period of time, thank you and congratulations for a job well done.

InShaAllah, hope to see you all soon in the Masjid, the place to be.

Salaams

Mohideen

Web Administrator

Masjid Taqwa Bald Hills Brisbane

Audience Overview

SAVE EXPORT SHARE INSIGHTS

All Users
100.00% Users

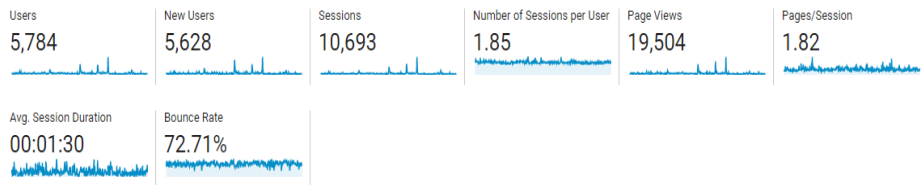
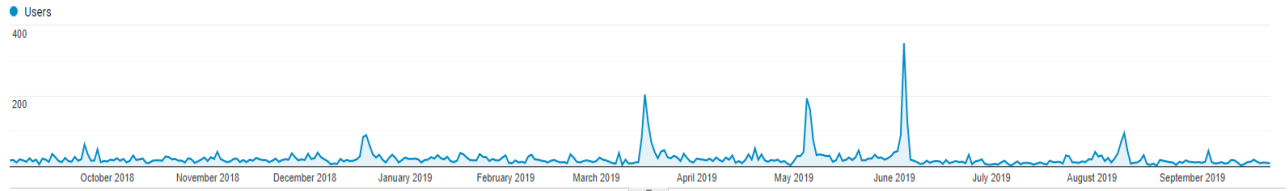
+ Add Segment

1 Sep 2018 - 25 Sep 2019

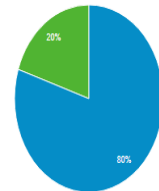
Overview

Users VS Select a metric

Hourly Day Week Month



New Visitor Returning Visitor



Acquisition Overview

SAVE EXPORT SHARE INSIGHTS

All Users
100.00% Users

+ Add Segment

1 Sep 2018 - 25 Sep 2019

Primary Dimension:

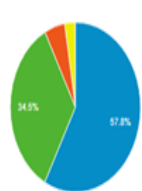
Conversion:

Top Channels

All Goals

Edit Channel Grouping

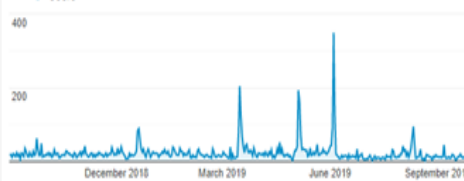
Top Channels



Organic Search
Direct
Referral
Social

Users

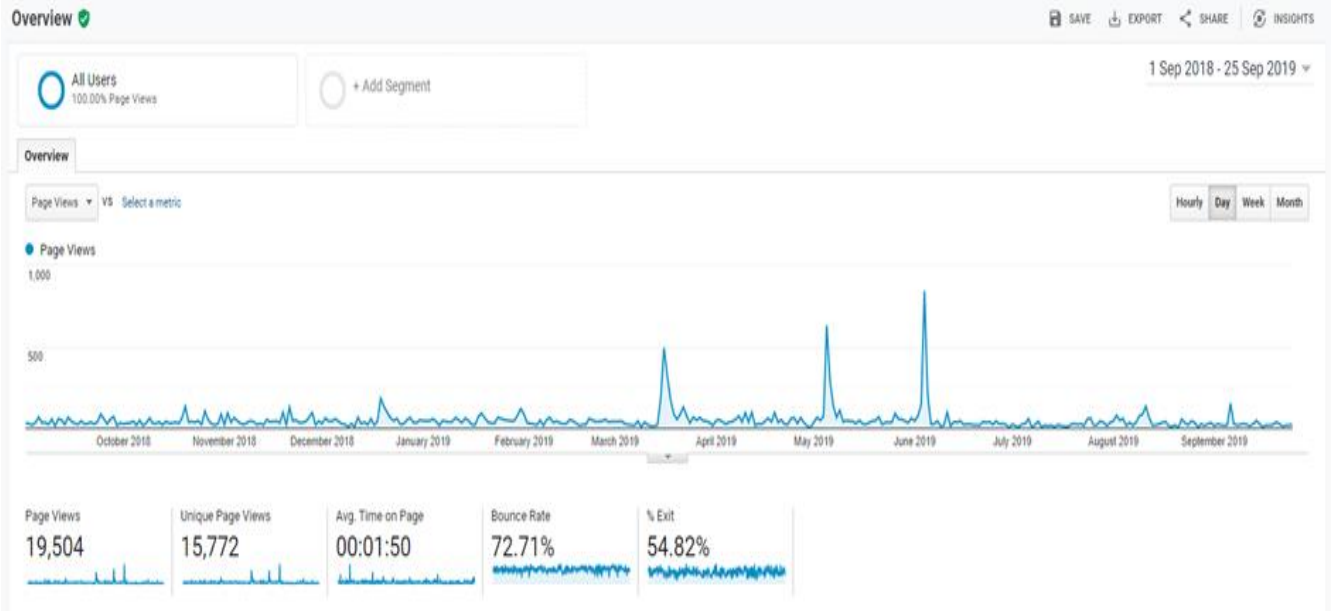
Users



Conversions

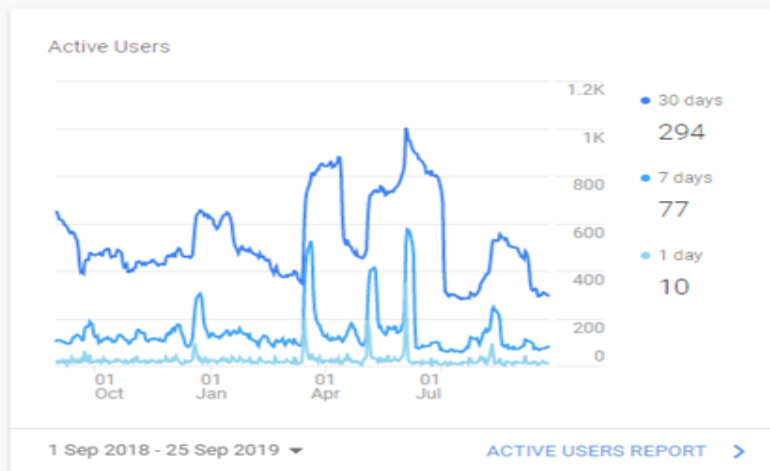
Goal Conversion Rate



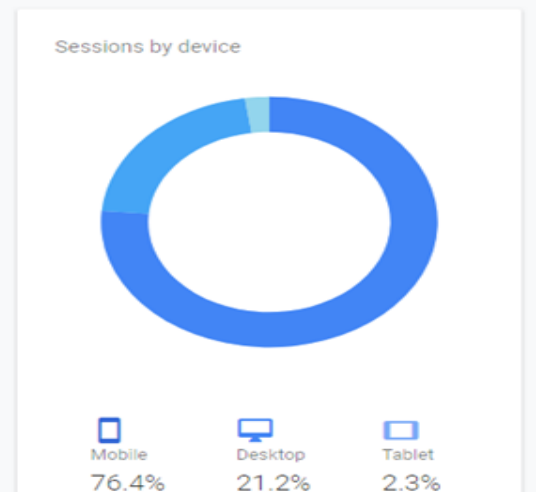


Acquisition Channel	Users ?
	38,855 <small>% of Total: 100.00% (38,855)</small>
1. Organic Search	21,363 (55.12%)
2. Direct	15,130 (39.04%)
3. Social	1,769 (4.56%)
4. Referral	485 (1.25%)
5. (Other)	11 (0.03%)
6. (not set)	2 (0.01%)

How are your active users trending over time?



What are your top devices?



Madrassa Report

To begin with I would like to thank the current Board of Directors for giving me the opportunity to share our Saturday Madrassa Classes report.

Alhamdulillah Saturday Madrassa Classes started on the 29 of January 2019. Sister Nisha Dean, with her knowledge and past experience of helping her family Set up various Madrassa around Australia, helped us to form a ladies group, developed the framework to commence a Madrassa, highlighted and ensured we were compliant with our legal obligations and assisted with the administrative function too. As a result of this collaborative working relationship and many long hours, the Madrassa was successfully endorsed and supported by the Board of Directors.

A big thank you to the Board of directors for their ongoing support through our journey so far.

The classes were developed to coincide with the Queensland State School terms and school holidays but also factors in holidays and additional activities for our Islamic occasions such as Eid Ul Fitr and Eid Ul Adha. The classes on Saturday commences at 10:15 to 12:45, which allows students time to prepare themselves for Zuhr salah at 1pm. There is one 15 minute break incorporated into the lesson plan to allow students to have a snack and play outside. The classes are divided into three levels, with level one being the younger children and those learning the Arabic alphabets, joining letters and basic of Islamic knowledge and Levels 2 and 3 are more advanced and older students. We have been able to accommodate for students from all different backgrounds and levels of knowledge Alhamdulillah.

We take safety and security of our students very seriously whilst they are in our care and some examples of how we have achieved this is by requesting parents to sign their children in and out of the class, roll calls, not allowing children to walk home after classes, locking of external doors during periods of heightened community safety concerns and a fire evacuation drill & plan

The Saturday madrassa commenced in January with 30 students, 3 teachers, 1 admin staff and 3 support staff which includes 2 First Aiders. One of the biggest challenges was finding teachers, with the right qualification and experience to meet the criteria, considering all the positions are on a volunteer basis. Alhamdulillah we found them and we were blessed to have very experienced and knowledgeable teachers and teacher aids on our team.

Currently we have 50 students, 3 teachers, 4 teacher aids, 1 admin staff and a support group. With the ongoing commitment and dedication to teaching by our teachers and teacher aids, we have now commenced an extra midweek lesson on Wednesday to help students consolidate what they have learned during the weekend lessons. These have been an identified success for those students attending, they have shown continued improvement and progression in their learning.

Our next goal In Shaa Allah is to bring on board a male teacher who can facilitate the teaching of male students for the Madrassa classes.

We had commenced a ladies Saturday Quran class run during the Madrassa hours however due to a shortage of teachers, this has been postponed until further notice. In Shaa Allah we will resume again in the near future.

Alhamdulillah we have recently commenced a Ladies Arabic language class on Thursdays.

Our group of motivated, hardworking and creative sisters have come up with some brilliant fundraising ideas for the madrassa which we hope to commence soon. The proceeds of these events will be contributed to the upgrade of the classroom system, facilities and resources.

May Allah SWT reward the volunteer teachers, teacher aids and support parents and staff for all their time and effort in assisting with the weekly classes, from promoting the classes, designing and distributing flyers, photocopying and putting together stationery packs etc. As well as the IT group for putting relevant information on the Bald Hills Mosque website and to brother Wakeel for organising furniture for the students and the ongoing support from the Board of Directors. But most importantly the commitment made by all our parents and students to attend the Madrassa classes.

Last but not the least, I would like to make the humble request to the Board of Directors to offer the opportunity to our sisters to be part of The Bald Hills Islamic Educational Organisations Board to help further our journey

Jazakallahu Khairan.

Shamshad Ali

Madrassa & Ladies Coordinator

Imam's Report

It goes without saying how vital an Imam's role is in an Islamic organisation, Unfortunately, the Imam's report was unavailable and not provided in time for this publication hence the Board of Directors have compiled below from our numerous conversations and meetings that were held throughout the year

The Board of Directors has had consultations with members and patrons (through information sessions, consultation sessions, and member meetings) and one-on-one meetings with the Imam about the requirements, challenges and opportunities this role brings.

The Board of Directors believes that the Imam's role is closely and intrinsically aligned and linked to delivery of the organisation's values and objectives, as consistently reinforced in the table below:

Organisations Values & Objectives	Imam's Deliverables Linkage
To strive for the preservation and propagation of the religion of Islam as laid down in the Holy Quran and Hadith	<p>Sermons delivered consistent with this value.</p> <p>Tafseer classes for adults (Mon-Thursday evenings)</p> <p>Lead madrassa classes for children</p>
To strive for the unity and co-operation of all Muslims at all times and for the better understanding and goodwill between Muslims and all other communities;	<p>Sermons delivered consistent with this value.</p> <p>Attend and promote goodwill through networking and interfaith gatherings</p> <p>Lead - personal practices consistent with this value – walk-the talk.</p>
To organise and celebrate the recognised Islamic prayers, festivals, social functions and to guarantee a place of worship to all Muslims.	<p>Lead daily 5 salaah (prayers)</p> <p>Lead special salaah (Eid and Ramadhan)</p> <p>Attend and promote fundraisers, charity events, Eid prayers , social and prayer functions</p>

<p>Provision of Social and public welfare services to its members and attendees, in line with our religious teachings</p>	<p>Network and socialize with Board, patrons and members.</p> <p>Provide information to visitors and tour groups about Islam.</p> <p>Raise welfare concerns.</p> <p>Provide marriage celebrant services, Islamic counselling advice and support</p>
<p>Provision of services and assistance to homeless persons within the community in line with our religious teachings</p>	<p>Advise Board of cases, provide ideas and religious advice</p>
<p>Provision of refugee settlement services in line with our religious teaching</p>	<p>Advise Board of cases, provide ideas and religious advice</p>
<p>Provision of Educational Services to its members and attendees especially with regard to Second Language Education, ethics and morality education, technological education etc. All in line with our religious teachings.</p>	<p>Sermons and messages delivered consistent with this value.</p> <p>Provide information to visitors and tour groups about Islam</p> <p>Tafseer classes (Mon-Thursday evenings).</p> <p>Madrassa classes for children</p>
<p>Adherence to the governing laws of the org/state/territory</p>	<p>Operate and function (within laws of the org/state/territory).</p> <p>Communicate challenges and mis-alignment concerns to BOD</p>
<p>Respect towards individuals/property regardless of the differences in opinions and or views</p>	<p>Sermons and messages delivered consistent with this value.</p> <p>Personal practices consistent with this value – walk-the talk.</p>

Jamaat Report

This year, we introduced new processes with the intent to provide contemporary and shared facilities equitably to all patrons and members, to keep facilities clean, for accountability, to have communications channels clear for escalations and issue management and to reduce risks for the organisation. This involved:

- Keeping a register of all jamaat visits to mosque
- Induction process – for locality information, cleaning, evacuation and general awareness
- Jamaat Coordinator role (Mahmood Ali)
- Communication channel to BOD from Coordinator

Jamaat Register for FY19

Data Type	Total	Comments
Number of Visits	10	>25 (Varied as commencement of register was mid-year)
Average size of Jamaat	10	
Average length of stay	3 days	
Local visits	>15	>15 (Varied as commencement of register was mid-year)
Interstate Visits	6	NSW, Victoria ...
International visits	4	Burma, Malaysia, India

Acknowledgments

Member feedback

“Congratulations for the excellent preparation and presentation for the AGM meeting this am.

Commitment of BOD towards achievement of your priorities namely building Trust, Accountability and Transparency and developing accountable culture in the Organization is unquestionable. All the best”

Looking Forward

As you would have noted from our adverts and posters we are currently seeking expression of interest from the broader community in filling the two vacant director roles. Ideally, we would like EOI's representative from the various ethnic communities represented at our organisation as well as increasing our gender diversity on our board.

How **YOU** can contribute to our success

Highlighted below are also ways in which you can help & contribute towards our organisations success.

- Become a member
- Volunteer your time
- Make a donation or sign up with a set direct debit plan
- Leave a bequest
- Support an event or fundraising activity
- Become a sponsor

2019

Annual Report



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