

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

CONSTITUTION AND BY-LAWS

AL-HAQQ PRAYER GROUP OF CANADA

FEBRUARY 5, 2022

2445 WAVERLY STREET WINNIPEG MANITOBA, CANADA

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ARTICLE I – GENERAL

SECTION 1 - ASSOCIATION

Al-Haqq Prayer Group of Canada was founded in the Spring of 2009 and later Incorporated as a non-profit organization in the Province of Manitoba in 2013. The group was registered as a charitable organization in October 2018. The Association has no affiliate whatsoever with any pre-existing association(s) both home and abroad.

It was founded to provide services in Islamic religion and spiritual upliftment of people within our community and beyond.

SECTION 2 - MAIN OFFICE LOCATION

The Head-office of the Al-Haqq Prayer Group of Canada shall be in Winnipeg, Manitoba, Canada. Presently at 55 Southbridge Drive, Winnipeg Canada R2J 4A4.

SECTION 3 - DEFINITIONS

Adult - defined per the laws enforced in Manitoba.

AGM (Annual General Meeting) - An annual meeting of the General

Allah -The Arabic translation of the word for God.

BOT – Board of Trustees

By-Election - complementary elections to replace only resigned or removed members of the **EC**

Founders – the pioneer members that founded the Al-Haqq Prayer Group of Canada in 2009.

Calendar Year - The Gregorian year beginning on January 1 and ending on December 31.

Capital Projects shall Include:

1. Purchase, lease or long term rent of land and/or a building,
2. Any repairs, upgrades or maintenance to keep the existing facilities safe and/or operational.

The By-law – rule created by organization or society to control the action of its members

ECC - Election and Compliance Commission.

Contract- A documented signed agreement

Decision- A motion that has been passed in a duly called and documented meeting.

Dues- Annual membership fee of the Al-Haqq Prayer Group of Canada

EC - Executive Council.

MB – Mission Board

Br – Brother

Sr - Sister

Fiscal Year - Financial year starting in January 1 and ending in December 31.

He, She, Him, His, Her in this Constitution, all references to a specific gender and shall be assumed to mean male and female.

General Assembly - as defined in Article VI

Quran – the Islamic most sacred book believed to be word of Allah (God) as revealed to the Prophet Muhammed (*Salla-Allahu-Alaihi-Wa-Sallam*). The book touches every aspect of human existence including organization, legislation, religion, community services, good deeds and etc.

Sunnah – is the verbally transmitted record of the teachings, deeds and sayings, silent permissions (or disapprovals) of the Prophet Muhammed (*Salla-Allahu-Alaihi-Wa-Sallam*) as well as various reports about his community and companions.

Hadith – a collection of traditions containing sayings of the Prophet Muhammed (*Salla-Allahu-Alaihi-Wa-Sallam*), with the compilations of his daily practices (the Sunnah) constitute the major source of guidance for all Muslims apart from the Holy Quran.

Shura Committee need to be in place as an arbiter and the interpreter of the constitution where there is conflict between the Executive member, Mission Board and the Generality of Members.

Major Assets Include:

1. Land
2. Building(s)
3. Investments
4. Goodwill
5. Logo
6. Name
7. Motor Vehicle
8. Furniture & Equipment

Members - All members of the Al-Haqq Prayer Group of Canada (incorporated) Al-Haqq Prayer Group of Canada Staff Paid or unpaid individuals, not including members of various committees, appointed by the EC to carry out tasks requiring a specific skill set.

Net Earnings - Revenues including all dues, donations and grants minus allowable expenses in a fiscal year.

P.B.U.H. - Peace Be Upon Prophet Muhammad or SAW (*Salla-Allahu-Alaihi-Wa-Sallam*).

Quorum - The minimum number of voting members in a said meeting required for transaction of business at said meeting.

Resolution - Agenda items that are submitted in writing to be discussed in a General Assembly meeting.

Signature - Any legally accepted method of authorization.

SWT - *Subhanahu-Wa-Ta'ala* meaning May Allah (God) be Glorified and Exalted.

Term - Length of time for an individual to hold a position or an office of the Al-Haqq Prayer Group of Canada.

Waqf - means "confinement and prohibition" or causing a thing to stop or stand still. Waqf (also spelled Wakf) is, under the context of 'sadaqah', an inalienable religious endowment in Islamic law, typically donating a building or plot of land or even cash for Muslim religious or charitable purposes. The donated assets are held in a charitable trust.

ARTICLE II – PREAMBLE

1. Whereas, we affirm the ultimate and the absolute sovereignty of Allah (*Subhanahu-Wa-Ta'ala*) - the Beneficent, the Merciful, the Sustainer of the worlds.
2. Whereas, we affirm that Prophet Muhammad (P.B.U.H.) is the Seal and the final Messenger of Allah (God) (*Subhanahu-Wa-Ta'ala*).
3. Whereas, we believe that the Qur'an and the Sunnah are the ultimate source of guidance, laws, regulations and philosophy of life.

4. Whereas, we abide by the teachings of Islam in accordance with the Quran and the Sunnah of the Prophet Muhammad (P.B.U.H.), and the examples set forth by the first four rightly guided Caliphs of Islam (Abubakri, Usman, Umar, Ali).

ARTICLE III - INTRODUCTION

(1). Vision Statement

Striving to be the world leading Islamic organization through which learned and spiritual generations evolve.

(2). Mission Statement

To develop excellent future generations tailored to Islamic paradigm and beneficial to mankind.

ARTICLE IV – AIMS & OBJECTIVES

The purpose of the Association shall be:

1. To advance religion by preaching the religious tenets, doctrines and observances associated with the Islamic faith;
2. To provide education, counselling and other support services for immigrants in need including translation services and information programs on Canadian culture and life;
3. To provide necessities of life as a practical manifestation of the Islamic faith; and
4. To do all such things as are incidental or ancillary to the attainment of the above purposes.

ARTICLE V - MEMBERSHIP

1. There shall be a Membership Committee chaired by the Secretary of the Al-Haqq Prayer Group of Canada and two other members appointed by the Election and Compliance Commission.
2. The role of the Membership Committee is to ensure that applicants for membership meet the requirements stated in the constitution and by-laws.
3. The completed membership application form shall be made available to the Membership Committee, who shall review it.
4. Only completed Al-Haqq Prayer Group of Canada application form for membership accompanied with applicable membership fee shall be processed.
5. An annual membership fee is due on January 1st of each calendar year. This annual membership fee can be paid anytime during the calendar year without pro-rating.
6. Members may select to pay their membership fee for a period of one, two or three consecutive years in one payment which makes them members for that period of time. The initial annual membership fee is \$10 per person and reviewable in the future.
7. From time-to-time, the annual membership fees shall be reviewed or revised by the Executive Council subject to the approval of the Annual General Assembly. The new fee shall be reflected at least on the membership application form.
8. The new fees will be in effect on January 1st of the year following the approval of the Annual General Assembly.
9. Any member shall automatically lose membership if he or she, at any given time, does not meet the membership requirements stated in the constitution and by-laws.
10. Membership dues must be paid by the individual for himself/herself or for a family member (defined as spouse, children, parents and parents -in-law). Cash payments must be submitted in person.

SECTION 1 - Member

An Adult who fulfills the following criterion:

1. Affirms the Preamble.
2. Understands and agrees to the Purpose of the Al-Haqq Prayer Group of Canada
3. Resides in Manitoba.
4. Has completed and forwarded an application for membership to the Al-Haqq Prayer Group of Canada
5. Has duly paid the membership fee for the current calendar year.
6. Membership shall be voluntary.
7. Any Muslim resident of Canada who abide by the aims and objectives of the Al-Haqq.

SECTION 2 - Voting Rights

Members shall have the right to vote in the following Al-Haqq Group of Canada events:

1. General Elections.
2. By-Elections.
3. Annual General Assembly Meeting.
4. Special Meeting.
5. Extra-Ordinary Meeting.

Each Member, without any exceptions, shall have one vote for a single motion or election.

ARTICLE VI - GENERAL ASSEMBLY

1. Full members shall constitute the General Assembly of the Al-Haqq Prayer Group of Canada
2. The General Assembly shall be the ultimate authority of the Al-Haqq Prayer Group of Canada.
3. The General Assembly shall empower elected members, the Executive Council, to run the affair of the Al-Haqq Prayer Group of Canada with the following exceptions:
 - a. Capital projects and major assets to be purchased or sold shall be approved by the General Assembly.
 - b. Any loans or collaterals against the Al-Haqq Prayer Group of Canada must be approved by the General Assembly.

Section 1 - Annual Meetings

1. The Annual General Meeting of the Members of the Al-Haqq Prayer Group of Canada shall be held in the City of Winnipeg on any date after November 1st, but prior to December 10th, in each year as the EC may decide.
2. Non-members may be allowed to attend the meeting subject to the approval of the EC.
3. The quorum required for transaction of business at an Annual General Assembly Meeting shall be formed by at least 20% of the Members. If, within an hour after the time appointed for the meeting, a quorum has not been reached, the meeting shall be postponed.
4. The EC shall determine the time, within the same calendar year, and give no fewer than a ten (10) day-notice of such postponed meeting. Members present at this postponed meeting shall constitute a quorum.
5. The agenda of Annual General Assembly Meetings must include the following items:
 - Approval of the agenda
 - Approval of the minutes of last meeting
 - Report of the President
 - Financial Report

- Consideration of the Auditors Report
- Business arising out of the minutes
- Resolutions

6. The draft agenda prepared by the EC along with the notice of the meeting shall be delivered, mailed, emailed or transmitted by any other form of communication to Members thirty (30) days prior to the meeting.

7. The final agenda for all General Assembly Meetings shall be delivered, mailed, emailed or transmitted by any other form of communication to Members seven (7) days prior to the scheduled meeting.

8. No other business except those stated in the final agenda shall be transacted.

9. Resolutions submitted for an Annual General Assembly Meeting shall be in writing, signed by the mover and seconder and received by the Al-Haqq no fewer than fifteen (15) days prior to the commencement of the meeting. Either the mover or the seconder shall be present in person at the meeting for the resolution(s) to be considered.

10. The President shall be the chair of Annual General Assembly Meetings of the Al-Haqq. In the absence of the president, the Vice-President shall chair the meeting. In the absence of the President and Vice-President, the EC will decide who to chair the meeting.

11. To pass a motion in any Annual General Assembly Meeting, it is required to be supported by a simple majority of full members voting on said motion at said meeting.

12. To vote in any of the General Assembly Meetings, a person should be a Member of the Al-Haqq as of August 1 of the calendar year.

Section 2 - Special Meetings

1. Special Meeting of the Al-Haqq Prayer Group of Canada shall be held at the call of the EC, or on receipt by the Commission of a requisition signed by not fewer than 50% Members who are: Members not less than ninety (90) days prior to signing the petition. Members requesting a Special Meeting shall provide the Commission with a copy of the motion(s) to be presented at the meeting.

2. No business shall be dealt with except that for which the meeting was called.

3. The Commission shall hold the meeting within forty-five (45) days of receipt of the signed requisition. However, no Special Meeting shall be held within ninety (90) days of the Annual General Assembly Meeting.

4. No fewer than a thirty (30) day-notice shall be delivered, mailed, emailed or transmitted by any other form of communication to Members for a Special Meeting. The notice shall specify the business to be brought forward. A copy of the motion(s) to be presented shall accompany the notice.

5. The quorum required for transaction of business at any Special Meeting shall be at least 20% of the Members. If, within an hour after the time appointed for the meeting, a quorum has not been achieved, the meeting shall be cancelled and the requested motion(s) shall be considered defeated.

6. The spokesperson of the Commission shall be the chair of Special Meetings of the Al-Haqq. In the absence of the Commission spokesperson, any member of the Commission designated by the Commission spokesperson shall chair the meeting.

7. To pass a motion in any Special Meeting, it is required to be supported by a simple majority of Full Members voting on said motion at said meeting.

8. To vote in any of the Special Meetings, a person should be a Member of the Al-Haqq at least ninety (90) days prior to the meeting.

Section 3 - Extra-Ordinary Meetings

1. Extra-Ordinary Meeting of the Al-Haqq shall be held to amend the constitution and/or the by-laws of the Al-Haqq. No business shall be dealt with except that for which the meeting was called.

2. Extra-Ordinary Meetings of the Al-Haqq shall be held at the call of the EC, or on receipt by the Commission of a requisition signed by not fewer than 50% of Members requesting an Extra-Ordinary Meeting shall provide the Commission with a copy of the amendment(s) to be presented at the meeting.

3. No less than a thirty (30) day-notice shall be delivered, mailed, emailed or transmitted by any other form of communication to Members for the Extra-Ordinary Meeting. A copy of the proposed amendment(s) to be presented shall accompany the notice.

4. The quorum required for transaction of business at any Extra-Ordinary Meeting shall be two Third of EC and 30% of the Members, whichever is greater. If, within an hour after the time appointed for the meeting, a quorum has not been reached, the meeting shall be postponed. The Commission shall determine the time and place and give no less than a ten (10) day-notice of such postponed meeting. The quorum required for transaction of business at such postponed Extra-Ordinary Meeting shall remain the same.

5. The spokesperson of the Commission shall be the chair of Extra-Ordinary Meetings of the Al-Haqq Prayer Group of Canada. In the absence of the Commission spokesperson, any member of the Commission designated by the Commission spokesperson shall chair the meeting.

6. To pass a motion to amend the constitution and/or the by-laws of the Al-Haqq Prayer Group of Canada, it should be supported by a three-quarter (75%) majority of the quorum defined in Part II, Section 3, sub-section (4)

7. To vote in any of the Extra-Ordinary Meetings, a person should be a Member of the Al Haqq at least ninety (90) days prior to the meeting.

Section 4 - Notes on the Minutes

The notes on the minutes of all meetings of the Al-Haqq Prayer Group of Canada, as documented and signed by the Chair of a meeting and the Secretary shall, in the absence of evidence to the contrary, be deemed to be a correct record of the proceedings of any such meetings.

ARTICLE VII – EXECUTIVE COUNCIL

Section 1 - Structure of the Executive Council

There shall be an Executive Council consisting of Ten (10) Members as follows:

1. President
2. Vice President
3. Secretary
4. Vice Secretary
5. Treasurer
6. Financial Secretary
7. Social Secretary

8. Vice Social Secretary
9. Executive Member at Large 1
10. Executive Member at Large 2

All Ten members shall be elected by the Membership in duly called elections

Section 2 - Qualification of the Executive Council Members

1. Member of the Al-Haqq Prayer Group of Canada
2. Canadian citizen or permanent resident of Canada.
3. Living in Winnipeg for at least 1 year and planning to reside in Manitoba for the entire term of office.
4. Having proven good experience in volunteer work and community service through actively serving in one or more of the Al-Haqq Prayer Group of Canada committees and/or activities OR as maybe determined by the General Assembly.
5. Must be free from criminal convictions as defined by the criminal code of Canada or conviction of professional misconduct.

Section 3 - Role of the Executive Council

1. The EC shall be the elected officials of the General Assembly.
2. The EC shall govern and manage the affairs of the Al-Haqq Prayer Group of Manitoba
3. The EC activities shall include but not limited to:
 - a. Budgeting, fund raising and approving expenses and overall financial management.
 - b. Policy making and managing of day-to-day operations.
 - c. Recruitment and termination of the Al-Haqq Prayer Group of Canada staff as well as contractors.
 - d. Officially representing the Al-Haqq Prayer Group of Canada
4. The EC shall call an Annual General Assembly Meeting:
 - a. Provide status updates on the affairs of the Al-Haqq Prayer Group of Canada
 - b. Provide financial updates including audited financial statements for the year.
 - c. Provide a budget for the next year and obtain approval from the General Assembly.
5. The EC shall keep all information relating to Al-Haqq Prayer Group of Canada members confidential.
6. The EC shall invite the founders of the Al-Haqq Prayer Group of Canada to all its meeting(s).

Section 4 - Duties and Responsibilities of the Executive Council Members

1. The President shall:

- a. Be the chief spokesperson of the Al-Haqq Prayer Group of Canada
- b. Preside over the meeting of the EC.
- c. Be the ex-officio member of all committees established by the EC.
- d. Present the annual report to the Annual General Assembly Meeting on behalf of the EC.
- e. Do and perform all other duties applicable to his position including signing all documents requiring the corporate seal of the Al-Haqq Prayer Group of Canada with the consent of Mission Board.

2. The Vice-President:

- a. The Vice-President shall perform the duties and responsibilities of the President, in the President's absence or when requested to do so by the President.

b. The Vice-President shall perform all duties assigned to them by the EC.

3. The Secretary:

- a. Keep or direct the keeping of an accurate record of all proceedings of the Al-Haqq and keep an accurate record of attendance at all EC and General Assembly Meetings.
- b. Bring before the EC all official communications and notices and shall maintain a record of same.
- c. Give the necessary notice of meetings of the General Assembly and of the EC.
- d. Be the custodian of the corporate seal of the Al-Haqq Prayer Group of Canada.

4. The Vice-Secretary:

- a. The Vice-Secretary shall perform the duties and responsibilities of the Secretary, in the Secretary's absence or when requested to do so by the Secretary.
- b. The Vice-Secretary shall perform all duties assigned to them by the EC.

5. The Treasurer:

- a. Be the custodian of all funds, donations, and contributions collected, raised or received in the name of the Al-Haqq Prayer Group of Canada and shall keep such funds as described in Part V of these bylaws.
- b. Prepare the annual budget for approval by the Annual General Assembly.
- c. Make regular financial reports to the EC of expenditures, all receipts and the balance of the Al-Haqq Prayer Group of Canada account(s).
- d. Further make an annual report to the Annual General assembly on receipt of investments and expenditures as of the end of the Fiscal year. Such a report shall have been duly audited by an auditor other than members of the EC or the Commission appointed by the General Assembly.

6. Financial Secretary:

- a. Trustworthy member of the Al-Haqq Prayer Group of Canada who has a good record in attendance and punctuality.
- b. Work according to the policies and procedures established by the Executive Council
- c. Receive, record and receipt funds from all sources and report them to the Group Treasurer, Executive Council.
- d. Receive offerings collected during worship services and count them at the conclusion of the services, ensuring more than one person is involved collecting and counting the offerings.
- e. Ensure funds are deposited in a bank as soon as possible after they are received. Deposits should be made within three days of receipt and print out should be shared within the EC.
- f. Establish a procedure to collect and record funds received other than through regular offerings, including funds received by mail or electronically.
- g. Produce individual charitable gift report summaries of all donations received during a calendar year and mail within two weeks of the end of that year. (Al-Haqq may choose to produce individual reports bi-annual or quarterly.)
- h. Report regularly to the Executive Council regarding total funds pledged and actually received for the year.
- i. Report to the congregation at Annual Meeting regarding total funds pledged (if appropriate) and received for the year.

- j. Inform and encourage regular, systematic giving by congregation through providing information regarding electronic giving.
- k. Maintain confidentially of all financial information pertaining to receiving, recording and depositing of funds.

7. Social Secretary:

- a. Obtain permission from the EC to initiate planning and coordination of event(s) including booking a venue and seek support of volunteers where necessary
- b. Organize and administer social activities of the association
- c. Coordinate with EC to host special guest(s) and visiting speaker(s)
- d. Liaise with EC to send out invitations or obtain permission to publicise on the association webpage
- e. Document an accurate record of replies and account for all monies collected and pass to EC and Treasurer
- f. Ensure the event(s) run without any chaos and adequate safety
- g. Assure Child Protection Policy is ensured in all activities involving children

8. Vice-Social Secretary:

- a. The Vice-Social Secretary shall perform the duties and responsibilities of the Social Secretary, in the Social Secretary's absence or when requested to do so by the Social Secretary.
- b. The Vice- Social Secretary shall perform all duties assigned to him or her by the EC.

9. Executive Member at Large 1

- a. Voting member of the Al-Haqq Prayer Group of Canada and is familiar with whole section of the constitution.
- b. Accepts responsibilities for Association assignments as delegated by the EC.
- c. Shall be a working member of at least one Committee.
- d. Attends Board or EC, membership, and any committee meetings for which he/she has responsibility,
- e. Directs and refers members to appropriate volunteer and staff contacts as needed.
- f. Receives feedback from member(s) for input to the Board, and to communicate to inquiring members, appropriate information regarding actions of the EC.
- g. Supports and provides continuity to the President's work by fulfilling the envisioned future, strategic plan, and policies established by the EC.
- h. appoints to represent any officer or serves as spokesperson for the Al-Haqq Group as requested by the President or EC.
- i. Mentors and provides advice to elected and appointed volunteers.
- j. Passes on records of activities and timelines relevant to his/her position during his/her term of president and supplies the incoming President with those records to ensure a smooth transition.

10. Executive Member at Large 2:

- a. The **Executive Member at Large 2** shall perform the duties and responsibilities of the Executive Member at Large 1 in the Executive Member at Large 1's absence or when requested to do so by the EC.
- b. The Executive Member at Large 2 shall perform all duties assigned to him or her by the EC.

Section 5 - Meeting of the Executive Council

1. There shall be not less than twelve (12) meetings of the EC in each year.
2. Meetings of the EC may be called by the President or the Secretary.
3. Upon the written request to the Secretary by no fewer than three members of EC, the Secretary shall call a meeting of EC by giving notice to all members of EC no fewer than seven (7) days before the meeting is to take place. Such notice shall be delivered, mailed, emailed or transmitted by any other form of communication to each member of the EC.
4. The agenda of EC meetings shall include the following items:
 - a. Approval of the agenda.
 - b. Approval of the minutes of last meeting.
 - c. Business arising out of the minutes.
 - d. Any other business.
5. The President shall be the chair of EC meetings. In the absence of the President, the Vice-President shall chair the meeting. In the absence of the President and Vice-President, EC will appoint the chair for meeting.
6. The quorum required for transaction of business at any EC meeting shall be four (4) members including the chair of such an EC meeting.
7. To pass a motion in any EC meeting, it is required to be supported by at least four (4) members or a three-quarter (75%) majority of members in attendance, whichever is less, voting on said motion at said meeting.

Section 6 - Vacancies

1. In the event of executive positions become vacant for whatever reason, the EC may temporarily appoint up to no more than two such positions until the next General Assembly Meeting, at which time, a Bi-Election will be held to fill these vacancies for the remainder of the term of office. This does not apply to the position of President. If the President position becomes vacant, the Vice-President shall assume the responsibilities and duties of the President. If the Vice-President's position is vacant at that time as well, then the Secretary shall assume the responsibilities and duties of the President pending the election of new President.
2. If the position of President or if more than two executive positions become vacant in any given year, these positions are to be filled through By-Elections within sixty (60) days.
3. Prior to the appointment of such temporary EC members their eligibility shall be verified by the Commission.
4. In case of a dysfunctional or a dissolved EC due to resignation or removal of more than three (3) members an election shall be called by the Commission within sixty (60) days of the day the EC becomes dysfunctional or dissolved.

Section 7 - Term of the Executive Council members

1. Each elected Executive Committee (EC) member shall serve for a term of three (3) calendar years. No member can serve for more than six (6) consecutive years.
2. The terms of the Executive Committee members shall be staggered such that the Election and Compliance Committee (ECC) shall call and run elections to fill at least 3 vacant positions in the Executive Committee at every Annual General Meeting or subject to Article X, Section 2.

Section 8 - Voting Rights and Decisions

1. Each EC member, without any exceptions, has one vote to pass a motion during the duly called and documented EC meeting.
2. None of the EC members, without any exceptions, has a right to veto any EC decisions made during a duly called and documented EC meeting.

Section 9 - Dysfunctional Executive Council

The EC as a whole shall be considered dysfunctional if at least one of the following occurs:

1. The EC fails to perform its roles as defined by Section 8 herein stated.
2. The EC fails to hold at least one (1) duly called and documented EC meeting over a period of two (2) months.
3. At least four (4) EC elected members resign at the same time or separately within a calendar year.
4. At least three (3) EC members disqualify to be EC members in accordance with the guidelines provided in this constitution and the associated bye-laws.
5. Any decisions made by the EC in a duly called and documented meeting contradicts the Code of Ethics.
6. Any decision made by the EC in a duly called and documented meeting creates a Conflict of Interest.

Section 10- Creation of Committees

1. The Organization shall from time to time create Committees to help the Executives in performing sundry functions, act as liaison bodies between the Organization and the outside world (in specific and outlined capacities only) and assist in general functions of the Organization.
2. Such Committees may derive functional essence on matters like education, budget, development, political, health, social and welfare, housing/building, finance, etc.
3. The EC shall be solely responsible for the creation and dissolution of all Committees created.

Section 11 – Disciplinary Commission

1. Shall conduct adequate investigation and advise the general meeting through EC on any appropriate disciplinary action to take against erring member(s) whose conducts, actions and inactions are considered to have caused or shall cause the Organization serious and undesirable consequences.
2. Membership of this body shall comprise of The Vice-President, Secretary, Chief Missioner, and two (02) floor member(s).
3. Should disciplinary actions be brought against any of these member(s), such member(s) stands dismembered in that instance and shall remain so until the matter is cleared against such member(s).
4. Adequate replacement should be made for any member of this body who is being investigated, should that occur.
5. Disciplinary decision reached by the commission and **BOT/Shura Committee** will be final and shall have binding effects.

ARTICLE VIII – MISSION BOARD

Section I - CODE OF CONDUCT

- 1.1 There shall be a Mission Board for the Organization and it shall consist of Missioners engaged by the Organization as Missioners on full or part time basis.
- 1.2 Membership of the Board shall be based on the Missioner's knowledge of Islamic Jurisprudence, Holy Qu'ran, Sunnah, Da'wah and his written and oral communication skills in Arabic, English and any other Nigerian Languages or other languages, the Missioner's unblemished and emulative personal character, integrity, moral behavior and ethics.
- 1.3 Members of the Mission Board shall comprise of the Chief Missioner, Deputy Chief Missioner, two (02) Missioners and a Da'wah Officer from the Secretariat.
- 1.4 Engagement of a missioner into the Mission Board shall be after a rigorous, fair and transparent process that may involve interview by a Panel constituted by the Secretariat. Such an Interview Panel may include members from the EC, Mission Board, Council of Elders, Board of Trustees, General members and reputable Islamic Scholars. The Secretariat shall serve as the Secretary of such panel.
- 1.5 The terms and conditions of engagement shall be agreed between the Executive Council, the Board of Trustees and the Mission Board.
- 1.6 The offices of Chief Missioner and the Deputy Chief Missioner shall be by nomination, tenures are renewable to attainment of age seventy (70) years provided all conditions are met as stated by the disciplinary actions. Other Mission Board members shall equally enjoy a five (05) year tenure and may aspire to upper level status in other tenures.
- 1.7 The Chief Missioner shall be the Head of the Mission Board. He shall preside over all meetings of the Board, in his absence the Deputy Chief Missioner shall preside and in the absence of the Deputy Chief Missioner, any other Missioner appointed by consensus of other members of the Board shall preside.
The Chief Missioner, as such, shall be responsible for the overall coordination of the activities of the Mission Board, during his tenure.
- 1.8 The Chief Missioner under special circumstances shall have powers to postpone the meeting of the Mission Board for a period of time not exceeding six (6) months from the date of the last meeting. In such "special circumstances", the Chief Missioner must convey a clear cut communication with the President explaining the circumstances and obtain an approval before embarking on such postponements.
Therefore, in such situations connoting special circumstances an emergency or extraordinary meeting of the Mission Board may be convened by Secretary of the Board upon the directives of the Chief Missioner, with the notification and approval of the President
- 1.9 The Deputy Chief Missioner shall act as the vicegerent of the Chief Missioner and as such represent him whenever he is unable to dispense of his official affairs.

Section 2 - Functions

- 1.10 The Mission Board shall work towards the realization of the aims and objectives of the Organization and shall provide guidance on all spiritual matters in tandem with the Organization and pronounce *fatwa* (jurisprudential judgement) on such matters based on the Holy Qu'ran and the authentic Sunnah after consulting widely for the approval of the EC.
- 1.11 The Mission Board shall design Islamic and Arabic education programs for the general members of the Organization.

1.12 The Mission Board shall direct the religious and spiritual affairs of the Organization and shall not be involved in the administrative running and management of the Organization.

1.13 The Mission Board shall advise all members, officers and committees of the Organization at all levels to ensure that their actions are in accordance with injunctions of the Holy Qu'ran and the Sunnah of the Holy Prophet Muhammed (SAW).

1.15 The Mission Board shall have the powers to recommend to the EC the appointment, engagement, enrollment, recruitment, discipline and disengagement of Missioners for the Organization at all levels subject to a rigorous, fair and transparent process that may involve interview by a Panel constituted by the Mission Board and in compliance with the approval by the Executive Council

1.16 The Mission Board shall have the powers to transfer and post missioners to zones and branches in accordance with the approval of the Executive Council.

1.17 The Mission Board shall keep and update the register of missioners periodically and also organize skills development programs for missioners in conjunction with other organs of the Organization

1.18 The Mission Board shall coordinate the development and implementation of Da'wah Plan and Mission Board Administrative Guidelines for the Organization, and shall also consider and approve the Islamic and spiritual programs of all Zones, Branches and Committees of the Organization and ensure compliance with the approved guidelines and Da'wah plan.

1.19 In summary, the Mission Board shall be responsible for the:

a) Co-ordination of Arabic and Qu'ranic teaching programs of the Society

b) Training of Missioners

c) Research and Development

d) All other ascribed roles, since nothing in this Constitution shall preclude the assignment of other similar and responsible roles to the Mission Board and its members by the EC and the General members.

1.20 The Mission Board shall meet at least once every quarter and the minute of such meetings shall be made available to the President and the Secretary of the Organization

1.21 The President, Vice-President or/and the Secretary shall be free to attend the meetings of the Mission Board.

1.22 The Mission Board shall prepare and submit a quarterly report of its activities and of other spiritual programs to the Executive Council, at most a week prior to the next intending meeting.

1.23 The quarterly meeting of the Mission Board shall be duly convened if a notice to that effect is issued to all members at least 7 days by the Secretary of the Board at the instance of the Chief Missioner or the Mission Board at a previous meeting

1.24 The structure of the Mission Board shall, apart from the Chief Missioner, his Deputy and other designated members shall allow the active involvement and participation of other general members, if so invited and needed by the Mission Board

1.25 The Mission Board shall ensure that its activities and the actions of its members are in accordance with injunctions of the Holy Qu'ran, the Sunnah of the Holy Prophet Muhammed (SAW), the Organization Constitution, the established and extant rules and regulations of the Manitoba Province, as well as that of Canada government.

The Mission Board shall without prejudice to any part/s of this Constitution accept it as a matter of policy and regulation to design duties and assign roles amongst themselves in order of sequence and rotation, to engender the spirits of communalism, transparency, knowledge entrenchment and oneness.

1.26 The Mission Board shall recommend programs, policies, rules and regulations as deemed necessary for the Organization and make clarification on any issue whatsoever pertaining to Islamic activities, and for the smooth running of the Organization, subject to the approval of the Executive Council

1.27 The Mission Board shall review and approve the publication of Islamic books and any literature done by any organ, zone, branch, group or member of the Organization for and in the name of the Organization

Section 3 - Discipline

1. Any member of the Mission Board may be suspended and/or removed before the expiration of the term of engagement for reasons of incompetence, any proved gross misconduct, other acts of misdemeanor, and dereliction of duties including absence from 4 consecutive meetings without reasonable excuse and acts not in consonance with the Constitution of the Organization, laws of the Manitoba Province and Canada Government.

2. The suspension or removal shall be by a resolution to that effect supported by a simple majority of members present at a duly convened meeting of the Mission Board subject to the ratification of the Executive Council. The individual will be summoned to meet the **BOT/Shura Committee** for appropriate action from the above descriptions.

ARTICLE IX - ELECTION AND COMPLIANCE COMMISSION (ECC)

Section 1 - Role of the Election and Compliance Commission

1. The Commission shall call elections in accordance with the guidelines provided in this Constitution and the associated by-laws:

- a. The Commission shall oversee all aspects of the election process as provided in the by-laws.
- b. The Executive Council shall make available to the Commission on an ongoing basis the list of the Members of the Al-Haqq and the Commission has the right to contact the Members directly to request such information if not provided in due course through any means it seems necessary.

2. The Commission shall call a Special or Extra-Ordinary Meeting in accordance with the guidelines provided in this constitution and the associated by-laws.

3. The Commission has the duty to bring any violations related to constitution and by-laws to the attention of Executive Council for resolution and ensure compliance. The Executive Council shall give the Commission full access to the information needed to resolve the violation(s).

Section 2 - Structure of the Election and Compliance Commission

1. There shall be three (3) members in the Commission.

2. All three (3) members shall be elected by the General Assembly in duly called elections.

3. There shall be one spokesperson of the Commission. The spokesperson shall be selected Internally by the Commission members themselves.

Section 3 - Qualifications of the Election and Compliance Commission Members

1. Full member of the Al-Haqq Prayer Group of Canada

2. Canadian citizen or permanent resident of Canada.

3. Living in Winnipeg for at least three (3) years and planning to reside in Manitoba for the entire term.

4. Having proven good experience in volunteer work and community service through actively serving in one or more of Al-Haqq committees and/or activities.

5. Must be free from serious criminal convictions as defined by the criminal code of Canada or conviction of professional misconduct.

Section 4 - Term of the Election and Compliance Commission Members

1. The Term of the Commission members shall be three (3) years.
2. Each Commission member shall serve only two (2) consecutive terms.

ARTICLE X - ELECTIONS

Section 1 - General Elections

1. General Elections shall be held every three (3) years, by default, for a new Term of the Executive Council.
2. The Commission shall call and run the General Elections in accordance with the guidelines provided in this constitution and the associated by-laws.

Section 2 - By-Elections

1. Normally, if required, By-Elections shall be held during an Annual General Body Meeting or at any other time as deemed necessary per the constitution and by-laws.
2. The Commission shall call and run the General Elections in accordance with the guidelines provided in this constitution and the associated by-laws.

Section 3 - Elections of Executive Council Members and Voting Process

1. The Election and Compliance Commission shall receive nominations and run the elections for the Executive Council according to the following schedule:
 - a. Nominations will open thirty (30) calendar days prior to Election Day.
 - b. Nominations will close fifteen (15) calendar days prior to Election Day.
 - c. The final list of eligible candidates will be announced seven (7) days prior to the Election Day.
 - d. Elections shall be held between November 1st and December 10th in the election year as the Commission may decide.
 - e. The elections shall be held during a weekend in one day between 10:00 am and 4:00 pm.
 - f. The results of the vote have to be announced on the same Election Day.
 - g. All times noted in these by-laws are Central Time.
2. Candidates running for Executive Council positions must be Members of the Al-Haqq in good standing as of April 1st of the election year.
3. Voting Members must be Members of the Al-Haqq Prayer Group of Canada in good standing as of August 1st of the election year.
4. A person may be nominated for only one position.
5. The Election and Compliance Commission shall perform the following tasks:
 - a. Verify the eligibility of candidates running for Executive Council positions as well as the eligibility of voting Members according to the conditions stated in the constitution and by-laws.
 - b. Post a list of eligible candidates on the announcement board of the Al-Haqq Prayer Group of Canada at least seven (7) days prior to the Election Day.
 - c. Post a list of voting Members on the announcement board of the Al-Haqq Prayer Group of Canada by October 15th.
 - d. Prepare ballots with eligible candidates. Names listed in alphabetical sequence under each category.

- e. Receive and respond to complaints regarding the procedures for nominating, electing and voting for members to the Executive Council.
- f. Process ballots following the close of the voting period and approve the final count.
6. The Election and Compliance Commission shall reject from the count ballots as spoiled if the elector:
 - a. Has voted for more than the prescribed number of candidates on any one ballot.
 - b. Has made a mark on the ballot such that the elector can be identified.
7. A determination on the rejection of a ballot shall be made by all members of the Commission.
8. There shall be an automatic recount of the ballots for a given candidate category where the vote total between the candidate receiving the highest number of votes and the candidate receiving the next highest number of votes is less than two (2)% of the votes cast for that candidate category.
9. In case of a tie vote for a given candidate category, a second round of elections for that candidate category between the two candidates with tied votes shall be held within two weeks of the original election day.

ARTICLE XI – Election and Compliance Commission (ECC)

Section 1 - Meeting of the Election and Compliance Commission

1. The Commission shall meet at least sixty (60) days prior to the Election Day.
2. The Commission shall meet within ten (10) days of the receipt of a request to hold a Special Meeting.
3. Meetings of the Commission shall be called by any Commission member.
4. The spokesperson shall be the chair of the Commission meetings. In the absence of the spokesperson, the older of the two remaining members shall chair the meeting.
5. The quorum required for transaction of business at any Commission meeting shall be two members.
6. To pass a motion in any Commission meeting, it is required to be supported by at least two members, voting on said motion at said meeting.

Section 2 - Election of the Election and Compliance Commission Members

1. The Commission members shall be elected in the Annual General Assembly Meeting in a staggered form, where each member will be elected every three years at a different calendar year. The start term of the new member shall be January 1st of the following calendar year.
2. The overlap period, between elections and end of calendar year, shall be used to transfer information from the outgoing member to those newly elected.
3. In the election year, an Ad-Hoc Committee will be appointed by the EC and approved by the floor, with a mover and seconder, during the Annual General Assembly Meeting to run the elections of the Commission members.
4. The Ad-Hoc Committee described in this Section, sub-section (3) shall receive nominations for Commission members from the floor, with a mover and seconder.
5. The Ad-Hoc Committee shall perform the following tasks:
 - a. Verify the eligibility of candidates running for Commission positions as well as the eligibility of voting Members according to the conditions stated in the constitution and by-laws,
 - b. Prepare ballots with eligible candidates. names listed in alphabetical sequence,
 - c. Process ballots following the closure of the voting period and approve the final count.

6. The Ad-Hoc Committee shall reject from the count ballots as spoiled if the elector:
 - a. Has voted for more than the prescribed number of candidates on any one ballot.
 - b. Has made a mark on the ballot such that the elector can be identified.
7. A determination on the rejection of a ballot shall be made by all members of the Ad-Hoc Committee.
8. There shall be an automatic recount of the ballots if the vote total between the candidate receiving the highest number of votes and the candidate receiving the next highest number of votes is less than two (2)% of the votes.
9. In case of a tie vote between the two (2) top candidates, a second round of elections between those two (2) candidates shall be held within two (2) weeks of the original Election Day.
10. The candidate with the highest votes will be the Commission member.
11. The final vote counts have to be documented in a written report signed by the Ad-Hoc Committee members and kept in the office of the Al-Haqq for a period of at least three (3) years following the elections.

Section 3 - Vacancies

1. In the event that one position becomes vacant for whatever reason, it may be temporarily appointed by the remaining two Commission members until the next General Assembly Meeting, at which time, a By-Election will be held to fill the vacant position for the remainder of the Term of office.
2. If more than one position becomes vacant in any given year, these positions are to be filled through Bi-Elections within sixty (60) days to fill the remaining Terms of the vacated positions. This Bi-Election will be called by the EC in accordance with Part V, Section 2
10. The final vote counts have to be documented in a written report signed by the Commission members and kept in the office of the Al-Haqq Prayer Group of Canada for a period of at least five (5) years following the elections.

ARTICLE XII - Care of Funds

Section 1 - Banking and Fiscal Year

1. The EC shall ensure that all money received on behalf of the Al-Haqq Prayer Group of Canada is deposited in the name of the Al-Haqq Prayer Group of Canada in a bank or in a credit union established in such a way as to guarantee the deposits.
2. All cheques and withdrawal of funds from the account(s) of the Al-Haqq shall be signed by any two (2) of the following:
 - a. The Vice President and the Secretary or the Treasurer of the Al-Haqq Prayer Group of Canada, or
 - b. The Treasurer and such other member of EC as EC may appoint.
3. The fiscal year of the Al-Haqq Prayer Group of Canada shall be from January 1st to December 31st.

Section 2 - Investments

The EC shall ensure that when funds of the Al-Haqq Prayer Group of Canada are invested they are held secure through means set out in policies and procedures approved by the EC.

Section 3 - Insurance

The EC shall ensure that the Al-Haqq Prayer Group of Canada maintains security arrangements and insurance coverage against loss of funds that the Al-Haqq Prayer Group of Canada may sustain resulting from employee dishonesty, destruction, disappearance, wrongful abstraction or forgery.

ARTICLE XIII- Resignation and Removal

1. An elected EC or Commission member may at any time give notice in writing to the Al-Haqq of his or her wish to resign, and such resignation shall become effective upon submission.
2. A member of the EC or the Commission who fails to attend three consecutive meetings of the EC or the Commission, respectively, without notification to the Al-Haqq Prayer Group of Canada shall be considered to have resigned from his/her position in the Al-Haqq Prayer Group of Canada

ARTICLE XIV - Transitions

1. The elected members of the current EC shall continue their duties and responsibilities until the end of their term. At such time, new members of the EC will be elected according to the provisions of the constitution and bye-laws.
2. The elected members of the current Board of Trustees (as defined in the previous Al-Haqq Prayer Group of Canada constitution shall assume the duties and responsibilities of the Commission members.
3. Membership eligibility requirement to run for Al-Haqq Prayer Group of Canada elected positions will be effective as of the year following the approval of this constitution and bye-laws. For the current year eligibility to run for the office will be thirty (30) days following the approval of this constitution and bye-laws
4. The BOT / Shura Committee shall be part of the transition process

ARTICLE XV - APPOINTMENT OF AL HAQQ STAFF**Section 1 - Appointments**

1. Appointment as well as termination of all/or staff shall be approved by the EC.
2. Appointments may be of paid or unpaid staff.
3. Each appointed staff member shall have necessary qualifications to perform duties associated with the job position.

Section 2 - Staff

1. Each paid employee shall have an employee contract, a clear job description, and a performance review at least once a year.
2. Each paid position shall be opened to all qualified individuals.
3. Each paid position shall be posted publicly and to be filled after following a due process, as defined by Al-Haqq policies and/or procedures.
4. Any staff shall not campaign in elections or be eligible to run for the Al Haqq elections during their employment or within six months of the end of employment.

ARTICLE XVI - BOARD OF TRUSTEES (BOT) / SHURA COMMITTEE**Section 1 - Functions**

- (i) As custodian of the Constitution, The BOT shall promote its obedience and provide the Prayer Group with advisory counsel as and when such guidance is sought or as deemed fit and shall develop such notes as may be helpful to provide guidance for the Group in the implementation of this Constitution.
- (ii) Where for any reason, election cannot be held within one (1) month from date of expiration of the serving EC – the BOT shall at the instance of the General Meeting call an Emergency General Meeting and upon a motion carried by a simple majority of members present, the BOT may manage the affairs of the Group on the approval of the General Meeting either directly or

through an agent or representatives whose list shall be approved by the General Meeting for a period not exceeding 6 months during which period a general election must hold.

(iii) The Board of Trustees shall automatically assume the power to manage the affairs of the Group either directly or through an agent or representative where the Executive members cannot form a quorum for Executive Committee meetings by reason of deadlock or crisis for a continuous period of 2 (two) months.

(iv) The current President and Chief Missioner shall be in attendance at BOT meetings where necessary as an Observer to give update and cannot vote at such meeting.

(v) All reports from committees and sub-committees should be copied to the BOT.

(viii) Any intended financial transaction exceeding DOLLARS apart from the payment of staff salaries MUST get the approval of the BOT.

(ix) In protecting the welfare and rights of the members, the BOT shall endeavour to do so within the context of the overall interest of the Group and not sectional, isolated or individual interest of a single member or body of members or stakeholder.

The Trustees shall also:

(a) Take all steps to protect, preserve and promote obedience to the Constitution of the Group.

(b) Take all necessary steps to protect the welfare and rights of members.

2 The Trustees of "AL-HAQQ PRAYER GROUP OF CANADA" for purpose of this constitution shall be appointed at an Annual General Meeting by a simple majority.

Such Trustees (hereinafter referred to as "The Trustees" shall not be less than 5 (five) and not more than 7(Seven) in number

3 To qualify for appointment as Trustee, the person shall be a member of the Group and residing in Canada.

4 The Trustee may hold office for life but a Trustee shall cease to hold office and shall be duly replaced if he/she:

(i) Resigns from office.

(ii) Ceases to be a member of the Registered Trustees of the "AL-HAQQ PRAYER GROUP OF Canada" by reason of death.

(iii) Becomes insane.

(iv) Is officially declared bankrupt.

(v) Is convicted of a criminal offence involving dishonesty by a court of competent jurisdiction.

(vi) Is recommended for removal from office by majority vote of members present at the Annual General Meeting, and such must be an item in the agenda.

(vii) Ceases to reside in Canada for 2 years.

(viii) Fails to attend at least 2 (two) Annual General Meeting of the group for 2 years or at least 3 (three) Board of Trustees Meeting during any given year.

5 a) Upon a vacancy occurring in the number of Trustees, an eligible member of AL-HAQQ PRAYER GROUP OF CANADA shall be appointed to fill the vacancy at the next Annual General Meeting.

Section 2 – Appointment of BOT / SHURA Committee

1. Appointment to the membership of the Board of Trustees shall be determined by the following:

a. The Board of Trustees shall declare a vacancy.

b. The Executive Committee shall bring the vacancy to the notice of the General Meeting and set the time-table and procedure to fill the vacancy.

3. Candidates shall face a screening Committee constituted at a General Meeting.

4. Upon recommendation by the Screening Committee to the Board of Trustees, successful candidate(s) shall be presented for resolution by 2/3 of Members present at such meeting for ratification at the Annual General Meeting.

ARTICLE XVII - CONFLICT OF INTEREST

Section 1 - General

1. Any elected member or Al-Haqq Prayer Group of Canada Staff shall not utilize their position and/or Al-Haqq assets to benefit his/her own interest or interests of their relatives.
2. Elected members shall not be paid any salary or honorarium or receive, directly or indirectly, any payments for his or her services to the Al-Haqq Prayer Group of Canada
3. Elected members shall not be appointed to fill any paid staff positions in the Al-Haqq Prayer Group of Canada

Section 2 - Restricted activities

1. No part of the net earnings of the Al-Haqq shall insure to the benefit of, or be distributed to its officers, directors or other private persons, except that the Al-Haqq shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth under this Constitution.
2. No part of the activities of the Al-Haqq shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the Al-Haqq shall not participate in, or intervene in (including the publishing or distributing of statements) any political campaign on behalf of any candidate for public office.
3. Notwithstanding any other provision of these Articles, the Al-Haqq shall not carry on any other activities not permitted to be carried on by a corporation exempt from the Federal Income Tax and which has a Charitable Status under the Acts and Regulations of the Government of Canada.

ARTICLE XVIII - CODE OF ETHICS

Section 1 - Core Values / Privacy Act

1. Every Al-Haqq member shall abide by the Islamic code of ethics and transact in accordance to them. At the core of these ethics lie sincerity to Allah (God) and accountability first and foremost to Allah.
2. Accordingly, every member shall act with integrity, respect, courtesy, decency, civility and selflessness. Actions that contradict these core values such as conflict of interest, favoritism, partisan factionalism, discrimination, or defamation shall be considered a breach of this constitution.
3. While we collectively have the same belief that the afore-mentioned are considered our core values, the association reserves the right of information collected in form of electronics, written or verbal or share within or outside the group subject to Privacy Act.
4. The association will be publicly represented by an individual at any function(s) subject to EC consent.

Section 2 - Responsibility

By applying for or continuing membership in the Al-Haqq Prayer Group of Manitoba, each Member agrees to uphold the ethical standards set out in this "Code of Ethics".

ARTICLE XIX- AL HAQQ Assets

All al-Haqq major assets are considered and to be treated as Waqf.

ARTICLE XX- Dissolution

In the event of the dissolution of Al-Haqq Prayer Group of Canada, the EC shall, after paying or making provision for the payment of all the liabilities of the Al-Haqq Prayer Group of Canada, dispose of all of the assets of the Al-Haqq Prayer Group of Canada, exclusively for the purposes of the Al-Haqq Prayer Group of Canada, in such manner, or to such organization or organizations organized and operated exclusively for Islamic (religious, charitable, educational or scientific) purposes, as shall at the time qualify as an exempt organization or organizations, under the corresponding Acts and Regulations of the Government of Canada, as the EC shall decide. Any such assets not so disposed of shall be disposed of by the Laws of the Province of Manitoba.

ARTICLE XXI – AMENDMENTS

The constitution and by-laws of the Al-Haqq Prayer Group of Canada may be amended at an Extra-Ordinary Meeting of the General Assembly, specifically called for this purpose. The procedure of holding such Extra- Ordinary Meetings shall be specified in the by-laws of the Al-Haqq Prayer Group of Canada

ARTICLE XXII – SAVING CLAUSE

The decisions and actions undertaken by the Association prior to the ratification and enforcement of this constitution shall remain in force unless inconsistent with this constitution.

This Constitution and By-laws of the Al-Haqq Prayer Group of Canada was approved for ratification by members of the Al-Haqq Prayer Group of Manitoba at a duly called Al-Haqq Prayer Group of Canada Annual General Meeting on the 05th of December 2021 at the Grand Masjid, 2445 Waverley Street, Winnipeg, Manitoba, Canada & Online attendance via GoToMeeting App. The final ratification (see Article VII, Section 7 on Page13) was done by the Executive Committee at the monthly meeting on Saturday 05th of February, 2022.