

**Friends World Committee for Consultation**

**Minutes of Central Executive Committee**

**Royal Inka Hotel**

**Pisac, Peru**

**18 January 2016**

**Present (for part or all of the meeting):**

Gretchen Castle (Philadelphia YM)	General Sec FWCC
Elizabeth Cazden (New England YM)	Clerk Central Executive Committee
Ronis Chapman (Australia YM)	Exec Sec AWP Section
Sue Glover Frykman (Sweden YM)	Clerk EME Section
Ramón Gonzalez-Longoria (Cuba YM)	Clerk FWCC
Marisa Johnson (Britain YM)	Exec Sec EME Section
Simon Lamb (Ireland YM)	Assistant Clerk FWCC
Patricia Macgregor (Aotearoa/New Zealand YM)	Clerk AWP Section
Cristela Martinez (El Salvador YM)	Member at large (COAL)
Robin Mohr (Philadelphia YM)	Exec Sec Section of the Americas
Alastair Reid (Britain YM)	Treasurer FWCC
Benigno Sanchez-Eppler (New England YM)	Clerk Section of the Americas

**Regrets:**

John Fitzgerald (Ireland YM)	Member at large (YAF)
Dorothy Selebwa (Kakamega YM)	Member at large
Churchill Malimo (Nairobi YM)	Exec Sec Africa Section (delayed by visa problems)
Joshuah Lilande (Lugari YM)	Clerk Africa Section (delayed by visa problems)

**Guests:**

Jessica Bishop (Central & Southern Africa YM)	Assistant Treasurer
Harry Albright (Britain YM)	World Office consultant
Michael Wajda (Philadelphia YM)	fund-raising consultant (for item #16-04)

**CEC 16-01. Opening minute.** We have met for one day preceding the World Plenary, anticipating the arrival of approximately 350 Friends from around the world on the theme “Living the Transformation: Creation waits with eager longing for the revealing of the children of God (Romans 8:19). We are blessed by the natural beauty of this site, with a waterfall on the mountainside outside our meeting room and birdsong surrounding us. We know that Friends around the world are holding these meetings in prayer, and we in turn hold in prayer those who are still in transit, including Kenyan Friends whose visas have been delayed. We are grateful to the staff and all those who put as a top priority enabling all Friends to get to this gathering.

**CEC 16-02. Minutes.** We have reviewed the minutes of the CEC teleconference meeting held 17-18 November 2015, which were distributed in advance of this meeting. We confirm and ratify these minutes, which will be attached to the record copy of the minutes of this session.

**CEC 16-03. General Secretary's Report.** The General Secretary spoke to her written report. The main

focus in the office has been preparation for this Plenary meeting. She spoke with gratitude about the hard work, gifts, and deep faith of other staff and Local Arrangements Committee (LAC) members. The work of the Quaker United Nations Offices continues, with climate change an increasing focus and a particular concern to have peace inserted into the official UN agenda. She and the Section Secretaries are considering a retreat later in 2016. The website has been redone to be readable across a range of devices and to be easier to update content; it is still a work in progress. She has been invited to several interfaith consultations in London and elsewhere where the Quaker voice seems especially valued, and feels a concern to expand interfaith as well as ecumenical work as way may open.

We are grateful for the work of all of the office staff, and look forward to getting to know them during this plenary. We note that the Section websites are also in need of updating, and look forward to more conversation about best practices throughout the organization's web presence.

**CEC 16-04. Fund-raising.** The General Secretary introduced Michael Wajda (Philadelphia YM), who has been engaged as the fund-raising consultant authorized by minute CEC 15-41. We have introduced ourselves and our concerns around financial resources for FWCC's work. How do the dual accountings of spiritual life and ministry and of financial resources interact? How do we create relationships of partnership rather than simply “donors”? How do we proceed in an integrated way, given the substantial differences in culture and practices around the world, and the complicated relationships between work at the world level and at the Section level?

Michael spoke to his long experience of fund-raising as a spiritual call that requires humility and prayer. He is curious to hear about fund-raising in cultures outside his North American experience. He understands his assignment as looking at fund-raising and money across the whole of FWCC and suggesting ways to move forward, not to directly fund-raise for FWCC. He outlined his plan for working. He expects to interview all Section staff, beginning this week, and to collect data from each of them about how funding currently works in each region. He also hopes to interview a representative sampling of Friends to hear what they know about and care about in FWCC. He has sent us a PowerPoint presentation that he uses to illustrate his spiritual approach to fund-raising as a cycle of information, requests, and reporting back. He is impressed with the dedicated leadership, both staff and volunteer, throughout the organization. He hopes to have a report with recommendations for the CEC by mid-June 2016.

As the CEC, we have a primary responsibility for the World Office, but also recognize the integrated nature of FWCC. Our work needs to reflect both a deep sense of equality, and a deep appreciation of the vast differences of culture and resources within and across Sections. Talking about money tends to engage us in conversations in worldly terms. Friends in many places are being challenged by theological positions (sometimes called “the gospel of prosperity”) that view poverty as a sign of a poor relationship with God, and encourages people to give to the church in order to receive financial blessings for themselves. On the other hand, many Friends have adopted an inverse set of values that discourage any accumulation of reserves or endowment, devalue wealth and people with wealth, and promote voluntary poverty as a sign of true spiritual commitment and a policy of spending everything you have today, in trust that God will provide more tomorrow. Both of these make conversations about money and fund-raising difficult. Quaker traditional ways of talking about money can both enrich and hamper us.

We look forward to individual conversations with Michael Wajda this week and beyond, and to his thoughtful counsel on how best to move forward.

**CEC 16-05. Budget proposal.** Alastair Reid presented a report on where we are, summarized in the

Scottish proverb, “It’s a lang road that’s no goat a turnin,” or “Everything has to change sometime.” He previewed his presentation to the Plenary summarising the 2014 accounts.

The Treasurer noted that the final figures for FY (calendar) 2015 have not yet been compiled. Salaries and administrative expenditures were in line with the budget. The CEC meeting at Woodbrooke cost more than expected, even after offsetting grants that covered part of the cost. The travel costs associated with this meeting in Peru have been much higher than budgeted, which will affect the out-turn of the Plenary.

The Treasurer then gave an overview of the budget revisions to 2016 and 2017 and outline of the 2018 budget that will be presented to the Plenary for approval. These budgets do not take into account any spending from the designated funds beyond what the CEC has already authorized, nor any increase in income that may result from the fund-raising evaluation. He also reviewed the list of restricted and designated funds, with projections through 2018 using current information.

We have made some suggestions for minor changes to wording in presenting this information to the Plenary. We are grateful for the work of our Treasurer throughout the year and the clarity of this presentation.

**CEC 16-06. Nominations and nominations process.** We are informed of the names that the International Nominating Committee plans to bring to the Plenary for officers and at-large members of the CEC for terms beginning 1 January 2017, contingent on approval of the Constitutional revision, as well as one name for QUNC-NY. Friends asked that the list of proposed names be announced and posted early in the Plenary Meeting, even though approval depends on approval of the Constitutional changes.

**International Finance Committee:** The current clerk has indicated that she does not wish to be reappointed when her term expires on 31 December 2016. The General Secretary and CEC Clerk have some names under consideration for her successor and for at-large members of the committee. These appointments are normally done by the CEC, not the Plenary, and need not be completed this week. Friends with suggestions for the two at-large positions on IFC have been encouraged to give them to the CEC Clerk.

**International Nominations Committee:** If the Constitutional changes are approved, the Nominations Committee to take office 1 January 2017 would be made up largely of two members of the Nominations Committee of each of the four Sections, plus a clerk appointed at large by the CEC. The CEC Clerk and General Secretary have several suitable Friends in mind who may be willing to serve in that capacity.

**CEC 16-07. Executive Session.** We went into executive session to review the performance of the General Secretary during the balance of 2015. Following this review, we unite in recommending to the Plenary Meeting that Gretchen Castle (Philadelphia YM) be continued as General Secretary of FWCC for a two-year term beginning 1 January 2017 and ending 31 December 2018, with possibility to continue as her service is acceptable to the CEC, or until a successor is duly named and appointed.

**CEC 16-08. Remembrance of deceased Friends.** As we regathered in worship following the lunch break, we gratefully remembered the lives of these dear Friends, active in FWCC, who have died since our last meeting:

Susan Addison, Australia YM

Joseph Andugo, Central [Kenya] YM (Sec. Africa Section; Associate Secretary, World Office)

Joseph Mamai, Chwele YM (Asst. Clerk Africa Section)

LaDonna Wallen, Intermountain [US] Yearly Meeting (Clerk, SoA, 1990s)  
William Wright, Western [US] Association of Friends

**CEC 16-09. Preparations for Plenary Meeting.**

We have heard a report from Simon Lamb, Clerk of the International Planning Committee, on the plans for the upcoming Plenary Meeting.

We have heard recommendations from the General Secretary, after consultation, for Friends to serve on the Pastoral Care group. We have also heard names brought forward from the Sections for service on the Epistle Committee and as Elders. We unite in forwarding these names to the Plenary for approval.

Agenda Committee: The clerking team have recommended that the Section Clerks serve with the Presiding Clerk, Assistant Clerk, CEC Clerk, and General Secretary as an Agenda Committee to consider any needed revisions or additions to the Plenary business agendas circulated in advance. They have agreed to serve in this capacity. We approve this procedure. We unite in forwarding these names to the Plenary at the opening business session.

We have ensured that CEC members will be present and participating in each of the four Consultations during the Plenary.

**CEC 16-10. Constitution.**

We have reviewed the proposed changes to the FWCC Constitution, as circulated electronically to all IRM registrants. We are aware that the text was not available as far in advance as would have been ideal. We also find the current format difficult to read, and ask that a clean text (in both English and Spanish) be generated and distributed before the Plenary considers the Constitution. We expect that there may be further revisions suggested by the Consultation on Equipping FWCC and by other interested Friends. We unite in forwarding this proposed revision to the Plenary for its discernment.

**CEC 16-11. Budget.**

We have reviewed the budget proposals for 2016, 2017, and 2018 that have been considered by and recommended by the International Finance Committee. The Treasurer noted that these budgets assume further decreases in income from the Section of the Americas, based on consultations with the Section Treasurer. Combined with increasing travel costs, the proposed budgets show a significant gap between income and expenditure, which is not sustainable in the long term. We have become increasingly dependent on the generosity of one yearly meeting, which is not healthy for the organisation and cannot be relied on for the future. He stressed the importance of the current fundraising consultation to see how we can increase our income substantially.

We approve the proposed 2016, 2017, and projected 2018 budgets as distributed in the advanced documents for recommendation to the Plenary business meeting, with the understanding that as has been our practice the CEC will have authority to revise these budgets as needed going forward.

The Treasurer has recommended that we use the term “Sustainability Fund” for the designated fund known previously as the awkwardly-named “ex-WGYF Fund.” We would like a name that allows broad discretion, that is easy to remember and use, and that retains some imprint of the source of the funds. We are not clear to designate a new name at this time, and are easy with the Treasurer presenting to the Plenary using the terminology in the Advance Documents.

We thank the Treasurer and the International Finance Committee for their work on our behalf.

**CEC 16-12. Adjournment.** We have adjourned, grateful to God for this opportunity to do this work,

intending to meet next on 27 January 2016 in Cusco, Peru, following the Plenary Meeting.

Elizabeth Cazden, CEC Clerk

**Friends World Committee for Consultation  
Minutes of Central Executive Committee**

**Hotel Ruinas  
CUSCO, Peru  
27-29 January 2016**

**Present (for part or all of the meeting):**

Gretchen Castle (Philadelphia YM)	General Sec FWCC
Elizabeth Cazden (New England YM)	Clerk Central Executive Committee
Ronis Chapman (Australia YM)	Exec Sec AWP Section
Sue Glover Frykman (Sweden YM)	Clerk EME Section
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Cristela Martinez (El Salvador YM)	Member at large (COAL)
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**Regrets:**

John Fitzgerald (Ireland YM)	Member at large (YAF)
Dorothy Selebwa (Kakamega YM)	Member at large

**Guests:**

Jessica Bishop (Central & Southern Africa YM)	Assistant Treasurer
Harry Albright (Britain YM)	World Office consultant
Olivia Hewitt (Britain YM)	Plenary Meeting Coordinator
Michael Wajda (Philadelphia YM)	Fundraising consultant
Myron Guachalla Montano (Bolivia Central YM)	Incoming member of CEC

**Wednesday, 27 January 2016.**

**CEC 16-13** We have gathered at the Hotel Ruinas, Cusco, Peru, following the Plenary Meeting. We welcomed Myron Guachalla Montano (Bolivia Central YM), who will be joining the CEC at large beginning 1 January 2017.

**CEC 16-14.** Fund-raising consultant Michael Wajda thanked us for the opportunity to spend the past nine days in the Plenary, and the opportunities to meet with many CEC members. He is grateful for the depth of worship, and the deep listening. He plans to spend the month of March in Britain meeting with Friends there. He quoted two of the Friends he met with: "We are building a strong foundation for the whole organization; we are family." "If the Sections are strong, the World Office is strong; if the Sections are weak, the World Office will be weak." Relationships are the key. Fund-raising follows

vision; he sees strong leadership and a lot of care and faithfulness within the organization. A theme in his life is the deep long thread of God's guidance. He is listening for that guidance in his work with us.

We are grateful for Michael Wajda's work, which will inform our discussions over the coming months.

**Thursday, 28 January.**

**CEC 16-15.**

We have gathered in worship. We have heard a reading from Isaiah 43, reminding us that God has redeemed us and is about to do new things. We have sung together "Take my hand, Lord Jesus."

**CEC 16-16. Review of Plenary Meeting**

Conference coordinator Olivia Hewitt joined us for a review of the Plenary Meeting. She noted that overall the meeting seemed successful, and from her preliminary look, the evaluations were mostly positive. Home groups and Consultations got high marks. People felt spiritually nourished and spiritual challenged; bridges have been built.

It is difficult to ascertain exact numbers of participants, due to people coming and going. The hotel kept a good record of who actually arrived and registered at the hotel, and adjusted the fees for late arrivals and cancellations, but did not keep as good track of people leaving early.

The hotel venue worked well for what we were trying to achieve, and Friends found it easy to get from one meeting space to another.

We have shared our reflections on what went well in the meeting, and what difficulties emerged. We sense that in this meeting many Friends made connections across age differences, cultural differences, language differences, worship styles, and geographic regions, able to focus on the message beneath the words – living out together our motto of "Connecting Friends, Crossing Cultures, Changing Lives." Some relationships built on and deepened connections made at the 2012 World Conference. A harmonious and accepting atmosphere and ambience made it safe for people both to be themselves and to grow or change. We saw Friends who arrived very hesitant and unsure what to expect, who felt surrounded by love and care, grew in confidence, and became an integral part of the whole. The Pastoral Care and Elders were both helpful. Home Groups went to deep places; people did not miss their groups except for illness, and many want to stay in touch. The early morning unprogrammed worship was deep and had continuity through the week. Many Friends had significant spiritual openings, while others took home mutual respect and an interest in experimenting with less familiar forms of worship (more Bible, or more silence). We especially appreciated the participation of Friends from unaffiliated yearly meetings in South America, and from West Africa, and the persistence of the World Office and volunteers to secure needed visas so that we could be complete. We were energized by the presence of so many Young Adult Friends – about one-third of the participants – and felt the decision to subsidize younger Friends' attendance was useful. Engaging language services early in the planning process was very helpful; language equality was much better than ever before. Headsets for everyone opened up people's hearts and awareness, even in Home Groups and informal conversations. A bilingual (Spanish-primary) clerks' table seemed helpful in drawing in Spanish-speaking Friends, and did not seem to cause difficulties for non-Spanish speakers. We marvel at the skill of the interpreters, especially their ability during worship to absorb a long message and then bring it forth anew in the other language.

We have a revised Constitution. We deeply appreciate the way the Consultation on the Future of

FWCC, and especially its co-facilitators, took hold of the draft, revised it, and presented it in a way that the body as a whole could grapple with and take ownership of the document. The clerks felt fully supported by other CEC members so that they were not carrying too great a burden. The staff appreciated how many volunteers took on additional responsibilities as needed. Participants (including youth leaders) felt listened to, with the clerks' table responsive to requests to break for a song or extend a business session. The Sustainability Consultation resulted in a minute building on the Kabarack Call, something concrete that Friends can take home to work on; the steps to promote sustainability in the meeting itself (feeding animals with leftover food scraps; reducing use of disposable cups; etc.) served as a model.

We sensed together the presence of God, and people being attentive to each other. There is no substitute for face-to-face meetings, even the chance to meet with people you have only worked with online or on conference calls. We feel refreshed and hopeful about the future of the Religious Society of Friends.

What did not go so well, or caused unexpected problems:

Visas remain a major issue for any world event, no matter where we hold it and no matter how hard people work. We anticipate that the visa process may get worse in light of world events, and the requirements such as police background checks may increase. Ensuring full attendance of our representatives is key to holding FWCC events with integrity. While honouring the right of governments to control their own borders and their concern that people entering on short-term visas return home, we acknowledge and object to the inequality and unfairness of the visa systems, in which some people do not need visas while others do, which offends our testimony of equality. We need to take this more fully into account in our planning, including earlier identification of representatives, better contact with the State Department in the host country, and perhaps hiring expert immigration advisers to facilitate the process instead of having it fall on our staff.

Badge names had significant errors, some due to problems in the registration forms and system. It may be worth spending more money to design a custom system that fits our needs. The participants' list needs to be reviewed for accuracy (by Sections) before it is sent out.

The airport arrivals process put a big burden on a few stalwart volunteers, and was especially challenging because of the need for two (or more) languages, and because the "local" arrangements committee was from other parts of the country. Better coordination and care of volunteers would be helpful. The mix of people coming directly to the conference site and people coming early to visit Cusco and adapt to the altitude was also challenging.

Section Meetings would have been more helpful closer to the beginning of the event.

It was difficult for late arrivals (some due to visa problems, others due to personal issues) to integrate fully into the conference, and put an extra burden on staff, group leaders, and clerks.

Our process for selecting Young Friends to attend in open spaces resulted in a number who do not have leadership positions in their own meetings, and are therefore not well-positioned to go back and reach out to other young people. The young Friends enjoyed their own meetings, but were somewhat separate from the rest of the conference; the decision to schedule events at the same time was made by the IPC, including the young Friends serving on it.

Many attenders experienced a day of being unwell enough to prevent them from participating in conference activities. We let the volunteer medical staff handle this, and felt they did well including making hospital referral when appropriate. We did not acknowledge publicly how many people were ill, and wonder if that would have been helpful. We were not able to identify the source of the problems (such as unclean water or food, or an infectious virus).

Elders needed more information (terms of reference) in advance about what they were supposed to be doing, and a planned meeting at the beginning of the conference. (The Clerk did convene one, but only three attended.) This is particularly important given the different practices around the world and lack of shared assumptions around discipline, eldering, and pastoral care. There were some difficulties where different expectations meant that no one felt able to step in and act, leaving some Friends feeling unsupported.

It would have been useful to have preparation materials for the Consultation topics sent out in advance, perhaps in the study booklet. That would give participants opportunity to discuss the issues with their local meetings. Co-leaders did not have an opportunity (or interpretation services) to work together in advance. Some Friends felt the actual topics discussed did not match the advance description of their Consultation. Some Home Groups did not use the study booklet at all. The task of preparing it was taken on by two people who already had far too much to do; we could instead draw on existing Friends educational institutions, creating new materials that would be useful for Friends after the conference. Some Friends found the two-hour Home Group meetings too long, and would have appreciated a shorter session plus some additional free time.

It would have been useful to have a final debriefing meeting of the IPC and LAC at the end, to provide more perspective, closure, and thanks for their work.

The full list of both accomplishments and concerns has been retained for the future use of the World Office.

We have also heard preliminary comments on the conference finances. The budget used the 2007 budget as a basis, including a contingency allowance, but did not anticipate all the items that had to be paid. The office would like to find an available software package integrate financial planning and conference management.

The travel fund came close to its target. However, the visa costs, including both visa application fees and travel to consulates was much higher than expected, and was an administrative nuisance because people asked to be reimbursed (in cash) at the conference. It is very difficult to control travel costs, as decisions had to be made quickly in the office about flights. There was no contingency or insurance for subsidized attenders who needed to leave early and rebook flights. Many subsidized attenders arrived early (useful for overcoming jet-lag and altitude problems), which required paying for extra accommodations and meals. Travel in the ministry in South America before or after the conference was not built into the budget, but seemed so useful that it was covered. There were some difficulties with transmission of fees collected by Section offices.

The conference was under-subscribed on full-paying (top tier) delegates (budget for 175, only 75 attended), and slightly oversubscribed on full-paying (top tier) open place attenders. Holding the conference outside of northern hemisphere summer, when most people take vacation time, may reduce attendance; worry about altitude kept others away.

It would have been helpful to have a much more detailed contract with the hotel, as a large number of issues arose during the conference and are having to be sorted after the fact and we still do not have a final figure for what we owe them (or what they owe us in refund). There was also a lack of clarity between the World Office and the Local Arrangements Committee about using funds to pay for merchandise that would be offered for sale. Sales in general seem to have been less than vendors anticipated, perhaps because so many of the attenders were either young Friends or were from non-affluent countries.

The special appeal for extra travel costs has already brought in at least £1,000, with other donations promised once people return home. We have approved a request from the International

Finance Committee that Section offices that collect money for this purpose may retain up to 15% to cover credit card charges and other processing costs.

The Treasurer's best estimate is that after transferring money out of the restricted and designated accounts as intended, we will be unable to recover the £30,000 seed money we began with, and may need to take an additional £20,000 out of general fund reserves.

As we look toward returning home, we feel a sense of commission, to go back and engage in a different way in our local meetings and Sections. We would like to find ways to “harvest” what people have taken away, and what has changed as a result of this plenary meeting.

**CEC 16-17. WQD Funds allocation.**

In its report to the Plenary, the Africa Section noted that it had collected a sum of KSH 164,150 (£1,129) from the 2015 World Quaker Day, and has asked direction on how this money should be allocated between the Section and the World Office.

We approve letting any money collected for WQD in 2014 and 2015 remain where it was contributed, whether in the Sections or the World Office. With respect to the Africa Section specifically, we are most grateful for the contributions raised, and glad to hear of increased support from local meetings for Section activities. We suggest that some of these funds be used to publicize the next World Quaker Day, to distribute WQD materials for the use of local meetings in the Section, and to develop new materials that could be used within the Section and distributed through the WO website.

We encourage each Section to consider what materials it can contribute to WQD. We ask Harry to consider how to engage other Friends in this work.

Beginning with WQD 2016 and until further discernment: We agree that money collected for WQD be divided 25% to the WO and 75% to the Section from which the money came.

**CEC 16-18. Concern about nominations process.** A concern was raised about difficulties that could be avoided if the Nominations Committee consulted with Section Secretaries and Clerks about proposed nominations. We clarified that it is up to the members of the Nominations Committee from a particular Section to consult as seems appropriate. The Nominations Committee clerk can also seek out advice from the Section if its members on the Nominations Committee are not responding to inquiries.

**CEC 16-19. Quaker Youth Pilgrimage.**

The future direction of the Quaker Youth Pilgrimage is an outstanding issue from the Plenary. This has not been a World Office program, but is now being discussed at a world level. The Consultation on Leadership and Ministry made a side recommendation for an ongoing committee to explore issues, and has constituted such a committee (dubbed “Pilgrimage 2.0”). EMES considered laying down its QYP committee, but was not clear to do so until more clarity emerges. The EMES and Section of the Americas are each holding restricted funds of about £62,000 (\$90,000). EMES has a continuation of its QYP committee, that has been struggling to envision what comes next; Section of the Americas does not, but expects to constitute a broader working group on youth leadership by March 2017. EMES Executive Committee expects to be discussing it at its March 2016 meeting.

We ask the World Office to maintain contact with the ad hoc “Pilgrimage 2.0” group, and that the WO and the Sections keep us informed of further developments.

**Friday, 29 January.**

**CEC 16-20.** In our opening worship, we were reminded that the “revealing of the children of God” – the them of our Plenary – comes from ordinary people, just showing up and doing the work, without enough money, without many other things that would make the work easier. There are no superheroes, just us, and it is enough. The Plenary happened. Another Friend noted the early Christian disputes about whether Jesus was human or divine, ending in a consensus that he was both. So are we, in a way, with a spark of the Divine, alongside the messiness and incompleteness of our very human nature.

**CEC 16-21. Communications Report.**

Harry Albright has spoken to his written report, which was circulated in advance of this meeting. The new website has launched but needs additional work on both design and content, including responses to feedback from Friends. It will be easier to add content. It is also usable across a wide range of devices. He continues to develop better ways to use social media and e-news, including integration among the Sections and the World Office. The Facebook reach has increased, especially with news from the Plenary. A post-Plenary issue of the print *Friends World News* will be produced.

We ask that the next report to the CEC include an accounting of the Communications Strategy

We would like to find better (and less expensive) platforms for video conferencing that is feasible in more parts of the world. We plan to ask the ad hoc Communications and Technology working group to assist us in exploring options.

**CEC 16-22. Communications Intern.**

The Treasurer amplified on his report to the IRM on the possibility of hiring a part-time Communications Intern. He clarified that in UK employment terminology, “intern” means a young person who is engaged for a limited period of time, at a modest but livable salary; as is our custom, we would use the pay scale adopted by Britain Yearly Meeting. There have been preliminary conversations with Britain YM about a shared person. There may be a need for seed money until restricted funding can be obtained. We would be open to receiving a request for action by e-mail, once plans are firmer, for a specific amount from the ex-WGYF funds.

**CEC 16-23. Ad hoc groups.**

We are excited by the emergence, during the Plenary, of ad hoc working groups that intend to continue conversation and exploration on various matters that arose in Consultations and other groups. We encourage them to draw up goals and terms of reference, and to report to WO and CEC at regular intervals so that we can support them and benefit from their discernment. We can also offer the use of our MeetUp contract to facilitate their work. We have designated liasons to the four such groups we are aware of: for Communications & Technology, Harry and Betsy; for YAF, Simon and Myron; for QYP, Robin, Benigno, Sue, and Marisa; for Sustainability, Ronis.

**CEC 16-24. International membership.**

We have received a written report from Peter Eccles, clerk, International Membership Applications Committee. The tabular statement of members as of 31 December 2015 is under preparation and will be circulated to the CEC as soon as the committee has considered it. Applications have been coming in at a rate of two or three per meeting. Bohol (Philippines) has been recognized as a worship group. Two information sheets, on Applying for International Membership and Worship Groups, have been posted on the website.

The office has begun a dedicated Facebook group but with weak response so far. It has been difficult to find ways to engage isolated Friends. Three individuals plus members of several worship

groups and monthly meetings attended the Plenary. The engagement of Section Secretaries with IMAC's work over the past few years has been very helpful in arranging interviews and pastoral care. There were conversations at the Plenary about ways to extend resources that exist in one of the Sections, such as Spanish-language materials and the online "Quakerism 101" course, to other international members.

Harry Albright, who provides staff support to IMAC, reported that Kathryn Lum, who has been an international member, is now resident in the UK and is in process of transferring her membership to an Area Meeting. She is proposed to fill a vacancy on the IMAC committee. **We approve.**

**CEC 16-25. Investment authorization.**

The Treasurer noted that we will likely need to liquidate some stock investments to cover cash flow needs. Some are held by Rathbones and some in the US by TIAA-CREF. We authorize this sale and authorize the Treasurer and CEC Clerk to word an appropriate minute as needed in consultation with the investment managers.

**CEC 16-26. Investment criteria.**

A concern was raised in the Plenary business session about FWCC's social investment criteria. We can be more transparent about the criteria we currently use. We have asked the Treasurer to provide that information in a form that can be easily put on the website.

**CEC 16-27. Future CEC meetings.**

**2017 meeting:** The Africa Section Triennial is scheduled for Wednesday, 29 March through Sunday, 2 April, 2017, in Kigali, Rwanda. The venue can hold 200 and would be able to include the CEC. There would be a separate smaller venue for the CEC following this meeting. Rwanda YM is eager to have us; David Bucura, Superintendent, and Mupenda Aaron both look forward to hosting us. The cost for the Section meeting is estimated at KSH 14,000 (£95 / \$136). We approve.

**2016 meetings:** We look toward a telephone conference call in mid-to-late June. The Section Secretaries are hoping to hold a face-to-face retreat in either July or October-November, and we might schedule a telephone conference call at that time.

**2018:** We have considered several options for our 2018 meeting, either in conjunction with the EMES meeting or in Asia.

**CEC 16-28. Sustainability actions from Plenary Meeting.** The Plenary business meeting asked the World Office and CEC to undertake the following:

1. Invest FWCC World funds ethically.
2. Share Quaker experiences with other faith groups to inspire them to action, especially through the World Council of Churches.
3. Seek ways of connecting Friends worldwide that are sustainable.
4. Facilitate dissemination of training materials on sustainability issues for Quaker leaders, pastors and teachers.

We have discussed how to implement these directives, as follows:

1. Investments. With the action taken in 2015 to divest from fossil fuels, we have already completed this task and publicized it. We noted it in our written and oral report to the Plenary Meeting and sensed Friends' approbation.
2. We will consider how to best communicate our positions and our actions both to our constituent

yearly meetings and groups and to the wider faith community. We note that the press release regarding divestment did get wide circulation through online social media in networks that include faith communities. The new Sustainability minute also needs broad circulation.

4. We suggest that the theme for World Quaker Day in 2017 be on sustainability, which would give us an opportunity to develop study materials over an extended period. We encourage Sections and the QUNO network to begin thinking about this. We have approved this in principle, with details to emerge later. We know that we don't know all the ways that this will happen, but pray for God's guidance and the discernment of concerned Friends around the world.

#### **CEC 16-29. Other Consultations.**

At the Plenary we have heard interest in FWCC facilitating consultations among Friends from various parts of the world on topics such as membership, sustainability issues, how QUNO relates to meetings, future WGYF, language services among Friends, yearly meetings (especially those preparing for a significant anniversary, such as centenaries) writing their history, managers of large Quaker service organizations, "twinning" or sister or companion meetings, different Quaker traditions. It is our role to help facilitate these consultations. We do not yet have clarity on how to carry this forward, within budget and staff time constraints.

#### **CEC 16-30. FWCC map.**

A concern was raised about the map of Friends around the world, which was a project of the Section of the Americas in 2007 and updated in 2012. We sense that this should be a World Office project, as resources permit, and that it would be useful to formulate uniform definitions of how to count members around the world. A volunteer in the World Office has expressed an interest in doing the data collection. We ask the office to follow up with that Friend to see how this might be done.

#### **CEC 16-31. International Planning Committee.**

We express our gratitude for the immense work of the IPC and the LAC, and of Olivia Hewitt as Plenary Coordinator, and Noé Alanguia Canaza as Local Arrangements Clerk, and Myron Guachalla Montano as his assistant. We understand that the IPC will be wrapping up the final details within the next few weeks. We lay down the IPC.

#### **CEC 16-32. Departures.**

We acknowledge that this is the final face-to-face meeting for Cristela Martinez, as her term of service on the CEC will end at the close of 2016, along with absent members Dorothy Selebwa and John Fitzgerald. We are grateful for their faithful service and look forward to their continued engagement with FWCC in other ways.

#### **CEC 16-33. Thanks for this meeting.**

We thank Harry Albright for making the arrangements for our meeting here in Cusco, and the staff of the Hotel Ruinas for caring for us. We are, as always, grateful for this opportunity to come together to do the work we have been called to.

#### **CEC 16-34. Adjournment.**

We adjourned, intending to meet next by conference call or video in mid-2016, and face to face, God willing, in Rwanda in April 2017.

Elizabeth Cazden, CEC Clerk

**Friends World Committee for Consultation**  
**Minutes of Central Executive Committee**  
**Electronic minutes 2016-17**

**CEC 16-35e. QUNO Appointment.**

The Nominations Committee, in consultation with the Africa Section Executive Committee, has brought forward the name of Charles Berahino of Burundi Yearly Meeting to serve on the QUNO-Geneva committee beginning immediately through 31 Dec 2018. We approve this appointment. (approved by e-mail, March 2016)