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Letter from the Staff



Dear Friends and Supporters of CAIR-Philadelphia:

This past year presented numerous challenges for our office, the American Muslim community, and for the entire nation. No one statistic better illustrates our troubled times than this: the number of calls coming into our office reporting religious discrimination more than doubled from 2017 to 2018, a direct consequence, we believe, of the irresponsible rhetoric coming from certain segments of the media and the president himself. Indeed, at times it often seemed as if we were living in a work of fiction, although we are at a loss to say whether farce or tragedy better describes our current predicament.

What we can say is that 2018 was marked by an abundance of both cruelty and compassion. Here are several notable examples:

- ◆ An avowed white supremacist opened fire in a Pittsburgh synagogue, killing 11 Jews during a worship service, in what was the deadliest anti-Semitic attack in US history.
- ◆ The Trump Administration forcibly separated nearly 3,000 children (two of whom died) from their parents at the southern border. The Trump administration admittedly does not know exactly how many children remain in US custody.
- ◆ The Supreme Court of the United States upheld the third iteration of the Muslim Ban in its infamous Trump v. Hawaii decision. This decision virtually ensures that Muslims will be treated differently than non-Muslims by law enforcement officials.

But there were points of hope in this year too as you will read in the rest of our Annual Report:

- ◆ In response to the tragic Pittsburgh massacre at the Tree of Hill Synagogue, the Muslim community of Pittsburgh raised over \$200,000 to assist the families of the victims. Our office organized an interfaith press conference in response to this tragedy, and encouraged further support of relief efforts.
- ◆ Leading civil rights and faith leaders joined us in our press conference to protest the Trump v. Hawaii Supreme Court decision.
- ◆ Millions of people across the nation, rallied, organized, protested, and offered other support for the families separated at the southern border. Our office participated in the organizing of the "Families Belong Together" protest at Logan Circle.
- ◆ For the first time in American history, two Muslim women, Ilhan Omar of Minnesota and Rashida Tlaib of Michigan, were elected to the U.S. House of Representatives.

Through it all, what grounded us was the boundless energy of the women and men who comprise our Executive Committee and Advisory Board, and beyond them, the entire Muslim community who remain steadfast in their love of Islam and humanity in spite of the slings and arrows of bigotry and hate. Beyond them, the wider coalition of all those uniting against the madness currently affecting the American community.

In the face of this American tragedy, it is a privilege for us to serve both the Muslim and wider community with the activities and services described in this Annual Report, knowing, as we do, that it is your generous donations that make it all possible.

Jacob, Timothy, Ahmet, Leena

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CAIR-Philadelphia

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BELOW, LEFT TO RIGHT: Timothy Welbeck, Esq., Civil Rights Attorney; Jacob Bender, Executive Director; Dr Ahmet Selim Tekelioglu, Outreach and Education Director. (Not in photo: Leena Jaffer, Director of Operations.)



In 2018 alone, Mr Welbeck spoke and corresponded with over 150 individuals seeking legal recourse for their allegations of discrimination based on their religion, race/ethnicity, and/or national origin.

Below: Timothy Welbeck, Esq., Civil Rights Attorney, meeting with prospective clients.



(4)

As many have observed both empirically and anecdotally, the United States continues to witness a spike in Islamophobia — anti-Muslim bias — clearly exacerbated, we believe, by the brazen bigotry and xenophobia of the present presidential administration.

While mainstream media outlets like Newsweek and The Washington Post have each reported on the rise in the number of hate crimes targeting Muslims, our office can attest to this increase firsthand, based on the number of complaints received by Timothy Welbeck, Esq., CAIR-Philadelphia's Civil Rights Attorney. Specifically, in 2018 alone, Mr. Welbeck spoke and corresponded with over 150 individuals seeking legal recourse for their allegations of discrimination based on their religion, race/ethnicity, and/or national origin. These complaints included workplace harassment and discrimination, harassment and discrimination in public accommodations, harassment and bullying in primary and secondary schools, government surveillance, and other forms of disparate treatment of Muslims, immigrants, and/or people of color.

CAIR-Philadelphia routinely advocated and represented numerous Muslims whose employers denied them reasonable religious accommodations to perform basic practices of their faith (attending *jumu'ah*, making *hajj*, wearing the *hijab*).

Mr. Welbeck levied complaints against dozens of infringing employers, compelling many of them to make reasonable religious accommodations for their Muslim employees who had previously been denied such accommodations.

A significant number of our clients complained of persistent harassment and bullying of school age children in primary school and secondary school, while an increasing number raised complaints of colleges and universities failing to offer reasonable accommodations for Muslim students. CAIR-Philadelphia represented a number of children in these circumstances, and compelled the schools to adequately address the harassment and bullying, in addition to remedying the culture that fosters that behavior.

The hallmark of this combination of public advocacy and legal strategy came when our work with various community leaders and elected officials compelled a state agency to amend its policy that required an exception for students to wear head coverings during interscholastic athletic competition.

These are just a few of the many ways that CAIR-Philadelphia's free legal services provided much needed aid to American Muslims.

Outreach and Education



CAIR-Philadelphia's extensive activities in Education and Outreach were made possible by the collective effort and collaboration between its Staff, Executive Committee, and Advisory Board members. Throughout 2018, CAIR-Philadelphia presented its educational programs in a variety of venues, including mosques, churches, and synagogues, colleges and universities, public and private school classes of all grades, government agencies, and many corporations.

With the rise of a new open racism in the country during the past three years, on 15 occasions we presented our anti-bullying workshop in mosques, public and private schools, in programs such as MIST-Philadelphia, and during our signature Muslim Youth Leadership Programs. These presentations built on the students' own resiliency by helping them approach anti-bullying from a point of knowledge and awareness of their rights. We were also able to talk to parents and educate them on child pedagogy and interacting with schools.

CAIR's work with the Pennsylvania Department of Education and multiple school districts, including Philadelphia School District, T/E School District and North Penn School District, also aimed to advocate for the rights of our children and educate the educators on issues related to Islam, Muslims, and anti-Muslim racism; multiple trainings for educators have already been scheduled in the new year.

In 2018, our office also offered several other courses: "Islam 101" workshops, "Know Your Rights" trainings, American Muslim History, and African American Muslim Legacy. Notable presentations included a 10-session course offered at Temple University's OLLI program, and multiple presentations by our staff to commemorate Malcolm X's legacy.

Finally, we increased our interfaith and intra-faith outreach efforts to intensify our activism and outreach, and CAIR staff attended over 100 meetings and gatherings at many mosques and community centers, and met with dozens of public officials.



TOP & BOTTOM LEFT: Ahmet Selim Tekelioglu with students at an "Anti-Bullying Workshop" at MYCP. ABOVE: Students at a "Know Your Rights Workshop" at MYCP, and BELOW: Miriam Abuawadeh, CAIR-Philadelphia EC Member, and workshop facilitator.



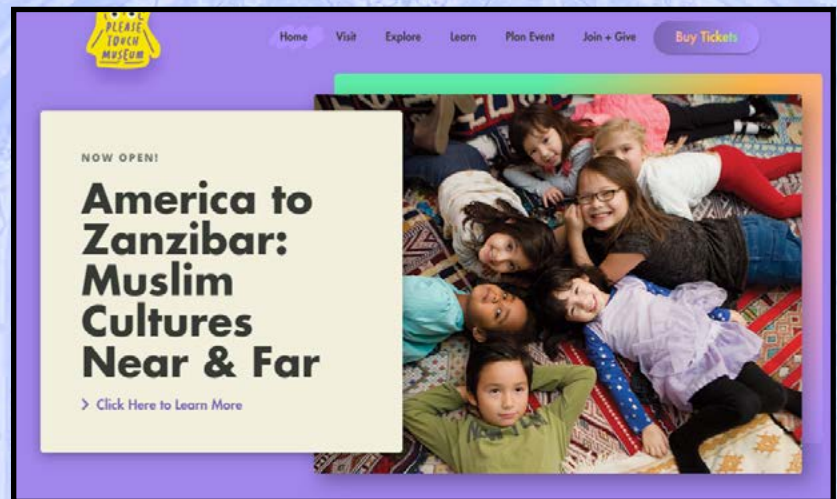
BELOW, FROM LEFT TO RIGHT: Salima Suswell, CAIR-Philadelphia Executive Committee Member; Patricia Wellenbach, CEO, Please Touch Museum; and Osama Al-Qasem, President, Executive Committee, CAIR-Philadelphia.



ABOVE, FROM RIGHT TO LEFT: Ahmet Selim Tekelioglu, CAIR-Philadelphia Outreach and Education Director; Imam Kenneth Nuriddin, Philadelphia Masjid; Sheikha Maryam Kabeer Faye, Bawa Muhaiyaddeen Fellowship; Samia Malik, Harrisburg Muslim community; Sarah E. (Jameela) Martin, Pittsburgh community; Shaykh Anwar Muhaimin, Quba Institute.

(6)

- ◆ **Training for Please Touch Museum:** Ahead of the opening of the Please Touch Museum's "America to Zanzibar" exhibit on Muslim cultures around the world (LEFT), the Museum invited CAIR-Philadelphia to lead a training on foundational Islamic beliefs and practices. More than 100 Museum staff and executives received the training over two weekends.



- ◆ **Training for POWER Philadelphia Organizers:** CAIR-Philadelphia conducted a two-session "Islam 101" and American Muslim history training for POWER, the faith-based community organizing collective in Philadelphia.
- ◆ **Training for Equal Employment Opportunity Commission:** CAIR-Philadelphia led a training for EEOC officials on Islam and Muslims and the common complaints we receive from Muslims who face discrimination in the workplace.
- ◆ **Training for Federal Executive Board:** CAIR-Philadelphia led a training for federal officials from multiple federal agencies in and around Philadelphia. The training focused on American Muslim history and experience and common issues faced by Muslims in everyday life.
- ◆ **Panels at Historical Society of Pennsylvania:** CAIR-Philadelphia's educational programs also included two panels we conducted at the city's preeminent civic educational institution, The Historical Society of Pennsylvania (LEFT). In the first of these panels we provided platform for leaders of Muslim institutions to speak about the history of Muslim life in the Commonwealth. In the second panel, young community members talked to a diverse audience about growing up Muslim. We also contributed an essay on the same topic to HSP's magazine, *Pennsylvania Legacies*.

2018 Program Highlights



- ◆ **“Families Belong Together” Rally at Logan Circle:** CAIR-Philadelphia was an official organizer and sponsor, alongside other social justice organizations — such as the ACLU, Juntos, and New Sanctuary Movement — to protest the Trump Administration’s anti-immigrant and divisive policies. The speakers at the rally included two recommended by CAIR: Imam Kenneth Nuriddin of Philadelphia Masjid, and Maryam Elarbi.
- ◆ **Third Annual Muslim Capitol Day:** CAIR-Philadelphia held its Third Annual MCD in April 2018 with almost 100 Muslims in attendance, during which we facilitated over 50 meetings in the State Capitol, advocating for bills that seek racial and economic equity.
- ◆ **Press Conference to Protest Supreme Court’s Decision on Muslim Ban 3.0:** CAIR-Philadelphia organized a press conference that brought together civic and religious leaders including representatives from ACLU, HIAS, and Nationalities Service Center.
- ◆ **Press Conference Following Tree of Life Synagogue Massacre:** CAIR-Philadelphia organized a press conference attended by leaders of Muslim, Jewish and Christian faiths, as well as colleagues from organizations such as New Sanctuary Movement and American Friends Service Committee.
- ◆ **Grants:** In 2018 CAIR-Philadelphia secured two grants for our interfaith and civic engagement programs. Together with Islamic Cultural Center of Willow Grove, North Penn Mosque, Congregation Kol Ami in Elkins Park and New Life Presbyterian Church in Willow Grove, we developed a community-service and dialogue project. Our group applied and won a grant of \$9,700 from Islamic Relief’s Silver Anniversary Grants. Likewise, during the election cycle, we received two micro-grants totaling \$1,000 from Muslim Voter Project as a result of our cooperation with MPOWER Change. We used part of this funding with a Somali non-profit in Mechanicsburg, Pennsylvania Center for Refugees and Immigrants, PACRI, to mobilize African community members to polling stations.

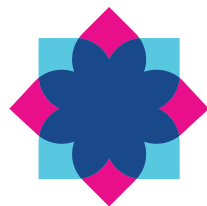
BELOW: “End Family Detention” protest in Philadelphia.



BELOW: Timothy Welbeck, Esq., Civil Rights Attorney, speaking at press conference to denounce the Supreme Court’s upholding of the Administration’s “Muslim Travel Ban 3.0.”
BOTTOM: Imam Mikal Shabazz speaking at the same press conference.



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America to Zanzibar: Muslim Cultures Near and Far was developed by the Children's Museum of Manhattan.





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A sold-out audience of 850 people attended our 12th Annual Banquet at the Springfield Country Club. Our special guests this year were Dalia Mogahed, Zahra Billoo, and comedian Mo Amer. Among the feedback we received were comments such as "CAIR is getting better and better every year, mashaAllah...", "CAIR achieved its goal of rejuvenating the spirit of citizenship and connection with the community we belong to...", "one of the best banquets for its ability to educate, inspire and entertain, all at once...", "empowering and encouraging..."



2018 Muslim Capitol Day



Our third annual Muslim Capitol Day was co-sponsored by CAIR-Pennsylvania, Emgage Pennsylvania, and two Philadelphia mosques: Masjidullah and Philadelphia Masjid. Close to 100 Muslim Americans held 35 meetings with Pennsylvania legislators and government officials. MCD participants broke into small groups of between 6-10 people to visit the offices of PA State Senators and Representatives and state officials. The highlight of Muslim Capitol Day was a rally on the Rotunda steps, during which both Muslim and non-Muslim speakers spelled out an agenda of inclusion, pluralism, and justice.



Other Notable Events Organized, Sponsored, and Participated in by the Staff, Executive Committee, and Advisory Board of CAIR-Philadelphia in 2018

- ◆ “13th” Documentary and Discussion at Restoration Church
- ◆ “End Family Detention” Rally in Center City
- ◆ “Tuesdays with Toomey” Rally in Allentown, Addressing World Refugee Crisis
- ◆ 12th Annual Banquet
- ◆ African American Muslim Legacy Workshop at North Penn Mosque
- ◆ American Muslim History at Islamic Community Center of Lancaster
- ◆ Anti-Bullying at Area Elementary School
- ◆ Anti-Bullying Workshop at ISD
- ◆ Anti-Bullying Workshop at Local School
- ◆ Anti-Bullying Workshop at Masjid Al-Madinah
- ◆ American Muslim History & Islam in Philadelphia at Temple’s Lifelong Learning Institute
- ◆ Anti-Bullying Workshop at Masjid Ar-Rahman
- ◆ Anti-Bullying Workshop in Lancaster
- ◆ Anti-Bullying Workshop with POWER Philadelphia
- ◆ Black History Month Presentation at Elementary School
- ◆ Community Symposium Organized by the Office of Governor Wolf
- ◆ Cultural and Religious Literacy Training for Federal Employees
- ◆ Expungement Clinic in Northeast Philadelphia with Christian Legal Services and Restoration Church
- ◆ Governor Wolf’s Annual Eid al-Adha Dinner at Governor’s Mansion
- ◆ Greater Delaware Valley Muslim Leadership Forum
- ◆ Immigration Policy Panel with Indivisible HOPE and ACLU People Power at Peter Becker Community in Harleysville
- ◆ Interfaith Iftar at Masjidullah
- ◆ International Peace Symposium at Elizabethtown College, Hosted by World Affairs Council of Harrisburg
- ◆ International Symposium on the Future of Jerusalem at Masjid Isa Ibn-e-Maryam in Newark, DE
- ◆ Islamic Wills Seminar at the Islamic Society of Greater Valley Forge
- ◆ Islamic Wills Workshop at the Islamic Society of Delaware
- ◆ Islamophobia and Medical Practice Seminar at Thomas Jefferson University Medical School
- ◆ Know Your Rights Seminar at Epiphany Fellowship
- ◆ Legacies of Malcolm X Event with New Africa Center/ICPIC
- ◆ Mt. Zion AME Church Interfaith Service
- ◆ Muslim Advocacy Days in Washington, DC
- ◆ Muslim Capitol Day
- ◆ Muslim Community Day at North Penn Mosque
- ◆ Muslim Youth Leadership Program at Islamic Society of Greater Valley Forge
- ◆ Muslims in Pennsylvania: Creating Community Event with Historical Society of Pennsylvania
- ◆ MYLP at MYCP
- ◆ National Muslim Voter Registration Day at Islamic Society of West Chester
- ◆ Panel Discussion on “Young American Muslims: Faith, Country, and Community” at the Historical Society of Pennsylvania
- ◆ Peace at Home Seminar at Islamic Society of Delaware
- ◆ Philadelphia Demonstration Against ICE Family Separation Policies
- ◆ Please Touch Museum Staff Trainings
- ◆ POWER Philadelphia Voter Engagement at Masjid al-Madinah
- ◆ Presentation on American Muslim History for PHRC
- ◆ Temple University Panel “Hate Speech vs Free Speech”
- ◆ Training and Presentation to Equal Employment Opportunity Commission employees
- ◆ Underground Railroad & Black History Conference at Temple University
- ◆ Vigil at Berks County Detention Center to Protest Family Separation Policies
- ◆ Voter Engagement Event in Norristown
- ◆ Voter Registration Training with PACRI
- ◆ Workshop on American Muslim History with POWER Philadelphia

Media Appearances



- ◆ WFMZ-TV's "Business Matters" on Middle East Conflict
- ◆ Press Conference in Response to Violation of Student Athlete's Right to Wear Religious Head Covering
- ◆ Praise Philadelphia 107.9 Interview on Islamophobia
- ◆ Philadelphia Inquirer on Anti-Muslim Bullying
- ◆ PennLive.com Interview on Hate Crimes
- ◆ Philadelphia Tribune Coverage of Juneteeth Celebration at Germantown
- ◆ LancasterOnline Coverage of Eid al-Fitr
- ◆ Metro Philadelphia and 6ABC Coverage of Press Conference in Response to Violation of Student Athlete's Right to Wear Religious Head Covering
- ◆ MontgomeryNews.com Coverage of Immigration Policy Panel
- ◆ DelawareOnline.com Article on International Symposium on the Future of Jerusalem
- ◆ PennLive.com Article on Harrisburg ISIS Arrest



ABOVE: Jacob Bender at an interfaith press conference following the "Tree of Life" Synagogue Massacre in Pittsburgh. BELOW: CAIR-Philadelphia EC board member Salima Suswell with Nasihah Thompson-King during the press conference to support the religious rights of Nasihah, a Muslim student athlete who was barred from playing basketball because of her hijab.



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ISHFAQ AHMAD, Secretary

CAIR-Philadelphia, along with Masjidullah, and Philadelphia Masjid (two prominent African American mosques), hosted the second annual Interfaith Iftar Dinner on Sunday, May 20th.

An evening of food, festivity, and faith, fortuitously coincided with both the Jewish festival of Shavu'ot and the Christian festival of Pentacost, and speakers addressed the spirit of the auspicious night from their respective faith traditions. The Jewish, Christian, and Muslim participants brought cans of food to help feed the needy in Philadelphia.

Before Muslim attendees broke their fast at sunset, the crowd conversed on issues of concern to them in regards to civil rights, economic equity, and religious freedoms.



Iftexhar Hussain, CAIR-Philadelphia Vice President, together with Ahmed Selim Tekelioglu, Outreach and Education Director, gave 93 khutbas (religious sermons following the mandated communal prayer at the mosque on Friday afternoon).





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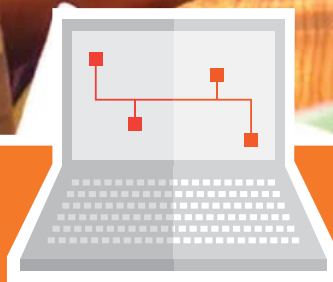
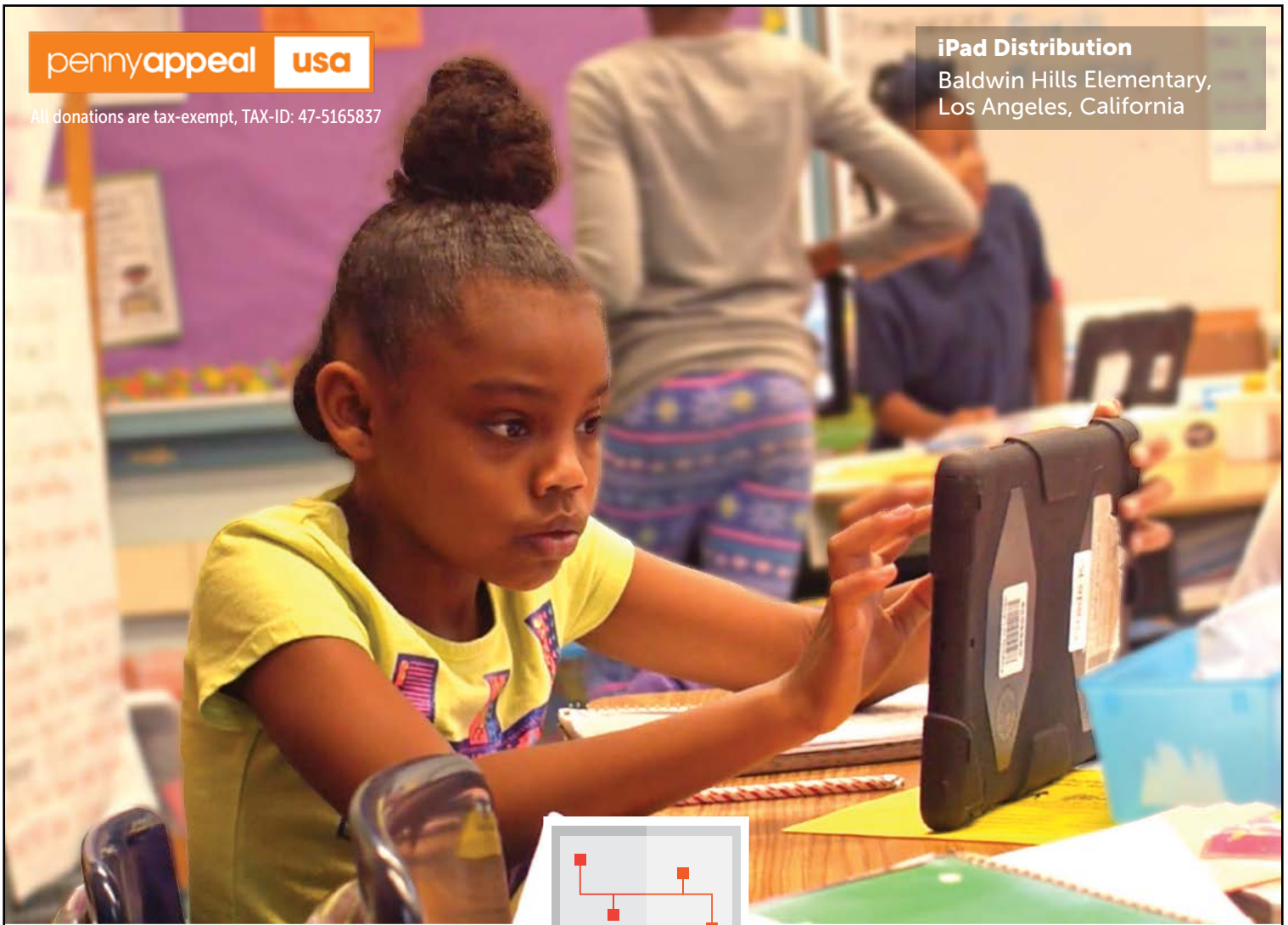
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2018 Statement of Assets, Liabilities and Net Assets

ASSETS..... TOTAL

Banquet	
Banquet Ticket Sales and Advertising	\$61,459.00
Public Support	
Direct Deposits	\$45,000.00
Donations	\$336,451.00
Total Revenue	\$442,910.00

OPERATING DISBURSEMENT

Payroll	
Staff and Intern Salaries	\$211,350.00
Benefits	\$35,446.00
Operations, Utilities, Office Supplies and Rent.....	\$40,695.00
Legal Dept. Fees	\$6,980.00
Travel	\$19,540.00

PROGRAMS, SERVICES AND MARKETING

2018 Annual Banquet	\$61,258.00.00
Outreach and Networking	\$8,100.00
Other Programs, Services and Marketing.....	\$8,300.00

PROFESSIONAL SERVICES

Fees	\$13,299.00
Tax Service, Legal Counsel	\$7,523.00

MISC. EXPENSES

Misc. Expenses	\$5,780.00
----------------------	------------

TOTAL EXPENDITURES \$418,271.00

Change in Net Assets.....	\$98,450.00
Net Assets, Beginning of Year.....	\$82,200.00
Net Assets at Year End	\$180,650.00

2019 Projected Expenditures

OPERATING DISBURSEMENT

Payroll	
Staff and Intern Salaries	\$232,000.00
Benefits	\$40,000.00
Operations, Utilities, Office Supplies and Rent.....	\$42,000.00
Legal Dept. Fees	\$6,000.00
Travel	\$20,000.00

PROGRAMS, SERVICES AND MARKETING

2018 Annual Banquet	\$62,000.00.00
Outreach and Networking	\$10,000.00
Other Programs, Services and Marketing.....	\$10,000.00

PROFESSIONAL SERVICES

Fees	\$13,299.00
Tax Service, Legal Counsel	\$7,523.00

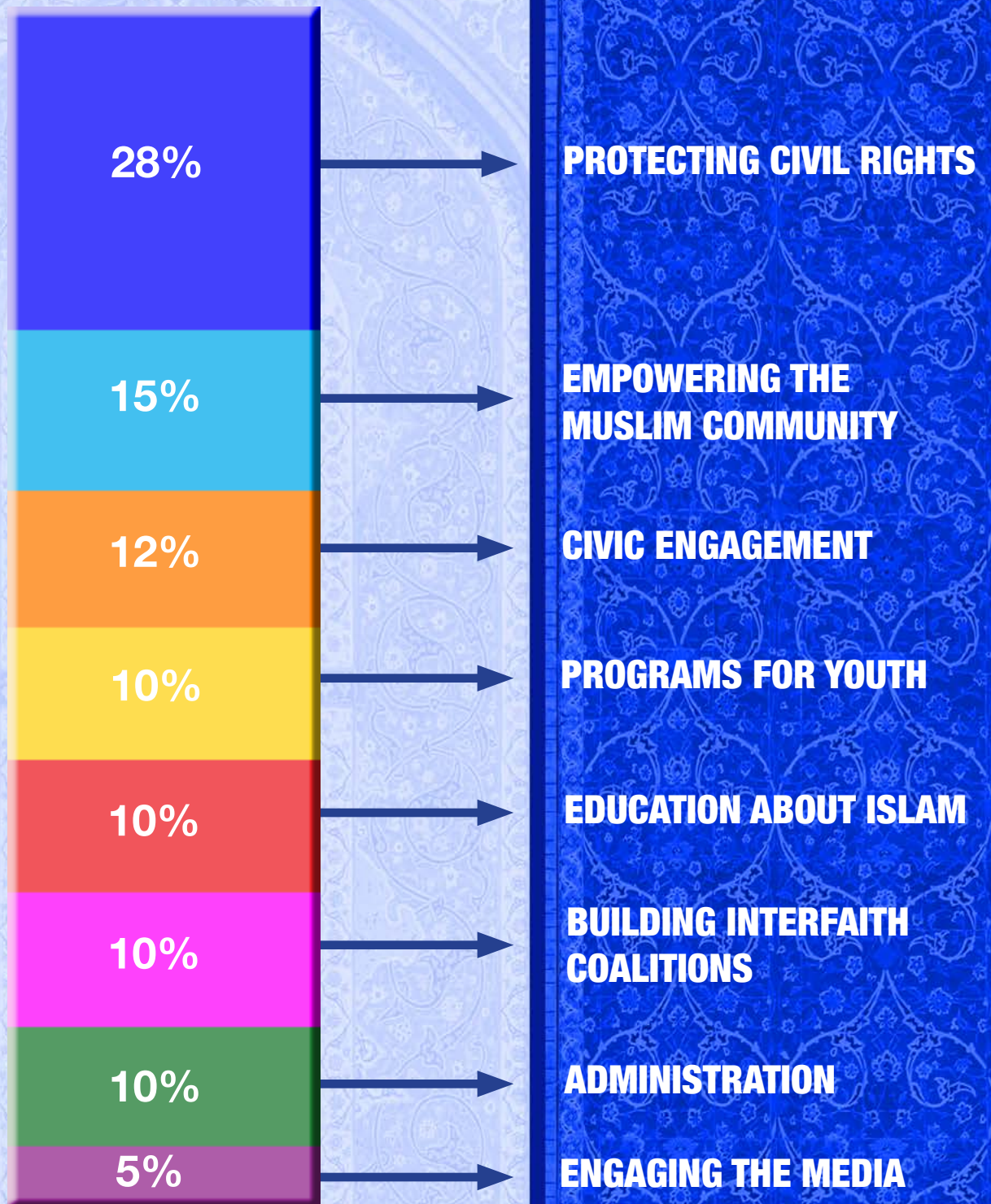
MISC. EXPENSES

Misc. Expenses	\$5,780.00
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TOTAL EXPENDITURES \$438,602.00

CAIR-Philadelphia is a not-for-profit organization, and donations to CAIR-Philadelphia are zakat-eligible and tax-exempt. To donate to CAIR-Philadelphia, go to: pa.cair.com/donate/

**PERCENTAGE OF 2018 EXPENSES
BY PROGRAM AREA**





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The Muslim Society of Delaware Valley (MSDV) is a proud supporter of CAIR-Philadelphia. We thank CAIR for another great year of fighting Islamophobia, defending civil liberties, and empowering the Muslim community in Philadelphia!

The MSDV Vision is to develop a community of American Muslims inspired by the principles, practice, and legacy of the Islamic tradition to lead lives of integrity, serve their families and communities with excellence, and work toward the betterment of society.

Join us at our two centers as we get together for ...

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- Ramadan programs
- Youth weekend programs
- Teen youth groups
- Guest speakers
- Community socials
- Civic engagement
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"For the poor emigrants who were expelled from their homes and their properties, seeking bounty from Allah and [His] approval and supporting Allah and His Messenger, [there is also a share]. Those are the truthful. And [also for] those who were settled in al-Madinah and [adopted] the faith before them. They love those who emigrated to them and find not any want in their breasts of what the emigrants were given but give [them] preference over themselves, even though they are in privation. And whoever is protected from the stinginess of his soul - it is those who will be the successful." Surat Al-Hashr

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