



Hilaq: a youth corps your masjid *owns*.

Halaqah: a circle gathered around a teacher to learn, reflect, and grow. Hilaq revives that tradition as a structure any masjid can install: a trained, safeguarded corps of young leaders, mentored for the long term.

THE GAP

The generation most present in the community is least present in the masjid.

54%

of American Muslim adults are 18–34: the youngest, fastest-growing generation in the community.

24%

of mosque participants fall in that same range. That distance is the gap Hilaq exists to close.

Most masajid do not lack willing young people. They lack a structure that turns willingness into responsibility, and an adult who stays long enough for that to happen. Hilaq supplies both, and then hands them over.

WHAT GETS INSTALLED

Build, train, deploy, and then stay.

Build

Weeks 1–4

Assess the masjid; recruit and select the youth corps; design the structure.

Train

Weeks 5–12

Leadership intensive: facilitation, public speaking, da'wah, conflict navigation, adab.

Deploy

Months 4–6

The corps runs real programs under supervision. They execute; we coach.

Sustain

Ongoing, for years

Long-term mentor, event speaker, and coordinator, embedded with the team, not stepping back.

The units

Events · Da'wah & Outreach · Service · Media · Hospitality

The pathway

General (enter & belong) → Committee (contribute & own) → Core (lead & mentor) → Alumni / Mentor (give back & steward)

SAFEGUARDING

What we do, and what we do not.

A board is accountable for the children in its building. These are the standards we work to, stated plainly enough that you can hold us to them and specific enough to be worth holding.

How mentors are chosen

Each mentor applies in full, gives two references we actually call, and meets personally with the founder and another member of the team. Every mentor completes our training before being entrusted with students, and is observed and supported afterward. We do not run criminal background checks today; we would rather state that than let a silence imply otherwise.

What mentors are trained in

The Islamic ethics of holding a position over someone younger, what that responsibility forbids as much as what it asks, and the exact channel for raising a concern about anyone, including the person who trained them.

Supervision

Boys' cohorts are led by male mentors. Wherever a session is not same-gender, two rules hold without exception: more than one adult present, and no closed doors. Late and overnight activity runs with same-gender supervision.

If the concern is about the founder

Concerns involving Irsan Ahmad go to Mawlana Haroon Ahmed, who supervises them independently and reports onward: to the board of the partner masjid where a contract governs the program, or directly to the parents of the students in that circle. That path exists in writing before anyone needs it.

Transport and photographs

Students are brought to and collected from regular sessions by their own parents. Anything outside the ordinary schedule runs on signed parental permission, which is also where consent for photographs is asked rather than assumed.

Content transparency

Every khutbah, halaqa, and lesson plan is visible to your imam before it is delivered, not after. Local scholarly authority has final say, always.

ENGAGEMENT

Three tiers, so every board chooses its ambition.

Irsan works with no more than three masajid at a time, so each partnership gets undivided attention.

Coaching & Mentorship

\$2,000 a month

Guide a youth team you already have.

- ✓ Monthly leadership sessions with your youth team
- ✓ Quarterly board advisory
- ✓ Event guidance

SIGNATURE ENGAGEMENT

Full Build & Deployment

\$3,000 a month

Build the corps, then keep it running.

- ✓ Youth corps selected and trained
- ✓ Units structured and embedded in the masjid
- ✓ Ongoing mentorship
- ✓ Progress reporting to the board

End-to-End Leadership

\$5,000 a month

The whole youth department, run end to end.

EVERYTHING IN FULL BUILD, PLUS

- ✓ A complete calendar of programs
- ✓ Intensive core-team mentorship
- ✓ End-to-end operational leadership of the youth department

The pilot comes first, under every tier. The 60-day pilot runs at the rate of the tier you choose, and continuing past it is a decision made with its written report in hand. After the pilot the engagement continues month to month: either side may end it with 30 days' written notice, and there is no multi-year lock-in. Whatever is built stays with the masjid.

THE 60-DAY PILOT

What a board holds in its hands after sixty days.

- 01 **Youth-program diagnostic.** An assessment of current programs, participation, leadership, gaps, and opportunities.
- 02 **Active pilot cohort.** A functioning youth circle or leadership cohort operating through several sessions.
- 03 **Initial program framework.** A written structure covering goals, curriculum, schedule, roles, communication, and the student pathway.
- 04 **Local leadership development.** Potential local mentors or youth leaders identified, observed, and given initial coaching and defined responsibilities.
- 05 **Youth and family feedback.** A summary of engagement, strengths, concerns, and emerging needs from participating youth and families.
- 06 **Board report and roadmap.** A concluding presentation explaining what was learned, what was built, and the recommended path for the following six to twelve months.

GETTING STARTED

Six steps, in order.

- 01 **Converse.** A first conversation with leadership about your youth, your hopes, and your gaps.
- 02 **Gauge interest.** A short interest form to the congregation to surface eager youth and supportive families.
- 03 **Host an event.** An open session on youth work that introduces the vision and lets the community experience it firsthand.
- 04 **Meet the candidates.** Sit with interested youth to understand them, set roles, and align on scheduling.
- 05 **Launch the build.** Select and train the first cohort, structure the units, and begin the Build, Train, and Deploy phases.
- 06 **Review and grow.** Report progress to the board each quarter, refine, and deepen the program's roots.

REPORTING

What the quarterly board report looks like.

SPECIMEN · TEMPLATE, NOT A RECORD

Hilaq has not launched at a partner masjid yet, so no real quarterly report exists and none is invented here. This is the template a board receives; the figures stay blank so nothing in this document can be mistaken for a result already achieved.

1. Participation

MEASURE	THIS QUARTER	LAST QUARTER	TARGET
Core team members	—	—	—
Committee members	—	—	—
Youth reached across programs	—	—	—
Sustained weekly attendance	—%	—%	70%+

2. Programs delivered

PROGRAM	UNIT	SESSIONS	LED BY
—	—	—	—
—	—	—	—

3. Leadership pipeline

Movement through the pathway this quarter: who entered as General, who took on Committee responsibility, who reached Core, and who is being prepared to mentor.

4. Safeguarding

Concerns raised, how each was handled, and by whom. A quarter with none says so explicitly rather than omitting the heading.

5. Youth and family feedback

What participants and parents said, including what they asked for and did not get.

6. What we got wrong, and next quarter

What underperformed against the targets above, why, and the specific change being made. Targets are published so that falling short is visible.

WHO LEADS IT

The people your youth would actually be with.

Irslan Ahmad — Founder & Lead Instructor

A Hafiz of the Qur'an since 2012 with an ijazah in the mode of Hafs 'an 'Asim. He holds a Master of Arts in Islamic Studies from Bayan Islamic Graduate School, where his thesis on the Manzumat tradition received the Dr. Fathi Osman Scholarly Excellence Award, and continues full-time 'Alimiyyah study at Darul Qasim College alongside a Bachelor of Science in Neuroscience from the University of Texas at Dallas. He has taught students from early childhood to high school at BEAM Academy, East Plano Islamic Center, and Brighter Horizons Academy, co-founded The Preservers, served on the youth board at EPIC, and works in Strategic Advancement at Bayan Islamic Graduate School.

Mawlana Haroon Ahmed — Scholarly & Pastoral Advisor

A Hafiz of the Qur'an and graduate of Darul Qasim College's 'Alimiyyah program, he has served the Chicagoland Muslim community as an imam, educator, advisor, and youth mentor for more than a decade, including as Imam in Bolingbrook and as Resident Scholar and Academic Supervisor at Masjid Uthman. He currently serves as Head of THIQA and Director of IQRA Academy at Islamic Foundation School, Assistant to the President at Darul Qasim College, and is a certified instructor of the Basira Foundation's Why Islam is True curriculum. He has received specialized training in mental health first response and suicide prevention through the Khalil Center. He is also the independent escalation point named in the safeguarding section above.

REFERENCES

People who have worked with him, and will say so.

Contact details are held rather than printed, out of respect for the people named. Ask and they will be provided directly, with their permission.

Abdullah Mamun
Senior Director of Advancement, Bayan Islamic Graduate School

Dr. Mohammed Pervaiz
Co-Chair of Humanities, Professor at Darul Qasim College

Dr. Seema Imam
Professor, Bayan Islamic Graduate School and National Louis University

Farah Kuzbari
Founder and Director, BEAM Academy

Sami Moussa, M.Ed
Middle School Assistant Principal, Brighter Horizons Academy

Zeeshan Parupia
Chief Operations Officer, The Preservers

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Chief Financial Officer, Pure Hands