

# 2023

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CAIR-PHILADELPHIA | ANNUAL IMPACT REPORT



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## **MISSION STATEMENT**

CAIR-Philadelphia's mission is to enhance understanding of Islam, protect civil rights, promote justice, and empower American Muslims. We believe in America's potential to fulfill its founding ideals and that this struggle is maintained through active civic participation. We believe that advocacy through the American Muslim experience is advocacy for a better America. We believe that American Muslim life can and must be better, more equitable and more engaging.

## **VISION STATEMENT**

CAIR-Philadelphia's vision is to be a leading advocate for justice and mutual understanding. We work toward a future where both Muslim Americans and all communities live in peace and equity in full recognition of their inalienable rights and cultural diversity.

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# LETTER OF GRATITUDE

## FROM CAIR-PHILADELPHIA EXECUTIVE DIRECTOR

Dear Friends,

Reflecting on CAIR-Philadelphia's impact over the past year, I am filled with a range of emotions. To say that 2023 was an unprecedented year for us would be an understatement! In the first nine months, we accomplished great things. We expanded our legal and outreach staff to meet our community's growing legal needs and expand our work to



additional geographies across Pennsylvania and Delaware. We developed two Muslim Youth Leadership Summits engaging over 90 students, and heard our community in its demands to structure increased engagements between young professionals. Our team was busy working with additional school districts

from Lebanon, PA to Dover, DE developing teacher trainings, making Eid an official holiday for Muslim students, and collecting stories about Muslim students and parents' school climate experiences.

But October 8 changed everything. Our staff slept little since then - we saw three mosques vandalized and several others received hate letters. Our legal team assisted community members who were fired or experienced workplace discrimination; students and parents complained that their school districts and college administrations did not respect and acknowledge their needs. Our elected officials reneged on their promises to our communities and forced us to organize advocacy meetings, protests and civil disobedience actions. I was arrested for the first time in my life during an action at the US Capitol urging lawmakers not to fund the ongoing genocide and respect our immigrant communities.

The War on Gaza has caused an acute crisis for our community. Many of us have family members in dire circumstances, and our Muslim American community as a whole has been directly impacted by the sharp rise in Islamophobia. Our legal services have seen a 300% increase in contacts from community members whose civil rights, employment rights, and even educational rights have been violated. We have also been inundated with requests for assistance from people struggling with PTSD who required urgent counseling and others yet who experienced violence.

While I feel so much joy and pride in our organization's growth and successes, since the



start of the war in Gaza my feelings have turned to anger and frustration. I still find hope in our community's renewed determination to speak up for our rights and values.

Your CAIR-Philadelphia staff members are proud to be our community's first line of defense.

This report summarizes our work in 2023 - we are committed to continuing our path as a professionally run, diligent, and courageous Muslim American civil rights and advocacy organization serving our communities across Pennsylvania and Delaware. We cherish

transparency, community feedback, and investing in the future of our community as a safe, seen, and valued community in full recognition of its beautiful internal diversity and rich traditions.

On behalf of our staff members and board, I thank you for your investment in our work and for your continued support.



A handwritten signature in black ink, appearing to read 'Ahmet Tekelioğlu'.

**AHMET SELIM TEKELIOĞLU, PHD**  
Executive Director



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# CIVIL RIGHTS

## LEGAL IMPACT AND STORIES

CAIR-Philadelphia provides free legal services to underserved populations who face discrimination, offers Know Your Rights trainings, and works for positive change to ensure greater inclusion and equity for Muslim Americans. Our legal advocacy has helped resolve multiple discrimination cases from housing to school districts, from workplaces to prisons.

2023 was a difficult year for our community. Too many of us did not feel seen, safe, or valued. Our legal services have seen a 300%

increase in contacts from community members. We were approached by community members who lost their jobs because they voiced empathy for the Palestinian plight. We met parents whose kids were asked not to offend classmates by sharing their feelings about the war. People told us their neighbors asked them to remove Palestinian flags from their homes, and community members who were antagonized during peaceful protests.

Under these difficult circumstances, our legal

### Employment Discrimination

increased by 32 cases



### Violation of Freedom of Speech

and unfriendly school climate  
in educational setting  
increased by 17 cases



work successfully won near six-figure settlements in 2023. We conducted legal work on behalf of employees, students, and consumers who faced Islamophobic discrimination. In addition, our legal team represented a number of community members facing travel and law enforcement hurdles. Particularly in schools, our advocacy work produced fair processes for our community members. Our legal and advocacy victories include:

- **2 settlements in workplace discrimination cases**
- **1 institutional remedy implemented by a food establishment that served pork to a community member despite their clear request for accommodation**
- **2 charges dropped against students unjustly brought to juvenile systems**
- **6 school advocacy cases leading to protection of students' rights.**



*Timothy Welbeck, Esq. speaking during a Know Your Rights workshop at Masjid Ar-Rahman in Coatesville, PA on May 27, 2023.*

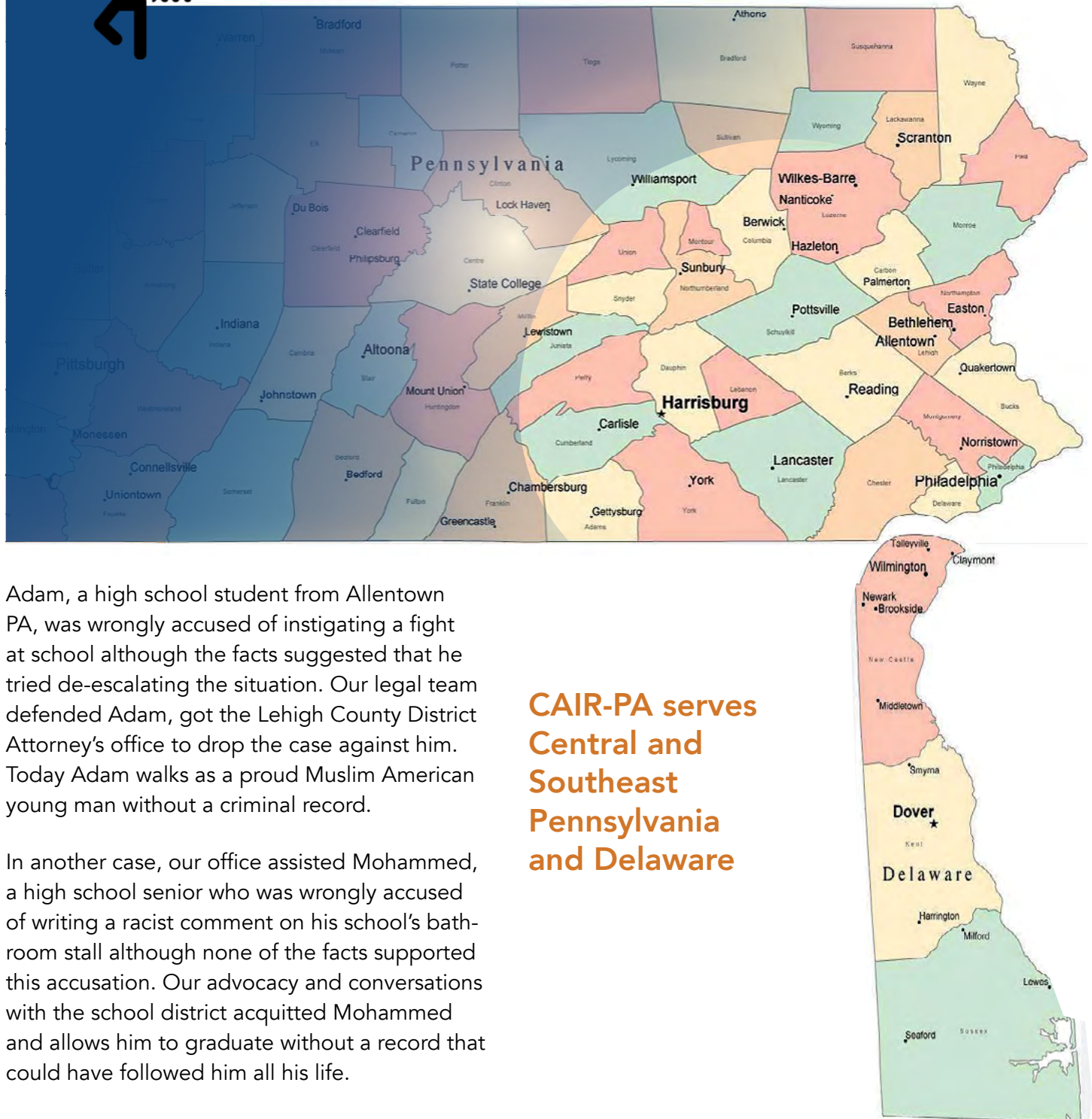
In 2023, we organized 7 Know Your Rights workshops from Coatesville to Allentown and Delaware, from Norristown to Lancaster and Philadelphia, serving our communities. And

we see the impact of this outreach in the legal intakes we receive and the referrals we have received from community members we served.





## Communities we serve



Adam, a high school student from Allentown PA, was wrongly accused of instigating a fight at school although the facts suggested that he tried de-escalating the situation. Our legal team defended Adam, got the Lehigh County District Attorney's office to drop the case against him. Today Adam walks as a proud Muslim American young man without a criminal record.

In another case, our office assisted Mohammed, a high school senior who was wrongly accused of writing a racist comment on his school's bathroom stall although none of the facts supported this accusation. Our advocacy and conversations with the school district acquitted Mohammed and allows him to graduate without a record that could have followed him all his life.

**CAIR-PA serves  
Central and  
Southeast  
Pennsylvania  
and Delaware**

## CAIR-Philadelphia, ACLU-Delaware Respond to UDPD's Misleading Statement Regarding Unlawful Arrest of Delaware Resident Mohammed Sanogo



USATODAY.COM

High school student's on-campus arrest after graduation ceremony raises tensions in Delaware

USA Today coverage of Mohammed Sanogo's arrest. July 15, 2023.

—Mohammed Sanogo, a Delawarean Muslim student whose family hails from Côte d'Ivoire, would have been in the juvenile system today, had we at CAIR-Philadelphia with the support of ACLU Delaware and our partner attorneys on the case, not taken on his case. Mohammed was caught driving while black and Muslim on the night of his high school graduation on the University of Delaware's campus in January 2023. He was unjustly arrested, interrogated and brought into the juvenile courts. He was charged with Resisting Arrest and Reckless Driving. After a legal battle, the charges against Mohammed were resolved in his favor and dismissed by Nolle Prosequi on July 24, 2023. Our legal team and partner attorneys are in the process of pursuing a civil lawsuit to ensure proper accountability for the arresting officers and UD Police.

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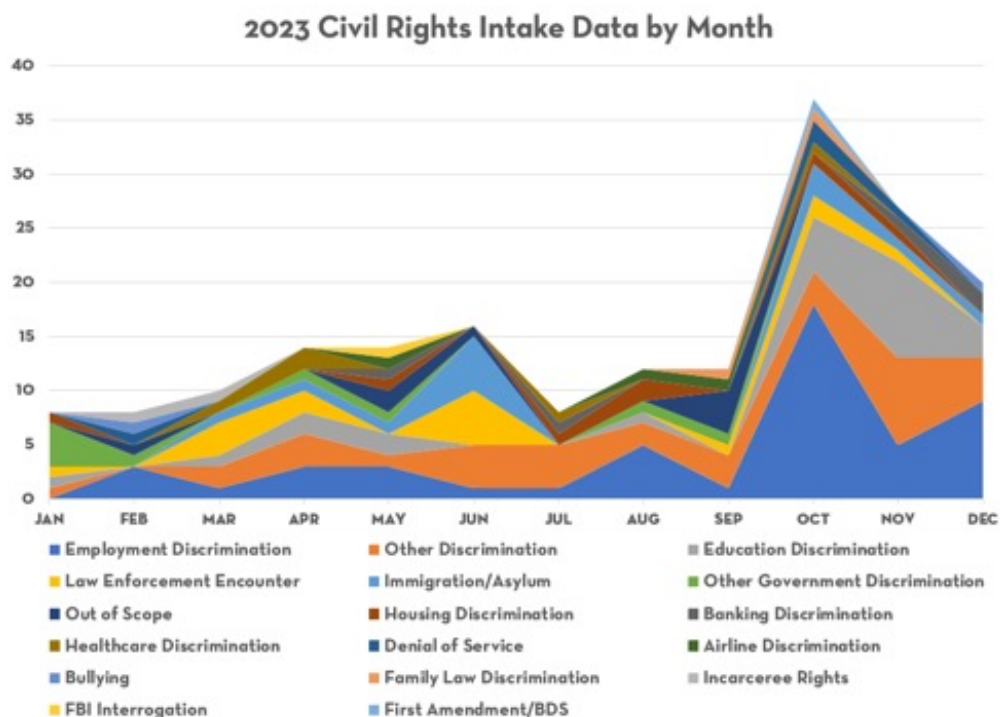
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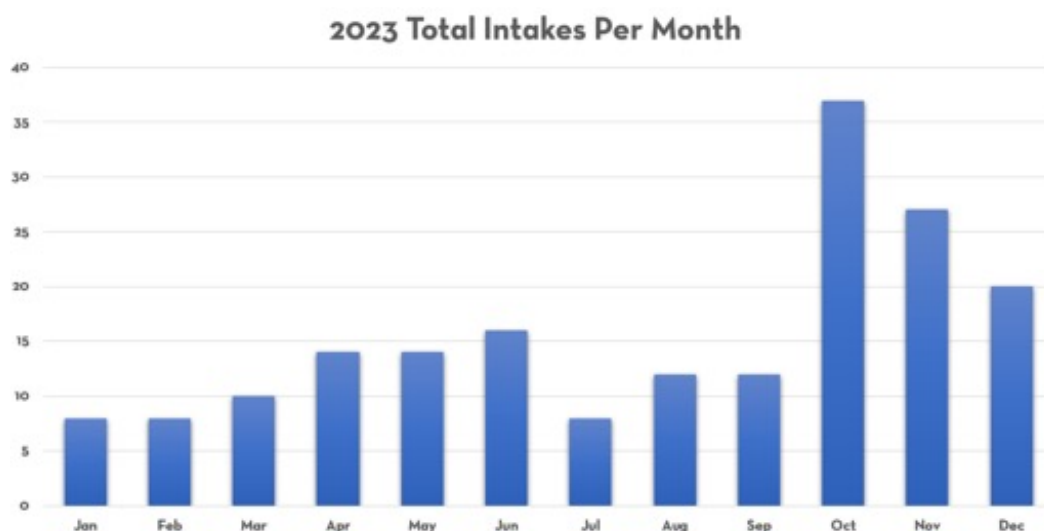




## Number of people we serve



## How Oct-Dec 2023 challenged us



# EXPANDING

## OUR LEGAL AND EFFECTIVENESS

Serving the legal needs of our community is expensive and time consuming. Almost twenty percent of our organizational budget is devoted to protecting our civil liberties. In 2023, in response to community demand, we expanded our legal team! We welcomed Iman Ahmad to our legal team as our paralegal. Iman had volunteered with CAIR-Philadelphia overseeing our immigration clinics at Norristown Islamic Society since 2022. Her attention to our community members' needs, her passion for justice, and her impactful partnership with our Civil Rights Attorney Timothy Welbeck, has been key to our success.



*CAIR-Philadelphia welcomed Iman Ahmad to its legal team in May 2023.*

In addition, during summer 2023 we hosted our first ever legal fellow, Hamna Chaudhry. Hamna helped us research several key legal questions that our community faces.



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In 2023, for the first time, our team also began helping community members expunge criminal records. Our first expungement was with a community member who received a record that resulted from Islamophobic profiling. We are

proud to offer this new service for the community, allowing Muslim Americans to continue on their professional and educational journeys without the burden of an unjust criminal record.

### Pennsylvania and the number of cases in 2023

Allentown	2	Holland	1	Pottstown	1
Ambler	1	Huntington Valley	3	Schnecksville	1
Anola	1	Lancaster	2	Scranton	1
Avondale	1	Lansdale	2	South Williamsport	1
Bethlehem	1	Langhorne	2	St. Mary	1
Bryn Mawr	3	Laurys Station	1	State College	1
Camp Hill	1	Lebanon	1	Stroudsburg	2
Carlisle	1	Malvern	1	Upper Darby	4
Chester	1	Manheim	1	Wayne	1
Coatesville	1	Mechanicsburg	3	West Chester	1
Collegeville	4	Morrisville	1	Whitehall	3
Darby	1	North Hampton	1	Williamsport	1
Doylestown	1	Norristown	2	York	1
Drexel Hill	1	Orefield	1	TOTAL 130	
Easton	1	Oxford	1		
Essington	1	Philadelphia	54	We had an additional 59 intakes which came from out of state intakes relating to PA cases and un-reported geographic information.	
Frackville	2	Phillipsburg	1		
Garnet Valley	1	Pittsburgh	1		
Harleysville	1	Plymouth Meeting	1		
Harrisburg	4				
Havertown	1				

### Delaware and the number of cases in 2023

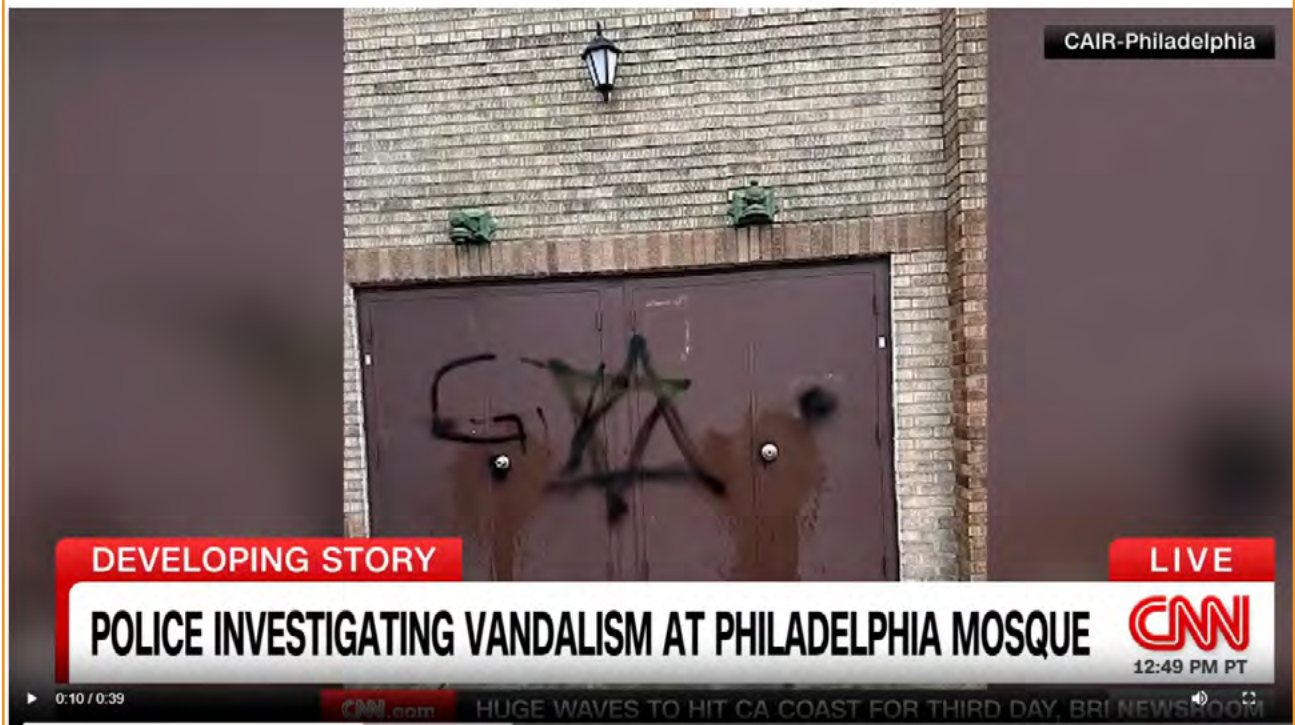
Dover	1
Middletown	2
Millsboro	1
Newark	3
New Castle	2
Wilmington	3
TOTAL	12

### New Jersey and the number of cases in 2023

Blackwood	1
Cinnaminson	1
Egg Harbor	1
Hamilton	1
Mt Laurel	1
Patterson	1
TOTAL	8

# MOSQUE SAFETY AND ADVOCACY

## CNN Reports on CAIR Call for Hate Crime Probe of Vandalism Targeting Philadelphia Mosque (Video)



*CAIR-Philadelphia's advocacy efforts on behalf of Masjid Al-Jamia covered by CNN. December 30, 2023.*

We at CAIR-Philadelphia believe that every house of worship is sacrosanct and people should have the right to pray without fear of violence or intimidation. And yet, in 2023, our office assisted four mosques, Masjidullah, Khair Community Center, United Muslim Islamic Center, and Masjid Al-Jamia, after they had been vandalized.

At CAIR-Philadelphia, we believe the best response to cases of violence and vandalism is multifaceted. During these emergencies,

we need to offer immediate security measures to protect our communities from harm. In 2023, we helped 23 mosque communities apply for state of Pennsylvania security grants to enhance mosque security measures. In 2024, we will continue our cooperation with our mosques and Islamic schools to ensure they enjoy the safety and peace that all communities deserve. We are also following up with local elected officials and law enforcement agencies to bring some of these perpetrators to accountability.



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In the longer run, we believe that physical security isn't sufficient to ensure our safety. Defacing mosques and attacking our Muslim community members isn't merely the result of individual action. Rather, we believe elected officials, media, and popular culture's rampant anti-Muslim tropes are the cause of anti-Muslim violence. Therefore, we support our communities through media advocacy and leveraging our political and interfaith connections.



*CAIR-Philadelphia organized a community solidarity press conference attended by interfaith leaders and representatives from federal and state level political offices.*



*CAIR-Philadelphia Executive Director Ahmet Tekelioglu speaking to news crews on February 27, 2023 at Masjidullah.*

# MUSLIM YOUTH

## LEADERSHIP AND YOUNG PROFESSIONALS PROGRAMMING

In 2023, we continued investing in building the next generation of community leaders. We believe the future of our community lies in our youth' ability to authentically live their

religious, racial, ethnic identities , and amplify their impact in leading their networks through the challenges of our complex times.



*Asiyah Jones and Ahmet Tekeligolu conduct a Know Your Rights training for Muslim Youth of Philadelphia at Masjid Ahlus Sunnah Wa Al-Jamah; March 18, 2023.*

“

**Both during my internship with CAIR-Philadelphia and at MYLS I learned new skills that I will carry with me through my life. I learned the value of community building and the difficulty of mobilizing masses- I am grateful to Asiyah and everyone at CAIR-Philadelphia.**

**Irtazaa Rumi, CAIR-Philadelphia Summer-Fall 2023 intern**



To this end, under the leadership of Asiyah Jones, our Youth Leadership and Advocacy Projects Coordinator, we organized two Muslim Youth Leadership Summits (MYLS) reaching 94 middle and high school students. Our MYLS are designed to

- ✿ **Build youth confidence as Muslim Americans.**
- ✿ **Learn practical skills for community organizing.**
- ✿ **Develop a keen understanding of structural racism through critically engaging with American history and contemporary dynamics, including the historical context and harmful effect of the anti-Critical Race Theory campaign.**
- ✿ **Enhance critical thinking about civil rights and activism.**
- ✿ **Understand gun violence, incarceration, and restorative justice perspectives through guided trainings and engaging with lived experiences.**
- ✿ **Developing media and organizing competency through interaction with expert presenters from within the Muslim community and allied organizations.**



MYLS Winter 2023 participants pose for a picture at Islamic Cultural Center of Willow Grove; January 8, 2023.



Left: A Group of MYLS Summer 2023 participants pose with their certificates; Friends Center; August 20, 2023.

Below: MYLS Winter 2023 Participants with their certificates.



“

I appreciated that the MYLS had hands-on component and we were not merely lectured at. The program was designed to ensure we were directly involved.”

Liyana Khabir, MYLS Summer 2023 participant

The youth summit hosted key leaders from our community such as Rep. Madinah Wilson-Anton, Keziah Ridgeway, Tone Trump, Rachel Baldi, Sumaiyah Bynum, Timmie Mirza, Patricia Anton, and colleagues from POWER Interfaith, API PA, New Sanctuary Movement, Interfaith Philadelphia, Philly Muslim Freedom Fund, Swarthmore College, and Collective Climb. Our board members Durriya Shamsi, Geeda Al-Haffar, Humna Rub, and Adam Attia supported these programs by sharing their skills and expertise.

In 2024, we will expand the geography in which we offer our MYLS to Harrisburg. We will also partner with the Muslim Anti-Racism Collaborative (MuslimARC) to develop and run a unique Anti-Racism and Islamophobia Workshop in April 2024 which will educate and empower young leaders at the middle

school, high school, and college levels and equip them with a deeper cultural understanding of racism as a threat posed both from outside (Islamophobia) and inside of our communities (intra-Muslim community racism, particularly anti-Blackness).

Led by Asiyah Jones and our board members Geeda Al-Haffar and Humna Rub, our team organized two Young Professionals programs to build greater intersections, which reached 89 young leaders in our communities. We developed this program to facilitate networking among Muslims who navigate the workplace and their faith, as well as pressures of their jobs. During our Young Professionals Iftar in April 2023, our board members and donors shared their knowledge as we also hosted Dr. Katera Moore for a keynote speech.





Our second young professionals event was a bonfire in November 2023 at Khair Center where participants focused on navigating limits to freedom of speech, microaggressions, and doxxing. At the bonfire, Imam Isa Ibn Matta of Khair Community Center also shared words of wisdom with the participants.



*CAIR-Philadelphia staff and interns with Delaware State Representative Madinah Wilson-Anton at MYLS Summer session ; August 19, 2023.*



*Young Professionals Iftar at Friends Center; April 7, 2023.*



*Our advisory board members Humna Rub and Geeda Al-Haffar at Young Professionals Bonfire at Khair Community Center; November 18, 2023.*



# CIVIC ENGAGEMENT AND ADVOCACY



*CAIR-Philadelphia's voter registration flyer for Fall General Elections*

We believe in the power of our community voice to create the change we want to see in our states. Therefore, every year, we bring Muslim leaders, community members, and students from around the state to Harrisburg to meet with our representatives and advocate for policies that are important to our community. Our goal is twofold:

-  **Empower our community to speak to power, learn to tell our stories effectively and advocate for policies that meet our communities' needs.**
-  **Ensure that our elected officials recognize us as a distinct community, and understand their roles as our representatives.**





*Asiyah Jones speaks alongside other leaders at the press conference recognizing the passage of Eid bill at the Pennsylvania State House; Philadelphia Masjid; November 20, 2023.*

CAIR-Philadelphia's civic engagement program has been in operation for years. But in October, when the war on Gaza erupted, we felt a greater urgency to devote time and resources to it. As a community, we felt the impact of the war on Muslim American civic engagement immediately. Many of our community members spoke of losing trust in the elected officials we helped elect. Our community members explained their disengagement from the political realm, speaking of president Biden's unconditional support of Israel's aggressions, Governor Shapiro's labeling anti-war protesters as antisemitic and Senator Fetterman's intransigent neglect for his Muslim/Arab/pro-ceasefire audiences. People told us that they felt unseen and unrepresented. They expressed a concern that our elected officials on the federal, state, city level identify with an extreme right-wing foreign government rather than their own voting citizens.

In the 2023 November general elections, some of our community members chose not to vote. Others said they were considering voting for representatives they otherwise find harmful just to "teach a lesson." Our team emphasized to these community members that they can vote their interests at different levels and that voting through our conscience is an obligation.

Until the war began, one of our core goals was to demand the state adopts Eid as a statewide holiday. Together with our allies at Emgage Pennsylvania, we secured passage of a recognition bill in the State House. We are now working to ensure the State Senate follows suit and Pennsylvania takes the next step to recognize a Muslim Heritage Month.

Additionally, with our partners at Emgage Pennsylvania, we held the Muslim Day at Philadelphia City Hall creating new opportunities for students and community members to engage with elected officials at the municipal level. We are passionate to continue this work in 2024 and see fruits from our investment in municipal level political sphere





Page 24: Imam Kenneth Nuriddin of the Philadelphia Masjid leads janazah (funeral) prayers in front of Senator Bob Casey's Office in Philadelphia; November 16, 2023. (Photo Credit: Joe Piette)

to show from school equity to prisons, from deeper relationships with city council members to campaigns that we support; from increased prayer accommodation in schools to halal diet in prisons and hospitals to language access and neighborhood protection.

Throughout the year, we continued to hold our elected officials accountable to our community's needs. We sent a clear message that Muslims are now, and forever will be, full participants in our country's political process and will not be satisfied with empty gestures and photo-ops. We praised our legislators when they advocated for our interests and called them out when they fell short of our expectations.

#### This included:

- **Our open letter addressing Governor Shapiro signed by over 60 mosques and community organizations across Pennsylvania. We voiced our criticism of Governor Shapiro for failing to recognize the humanity of Palestinian, Arab, and Muslim Pennsylvanians.**
- **12 one-on-one meetings with Pennsylvania senators, congress members, and state level legislators together with leaders and community members from our community.**
- **3 direct action protests creating national and international earned media to showcase Pennsylvanians' call for a ceasefire.**

During this process, it was not lost on us that our community's power and voice should be prominently emphasized at the ballot box. Our civic engagement teams also promoted Muslim Americans' participation in the 2023 primary and general elections in partnership with AAPI PA Power Caucus, Pennsylvania Voice, POWER

Interfaith, and All Voting is Local, Voter Empowerment Project. Through these partnerships, we worked toward increased language access at the polls, protection of voting rights, amplifying participation of communities of color in electoral processes. Our broader Civic Engagement program achieved these important benchmarks in our community.



**Registered 112 voters**

**Called 79,084 Muslim voters and texted 61,415 voters**

**Knocked on 4,197 doors for get out the vote conversations with Muslim voters**

Thanks to the generous support and partnership of Pennsylvania Voice, our State Voting Rights program onboarded a new staff member, Fareba Amani. Fareba is serving as a community organizer in Central Pennsylvania. Welcome, Fareba, to our team!



*Fareba Amani joined our team in 2023 as the Central Pennsylvania organizer.*



# CIVIC ENGAGEMENT 2023 YEAR IN REVIEW

**2023**

This past year in which our team of 45+ canvassers worked to let Muslim Pennsylvanians know about the General and Primary election.

**4,197**

The number of doors we knocked on to have face-to-face conversations with Muslim voters about Election Day.

**79,084**

Phone calls placed by our phonebankers to discuss polling locations and voters' plans for Election Day.

**61,415**

Text messages we sent encouraging Muslim voters to get out the vote!

**112**

New voters our canvassers registered in Pennsylvania.



**CAIR**  
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# SCHOOL EXPERIENCE SURVEY

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# COMMUNITY OUTREACH AND MEDIA ENGAGEMENT

In 2023 we devoted more resources than ever to ensuring that our communities feel safe, seen, and valued in our cultural traditions. We provided workshops and organized events to enable community members to acquire the knowledge they need about the issues that affect them. We educated our community about the historical context of the situation in Palestine and what we can do to bring a change in the American context. We organized around gun violence, security at mosques, equity and inclusion for Muslims in school settings, and supporting our community events such as the Halal Food Festival and Muslim City Fest's Gaza Gala.

In the course of this process, your CAIR-Philadelphia team members achieved the following:

-  **Over 300 community members participated in workshops on Palestine and our community's concerns about violence at home and abroad.**
-  **Organizing and supporting structured programs that facilitate conversations on gun violence and intra-communal racism.**
-  **Supporting 11 mosque communities in applying for grants to fund their security needs and other programs.**



**Working with seven interns from diverse backgrounds who supported our programmatic and outreach activities.**



**Providing mental health services to community members impacted by discrimination and hate crimes.**



**Continuing our partnership with InterAct Theater to create an exciting production that showcases the rich history and current lived experience of African-American Muslims in Philadelphia.**

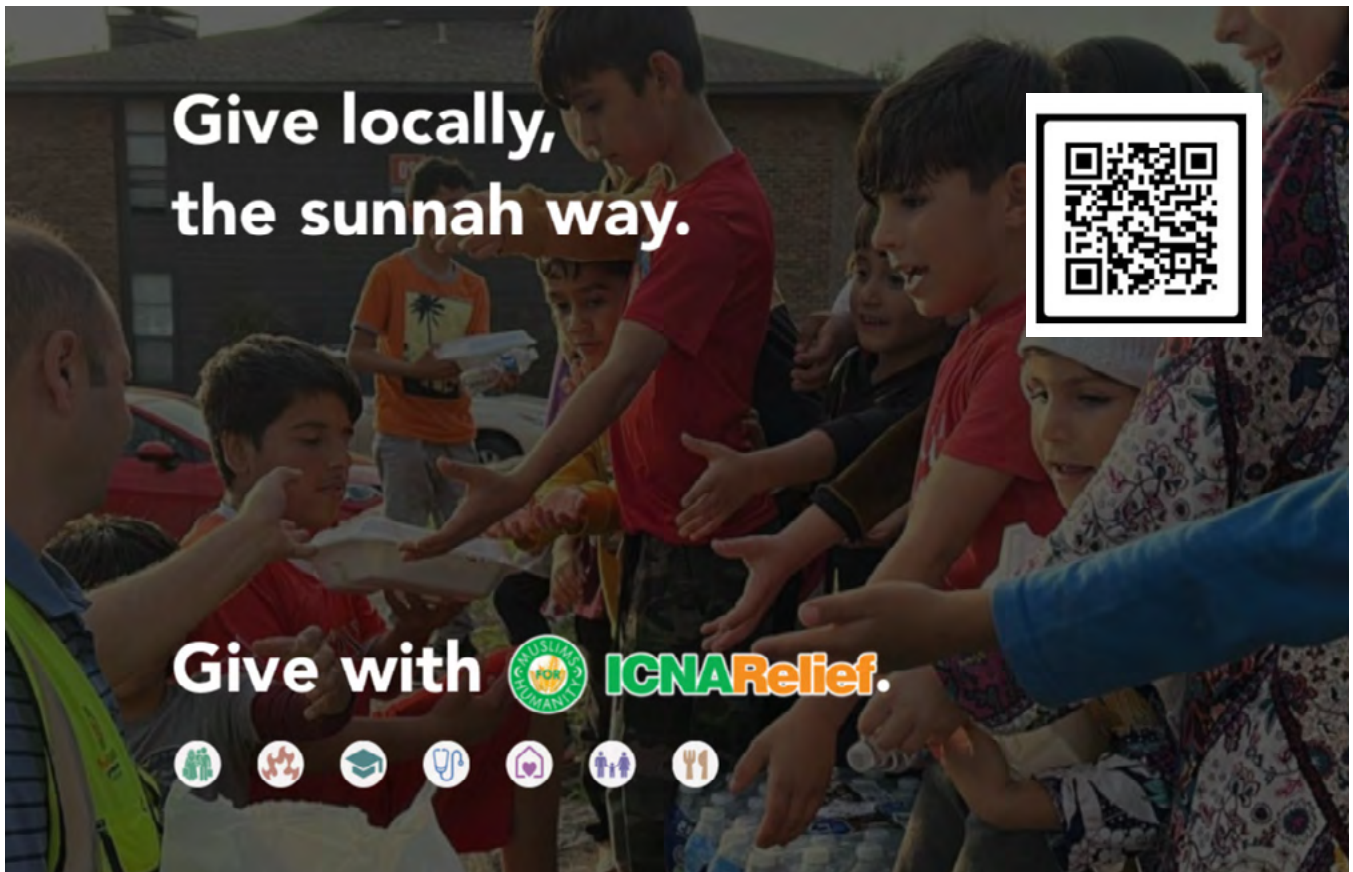


*CAIR-Philadelphia staff members and interns Rumi and George at our event featuring a conversation with Meredith Elizalde and Tone Trump at Nomo Foundation; June 16, 2023.*





CAIR-Philadelphia staff members and interns at the Muslim Capitol Day in Harrisburg; October 18, 2023.



This year, we also shifted our media engagement strategy away from a defensive posture. No longer satisfied with correcting misinformation – arguing what Muslims are not – we decided it was time to celebrate our culture more holistically and educate our fellow Pennsylvanians about the richness and variety that Islam brings to our communities. Our media outreach and advocacy for our community resulted in:

- 45 earned media stories in national and Pennsylvania media featuring our work and our community members
- Newspaper ads that reached thousands of Pennsylvania residents
- A billboard campaign demanding a ceasefire in Gaza, created in collaboration with community leaders
- Media engagement and direct advocacy support for our communities facing vandalism and other


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This holiday season echo the spirit of the Prince of Peace and call for an immediate ceasefire!

Over one million children in Gaza need you.  
#CeaseFireNow



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December 24, 2023  
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'TIS THE SEASON TO CALL FOR AN IMMEDIATE CEASEFIRE!

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Don't Stop Talking About PALESTINE  
End The Siege On Gaza

BILLBOARD LOCATION CASTOR AVE AND BUSTLETON AVENUE

BY  
 CAIR PHILADELPHIA

CAIR-Philadelphia billboard from November 2023 in partnership with Philadelphia Arabs and Philadelphia Muslim Mothers.



# TRAININGS AND COURSES

## FOR GREATER EQUITY AND INTERFAITH UNDERSTANDING

In 2023, multiple organizations requested our support, training their staff on how to make our Muslim brothers and sisters feel included as staff, customers and students. Our office provided Muslim inclusion and equity focused trainings for Lebanon School District teachers, Hershey Diversity Group, New Sanctuary Movement staff members, as well as Pennsylvania Human Relations Commission, in addition to our continued course offerings at Temple University's Osher Lifelong Learning Institute (Temple-OLLI) offered by our board member Iftekhar Hussain and Executive Director Ahmet Tekelioglu.

### philosophy & religion

#### **AFRICAN AMERICAN ISLAM: THEOLOGY, PRACTICE AND HISTORY**

**Instructors:** Ahmet Tekelioglu & Iftekhar Hussain

**Dates:** Mondays, Jan 30-Mar 13

**Time:** 1:00 PM-2:30 PM

**Location:** Online via Zoom

The course chronicles African American Muslim experience by taking a deep look at its theological, practical and historical dimension with particular emphasis on Philadelphia area communities and leadership. The course will contextualize experiences of key groups including the community of Imam Warith Deen Muhammad, Nation of Islam, Dar Al Islam Movement among others. Several African American Imams will join as instructors and provide an in-depth perspective into Philadelphia Black Muslim experience.

**Maximum online registrants: 100**

*Temple OLLI Spring 2023 program where we hosted leading African American imams from our community including Imam Idris Abdul-Zahir and Imam Farid W. Rasool among others.*

#### **ISLAM 101: UNDERSTANDING ISLAM AND MUSLIMS THROUGH HISTORY AND SCRIPTURE**

**Instructors:** Iftekhar Hussain & Ahmet Tekelioglu

**Dates:** Thursdays, June 8-July 27

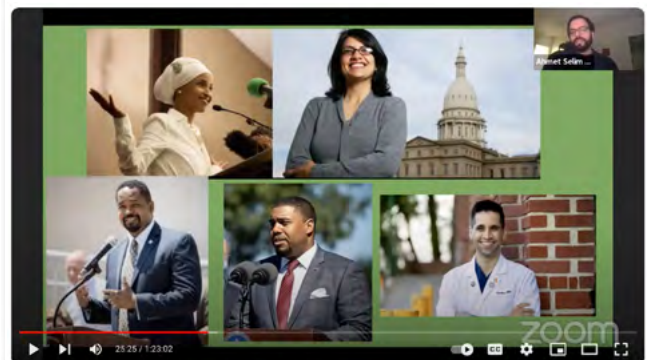
**Time:** 1:00 PM-2:30 PM

**Location:** Online via Zoom

This course will approach Islam from a historical and scriptural perspective, covering the foundations of the religion and then building on the cultural, political and economic institutions that arose in Muslim societies. It will cover the Golden Age of Muslim civilization and then discuss its decline. Contemporary issues faced by Islam and Muslims will be covered. A final

We also partnered with community members to offer a joint training for Hershey All Things Diversity group.

These trainings and courses targeted increased awareness and knowledge about Muslim-American community and closing the gap for accommodations for Muslim-Americans.



*Part of Ahmet Tekelioglu's presentation for the Hershey All things Diversity Group, March 1, 2023*

# OUR STAFF RETREAT

## SERVING OUR BEAUTIFUL COMMUNITY

In October 2023 we hosted our first staff retreat at the beautiful Pendle Hill Retreat Center in Delaware County. Our staff went through a visioning exercise under facilitation

of our community member and expert facilitator Rachel Baldi of UpLevel Productions. We were grateful to come together as a team and explore new ways we can serve our beautiful community.



*Image 36 CAIR-Philadelphia team members at our Staff Visioning Retreat at Pendle Hill Retreat Center; October 5, 2023.*



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# FINANCIAL STATEMENT

## 2023 FINANCIAL STATEMENT

Revenue	
Donations	\$355,503.00
Restricted Grants	\$137,936.00
Unrestricted Grants	\$66,100.00
Banquet Revenue (ticket sales, ads, ver	\$61,063.00
Billboard and Advocacy Project	\$49,114.64
Employee Retention Tax Credit (ERTC)	\$44,560.27
<b>Total Revenue</b>	<b>\$714,267.91</b>
Expenses	
Salaries	\$342,943.00
Benefits	\$44,817.00
Office Expenses	\$25,545.00
Travel	\$24,180.00
Insurance	\$28,240.00
Donor Retention and Cultivation	\$26,389.00
Banquet 2023 Expenses	\$89,288.00
General Administrative Costs	\$12,367.00
Billboard and Advocacy Project	\$49,114.64
Sponsorships and Vending Expenses	\$21,812.36
Professional Expenses	\$10,000.00
Bank Fees	\$6,369.00
Liabilities	\$0.00
Programmatic Expenses (non-salaried)	\$41,542.00
<b>Total Expenses</b>	<b>\$722,607.00</b>

## 2024 FINANCIAL PROJECTIONS

Revenue	
Donations	\$430,000.00
Restricted Grants	\$150,000.00
Unrestricted Grants	\$70,000.00
Banquet Revenue	\$61,063.00
<b>Total Revenue</b>	<b>\$711,063.00</b>
Expenses	
Salaries	\$360,000.00
Benefits	\$50,000.00
Office Expenses	\$26,000.00
Travel	\$25,000.00
Insurance	\$28,240.00
Donor Retention and Cultivation	\$28,000.00
Banquet 2023 Expenses	\$75,000.00
General Administrative Costs	\$15,000.00
Sponsorships and Vending Expenses	\$25,000.00
Professional Expenses	\$11,000.00
Bank Fees	\$7,000.00
Liabilities	\$0.00
Programmatic Expenses (non-salaried)	\$50,000.00
<b>Total Expenses</b>	<b>\$700,240.00</b>

## TOTAL EXPENSES

CHANGE IN NET ASSETS **-\$8,241**

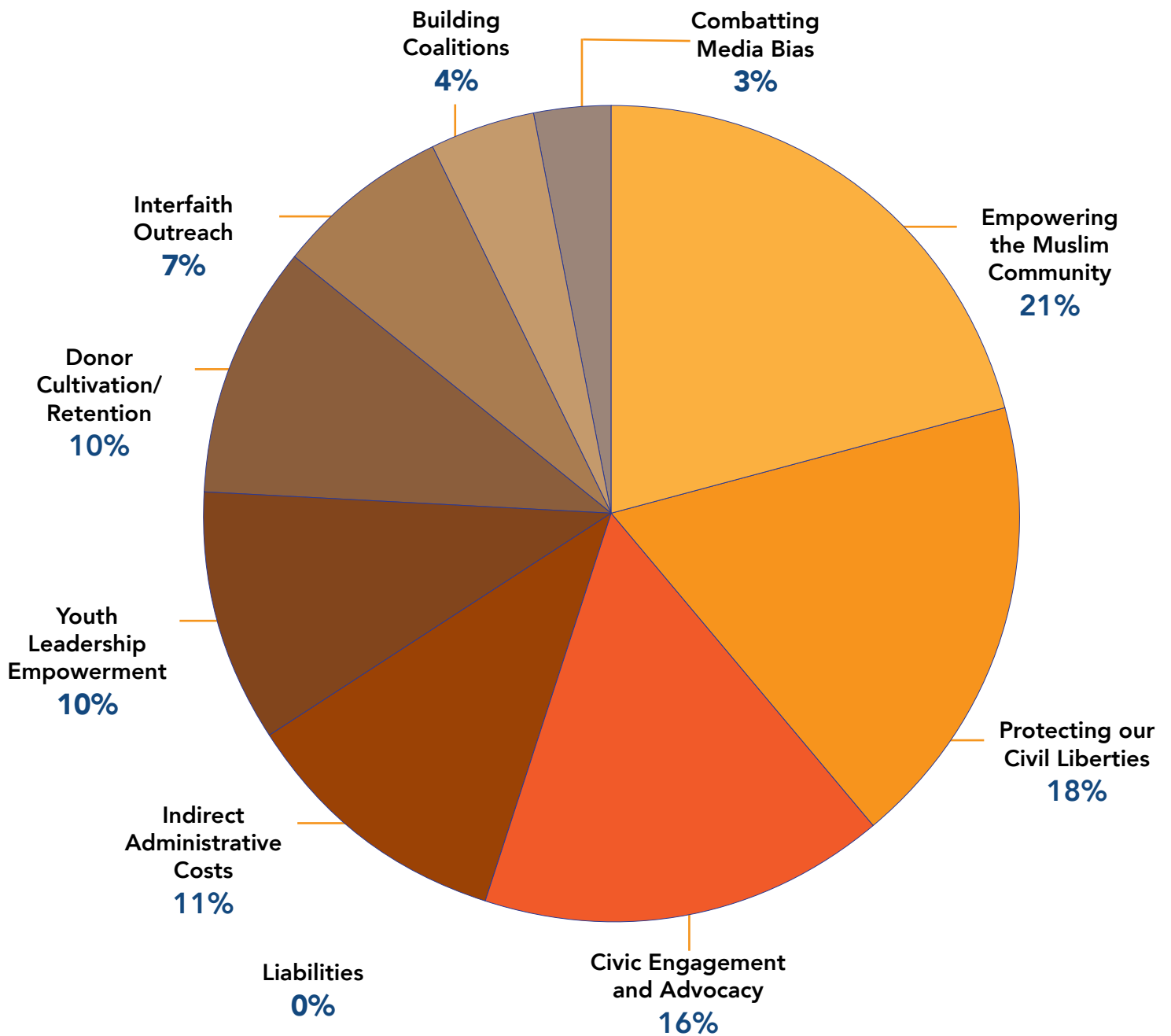
NET ASSETS,  
BEGINNING OF YEAR \$280,992.00

NET ASSETS \$272,751.00

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### **CAIR-Philadelphia Staff**

Ahmet Selim Tekelioglu, PhD., Executive Director  
Timothy N. Welbeck, Esq., Civil Rights Attorney  
Asiyah Jones, MPH, Youth Leadership and Advocacy Projects Coordinator  
Iman Ahmad, Paralegal  
Fareba Amani, Central PA Organizer  
Jacob Bender, Creative Director  
Zeynep Emanet, Civic Engagement Field Coordinator  
Leena Shoup, Operations and Marketing Manager

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Rabiul Chowdhury, Member

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