Dar Al Iman Progress Report – 2025

Since the start of this year, Dar Al Iman (DICA) has undertaken several activities aimed at strengthening both its internal development and its contribution to Zanzibar University. This brief report highlights the achievements, challenges, and way forward.

1.0 Dar Al Iman Progress

1. **Renewal of registration**: We managed to renew registration

   Requirements:
   - Annual narrative report
   - Annual Financial report
   - Annual Financial Audited report

As a result, Dar Al Iman successfully renewed its registration securing its standing as a legally recognized organization and recognized by the Registrar office.

2. **Organizational Structure of Daral Iman**: We have proposed an organization structure of Daral Iman Chaired by Eng. Abdulkadir.

3. **Board of Trustees of Daral Iman**: We proposed 3 local members to represent Daral Iman in Tanzania. These are as follows:

   Mr. Juma Burhan Mohammed

   Dr. Yahya Kh. Hamad

   Dr. Rukayya Waqif Mohammed

   We kindly request your change/approval

4. **Financial Manual Development:** We are currently developing financial Manual as the requirement of the Registrar of NGOs.

Achievements for Daral Iman

i. We have been invited by the Government to participate in training related to money laundering for NGOs.

ii. We have been invited tom participate in fundraising training for NGO.

iii. Arabic Language has enrolled 80 new students (from outside) who are actively attending classes.

Requirements of Daral Iman

i. Strategic Plan

ii. Financial Plan

iii.   Risk Management Policy and Framework

iv.   MNE Plan

v.   HR Manual

vi.   Code of Conduct

Challenges of Dar Al Iman

The major challenge is the lack of financial support to sustain its activities.

Way Forward

The organization also conducts assessments of its existing projects;

i.   Farm

ii.   Clinic,

iii.   Hostels,

iv.   Restaurant,

to see if they are profitability and long-term viability. The team will prepare a report along with the recommendations therein.

Recommendation

The team should be motivated by compensation per task

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                          │      BOARD OF TRUSTEES       │
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                              │    Board Chairman      │
                              │ Eng. Abdulkadir Osman Hafiz │
                              └───────────────────────┘
                              ┌───────────────────────┐
                              │    deputy chairman     │
                              │ Prof. Mohammed Awadelkarim │
                              └───────────────────────┘
                              ┌───────────────────────┐
                              │   Executive Director   │
                              │  Dr. Rashid Juma Rashid │
                              └───────────────────────┘
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                              │   Head of programmes   │
                              │    Mr. Khamis Hamed     │
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Project Management Coordinator	Financial Officer	Human Resources Officer
Dr. Mzuri Issa	Md. Hadia Mattar	Md. Rahma Juma Rashid

Head of Coordination
Mr. Hafidh Ali Hafidh

Units

- **Alzahra Clinic** — Dkt Ali M. Ali
- **Scholarship** — DICA director
- **Alzahra Masjid** — Mr. Hashim S. Pandu
- **Arabic Language** — Nuseibah A. Taha
- **Agriculture** — Ismail S. Mo'hd

Under Human Resources Officer:
- **IT Administrator** — Dr. Abdo Gurroob
- **Public Relations Officer** — Abdallah Sabour
- **Legal Officer** — Md. Harusi Mpatani