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NEC Annual Council Reports 2016

University of Manchester, England



FEDERATION OF STUDENT ISLAMIC SOCIETIES
SINCE 1963

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Humayun Saleem | President

Assalamu Alaykum Wa Rahmantuallahi Wa Baraktuhu

My dear brothers and sisters I hope that you are in the best of health and Emaan. I want to start this accountability report in the best of ways by offering Shukr to Allah SWT for everything that he has made possible this year and for honouring me by allowing me to work with an amazing group of brothers and sisters who inspire and empower thousands of Muslim students across the world. May Allah SWT accept it from us all.

I was initially elected as the Vice President for Training and Human Resources at the beginning of this year. Our beloved brother and former president Bashir RH passed away unexpectedly and I became the acting president for the first semester. This was a distressing time for all of Team FOSIS and the NEC, and by the grace of Allah SWT we managed to regroup as an organisation and discuss a way forward.

We started of the year with a Team FOSIS retreat which had an amazing turnout. As an NEC we discussed the strategic aims and objectives that we wished to achieve for FOSIS and prepared year plans for every committee. The plans were presented at the retreat. The program consisted of various reminders, workshops and presentations. Team FOSIS left with a better understanding of how to serve ISOCS in the most effective and efficient way.

During the second semester another retreat was held which included tailored workshops for various committees including finance, campaigns and various regional positions. A focus was placed on trabiyyah and spiritual development, something we found was lacking in the first semester.

FOSIS as an organisation has always been under-funded and heavily reliant on sponsorship, it was decided that we would focus on becoming financially independent by the end of the year. I supported the Head of Finance with the pound pledge campaign, a campaign to get students and the wider Muslim community to pledge one pound a week to support FOSIS. This was going to be achieved by relying on Team FOSIS members to use their personal contacts to obtain pound pledges. The project, whilst partially successful, encountered some problems which meant that the targets were not met. We did manage to however secure over 100 pound pledges which has brought a stable income to the organisation.

In the second semester we focussed on fulfilling the conditions of our deal with our main sponsors Human Appeal. We managed to raise around £30,000 during our Snowdon trek MashaAllah. We had various dinners across the regions to raise funds for HA.

The alumni project was also launched in the second semester. We held a meeting with various alumni and Team FOSIS members to discuss how to utilise our Alumni. We focussed on the Alumni event as a starting point, with the sole purpose of bringing Alumni from across the world together to network and contribute towards the projects run by Fosis.



As part of my presidential duties, I visited a number of Islamic Societies and regions including the South, Midlands and Wales and West. Successful Isoc 101 training sessions, such as the one delivered at Aston University were carried out. Presentations and lectures were delivered at all of the events that I attended. I also has the opportunity to listen to the concerns of Isocs and I was able to share advice, feedback and experiences with them.

Regular online NEC meetings are held fortnightly, where we discuss the projects that we are working on, policy and other relevant issues. I chair and govern face-to-face NEC meetings, which are held once every six weeks. To date, 8 face-to- face meetings have been held alongside over 20 online meetings.

UDEF (an organisation who focus on international Muslim students and their issues) invited FOSIS to Turkey for an international student symposium to deliver a presentation on Muslim students in the UK. Muslim academics and student leaders from across the world attended. The purpose of this conference was to allow Muslim International students from across the world to share their experiences and the challenges they faced. Next year a programme will be launched, iA, which will allow international Muslim students to access a support network in any country they study in. UDEF is currently putting together a steering committee, which should be ready for the next academic year in shaa Allah.

As president, I have managed the NEC and dealt with any issues that have arisen, including duties like ensuring project completion and making sure deadlines have been met. I also represented FOSIS, along with other NEC members, at a retreat held by WAMY (World Assembly of Muslim Youth) in which we met and networked with other Muslim students. We are working on a collaborative project with the other youth organisations dealing with challenges faced by Muslim youth.

FOSIS has enjoyed great success in our student affairs department. We have effectively carried out our Student not Suspects speaker tour at a number of universities across the country discussing the dangers of the Prevent strategy. This was an exceptional year for Student Affairs, given the number of Muslim officers elected onto the NUS. The first Muslim black NUS president, Malia Bouttia was elected in a historic moment. We will continue our work within the NUS to ensure that voice of Muslim students is heard on the national level.





Oussama Kardi ▶ FXU Islamic Society

1 hr · Penryn · 🌐

Last year, we organised a bone marrow donor registration session during our Believe and Do Good ❤️ campaign, where 111 students signed up.

A year on, [George Perry](#) has been contacted by the Anthony Nolan charity as he may be a match for someone who desperately needs a bone marrow transplant. If he is found to be a match, he could save their life.

It never was just about a month of activities. It's a legacy of a lifetime. [#BelieveandDoGood](#)

Another project which had considerable success was the Believe and do Good campaign where Islamic Societies are encouraged to go and perform a community service. This included giving blood, cleaning up the local streets and many other campaigns. Many isocs received awards from their student unions and gained recognition from their local communities.

Overall, this year has been one of our most successful to date. Many of our campaigns have enjoyed considerable success, such as the Quran Camp, Islam Awareness Week, Isoc 101 training and many more. Nonetheless there are areas which need improvement, particularly in refining the communication between the large team of over 150 members spread over across the UK and Ireland. This is a problem which can be countered

organised webinars attended by each and every team member. Another challenge faced by FOSIS was having a part-time President. Although I attended the meetings and speaker engagements my work and travel commitments allowed for, unfortunately I was prevented from attending all of them. There was also another issue raised a number of Team FOSIS members. Tarbiyah and Islamic education/awareness was felt by many to be lacking throughout the year. This is something that we must focus on and improve in the following year.



Lastly, I would like to ask you to make Dua for all our brothers and sisters across the world who are currently facing hardship. I would also like to ask you to remember our dear Brother Bashir (RH) in your duas and let his death serve as a reminder to the fragility and uncertainty of life. Now, more than ever, we need to work together, for the sake of Allah (SWT), to create a unified body of young Muslim leaders.

Your Brother in Islam
Humayun Saleem

Farah El-Jarad | VP Training & Human Resources

In the name of Allah the most merciful the most kind. I ask him to accept all of our efforts this year, and for us to see the fruits of our works.

Aim For This Year

This year I, with my committee, set out to **rebuild Training and Human Resources in FOSIS to an industrial standard**. In our role as an internal developmental and regulatory committee in FOSIS that could serve its purpose as the backbone, we knew that we needed to completely reconstruct ourselves and our tools.

History and Context

The THR committee of '15-16 underwent a turbulent year that impacted on the leadership of THR, committee structure and even engagement. It also left the committee with inadequate tools. Thus, we had to start from scratch whilst the other committees in FOSIS were already starting with their year plans. At this point there was little point in catching up trying to promise them support that we couldn't give as we had to build ourselves.

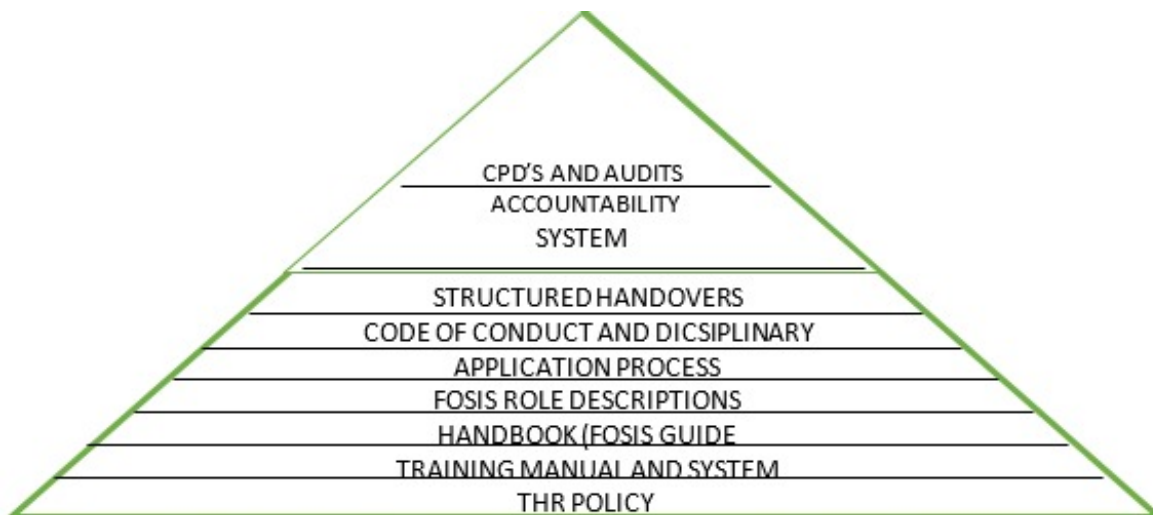


Figure 1: The logical steps to building the THR committee. One layer could only be built once the previous layer was complete

What I Managed to Achieve?

After a year of work and 6 face to face meetings with committed THR members from Ireland, Glasgow, Birmingham, Bristol and London. We have managed to achieve the following.

- 1. Management tools constructed:** We constructed all the management tools in a way that would be efficient and effective to a voluntary organisation such as FOSIS including:
 - **THR Policy:** for continuity of the work that THR within FOSIS for years to come.
 - **Training Manual:** for role specific training. Allows for continuous progress and time-relevance. Trains the trainers to be effective in their training and content delivery.
 - **Continuing Professional Development records (CPDs):** to track the development of Team FOSIS members and evaluate their performance in their role.
 - **Organisational audits:** Measures key performance indicators, job satisfaction and internal perceptions of FOSIS. Gives an overall view of the performance of the committee and troubleshoot problem areas. Can correlate against CPDs
 - **Disciplinary Procedure:** a water-tight procedure to prevent gross misconduct and workplace bullying. Added conditions so that this procedure cannot be abused nor can there be backlash.

- **Code of conduct:** To foster desirable workplace conduct and the attitude one should take with FOSIS work. Allows FOSIS members to know what we expect from them.
- **Role specifications:** reference point for members to know what to do in the role. Allows to inform candidates at AGMs, and also informs recruitment strategies
- **Role agreements:** Equivalent to job contracts.
- **Reformed application process and recruitment strategy:** We streamlined our application process so that it is done efficiently with consultation from relevant NEC heads, but also in a manner that curbs nepotism. The recruitment strategy was basically talent scouting to attract suitable candidates, recruitment section on website, and a 1 minute recruitment video.

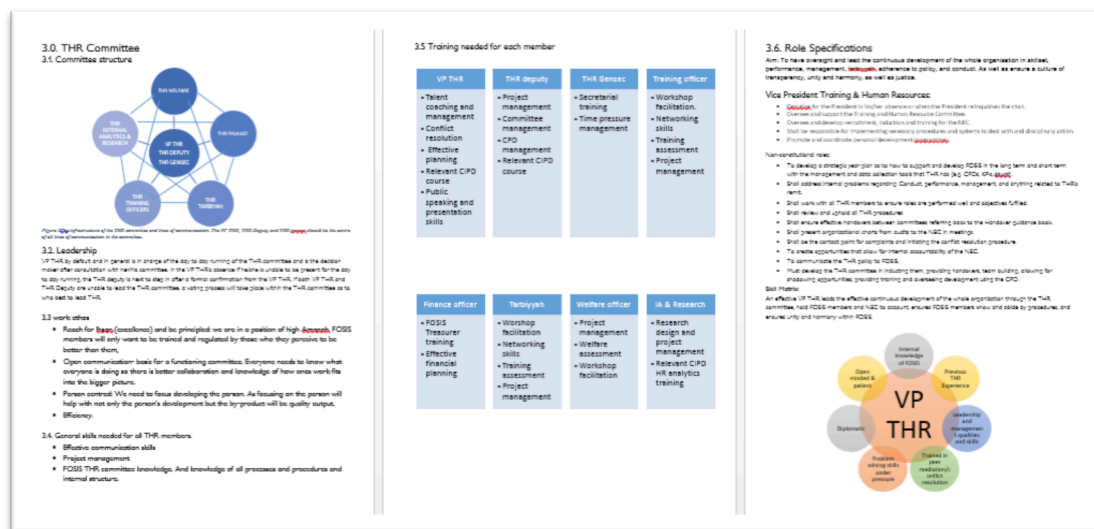


Figure 2: THR policy pages on the committee infrastructure and role descriptions with skill matrix

2. Events and Projects:

- **Team FOSIS Retreat:** Training weekend where 60 members of Team FOSIS attended. Invited Islamic teachers, professionals, FOSIS Alumni and had socials to foster technical skill development, boost team morale and leave more confident.
- **Training the trainers webinar:** My training officer conducted a training guidance webinar where he trained the trainers to increase effectiveness in their training to incoming regional members.
- **Handovers:** I delivered a webinar to Team FOSIS called 'The Domino Effect' on how to conduct and prepare an effective handover. I sat with regional chairs to come up with a programme and assisted regional committees in preparation. I also set targets on what the incoming committee should have gained. I attended these handovers or sent representatives from my own committee to facilitate. So far 6/7 handovers are done, the last one will take place after FAC.



Figure 3: Top left: myself giving a presentation at the Midlands handover. Top right: the Team FOSIS Retreat January '16 in Keele University. Bottom: Team FOSIS Retreat August in Aston University. Photo credits: Safaa Nait-Charif and Faizal Malek.

- **Internal support focus groups:** Conducted 16 focus groups with FOSIS committees to see where they needed support in terms of generally, training, welfare and spiritual development. I conducted focus groups with incoming committees this year for the same reason.
- **Team FOSIS Handbook:** A reference point for all information that newcomers need to know about FOSIS when first joining.
- **Team FOSIS employee Awards:** To improve team FOSIS members' morale.



Figure 4: Examples of the projects in action.

3. General work ethic:

- **On-going communication:** called up TF members individually to see how they're getting on. One of the few who sent update emails to FOSIS and reminders to team FOSIS.

- Damage control and conflict resolution:
- **Structural integrity:** There was great fluidity in the remits and infrastructure within FOSIS and as a result people were crossing boundaries and communication was compromised. So I got the outlined structure, descriptions, and lines of communication and preserved this in the Team FOSIS handbook.
- **Preserving success:** Working with national heads to preserve useful documents that the future committees will find inspiration and best practice in.

What I could have improved on.

Engagement: engagement from Team FOSIS members overall wasn't that great. As a result, this caused not a lot of people taking advantage of the services we had to offer. This could possibly be down to the fact that THR did not take advantage in the first part of the year to introduce ourselves and make a good impression on FOSIS committees. Bearing in mind we missed this opportunity because we were in a unique situation where we were impacted greatly and also we were still rebuilding ourselves. My advice to the future VP THR would be to not engross oneself in project managing (leave that to your committee members). Rather put your efforts in building rapport/trust, the NEC and managing your committee accordingly.

Accountability: Lack of accountability and transparency meant that people had more chance to step out of line. This is what spawned the creation of the code of conduct and the updating of the disciplinary procedure. Control of accountability on the part of THR is very limited due to the nature of this organisation. I did what could do through informal phone calls and strong notices. My advice to the future VP THR is to enforce a culture of transparency to allow for accountability. And to be wise in dealing with lack of performance and misconduct.

Conclusion

Overall, we achieved the goals of rebuilding the THR committee. The infrastructure has now been set up. It's down to implementation in order to get results.

Zara Mohammed | VP Islamic Societies Co-ordination Committee

Asalaamu Alikum wa Rahamtullahi wa barakatuhu,

It's been a year now since I was elected as your VPISCC, a role that has changed so much of my outlook on life and developed me as a Muslim. It has been a complete privilege and blessing to have served the isocs, muslim students and volunteers of FOSIS, across the UK & Ireland. Travelling up, down, across and all over the country, sleeping in kind students homes, missing transport, overload of meetings, calls, many awkward moments and of course a slight obsession with milkshakes. Spending more time in England than in Scotland and learning so many things from the people I met. I am so grateful to have had this opportunity to work alongside so many dedicated people as well as make so many new friends along the way, Allah bless you all and the work you do, Ameen.



My responsibilities as they VPISCC entail four primary duties **(i) supporting the training & development of the 120 isocs across the UK & Ireland (ii) coordinating the 7 Regional Committees (iii) support the management of the NEC and (iv) represent FOSIS nationally.**

Projects:

ISOC 101
 Further Education
 Quran Campaign
 Quran Camp with FOSIS London
 Ramadan Campaign
 International ISOC Support
 FOSIS Muslim Student Surveys: Employment & Barriers to education

Meeting Breakdown:

28 ISCC Meetings
 4 Chairs Meetings
 1 Chairs & Vices meeting
 3 ISOC 101 & Regions meetings
 4 Regional webinars
 4 International isoc meetings/ training
 13 College Committee meeting
 10 Quran camp
 3 Quran campaign
 NEC Meetings (Skype & F2F)
 FOSIS Alumni committee Meeting

Training:

Regional Committee Training: 6 (Scotland, Ireland, W&W, North, Midlands & South)



3 x ISOC 101 Training webinars
 3 x Regional Rep Guide Webinars
 4 x Guide to Freshers Week Webinars
 2 x Regional Handover support

Regional ISOC Training:

My Team and I delivered Training in South, North, Wales & Scotland, Ireland & London across both semesters.

Tailored ISOC 101s: 5 (personally delivered) members of ISCC also delivered several across different regions.

June – August

After getting elected, my first task was to assemble a team, I wanted people from every region and who were passionate about serving isocs, Alhamdulillah I was able to recruit a brilliant range of personalities from the amazing Irish, Midlands, London, Wales & the North. We agreed on streamlining the work of ISCC to focus on “Isoc Development” and came up with the Theory of Development now used in all of our training. The passing of our dear President Bashir soon followed and meant the organisation needed all VPs to take on additional roles to support the organisation through this tough time. Alhamdulillah, we pulled through together and carried on the work as Bashir would have wanted.

July, had our first face to face meeting with chairs & national heads in Birmingham. This was a great way of setting off on the same page and agreeing on objectives. We also wanted the Chairs to present their regions and better help us understand the needs. Everyone was fairly new so this wasn't completely achievable but nonetheless a valuable meeting. ISCC supported ISOC affiliations but all credit really goes to regional teams who worked hard to get isocs onboard, the North even delivering Fresher Packs across the regions themselves!

Regional Committee Training

My travels continued with Regional committees training, starting with a trip to Manchester then Dublin, Birmingham, Glasgow and Cardiff. I wasn't able to make it to London due lack of dates available but I always tried to have regular contact with Chairs & Regional Teams. I also spent two weeks participating in the Oxford Young Muslim Leadership program with Zeinab on behalf of FOSIS. This was a great opportunity to learn and network.

Sept – Oct

After 3 months of working on a new syllabus and material, we finally completed the training for ISOC 101 and began implementing across regions. Some of this training was tested in Regional Kickstarts, which I attended south, & London (2/7), due to having to attend the WAMY camp (all kickstarts were on the same weekend), ISCC Team were present at the others though. I did attend the South & London Kickstarts, fantastic turn outs at each and great energy of regional committees.

I also attended the first Team FOSIS Retreat in Birmingham with most of TF there, was great atmosphere. I also was on the panel for the Students Not Suspects Tour at Strathclyde University highlighting the challenges of PREVENT to all students.

We had another ISCC Face to Face with some new faces, evaluating our ISOC 101 strategy so far as well as looking at further projects. Shout out to Marwan for his fantastic presentation on the Golden Circles..

We launched officially the Further Education Committee to support Muslim students in colleges and 6th Forms after a 4 year absence of any FOSIS Support. The committee met every week, made up of regional reps and FOSIS volunteers, its been a real special committee for me seeing the importance of this work. The college community really need our support and representation, pray Allah allows us to carry on this work, Ameen.

Nov - Dec

Another busy month of travel, I got to attend the NUS Black students conference and better understand the importance of the work of NUS. Also carried out training in Bristol for Fosis Wales & West. December brought an historic winter conference, yes it was in Scotland!! It was with great pleasure I got to deliver the FOSIS Presentation at my ISOC in my home town for a national conference, a testament to the achievements of the region.



Jan – Feb

Another Team FOSIS Retreat in a place called Keele, was jam packed weekend, I led the session on FOSIS and how to pitch who we are, I also won NEC member of first term & ISCC got Best National Team Award! I visited Loughborough & Northampton for some more ISOC training and we had our first face to face College's Committee Meeting in Birmingham. I visited the amazing Leeds & Bradford Isocs had a wonderful time!

March – April

- That was an extremely intense month of projects and travel, I attended truly amazing Palestine Conference in London with guests from around the world, great job by campaigns Team. At the same time also attended the Key to Success colleges event in which around 100 college students attended. The event was to inspire confidence and give students opportunity to network with employers, excellent job by FOSIS London.
- I took part and conquered the FOSIS Snowdon Challenge, brilliant day with so many isoc-ers across the country coming (I was the only Scot!). I actually had 5 days of travelling consecutively, thereafter went to the Midlands AGM & Dinner where I also acted as steering for the elections. Again was an inspiring day of isoc achievement.
- I was invited by Oxford Students Union to speak on Islamophobia alongside a panel of guests, subhanAllah was not something I ever imagined doing.
- We had our Quran Camp after hard few months of planning, special guests including Sheikh Abu Bakri Shatri & Waleed Al Madani, we prayed together outside in the sun and most of all we brought together students across the country to London to gain closeness to Quran. It was worth the hard work and a special shout out to FOSIS London for making it happen!
- Finally attended the NUS National Conference, Brighton, witnessing the election of first Muslim NUS President Malia Bouattia!



May – July

These last few months brought the end of our regional teams and the beginning of new fosis energy. I was able to support AGMs in Southampton, Manchester and ISCC members were present at others. I supported new ireland regional committee in their ISOC brainstorm and training day. My last isoc 101 was for birmingham isoc's high energy team in Ramadan!

I have to thank my wonderful team: Suhur, Shadiqul, Marwan, Opaid, Faisal. Lujain, Salahuddin, Haaniah, Muhammad, Aadam & Youssef, without them and the many others that supported this work, it would not have been possible, Allah grant accept our work inshaAllah.

Recommendations

1. Continue to maintain the new ISOC 101 syllabus, the year experience revealed the new material was really well received by all isocs, more professional and structures. We categorized training from Start up to more comprehensive models to ensure isocs received right training.
2. Trainers should carry on to be from the pool of experienced isoc exec (alumni), FOSIS NEC and Regional Teams. Everyone should understand clearly objectives of each session and keep apace with how isocs are developing.
3. ISOC Resources, though we did make a start this needs a dedicated team of content developers and designers so that these can be easily accessed online
4. Webinars were actually popular and effective tool for specific training modules and should be carried on (requests made for basics on poster design, finance & marketing).
5. ISRA, needs to be made an independent part of FOSIS more like a Research and Development committee that focus on surveys and data not ISCC
6. FE: The national team is still a new structure so needs oversight by the VPISCC with support from regional college reps to come together and keep the project alive, a rep definitely needed for Scotland.
7. Quran Campaign should really be a national campaign under Head of Campaigns but the Quran Camp should stay with ISCC and Regions
8. ISOC Profiles and development plans should be more of a focus for regional teams to use throughout the year so they can help support an isoc in what they need.
9. Regions need more support on “how” to carry out their roles as well as a coordinated strategy with national.

Yusuf Hassan | VP Student Affairs Committee

Bismillahir-Rahmanir-Raheem

In the Name of Allah, the Most Beneficent, the Most Merciful

Over the past year Student Affairs has been one of the most thriving and dynamic areas of FOSIS. We have won a review into the Prevent Strategy. We have won Halal Student Loans. We have led the fight against Islamophobia and Racism on campuses. We have helped prominent Muslim student leaders win positions in National Politics. We have helped to secure a record amount of Muslim student union officers across the country. And of course – we have successfully led the campaign for a Muslim Woman to win the NUS Presidency.

I ask Allah to accept all that we have done and to look favourably upon us as a result of these deeds, may we be forgiven for our shortcomings.



It has been an absolute honour to serve you as your Vice-President Student Affairs.

Your Brother,
Yusuf Hassan

I have broken my report into a project basis for ease of reading:

Combatting Prevent - #StudentsNotSuspects

At the beginning of the year as your Vice President Student Affairs I co-founded the #StudentsNotSuspects coalition which consisted of representatives of the NUS, UCU (University College Union) and Defend the Right to Protest. Our first project was the Winter Prevent Tour which consisted of 8 events across the country. The events consisted of panels featuring different individuals in the Muslim community, academics and activist speaking about the Prevent policy. The speeches and workshops aimed to equip students and activists with the knowledge and networks to take these campaigns on locally.



Since the formation of the coalition late last Summer we have contributed and worked on over 50+ events (including one Major Conference with over 300+ attendees) and initiatives to combat Prevent on our campuses, leading towards an independent cross-party review into the legislation. With a firm aim to continue lobbying until it's eventual repeal as a piece of legislation.

Training and ISoc Development

As your Vice-President Student Affairs I have co-ordinated the delivery of SAC sessions at regional kick-starts and training sessions in every single region which featured a student affairs regional representative. Meeting and helping Isocs across the country has been a huge part of my year and my travelling constantly reminded me of how important the work we do is.

As part of my manifesto was the introduction of the SAC officer role within the structure of Isocs. The aim this year was to identify target Isocs to pilot the scheme looking to Integrate the role more widely across each of our affiliates over the next year. The Project was hugely successful, helping to mitigate many issues these particular Isocs faced, by ensuring that there were trained individuals with a direct link to the Student Affairs team to help deal with them.



Islamophobia Awareness Month

IAM is a campaign launched in 2011 by the Muslim Community aimed at deconstructing and challenging some of the stereotypes about Islam and Muslims, whilst creating discussion about how we as a community can curtail Anti-Muslim hatred which is becoming more prevalent in our society. We as FOSIS have always supported the campaign however we have never played an active part due to lack resources. Among the pledges in my manifesto was to ensure that FOSIS engaged within campaigns such as IAM, as the voice of Muslim students we should always be at the forefront of discussions like that of Islamophobia. From events to exhibitions, through the hard work of the Student Affairs Committee we managed to achieve the goal of making Islamophobia a talking point on our campuses, eventually we hope the awareness created can lead to active change to ensure Muslim Students are protected from all manifestations of hate.

As part of IAM we as FOSIS:

- Helped organise 30+ events and initiatives in collaboration with Isocs and student unions
- Various campaigns on campus including Islamophobia Exhibitions and Social Experiments
- Produced 10 Brilliant Infographics (some of which went viral)
- A Twitter-storm



Work with the NUS and UK Government

As FOSIS our relationship with the NUS is key to the ability for us to lobby universities and the government to make change to policies and legislation. Through various meetings with the leadership of the NUS including staff and their sabbatical officers we as FOSIS have been able to contribute and take part in important discussions surrounding strategy for the student movement as whole. This year we as

FOSIS have actively supported various NUS campaigns as our goal as Muslim students should to uphold justice and campaign for positive change for all not just necessarily on Muslim issues. We also worked with Vice President Further Education of the NUS to address the issues that Muslim College Students face, creating a strategy to deal with them.

The introduction of halal student loans after years of lobbying from the Student Affairs Committee is testament to how important this relationship is for the needs of Muslim Students to be addressed at a governmental level. With further discussion currently to co-ordinate a cross-party event in parliament to discuss the issues of Hate Crimes on our Campuses in the pipeline.



Muslim Student Representation

This year has been a truly exceptional and record breaking one for Muslim Students in representation both locally and nationally. This year has seen FOSIS support and assist countless Muslim students across the country in their efforts to be elected and gain positions in their student unions and political organisations.

Malia Bouattia elected as NUS National President



We got the first ever Muslim elected as NUS National President. We got the first ever Muslim elected as NUS Women's officer. We continued having a Muslim elected as the NUS Black Students and International Students Officers. We had 3 FOSIS candidates elected onto the NUS National Executive. We have had record breaking results across the country with the numbers of Muslim student union officers elected and the establishment of

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Education

Muslim students to be given 'charitable' sharia loans

the Muslim Officers Network. And this year we also led campaigns to have Muslims elected on to the Labour Youth Executive Committees.



Developing the Muslim Student Voice

As your Vice-President Student Affairs I have also lead on work to engage wider society with the needs of Muslim Student have and the issues we as Muslim students encounter. I have spoken at over 20+ events and demonstrations across the country as a representative of Muslim Students, ensuring that our voice is heard.

I have also contributed to over 30 articles and interviews across all forms of media ensuring that the narrative that we want to put across as Muslim Students is always given a platform for dissemination in wider society.

Muslim students 'avoiding politics' over extremism register fears

#HumanRights

Medical students fear careers could be jeopardised by involvement in activism amid concerns on campuses about forthcoming extremism bill

Islamic Societies On British University Campuses Are Receiving Threats After The Paris Terrorist Attacks

The Federation of Student Islamic Societies told BuzzFeed News it expects Muslim students to receive more abuse in the near future.

Voices

Racial profiling does nothing to prevent terrorism or extremism

The #StudentsNotSuspects campaign show how damaging it is for young Brits to feel under constant suspicion. It's time to stop ostracising Muslim students

Zeinab Edah-Tally | Head of Communications

In the name of Allah most gracious most merciful.

It's very hard to put into words how incredible this year has been. In all honesty it was not everything I had expected, there were many ups and downs, however the good times definitely outweigh the bad.

At the start of my term I had four main goals that I wanted to improve for this semester:

1. Internal Communications
2. NEC Organisation
3. FOSIS Website
4. Publicity & Social Media

Internal Communications

At the start of the year I mapped out who I needed on my committee to aid me in the day-to-day runnings for the communications department. I recruited a Vice Communications, Vice General Secretary and Vice Head of Publicity. AbdurRafe as Vice Communications ensured all communications reps were working well within their committees as well as ensuring all regional social media pages are up to date.

I intended to have scheduled fortnightly meetings with all communications reps; in the first term we were able to facilitate this to an average standard. However, as the second term came in I was unable to continue this promise.

NEC Organisation

NEC communication has been far better this year; we have had a total of 20 online meetings and 8 face-to-face meetings. In the first semester Humayun and I called all NEC members up on a six week basis to go through their priorities and ensure they were being adhered to, however the second semester saw a reduced amount of calls regarding this. These calls became more of a general discussion between myself and the NEC members on where I can be of assistance.

One of the biggest improvements on the NEC is the ProMS (Project Management System). All NEC members did their utmost to submit their projects for approval within in the two deadlines I had set, however of course there were some exceptions. This has generally helped keep all committees more organised as well as helped me try to plan and map out the main calendar. Unfortunately, I was unable to keep the promise of ensuring all TF members had access to the calendar on our Google Drive system.

FOSIS Website

The website had been the largest task given to me when I was elected. Alhamdulillah I am happy that we were finally able to release the new website in time for the second semester. There is still work to do to ensure it's working at 100% capacity, therefore this is something I will continue to work on in the months to come.

Publicity & Social Media

Over the last few years our social media presence hasn't been adequate. In line with the Communications Policy, AbdurRafe and myself are admin on all Facebook accounts, Twitter & Instagram. We monitor all stats to see where our peaks times are for engagement. Therefore, maximizing our publicity for all projects. Alhamdulillah this has paid off so far, we have seen a huge spike in 'likes' to our pages as well as 'followers' on other. Fiza took on a new role as Vice Head of Publicity, which I introduced to help ensure all main FOSIS social media accounts were being utilised adequately. Fiza comes from a professional background in digital

marketing and has been a great asset to our team. She conducted a social media audit in the second term; this enabled me to re-think exactly how we should be using our online presence.

Our general social media following has increased over the year:

Social Media Platform	No. of followers June 2015	No. of followers July 2016	Percentage Increase
Facebook	16,770	18,835	12%
Twitter	12,300	13,200	7%
Instagram	300	520	73%
YouTube	730	830	14%
Total Following			
	2015		30, 100
	2016		33, 385
Total Percentage Increase			12%

External Communications

Another aspect of my role is to maintain a personal public face for the federation. I worked very closely with all departments in FOSIS have attended a number of events as a way of representing the Federation. The two main departments I have worked closely with are SAC and ISCC. I have attended and spoken at a number of SAC related events, such as attending NUS meetings to engage with extended factions of the BSC. During the first semester, I spoke at an IAM event at Kingston University discussing the Syrian Refugee crisis and the toxic PREVENT strategy. As well as speaking on the difficulties young Muslim women face in the workplace and education establishments here in the UK.

One of the biggest highlights this year for me was being given the chance to organise the Snowdon Challenge. The first ever FOSIS challenge to raise money for those in Syria. Over 100 enthusiastic TF and ISoc members across the UK geared up and took on this incredible challenge raising a total of £28,000!! Every single person who took on this challenge enjoyed it and are asking for FOSIS to continue such initiatives. I sincerely intend on ensuring such events happen in the years to come.



I constantly pray that I am forgiven for my many shortcomings and I firstly owe all of my successes to Allah, and then to the amazing committee that I have been blessed with; AbdurRafe, Fiza and Shamis who have done nothing but support me and help me get through some of the most stressful times. The NEC 2015-16 have truly been one the most incredible committee I have had the pleasure of working with, although I cannot help but think how different things would have been if Bashir was still with us. May Allah have mercy on his soul.

Hazem El-Turk | Head of Finance

All praise belongs to Allah SWT our Lord and Creator, and all peace and blessings are to His final messenger Muhammad sAw, our leader and intercessor.

This past year has been a vast learning experience for me as I began the task of taking control of the organisation's finances and attempting to build a sustainable financial infrastructure for the future. The Head of Finance position is quite an accounting and process heavy role given that the organisation currently doesn't have a Full Time Finance team to manage its finances, and therefore necessitated a significant amount of time being invested at the beginning of the year understanding the role and processes, and throughout the year to maintain the accounts.

From early on in the year we identified our main priorities for the year as:

1. Relaunch the Pound Pledge Drive
2. Obtain Organisational Sponsorship
3. Begin Social Enterprise Planning
4. Begin Alumni Dinner Planning

Pound Pledge Drive

The Pound Pledge Drive is primarily aimed at university students whom we set the target of raising £1 a week for FOSIS. This project was launched at an internal FOSIS retreat in August 2015, where a target was set for Team FOSIS members to mobilise 25 of their personal contacts to sign up. For a number of reasons, the project's progress was slow this year and results were lower than what we'd planned for. By Year End we added 136 new donors to our regular donors list, resulting in over 1,000 unique financial injections to FOSIS since September, and netting us nearly £5,000 in contributions to date. Adding this to the existing regular income, the total monthly income from our donors is approximately £1,500. Going forwards, more needs to be done by the Finance team and the organisation to drive this project further, to allow us to see more substantial financial returns to FOSIS.

Organisational Sponsorship

From the beginning of the year we engaged with an array of organisations to obtain sponsorship for the various projects and initiatives of FOSIS. We signed a charity exclusive Partnership with Human Appeal International which saw them sponsor our flagship events and which brought in over £35,000 to the organisation (partially still due). We were successful in obtaining additional sponsorship for Fresher Packs, various Speaker Tours, Believe & Do Good, Palestine Conference, Camp Muslimoon, NUS Conference, regional events as well as others, bringing in over £25,000 for these endeavours. Despite these financial gains, a lot more could have been done in gaining further sponsorship and there were missed opportunities this year. One example of this was the ISCC/ London led Quran Camp, a very successful Camp but one that made a ~£2,000 loss due to little sponsorship obtained. Going forwards, every high profile FOSIS event/ project needs to have clear sponsorship options defined for it, and the Finance leadership and team needs to enforce the implementation more strictly throughout the organisation. A special mention must go to the Scotland, Campaigns & Members Relations Treasurers/ Heads for their exceptional work this year in seeking and gaining sponsorship for their projects.

Social Enterprise

Continuing on from the foundations set by previous NECs a number of years ago, the last few months have seen us take significant strides towards achieving FOSIS' aim of setting up a Social Enterprise, a model that will allow FOSIS to generate greater regular income and ultimately become financially sustainable. We pitched our Social Enterprise idea to community philanthropists earlier this year and received confirmation that they were

satisfied with the project and would be making a seed contribution in the near future. More on this to follow in the coming months.

Alumni Dinner Planning

We began plans earlier this year to re-host the FOSIS Alumni Dinner, two years on from the previous Dinner held in 2014. A Project Manager was chosen from amongst the NEC to lead this in close coordination with the Finance and Communications committees, and a date was pencilled in for September 2016. Due to a number of reasons, the plans stalled and the date has now been postponed to most likely early 2017.

Current Financial Status

FOSIS currently holds £12,542.80 in its accounts, with £18,000 - £20,000 outstanding in ticket and sponsorship income due to come in shortly, and approximately £8,000 - £10,000 expected to leave the account post Conference. We are projecting to close the year with a balance of £23,000 - £25,000, a 25% increase on our opening balance of £19,000 (post FAC52 – June 2015).

To reflect the significant organisational growth and development this year, significant spending has occurred during the course of this year, coming to just under £100,000 in value. These costs were incurred through projects & operations including Fresher Packs, Team FOSIS Retreats, ISoc Training Courses, Speaker Tours, multiple Campaigns, Winter/ Summer/ Palestine Conferences, Quran Camp/ Camp Muslimoon, Regional Dinners & Events, SAC expenditure, Team FOSIS travel reimbursements, outstanding commitments from last year, and others. Whilst significantly spending, we have managed to maintain a steady bottom line through careful management of the finances, and the plan going forwards is to grow this bottom line further.

Below is a summary of our approximate income and expenditure for the duration of this FOSIS term. All figures will be finalised post Conference once all accounts are closed for the year.

	Amount	Notes
Total Yearly Income	~£99,000	<i>Includes income from Regular Giving, Sponsorships, Partnerships & event ticket sales (where applicable)</i>
Outstanding Income	£18,000 - £20,000	<i>Outstanding sponsorship dues and FAC53 ticket income</i>
Total Yearly Expenditure	~£105,000	<i>Includes expenditure from all FOSIS National and Regional Committees, as outlined in the text above</i>
Outstanding Expenditure	£8,000 - £10,000	<i>Outstanding FAC53 expenses and miscellaneous regional/ national expenses</i>
Projected Year End Balance	£23,000 - £25,000	<i>This figure is calculated by adding the estimated difference between this year's income and expenditure, to the opening balance of £19,000</i>

**All finances are carefully logged and the accounts are fully transparent to the NEC. A comprehensive breakdown of finances can be provided offline if requested at Council.*

***The figures above exclude Ireland's finances. Ireland maintains its own regional account due to currency differences*

Abid Shah | Head of Services

Assalaamu alaykum wa rahmatullahi wa barakaatuh,

Alhamdulillah I have had a fantastic year as the Head of Services at FOSIS. We started the academic year with a fresher's week speaker tour titled 'A Muslim Student's Survival guide'. We toured 5 different speakers who visited Universities in all the regions in England. The ISocs gave us fantastic feedback, with many wanting to invite the speakers back for future talks. In November 2015 we organised a short tour with Imam Suleiman Hani from the USA. He visited Scotland and the South, delivering 3 fantastic lectures and a jumuah khutbah. Again we received excellent feedback for this tour and were asked to bring the Imam back.

In the second term we had a fantastic tour with Ustadh Abdelrahman Murphy which was a great success mashaAllah. This was followed by the Discover Islam Tours. We toured Hamza Tzortzis, Musleh Khan (Canada), Abu Mujahid Whelan (Ireland), Adnan Rashid, Abdullah Andalusi and Zara Faris from the middle of February till early March. The speakers covered all parts of the UK, covering various different relevant topics and the tours combined were arguably the biggest and best Discover Islam Week project delivered by the FOSIS Services committee since the committee was created many years back. I also helped facilitate Imam Suleiman Hani to tour and deliver talks in Ireland during the same period which was successful, alhamdulillah.

We started seerah class webinars at the start of the year with Ustadh Abdul Hameed Ismail. The classes itself were very beneficial and the feedback we received from all those who attended – online and in person – was absolutely fantastic. We had people from all over the UK (even from Belfast!) log in to watch the class. Sadly, due to unforeseen circumstances the classes faltered in the second term and did not end as well as we would have hoped.

We also organised khateeb training seminars in Glasgow, Cardiff and London with Shaykh Abu Abdillah Yunus. On all three occasions the feedback was very good with brothers finding the seminars very beneficial. The plan was to organise a similar seminar for all the regions but sadly this did not happen due to various reasons.

We rounded the 2015 off with a fantastic trip to Spain. 27 brothers and sisters travelled to Spain to learn more about the Islamic heritage in the country. In the opinion of many, this trip was one of the best projects FOSIS has organised in recent years. The feedback from everyone was very positive and some of the attendees were eagerly enquiring about future trips FOSIS intends to organise.

I also assisted in providing speakers for the Winter Conference and the Qur'an camp, with both projects being very successful alhamdulillah. The services committee also had several ISocs request speakers or entertainers from FOSIS and in almost all the occasions we have helped provide the ISoc with what they requested.

As this was a year where the services committee tried to do things differently and provided many different types of services, there were many mistakes made and plenty to learn from. Most of our errors were made with logistics and processes and these are things that will be covered in detail in the handover with the next Services committee inshaAllah. I thank Allah for giving me the opportunity to serve the ummah through the role of Head of services and I ask him to accept whatever I was able to accomplish. I am also grateful to my core committee – Omer El Hassan, Abdulsalam Shahin, Abu Sayem Chowdhury, Hawa Aswat, Shabnum Ahmed, Dinah Yaqub and Mohammed AbdulHamid Abbas – and the regional Services reps from across the country for their hard work. May Allah make their work a means of them entering Jannat al firdaus.

Jimmy Nguyen | Head of Members Relations

This year has been an incredible and turbulent experience within the MR committee, with new ground broken on across the major FOSIS flagship projects: Fresher Packs 2015, Winter Conference 2015, 53rd Annual Conference 2016. Fresher packs were a tough challenge due to the news losing our beloved president when the project was kicking off. We had great plans together to deliver the project but God Almighty is the best of planners.

We managed to secure enough sponsorship and deliver an improved quality of items in 2015, compared to the previous year. The MR committee put together a template of items which can be used for many years, this will ensure the project will continue and not disappoint if the new guide is followed. The fresher pack sponsorship guide was also rewritten and designed, improving drastically on the older version. Items included the FOSIS prospectus, which had not been produced for many years, a university guide, the popular wall planner and poster combined in a unique concept, along with standard items such as pens and stickers. We also listened to ISoc feedback from 52nd FOSIS annual conference 2015, and put the slogan “join #TeamIsoc” across the bags to make them more apparent and appealing to freshers. Overall the project was a huge success, and it was completed in record timing. Main improvements going forward are the template for the items which will save ample timing for future MR committees and the new sponsorship package to go along with the template. The main issues with the project surrounded the payment and registration system which caused much confusion. These points have been taken on board and will be used to improve on the system for this year’s project.

The winter conference 2015, “Under the Shade of Allah” was a historic moment as it was hosted in Scotland for the first time in nearly 3 decades. It was decided to have it in Glasgow because of the outstanding work from the Scottish region over the past 2 years as well as a strong 10 page proposal from the Scottish team. The location and transport was a barrier but we managed to secure an incredible turn out of over 300 attendees, the majority of which came from outside of Scotland. We secured a number of local speakers such as Sh Amer Jamil, Sh Sohaib, Dr Jasmine Gani to give a truly Scottish twist to the conference. The conference was a good momentum to empower this region and proved we could do a national event despite the far location. In terms of improvement, a big name international speaker was missing from the line-up; however the nature of winter conference is naturally on a smaller scale, which means a smaller operating budget. We improved on the quality of the caterers to have buffet styled hot food with a variety of options which was well received. One of the main positive is the outreach and support we received from attendees, showing their passion and determination to travel for a FOSIS event – one for the ages.

Finally the 53rd FOSIS annual conference, “Pathway of the Prophet” (pbuh), had many challenges in organising. The timing of the year has been difficult to work around; with Ramadan falling before exams had finished, and the conference date being after Ramadan. This meant it was always going to be a struggle to motivate attendees to come. Most students had left campus and gone home, particularly international students. The timing also coincided with graduation of most universities and finding a venue was particular hard due to the unavailability of many locations. Despite these challenges, the MR committee managed to secure the University of Manchester and worked incredibly hard alongside the Islamic society. Ticket sales and attendance was a respectable amount around 350. We pushed new grounds by having the first ever FOSIS annual awards dinner, in conjunction with Manchester ISoc. Our headline speakers included a fantastic lineup of: Sh Ahsan Hanif, sh Abu Esa, Sh Yahya Ibrahim, Sh Shams ad Duha, Dr Hany el Banna. Some of these speakers were difficult to secure but we wanted to improve on Glasgow and Nottingham to enhance the experience. One feedback from the previous conference was the lack of Islamic education so the whole theme this conference, encompassed an Islamic ethos of bringing lessons from the biography of our Prophet (pbuh) into our daily lines. The focus was on improving ourselves and then helping the community as the life of our beloved Prophet (pbuh) teaches us. The preparation for this conference has included a lot of effort and pushed new boundaries with high profile

speakers and a night of entertainment to change the whole experience of conference.

I hope everyone has enjoyed this conference and I want to take this moment to say it's been a pleasure to have been a part of FOSIS and deliver these conferences for everyone. I could not have done it without the help of Allah. After that, the support and tireless work and organisation from the MR committee, it truly has been an amazing two years. I urge everyone here to get involved with a clean heart and intention; you won't regret it and will learn a huge amount so long as you're willing. This will be my final FOSIS conference as the organiser so I pray you all benefitted and have been inspired or motivated to strive hard for this religion. May God Almighty bless you all and Peace and blessings be upon you all.



Aman Ali | Head of Media

Press Releases

A major part of the role of the head of media is to write press releases. In total in this year's session at FOSIS I have written and published 12 press releases. All press releases can be found at : <http://media.fosis.org.uk/press-releases>

Press Management

FOSIS is inundated with requests for comments on various stories, stretching from student related matters to general stories affecting Muslims. As Head of Media my responsibility has been to respond/ chose not to respond to all of the requests received. The number exceeds 100 requests spread over the year. Not only did my work involve responding but also networking and building relationships with some of the mainstream broadcast organisations such as the BBC and RT news.

Some of the requests have involved interviews and TV appearances, examples of which are displayed below.



ISoc Media Relations

In the second semester of FOSIS there were a range of incidents which occurred at various Islamic Societies which attracted media attention. Some of the cases were very high profile and required a lot of consultation between the media team and ISOCS. Alhamdulillah the cooperation from the ISOCS was very positive and although not all of the stories reflected positively on the institutions, we were able to communicate clearly the position of the ISOC with regards to the matter.

Representation At Parliament And Select Committees

In the second semester there were two main hearings that FOSIS were invited to contribute towards. The first being Citizens UK's - Citizens Commission on Islam, Participation & Public Life, the second being as part of the Governments Women's and Equality committee hearing on Universities and improving employment outcomes for Muslims.

Footage of the Governments hearing can be found at:

<http://www.parliament.uk/business/committees/committees-a-z/commons-select/women-and-equalities-committee/news-parliament-2015/employment-opportunities-muslims-evidence-15-16/>

Our submission to the government based on a survey carried out with students can be found at:

<http://data.parliament.uk/writtenevidence/committeeevidence.svc/evidencedocument/women-and-equalities-committee/employment-opportunities-for-muslims-in-the-uk/written/29711.pdf>

Anaas Elshwiahad | South Chair

Bismillah Alrahman Alraheem

Asalam Alaykom WarahmutAllahi Wabarakatahu,

I start by praising Allah (SWT) and then sending peace and blessings upon His messenger Muhammad (SAW), the Companions and all the righteous believers until the Day of Judgment.

Being part of FOSIS for this year has been a complete rollercoaster and I don't know where to begin. I was co-opted in a little late however the committee and I didn't waste anytime getting started with establishing good relationships with the southern ISOC's.

We started the year very strong with an impressive **100%** affiliation and **100%** of fresher's packs were delivered on time from fresher's week Alhamdulillah. Additionally, alongside this we worked closely with services to roll out our fresher's week speaker tours which Alhamdulillah received great reception.

Meanwhile, we organised our first kick-start event of the year at the University of Southampton which was a huge success and the turnout was amazing with a total of 8/15 ISOC's who attended. This event helped us establish a stronger bond with ISOC's and allowed us to understand their needs and visions for the foreseeable future. Based on this information we had a stepping-stone on how to cater for our upcoming ISOC 101 training, which we gave shortly after in the University of Plymouth. Furthermore, we had our secondary ISOC 101 training for the centrally located ISOC's at the university of Southampton.

In the midst of all of this, we have been dealing and advising ISOC's with many issues they are facing, such as prayer room campaigns, Prevent, Quilliam foundation, guest speakers and many others. We have had a lot of SAC related issues in the south and we worked with the SAC committee to run a regional Islamophobia awareness event with co-operation with MEND at Southampton University. The southern ISOC's lack unity as there is a lot of distance between one and other, however they all participated in charity week which was a means for us to be a support and to gather all the ISOC's to the briefings and the round off dinner which helped with our vision of creating unity in the South.

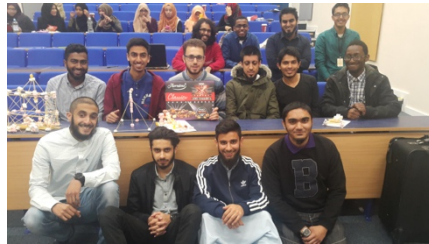
I have enjoyed travelling and meeting all different ISOC's in the south and I have tried my best to visit all the ISOC's. However, as a final year student, president of my own ISOC (Portsmouth) and South Chair, it comes with a great deal of responsibility. I have struggled at times to manage my time and have attempted to maintain consistent contact with the ISOC's that I did not have the opportunity to visit.

In summary, I have loved this academic year, the unbelievable amount of emails and online meetings, hours of phone calls, the extensive amounts of travelling across the country, countless late nights drawing up project proposals as well as pulling together a great set of brothers and sisters to form our committee. Alhamdulillah it has been epic to say the least, I have never witnessed as many dedicated brothers and sisters carrying out incredible work across the UK and Ireland - especially with our wonderful committee in the South. I am extremely looking forward to see what the next academic year has in store for us and I pray that Allah accepts all our efforts.

Anything good I have done was from Allah, any shortcomings or mistakes were from myself and Shaytan and Allah and his messenger are free from them.

Jazakum Allahu Kayr for reading,

Anaas Shwehdi



Abdelrahman Rizk | Scotland Chair

Assalmu alaykum w rahmatu Allah w barakatuhu,

Scotland general elections took place in April 2015, only 6 people were elected into the Scotland committee. So that was my first real challenge was to co-opt the rest of the positions. All thanks and praise to Allah we managed to fill all the positions with amazing candidates, we now have 14 committee members.

FOSIS Scotland goals for 2015/2016 (as presented to FOSIS & ISocs at the start of the year):

- 15 fully operating ISocs
- Visiting all the ISocs
- Empower the ISocs
- ISoc services
- ISoc committee development
- Student Affairs support to ISocs
- Tarbiyah programme(s)
- SU successful campaigns & NUS delegation
- Full delegation to the FAC53

As a committee we started the year early, that is in July (Ramadan), we had 2 events to send a clear message to the Islamic Societies (ISocs) with regards to our commitment and promoting unity. First was an iftaar and Qiyaam event in Glasgow where the 4 Glasgow ISocs collaborated with us to organise the event. The event inspired Edinburgh ISocs, who took the idea forward to their city and organised a collaborated iftaar.

All ISoc presidents were contacted very early in the year, around July/August time. They were briefed about FOSIS and specifically the Freshers' Week services. We reached 100% affiliation rate of 15 ISocs for the first time in the history of the Scotland region.

Managed to visit all 15 ISocs across the country at their campuses, and met all the ISocs at various FOSIS organised events. I can proudly say that I was the first ever FOSIS member to visit the University of Highlands & Islands as we supported the establishment of the ISoc there, to officially announce the establishment of Islamic Societies in all Scottish universities. The visits to the ISocs were a mix of meetings and training sessions.

The regional Kick-start event was attended by 11 ISOCs and featured a day of presentations, workshops, interactive discussions and networking. This was a brilliant way for us to develop individual relationships with each ISOC and highlighted issues that we would support the ISOC with throughout the year. The presence of a National Committee Member, Yusuf Hassan (VP SAC) showed the ISocs the commitment of FOSIS towards them this year.

We then facilitated the ISOC 101 training and development course during the month of November at 3 different cities; Glasgow, Edinburgh and Dundee. The course was attended by 12 out of 15 ISocs in the region. This course was designed and presented by ISCC and regional trainers (including myself) with the aim to empower ISOCs and ensure their continued growth even in the face of adversity.

I worked very closely with the Student Affairs officer and the ISocs to emphasise on the importance of being active in relation to the Student Union/Association elections. In relation to PREVENT legislation, I was a guest on several radio shows including BBC radio to speak on the issue, and I was invited a long Abdul Ahad Hussain

(SAC rep Scotland) to participate in a panel at the Glasgow City Council, among the participants was the Government Secretary of Justice.

An application was submitted to the Scottish Youth Parliament (SYP) requesting 2 seats for FOSIS in the parliament, after few meetings we got the application approved. We then held training conducted by SYP representatives and then elected 2 Members of the SYP to represent FOSIS; Junaid Ashraf and Sohaib Ashraf. Both attending SYP sitting between 30th June till 2nd July. Sohaib Ashraf is running for head of SYP committee and also a place at the UK Youth Parliament.

I was overseeing the activities of the services and campaigns department throughout the year making sure the best service provided to the ISocs across the regions. The highlights can be the Khateeb training, Discover Islam Tour and Believe & Do Good campaign. I personally project managed the ‘ACL Leadership’ level 1 and level 2 delivered at semesters 1 and 2.

I worked very hard making sure the Scotland region and ISocs are well presented at national level ensuring we receive the best and most of service.

We also wrote history by hosting the FOSIS Winter Conference 2015 in Glasgow which is the first time in over 30 years that Scotland hosts a FOSIS national conference. The attendance at the conference was double the number of recent winter conferences.

In second semester we held another Kickstart event, this time titled ‘ISocs Speak’ where the development sessions were delivered by FOSIS and ISocs. A very unique event in style that never happened before attended by 13 ISocs. Now other regions are looking to replicate. I took a decision at the start of the year to give assign a project management team for our annual tarbiyyah and development camp, Camp Muslimoon 2016, which is a collaboration with MAB Youth. The camp was sold out in December and with all grace to Allah we saw another successful camp attended by current and future leaders of the community.

We received the award for ‘Best FOSIS regional committee’ and ‘Most Outstanding FOSIS member’ for Bilal Naas (Scotland Finance) at the mid-year FOSIS national awards.

In May we will have Ibrahim Kraria and Junaid Ashraf (representing FOSIS Scotland) participating at the European Youth Event (EYE) 2016 at the European Parliament in Strasbourg.

On the top of my priorities was to leave a long living legacy which I believe we managed to achieve through our long term projects. Engaging the ISocs with FOSIS Scotland was key throughout the year. I hope the participation in this year’s elections can reflect on the efforts we put in. Successful handover session was held in May for the new committee, and managed to fill the vacant positions.

Nadine Dahan | Wales & West Chair

Bismillah Alrahman Alraheem

Starting my term as Wales and West Chair the beginning of November last year after being co-opted – this year has been full of networking, sisterhood/brotherhood, learning, and developing for the region.

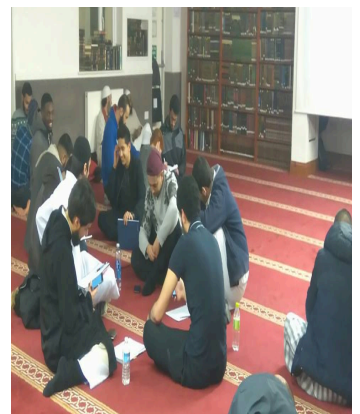
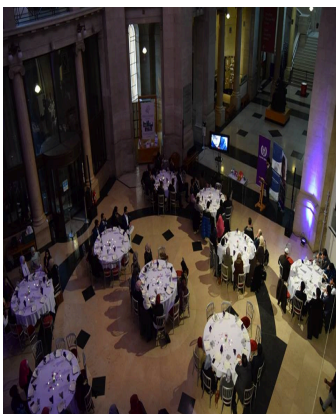
We spent the beginning of the year reconnecting with ISocs in the region and rekindle an appreciation for FOSIS, the work it does and the services it provides, which was very successful alhamdulillah. We managed to visit all of our ISocs several times and offer a greater explanation of what exactly FOSIS is.

Achievements:

- **Kickstart** – our kickstart event at the end of Octpber last year incorporated numerous aspects including a SAC panel, and sharing best practices and was a great success.
- **IAW events** - we held 2 Islamophobia Awareness Month events, in both Cardiff and Bristol, both were extremely successful alhamdulillah.
- **Exam Webinars** – we hosted 2 exam webinars for both exam seasons which were very well attended by isocers across the country and the feedback we had was excellent.
- **Khateeb Training** – the khateeb training we held this year was also extremely successful and beneficial to the attendees alhamdulillah.
- **Believe and Do Good** – we had record participation in believe and do good this year, with all of our isocs getting involved.
- **ISoc 101** – we held a couple of trainings for ISoc committees which were extremely useful for those who attended and we also offered a number of opportunities to isocs in search of support or additional training.
- **Snowdon Challenge** – we took the largest number of hikers compared to all regions
- **Relaunch of the Annual Regional Dinner** – this year we managed to relaunch our annual wales and west dinner in aid of Human Appeal and by the grace of Allah we managed to raise over £10000, and show our appreciation for the amazing work our isocs have done.

Alhamdulillah, my committee has been absolutely amazing, and this year has been a great experience particularly in terms of personal development – I have learned so much from this role and look forward to next year insha Allah.

Forgive us for our shortcomings, may Allah bless you all.



Monjurul Hoque | London Chair

Assalaamu alaykum,

I begin in the name of Allah, the Most Beneficent, the Most Merciful. All praise and glory is due unto Him and we send blessings and salutations upon His beloved Prophet, the best of creation, Muhammad (peace be upon him).

I hope this finds you all in the best of health and imaan. My name is Monjurul and I have served as the FOSIS London Regional Chair for the academic year 2015-16. When I decided to run for the position of London Chair, I was motivated for the very same reason I ran as President of my Islamic Society, to actively engage in my community and have a positive influence. At the same time, I acknowledge the immense responsibility that it entails as well as my shortcomings in fulfilling that responsibility.

ISocs are one of the most active societies on University campuses throughout the UK, which demonstrates the significance and impact they have. The role of FOSIS is therefore extremely important as we aim to serve and empower those Islamic Societies. Moreover, regional committees are the most important committees within FOSIS, as it is the regions which provide the link between FOSIS and the ISocs. The regions deliver front line services such as committee training, promoting campaigns, aiding SU relations and much more.

London has one of the most diverse range of Islamic Societies, with those that have been founded for decades as well as those that have only just recently been established. We work with both universities and colleges, all with varying degrees of experience. This, therefore, makes the work of FOSIS London all the more challenging as we have to tailor our services for each and every ISoc.

At the beginning of the year I set out to provide a clear plan for FOSIS London identifying our aims and priorities for the year. We discussed as a committee the various projects we would be working on throughout the year and timetabling them into our calendar, although not everything that was planned was acted upon. In this regard, I find that one of the drawbacks of not only the London team, but FOSIS overall, is inefficient execution. Ensuring actionable targets are done according to deadlines as well as having contingencies is something that must become standard practice. This, however, has to come from the top down and so falls within the remit of the London Chair to implement such practice.

One of the key challenges for myself this year was dedicating enough time to FOSIS London, a recurring issue for London Chairs over the past few years, which resulted in a considerable amount of the workload being delegated to both vice positions. This coupled with my lack of presence had a demoralising impact on the London committee and something I take full responsibility for. It is not enough to delegate tasks and responsibilities but to also actively take lead. Only being involved in decision-making results in a disconnect from the rest of the committee as well as the work of FOSIS London. This was a shortcoming on my part.

It was starkly evident that FOSIS London was not performing to the standard it should have been, however a number of committee members still maintained a dedication to not let the remainder of the year continue in a similar manner. It is thanks to Allah, first and foremost, but also to their efforts and forbearance that we were able to end this year with an amazing Quran Camp, which saw over one hundred attendees travel from all over the UK to dedicate an entire weekend to reconnecting with the Book of Allah.

The Prophet (peace be upon him) said: "Indeed actions are according to their endings" [Bukhari]. I sincerely hope the fact that we are still able to end the year on a positive note is a testament to the sincerity and dedication of those who persevered until the very end. Despite the inadequacies of this year, under my leadership, I am very optimistic about the future of FOSIS London.

The position of Chair is a monumental task to dedicate only free time to, especially given the challenges of the London region. I pray that Allah forgives the shortcomings of the committee this year and aids those who follow us and grants them success in their endeavours. Ameen.

The Past Year:

The year started off busy for the FOSIS London team, as majority of the Members Relations (MR) team are not located in London, the London team opted to help out the Head of MR with preparing fresher packs, and Alhamdulillah we successfully prepared twenty thousand packs for more than 100 ISocs.

This gave us an opportunity to meet with many ISocs before their freshers fayre, where we met up with all except two ISocs who affiliated with us this year. Delivering the packs allowed us to speak to ISoc committee members and ask them of what they both needed and expected from FOSIS London as well as building a working relationship with them.

In late September we organised a Presidential Dinner, for ISoc presidents and vice presidents to meet one another in an informal capacity. This further strengthened our relationship with those that attended.

In mid October we had our Kickstart event. The purpose of Kickstart is to provide a platform for ISocs to meet and network as well as officially introducing them to FOSIS and the work we do. We invited Omar Ali (Ex-FOSIS President) and Ustadh Abu Abdillah Yunus to deliver talks in addition to our own team facilitating ice-breaker sessions and other ISoc relevant content.

Towards the end of the semester we held two conferences for sisters, one on women in leadership and a Qur'an conference. Both were received with great feedback and good turnout.

At the start of the new term, in January, the committee worked a unique programme, a London Retreat. We organised several sessions aimed at equipping ISocs with the relevant tools they need, such as going through ISoc 101 modules as well as other SAC and Media issues in collaboration with organisations such as MEND.

We finished off the year with an amazing weekend camp, the Quran Camp, which saw over one hundred attendees travel from all over the UK to dedicate an entire weekend to reconnecting with the Book of Allah. It is important to note that the Quran Camp was not done last year and so FOSIS London helped revive a campaign that shall continue in future years inshaaAllah.

Lessons for next year:

A key area for improvement for next year is to ensure a fluid handover process. At the start of our term in summer 2015, the handover was very minimal with many committee members not understanding their roles properly. This year Training and Human Resources (THR) have compiled a much more detailed job description list. This, coupled with the experience and knowledge of the current committee shall allow us to provide a clear and smooth transition for the incoming committee following our Annual General Meeting (AGM).

It is seen very often that people begin the year, both in FOSIS and ISocs, with optimism and fervour which slowly fades throughout the year as the workload begins to mount. This places people in a situation where they have to prioritise their responsibilities and unfortunately, in most cases, FOSIS work is consigned to the bottom of that list. This was the case for me over the past year and something everyone on the new committee should consider very carefully. Enthusiasm is a positive sentiment, however, it can result in negative consequences as that enthusiasm needs to be balanced with a realistic timetable and effective time management in order to be actualised. I pray for the success of the new FOSIS London committee and that Allah accepts their efforts in the coming year.

Shadiqul Amin | Midlands Chair

Assalaamu'Alayum Warahatullahi Wabarakatuhu.

First and foremost I thank Allah (swt) for entrusting me with such an amazing opportunity to do work of Khair and I seek his forgiveness for my shortcomings and any mistakes I have made this year. I send peace and salutation upon our teacher, our hero, our beloved, the messenger of Allah Muhammad ﷺ. I will also like to sincerely thank the Midlands team for their amazing efforts and commitment and pray that Allah accept from you all Ameen. This year would not have been the same without you.

Alhamdulillah being chair has been a challenging but amazing journey. I was actually co-opted to the role in late October therefore I missed the crucial summer prep time. This was a very challenging period for means I constantly felt like I was playing catch. Firstly I had to get to grips with the team, catch up and familiarise myself with the year plan that had already been set and of course, establish and contact the ISocs. I must give a big Jazak'Allah Khair to Thaqib Moosa (the previous chair) who laid a great foundation, making my transition as chair a smooth one. Alhamdulillah the team had 23 affiliated ISocs when I joined. I know the team also encouraged ISocs with the FOSIS freshers talks and pushed it out to ISocs during October.

We had good kick start (I was ex-officio at the time) at Oxford University (first time ever from my recollection) Alhamdulillah. Over 50 people (14 ISocs) had attended. This helped us to develop a stronger relationship with ISocs and get a better understanding what we need to do to help ISocs. After kick start, my tenure officially began and I didn't waste any time getting started. First thing I did was call up all my team and as a team we formulated a strategy for October- November. October and November was mainly about the visits and ISOC contacts. We also noticed we needed more regular skype meetings and Alhamdulillah we also recruited a new vice brother for our internal growth.

Alhamdulillah in November we organised ISoc 101 at Leicester University. The training was delivered by Marwan from the ISCC team. Mash'Allah he delivered a great session and many thanks has to go the Zara and the whole ISCC team who have done an excellent job with the syllabus Mash'Allah. Unfortunately attendance was low and we would've liked more to attend however feedback was very positively received from those who were there Mash'Allah.

December was quite a busy month Alhamdulillah. Arguably one of our most exciting projects for the year was our colleges support project. Too long have college ISocs been neglected and we wanted to change that this year and Subhan'Allah our college's rep Aaquib did an excellent job making this happen. He done excellent with support college ISocs, visiting them and arguably our best event of first semester, the colleges kick start/training event was an excellent first for the Midlands region. It was the first time we ever collaborated with Beauchamp College and a total of 4 colleges attended. It was really inspirational to see colleges showing what they are capable of.

We also held our first F2F meeting and created our second semester plan and also devised a support strategy for our ISocs. Winter conference had also been the primary focus for December. We arranged Midlands transport and Alhamdulillah had a good 60+ people from the Midlands trek up north to Scotland. Alhamdulillah by end of the semester, I had completed 19 ISoc visits (15 ISocs). Unfortunately I was unable to deliver many ISoc presentations however I always tried to chill with the ISoc brothers after every event often speaking to them about how we as FOSIS can assist them sharing my experiences and advice whenever I can. Truly meeting all the ISocs has been the best part of this job by a country mile and it truly is inspiring seeing all the amazing ISocs do their amazing work. May Allah accept from us all Ameen. I apologise to all ISoc committee members

Ahmed El-Bozie | North Chair

The beginning of summer 2015 was spent recruiting the FOSIS North committee after FAC 52. Alhamdulillah, we had a full committee by our first face to face meeting on the 2nd of August. In this meeting we laid out the aims and objectives of the year. FOSIS North has been through many lapses and although our committee did not receive a handover, we based our action plans and what we felt ISocs needed on our previous ISoc experiences.

Not having had a handover meant that the summer was spent trying to establish new contacts for each ISoc. Alhamdulillah, by September all ISoc contacts were established and affiliated. Ideally, I would have liked to have training sessions for ISocs over the summer to ensure that they have a good start to their year, however, training over the summer was only possible with Manchester ISoc, and this was at their request and through their organisation. To help mitigate this situation, I proposed the Fresher Focus Webinar, which was a webinar hosted on the 27th of August in collaboration with ISCC who rolled it out to the other 6 regions. This webinar series aimed to provide the basic training on welcome week, a week of crucial importance, which is the first impression of an ISoc, and the basis of reach out and recruitment for any ISoc activity.

The main reason for my involvement in FOSIS was to pass on my ISoc experience. The plan was for it to be mainly through training sessions so that the experience is passed on to the actual committees rather than just over phone conversations with the presidents. Further training sessions were conducted during the year at the request of ISocs such as Huddersfield, Salford, Durham and York St John. Knowing that not all ISocs would request training we had our Kickstart event on the 17th of October, which was essentially a networking event that also touched on some core ISoc skills. Kickstart had 60 attendees from ISocs across the North, and was hosted in Leeds as it is geographically a central location in the North. This was followed up by ISoc 101 on February 20th which was mainly aimed at the potentially incoming ISoc committee members who would carry on the work in 2016-2017.

It was in my intention to personally visit each ISoc in the North by the end of March 2016. This started by physically delivering the fresher packs to each of the 21 affiliated ISocs which was only made possible by grace of Allah and the two living legends of Markfield Avenue. This was part of a plan to establish a solid relationship with the committee as soon as possible. This was continued by myself and the vice chairs during visits of freshers' events and other keynote events during the year. All ISocs were visited at some point by FOSIS North except Lancaster ISoc. My advice to the incoming committee is to visit the ISocs as early as possible to establish a good relationship as early as possible. The work we do as FOSIS is only made possible if ISocs cooperate. The hardest part of the job is gaining the trust of an ISoc so that they can approach you when they need your help.

I put a lot of emphasis on elections and handover towards the end of my year on FOSIS North to ensure a succession in carrying out the work of FOSIS North. This reflected in many of my conversations with the presidents of the ISocs, as the idea of succession and being established within the Student Unions is an issue across the UK, where many ISocs tend to have a great year or two, but then lapse into a hiatus. May Allah assist the future North committee in supporting the Northern ISocs and representing them on a national level!