
CONSTITUTIONAL REVIEW COMMITTEE (CRC) MEETING WITH MEMBERS

15th October 2024



Agenda | 15th October 2024

1. Welcome and Quran recitation
2. Overview of the CRC
3. Proposed process and timeline
4. Review of the constitution organised by clause
(Note: proposals received by email are included in the slides, we will open to floor for proposals not received by email)
5. AOB

Meeting is planned to start at 8pm aiming for a 10pm finish

The CRC has been established by the EC to facilitate a review of the constitution with members

Background and CRC Formation

Objective

The CRC has been established to conduct a review of the entire constitution with members. The review is conducted on the basis of the resolution passed at the Annual General Meeting of the Charity on 2 June 2024

“It is hereby proposed that the consultation of KSIMC of London (Jamaat) be reviewed in its entirety at meetings with members called by the Secretary for this purpose” – wording from AGM

Membership

- CRC is a subcommittee duly formed by the EC
- Members have been appointed by the EC under constitution rules clause 4
- It has been agreed by the EC for the CRC to act independently in this process of reviewing the constitution with members

The CRC Team

SALIM HAMIR

Salim Hamir is a Chartered Accountant with leadership experience across public, private, and charitable organizations. He has held roles at companies such as EKF Diagnostics Holdings, Hostmaker, Renalytix, Poolbeg Pharma, Verici Dx, and Trellus Health. As a CFO, Finance Director, and Company Secretary, Salim specializes in M&A, fundraising, public listings, taxation, IFRS reporting, spin-offs, investor relations, and corporate governance. Salim is an ex-trustee of COEJ and KSIMC of London.

ALI PANJU

Ali is currently Head of Product at Reya Labs having previously worked at Hostmaker, Meta and Quidco. With expertise in agile methodologies and software engineering, Ali specialises in creating and enhancing programs that boost organizational performance. Ali has served the Jamaat, CoEJ and WF in various capacities including as Vice-Chairman of Stanmore Jaffery’s and Assistant Secretary and Trustee of The KSIMC of London.

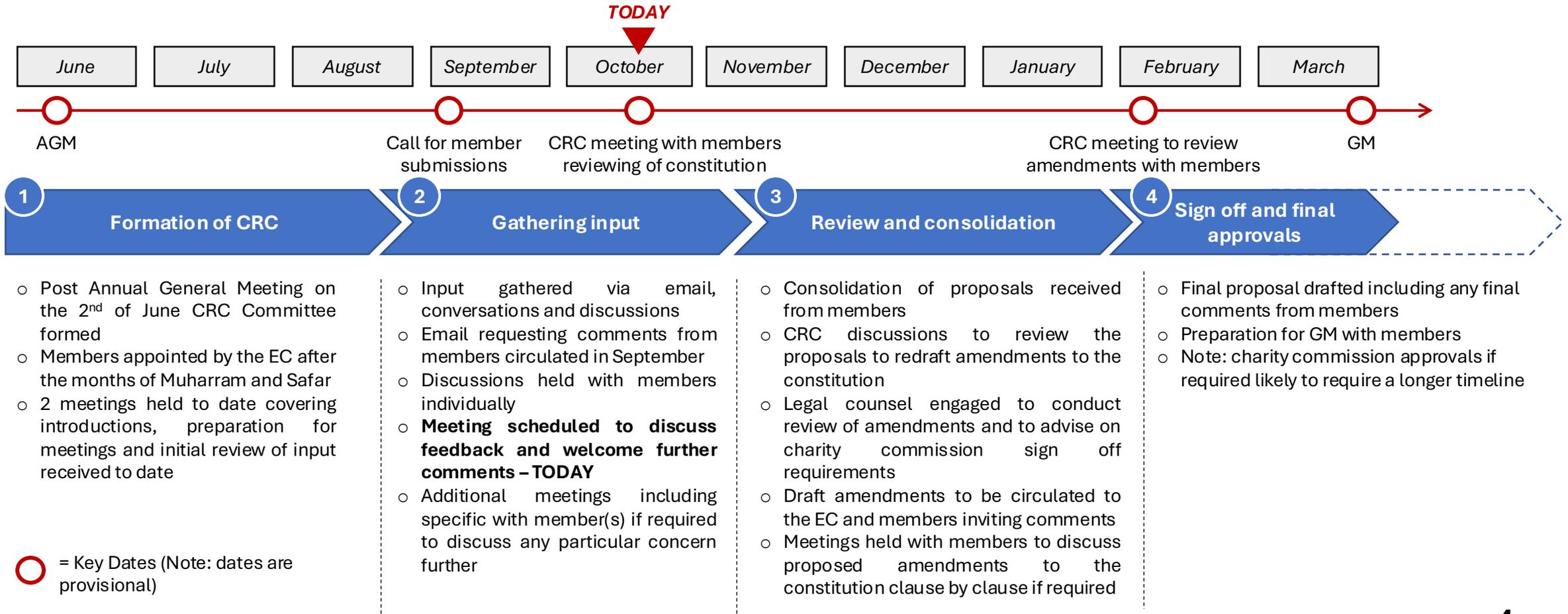
ABUL-KASSIM MEGHJEE

Abul-Kassim is a Partner at an International Law Firm. He advises UK and international clients on all aspects of personal as well as business taxation. His supervisory mandates include charities, non-for-profit organisations and foundations. His community service includes involvement in Hussein Volunteer Corps, Golden Crescent Group, Zainabiya Child Sponsorship Scheme as well as the Al Waarith Constitution Review Project for our Jamaat between 2014 and 2017. Abul-Kassim has been a trustee of The Desk & Chair Foundation since 2003.

SUHAILA HARJI

Suhaila is Chief Operating Officer of Investments at the Wellcome Trust, a £38bn charitable foundation. Suhaila is in charge of operations, legal, finance, governance, data and technology. Prior to Wellcome Suhaila has held strategy and leadership roles at asset managers including Legg Mason, Merian Global Investors and PGIM.

Approach | We plan to undertake an efficient, transparent and consultative process



Proposals received to date (slide 1 of 5)

		Specific clauses	Proposed by
Concepts that transcend specific clauses			
1	Structure change CIO or CLG		
Clause 5: Membership			
2	Decrease the age of membership eligibility to 16 years old	5.1	Past EC
3	Include a new provision to withdraw membership from someone under strict and specific conditions		
Clause 6: General Meetings			
4	Textual changes from “chairperson of the meeting” to “Meeting Chairperson”	6.6, 6.7 7.2.1, 7.2.3 7.2.4, 7.2.5 13.2, 20.1	Farhan Jamal
5	Clarification as to what happens if an AGM cannot conclude by 19:30 (e.g. adjournment) and when any reconvened meeting may occur (e.g. does it have to be a weekend, does it have to have 21 days notice etc.)	6.8	
6	Updated process for budgeting such that the AGM in June is not approving the budget for the year in which the AGM is being held.	6.9.5 Rule 5.1	
Clause 7: Standing Orders			
7	Clarification that the order of items at an AGM is at the discretion of the chairperson rather than the constitution defining the order.	7.1.1	
8	Allow a seconder of a motion of which notice has been provided to move the motion when it is brought before the meeting, allowing the case when the original proposer is unavoidably detained and unable to be present for the meeting	7.3	
Clause 8: Extraordinary General Meetings & Clause 9: Special General Meetings			
9	Combine clause 9 as a special case of clause 8.1, effectively allowing an EGM to be called with less notice should the matter required it, so long as that rational is communicated. Remove the concept of an SGM.	8.1 9	

Proposals received to date (slide 2 of 5)

		Specific clauses	Proposed by
Clause 10: Elections			
10	Explicitly name election as “Jamaat Election”	10.1	Farhan Jamal
11	Clarify that whilst a president cannot serve more than two consecutive terms as president, a vice president can serve two terms as VP, and then a further two terms as President. In other words, the term limit is specific to the role within the EC, not as a trustee in general.	10.2.1	
Clause 11: The Executive Committee			
12	Require all members (male and female) to elect all trustees (whilst still maintaining the minimum 3 men, 3 women condition)	11.2	Akhtar Jaffer Alihussain Datoo Qazim Sumar
13	Inclusion of the Resident Aalim and Resident Aalima in the composition of the Executive Committee, and clarification if they should/should not also serve as charity trustees	11.1 11.3	Imran Ladak Akhtar Jaffer Alihussain Datoo Qazim Sumar
14	Replace the Honorary Secretary with an unelected, paid appointment akin to a COO	11.3 14.2	
15	Include the concept of a “Vote of no confidence” in a particular Trustee at an EGM (with due notice etc.). If the vote passes, the individual ceases to be a member of the Executive Committee.	11.6	Akil Kanani
Clause 14: Benefits to Members of the Executive Committee			
16	Allow the president to draw a stipend during their time in office (moving to a paid CEO type role)	14.2	Muntazir Rai
17	Allow members of the EC to be paid/part-paid during their time in office	14.2	Alihussain Datoo

Proposals received to date (slide 3 of 5)

		Specific clauses	Proposed by
Clause 18: Amendments			
18	Bring rule 6.8 (relating to amendments to clause 5.1 – the membership definition) into this clause so its is not out of place	18.7	
Clause 20: Definitions			
19	Include a definition of “Shia Ithna-Asheri Sharia”, as used in clauses 3 and 4, as either (a) by referring to the predominant marja of whom the community are muqallids; (b) mainstream Marja- e-Taqleed; or (c) a specific jurist by name	20.1	Qazim Sumar Amin Musa Imran Ladak
Rule 1: Preliminary Statement			
20	Concept of rules and the core constitution – rules having a lower threshold 50%+ changes operational aspects of the workings of the jamaat, whilst constitution maintaining its 2/3 majority and increased notice period, focussing on high-level governance aspects.	Rule 1.2	
Rule 2: Executive Committee – Membership			
21	Include a requirement to publicly follow the “Shia Ithna-Asheri Sharia”, or some other condition to ensure adherence to Islamic Law in their practice and speech		Amin Musa Qazim Sumar Akhtar Jaffer
22	Include a provision of “good morals and ethics” in the eligibility criteria	2.1	Akil Kanani
Rule 4: Sub-committees			
23	Establishment of a Strategic planning function (as a new Section in the Constitution) whose remit extends beyond the term of the Executive Committee and is set up to deal with new one-time initiatives and establish a dedicated process to pursue such initiatives (as separate from the 80% of the on-going, repetitive tasks of the Jamaat).		Shaukat Harji
24	Establishment of a committee to manage our properties and development there of, which is elected by the general body and not subject to change by incoming Executive Teams.		

Proposals received to date (slide 4 of 5)

		Specific clauses	Proposed by
Rule 6 Subscriptions			
25	Introduce a new class of membership, that of “associate members” which should be open to non-khoja who is Shia Ithna-asheri. Associate members would not be eligible to stand for the position of trustee, and are not eligible to vote for Trustees.	6.1, etc.	Akhtar Jaffer Alihussain Dattoo Zubair Sheikh
26	Introduce a new class of membership, that of “associate members” which should be open to any muslim (inc Non-Khoja or non-Shia). Associate members would not be eligible to stand for the position of trustee, and are not eligible to vote for Trustees.	6.1 etc	Gulam Rai
27	Reintroduce the class of “Life Membership”	6.1, 6.2, 6.4	Farhan Jamal
Rule 7 Elections and Electoral Processes			
28	Review how we can avoid “elected unopposed” situations, so the community always has to elect their leader. A number of risks are mitigated by assuming that the membership will not elect leaders unfit or unsuitable for leadership. Two options immediately here: if there are less than two nominations by the close of nominations, an extension is provided for additional candidates to come forward, or more drastically, “RON” stands for every election, meaning “re-open nominations”. If RON wins any election, the incumbents stay on for x months and the contest is re-run.	7 etc	
29	Require Trustee “CV” to be at least 250 words, not max 250 words	7.3.6	Farhan Jamal
30	Clarification that the Electoral Commission, not the secretariat, is responsible for content on the election pages of the Jamaat website	7.5	Farhan Jamal
31	Clarification that members of the electoral commission cannot begin the process of the elections, resign, and then stand in the same election.	7.9	Farhan Jamal
32	Clarification that volunteers assisting the Electoral Commission must be members of the Jamaat	7.16	Farhan Jamal
33	Clarification that the role of the Electoral Commission extends beyond the Jamaat election, to conducting the CoEJ and WF elections as required.		Farhan Jamal
34	Additional clarifications in text	various	Farhan Jamal

Proposals received to date (slide 5 of 5)

		Specific clauses	Proposed by
Appendix: Declaration Of Willingness To Act As A Charity Trustee Of The Khoja Shia Ithna-asheri Muslim Community Of London			
35	Having trustees declare their commitment to the shariah in practice and speech		Alihussain Dattoo
New Additions			
36	A new SOP for election Process (refereced by the Consitution/Rules)		Farhan Jamal
37	Grievance policy		Akil Kanani Muntazir Rai Alihussain Dattoo
38	Dispute resolution mechanisms		Akil Kanani Alihussain Dattoo
39	Enshrining the role of mainstream Marja- e-Taqleed as a supreme religious authority for the community and he should be consulted in case of any disagreements with in the community.		Amin Musa
40	Adoption of Sayyid Sistani's advice in the constitution for trustees.		Alihussain Dattoo
41	Various unspecific proposals to ensure Religion is core to the constitution		Akil Kanani Imran Ladak

Any Proposals not received by email – open to floor