



ANNUAL REPORT 2010-2011

Making
DEMOCRACY
Work

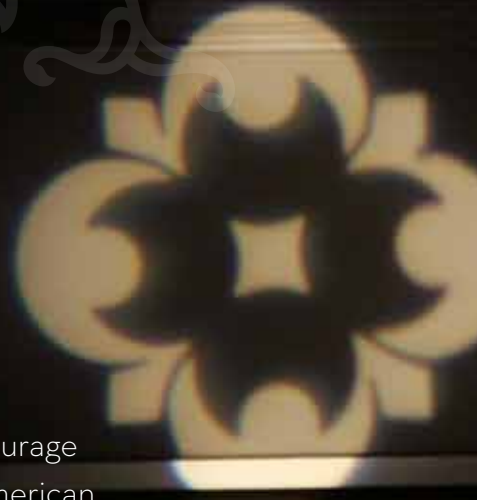


Our VISION

is to be a leading advocate for justice and mutual understanding.

Our MISSION

is to enhance understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.



CAIR



CAIR-CA YEAR *in* REVIEW

Our annual report is an opportunity to share our grassroots advocacy work with the broader community. As with prior years, this year was full of exciting and proud moments for CAIR and the California Muslim community.

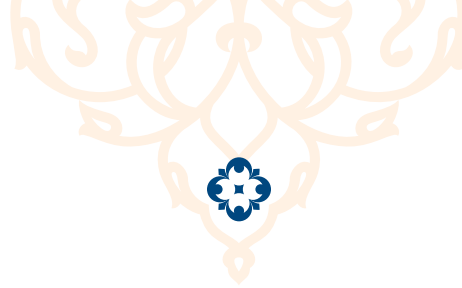
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Our 10 Core Values



- 1* CAIR supports free enterprise, freedom of religion and freedom of expression.
- 2* CAIR is committed to protecting the civil rights of all Americans, regardless of faith.
- 3* CAIR supports domestic policies that promote civil rights, diversity and freedom of religion.
- 4* CAIR opposes domestic policies that limit civil rights, permit racial, ethnic or religious profiling, infringe on due process, or that prevent Muslims and others from participating fully in American civic life.
- 5* CAIR is a natural ally of groups, religious or secular, that advocate justice and human rights in America and around the world.
- 6* CAIR supports foreign policies that help create free and equitable trade, encourage human rights and promote representative government based on socio-economic justice.
- 7* CAIR believes the active practice of Islam strengthens the social and religious fabric of our nation.
- 8* CAIR condemns all acts of violence against civilians by any individual, group or state.
- 9* CAIR advocates dialogue between faith communities both in America and worldwide.
- 10* CAIR supports equal and complementary rights and responsibilities for men and women.



A MESSAGE *from the* CAIR LEADERSHIP

The need to stand up for our basic freedoms today is to free future generations from carrying the burden of inequity and injustice.



My Dear Brothers, Sisters and Friends:

Assalamu Alaikum (Peace Be Upon You).

On behalf of the CAIR-CA family, I would like to thank you for your unwavering support in sustaining our efforts to promote a more just and inclusive nation.

As CAIR-CA grows into a lasting institution with a clearer vision and a stronger foundation, we are taking proactive steps daily to become better at what we do—protecting the rights of American Muslims, building bridges of understanding with people of all faiths, promoting an accurate image of Islam and Muslims and sharing the responsibility of building a great community and a great country, and making democracy work.

As another year draws to a close, I am reminded of our collective triumphs and struggles. The selective prosecution of 11 Muslim students by the Orange County District Attorney’s office, anti-Muslim rhetoric in the upcoming 2012 election, the anti-sharia movement in various states, and recent reports of FBI trainers who eye

mainstream Muslims with suspicion—are reminders for advocates of democracy, Muslims and those of other faiths, to come together and ensure our institutions have the financial and other necessary resources to tackle challenges effectively, provide safe spaces for our youth to thrive in and promote a more equitable society.

We pledge to work harder and smarter on your behalf. To that end, CAIR-CA continues to expand to meet our community’s growing needs and to strengthen youth programming, leadership development, and community outreach.

Insha Allah (God willing), we hope that you will walk alongside us, as you have in the past. Please take a moment to read about our campaigns, initiatives and accomplishments. If you have any comments or suggestions for improvement, please do not hesitate to contact us.

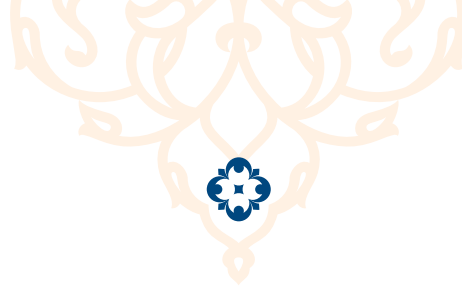
I am thankful to our volunteers, interns, and staff who have given their time and effort to the advancement of CAIR, and encourage continued involvement in the future.

Thank you for your tremendous prayers and support. We are proud to serve you through our four offices in Sacramento Valley (SV), San Francisco Bay Area (SFBA), Los Angeles (LA), and San Diego (SD).

Sincerely,

Masoud Nassimi
Chairman of the Board, CAIR-California





MEDIA *and* COMMUNICATIONS

We continue to work on building solid relationships with journalists and editors and influencing positive media coverage of American Muslims.

Over the past year, CAIR-CA has continued to be a positive force in influencing comprehensive news stories and articles about the California Muslim community and beyond. In presenting an accurate portrayal of Islam and Muslims to the American public, our spokespeople regularly provide interviews to local and national television, radio and print media. We engage in aggressive opinion-writing, challenge those outlets which seek to misrepresent the faith of Islam, and serve as a resource for journalists on issues of interest to American Muslims.

Throughout the state, we routinely counter anti-Muslim voices and efforts to curtail Muslims' First Amendment rights to worship and expression. This year, we joined a broad-based national coalition to challenge New York Congressman Peter King's biased radicalization hearings on American Muslims. CAIR-CA representatives also provided an important perspective on the historic Arab Spring and its positive implications for American citizens and U.S. foreign policy. Moreover, we utilized media as a vehicle to shed light on the FBI's anti-Islam trainings, unlawful surveillance by the government, and discrimination by companies against those of the Muslim faith.

This year, CAIR's newly created Islamophobia department and the University of California, Berkeley's Center for Race and Gender co-sponsored a first of a kind national report, "Same Hate, New Target," that offers a review of Islamophobia in the country as well as the state of affairs of American Muslims. The report has become a resource for media professionals, academics, and civil liberties organizations.

Amplifying Our Voice:

- CAIR-CA spokespeople engaged prominent national media to help set the record straight about Muslims and their Islamic faith, reflect on the state of civil liberties, other pertinent issues in the Muslim community and international affairs. Our media work included appearing on MSNBC's *the Countdown*, *The O'Reilly Factor*, *The Ed Schultz Show*, *Al-Jazeera English*, and in *The Washington Post*, and *The New York Times*.
- CAIR-SD held a news conference and coordinated media work around Southwest Airlines' removal of a female Muslim passenger without probable cause.





MUSLIMS BEING TRACKED

CAIR-SFBA Executive Director Zabira Billoo and client Yasir Afifi discussed on RT-TV the FBI's warrantless surveillance of him.



In presenting an accurate image of Islam and Muslims to the American public, we regularly provide interviews to television, radio and print outlets and serve as a resource for the media on issues of interest.

The story reached local, national, and international media outlets and received 140,000-plus Google hits.

- CAIR-SV joined in a press conference with Sacramento U.S. Attorney's Office for the Eastern District of Calif. and FBI Special Agent-in-Charge following an arrest in the hate crime and vandalism of the Madera Islamic Center.

Grassroots Work:

- CAIR-LA produced a short video about a Yorba Linda hate rally aimed at Muslim families. The office coordinated media coverage and further grassroots advocacy after the video went viral and generated 750,000-plus views.
- CAIR-SFBA partnered with Voice of Witness to raise awareness about its new book, *Patriot Acts: Narratives of Post-9/11 Injustice*. The book features stories of three CAIR clients who suffered discrimination and harassment.
- CAIR-CA representatives wrote opinion pieces on events and issues of relevance to American Muslims, such as NPR's firing of correspondent Juan Williams, the killing of Al-Qaeda mastermind Osama bin Laden, unlawful FBI surveillance of Muslims, the Egyptian uprising, and the selective prosecution of 11 Muslim students in Orange County. These pieces were published in regional newspapers and online blogs.
- CAIR-LA organized community leaders' meetings with the *Orange County Register* and the *Riverside Press-Enterprise* to help those newsrooms gain a better understanding of the dynamic Southern California Muslim community.

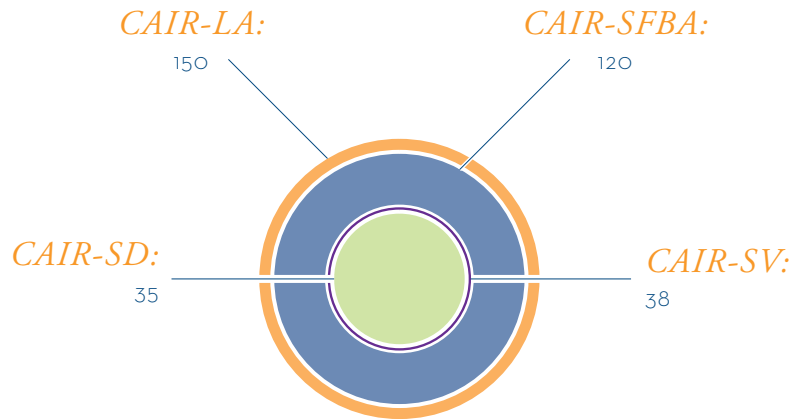
Engaging Hollywood to Tell Our Story:

CAIR has proactively worked with major Hollywood executives and movie studios in the past decade to ensure an authentic portrayal of Islam and Muslims. Through forums, engagement, trainings, and collaboration, CAIR serves as a resource on Islam and its adherents and helps bridge the gap between Muslims and the entertainment center of the world.

As we help open doors to various opportunities awaiting Muslims in Hollywood, we also encourage our members to share their thoughts with us on improving American Muslims' depictions and voices in the entertainment industry.

- CAIR-LA held an exclusive community screening of the AMC Independent film *Mooz-lum* for some 400 viewers, followed by a panel discussion with filmmaker Qasim Basir, producer Dana Offenbach, and actor Roger Guenveur Smith.
- CAIR-SD held a community screening of the documentary *Deen Tight* and a panel discussion with Muslim artists on the challenges of balancing religion, culture and art in a western society. Panelists included *Deen Tight* director Mustafa Davis, Mohammed "DJ Kid Dragon" Zaki, Rachele "DJ Raichous," and Black Wall Street Muslim rapper Kumasi Simmons.
- CAIR-SFBA held a community screening of the film *Bilal's Stand* at the prominent Muslim Community Association of Santa Clara. The screening helped facilitate community discussions about the experience of American Muslim youth growing up in a post-9/11 era.





CAIR-CA MEDIA INTERVIEWS, 2011



CAIR-LA held an exclusive screening of the AMC Independent film *Mooz-lum* for 400 viewers, followed by a Q&A with filmmaker Qasim Basir, producer Dana Offenbach, and actor Roger Guenveur Smith.



CAIR-LA organized a community leaders' meeting with the *Orange County Register* to help its editors and reporters gain a better understanding of the dynamic Southern California Muslim community.

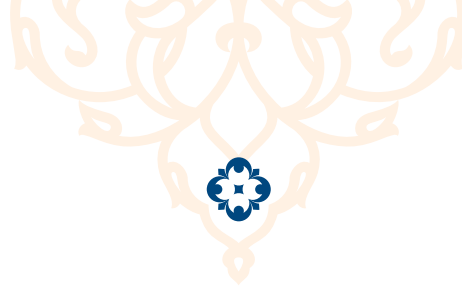


CAIR-SD Executive Director Hanif Mohebi conducted a TV interview about a Muslim woman who was removed from a Southwest Airlines flight because she was deemed "suspicious." The woman wears a *hijab*.



CAIR-SFBA summer intern Mariam Elnozahy spoke with KTVU's Loyd Lacuesta about her experience growing up in a post-9/11 environment.





PROTECTING *Civil Rights*

We work to preserve the Constitutional rights of American Muslims by documenting and resolving cases of discrimination, harassment, vandalism, and hate crimes.

As the largest Muslim civil rights group in the United States, we work around the clock to safeguard our community's Constitutional freedoms and civil liberties, which have been under regular assault throughout the past decade.

CAIR continues to document and help resolve cases of discrimination, harassment, and hate crimes at work, in school, and at airports. CAIR lawyers file lawsuits on cutting edge civil rights issues, while offering free daily legal services such as advising and representing hundreds of American Muslim community members who are contacted by the FBI.

We educate and mobilize community members on civil rights issues through workshops and by publishing guides and advisories, while we proactively foster relations with and conduct cultural sensitivity trainings for government and law enforcement agencies and the private sector on religious issues pertaining to American Muslims.

CAIR-CA is, therefore, able to provide a unique expertise to the advocacy world, combining both on the ground experience with insight into developing civil rights issues and legal theories. This year, CAIR-CA collaborated with

many research and academic institutions, reporters, and advocacy groups on issues such as immigration delays, informant coercion, anti-sharia legislation, and mosque opposition, while conducting various peer-education seminars and delivering lectures at law schools and other academic institutions.

Civil Rights Expansion and Growth:

CAIR-CA is proud to serve our growing membership with three highly qualified full-time lawyers working out of our LA and SFBA offices.

The attorneys provide legal advice and representation to community members on their civil rights complaints, with an emphasis in the areas of employment discrimination, immigration, First Amendment and law enforcement abuse. This year, CAIR-CA offices filed a number of vital lawsuits in efforts to address violations that were not only faced by our clients but carry broad ramifications for all Americans.

- CAIR-LA, the ACLU of Southern California and the law firm Hadsell, Stormer, Keeny, Richardson & Renick LLP, filed an unprecedented class-action lawsuit against the FBI for infiltrating mosques in





CAIR-LA Staff Attorney & Deputy Executive Director Ameena Mirza Qazi, client Ali Malik and CAIR-LA Executive Director Hussam Ayloush addressed a news conference on the filing of a class-action suit against the FBI's illegal surveillance of Southern California Muslims.



We continue to mobilize American Muslims on civil rights issues by organizing workshops and publishing guides, and serve as an important resource to the civil rights advocacy world.

Southern California and targeting American Muslims for surveillance based solely on religion.

- CAIR-SFBA with the Legal Aid Society-Employment Law Center, filed suit against corporate giant Abercrombie & Fitch for firing a 20-year-old Muslim woman for refusing to remove her religiously-mandated headscarf. The U.S. Equal Employment Opportunity Commission's San Francisco office also filed suit against the company over the incident.
- CAIR-LA with co-counsel Orange Law Offices, Mann and Cook Law Offices, and the Disability Rights Legal Center filed suit against former Los Angeles Police Department (LAPD) officer Joseph Cruz and the LAPD for claims including wrongful death and excessive use of force of a young Muslim man with autism. The trial resulted in a jury award of \$1.7 million in damages to the family and the victim's estate.
- CAIR-SFBA, along with CAIR National, filed a lawsuit on behalf of an Egyptian American college student against the U.S. Department of Justice over the FBI's installation of a GPS tracking device to his car in the absence of a warrant, thus violating his Fourth Amendment rights.

Safeguarding Our Civil Liberties:

- CAIR-SD advocated on behalf of a Muslim woman who was removed from a Southwest Airlines flight without probable cause. The woman, who was deemed "suspicious," wears the Islamic headscarf.
- CAIR-LA advocated on behalf of 11 Muslim students who verbally protested the Israeli Ambassador at a University of California, Irvine event. Ten of the students were later selectively prosecuted by the OC

District Attorney's office, which held grand jury proceedings about a nonviolent campus incident, pursued criminal charges against these students and wasted taxpayer dollars.

- CAIR-LA secured a Muslim Disneyland intern's right to wear her religiously-mandated headscarf at work. Following CAIR-LA's intervention, Disney was able to provide a clothing option that met both the woman's religious requirements and her uniform guidelines.
- CAIR-SV successfully helped an American Muslim family return to the U.S. after a family member was placed on a no-fly list while overseas.
- CAIR-SFBA joined an effort along with the Asian Law Caucus and the ACLU to seek transparency and reform of the relationship between the local police and the FBI in Oakland.

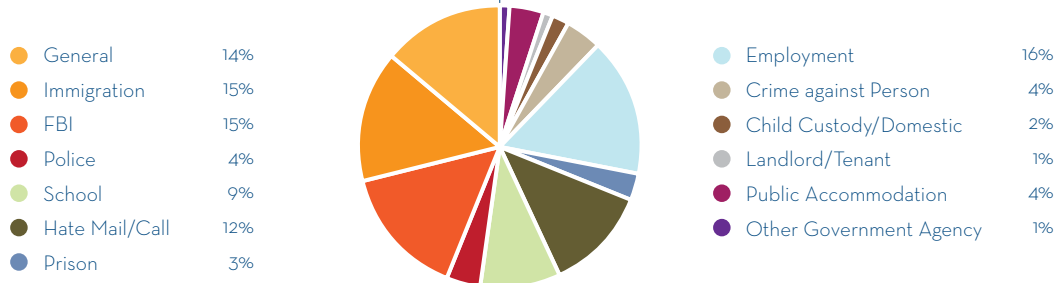
Empowering Our Community:

- CAIR-SD provided critical community and legal support, including through a "Know Your Rights" Community Forum, for members of the Somali community, following FBI raids against and numerous visits to Somali American Muslims.
- CAIR-SV, to raise awareness about Muslims' religious practices, worked with the California Commission on Peace Officer Standards and Training (POST) to create a video, which will be shared with the state's first responders and law enforcement officers.
- CAIR-CA conducted workshops for community members, educators and lawmakers to highlight the increase in incidents of bullying and harassment of Muslim students and to promote effective detection and resolution.



Type of Case

2010-2011



CAIR-CA CIVIL RIGHTS CASES

Total Number of Cases: 667



CAIR-LA, NCRR, and JACL held the 3rd Annual Bridging Communities Program for Muslim and Japanese American high school students. The program culminated in an annual visit to Manzanar internment camp.



CAIR-SV Executive Director Basim Elkarra joined elected leaders, law enforcement officials, and community organizers at a news conference in support of the Sikh community after the shooting of two elderly Sikh men.

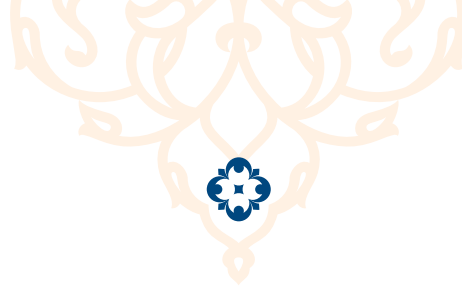


CAIR-SD Public Relations Director Edgar Hopida participated in a news conference with client Irum Abbasi after her removal from a Southwest Airlines flight without probable cause.



CAIR-SFBA Executive Director Zahra Billoo, client Hani Khan, and co-counsel from the Legal Aid Society-Employment Law Center, Araceli Martinez-Olguin, spoke at a news conference announcing a lawsuit against Abercrombie & Fitch for religious discrimination.





COMMUNITY OUTREACH *and* EMPOWERMENT

As a grassroots organization, the core of our work lies in engaging community members to become activists and leaders and help effect positive social change.

CAIR strives to empower and instill the significance of grassroots activism in Muslim community members through workshops, forums and issue-focused conferences. An equally important component of our effort is to continue to nurture bridge-building among Muslims and other minorities, and to apply our faith as a positive force toward America’s social justice movements.

This year, CAIR-CA brought together 52 top high school students from across California to the 7th Annual Muslim Youth Leadership Program (MYLP) at the State Capitol. In the four-day conference, students learned about getting their voices heard in the political arena, the importance of community organizing, and how to be effective leaders within our communities. At a “Mock Legislature” session on the Senate floor, students served as legislators and debated public policy issues. They noted the conference would have a lasting impact on their identity and commitment to activism.

Additionally, CAIR-LA along with Nikkei for Civil Rights and Redress (NCRR) and the Japanese American Citizens League (JACL) organized the 3rd Annual Bridging

Communities Program (BCP)—a rich learning exchange between American Muslim and Japanese American high school students. CAIR-SV, CAIR-LA and CAIR-SD offices also organized a group of California Muslims to visit the Manzanar internment camp to gain an understanding of the injustices that can arise from war hysteria.

CAIR-SFBA launched its Bridging Communities Program this year. The pilot program brought together youth of various backgrounds for a number of sessions focused on building their identities and learning from each other’s histories, culminating in a visit to the Tule Lake internment camp.

During the year, CAIR-CA enhanced its empowerment and educational initiatives for the state’s Muslim populations through two key programs. CAIR-LA organized a daylong leadership conference for 250 attendees, and featured advanced workshops with experts on civic engagement, public speaking, social media, challenging Islamophobia, and rights and empowerment. CAIR-SD co-organized a daylong conference titled “Muslim Youth in America: Seeking the Straight Path,” which featured conversational sessions on the development of good Muslim character



52 top high school students from across California participated in the 7th Annual Muslim Youth Leadership Program (MYLP) and learned skills in community organizing, public speaking and getting their voices heard on Capitol Hill.





We work to enhance bridge-building efforts and draw inspiration from our faith as we advocate on various social justice causes.

and the myth of radicalization among Muslim youth. The conference attracted hundreds of Muslim youth from across San Diego County.

A Voice for the Arab Spring:

The pro-democracy revolutions in the Arab world could very well be a page from our textbooks on civil rights history. The struggle for freedom, human rights and basic living standards are universal values. To America, the Arab Spring provides hope for a new course—a course that favors self-determination.

CAIR-CA representatives have amplified the global calls for democracy and freedom through interviews, opinion writing, reaching out to elected officials, and training community members. Some of these efforts include: CAIR-SV and the Calif. Federation of Labor, AFL-CIO hosted an “International Women of Labor” event featuring two Tunisian and two Egyptian labor leaders; CAIR-SD trained Egyptian American community members in media and public relations; CAIR-LA worked to raise awareness about the pro-democracy revolutions in the Arab world by engaging our lawmakers; CAIR-SFBA held a workshop for Bay Area Muslim youth to take lessons from the Arab Spring to make one’s voice heard.

Giving and Connecting:

- CAIR-SV, during the month of Ramadan, organized Project Feed, in which young Muslims gathered at a local mosque to prepare 400 bags of food for Sacramento’s homeless.
- CAIR-SFBA co-sponsored seven mosque open houses across the Bay Area in Ramadan. The events were

attended by more than 1,000 people, including public officials and interfaith leaders.

- CAIR-LA representatives participated in the annual West Coast Catholic-Muslim Dialogue, convened by the U.S. Conference of Catholic Bishops. These dialogues, over the years, have built strong bonds of cooperation between leaders of the two faiths.
- CAIR-SD served on the host committee for the 23rd Annual Rev. Martin Luther King, Jr. All People’s Breakfast. The committee consisted of interfaith and civil rights luminaries, with strong ties to CAIR-SD developed over the past five years.
- CAIR-SFBA co-sponsored an activism training hosted by the Muslim Peace Coalition. The event brought together dozens of social justice activists for civil rights and media trainings from advocates, including CAIR staff.
- CAIR-SV hosted an *iftar* (fast-breaking meal) in Ramadan for 82 Jewish high school students and staff, all part of a youth camp organized by Temple Beth Hillel. The youth observed sunset prayers, asked questions, and partook in the *iftar* meal at the SALAM Islamic Center.

Recognitions:

- CAIR-LA was recognized by APIs/CAN, the Islamic Institute of Orange County, and Masjid Al-Hedeya for its civil rights work.
- CAIR-SFBA Executive Director Zahra Billoo was presented with the Unity Award by San Francisco’s Minority Bar Coalition and received the “Public Interest Attorney of the Year” Award from the South Asian Bar Association of Northern California.



More than 200 California high school students have graduated from the Muslim Youth Leadership Program (MYLP) in the past 7 years.



CAIR-LA was recognized by APIs/CAN for its work to protect civil liberties and promote equality of all Americans.



CAIR-SV staff and community members participated in the annual Martin Luther King, Jr. parade held in January.

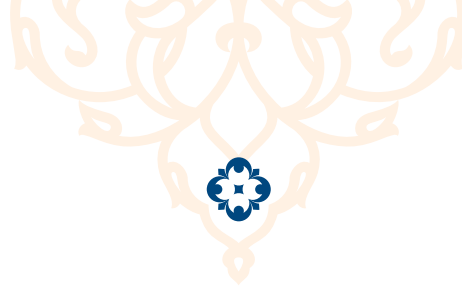


Muslim Youth Leadership Program students were recognized at the CAIR-LA 14th Annual Fundraising Banquet.



CAIR-SFBA and JACL Staff with Bridging Communities participants at the Tule Lake Internment Camp Museum.





GOVERNMENT *Relations*

We encourage our community’s full participation in the American civic life.

At CAIR-CA, we believe that engagement at the local, state and federal levels is integral to advancing our communities and making our nation a better place for all. Taking a lesson from other minority groups, CAIR-CA and the American Muslim community have been working together to increase our political clout and ensure our voices and issues are heard in Sacramento and on Capitol Hill.

This year, CAIR-CA representatives conducted more than 100 meetings with local, state and federal elected officials, sharing the concerns and issues relevant to Muslim Americans. Policy issues our offices have worked on include the ill-advised Secure Communities program launched by the U.S. Department of Homeland Security, reintroduction of the End of Racial Profiling Act (ERPA) and reauthorization of the PATRIOT Act. Moreover, we expose voices of bigotry that advocate the marginalization of Americans based on religious conviction. To this end, CAIR-CA joined efforts to form a broad-based coalition against Rep. Peter King’s biased radicalization hearings on American Muslims. The hearings, despite initial media

fervor, were soundly rejected by a vast majority of Americans as disparaging toward law-abiding Muslims.

Moreover, 200-plus people gathered for the “8th Annual Capitol *Iftar*” organized by CAIR-CA this year. The event featured key figures from the Muslim community as well as senators, assembly members, mayors, capitol staff and other officials. A resolution signed by more than 50 legislators commemorating the month of Ramadan and recognizing the contributions of American Muslims in the state was presented at the *iftar*.

With the 2012 election on the horizon, CAIR-CA urges Muslim Americans to register to vote, to connect with their elected representatives on important issues, and to run for elected office, whether it be for local school boards or a congressional seat.

Advocating for Sound Policies:

- CAIR-CA facilitated the participation of community members in the Asian Pacific Islander Policy Summit in Sacramento. Participants learned how to advocate to lawmakers on issues such as healthcare, education,



CAIR-CA held its "8th Annual Capitol Iftar" in Sacramento. The event featured key figures from the Muslim community, senators, assembly members, mayors, capitol staff and other officials. A resolution signed by more than 50 legislators commemorating Ramadan and recognizing Calif. Muslims' contributions was also presented at the iftar.





We work to promote sound policies and ensure our voices are heard in Sacramento and Washington, D.C.

and immigration. CAIR-LA Executive Director Hussam Ayloush also served as a keynote speaker at the main session during the two-day summit.

- CAIR-SV Executive Director Basim Elkarra participated in a White House reception, and also serves as member of the U.S. Attorney's Hate Crimes Task Force and a member of the Sacramento Police Advisory Multicultural Committee.
- CAIR-SFBA is a founding member of Coalition for Safe San Francisco, which was formed last year after anti-Muslim remarks made by then-Police Chief George Gascon. After his apology, the coalition mobilized to challenge racial profiling by members of the San Francisco Police Department at a number of community hearings.
- CAIR-SD participated in a panel discussion titled, "Immigration Reform: Linking the Academy to Activism" at Whittier College. The event was part of a three-day conference for religious studies professors organized by the Western Commission for the Study of Religion.
- CAIR-SFBA Executive Director Zahra Billoo and CAIR Executive Director Nihad Awad spoke at University of California, Berkeley Center for Race and Gender's conference titled "Islamophobia Production and Re-Defining the Global 'Security' Agenda for the 21st Century." CAIR-SFBA co-sponsored the two-day conference.

Educating Community on Policy Work:

- CAIR-LA worked with other community organizations to raise awareness about the flawed Secure Communities program, which in seeking a quick fix to immigration woes, has incorrectly identified thousands of legal immigrants as undocumented and contributed to an environment of fear in the immigrant community.
- CAIR-SFBA co-hosted a community hearing focusing on the civil rights violations facing the Muslim, Arab and South Asian communities. The hearing was organized by the Sikh Coalition, Assembly Member Paul Fong and the California Asian Pacific Islander Legislative Caucus.



CAIR-CA offices held more than 100 meetings with local, state and federal lawmakers on issues relevant to American Muslims.



Lawmakers and other dignitaries joined in the “8th Annual Capitol Iftar” organized by CAIR-CA in Sacramento during Ramadan.



First Muslim U.S. Congressman Keith Ellison (D-MN) delivered the keynote address at a CAIR-LA organized community event in San Fernando Valley.



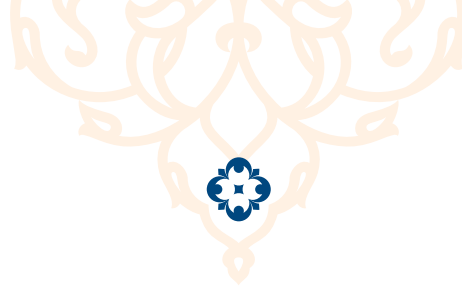
CAIR-SD Executive Director Hanif Mohebi joined a rally to support the DREAM Act, which after passing the Calif. Legislature and signed into law by Gov. Brown, allows undocumented college students to apply for financial aid.

Lilly Fuentes-Joy Photography



CAIR-CA representatives met with Congress members in DC to advocate to them on issues relevant to American Muslims.





FINANCIAL *Activity Report*

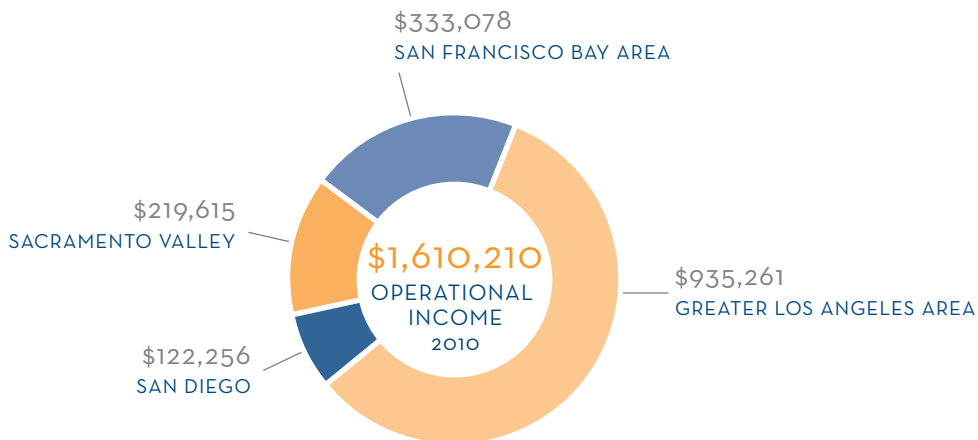
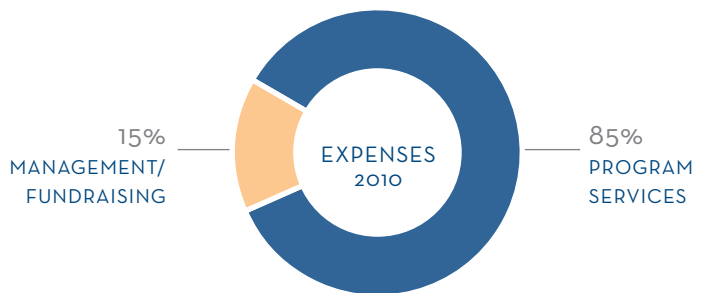
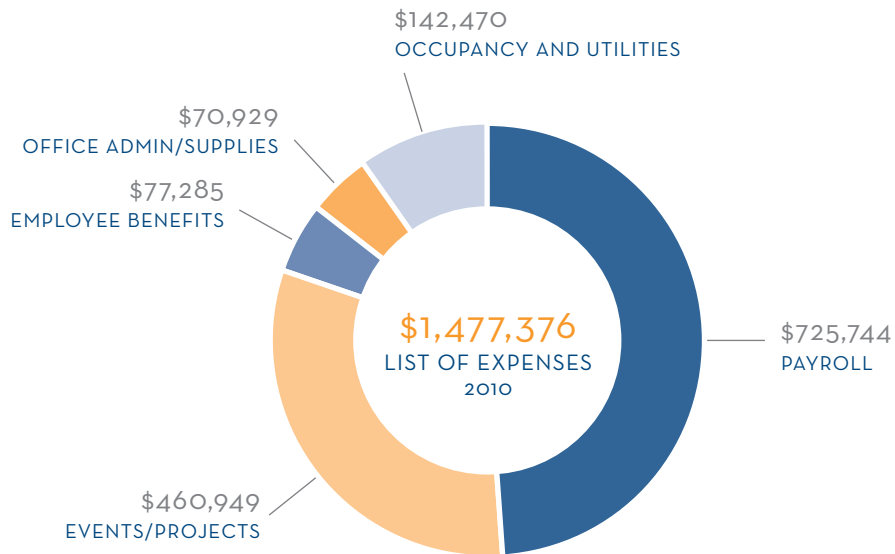
The statement of activities below is for the fiscal years 2008, 2009, and 2010 for all CAIR-California offices (Sacramento Valley, San Francisco Bay Area, Greater Los Angeles Area, and San Diego).

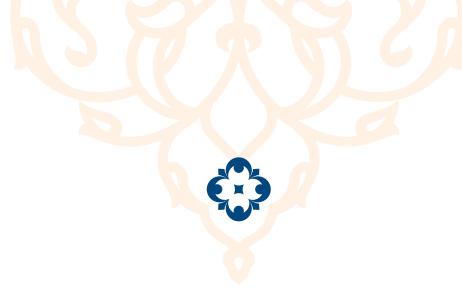
Operational Income	FY 2008	Change from 2007	FY 2009	Change from 2008	FY 2010	Change from 2009
CAIR—Sacramento Valley	\$ 235,916	33.1%	\$ 177,177	-24.9%	\$ 219,615	24.0%
CAIR—San Francisco Bay Area	\$ 246,136	-13.8%	\$ 204,949	-16.7%	\$ 333,078	62.5%
CAIR—Greater Los Angeles Area	\$ 1,001,881	-1.5%	\$ 946,540	-5.5%	\$ 935,261	-1.2%
CAIR—San Diego	\$ 91,936	128.5%	\$ 84,451	-8.1%	\$ 122,256	44.8%
Total	\$1,575,869	3.7%	\$ 1,413,117	-10.3%	\$1,610,210	13.9%

Expenses	FY 2008 (%)	FY 2009 (%)	FY 2010 (%)
Program Services	83	85.56	85.07
Management/Fundraising	17	14.44	14.93
	100	100	100

List of Expenses	FY 2008	FY 2008 (%)	FY 2009	FY 2009 (%)	FY 2010	FY 2010 (%)
Payroll	\$ 658,801	41.49	\$ 662,808.00	50.00	\$ 725,743.64	49.12
Events/Projects	\$ 665,881	41.94	\$ 387,448.00	29.23	\$ 460,948.58	31.2
Employee Benefits	\$ 55,262	3.48	\$ 77,207.00	5.82	\$ 77,285.00	5.23
Office Admin/Supplies	\$ 71,637	4.51	\$ 66,119.00	4.99	\$ 70,928.94	4.8
Occupancy and Utilities	\$ 136,190	8.58	\$ 131,979.00	9.96	\$ 142,470.24	9.64
Total	\$1,587,771	100	\$1,325,561.00	100	\$1,477,376.40	100







HOW *to* SUPPORT *Us*

We all have something valuable to learn from and inspire within each other, and *Insha Allah* (God willing), we continue to be granted the opportunity to do so. CAIR-CA thanks all the volunteers, interns, and staff who have given their time and effort to the advancement of the Muslim community and CAIR, and encourages continued involvement in the years to come.

SHOW YOUR SUPPORT

1. Sign up for your local office's mailing list

Sacramento Valley:

<http://ca.cair.com/sacval/>

San Francisco Bay Area:

<http://ca.cair.com/sfba>

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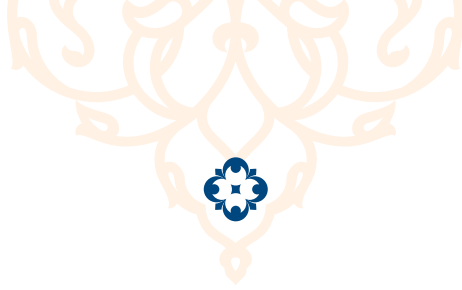
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