

2024

CELEBRATING 20 YEARS OF DEFENDING, EMPOWERING, AND THRIVING TOGETHER

CAIR-PHILADELPHIA | ANNUAL IMPACT REPORT



CAIR
PHILADELPHIA



CONGRATS CAIR

ON ANOTHER SUCCESSFUL ANNUAL BANQUET

We celebrate your unwavering dedication to protecting civil rights, fostering justice, and empowering communities. Your steadfast commitment to serving others and standing for equity is an inspiration to us all.

As people of faith, we're proud to stand with you as you build a more just and inclusive world, where dignity and respect for all prevail.

Together in Justice,

POWER Interfaith

Rev. Dr. Gregory Edwards, Executive Director

POWER Interfaith is Pennsylvania's largest faith-based organizing network with over 200 congregations advocating for a more inclusive democracy and equitable systems for all.

www.powerinterfaith.org

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.

CAIR-Philadelphia is a Charities Review Council Meets Standards® organization!



Council on American-Islamic Relations

Philadelphia Chapter

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Philadelphia, PA 19102

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STAND UP— every action counts!

Delawareans for Palestinian Human Rights (DeIPHR) is a dedicated team of activists working continuously to advocate for and support Palestinian human rights and freedom.

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DeIPHR.org

LETTER FROM CAIR-PHILADELPHIA EXECUTIVE DIRECTOR

Dear Friends,

2024 is a landmark year for CAIR-Philadelphia. It's our 20th anniversary as an organization, and I'd like you to join me in reflecting on the road we have traveled so far and the road that lies ahead. I can hardly believe that CAIR-Philadelphia has been advocating for our community for twenty years already. We've accomplished so many important things in those two decades. And yet, there is so much left for us to do.

2024 was perhaps the most challenging year in CAIR-Philadelphia's history. When the War on Gaza began in October 2023, our small organization had to reorganize our work at a moment's notice to ensure we kept pace with our communities' needs. Since then, 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. CAIR-Philadelphia's staff of eight met this challenge in a way that fills me with pride.

This has also been a year of many victories for us. I want to mention here a few that I am particularly proud of:

- In late January, a few days before this text was finalized, we ensured that a Central Dauphin Middle School teacher who called a Muslim student "terrorist" was forced to resign.
- Our legal team successfully negotiated on behalf of a community member who was turned down for a job because she wears a hijab and won 1.5 years' worth of salary for her as compensation.
- Our Youth and advocacy programs expanded to Delaware, served a record number of community members, and helped Muslim youth find their voices. One of the young leaders who attended our Youth leadership summit in 2023 is now a member of Philadelphia City Hall's Youth Engagement Commission.
- We raised our national media profile through our support of pro-Palestine student protesters at multiple universities, as well as our principled discourse, set against Pennsylvania elected officials at the state and congressional level. For example, The New York Times covered our work setting a discourse against Sen. Fetterman's dehumanizing language targeting student protesters.

But our communities' needs have also stretched our resources to the breaking point. CAIR is a tiny organization of just \$750,000 serving a community of nearly 500,000 Muslims spread out over most of Pennsylvania and Delaware.

Even as we hope that the ceasefire in Gaza will last, we are also preparing to fight for our rights here at home. We expect our work will only grow in the year ahead. We are facing 2025 in fear of deportations, legalized discrimination, and emboldened acts of violence against our people. We anticipate ICE agents barging into Mosques and schools, and asking Muslim patients in hospitals and those attending demonstrations to prove their legal status. We need to prepare for the future. We need additional attorneys to increase our litigation capacity, develop immigration aid, and stand with non-profits who may be targeted. We also need to increase our staff capacity to organize across Pennsylvania and Delaware. To do all this, we depend on your generosity.

These challenges feel incredibly daunting. But I find hope in knowing that our community is strong and united. We know we can't face what's ahead alone. Many of us can't afford to hire a lawyer when a teacher discriminates against our child. As individuals, we can't advocate for Halal food in public institutions. But as a community we can fight for and win what we need to thrive. This is the time to pull our resources together and protect ourselves, our communities, and each other. We need to invest in community institutions that will protect us.

It's also a time to dream beyond the next horizon. What could we achieve if we had double our current budget? What if we could afford to hire a communication manager who would represent our community in the media when Islamophobic politicians refer to Muslim immigrants as terrorists? What if we could hire a lawyer licensed to practice in Delaware, and could truly represent our brothers and sisters there? Let's not forget to keep these goals in view, even as we tackle the immediate obstacles in 2025.

This report summarizes our work in 2024 - we are committed to continuing our path as a 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 safe, seen, and valued, in full recognition of our beautiful internal diversity and rich traditions.

As CAIR-Philadelphia enters its 21st year of service, 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 Selim Tekelioğlu'.

AHMET SELIM TEKELIOĞLU, PHD
Executive Director

PROGRAMS

CIVIL RIGHTS & LEGAL IMPACT

Legal Director Adam Attia during a Know Your Rights presentation for Young Professionals



Civil Rights: Legal Impact and Stories

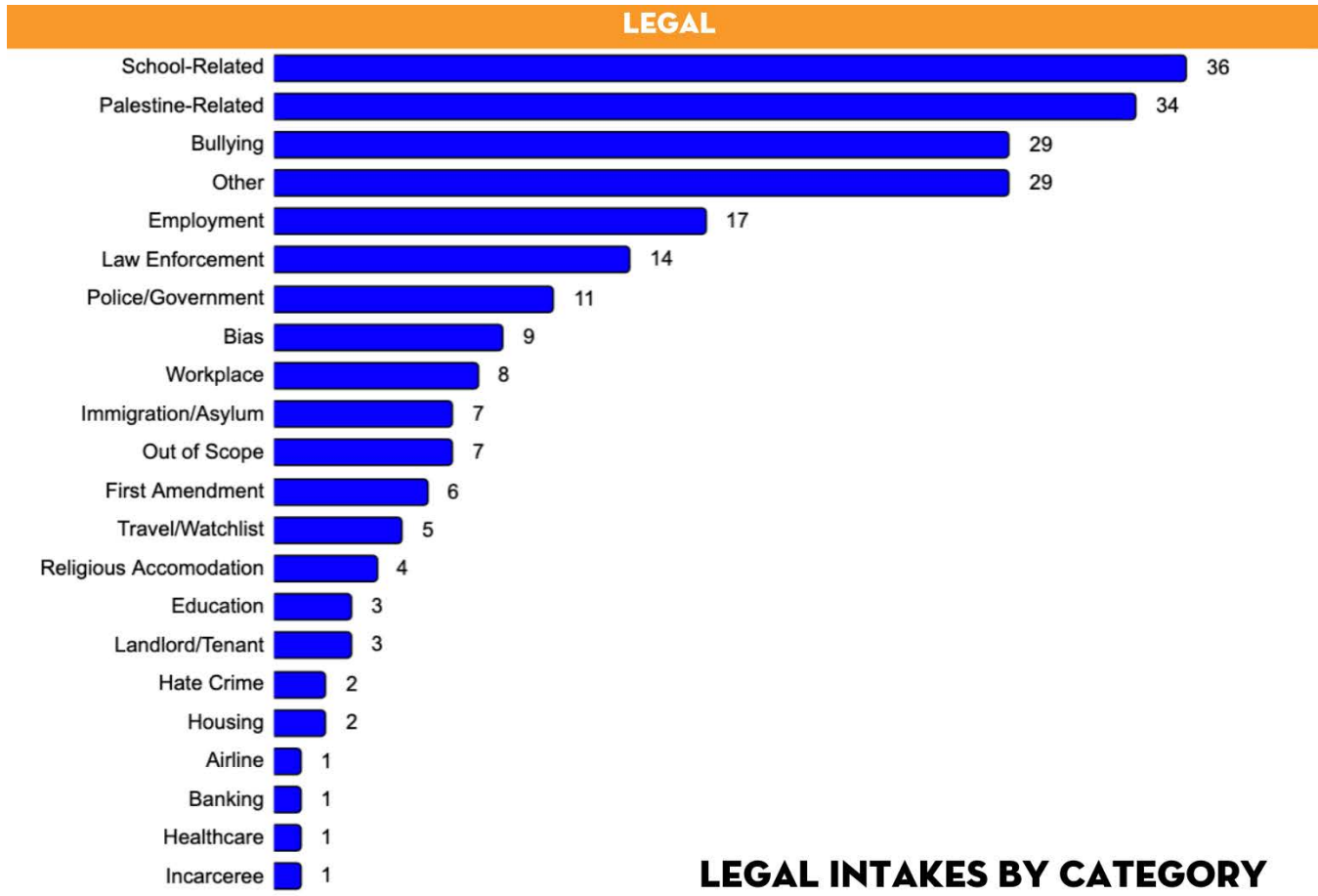
CAIR-Philadelphia provides free legal services to underserved populations who face discrimination, offers Know Your Rights trainings, and works for positive change to ensure greater inclusion and equity for Muslim Americans. Our legal advocacy has helped resolve multiple discrimination cases from housing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

Our Legal Team Grew to Defend Our Community

In 2024, CAIR-Philadelphia's team saw the record high number of legal intakes in its history. In 2024, we addressed 214 community members' complaints. In 2022, we saw 80-100 number of legal intakes, in 2023 our team worked on 188

cases, roughly double the number of cases we had been accustomed to. In 2024 the number of intakes grew further. As you can see in the graph below, the rise in the number of legal intakes we received strongly correlates to the War on Gaza. In the last three months of 2023 our legal team received an unprecedented number of requests for support. Too many community members were either disciplined or discriminated against in schools and in the workplace as a result of their pro-Palestinian advocacy.

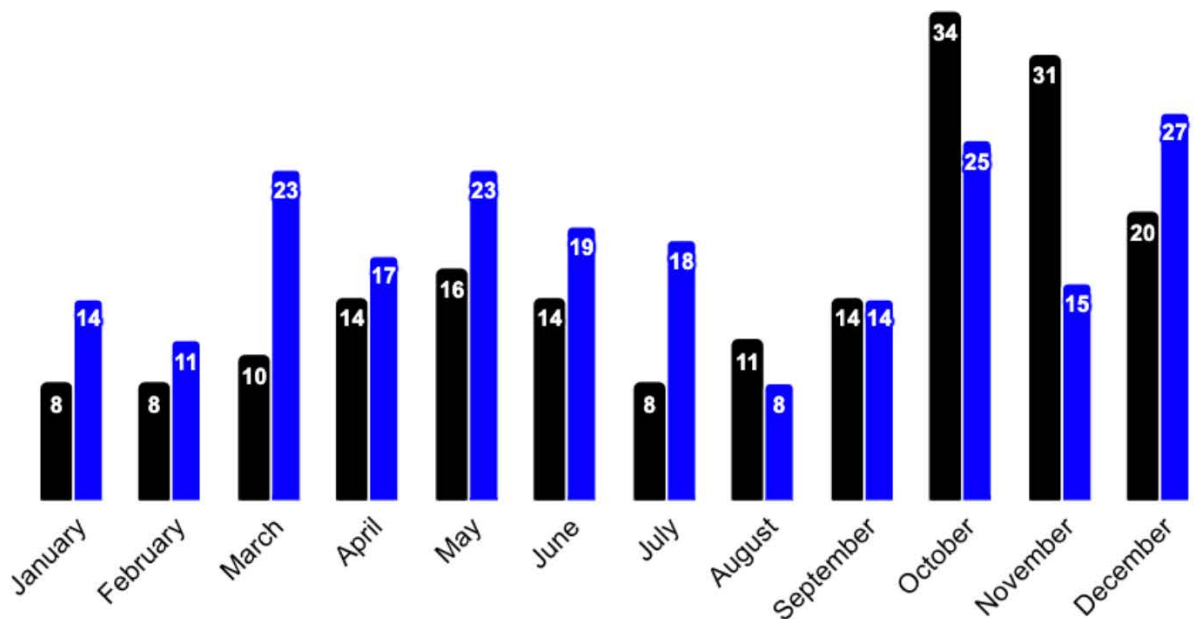
In 2024, we welcomed a new attorney to our team. Adam Attia, an experienced education attorney, who has served on our board joined the team as our legal director. We decided to hire Adam in response to our communities' mounting legal needs.



LEGAL INTAKES BY CATEGORY

■ 2023 ■ 2024

LEGAL INTAKES PER MONTH



In 2024, our legal team supported community members who were doxxed online, others who faced hostile work environments and others yet who were denied service at businesses merely because of what they were wearing or their racial background. We assisted student activists who were targeted by their university administrators, Muslim Americans who were targeted by law enforcement agencies at homes, and while traveling.

In 2024, our legal team won near six-figure settlements and numerous nonfinancial favorable outcomes from the Pennsylvania Human Relations Commission. But unlike private law firms, CAIR's legal work does not merely benefit individual Muslim clients but also sets a precedent and achieves structural change for our community.

Aware that Islamophobia continues to impact our community, we started holding monthly legal townhall meetings on Zoom to ensure direct conversation with our community.



Adam Attia



Timothy Welbeck



Iman Ahmad



VIRTUAL **COMMUNITY TOWN HALL** **WITH CAIR LEGAL DIRECTOR**

**Legal Implications and Concerns
under the New White House**

TUES, NOV. 26 AT 7:30 PM
REGISTRATION REQUIRED AT
PA.CAIR.COM/TOWNHALL



PRESENTERS:
Adam Attia
Legal Director
CAIR Philadelphia

**WHAT SHOULD
NON-PROFITS
PAY ATTENTION
TO?**

**WHAT SHOULD
WE EXPECT FOR
CIVIL RIGHTS &
IMMIGRATION?**

All in our community are welcomed and encouraged to attend!
Meetings will be held on the fourth Tuesday of every month.

New Menu 2022

AROMA

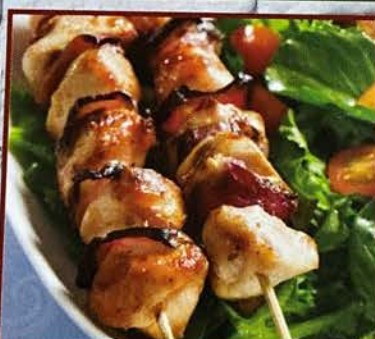
Mediterranean Cuisine



Healthy • Fresh • Authentic



Eat In



Take Out



Delivery with

Catering • Party Room



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



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CAIR-PHILADELPHIA'S LEGAL WORK IN A NUTSHELL

Some of our work is high profile civil rights and employment discrimination cases. But most of our cases reflect the mundane everyday discrimination so many of us have faced.

LEGAL EDUCATION AND KNOW YOUR RIGHTS TRAININGS:

In 2024, we participated and facilitated 13 trainings and discussions informing community members of their legal rights, the potential consequences of activism and how to act when interacting with law enforcement. We partnered with Philly Educators for Palestine, and students activists from the University of Delaware, Haverford College, Lehigh University, and others.

We organized additional Know Your Rights workshops in Philadelphia, Harrisburg and Delaware, serving our communities at every level: parents, students in elementary, middle, and high schools, and employees. 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.

ADVISING MUSLIM EMPLOYEES AND STUDENTS:

In 2024, our team supported Muslims across Pennsylvania facing workplace discipline or discrimination as a result of their religion or advocacy for Palestine. We have also met with students from numerous colleges in the region including Temple University, the University of Pennsylvania, Drexel University, Haverford College, Swarthmore College, Lehigh University, Bryn Mawr College, and Muhlenberg College.

Recently, CAIR-Philadelphia held a press conference regarding the forced removal of the hijab of one of our community members.

We are standing up for this courageous Palestinian American woman who was unjustly arrested while exercising her right to free speech by protesting at her alma mater. University police arrested her and turned her over to the Philadelphia Police, who violated her human rights by forcing her to remove her hijab during booking and remain without it for nearly a full day while jailed. CAIR-Philadelphia is taking legal action to ensure our community member is compensated and long-term changes are made.



Press Conference In Response to PPD and Temple Univ Police Violation of Rights.

ASSISTING COMMUNITY MEMBERS WHO FACED LAW ENFORCEMENT DISCRIMINATION:

Our team has assisted individuals who faced discriminatory practices by the Philadelphia Police Department, the FBI, and the Department of Homeland Security.

COLLABORATING WITH ALLY LEGAL ORGANIZATIONS:

Over the past several months our team has been collaborating with the American Civil Liberties Union (ACLU), Palestine Legal, the Arab Anti-Discrimination Committee, and several attorneys and law professors to develop a comprehensive legal strategy to combat discrimination against our community.

CREATING AN ATTORNEY REFERRAL NETWORK:

So many community members have been approaching us asking for assistance in family, criminal, workers' compensation, and personal injury law. They tell us non-Muslim lawyers struggle to represent them because they do not understand our religion and traditions. Yet, CAIR Philadelphia's legal team can only do so much. Our work focuses entirely on civil rights law. But as a community organization, we believe it is our job to help. With the support of our board, CAIR's legal team has been building a database of Muslim attorneys who are willing to take referrals.

If you are that community legal-hero or you know someone we should approach, email our wonderful paralegal Iman Ahmad at iman.ahmad@cair.com.

LEGAL CASES TO REMEMBER

Legal Victory Against Hijab Discrimination

We Cannot Tolerate Hijab Discrimination at School

At school | On campus

At work

Legal Advocacy work

LEGAL VICTORY AGAINST HIJAB DISCRIMINATION

One of our clients, a Philadelphia resident hijabi Muslima approached our legal team after she attempted to patronize a local gun store and was asked to remove her hijab. She refused and left the premises. Our lawyers determined that beyond her humiliation, this was a clear case of illegal discrimination. We represented her in a lawsuit which resulted in a five-figure settlement in her benefit and the store was forced to pay a fine and change its policy.

We represented a young man who had been violently arrested at his high school graduation. Law enforcement observed him praying in the parking lot and thanking Allah for his monumental achievement - alleging he was driving recklessly and resisting arrest, they charged him with several crimes, including a felony. Alongside several legal colleagues, we succeeded in forcing the police to withdraw criminal charges. Currently, we represent him in federal court demanding to hold the officers who arrested him to be held accountable for their actions.

WE CANNOT TOLERATE HIJAB DISCRIMINATION AT SCHOOL

We filed a case with the Pennsylvania Human Relations Commission on behalf of a Muslim woman who was asked to remove her hijab while attending a beauty school. Our client was told her hijab did not adhere to the school's dress code. We are currently working through the legal process for this case.



Timothy Welbeck speaking during press conference announcing lawsuit against University of Delaware.

AT SCHOOL | ON CAMPUS

We have advised and counseled students facing disciplinary proceedings at Temple University, Drexel University, the University of Pennsylvania, Swarthmore College, Bryn Mawr College, and Lehigh University.

We represented several School District of Philadelphia teachers and staff during investigations targeting their principled stances in support of Palestine.

One of our clients, a 16 year old greater Philadelphia high school student was routinely harassed and bullied by fellow classmates. In one of these incidents our client felt he was in physical danger and attempted to defend himself. As a result, he was charged with several criminal

offenses. Our representation resulted in a dismissal of all criminal charges against him.

CAIR-Philadelphia filed a Title VI complaint against Swarthmore College for its discrimination against Palestinian, Arab, and Muslim students and faculty. The complaint is designed to hold the college accountable and demand concrete actions to ensure all students are provided an environment free from discrimination. Students on-campus are being called “terrorists” for their pro-Palestine advocacy, facing unduly harsh student discipline, and facing animosity from their administration.

“Swarthmore is criminalizing Palestinian, Arab, and Muslim students by pursuing disciplinary proceedings for the same actions it has permitted of other students in the past and is even pursuing assault charges against students for using a bullhorn during protests. Palestinian, Muslim, and Arab students and faculty at Swarthmore feel excluded from the Swarthmore community and report feeling the disdain by Swarthmore officials in their interactions with them. “



Press Conference Announcing the Filing of Title VI Complaint Against Swarthmore College.

AT WORK

We are still in the process of representing a Philadelphia hijabi Muslima whose candidacy for a customer service position at a local business was rejected because she wore a hijab. The hiring manager later explained that he found it inappropriate to have a public-facing employee wearing a religious head covering. Our team filed a formal complaint with the Equal Employment Opportunity Commission which we expect will end in the coming weeks.

We are representing an indigenous Maya-Azteca community member whose fearless advocacy for Palestine caused her to come into conflict with law enforcement. We are representing an indigenous Maya-Azteca community member who was violently targeted due to her fearless advocacy for Palestine. Carmen’s anti-occupation spirited activism continues to inspire many in our region.



Asiyah Jones, our board member Noor Bowman and others with Carmen.

A Palestinian Muslim employee who was repeatedly asked to explain her views on the genocide in Gaza and her advocacy efforts approached our team for advice and as a result received a settlement for the discrimination she endured.

We filed a case with the Pennsylvania Human Relations Commission for discrimination on behalf of a Muslim family. The family was notified that their children were no longer welcomed to attend this daycare because of the family's outspoken support for Palestine. The issue at stake was that the father wore a "From the river to the sea, Palestine will be free" sweatshirt.

LEGAL ADVOCACY WORK

Many of the cases our legal team received in 2024 were addressed through simply advising community members, and educating their employers, landlords, and even the local prison administration about how certain actions violate our clients' civil rights under the constitution. For example:

We assisted students at Penn State University SJP respond to an pro-Israel students' attack on a memorial set up by the SJP in honor of the fallen martyrs in Palestine. Our legal team met with the SJP and advised them through their interactions with the university.

We provided mental health support services to our legal clients. The majority of our clients utilizing these services are children who have encountered traumatic

experiences in school. These experiences include group attacks, physical assault which required medical attention (the mother took her child to an ER); excessive bullying and harassment. We felt that this assistance complements our legal work and is key to ensure their well-being. In 2025, we hope to increase our network of mental health providers.

Our legal team mediated between Muslim and other students at a local school to prevent retaliatory behaviors among the students. This included an agreement to not post any negative comments on social media platforms. At a Delaware school, our team intervened on behalf of Muslim students who were bullied before and after school at the bus stop and en route to school. Speaking with school administrators, we successfully got bullying students transferred to an alternate bus route.

During CAIR-Philadelphia's Muslim Youth Leadership Summits our legal team conducted mock panels to prepare middle, high school, and university students to navigate university disciplinary actions.

Our legal advocacy helped our community members navigate the workplace through empowering our clients with the tools to navigate "uncomfortable" but not discriminatory workplace environments (i.e, reassignment to a different shift, work location, etc.).

After noticing Islamophobic writings on a Wawa gas pump screens, our community member reported this to CAIR-Philadelphia. Our legal team worked with the convenience chain to ensure they replace all vandalized screens.

We assisted a wheel-chair-bound community member who wanted to get the clinical support and certification by a Certified Driver Rehabilitation Specialist (CDRS) to obtain a hands only drivers license. This family faced prejudice due their Islamic clothing and was directed between different offices in Delaware and New Jersey. After our legal team reached out to these offices on behalf of the family, within two weeks, a CDRS representative was not only assigned, but training would now take place in the community member's home state of Delaware, eliminating his commute. Within four months our community member obtained his license, vehicle and a sense of independence.

Our legal team contacted a prison administration, educating them about the Muslim tenets of speedy burial and facilitated the burial in line with these tenets of a Muslim who passed while he was incarcerated.



Timothy Welbeck offers a Know Your Rights workshop at Collective Climb's Youth Summit.



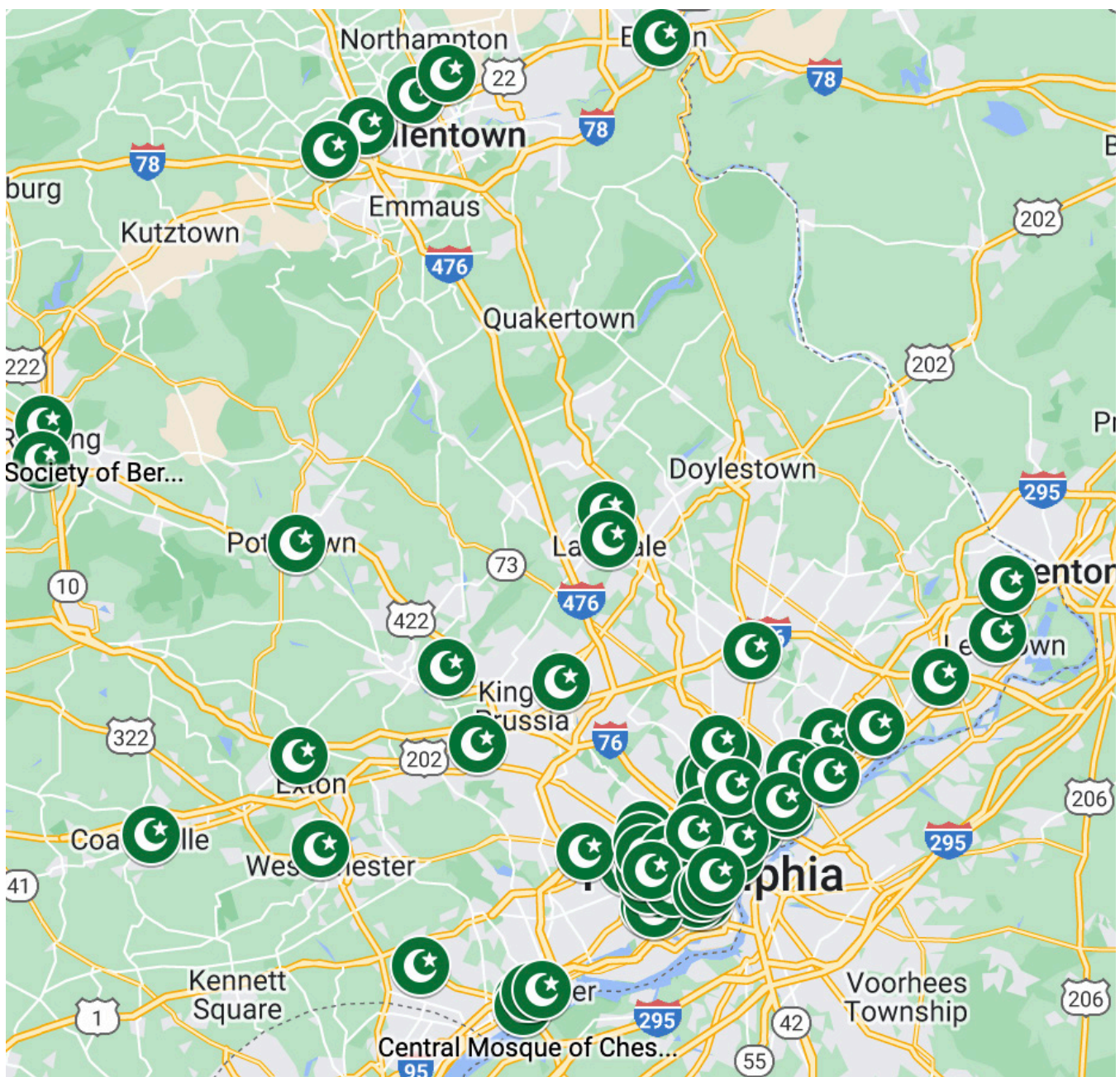
Adam Attia Delivers a KYR Training for Falastin at University of Delaware.

DREAM BIG: greater resources would enable us to undertake new projects, like hiring a lawyer licensed to practice in Delaware, offering immigration legal services to our community and so much more. Support our work at pa.cair.com/donate

MOSQUE SAFETY AND ADVOCACY

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. In 2024, our office continued providing Mosques with legal advice.

We also supported Mosques by connecting them to security related grant opportunities. In 2024, we assisted 11 mosques across Pennsylvania to receive grants totaling over \$390,000.



YOUTH EMPOWERMENT AND ADVOCACY PROGRAMS

In 2024, under the leadership of our Advocacy and Youth Programs Director Asiyah Jones, CAIR-Philadelphia continued to serve Delaware and Pennsylvania communities. These programs train the next generation of Muslim community leaders to undertake advocacy work with a proud Muslim voice on issues from Palestine to immigration, from interfaith work to community organizing. This work is grounded in CAIR-Philadelphia’s commitment to celebrating our community’s beautiful diversity and uplifting its priorities and concerns.



MYLS Summer 2024.



MYLS Participants Receiving their certificates.



....a high school student approached me and wanted to share a personal dilemma. His Advanced Placement (AP) exam was scheduled on the same day as Eid and he was stuck between missing an exam he prepped the past year for or missing Eid. On behalf of CAIR-Philadelphia, I reached out to the Pennsylvania Board of Education and College Board with the calendar of Eid for the next ten years, and they agreed to respect these Eid dates when scheduling future tests.

Asiyah Jones, CAIR-Philadelphia



This year, CAIR-Philadelphia proudly hosted both our Summer and Winter Muslim Youth Leadership Summits, reaffirming our commitment to empowering young American Muslims with the skills, knowledge, and inspiration to lead impactful change in their communities. These summits provided vital opportunities for participants to engage in meaningful discussions, gain practical tools for advocacy, and deepen their understanding of the role their faith plays in leadership.

Summer Muslim Youth Leadership Summit in Philadelphia

In June 2024, we partnered with the Muslim Anti-Racism Collaborative (MuslimARC) to

present a one-day workshop titled “Leading with Courage: A Young Leader Workshop on Anti-Racism and Combating Islamophobia,” guided by MuslimARC’s nationally recognized leaders, Margari Hill and Layla Poulos. We brought together more than 30 young American Muslims from the greater Philadelphia area and trained them on strategies to dismantle racism and Islamophobia within their communities. Our dynamic and interactive workshop equipped participants with the knowledge, skills, and confidence to lead with courage and effect meaningful change. We are especially proud of our session tackling the intra-communal racism that impacts our Black Muslim brothers and sisters from within the Muslim community.



MYLS Participants with CAIR-Philadelphia and MuslimARC.

Winter Muslim Youth Leadership Summit in Central Pennsylvania

In December 2024, CAIR Philadelphia hosted the Central PA Muslim Youth Leadership Summit at the Islamic Center of Pennsylvania in Mechanicsburg, in collaboration with Central Pennsylvania Committee of Masajid (CPCOM), Young Muslims (YM) Harrisburg Boys, and YM Harrisburg Girls. The event centered around the theme of “Sacred Activism” and featured a thought-provoking discussion led by Imam Dawud Walid. Participants explored how to balance their commitment to Islamic principles with active engagement in advocacy and social justice work. The summit offered invaluable insights into integrating faith with action, inspiring young leaders to champion causes that reflect their values and beliefs.

Both summits highlighted the transformative power of equipping young leaders to address the challenges facing their communities with integrity, resilience, and a strong sense of purpose. We look forward to continuing these vital initiatives in 2025 and beyond, nurturing a generation of leaders who are grounded in their faith and dedicated to positive change.



Omar Mussa and Asiyah Jones presenting at the MYLS in Central Pennsylvania.



Margari Aziza of MuslimARC presenting at the MYLS.



Students presenting their projects at MYLS in Central Pennsylvania.

CARRYING MUSLIM VOICES TO THE POLITICAL ARENA

Muslim Capitol Day in PA and DE, and Muslim City Hall Day

This year, we had the privilege of organizing three impactful events that highlighted the strength and unity of the Muslim community while fostering meaningful connections with elected officials: Delaware Muslim Capitol Day, Pennsylvania Muslim Capitol Day, and Philadelphia Muslim City Hall Day.

Delaware Muslim Capitol Day

In collaboration with the Office of Delaware State Representative Madinah Wilson-Anton, CAIR-Philadelphia proudly hosted the inaugural Delaware Muslim Capitol Day on April 25, 2024. Muslim community members from across the state gathered at the Capitol building in

Dover to advocate for issues of importance to their communities. The day's agenda included small meetings with representatives, a press conference on the Capitol steps, and formal recognition of our event in both the House and Senate sessions. We also gladly witnessed the State House's passage of Representative Wilson-Anton's resolution supporting a permanent ceasefire in Gaza. Our Muslim Capitol Day was attended by over 50 participants, including students from Darul-Amaanah Academy, a leading Muslim private school in New Castle, Delaware. It represented a significant milestone in fostering relationships between Delaware's elected officials and their Muslim constituents. This inaugural event set the stage for what we hope will become an annual tradition of impactful civic engagement.



Delaware State Rep. Madinah Wilson-Anton with Darul-Amaanah Academy students at Delaware MCD.



Delaware MCD Participants with Rep. Madinah and other lawmakers.



Ahmet Tekelioglu with Delaware leaders preparing for a legislative meeting.

Pennsylvania Muslim Capitol Day

On October 23, 2024, CAIR-Philadelphia and Emgage PA co-hosted the 9th annual Pennsylvania Muslim Capitol Day. With the presidential elections on the horizon, we adapted the event to reflect the evolving needs of our community by reimagining it as a Virtual Town Hall. This innovative format increased accessibility and enabled community members from across the state to engage in advocacy from the comfort of their homes or workplaces. Participants joined virtual sessions with Pennsylvania state elected officials, learned about CAIR-Philadelphia's advocacy agenda, and took part in a phone banking session to champion issues important to the Muslim community. This event empowered participants with tools for continued advocacy in their everyday lives.

Philadelphia Muslim City Hall Day

On June 10, 2024, CAIR-Philadelphia and Emgage PA collaborated to host the second annual Muslim City Hall Day in Philadelphia. 36 community members from across the city joined the CAIR-Philly team in a day of advocacy with our local elected officials. Participants engaged in meetings with council members to address pressing issues including:

- Student safety and free speech in local schools and universities
- Gun violence prevention
- Recognition of Eid as a citywide holiday
- Prayer space accommodations in public institutions,
- Access to halal meals in schools
- Voting rights for Muslim citizens, and
- Language access to city services.

This event underscored the power of collective action and the importance of ensuring that the voices of Philadelphia's Muslim community are heard.



Muslim City Hall Day participants meeting with a legislator.



Legislative meeting during Muslim City Hall Day 2024.



Participants in the Caucus Room of Philadelphia City Hall.

Taken together and separately, these three events demonstrated the importance of civic engagement and advocacy in building bridges between the Muslim community and government officials. We look forward to continuing these initiatives in the years to come, empowering our community and amplifying their voices at every level of government.

Inaugural City Hall Tarawih Led by CAIR-Philadelphia

As the month of Ramadan approached, we found ourselves glued to our phones, helplessly witnessing the ongoing genocide of Palestinians in Gaza from afar. Ramadan arrived shortly after our annual banquet and once again reminded us of the extraordinary resilience of the Palestinian people. A poignant viral video showed hundreds of Palestinians standing side by side in prayer amidst the rubble of what was once a mosque. This powerful image served as a testament to their unwavering faith and determination amidst unimaginable hardship.

As Muslims, we understand the profound significance of the blessed nights of Ramadan. The words of Prophet Muhammad (SAW) remind us that our struggles and sorrows are interconnect-

ed: “The ummah is like one body; when one part of the body hurts, all of the body feels that pain.” Seeing this image in this moment prompted deep reflection on the challenges faced by communities across the globe—from Sudan, to Congo, to Palestine, and here in Philadelphia.

Our own community continues to grapple with significant challenges, including the devastating gun violence that claimed over 400 lives and left more than 1,200 injured across Philadelphia in the past year. In light of these realities, it is more important than ever for our Muslim community to unite in condemning all forms of violence while fervently praying for peace, both locally and globally—most prominently in Gaza.

With this in mind, CAIR-Philadelphia staff and board members worked together with Philadelphia’s Office of Muslim Engagement, Center City Mosque, and others to organize a City Hall Tarawih. United together, we called upon our local elected officials to advocate for peace and humanity at home and abroad. With one voice, as one community, we stood under the banner of “Philly United, One Ummah, Praying for Peace.”



Taraweh at Philadelphia City Hall.



Some of the Imams and Leaders Joining the City Hall Taraweeh.



Group Prayer at City Hall Taraweeh.

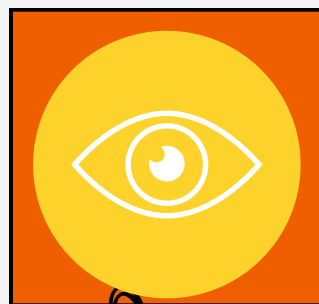
The Voices of our Senses

Join us in a series of workshops that will engage the Arab/SWANA, Muslim community in Philadelphia to tell multidisciplinary/sensory stories. The workshops will be in different neighborhoods across Philadelphia - Northeast, West Philly, and more. These workshops will involve documenting our senses as it represents us through various forms of media and include walking through different areas.



Workshops Details

- 6 workshops in different neighbourhoods
- 4 hrs/ workshop
- 16 participants / workshop



Benefit

Lunch and Snacks
Stipend for participation

We are excited to build our community archive together!

SIGN UP!



@AswatHawasnaPhl



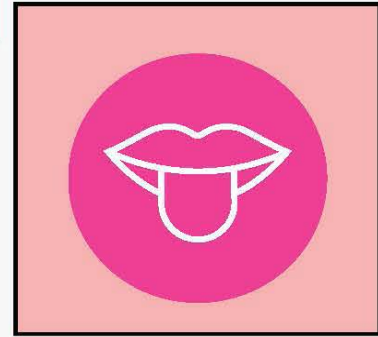
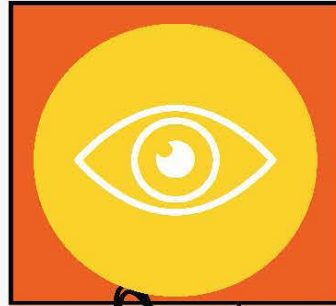
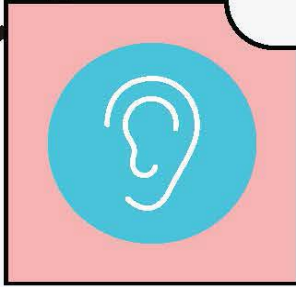
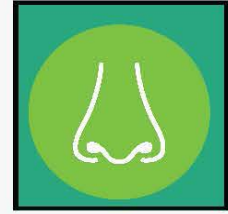
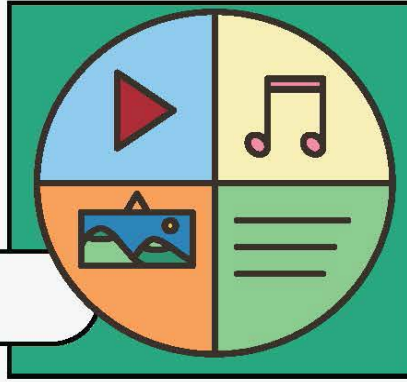
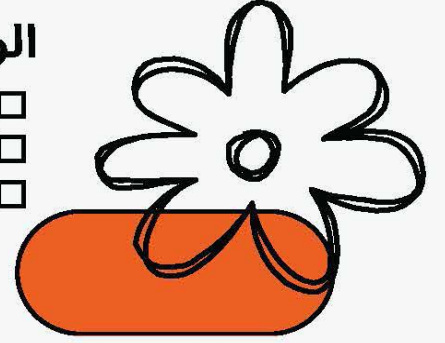
aswathawasnapl@gmail.com

أصوات حواسنا

انضموا إلينا في سلسلة من ورش العمل تهدف إلى إشراك المجتمع العربي/ المسلمين في فيلادلفيا لسرد قصص متعددة الوسائط/الحواس. ستقام ورش العمل في أحياء مختلفة في جميع أنحاء فيلادلفيا - شمال شرق فيلادلفيا، وغرب فيلادلفيا، وكينسينغتون، وجنوب فيلادلفيا، والخ. ستشمل هذه الورش توثيق حواسنا من خلال أشكال مختلفة من الوسائط وتشمل المشي عبر مناطق مختلفة.

الورشات

- ٦ ورش عمل في مناطق مختلفة في فيلادلفيا
- ٤ ساعات / ورشة
- ١٦ مشاركة / ورشة



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للتسجيل

YOUNG PROFESSIONALS



Young Professionals Picnic Game Time.

Investing in Community and Our Network

We are fortunate to have many young people who are active in religious life in our region. But we know that as they transition into their professional lives, they often struggle to find a balance between meeting their obligations at work and staying engaged with the Muslim community—particularly with peers in the same age range. We launched our Young Professionals programming during Ramadan in 2023 to meet this need among our Muslim youth. Since then, alhamdulillah, our events have nearly doubled in size. The CAIR Philadelphia Young Professionals team now includes two staff members and five Advisory Board Members, all representing the young professional demographic.

In 2024, our team had the privilege of hosting two highly successful events: the Young Professionals Eid Picnic and the Young Professionals Mentorship Dinner. The Eid Picnic, held on June 23rd, provided young Muslims aged 21-35 with an opportunity to celebrate Eid al-Fitr while networking with like-minded peers in a relaxed and festive environment. Later in the year, on October 26th, we hosted the Mentorship Dinner, where young professionals had the chance to connect with others in their fields and gain valuable advice from experienced mentors. This event fostered meaningful connections and bridged the gap between generations within the community.

Overall, 2024 was a resounding success for our Young Muslim Professionals programming,



Young Professionals Team Building during Summer Picnic.

attracting over 100 participants. We look forward to continuing to create opportunities for connection and growth, nurturing the next generation of leaders within our community. In addition, we co-organized together with Grounded, a series of events to bring diverse young community members to ensure we build bridges across the geographic and racial divides in our communities.



Young Professionals Mentorship Dinner at Islamic Cultural Center of Willow Grove.



Young Professionals Mentorship Dinner.



Grounded and CAIR-Philadelphia Collaboration.

PILGRIMAGE FOR PEACE

Walking from Philadelphia to Washington, DC with our Allies

From February 14th to the 21st, CAIR-Philadelphia participated in the Pilgrimage for Peace, a multifaith march from Philadelphia, PA, to Washington, DC, together with over 200 faith leaders, activists, and artists. This inspiring initiative brought together individuals from diverse faith traditions to call on President Biden and Congress to advocate for a ceasefire.

The journey began with a rally in Philadelphia, where CAIR-Philadelphia's Executive Director, Ahmet Tekelioglu inspired participants with

words of unity and determination. Along the route, participants were warmly welcomed at stops like the Islamic Center of Delaware County and the Islamic Society of Delaware, where they enjoyed meals and fellowship with local community members

The march concluded with a powerful rally in front of the White House in Washington, DC. CAIR-Philadelphia's Advocacy Director, Asiyah Jones, was among the speakers who addressed the crowd, delivering a passionate call for peace and justice. The Pilgrimage exemplified the power of unity and collective action across faiths in the pursuit of peace.



Pilgrimage for Peace is hosted by Islamic Society of Delaware (ISD).



Ahmet Tekelioglu speaking at the Pilgrimage for Peace Launch.

ON MY DEEN

African American Muslims Prepare to Make Their Mark on Philadelphia’s Theater Scene in June 2025

For over two years, CAIR-Philadelphia has been collaborating with InterAct Theatre in Philadelphia on their series, The Philly Cycle. This groundbreaking series highlights stories from diverse communities across the city. The first play to be produced, On My Deen by Antu Yacob, will focus on the experience of Philadelphia’s African American Muslim community.

CAIR-Philadelphia has worked closely with the InterAct team throughout our partnership to ensure authentic representation of our African American Muslim community. We facilitated direct input from community members, who participated in selecting the playwright, shared their personal stories, and provided valuable feedback during community readings of the play.



On My Deen Rehearsal Reading at Masjidullah with community members.



On my Deen, scheduled for June 6-29 in Philadelphia.

INTERACT
THEATRE COMPANY

and

**THEATRE
IN THE X**

present:

ON MY DEEN

by Antu Yacob

June 6 - 29

World Premiere, commissioned as part of The Philly Cycle

STUDENTS TRAINED IN ANTI-BULLYING TRAININGS AT SCHOOLS AND MOSQUES

This year and every year, CAIR Philadelphia works to address bullying of Muslim American students in our schools. Our efforts aim to equip students with the tools and knowledge they need to stand against bullying while fostering awareness about the unique challenges faced by Muslim students in educational spaces.

Our primary tactic is our signature anti-bullying workshops, which we present to students across the region. These presentations have reached over 150 students, from Cayuga Elementary School in North Philadelphia to the Islamic Society of Greater Valley Forge in Devon, PA.

In these sessions, we focus on educating students about bullying by defining it clearly and exploring the various forms it can take. We provide practical advice on what to do if they or someone they know is being bullied and empower them with strategies to foster a safer and more inclusive environment. Some presentations also include a discussion on students' rights and the accommodations Muslim students are entitled to in schools. These sessions train students how to advocate for themselves and their peers and ensure they get what they need to thrive as young scholars.



CAIR-Philadelphia team at Norristown Islamic Society for a listening session and training.



Asiyah Jones Visits Schools for Anti-Bullying Trainings.

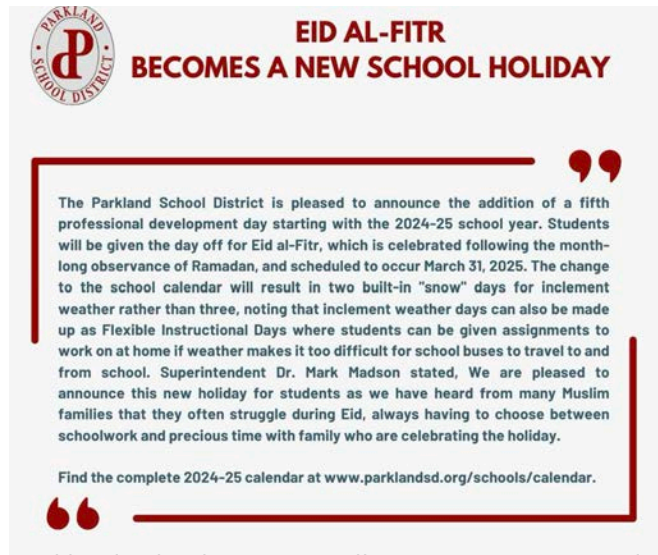
ADVOCACY WINS

Eid Accommodation Policy in Parkland School District in Allentown and Welcoming City Policy in Norristown School District

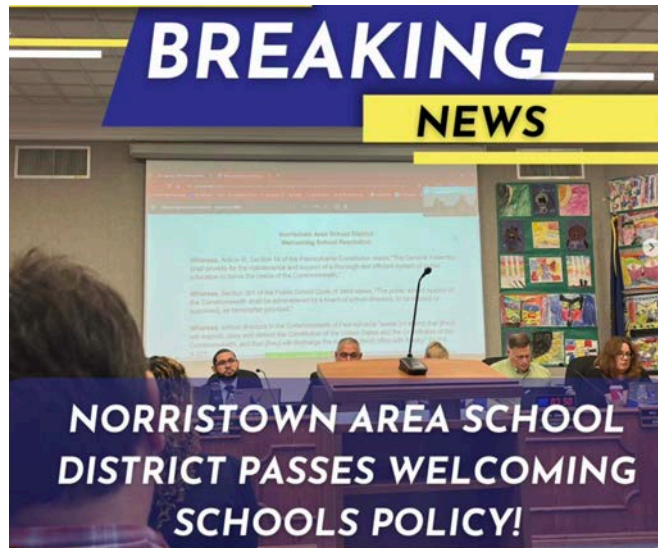
In 2024, CAIR-Philadelphia’s advocacy and education team collaborated with Lehigh Valley Muslim community leaders to advocate for and advise on an Eid accommodation process at Parkland School District, the first District in the Lehigh Valley to adopt Eid into its official calendar. We are proud of our communities and leaders who achieved this milestone. This year, the number of public school districts with Eid accommodation has reached 24, and we are working to spread Eid accommodation and halal food accommodation to additional school districts.

In Norristown Area School District our advocacy generated another substantial win, in collaboration with Pennsylvania Immigration Coalition (PIC) and Norristown Islamic Society. Working together, we convinced Norristown Area School District to adopt a “Welcoming Policy” that ensures the safety of students of all backgrounds in the face of belligerent immigration policies and potential interference from agencies such as ICE.

Our immigration advocacy also led to several impactful programs in partnership with Pennsylvania Immigration Coalition, Save Chinatown Coalition and our partners.



Parkland School District in Allentown Announces Eid Accommodation.



Norristown Area SD Announces Welcoming Policy.



Zeynep Emanet speaks at an Immigrants Are Welcome Rally.

INTERFAITH WORK

CAIR-Philadelphia believes in uniting with people of consciousness whichever background they come from. This principle has informed our interfaith for many years. Thanks to a group of dedicated CAIR board members who have poured themselves into this work, in 2024 we reached over 550 community members from diverse backgrounds.

Interfaith work was challenging for our community this year. The genocide in Gaza was constantly on our minds, and clearly the most important issue for us to address. Yet the difficulty of doing so was compounded by the deluge of mis- and disinformation that affected our neighbors' understanding of Palestinians' real situation. This moment prompted our team to rethink and retool our approach to interfaith work. Rather than argue over the facts of the genocide, we focused on connecting our interfaith friends with the experience of living in Palestine under occupation.



Board member Mateen Afzal welcomes the audience to the *Where Olive Trees Weep* screening.



Where Olive Trees Weep Screening at West Chester University.

We organized two screenings of the celebrated documentary **Where Olive Trees Weep** to provide our interfaith community with an insider's view on daily life of Palestinians in the West Bank and Gaza under occupation. These screenings were held at Montgomery County Community College and at West Chester University, in partnership with the Muslim Student Association (MSA) at WCU. Both screenings ended with a virtual Q&A with Ashira Darwish, the film's producer. It was a powerful experience for all. Participants left the screenings in tears and with a renewed understanding of the situation on the ground. Several attendees told the organizing team they did not know how the occupation impacted every aspect of Palestinian lives.

Our teams also supported an interfaith iftar for Ceasefire in partnership with our allies in local congregations and groups such as Prayers for Peace Alliance and Fridays at Fetterman's.

DREAM BIG: greater resources would enable us to undertake new projects, like hiring Muslim educators who would offer inclusion training for a fee to organizations large and small. Support our work by giving at pa.cair.com/donate

TRAININGS AND COURSES FOR GREATER EQUITY

In 2024, multiple organizations asked us to train their staff on how to make our Muslim brothers and sisters feel included as staff, customers and students. A few examples of organizations we trained this year:

- The Philadelphia Inquirer - Muslim inclusion and equity training focused on equitable reporting on Muslims and the Middle East.
- Penn Museum's Educator Training program - on how to equitably teach about Islam and Muslims across public and private educational settings
- The Pennsylvania Human Relations Commission about Islamophobia and Gendered/Racialized Islamophobia

CAIR-Philadelphia also continued to offer its courses on Islam and Muslims, engaging over 120 students this year at Temple University's Osher Lifelong Learning Institute (Temple-OLLI) offered by our board member Iftekhar Hussain and Executive Director Ahmet Tekelioglu.

In fact, the need for Equity and Inclusion training this year was so great, that our board member Iftekhar Hussain developed a "Train the Trainer" program for our community members. The two-day course was hosted by Villanova University MSA under the title "Presenting Islam 101 Workshops."



Iftekhar Hussain teaches Islam 101 Train the Trainer workshop at Villanova University.



Asiyah Jones in an Educators' Workshop at Penn Museum.

CAIR PHILADELPHIA Presented by CAIR-Philadelphia in partnership with Villanova MSA

TRAINING FOR ISLAM 101

CAIR-Philadelphia offers a 2-day intensive training for potential presenters of our 10-week course on Islam and Muslims. The training will be followed by a 1-day presentation practice session.

Training Dates:
September 21-22, 2024 (9 AM - 5 PM)

Presentation Practice:
September 29, 2024 (9 AM - 5 PM)

Join us and gain confidence in presenting and answering questions about the course material!

Location: Villanova University | Bartley Hall Room 1010
800 E. Lancaster Ave, Villanova, PA 19085

INFO & REGISTER
pa.cair.com/islam101

Iftekhar Hussain, Instructor

Islam 101 Program Flyer.

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Jews and Palestinian Christians & Muslims

offers our heartfelt thanks to **CAIR Philadelphia** for untiring advocacy and education on behalf of the Muslim community in the Philadelphia region.



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SPEAKING TRUTH TO POWER



We joined and co-organized a protest over US Congress Funding War Crimes in Gaza- Councilmember Rev. Nicolas O'Rourke, Imam Kenneth Nuriddin, Delaware State Rep. Madinah Wilson-Anton.



Together with ICC Willow Grove we hosted Dr. Yasir Khan who described his medical mission in Gaza.

Palestine and Justice Work Beyond Legal Defense

In 2024, CAIR-Philadelphia addressed our community’s priorities and concerns, especially around the War on Gaza and demands for a ceasefire. CAIR-Philadelphia mobilized our team members to monitor student protest encampments and support students of all backgrounds in their courageous stance against the war. We also showed up and showed out to Philadelphia School Board meetings to support students and teachers wrongly persecuted for their Palestine activism. We advocated for the District to implement an informed and measured curriculum about the over seven decade occupation in Palestine that puts the Palestinian freedom struggle in the context of other anticolonial movements in Africa and Asia over the past century.



Ahmet Tekelioglu joined the book talk at Kol Tzedek Synagogue celebrating *Solidarity is the Political Version of Love*.

One of our specific programs occurred at the University of Delaware during the Fall 2024 semester. We worked with Falastin, a student organization seeking to educate the UD community on Palestine and student activism on a number of workshops and programs. We organized a workshop on legal rights and advocacy, a training about how to be better community organizers, and co-hosted a fundraiser with Falastin.

Speakers

CAIR Adam Attia

Nathaniel Miller

Know Your Rights

Discuss discrimination, harassment, censorship
Protesting, dealing with law enforcement

RSVP [QR Code]

3

SEP 2024

ROOM 006 - WILLARD E. HALL EDUCATION BLDG,
16 W MAIN ST SUITE 113, NEWARK, DE 19716

6:30 - 8:00

CAIR x FALASTIN

CAIR-Philadelphia-Falastin Collaboration.

This past year, we also partnered with Pennsylvania Palestine advocacy groups to lead a direct action at the State Capitol to express our opposition to investing Pennsylvania tax revenue in

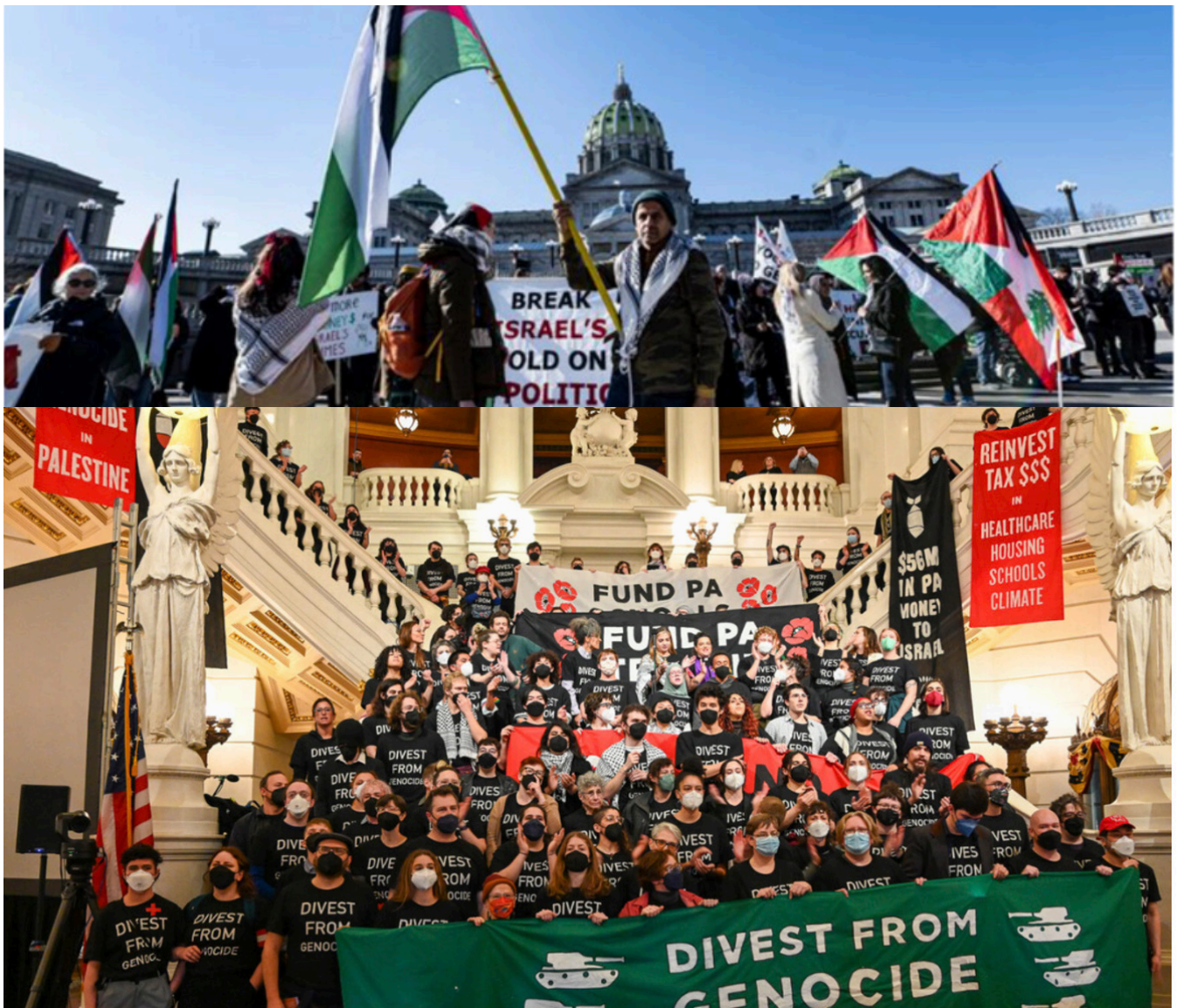
Israeli Bonds. This action garnered international media attention and modelled after the current campaign led by JVP-Philly to pressure the State Treasurer to end this program.

The Philadelphia Inquirer

int

Pro-Palestinian advocates pressure Pa. treasurer over millions in Israel bonds

Buying government-issued bonds from Israel has long been viewed as a way to support the Israeli economy and show political support.



Divest From Genocide Invest in PA Action at Pennsylvania State Capitol. Photo Credit: Joe Piette.

In addition to these actions, we organized our communities to lobby our elected officials, from Governor Shapiro to Sen. Casey and Sen. Fetterman, against the unjust and racist support for

Israel's ongoing genocidal campaign in Gaza and beyond local and national media, including the New York Times, amplified our press releases and statements to the public.

The New York Times

MAGAZINE | John Fetterman Fears Trump Is Stronger Than Ever

Last month, the Philadelphia and Pittsburgh chapters of the Council on American Islamic Relations issued a joint statement where they condemned you for saying that you loved Israel's pager attacks targeting Hezbollah in Lebanon. I do. Absolutely.

They said, "When our elected officials start condoning the civilian loss of life, our collective moral compass is irreparably harmed." It was targeted for members of Hezbollah. You know, no one uses beepers in that situation other than they were a member of



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Philly Halal FOOD FESTIVAL



2025



**CELEBRATING OUR DIVERSITY
ONE DISH AT A TIME**

COMING FALL 2025! UPDATES COMING SOON.

OUR WEBSITE

**2024
HIGHLIGHTS**

- 6,000 + Attendees
- 52 Food & Beverage
- 20 + Cultural Cuisines
- 30 Bazaar Vendors
- 3 Media Features



The Philly Halal Food Festival is a proud supporter of CAIR Philadelphia. We take pride in fostering a sense of unity in the Greater Philadelphia area through the celebration of diverse cuisines. To learn more about our mission scan the QR code above. Follow us on Instagram for related content.



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WORK AGAINST SB1260

Our work included a number of legislative advocacy efforts including opposing SB1260, a dangerous bill introduced in the State Senate that potentially curbs the freedom of speech and penalizes universities for divesting from companies that fuel Israel's occupation and

aggression in Palestine. We worked with our allies to ensure this harmful bill would fail in the Pennsylvania General Assembly. Though we succeeded, we continue to monitor this and related bills that seek to limit our constitutional rights.



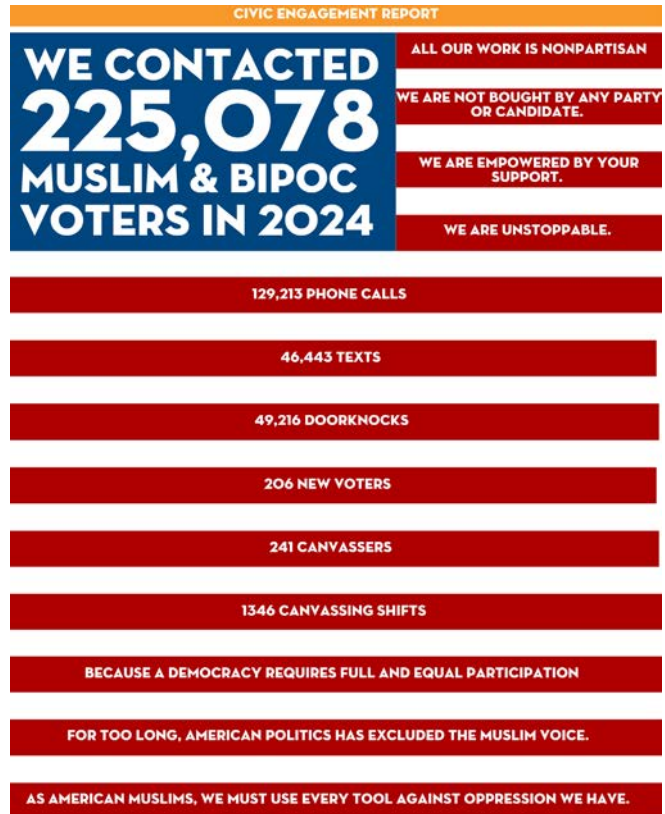
Ahmet Tekelioglu and Naila Haider with Rev. Munther Isaac during the Prayers for Peace Alliance hosted event.



We worked with 241 paid canvassers from our community in 2025.

CIVIC ENGAGEMENT AND ADVOCACY

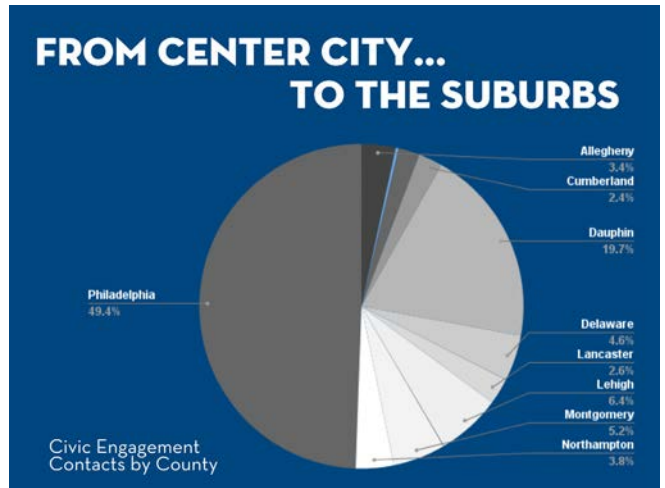
At CAIR-Philadelphia, we believe that voting is one of the most powerful tools we have to build political strength for Muslim Americans and make sure our voices are heard. The more we vote, the more our elected officials are forced to listen and be held accountable. Every election season, we register Muslims to vote, phone bank Muslim and BIPOC voters across Pennsylvania, and knock on doors in Philadelphia, Lehigh, and Delaware Counties. For decades, elected officials have ignored the issues impacting American Muslim communities. Since September 11, 2001, American Muslims have faced relentless targeting, surveillance, fearmongering, and stereotyping. The events of October 7, 2023, triggered yet another wave of anti-Arab and anti-Muslim sentiment across the nation. This continuous targeting has driven many American Muslims to disengage from politics, preventing them from fully embracing their American Muslim identities. For too long, American politics has excluded the Muslim voice.



We contacted 225,078 voters in 2024.



Our team tabling and registering voters at the Philly Halal Food Festival.



Our Civic Engagement work by region in 2024.

We know voting is a complicated issue for our community, especially when politicians do not represent our values. Last summer, while registering voters outside masjids in West Philadelphia, civic engagement manager, Zeynep recounts her experience:

I heard responses ranging from, 'I refuse to register to vote or engage in this election' to 'I don't like any of the candidates.' Many expressed frustration with a political system that often feels disconnected from their values, their disillusionment with American politics and refusal to vote for politicians whose foreign policy decisions determined Muslim lives abroad. During the Primary Election in April, I could remind folks about the importance of voting our conscience, but that got harder in the General Election. I encouraged them to vote for state representatives and down-ballot candidates, whose decisions impact our daily lives—but I could see that many were disengaged and lost all hope for the system.

At a CAIR-Philadelphia staff meeting, I asked our civil rights attorney, Timothy Welbeck, how he'd respond to the disillusionment our community felt ahead of the election. He reminded me, "I descended from people who were told that they could not vote and denied the right to vote... The right to vote is one that was purchased in blood. Medgar Evers was assassinated in his driveway in part because of his voter registration efforts. Fannie Lou Hamer was beaten within an inch of her life for her voter registration efforts and many other countless unsung heroes and heroines also risked life and limb for an opportunity for people to vote.

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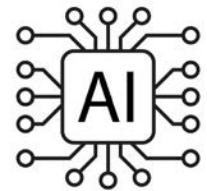
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THE LARGEST CIVIC ENGAGEMENT PROGRAM IN CAIR-PHILADELPHIA'S HISTORY



129,213
Phone calls made

49,216
Doors knocked

46,443
Texts sent

206
Voters registered

241
Canvassers worked
for 3 months

We are one of the largest Muslim organizations conducting nonpartisan canvassing. This means, CAIR is in no ones' pocket. We will not ask you to vote for a party or candidate. We only ask that you vote your conscience. This is why we organized three workshops to ensure our community is aware of the connections between racism and our electoral system, to fight against voter disenfranchisement and to ensure we build a culture of political that is geared toward making sure elected officials will be accountable to our communities.

Our electoral work is not paid for by dark money. Our community funds our civic engagement and we are empowered by your support.

DREAM BIG: greater resources would enable us to undertake new projects, like expanding our civic engagement work into more areas of Pennsylvania and contacting even more Muslims in areas where we are already active. Support our work by giving a

pa.cair.com/donate



How do we make politicians listen to us?

POLITICAL ADVOCACY & VOTING WORKSHOP:

ORGANIZING AND PROTECTING OUR VOTING RIGHTS



REGISTER: pa.cair.com/advocacy-workshop

CAIR PHILADELPHIA

Presented By: CAIR-Philadelphia Executive Director **Dr. Ahmet Tekelioglu** & Central PA Organizer **Fareba Amani**

Saturday, February 3, 2024
11:00 AM - 2:00 PM

Islamic Center of Pennsylvania (ICP Mosque)
5138 E Trindle Rd,
Mechanicsburg, PA 17050

Lunch will be provided.

Reflective Democracy Workshop in Central PA



How do we make politicians listen to us?

POLITICAL ADVOCACY & VOTING WORKSHOP:

ORGANIZING AND PROTECTING OUR VOTING RIGHTS



REGISTER: pa.cair.com/voting-workshop

CAIR PHILADELPHIA

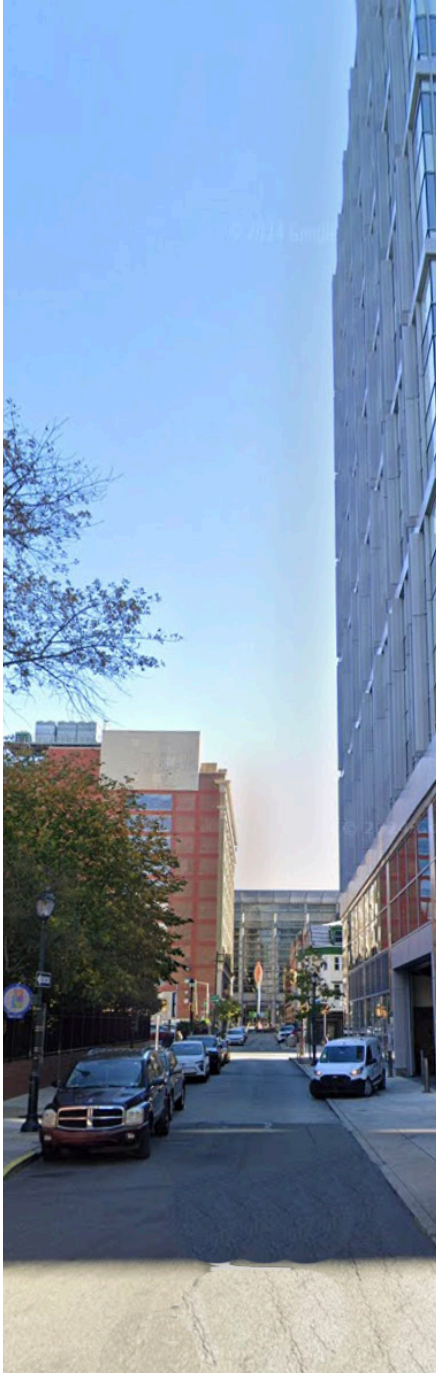
Presented By: CAIR-Philadelphia Executive Director **Dr. Ahmet Tekelioglu**

Sunday, February 25th
11:00 AM - 2:00 PM

Norristown Islamic Society
5 W Elm St
Norristown, PA 19401
Parking: 1024 Powell St

Lunch will be provided.

Reflective Democracy Workshop in Norristown



FINANCIAL REPORT

2024 was a year of financial growth for CAIR-Philadelphia. For the first time, our annual budget exceeded one million dollars. This allowed us to grow our legal team and hire 241 hourly canvassers who knocked on doors, made calls and mobilized our community to vote.

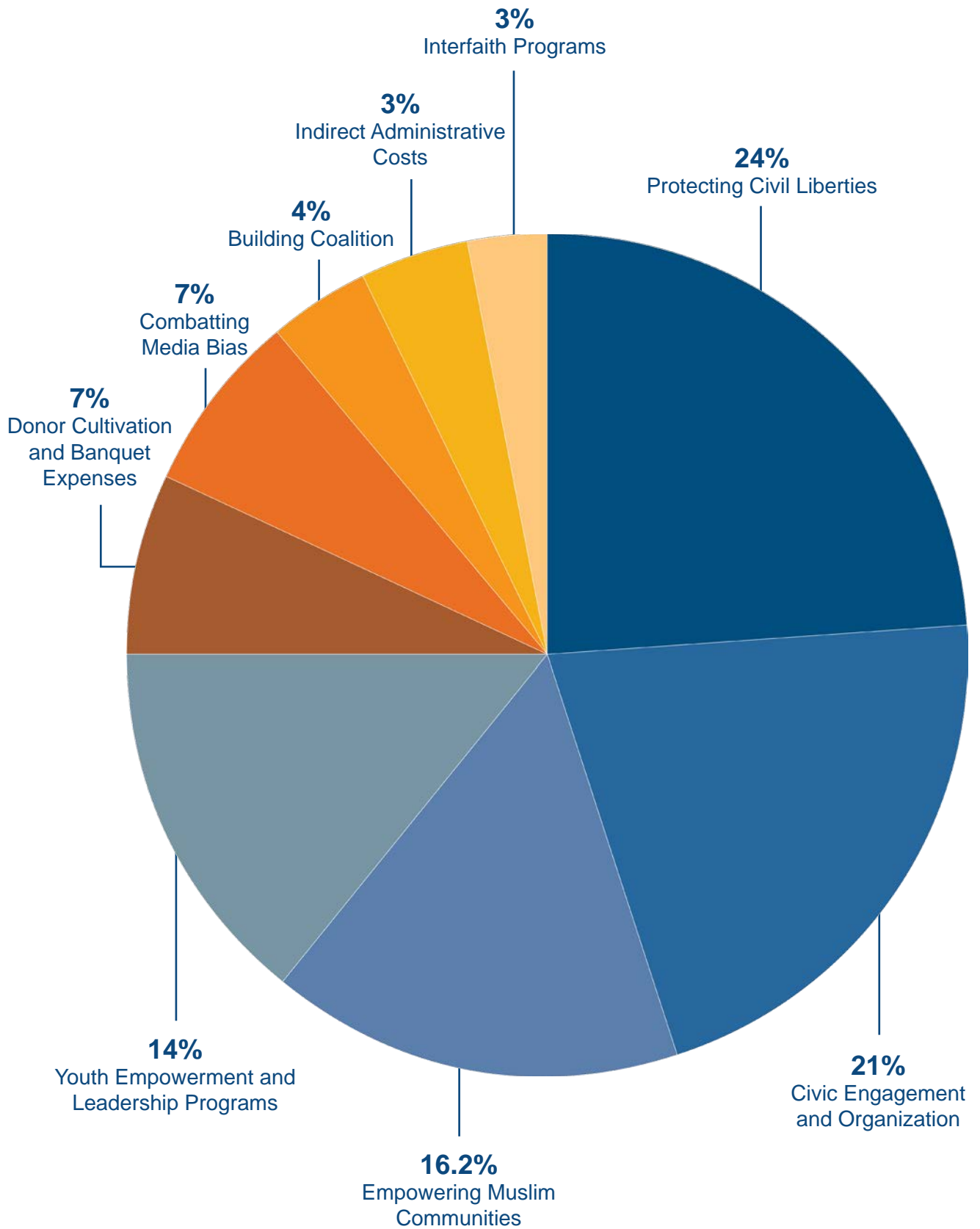
The reality is, 2025 is unlikely to repeat the financial success of 2024. First, because this grant-based income was directly connected to the 2024 presidential elections and was restricted to civic engagement. Second, because we expect some funders will shy away from supporting a Muslim organization that serves so many immigrants. The irony, of course, is that the very thing that makes our work so important and necessary at this moment, is the thing that is likely to scare funders away.

Moreover, we know that money is power. The more our funding comes directly from our communities, the more accountable we are to our Muslim communities as we work to build power for Muslims across Pennsylvania. In a typical year, 70% of our funding comes from our community members. 2024 was unusual for us because for the first time, 56% of our budget came from foundations. While we made good use of that funding, we know that it is not sustainable. And frankly, it's not how we want to build together. In 2025, we are setting a goal of meeting and exceeding the benchmark of 70% of our budget originating from individual donors.

2024 FINANCIAL REPORT

REVENUE	
Donations	\$466,037
Restricted Programmatic Grants	\$375,128
General Operating Grants	\$200,500
Banquet Revenue (Ticket Sales, Advertising, Sponsorships)	\$63,395
Total revenue	\$1,105,060
EXPENSES	
Staff Salaries	\$370,110
Programmatic Expenses (Excluding Salaries)	\$312,980
Benefits (Healthcare)	\$17,150
Office Expenses + IT Software	\$11,688
Travel	\$10,200
Insurance	\$6,603
Donor Retention, Cultivation, and Banquet Expenses	\$50,410
Community Sponsorship and Advertising	\$24,200
Professional Services (Accounting, Audit, Legal)	\$12,212
Bank Fees	\$5,000
Liabilities	\$0
Total expenses	\$820,553
Operating Income	\$284,508
1/1/24 Balance	\$272,141
Operating Income	\$284,508
12/31 Calculated Balance	\$556,648
12/31 Actual Balance	\$556,649

2024 PROGRAMMATIC EXPENSES BY CAIR-PHILADELPHIA



2025 FINANCIAL PROJECTION

FORECASTED REVENUE	
Restricted Programmatic Grants	\$150,000
General Operating Grants	\$150,000
Community Donations and Program Revenue	\$600,000
Total revenue	\$900,000
FORECASTED EXPENSES	
Salaries	\$519,250
Programmatic Expenses (Excluding Salaries)	\$246,000
Benefits	\$20,050
Office Expenses + IT Software	\$11,050
Travel	\$9,750
Insurance	\$9,700
Donor Retention and Cultivation	\$45,500
Community Sponsorships and Advertising	\$16,900
Professional Services (Audit, Legal)	\$15,800
Bank Fees	\$6,000
Liabilities	\$0
Total expenses	\$900,000
Operating Income	\$0



Asian American Community Fund of Pennsylvania



The Asian American Community Fund of Pennsylvania supports local Asian American associations and organizations to bring our people together, celebrate our cultures and traditions, and promote civic engagement.

Unity Grants:

Our Unity Grants fund community and student organizations to help creativity flourish and community connections thrive. Our Unity Grants:

- Support arts & culture projects
- Civically empower community organizations
- Strengthen the fabric of our communities

SEED Fellowship

The SEED (Strategy, Empowerment, Education, Development) Fellowship is an annual paid fellowship program for Asian American community members based in Pennsylvania to help us connect with our diverse communities, elect representatives of, by, and for us, and build a state that finally works for all who call it home.

This is an opportunity for community members, especially ones who want to become community leaders and advocates, to learn how to fight for our communities.

Applications for the next cohort of SEED Fellows are due:
APRIL 20, 2025

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