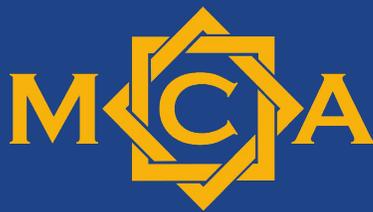


# 2024

## AT A GLANCE

1444 -1445 HIJRAH



# MCA BAY AREA AT A GLANCE



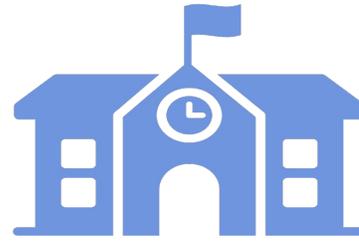
**8,500+ ANNUAL  
ATTENDEES FROM 80+  
COUNTRIES**

Attend inspirational talks, annual Eid prayers, Ramadan month of fasting, neighborhood open houses and weekly services - open to the whole community. Our center also serves as a voting center, events hall for nonprofits, center for blood drives and more.

**700+ FREE  
GROCERIES  
EVERY TWO  
WEEKS**



Groceries are delivered weekly to families along with a new onsite food pantry as a part of our zakat program, and in partnership with Support Life Foundation and Second Harvest Food Bank. Muslims who are financially able donate 2.5% of their wealth to help those in need annually.



**6 SCHOOLS**

Full-Time, Weekend, After-School, Special Needs and more, serving over 600 families

**16+ CLUBS FOR  
YOUTH, ELDER,  
SPORTS & MORE**



We host seniors meetups, toastmasters, Boy Scouts, Girl Scouts, Martial Arts, Basketball, Soccer, hiking, pilates, tween mentors, university student groups, preK, a hackathon, career events and more.



**200+ SMALL BUSINESSES  
SUPPORTED TO GROW**

MCA provides the space and coaching for small, minority-owned, and independent businesses to reach the community via its Eid Bazaars, Suhoor Night, Friday Bazaars, Soul Food Night and nonprofit books & gifts store



Executive Board



Board of Trustees



Granada School

**& MORE!**

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A community of peace and reflection

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# 1. LETTER FROM THE PRESIDENT



**Beloved MCA Community, Assalamu Alaikum,**

With Allah's (SWT) mercy and blessing three years have already passed since I took this duty that you entrusted me with. I can truly confirm that this is definitely not a prestige but a big responsibility, a burden, and trust. I am very humbled and privileged to serve you all. As I have always said that I am the servant of Allah (SWT), and at your service for the sake of Allah (SWT). I will continue to do my best throughout as a volunteer to serve this dear and beloved community seeking the pleasure of Allah (SWT). May Allah (SWT) help and guide us all.

Another year and the work continues. This past year we had many accomplishments; one of the major tasks has been pulling MCA out of the financial deficit, which we succeeded to do over the last three years. All this was done with the tireless efforts of our volunteers and employees.

In addition to that we have been **in the process of renovating the MCA 3.0 building**. This is something that our dear community has been patiently waiting for to expand GIS from over 400 to 900 students, have a youth center with standard sports arena, expand our usage for WIS, Al Arqam, Scouts, educational programs, and other projects like a senior center, etc. Alhamdulillah **we did the ground breaking of MCA 3.0 on February 3, 2024**. The work started and the Board of Trustees (BOT) will be updating you in more detail.

I would like to thank our vibrant community for their continued support and generosity for donations towards MCA 3.0, operations, maintenance, and for charity projects for Zakah and Sadaqah both locally and internationally. With the generosity of our determined community, as promised EB and BOT started executing some of the plans discussed last year of gradually hiring professionals in various areas under operations. **We hired a full time Youth Director**, and look forward to more by looking into the needs of other departments like marketing, finance, security, and fundraising to help institutionalize MCA and enhance its professional services.

MCA is **working on a strategic plan for 5 years and 25 years for the year 2050**, similar to the 2020 vision that was done years back. We started by sending a survey out collecting data. Work is in progress. In addition to the ongoing communications, EB has established communication meetings with various community members to listen to and get feedback. **A new Civic Engagement Committee was formed** under the leadership of the President to establish and maintain relationships between the Association and other national and local Muslim organizations.

We would like to thank our MCA Sh. Ebrahim Othman, Sh Mohamad Abdelrahman Hussain, and Sh. Zakaria El Mekkaoui for their continued and tireless support to our community.

# LETTER FROM THE PRESIDENT (CONT'D)

**We had the honor to work with Sh. Alauddin Elbakri, Imam Fuad Mohamed, Imam Tahir Anwar, Mufti Saad Khan, Dr. Hatem Bazian, Sh. Abdulrahman Dirir, Dr. Ebrahim Alareqi and many others as community educators** to help us with dawa, social, women and youth programs as well as others. In an effort to accommodate more students, our service institutions like Al Arqam, the Weekend Islamic School, Noor Hifz, and Cordoba Academy have been expanding. The work continues on with a variety of programs and events for Social, Dawah/Outreach, Youth, sisters, IT initiative, and others.

I want to personally thank: Our Dawah, Social, Women's, Youth Committee, and seniors committee for bringing **notable scholars** such as Dr. Omar Suleiman, Sheikh Dr. Hasan Abunar, Dr. Shaykha Haifaa Younis, Shaykha Maryam Amir, Dr. Abdalla Idris Ali, Qari Ibrahim Bakeer, Dr. Jihad Saafir, Mustafa Omar, Sh. Suhaib Webb, Imam Amir Abdel Malik Ali, Imam Mustapha Elturk, Dr. Zulifqar Ali Shah, Sh. Marc Manley, Ustadh Ubaydullah Evans, Sh. Suhail Mulla, Dr. Hassan Abdull-Akbar, Dr. Suzi Ismail, Sh. Kawsar Hossain, Sh. Juned Bhaiyat, Sh. Rami Nsour, Sh. Osman Umarji, Dr. Ahmad Romman, Professor Hatem Bazian, Sh. Sami Hamdi, Br. Samir Laymoun, Dr. Irfan Saadat, Br. Ihab Badr, Br. Samy Hilali, and many others.

Our Khutbah Committee that really helped bring about new **khateeb's with new topics to address nowadays matters** that relate to the people. The outcome and feedback were great as shown in the detailed report. Our human resources department was established back in January 2011 under my leadership. The work continues with our HR Generalist Sr. Farha Ahmed. Among this major work is streamlining the hiring process. HR works directly with the boards and all the various service institutions of MCA. More work is in progress. Our general administrator, Sr. Sana Alhakim, reports directly to me. She is also our admin for Al Arqam School and Noor Hifz and has been doing magnificent work for MCA, dedicated much time, effort, and passion into everything that she does. All of our staff, employees, and volunteers for their commitments and dedication.

Our **sisters are the backbone of our society**. The Women's Committee has been focusing on providing a spiritually and socially reviving atmosphere for the women of our community by providing the various programs and activities for our sisters and children.

Khalil center has been helping the community with **mental health and counseling** needs. We also have been partnering with MUHSEN (Muslim Understanding and Helping Special Education Needs) to help in their noble cause.

Work continues with other organizations of the same faith with the intention to develop a common roadmap for the best interest of the Bay Area Muslim Community. Work includes exchanging ideas/skills, consulting/coordinating social and dawah events, and working with other organizations of other faiths with the intention of building bridges

In this annual report, each of the boards and the responsible committees has prepared a comprehensive report detailing the great accomplishments made by them. I encourage you to review it, **feedback is always welcome**.

I would like to **thank our service institutions, employees, and volunteers, our local and visiting Imams for their passion, dedication, and enthusiasm for MCA affairs** - and lastly I would like to thank all the board members for their support and advice.

We ask Allah SWT to bless us and accept from us all.

*Samer Darwish*

President, Muslim Community Association of the San Francisco Bay Area

# 2. MCA IS A WELCOMING COMMUNITY

MCA PRESIDENT, SOCIAL, CIVIC ENGAGEMENT, & DAWAH COMMITTEES



## 500 Person Open House for All Neighbors

Both MCA locations recently held open houses that drew over 500 attendees, including people of all beliefs, firefighters, police officers, and elected officials. These events highlighted our commitment to community integration and interfaith dialogue. Our efforts to welcome and support our neighbors also include:

**MCA Visitor's Hour:** We have established a weekly Visitor Hour, inviting people of all faiths and beliefs for dialogue and learning about Islam. This initiative fosters understanding and builds bridges within our diverse community.

**Educational Tours:** Our outreach extends to various schools, seminaries, and universities, offering private tours and educational sessions about Islam. This ongoing engagement ensures a steady flow of visitors and continuous learning opportunities.

**Newcomer Support:** We support Muslims new to the community through a Buddy System, providing mentors to guide them in their faith journey. Over 100 "Welcome to Islam" packages have been gifted to new members of our community.

**Resources via WhyIslam:** We've partnered with WhyIslam to efficiently respond to daily questions and requests for more information about our community.

# 3. MCA IS A SAFETY NET

MCA ZAKAT COMMITTEE

## MCA SUPPORTS FAMILIES, ELDERS, REFUGEES AND ANYONE IN NEED



**A family of Afghan refugees**, led by a courageous single mother with four children, had recently settled in the Bay Area. Having exhausted their government rental assistance, they were facing urgent challenges, such as the need for rent support, purchasing a vehicle, and covering essential expenses. MCA was able to support via its zakat fund.



**A family of six from Yemen**, headed by Brother G, was facing a serious crisis. As the sole provider in the Bay Area, he depended on his job as a taxi driver to support his family. Unfortunately, his car had broken down, leaving him unable to work. This unexpected setback caused the family to fall behind on their bills and afford the necessary car repairs. MCA was able to support via its zakat fund.

**\$1.5 Million**

in aid to local families in need

**1,000**

checks to families. Every request is vetted and verified.

**A**t MCA, our community is at the core of everything we do. We believe in the power of collective action to drive positive change and invite you to join us in our mission to empower, uplift, and inspire our diverse community. Guided by values of goodness and the love of God reflected in all creation, MCA extends support to people of all faiths. Our assistance includes direct checks for urgent necessities, rental and housing assistance, transportation and car payments, access to social services, utility bill payments, educational support, and meals for elders and terminally ill individuals.

### Food Distribution

MCA partners with the Support Life Foundation and Second Harvest Food Bank to distribute thousands of pounds of food packages weekly to over 900 families, ensuring no one in our community goes hungry. We've also recently launched an on-site food pantry for those who visit outside of food distribution hours but still need assistance.

### Community Health Initiatives & Disaster Relief

**Health Drives:** In collaboration with the Red Cross, we host blood drives to support community health.

**Disaster Relief:** We raise funds to support communities affected by natural disasters abroad, including floods and earthquakes.

# 4. MCA IS A HOME FOR YOUTH

## MCA YOUTH COMMITTEE



“ We are committed to investing in our youth - it's one of the most important things we can do.”

-Mahad Abdi, Youth Secretary

MCA invested in a new full-time youth director. Alongside a team of dedicated youth, the youth committee's achievements this past year included:

- **Youth Lounge Renovation and Open Hours:** created a safe, fun, and inviting space where youth can relax and connect.
- **Monthly Talks with Famous Role Models:** Hosted diverse speakers including pro-athletes to inspire and connect youth with each other and role models.
- **Sports Tournaments:** Hosted flag football and basketball tournaments, fostering camaraderie and teamwork.
- Engaging **Physical Fitness:** All youth invited to join kickboxing, self-defense, and basketball classes designed to keep youth healthy and empowered.
- **Resilience** Talks with Imam Amir Abdel Malik Ali: engaging discussions with youth on how to build resilience together.
- **Mental Health** Workshops: Promoted mental wellness among sisters with insightful sessions focused on mental health in partnership with the Khalil Center for Wellness
- **Social Programs:** Supported youth to build friendships and strong community foundations through interactive social programs such as hiking, dinners, coffee nights and henna nights.
- **Creative Art Workshops:** Nurtured youth creativity and stress relief in art workshops.
- **Youth Camps & Experiential Learning:** Engaging 100s of participants in partnership with Tawasaw Institute
- **Ramadan Highlights:** Over 900 youth joined for our Grand Qiyam and Youth Iftars, creating unforgettable moments of togetherness and inspiration.

# 5. MCA IS A SUPPORT DURING GRIEF

MCA FUNERAL COMMITTEE



Supported families in facilitating funeral services for over **120** members of the community. We pray to Allah (سُبْحَانَهُ وَ تَعَالَى) to forgive the deceased, shower His mercy, and elevate their status in the highest level of heaven.

## FAMILY EXPERIENCE

“ Thank you very much and gratitude to everyone who participated in the funeral and burial ceremonies and supported us in our time of grief. **Your kind words and sincere material and moral support had a significant impact in alleviating our sorrow and pain.** We ask God to reward you on our behalf and bless you and your families. Thank you all from the bottom of our hearts.”

“ JazakumAllahu Khayran (**may you be rewarded with goodness**) for all your help to you and **your team during this difficult process.** I don't know how you manage with emotional families over and over again. May your Ajr (blessings) be overflowing on the Day of judgement. I can't say better than Jazakum Allahu Khayran from my whole family.”



**Families from all cultures and ages, including Indonesian and Ethiopian families, gather through the Youth Committee for weekly martial arts and fitness training. The beloved trees in the background reached the end of their life in a storm this 2024, they had stood by providing graceful shade to the community for decades.**

# 6.MCA IS A SOURCE OF INSPIRATION & KNOWLEDGE

## MCA KHUTBAH COMMITTEE



The Khutbah Committee is dedicated to transforming the community with relevant and inspiring khutbahs (weekly sermons). The context of the khutbahs is driven by our understanding of the audience - that we cater to a broad range of Muslims and guests of other faiths across the spectrum of nationalities, ages, ideologies, backgrounds, and commitments to practice.

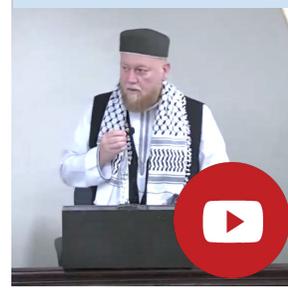
**Achievements and highlights** this past year included:

- Effectively sourcing and expanding pool of scholarly khateeb from various local communities and organizations across the United States particularly collaborations with other masjid and other organizations.
- Sourced khateeb from many various organizations, different schools of thoughts and communities representing the diversity of the MCA.
- Strong collaboration with different MCA committees for khateeb programming development and sourcing khateeb.
- Recording and live streaming every MCA Khutbah on MCA's Social Media - YouTube Channel.
- Re-engineered and developed the new MCA YouTube Channel. **Growth now to over 1.5k subscribers.**
- Proper vetting system ensures any new khateeb meets standards set forth by committee and MCA policies.
- Started after School Youth Khutbahs for the youth by the youth.

**Areas of Improvement** included the need to further improve the content, relevance, focus and flow, inspiration, delivery, professionalism (including adhering to start and end times), and thematic approach to the Khutbahs.



See Khutbah:  
[The Role & Importance of Masjids](#)



See Khutbah:  
[Opportunities in the Holy Month of Hajj](#)





The community has been blessed to fill the halls with community members learning from host notable scholars such as Dr. Omar Suleiman, Sheikh Dr. Hasan Abunar, Dr. Shaykha Haifaa Younis, Shaykha Maryam Amir, Dr Abdalla Idris Ali, Qari Ibrahim Bakeer, Dr. Jihad Saafir, Mustafa Omar, Sh. SuhAib Webb, Imam Amir Abdel Malik Ali, Imam Mustapha Elturk, Dr. Zulifqar Ali Shah, Sh. Marc Manley, Ustadh Ubaydullah Evans, Sh. Suhail Mulla, Dr. Hassan Abdull-Akbar, Dr. Suzi Ismail, Sh. Kawsar Hossain, Sh. Juned Bhaiyat, Sh. Rami Nsour, Sh. Osman Umarji, Dr. Ahmad Romman, Professor Hatem Bazian, Sh. Sami Hamdi, Br. Samir Laymoun, and many others.

# TOP VIDEOS THIS YEAR: 100K+ TOTAL VIEWS

## RAMADAN RECAP



## EID FESTIVAL



## SUHOOR NIGHT



## PEACE CARAVAN



## GRAND QIYAM



## EID BAZAAR



## FRIDAY NIGHTS



## WOMEN'S CONF.



VIEW ONLINE - [INSTAGRAM.COM/MCABAYAREA](https://www.instagram.com/mcabayarea)



# 7.MCA IS A CHAMPION FOR WOMEN

## MCA WOMEN'S COMMITTEE



MCA Women's Committee aims to foster sisterhood and provide opportunities for women in our community to learn and grow personally, professionally, and spiritually. Over the past year, we've partnered with **70+** local businesses at our bazaars, including support for Muslim women-owned small businesses. Our events averaged 150 attendees, with our largest drawing **2000+**.



The opportunity to network with sisters from all backgrounds has been priceless"

*-Women in Tech Conference Attendee*

New Initiatives included:

- 1. First Muslim Women in Tech Conference:** We successfully organized our first Muslim Women in Tech Conference, providing a platform for networking and professional growth for Muslim women in the technology sector.
- 2. Enrichment Classes:** We offered a variety of enrichment classes, such as the Henna Master Class and Ladies Paint Night, all of which sold out, demonstrating strong community interest and engagement.
- 3. Girl Scout Collaboration:** We supported and collaborated with Girl Scout troops on their higher award projects. One troop of 15 girls earned their Bronze Award, and we are excited to announce we have a Gold Award project happening in the fall.

### Additional Ongoing Programs Included:

- **Socials:** Quarterly Sisterhood Socials, Monthly New Sisters in Islam Social
- **Arts and Crafts Classes:** Henna Master Class Series, Stitching and Sewing Class Series, Beginners and Advanced Crochet Class Series, Quarterly Ladies Paint Night, Couples Paint Night, Brush Calligraphy Workshop, Cupcake Decorating Workshop
- **Kids Programs:** Weekly Mommy and Me Playgroup, Weekly Ramadan-Themed Storytime during Ramadan
- **Professional Development:** Muslim Women in Tech Conference. Financial Literacy Workshop, Empowerment Workshop Series, Coding Class for Middle School and High School Girls
- **Fitness:** Biweekly Sisters Hikes
- **Spiritual Development:** Annual Women's Conference, Weekly Sisters Halaqa, Weekly Sisters Tajweed Class, Weekly Tadabbur Classes in Arabic, Fiqh of Menstruation Workshop, PMS Workshop
- **Ramadan:** Women's Prayer Hall Management, Eid Bazaar, BamRec and Babysitting for Kids 0-5, Ramadan Reading Program with raffle prizes for all ages

# 8. MCA IS A CONNECTOR OF HEARTS

## MCA SINGLES COMMITTEE

MCA Singles Committee's mission is to continue to create a safe and respectful environment and provide resources for single members of our community to form meaningful connections and find compatible, lifelong companions. We aim to achieve this goal through a diverse array of activities, including events, programs, workshops, social gatherings, and collaborative efforts with youth and other committees.

### Highlight this Past Year

This year, new partnerships and collaboration with Half Our Deen and MCA Wellness Committee helped us to address the holistic needs of community members making positive connection in seeking partners.

### These included:

- **Event in Partnership with Half Our Deen:** Leveraging interactive games and technology for more engaging events and better follow-up.
- **Introduction of Premarital Workshops via the Wellness Committee:** Emphasizing the importance of preparing for marriage, these workshops offer valuable guidance for attendees.
- **One Day Seminar with Ustaadh Mohammed Isaaq:** aimed at assisting singles in navigating the journey to find their perfect match.

### IMPROVEMENTS AND ADDITIONS

- **Changing Committee's Name to "Singles Committee":** The committee formerly known as the "Matrimonial" committee will now be referred to as the "Singles" committee. This change is to accommodate the preferences of our young generation and align with other MCA committees. Matrimonial will be one of the Main Components of the Singles committee.
- The goal of the "Singles" committee is will now include not only organizing matrimonial events but also to provide a platform for learning and connection for single members of our community. In addition to organizing matrimonial events, the committee will offer various programs, activities, and workshops in collaboration with other MCA committees, organizations like Half Our Deen, and various speakers.



“At the recent MCA event with Half our Deen, over **58% of the attendees found a match** (49 out of the 84 attendees). The MCA event had 51% men and 49% women.”

**-Baba Ali Event Co-Sponsor**

**See: Baba Ali [on the Importance of MCA's Premarital Workshops](#)**



# 9.MCA IS A CHAMPION FOR NATURE

MCA SUSTAINABILITY COMMITTEE



Over the past year, the MCA made significant strides in our environmental sustainability initiatives. Key improvements and progress included:

- **Our Planet, Our Future:** Hosted a youth-lead educational event on environmental stewardship
- **Eliminated Single Use Plastic Bottles:** The committee successfully eliminated the use of single-use plastic bottles, selling hundreds of stainless steel water bottles to community members, also generating revenue for MCA..
- **Waste Management Improvements:** Towards a goal of reducing landfill waste from 90% to 20% enacted new waste reduction strategies, including:
- **Two Hydraulic Balers Procured:** For proper disposal of cardboard and plastic containers, such as those from the restaurant and coffee shops.
- **Biodigester Acquisition Underway:** Will ensure separation and recycling center at MCA as part of the MCA 3.0 project.
- **Project Planning:** Google sheets have been newly utilized to more efficiently manage the committee's affairs.
- **Applying for Solar Grants:** For utilization at three MCA locations
- **Youth Involvement:** The planning and execution processes actively involved youth, with MCA youth holding most positions and responsibilities.



Category	Current	Goal
Land Fill	90%	20%
Recycle	5%	40%
Compost	5%	40%

A 70% savings in Waste management Bills ( From Estimate)

# 10.MCA IS A HUB FOR HOLISTIC WELLNESS

## MCA WELLNESS COMMITTEE



The wellness committee is dedicated to empowering the community through faith-centered education and resources, promoting balanced and healthy lifestyles. This past year, the Wellness Committee relaunched post-COVID and collaborated with other MCA Committees, local organizations as well as local businesses.

### Key Achievements Included:

- With the collaboration of The Special Needs and Disabilities Committee, Wellness Committee has Initiated the celebration of the **International Day of Disabilities**, marking a first in the Bay Area's Muslim community and gaining recognition from the State of California's Civil Rights Department.
- Faith-based health education workshops (8 dimensions of wellness)
- Community support groups for **chronic illness** and mental health
- Regular health seminars and talks, including **preventative care** and Islamic practices
- Physical fitness programs (Islamic modesty guidelines)
- **Nutritional** guidance (Islamic dietary laws, Prophetic & Halal cooking classes)
- Wellness programs for different age groups (**youth, elderly, intergenerational learning**)
- **Mental health** awareness and initiatives (de-stigmatization, professional care, Islamic counseling perspective)

### Event Highlights

The Wellness Committee organized a diverse array of events, classes, and workshops, each contributing to community empowerment and wellness such as:

- **Women-Only Fitness Classes:** Popular classes held twice a week, and 4 classes a day, offering Pilates, Cardio, and Strength Training by certified instructors.
- **Talk Saves Lives Suicide Prevention** Your Story Isn't Over A suicide prevention session with Sr. Sabreen Azhar and Sh. Jabir Tarin, providing crucial resources and spiritual support.
- **Fostering Intellectual Wellness** - Skill Building Classes for Sisters: Workshops aimed at enhancing skills and intellectual growth.
- **Pre-Marital Events:** Preparing couples for marriage with comprehensive guidance and support.
- **International Day of Disabilities Fair:** With the Collaboration of the Special Needs and Disabilities Committee, a family fair celebrating inclusivity and raising awareness.

# 11.MCA IS A NETWORK FOR SENIORS

## MCA SENIORS COMMITTEE



### EVENTS FROM THE PREVIOUS YEAR

1. **AL-NOOR NEIGHBORHOOD GET-TOGETHER EVENT:** Brought together the local community for cultural exchange and promoting an appreciation of diversity. .
2. **MENTAL HEALTH FIRST AID TRAINING (MHFA):** Equipped individuals with the skills to recognize mental health issues. Reduced stigma and provided support strategies to enhance overall community wellbeing.
3. **MCA SENIORS LUNCH PARTY:** provided social, emotional, and nutritional enrichment. Fostered meaningful interactions, contribution to emotional well-being while also promoting community building and inclusion.
4. **SENIORS IFTAR:** Seniors Committee had hosted Iftar for 300+ Community members during Ramadan 2024.

### Positive changes in the community as a result of the committee's efforts have included:

- Through our mental health first aid and suicide prevention trainings, the seniors committee observed a significant positive impact on the community. These sessions have heightened awareness about the reality of mental health challenges and the importance of recognizing their signs and symptoms. Participants now feel more empowered to speak up and seek support rather than facing these issues alone.
- Conversations surrounding mental health have become more prevalent within the community, thanks to the resources provided and the efforts of our committee. People are now more open to discussing these issues and accessing available support networks.
- While our work remains ongoing, the increase in events hosted this year has provided greater opportunities for community members to engage regularly. This enhanced frequency fosters a stronger sense of community participation and involvement.

# 12.MCA IS A PATHWAY TO EMPOWERMENT

## MCA CAREER COMMITTEE



### Visionary Commitment at MCA Bay Area

The Career Committee aims to empower the MCA community members in many ways. They do this by arranging workshops, trainings, and even important talks, interesting discussions, and chances to meet local industry leaders. Their main goal is to inspire and prepare people with the right knowledge and connections to succeed as entrepreneurs. They aim to create an environment where innovation, learning, and community support thrive. Their hope is that these efforts will help members make important contributions in their careers. The Career Committee is also providing a platform for its members to improve their **public speaking and leadership skills** through learning and practice.

### Empowerment Talks: Transforming Communities Through Knowledge and Skills

- "The Silicon Valley Entrepreneurship Club, in collaboration with MCA, proudly presented the highly anticipated **Entrepreneurship 101 Series: Recent Trends in Start-ups and Venture Capital Investments**. This exclusive event garnered immense community interest, with over 500 enthusiastic members in attendance.
- Attendees were inspired by keynote presentations from distinguished speakers such as **Mr. Raghiv Hussain, Mr. Faysal Sohail, Br. Mamoon Hamid and Br. Raheel Zia**, renowned for their groundbreaking insights into entrepreneurship and venture capital. The recent event culminated in an engaging panel discussion moderated by **Br. Osman Ghafoor**, offering a deep dive into the evolving landscape of start-ups and investment opportunities.
- It's a unique opportunity for participants to gain valuable knowledge, network with industry leaders, and explore new pathways to entrepreneurial success. These events are filled with innovation, learning, and community empowerment.
- All year round **MCA Toastmaster Club** (for adults 18+) and **MCA Gavel Club** (ages 11-17)

In the past year, key improvements and achievements for the Career Committee included collaborating with the team to successfully organize the Career Fair Workshop, as well as orchestrating a highly impactful Silicon Valley Entrepreneurship event.

# 13.MCA IS FOR ALL

## MCA SPECIAL NEEDS AND DISABILITIES COMMITTEE



### Empowering Inclusion: Our Year of Community Enhancements

Our initiatives include disability awareness khutbahs and a weekend Islamic school for special needs. We aim to revive the support group for caregivers, which was active in 2019. Sr. Nuha, a mental health counselor, and Sr. Heba from the Khalil Center provided an awareness talk on community inclusivity for those with disabilities. We also offer a Ramadan preparation talk for caregivers, respite care during Ramadan, and Eid Salah accommodations. Our winter camp for participants with disabilities took place in winter 2023. Additionally, we hosted a Family Fun Fair to commemorate the International Day of Persons with Disabilities, and respite care is available during wellness events.

### Strengthening Community Through Key Collaborations

- **MUHSEN Collaboration:** We've partnered with MUHSEN to sponsor a series of events and programs centered on disability awareness and inclusion.
- **Caregiver Support with SARC:** By teaming up with the San Andreas Regional Center (SARC), we have hosted events tailored for caregivers, providing essential resources and support. These initiatives highlight our dedication to fostering an inclusive and supportive environment for all community members.
- **Mental and Emotional Support with Khalil Center:** Our partnership focuses on offering mental and emotional support to community members with disabilities and their families, reinforcing our commitment to holistic community well-being.

### Celebrating Our Wins: Breaking Barriers and Fostering Inclusivity

- **Breaking the Stigma of Disabilities:** The Family Fun Fair in December played a crucial role in fostering understanding and acceptance.
- **Welcoming Families and Caregivers Back to the Masjid:** Families who previously felt unwelcome or had been asked to leave have returned, enhancing our community spirit.
- **Enabling Families to Pray Together During Ramadan, Eid and Jummah on every Friday:** Families, who would otherwise take turns staying home with their disabled members, can now worship together.

# 14.MCA IS A COMMUNITY BUILDER

## MCA SOCIAL COMMITTEE



### Events from the previous year included

1. **Family Movie Night:** screening of "muhammad the last prophet" with pizza, popcorn, and chai for the whole family.
2. **Storytime:** kids aged 8-12 shared 5-minute stories from hadith/quran, enjoyed pizza and chai; 5 winners selected.
3. **Eid & Ummah Bazaar:** monthly event for local vendors, offering clothes, perfumes, home decor, food, coffee, and boba, fostering community bonding.
4. **Saturday Breakfast:** weekly breakfast served by br hasan and group after fajr throughout the year.

### Ramadan:

5. Community suhoor for every night in the last 10 nights of Ramadan. It was served to 700 community members, led by Br. Rizwan and Br. Sulthan.
6. Optimized food vendors and quantities, saving thousands of dollars.
7. Collected donations in thousands, every morning.
8. **Singles iftar:** Br saher and team provided iftar in compostable ready-to-eat boxes and buffets throughout ramadan.
9. **Eid day:** distributed 5000 samosas and kaju kali with the help of Br Akram and Br. Asim.

### Eid Celebrations Event:

10. Planned and executed by leads and volunteers.
11. Introduced new options beyond popcorn and cotton candy.
12. Implemented buy vs. rent strategy for reusable items.
13. Reduced unnecessary expenses, relying mainly on volunteers.
14. Organized self-run event with direct food vendors, resulting in approx \$4000 in donations for MCA.

### Accomplishments of the Committee

- Monthly Ummah bazaar initiative
- Eid Bazaar with Unique, versatile, and local vendors
- Eid celebration has better plans, maps, vendors, and all details for anyone to execute.
- Suhoor cost-saving

# 15.MCA IS A VOICE FOR PEACE & JUSTICE

## MCA CIVIC ENGAGEMENT COMMITTEE



The Civic Engagement Committee mission is to Engage, Educate and Mobilize our community to be more informed and influence civic representatives in the Bay Area.

### **Achievements and highlights from the previous year included:**

- **Engagement:** Established engagement channels with various governmental entities and working on capitalizing on these channels and building more, establishing MCA's presence in the advocacy space.
- **Mobilization:** Played a vital role in mobilizing the bay area community through various efforts in starting from City Council Resolution to voting registrations campaigns, board of education and much more,
- **Government.**
  - Santa Clara City Council
  - Santa Clara County Board Of Education
- Muslim Organizations (CAIR, Townhall Alliance)
- Additional Partners
  - Jewish Voices For Peace
  - If Not Now
- **Education:** Hosted 8 community events, keynote speakers, knowledge & discussion panels, and other workshops for the community and expanding with more events and collaborations including:
  - Media Advocacy Training Workshop of 2 parts
  - Civic 101 with key local leaders
  - **Hosted speakers** such as, Sami Hamdi, Hatem Bazian and others, with videos being viewed online over 172,000 times [click to view](#)
- Utilizing MCA's strong presence and reach to mobilize and support other **local mobilization efforts.**
  - Santa Clara City Council Ceasefire Resolution (did not pass)
  - Santa Clara Board Of Education Ceasefire Resolution (passed)
  - Voting Registration Drives (every week for 3 months)
  - Established Santa Clara Parents community with over 100 families

### **Areas of Improvement:**

- Reaching a more consistent presence with events and activities to keep the community engaged.
- Establishing stronger relationships with local leaders to have stronger influence on civics.

# 16.MCA IS AN INSTITUTION BUILDER

MCA FINANCE COMMITTEE



MCA supports nonprofits that also provide services to our community or align with our mission to serve the needs of our local community. In the last 12 months, such organizations included, but are not limited to:

- Boy Scouts & Girl Scouts
- CAIR - SFBA
- ICNA RELIEF USA
- Islamic Scholarship Fund
- MUHSEN (Muslims Understanding & Helping Special Education Needs) - Bay Area
- Muslim American Society (MAS) - Bay Area
- Muslim Legal Fund of America, Inc.
- MSA West Students Association
- MOVE (Muslim Outreach and Volunteer Enterprise)
- North American Islamic Shelter for the Abused (NISA)
- Support Life
- USA Tamil Nadu Muslims Association (USATNMA)

# 17.MCA IS AN EDUCATOR



## Granada Islamic School

- Enrollment: 490 students
- K-12 Full Time School
- Curriculum meets California Common Core State Standards
- In 2023-24, an average 63% of 6<sup>th</sup> to 12<sup>th</sup> grade students were on the Honor Roll during each semester.
- 38 families and 54 students benefited from our Financial Aid Program.

## Cordoba Academy

- Established: March 1, 2022
- Offers on-site and online classes
- Hours: 3:00 PM - 6:30 PM
- Weekend classes available for sisters
- Current enrollment: 31 students
- Registration open for the upcoming school year

## Weekend Islamic School

- 300+ Students at Full Capacity
- 100% Volunteer Run
- 10:1 Student-Teacher Ratio
- 4 New board members with fresh ideas for improvements

## Noor Hifz Academy (NHA)

- MCA's flagship Tahfeez ul-Quran program
- In-person and online classes for boys and girls
- Started in Fall 2014 with 5 students
- Graduated 35 students (2017-2022)
- Full-time hifz students continue their academic curriculum through homeschooling

## Al-Arqam School

- Provides supplemental Islamic education for students aged 6 to 12 in Quran recitation, memorization, Arabic language, and Islamic studies
- Staff: Principal, three head teachers, Office Manager, babysitter, and PTA
- Enrollment: 250 students with 40 teachers
- Emphasizes hands-on learning through various activities

## MCA Muhsen Weekend School For Special Needs

- 1:1 teacher to students ratio
- Accommodated 4 non-verbal students
- 100% of our faculty is volunteer-based
- Not able to accommodate all requests for enrollment yet - looking for further support to do so.

# 18.MCA IS A HUB FOR INDEPENDENT BOOKS & GIFTS

MCA'S NONPROFIT BOOKS & GIFTS STORE

**100+**

independent businesses in 15 countries supported via community purchases

**13,920**

customers served in 1 year

**100%**

self-sustaining and providing beneficial, hard to find resources

**2x**

sales from previous Ramadan to this Ramadan

## #1 BEST RATED 2024



### MCA BOOKSTORE

Santa Clara

3003 Scott Blvd, Santa Clara, CA 95054

We have awarded MCA Bookstore as The Best Book Store in Santa Clara for 2024. An overall quality score exceeding 95% was achieved, making them the top ranked in Santa Clara

★★★★★ Satisfaction

★★★★★ Service

★★★★★ Reputation

★★★★★ Quality

[VISIT WEBSITE](#)

## Customer **FEEDBACK**

I have been buying books from MCA bookstore since 1999. Always a good source to establish basic knowledge and deeper insights from the books available. Always a good selection for all ages and levels of experience and understanding.



*Abu Aminah  
Taylor*

# MCA

# IS

# YOU



## “

Who is he that will loan to Allah a beautiful loan, which Allah will double unto his credit and multiply many times? It is Allah that giveth (you) want or plenty, and to Him shall be your return.”  
(Quran 2:245)

MCA is community run and funded. We cannot continue to make a difference without your ongoing involvement and support. Visit [mcabayarea.org](http://mcabayarea.org) to get involved or contact [eb@mcabayarea.org](mailto:eb@mcabayarea.org)

**VOLUNTEER**

**DONATE**

**BE A MEMBER**

# Appendix A: Financial Statement

For the year 2023-2024

## MCA EB Actuals

Departments	2023-24		
	Expense	Income	Net (Loss)
Schools (non GIS)	\$ 611,629	\$ 607,352	\$ (4,278)
Dawah	\$ 321,745	\$ 19,896	\$ (301,848)
Funeral	\$ 197,660	\$ 209,016	\$ 11,356
Publication	\$ 29,723	\$ 42,020	\$ 12,297
Youth	\$ 107,742	\$ 28,011	\$ (79,731)
Womens	\$ 98,408	\$ 74,083	\$ (24,324)
Professional Fees	\$ 190,780	\$ -	\$ (190,780)
Social	\$ 97,088	\$ 31,037	\$ (66,051)
Bookstore	\$ 402,144	\$ 470,312	\$ 68,169
MCA General Ops	\$ 2,478,100	\$ 2,682,249	\$ 204,149
<b>Total Prog+Ops</b>	\$ 4,535,019	\$ 4,163,978	\$ (371,041)
<b>Zakah</b>	\$ 1,261,187	\$ 1,599,333	\$ 338,146
<b>Other (One-time)</b>		\$ 1,304,566	

MCA General Operations Categories	Expense
Labor	\$ 1,275,112
Utilities	\$ 289,528
Ramadan Iftar, Eid Festivals, Food & Entertainment	\$ 295,673
Charitable Distributions (excl. Zakat ul Maal)	\$ 169,316
Gen. Admin (Bank fees, Empl. Insur., Sec sys, S/W, etc.)	\$ 448,472

Platinum  
Transparency  
2024

**Candid.**

MCA AWARDED 2024

[LEARN MORE](#)

# Appendix B: Facilities

The Facility Management is a crucial department responsible for the effective maintenance, operation, and safety of all facilities within the organization. This dedicated team oversees a wide range of responsibilities, including managing office spaces, bathrooms, and all other buildings. Their primary purpose is to ensure that all facilities are well-maintained, clean, and equipped with necessary utilities, providing a comfortable and conducive environment for staff, visitors, and stakeholders. Additionally, the Facility Management plays a vital role in implementing sustainability measures, optimizing energy usage, and adhering to safety regulations to create a safe working environment. Through their diligent efforts, the group contributes significantly to the smooth functioning and positive image of the institute.

## **Achievements and highlights:**

- Safety improvements:
  - Worked with City Fire department on annual safety inspection at the MCA.
  - Streamlined vendors to work on deficiencies highlighted by the fire department to meet Safety and city regulation.
  - Worked with SSS fire system certification company(5-years certification), to meet city codes and regulations and hired vendors to fix deficiencies and pass certification.
- Renovation project vendor management: Sourced out vendors and negotiated prices that resulted in cost savings.
- Maintenance cost saving: Used part-time professional volunteer handyman to work on day to day maintenance projects at MCA.
- Operations of facilities team: Developed an online tracking system and checklist for work progress.
- Installed Female hygiene bathroom wall disposable unit to improve women's bathroom clogging issue.
- Applied for State and Federal Security grants and Received for both MCA1.0 and Al-Noor. This will be used to revamp the MCA1.0 Security Camera and Access Control Systems.
- Completed wire management for MCA1.0. Cleaned up redundant wires running over the ceiling and organized wire layout through bundling, tagging and well documenting.
- Improved and fixed fire related issues to MCA1.0
- Repainted inside and outside MCA1.0 to revive it brightness

## **Areas of Improvement:**

- Revamp MCA1.0 Security Camera system with NDA compliances, AI functionality, better area coverage
- Install state of the Art door access control system. The current access control system has issues with intermittent failures which incurred high cost of maintenance
- Installation of wireless electrical bells to improve package delivery.
- Improvement of parking lots by numbering lot sizes and electronic gating.
- Install electronic gates all parking lot entrances.

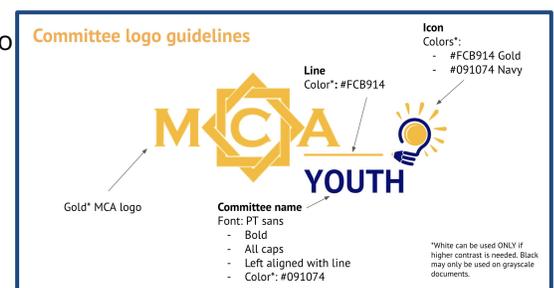
# Appendix C: Communications

The communications team is committed to ensuring information is timely to obtain, and that feedback is valued and we are equipped as an institution to be responsive to feedback. This year the team worked closely with the IT team and all departments for the following **achievements**:

- Was largely financially self-sustaining via ads revenue on the print newsletter
- Launched a **new website with 99% uptime**. it successfully launched and solved the previous website's problem of frequent crashing especially during peak usage periods such as during Ramadan.
- Maintained and grew over **11 separate communications channels** including
  - existing channels:
    - print newsletter with 2x distribution
  - new channels:
    - a weekly events digest that shows all regular programs at a glance
    - whatsapp, premium Canva for faster
  - improved channels:
    - e-newsletter on new mailchimp service provider, fixing subscription issue and improving format to lead to a 2x increase in click through rates. E-mails have between 30-60% open rates with over 5k subscribers.
    - instagram with new themed channels and posting policy
  - „ whatsapp,, facebook. twitter, website, TikTok, TV Screens and masjid app
- Launched an **annual survey in Fall of 2023** with over 70 respondents. [Over 75% were highly satisfied](#) with the MCA while also sharing their priorities for what they'd like the MCA to prioritize for improvements
- Streamlined submission process via a **central marketing request form** and created an open feedback process
- Launched a [branding guide](#), created consistent sub-committee logos, updated logo to one-tone color
- With the leadership of a boy scouts eagle project, launched [branded directional signs](#)

## Areas for Improvement:

- Establishing Continuous Improvement: We need to regularly review analytics and improve improving delivery of content based on those insights
- Streamline Email: Although our open rates are high at over 30-60% on our e-mails, we have received feedback that the e-newsletters are too long and can improve in streamlining these
- Video Content: We have large room for improvement in the management of our video content
- Fundraising: we can better leverage our strong social media presences for fundraising asks



## Appendix D: General Administration

- At MCA, we are committed to supporting our community members in planning and booking events to ensure a memorable experience. Whether in person, over the phone, or online, our dedicated team provides expert guidance and recommendations to guarantee the success of every event.
- We offer a range of venues tailored to the needs of the Muslim community, from intimate meeting rooms to spacious banquet halls accommodating up to 400 guests. Our facilities provide a spiritually enriching environment at competitive rates, coupled with outstanding service.
- Our reservation policies and rates are clearly outlined for transparency. MCA members enjoy exclusive discounts and can conveniently manage their rental payments through our website.
- Additionally, our administrative services extend to managing facility reservations, coordinating fundraising events, overseeing the MCA newsletter, and facilitating donations and rental fees for Friday prayers.
- We take pride in hosting a variety of events, including weddings, conferences, lectures, family gatherings, Quran ceremonies, and community iftars during Ramadan, among others. Our well-maintained banquet halls have also been used for MCA-specific events like open houses, committee meetings, scout gatherings, and Eid celebrations.

# Appendix E: Human Resources

The MCA HR assists in establishing human resource's philosophy in conjunction with organizational mission. The HR office is accountable for coordinating all HR-related topics. MCA HR office is responsible for payroll, HR record maintenance (records, compensation claims, EDD, etc.), recruitment, compliance, on-boarding / orientation, employee handbook, benefits and retirement plan (401K offered), timesheet and payroll, and performance management (annual performance appraisal system). There is interaction with all levels of employees, board members, legal and committee chairs. Serves as advisor to Executive Board and staff regarding human resource management issues. Ensure compliance with federal, state and local laws and regulations. Maintain integrity in maintaining confidential HR information.

## **Areas of Improvement:**

- Adding additional training for employees mandated by the Federal and State Government
- Provide required training for the volunteers.
- Streamlining hiring and recruitment process.
- Revamping processes and procedures; including employee handbook.
- Onboarding process for new employees and volunteers.
- Adopt or select a HR tool to better manage and expedite the process

# Appendix F: IT Infrastructure

- MCA is growing rapidly and current IT infrastructure needs to accommodate the dynamic growth of MCA data.
- Multiple projects are in flight to meet the rapidly increasing requirements.
- As general services expand, so does the need to manage risk, security and compliance.
- A fragmented IT-infrastructure that is becoming more complex to manage and monitor.
- Sound System and Video Streaming Upgrade projects got paused due to lack of funding.

## **Achievements and highlights:**

- Designed and deployed a new MCA website with modern mobile first user experience and improved reliability.
- Upgraded donations portal and kiosks to a new vendor for cost efficient processing and improved customer experience.
- Migrated IT work suite to Google Workspace Non-Profit saving significant cost in licensing fees.

# Appendix G: Safety

This committee is responsible for MCA and GIS security, crowd control and traffic flows during Ramadan, Eids and other large events, security infrastructure partnering with EB, BoT and Facilities teams. Committee contracts with external security vendors to keep MCA and GIS secure and works with numerous volunteers to provide much needed safety of people and building assets.

## **Achievements and Highlights:**

- Significantly increased team size and improved safety for critical areas during Ramadan.
- Hired full safety team during Ramadan and improved traffic flow - received strong positive feedback from the community.
- Used both professional Security Team and Volunteers to keep out campus under safety and Security watch.
- Hired weekend safety and security team, creating operational process.
- Developed radio, uniform, badge, and coordination among safety and security team members.
- Improved communication and transparency across the board.
- Developed more relationships with local authorities and invited SC police for assessment.
- CPR first aid and AED training for MCA core team.
- Installed AED devices and revamped first aid equipment at MCA 1.0 and Nur.
- Areas of Improvement:
  - Create templates and written protocols for safety and security, develop transparency, document emergency response plans, and develop incident reporting and documentation.
  - Better training, education, and communication between the safety team and members/staff/volunteers
  - Active Shooter workshop, security audits and assessments, crisis drills, and exercises.
  - Improve security technology: alarm system, cameras, better access control to prevent unauthorized entry.
  - Increase Community Emergency Response Team (CERT) volunteers.

# H.OUR TEAM: THANK YOU

**VOLUNTEERS & EMPLOYEES** FULL TIME & PART-TIME

## EXECUTIVE BOARD

President Samer Darwish, Vice President Mesbah Karim, General Secretary Asim Khan, Treasurer Momin Mirza, Dawah Secretary Hamzah Hararah, Social Secretary Kahkashan Nilam, Youth Secretary and Security Lead Mahad Abdi, Communications Secretary and Social Business/Bookstore Lead Reem Rahman

## STAFF

General Administrator: Sanaa Al-Hakim, Human Resources: Farha Ahmed, Imams: Sh. Mohamed Abdel Rahman Hussain, Sh. Ebrahim Othman, Sh. Jibril Syed, Sh. Zakariya El Mekkaoui, Operations & Projects Manager: Hamid Waziri, Financial Controller: Fowsia Ali, Finance Office Staff: Shimul Mia, Funeral Services: Mostafa Masri, Zakat Department: Hamid Waziri, Hekmat Elmekawy and Gasim Rahma, Youth: Indira Kaljo, Nuru Abdalla, Yusuf Raziuddin, On-Site Logistics Coordinator: Hamza Farooqi Al-Arqam Principal- Abeer Abushama WIS Admin- Hesham Zachariah, Cordoba Principal- Mirvaat Saadeh, Cordoba Admin- Nazia Hasan Noor Hifz: Sh. Zakariya El Mekkaoui, Noor Hifz Admin: Sanaa Alhakim

## BOOKSTORE

Bookstore Manager Heba Kalender, Bookstore Clerks Jennifer Omar, Ibrahim Sharafzaid, Milad Abo Kaas, Haleema Aziz, Hamza Abdelhafiz

**CAREER** Chairperson Rizwan Ahmed, Haris Bijli, Aasiya Umar, Najam Mirza Baig, and volunteers

**CIVIC ENGAGEMENT** Marwan Naggar, Shoeb Shaikh, Kamal Yassin, Mike Sanford, Omar Shorab, Hanan Emara, Nuzhat Shaikh, Samer Darwish.

## COMMUNICATIONS

Content Manager Eman Ali, Newsletter Shaukat Ali, Content Creator Jameel Sumra, Web Editor Eslam Mohamed, 5+ Volunteers including volunteers from major MCA committees

**Election Committee** Yusuf Saib, Marwa Ahmed, Altaf Khan, Mohamed Abdelhaleem, Maryam Abdelgawad

**FACILITIES** Jay Mohammed Sheikh (Facility Manager), Arafat Alameer (Facility Coordinator), Nassr Gahim (Janitorial services)

**Funeral** Funeral Director Mostafa Masri, Mohamad Ibrahim, Jana Abdelgawad

**IT** Sharjeel Qureshi (Chair), Ajaz Butler, Sufian Siddiqi, Mohammed Islam, Mesbah Karim, Ammar Khan

**KHUTBAH** Osama Ahmad, Zuhayeer Musa, Hamzah Hararah, Chafik Ziadeh

**MATRIMONIAL** Chairperson: Rubina Pervez Event Coordinators: Sidra Khan, Farzana Hai, Shahida Mehajabeen, Volunteer Team: 5+ members

**MEMBERSHIP** Chairperson: Sufian Siddiqui, Mohammad Odeh

**SAFETY** Mesbah Karim (Chair), Mahad Abdi, Hamid Waziri, Mohammad Ali

**SENIORS** Chairperson: Mohamed Ali, Sadiq Noori, Saleem ur Rehman, Mohamed Soliman and dedicated Volunteers 9+ members

# OUR TEAM: THANK YOU (CONT'D)

## VOLUNTEERS & EMPLOYEES FULL TIME & PART-TIME

**SOCIAL** Chairperson Javed Attar, Singles and Community iftar Lead by Saher El Sonbaty and team, Suhoor Team Lead by Mohamed Sultan and Javed Attar, and 40+ volunteers, Monthly Ummah Bazaar lead by Iqra Tariq and Volunteers 4+ members.

**SPECIAL NEEDS AND DISABILITIES** Chairperson Roohi Ahmed, Aasiya Umar, Aneela Buland, Shazia Sarwat, Safiyah Razzak, Areej Farooq, Sameeha Shafik and 35+ volunteers.

**SUSTAINABILITY** Chairperson: Akram ul Ebad Khan , 20+ Volunteers Including Sr Maryam Mohamed , Akram ul Ebad, Sr Azra Sehic, Sr Hibba Khan - Maryam Mohamed, Sr Hibba Khan - Maryam Mohamed, Sr Hanna Khan, Lyba Hussain

**WELLNESS** Chairperson Fatima Chandrani (2023-2024), Chairperson Hamida Ismail (2024), Sanober Hamid, Ilham Malick, Pakeeza Ali, Sarah Zahzah and 15+ Volunteers

**WOMENS** Chair Saba Fatima. Volunteers Zehra, Shagufta, Sahra, Muryum, and 20+ volunteers

**YOUTH** Youth Director Indira Kaljo

**Zakah** Chairperson Hamid Waziri, Community Service Manager Gasim Rahman, Coordinator Hekmat Elmekawy

**Feedback & Volunteers Welcome Anytime.**

**contact [eb@mcabayarea.org](mailto:eb@mcabayarea.org)**

**View [Annual OKRs.](#)**



**View 2023-2024 [Report Online](#)**

