

## FRIENDS WORLD COMMITTEE FOR CONSULTATION

### Minutes of Central Executive Committee Moyallon Centre, Northern Ireland, UK 29 April – 3 May 2018

**CEC 18-01. Opening Minute.** The Central Executive Committee has gathered at the Moyallon Centre, adjacent to Moyallon meetinghouse in Northern Ireland, UK (Ireland YM), during the evening of 29 April 2018, for a period of worship and spiritual sharing. We have reflected on the image “The Presence in the Midst,” whose painter grew up in this yearly meeting, and on several Biblical texts reminding us of the presence of God.

**CEC 18-02. Worship.** On 30 April, our morning worship has begun with an account by Douglas Steere of the small body of Swedish Friends after World War II, as they decided to proceed with a project of reconciliation that seemed far beyond their capacity and resources, following one Friend’s prophetic ministry in faithfulness to her Guide, a decision that was borne out as the project came to fruition. We are asked to reflect: How faithful are we, individually and together, to that Guide? What is possible as we remember that in doing God’s work, we do not need to rely on our own resources, that what we truly need will be supplied, out of God’s abundance? If God calls us to it, God will see us through it.

**CEC 18-03. Welcome.** Clerk Simon C. Lamb (Ireland YM) has welcomed us to this centre.

#### Present:

Gretchen Castle (Philadelphia YM)	General Sec FWCC
Elizabeth Cazden (New England YM)	Assistant Clerk FWCC
Ronis Chapman (Australia YM)	Sec AWP Section
Sue Glover Frykman (Sweden YM)	Clerk EME Section
Myron Guachalla Montano (Bolivia Central YM)	Member at large
Marisa Johnson (Britain YM)	Sec EME Section
Fenwick Kirton-Darling (Britain YM)	Treasurer FWCC
Simon C. Lamb (Ireland YM)	Clerk FWCC
Robin Mohr (Philadelphia YM)	Sec Section of the Americas
Benigno Sanchez-Eppler (New England YM)	Clerk Section of the Americas
Ronald Titus (Bhopal YM)	Clerk AWPS

#### Regrets:

Bainito Wamalwa (East Africa YM-North)	Clerk Africa Section
--	----------------------

#### Guests:

Ethel Livermore (Britain YM) (Tues only)	Clerk, International Finance Committee
Susanna Mattingly (Britain YM) (Tues and Wed)	Sustainability Communications Officer, FWCC
Thuli Mbete (Southern Africa YM)	Asst. Clerk Africa Section
Hazel Shellens (Britain YM) (Mon. only)	Clerk, International Membership Applications Committee

We welcome Ronald Titus (Bhopal YM), new Clerk of the Asia-West Pacific Section from 1 January 2018. We have received a note of greeting from the past AWPS Clerk, Patricia Macgregor (Aotearoa-New Zealand YM). We regret that Bainito Wamalwa, Clerk of the Africa Section, is not here due to the UK Home Office denying his visa. The Africa

Section Secretary position is currently vacant. We note that Ramón González-Longoria (Cuba YM) has had to resign as Assistant Clerk and from the CEC due to health considerations that prevent him traveling. We are grateful for Ramón's long years of service to FWCC, from his first journey as a young Friend traveling in Europe, to service on three International Planning Committees and on the CEC, and as clerk of the 2016 World Plenary in Peru, and for the many links between FWCC and Cuba YM.

**CEC 18-04. Past minutes.** The minutes of the CEC's December 2017 conference call meeting, with several additional minutes approved by electronic mail since our last meeting, have been circulated in advance. With one minor clarification regarding bank accounts, we approve and ratify these minutes as circulated. Copies of these past minutes are appended to the minutes of this meeting.

**CEC 18-05. Committee reports.** We have received and accept the following committee reports: Staff Advisory Committee, Quaker United Nations Office (New York). We have also received and accept a report from the Communications Consultant. We are grateful for the work of these Friends and thank them for their faithful attention to their tasks.

**CEC 18-06. Theory of Organisational Change.** To assist us in considering our business this week, the General Secretary has introduced "The 'U' Theory," a method to help organisations manage change and co-create a better future. It is designed to help groups break through unproductive methods or ineffective decision making. Moving down the left side of the U-shaped diagram, we work on letting go of assumptions and past patterns, observing the current situation with fresh eyes and an open mind, and listening to all the stakeholders. We hold with an open heart the question, "What needs to die – what do we need to let go of – to let something new come?" At the bottom of the "U," we are present, connecting to the transforming source. As early Friends said, we sink down to the Seed. We can then move up the right side of the "U," asking, "What wants to be born?" and letting new visions and possibilities emerge. Those ideas then need to be enacted as prototypes, evaluated with feedback from participants, and reshaped, before they can be fully embodied and institutionalised.

This theory helps us to understand how some of the CEC's concerns from the past several years have reflected letting go and moving toward visions and intentions, but have not proceeded far enough towards enacting prototypes that embody those new visions. We are reminded that the early Quaker movement can be seen as following this pattern, as Friends let go of cultural assumptions about Christianity and the church, were present to the Living Christ, and gradually embodied new understandings of what God required of them. We are also reminded of the exhortation in Romans 12:2 to be not conformed to this world, but to be transformed by the renewing of our minds so we may discern what is the will of God.

We find this model helpful as we consider our tasks for the week ahead.

**CEC 18-07. International Membership Applications Committee (IMAC).** We have welcomed Hazel Shellens (Britain YM), clerk of the International Membership Applications Committee, who has spoken to the committee's written report and the Tabular Statement of current international members and worship groups. Two members of the committee at present are former International members, and one more lives outside the UK, providing helpful perspective. The committee would welcome more members with experience in sections outside EMES, who are sojourning close enough to travel to London for meetings.

The committee has worked to include Section Secretaries in its meetings (in person or by video link) and by providing minutes and agendas in advance. The committee has also

used video conferencing instead of in-person meetings to interview prospective members. The number of international members is relatively stable; new members are largely offset by those deceased, out of contact, or transferring to established meetings. Care of international members after they are accepted remains an imperfect piece, dependent on Sections. We have heard of the efforts of each Section to attend to the needs of scattered Friends and small groups. We are glad to hear of the fruitful working relationship that has developed between IMAC and the Section Secretaries over the past few years, and encourage IMAC and the Sections to continue considering ways to improve this pastoral care.

A concern was raised about the committee's responsibilities for ensuring that people on our lists remain actively interested in our work, and that we have accurate and up-to-date contact information, in order to comply with the recent enhancements to the General Data Protection Regulations of the European Union. IMAC and the World Office will continue reviewing procedures to ensure that we are in or working towards compliance.

IMAC's Terms of Reference have not been updated to reflect the changes approved over the past several years in its function. The committee has presented a proposed revision to its Terms of Reference, which we approve with two small changes. We note that we may also need to review the Terms of Reference of the International Membership Secretary, who serves a key role in record-keeping and institutional memory.

IMAC has brought the name of Elena Krungold (Britain YM) to serve on the committee for a three-year term ending December 2020. We approve.

We thank the clerk for joining us for this session, and thank the committee for its work.

**CEC 18-08. Report from General Secretary.** The General Secretary spoke to her written report. She continues to love the job in all its fullness. This year has brought several significant ecumenical activities due to the 500<sup>th</sup> anniversary of the Protestant Reformation and the celebration of the reconciliation between the Catholic and Lutheran churches. She has written about these events through *Friends World News*. She also values her engagement with the two QUNCs, alongside the representatives from the four Sections. Her trips in the ministry to Burundi and South Africa were particularly important in conveying FWCC's presence and care for Friends in those regions. She has valued her participation over the past two years in the Soul of Leadership programme at Woodbrooke. Her main goals for 2018 are to continue improving our work as one organisation, in order to maximize capacity; to articulate and communicate a vision that is aspirational for Friends, connecting directly with FWCC's work and mission and with our commitment to strengthening our faith; to work toward a sustainable financial base; and to develop new integrated work in the areas of Sustainability, Young Adult Friends, building bridges within the Society of Friends, and addressing issues of inequality and integrity of witness.

We welcome the commitment to improving communication between the office (and Clerk) and Section Clerks, to facilitate better integration with the work of Section Executive Committees, and to ensure that all of us are well-prepared to respond to comments and concerns from Friends around the world.

We accept this report, with deep appreciation for the General Secretary's faithful service in a challenging position.

**CEC 18-09. Executive Session.** We have gone into Executive Session to consider the annual review of the General Secretary's employment. We have received an evaluation done by the Clerk, after a self-evaluation process. Having had an opportunity to consider this evaluation, we reaffirm the employment of the General Secretary for the coming year.

**CEC 18-10. Section Reports.** The Section Secretaries and Clerks have spoken to their written reports distributed in advance.

**Europe and Middle East Section.** Michael Eccles (Britain YM) began his duties as part-time Assistant Secretary on 12 March, and has been working well with the Secretary. Penny Heymans (Norway YM) has come on as Assistant Treasurer, appointed to become the next Treasurer when the present Treasurer's period of service ends on 31 December 2018. The Executive Committee appointed a small group to formulate a ten-year strategy plan for 2020-30, in consultation with partners Woodbrooke, EMES Young Friends, and Section representatives; the resulting plan has been approved by the Executive Committee and will be presented to the next Annual Meeting in June 2018. This annual meeting, to be held in Bergen, Norway, in June 2018, will be the 80<sup>th</sup> anniversary of EMES and the 200<sup>th</sup> anniversary of Norway Yearly Meeting, and is open to non-representatives as space permits. Members of the Executive Committee join in worship via Skype one evening a month, which helps to undergird the spiritual core of the fellowship. Work is proceeding on some Constitutional revisions and development of safeguarding policies, as required by the Scottish Charities Commission following reports of sexual misconduct in other international charitable organisations.

We note that having unified safeguarding and conflict of interest policies across FWCC, both World Office and Sections, would be ideal, if permitted by the applicable charitable laws.

**Section of the Americas.** The Traveling Ministry Corps is fully engaged, and has seemed appreciated by the local meetings that have been visited, often provoking profound spiritual conversations. The second cohort is primarily young adult Friends, from all parts of the Section. The Section has received a grant for a consultant (a Friend) to promote the program among meetings and prospective traveling ministers, to make the best use of volunteer resources and money. The Section office has hired a new full-time Operations Manager, to begin in late May, to facilitate the smooth running of the office. The next Section Meeting will be 21 to 24 March 2019 in Kansas City, Missouri, USA, on the theme "Come and See."

**Asia-West Pacific Section.** The Section Committee has benefitted from meeting face to face in 2016 and in 2017 (in Osaka, Japan), and is working effectively. The language barriers continue to present challenges to Section work. It has been difficult to engage younger Friends, despite the enthusiasm evident at the 2016 Plenary in Peru. Using electronic communication and webinars has supplemented the face-to-face meetings that require long hours of travel. The committee has online meeting for worship twice a month, and co-sponsored a webinar with the American Friends Service Committee on AFSC's work in North Korea. The Section has formed a development committee that is working with consultant Michael Wajda. The next Section gathering will be in September 2018 in Hong Kong.

We have held the **Africa Section** report until later in these meetings, to enable better consultation with the Section Clerk before it is considered.

**CEC 18-11. Section Secretaries' Retreat.** We have heard an oral report on the retreat of Section Secretaries, with the General Secretary, that took place from 26 to 29 April 2018 at a large house near this site. Among the topics considered was developing a FWCC protocol for nominations, which will be further seasoned for presentation to a future CEC meeting. The Secretaries affirm the value of this type of retreat as a way to support each other, to share challenges, resources and ideas, and to help prepare for the CEC business.

### **CEC 18-12. Quaker Young Adult Friends Development Fund (QYP).**

The General Secretary introduced the question of further work on the Young Adult Friends Development Fund (see **CEC 17-33** and **CEC 17-42-cc**). We note that since the last CEC meeting, the World Office accounts have received £75,000 from EMES, plus £46,733 representing the Section of the Americas' half of a previously unknown restricted legacy being held by Britain Yearly Meeting. EMES decided to retain its half of that legacy for use within the Section for work with 16- to 18-year-olds. The Section of the Americas Executive Committee has approved transfer of additional funds it is holding for QYP, and expects to complete the transfer shortly. In 2017, the CEC did the initial visioning of the work we feel called to do in this area, but did not get very far on how to enact or embody this vision in concrete tasks. The General Secretary has drafted a rewrite of the 2017 minute, with an invitation to be sent out to Friends around the world, and a possible application. We are encouraged to give suggested edits on the documents directly to the General Secretary. It was suggested that it would be useful to consult with people engaged in youth work in their yearly meetings.

The Treasurer has asked for clarification on whether the fund being held is to be treated as endowment, with the income only to be used, or is a depleting fund to be spent down as led. After extended consideration, we have clarified that we do not want to preserve the principal of these funds, in the nature of an endowment, but prefer to see these grants as promoting experimentation and prototypes, trusting that if some of these projects are as successful as we hope, more funds will be forthcoming.

The guidelines anticipate that participants and/or sponsoring meetings will raise at least half the cost of a project. The grants are in the nature of challenge grants to provoke work by meetings and combinations of meetings. This project may be an attractive one for Friends to contribute to.

It was clarified that the groups of young Friends that organised the 1985 and 2005 Young Friends Gatherings took the initiative to plan those events, with some administrative support from FWCC. The young Friends who met during the 2016 World Plenary determined that they were not prepared or called to initiate such an event. We cannot make such events happen; we can get the word out that we have some funds available and are willing to provide support. It will be important to promote this availability widely, and ask the World Office to coordinate these efforts.

The General Secretary has asked for clarification on who shall be the decision-making body. We reaffirm the intent of the 2017 minute, that the selection committee consist of the four Section Clerks (or a replacement named by the Section Executive Committee) plus the FWCC Clerk (or a replacement named by the CEC).

**CEC 18-13. Morning worship.** In our morning open worship on 1 May, we have heard the exhortation in I Peter 5:2 that elders and leaders must tend the flock of God that is under their care, not lording it over them, but serving as good examples. We have also heard from Acts 20:28 that leaders are to keep watch over themselves and over all the flock, to shepherd the church of God.

**CEC 18-14. Final Accounts 2017.** Treasurer Fenwick Kirton-Darling (Britain YM) has reviewed the final accounts for the year ended 31 December 2017, which are still in draft with work ongoing by the auditors. The Trustees have had opportunity to ask questions for clarification. We approve these accounts, subject to minor adjustments in consultation with the auditors.

In presenting the accounts, the Treasurer highlighted two major expenses in the future, both likely in 2023: the costs of hiring and relocating a new General Secretary and the

net costs of the next World Plenary. We need to begin planning to accrue reserves for both of these eventualities. The Pensions Trust liability, which is currently estimated at £130,000) may also need to be paid as a lump sum at some future date.

**CEC 18-15. Budget forecasts 2018-2020.** The Treasurer has reviewed in detail the budget forecasts for 2018-2020. As we have seen in previous years, without significant additional fund-raising, and even without accounting for the large future contingencies outlined above, the organisation faces increasing budget deficits that threaten to exhaust our reserves. We are reminded that we have previously expressed a commitment to eliminate deficit budgets by 2020. (See **CEC 17-17, 17-30.**) Some factors are beyond our control, including the dollar-pound exchange rate. In light of “U Theory,” we need to work to identify and let go of underlying assumptions, in order to let new ideas come.

Following a tea break, we have entered into a time of prayerful consideration. We have spent many years poring over these figures with a sense of anxiety and scarcity and fear of not having enough. When there is gratitude, you find you have enough. We are grateful for the abundance, for so many years that this organization has been sustained by many Friends who give gladly, even out of personally difficult situations.

We note that the AWPS, with consultation from our fundraising consultant, has recently formed a Development Committee that plans to hold regular electronic meetings. Development work in less developed countries needs to proceed differently from in wealthy countries; each person has fewer resources, but there are large numbers of people. The Africa Section Executive Committee has been discussing fund-raising and taking steps to solicit funds from individuals and yearly meetings. There have been proposals to form an International Development Committee, but these have not moved forward; it is not clear why.

We have identified a number of issues that will be developed further by small groups, to be brought back later in these meetings.

**CEC 18-16. International Finance Committee.** We welcomed Ethel Livermore (Britain YM), Clerk of the International Finance Committee, who spoke to the committee’s written report. She noted there is one opening for an at-large person on the IFC. The IFC has reviewed, in detail, the reports of the World Office Treasurer. The Treasurer has also had productive conversations with individual Section Treasurers. The committee has not been clear to assume responsibility for fundraising.

It has been suggested that the IFC and the WO Treasurer would benefit from sharing and reading the accounts from all four Sections; we concur that this would be useful, to give us all a better sense of the whole organisation, and we encourage the IFC to request these accounts.

**CEC 18-17. Strategy Working Group Report.** The General Secretary spoke to the written report and recommendations of the Strategy Working Group, which she finds effective and useful in helping shape her work and keeping projects moving. The SWG does not view its remit as tackling the larger issues of the organisation’s future. It has been frustrating to not have a group dedicated to fundraising, so the SWG has had to consider those issues.

The SWG proposes that the WO continue a contractual arrangement with the fundraising consultant, with an agreement that major gifts be shared between the Section and the WO. This work should be under the care of an international development (stewardship, advancement) committee. We have heard from Section Clerks and Secretaries about the fundraising and stewardship efforts underway in each Section. The work that our consultant has done with several Sections seems to have generated new initiatives in all areas. We will return to this matter later in these sessions.

**CEC 18-18. Trustees' Report 2017.** We have reviewed a draft of the Trustees' Report text sections for the year ended 31 December 2017, and have made some suggestions for minor editing. Subject to these edits, we approve this Report for submission to the Charities Commission of England and Wales.

**CEC 18-19. Goals Exercise.** We have undertaken an interactive exercise to help identify our goals for improving FWCC's functioning, what we would need to do differently to accomplish those goals, what behaviours undercut those goals, what competing commitments interfere with accomplishing those goals, and how we might test our underlying assumptions about what is or is not feasible. This exercise has helped us to clarify ways to move from broad visioning to practical steps.

**CEC 18-20. Fundraising Strategy for Major Donors.** We have taken up the Strategy Working Group's proposal for joint World Office – Section fundraising from prospective major donors, with the proceeds to be divided between the Section and the World Office. The Sections have different needs and resources, and the exact arrangements should be tailored to each situation. The World Office will be bearing the risk and the initial investment, although there may be Friends who would gladly donate to cover these costs. Record-keeping and sharing of information needs to be clear, including regular reporting on what the fundraising consultant is doing, the travel expenses, and the results. A priorities list would enable us to suggest specific areas of interest to donors.

We approve this proposal, provided that the World Office share of funds so raised should be at least 33%. We agree that the Moir Fund can be drawn on as seed money for the first year, in addition to the funds already approved for training and consultation in the AWPS. We ask that the World Office clarify with the consultant the language on certain specific issues that were raised during these discussions.

**CEC 18-21.** In our morning worship on 2 May, we have sung together a hymn in Hindi:

Challenge hum jyoti mein. . . .  
Sewa Christ ki karoonga jyoti mein,  
Saamarth us se paoonga uski jyoti mein

[We shall walk in the Light. . . .  
I shall serve Jesus Christ in the Light,  
receiving Power from Him, in His Light.]

**CEC 18-22. Sustainability.** Sustainability Communications Officer Susanna Mattingly has joined us to present a report on her work, supplementing her written report. Susanna began work in September 2017, on a two-year contract with Britain YM and seconded to the World Office for this work. The purpose of this role is to grow a stronger, global Quaker movement for sustainability, building on the commitments from the [Kabarak Call for Peace and Ecojustice](#) (2012) and the Pisac [Sustainability Minute](#) (2016). Susanna outlined the work she has done in the past eight months, which includes representing Friends at the UN climate talks in Bonn (COP23) in November 2017; coordinating Quaker input to the "Talanoa Dialogue," another part of UN climate talks; speaking at and listening to Friends at the Young Friends Annual Conference in Nairobi earlier this month; and developing online resources that incorporate stories from Friends around the world. She works closely with QUNO staff on these issues. She asks Friends how climate change is affecting their daily lives and their communities, and what God is putting in their hearts, and captures those

accounts on video where possible. She has been exploring the use of different technologies and platforms for communicating among Friends in this work, to meet Friends where they are. More details on her work, including the resources she has developed, are available on the FWCC website, at <http://fwcc.world/sustainability>.

Susanna has asked CEC members to help put her in touch with people doing this work in our Sections and meetings. We have given some consideration to developing an online consultation on sustainability, as part of the commitment we made to further this work between World Plenaries. One challenge is the need for language translation and interpretation, which is imperative for the full realization of our work, but is difficult to do well within the limitations of our human and financial resources.

We thank Susanna for her report and her work, with so much productive work in a short period of time.

**CEC 18-23. Long-range Planning.** Out of our consideration of the sustainability work, we have become aware that it would be useful to formulate an overall twenty-year plan for FWCC's work in this and other areas, covering the interval between now and FWCC's 100<sup>th</sup> anniversary in 2037. We encourage the World Office to draft such a plan.

**CEC 18-24. World Quaker Day.** We are led to use Sustainability as the theme for the 2019 World Quaker Day, encouraging meetings to use the resources that are now being developed and to report back. We note that the theme for 2018 was set in April 2017, as "Crossing Cultures, Sharing Stories."

**CEC 18-25. Addressing Issues of Privilege and Historic Injustice.** We have divided into subgroups to consider how FWCC may be called to move forward from our 2017 minute on addressing issues of privilege and historical injustice (see **CEC 17-19**). We took a suggestion to form small groups consisting of those from Europe, those from the United States and Australia, and those from Bolivia, India, and South Africa. This seemed a useful exercise for permitting participants to speak freely.

In reporting back from the small groups, a variety of ideas emerged. We see a need for training for the CEC, and our Section committees, in anti-bias work and sensitivity, including different conventions in the use of language. How can we address the painful behaviours that continue to occur among us, as our speech and actions too often reflect historic patterns of inequality? Which language terms are offensive, and which are respectful, vary from country to country, and vary over time. Our structures and processes are often based on "Anglo" norms; our Constitution embeds those norms in our very structures.

It was suggested that wherever we meet, we should as much as possible live as local Friends do, not promoting the stereotype of FWCC as part of the colonial or privileged group. It is important to prepare visitors from other parts of the world for the cultural environment they will be entering, which is different from what people have heard or seen throughout the media. Spiritual humility is always required.

We have considered how we can move this forward between CEC meetings, and more broadly in FWCC's work. We might create a study guide with queries that can be used in local meetings, Sections, and as a world body. We can draw on resources that already exist within the Quaker communities around the world; the office would welcome information on those resources and people. We have work to do on our process within the CEC, including the visa difficulties inherent in choosing our meeting sites and how we speak with each other about difficult issues. In the future we see the potential for a WO staff person to further this work, as resources permit. We need to keep this concern before us in all that we do and the decisions we make.

**CEC 18-26. Crisis Fundraising Support/Crisis Benevolent Support Policy.** We have reviewed some proposed changes to the Crisis Benevolent Support Criteria and Procedures. After some discussion and revision, we approve this revised policy.

**CEC 18-27. Epistles.** The General Secretary has alerted us to some difficulties that have arisen with language in yearly meeting epistles, which we generally make available on our website, that some Friends in other yearly meetings may find offensive or harmful. We encourage the World Office to clarify the language on our website indicating that each yearly meeting writes its own Epistle, and we do not alter or edit them; Friends with concerns are encouraged to address those directly to the sending yearly meeting.

**CEC 18-28. Managing Conflicts of Interest.** We have considered a proposed policy on avoiding and managing conflicts of interest for those serving FWCC. While we endorse such a policy in principle, we find the proposed wording difficult. We ask a small subcommittee to consider this further, taking into account advice from the Charities Commission of England and Wales, the experience of our Sections, and the language in our Constitution.

**CEC 18-29. Nominations.** We have reviewed the work of the International Nominations Committee, including highlighting the outstanding vacancies.

We have received a recommendation from the INC that Thule Nokathula Mbeté (Southern Africa YM) be named as an at-large member of the CEC for a term starting immediately and ending 31 December 2020. We approve this nomination and welcome her to the CEC. We have heard that the INC will likely have some additional names to propose to us in the near future, for electronic approval. We are grateful for the work of the committee in this important task.

We have received the name of Ruth Homer (Britain YM) to serve on the Staff Advisory Committee. We approve.

**CEC 18-30. Memorials.** In our morning worship on 3 May, we remembered Friends formerly active in FWCC who have died during the past year. The following Friends were named:

Vivian Abbott, Canadian YM  
Nabeel Ajlouni, Ramallah Monthly Meeting  
Eleanor Barden, Britain YM  
Elizabeth Fowler, Britain YM  
Neil Hartman, Philadelphia YM  
Joyce Pickard, Britain YM  
Ali Reid, France YM & Britain YM  
Fritz Renken, Switzerland YM  
Ursula Schuppli-Sandreuter, Switzerland YM

**CEC 18-31. Africa Section Report.**

Thule Mbeté (Southern Africa YM), Assistant Clerk of the Africa Section, spoke to the Section's written report. The Section Executive Committee benefited from a strategic planning retreat in October 2017, which was funded by funds previously allocated from the Moir Fund. The Executive Committee then approved a five-year strategic plan, including a fundraising strategy, which has been shared with the CEC. The Section appreciated the visit of the FWCC General Secretary to the sessions of Southern Africa YM, as well as the CEC's presence at the 2017 Section meeting in Rwanda.

The major activity of the Section Executive Committee has been to secure a replacement for Churchill Malimo, who resigned as Section Secretary in September 2017 in order to take up post as the General Superintendent of Nairobi YM. Unfortunately, the person selected quickly proved unsuitable for the post, and the position is once again vacant. The day-to-day work in the office is carried on by the very capable Executive Secretary's Assistant and the Section Treasurer. The World Office has been kept informed of this situation and has affirmed the good Friendly process undertaken by the Executive Committee. Members of the Section Executive Committee, especially the Section Clerk, have travelled extensively in the Section, in part to achieve some reconciliation from this crisis and in part to promote fundraising. This has already produced additional income to the Section from member yearly meetings.

We appreciate this report, and hold the Africa Section and especially its officers, Executive Committee, and office staff in our prayers. We are also grateful to see the Section's forward-looking Strategic Plan. We understand the difficulties for the Section with the Secretary position vacant, a role that is distinct from that of the clerk and other officers, and hope that the Section finds a suitable resolution in the near future.

We have also received a final report on the two-year internship for information technologies and young adult friends support within the Africa Section, which had been funded through the Moir Fund. We appreciate this report and look forward to hearing from the Section Executive Committee after it has had an opportunity to evaluate these programs and look toward future plans.

**CEC 18-32. Building Bridges Among Friends.** We have heard of opportunities over the past several years to build bridges between FWCC and Friends' groups not affiliated to our Sections. These bridges depend on personal relationships, trust, mutual respect, and a willingness to make amends where necessary. We are glad to hear of these opportunities for building relationships among Friends around the world, and look forward to further opportunities as way may open.

**CEC 18-33. Activity Between World Plenary Meetings.** We have considered the commitment undertaken at the 2016 World Plenary Meeting to promote interactions among Friends between World Plenary Meetings. We have already noted the bridge-building within the broader Society of Friends. The interactive resources and possible online consultation on sustainability (see previous minute) provide one such opportunity. The YAF projects to be funded through the QYP grant process are another. We continue to look for ways to promote dialogue and consultation on the issues of historical injustice. Section visioning reflects these same concerns and undertakings, consistent with the needs and experience of each Section. We welcome initiatives from Friends around the world on these matters, recognizing that we have a limited ability to provide significant staff support. We encourage the General Secretary and the Strategic Working Group to formulate specific proposals on how these may be done, and how to balance them with the other work of the World Office, and to circulate those for comment from Section Executive Committees. This is also an important area for collaborative planning between the World Office and the Sections, and for presenting a unified picture of FWCC's work. We recognize that the World Office plays an important convening and coordinating role in this process.

**CEC 18-34. Staff policies.** The Staff Advisory Committee has raised some concerns about the safety of staff members working alone in the office, and about policies surrounding remote work by staff. We find the proposed policy clarifications helpful, and see this matter as within the General Secretary's authority to manage staff.

**CEC 18-35. Safeguarding.** We have received a proposed policy on safeguarding, designed to provide for safety from sexual and emotional abuse for young people under age 18 and for all participants in our activities. This policy is still being refined, in consultation with our Sections and with other faith organizations. We are glad the World Office has this issue under consideration, and look forward to receiving a more developed policy at a later meeting.

**CEC 18-36. Environmental and Sustainability Policy.** We have reviewed a draft policy promoting sustainable environmental practices in FWCC's own work, prepared by the World Office. With some minor editing, we approve this policy to guide our work.

**CEC 18-37. Data Protection Policy.** The World Office has prepared a proposed policy in response to changes in the General Data Protection Regulation ("GDPR") of the UK and the European Economic Area, which goes into effect 25 May 2018. We approve the policy as a working document, and ask the staff to continue to consult and refine guidance on implementation procedures to be followed in FWCC's work.

**CEC 18-38. Small Group Reports.** We have heard from the four small groups that met to consider specific issues relating to financial management. The form for reporting on fundraising activities has been revised by consultation, and will be sent to all Sections and the IFC. A "contingency plan" group have discussed ways to trim costs to bring the budget into balance; these changes seem prudent, and we leave it to the World Office and Treasurer to proceed with them as seems appropriate. Another group began looking at funding needs for the next World Plenary meeting, including policies on subsidising accommodations and travel costs, and possible sales of souvenirs. This matter will need further attention as the details of the next World Plenary become clearer.

**CEC 18-39. World Plenary 2023.** We have received a letter from Southern Africa YM inviting FWCC to hold its next World Plenary in South Africa in 2023. Thule Mbete clarified that although they have not yet investigated specific sites, they anticipate pursuing sites in Durban, likely in a school or university campus during the July break. The weather in Durban at that time would be more hospitable than in Cape Town. July is a quiet time for tourism, so flights are likely to be cheaper.

We are glad to accept this invitation, and look forward to working with Southern Africa YM on this event.

While it is early in the planning cycle, it seems prudent to begin formulating the structure of an International Planning Committee. Having reviewed the composition of the previous IPCs, we are clear to set the following provisional structure:

- Secretary of Host Section
- Asst Clerk FWCC – as IPC Clerk
- One person from each Section, preferably young adult Friends with needed skills
- General Secretary FWCC
- Clerk FWCC
- Treasurer FWCC  
(possible Asst. Treasurer or special conference treasurer/financial planner)
- Clerk of Local Arrangements Committee (LAC)
- 2d person from LAC

In the past, additional people were brought in to assume responsibility for worship, pastoral care, language services, etc. It may be useful to name at least a liason for these areas early on. We agree to this structure provisionally for the 2023 meeting, and hope that persons can be named to each of these positions by 31 October 2018.

**CEC 18-40. Risk Assessment.** The subgroup that considered the draft risk assessment has reported back. They did not pay attention to the items that were marked as low risk. They note that we need a separate Risk Assessment for each World Plenary event. We also need a more formalised orientation for new CEC members/Trustees. The closer integration of FWCC into one organisation may present new risks, as yet unidentified.

The Pensions Trust liability is a major risk hanging over the organisation. We ask that the General Secretary and the Strategy Working Group research and present options to us as quickly as prudently possible.

We thank the subgroup and the past and present Treasurers for their care in this matter, and look forward to the Strategy Working Group taking this feedback into account in revising the Risk Assessment chart.

**CEC 18-41. Future CEC Meetings.** We received an invitation last year to hold a future CEC meeting in Cuba, and feel led to pursue that for April-May 2019, assuming that the travel and accommodation costs seem reasonable. We ask that the schedule be set so that we can worship with local Friends on First-Day. We expect to hold one or more conference calls between now and the next in-person meeting, at the call of the clerk as sufficient business presents itself. We expect that nominations may be approved electronically.

**CEC 18-42. Evaluation.** We have done a brief evaluation of this meeting, which has gone very well and in good spirit. We thank local Friends who assisted with transportation, provided our delicious meals, and provided this lovely Friends' facility for us to meet in, and to our Clerk who also served as local host.

**CEC 18-43. Closing minute.** We have closed with a period of grateful worship, intending to meet at about the same time next year, possibly in Cuba, if the Lord permit.

Simon C. Lamb, Clerk

Elizabeth Cazden, Assistant/Recording Clerk

#### ATTACHMENTS:

Minutes of December 2017 and electronic minutes 2017-18

Revised policy on Crisis Benevolence Support

Nominations Chart, current to 4 May 2018

Environmental and Sustainability Policy