

FRIENDS WORLD COMMITTEE FOR CONSULTATION
Central Executive Committee
Videoconference Meeting
27 March 2021

CEC 21-1vc. Opening minute. We have gathered by videoconference at 11:00 am UK time on 27 March 2021.

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
Thuli 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

Excused:

Gretchen Castle (Philadelphia YM)	General Sec FWCC
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Prevented:

Ronald Titus (Bhopal YM)	Clerk, AWP Section
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We note that Job Bikokwa completed his service as Africa Section Secretary as of 31 January 2021, and the position is currently vacant.

In the opening devotional, we heard a reading of Eccles. 3:1-7, a text with particular resonance in this season of uncertainty and loss. We are mindful of losses in our immediate circle and families, including the passing this week of the Clerk's beloved mother Emma E. Lamb (Ireland YM), and of Gladys K. Kang'ahi (East Africa YM-North), former Clerk of the Africa Section and member of the Interim Committee, and Gladys Kamonya (Lugari YM), wife of David Zarembka, founder of the Africa Great Lakes Initiative.

CEC 21-2vc. Authorising minute. In further implementation of **CEC 20-73vc**, we approve the following:

‘Our Treasurer Peter Ullathorne has permission to act as an authorised person on the Rathbone Greenbank account from the date of this meeting.’

CEC 21-3vc. General Secretary Search. The Search Committee presented its report and recommendation for a new General Secretary to succeed Gretchen Castle in November 2021. As reported to the December 2020 meeting, the search attracted a broad pool of applicants. There were sixteen completed applications, nine men and seven women, representing seven countries and all four Sections. The Screening Committee reviewed these carefully and narrowed the list to five individuals from four countries and three Sections, who were interviewed for an hour each, by Zoom. The Screening Committee looked at a wide range of

the candidates' skills, including communication skills, Quaker practice, public speaking, leadership, fund-raising, administrative experience, knowledge of Quaker diversity, and ability to think strategically about FWCC's role. Based on the applications and these interviews, the Screening Committee forwarded three names to the Search Committee.

The Search Committee requested references for these three candidates, gave them a timed e-mail exercise, and then interviewed them each for more than an hour, including a prepared talk or sermon to a Quaker meeting or Friends Church different from their own. Each candidate also met with the staff for 30 to 60 minutes. The Search Committee watched the recordings of the staff interviews, and the Clerk spoke with staff about their impressions and got their written feedback.

Based on that process, the Search Committee has brought a recommendation for hiring. The name is confidential until the candidate has accepted and has made appropriate arrangements with their current employer and we are ready to announce this publicly. After an opportunity for questions and discussion, the recommendation was approved. The Clerk will work with the Treasurer and the current General Secretary to clarify the details of the compensation and benefits package we offer, including moving costs and visa assistance. We thank the Screening Committee and the Search Committee for their work. We also thank all of the applicants. We are heartened by the interest in our work from so many Friends in various parts of the world. We acknowledge that the CEC has ongoing work to ensure that our recruitment and hiring processes reflect the diversity of Friends in the world.

CEC 21-4vc. Friends House Arrangements. Paul Parker, Recording Clerk of Britain YM, has notified us of planned renovations to Friends House, as well as ongoing rethinking of space needs in light of reduced staffing and changes in work patterns arising from the pandemic. They do not expect to directly affect the current FWCC office in the upcoming phase of the work. If conditions permit, it is anticipated that Friends House will reopen for public use around 17 May 2021, with some yearly meeting staff returning from that time and more in September. They have asked for our input on our anticipated needs and preferences, so that these can be taken into account in their planning. The office staff have provided helpful information about their hopes and expectations.

As we have reflected on the questions raised by this letter, we see great value in maintaining an ongoing presence in Friends House with a dedicated office, not simply an occasional nonexclusive right to use meeting spaces. It is helpful to have a physical location where traveling Friends can find us, and it is important that our office be separated conceptually from Britain YM with appropriate labeling and decor. The exact shape and location of that office can be negotiable. We suggest that keeping our existing space for the next one to two years will be best, as our staff emerges from the pandemic patterns and as the new General Secretary settles into position. We appreciate being kept informed of Britain YM's thinking as their plans and ours become clearer over that period. The CEC is clear that these decisions are ultimately operational details that are up to the staff. The Clerk and General Secretary will send an appropriate response to Paul Parker's letter.

CEC 21-5vc. Closing. We closed the meeting with gratitude for our time together, intending to meet next on 10-14 June 2021 via Zoom, and November-December 2021 on dates to be determined, in person if possible.

Clerk, Simon C. Lamb
Asst. Clerk Esther Mombo

Asst./Recording Clerk Elizabeth Cazden