



Newclare Juma Masjid  
& Educational Institute



# REPORT

**COMMUNITY WORKSHOP**

**22 MARCH 2015**

**Facilitator: Kureish Isaacs**

## Programme for the Day

- 1) Dua, Welcome & Introductions
- 2) Purpose of the Workshop
- 3) Defining the Community Needs (Commissions)
- 4) Tea break
- 5) Presentation Overview 2015/16 Plan
- 6) Break into Commissions
  - Commission 1 How do we improve Islamic Education for all
  - Commission 2 How do we keep our Governors Accountable
  - Commission 3 Areas of community development
  - Commission 4 How do we strengthen Islamic Culture in our Community
- 7) Presentation of 2013 Audit
- 8) Way Forward & Closure

### 1. Welcome and introductions

The workshop was opened with a dua read by Imam Zardad.

### 2. Purpose of the Workshop

The Facilitator explained the purpose of the workshop and also outlined the outcomes of the workshop. The purpose of the workshop was to engage the community on issues affecting them. And also ensure that their issues forms part of the Strategic plan for 2015/16/

#### The following objectives were agreed upon :

- To strengthen the relationship and build healthy partnerships between all stakeholders in the community
- To engage with the community to identify essential and critical areas of development
- To engage the community on ways of promoting and improving Islamic Education at all levels
- To COME UP WITH WAYS OF MAKING THE MUSJID THE FOCAL POINT OF THE community
- How do we keep the Executive Committee accountable
- To get Community input on the Institute's 2015/16 plans

#### House Rules

- Switch all cell phones off
- Participation 100%
- Respect the views of others
- Remain for the full duration of the workshop
- Respect time

#### The Facilitator agreed with the participants that the following principles would be preferred during community engagements

1. **Inclusive:** The Institute encourages participation by all those who will be affected.
2. **Early Involvement:** The Institute will involve its community timeously.
3. **Access to Decision Making:** The Institute wants to designs processes that will give communities the opportunity to influence decisions.

4. **Coordinated Approach:** The Institute wants to coordinates community engagement activities to use community and donor resources effectively
5. **Transparent and Accountable:** The Institute wants to design processes that are open and transparent.
6. **Open and Timely Communication:** The Institute will provide information that is timely, accurate, objective, easily understood, and accessible.
7. **Mutual Trust and Respect:** The Institute strives to engage the community in a fair and respectful way that fosters understanding between diverse views and interests.
8. **Evaluation and Continuous Improvement:** The Institute commits resources to evaluating engagement processes to ensure consultation activities are effective

### **Participants Responsibilities**

1. Pursue community engagement with the belief that community involvement leads to better decisions
2. Recognize we must consider the needs of the whole community
3. Strive to reach sustainable solutions
4. Request alternative ways of participating if required
5. Listen to understand the views of others
6. Participate openly, honestly and constructively, offering ideas, suggestions, alternatives
7. Work in the process in a transparent, respectful and cooperative manner

### **3. Defining the Needs of the Community**

The community was divided into groups and the following issues were identified as concerns affecting the Newclare community.

## Issues raised in the groups

1. Leadership - critical to rest of issues	2. Lack of education	3. Communication linked to tolerance	4. Lack of Trust	5. Lack of Respect
<ul style="list-style-type: none"> <li>➤ Imamat - need to get more involved</li> <li>➤ Must become engaged</li> <li>➤ Lack of vibe within community</li> <li>➤ Mutawalis</li> <li>➤ Spiritual and secular</li> </ul>	<ul style="list-style-type: none"> <li>➤ Drug education</li> <li>➤ Youth involvement</li> <li>➤ Family abuse (violent)</li> <li>➤ Focus on qualitative and holistic</li> </ul>	<ul style="list-style-type: none"> <li>➤ Poor communication</li> <li>➤ No Social Media</li> <li>➤ Current communication not effective</li> </ul>	<ul style="list-style-type: none"> <li>➤ No trust exists</li> <li>➤ No trust between community and committee and Imaam</li> </ul>	<ul style="list-style-type: none"> <li>➤ No respect for stakeholders</li> <li>➤ Community members are not respected</li> <li>➤ Communities receiving zakaah parcels are not respected</li> </ul>
6. Poverty	7. Qualitative education	8. Leadership	9. Substance abuse	
<ul style="list-style-type: none"> <li>➤ Family Violence</li> <li>➤ Family abuse</li> <li>➤ Lack of trust</li> <li>➤ Drug abuse</li> <li>➤ Lack of respect</li> </ul>	<ul style="list-style-type: none"> <li>➤ Islamic Education for reverts</li> <li>➤ Sustainable education programmes</li> <li>➤ Programmes on relationships, marriage</li> </ul>	<ul style="list-style-type: none"> <li>➤ Spiritual</li> <li>➤ Secular</li> <li>➤ NB: must touch all aspects from family to broader community</li> <li>➤ Communications must permeate throughout leadership</li> </ul>	<ul style="list-style-type: none"> <li>➤ Programmes educating communities</li> <li>➤ Drug prevention programmes</li> <li>➤ Youth programmes</li> </ul>	<ul style="list-style-type: none"> <li>➤</li> </ul>

Summary of issues raised from the community to be included in the Institutes Strategic Plan 2015/16



The following discussions followed in each item raised:

### Poverty

- House visits are needed
- Statistics - in essence get the facts

- Survey to determine the poverty level
- Clean-up data base
- Criteria must be established
- mosque must not become the sole supplier of charity
- Decide who should give and who should receive zakat

### **Change Mindset**

- Job creation opportunity
- Creating 'beggar mentality'
- Education
  - Linked to consequence management
  - Link the Jumna Khutbas
  - Create an annual Program
- Create a development Hub
  - Management of skills need to re-looked (JOB CREATION)

### **Improved Communication**

- How do we strengthen our communication arm
- Must be more vigorous
- Must harness and re-invite to support Newclare loyalist
- NB: data base can resolve this issue
- Improve (find other means to communicate) to the community
- Governance is at an all time low - talks to credibility of management committee
- Improve a social media group
  - What' Up group etc.
  - Get on to radio stations (I.e. Radio Kofifi etc.)
- Debit Orders etc.

### **Education**

- Focus on Pre-School, Madressah, and Adult Education evening classes
- Focus on effectiveness of these structures
- Are they delivering quality education?
- Become creative in terms of re-looking the education model
- Perhaps workshop and come up with alternatives
- Lack of integration with regard to education (from teachers to educators)
- Lack of leadership from emaam (teaching at to many institute)
- Leadership, absence of role players (mosque and principal)

### **Leadership**

- The Need for a Sharia Advisor
- Broad leadership
- Lack of an Ameer for the community (deal with all social challenges)
  - Emaam must be deemed as pivotal to all social issues
  - He will have the credibility from a community perspective
  - Create a resource office
- Qualified social worker needs to be available
- The current operating model in terms of NJM is not serving the community
- Need to look at recommendation to extend period of Governance of the NJM (from 3 to 4 yrs)
  - View is that current time frame is too short

## **FEEDBACK ON THE MGT COMMITTEE 2015/16 STRATEGY**

1. There is alignment with the input from the community
2. Will align and augment accordingly
3. Suggestion: have committee members sponsor each portfolio and get community to support each stream

### **Presentation done by Zainodeen Moosa on the proposed strategic plan for 2015 /16**

The plan will be adjusted to incorporate the issues raised by the community. The plan will be amended and presented to the community for final approval. This plan is extensive and the views raised during the discussion was to extend the period to achieve the desired outcomes.

### **Closing Remarks**

1. The Community must work with the Institute as a collective
2. Input was generated by all the stakeholders present
3. The value that was derived from the workshop is invaluable
4. Need to ensure more people are engaged and attend these sessions
5. Need to ensure we instill a culture of tolerance and respect
6. Must work towards a collective plan
7. Need volunteers to support the initiatives suggested
8. More of this type of workshops is needed to engage communities.
9. We must not be concerned with numbers - Islam started with small numbers and grew.

### **Closure and way forward**

The workshop was concluded by 13:30, A follow up meeting will be held in 3 weeks to give feedback and to finalise the plan. A closing dua was rendered by Brother Rashied.