

**RESTATEMENT OF ARTICLES OF INCORPORATION OF
THE MUSLIM WELFARE ASSOCIATION OF GREATER ORLANDO, INC.**

1. Pursuant to the provisions of Chapter 617, Florida Statutes, the undersigned corporation, whose document number is N38116, hereby restates its Articles of Incorporation as follows:

ARTICLE I

NAME & PLACE:

Section 1. The name of the corporation shall be Muslim Welfare Association of Greater Orlando, Inc., doing business as Islamic Center of Orlando or ICO.

Section 2. The principal place of business office of the corporation shall be at Jama-Masjid, 11543 Ruby Lake Road, Orlando, Florida, 32819.

ARTICLE II

Preamble, ICO Vision and Mission:

We, the members of ICO Trustees, in order to more effectively carry out the mission and the vision of ICO and to maintain order, unity, and accountability within our community and congregation, do hereby establish and adopt these bylaws as our guiding principles and framework for governance. We acknowledge the following:

1. **Our Faith Foundation:** We affirm our faith in the Al Mighty Allah SWT as our Creator and Sustainer and the Prophet Muhammad PBUH as his last messenger and acknowledge the Holy Quran and Hadiths as our authoritative guides for faith and practice. It is our desire to follow Allah's commandments, Prophet's Sunnah, and his teachings in all aspects of our Masjid life. The ICO generally prescribes to the principals and jurisprudence of the Hanafi School of Thought.
2. **Our Vision:** A thriving community of faith, where lives are transformed, families are strengthened, and hope is extended to the world. We envision an ICO that radiates Allah's love, fosters spiritual growth, and empowers individuals to be the ambassadors of Islam in their daily lives.
3. **Our Mission:** We are committed to glorify Allah SWT through worship, obedience, prayers, and service sharing the love of Allah SWT and the teachings and Sunnah of Prophet Muhammad PBUH with all the humanity.

Purpose of ICO:

The purpose of the Islamic Center of Orlando (ICO), in the context of Islamic tradition and practice, is multifaceted and serves several important roles within the Muslim community and society at large. Here are some of the primary purposes of ICO:

House of Worship (Masjid): The primary and most fundamental purpose of a mosque is to serve as a place of worship for Muslims.

Spiritual and Religious Education: ICO serves as center for religious education and spiritual development. They offer classes, lectures, and study circles (Halaqas) where Muslims can learn about the Quran, Hadith (sayings and actions of Prophet Muhammad), Islamic jurisprudence (Fiqh), and other aspects of their faith.

Community Gathering: ICO plays a central role in bringing the Muslim community together.

Counsel and Support: ICO is the place where community members can seek guidance, counseling, and support from religious leaders (such as the Imam) and fellow community members.

Charity and Welfare: ICO is involved in charitable activities and community service, providing support to the less fortunate through food drives, clothing drives, and assistance to those in need regardless of race, religion or gender.

Cultural and Educational Events: ICO hosts cultural events, workshops, and educational programs that promote Islamic culture, history, and heritage.

Interfaith and Community Outreach: ICO engages in interfaith dialogue and community outreach efforts to promote understanding, tolerance, and cooperation among different religious and cultural groups.

Funeral Services: ICO provides funeral and burial services for deceased members of the Muslim community, conducting funeral prayers (Salat al-Janazah) and helping with the burial process.

Community Empowerment: ICO engages in community empowerment initiatives, such as educational programs, job placement assistance, and youth mentorship, to help members of the community improve their lives.

Overall, ICO serves as a spiritual, educational, and community hub for Muslims, offering a space where individuals and families can nurture their faith, connect with their community, and contribute to the betterment of society through their faith-inspired actions.

ARTICLE III

Membership:

ICO invites Southwest Orlando and Windermere Muslim communities residing in the following zip codes (32836, 32819, 32821, 32830 & 34786) to actively participate in ICO. ICO membership is a commitment to ICO's mission, vision, beliefs, and activities.

Any Sunni Muslim who is praying at and using the facilities of the Muslim Welfare Association of Greater Orlando, Inc. are members.

However, if they would like to participate in the administration and governance of ICO, exercise Mashwara rights, or to be nominated by Mashwara to serve in the committee, they need to be a registered ICO member. ICO Shura is to ensure that there is a registration process in place. The minimum age limit to become a registered ICO member is 18 years of age. Below are the guidelines for ICO Membership:

1. **Purpose and Benefits of ICO Membership:** ICO membership serves several purposes and offers various benefits for both the individual members and the ICO community as a whole.
2. **Spiritual Commitment:** ICO membership signifies a formal and intentional commitment to the ICO spiritual beliefs, mission, and values.
3. **Accountability:** Members are accountable to one another and to the ICO leadership. This accountability fosters a sense of responsibility, encouraging members to actively participate, support ICO, and live out their faith in their daily lives.
4. **Community and Fellowship:** ICO membership facilitates a sense of belonging to a supportive and caring community of believers. Members often form close relationships with one another, providing emotional and spiritual support in times of need.
5. **Spiritual Growth:** Through regular attendance, participation in ICO activities, and engagement in various activities, members have opportunities for spiritual growth, intimacy with Al Mighty, and deeper understanding of their faith.
6. **Prayers and Services:** Membership provides a platform for individuals to use their spiritual gifts and talents to serve others within the ICO and the wider community. It allows members to contribute to the ICO's mission and outreach.
7. **Leadership and Participation:** Members often have the opportunity to participate in ICO governance, decision-making, and leadership roles. This enables them to have a voice in shaping the direction of ICO.

8. **Care and counseling:** Members receive care and support from ICO leadership. This includes spiritual guidance, counseling, and support during life's challenges and milestones.
9. **Mashwara Rights:** ICO registered members have the right to submit their Mashwara (Suggestion & Opinion) for decisions such as the selection of leaders (Shura Committee).
10. **Influence and Decision-Making:** ICO Members can actively participate in decision-making processes, influencing the ICO direction, and outreach efforts.
11. **Financial Stewardship:** Membership often entails a commitment to financially support ICO through tithes and offerings. This financial support is vital for the sustainability and growth of ICO.
12. **Community and Support:** Members have a network of fellow believers who can provide friendship, encouragement, and assistance in times of need.
13. **Membership Restrictions:** The members of ICO must be law abiding citizens and do not have negative postures or opinions about the Islamic faith and our country.

ARTICLE IV

Process to Establish and Select Committees and Board of Directors (Shura Members):

Below are the steps to conduct a fair and orderly selection process for ICO committees:

Purpose: Conducting selection process for ICO committees is an important process in a spirit of fairness, inclusivity, and respect for all members of the congregation that helps ensure transparency, representation, accountability, and healthy functioning of ICO.

Selection Timeline: Formal Selection Process for the respective committees will be conducted every 02 years. Timelines for the election will be announced 3-4 months ahead of the selection process date including the nomination period, participant registration, and the date of actual selection process. The election may be conducted anytime during the selection process year as deemed appropriate by the Board of Directors (Shura). The timelines may shift due to limitations or contingencies if approved by Board of Directors (Shura).

Selection Process Rules and Procedures: ICO believes that Mashwara rules and guidelines for registered members are essential to ensure a fair, transparent, and orderly selection process within the congregation. Please refer to **Appendix 1** outlining the full description of the election process.

Board of Directors - Executive Board (Shura):

The Executive Board (Shura) will have 7 committees and their elected representatives entitled as Board of Directors (Shura Members) including women affairs committee.

Below is the structure of Board of Directors – Shura:

- a. Board of Directors are called Shura. Please refer to **Appendix 2, Section 1** for responsibilities of Shura.
- b. President of the Board of Directors is called Ameer. Please refer to **Appendix 2, Section 2** for detailed Job Description, role, and responsibilities.
- c. Vice President of the Board of the Directors is called Naib-Ameer. Also, plays the role of meeting Coordinator and Administrator. Please refer to **Appendix 2, Section 3** for detailed Job Description, role, and responsibilities.
- d. President of Finance and Fundraising Committee is called Treasurer. Please refer to **Appendix 2, Section 4** for detailed Job Description, role, and responsibilities.
- e. Each Committee will elect its own Ameer (President) and the Ameer of the respective committee will assume the position as Board of Director (Shura Member) to serve in the Executive Board (Shura).
- f. Each committee will have 5 or 7 members. If there is not enough participation than the minimum can be reduced to 3 by Board of Directors (Shura).
- g. Board of Directors (Shura) will elect their own President (Ameer) and Vice President (Naib-Ameer) to lead the executive board (Shura).
- h. In case, if President (Ameer) is on PTO or out of office, Vice President (Naib Ameer) will assume all the duties and responsibilities of the Ameer (President).
- i. President and Vice President of the Executive Board will work together with Trustees to provide updates regularly or during scheduled meetings to have all the executives aligned on the current affairs of ICO.
- j. The President of Finance and Fundraising committee will serve as a treasurer in the Executive Board. If he assumes the position of President or Vice President of the executive board, the Finance and Fundraising committee may recommend someone from their committee to serve as a treasurer. The nomination will be reviewed, consulted, and approved by the executive board.

- k. All the respective committees will work together to supplement each other as the need fully arises and share their expertise to their full potential.
- l. The committees may retire their current Board of Directors (Shura member) by simple majority following the quorum requirement as outlined in Article VI, if they deem unproductive and unresponsive based on their performance. The decision of the respective committee should be made to the Trustees and Shura for their consideration. Trustees and Shura reserve the right to act as they deem fit and notify the committees with their decision in writing.

Timelines:

- a. The President of each committee will serve for two years to represent in the Shura board.
- b. The president of each committee will serve for two additional years in the shura board if re-elected by the respective committee.
- c. The President and Vice President of the executive board will be elected by Shura by simple majority following the quorum requirement as outlined in Article VI and serve for two years only.
- d. After two years, a new President and Vice President should be selected to lead the executive board.
- e. The age of all the respective committees, Board of directors will be limited to 04 years only per selection process cycle.

ARTICLE V

ICO Committees:

ICO committees serve various important purposes within the ICO community, helping to manage, coordinate, and enhance the ICO's activities and services. These committees are typically composed of volunteers who contribute their time, skills, and expertise to support the overall mission and goals of the ICO. Below are the committees, purposes, and functions of ICO committees:

1. Committee of Religious, Zakat, Education, Interfaith and Outreach and Dawa Affairs
2. Committee of Social Service, Maintenance, Security and Healthcare
3. Committee of Finance and Fundraising
4. Committee of Legal, Arbitration, Membership, Election and Ethics
5. Committee of IT and Publication
6. Committee of Youth Development and Empowerment
7. Committee of Women's Affairs, Development and Empowerment

1. Committee of Religious, Zakat, Education, Interfaith and Outreach and Dawa Affairs:

This Committee has a wide range of responsibilities related to nurturing the spiritual growth of the congregation, organizing charitable activities, promoting education, and coordinating Daawa efforts engages in interfaith dialogue and community outreach efforts to promote understanding, tolerance, and cooperation among different religious and cultural groups. Please refer to **Appendix 3** for the purpose and function of the committee. The Imam may be appointed by Board of Trustees as the President (Ameer) of the Religious Affairs Committee.

2. Committee of Social Service, Maintenance, Security and Healthcare:

This Committee plays a vital role in addressing the social, maintenance, Security, safety and Healthcare needs of the congregation and the wider community. It helps manage and support the day-to-day operations of the ICO. This includes tasks such as building maintenance, facility management, and security tasks. Also, engages in promoting health and wellness programs within the community. Please refer to **Appendix 4** for the purpose and function of the committee.

3. Committee of Finance and Fundraising:

This Committee is responsible for managing the financial affairs of the Mosque and other institutions comes under ICO, ensuring fiscal responsibility, and organizing fundraising efforts to support the ICO's mission and activities. They ensure responsible stewardship of ICO resources. Also, they will publish financial reports monthly and display them on the Mosque's notice boards in the men and women section. Please refer to **Appendix 5** for the purpose and function of the committee.

4. Committee of Legal, Arbitration, Membership, Selection Process and Ethics:

This committee serves an important role in ensuring that ICO operates within the boundaries of

the law and adheres to legal and regulatory requirements. This committee also helps in arbitration, ethics, membership, and selection process setups, ensuring transparency and fairness in the selection process. This committee will also provide support for governance-related matters. Please refer to **Appendix 6** for the purpose and function of the committee.

5. Committee of IT and Publication:

In the digital age, this committee handles the ICO's online presence, social media, and digital communication efforts to keep the community informed and engaged. Please refer to **Appendix 7** for the purpose and function of the committee.

6. Committee of Youth Development and Empowerment:

This Committee is responsible for creating youth mentorship programs and initiatives and overseeing activities that cater to the needs and interests of young members of the congregation. Please refer to **Appendix 8** for the purpose and function of the committee.

7. Committee of Women's Affairs, Development and Empowerment:

This committee serves several important purposes aimed at addressing the unique needs and concerns of female members of the community. They will organize women events, educational programs, counseling, and support services to contribute to the overall well-being of the congregation. Please refer to **Appendix 9** for the purpose and function of the committee.

Committees Governance Model:

Each committee will have 5 or 7 members. If there is not enough participation than the minimum can be reduced to 3 by Board of Directors (Shura). Additional members (Subject Matters Experts) can be added with the consultation and approval of Shura with simple majority following the quorum requirements outlined in Article VI and report the same to the Trustees for their review and approval.

President and Vice President (Ameer and Naib Ameer) of the Committee:

Each committee will select its own Ameer and Naib Ameer to serve the committee. The Ameer of the committee will serve on the Executive Board as a Shura member. The tenure of the committee president will be 2 years unless re-elected for another two years. Maximum tenure of the committee will be 4 years per selection process cycle.

There is no maximum tenure or term limit that applies to the Ameer (President) of the Religious Affairs Committee Only. The Ameer (President) will be appointed by the Trustees and will not be subject to the Selection and Mashwara Process required for all Committee (Shura) Members. The Board of Trustee shall be required to reappoint the Imam as Ameer (President) of the Religious Affairs Committee every 2 years.

All the committees will work independently and serve a specific function and contribute to the overall well-being of the ICO community. Through their collective efforts, ICO committees help to fulfill their mission and meet the diverse needs of its members and the broader community.

ARTICLE VI

Quorum, Monthly, Quarterly and Annual Meetings:

The Executive Director or Presidents or Chairperson of the respective Committees/Trustees will call a meeting and invite the Shura, Trustees and Both, subject to the meeting requirements.

Quorum:

A quorum is the minimum number of Trustees, Shura and Committee members required to conduct official business and make decisions. Quorum requirements are as follows:

- a. Two Third Committee members must be present if the meeting is called for the committee only and votes are cast to approve or reject any proposals or decisions.
- b. Two Third Shura members must be present if the meeting is called for Shura only and votes are cast to approve or reject any proposals or decisions.
- c. Two Third Trustees must be present if the meeting is called for Trustees only and votes are cast to approve or reject any proposals or decisions.
- d. Two Third Trustees and Shura members must be present if the joint meeting is called, and votes are cast to approve or reject any proposals or decisions.

Frequency of the Meetings:

Bi-Monthly:

- a. All the ICO Committees should meet bi-monthly to address ongoing matters and stay up to date on their respective committees. All the ICO Committees should meet a minimum of once a quarter.
- b. All the Shura members should meet bi-monthly to stay aligned with the current and future projects, measure the success of their goals, objectives, and milestones, identify impediments, issues, and concerns, and create a strategy to address them timely. The Shura members should meet a minimum of once a quarter. The Shura may decide to meet more frequently based upon the need or circumstances.

Quarterly:

- a. Trustees should meet quarterly or more frequently as deemed necessary.
- b. Trustees and Shura, both combined, will meet quarterly to review plans, check progress, and approve the projects and initiatives.

Annual Meetings:

- a. Trustees, Shura and all the Committees will meet yearly in the month of December for updates. 2nd Sunday of December between Zohr and Asr Salah. The meeting will be scheduled at the ICO facility and should be announced at least 2 weeks prior to the meeting.

Date or venue can be changed, if approved by Trustees and Shura.

- b. The Executive Director or individual Presidents or Chairperson of the respective Committees/Trustees will schedule a meeting and invite all the members of the committees, Trustees and Shura to meet and discuss the affairs of ICO.
- c. The Trustees will share the vision and mission of ICO and present the status of the current and future projects. Setup expectations, create roadmaps, milestones, and track progress.
- d. The Ameer and Naib Ameer of the Shura will present the status reports of the current and future projects, roadmaps, milestones, goals achieved and planned by the committees.
- e. The Finance Committee will present Financial Reports, Statements, budget planning, budget allocations, etc. for review and discussion.
- f. All the committees will present their status updates, current and future projects, goals, milestones achieved and planned, roadmaps with timelines and establish a process to track, report and monitor progress.

Impromptu Meetings – (As Needed Basis):

- a. Trustees, Shura, or Committees may meet separately on a need basis in addition to their scheduled meetings to deliberate and address immediate matters.

Voting Mandatory Requirements and Adoption Policies:

Trustees, Shura, or both may cast their votes by (Show by Hands). A resolution will be adopted subject to a 2/3rd majority only after the minimum quorum requirements are met, as follows:

- a. If a meeting is called for Trustees only and votes are cast by – Show by hands, the resolution will be adopted by a simple majority.
- b. If the meeting is called for Shura only and votes are cast by – Show by Hands, the resolution will be adopted by a simple majority.
- c. If the meeting is called for Trustees and Shura and both the groups need to cast their votes by – Show by Hands, the resolution will be adopted by a simple majority.
- d. The meeting administrator of ICO will ensure all the rules are being followed for the quorum and for the ballots, subsequently, float the resolution on the floor for deliberations, votes, and adoption.
- e. The administrator of ICO will announce the results and initiate Call to Action for follow ups.

Absence from Meetings – Member's Disqualification:

If committee member(s) or Shura member(s) remain absent for more than 3 consecutive meetings without prior written notice and approval from the Ameer, they will be expelled from the respective

Committee(s) and Shura by a simple majority, following the quorum requirements stated in the Quorum section above. The Committee and Shura will cast their votes to decide the fate of the absent Committee(s) and Shura member(s) separately in their domain and notify with their decision to the respective member(s). Shura will notify the same to Trustees as well for their review, consultation, and approval.

ARTICLE VII

The Trustees:

I. Title and Real Estate:

The title and the real estate of the corporation will be held by a trust consisting of (5 or 7) permanent residents of Orlando. The members of the trust are eligible to serve a maximum of 10 years unless deaths, resignation, or moving out of the city to create vacancy(s). The vacancy(s) will be filled by the joint consultation of the Trustees and the Shura members, as outlined in Section III below:

The Trustees are:

1. Br. Akbar Sheikh
2. Dr. Syed Khalid Lateef
3. Br. Mahmood Khan
4. Br. Sami Uz Zaman
5. Dr. Nizam Razack

II. Trustees Tenure:

Trustees will select Chairman (Ra'ees) and Vice Chairman (Naib Ra'ees) by a simple majority to lead the Trustees. Trustee may nominate self or get nominated by another Trustee for a Chairman and Vice Chairman positions. The term for these roles will be max 5 years, unless re-elected for additional 5 years. No Trustee will serve or hold the Chairman or Vice Chairman positions beyond 10 years.

III. Selection of New Trustee(s):

- a. 5-10 or more registered members of ICO community may nominate themselves expressing their intent and desire with full commitment in writing and present it to the Trustees and Shura for their review and considerations.
- b. If an ICO registered member nominates another person for a vacant Trustee position, the nominated member must submit their commitment letter and desire to serve as a Trustee, a condition to qualify for consideration.
- c. The prerequisite to qualify for Trustee position includes the member needs demonstrating over 10 years of experience in a Professional or Business field, and be a respected member of the community.
- d. Trustees and Shura will deliberate on the nominations and subsequently will cast their votes

to select the new Trustee. The results will be announced immediately after all the votes are cast and counted. All the Shura members and Trustees must cast their votes or remain abstain (decline to vote), if opted.

- e. Upon selection, the new Trustee should assume the office immediately and commit to fulfill and honor all the clauses specified in these bylaws.

IV. Trustees Honorary Members:

Trustees may become honorary members of ICO for a lifetime after their term has ended or retired, if opted. Retired Trustees will not be able to serve nor influence the administration and governance of ICO.

V. Selection of Imams, Associate Imams, Scholars, Parttime, Fulltime, and Independent Contractors:

Imam Selection and Evaluation: Trustees will be engaged in the selection and evaluation of the Imams, Associate Imams, Scholars, Youth Directors, Spiritual Leaders ensuring that they are qualified and capable of providing religious leadership. The same process will be used to select and evaluate Fulltime, Parttime and Independent contractors. Please refer to **Appendix 10** for detailed jobs descriptions, role, and responsibilities for the respective Imams, Associate Imams, and Youth Directors and Administrator/Secretary Positions.

VI. Executive Director / Coordinator:

This will be a permanent position at ICO. The employee will report to Trustees and execute the duties as assigned by them. Detailed job descriptions, role and responsibilities will be stated in the employment contract.

VII. CPA – Financial Controller:

A qualified CPA or Professional Accounting Firm will work directly under the supervision of Trustees to perform and oversee day-to-day operations and financial affairs of ICO, identifying the gaps, streamlining the processes with the best industry practices, introducing, and implementing QuickBooks, automating all the receipts and payments, ensuring all the accounts are in good standing, detect anomalies, discrepancies and error and report them out, if found.

VIII. Construction and Renovation:

All the ICO construction and renovation activities will be carried out under the direct supervision of Trustees and their designated representatives. Please refer to **Appendix 11** for detailed functions and key focus areas.

IX. Employment Contracts:

All the ICO Fulltime, Parttime employees and independent contractors are required to sign employment contract before starting the job and submit their signed contracts to Trustees for their review and signature.

X. Conflict Resolution:

If there is a conflict between ICO committees or among Shura Members, a written request should

be made to Trustees for their review, consultation and to reach a conclusion. The decision of the Trustees will be deemed final and not reversible.

XI. Unethical Activities:

In case of unethical activities or activities contradictory to Islamic guidelines, the Trustees will have the right to intervene even if not requested by the Shura or the involved committee. The Trustees in consultation with the religious scholars may take an appropriate decision which will be binding upon the committee or the individual. If the committee or the individual refuses to accept the decision, the Trustees in consultation with the Shura and Legal Advisors will dissolve such committee or expel the person from the committee. An expelled member cannot join any committee for five years.

XII. Property and Titles:

None of the properties, titles, assets of the corporation can be disposed of, leased, released, altered, used, or leaned by the trust until the corporation is dissolved. At such times the Trustees can decide the ways to dispose of the properties of the corporation. All the properties in such situation must be used for Islamic purposes only.

ARTICLE VIII

Section 1:

The purpose, as outlined under Article II, of the corporation cannot be changed unless if the consensus is made among Trustees by a super majority vote (80%), asserting that the articles are not enforceable, or promote conflict of interest or promote conflict between ICO members or promote favoritism and nepotism.

Section 2:

Amendments to any clause in these bylaws be implemented with the consultation of Trustees and by super majority votes (80%) to ensure all the moral, ethical, and religious values are protected and preserved. All the financial dealings, transactions, religious and social activities in ICO need to stay transparent, accountable, scalable, and measurable for the benefits, growth, and development of the community.

ARTICLE IX

I. Indemnification – ICO Employees, Volunteers, Board of Directors, and Trustees:

The indemnity clause for ICO employees, volunteers, board of directors, and trustees is a legal provision that outlines the protection and indemnification of these individuals in case they are subjected to legal actions or liabilities while carrying out their duties or responsibilities within the ICO. This clause helps to ensure that these individuals are not personally liable for certain actions taken on behalf of the ICO and that the ICO itself will provide legal and financial support to them if necessary.

1. Definitions: ICO "Indemnified Party" refers to any employee, volunteer, board member, or trustee of the ICO.
2. Indemnification: The ICO shall indemnify and hold harmless any Indemnified Party to the fullest extent permitted by applicable laws and regulations.
3. Covered Actions: This indemnification shall apply to any claim, liability, suit, or proceeding, whether civil, criminal, administrative, or investigative, arising out of or related to the performance of the Indemnified Party's duties on behalf of the ICO.
4. Expenses: The ICO shall reimburse the Indemnified Party for all reasonable expenses, including legal fees, incurred in connection with defending any covered action.
5. Standard of Conduct: The Indemnified Party shall be entitled to indemnification under this clause only if they acted in good faith and in a manner, they reasonably believed to be in the best interests of the ICO. The conduct must not involve willful misconduct, gross negligence, or any breach of fiduciary duty.
6. Procedures: In the event of any covered action, the Indemnified Party shall promptly notify the ICO in writing and provide all relevant information and cooperation.
7. Right to Counsel: The ICO shall have the right to select legal counsel for the defense of any covered action, and the Indemnified Party shall reasonably cooperate with such counsel.
8. Amendment: This indemnity clause may only be amended in writing with the mutual consent of both the ICO and the Indemnified Party.
9. Indemnification of Negligence or Misconduct by Employee: ICO Employee(s) shall indemnify and hold harmless ICO from all liabilities for losses, damages or injuries to person or property resulting from the negligence or misconduct of the Employee(s).
10. Insurance: The ICO should maintain all the required insurance policies to provide coverage for the indemnification obligations outlined in this clause.

II. Severability:

If any provision of these bylaws is determined to be in violation of any law, rule, or regulation or otherwise unenforceable, and said unlawful provision cannot be modified by a court or other construing entity in such a manner as to render such provision enforceable, such determination shall not affect the validity of any other provision of these bylaws, but such other provisions shall remain in full force and effect. Each provision, paragraph and subparagraph of these bylaws is severable from every other provision, paragraph and subparagraph and constitutes a separate and distinct covenant.

III. Choice of Law:

All the parties agree that these bylaws are to be governed by and construed under the laws of the State of Florida, without regard to conflicts or choice of law provisions of Orlando, FL.

IV. Venue:

Any action to enforce or otherwise interpret these bylaws shall be brought in the state or federal courts located in the City of Orlando, FL.

10th of February 2024
The amended constitution is adopted by the Trustee on the ~~21st of September 2023~~ after detailed discussion and considering of the opinion of the community and has been unanimously decided by the Trustees. The amended constitution is respectfully submitted and approved by the Trustees.

This Restatement is dated this 10th day of ~~September 2023~~ February 2024.

MUSLIM WELFARE ASSOCIATION OF
GREATER ORLANDO, INC.

BY: [Signature]
BR. AKBAR SHEIKH

BY: [Signature]
BR. MAHMOOD KHAN

BY: [Signature]
BR. SAMI UZ ZAMAN

BY: [Signature]
DR. SYED KHALID LATEEF

BY: [Signature]
DR. NIZAM RAZACK

STATE OF FLORIDA COUNTY OF ORANGE

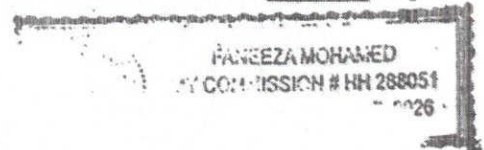
Before me, a Notary Public, duly authorized in the state and county named above to take acknowledgements, personally appeared, Akbar Sheikh, Mahmood Khan, Sami Uz Zaman, Syed Khalid Lateef, and Nizam Razack, to me known as the persons described as subscribers in, and who executed the foregoing Articles of Incorporation.

Witness my hand and official seal in the county and state named above this 10th day of

~~September 2023~~

February 2024

Faneez Moham



NOTARY PUBLIC SEAL:

