

FRIENDS WORLD COMMITTEE FOR CONSULTATION

**Central Executive Committee
Waubashene, Ontario, Canada
17-22 June 2019**

CEC 19-03. Opening minute. We have gathered at Camp NeeKauNis, a rustic site owned by Canadian Yearly Meeting overlooking Georgian Bay. In our opening gathering, we have become better acquainted, sharing the burdens and joys that we have left behind, including family members ill in hospital, work responsibilities, and tasks for our local and yearly meetings. We lift these up in prayer, and ask God's guidance as we proceed with the work of the coming days.

CEC 19-04. Tuesday morning devotional. We are reminded that "a house divided against itself cannot stand" (Mark 3:25). FWCC's mission is to build up the house of the Society of Friends across divisions, including those of language and culture. Many of us experience the feeling of being strangers in a strange land, whether by living in a part of the world different from where we grew up, or because the country we call home is doing things that seem contrary to everything we have worked and hoped for. We need faith that with God, and in the Society of Friends, we are always at home.

CEC 19-05. Present:

| | |
|--|--|
| Gretchen Castle (Philadelphia YM) | General Secretary FWCC |
| Elizabeth Cazden (New England YM) | Assistant Clerk FWCC |
| Ronis Chapman (Australia YM) | Secretary Asia West Pacific Section |
| Jonathan Fletcher (Aotearoa-New Zealand YM) | Alternate for Clerk, Asia West Pacific Sect |
| Myron Guachalla Montano (Bolivia Central YM) | Member at large |
| Marisa Johnson (Britain YM) | Secretary Europe and Middle East Section |
| Fenwick Kirton-Darling (Britain YM) | Treasurer FWCC |
| Simon C. Lamb (Ireland YM) | Clerk FWCC |
| Footo Lund (Ohio Valley & Wilmington YMs) | Alternate for Clerk, Section of the Americas |
| Thule Mbete (Southern Africa YM) | Member at large |
| Robin Mohr (Philadelphia YM) | Secretary Section of the Americas |
| Lee Taylor (Britain YM) | Alt for Clerk, Europe and Middle East Sect |
| Bainito Wamalwa (East Africa YM-North) | Clerk Africa Section |

Present by invitation:

| | |
|---|--|
| Louise Salinas (Philadelphia YM) (June 19 only) | Clerk, International Nominations Committee |
|---|--|

Prevented:

| | |
|--|--------------------------|
| Job Bikokwa (Evangelical Friends Church Kenya) | Secretary Africa Section |
|--|--------------------------|

We note that David Shiner (Illinois YM) succeeded Benigno Sanchez-Eppler as Clerk of the Section of the Americas on May 1, 2019, but was unable to join us for this meeting due to prior commitments. We also note that Sue Glover Frykman (Sweden YM) is continuing as Clerk of

EMES, but also was unable to attend this meeting, as was Ronald Titus (Bhopal YM), Clerk of AWPS. The Sections have designated Alternates for this meeting, as listed above, as permitted under the 2016 Constitution. We welcome these Friends, confident that God has provided the people who are needed to discern the decisions before us.

CEC 19-06. Minutes. We have reviewed the minutes of the electronic meeting held November 2018 and of actions taken by e-mail since our last face-to-face meeting, and ratify those minutes with one minor correction.

CEC 19-07. Reports received. We have received written reports from the International Membership Applications Committee, the Staff Advisory Committee, the International Finance Committee, and the Quaker United Nations Offices. We thank these committees for their work, and during this meeting will take up any items requiring further action.

CEC 19-08. International Membership Applications Committee nominations. The IMAC recommends Seong Hee Cho (Seoul MM, resident in the UK) to serve on IMAC for a three-year term to end on 31 December 2021. The committee also recommends that Kathryn Lum (Britain YM) be appointed to a second three-year term to end on 31 December 2021. We approve these names and terms.

CEC 19-09 Trustees Report. We have reviewed and commented on a draft of the Report to be sent to the Charities Commission of England and Wales. We note that we are permitted to include photographs and graphics in the Trustees' Report as submitted to the Charities Commission, and encourage the office to add visuals that will convey our life and work. We have received some suggestions for other minor redrafting and will take final action later this week (see **CEC 19-28**).

CEC 19-10. Section Reports.

Africa Section. Bainito Wamalwa (East Africa YM North), Clerk, presented a report on the Section's activities over the past year. The Section Executive Committee was grateful for the visit of Susanna Mattingly to the Section Office, the presence of the World Clerk and General Secretary at its meeting in June 2018, and the Clerk's keynote address to a meeting of yearly meeting representatives in Uganda in December 2018. The Section has been educating Friends in each yearly meeting about FWCC's work, and feels FWCC is more visible at the local level and has more support from yearly meeting leaders. World Quaker Day continues to be an important means to publicize FWCC's work, and the Section has received contributions from several yearly meetings that have not previously supported its work. The representatives' meeting approved a five-year Strategic Plan. This meeting included a large number of women and of young adult Friends. The young adults held a conference the preceding week, funded in part through our Young Friends Development Fund, and remained for the representatives' meeting, bringing valuable energy and insights. The Section has named a task force to work on climate change and sustainability within the Section, and is planning tree-plantings for World Quaker

Day 2019 in keeping with the sustainability theme. It is also planning a continent-wide peace conference in March 2020.

Financial sustainability and management continue to be a challenge, especially as the Section seeks to hold Executive Committee meetings more frequently. Communications are also challenging; electronic capacity varies widely, and face-to-face meetings have been much more successful than other methods of reaching decisions. The Section has also been working toward clearer decision-making processes within its committees and the Executive Committee. Job Bikokwa has begun his work as Section Secretary, working part-time in the Nairobi office and part-time from his home in western Kenya, and the Executive Committee is working with him on his work plan and to make sure he is fully familiar with FWCC's work. The Section and Southern Africa YM are excited about hosting the next World Plenary Meeting in 2023.

AWPS. Ronis Chapman, Secretary, spoke to her written report. One small meeting within the Section has sent the CEC a message: "We would like to encourage Quaker groups around the world not to lose hope, no matter how contrary the trends we see happening around us seem to be to our faith and spiritual practice." The presence of our General Secretary, her spouse, and the Sustainability Officer at the 2018 Section meeting in Hong Kong was much appreciated. The increased activity around sustainability, especially the work of the Sustainability Communications Officer, has great resonance around the Section. The cultural and linguistic diversity of the Section and its geographic spread present both challenges and richness. The Secretary continues to host an online meeting for worship twice a month, usually with ten to twelve participants, which has proven valuable especially for isolated Friends and some elderly or ill Friends who are unable to physically attend meetings for worship regularly. They have also done several webinars on topics of interest to Friends, some of which were recorded for future availability. There has been good consultation with Evangelical Friends Mission; many evangelical yearly meetings in the region are not interested in affiliating to FWCC, but there is an openness to fellowship and informal cooperation.

The Section would welcome participation by CEC members in the online worship, as virtual "travel" in the ministry. The World Office also hopes to be able to provide Friends around the world with cross-Section links to archived webinars and other resources, to enable Friends to share common concerns and promote FWCC as a unified global organisation.

EMES. The Secretary has spoken to the written report, and encouraged us to view the Section's updated website. This has been an important transition year for the Section, as the Secretary looks forward to retiring on 30 April 2020. Michael Eccles has picked up responsibilities as Assistant Secretary, which has worked out very well. The Executive Committee has minuted an intention that he move into the Secretary position in May 2020, subject to approval by the Section's 2020 Annual Meeting. The Assistant Treasurer has moved into the Treasurer role and has mastered the complexity of the task. There will be other transitions on the Executive Committee as of 1 January 2020. The Ministry and Outreach program will also be transitioning to be integrated into the work of the Secretary and Assistant Secretary. These plans are

dependent on continued funding from an outside source for 2020-2023. We recognize the value of the type of careful transition planning that EMES has done, while also recognizing that unexpected personal changes and funding difficulties often make this difficult to accomplish.

The Section meeting in Budapest in May 2019 was especially rich, in part because it included Evangelical Friends, whose European headquarters is in Budapest. Hungarian Evangelical Friends who were invited to attend the 2012 World Conference at Kabarak made connections there with African evangelical Friends, and later organised a ministry trip to Kenya, Burundi, and Rwanda; they were grateful to FWCC for facilitating that connection. The daily Bible studies by Gretchen Castle provided a solid grounding for the meeting. Two Young Adult Friends from evangelical yearly meetings in the Americas, who had travelled with assistance of the Young Adult Friends Development Fund, offered a well-received programmed session, and participated fully in the Section Meeting.

The Secretary recently visited Ramallah, with Kelly Kellum of Friends United Meeting, with the goal of closing out the Section and FUM's involvement with the play group there by turning it over to a UN-run program.

Section of the Americas. Robin Mohr, Secretary, opened her report with the theme of the recent Section meeting, "Come and see!" (John 1:46). The meeting was held near Kansas City, Missouri, USA in March 2019, and was attended by 160 Friends. The Section recognized the services and profound ministry of volunteer interpreters over the past forty years, and the changes in the Section's functioning and sense of identity as it has evolved into a fully bilingual Section, including staffing, committee meetings and publications. The Section has new officers and committee clerks, reflecting the full geographic, linguistic, and theological diversity of the Section. Two substantial legacies received near the end of 2018 helped the overall financial picture; staff turnover and other contingencies caused a small operating loss for the year. The office plans to add a staff Advancement Manager to work on fundraising and related communications.

The Secretary provided a chart created by the Section's Representative Engagement Program Group that begins to articulate how FWCC's work impacts local meetings. The draft is available in English and Spanish, but it still needs editing into different Quaker idioms. We find this chart helpful and hope to reflect on how it may be useful across the world, or may be expanded to include voices from other Sections.

The Section has been examining its job description (terms of reference) for yearly meeting representatives. It would be useful to compare this with similar descriptions in other sections, and perhaps to work towards a common understanding. When people ask why yearly meetings should name their best people as representatives to FWCC, she answers: "Because they will grow in their ability to listen deeply and their capacity to be in community with people who aren't all the same, and will form partnerships and relationships that enrich your yearly meeting's work."

The newer divisions in yearly meetings within the Section present new opportunities and challenges, as well as profound grieving. The people from now-divided meetings who remain

active in FWCC are often able to meet and maintain relationships with each other. We recognize that FWCC emerged from efforts to form that type of relationship across the nineteenth-century divisions.

We hold with gratitude the careful, prayer-guided work of our all of our Section leaders.

CEC 19-11. Communications Report and Strategy. We have received a written report from Susanna Mattingly and Gretchen Castle. Video greetings, messages, and webinars have become an important way to project FWCC's presence to Friends and gatherings that the staff is not able to join in person. The office would like to update and restructure the World Office websites, as funding and staffing levels allow. The Sustainability Communications Officer will be taking maternity leave for ten months beginning in early September 2019. The office and the treasurer have consulted about how to maintain this important work during her absence, and will present those during our budget discussion later this week. We accept this report with gratitude.

CEC 19-12. Strategy Group. The General Secretary spoke to the written report of the Strategy Group. Although this group is informal and has no decision-making remit, it has proven very valuable in assisting her and the Treasurer in looking forward and formulating both long-term goals and practical ways of developing and implementing specific steps towards those goals. The Clerk confirmed that he finds the group useful for feedback and for preparing for future meeting agendas.

CEC 19-13. Carbon offsets. The Strategy Group has worked toward implementing the Environmental and Sustainability Policy adopted by the CEC in 2018 (see **CEC 18-36**). They now raise the question of how (and whether) we will meet the commitment to offset the carbon impact of airplane flights and train travel that FWCC pays for. They have calculated the cost of offsetting 2018 flights (for CEC, staff, and QUNO committee members) at £1,700.

We acknowledge the inherent dilemma that the nature of our work and our organisation involves significant travel, which in the current context inevitably involves use of fossil fuels, and reaffirm our commitment to in some way offset or mitigate that impact. We affirm our commitment to meeting face to face as a world organisation. We also affirm that this offset may impose some financial hardship; that is part of its purpose, to force us to think about and weigh the necessity of any travel we engage in.

We feel it is important to abide by the commitment we made a year ago, without spending additional time to revisit it. We ask the Treasurer to transfer the carbon offset costs into a designated fund, awaiting further discernment on the ultimate use of the money; it is our hope that the funds already engaged will be expended as quickly as discernment permits. We ask the office to consult and recommend both the disposition of the money already specified and the longer-term plan for doing this on an ongoing basis. We recognize that the World Plenary policy may need to be handled differently, perhaps by providing an opportunity for individual attenders and meetings to make an additional contribution for that purpose (see **CEC 19-33**).

CEC 19-14. Report of the General Secretary. The General Secretary spoke to the written report on her work and that of the office over the past year. The staff continues to work well

together, accomplishing a great deal given their small numbers; she is particularly grateful for the addition of the Sustainability Communications Officer. She was able to attend every Section meeting over the past fifteen months. Each Section and each gathering provide opportunities to engage with Friends from different Quaker traditions; each is both joyous and difficult for very different reasons. She has done detailed timelines for the multiple strategic planning goals (including event planning) the organisation has taken on. This chart, which she has shared with the CEC, is a working document that does not include the more routine administrative work, such as preparation for CEC meetings and meetings of ecumenical bodies.

Part of her challenge has been visioning the “next big idea,” to guide both fundraising and planning for the coming period. As she listens to Friends’ concerns, many are struggling to find sources of hope in a context of climate instability and natural disasters, economic insecurity, and political instability. Many Friends are reaching toward a vision that links environmental sustainability with concerns about historical privilege and injustices and economic inequalities.

We have spent some time reflecting together on this question. We are called to be a faithful voice, not necessarily a radical voice. One important task in many parts of the Quaker family is a need to triage, to talk openly about hospice care for dying meetings, while empowering and energizing those that are still vibrant. Sometimes we are in the condition that John Woolman described in his ministry, where he proceeded “not as one travelling in a road cast up and well prepared, but as a man walking through a miry place in which are stones here and there safe to step on, but so situated that one step being taken, time is necessary to see where to step next.” What is the next stepping-stone for FWCC’s ministry? Is it a big enough step to inspire others, and are we holding a big enough flag so those following behind can see it and follow? Our role may not be to lead at the front, but instead to listen to, notice, amplify, and spread good ideas that arise elsewhere in the world. What is the good news that is out there, the gospel word of hope and promise, beginning with God’s love and provision for us? What are Friends doing? The doing itself is part of daring to dream of a brighter future, a different order, whether called the Kingdom of God or not.

CEC 19-15. Wednesday morning devotional. We are reminded that on the Day of Pentecost, when the Spirit came upon the gathered believers, they were transformed, not just internally, but very publicly and visibly. In the Book of Acts, that transformation was manifested in speaking in tongues, going out to the whole world. That was the beginning of the Church of Christ. We are here also to wait upon the Spirit. Then we need to witness to what we have received, to what comes out of it, not only in the Quaker world but more broadly. Without the Holy Spirit, we are unable to witness.

CEC 19-16. Nominations. We have welcomed Louise Salinas (Philadelphia YM), Clerk of the International Nominations Committee, for this day’s meeting. She outlined three areas for us to explore: 1. How has the INC been functioning in terms of doing its work? 2. How do we balance the need for practical nominations (i.e., matching skills with needs) with spiritual discernment? 3. What are our needs in the coming several years, and how can all CEC members help INC to cast a wider net?

The committee has done thirteen interviews (via videoconferencing) with Friends being considered for service. They strive to make these opportunities for spiritual discernment. Before each call, individuals whose names have come forward are asked to provide a summary of their experience and gifts, which committee members review before the call. It is difficult work, as volunteers often have busy lives and multiple commitments, and internet connections can be unreliable; the committee welcomes suggestions on the best technologies for communicating with Friends in different parts of the world. The clerk appreciates the personal support she has gotten from the FWCC Clerk and the World Office, and the tangible assistance of Section Secretaries in facilitating communications.

Reappointments have often not received as much careful discernment as perhaps they deserve. The INC clerk has recently developed a process to inquire how the person has contributed to the work, and whether a continued appointment continues to be rightly ordered for that person and for the organisation. It may be helpful for INC to provide the CEC with a summary of this information when recommending reappointments. It is essential to have clearer job descriptions and requirements for all positions for the INC's use. The INC has put together some that seemed to be lacking; the World Office will further refine and standardise these. We affirm that while it can be useful to consult with Section Secretaries or clerks, or with yearly meeting leaders or another Quaker organisation the person has worked with, about a particular proposed nomination, it is also important to keep proposed nominations confidential and ensure that those consulted understand this.

We note that this is the first iteration of the new process set by the 2016 Constitution, with the intent of making our procedures both more transparent and more globally inclusive, so we welcome these reflections on how the process is working. We will be turning later to refining the Nominations Protocol (see **CEC 19-19**). We thank the INC Clerk for her work and for taking the time to join us for this portion of our meeting.

CEC 19-17. World Council of Churches Assembly. We are invited to name a Friend to represent FWCC at the next Assembly of the World Council of Churches, scheduled to take place in Karlsruhe, Germany, in 2022. In the past these appointments have been done informally, by the office. We are unable to provide significant funding for travel costs, and traditionally have found a Friend from the local country or Section who is suitable. Since the WCC rotates its Assemblies to different areas of the world, we approve having the office consult with the Secretary and Clerk of the appropriate Section and circulate a name to the CEC for approval.

CEC 19-18. Transition Planning. The INC has presented its thinking on the transitions in major roles on the CEC and the General Secretary through and beyond the 2023 World Plenary. Under the Constitution, officers are eligible to serve up to three three-year terms, but it would be best not to have all the transitions happen at the same time. INC has suggested that it may be best to separate the International Planning Committee Clerk position from an Assistant Clerk who would be able to move into the Clerk role; we have three at-large positions available and could devote one of them to this role. In considering the terms for Treasurer, we also need to be aware of the needs of the World Plenary. We approve the suggestion that the International Planning Committee Clerk be named as one of the at-large CEC members. We also approve that we seek

an Assistant Clerk who would be able to move into the clerkship at a later date. We believe it has been useful to name an Assistant Treasurer who will transition into the Treasurer role, recognizing that only one person would travel to CEC and IPC meetings.

It may be helpful to have opportunities for spiritual discernment for each person in these major roles, to reflect on the joys and sorrows of their service and their sense of calling to continue in role. This should not be an additional task for the Nominations Committee; it may be useful to engage one or more Friends from that person's local meeting.

We note that the process for finding the next General Secretary will begin ideally by the beginning of 2021. We ask the Clerk to research the process that was used in 2010-2012, and bring a recommended timeline and process to the next CEC meeting.

CEC 19-19. Nominations Protocol. We have reviewed a proposed Protocol for FWCC Nominations Process, which the General Secretary and the Section Secretaries offer for our consideration. This document aims to capture best practices for FWCC at the World Level, which may differ from the process in smaller bodies or those in which Friends know each other better. We find this a useful document and accept it for our use. We also commend this document to the Sections, for their use as they may be led.

We note that by the Constitution, appointments to the International Nominations Committee are for three-year terms, with eligibility for three successive terms. The beginning dates need to depend on the nomination and approval cycle within each Section.

We approve the suggestion that the Section of the Americas and the Africa Section, the largest Sections, be encouraged to name three members of the INC, to allow for better coverage. This is consistent with the Constitution's provision for "at least two" members from each Section.

CEC 19-20. YAF Development Fund. The Clerk spoke to the written report on the YAF Development Fund. Two applications were received in the final quarter of 2018, were reviewed according to our process, and both were approved. The grant to support the Africa Section YAF event in Uganda enabled more than 20 YAFs to participate in and enrich the Representatives' Meeting that followed. The EMES application was envisioned as a pilot project, to set a foundation for future work within the Section. The participants were in the Section for two weeks, including travel in Ireland and Britain YMs and attending the Section YAF conference in Budapest and a YAF conference in Britain. It was a busy schedule, and the Section is working on an evaluation report. This is an important piece of the grant process, and should be incorporated into future grants. The question will be how these programs can be built on, and what their long-term impact will be. How do we maintain contact with the participants in these projects and events, to engage them in FWCC's future work?

Two more applications have been submitted and sifted, and will be considered by the decision-making body later in this meeting. We encourage Sections to continue considering development of projects that meet our criteria. We also hope for more publicity about the funded projects as part of making FWCC's work visible.

A concern has been raised that the selection committee should include a YAF. It has been suggested that a YAF currently serving on the CEC might be appropriate. It needs to be clear that the discernment process should not be influenced by conflicts of interest, and that regardless of position or age, anyone directly involved in a particular project should be asked to absent themselves from decision-making on that proposal. We approve this recommendation, and approve adding Myron Guachalla Montano (Bolivia Central YM) to the selection committee for the duration of his term of service on the CEC.

CEC 19-21. Audited Financial Report for year ended 31 December 2018. The Treasurer reviewed the audited Financial Reports for the year ended 31 December 2018, as included in the Trustees' Report. He noted that the Pension Trust liability has been reduced by the Trust's own actuarial recalculation, and overall participation appears more stable than it looked several years ago. He also explained the treatment of the TIAA-CREF investment that the auditors have now concluded properly belongs in FWCC's Unrestricted Funds; it has been so included in the 2018 accounts and in restated 2017 accounts. The Treasurer will be examining the organisation's cash needs over the next several years, and making further recommendations concerning investments to the CEC at a later date.

The Treasurer recommends transfers, as of 31 December 2018, of £15,000 from Unrestricted to the Designated Fund for the World Plenary, and £5,000 from Unrestricted to the Designated Fund for Senior Staff Leave and Replacement. We approve these transfers.

The full Trustees Report will be presented for approval at a later session of this meeting.

CEC 19-22. Budget Recommendation for 2019-2023. The Treasurer has presented a five-year Budget Projection through 2023, which will be more fully considered in a later session this week.

CEC 19-23. Fundraising. The General Secretary spoke to a written report on fundraising efforts over the past year and priorities for the coming year. Fundraising has had a higher priority within the organisation, and our fundraising consultant has been very useful in helping the entire organisation make that commitment. Each Section has been more fully engaged in increasing income for both the Section and the World Office, which is deeply appreciated. It has been challenging to do this work without dedicated fundraising staff, but without adequate funding, it is difficult to staff the effort. She has been investing more time in pursuing larger grants and gifts, rather than small grant applications. This will be a major focus for the rest of the year.

The CEC supports the General Secretary spending time on fundraising, tied to an improved global understanding of the value of FWCC's work, and to finding ways to bring each Section into this work.

We have spent some time brainstorming options and opportunities for raising FWCC's visibility and activity among Friends worldwide, and to increase income throughout the organisation to support all our work. We see opportunities to better integrate the work on Sustainability and on Historical Injustices into the planning for the 2023 World Plenary Meeting, including by selecting an appropriate theme early in the process. Our fundraising has to build up

the whole Society of Friends, recognizing that every donor to FWCC is also a member of, and should be supporting, a Section, a yearly meeting, and a local meeting. There are many Friends who would welcome the invitation to donate to programs outside their own Section, as shown by recent experience with emergency appeals. We need to listen for and respond to what is already moving among Friends; yearly meeting epistles are one way to gauge that, and we may want to consider a survey on what issues Friends hope FWCC will address, and suggestions for compelling Quaker speakers or writers for the World Plenary.

CEC 19-24. Thursday morning devotional. We have considered a description, from a regional museum, of the role of timber forests in this part of the world:

Historically, forests were places of cultural and spiritual knowledge as well as sources for buildings, furniture, fuel and economy. By 1865, timber was Canada's largest export but at home, skilled craftspeople worked with various woods, often harnessing the particular properties of Canada's iconic species. Today, the beauty of both the skills and wood is evident, as are the dangers in treating our forests as a commodity rather than something to be nurtured in a reciprocal relationship.

We have also heard an Advice from Britain YM's *Quaker Faith & Practice*:

We do not own the world, and its riches are not ours to dispose of at will. Show a loving consideration for all creatures, and seek to maintain the beauty and variety of the world. Work to ensure that our increasing power over nature is used responsibly, with reverence for life. Rejoice in the splendour of God's continuing creation.

CEC 19-25. Visioning groups. We have spent part of the morning in small groups, exploring the interrelated issues of financial sustainability of FWCC as a whole and of the World Plenary Meeting. Following the tea break, we have shared the ideas that emerged, and find some common themes. We are committed to having a World Plenary in 2023 that does not lose money. This will take careful balancing of many issues. The optimum size of the gathering is a key factor, as is the balance between full-paying participants and those who need financial assistance. We need to support wide participation by Young Adult Friends, as was done for the 2016 Plenary in Peru. We hope it will be possible to use technology such as live-streaming or putting major presentations on YouTube to enable Friends not physically present at the site to participate to some extent. We need to be mindful of the carbon footprint for attenders, and throughout the planning process, and find creative ways to both reduce this and to offset it. It would be useful to do more advance contingency planning for unexpected problems that incur additional costs, so that those needing to make rapid decisions have the benefit of broader consultation in advance. We need to clarify where various decisions are best made, whether in the World Office, in Sections, in the Local Arrangements Committee, or in the International Planning Committee. We need to ensure adequate office support, event management capacity, and financial accounting systems, and have asked a small task force to develop a specific proposal for these administrative systems.

CEC 19-26. Evaluation of the General Secretary. In executive session, the Clerk spoke to a written evaluation based on his evaluation session with the General Secretary, plus conversations with other staff in the World Office and an opportunity for comments from other members of the CEC. The General Secretary continues to feel a real vision and calling for the work, and the staff sense and appreciate that as well. She has taken more of her allotted holiday time this past year, and has continued her professional development. Having received this report, and had an opportunity for brief comments, we are glad to reaffirm her continued service as General Secretary for the coming year.

CEC 19-27. Local excursion. As a break in our working sessions, we have taken an afternoon excursion to Sainte Marie des Hurons, a reconstructed village marking the site of the first French settlement (1639) among the indigenous Wendat (“Huron”) people of this region. We have learned about Canada’s grappling with its 400-year history of European settlers and their descendants displacing indigenous First Nations, as it seeks to rethink past events, examine deeply-embedded biases, and redress and heal the deep wounds of that dispossession and of the devaluing and suppression of indigenous languages and cultures. Canadian Friends are engaged in this work.

CEC 19-28. Trustees’ Report. Following our earlier detail review of the text and financial reporting sections of the Trustees’ Report (see **CEC 19-09** and **19-21**), we have approved the full report as a statement of the organisation’s condition for the year ended 31 December 2018, subject to minor adjustments and corrections as needed.

We note that the policies around safeguarding children and other vulnerable participants in FWCC activities are of significant concern, and the proposed policies under consideration in 2018 still require clarification and full approval (see **CEC 18-35**). We recognize the importance of this issue, and ask the Clerk and the General Secretary, in consultation with Ronis Chapman and Lee Taylor, to bring a revised policy for our further consideration as early as possible. In the interim, we authorize the office to follow and rely on the policies of Britain Yearly Meeting.

CEC 19-29. Budget. We have returned to a consideration of the budget projections for 2019 and 2020-23. We note that FY 2019 looks towards a slight surplus, due in part to a single substantial legacy. The unrestricted reserves are also in better condition than we previously believed, following recovery of the TIAA-CREF assets. For future years, however, the structural deficit that concerned us in prior years remains a concern. There is a limited ability to cut spending while continuing our work. Our financial health is also dependent on investment values and returns and currency exchange rates that are outside of our control and impossible to predict. We reaffirm our commitment to engage in more robust fundraising, trusting that those efforts will bear fruit. We are also encouraged to trust in God’s provision and the generosity of Friends.

Taking these into account, we approve the FY 2019 budget as presented, and we accept the forecast budgets for 2020-2023. We thank the Treasurer, and the office bookkeeper, for their careful and thoughtful work managing FWCC’s finances. The Treasurer in turn thanked members of the CEC for their lively engagement with financial issues, and with the money that is like the flowing water that sustains life.

CEC 19-30. Memorial meeting. In our Friday morning opening worship, we remembered the following Friends formerly active in FWCC who have left us during the past year:

Alfred Bader, “friend of Quakers” and generous supporter especially to EMES
Elizabeth (“Betty”) Chapman, Norway YM
Josiah Embego, Vihiga YM
Elizabeth (“Susie”) Fetter, Baltimore YM
Sheila Gatiss, Britain YM
Philip Gilbert, Philadelphia YM
Christine Greenland, Philadelphia YM
Ruth Hadley, Western YM
Marian James, Australia YM
Ruth Lothgren, South Central YM
Samson Marani, Malava YM
Samuel Mayabi, Malava YM
Libby Perkins, France and Britain YMs
Leanna Roberts, Western YM
Kathleen Schmidt-Hertzberg, Canadian YM
Samuel Snipes, Philadelphia YM
Joanne Spears, Northern YM
Matayo Kahonga Tsimbagi, East Africa YM
Stephen Wekesa, Tongaren YM

We are grateful for these faithful lives and for the grace of God shown through them.

CEC 19-31. Future CEC meetings. The Clerk and Assistant Clerk recommend that the CEC meet in June 2020 at Moyallon, Northern Ireland, UK, or elsewhere in the Europe and Middle East Section, and in June 2021 at this site in Canada. Both sites have proven quite economical, and presented only a few visa difficulties. It may be desirable to switch the order of these two, depending on scheduling considerations including coordination with EMES meetings. We assume that the 2023 meeting will be held in South Africa in conjunction with the World Plenary Meeting; 2022 remains uncertain. We have received some suggestions for home hospitality instead of a retreat centre venue; this seems worth exploring, but may not prove suitable for a meeting of this size and length. It also would not substantially reduce the costs, as lodging forms a minor part of the expense of these meetings relative to long-distance transportation, and it would require additional transport (by private cars) between lodgings and the meeting space. It would be good for CEC members to do additional visitation in conjunction with these meetings, especially if the host yearly meetings can support the associated travel and accommodations so as not to strain the FWCC operating budget.

Having heard these various suggestions, we affirm the wisdom of returning to this site in the future, and of meeting in EMES in either 2020 or 2021. We ask the Clerk, Assistant Clerk, and General Secretary to do further research and make a decision as early as feasible, so that those who require visas may proceed in good time.

We have tentatively set two-hour video conference meetings for 30 November 2019 and 29 February 2020, beginning at 12:00 noon UK time, to be confirmed by the office closer to those dates.

CEC 19-32. Sustainability Work. The General Secretary spoke to the written report prepared by Susanna Mattingly, Sustainability and Communications Officer. She has travelled this past year to Africa, to AWPS, and to the Section of the Americas as well as within EMES, and has participated in other gatherings by video conferencing. This concern and the work has engaged Friends across theological lines, across many age groups, and across the world. It gives us an opportunity to unite around a concern, a spiritual and practical imperative, common to all of us. We thank Susanna for her work and her informative report.

We encourage the office to ensure that the videos and other resources are highlighted repeatedly in communications and on social media, to make more Friends aware of them, and to make sure that the work is clearly identified as a ministry of FWCC, and one for which we need financial support.

It seems useful to designate a small advisory or project group, with representation from each Section, to support this work and help vision the way forward, not only in the World Office but throughout the world Quaker community. This would also provide continuity during Susanna's upcoming maternity leave, with the alternate staff that we anticipate bringing in. This group could also help attract the significant financial support that this program will require, both from grant funding and from concerned individuals. We ask that the Section Secretaries work with Susanna and the General Secretary to see how this may develop, and to report back.

CEC 19-33. Carbon offset action. Returning to the issue of carbon offsets (see **CEC 19-13 above**), we are eager to quickly disburse the funds already set aside for carbon offsets, even if we may not find the perfect organisation to carry out the work. Several options have been mentioned. We would like to support projects initiated by Quakers in various parts of the world. We also would like to ensure that funds go to accountable organisations. We are reminded that our climate work is integrally related with our other work, and that carbon offsets alone are not an adequate response. We ask that the Sustainability and Communications Officer do additional research and recommend to the Treasurer and General Secretary how the set-aside funds should be disbursed, as quickly as possible. We also hope to publicize (via multiple media) the actions we take.

CEC 19-34. Issues of privilege and historical injustice. The General Secretary has presented a draft proposal for further addressing spiritual issues of privilege and historical injustice (see **CEC 17-19; CEC 18-25**). We have offered numerous suggestions for enhancing this draft, with particular attention to the spiritual disciplines of repentance and humility; to structures within the Society of Friends that tend to perpetuate historical patterns of injustice; and to the many groups in all parts of the Quaker world who have been addressing these questions in their local context, from perspectives of both historical privilege and historical injustice. We see potential for more expanded use of video and technology to engage and communicate with Friends around the

world. We affirm the need and opportunity to integrate this work with that of addressing climate change (see **CEC 19-14**).

Doing this work well will require additional funding and resourcing, as it is beyond the capacity of the current staffing, and by the nature of the work should not be carried out solely from the World Office. We challenge ourselves as a CEC to forward names of individuals and organisations who should be approached, and information on possible sources of funding.

CEC 19-35. Building bridges in the world Quaker community (see **CEC 18-32**). We have shared updates on what has happened in the various Sections over the past year, especially to connect Friends from different branches of the Quaker tradition.

EMES: The Section has welcomed Friends from other Sections to its Annual Meeting and to the meeting of European Young Adult Friends. A major goal has been to engage Friends in Britain YM in the work of the Section, which has traditionally been viewed as more for the rest of the European meetings. Britain YM has responded positively, including by inviting Friends from other parts of the world to give the Swarthmore Lecture and by welcoming more visitors from other regions. Melinda Wenner Bradley’s “Faith and Play” worship at Britain YM was very well received, and helped raise the profile of FWCC’s work. The Quaker World Relations Committee of Britain YM has been asked to present programmed meeting for worship before the yearly meeting sessions begin. Some meetings in the Section are exploring “twinning” relationships with meetings in other Sections that have different worship practices.

Americas: The Secretary noted that Baltimore YM has an intervisitation program that began as an effort to reconnect with other yearly meetings within Friends United Meeting, which has strengthened the unity of FUM despite theological and cultural tensions. The Secretary has worked on better connections with Philadelphia YM; the YM’s General Secretary attended part of the recent Section Annual Meeting. The Section meeting this year also had higher attendance from evangelical and conservative meetings than it has recently, including the head of EFCI-North America and the General Superintendent from Mid-America YM who connected his family story to the broader Quaker story. At the same time, one of the invited speakers spoke openly and in Biblical language about his experience being welcomed into his local Friends meeting as a gay man, a topic that normally has been avoided within the Section; so far this has not led to adverse repercussions. There have been video and in-person meetings among the leaders of FWCC-SoA, FUM, EFCI, and several yearly meetings, with our Sustainability and Communications Coordinator and Lindsey Field-Cooke from QUNO, to work on talking together about sustainability. The Section’s Traveling Ministries program also promotes visitation across the branches of Friends and by pairs from different branches.

AWPS: A key role of the Secretary is to connect Quaker groups in the region – large and small - to each other. Philippines Evangelical Friends Mission is in growing contact with the unprogrammed group in Bohol. There is also a new Quaker mission in Bohol from the Taiwan Evangelical group; representatives from that group, Philippines EFM, and the Bohol unprogrammed group recently shared a meal together. There is significant intervisitation

between Australia YM and Aotearoa-New Zealand YM, but less between those two meetings and the rest of the Section.

Africa: This cycle the Executive Committee includes a wider geographic and theological range reflecting the diversity of Friends in the continent. In West Africa most are under International Membership; Congo has small groups of unprogrammed and FUM Friends. Kenya includes two Evangelical Friends Churches which broke away from the FUM meetings, and the Section has helped bridge those divisions. There is some good synergy between the Section and the FUM office in Kenya, and the Section is playing some role in resolving conflicts between FUM and Friends Church Kenya.

CEC 19-36. Closing minute. We have been blessed this week by the tranquillity and natural beauty of this place, which have helped us to step away temporarily from personal obligations and the crises and conflicts in the outside world, and to experience together the transforming power of God's love, in our sense of community, in our meetings, in shared meals and kitchen tasks, in the sunsets and forest that surrounded us. We are grateful to Harry Albright, whose family has long roots in this region and at this camp, for making the arrangements for us; to Interim Camp Director Eric Preston for his practical support; and to Canadian Friends Beth Lopez and Alice Preston, who have cheerfully provided our delicious meals, held our community in prayer, and overseen our dishwashing chores. We close our meeting, purposing to work together over the coming year according to God's direction and calling, and to meet next, God willing, in May or June 2020 at a place to be determined, and by electronic means at the call of the clerk.

Simon C. Lamb, clerk

Elizabeth Cazden, assistant/recording clerk