

FRIENDS WORLD COMMITTEE FOR CONSULTATION
Central Executive Committee
Videoconference Meeting
17 July 2021

CEC 21-33vc. We have gathered online, at the call of the clerk, at 11:30 am (UK time).

Present:

Gretchen Castle (Philadelphia YM)	General Sec FWCC
Elizabeth Cazden (New England YM)	Assistant Clerk FWCC
Ronis Chapman (Australia YM)	Sec AWP Section
Michael Eccles (Britain YM)	Sec EMES
Jonathan Fletcher (Aotearoa/New Zealand YM)	Acting Clerk AWP Section
Myron Guachalla Montano (Bolivia Central YM)	Member at large
Simon C. Lamb (Ireland YM)	Clerk FWCC
Ethel Livermore (Britain YM)	Acting Clerk EMES
Hezron Masitsa (Nairobi YM)	Acting Sec Africa Section
Thule Mbete (Southern Africa YM)	Member at large
Robin Mohr (Philadelphia YM)	Sec Section of the Americas
Esther Mombo (Highlands YM)	Assistant Clerk FWCC
David Shiner (Illinois YM)	Clerk Section of the Americas
Peter Ullathorne (Britain YM)	Treasurer
Bainito Wamalwa (East Africa YM-North)	Clerk Africa Section

Prevented:

Myron Guachalla Montano (Bolivia Central YM) Member at large

CEC 21-34vc. Report from Search Committee. Members of the Search Committee reported that they had spent the past week interviewing the four final candidates forwarded to them by the Screening Committee. As in the earlier round, each candidate also met with the World Office staff, and completed several practical exercises. The committee has not yet done final discernment and does not have a clear recommendation today, but hope to within this week.

This second round of applications attracted a larger and higher-quality field than the first round. There were 29 completed applications this time, almost double the first round. As before, they came from all four Sections and reflected good gender balance and age distribution. The largest change was an increase in applications from EMES. It is unclear whether this larger field reflects better publicity, or changes in the outside context especially with Covid vaccinations. The four finalists are two men and two women from two Sections.

CEC 21-35vc. Plans for Bridge Coverage of Office Management. It is clear that regardless of who comes in as the next General Secretary, there will be a transition period after Gretchen leaves. We expect this would be for no more than three months. The Clerk and General Secretary have asked Susanna Mattingly to increase her hours to four days per week and function as Acting General Secretary during the interim (but without signature authority). She is willing to serve, and the other staff are happy with this arrangement. We approve this arrangement, and allow the

Clerk and Treasurer to finalise her contract and to make adjustments to the hours of other staff if needed to cover the work.

CEC 21-36vc. Staff Advisory Committee. Gretchen Castle reported that the small group to look at the Staff Advisory Committee has reviewed and revised the Terms of Reference, and is working on a list of the people to serve. The new Terms of Reference will be circulated for our review before the next meeting.

CEC 21-37vc. Reports.

We have heard a report on Tom Hill, a former CEC (Interim Committee) clerk, who has suffered a health crisis near his home in Virginia, USA, and is recovering slowly. We hold him in his prayers.

Robin Mohr brought a message from Cuba Yearly Meeting, in light of the recent protests there. The economy suffered greatly with the blocks on tourism due to Covid, and recently Covid infections have increased. Their health system does not have access to medicines. Friends are calling for peaceful demonstrations rather than violence. Earlier this week, a meeting was convened of the Section staff, Friends United Meeting staff, New England YM representatives, and the US Friends Committee on National Legislation, to see what could be done. FCNL has asked US Friends to pressure members of Congress to lift or ease the US embargo especially on food and medical supplies during the pandemic. The Quaker groups in Cuba and in the US have intentionally not taken any position on the issue of Cuban governance, but instead have focused on humanitarian relief.

We have also heard a report on political unrest in South Africa. We hold these Friends in our prayers.

CEC 21-38vc. Departure of General Secretary. We have taken this opportunity to say good-bye to Gretchen Castle, as she leaves her position at the end of the coming week to take up her new position in the US. We have shared memories of travels, meetings, and individual conversations. We have appreciated her growth in the job over the past nine years, which has so well served Friends worldwide. Her visits to Friends in diverse places have been greatly appreciated. She has brought a real inclusivity and encouragement to the work, supporting others to do their best work. Each of us has been touched by her personal warmth and friendship. We hope that many of us will see her again in other contexts. We wish her well and Godspeed in her new position.

CEC 21-39vc. Closing. We adjourn, intending to meet again in one week's time, God willing.

Simon C. Lamb, Clerk
Esther Mombo, Asst. Clerk
Elizabeth Cazden, Asst./Minuting Clerk

FRIENDS WORLD COMMITTEE FOR CONSULTATION
Central Executive Committee
Videoconference Meeting
24 July 2021

CEC 21-40vc. We have gathered online at 11:30 am (UK time).

Present:

Elizabeth Cazden (New England YM)	Assistant Clerk FWCC
Ronis Chapman (Australia YM)	Sec AWP Section
Michael Eccles (Britain YM)	Sec EMES
Myron Guachalla Montano (Bolivia Central YM)	Member at large
Simon C. Lamb (Ireland YM)	Clerk FWCC
Ethel Livermore (Britain YM)	Acting Clerk EMES
Robin Mohr (Philadelphia YM)	Sec Section of the Americas
Esther Mombo (Highlands YM)	Assistant Clerk FWCC
David Shiner (Illinois YM)	Clerk Section of the Americas
Peter Ullathorne (Britain YM)	Treasurer
Bainito Wamalwa (East Africa YM-North)	Clerk Africa Section

Excused:

Hezron Masitsa (Nairobi YM)	Acting Sec Africa Section
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Prevented:

Thule Mbete (Southern Africa YM)	Member at large
Jonathan Fletcher (Aotearoa/New Zealand YM)	Acting Clerk AWP Section

Invited:

Adrian Glamorgan (Australia YM)	Incoming Sec AWP Section
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CEC 21-41vc. Staff Advisory Committee. The subcommittee has reviewed the Terms of Reference and has brought a proposed revision to the policy.

We note that if we remove the Human Resources function from this committee, we will need to lodge that responsibility somewhere else, as it requires expertise that the CEC may not have. It is suggested that we could include people from outside the UK on this committee, given the availability of virtual meetings. This needs to be balanced against the opportunities for personal contact and conversation.

We are informed that Judy Brill (Britain YM), Anne Wilkinson (Britain YM), and Lena Hofmaier (German YM) are willing to serve on the committee, and find these names acceptable.

We approve the proposed revision in principle, and ask the Clerk and Treasurer to suggest wording for formal procedures to deal with Human Resource issues.

CEC 21-42vc. General Secretary Search. The Search Committee has brought its recommendation for the next General Secretary, and have reviewed the candidate's experience and skills. The person has been contacted, and is delighted to accept. The Treasurer and the Clerk have agreed salary with him, within the range we have previously designated. Because of his personal situation, he would not be available to begin until 10 January 2022, following the Christmas break.

After an opportunity for questions and reflection, we approve the recommendation of Timothy Gee (Britain YM) as the next General Secretary of FWCC. We authorize the Treasurer and Clerk to release this information publicly as seems appropriate. We thank the Search Committee and Screening Committee for their work over the past year, and release them.

In light of this timeline, we amend our approval of Susanna Mattingly (see **CEC 21-35vc**) to serve up to six months, until the new General Secretary takes post. The Treasurer is working on a salary increment to reflect her greater responsibilities, in consultation with Britain YM which is her formal employer under the sustainability grant. The Clerk and Treasurer are working on the details of the transition, including provision for appropriate coverage of various outside events and QUNC meetings that occur between now and January.

The Treasurer has encouraged us to approve a more comprehensive contract for the General Secretary, compliant with UK law and best practice. There is still a need for an annual appraisal by the CEC, but under UK law the contract is an indefinite one. Michael Eccles has agreed to consult with the Treasurer on this matter, drawing on the EMES contract which was drawn up last year with professional advice, so that the Clerk and Treasurer can draft a suitable contract for our General Secretary.

CEC 21-43vc. Departure. We express our gratitude for the service of Ronis Chapman and the gifts and wisdom she has brought to the CEC, as she leaves her position as Secretary of the AWPS. We wish her well in her future service.

CEC 21-44vc. Closing worship. We close in prayer, purposing to meet again, God willing, the 6th-7th of November 2021, online, at times to be determined.

Simon C. Lamb, Clerk
Esther Mombo, Asst. Clerk
Elizabeth Cazden, Asst./Minuting Clerk