

Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day	Month	Year		Day	Month	Year
	01	04	2022		31	03	2023

Section A

Reference and administration details

Charity name Inclusive Mosque Initiative

Other names charity is known by IMI

Registered charity number (if any) 1161730

Charity's principal address Impact Hub London

34b York Way

London

Postcode

N1 9AB

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Halima Hussain	Chair	Trustee for the period 1 April 2022 to 31 March 2023	
2	Latifa Akay		Trustee for the period 1 April 2022 to 31 March 2023	
3	Sabah Choudrey		Trustee for the period 1 April 2021 to 31 March 2022	
4	Janu Miah		Trustee for the period 1 April 2022 to 31 March 2023	
5	Asma Bhol		Trustee for the period 1 April 2022 to 31 March 2023	
6	Daniel Abdul-Raheem Diaz		Trustee for the period 1 April 2022 to 31 March 2023	
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Naima Khan, Director

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Inclusive Mosque Initiative is governed by a constitution last updated in May 2015.
How the charity is constituted (eg. trust, association, company)	Charitable incorporated organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by existing trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Our trustee Sabah Choudrey was paid £1,000 for their contribution to project work which specifically drew on their skills as a therapist.

Summary of the objects of the charity set out in its governing document

- 1) To proactively uphold, implement and embed the aims of the Inclusive Mosque Initiative in its activities as stated in its Statement of Intent;
- 2) To maintain and conduct the religious and educational affairs of the Mosque;
- 3) To conduct ceremonies, congregations and meetings of a religious and cultural nature under the guidance of the organisation's aims and board of trustees;
- 4) To teach the spirit, culture, philosophy, ethics and fundamentals of Islam, with a view to improving the moral, intellectual and social condition of Muslims in their community;
- 5) To expand the knowledge of Islam through discussions and Islamic literature by means of publishing and distributing such literature electronically and physically, and provide an Islamic resource facility for communities at large;
- 6) To engage nationally and internationally with issues of social, economic and political justice, to promote the welfare of all living beings.

This reporting period was full of events that brought together
a) our communities to practice ways of living with justice and rights and
b) workers in different sectors which our communities rely on for support and safety, to uproot racism and create safer, more inclusive services for everyone.

Our online Ramadan Programme in April 2022 created opportunities for people usually excluded from mosques to access mosque services and community. These included events for communal prayer, discussion and social events where women, disabled Muslims, LGBT+ Muslims and Shia Muslims could find space and community with one another.

In June we ran an introductory presentation for the members of Faith & VAWG Coalition on the intersection of racism and ableism. This supported workers in the VAWG sector to understand the ways that different systems of oppression are interlinked, how they show up in the VAWG sector and how they impact disabled people of colour and other groups.

We held our first hybrid Eid event in July 2022 which challenged the ways that disabled people and people with care responsibilities are often segregated from mosque spaces. Our event was led by two Shia Muslims which helped challenge sectarianism and Sunni dominated mosque events that often goes unchallenged in the UK. Importantly, Muslims were able to bring non-Muslim members of their families, including their chosen families, creating a rare space where a variety of families could worship and celebrate together without any gender segregation.

Later in July we held an event celebrating LGBT+ Joy and all the rich insights and experiences held within Muslim LGBT+ communities. This online event created much needed space for LGBT+ Muslims to see themselves and each other as sources of support, happiness, and safety for one another while they exist in a wider political and religious environment that derides and harms them.

In September our in-demand online workshop 'Anti-Racism in Action: Tackling Islamophobia in Therapy' took place in partnership with Radical Therapist Network. Attendees, who were all counsellors and therapists,

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

fed back that the event had helped them see racism as an intentional strategy not only the result of unconscious bias and ignorance. They said the workshop had given them the opportunity to examine ways their own experiences with religion were affecting their Muslim clients. Crucially, the workshop helped them understand the impact of community and state surveillance on Muslims and the role of therapists in interrupting this.

In October and November we delivered two Trans Prayers Spaces for Trans Muslims only. This created space for a marginalised group of Muslims to take up space in a mosque environment and was inclusive of disabled Trans Muslims and those who don't have local Muslims to connect with. These events were led by Trans volunteers at Inclusive Mosque who were able to use their leadership skills to demonstrate what mosques can look like when Trans Muslims are encouraged to lead.

In January 2023 we worked with TransActual UK to lead an in-person workshop on Anti-Opressive Practice in the LGBT+ Sector. This benefitted workers in the LGBTQ+ sector, mostly within charities but some grassroots or company structures as well. Attendees learnt about the ways the LGBT+ sector can uphold forms of racism including Islamophobia. We looked at the complex ways that racism roots itself within other systems of oppression including homophobia and transphobia and misogyny.

In March 2023 we held an event for Trans Day of Visibility where Trans Muslims prayed together and shared their complicated experiences with the notion of visibility. This event helped advance the discourse on trans rights and the reality facing trans people of different backgrounds and faiths.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D

Achievements and performance

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

Our achievements from April 2022 to March 2023 reflected what was needed as we came out of successive lockdowns with a community beset by grief, illness, and ongoing concerns for how to be together in community with Covid still spreading. We were cautious not to jump back into in-person only events leaving behind disabled and Covid-cautious members of our community. We are proud of our delivery of online events which continued to include disabled people and Covid-cautious households in our work.

We are equally proud of the in-person events we held and the creation, development, and implementation of our Covid Aware Events Policy. This policy along with the development of our safeguarding policy was an essential part of our volunteer recruitment and training which took place in March 2023. We ran a successful round of volunteer recruitment and were able to replace the volunteers who moved on during the pandemic. Maintaining our volunteer numbers through a period of adversity has helped us maintain the organisation's performance and brought new perspectives and experiences into the organisation.

Our campaigning events were all well attended, and our biggest events were sold out. We have stayed in touch with those on the waitlist and developed our work for the '23-'24 period based on these conversations. The increase in our demand for work is an indication that what we are providing is useful to the sectors we are working in. This year we have developed our links in three key sectors that our Muslim communities seek support from most frequently: the Violence Against Women Sector, LGBT+ Sector and the mental health sector. We have developed a much deeper understanding of what stops these support sectors being inclusive of Muslims and truly meeting their needs. As we have been invited back to delve deeper into our examination of systems of oppression, we can rest assured our introductory offers are leading to more detailed and complex approaches to rights, justice, support and safety for Muslims and their families.

We raised £94,905 in the period April '22 to March '23 with a team of only two people working 1.2FT, we consider this a huge achievement.

Section E

Financial review

Brief statement of the charity's policy on reserves

The charity's reserve policy ensures, as far as possible, the sustainability of charitable activities. The trustees recognise the need to hold sufficient unrestricted reserves to provide a buffer for unforeseen operational costs and for the charity to operate for at least the equivalent of one month. The trustees will review the policy on an annual basis.

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F

Other optional information

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Halima Gosai Hussain

Position (eg Secretary, Chair, etc)

Chair

Date

28 Sep. 23



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
Inclusive Mosque Initiative

No (if any)
1161730

CC16a

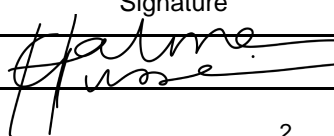
Receipts and payments accounts

For the period from	Period start date 01/04/2022	To	Period end date 31/03/2023
------------------------	---------------------------------	----	-------------------------------

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants	-	87,074	-	87,074	44,576
Donations	3,850	-	-	3,850	11,862
Events	232	-	-	232	-
Admin	2,906	-	-	2,906	4,120
Gift Aid	842	-	-	842	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	7,831	87,074	-	94,905	60,558
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	7,831	87,074	-	94,905	60,558
A3 Payments					
Personnel	-	47,793	-	47,793	45,404
Programme Activities	4,059	6,249	-	10,308	9,280
Overheads	185	15,027	-	15,212	11,080
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	4,244	69,069	-	73,313	65,764
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	4,244	69,069	-	73,313	65,764
Net of receipts/(payments)	3,587	18,005	-	21,592	- 5,206
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	31,371	24,296	-	55,667	60,873
Cash funds this year end	34,958	42,301	-	77,259	55,667

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank account	34,958	42,301	-
		-	-	-
		-	-	-
	Total cash funds	34,958	42,301	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			Halima Gosai Hussain	14 Nov 2023
CCXX R2 accounts (SS)		2		



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
Inclusive Mosque Initiative

On accounts for the year
ended

31/03/2023

Charity no
(if any)

1161730

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/03/2023**

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached..

Signed:

Date:

11/11/2023

Name:

Andrew Hopkins

Address:

BVSC

First Floor, Livery Place

35 Livery Street

Birmingham, B3 2PB

