

Resilient in Our Pursuit of **JUSTICE** and Common Good

**ANNUAL
IMPACT
REPORT
2022**



CAIR
PHILADELPHIA



2022 Annual Report is published by the Council on American-Islamic Relations-Philadelphia (CAIR-Philadelphia).

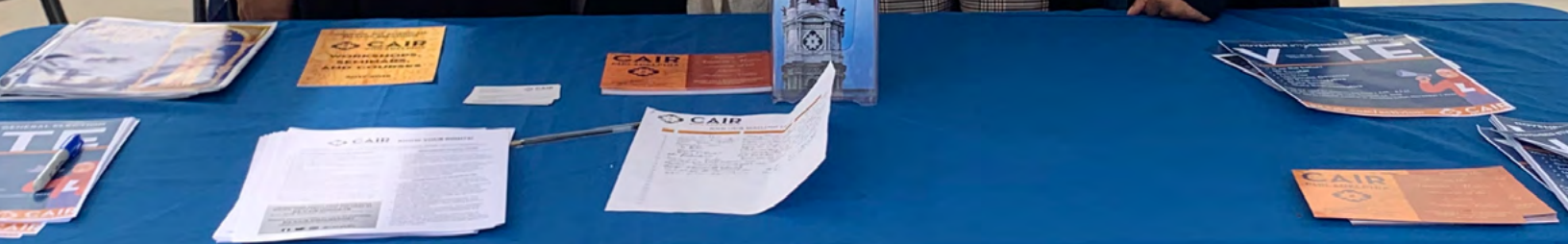
CAIR's vision is to be a leading advocate for justice and mutual understanding.

CAIR's mission is to enhance understanding of Islam, protect civil rights, promote justice, and empower American Muslims.

Council on American-Islamic Relations
Philadelphia Chapter
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PENNSYLVANIA

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Executive Director and Chapter President Message

Our story goes back to 2004. 13 individuals from diverse backgrounds came together to establish CAIR-Philadelphia to respond to intensified civil rights violations our Muslim American community in Pennsylvania and Delaware faced. Today, with 4 full-time and 1 part-time staff members, we are dedicated to being the first line of defense for our community and to investing in establishing our own positive looking agenda through cultivating our youth through principled organizing and civic engagement advocacy programs.

In 2022, our office worked tirelessly to advocate for our community. We are presenting just a glimpse of our work in this report. We organize for the common good and we build power for our community. We care about our communities' generous support of CAIR-Philadelphia and ensure we uphold this amanah (trust) in the best way possible. With sincere gratitude for your support, financial and otherwise. CAIR-Philadelphia is your civil rights and advocacy organization.

We cannot let this moment pass without acknowledging the trial that our brothers and sisters in Turkey and Syria are experiencing. We pray that their test will be witnesses for them in the life to come. We send them our prayers and support and pray that you will do the same.

Please continue to support our mission at pa.cair.com/donate

Ahmet Tekelioglu, Executive Director
Mohammed Zubairu, Chapter President



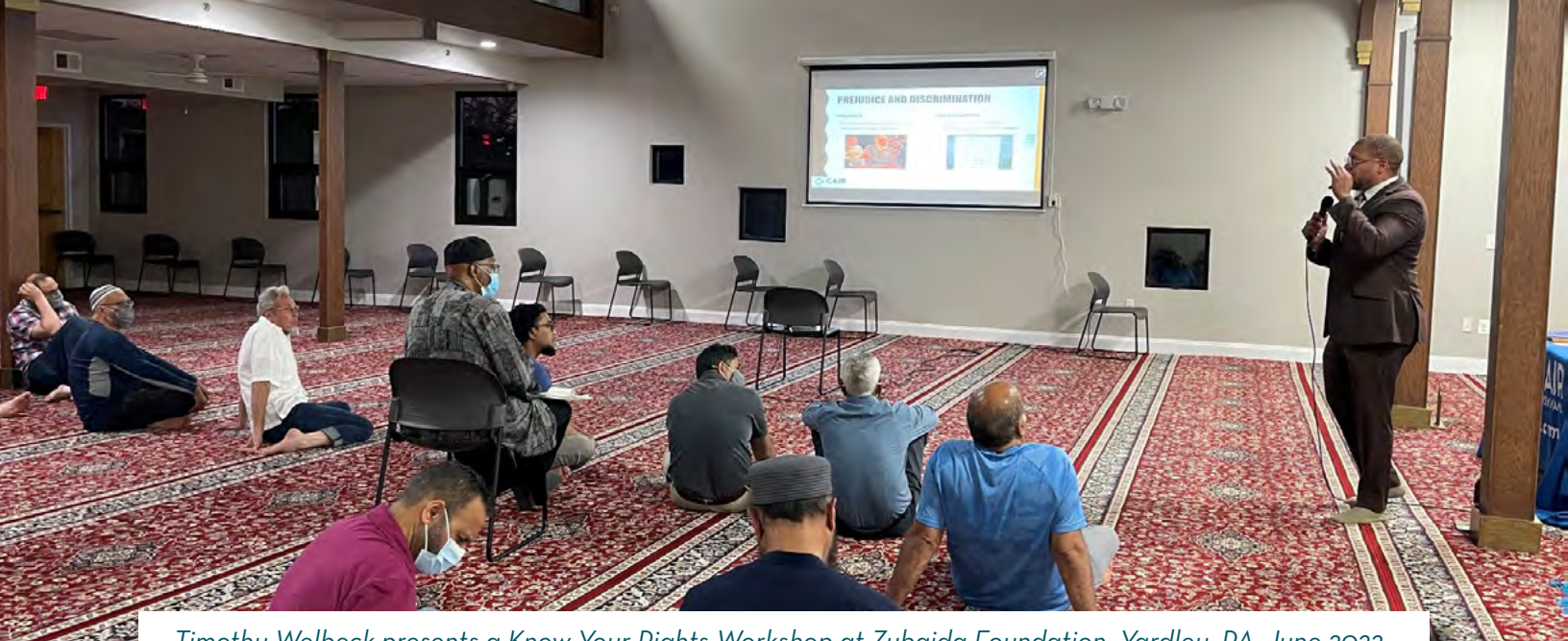
Ahmet Tekelioglu
Executive Director



Mohammed Zubairu
Chapter President

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Timothy Welbeck presents a Know Your Rights Workshop at Zubaida Foundation, Yardley, PA. June 2022.

Upholding Justice | Our Legal Work

In 2022, CAIR-Philadelphia's Legal Team continued to be a vital legal resource for our community members who needed legal representation to resolve various instances of discrimination based on religion, race/ethnicity, and/or national origin. **We fielded more than 2 cases a week in 2022, we believe there were many more that went unreported.**

Our Civil Rights Attorney Timothy Welbeck and paralegal Nichelle Womble. With the help of our operations manager Leena Jaffer, we processed over 100 legal cases. We also invested in our processes to ensure we serve our communities better. Our efforts to fight against Islamophobia, racism, xenophobia, and bigotry are enabled by our community.

In 2022, our office observed a spike in reports of employment discrimination (26) cases. These cases involved complaints around unlawful firing, micro-aggressions due to religion and ethnicity, as well as inadequate accommodations. Thirty-one cases concerned government discrimination in the form of travel restrictions, law enforcement and FBI encounters, and complaints from incarcerated Muslims.

2022 TOTAL INTAKE

From CAIR Philadelphia legal department

145

WITHOUT IMMIGRATION: 91

**Education
Discrimination**

5 cases

**Employment
Discrimination**

26 cases

**Family Law
Discrimination**

4 cases

**FBI Interrogation
Discrimination**

7 cases

Hate Crimes

2 cases

**Housing
Discrimination**

8 cases

**Incarceree
Rights**

7 cases

**Immigration/
Asylum**

54 cases

**Law
Enforcement
Encounters**

11 cases

**Other
Discrimination**

8 cases

Out of Scope

5 cases

**Watchlist/
Travel**

6 cases

Our legal team traveled across Pennsylvania and Delaware in 2022 serving communities across Yardley, Allentown, Norristown, and Wilmington through Know Your Rights presentations.

Upholding Freedom of Speech



In 2022, one of our priority cases concerned our fight against the demonization of pro-Palestine speech by hate platforms and their implications for Muslim-Americans. CAIR-Philadelphia filed a federal charge of discrimination with the Equal Employment Opportunity Commission (EEOC) against a prestigious private school in the Philadelphia area on behalf of our client Natalie Abulhawa, a Palestinian-American Muslim athletic trainer. Ms. Abulhawa was recruited by the school and ultimately received an offer for employment to join its staff as a full-time Certified Athletic Trainer. She was terminated from her position based on a misleading profile created by an Islamophobic organization that routinely smears the reputation of Muslims.

Prior to joining the school, she successfully completed and passed multiple screenings, including a general and criminal background check, education and employment verification, employment recommendations and other screenings. She was reportedly terminated based on allegations leveled by an anti-Palestinian, Islamophobic hate platform. Our petition raising awareness about this issue received support from thousands of individuals from across the country and was featured in local media. Our legal advocacy ensured Natalie received a settlement from her former employer, underlining a significant victory against efforts to penalize Palestinian American activists. Read more about our case at pa.cair.com/abulhawa.

We Will Not Tolerate Workplace Discrimination

CAIR-Philadelphia is representing 8 Afghan translators who were allegedly fired from their positions while providing translation services at the airport because they were speaking Pashto among themselves. These translators worked for an agency who contracted with the government during the fall of 2021 when the City of Philadelphia and Philadelphia International Airport (PHL) coordinated with the federal government's Operation Allies Welcome, which provided a point-of-entry location for refugees evacuated from Afghanistan.

These Philadelphia-area Afghan translators spoke Farsi and Pashto/Dari and began working with the agency to support the needs of the federal government to assist in the airlift operations emanating out of Afghanistan during the time period. After a meeting between management and employees on or about several weeks after they began their work, some of them debriefed among themselves privately and in the course of doing so spoke Pashto. One of their supervisors overheard this conversation, and said it violated company policy of only speaking English except for during translations.

The following day, the agency terminated the translators with reference to multiple unlawful pretexts, which is a form of unlawful ethnic-based discrimination. The translators noted they were humiliated by being removed from the Philadelphia Airport while trying to serve their fellow Afghans. Our office is working with concerned agencies, including the City of Philadelphia's Office of Immigrant Affairs to ensure the company responsible for this violation is held accountable.

*The Prophet ﷺ said that Allah ﷻ said,
“My slaves! I have
forbidden injustice for
Myself and I have made
it forbidden among
you, so do not wrong
one another.”*

— *Sahih Muslim*



In the name of Allah the Beneficent, the Merciful

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Students' Rights

Our office is also representing multiple local high school students who were overly disciplined and/or criminally charged for minor infractions of their school's disciplinary code. One student was involved in a minor altercation with a classmate, was suspended from school, and is now charged with multiple misdemeanors.



Our office is presently working with the school to ensure the student's disciplinary record accurately reflects the incident and also working with the local prosecutor's office to resolve this matter without further adjudication. Our office is also partnering with the school to ensure it provides a safe and welcoming environment for its Muslim students and can start initiating a restorative justice process ensuring an equitable process going forward.

Travel | FBI | Police

In 2022, we advocated for community members who are disadvantaged due to the government's unlawful watchlists, creating long delays. Our office is working with our National office to help these individuals and our advocacy has helped multiple community members streamline their travel. We are also working with several community members who are unnecessarily contacted by the FBI, providing legal representation for them.

As we highlight in our Know Your Rights presentations, do not speak with law enforcement agencies absent your attorney. Please contact us through our website pa.cair.com/report and our team will be in touch to help you.





Imam Kenneth Nuriddin speaks to Muslim Youth Leadership Summit participants at the Philadelphia Masjid.

Empowering the Next Generation | Student Leadership Summits

Thanks to a grant from the Philadelphia Foundation received in 2021, we were able to recalibrate our extant education and student leadership programs in a more systemic fashion. This also meant we were able to onboard Asiyah Jones as our Student Leadership and Advocacy Projects Coordinator. Thanks to our community's support, in 2022 we continued this work in new and exciting ways.

Our model is based on three observations: our youth from diverse backgrounds are our community's most cherished asset, we need to equip the youth with the tools they need, we need to amplify and trust their voice. Based on this philosophy,

CAIR-Philadelphia's listening sessions and Muslim Youth Leadership Summits (MYLS) in 2022 helped us advocate for our students' rights and concerns in their schools, and identify new pathways for leadership together with them by inviting expert educators and community leaders.

We hosted leaders such as Imam Kenneth Nuriddin, Charles Barr, Sharif El-Mekki, Aliya Khabir, Dr. Hirotoishi Nishikawa, Peter Pedemonti, Dr. Quaiser Abdullah, Imam Arqum Rashid, Dr. Rashidah Abdul-Khabeer, Wafai Dias, Imam Idris Abdul-Zahir, and Sara Baig in our 2022 Leadership summit.

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Saturday: 12noon-10pm • Sunday: 12noon-9pm

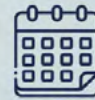


KHAIR *Grand Opening*

Speakers



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Saturday
March 18th, 2023



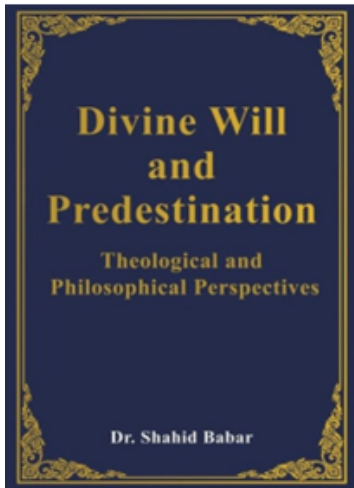
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[khaiercenter.org](http://khaircenter.org)

Divine Will & Predestination – Theological & Philosophical Perspectives



- Introducing a book by Dr. Shahid Babar, written about the Fundamental article of Islam: "Divine Will and Predestination – Theological & Philosophical perspectives", available via major online bookstores, including from 'Amazon'.

- The author discusses notions of 'Destiny' and 'Human Freewill' and explores the understanding of this difficult subject based on Quranic verses and Prophetic traditions. In addition, the book provides critical analysis of viewpoints of various Eastern and Western Scholars and Philosophers on this topic. The author highlights the effects of belief in Predestination on one's life and evaluates its tremendous relevance for Muslims in current times.

All the proceeds from book-sales
will go towards charitable causes.

Amazon Link:
a.co/d/03MV82k

The Messenger of Allah, peace and blessings be upon him said, "Whoever builds a Mosque for Allah, Allah will build for him a house like it in paradise"

SAHI AL BUKHARI 450 & SAHI MUSLIM 533



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Listening Sessions and Stories

In 2022, we held listening sessions in Philadelphia, North Penn, Upper Darby, Harrisburg, Mechanicsburg, Lebanon, Hershey, and Dover communities. In these sessions we engaged 234 students; hearing their stories and developing plans for engaging their local school districts.



CAIR-Philadelphia Student Leadership and Advocacy Projects Coordinator Asiyah Jones at a listening session with North Penn High School MSA Members.



Esraa Abdelalim helping students at CAIR-Philadelphia listening Session at Lebanon Valley Mosque.



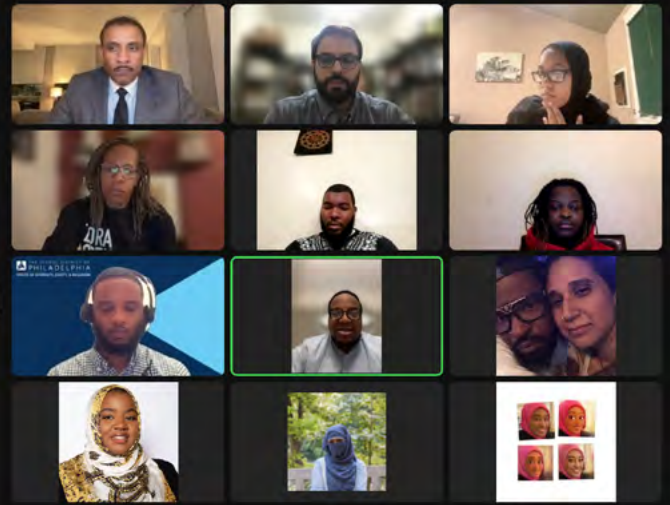
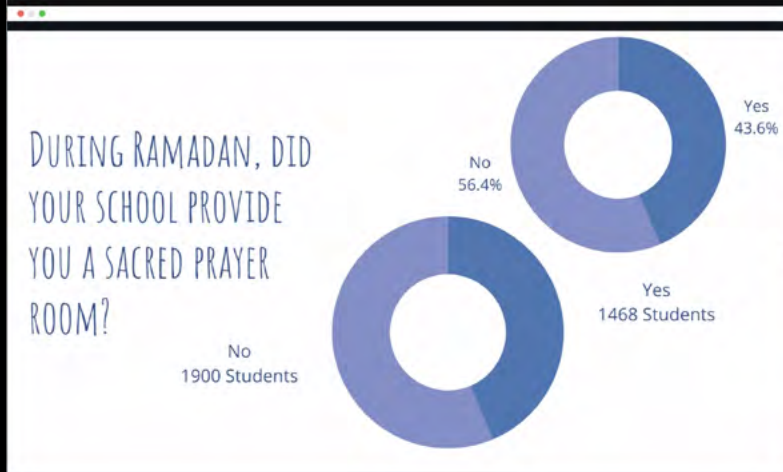
Listening Session with middle and high school students at Islamic Society of Chester County

“I am glad I was able to collaborate with CAIR-Philadelphia and help students in my community develop skills that will help them advocate for themselves.”

— Esraa Abdelalim, a Lebanon Valley Mosque youth leader



Listening Session at Lebanon Valley Mosque



CAIR-Philadelphia's Listening Session with Philadelphia School District
Superintendent Dr. Tony B. Watlington, Sr

Eid Accommodation and School Inclusion

In 2022, our work to empower our communities' involvement in their local school districts to ensure a peaceful learning environment and proper accommodations continued. We had 8 more school districts across the region adopt Eid as a day off for students, thanks to our community members taking an active role and mobilizing toward greater equity and inclusion. Our chapter was proud to work with and support parents from Spring-Ford to West Chester areas, from North Penn to Great Valley districts in this effort.

"Speaking with Dr. Watlington and now working with Asiyah has been immensely helpful as we continue to find our voice and help our fellow Muslim students learn about their rights in schools."


— George Lane and Tymir Clark, CAIR-Philadelphia student interns from Sankofa Freedom Academy

We applaud and congratulate these school boards that approved Eid as a day off: School District of Philadelphia, Tredyffrin/Easttown School District, Great Valley School District, North Penn School District, Upper Darby School District, Spring-Ford Area School District, West Chester Area School District, Unionville-Chadds Ford School District, Owen J. Roberts School District, Downingtown Area

School District, Coatesville Area School District, Radnor School District, Castle Rock School District, Derry Township School District, Perkiomen Valley School District, and Pennsylvania Leadership Charter School. If you would like to work with our office, please email atekelioglu@cair.com).


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 **WATCH** **LOG IN**

School officials say approximately 30 students at Boys' Latin Charter have signed up for the Ramadan accommodations.

By TaRhonda Thomas and 6abc Digital Staff
Friday, April 1, 2022 6:34PM

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RACE AND CULTURE
ASIYAH JONES
COUNCIL ON AMERICAN-ISLAMIC RELATIONS

EMBED  **MORE VIDEOS**

Saturday begins the holy month of Ramadan. It's a sacred period that involves days of praying and fasting for Muslims.

AP **CollegeBoard**

Does your AP Exam Schedule Conflict with Eid in 2022?

Did you know?
Some students may have AP exams on Eid Date
Eid Al-Fitr date estimation - May 2nd/ 3rd
UTILIZE LATE TESTING WINDOW! REQUEST AN ACCOMMODATION BEFORE HARBON TO SEE BELOW!

But wait, there is some flexibility...
The AP Program understands that students observing Eid al-Fitr may not be available for certain AP Exams in early May and that some schools may choose to close for the holiday. Students can take late-testing AP Exams at no extra charge and their schools can administer late exams during the late testing window.

So what should you do?
Students who would like to take late testing AP Exams should request them through their school. Schools should follow instructions for "Replacing Regularly Scheduled Exams with Alternate Exams for Late Testing" in the 2021-22 AP Coordinator's Manual, Part 2. If further scheduling conflicts arise, the school's AP coordinator may contact AP Services for Educators for assistance.

Do you know a Muslim Student in grades 3-8 taking PSSAs?

Did you know?
Eid Al-Fitr may fall during the same time as PSSA testing. The PSSA testing window is April 25 to May 15. Eid Al-Fitr date estimation - May 2nd/ 3rd.

But wait, there is some flexibility...
According to the Division of Assessment and Accountability at PA Department of Education, no student should be required to test on any given day. Thus, there is a make-up period at the end of the testing window.

So what should you do?
Districts have the flexibility to select the time frame/days to complete testing as long as they are sure to speak up. Parents/caregivers should contact the school/district to discuss scheduling concerns and seek accommodations to make up the test on an alternate date.

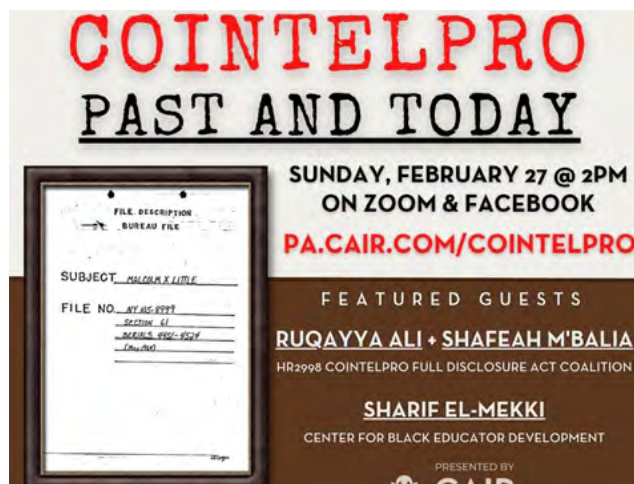
In 2022, our office was on the forefront of conversations with the College Board on AP Exams and with the Pennsylvania Department of Education on PSSA exams conflict with Eid. We provided both agencies with an Eid calendar for the next year and received commitments to ensure similar conflicts do not occur. We are also proud of our two educational guides, [**An Educator's Guide to Islam and Remembering and Reflecting: Teaching 9/11 in Diverse Classrooms.**](#) These resources and the listening sessions we conduct guide our work on ensuring greater prayer room and jummah prayer accommodations, ensuring all textbooks with inaccurate and misleading information are corrected, and students receive proper accommodations during Ramadan.

Courageous Conversations | Our Community Empowerment Work

In 2022, CAIR-Philadelphia continued to focus its attention on critical conversations that inform key developments in our community, from criminal justice reform to intra-communal racism, from attention on problematic law enforcement practices to contributing to conversations on gun violence and reparations.



CAIR-Philadelphia was at the forefront of key initiatives to ensure we build bridges with allies to look confidently to the future. Our vital workshops included a program with Ustadha Rukayat Yaqub on racism within our communities and a webinar highlighting the ongoing impact of the COINTELPRO government surveillance program and supporting the efforts of the HR 2998 Coalition. We hosted a book launch for CAIR-Philadelphia founding board member Sofia Ali-Khan's first book, *A Good Country*, on color lines across the United States and social justice.





JFON-DV attorney Abe Hobson conducts an intake consultation at Islamic Community Center of Lancaster in June, 2022.

Welcoming & Standing with New Americans | Our Immigration Advocacy Work

In 2022, CAIR-Philadelphia for the first time started its immigration legal consultation and advocacy work with **9 Immigration Law Clinics organized in Lancaster, Allentown and Norristown.** In addition to our advocacy work together with the Drive PA Forward Program and nationwide campaigns, we were able to serve over 54 individuals on issues ranging from family unification to citizenship processes. This was made possible through a grant from PA is Ready Network! that allowed us to work with Justice for Our Neighbors of Delaware Valley (JFON-DV), an immigration non-profit affiliated with the United Methodist Church.

We are grateful to our partners in Norristown, Norristown Islamic Society and ICNA Relief Pennsylvania for their support. CAIR-Philadelphia is dedicated to continuing its immigration advocacy work through engagement with state and local governmental agencies, as well as by offering consultative immigration advice to our community. We were able to assist community members hailing from Afghanistan, Egypt, Pakistan, India, Mexico, Morocco, Guinea, Palestine, South Africa, Guatemala, Tunisia, Lebanon, Norway, Yemen, Iraq, Jordan, Dem. Rep. of Congo, and Syria. Check out our ongoing programs at <https://pa.cair.com/events/immigration-consultation/>

Advocating and Organizing for Change | Our Civic Engagement Work

At CAIR-Philadelphia our organizing work stretched from our work with students to raising awareness about elections, to our efforts in Harrisburg and beyond. **We ensured our community can be involved in principled activism with the intention to remove harm and accrue benefits in our society.** Our model is also one that does not shy away from speaking up about the plight of our communities in our own cities as well as overseas, from Kashmir to Uyghur Muslims, from Palestine to Syria and Yemen. In 2022, our teams tirelessly engaged political offices, reached our everyday community members, and built power for our communities.



*Khair/ Iqra community members with
State Rep. Melissa Shusterman in the
State Capitol, October 2022*

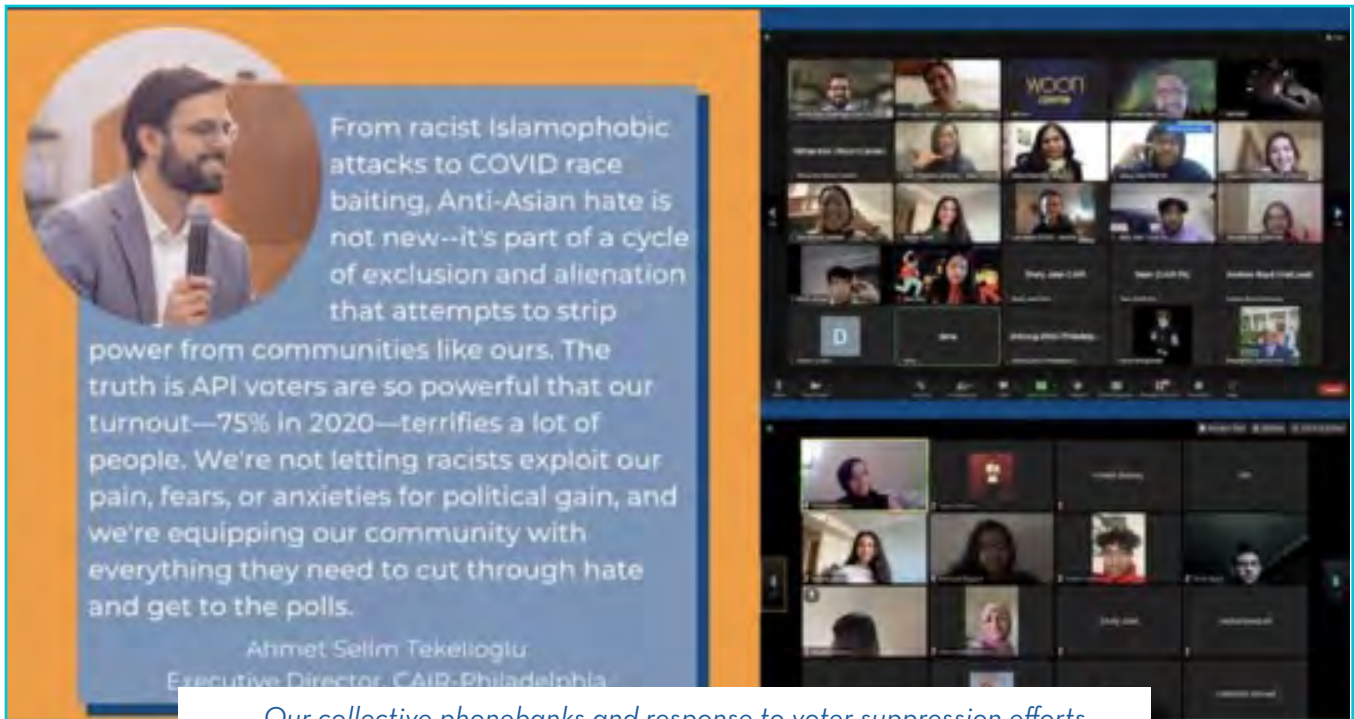


Our signature Muslim Capitol Day in 2022 was a major success, with our student leaders playing a significant part, advocating for bills of concern and Muslim American Awareness and Appreciation Month.

Our election season outreach this year completed close to **200,000** phone calls and **120,000** text messages, with countless hours of voter registration and get-out-the-vote canvassing.

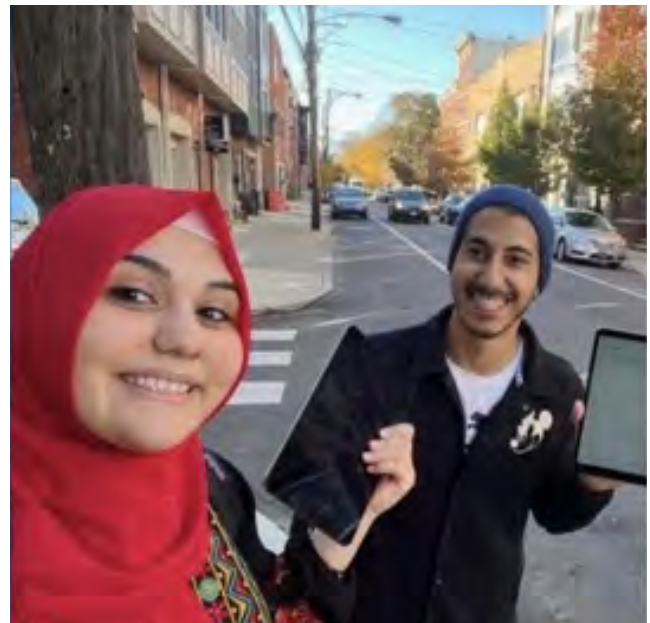


Image: Masjidullah's New Medina Students with State Rep Kinsley.



We incorporated door-knocking into our program this year as well as developing a video specifically for formerly incarcerated Muslims and worked with canvassers based out of our mosque communities. Furthermore, through our work with AAPI, PA Power Caucus and POWER Interfaith, we helped build a platform reflecting our community voices for long-lasting engagement.

Our 2022 organizing and civic engagement work also produced two major victories, together with our allies.





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*Ahmet Tekelioglu speaking at Shut Down Berks Protest
in Philadelphia, December 2022.*



After 8 long years of organizing, including our chapter's active engagement in the last two years, we were able to close the Berks County Detention Center, an ICE operated prison that housed children and families first, and then women. In October 2022, we helped bring POWER Interfaith's Freedom Express to Berks County Detention Center as well as to Muslim Youth Center of Philadelphia and

to Muslim Association of Lehigh Valley for major meetings. The closure of the immigrant prison where multiple human rights violations took place is a key victory for all our communities and we are honored to have played a role in it.



Freedom Express by POWER Interfaith stops at Muslim Association of Lehigh Valley to speak up against white Christian nationalism. October 24, 2022.

Another victory in 2022 was our involvement in the campaign to gain greater access to voting systems in Philadelphia and across the state for limited English proficiency individuals. We have made progress by working with the City Council to implement translation and support for additional languages and with the Department of State agreeing to send a Language Access guidance to each county.

Our coalition work in 2022 also resulted in a large AAPI PA Power Caucus grassroots community survey producing 1500 responses collected in 16 languages. As the co-chair of this effort, our office was able to shape the development of a statewide platform that continues to guide our work. Learn more about the platform at <https://www.apiplatform-4pa.org/>.

“I volunteer my time with CAIR-Philadelphia because I believe in its mission to stand up against injustice and to uplift our communities.”

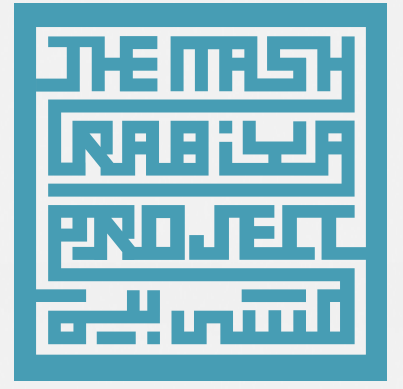
— Dr. Rashidah Abdul-Khabeer, CAIR-Philadelphia Executive Committee Member



THE MASHRABIYA PROJECT

March 3 – July 23, 2023

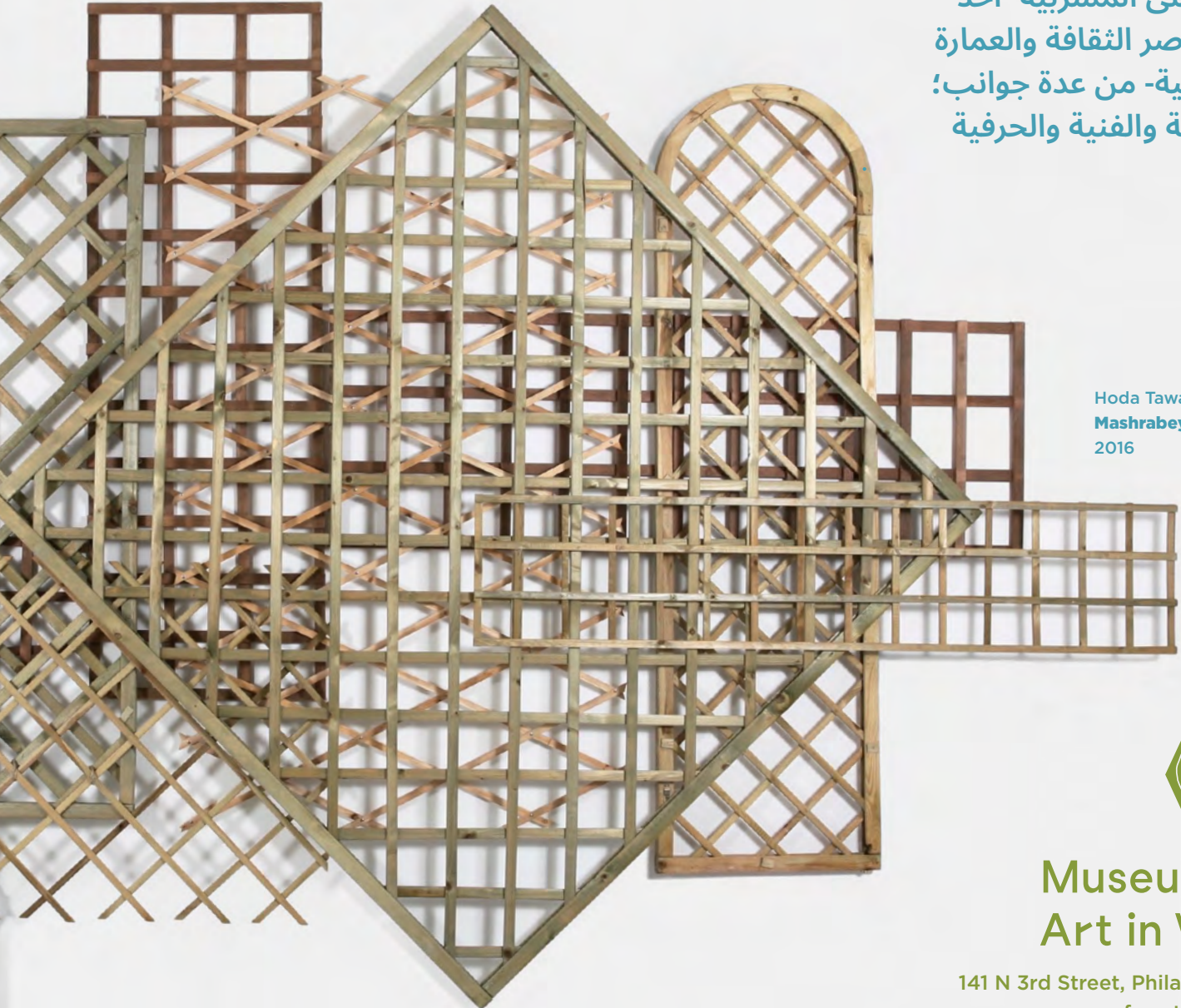
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Sharing Our Message | Our Media and Outreach Work



Ahmet Tekelioglu on 2022 Elections, November 2022

The New York Times



The Philadelphia Inquirer



*Asiyah Jones on Gun
Violence: the Philadelphia
Tribune, May 12 ,2022*



*Timothy Welbeck on
Freedom of Speech, WHYY
& The Inquirer, March &
August 2022*



*Asiyah Jones, Timothy
Welbeck on Ramadan
accommodations,
April 2022*



September 9, 2022 Drake Theater; PhillyCycle meeting

PhillyCycle with InterAct Theatre

Our relationship with InterAct Theatre started in 2019 when we were asked to provide feedback to a number of plays they had developed that highlighted cross-cultural themes. In 2022, we carried our relationship to the next level by our staff members Asiyah and Ahmet working closely with InterAct staff during the development of a major grant project, PhillyCycle.

Seeking to highlight underexplored themes, PhillyCycle's first play will focus on Philadelphia's African American Muslim community. As a project partner, CAIR-Philadelphia brings our community voices into the same room with InterAct's artistic team and informs multiple aspects of the development of the

play. Our first meeting took place on September 8, 2022 and in 2023 we are continuing our meetings and the bottom-up development of a major artistic project. Stay tuned for InterAct's new play.

*Progress lies not in enhancing
what is, but in advancing
toward what will be.*

— Khalil Gibran

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David Loewinger, DPM**

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Iftar-Seder 2022



We held a virtual Interfaith Iftar-Seder to recognize the convergence of Ramadan and the Jewish holiday of Passover and showcased principled interfaith programming for our communities.

OLLI Courses and CPGC Fellows

In 2022 CAIR-Philadelphia Board member Iftekhhar Hussain and Executive Director Ahmet Tekelioglu offered Difficult Themes in Muslim Activism and Interfaith Relations course for Temple University's Osher Lifelong Learning Institute (OLLI), engaging more than 40 students hailing from diverse professional backgrounds. Our ongoing engagement with OLLI, as well as with Haverford College's Center for Peace and Global Citizenship where we host a student fellow each year assisting our work, helps us connect our work to university campuses and diverse audiences.



Ahmet Tekelioglu and Asiyah Jones speaking to Bread and Roses Fund: Change Bike Ride participants about CAIR Philadelphia's work.

A portrait of a woman wearing a blue patterned hijab, smiling and resting her chin on her hand. The background is a warm, out-of-focus indoor setting.

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art by Taqi Sapateen

مهرجان الأدب الفلسطيني



Palestine Writes Literature Festival &
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LOOKING AHEAD

Our Vision for 2023

Our board and staff developed a strategic plan for CAIR-Philadelphia that seeks to expand our services to all corners of Pennsylvania together with our sister chapter in Pittsburgh and to continue to exhibit professional, agile, and effective work and programs for our communities. We will continue to invest in our youth, amplify our community's voices, and bring resources to our communities.

Over the next two years, we are dedicated to adding at least two additional staff members to our legal department and aim to add another staff member to focus on areas outside of Southeast Pennsylvania.



NNPN Rolling World Premiere

interacttheatre.org

Box Office

215-568-8079

Contact us for more on audience discussions, free ice cream, social distance days, and more!

CAIR is partnering with InterAct for THE PHILLY CYCLE! We will commission a playwright to feature the city's community of African American Muslims

Over the next two years InterAct will commission three plays to be written about and with Philadelphia communities that are under-represented on local (and national) stages. The first of the three Philly Cycle commissions will focus on the city's community of African American Muslims, which numbers around 200,000.

interacttheatre.org/the-philly-cycle

Get Tickets!

A Muslim American college basketball sensation is set to compete on the biggest stage, the women's college basketball tournament. But this year's competition coincides directly with Ramadan. What does it mean to be Muslim in an increasingly secular America?



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YOUR Impact | Our Work

A Strong Financial Standing That You Can Carry a Step Further

Our community's generosity, combined with the professionalism of our staff and board generated a successful financial year for CAIR-Philadelphia. We were able to support our programs with grants from leading civic and philanthropic groups and expand our reach and impact. Our team is happy to walk through our financials with you; please simply email our Executive Director Ahmet Tekelioglu at atekelioglu@cair.com to talk in more detail and to explore pathways to increase your philanthropic contributions to our Chapter

2022 STATEMENT OF ASSETS, LIABILITIES, & NET ASSETS

ASSETS TOTAL

Public support	\$426,585
Programmatic Grants	\$310,176
Special Events-Banquet Ticket Sales and Advertising	\$57,932
TOTAL ASSETS	\$794,693

EXPENSES

MANAGEMENT AND OPERATIONAL EXPENSES

Staff Salaries and Healthcare Costs	\$421,052
--	-----------

PROGRAM EXPENSES

Programs and Legal Case Expenses	\$163,313
-------------------------------------	-----------

Travel, Licensing and Office Expenses	\$44,293
--	----------

SERVICES & MARKETING

Fundraising, Marketing and Special Events	\$142,030
--	-----------

PROFESSIONAL SERVICES

Professional Services	\$17,586
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TOTAL EXPENDITURES	\$788,274
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CHANGE IN NET ASSETS	\$6,419
-----------------------------	----------------

NET ASSETS, BEGINNING OF YEAR	\$277,820
--	------------------

NET ASSETS	\$271,401
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PROGRAM EXPENSES BREAKDOWN

Civic Engagement
and Empowerment
Programs: \$75,000

45%

Legal Case
Expenses: \$47,000

29%

Education Programs:
\$31,086

19%

Immigration
Cases:
\$11,000

7%

*And with your
continued
support, our
mission will thrive.*

2023 PROJECTED EXPENDITURES

TOTAL

MANAGEMENT AND OPERATIONAL EXPENSES

Staff Salaries and Healthcare Costs	\$350,000
--	-----------

Travel, Licensing and Office Expenses	\$42,000
--	----------

PROGRAM EXPENSES

Programs and Legal Case Expenses	\$180,000
-------------------------------------	-----------

SERVICES AND MARKETING

Fundraising, Marketing and Special Events	\$70,000
--	----------

PROFESSIONAL SERVICES

Professional Services	\$10,000
-----------------------	----------

TOTAL EXPENDITURES	\$652,000
---------------------------	------------------



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"الْفُقَرَاءُ الْمُهَاجِرِينَ الَّذِينَ أُخْرِجُوا مِنْ دِيَارِهِمْ وَأَمْوَالِهِمْ يَبْتَغُونَ فَضْلًا مِّنَ اللَّهِ وَرِضْوَانًا وَيَنْصُرُونَ اللَّهَ وَرَسُولَهُ أُولَئِكَ هُمُ الصَّادِقُونَ (٨) وَالَّذِينَ تَبَوَّءُوا الدَّارَ وَالْإِيمَانَ مِنْ قَبْلِهِمْ يُحِبُّونَ مَنْ هَاجَرَ إِلَيْهِمْ وَلَا يَجِدُونَ فِي صُدُورِهِمْ حَاجَةً مِّمَّا أُوتُوا وَيُؤْثِرُونَ عَلَىٰ أَنْفُسِهِمْ وَلَوْ كَانَ بِهِمْ خَصَاصَةٌ وَمَنْ يُوقِ شَخَّ نَفْسِهِ فَأُولَئِكَ هُمُ الْمُفْلِحُونَ (٩)" سورة الحشر

"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 hearts 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

*Congratulations CAIR
for another year of achievements!*



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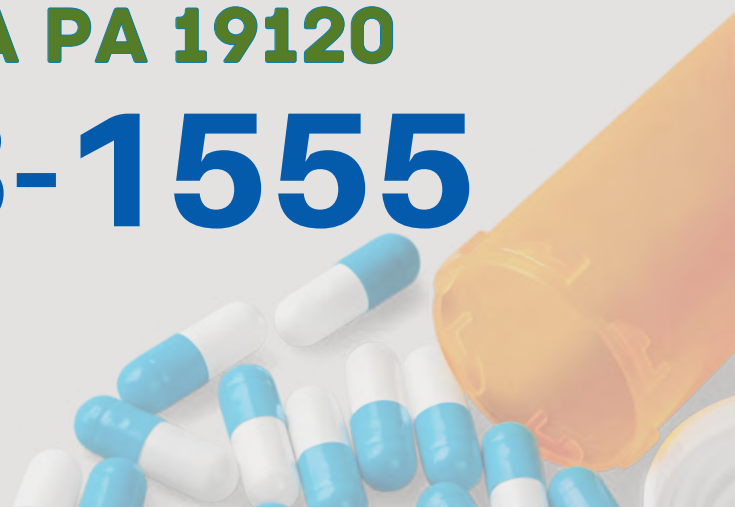


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Team Members

Ahmet Selim Tekelioglu, PhD | Executive Director
 Jacob Bender | Creative Director
 Timothy Welbeck, Esq | Civil Rights Attorney
 Asiyah Jones, MPH | Student Leadership and
 Advocacy Projects Coordinator
 Leena Jaffer | Operations and Marketing Manager
 Zeynep Emanet | Civic Engagement Organizer
 Nichelle Womble | Paralegal

Student Leaders Contributing in 2022

George Lane
 Tymir Clark
 Tanvi Jha
 Ashley Zhuge
 Sharia Ajmal
 Tanzeela Rafe
 Sana'i Parker

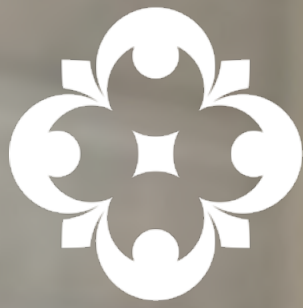
CAIR-Philadelphia Board: A Philanthropically Oriented, Dedicated Team

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