

**Friends World Committee for Consultation
Central Executive Committee
3rd to 7th October 2022
Nairobi, Kenya, and online**

CEC 22-26. Opening minute. We have gathered at the HomeCare Retreat Center, a Christian retreat centre in Nairobi, Kenya, with some members joining by videoconference, from 3rd to 7th October 2022.

Present in Nairobi:

Elizabeth Cazden (New England YM)	Assistant Clerk FWCC
Michael Eccles (Britain YM)	Sec EMES
Timothy Gee (Britain YM)	General Secretary FWCC
Adrian Glamorgan (Australia YM)	Sec AWP Section
Myron Guachalla Montano (Bolivia Central YM)	Member at large
Simon C. Lamb (Ireland YM)	Clerk FWCC
Ethel Livermore (Britain YM)	Clerk EMES
Hezron C. 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
Bainito Wamalwa (East Africa YM-North)	Clerk Africa Section

Participating via videoconferencing:

Peter Ullathorne (Britain YM)	Treasurer
Jonathan Fletcher (Aotearoa/New Zealand YM)	Clerk AWP Section

Invited guests:

Nancy Fee (Southern Africa YM)	Co-Clerk Internat. Planning Committee
Peter Shitemi (Malava YM)	Incoming Sec Africa Section
Susanna Mattingly (Britain YM)	Communications Manager, World Office
Marisa Johnson (Britain YM)	Clerk, IMAC and Internat. Nom. Comm.

In our opening morning worship, we were reminded that we meet together at a time that is in some ways post-pandemic (but with Ebola), and in some ways post-colonial, but in the midst of wars in Ukraine and in several parts of the African continent. We share the pain of armed conflicts that result in death, destruction, and forced migrations.

We shared worship with Nairobi Friends on World Quaker Day, with the theme “Becoming the Quakers the world needs.” The Light is transformative, and provides a means of seeing. Being the Light of the world means being visible in places of challenge. We pray that God may give us clarity of thought and wisdom in these deliberations. We are grateful for our families and the meetings that are upholding us in prayer this week.

CEC 22-27. Minutes. We ratify the action taken by e-mail in September 2022 approving the audited accounts and Trustees’ Report for 2021, recorded in the following minute:

CEC 22-25e. Trustees Report and Audited Accounts. Treasurer Peter Ullathorne has circulated the final version of the Trustees’ Report including

the audited accounts for calendar 2021, which the International Finance Committee has reviewed and recommends to us for approval. We approve the Report by unanimous e-mail, enabling it to be filed by the deadline with the Charities Commission of England and Wales. (Emails 13th to 17th September 2022, ratified 3 October 2022).

CEC 22-28. Reports received. We have received in advance and accept written reports from the International Membership Applications Committee, the Staff Advisory Committee, the International Finance Committee, and the New York Quaker United Nations Office. We thank the many dedicated Friends who are doing these pieces of work on our behalf. Matters requiring decision arising from these reports will be addressed in later sessions.

CEC 22-29. Section Reports.

EMES. Michael Eccles, Section Secretary, spoke to his written report circulated in advance. Jez Smith ended his service as Assistant Secretary at the end of May, and has been replaced by Evan Welkin, an American Friend now living in Italy.

The Section held its first blended section meeting in May, with about 40 Friends in Paris and about 30 joining online, with greater participation and greater geographical diversity than in-person-only meetings. The Section has named Elders for EMES, to increase support for local groups throughout the year. A Sustainability Policy was approved after several years discussion, broadened beyond travel. This is a work in progress, to be reviewed in no more than three years. It is difficult to discern when it is “essential” to fly, in part because land-based transport can require significant time. The Executive Committee has met twice in person this year, in Paris and in Lisbon; they plan to change to annual in-person meetings for sustainability. The Peace and Service consultation network and a group of 14-18 year olds meet monthly online, with one annual in-person meeting. A digital equality fund was established during Covid to assist Friends as needed with devices and broadband access. These online meetings, plus multiple meetings for worship in collaboration with Woodbrooke, have enabled much more frequent interaction across the Section in committees, worship, and fellowship. The Section maintains close links with the independent Europe and Middle East Young Friends group.

The war in Ukraine has been a major unplanned addition to the Section’s work, facilitated by having a Secretary who is fluent in Russian. The Section has facilitated weekly online meetings for worship to pray for peace, with language interpretation in both Russian and Ukrainian. The Kyiv worship group members are now dispersed within and outside of Ukraine. The Secretary stays in contact with Friends throughout the region. EMES helped facilitate ways for Friends around the world to donate to support work with refugees, with €10-12,000 already collected and distributed.

Africa Section: Hezron Matsita, Acting Secretary, spoke to his written report. Lifting of government Covid restrictions has enabled more in-person meetings. The school calendar changed, which has forced changes to meetings that are often hosted in school facilities. Many committees and the Executive Committee have met in hybrid format. The Section has appreciated the financial support for technology to facilitate online access for meetings and yearly meetings in the Section.

The Section has collaborated with a number of other organisations, including the American Friends Service Committee, Friends United Meeting, Friends Church Kenya, and other peace churches on relief for those affected by Covid, and on peacebuilding efforts within the region. The Section supported a regional gathering organised by Rwanda Young

Friends, and hopes to better link with Young Friends in southern Africa, who are often remote from the rest of the Section.

The Clerk and Secretary have travelled within the region, with a special concern for political conflicts in some countries and conflicts between competing groups of Friends in several places. Climate change remains a central concern, affecting Friends directly, such as a landslide in Uganda this past week.

Communications across the entire Section are complicated by language diversity, including Portuguese in Mozambique and French in central Africa and Madagascar. Some Friends, such as those in Madagascar and Ghana, may be better served by International Membership.

After a discernment process, the Section has engaged Peter Shitemi as Section Secretary effective 1 January 2023, with the next few months serving as a transition period. We are glad to have Peter Shitemi as an observer at this meeting, to further prepare him for his service on the CEC and as Section Secretary. We appreciate the good work that Hezron Masitsa has done for the Section during this transition time.

AWPS: Adrian Glamorgan, Secretary, presented the Section report. The region is huge, with 3.6 billion people, the six largest cities in the world, and by 2050, likely the top ten economic powers in the world. It faces enormous challenges, especially from climate change; one-third of Pakistan is currently flooded, and India experienced temperatures of 45°C for three weeks. The “global north” is in the south, Australia and New Zealand. Quakers in the region are mostly small and scattered, including in heavily repressed Singapore and Hong Kong. It has been difficult for him to communicate with the evangelical meetings in the region, but he looks forward to visiting both India and the Philippines during the coming year. Language diversity is a substantial challenge, particularly the lack of Quaker materials translated into Korean, Japanese, and others. Quaker expressions in English are often not understood even by those who have reasonably good general English comprehension. He would like to make more Quaker content available, even for those who have been Quaker for a long time; programming from Woodbrooke and Pendle Hill often doesn't speak to the Asian context (or even Asian-based English), as well as presenting severe scheduling problems due to the time zone differentials. There has been some reticence in the past towards FWCC in Australia and New Zealand; the sermon presented at Langa'ta Church about Quakerism as a global movement from its inception may be helpful. Climate change is one issue that Friends in the region care deeply about, as many Friends' lives in many different places are being severely disrupted by flooding and other disasters; this may help Friends see value in international connections.

The relationship between FWCC and Evangelical Friends International spans regions, for example, the evangelical work being done in Cambodia by Friends from El Salvador. Australia has refugees from Burundi, including Quakers, but unprogrammed Friends find it difficult to absorb those accustomed to a very different worship style. Some did help establish separate congregations of Burundi Friends, but they have found it difficult to survive into the second generation. There is no clear mechanism for Australian Friends to find out about other Quakers such as Kenyans studying in the country or United States employees of international organisations.

Section of the Americas: Secretary Robin Mohr presented the Section report. The office has arranged online consultations on a range of topics, which have drawn good participation from across the Section. She would like these to be more robust, with more staff support. They are working on the Section's portion of a global interactive map, which is in the Campaign budget, including hiring a software company to design the directory and mapping platform. It

is challenging to incorporate multiple address formats, and to make the map usable across multiple technologies. The Section has compiled census data on meetings and churches in the United States, in conjunction with a decennial religious census, but are aware it is incomplete and have applied for a grant to enable more analysis. The initial results show a decline in the number of meetings and churches, and a number of small meetings made up of elderly Friends that are likely to be laid down in the next ten years. But it has been difficult to capture all the data due to divisions in yearly meetings, in which monthly meetings may move from one affiliation to another or to none at all. The data collection process provided an opportunity to be in touch with all yearly meetings. Some yearly meetings routinely collect statistical data and were glad to provide it quickly; others either don't collect it, or we haven't found who to contact to obtain it. These differences vary more by region and resources than by theology or branch.

In staffing, Gil George has been hired to work remote from Portland, Oregon. In the past, remote field staff proved problematic, but better technology has made it easier to work together closely. The traveling ministries program has been laid down, with gratitude, recognizing that in-person visitation can't be the sole focus of Section consultations and intervisitation. The Executive Committee is still discerning what the next model will look like.

As in Australia, there are issues for African Friends resident in the United States. Friends United Meeting has been more active than FWCC with the African diaspora in the US and Canada, both in connecting Friends with a local meeting and in a recent gathering of African Friends in North America. Similarly, Evangelical Friends have done the best job of helping Latin American Friends who live in North America. The Section doesn't see it as our job to do individual pastoral care, but works with both EFI and FUM to support these Friends. These relationships are complicated by resistance among some unprogrammed Friends to recognizing and accepting programmed Quakerism as a legitimate expression (or vice versa), and by unacknowledged racism among white North American Friends.

We are grateful to hear of the robust work going on throughout the Sections, and for the opportunity to hear of and share about emerging issues that are common among the Sections. We are particularly interested to hear of the changes in ways of working catalysed by the pandemic. The normalization of virtual and hybrid meetings has enabled broader participation both within and across Sections. We especially encourage CEC members and other Friends engaged in World Office work to participate virtually in activities outside their home Section.

CEC 22-30. International Planning Committee. Nancy Fee (Southern Africa YM) and Bainito Wamalwa (East Africa YM North) brought a full report from the IPC, which has met immediately preceding this meeting at the same venue, with some participants joining by videoconference. They note that since IPC last reported to the CEC in March 2022, IPC has held three meetings, in May, July, and September-October. The LAC, LAC Working Groups, and IPC Working Groups are making good progress, although there have been some delays getting information from Sections about their representatives. They are in negotiations with the selected venue for an in-person meeting of up to 250 people, for the dates of 5-13 August 2024, as previously approved (see CEC 22-15vc), and hope these dates can be widely publicized. The venue and costs for a Young Adult Friends meeting in addition to the WPM have not yet been identified. Discussions with the South African conference management contractor are ongoing to see if a budget and work plan can be agreed.

The overall WPM budget is still being developed. The Treasurer noted that while our experience from the 2016 WPM in Peru is useful for capturing categories of expenses to be

considered, the actual costs are likely to be very different, and depend on exchange rates and other factors that are very much in flux. A substantial contingency has been built in; we note that for the two previous WPMs, the budgeted contingency amounts proved inadequate, resulting in losses of about £30,000 each time and damaging our reserves. The budget also depends on other decisions, such as allocation of on-site spaces between self-funded and subsidized participants and the selection, funding, and technical support for “hubs” where online participants can gather. The choice of registration and event management software will also have a significant impact on staffing needs.

We ask the IPC Finance Working Group to further refine and explore the policy issues that affect the budget and bring the policy choices to the CEC as early as they are ready to do so. It may be useful to outline budget options depending on the policy choices made. We ask the IPC Co-Clerks, the World Office, and Adrian Glamorgan to explore options for management software, in consultation with the Conference Company and drawing on the experience of other Quaker organizations including FWCC Sections. We look forward to reviewing the proposed overall budget as early as it is available.

We note that the Young Adult Friends meeting remains an option, as an event involving some WPM delegates and some others, for about four days either before or after the WPM. Bainito Wamalwa, Myron Guachalla, and Michael Eccles are working on this, and would appreciate representation from all Sections. It was suggested that it may be best to instead look towards a World Gathering of Young Friends at a different time and place.

We accept the reports of the IPC. We are deeply grateful to the members of the IPC and the LAC for their diligent work and careful attention to the many issues involved in this planning process.

CEC 22-31. Morning Devotional. We are deeply grateful for this opportunity to be together to discern God’s will. We hear the words of James 4:8, “Draw closer to God, and he will draw closer to you.” We offer ourselves up as God’s servants, striving together to become the Quakers the world needs.

CEC 22-32. General Secretary’s Report. General Secretary Tim Gee spoke to his written report circulated in advance. Since the June 2022 meeting, he has visited among the smallest (Riga, Latvia) and largest (Langa’ta) local meetings, as well as visiting (in person) and giving a talk at Ireland YM in August. He and Bainito visited meetings in Burundi, Rwanda, and western Kenya immediately before this meeting. He has sensed a lot of enthusiasm about the upcoming George Fox Birthday celebrations in 2024.

He has attended to some needed changes in World Office systems, including updating staff policies and locating a new travel agent and a new printer for Friends World News. The office will take a creative approach to staffing during Susanna’s upcoming maternity leave, with Hezron Masitsa, Adrian Glamorgan, and Evan Welkin taking on some contracted work and Tas Cooper increasing his hours. The smallest social media account (Instagram) will be placed on hold, with visitors referred to our other platforms.

He has had discussions with both QUNO offices, which would like better representation of Friends around the world. Hezron Masitsa will be tasked with interfacing between FWCC and the QUNO offices in the coming year.

He appreciates the support he has received from the CEC, and the wonderful work of the rest of the staff.

He noted that there was a recent incident appearing to involve a scam misreporting that the FWCC Clerk was in a dangerous situation while traveling, which was sent out to a number of Friends in our contact list. The World Office and the Clerk quickly put out

messages notifying our entire constituency that the Clerk was safe and well, and the message was a scam that should be disregarded. It is unclear whether this incident stemmed from a security vulnerability within FWCC's online presence, or from an individual within our network responding to a "phishing" inquiry whose email contact list then got scraped and used. We appreciate the World Office's prompt response to this incident. We also need to pay attention to security measures for our website and communications. For example, it would be better to have a contact form to enable people to find local meetings, rather than including email addresses in an interactive web-based map. We recognize cybersecurity as a disaster preparedness issue for the organisation, and ask the World Office and Section Secretaries to develop a formal protocol for the five offices for how to respond. It may be useful to consult yearly meetings and other Quaker bodies that may have developed similar protocols.

CEC 22-33. Concern for Peace in Ukraine. The General Secretary has brought for our consideration a possible statement concerning the present war in Ukraine, which has been developed in consultation with the heads of other Quaker agencies including the two QUNO offices and the (USA) Friends Committee on National Legislation. Friends expressed a range of views in response to the draft Statement on the Peace Testimony and Ukraine. We were reminded that the Epistle from the May 2022 EMES Gathering also addressed these issues, and could be made more readily available. At the conclusion of the discussion, the CEC recognized that we were not clear to approve the statement on behalf of FWCC. We welcome the General Secretary to communicate any of our comments that he sees fit to pass along to the relevant agencies, and we release him to act as a signatory to the final statement if he is led to do so.

CEC 22-34. Report from Susanna Mattingly. We welcomed Susanna Mattingly, via videoconferencing, to report briefly on her work since the beginning of 2022, when the new General Secretary took over and she returned to her previous role as Sustainability Officer through end of May. When the funding for that position ended, she wrote a final report and recommendations which we have previously received, including how FWCC can and should continue its support for and networking of Quaker sustainability work around the world and Young Friends work. Evan Welkin, Assistant Secretary for EMES, will be continuing some of the sustainability networking for the coming year. QUNO-Geneva is carrying the concern for the human effects of climate change; Lindsey Cook has appreciated FWCC's support for her work in this area. She will be attending COP27 in Egypt next month. FWCC, through QUNO, has had a considerable voice in the UN negotiations.

Since June Susanna has been responsible for communications within the World Office, primarily planning for WQD, as well as social media channels, videos, and the printed Friends World News. She has also staffed the Communications Working Group for the World Plenary. The Quaker Conversations program has been paused during 2022, but many Friends have expressed how helpful the programs were, so it is hoped they can be restarted.

We are grateful for Susanna's cheerful willingness to shift roles as the organisation has needed, over the past two years, and for the enormous work she has done on our behalf. As Susanna leaves for maternity leave shortly, we wish her and her family well in this time of transition and look forward to welcoming her back in the office at the appropriate time.

CEC 22-35. World Quaker Day Review. Susanna Mattingly reported on the World Quaker Day just celebrated. Tim Gee brought helpful new energy and ideas, including writing articles for a range of Quaker publications, and preparing several videos that were widely circulated. The poster the World Office prepared is shown in many of the local meeting photographs, showing its reach. Friends World News was published earlier than normal, so it

would reach Friends before WQD. Twenty-one meetings signed up to host visitors, with all Sections represented; she has a sense that other meetings found the sign-up process too confusing, and we know of meetings that hosted visitors or paired with another meeting outside of the World Office list. About 450 Friends signed up to participate through the World Office, about half of them new contacts. The office plus Hezron Masitsa and Adrian Glamorgan worked with QuakerSpeak/Friends Journal to prepare a video on what to expect from a hybrid (in-person plus online) meeting, which is an ongoing resource for meetings. Ten short videos, in multiple languages, were prepared inviting people to participate, which were distributed via social media. The World Office and Sections worked well together on this planning. The office was stretched by planning WQD at the same time as the IPC/CEC meeting, although it had the benefit of enabling IPC and CEC members to visit local meetings. Susanna presented some of the photos and comments that have been received so far, illustrating the rich variety of responses and ways that Friends linked with other Friends in other parts of the Quaker world.

Members of the CEC shared about their own WQD activities. Those gathered in Nairobi were able to visit a number of local meetings in the Nairobi area, bringing messages of greeting from FWCC and our home meetings, as well as to participate in a large afternoon worship service at Langa'ta Friends Church that was livestreamed, with hundreds of viewers on multiple channels, and recorded for future use.

Our sense is that this year's WQD elicited a bigger response, especially on social media such as WhatsApp groups and Facebook. WQD has been growing each year in reach and excitement; it has taken ten years for the idea to catch on in some places. The technology assistance FWCC has provided as a response to the pandemic has made it possible for many more Friends to participate in online intervisitation. The message that "You can do FWCC and intervisitation where you are" is very much "on brand" and reinforces our core work. Having the CEC meeting at the same time prevented Section Secretaries and Clerks from participating in activities within their own Sections, so may not want to be a model we repeat in future years. It is still unclear how meetings should submit their reports and how to view other meetings' reports. We also need clarification on how to capture contact information in a way that includes permission to use it for general FWCC purposes, consistent with privacy laws. We appreciate the World Office's work, and hope there is a way to capture and account for the costs in both money and staff time.

CEC 22-36. Future Directions for FWCC. We have received in advance a paper prepared by the Long-Term Discernment Working Group concerning the long-term future directions for FWCC. (See CEC 21-27vc). Robin Mohr and Michael Eccles, members of the working group, have led us through a series of exercises reflecting on this paper. We gathered in small groups, first divided by Sections, and then redivided by role within the CEC. In each group, we reflected on the overarching query, "What is God calling FWCC to do or be in the next 15 years?" and on the specific suggestions presented by the working group. We then each individually wrote on sticky notes a suggestion we found unity with, what we were uncertain about, what we could not unite with, and new ideas that had arisen that were not already covered. We have captured these for future reference. We spent some time in the full group reflecting on areas of unity and areas for further discernment. The working group will further reflect on the results of this exercise in refining its plans for Thursday's session. In preparation for that session, we are asked to consider the query, "What will be the prime purposes of FWCC in 2037?"

CEC 22-37. Local excursion. We have taken a break from our business for an early morning safari in Nairobi National Park, within the city limits. We have seen animals and birds typical

of the region, including impala, lions, and baboons, and have come away with a new appreciation of the wonders of God's creation. We thank Bainito Wamalwa for arranging this and Michael and Peter of the African Outback Safaris company for ably driving and guiding us.

CEC 22-38. Devotional. We heard a passage from the 2008 Earthcare Statement of Australia Yearly Meeting, followed by a caution from the 2019 Quaker Earthcare Epistle on Climate Emergency & Species Extinction:

For all we can find to inspire and keep us hopeful, we acknowledge the painful truth: we are involved in a climate emergency and extinction crisis. In despoiling the earth, we have worked against the Spirit. Friends must listen anew; and more urgently prepare to aid each other and the wider world.

We listened to the concluding minutes of Górecki's Symphony No. 3, also known as the "Symphony of Sorrowful Songs."

CEC 22-39. International Nominations Committee. We have welcomed Marisa Johnson (Britain YM), interim convenor of the International Nominations Committee, joining us by videoconference to present the committee's report. She noted that some key information has been lost in the multiple transitions of clerks; she hopes to recover it, with the help of the office and the CEC Clerk. The committee's membership has remained stable, with good representation from all Sections. There have been two meetings recently, with Spanish and French interpretation available, and all the members have attended one or both, despite extreme time zone differentials. She has roughly translated the minutes into both Spanish and French using google translate. She has initiated an e-mail address unique to the INC convenor that gets forwarded, and a google drive for sharing information, to help the committee work better and make transition to a new convenor easier. She intends to create a WhatsApp group to promote easier more frequent communication, and create a community of trust among committee members.

The committee brings the following names for our consideration:

Clerk CEC: Simon C Lamb (Ireland YM) - third term, from 1.01.2023 to 31.12.2025

Assistant Clerk CEC: Esther Mombo (Highlands YM) – second term from 1.01.2023 to 31.12.2025

CEC Member at Large: Myron Guachalla Montano (Bolivia Central YM) – third term, from 1.01.2023 to 31.12.2025.

Representative to QUNO Geneva, Africa Section: David Bucura (Rwanda YM), term from ____ to ____.

Representative to QUNO New York, Africa Section: Wycliffe Kibisu [sp??] (Kakamega YM), term from ____ to ____.

We **approve** these names and welcome these Friends to service on FWCC's behalf. We ask the office to clarify with QUNO the exact start and end dates for the QUNO appointments. We also confirm that Thule Mbete's term as member at large will continue until 31 December 2023, as there has been some confusion about this in the past. The INC is considering names to fill several other vacancies, and will bring those to us when they are ready.

The appointment of Marisa Johnson (Britain YM) was on time-limited basis until 31 December 2022, as her ongoing service as clerk of the International Membership Application

Committee may conflict with this role. CEC needs to discern what arrangements it wishes to make for the clerkship of these two committees. We lay this matter over to a later session, to allow for further reflection.

CEC 22-40. Young Adult Friends Development Fund. The Clerk provided an update on the Young Adult Friends Development Fund, which has been dormant because the pandemic prevented most activities that would fall within the Fund’s definition. We are reminded that the Fund is intended to facilitate cross-Sectional visitation, although projects may be considered that engage significant cross-cultural travel within a section. Fuller information about the fund is available on the World Office website, although it needs to be updated with an upcoming application deadline and widely and regularly publicized through social media. The assigned subcommittee will attend to this, beginning with a meeting later this afternoon.

CEC 22-41. Executive Session. The Trustees (minus the General Secretary and the Section Secretaries) met in executive session to consider the evaluation of the General Secretary’s work over the past eight months since he took up the position. The Clerk will follow up with the General Secretary as appropriate.

CEC 22-42. Morning Devotional. Colossians 3:16-17 reminds us to let the word of God dwell in us, for what you think shapes what you become. In order to change, you need to sing a new song, and to focus on hope and possibility. We have joined in singing a hymn used as a theme song by the peace churches in East Africa:

We your people sing your praises,
As together we are sent,
To reveal your new creation,
In the shadows of lament
Give us courage for the journey
Shepherd Jesus be our guide,
Help us lead with hope and passion,
Till all things are reconciled.

Bon Berger ton peuple t’adore
Ici en Mission pour toi,
A travers les lamentations
Vient la nouvelle creation
Guide nous sur ce voyage,
Et nous aurons la Passion,
Le courage et l’esperance,
Pour la reconciliation.

CEC 22-43. Future Directions. We have returned to our consideration of the future direction of FWCC (see **CEC 22-36**). We were sent out in pairs to do a walking sharing on the query, “What will be the prime purposes of FWCC in 2037?” Those on Zoom shared with each other. Returning to the large group, we shared very brief summaries of these conversations and considered a number of issues that have surfaced. Several small groups then met to consider specific issues, and brought back recommendations:

- A. We hope to do a better job at orienting and inducting new members of the CEC, as they begin service. A number of specific suggestions have been offered, and we ask the office, in consultation with others as appropriate, to take steps to implement them.
- B. Frequency of WPMs: We have found the long gap between the last World Plenary Meeting (January 2016) and the next one to be difficult. We are just beginning to develop capacity for and experience with hybrid meetings, and will need to reflect on the 2024 meeting before committing to future ones. The small group has proposed that in the coming period, we plan along the following general scheme: 2024 hybrid; 2027 online only; 2030 hybrid or in person; 2033 online; 2035 online gearing up for 2037; 2037 hybrid. The online-only programs would be shorter and less complex, as one of the purposes of stretching out the timeline was to free staff time from the continual work of event planning. Spirituality and worship should

remain at the centre, including exposure to different worship formats as equally valid expressions of Quaker faith.

A related question is how to provide more information to Friends worldwide in between these major events, something between Friends World News and the formal Trustees' Report. The office has been producing something that is on the website, but this has not been well-publicized and could be more robust.

Another related question is whether it would be useful and practical to expand the membership of the CEC to engage more Friends and better represent the diversity of our meetings and Sections.

After some discernment, we find general unity with the broad outline the working group has brought, that is, a return to roughly triennial plenary meetings, alternating between entirely online and in person/hybrid meetings. We ask the long-term discernment group to hold this concern as they proceed, and as we gain the experience of the 2024 hybrid World Plenary Meeting.

- C. Membership: The working group has considered a cluster of issues relating to membership in the Society of Friends, how meetings are organised, and affiliation to FWCC. The availability of online worship in many parts of the world presents opportunities for isolated Friends, for those traveling or temporarily living away from their home meeting, and for those who are not in unity with the established meeting in their geographic area, due either to disagreements over theology or worship style or to personality disputes or disruptive behaviour. Online-only membership presents challenges for pastoral care and oversight; it is not FWCC's role to resolve these issues, but we can provide ways for Friends globally to share their experience and explore them together as we experiment and learn.

We wonder whether opportunities for online connection make the International Membership program obsolete, as many Friends formerly too isolated to participate in a meeting are now often able to do so online. EMES has found IMAC a useful process for small groups that are too new and weak to handle their own membership applications. Friends in Africa often lack reliable online connections. We ask the International Membership Applications Committee and Harry Albright to prepare a paper on this issue for the Long-Term Discernment Group, in preparation for further consideration at a future CEC meeting.

The question of how and by what criteria meetings affiliate to FWCC is separate from membership in the Society of Friends. It is suggested that Section Secretaries share the current criteria, process, and experience of their Section in responding to requests for affiliation, to see whether more uniform guidance would be useful. A question has been raised about allowing affiliation by monthly meetings or interested individuals whose yearly meeting (if any) is not formally connected with FWCC.

We appreciate the work of the Long-Term Discernment Group, and expect to see these reflections return for further consideration at future meetings.

CEC 22-44. Treasurer's Report. Treasurer Peter Ulathorne spoke to his written report. He noted that a signed copy of the Trustees' Report for 2021 was timely filed with the Charities Commission of England and Wales, pursuant to our approval, and will be posted shortly on their website with a link on the World Office website. The financial year 2021 was a satisfactory one overall, with a small deficit offset by investment gains. Reserves at the end of the year amounted to £876,367. However, the drop in income, flowing from the pandemic, continued in 2021, with spending also lower than in 2019.

In further confirmation of our approval of the Audited Accounts, the Treasurer has recommended the following fund transfers as of 12/31/2021, as included in the 2021 Audited Accounts:

From the IT and Office Refurbishment Account to the General Fund (to reduce the former to Nil): £ 1,244

from the Senior Staff leave and replacement fund to the General Fund (to reduce the former to Nil): £ 11,438

From the General Fund to the QUNO account, to cover expenses actually incurred: £ 1,755.

He explained that we provided generously for the first two items in previous years, but have found we did not need this level of funding, so there is no reason to retain these as designated funds. We approve these transfers.

For the current year, the day-to-day work of the World Office has been proceeding smoothly, and expenditure is largely within the agreed budget. Savings have been achieved in printing costs with the end of the previous contract. Additional funding was agreed and paid for assisting Africa Section with training, and this will be drawn from the C.B. Taylor Fund. As noted in the General Secretary's Report, our staff costs will change in October as Susanna Mattingly will start Maternity Leave. To cover this, we will be contracting with three Friends who are already employed by various Sections to cover different aspects of the work. The Sections will pay their staff directly with reimbursement by the World Office. He noted that because of Susanna's employment arrangements, the UK government will not reimburse FWCC for her maternity leave. We have agreed that ethically we must provide full leave as if she had been an FWCC employee these past three years.

The Treasurer expects that the deficit for 2022 will slightly exceed the budgeted figure of £33,000. Even with an expected deficit for 2023 as well, he expects the reserves to remain in a prudent target range. There are considerable uncertainties caused by significant inflationary pressures in the UK, the weakness of the pound sterling against the US dollar, and the drop in value of our investment portfolios due to stock market volatility. The International Finance Committee is watching this situation closely, and so far is agreed that no action was needed to change our investment practices. Keeping a large proportion (55-60%) of our funds in US currency has been a prudent strategy.

We accept this report with gratitude to Peter for all his work.

CEC 22-45. Budget for 2023 and beyond. The Treasurer noted that he is not able to recommend a revised budget for 2023 at this time, as many items, including staff salaries and the implications of the IPC and CEC decisions this week, are still not in hand. He expects to work with the General Secretary over the next few weeks on this, and will advise the CEC at a later time. The IFC will meet in December, and the CEC should have it for our February meeting. We note that it is not ideal to have the budget approval after the fiscal year has begun, although this has often been our practice. The largest uncertainty in our budgeting process is not on the spending side, but rather the expected income.

CEC 22-46. Global Fundraising Update. The General Secretary reported that following approval of the goals at our last meeting (see CEC 22-19vc(a)), he has submitted funding

applications to UK-based foundations, Britain YM, and (with assistance from Adrian Glamorgan) to a fund in Australia. Responses are pending.

In the Section of the Americas, Robin Mohr noted in her Section Report that more than \$400,000 has been raised towards the Section's goal of \$1.25 million. Meetings are continuing with individual major donors. The full campaign approach to meetings and individuals will launch at the Section Annual Meeting in March. The Section wants to make sure that the Campaign fundraising does not adversely affect annual giving. EMES has set up a working group to develop plans to meet its commitment, over and above its normal fundraising activity. The Africa Section did not commit to a specific figure, but is looking at ways of participating, such as direct funding of African representatives to the WPM. The dinner some of the CEC attended on Saturday was a fundraising dinner, and it is hoped other fundraising events can be organized elsewhere in the Section. AWPS has established a fundraising group that is working with consultant Michael Wajda to build a program and structure of fundraising activities that also draw Friends into FWCC's work. They are looking for Asia-based foundations that might provide funding for the Section's work, rather than relying on UK-based funding.

We are glad to receive these reports and look forward to hearing more as the campaign produces results.

CEC 22-47. Schedule for Future CEC Meetings. For the next in-person meetings, the IPC has recommended that in 2023, both the CEC and the IPC meet in South Africa, at the venue if possible, and if not, nearby. After an opportunity for consultation, we confirm the following schedule for 2023: 19th-22nd July, IPC; 23rd July worship with local Friends; 23rd (evening)-28th July CEC.

In 2024 the CEC will presumably meet before and after the World Plenary Meeting at the same or a nearby venue. In 2025, it would be good to meet in AWPS, where we have not met for many years; the office and clerk are working with the AWPS Secretary on possible venues. We expect the Clerk, the General Secretary, and the IPC Co-Clerks to work on specifics for 2023 and 2024 as soon as possible, and ask the Clerk, the General Secretary, and the AWPS Secretary to continue pursuing options for 2025.

The next videoconferencing meeting will focus on finalizing the program for the 2024 World Plenary Meeting, and will follow the early February meeting of the IPC.

CEC 22-48. Nominations Committee Clerk. Returning to the item laid over from a previous session, we deeply appreciate the Friend's willingness to serve where most needed, and also value having Friends serve where they feel the greatest calling and heart-engagement. A vacancy provides an opportunity for a Friend to grow into new areas of service, and to embody the diversity in geography, gender, ethnicity, and Quaker traditions that we would like to see in FWCC. We have agreed to ask the current interim INC Clerk to continue her service until February 2023, if willing, while a solution is found. We ask the four Section Clerks (David Shiner, Convener) to follow up on this discernment and bring a recommendation to the CEC as soon as it is available, for action by e-mail.

CEC 22-49. Memorial Meeting. We have considered in worship the lives of the following faithful Friends, active in FWCC, who have passed away since our last memorial meeting in May 2021:

Vitaly Vladimirovich Adamenko, Russia

Antti Alhonsaari, Finland YM

Hezekiah Atsiaya, Vihiga YM

Dorothy Benyei, Australia YM
C Rosemary H Castagner, Ireland YM
Kenneth Couchman, Australia YM
Jan de Voogt, Australia YM
Zoltan Ferenczi, International Member, Budapest
Tofte Frykman, Sweden YM
Jola Grabowska, International Member, Poland
Thomas C. Hill, Baltimore YM (formerly Ohio Valley YM)
Johnston Inyundo, East Africa YM North.
Dickson Kona, Malava YM
Jana Koubova, Czech Republic
Eleanor Macfarlane, Hong Kong
Jenny Madeline, Australia YM
Jacob Masitsa, Malava YM
Phil Palmer, Aotearoa YM [have they dropped “NZ” altogether?]
Shane Petzer, Southern Africa YM
Rafael Rolan Rand, Estonia
Samuel Sancé Sancé, Embajadores MM (Guatemala)
Peter Shalo, Malava YM
Gwen Staynes, Australia YM
Jared Waldo, Chebuyusi YM

We are grateful for the ministry of these Friends within FWCC, as well as to their local meetings and yearly meetings, and pray that their witness will continue to bear fruit among us. We note that some of them served FWCC directly, through committee work, governance, and participation in world or Section gatherings, while others supported FWCC’s work in less visible ways that are no less important to the body.

CEC 22-50. Devotional. In our morning worship time we have sung together a hymn with words by New England Quaker minister John Greenleaf Whittier (1807-1892), followed by a period of deep silent reverence.

. . . . O Sabbath rest by Galilee,
O calm of hills above,
where Jesus knelt to share with thee
the silence of eternity,
interpreted by love!

Drop thy still dews of quietness,
till all our strivings cease;
take from our souls the strain and stress,
and let our ordered lives confess
the beauty of thy peace.

CEC 22-51. Engaging with patterns of historical injustice. We have taken up the large question of how FWCC engages with patterns of historical injustice. This concern first came to the CEC in 2017 and has been confirmed since that time in various ways (see CEC 17-19, CEC 18-25, CEC 21-31vc). Myron Guachalla has introduced the issue, reminding us of the advice not to be conformed to the world, but be transformed (Rom. 12:2). Racism is part of this issue, but not the entire issue; there is “colorism” even within countries that are predominantly non-white. The El Salvador Friends’ mission to Cambodia realized they needed not to teach their own culture, as some missionaries have historically done, but

instead to teach the Gospel in a different cultural context. We thank Myron for this helpful framing. We have heard that QUNO is engaged in a similar conversation, which raises issues about how the two QUNCs operate, how QUNC members are appointed, and how FWCC's representatives should best raise concerns arising from their Section and carry QUNC's messaging back to the Section.

Tim Gee elaborated on his thinking about the Justice and Peace Secretary that CEC has previously approved, conditional on designated fundraising to support the position. (See CEC June 2022) It is unclear whether this could be a pair of people or a multicultural team, and whether the person(s) would need to be based in London. The office is testing some different ways of working during Susanna's maternity leave.

We recognize that many organizations are grappling with these same challenges, in a context of mounting backlash from those who resent having white supremacy challenged. The pattern of "let's hire one staff person to handle this" has often proven very difficult and even traumatic for the person hired, and not necessarily helpful in transforming the organisational culture. It takes time for a new person to move into a new position, whether as a staff member or a representative.

The decision to accept the invitation of Southern Africa YM to hold the World Plenary Meeting in a context where the struggle for racial justice has been deep and ongoing included a recognition and commitment to put these issues front and centre. At the same time, we recognize that the apartheid system that was implemented in South Africa drew on models and experience in many other parts of the world, including Jim Crow laws and practices in the United States and laws and practices in Australia, India, and elsewhere in the British Empire. The theme, "Becoming the Quakers the world needs," assumes that Quaker values and practices are useful in addressing historical injustice. The Plenary is an opportunity to circulate a range of materials before, during, and after the meeting.

We recognize the interrelated issues of patterns of historical injustice, racism, and colonialism with environmental sustainability. The Covid pandemic has affected communities around the world, and especially those who were already struggling with poverty, limited resources, and other burdens. Both the pandemic and the global response to it have exacerbated and also highlighted global inequities. As we prepare to go to South Africa, we need to be mindful of how devastating Covid has been for many residents, including Quakers. We need to ground this work theologically in God's call to liberation and transformation. FWCC doesn't have to do all this work; our role can be more to pull together the conversations among the many Friends worldwide who are already doing this work.

We appreciate having extended time on our agenda for this full time of sharing. We approve the following action items:

- We encourage AFSC and Britain YM to take racial and ethnic diversity into account in their selection process for the QUNC positions they are responsible for. The involvement of these two bodies in the governance reflects their primary responsibility for funding the QUNO offices. The question of restructuring the QUNCs is a larger one that seems useful to explore, within the QUNCs in the first instance; changes to the appointment process or allocation of positions would require changes to the existing MOUs for both offices.
- We ask the World Office and the IPC Program and Communications Working Groups to develop a preparatory packet, to be available by August 2023, containing a range of Quaker reflections on these issues and queries for reflection. It may be useful to present this in video format in addition to print, to make it more accessible and attractive. We leave it to the World Office to determine whether this work should be

done by staff or by volunteers. It should not wait for clarity on the hiring of a full-time Secretary.

- We commend the General Secretary for using the opportunity to bring a second person to the upcoming meeting of Secretaries of World Communion to invite a theologian from the global south to represent FWCC. We see many small ways in which choices we make, as staff and as a governing board, can reinforce our commitment to equity.
- With respect to the plans for a Peace and Justice Secretary, hiring a full-time person is dependent on securing outside funding. We see a number of options for how the person is employed (contract or employee) and where the person is located, and leave these to further discernment by the General Secretary in consultation with Friends.

CEC 22-52. Minutes. We have reviewed the minutes of our videoconferencing meeting of 11 June 2022, and now approve them.

CEC 22-53. Departures.

We acknowledge that Assistant Clerk Elizabeth Cazden (New England YM) will be finishing her term of service on the CEC as of 31 December 2022, completing four years as CEC Clerk plus six years as Assistant Clerk. We are grateful for her service to FWCC and look forward to her continued interest in its work.

We also note that Hezron Masitsa is completing his service as Acting Secretary for the Africa Section and on the CEC, and look forward to his continued engagement with FWCC in other capacities.

CEC 22-54. Closing. We close in deep gratitude for this time together, expecting to meet next by videoconferencing on 11th February 2023 at a time to be set by the Clerk.

Simon C. Lamb, Clerk
Esther Mombo, Assistant Clerk
Elizabeth Cazden, Assistant/Recording Clerk

Minute approved by email:

CEC 22-55e. The International Nominations Committee has considered and now recommends the name of Saskia Kulmann of Netherlands Yearly Meeting to serve on the QUNO Geneva Committee. We have considered this recommendation and approve the nomination to serve for a 3-year term commencing 1st day of 1st month, 2023. (emails 29 Oct. -1 Nov. 2022)

CEC 22-56e. Africa Section Funding. Following discussions between the Treasurer, Executive Secretary and Clerk of the Africa Section and their counterparts in the World Office, a change in funding for the Africa section from the World office is proposed.

At present the World Office is the principal donor to the Africa Section, providing around £9000 a year. However, requests have often come through in bits and pieces above this,

needing a number of decisions throughout the year, making annual budgeting much harder for both parties.

To replace this, it was proposed that the annual funding would increase to £15,000 from next year to better reflect the actual requests which are received from the Africa Section. The assumption would be that extra grants would not be made on top of this amount.

The funding will be applied for annually in writing by the Africa Section with a report of what the funds were spent on in the previous year, detailed accounts for the previous year, a report of what the funds will be spent on for the coming year and a budget for the coming year.

The International Finance Committee have discussed this in advance of it being brought to the CEC for consideration and believe this proposal is a helpful one.

We agree to approve this change in our budget and ask the Treasurers and Secretaries in both offices to implement it. (e-mails 16 Nov.-29 Nov. 2022)

CEC 22-57e. Nominations. The International Nominations Committee has brought before us the name of Kenya Casanova de Sales (Cuba YM) to serve as Assistant Clerk of FWCC for the 3-year period beginning on 1 January 2023. We approve this appointment.

We have also received from the International Nominations Committee a draft role description for Members at Large of the CEC and having considered this, we have approved it with two amendments, for future use by both the CEC and the INC. The new description will be attached to this minute. (e-mails 3 Dec.-12 Dec. 2022)