



# IMAN ISLAMIC CENTER (IIC)

Federal and State Compliant Bylaws, Constitution, and Articles of Incorporation  
(Nebraska Nonprofit Corporation – 501(c)(3) Ready Version)

## IMAN ISLAMIC CENTER (IIC)

Volunteer & Service Commitment & Confidentiality Agreement

### i. Purpose and Authority

This Agreement defines responsibilities, ethical duties, confidentiality obligations, and commitment standards for individuals serving IIC in official volunteer or leadership capacities.

### ii. Covered Roles

- Board of directors' member

### iii. Commitment of Service

The Volunteer agrees to serve to the best of their abilities, knowledge, and capacity; fulfill duties faithfully and responsibly; respect the authority of the Imam and Board; and preserve unity and institutional integrity.

### iv. Role-Specific Duties

Serves as an advisory and decision-support body to the Imam and leadership of the Islamic Center, ensuring that decisions and actions align with Islamic principles and the Center's mission, such as and not limited to: assisting the Imam in evaluating matters affecting the community, participating in discussions and **voting on new policies, initiatives, and major decisions**, acting with **honesty, integrity, and fairness** in all deliberations, safeguarding the interests of the community, and **maintaining strict confidentiality** regarding sensitive, private, or internal matters of the Islamic Center.

### v. Confidentiality & non-disclosure

The Volunteer shall maintain strict confidentiality of all sensitive, personal, financial, family-related or child-related, and institutional matters during and after service. This obligation is permanent.



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**vi. Transparency with Limits**

Transparency is upheld while protecting sensitive information. Unauthorized disclosure is prohibited in terms of Islamic Sharia.

**vii. Dispute Resolution**

All disputes must follow the internal mediation and scholar arbitration process outlined in IIC governing documents. External escalation is prohibited.

**viii. Non-Amenability**

This Agreement may only be modified through the binding arbitration mechanism defined in the IIC Bylaws and Constitution.

**ix. Compensation**

Compensation is possible but not guaranteed, in either case, the appointed person should not fall short of performing any of the tasks meant to be carried out. However, if compensation is determined, another contract might be signed by the performer.

**x. Acknowledgment**

By signing below, the Volunteer/employee confirms understanding and acceptance of this Agreement.

Employee/Volunteer Full Name: \_\_\_\_\_

Role(s): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

For IMAN Islamic Center (IIC)

Authorized Representative: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Background check:**  Yes  No Waived