



Friends World
Committee for
Consultation

Religious Society of Friends (Quakers)

22nd Triennial
11-19 August, 2007
Ireland

Documents in Advance



Warm Greetings from the Clerk

Dear Friends, as you prepare to come to the 22nd Triennial of Friends World Committee for Consultation (FWCC) in Dublin, Ireland; August 2007, may I greet you and yours in the love of God and the Light that dwells within and among us.

I pray and hope that your preparations and passage will be blessed, easy and a time of seeking and hopefully '*finding a prophetic voice for our time.*' As your servant and Clerk, I look forward to meeting and sharing together with you in finding God's voice that will enable us to be faithful to our true place in a breaking and broken world. Not only by the words we utter but our lives speaking through our testimonies. This Triennial is of course quite significant to all of us, it being the 70th Anniversary of FWCC.

Many thanks to all Friends who have given of themselves, the gifts of love, time, money and prayers towards the Triennial. May your labours and gifts, not be in vain but to the greater glory of God.

God Speed!

Duduzile Mtshazo
Clerk, FWCC
(Central & Southern Africa YM)



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Schedule Notes

The Theme: **Finding the Prophetic Voice for our Time**

It is love, then, that you should strive for. Set your hearts on spiritual gifts, especially the gift of proclaiming God's message.

1Corinthians14:1

TEV-Good News for Modern Man

Because there are many different understandings of what it means to have a prophetic voice and what a prophet is, we have asked Marion McNaughton, retired tutor from Woodbrooke Quaker Study Centre, to address us on the meaning of prophecy and Friends' views on it. She will speak following worship the first Sunday.

Within our time together, a great variety of activities take place. What follows is a brief general description of each type of activity to help you allocate your time.

Worship:

Each day offers three times devoted solely to worship:

1. Before breakfast, unprogrammed worship is available in the chapel. If anyone would like to organize another related activity at the same time, such as hymn singing or Bible study, please contact one of the Worship coordinators or Lee Taylor. It will be noted in the Daily Bulletin.

2. The morning plenary session each day will be worship in one of our different traditions. Within that worship will be a message from a speaker from that tradition relating to our theme of *Finding the Prophetic Voice for Our Time*.

Sunday:	Doreen E Dowd, Ireland YM
Monday:	Bill Medlin, Indiana YM
Tuesday:	Lizz Roe, Britain YM
Thursday:	Stephen Wamboka, Uganda YM
Friday:	Ken Comfort, Northwest YM
Saturday:	Maria Yi Reyna, Cuba YM
Sunday:	Closing worship in unprogrammed tradition

3. Reflections: at the close of the evening, around 9:30, we will have a short 15-minute quiet time for reflections; the leader will chose the format.

Worship & sharing groups

Following morning worship, the rest of the morning will be spent in pre-assigned worship & sharing groups. You will be assigned to one group for the entire triennial. Each group will have two facilitators who have arrived early for some training. They will have suggested activities or queries to stimulate discussion. This is an opportunity to explore the theme in a respectful, loving environment and to learn more about Friends' varieties.



Business plenary sessions

The business of FWCC is conducted in sessions that are deemed Meeting for Worship for Business. On the stage will be the Clerk, Duduzile Mtshazo of Central and Southern Africa YM, and one of the team of Recording Clerks and others they invite to sit with them. This is a time for reports, for considering proposals for action such as the budget and other items, and for worshipful consideration of the way forward on these issues.

Section meetings

FWCC is comprised of four sections and no two are alike! Asia-West Pacific Section and Africa Section only meet together every three years, so this is an important opportunity for them to conduct their business between their meetings. The Section of the Americas has an open meeting annually and the Europe & Middle East Section has a representatives meeting annually. Two evenings are set aside for the section meetings.

Working groups

Many months ago, every yearly meeting was asked to send to the World Office any concerns they wanted to be considered during the Triennial. The concerns received were considered by the International Planning Committee which grouped them together into six Working Groups:

- HIV/AIDS;
- Young Friends;
- Violence;
- Environmental concerns;
- Human rights;
- Outreach.

The purpose of Working Groups is to identify concerns that are shared among yearly meetings and to identify different ways of addressing those concerns. This is an opportunity for Divine guidance, for fresh insights, for networking.

Each of the six Working Groups has been assigned two co-clerks. A representative from each yearly meeting that raised a concern in that area will be given a brief period to describe the nature of their concern. After all the yearly meetings have had a chance to be heard, the group will then discern their way forward. Each group can meet up to three times. Each group will be asked to give a brief report to one of the closing Plenary Business Sessions. In exceptional cases, the group may want to draft a minute to be presented to a Plenary Business Session for full consideration.

Working Group co-ordinators are Thomas Taylor [Lake Erie YM], Helen Bayes [Australia YM], and Henry Apencha [Nairobi YM].

Interest Groups

Interest groups are for individuals and representatives of other organisations to share with others at the Triennial. While some have already identified the subjects for sharing, the Interest Group co-ordinators [Dorothy Day – Philadelphia YM and Rachel Fitzgerald – Britain YM] have grouped similar ones together in some cases. If you want a slot, please contact them. Updated lists of interest groups will be in the Daily Bulletin. The variety of Friends' interests is impressive and it will be a challenge to choose among them! And for the stalwart, there are late night interest groups after Reflections.

Excursions

Wednesday we take a break! When you registered, you selected an excursion to go on – or else to take it easy and have a day on your own. Irish Friends have arranged these interesting day trips and your assignment will be in your arrival materials. Please consult with the LAC Office if you have questions or want to make a change.

Recreation

Please check with the LAC office for hours for the swimming pool [bathing cap required for both men and women!!] and for the availability of other equipment such as volleyballs, croquet, etc.

Meal-times

The dining hall has two queues. The far line from the main door will have the special dietary needs and vegan/vegetarian foods, as well as the full menu.

This year we have a Kitchen Liaison Group, headed by Rachel Bewley-Bateman. They will be on hand at the beginning of meal-times to help ensure your satisfaction. Please take all your special needs to them rather than to the kitchen staff directly. They have worked with the kitchen in advance with all the needs identified on the registration forms.

Breakfast: available daily from 7:30 to 8:45

Lunch: available daily except Wednesday from 12:30 – 14:00. Two committees meet daily at lunch, the Arrangements Committee and the Agenda Committee, so those members may go to the front of the line. Other get-togethers requiring reserved space should make arrangements in advance with the LAC Office or with the Kitchen Liaison on the spot.

Dinner: available daily from 18:15 – 19:15. See the note above about reserved space. **New this year:** to further communications and to alleviate the queue/line, from about 18:00 – 18:30 [generally a half hour], in a nearby classroom, before taking your supper, there will be an opportunity to meet with the officers and senior staff to ask questions and make comments. Or just come and listen! Look in the Daily Bulletin for location and who's on offer.

Other pre-breakfast activities

If you want to offer a programme such as yoga, hymn singing, prayer group, jogging, please let the LAC know upon your arrival!

Books/crafts/displays

We expect that to have a bookstall and a craft stall. A wide variety of items is expected. For reasons of Irish taxation, any funds/goods exchange must be on the basis of a contribution rather than a set price. Please be understanding and generous!



Displays and Project Fair

Wednesday evening is set aside for the Project Fair. If your Quaker organisation wants to let other Friends know of its work, please bring along display materials and stand by your table to talk with people as they browse all the tables.

In addition to the Project Fair, some organisations want to leave their displays up all week long – the space available will be in the Sports Hall.

Known Business Coming To the Triennial

In these documents in advance are several items that require your study before you arrive in Dublin.

- A. Proposal for World Conference in 2012 in lieu of triennial gathering in 2010. Please read the report from the *ad hoc* committee.
- B. Proposed changes to the Constitution: See Note on Governance from an *ad hoc* committee plus a copy of the existing Constitution and a copy of the Constitution showing the proposed changes
- C. Proposal to incorporate FWCC when UK charity law so allows [anticipated in 2008]
- D. Treasurer's Report
- E. Statement of Financial Accounts and Balance Sheet
- F. Narrative and 1-page summary of proposed budget for 2008-2012
- G. Nominating Committee report – will be distributed on site
- H. Looking Ahead: Following up on the Strategic Needs Analysis Process used at the 2004 Triennial, together we will look ahead to vision the future of FWCC in the next five years
- I. Memorials: remembering in worship Friends who have been part of the fabric of FWCC who have passed away since the last Triennial. Please be sure that the Clerk has the names of those to be remembered.
- J. Reports: this year, only summaries of the reports will be given orally, so please extend the courtesy of reading these reports in advance.
 - 1) World Office
 - 2) Central Executive Committee
 - 3) Africa Section
 - 4) Asia-West Pacific Section
 - 5) Europe & Middle East Section
 - 6) Section of the Americas
 - 7) Quaker United Nations Offices
 - 8) International Membership Programme

Hi-Tech Communications

The world is rapidly changing. We saw the hi-tech applications at the World Gathering of Young Friends and we're jumping on board! John Fitzgerald is coordinating this work.

Daily Bulletin – low-tech essential. A team led by Harry Albright will be bringing this to you daily. Look for distribution points near the dining hall and large meeting room.

Real-time transcription: Because it is easier for some non-native English speakers to read English than to understand all the different dialects, during certain plenary sessions, you will see the words of the speaker almost instantly projected onto a screen to the side of the stage. Please let those who truly need this service have the seats closest to the screen. It also serves as an aid to the hard of hearing.

Internet presence: We have a blog space: www.fwccworld.blogspot.com. Throughout the Triennial, you will have the opportunity to share with the world your reactions. Look for information in the Daily Bulletin. Tell your Friends and relations. More informatino on page

In addition, because we will have the real-time transcriptions available, an editing team will review them and then the transcripts of speakers on the theme and selected business reports and minutes will be posted on the www.fwccworld.website or on the blogspot. We will also be posting some photographs as we go along. Tell your Friends and relations.

Computer & internet access: Kings Hospital School is wi-fi'd in most places. That means if you bring your own wireless-ready computer, you can request an access code and be able to use the internet whenever you want. For others, the school's computer lab will be available only two hours per day – times will be provided upon arrival. In your sleeping room, each person will have a locked cupboard/closet.

Interpreters' 'traffic lights'

The interpreters booths will be at the back of the hall, up above. Hanging outside their windows will be red-yellow-green traffic lights to serve as guides to whoever is speaking to slow down or to stop while the interpreters into Spanish and French catch up with his/her message. 'Yellow' tells a speaker to slow down and 'red' says to stop/pause until the 'green' light flashes.



Report to Triennial from Central Executive Committee

Under the FWCC Constitution and English law, the members of the Central Executive Committee ("CEC") act as the trustees of FWCC and the CEC acts for FWCC between full meetings of the representatives. The CEC's activities since the January 2004 Triennial can be summarised in a few broad areas.

1. Administrative

The CEC brings together the officers of the various Sections along with an equal number of at-large members and FWCC officers appointed at the Triennial. Between Triennials, the CEC has the responsibility to oversee the financial affairs and approve the annual reports as trustees to the Charity Commission for England and Wales. The CEC also generally supervises the work of the General Secretary and receives the reports from the Personnel Committee appointed to work with staff. CEC members in each Section also work with visitors from the other Sections to increase awareness and cooperation among Friends around the world. Starting with the CEC meeting immediately following the 2004 Triennial, the CEC set up various committees or subcommittees to focus on particular topics.

2. Oversight of Finances

The first administrative committee authorised by the CEC in January 2004 was the International Finance Committee ("IFC"). The IFC includes the FWCC Treasurer, the Treasurers of the four Sections, the General Secretary, the Financial Administrator in the World Office, and four to six other representatives with an interest in finances of the World Office. The CEC Clerk appointed the first members in July 2004 and the IFC has met regularly since an initial meeting in December 2004. The IFC has communicated by e-mail and quarterly international conference calls, in nearly all of which the CEC Clerk has also participated. The IFC reports its activities and shares its minutes with the CEC and makes recommendations for minutes and financial procedures.

In 2005, the IFC and the CEC subcommittee appointed after the 2004 Triennial reported back, the CEC decided FWCC could not presently support the salary of an Associate Secretary, and the CEC outlined in broad terms the structure it considered available finances would support. In 2006 the IFC presented to the CEC some budget adjustments and an overall schedule for developing financial reports and a budget to the Triennial. Most recently the IFC worked extra sessions in order to propose a budget to the Triennial. The IFC's ongoing work includes clarifying the unique relationships between each of the Sections and the World Office, both in financial reporting and in fund-raising. All of our experience so far teaches that the decision to establish an International Finance Committee was well taken.

3. Planning for International Quaker Gatherings

Of course, each of the CEC sessions since the last Triennial has given significant attention to preparation for the 2007 Triennial. The CEC sets broad policy guidelines, and the International Planning Committee implements those guidelines in organizing the Triennial. Beyond this upcoming Triennial, the CEC has considered the best way to bring together Quakers from around the world, considering especially the visa difficulties encountered at recent international Quaker gatherings and the costs in fuel, staff time and energy in organizing each gathering. The CEC united in the decision that after 2007 FWCC representatives should next gather in 2012 in connection with a world conference of Friends. The CEC's subcommittee on the world conference will present a report of its deliberations. In addition to the plan for a world conference, the CEC envisions additional international Quaker gatherings before 2012, perhaps of youth, service or peace workers.



Also, the FWCC World Office and several Section staff assisted young-adult Friends who organised the 2005 World Gatherings of Young Friends. While not officially sponsored by FWCC, the WGYF represents the sort of broadly inclusive Quaker gathering that FWCC seeks to encourage. The Trustees of the 2005 WGYF have proposed that young Friends donate the residue from the 2005 event to FWCC to act as "seed money" for future World gatherings and for a Young Friends Committee. The CEC will consider this proposed gift at a meeting either just before or just after the Triennial, and young Friends will make final decisions at European and North American "general meetings" later this year.

4. Reorganization of International Membership Programme and Overall FWCC Governance

The recommendation to next hold a full meeting of FWCC representatives in connection with a world conference in 2012 raised the possibility that our structure needed adjustment in order to accommodate this difference in scheduling and the nature of our work. The 2005 CEC session that took the decision on reduced World Office staffing also established a subcommittee with members from all the Sections that reviewed the FWCC Mission Statement and brought the revised Mission Statement approved by the 2006 CEC sessions.

Answering God's call to universal love, FWCC brings Friends of varying traditions and cultural experiences together in worship, communications, and consultation, to express our common heritage and our Quaker message to the world.

The 2006 CEC sessions then adopted a Visioning Report and asked the CEC clerk to appoint a subcommittee (ultimately including the Clerks from each Section) to consider any constitutional changes necessary to adjust to the new schedule and to clarify the governance of FWCC between the full meetings of representatives. The reports in advance contain the report of the Governance Committee and the recommended changes to the Constitution.

On a separate track, the International Membership Committee has considered its structure and governance. IMC brought to the 2006 CEC meeting the broad framework of reorganization along the lines of a monthly meeting for business. We anticipate that the new structure can be adopted at the CEC Sessions following the Triennial and implemented starting in 2008.

Thomas C. Hill, Clerk, Central Executive Committee
June 2007

Treasurer's Report

1. The Triennial will hear twice from the Treasurer. Once to receive a report on state of the World office finances since we last met, the second time to consider the forecasts for the upcoming five years, 2008-2012. In between there will be an opportunity for those who wish to pursue more detail than is available in the main reports to question the treasurer on them.
2. This document is the Treasurer's report with summary financial statement for the period 2004-2006 to be found in Appendix 1. More detailed financial reports will be available at the Triennial or sent to anyone requesting them in advance.
3. As a registered UK charity FWCC makes its financial reports in the format required by the UK Charity Commission. The core of this format is a Statement of Financial Activities (SOFA) and a balance sheet. The SOFA shows in broad terms where our money comes from, where it is spent and any transfers between funds. More detail is contained in the full accounts, available on request.
4. In this summary report I have shown the general (totally unrestricted funds) and the total funds to compare the SOFA to the balance sheet over the three years.
 - a. Totally unrestricted (general) funds. This contains all the funds which are used for the day to day running of the World Office
 - b. Designated funds. This contains funds set aside at the CEC's discretion to meet known large expenditure, for instance, the planning of the Triennial. CEC may choose in future to use them for other purposes than that designated so they are considered to be unrestricted. We keep them separate for convenience to show more clearly our real financial situation in individual years.
 - c. Restricted funds. These are funds available for immediate use but only for specific purposes for which they have been donated .
 - d. Endowment funds. These are funds based on capital sums donated to FWCC. One is a permanent endowment: only the interest or dividends can be spent, not the capital. The two (larger) endowment funds are expendable endowment: the donors have given limited freedom to spend capital over a period of years.
5. We are most fortunate to have the restricted and endowment funds to meet aspects of our work but the key to our financial health is our day-to-day funding represented by the totally unrestricted (general) fund (sometimes referred to as the operational fund). The total funds include general, designated, restricted and endowment funds. Since 2004 the restricted and designated funds have been reorganised in order to simplify them and to ensure that funds are only restricted to the extent required by the terms of the donation. That has served to free up for general purposes funds monies which were previously restricted. A description of designated, restricted and endowment funds is in Appendix 2.6. The balance in our general funds stood at £179 at the start of 2004 after a period marked

by annual deficits. Since then surpluses (positive movements of funds) have been recorded in each year and the fund balance has consequently increased steadily over three years. At the end of 2006 the general reserve stood at over £70,000. This makes your treasurer much more comfortable, although it still falls short of the target of holding at least the cost of six months work in reserve. These annual surpluses have been achieved by:

a. increasing income, mostly from yearly meetings - thank you Friends - but in 2006 we were also able to increase our income from our investments, including capital gains (realised and unrealised), and from a substantial grant over three years from the Joseph Rowntree Charitable Trust.

b. controlling expenditure, in particular the difficult decision in 2005 not to renew the contract of the Associate Secretary and to do without that post for the time being.

c. being careful to use endowment, restricted and designated funds, in preference to general funds wherever allowed by their respective restrictions.

7. Investments

The period leading to the 2004 Triennial was marked by sharp falls in the stock markets in Britain, as elsewhere. Our reserves were moved out of stock market investments but not before we had sustained some losses. In 2005 the newly established International Finance Committee transferred our small remaining investments into a range of ethical managed funds together with additional funds previously held in cash. The initial performance of our investments since the end of 2005 has been encouraging as is seen in the element of gains in the 2006 financial reports.

8. Funds held in US Dollars

To avoid the cost of frequent foreign exchange transactions we have opened bank facilities in USA, with a checking (current) account and a money market (savings) account, to hold our US dollar income and for any US dollar expenditure. We now plan to place some of our US investment in a socially responsible mutual fund with a view to protecting the value of our reserves. Over the past two years the value of the US dollar has fallen against the UK pound. Since our accounts are stated in UK pounds that has affected the value of our US based reserves and our income from the Section of the Americas. The result is an unrealised loss.



9. International Finance Committee

In 2004 the Central Executive Committee decided to establish an international finance committee, consisting of the treasurers of the four sections together with a number of members at large. The IFC meets by international conference call, a medium for the conduct of Quaker business which presents some practical and other difficulties. We are learning to overcome these by careful preparation and by careful listening. The committee monitors the progress of the World Office finances and has played a large part, through its planning working group, in preparing the costed work plan for the coming five year period, and through its investment sub-committee in overseeing the improved arrangements for investing our reserves. The committee has given immense support to your treasurer.

10. Fund raising

The income of the World Office is largely the result of fund raising by the Sections. There are exceptions: in particular the World Office makes direct approaches to Quaker charitable foundations, almost entirely in Britain. A number of Quaker foundations have given us support over the years. Some of these have been particularly generous in supporting the travel and accommodation fund for the Triennial, which is also supported by the Section of the Americas. In 2005 we were successful in obtaining a grant from the Joseph Rowntree Charitable Trust spread over three years which has had a significant impact on our financial health.

11. Treasurer

At Auckland in 2004 you appointed Gillian Smith to be your treasurer. In the course of 2005 it became clear that her increasing employment commitments were not compatible with the duties of FWCC treasurer. At its meeting in May 2005, CEC appointed Roger Sturge of Britain YM, then the clerk of the International Finance Committee, to be the treasurer. Nancy Wallace, of Illinois YM, became clerk of IFC. I wish to express my gratitude for the work and support of both Gillian and Nancy, and for that of the staff of the World Office.

Roger Sturge Treasurer
April 2007

Membership of the International Finance Committee

John Mikisi	Nairobi YM	Treasurer, Africa Section
Topsy Evans	Australia YM	Treasurer, Asia/West Pacific Section
Elizabeth Willey	North Pacific YM	
Nancy Wallace	Illinois YM	Clerk, IFC
Ray Treadway	North Carolina YM (C)	
Roger Sturge	Britain YM	FWCC Treasurer
Cathy Habschmidt	Ohio Valley YM	
Tim Brown	Britain YM	
Helen Bayes	Australia YM	
Laurie Naumann	Britain YM	Treasurer, Europe & Middle East Section
Nancy Irving	North Pacific YM	FWCC General Secretary
Michael Booth	Britain YM	World Office Financial Administrator

FWCC - World Office Balance sheet 2004-2006

	2004 £	2005 £	2006 £
FIXED ASSETS			
Tangible assets	5,504	2,575	5,396
Investments	39,871	133,533	290,970
	<u>45,375</u>	<u>136,108</u>	<u>296,366</u>
CURRENT ASSETS			
Debtors	43,935	153,936	50,019
Cash at Bank and in hand	250,040	68,556	134,943
	<u>293,975</u>	<u>222,492</u>	<u>184,943</u>
CREDITORS Amounts falling due within one year	<u>9,555</u>	<u>6,851</u>	<u>47,681</u>
NET CURRENT ASSETS	<u>284,420</u>	<u>215,641</u>	<u>137</u>
NET ASSETS	<u>329,795</u>	<u>351,749</u>	<u>433,647</u>
FUNDS			
Unrestricted: General	19,443	33,477	70,347
Unrestricted: Designated	46,455	126,820	127,693
Total unrestricted funds	<u>65,898</u>	<u>160,297</u>	<u>198,040</u>
Restricted funds	86,802	7,163	43,851
Endowment funds	177,095	184,289	191,756
TOTAL FUNDS	<u>329,795</u>	<u>351,749</u>	<u>433,647</u>

Statement of Financial Activities 2004-2006

	General Funds			Total Funds		
	2004	2005	2006	2004	2005	2006
	£	£	£	£	£	£
Incoming Resources						
Contributions	160,254	168,700	183,737	184,490	182,125	234,469
Triennial Meeting	0	0	0	105,552	0	0
Other Income	724	667	69	1,683	667	69
Investment Income & Interest	4,635	3,180	4,385	9,154	8,045	10,439
TOTAL INCOMING RESOURCES	165,614	172,547	188,191	300,879	190,837	244,977
TOTAL RESOURCES EXPENDED	141,276	151,019	155,356	416,737	177,441	255,416
NET INCOMING RESOURCES	24,338	21,528	32,835	-115,858	174,792	174,792
Gains and Losses on Revaluation and disposal of investments	3,247	8,559	11,713	3,247	8,559	11,713
Transferred between funds	-8,319	-16,053	-7,678			
NET MOVEMENT IN FUNDS	19,265	14,034	36,870	-112,611	21,955	186,505
Total Funds at 1 January 2004	179	19,444	33,477	442,406	329,795	351,749
Total Funds at 31 December 2004	19,444	33,477	70,347	329,795	351,749	538,255

20 April 2007

2006 figures provisional

NOTES

1. The deficit in total funds in 2004 is due to the expenditure of monies received in 2003 for the Triennial
2. Funds received in 2006 for the 2007 Triennial are not included here



FWCC - World Office

Budget forecast Summary 2008-2012

31-Mar-07

based on current forecast for 2007

Contributions and Income	2007 f/cst	2008	2009	2010	2011	2012
<i>4% Section Income Inflation presumed except SoA</i>						
Africa Section	110	114	119	124	129	134
Section of the Americas (3.3%)	65,000	67,145	69,361	71,650	74,014	76,457
Asia/West Pacific	4,000	4,160	4,326	4,499	4,679	4,867
Europe & Middle East Section	65,000	67,600	70,304	73,116	76,041	79,082
International Members	350	364	379	394	409	426
Income from Friends and Meetings	134,460	139,383	144,489	149,783	155,273	160,965
Income from Trusts, Funds and Charities	35,325	38,870	34,469	35,248	36,057	36,900
Interest and Dividend Income for General Work	4,160	4,160	4,160	4,160	4,160	4,160
Miscellaneous income (inc Publications)	400	416	433	450	468	487
Total Income	174,345	182,829	183,550	189,641	195,957	202,512
General Expenditure						
Salary costs	82,820	102,541	107,246	112,201	117,420	121,567
		25.71	4.59	4.62	4.65	3.53
Premises Costs	12,400	12,400	12,400	12,400	12,400	12,400
Office Expenditure	10,000	10,300	10,609	10,927	11,255	11,593
Depreciaton	2,500	4,000	3,500	3,000	3,000	3,000
Staff nurture and training	1,000	1,030	1,061	1,093	1,126	1,159
Staff replacement & office support	1,000	1,000	1,000	1,000	1,000	1,000
Communication(Post/phone/e-mail)	3,500	3,605	3,713	3,825	3,939	4,057
Travel in the Ministry	6,500	6,695	6,896	7,103	7,316	7,535
Publications (inc Brochures)	13,500	8,755	9,018	9,288	9,567	12,354
Website	2,000	2,060	3,622	3,731	6,343	6,532
Central Executive Committee Meetings	1,500	13,520	14,061	14,623	15,208	2,000
International Membership Committee	1,500	1,545	1,591	1,639	1,688	1,739
Other Committee Expenses	1,500	1,545	1,591	1,639	1,688	1,739
IRM Preparation Costs	5,000	6,000	6,000	6,000	6,000	6,000
Africa Section Support	9,500	9,500	9,500	9,500	9,500	9,500
Quakers to UN Conference	2,000	2,000	2,000	2,000	2,000	2,000
QUNC - NY Travel	6,000	6,000	6,000	6,000	6,000	6,000
Non-staff costs	79,400	89,955	92,562	93,768	98,030	88,609
Total Expenditure	162,220	192,496	199,808	205,969	215,450	210,176
Surplus before transfers and capital gains	12,124.66	-9,666.60	-16,257.89	-16,327.94	-19,492.29	-7,663.61
Transfers from Designated/Restricted Funds	2,000	8,000	8,000	8,000	8,000	8,000
Capital gains (5.0% growth cumulative assumed)	9,392	10,000	10,700	11,449	12,250	13,108
Surplus/deficit	23,516.66	8,333.40	2,442.11	3,121.06	758.14	13,444.35

28,099

NOTES

[2008-2012]

1. Assumes continuing individual contributions and current exchange rates
2. If the 2012 World Conference is held on one site CEC will be gathered as at a Triennial requiring this lower figure
3. These are transfers to designated funds to pay for intermittent events (see separate report on designated funds).
4. Grant income, excluding IRM Travel & Accommodation Fund

Budget Proposal 2008-2012

Narrative

Summary

This costed work plan would be called a business plan or strategic plan in some other contexts. It lays out the general areas where the World Office will spend its time and money between 2007 and 2012, a date anticipated for the next meeting of yearly meeting representatives after the 2007 triennial.

The primary areas of work identified are

- travelling in the ministry
- communications of all kinds
- international membership work
- Quaker United Nations work
- ecumenical work
- international conferences
- governance and international committees

Mission & Purpose

The Central Executive Committee adopted in 2006 the following mission statement:

Answering God's call to universal love, FWCC brings Friends of varying traditions and cultural experiences together in worship, communications, and consultation, to express our common heritage and our Quaker message to the world.

Work Anticipated

The vision for the period through 2012 for the World Office is for it to update its current work and expand it.

* Travelling in the ministry: To date, this has primarily involved the General Secretary, but other office holders will also be used more frequently to bring the presence of the larger family of Friends to Quaker gatherings

* Communications – Keeping Friends in touch with one another is a primary function of our work. To this end, FWCC publishes *Friends World News* twice a year and a periodic handbook *Quakers Around the World*. In addition, there are flyers with maps and lists of yearly meetings and the number of their members, the annual Calendar of yearly meetings and a brief description of the varieties of Friends and where they are located.

The primary expansion of the communications work relates to the website, which has been totally re-structured to include more information and links and to develop a project database. This project database is meant, in time, to be a source of information about Quaker endeavours in all parts of the world. Not only is it meant to inform, it is also meant to allow people to interact with each other and support each other.

* International Membership Committee: this work is being re-structured to involve the international members themselves in supporting one another and to involve a wider cross-section of Friends in providing nurture to international members and worship groups. Networks will be set up to nurture individual isolated Friends and worship groups, working with the sections involved. [International Members are those Friends who, living outside the scope of a yearly meeting, hold their membership through FWCC.]

* Quaker United Nations work: The Quaker UN Offices in Geneva and New York [QUNOs] have in recent years re-structured their advisory committees to incorporate Friends from each section.

The World Office supports both QUNCs.

* In addition, the World Office supports directly Quaker UN work at the Criminal Justice Commission in Vienna, the NGO Board of UNICEF in New York, and the Decade to End Violence in Paris.

* Governance: this work is internal, maintaining close relations with each section, preparing quarterly reports to the Central Executive Committee, planning their meetings, plus coordinating all the committees that support this work: International Finance and its subcommittees, Nominating, triennial planning, and other *ad hoc* committees. With the exception of the CEC which meets face to face annually, all committees normally 'meet' by telephone conference call, an innovation in the past few years.

* Ecumenical work: the World Office represents Friends at the annual informal Conference of Secretaries of Christian World Communions. Further, it names observers to the World Council of Churches General Board and its Faith & Order Commission. It also invites participants to the Global Christian Forum gatherings.

* The original purpose of FWCC was to present conferences and consultations to bring together the world family of Friends. To this end, FWCC offers triennial gatherings of yearly meeting representatives, specialized consultations, and periodic world conferences. In this plan are the triennial in 2007, a consultation in 2009 or 2010, and a world conference in 2012.

Finances

The structure of FWCC overall requires the sections to provide the funding for the World Office, so that the World Office is not competing with the Sections in soliciting funds from donors.

To this end, the World Office has agreements with the Section of the Americas and Europe & Middle East Section to share on a percentage basis donations to their general funds. Some direct contributions are received from yearly meetings in the Asia-West Pacific Section. The Africa Section is dependent upon the World Office for its funding, but has begun to make a small contribution back. These sources of funding are supplemented by direct grants from trusts and from ear-marked contributions from individuals, groups, and yearly meetings to the World Office.



The World Office supports fundraising activities of the sections.

Assumptions for the budget: organisational

1. The pattern of work outlined above will continue through 2012.
2. There will continue to be only one international full-time employee, the General Secretary [presently from the US].
3. The work of the World Office has become more technical in nature, requiring expertise in publishing, use of the internet, web-based applications, modern trends in meeting planning – in addition to knowledge of the wide span of Quaker theology and sensitivities.
4. Because the General Secretary travels 30-40% of the time, and all the other employees are part-time, there are occasional gaps in office management, and it would be better to have a second full-time person in the office.
5. The full-time international position of Associate Secretary has not been filled because of budgetary concerns. The costs of filling that post would include a senior salary, an international search [which in 2003 cost over £10,000] plus relocation expenses [12.5% of annual salary].

6. In view of the above considerations, this costed work plan assumes a re-structuring of the staff to add a second full-time person [locally recruited] with expertise in modern communications and publishing, who will also use those skills for the re-structured work of the International Membership programme, all publications, website maintenance and expansion, and closer communications with and among the sections. The work of the Office Manager will also be re-structured to provide more personal assistant support to the General Secretary but in fewer hours. The post of Financial Administrator continues.
7. Office holders will volunteer to supplement the travel in the ministry of the General Secretary.

Assumptions for the budget: financial

1. On the income side, these are the adjustments:
 - a. Contributions: 4% increase per annum assumed (3.3% from Section of the Americas). These are not quotas for Sections, rather they are estimates based on prior experience.
 - b. Grant income: 4% increase per annum assumed and set a target for new funds for each year. The present generous grant from JRCT ends in mid-2008. In 2012, we will be seeking special grants to support the World Conference travel and accommodation fund.
 - c. Capital gains: 6.5 % growth per annum assumed.
 - d. Use of £ 6,000 per annum from designated or restricted funds, which is in line with current practice although not previously shown in the budget. An inflation factor of 3% has been applied to most expenditure items (4% on travel). No inflation factor has been applied to fixed expenses such as rent, which is fixed with our landlord until beyond 2012, and funds set aside for staff replacement & office support.
2. There will be no triennial gathering in 2010; in 2009 or 2010 a small consultation [125-150 people] on a particular subject is proposed; and a world conference to be held in 2012. The amount set aside each year is raised to £6,000 to take account of the higher cost of preparing for a World Conference.
3. Central Executive Committee meetings will take place in conjunction with section meetings in the years 2008-2012, rather than in the UK, requiring increased travel expense.
4. Office staff will be re-structured as outlined above in 2008; the salary of the General Secretary will be incrementally increased to raise it to a more viable level.
5. Funding is planned for travel in the ministry of the General Secretary and office holders.
6. Staff nurture and training includes the cost of 'away' days each year, training for job skill enhancement, and the triennial visit home for international staff.
7. Staff replacement and office support refers to funds set aside each year for:
 - a. staff replacement including search and relocation;
 - b. large equipment expenditure.
8. Salary costs have been allocated to different areas of work in proportion to time spent by individual staff.
9. Costs related to staff time are distributed across areas of work in proportion to the salary costs allocated to each area of work. Other items are allocated to specific areas of work.

International Finance Committee
March 2007

Note 12.Purposes of Funds (Major Funds Only)

Designated Funds

International Representatives Meeting Fund

These meetings for representatives from Friends around the World occur normally at three yearly intervals and this fund is to even out the financial impact of organising the same. This fund contains any surplus (or deficit) from Triennial Meetings. It is used to meet expenses for the following Triennial (International Representatives Meeting).

Staff and Office Support Fund

This fund is used to meet the search and appointment costs for staff, periodic home leave for the senior staff and other major items such as information technology as agreed by the Treasurer and/or the Central Executive Committee (Trustees).

Conference and Travel Fund

This fund is used to assist in the planning of, and travel to, international conferences of Friends, particularly to assist in the participation of economically deprived Friends. It is also to be used for travel in the ministry between Sections.

Future World Conference Fund

This was set aside from the balance of the 1991 World Conference to provide seed money for the next world conference.

UN Conferences Attendance Fund

This is to fund Quaker representatives to selected United Nations conferences.

Restricted Funds

International Representative Meetings Travel and Accommodation Fund

This is to enable the attendance at International Representative Meetings (Triennials) of appointed representatives from financially poorer Yearly Meetings and groups.

Endowment Funds

Permanent Endowment

This arises from a legacy where the interest thereon may be spent as the Trustees determine, currently for core funds.

Expendable Endowments:

C B Taylor Endowment Fund

This provides resources for Friends' travel in the ministry, primarily in economically deprived areas of the world with a focus on Africa and Asia.

Committee Travel Endowment Fund

This fund enables committee members to participate in committee meetings wherever they are located.

Proposal for World Conference in 2012

A World Conference in 2012?

Proposal by a working group of the Central Executive Committee

Working Group members:

Kenneth Co Ching Po

Loida Fernández

Margaret Fraser

Moses Musonga

Martín Garate

Bronwyn Harwood

Nancy Irving

Every generation, Friends need a world conference! A world conference connects, energises and inspires us. It raises up a fresh generation of leadership at all levels in yearly meetings and Friends organizations. It gives those whose experience of Friends has been limited to their own country a sense of the world of Friends in microcosm.

Proposal

We are proposing a world conference in 2012, twenty-one years after the last one. To reflect the worldwide demographics of Friends, and to make it accessible to those from the global South, we suggest holding the conference in East Africa, probably in Nairobi. Holding the World Conference in the area of greatest concentration of Friends would conserve human and financial resources, so we propose returning to the earlier model of 1,000 people gathering on one site, rather having multiple sites on different continents.

Participation

Insofar as finances will allow, attendance should reflect the demographics of the Quaker world, which is presently:

- 43% Africa
- 30% North America
- 17% Latin America
- 6% Europe and the Middle East
- 4% Asia West Pacific:

If, though fund-raising, we were to fully realize that reflection, it would mean that the composition of the conference would be:

- 430 participants from the Africa Section
- 300 from Canada and the USA
- 170 from Latin America
- 60 from Europe and the Middle East
- 40 from the Asia West Pacific Section.

We recommend that, when selecting conference participants in addition to their FWCC representatives, yearly meetings should aim to select a 50:50 gender balance of men and women, and give priority to younger Friends and those who have not previously attended an FWCC world conference or triennial.

FWCC Governance

World conferences do not conduct formal FWCC business. To make the most effective use of resources we recommend that instead of holding a triennial in 2010, yearly meeting representatives to FWCC would be asked to arrive two days early in order to conduct necessary FWCC business. Otherwise, the World Conference would be devoted to matters relating to the theme and its life among Friends. A separate working group on Governance is bringing forward recommendation changes to the Constitution

assuming that there will be no 2010 triennial and perhaps gaps larger than three years between world gatherings of representatives, and will be proposing ways in which FWCC can continue to do its business in a transparent way that keeps it in touch with yearly meetings throughout the world.

Theme

The working group asks the Triennial identify possible themes, with the final decision to be made by the Central Executive Committee following the Triennial. Possible themes include, but are not limited to:

- Outreach and growth: how do we find people who may be Friends in spirit? How do we provide language to those not accustomed to speaking to others about their faith? We noted the difference between the approach of bringing people to Christ and of inviting fellow travellers on the spiritual journey. Is this a barrier?
- Are we a religion that brings people together?
- Finding a Quaker niche in terms of service at all levels: Quaker message to the world as reflected in the peace testimony: what is Friends' contribution? Are we about something hugely important that we can offer? Is this a part of finding our prophetic voice?
- Our visibility in the world: coming together to offer the world a model of peace

Previous world conferences

Past world conferences have taken place in

- 1920 London UK
- 1937 Pennsylvania USA
- 1952 Oxford UK
- 1967 North Carolina USA
- 1991 Honduras, Kenya & the Netherlands

The impact of our international gatherings on other Friends organizations

Holding the 21st Triennial in January 2004 to accommodate seasons in the southern hemisphere moved FWCC off the usual triennial schedule (it normally would have been in August 2003, followed by one in August 2006.) This has impacted the triennial schedules of two other large Friends organisations: Friends United Meeting and United Society of Friends Women International, which raise funds to support travel and accommodation from many of the same sources. We would like to avoid future conflicts.

Environmental considerations

The working group considered and then concluded that *at this time* the technology available to meet together by advanced means of communications does not suit the purpose of the conference to bring Friends together face-to-face. However, it also acknowledges the environmental impact of flying people around the world, no matter how worthy the cause. By creating a five-year gap between international conferences and by locating the conference in an area where many of the participants will travel overland, the committee sees FWCC finding a balance in these considerations.

Decisions for the triennial

- That FWCC should hold a World Conference in 2012
- That instead of a triennial in 2010, representatives would meet before the world conference in 2012.
- That the Central Executive Committee is empowered to go ahead with plans for the conference, including appointing members of a World Conference Planning Committee, and selecting a theme, following advice from this triennial.

Note On Governance Issues

CEC Governance Sub-committee

Marit Kromberg (convener), Dilawar Chetsingh, Thomas C. Hill, Nancy Irving, Gladys Kang'ahi, Elizabeth Mertic, Reuben Shibutse

In its minute CEC06-21, the CEC proposed that the 2007 Triennial will be the last regular triennial meeting of representatives. This was due to the high costs of a triennial in terms of both money and staff time, and to the problems of obtaining visas for all representatives. Instead, a World Conference is planned in 2012 with an international representatives' meeting immediately preceding or following, and international representatives' meetings recurring every three to five years thereafter.

This raises some questions about the FWCC governance structure after the 2007 Triennial. The existing FWCC Constitution assumes that governance is exercised through:

- (a) representatives meeting in a triennial session and
- (b) the CEC meeting twice between Triennials.

A CEC sub-committee has envisioned another governance structure that will be described below.

Meetings of the CEC

The Charity Commission for England and Wales requires that the CEC (as any group of charity trustees) should meet annually. It is not a requirement that the CEC should meet in England or Wales with any regularity, but it would probably be reasonable to meet in the UK at times in order to keep in touch with all members of staff in the World Office.

Building on discussions at the CEC's 2006 meeting reflected in minute CEC06-29, the sub-committee proposes that the CEC should travel and hold its meetings in the Sections. This is reflected in paragraph 8d of the draft revised Constitution. Such meetings would make the CEC and World Office affairs more real and alive to Sections, and they could make the CEC more appreciative of the concerns of the Sections. The CEC will try to meet at the same time as meetings of representatives in the Sections. The CEC could have a slot on the agenda of those meetings, but the CEC members would otherwise have a role only as guests during the Section meetings. The CEC should schedule its own meeting before or after the Section meetings.

The CEC meetings in the Sections will not engage the Section meetings in issues that would normally belong in a plenary meeting of representatives.

From Triennials to Five-Yearly Plenary Meetings

The present FWCC Constitution confirms that the CEC is responsible for ensuring that accounts and annual reports are adequately prepared and submitted to comply with UK charity legislation. But the Constitution also envisages that the CEC will be responsible to the representatives meeting in a triennial session. If we adopt the proposed change from triennials to five-yearly Plenary Meetings, it will be necessary to make changes in the 2004-approved constitution to ensure that the CEC is given long term, strategic guidance by the representatives on how to conduct FWCC business in the intervals between the Plenary Meetings.

Very few changes in the constitution were needed to accomplish the new structure. If FWCC does not plan to hold triennials for some time, that term "Triennial" would need to be replaced. If the political and financial situation improves and triennials are reintroduced after some time, we would hope not to have to change the constitution back again. Thus the revised Constitution uses the term "Plenary Meeting" which does not specify any particular period of time. Similarly, the officers' terms were adjusted to run from one Plenary Meeting to the next rather than for fixed three-year periods. This need not affect the terms of service of officers in the Sections.

The sub-committee did consider the possibility of the four Section meetings’ occurring simultaneously but in different venues within their own Sections and linking them into one video conference to conduct FWCC business. The sub-committee did not find that idea viable at this time. It is unlikely that video-conferencing would save any money or be a practical possibility for all the Sections in the foreseeable future. We stayed with five-yearly Plenary Meetings for the time being.

International Membership Programme

In 1980 FWCC assumed responsibility for the International Membership programme from London Yearly Meeting. Paragraphs 1a, 3b and 3c of the revised Constitution seek to record the existing practice for International Members, including representation at plenary representative meetings.

Size of CEC and Number of Co-Options

During its deliberations, the sub-committee agreed that leaving the Associate Secretary’s position unfilled (for financial reasons) since 2005 has had an impact on the dynamics of the CEC. Moving from 16 to 15 CEC members lessened the overall diversity of the CEC and provided fewer opportunities to include rising Quaker leaders in CEC decisions. At least until FWCC can reinstate that position, the revised Constitution provides that a third at-large CEC member may be appointed.

While considering the size of the CEC in paragraph 8b, the sub-committee reviewed the number of co-options allowed to FWCC and to its Sections under paragraph 3d. Because FWCC appoints seven or eight members of the CEC and four to six members of the nominating committee, the revised Constitution slightly increases the number of permissible co-options by a Plenary Meeting. Similarly, the Sections must secure two officers each to serve on the CEC and others to govern their own affairs, and the revised Constitution increases the number of co-options each Section could make for attendance at FWCC Plenary Meetings.

Enclosed is the existing Constitution and the Word “blackline” function to track changes.



Constitution

Approved by the 21st FWCC Triennial
16 - 25 January, 2004
Auckland, Aotearoa / New Zealand

Constitution

The Friends World Committee for Consultation (FWCC) is an international Quaker consultative body registered as a charity in England and Wales (no. 211647) and operating under the Charities Act 1993. The original governing document of FWCC, incorporating its objects, is a minute of a Conference of members of the Religious Society of Friends held at Oxford, United Kingdom in 1952 (FWCC 5th meeting, minutes 137 and 139). This Constitution supplements and amends the governing document, including its objects. This Constitution is effective from the date of sealing of a Scheme of the Charity Commissioners (sealed 2 April 2004).

The **object of FWCC** is the advancement of religion for the public benefit, by means of fostering the principles and practice of the Religious Society of Friends (Quakers) worldwide through consultation and co-operation.

FWCC was established by Minute No. 27 of a World Conference of the Religious Society of Friends held at Swarthmore, Pennsylvania, USA, in 1937 and has been continued since that time by the Yearly Meetings affiliated to it as a consultative, non-profit-making organization, world-wide in scope. The operations of FWCC are further guided by the following **Aims and Purposes**, which are subservient to the objects of FWCC:

1. To encourage and strengthen the spiritual life within the Religious Society of Friends, and its outreach in the world, through such measures as worship, intervisitation, study, conferences and a wide sharing of experiences on the deepest level.
2. To help Friends to gain a better understanding of the world-wide character of the Religious Society of Friends and its vocation in the world.
3. To promote consultation amongst Friends of all cultures, countries and languages. To bring the different groups of Friends into intimate touch with one another, seeking their common Quaker heritage, sharing experiences, and coming to some measure of agreement in regard to their attitude to world issues.
4. To promote understanding between Friends everywhere and members of other branches of the Christian Church and also of other religious faiths, and to interpret the specific Quaker message to those who seek further religious experience.
5. To keep under review the Quaker contribution in world affairs and to the world Christian mission; to facilitate the examination and presentation of Quaker thinking and concern in these fields; and to encourage Friends to cooperate as far as possible in joint action with other groups having similar objectives.

Note on structure

FWCC was set up and is maintained by a number of self-governing Quaker bodies. Most of these are known as Yearly Meetings. Some which use the description AFriends Church@

function as Yearly Meetings, and are so described in this Constitution. There are a few smaller self-governing groups, known as General Meetings or Monthly Meetings, which are affiliated directly to FWCC. Other General and Monthly Meetings which are component parts of Yearly Meetings relate to FWCC only through their parent body, and do not feature in this Constitution. The self-governing Yearly, General and Monthly Meetings in each of the four geographical Sections of FWCC together set up and maintain the Section, which is itself self-governing in relation to FWCC as a whole.

Rules or bye-laws of FWCC

1. Membership

a. All members of affiliated meetings are members of FWCC. Yearly Meetings affiliated to FWCC, and General and Monthly Meetings affiliated directly to FWCC, appoint formal representatives who bear responsibility for transacting the business of FWCC. Affiliation will take place through the Sections after consultation with the FWCC officers and the World Office. A limited number of individual Friends may be coopted as representatives by FWCC as provided in bye-law 2c, and they thereby become members of FWCC.

b. The words “member” and “representative” have distinctive meanings in this constitution and bye-laws. Some roles may be undertaken by “representatives to” FWCC only, while others may be undertaken by “members of” FWCC - the latter being all the members of affiliated Friends meetings.

2. Basis of appointment

a. Representatives to transact the business of FWCC shall be appointed on the following basis:

Adult membership of Yearly Meeting	Number of Representatives
up to 1,000	2
1,001 to 3,000	3
3,001 to 5,000	4
For every additional 5,000 members or fraction thereof	1 additional representative

If a Section so decides, Yearly Meetings affiliated to it may appoint a number of representatives larger than that specified above, to transact the business of the Section. However, for Triennials and other meetings of FWCC as a whole, the number to be appointed by those Yearly Meetings is as specified above.

b. Each General and Monthly Meeting affiliated directly to FWCC (not through a Yearly Meeting) may appoint one representative.

c. In addition, members of FWCC may be coopted as representatives up to the numbers shown below, to attend meetings of FWCC as a whole or of a Section, to present particular interests or to render special services:

By FWCC as a whole	up to 12
By the Section of the Americas	up to 10
By the Europe & Middle East Section	up to 5
By the Africa Section	up to 7
By the Asia-West Pacific Section	up to 5
Current directors of Geneva and New York Quaker United Nations Offices	2

A Section may coopt a number of representatives larger than that specified above, to attend Section meetings or for service within the Section. However, for Triennials and other meetings of FWCC as a whole, the number to be coopted by Sections is as specified above.

3. Meetings of FWCC

a. Meetings of FWCC shall in normal circumstances be held triennially at such place or places as may be decided upon by FWCC. If a Triennial Meeting does not designate the place and time of its next meeting, the Central Executive Committee shall choose the place and time and notify all representatives to FWCC and all affiliated Yearly, General and Monthly meetings not less than 12 months in advance. Those representatives who have been duly appointed and reported in advance to FWCC shall be entitled to speak to any item of business and to participate in the decisions of the Triennial Meeting.

b. The representatives appointed as described above when meeting in a triennial session shall have plenary power to take action on behalf of FWCC. FWCC at its Triennial Meeting may delegate certain decisions to the Central Executive Committee, to another existing body or to an *ad hoc* committee.

4. Sections of FWCC

a. Sections may be formed by FWCC in different areas of the world to further the aims of FWCC. The constitution of any such Section shall be decided after consultation between the local Friends and FWCC, and shall be consistent with this Constitution. Such Sections are constituents of rather than subordinate to FWCC.

b. In order to represent the breadth and diversity of FWCC, the officers and members of the Executive Committee will be drawn from the several Sections.

5. Corporate Powers

a. The Registered Office of FWCC is to be situated in England or Wales. The administrative offices may be located at such place or places within or outside of England or Wales as shall be determined from time to time by the Executive Committee.

b. FWCC shall have and may exercise all powers granted to non-profit organisations by the laws of England and Wales.

6. Procedures

Decisions will be reached by meetings of representatives and of any committees or subcommittees in accordance with the customary manner of Friends. "The manner of Friends" means a form of corporate decision-making practised by Friends in which those present seek the will of God by unhurried exchange of views, until unity is reached, followed by the writing of a minute by the clerk. The minute is offered to the meeting, which determines its final form. Having due regard for the diverse traditions and practices of Friends, in the event of disputes that cannot be otherwise resolved, in defining the customary procedures of a Friends meeting for business, *Quaker Faith & Practice* or current book of discipline of the Yearly Meeting of the Religious Society of Friends (Quakers) in Britain shall be the authority.

7. Officers

a. The officers of FWCC shall consist of:

(1) A Clerk, an Assistant Clerk, a Treasurer and a Clerk of the Central Executive Committee, all of whom shall be appointed at a Triennial Meeting. They shall normally serve for three years commencing on 1 January of the year following the Triennial Meeting and shall be eligible for reappointment. They may complete the term of service for which they have been appointed, and may be reappointed, even though any appointment as representatives to FWCC by their Yearly, General or Monthly Meetings or Sections may have expired.

(2) A General Secretary and an Associate Secretary (together with such others as may be appointed from time to time) who shall be salaried employees of FWCC, appointed at a Triennial Meeting for such periods and on such terms as may be mutually agreed and embodied in formal contracts. Normally, the members of the Central Executive Committee other than the General Secretary or Associate Secretary will nominate persons to the Triennial Meeting for each position and propose terms for the appointments.

b. When the Clerk of the Central Executive Committee in consultation with the Clerk of FWCC determines that an office needs to be filled as a matter of urgency between Triennial Meetings, full powers to make an appointment shall be deemed to lie with the Central Executive Committee, which shall either meet specially for the purpose or shall deal with the matter by such other means as may be appropriate. The service of anyone so appointed shall commence from a date to be decided by the Central Executive Committee, and the period of appointment shall normally run until 31 December of the year in which the following Triennial Meeting is held. In the absence of the Clerk, the General Secretary may initiate this action.

8. Central Executive Committee

a. FWCC shall appoint, at a Triennial Meeting, a Central Executive Committee to be the responsible executive between Triennial Meetings, with powers to make policy decisions.

b. The Central Executive Committee shall consist of:

- the Clerk of FWCC
- the Assistant Clerk of FWCC
- the Clerk of the Central Executive Committee
- the Treasurer of FWCC
- the General Secretary and Associate Secretary of FWCC
- the Clerk and Executive Secretary of the Section of the Americas
- the Clerk and Executive Secretary of the Europe & Middle East Section
- the Clerk and Executive Secretary of the Africa Section
- the Clerk and Executive Secretary of the Asia-West Pacific Section
- up to two members of FWCC to be named at large, to serve three-year terms, and who need not be representatives.

(An alternate to the Clerk and Executive Secretary may be named by each Section)

c. Fifty percent of the members of the Central Executive Committee in office shall constitute a quorum for the transaction of business, and acts of the members of the Central Executive Committee present at a duly appointed meeting at which a quorum exists shall be the acts of the Central Executive Committee. In addition, if at least 80% of the currently-serving members of the Central Executive Committee shall severally or collectively consent in writing or by electronic communication to any action to be taken by the Central Executive Committee after circulation of the proposal to all members, such action shall

be a valid corporate action of FWCC as though it had been authorised at a meeting of the Central Executive Committee and shall be duly recorded in FWCC's records.

d. The Central Executive Committee shall normally meet twice between Triennial Meetings. If the Central Executive Committee does not designate the place and time of its next meeting, the Clerk of the Central Executive Committee (or in the absence of the Clerk of the Central Executive Committee, the Clerk of FWCC) and the General Secretary shall choose the place and time. They shall notify all representatives to FWCC and affiliated Yearly, General and Monthly Meetings of the time not less than three months in advance of any meeting of the Central Executive Committee. If an urgent policy matter (other than the appointment of an officer or officers) arises between the Central Executive Committee meetings, the Clerk of the Central Executive Committee, the Clerk of FWCC and the General Secretary of FWCC shall have authority to take action, but, unless circumstances are exceptional, they shall first consult other members of the Central Executive Committee.

e. The agenda for each meeting of the Central Executive Committee shall be sent to all representatives to FWCC and to affiliated Yearly, General and Monthly Meetings in advance of the meeting in time to allow consultation within Sections, and copies of the minutes of the Central Executive Committee shall likewise be circulated after meetings.

f. The members of the Central Executive Committee shall serve as the "trustees" of FWCC, with the responsibilities that this role carries under the applicable laws of England and Wales, including arranging review of the annual financial reports in the format required for charities in England and Wales.

g. In order to obtain the full benefit of the experience gained by FWCC's executive staff and to reflect unitary decision-making in the manner of Friends, the General Secretary and the Associate Secretary shall serve on the Central Executive Committee and as Trustees of FWCC, notwithstanding that they receive salaries. The General Secretary and the Associate Secretary shall absent themselves from sessions of the Central Executive Committee that decide whether to nominate them to a Triennial Meeting for service as officers or that determine their compensation, or at which their presence would cause a clear conflict of interest, as determined by the Clerk of the Central Executive Committee. For the avoidance of doubt, the restrictions of the Charity Commission Order dated 5th November 2003 shall apply. In order to obtain the full benefit of the experience gained by our Central Executive Committee, current or former members of the Central Executive Committee may apply for the positions of General Secretary or Associate Secretary, but current members who have applied or expect to apply shall absent themselves from sessions of the Central Executive Committee that consider employment of the Secretaries or recommendations to the Triennial regarding these positions.

h. Without prejudice to the general powers conferred above and to the other powers and authorities conferred herein, the Central Executive Committee shall be entrusted with the following powers, namely:

(i) To purchase or otherwise acquire for FWCC any property, rights or privileges which FWCC is authorised to acquire at such price and generally on such terms and conditions as the Central Executive Committee may think fit.

(ii) To secure the fulfilment of any contracts or engagements entered into by FWCC by mortgage or charge of all or any of the property and rights of FWCC or in such manner as the Central Executive Committee may think fit.

(iii) To institute, conduct, defend, compound or abandon any legal proceedings by or against FWCC or its officers or otherwise concerning the affairs of FWCC and also to compound and allow time for payment or satisfaction of any debts due and of any claims or demands by or against FWCC.

(iv) To refer any claims or demands by or against FWCC to arbitration and observe and perform the awards.

(v) To make and give receipts, releases and other discharges for money payable to FWCC and for the claims and demands of FWCC.

(vi) To determine who shall be entitled to sign on FWCC's behalf bills, notes, receipts, acceptances, endorsements, cheques, releases, contracts and documents.

(vii) To do all such other lawful things as shall further the attainment of the objects of FWCC.

i. If, in the interval between Triennial Meetings, any member of the Central Executive Committee appointed by FWCC, other than the General or Associate Secretary, needs to be replaced, the Nominating Committee shall have powers to fill the vacancy, after consultation with the Clerk and the General Secretary of FWCC.

9. Nominating Committee

a. At each Triennial Meeting a Nominating Committee, consisting of at least four and not more than six members of FWCC, shall be appointed to serve until the close of the next Triennial. Members shall be eligible for re-appointment for one further period. Terms of service commence at the close of the Triennial Meeting.

b. The Nominating Committee will nominate to the succeeding Triennial Meeting or to the Central Executive Committee in case of replacements:

(1) Officers (except the General Secretary and Associate Secretary).

(2) Representatives coopted by FWCC (not those coopted by the Sections).

(3) Persons for any other positions requested by FWCC or its Central Executive Committee.

c. Officers of FWCC, or of its Sections, shall not be eligible for service on the Nominating Committee.

10. Other Sub-Committees

From time to time, as may be necessary, FWCC or the Central Executive Committee may appoint sub-committees for specific purposes. The size of such sub-committees and the terms of membership shall be within the discretion of the appointing committee.

11. Financial Affairs

a. The income and property of FWCC however derived shall be applied solely towards the promotion of the objects of FWCC as set forth in this Constitution, and no portion thereof shall be paid or transferred directly, by way of dividend, bonus or otherwise by way of profit, to the members of FWCC; provided that nothing herein shall prevent the payment in good faith of reasonable and proper remuneration to the General and Associate Secretaries on the terms set forth in Rule 8g notwithstanding that they serve as trustees of FWCC, to any other officer or servant of FWCC not being a trustee, or to any member of FWCC in return for any services actually rendered to FWCC, nor prevent the payment of interest at a rate per annum not exceeding the base lending rate prescribed by a clearing bank selected by the Central Executive Committee on money lent to FWCC or reasonable and proper rent for premises demised or let to FWCC by any member of FWCC.

b. Financial reports on FWCC's work shall be circulated to all representatives and to affiliated Yearly, General and Monthly Meetings. The Officers and the Central Executive Committee shall prepare and

file such financial and other reports as required by the Charity Commission for England and Wales or such other body as shall then supervise FWCC as a registered charity.

c. If upon the winding-up or dissolution of FWCC there remains, after the satisfaction of all its debts or liabilities, any property whatsoever, the same shall not be paid to or distributed among the members of FWCC but shall be given or transferred to some other Friends religious or charitable institution or institutions having objects similar to the objects of FWCC and which prohibit the distribution of its or their income and property among its or their members to an extent at least as great as is imposed on FWCC under or by virtue of this Constitution, such institution or institutions to be determined by the members of FWCC at or before the time of dissolution, and if and so far as effect cannot be given to such provision, then to some other Friends religious or charitable object. For the avoidance of doubt, the restrictions of the Charity Commission Order dated 5th November 2003 shall apply.

12. Revision of the Objects, Aims and Purposes and/or the Rules

a. The objects of FWCC may not be altered unless express provision is made for such alteration in a Scheme of the Charity Commissioners.

b. The power to amend aims, purposes and rules is provided for in detail by an Order of the Charity Commissioners dated 5th November 2003, clause 3.(1), as follows: “(1) ..., the Commissioners authorise the trustees, subject to the provisions of sub-clauses (3) and (4) of this clause, to make amendments or additions from time to time to the administrative provisions of the governing document (whether contained in the governing document itself or arising by virtue of a valid amendment or addition to its provisions).

c. The Central Executive Committee acting as the trustees shall exercise this power in compliance with the provisions outlined in sub-clauses (2) to (8) of Clause 3 of the Order. Certain of these provisions (in sub-clause (5)) require the prior written approval of the Charity Commissioners before the power is exercised.

d. Subclause (8)(d) of Clause 3 of the Order provides that decisions to exercise this power shall only be validly made if full notice is given to all members of the Central Executive Committee and “the decision of the trustees is approved at the triennial meeting”. In accordance with this provision, only FWCC at a Triennial Meeting of representatives shall have power to amend, add or delete, on a proposal approved by the Central Executive Committee, any of the aims, purposes and rules of FWCC.

Last revised: By the 21st FWCC Triennial in January 2004, to be effective upon incorporation into a Scheme adopted by the Charity Commission for England and Wales (sealed 2 April 2004).



Constitution With Proposed Changes

Approved by the ~~21st~~22nd FWCC Triennial

~~16 - 25 January, 2004~~

~~Auckland, Aotearoa / New Zealand~~

~~11 - 19 August, 2007~~

Dublin, Ireland

Registered Charity (England & Wales) no. 211647

Friends World Committee for Consultation
Religious Society of Friends (Quakers)

Constitution

The Friends World Committee for Consultation (FWCC) is an international Quaker consultative body registered as a charity in England and Wales (no. 211647) and operating under the Charities Act 1993. The original governing document of FWCC, incorporating its objects, is a minute of a Conference of members of the Religious Society of Friends held at Oxford, United Kingdom in 1952 (FWCC 5th meeting, minutes 137 and 139). This Constitution supplements and amends the governing document, including its objects. ~~This Constitution is effective from the date of sealing of a Scheme of the Charity Commissioners (sealed 2 April 2004).~~

The **object of FWCC** is the advancement of religion for the public benefit, by means of fostering the principles and practice of the Religious Society of Friends (Quakers) worldwide through consultation and co-operation.

FWCC was established by Minute No. 27 of a World Conference of the Religious Society of Friends held at Swarthmore, Pennsylvania, USA, in 1937 and has been continued since that time by the Yearly Meetings affiliated to it as a consultative, non-profit=~~making~~ organization, world-wide in scope. The operations of FWCC are further guided by the following **Aims and Purposes**, which are subservient to the objects of FWCC:

1. To encourage and strengthen the spiritual life within the Religious Society of Friends, and its outreach in the world, through such measures as worship, intervisitation, study, conferences and a wide sharing of experiences on the deepest level.
2. To help Friends to gain a better understanding of the world=~~wide~~ character of the Religious Society of Friends and its vocation in the world.
3. To promote consultation amongst Friends of all cultures, countries and languages. To bring the different groups of Friends into intimate touch with one another, seeking their common Quaker heritage, sharing experiences, and coming to some measure of agreement in regard to their attitude to world issues.
4. To promote understanding between Friends everywhere and members of other branches of the Christian Church and also of other religious faiths, and to interpret the specific Quaker message to those who seek further religious experience.

5. To keep under review the Quaker contribution in world affairs and to the world Christian mission; to facilitate the examination and presentation of Quaker thinking and concern in these fields; and to encourage Friends to cooperate as far as possible in joint action with other groups having similar objectives.

Note on structure

FWCC was set up and is maintained by a number of self-governing Quaker bodies. Most of these are known as Yearly Meetings. Some ~~which~~that use the description ~~A Friends~~Friends Church@ function as Yearly Meetings, and are so described in this Constitution. There are a few smaller self-governing groups, known as General Meetings or Monthly Meetings, ~~which~~that are affiliated directly to FWCC and one of its Sections. Other General and Monthly Meetings ~~which~~that are component parts of Yearly Meetings relate to FWCC only through their parent body; and do not feature in this Constitution. The self-governing Yearly, General and Monthly Meetings in each of the four geographical Sections of FWCC together set up and maintain the Section, which is itself self-governing in relation to FWCC as a whole.

Rules or bye-laws of FWCC

1. Membership

a. All members of affiliated meetings are members of FWCC. Yearly Meetings affiliated to FWCC; and self-governing General and Monthly Meetings affiliated ~~directly~~ to FWCC; appoint formal representatives who bear responsibility for transacting the business of FWCC. Affiliation will take place through the Sections after consultation with the FWCC officers and the World Office. International members affiliated through the World Office are members of FWCC. A limited number of individual Friends may be coopted as representatives by FWCC as provided in bye-law ~~2e3d~~, and they thereby become members of FWCC.

b. The words “member” and “representative” have distinctive meanings in this constitution and bye-laws. Some roles may be undertaken by “representatives to” FWCC only, while others may be undertaken by “members of” FWCC - the latter being all the members of affiliated Friends meetings.

2. Meetings of FWCC

a. Plenary meetings of FWCC shall in normal circumstances be held at least every 5 years at such place or places as may be decided upon by FWCC. If one such meeting does not designate the place and time of its next meeting, the Central Executive Committee shall choose the place and time and notify all representatives to FWCC and all affiliated Yearly, General and Monthly meetings not less than 12 months in advance. Those representatives who have been duly appointed and reported in advance to FWCC shall be entitled to speak to any item of business and to participate in the decisions of the Meeting of the FWCC.

b. The representatives appointed as described below shall have plenary power to take action on behalf of FWCC. Such meetings are referred to herein as “Plenary Meetings.” FWCC at any Plenary Meeting may delegate certain decisions to the Central Executive Committee, to another existing body, or to an *ad hoc* committee.

3. Basis of appointment

a. Representatives to transact the business of FWCC shall be appointed on the following basis:

Adult membership of Yearly Meeting	Number of Representatives
	up to 1,000 2
1,001 to 3,000	3
3,001 to 5,000	4
For every additional 5,000 members or fraction thereof	1 additional representative

If a Section so decides, Yearly, General and Monthly Meetings affiliated to it may appoint a number of representatives larger than that specified ~~above, herein~~ to transact the business of the Section. However, for ~~Triennials and other~~ Plenary Meetings of FWCC as a whole, the number to be appointed by those Yearly Meetings is as specified above.

b. Each self-governing General and Monthly Meeting affiliated ~~directly~~ to FWCC (not through a Yearly Meeting) may appoint one representative to Plenary Meetings. This includes Meetings affiliated through the International Membership programme.

c. Prior to any Plenary Meeting, the Central Executive Committee shall determine the number of places available for individual International Members not part of a General or Monthly Meeting.

d. In addition, members of FWCC may be ~~co-opted~~co-opted as representatives up to the numbers shown below, to attend Plenary Meetings of FWCC as a whole or meetings of a Section, to present particular interests or to render special services:

By FWCC as a whole	up to	12 <u>15</u>
By the Section of the Americas	up to	10
By the Europe & Middle East Section	up to	5 <u>8</u>
By the Africa Section	up to	7 <u>10</u>
By the Asia-West Pacific Section	up to	5 <u>8</u>
Current directors of Geneva and New York Quaker United Nations Offices		2

A Section may ~~co-opt~~co-opt a number of representatives larger than that specified above, to attend Section meetings or for service within the Section. However, for ~~Triennials and other~~ Plenary Meetings of FWCC as a whole, the number to be ~~co-opted~~co-opted by Sections is as specified above:

3. Meetings of FWCC

a. ~~Meetings of FWCC shall in normal circumstances be held triennially at such place or places as may be decided upon by FWCC. If a Triennial Meeting does not designate the place and time of its next meeting, the Central Executive Committee shall choose the place and time and notify all representatives to FWCC and all affiliated Yearly, General and Monthly meetings not less than 12 months in advance. Those representatives who have been duly appointed and reported in advance to FWCC shall be entitled to speak to any item of business and to participate in the decisions of the Triennial Meeting.~~b. ~~The representatives appointed as described above when meeting in a triennial session shall have plenary power to take action on behalf of FWCC. FWCC at its Triennial Meeting may delegate certain decisions to the Central Executive Committee, to another existing body or to an *ad hoc* committee.~~

4. Sections of FWCC

a. Sections may be formed by FWCC in different areas of the world to further the aims of FWCC. The constitution of any such Section shall be decided after consultation between ~~the~~ local Friends and FWCC, and shall be consistent with this Constitution. Such Sections are constituents of rather than subordinate to FWCC.

b. In order to represent the breadth and diversity of FWCC, the officers and members of the Central Executive Committee will be drawn from the several Sections.

5. Corporate Powers

a. The Registered Office of FWCC is to be situated in England or Wales. The administrative offices may be located at such place or places within or outside of England or Wales as shall be determined from time to time by the Central Executive Committee.

b. FWCC shall have and may exercise all powers granted to non-profit organisations by the laws of England and Wales.

6. Procedures

Decisions will be reached by meetings of representatives and of any committees or subcommittees in accordance with the customary manner of Friends. "The manner of Friends" means a form of corporate decision-making practised by Friends in which those present seek the will of God by unhurried exchange of views, until unity is reached, followed by the writing of a minute by the clerk. The minute is offered to the meeting, which determines its final form. Having due regard for the diverse traditions and practices of Friends, in the event of disputes that cannot be otherwise resolved, in defining the customary procedures of a Friends meeting for business, *Quaker Faith & Practice* or current book of discipline of the Yearly Meeting of the Religious Society of Friends (Quakers) in Britain shall be the authority.

7. Officers

a. The officers of FWCC shall consist of:

(1) A Clerk, an Assistant Clerk, a Treasurer and a Clerk of the Central Executive Committee, all of whom shall be appointed at a ~~Triennial~~Plenary Meeting . They shall normally serve ~~for three years~~a term commencing on 1 January of the year following the ~~Triennial Meeting and~~Plenary Meeting in which they were appointed and concluding on 31 December of the year of the next Plenary Meeting. ~~They~~ shall be eligible for reappointment. They may complete the term of service for which they have been appointed, and may be reappointed, even though any appointment as representatives to FWCC by their Yearly, General or Monthly Meetings or Sections may have expired.

(2) A General Secretary and an Associate Secretary (together with such others as may be appointed from time to time) who shall be salaried employees of FWCC, appointed at a ~~Triennial~~Plenary Meeting for such periods and on such terms as may be mutually agreed and embodied in formal contracts. Normally, the members of the Central Executive Committee other than the General Secretary or Associate Secretary will nominate persons to the ~~Triennial~~Plenary Meeting for each position and propose terms for the appointments.

b. When the Clerk of the Central Executive Committee in consultation with the Clerk of FWCC determines that an office needs to be filled as a matter of urgency between ~~Triennial~~Plenary Meetings , full powers to make an appointment shall be deemed to lie with the Central Executive Committee, which shall either meet specially for the purpose or shall deal with the matter by such other means as may be appropriate. The service of anyone so appointed shall commence from a date to be decided by the Central Executive Committee, and the period of appointment shall normally run until 31 December of the year in which the following ~~Triennial~~Plenary Meeting is held. In the absence of the Clerk, the General Secretary may initiate this action.

8. Central Executive Committee

a. FWCC shall appoint, at a ~~Triennial~~Plenary Meeting, a Central Executive Committee to be the responsible executive between ~~Triennial~~such Meetings, with powers to make policy decisions.

b. The Central Executive Committee shall consist of:

the Clerk of FWCC

the Assistant Clerk of FWCC

the Clerk of the Central Executive Committee

the Treasurer of FWCC

the General Secretary and Associate Secretary of FWCC

the Clerk and Executive Secretary of the Section of the Americas

the Clerk and Executive Secretary of the Europe & Middle East Section

the Clerk and Executive Secretary of the Africa Section

the Clerk and Executive Secretary of the Asia-West Pacific Section

(An alternate to the Clerk and Executive Secretary may be named by each Section)

up to ~~two~~three members of FWCC to be named at large, to serve ~~three-year terms~~until 31 December of the year of the succeeding Plenary Meeting, and who need not be representatives:

c. Fifty percent of the members of the Central Executive Committee in office shall constitute a quorum for the transaction of business, and acts of the members of the Central Executive Committee present at a duly appointed meeting at which a quorum exists shall be the acts of the Central Executive Committee. In addition, if at least 80% of the currently-serving members of the Central Executive Committee shall severally or collectively consent in writing or by electronic communication to any action to be taken by the Central Executive Committee after circulation of the proposal to all members, such action shall be a valid corporate action of FWCC as though it had been authorised at a meeting of the Central Executive Committee and shall be duly recorded in FWCC's records.

d. The Central Executive Committee shall ~~normally meet twice between Triennial Meetings.~~ meet annually. The Central Executive Committee will attempt to meet in conjunction with Section Meetings in rotation as far as possible. If the Central Executive Committee does not designate the place and time of its next meeting, the Clerk of the Central Executive Committee (or in the absence of the Clerk of the Central Executive Committee, the Clerk of FWCC) and the General Secretary shall choose the place and time. They shall notify all representatives to FWCC and affiliated Yearly, General and Monthly Meetings of the time not less than three months in advance of any meeting of the Central Executive Committee. If an urgent policy matter (other than the appointment of an officer or officers) arises between the Central Executive Committee meetings, the Clerk of the Central Executive Committee, the Clerk of FWCC and the General Secretary of FWCC shall have authority to take action, but, unless circumstances are exceptional, they shall first consult other members of the Central Executive Committee.

e. The agenda for each meeting of the Central Executive Committee shall be sent to all representatives to FWCC and to affiliated Yearly, General and Monthly Meetings in advance of the meeting in time to allow consultation within Sections, and copies of the minutes of the Central Executive Committee shall likewise be circulated after meetings.

f. The members of the Central Executive Committee shall serve as the "trustees" of FWCC, with the responsibilities that this role carries under the applicable laws of England and Wales, including arranging review of the annual financial reports in the format required for charities in England and Wales.

g. In order to obtain the full benefit of the experience gained by FWCC's executive staff and to reflect unitary decision-making in the manner of Friends, the General Secretary and the Associate Secretary

shall serve on the Central Executive Committee and as Trustees of FWCC, notwithstanding that they receive salaries. The General Secretary and the Associate Secretary shall absent themselves from sessions of the Central Executive Committee that decide whether to nominate them to a Triennial Plenary Meeting for service as officers or that determine their compensation, or at which their presence would cause a clear conflict of interest, as determined by the Clerk of the Central Executive Committee. For the avoidance of doubt, the restrictions of the Charity Commission Order dated 5th November 2003 shall apply. In order to obtain the full benefit of the experience gained by our Central Executive Committee, current or former members of the Central Executive Committee may apply for the positions of General Secretary or Associate Secretary, but current members who have applied or expect to apply shall absent themselves from sessions of the Central Executive Committee that consider employment of the Secretaries or recommendations to the Triennial Plenary Meetings regarding these positions.

h. Without prejudice to the general powers conferred above and to the other powers and authorities conferred herein, the Central Executive Committee shall be entrusted with the following powers, namely:

(i) To purchase or otherwise acquire for FWCC any property, rights or privileges which FWCC is authorised to acquire at such price and generally on such terms and conditions as the Central Executive Committee may think fit.

(ii) To secure the fulfilment of any contracts or engagements entered into by FWCC by mortgage or charge of all or any of the property and rights of FWCC or in such manner as the Central Executive Committee may think fit.

(iii) To institute, conduct, defend, compound or abandon any legal proceedings by or against FWCC or its officers or otherwise concerning the affairs of FWCC and also to compound and allow time for payment or satisfaction of any debts due and of any claims or demands by or against FWCC.

(iv) To refer any claims or demands by or against FWCC to arbitration and observe and perform the awards.

(v) To make and give receipts, releases and other discharges for money payable to FWCC and for the claims and demands of FWCC.

(vi) To determine who shall be entitled to sign on FWCC's behalf bills, notes, receipts, acceptances, endorsements, cheques, releases, contracts and documents.

(vii) To do all such other lawful things as shall further the attainment of the objects of FWCC.

i. If, in the interval between Triennial Plenary Meetings, any member of the Central Executive Committee appointed by FWCC, other than the General or Associate Secretary, needs to be replaced, the Nominating Committee shall have powers to fill the vacancy, after consultation with the Clerk and the General Secretary of FWCC.

9. Nominating Committee

a. At each Triennial Plenary Meeting a Nominating Committee, consisting of at least four and not more than six members of FWCC, shall be appointed to serve until the close of the next Triennial Plenary Meeting. Members shall be eligible for re-appointment for one further period. Terms of service commence at the close of the Triennial Meeting in which they were appointed.

b. The Nominating Committee will nominate to the succeeding Triennial Plenary Meeting or to the Central Executive Committee in case of replacements:

- (1) Officers (except the General Secretary and Associate Secretary).
- (2) Representatives ~~co-opted~~co-opted by FWCC (not those ~~co-opted~~co-opted by the Sections).
- (3) Persons for any other positions requested by FWCC or its Central Executive Committee.

c. Officers of FWCC, or of its Sections, shall not be eligible for service on the Nominating Committee.

10. Other Sub-Committees

From time to time, as may be necessary, FWCC or the Central Executive Committee may appoint sub-committees for specific purposes. The size of such sub-committees and the terms of membership shall be within the discretion of the appointing ~~committee~~body.

11. Financial Affairs

a. The income and property of FWCC however derived shall be applied solely towards the promotion of the objects of FWCC as set forth in this Constitution, and no portion thereof shall be paid or transferred directly, by way of dividend, bonus or otherwise by way of profit, to the members of FWCC; provided that nothing herein shall prevent the payment in good faith of reasonable and proper remuneration to the General and Associate Secretaries on the terms set forth in Rule 8g notwithstanding that they serve as trustees of FWCC, to any other officer or servant of FWCC not being a trustee, or to any member of FWCC in return for any services actually rendered to FWCC, nor prevent the payment of interest at a rate per annum not exceeding the base lending rate prescribed by a clearing bank selected by the Central Executive Committee on money lent to FWCC or reasonable and proper rent for premises demised or let to FWCC by any member of FWCC.

b. Financial reports on FWCC's work shall be circulated to all representatives and to affiliated Yearly, General and Monthly Meetings. The Officers and the Central Executive Committee shall prepare and file such financial and other reports as required by the Charity Commission for England and Wales or such other body as shall then supervise FWCC as a registered charity.

c. If upon the winding-up or dissolution of FWCC there remains, after the satisfaction of all its debts or liabilities, any property whatsoever, the same shall not be paid to or distributed among the members of FWCC but shall be given or transferred to some other Friends religious or charitable institution or institutions having objects similar to the objects of FWCC and which prohibit the distribution of its or their income and property among its or their members to an extent at least as great as is imposed on FWCC under or by virtue of this Constitution, such institution or institutions to be determined by the members of FWCC at or before the time of dissolution, and if and so far as effect cannot be given to such provision, then to some other Friends religious or charitable object. For the avoidance of doubt, the restrictions of the Charity Commission Order dated 5th November 2003 shall apply.

12. Revision of the Objects, Aims and Purposes and/or the Rules

a. The objects of FWCC may not be altered unless express provision is made for such alteration in a Scheme of the Charity Commissioners.

b. The power to amend aims, purposes and rules is provided for in detail by an Order of the Charity Commissioners dated 5th November 2003, clause 3.(1), as follows: "(1) ..., the Commissioners authorise the trustees, subject to the provisions of sub-clauses (3) and (4) of this clause, to make amendments or additions from time to time to the administrative provisions of the governing document (whether contained in the governing document itself or arising by virtue of a valid amendment or addition to its provisions).

c. The Central Executive Committee acting as the trustees shall exercise this power in compliance with the provisions outlined in sub-clauses (2) to (8) of Clause 3 of the Order. Certain of these provisions (in sub-clause (5)) require the prior written approval of the Charity Commissioners before the power is exercised.

d. Subclause (8)(d) of Clause 3 of the Order provides that decisions to exercise this power shall only be validly made if full notice is given to all members of the Central Executive Committee and “the decision of the trustees is approved at ~~the triennial~~ a Plenary Meeting”. In accordance with this provision, only FWCC at a ~~Triennial~~ Plenary Meeting of representatives shall have power to amend, add or delete, on a proposal approved by the Central Executive Committee, any of the aims, purposes and rules of FWCC.

Last revised: By the ~~21st~~ 22nd FWCC Triennial in ~~January 2004~~, August 2007, to be effective upon incorporation into a Scheme adopted by the Charity Commission for England and Wales (sealed ~~2 April 2004~~.....).

Proposal to Incorporate Under New Charity Law

CEC0703. Future Incorporation of FWCC We have learned that English law was changed in 2006 to allow organisations such as FWCC to obtain advantages such as limited liability for trustees by incorporating as a “charitable incorporated organisation.” The first opportunities for such incorporation are expected to arise in 2008. We see advantages to FWCC from this change in our organisation so long as we maintain the objects, aims and purposes of FWCC as they presently exist. We expect the new incorporated organisation would use a constitution essentially following the version of the constitution the 2007 Triennial and the Charity Commission approve. We further expect that upon Charity Commission consent to the change the existing FWCC would transfer all assets and liabilities to the new FWCC incorporated organisation. We recommend that the Triennial authorize the Central Executive Committee and the World Office to follow up on these possibilities as the Charity Commission issues the implementing regulations. We ask the Triennial to empower the CEC to apply for the new structure and incorporate the new organisation if it finds the new structure can serve FWCC’s interests.



Reports

World Office Report May 2007

Overview: The Triennial in 2004 struggled with visioning for FWCC and the World Office and basically sent forth the message that it was time to update and revisit its work. The past three years have been filled with changes in the London office in almost every way possible: location, leadership, and structure. More change, albeit less intense, is anticipated.

Location: The London office moved in May 2004 from offices in Quaker International Centre to offices in Friends House because our landlord Britain YM decided to lease out the premises of QIC. The new space is quite apart from the other activities in Friends House, thereby maintaining a separation from other organisations in the building. It is more convenient for visitors and it has worked well.

Leadership: Following the 2004 Triennial, Duduzile Mtshazo began her service as Clerk, David Blamires as Assistant Clerk, and Nancy Irving and Joseph Andugu began their services as General Secretary and Associate Secretary, respectively. Gillian Smith began service as Treasurer but, after a year, had to withdraw because of her work commitments; Roger Sturge serves now as Treasurer. Another newcomer was Graham Ellis, International Membership Secretary, a part-time position, who began his service in October 2003. Fortunately, continuity was provided by Tom Hill as Clerk of Central Executive Committee, Michael Booth as Financial Administrator, and Thecla Geraghty as Office Manager. Roger Sturge had formerly served as Associate Secretary so he is very familiar with the organisation.

However, the financial difficulties identified and discussed at the 2004 Triennial did not disappear. In 2005, the Central Executive Committee made the difficult decision to not renew the contract of the Associate Secretary position beyond August of that year. This created a large gap in staffing for certain key work such as publications, triennial planning, ecumenical work and visitation to the sections.

Structure: Thanks to a grant from the Joseph Rowntree Charitable Trust, funds became available to engage services on a contract basis for publication [the grant covered other areas as well]. Presently Harry Albright, former editor of *The Friend*, and Graham Ellis are filling that role. A triennial coordinator, Lee Taylor, has also been engaged on a contract basis [‘Contract basis’ means the person does not become an employee, but is hired to do a specific job and does most the work outside the office.]. Thecla Geraghty has taken on the role of triennial registrar. A valiant volunteer, Christina Birch, has taken on the work of travel and visa coordination, a really big task; she works from her home in northwest England.

Having only one senior staff position has meant delegating more work than had been the practice in the past. This has generally worked out well. It is a big change in structure from the past.

Other structural changes include the formation of the International Finance Committee and its subcommittees on investments and on the costed work plan. The committee, which includes the treasurers of the four sections plus members at large, meets by telephone conference call at least quarterly and sometimes more frequently as needed. With the use of email in advance, their work has been very productive and useful.

The results include a new format of monthly financial reports, clarification and simplification of funds, US banking accounts for checking and investment of US dollar contributions, use of a professional financial advisor, support for the Treasurer, and a five-year costed work plan.

As all the Quaker United Nations work is done in the name of FWCC, the World Office is very involved with the separate committees that support each office in Geneva and New York. They each meet twice a year. The Geneva committee had been re-structured several years ago; FWCC appoints half its membership, one from each section plus the General Secretary. One of the accomplishments of 2005-2006 was a similar re-structuring of the New York committee. Both committees now provide much stronger support to the respective offices. The FWCC appointees are now named through the World Office Nominating Committee process.

The General Secretary has taken on a heavier travel schedule to ensure visits among the sections. She has visited in all four sections and is on the road 30-40% of her time. This has presented great challenges for office management, as she is the only full-time employee in the office. The proposed budget includes a re-structuring of staff duties to create a second full-time position to handle all types of communications, but not at the level of an associate secretary.

Innovations: The World Office has upgraded its communications and its 'look'. In particular, its new website has been designed to provide more information about Friends around the world. For the first time, triennial materials were available on line with a PayPal payment option. The most far-reaching addition to the website is the Project Database which is designed to include information about all the Quaker work world-wide. Quaker organisations and groups can enter their information that then will appear in a searchable database for enquirers. We are hoping this will lead to more extensive connections among Friends.

The future includes implementing the re-structured work of the International Membership programme, promoting the use of the searchable database of Quaker activities world-wide on the new website, and carrying out the directions identified at the 2007 Triennial.

Nancy Irving, General Secretary
Graham Ellis, International Membership Secretary
Michael Booth, Financial Administrator
Thecla Geraghty, Office Manager
Lee Taylor, Triennial Co-ordinator
Harry Albright, Publications Director
Christina Birch, Triennial Travel & Visas Coordinator

International Membership Committee Report

[1] History

The International Membership programme originated with the Overseas Membership List administered by the Friends Service Council (FSC) of London (now Britain] YM. In 1977, at the instigation of the FSC, FWCC agreed to take on the responsibility for the isolated Friends and worship groups on the FSC Overseas Membership List.

The responsibility for the work was formally transferred in 1981. The relevant minute of the Interim Committee (now the Central Executive Committee) of FWCC noted “the need for all members of FWCC to be aware of the responsibility all bear for the International Membership and to draw the attention of Friends generally to this responsibility.” [X/IC-21]. The terms of reference of the new committee, the International Membership Committee (IMC), were set out in Minute W/IC-20, Interim Committee 1980:

(3) Our International Membership Committee will act as a Monthly Meeting with the following responsibilities:

- (a) The admission into membership of individual applicants residing in areas where there is no recognised organisation with Monthly or Yearly Meeting status.*
- (b) The receipt of certificates of transfer of membership.*
- (c) The issuing of certificates for transfer of membership, the termination of membership and the recording of deaths of any members on the International Membership List.*
- (d) The maintenance of an official register of members.*
- (e) The care and oversight of those on the International Membership List.*
- (f) The recognition and discontinuance of Meetings for Worship and the establishment and discontinuance of Meetings for Church affairs in areas where no such facilities exist.*

We recognise especially the need to make adequate arrangements for the care and oversight mentioned under (e), and hope that members of the Sections and Asian-West [sic] Pacific Region of FWCC will share fully with us in this.

(4) Seeking the guidance of the Spirit we ask our International Membership Committee to carry out these responsibilities, using the constitution and guidelines for Church affairs of any of our constituent Yearly Meetings as appropriate to the experience and needs of each member or applicant for membership.

[2] Present Position

The IMC (with Libby Perkins as Clerk and Elizabeth Fowler as Assistant Clerk) meets in London twice a year. Now in its care are:

- 86 individual members;
- 6 Monthly Meetings (Barcelona, Seoul, Hill House Ghana, Bogota, Kinshasha, and the General Conference of Friends in India);
- 3 Recognised Meetings (San Jose, Costa Rica; Budapest, Hungary; and Latvia); and
- 30 worship groups (CAMEROUN Douala; COLOMBIA Bogota; CAMBODIA Phnom Penh; CHILE; CONGO Kamina, Brazzaville; COSTA RICA San Jose; CROATIA Vukovar; CZECH REPUBLIC Prague; DUBAI; EGYPT Cairo; ESTONIA Talinn; GREECE Athens; GUATEMALA; HUNGARY Budapest; INDIA Delhi; ITALY Bologna; KYRGYZSTAN Bishkek; LATVIA Riga, Liepaja, Daugavpils; LITHUANIA Kaunas; NIGERIA Agbani, Lagos, Port Harcourt; RUSSIA Novgorod; SIERRA LEONE Freetown; SPAIN Madrid, Malaga; SRI LANKA Colombo).

The IMC is made up of Friends who have extensive experience of living in countries where there is no formal Quaker presence. Those who are able to attend the meetings of the committee in London are supported by 'Corresponding Members' from each of the Sections. This latter group of Friends receive the *Documents in Advance* of meetings of the IMC and can often offer helpful insights from the perspective of their knowledge of their Section. They are also able to help the Secretary with practical issues such as finding visitors to meet with applicants. The visitors' subsequent Reports to the IMC are critical in the discernment process engaged in by the IMC when considering admitting an applicant into membership.

The day to day business of the IMC is directed through the International Membership Secretary, who is employed by the World Office on a part time basis to answer enquiries, carry out the business decided upon by the IMC when it responds to applications for membership at its meetings in March and October, and liaise with a wide range of individuals internationally from prospective applicants and actual visitors to IMC members and Section executive secretaries.

Contact is kept up by the IMC by correspondence and newsletter. *Friends World News* is sent out to members twice a year and a gift of devotional or informative literature is made at Christmas - this year the IMC expect to send to international members the Triennial study booklet *Finding the Prophetic Voice for Our Time*. Members also receive mailings from the Wider Quaker Fellowship two or three times a year.

[3] The Future: Visioning and Proposals



Throughout 2006, an ad hoc 'Visioning Committee', working as a subgroup of the IMC, met to carry out a 'root and branch' rethink of the meaning and structure of the IMC. The reason why it was decided to re-examine the terms of reference of the IMC was that it had become clear that, in the digital age of communications of the twenty first century (and, in particular, in view of the increasingly wide access of people from all parts of the world to the internet), the nature of international membership inherited from the Friends Service Council of London YM in 1981 had changed. People with no previous background among Friends were now finding out about Quakers through websites and making contact with likeminded seekers through email and attendance at international Quaker gatherings. The question uppermost in the thinking of the Visioning Committee, therefore, was how best to serve the needs of these isolated Friends, seekers and worship groups by considering the question primarily from their perspective.

The IMC presented a Report to the CEC of FWCC in Birmingham, England when it met in May 2006 as follows:

06/05 Visions for the Future of the IMC

This is part of a general review of FWCC including the function of IMC.

The central question considered by the ad hoc committee was "How can FWCC best serve and nurture the spiritual needs of these (isolated) Seekers." The needs were identified as the interlocking issues of

- 1. Information on Quakerism*
- 2. Quaker experience*
- 3. Quaker community.*

We recommend the following to the Central Executive Committee (as per attachment or list them here). It is envisaged that this restructuring would not take place until after the 2007 Triennial. Certain aspects e.g. financial could still be fleshed out and the 'Costed Work Plan' could consider this.

We hope that this will give a 'spiritual boost' to all isolated members and strengthen the sense of Quaker community. We release the members of the ad hoc committee and thank them for their service.

Libby Perkins, Clerk, International Membership Committee

After extensive discussion, where both Graham Ellis, the IM Secretary, and Elizabeth Fowler, the Assistant Secretary of the IMC, were able to speak to the IMC Minute and answer questions from CEC members about the scope and approach of the IMC during the visioning process, the CEC made the following Minute with regard to the proposals to restructure the work of the International Membership programme:

CEC06-17. Restructuring the International Membership Work

Elizabeth Fowler, on behalf of IMC Clerk Libby Perkins, presented Paper 19 with the report on the IMC's ad hoc visioning committee. The IMC proposes a paradigm shift from "International Members" to "members of an international monthly meeting", as reflected in 1980 Minute W/IC-20, to be called the International FWCC General Meeting. The proposal aims to involve the international members themselves more directly in the international membership programme. We thank the IMC and the ad hoc committee for the thorough review of the International Membership programme and the helpful suggestions of elements of the restructured programme. We ask the Section Secretaries, the IMC Clerk and the World Office to take this proposal further. We find especially attractive the move toward wider involvement of the international members themselves in carrying on the programme.

In March 2007, the IMC began to map out proposals for taking the restructuring forward. The following factors were noted:

- * the lack of involvement to date of international members themselves;*
- * the need to be clear with the sections about the roles and services;*
- * the need to begin this process in early 2008;*
- * the need to work with the Nominating Committee about posts to be filled;*
- and*
- * the impact of the proposed re-structuring of staff positions within the World Office.*

The following proposals were made by the IMC to be considered by the ad hoc committee and section secretaries this year:

the international membership work to fall under the scope of a totally new International Membership Committee to be comprised as follows:

- 4 people selected by each section's executive committee, preferably an executive committee member or staff person, to act as liaison between the section and the international membership work. This person would also receive 'cc' copies of correspondence with international members within that section.*
- international members from each section to ensure each section has a voice [see appointment process suggested below]*
- 4 international members selected at large [see appointment process suggested below]*
- 2 members from the IM Review Committee*

The work will be served by the newly-created post of Communications Director which will encompass the work of the current International Membership Secretary. The IMC will meet by telephone conference call at a frequency to be determined [likely 3 or 4 times per year]. Its terms of reference were outlined in the Re-structuring proposal approved by the CEC.

International Membership Review Committee: this committee will serve the function of the current IMC in processing and admitting applicants for international membership. It will be comprised of 6 Britain-based Friends [for purposes of economy] plus a liaison appointed by EMES. It will report to the IMC, which will give it guidelines. It will meet 3 times per year. Until the new IMC develops new guidelines, As time passes, it is assumed that the members of this committee will become more diverse.

At the time of preparation of this report to be included in the Documents in Advance for the Triennial, another ad hoc committee and the section secretaries are considering the transition process. A more current report will be available at the Triennial. The suggestion presently being considered for making appointments to the new IMC involves seeking volunteers from among the international members, seeking suggestions from the sections, and referring the discernment to the World Office Nominating Committee to make recommendations to the CEC. This work will move forward even as the potential staff re-structuring takes place at the beginning of 2008.

It is hoped that representatives at the Triennial will be able to understand the reasons for the proposed restructuring of the International Membership programme, the process gone through to arrive at the current position, and will be able to assist with their comments and observations in taking the restructuring proposals forward.

Graham Ellis
International Membership Secretary
5 June 2007



Quaker United Nations Offices - Geneva and New York

Quaker work at the United Nations comes in two particular organizational forms: work undertaken by the Quaker UN Offices in New York and Geneva, and that undertaken independently by authorized representatives of the Friends World Committee for Consultation. It is via the FWCC that Quakers have accreditation for work at the UN. Increasingly over the last three years, efforts have been made to see the two QUNOs as “one office in two settings,” to the extent that this is possible and recognizing the very different settings for UN work represented by New York and Geneva (and Vienna, where much of other FWCC work happens).

Some years ago the Quaker UN Committee for the office in Geneva was established. This governance structure sought to recognize the important administrative and financial backing provided by Britain Yearly Meeting while giving an official voice in the discernment of Quaker work at the UN to the FWCC, through its main office in London and representatives from the FWCC sections. In 2005, a new Committee structure for the New York office was established on a similar basis, recognizing the key role of the American Friends Service Committee [AFSC] and providing representatives from the FWCC central office and regional sections. There is now a single website for both offices, www.quno.org.

Overview of Work between the Two Offices

The Quaker United Nations Offices in Geneva and New York have worked closely together over the past three years, with frequent intervisitation and communication to coordinate efforts.

One continuing focus has been the Great Lakes area of Africa. QUNO, working with other nongovernmental organizations, set up the Central Africa Policy Forum to keep that region’s problems in clear view of the UN. Some success has also been achieved in ending the war in Northern Uganda, as QUNO and its allies gained the attention of the Security Council and the Secretary-General for that long-term conflict. QUNO is also beginning efforts to support the fledgling Peacebuilding Commission, particularly in its attempts to help Burundi, where there is a strong Friends presence.

Work on disarmament has centered on small arms and light weapons, where some successes have been gained. QUNO has also continued to work on the problem of child soldiers. And to illustrate the long, slow, patient work needed in the international arena, fifty-six years of QUNO work towards making conscientious objection to military service an international right finally reached its goal in November 2006 as the Human Rights Committee recognized that right as protected by the Civil and Political Rights Covenant for the first time.

QUNO also continues to work on global economic issues, particularly intellectual property and international trade in services, the latter as it pertains to developing countries.

Program Areas

UN Global Study on violence against children (Triennial Minute 21/21)

QUNO Geneva submitted information on girls in prison, on babies and young children in prison with their mothers, and, together with the Coalition to Stop the Use of Child Soldiers, on military schools and children in (peacetime) armed forces. All of these are reflected in the report.

Women and their children in prison (Triennial Minute 21/21)

QUNO Geneva has published its work on women in prison and children of imprisoned mothers, researching and publishing a series of papers in English, French and Spanish (available from the QUNO website), and raising the issues with various UN bodies, so that they are now being taken up regularly through the UN human rights system's interactions with States.

Child Soldiers

QUNO Geneva has continued to serve on the Steering Committee of the Coalition to Stop the Use of Child Soldiers. QUNO's research on adolescent volunteers was published in 2004 by the International Labor Organization (Rachel Brett & Irma Specht, *Young Soldiers: Why They Choose to Fight*). AFSC Andean Program translated and published it in Spanish (available from QUNO's website). QUNO promoted greater attention to the situation of girl soldiers and their demobilization and reintegration needs, making input to the report being prepared by the Special Representative of the UN Secretary-General on Children and Armed Conflict, and more generally to the ten-year strategic review of the UN Study on the Impact of Armed Conflict on Children (Machel Study).

Conscientious Objection to Military Service

FWCC, through QUNO New York, made its first submission to the UN on this subject in 1950. In November 2006 the Human Rights Committee for the first time held that a Government had violated the International Covenant on Civil and Political Rights by not providing for conscientious objectors. QUNO Geneva was involved with the preparation and presentation of this case (from the Republic of Korea) to the Committee, as well as having worked on the issue throughout the intervening fifty-six years. It is now important to follow up on this decision to ensure that it is known in countries where this continues to be a problem, as well as to broaden the Committee's interpretation of the scope of grounds for conscientious objection.

Refugee Protection

QUNO has promoted discussion and dialogue between government representatives from all regions of the world, humanitarian organizations, and the Office of the UN High Commissioner for Refugees, in addition to making specific input on issues relating to refugees and internally displaced children and women.

Northern Uganda

Tangible outcomes are beginning to emerge from QUNO's work on Northern Uganda. In January 2006 QUNO hosted the visit of the Archbishop of Gulu, Northern Uganda. As part of his visit he addressed the UN Security Council in a debate on peace, security and development in the African

Great Lakes region, which led to the adoption of a resolution on the Great Lakes that mentioned the crisis in Northern Uganda for the first time. The Secretary-General issued a fourteen-page report that highlighted concerns about the crisis and offered his recommendations for a way forward. In addition, the Secretary-General appointed Joachim Chissano, former President of Mozambique, as Special Envoy for affected regions of Northern Uganda and affected regions.

QUNO, along with its partners, has worked closely with the UN Secretariat and members of the Security Council to develop these opportunities and to ensure that momentum continues. There are many thematic issues that are addressed, including peacebuilding, children affected by armed conflict, displaced persons, reintegration and reconciliation, and protection of civilians. QUNO has become a trusted partner within the UN community, and, therefore, QUNO is increasingly asked to contribute to these thematic debates.

Through its close working relation with OCHA, QUNO introduced the work of QPSW [Quaker Peace & Social Witness of Britain YM] to the UN country teams of Uganda, Sudan and the Democratic Republic of the Congo, and QPSW presented its paper on the Lord's Resistance Army (LRA) and why mid-level commanders come out of the bush. This research has been eagerly received, and the UN is now considering how to work with Quakers to develop leaflets urging return in South Sudan, where the bulk of LRA combatants remain.

It is clear that increased attention by the international community has helped move the Government of Uganda to be more responsive to the needs of the people of northern Uganda. The Government engaged in peace talks hosted by the Government of Southern Sudan with the LRA, the "Juba talks." There is very cautious optimism that these talks could yield a peaceful settlement to twenty years of fighting, but it is also clear that continued external pressure is essential to keep the momentum going.

Central Africa Policy Forum

QUNO worked with the International Crisis Group, the Ralph Bunche Institute of the City University of New York, Conflict Prevention and Peace Forum, Franciscans International, and the Mennonite Central Committee to establish the Central Africa Policy Forum. QUNO, along with its partners, feels strongly that to understand conflicts in this region, it is critically important that the issues are interrelated and crosscutting, something the UN has struggled with. The CAPF has hosted twelve meetings since February 2006, well attended by Mission staffs, the UN Secretariat, and other NGOs.

Iran

QUNO anticipated that its Quiet Diplomacy might be useful for work at the UN on the current issue of Iran's nuclear program and responded immediately to efforts being discussed by the Mennonite Central Committee to raise this issue at the UN. This work has been propelled to the center of QUNO's programs, most especially due to an opportunity to organize a meeting of religious leaders with Iran's President Mahmoud Ahmedinejad in New York. At that meeting the president extended an invitation for continued dialogue in Iran, and a delegation of thirteen U.S. religious leaders visited Iran February 17-25, 2007, in hope of defusing tensions between the U.S. and Iran. The U.S. delegation included representatives from the Quaker, Mennonite, Episcopal, Catholic and United Methodist churches, as well as the National Council of Churches, Pax Christi, and Sojourners/Call to Renewal.

Peacebuilding and the work of the Peacebuilding Commission (PBC)

The two QUNOs, in cooperation with Canadian Friends Service Committee [CFSC] and Friends in Burundi, are actively preparing a strategy and action plan for encouraging the work of the Peacebuilding Commission, which held its first meeting June 23, 2006, and elected a chair (Angola) and two vice-chairs (Norway and El Salvador). It was agreed that Burundi and Sierra Leone would serve as the first two case studies for the PBC's work. Country specific meetings began in October 2006. Civil society processes were held in both Burundi and Sierra Leone offering recommendations to the Organizational

Committee from NGOs on the ground. Members of the PBC visited Sierra Leone and Burundi in April and May, 2007, to learn directly of the problems faced. A positive step was taken by the PBC with a series of informal discussions with NGOs on the work of the PBC.

QUNO is part of a group of organizations seeking to enhance the contributions of Geneva-based intergovernmental and non-governmental bodies into the work of the PBC and will be supporting the development of a Geneva peacebuilding platform. We believe that Friends' peacebuilding experience has a great deal to offer the PBC, particularly the experience of local Friends in Burundi through their work in such areas as "Alternatives to Violence" and trauma healing. We shall seek to bring this experience to bear on appropriate PBC processes. In addition, Friends' work in "restorative justice" will be of relevance to the governance and transitional justice dimensions of the work of the PBC.



Indigenous Peoples' Rights in a Global Context (Triennial Minute 21/22)

Friends around the world have worked for many years on the drafting of the Declaration of the Rights of Indigenous Peoples. After many years of advocacy, the Declaration was set to be adopted by the UN Commission on Human Rights during Spring 2006. Following the 2005 Millennium Summit, however, member states agreed on reforms that would replace the Commission on Human Rights with a Human Rights Council. This process of UN reform put the adoption of the Declaration in jeopardy, and Friends needed to move quickly to ensure that the issue was included on the agenda of the newly formed body. These concerns shaped much of the work on indigenous peoples' rights leading up to and during the 2006 Permanent Forum and was a major focus of Friends' work at the Permanent Forum.

QUNO continues to play a linking role between work taking place in various parts of AFSC and CFSC, taking on a supportive role in helping to arrange logistics around accreditation and reservation of meeting rooms. AFSC and CFSC partners have indicated that QUNO assistance is helpful to their work in New York. QUNO Geneva has supported the Canadian YM Quaker Aboriginal Affairs Committee in relation to the rights of indigenous peoples and in particular in the adoption by the UN Human Rights Council of the Draft Resolution on the Rights of Indigenous People, including arranging specific meetings with African governments to promote their understanding of the Declaration, and making oral statements at the Commission and then the Council, including continuing to remind States of the need for adoption by the UN General Assembly.

Disarmament

The main focus of QUNO's disarmament work has been in small arms and light weapons, an area of immense relevance to other work on development, human rights, children in armed conflict, specific violent conflict settings, and peacebuilding. A major focus has been on supporting the implementation of the 2001 UN Program of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in All Its Aspects (PoA). This has been done through active programs with diplomats, UN agencies, and other NGOs, including a presence at the Biennial Meeting of States in 2005 and the 2006 Review Committee of the PoA, where QUNO had a small team presence. In addition, work has continued in QUNO's pioneering small arms "demand" work.

The chief written result of this work was the publication in 2006 of *Demanding Attention: Addressing the Dynamics of Small Arms Demand* (authored by David Atwood, Anne-Kathrin Glatz, and Robert Muggah, and published jointly by QUNO and the Small Arms Survey). Other significant disarmament related work has been in the area of biological weapons. In addition, QUNO is working closely with new initiatives originating in Geneva on the general theme of "armed violence and development."

Global Economic Issues

The program on global economic issues is concerned with the multilateral negotiations taking place at the World Trade Organization and related UN agencies. The program seeks to enhance equitable and just trade rules through supporting country negotiators with technical and legal aid, off-the-record dialogues, and publications. QUNO has been asked by the African and Least Developed Countries to work on intellectual property and the General Agreement on Trade in Services.

Intellectual Property

Internationally binding rules on intellectual property limit the ability of developing country governments to set policies in critical areas such as health, education, food security, and economic development. They also transfer billions of dollars in royalty fees from developing countries to Europe, the U.S., and other industrialized countries.

Trade in Services

International trade in services seeks to liberalize sectors such as banking, telecommunications, health, and other public utilities. Developing countries are concerned that national companies cannot compete against multinationals which could lead to foreign ownership of banking, power supply, and public utility sectors. Multinationals also want to liberalize the “temporary movement of service suppliers” to allow their accountants, lawyers, and engineers to move freely into developing countries. European and North American governments, however, are not willing to allow construction workers, mechanics, and laborers from developing countries to have the same access.

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Africa Section Report

We give glory to the Almighty Father who has sustained us since the last Triennial Conference which was held in New-Zealand 2004. Many activities and a few changes have taken place since then which I have the pleasure to share with you in a summary form.

1. (a) The number of countries covered in the Africa Section is 17
(b) No. of Yearly Meetings is 20, and eight (8) worship groups.
(c) Total population is over 350,000
2. Our office is still situated at Friends International Centre on Ngong Road – Nairobi - Kenya

Changes which have taken place since the last Triennial Conference are as follows:

a) **Staff Members**

- * Joseph Andugu retired in June, 2004 as Executive Secretary and was replaced by Moses Musonga
- * Helen Musotsi retired in June, 2006 as the Assistant to the Executive Secretary and was replaced by Edith Mijega
- * The following members of the Executive Committee – AS have now retired after completing their term of service: Reuben Shibusse, Steven Guloba, Silver Kutosi, and Rose Imbega
New members to the committee have replaced them: **Andrew Kurima, Joseph Makokha, and Lydia Bakassa**

b) **Executive Committee**

Steven Guloba retired as the Clerk of the Section and was replaced by Gladys Kang'ahi. Since the last Triennial Conference the Executive Committee has been meeting three times per year without fail. During their meetings, they have received reports from the Executive Secretary and discussed items of agenda arising from the Section activities. Some of the important decisions made by the Committee included the following:

- * Chwele Yearly Meeting and the Evangelical Friends Mission – Uganda were accepted as members of the FWCC
- * USFW-Kenya was accepted as an affiliated member of FWCC-Africa Section as was the Young Quaker Christian Association
- * The Personnel Handbook for the FWCC-AS was designed developed and adopted
- * The Constitution of the Section was amended to make a distinction between membership and Affiliation to the Section

A Section Newsletter was developed and approved for circulation all over the world. The 1st edition has already been done.

FWCC-AS Events and related activities

1. The World Gathering of Young Friends

Our Section Office supported the YQCA by hosting the Post World Gathering of Young Friends at Kanamai – Mombasa in October 2005 which was very successful. The gathering brought together some young people who had attended the world gathering in Lancaster and those who failed to get their visas to UK. The World Office was represented by Roger Sturge (Treasurer FWCC). Eden Grace represented the FUM Africa Ministries Office.

Representatives Meeting

A successful Reps meeting for all the members from Africa Section was held in Kenya in February, 2006. It was also attended by Nancy Irving from the World Office. John Muhanji represented FUM Africa Ministries.

Triennial Conference

The Section Triennial Conference was held in Kampala in January/February 2007. The conference which attracted reps and members of Friends from Africa was very successful and was attended by Nancy Irving (FWCC World Office), John Muhanji (FUM) and Jacob Neyole (FCK).

YQCA Triennial Conference

The Young Quakers Christian Association was established and is supported by the Section Office. They held their Triennial Conference in Kigali in December, 2006 at the Friends Centre – Kigali.

Friends Church in Kenya (FCK) Triennial Conference

The above mentioned conference was held in April, 2007. This is a conference which brings together all the Yearly Meeting leaders and reps for a conference. The Clerk of the Section and the Executive Secretary attended the conference.

USFW-Kenya Conference

It was held in April, 2006 at Kakamega High School. This is a meeting which brings together all the Quaker women from all the Yearly Meetings in Kenya. It was then that Gladys Kang'ahi (Clerk) officially handed over her responsibility as Clerk for women in Kenya to Dorothy Selebwa.

USFW – Kenya Prayer Day

This is a one day activity that brings together women from all the Yearly Meetings in Kenya for prayers. Apart from other concerns within Kenya and around the world, the women prayed for peace in Mt. Elgon Kenya where there has been clashes for some months. Some lives have been lost and many people have been displaced from their homes. Some Friends from Chwele Yearly Meeting have been affected by these clashes. Some Quaker schools within the area have been closed and churches have become a safe haven for providing shelter for the displaced.

QPN Meeting

A Quaker Peace Networking Agencies (QPN) Conference met in Kibuye Rwanda and was attended by two staff members from both QUNOS Geneva and New York, and the Deputy Director of AFSC Africa Region. It was decided that a letter be written to the President of the Republic of Kenya, requesting his intervention into the clashes which were going on in Kenya, and suggested a peaceful approach to the root cause of the problem and to minimize military intervention which was provoking the situation rather than solving it.

Ecumenical Accompaniment Program for Palestine and Israel

During the reporting period, our Section was appointed by the World Council of Churches to participate in the EAPPI activities. Three members from the Section have already participated in this programme. The activity involves accompanying and staying among the Palestinians, and witnessing their daily activities including the strife between them and Israelis. They had to report back their experiences for people to understand what is happening in the Middle-East.

Friends in Tanzania

The Clerk and the Executive Secretary visited the Quakers in Tanzania two times during the reporting period. The following is the report which has been divided into three categories as follows:

1. Mugumu Friends (always referred to as Tanzania Yearly Meeting)

This is the oldest group of Friends in Tanzania. They are situated on the western parts of the country, bordering with Kenya. Friends church has been existing in this area since 1952.

Unfortunately it has been a victim of bad governance over the years which have paralyzed its existence and credibility. As a result the church has lost many members to other churches and its supporters have stood aloof.

The last visit by the Clerk and the Executive Secretary was done in March, 2007. We were able to meet with the remaining members of the church and discuss how to revitalize the surviving members of the church. They have decided to dissolve the leadership and appoint an interim committee to oversee the affairs of the church.

Evangelical Friends Church in Kigoma – Tanzania

This Evangelical Friends was started in the late 1990s on the shores of Lake Tanganyika. The starting of this church in this area was influenced by the presence of Quaker refugees from Congo. They have three village meetings and are in the process of constructing their own church building. They have a full time pastor who is acting as the head of the church. The total membership is 150.

Friends Church in Mbeya Region – Tanzania

This is a group of Friends which was started in 2005 through internet communication between the Executive Secretary and Barnabas Mwaihojo who was a seeker. They now have 4 village meetings which have formed a monthly meeting of Kyela. The total membership is approaching 200. The same group is setting up a church in Dar es Salaam.

Pemba Friends

It is known on record that there used to be the presence of Quakers on the island of Pemba which was started by the Quaker Peace and Social Witness (QPSW) of Britain Yearly Meeting. This group of Quakers in Pemba has ceased from being active. We shall soon be sending Barnabas to visit the place and give us an update.

Notes

Our Section is very keen on revitalizing the Friends Church in Tanzania and if possible revives the groups that have been inactive. A proposal is being worked out on how to put them together under one Yearly Meeting.

Evangelical Friends Churches in Central Africa

The Evangelical Friends Churches (Yearly Meeting) namely:

- Evangelical Friends in Rwanda
- Evangelical Friends Church in Burundi
- Evangelical Friends Church in Congo

They all have been very active in FWCC-AS activities. The Friends church in Rwanda and Burundi have been referred to as, peace churches because of their role in peace building in the Great Lakes Region. They are very busy involved into reconciliation and rehabilitation work within their respective countries. Our office in cooperation with the YQCA has organized exchange programs between Kenyan youths and the youth leaders from the two countries. We are also giving them priority for conferences and gatherings of young people and other activities in order to cooperate more closely.

Friends in Congo Brazzaville

The Executive Secretary had the opportunity of meeting with the leader of the Quakers in Congo Brazzaville a couple of times. We are working out a way for them to network with Congo Yearly Meeting.

We have also been in touch with the youth from Kinshasa who attended the Kanamai Conference in Kenya.

Friends in West Africa

The Secretary has also met with the Quaker leaders of Sierra Leone, Ghana, and Liberia. They feel very strongly that someone from FWCC-AS should pay them a visit.

Friends in South Africa

Friends in South Africa have been involved into FWCC-AS activities by attending our gatherings whenever funds are available. One of their members is Assistant Treasurer of FWCC-AS.

QPN Meeting

This is a meeting which brings together all the Peace Quaker players in Africa for meetings. They have divided the continent into four regions which hold meetings annually to discuss and exchange views on their peace activities in Africa. The last conference was held in Rwanda and brought together many reps from all parts of Africa including West Africa, South Africa, East Africa and Central Africa.

For further information please visit our website as follows: <www.fwccafrika.org>

Moses Musonga, Executive Secretary

Gladys Kang'ahi, Clerk

Asia West Pacific Section Report

Greetings from the smallest Section of FWCC, which enjoys the largest geographical boundaries and where two thirds of the population of the planet live.

At the Auckland Triennial a new executive was established, with Dilawar Chetsingh from India as Clerk, Kenneth Co Ching Po from Hong Kong SAR China, as Secretary, and Valerie Joy from Australia, Associate Secretary. With our current Treasurer, Topsy Evans from Australia and committee members Naomi Backes Kamimura from Japan YM, Bong Soo Kwag from Seoul MM and Patricia Macgregor from Aotearoa/NZ YM, we are now well represented across the Section. Lively interaction takes place regularly and also with the New York and Geneva QUNO representatives.

Item 1: Snapshot of the Section: There are 2,565 Friends coming from Aotearoa/New Zealand, Australia, India, Japan Yearly Meetings and Seoul and Hong Kong Monthly Meetings. In addition there are 10,050 Quakers not affiliated to FWCC, from the Philippines, Indonesia, Taiwan, Nepal, Sri Lanka and Cambodia, with whom we have some developing relationships.

Item 2: Contact Information: This is on the AWPS website and is updated regularly. Go to www.fwccawps.org

Item 3: Handbook: This is also on the website. It was last updated in 2005. Shortly a new section on finances will be added to this document. It will cover wills and bequests, fund raising and other information on how we operate financially.

Item 4: Friend who has died: In AWPS, we mourn the loss of Kamala Kanswar, who died in a tragic accident on 7 December, 2006. Kamala, who was from GCFI, attended several FWCC Triennials/ Gatherings as a representative and also served several years up to the time of her death, as a Correspondent for the International Membership Committee of FWCC.

Item 5: How does AWPS work towards the goals of FWCC?

“To encourage and strengthen spiritual life within the Religious Society of Friends, and its outreach in the world, particularly in the AWPS, through such measures as worship, intervisitation, study, conferences and a wide sharing of experiences at the deepest level”

The Section gathering in Seoul November 2005 was a deeply spiritual event. Despite their small numbers, Seoul Friends arranged a culturally interesting program within the time available for business and worship at Kwanglim Seminar House on the outskirts of Seoul. A visit to the DMZ ensured that the issues around re-unification between North and South Korea were understood. We also learnt more of Ham Sok Hon, sometimes known as the Korean Gandhi, and the elements of Minjung Theology.

Following the Seoul Gathering, ten Friends journeyed on to Japan to attend Japan Yearly Meeting in Mito. We enjoyed worshipping together in their meeting house, and hearing of the many ways this Yearly Meeting is committed to the Peace Testimony.

Kenneth Co attended the Section of the Americas Annual Meeting in March 2007, thus strengthening our ties there. Topsy Evans, with David Evans visits and worships with Friends internationally en route to Geneva, as does Linley Gregory, the AWPS representative on QUNO NY committee. Valerie Joy has devoted a lot of time to a traveling ministry. Young Friend Aletia Dundas is currently working with David Atwood at QUNO Geneva, and recently reported on a meeting of the Africa Quaker Peace Network in Rwanda.

Australia Yearly Meeting has inaugurated an annual invitation of an AWPS representative to their Yearly Meetings each January, which provides depth of understanding of FWCC in that country. Dilawar Chetsingh spent the month of January traveling as their visitor. AYM has also produced a “Directory for Travelling Friends”, which encourages Friends from other countries to stay with Quaker hosts and learn of one another. Aotearoa/New Zealand YM and Australia YM reciprocate with both older and Young Friends being sent as representatives to each other’s Yearly Meetings.

“To help Friends to gain a better understanding of the world-wide character of the Religious Society of Friends and its vocation in the world, with special emphasis on scattered groups of Friends and isolated members”.

Our vehicle for regular communication is the AWPS Newsletter, either by post, or increasingly read on-line. The development of the website to its current level, enables Friends everywhere (plus general enquirers) to read what is taking place in the Asia West Pacific region. Our further vision is to develop an interactive website, with a secure area for members to communicate. The web will also have an educational aspect, with important information posted on our site. The second goal in communication is to recognize that in many places English is not well understood or used, and to develop translations of all significant documents, to be printed in hard copy or on-line.



In AWPS we understand how distances do keep us separated, and thus we welcome any opportunity to learn of one another and encourage each other with a tender hand.

“To promote consultation among Friends of all cultures, countries and languages. To bring the different groups of Friends into closer communication with one another, to seek their common Quaker heritage, to share experiences, and to come to some measure of agreement in regard to their attitude to world issues.

Work is in hand in Bhopal India, for the three-yearly Section Gathering to be held at the Catholic Pastoral Centre from 6-12 November 2008.. Bhopal is the site of one of the world’s largest industrial accidents, and in 2002 we heard descriptive reports from local Quakers affected by the release of poisonous substances.

With careful budgeting, we hope to be able to offer subsidized places to Friends from non affiliated YMs in the Philippines, Nepal, Indonesia and also the Africa Section, as well as Young Friends and subsidized rates to Indian Quakers. The theme for this Gathering is “**Seeking together with hope: Working together with delight**”. A study booklet on the theme is in course of production. We welcome enquiries from Friends in other Sections to join in this event. If agreed upon, the CEC meeting may be held in association with the Section Gathering, with each learning the perspectives of one another. Plans are in train for a Young Friends work camp to be held in Mid India, in association with the Gathering.

“To promote understanding between Friends everywhere and members of the Christian Church, and also members of other religious faiths. To interpret the specific Quaker message to those who seek further religious and spiritual experience.”

At the Seoul Gathering, we were drawn to a deeper understanding of what it means to be a Quaker minority in a culture which is either apathetic towards or antagonistic to Christian activities. We heard of the energies expended by Indian Friends in lengthy court disputes over alleged attempts at “conversions by inducement”, loss of property or other matters. Japanese Friends sadly see their numbers diminishing, with few younger people attracted to Quakers. Korean Quakers are dealing with victimization over centuries by larger, stronger nations, plus a described lack of fervour in the substantial Christian community for the messages of love and peace preached by Jesus.

In January 2007, Kenneth Co attended the Philippines Yearly Meeting, to discuss their ideas around becoming affiliated with FWCC. They signaled that it is not yet time, but these Friends do keep in touch, and we with them.

We are pleased that our connection with Indonesian Friends is growing. This is enhanced by Quakers who also work in peace building, such as the Alternatives to Violence Program and those involved with the Center for Security and Peace Studies in Yogyakarta. We have intermittent contact with Friends in war-torn Nepal and look forward to strengthening those ties.

“To keep under review the Quaker contribution in world affairs and to the world Christian mission; to facilitate the examination and presentation of Quaker thinking and concern in these fields; and to encourage Friends to co-operate as far as possible in joint action with other groups having similar objectives”.

In December 2007, the second in the series of the World Council of Churches conferences titled “Peacemaking in Asia” will take place in Solo Indonesia, where 20 Quakers will join with members of the Mennonite Church and Church of the Brethren. We are committed that both evangelical and unprogrammed Friends in Asia should be represented at this event, including our Secretary Kenneth Co.

Individual Friends in all affiliated Yearly Meetings are heavily involved in the environmental movement, seeing this as a social justice issue- that our descendents will inherit a healthy ecology. Pacific nations, Bangladesh and other low lying places are already under threat of losing part or all of their usable land. The 2005 tsunami and the Jogjakarta earthquake in that same year, brought forward direct assistance from Yearly Meetings, both in our area and from other parts of the world. Our QUNO representatives work hard in many areas: the Peace Building Commission, which aims to coordinate peace building activities in countries such as Burundi, which have suffered genocidal conflicts; monitoring conflict areas throughout the world; disarmament and chemical weapons. Australasian Quakers are being led by Christina Gibb to form a branch of Christian Peacemaker Teams in the AWPS region, to monitor human rights abuses in areas of high conflict, such as Palestine, Iraq and Colombia.

The first Korean female Prime Minister, Han Myung Sook, is connected with Seoul Monthly Meeting. She retired recently from this role, but during her political career, Han's social activism and struggles for equality and justice have pointed many in South Korea towards a fairer society within, and outwardly to negotiate peace in North Asia.

Kenneth Co Ching Po
Executive Secretary

Valerie Joy
Associate Secretary

Dilawar Chetsingh
Clerk

Europe and Middle East Section Report

Overview

As Sections of FWCC go, and in Quaker terms, EMES is the least diverse. The eleven yearly meetings (with a total membership of less than 19,000) are all in the un-programmed tradition, as are the three monthly meetings and two recognised worship groups under the care of EMES. The *Athens Christian Friends Meeting – Traditional* which is an associate meeting of Ohio Yearly Meeting is in contact with the Section, and missionaries from Northwest Yearly Meeting now settled in Russia have good links with Moscow Monthly Meeting, other isolated Quakers in Russia and the wider European Quaker community. The Section is aware of other missionary activity and Friends churches in Central Europe but as yet has no links there.

Ministry and Outreach

Within Europe and Middle East Section in recent years we have been challenged by the needs of new groups for spiritual nurture and connection with the wider Quaker community, by seekers who are attracted to the Quaker way but do not have local meetings for support, by established small Yearly Meetings and groups requesting assistance from EMES, and by the potential of new technologies. There is growth in the number of enquiries from new areas; recent contacts have come from Siberia, Georgia and the Ukraine. Some of these have been coming through personal contacts but increasingly through Russian-speaking seekers accessing the web-sites of Friends House Moscow and the Latvian Quaker Group and other Russian language religious forums.

Over a period of six years experience was gained through two different "Visiting Friend" programmes. In the first three years EMES appointed one experienced Friend per year to travel in the ministry. Each of the visitors travelled extensively and their visits were welcomed. However a review led to the proposal that the needs of groups could be better met if they were able to establish an ongoing relationship with a Visitor who would return. Under the second three year programme seven Friends were appointed as Visiting Friends for a period of three years, each linking with a particular group or area and agreeing an ongoing programme of visits with the local Friends. Thus EMES was able to respond flexibly to

needs that varied from helping existing small yearly meetings with internal issues, support of monthly meetings under the care of FWCC, to working with regional groups in Central Europe and the Baltic States. The Visiting Friends have been unpaid volunteers, receiving cover for expenses only. In addition the Executive Secretary acted as Visiting Friend to the two Monthly Meetings in the Middle East, Brummana and Ramallah. Visits involved providing leadership for gatherings and retreats, one-to-one meetings, support for clerks and others, participation in yearly meetings, teaching on a range of topics from testimony to business method and, perhaps above all, shared worship and listening.

New Ministry and Outreach Coordinator



In reviewing the second Visiting Friend programme, the Executive Committee felt it appropriate to have a dedicated staff post to concentrate on Ministry and Outreach. With the financial support of Joseph Rowntree Charitable Trust we have been able to make the appointment of Julia Ryberg as Ministry and Outreach Coordinator for an initial period of fifteen months. Her programme includes arranging gatherings for Friends Travelling in the Ministry, looking at their needs for initial induction and ongoing nurture and times of retreat and shared reflection, exploring with groups, especially in Central and Eastern Europe how best they see their own ministry and

outreach being supported, and developing further the use of email and internet connection for on-line study and building Quaker community for very isolated Friends. (Some isolated Friends live thousands of miles from their nearest Quaker neighbour.)

In developing this work EMES is working closely with a number of Quaker agencies including Woodbrooke Quaker Study Centre, Friends House Moscow, Europe and Middle East Young Friends and FWCC's own International Membership Committee.

Annual Meetings of FWCC-EMES

Annual Meetings of the Section for representatives and invited guests have been held in Sweden (2004), Switzerland (2005), Scotland (2006) and the Netherlands (2007). For 2008 a joint meeting with Europe and Middle East Young Friends is planned to take place in Austria. This will take the form of a larger open conference and applications to attend will be accepted from any Friend in the section. We hope this will offer more Friends the joy of connection with the wider Quaker family and help to build the European Quaker community.

Governance

Over recent years it had become apparent that it was no longer appropriate for FWCC-EMES to remain an informal body with no legal status or registration in any country. After investigation of the possibilities for registration in various European countries the Executive Committee recommended to the Annual Meeting that registration should take place in Scotland. This particular registration was not dependent on the future registered office remaining in Scotland (unlike a number of other options we looked at) and also gave particular benefits in relation to eligibility for tax relief on donations coming from within Britain Yearly Meeting, the largest yearly meeting within the Section, and therefore the major source of income. Minor changes were made to the FWCC-EMES Constitution, which continues to mirror that of the World Office. Registration as a charity under Scottish law was granted following the Annual Meeting in 2005.

Finance and Fundraising

FWCC-EMES Representatives took back from the Auckland Triennial the request to yearly meetings to increase annual contributions to FWCC by 10% over the following three year period. Some yearly meetings achieved this but not all. As the larger yearly meetings were among those which did not substantially increase the contributions a significant shortfall remains. Staffing has been kept tight. The Executive Secretary post has remained part-time and in 2007 it was necessary to reduce the Administrative Assistant hours from 16 to 8. At the Annual Meeting in 2007 we launched a special fundraising effort and plan a joint funding review with World Office.

Publications

There is a new FWCC-EMES publication in 2007, *Friendly Advice on Quaker Ways*. This was written in response to the needs of small groups, especially the newly emerging groups in Central and Eastern Europe. Also available again is the popular *Meeting the Spirit* which had been out of print for some time.

The Section newsletter, *Among Friends*, is now published quarterly and has expanded over the past few years to include more articles and news items.

All the above publications are in English although *Meeting the Spirit* is now also available in many European languages. The Section has a small budget for publications and aims to support the translation of Quaker materials into languages other than English.

Quaker Youth Pilgrimage

In 2004 EMES hosted a successful pilgrimage, which visited traditional 1652 country in England before going on to follow in George Fox's footsteps in the Netherlands and northern Germany in 2004, with the help and guidance of Dutch Friends. Following that pilgrimage in 2004 the European Committee were grateful to the Section of the Americas for agreeing to change the pattern of pilgrimages from two in Europe to one in the USA over a six year cycle so that they now alternate between the Sections. This has released the pressures on the small European Committee that does not have the benefit of staff time allocated to the pilgrimage. The committee has now built up in strength and is busy planning, and recruiting leaders for, a pilgrimage in England, Scotland and Ireland in 2008. Each pilgrimage is dependent on the dedication of inspiring leaders and we are glad that each time Friends willing to take on this demanding volunteer task have been found. It is clear from participant feedback that QYP continues to inspire and provide transformative experience for the young pilgrims.

Peace and Service Consultations

The annual consultations for representatives from the Peace and Service Committees of yearly meetings and from Quaker agencies in the section have continued. The EMES Executive Secretary provides administrative support for, and coordination of, these events. The focus in 2004 was on the work of Quaker agencies with a visiting speaker from the USA, Ned Stowe, of Friends Committee on National Legislation and involvement of the representatives from Quaker United Nations Office-Geneva, and the Quaker Council for European Affairs in Brussels. In 2005, alongside reports on the usual business of the peace and service committees, we also had visitors from a British campaign against the use of taxation for military purposes, the Peace Tax Seven. In 2006 there was a significant information-sharing session on the range of Quaker involvement in the Middle East. We were painfully aware of the hardship experienced by everyone in the Middle East, but saw some signs of hope in the numerous projects which exist to bring people together to reach mutual understanding and to find common solutions. Representatives of service agencies agreed on a new piece of work to investigate the possibility of European funding for future joint projects.

Middle East Yearly Meeting

Of the eleven yearly meetings in Europe and Middle East Section this is the only one which has been unable to meet in recent years due to ongoing conflict and instability in the region. There was a plan to hold MEYM in Lebanon in 2006 but this had to be cancelled at the last minute due to the quite unexpected war with Israel. Again in 2007 the situation is just too unstable for a Yearly Meeting to be contemplated. Fortunately travel by individuals to both Brummana Monthly Meeting and Ramallah Monthly Meeting, and to the Quaker schools in the two towns, has continued and representatives from each of these Monthly Meetings have been able to get to the occasional European Quaker meeting.

We rejoiced with Ramallah Friends on the re-opening of their Meeting House and its new use as **Friends International Centre**. FWCC-EMES has continued to channel contributions to a small "Hardship Fund" held by Ramallah Monthly Meeting and encouraged meetings around Europe to contribute to the work of the Friends International Centre.

Amari Camp Friends Play Centre. The Centre which was set up by Ramallah Friends with the support of FWCC-EMES in the 1970s is still very popular and relies on the financial support of Friends around the world. It is now housed in bright premises attached to a girls' school and caters for about 45 children in the pre-school year. It is the only such play centre in a refugee camp with 9000 inhabitants where unemployment, poverty, a lack of freedom of movement and a sense of despair prevail. On Violet Zaru's retirement in 2005 the formal arrangements for the management of the project were reviewed. FWCC-EMES remains the responsible international body registered with the United Nations Refugee Agency and is the point of contact for European donors. Friends United Meeting remains the point of contact for donors in the USA and has agreed that the Director of Friends Schools, Ramallah, can be involved ex officio in the management committee. The FWCC-EMES Executive Secretary visits and attends an annual management meeting.

Europe and Middle East Young Friends

Young Friends continue to hold a Spring Gathering and an Autumn Annual Meeting each year. Their most recent gatherings having taken place in Spain and in Russia. They are also looking at organising workcamps in future. In April 2007 some Young Friends joined Hungarian Friends who were organising a workcamp with villagers in an area of Serbia where there have been ethnic conflicts.

Woodbrooke Quaker Study Centre

We have been pleased to work in close cooperation with Woodbrooke (the only Quaker college in Europe) and there have been a number of new initiatives thanks to funding through the Gwen and Corder Catchpool Fund. Special courses have been held at Woodbrooke for translators, for European clerks, and other specific groups. Woodbrooke has also gone "on the road" to Latvia, Poland and Moscow in addition to places closer to Birmingham. Friends from across the continent have received bursaries enabling them to attend courses at Woodbrooke. We are jointly planning new on-line study options for isolated Friends and in languages other than English.

Ecumenical connections

Most links within the Section are at national level. FWCC-EMES lacks the numbers and resources to play a major role at European level. However the Section is affiliated to Church and Peace and sends representatives to its annual meetings and is also the point of contact for European Quakers with the Council of European Churches.

And finally.....

Between Annual Meetings the work of the Section is carried out by a hard working Executive Committee of seven Friends: four representatives from yearly meetings, one from Europe and Middle East Young Friends, an International Member and the Executive Secretary. It meets three times per year face to face and very frequently by email contact. Other Friends serve on the various sub-committees and groups and there is increasing involvement of yearly meeting Representatives in service to the Section. Recruitment is underway for a replacement for the present Executive Secretary who will retire in 2008, after two three-year terms of service.

Bronwyn Harwood, Executive Secretary
Marit Kromberg, Clerk

May 2007



Section of the Americas Report

We have held four Annual Meetings since the last Triennial. We welcome all Friends as full participants in the worship, fellowship, workshops and business at these meetings. In March 2004 in snowy Ottawa, Lon Fendall, Presiding Clerk of Northwest Yearly Meeting, was our keynote speaker on a theme of Isaiah 55. We heard the concerns of Canadian Friends about anti-terror legislation and the accompanying erosion of civil liberties. In April 2005 we gathered in Tempe, Arizona. Loida Fernández was our keynote speaker, on the theme *Called to go forth with joy*. In 2006 Friends in Chiquimula, Guatemala were our hosts. It was the first time that we had met in Latin America since 1993. Duduzile Mtshazo, Clerk of FWCC, spoke on the theme *To each is given the manifestation of the Spirit for the common good* (I Cor. 12:7.) Most recently, we gathered at historic Moses Brown School in Providence, Rhode Island, with snow once again falling gently, Dr. Bernard LaFayette, Civil Rights leader and Director of the Center for Nonviolence and Peace Studies at the University of Rhode Island, spoke on the theme from II Corinthians 9:8 *God is able to provide you with every blessing in abundance so...that you may share abundantly*.

Our March 2006 Annual Meeting was one of the best attended for years, and we had the sense of it being the Section in microcosm. Not only did a large number of North Americans participate, the location made it possible for many Central Americans to attend, too. Guatemala Monthly Meeting, a largely expatriate meeting based near the capital, organized transport from the airport to Chiquimula, three hours away. The Scholarship and Loan Program for indigenous Guatemalan students, with which that meeting is closely associated, organized study tours before and after Annual Meeting. The Local Arrangements Committee in Chiquimula from Ambassadors Monthly Meeting did an extraordinary job of liaison with our hotel, arranging daily transport into Chiquimula, and working with the pastors of eight local churches in planning special services for us to attend on the final evening.

As a global organization, we struggle with the barriers created by political policies against bringing Friends together. The representatives from Cuba and Peru were denied visas to participate in our 2005 Annual Meeting in Arizona. A Cuban Friend who had previously been granted visas to travel among Friends in the USA was unexpectedly denied a visa to lead a workshop in Mexico. This year a member of El Salvador YM was denied a visa to participate in the Interpreters Workshop in Indiana. Holding our meetings in Central and South America overcomes some of these obstacles, but it is not practical for some of our older supporters to make long journeys, and while we are committed to meeting on an increasingly frequent schedule in Latin America, we also continue to have activities in Canada and the US, and to advocate for representatives from our entire Section to be able to participate fully in our religious life.

Executive Secretary Margaret Fraser worshipped with Friends in Monteverde, Costa Rica, and attended an ecumenical conference on the global economy in Argentina in 2004. She and COAL Executive Secretary Loida Fernández traveled among Friends in Bolivia and Peru later that year. Last year Margaret represented FWCC at the assembly of the World Council of Churches in Brazil, and participated in an ecumenical delegation of women to El Salvador concerned with interpersonal and domestic violence.

Philadelphia staff have worshipped with Hispanic Friends in California, Kansas, Baltimore and Philadelphia. Hispanic Friends in North America held their annual meeting last year in Philadelphia YM's Burlington Conference Center. Our staff helped them plan visits to places of Quaker historic interest. Several hundred Latino Friends from the US, Canada and Guatemala participated.

Women in the Section have benefited by the bequest of Canadian Friend Susan Bax to encourage women traveling in the ministry. Grantees have included a member of New England YM to volunteer at the Casa de los Amigos in Mexico City, a member of El Salvador YM to travel and teach among Bolivian and Peruvian Friends, and two members of Northwest YM to take their quilting ministry to Burundi and Congo.

After our 2005 Annual Meeting in Arizona we convened a consultation on the availability of Quaker materials in Spanish for the religious education of adults and children. In addition to the representatives of Latin American yearly meetings, a Hispanic pastor from Evangelical Friends Church Southwest and representatives of Barclay Press and the Coalition for Hispanic Ministries attended. We created a list of all the Spanish language materials that we knew of and then identified two particular needs: good quality materials for children, and texts from 17th and 18th century Friends. There was a clear geographical divide between those in the north of the section (from Canada through Central America) preferring to use the internet to access and download materials, and those in the south (Bolivia and Peru) wanting printed materials. Some Mexican Friends have translated parts of a children's curriculum originating in Northwest YM, and it is being tested in El Salvador. We held a second consultation after our annual meeting in Chiquimula, Guatemala, which included Friends from Bolivia, Colombia, El Salvador, Guatemala, Honduras, Mexico, Peru and the US.

We continue to sponsor workshops in Latin America based on texts that we have translated, or which already exist in Spanish, such as *El Pacificador*, a Biblical approach to peacemaking. A new development, following on from the publications consultations, has been to encourage Latin American Friends to write for publication. Hal and Nancy Thomas of Northwest YM, who taught for many years at the Evangelical University in Santa Cruz, Bolivia, have led two workshops on this topic in Bolivia. We have plans to fund a similar workshop in Central America. Loida Fernández and Vicki Hain Poorman led a workshop for interpreters at Earlham College in May this year, which we hope can be delivered later in Latin America. We were able to use recordings of keynote talks given at past Triennials and Annual Meetings as practice materials for teaching purposes. Each year between two and four regional gatherings are organized by FWCC representatives in North America for worship and fellowship, and invited speakers.

The Peace Issues Working Group, which planned our 2003 peace conference, has continued to meet by telephone conference call. We have used the funds left over from that conference for a variety of peace-related activities: publishing and distributing the conference book, providing seed funding for an ecumenical peace conference and underwriting and publicizing two conferences on Friends' response to torture, all at Guilford College, NC.

There have been two Quaker Youth Pilgrimages since we last met. In 2004 we sent pastors Ken and Pat Thames across the Atlantic with 14 pilgrims from the Section of the Americas to England, Germany and the Netherlands. In 2006 we hosted a pilgrimage in the US Midwest. FWCC staff Susan Lee Barton, Dorothy Day and Margaret Fraser built the budget, planned some of the itinerary and spent time with the pilgrims. Christina Van Regenmorter and Berne Weiss served as leaders.

We have been inspired by the commitment of many Young Adult Friends who planned and raised funds for the World Gathering of Young Friends. At our recent staff retreat we have been looking at the ways in which Young Adult Friends stay in touch with each other across the continents, and share ideas when physically separate. While in some cases opportunities for communication across the branches of Friends in the US get less, we are encouraged by the blossoming of new movements, such as that of Convergent Friends, and the development of new forms of communication, such as blogging.

We are in the process of developing a searchable database of all Friends meetings and churches in Canada and the USA. Users will be able to search using a range of criteria. It will still be possible to buy a hard copy of the *Directory of Meetings, Churches and Friends Organizations*, which will be published using print-on-demand technology, and will be updated several times a year. We have also updated the map showing the location of yearly meetings worldwide, and containing membership statistics.

Wider Quaker Fellowship materials have been available to be downloaded from our website since 2005, and we email anyone who asks to be notified of new postings. The program has been suffering from an unpredictable flow of income and rising printing and mailing costs. We have cut expenses by reallocating the hours of the part-time staff member, and cutting out one of the mailings. However, we had also been mailing out to more than 1,000 people who have never contributed financially or responded to several letters asking if they want to remain on the mailing list. We have now limited our mailings to the approximately 1,000 donors and those who have responded in some way to recent communications. We have not cut mailings to prisoners or to anyone who receives the mailing in Spanish. We have a new 'look', which retains its distinctive colors but locates it more clearly as a bilingual program of FWCC Section of the Americas. The committee is still working on identifying a new vision and priorities for the program.

In the fall of 2004 our Executive Committee united on priorities for a three-year fundraising campaign to strengthen the finances of both our Section and the work of the World Office and the rest of FWCC. Margaret Fraser and Associate Secretary Louise Salinas are spending 50% of their time on the campaign. The goal is to raise \$2.5 million, and we are $\frac{3}{4}$ of the way there, with many more face-to-face visits and presentations to meetings and retirement communities still to be done. Section staff Loida Fernández and Nancy McLauchlan (formerly Yarnall) are also spending some of their time on campaign work, in addition to an energetic volunteer committee, clerked by Cathy Habschmidt. A campaign is about much more than money. It is an opportunity to build connections with our supporters, build greater awareness of FWCC, and to do things differently.

The fundraising campaign has also encouraged us to examine our communications. We realized that we had limited our communications, other than fundraising letters, and two newsletters a year, to current representatives, so the FWCC no longer had the prominence among Friends that it once had. We had only advertised in the Quaker press when there we were expecting a specific result (such as applications for the pilgrimage or the announcement of a new edition of our *Directory of Friends Meetings*.) Now we have regular display and classified advertisements to raise the awareness of FWCC among Friends. We have an electronic newsletter that goes out monthly to approximately 2,200 people in English. The former COAL email, *En Pocas Palabras*, now also goes out using the same system. Technology changes quickly. At the time of the last Triennial we reported on our "new" bilingual website. That has already been replaced by new one that is easier to navigate.

Staff who continue to serve the Section since before the last triennial are Susan Lee Barton (Midwest Field Staff), Loida Fernández (Executive Secretary of COAL), Margaret Fraser (Executive Secretary), Nancy McLauchlan (Western Field staff), Vicki Hain Poorman (Bilingual Communications staff and Wider Quaker Fellowship Secretary), and Louise Salinas (Associate Secretary). Office Manager Heather Syzdek relocated with her husband to North Carolina, and Edward Sargent and Ellie White both retired.

We have welcomed Dorothy Day as Office Manager, Sharon Frame as Campaign Assistant and Carol Beaton as Financial Officer. We are benefiting from the services of three contractors: Amy Grove Bigham (Graphic Designer), Mary Gabel (Website), and David Miles (Directory and searchable database.)

Friends Center, the building in which our office is located, is having its own fundraising campaign to renovate the 35 year-old building that is part of the complex as a “green” building. It will have a vegetative roof, a geothermal heating and cooling system, solar panels, new windows and enhanced water treatment. We were able to move our office out of the construction zone (and avoid having to go into an open-plan working situation with other organizations) by exchanging space with another Friends organization into a smaller but more functional and economic office in a different building in the same complex.

Margaret Fraser, Executive Secretary
Elizabeth Mertic, Clerk



Groups supporting you at the Triennial

Officers of FWCC

Duduzile Mtshazo, Clerk
David Blamires, Assistant Clerk
Roger Sturge, Treasurer
Tom Hill, Clerk-Central Executive Committee

World Office Staff

Most of the World Office staff is on hand throughout the Triennial, except Registrar and Office Manager Thecla Geraghty who remains in the London office to handle office matters. The WO staff provides the overall coordination in conjunction with the Local Arrangements Committee and the Officers.

Nancy Irving, General Secretary
Lee Taylor, Triennial Co-ordinator
Michael Booth, Financial Administrator
Graham Ellis, International Membership Secretary
Christina Birch, volunteer Travel & Visa Co-ordinator

Local Arrangements Committee

This group of Friends from Ireland Yearly Meeting are our hosts, here to welcome you and help take care of your needs during the week. They have made the arrangements to meet you, take you on excursions, and many other tasks to make this time together special and comfortable. The LAC has been working for over two years on this and the people listed below have been supplemented by other Irish Friends too numerous to name.

They will maintain an office that is open daily near the big meeting hall. Please take your questions and problems there first. They will be wearing green shirts the first week-end.

Jono Pim, Clerk	Simon Lamb
Lynn Benson	Felicity McCartney
Rachel Bewley-Bateman	Sean McCrum, Local Staff
Janet Cameron	Pat Mohally
Helen Fanning	Alan Pim
Charles G. Lamb	Sue Pim
Chris McCartney, Co-clerk	Gill Trapnell

Arrangements Committee

This group meets daily at lunch-time to discuss physical and practical arrangements during our gathering. It consists of:

Jono Pim, Clerk of the Local Arrangements Committee (to clerk), Lee Taylor, the Triennial coordinator, the Executive Secretaries of the four Sections [Bronwyn Harwood, Kenneth Co Ching Po, Margaret Fraser, Moses Musonga], one co-clerk of the Pastoral Care Committee, representative of the worship sharing group coordinators, representative of the team of interpreters, representative of the Triennial office, daily bulletin coordinator, interest group coordinator, and representative of the host institution.

Agenda Committee

This group meets daily at lunch-time to discuss the business of the Triennial. It consists of:

Tom Hill, Clerk of the Central Executive Committee (to clerk),
Duduzile Mtshazo, FWCC Clerk,
David Blamires, FWCC Assistant Clerk,
Clerks of the four Sections [Dilawar Chetsingh, Gladys Kang'ahi, Marit Kromberg, Elizabeth Mertic],
one co-clerk of the Pastoral Care Committee.

International Planning Committee

This committee's work is completed as its job was to plan the Triennial and provide a vision for our gathering. Essentially a sub-committee of the Central Executive Committee, its members included its clerk [David Blamires, Assistant Clerk], the four section clerks [Dilawar Chetsingh, Gladys Kang'ahi, Marit Kromberg, Elizabeth Mertic], the executive secretary of EMES, our host section [Bronwyn Harwood], the general secretary [Nancy Irving], the executive secretary of COAL [Loida Fernandez], the treasurer [Roger Sturge], and two members of the Local Arrangements Committee [Jono Pim and Chris McCartney]. We are grateful for their work!

Pastoral Care Team

The Pastoral Care Team serves as Elders to the Triennial, upholding the Holy Spirit throughout our sessions. Recognizing that this gathering is an intense experience, the pastoral care team is comprised of seasoned Friends from diverse backgrounds who are available for conversation and support throughout the triennial. They have a room which will be open during certain hours and the members of the pastoral care team are available at any time, even when the room is not open. Please talk to any of them at any time. The Co-clerks are:

Worship Session Co-ordinators

With worship reflecting different ways of Friends' worship as the setting for messages on our theme, the Worship Session Co-ordinators produce each day's programme, working with the speakers, stewards, interpreters, communications team and other volunteers. The Co-clerks are: Bob Fetter and Janet Scott.

Working Group Co-ordinators

The six working groups are under the care of Henry Apencha, Helen Bayes, and Thomas Taylor.

Interest Group Co-ordinators

The variety of interest groups offered reflects the many interests of Friends at the Triennial. They are offered at many different times. Scheduling and co-ordinating these are Dorothy Day and Rachel Fitzgerald.

Interpreters & translators

To allow full participation insofar as we are able for French-speaking and Spanish-speaking Friends, a team of interpreters will provide simultaneous interpretation during our sessions in the large meeting hall. For other parts of the programme, they will provide consecutive translation. The team is supplemented by other gifted volunteers who assist in the informal times.

In addition to interpretation during sessions, the team also translates documents both in advance and during the triennial. It is a great deal of work – please thank them for this ministry!

Renato Lings, Co-ordinator

French team

Ruth Lambert
Tim Brown
Matt Graville
Marie Chantal Manset
Laurence Bastit

Spanish team

Loida Fernandez
Marigold Best
Emiliano Sabatino
Vicki Hain-Poorman
Ruth Homer
Louise Salinas

Worship & Sharing facilitators

For many participants, the small daily worship & sharing groups are the enduring memory of the triennial. It is a space of opportunity for discussing the theme and for sharing our differing approaches to worship in a respectful place of deep listening. Each group of approximately 15 people will have two facilitators. Overall coordination of this important part of the programme is in the hands of: Michael Eccles, Julia Ryberg, and George Walumoli

Stewards

Stewards are young Friends from Ireland Yearly Meeting who are here to help us manage the many details of logistics and making ourselves at home during this week. They work closely with the Triennial Office and the Arrangements Committee. They will help carry luggage, find chairs, set up projectors, help with computers, and do many other tasks throughout the gathering. Janet Cameron is the LAC coordinator for the stewards.

Communications Team

New this year is an overall approach to communications incorporating hi-tech and low-tech. This includes the daily bulletin, the real-time transcription during the plenary sessions, the presence on the website daily, and other details. John Fitzgerald is the overall coordinator with Harry Albright and others assisting.

Looking Ahead Team

At the last triennial, together we went through a strategic planning exercise, which provided input for the Central Executive Committee and the new senior staff these past few years. On this occasion, once again we will discern together future directions for the World Office for the next five years. Nancy Irving is coordinating this exercise with the support of a committee.

Kitchen Liaisons

The kitchen staff at the school has never had to cope with the international diversity our group brings. Rachel Bewley-Bateman is the principal liaison with the kitchen, assisted by a small team. Someone will be available during each meal to listen to your needs and to liaise with the kitchen. Their advance planning is based upon the requirements you mentioned on your registration form.

Photography at the Triennial

For photographers

We ask you to be sensitive when photographing other people- try to make sure that they are happy to be photographed. This can be as simple as making eye contact and showing your camera, then looking for a welcoming response. In particular, look out for people wearing 'no photos please' badges- please respect this.

If you are taking photos on a digital camera, you can add them to the Triennial photostream. Just drop by the office, and we'll help you upload them to the web, so Quakers worldwide can see what's happening in Dublin.

On being photographed

Many Friends at the Triennial will be taking photos. It is likely that some of these will go onto the web, either during the course of the week as part of the Triennial photostream, or later when photographers return home. If you are not happy for your photo to be used in this way, please help photographers by wearing a 'no photos please' badge.

Please note that FWCC cannot be held responsible for anyone taking photos at the Triennial on an individual basis.



Cultural Sensitivity . . .

. . . understanding differences, valuing people

The world family of Friends represents a rainbow of cultures. The challenge and joy of participating in an FWCC Triennial or World Conference includes getting to know and to appreciate our brothers and sisters from cultures not our own. This involves differences in language, nationality, personal behaviour, worship practices, theology and experience of God working in our lives. The kinds of resources - spiritual or material - to which we have access also differ. In spite of these differences, we have all experienced a divine source of power which draws us all inward toward God - and toward each other. On the surface we may be disturbed by one another's world and words; but as we reach towards the centre we can find a common understanding.

We speak different languages. Friends at the Triennial with a special mark on their name badge offer the gift of interpretation; please use their services to help with mutual understanding.

All of us will bring ourselves and our ways of living that reflect both our personal convictions and the settings from which we come, national and Quaker. The resulting cross-cultural experiences can be vividly rewarding and exciting. At the same time we will need to respect each other's boundaries and be willing to act in more restrained ways than we might when at home.

Hospitality in some cultures means treating the guests with special honour, and giving them the best of everything. Others understand it as making guests feel at home by letting them share in daily life and work. Some of us feel free to smoke, drink alcohol or eat meat; others prefer not to, and others believe these things to be wrong. Some Friends dress formally for worship, to do God honour; others emphasize the unity between worship and life, and dress as they would every day.

Some of us are used to very light clothing in summer; others find the display of too much bare skin inappropriate for Friends. In some cultures it is natural to touch or embrace people to show friendship; for others bodily contact is only for very close friends or relations. We also differ as to how freely we mix with people of the other sex; unwanted contact or words may be experienced as "sexual harassment", and some forms of behaviour may strike some Friends as improper.

Some Friends are disturbed by handwork or the taking of photographs during meeting for worship, or meeting for worship for business. We have established a policy for photographs and filming during the Triennial. If you wish to undertake handwork during business sessions, consider whether this is compatible with your understanding of a “meeting for worship with attention to business” or if it is distracting to those around you.

We ask Friends to be tender with one another’s feelings. If someone’s behaviour or words shock or hurt you, try to understand what moves them, and try not to shock or hurt others. If you see that your behaviour or words upset someone, consider whether you should give up that behaviour for the duration of the Triennial. Please refrain from actions or behaviour that could be construed as divisive or which sets groups apart. It may help to read Paul’s reflection on differences in *Romans* ch.14, summarised in v.19: “Let us then pursue what leads to peace and to building up one another.”

At the Triennial there will be a **pastoral care team**, composed of Friends from different cultures and traditions. They will be available to listen to participants who are uncomfortable or troubled by the behaviour of others, and to advise us all on acting lovingly to one another. They will host a room available for quiet conversation.

Money and friendship

When we meet together, we find that some of us, living in strong economies, have access to far more money than others. In some countries Friends are undertaking important projects to support development or to relieve suffering, and do not have the money to complete them properly. Families may not be able to pay for education or other important needs. How can we use money in the spirit of friendship? Our money relations must be guided by respect for one another as children of God, each of us with different gifts to contribute.

FWCC’s experience leads us to advise that sharing of money and resources should be done at a broad level, and that the process should be very open and transparent. For this reason we are inviting Triennial participants to bring to a “project fair” information about projects of their yearly meeting, or projects which have the approval of the yearly meeting. Friends after viewing and discussing the projects with those who display them may decide to encourage their yearly meeting or a group of Friends within the yearly meeting to offer support.

We ask that a project seeking support should have available information about a bank account into which contributions can be made by wireless transfer. When contributions are made we advise informing the organisers of the project and the yearly meeting. This will build confidence and avoid unjustified suspicions. Section offices and the World Office are very ready to offer advice on such relationships. Some partnerships have been formed between Friends’ service agencies and a Section, yearly meeting or other group, which offer useful models.

We are not attending the Triennial as individuals, but as part of our yearly meeting. If we give or receive support for a project that is on a small or local scale, this means that those who have been appointed to attend the Triennial receive a privilege not available to those who remain at home. Those who give the money are claiming the privilege of supporting some within the yearly meeting, and not others. This is why FWCC asks that all projects included in the project fair have the approval of their yearly meeting, or the broadest possible group of Friends involved.

Some Friends at the Triennial who feel they are wealthy may wish to help others whom they see as less privileged with their own personal financial needs, such as travel, education for children or paying off past debts. Those with such needs may feel that it is natural to ask a friend for such help. There is a great danger here of lessening mutual respect because some of us are seen as dependent on others. Again, those who are not at the Triennial cannot make their needs known, so gifts can produce inequality

in a community. Moreover, there can be a false belief that the reason for attending a Triennial is to gain financially. Being aware of a number of past monetary exchanges that have resulted in strained relationships, we ask that **no personal gifts of any financial value be exchanged between individuals as a result of this Triennial.** (This does not prevent us giving one another small personal souvenirs.)

The gift of ourselves - of our listening ear and open heart - is enough to share with each other.

Friendships made at Triennials have sometimes led to connections between Friends churches or meetings. In several cases, gifts between communities rather than individuals have brought happy results. This is a much fairer and more fruitful way of sharing our material goods. We ask that if such relationships develop, both groups should inform their yearly meeting to build openness and trust.

Queries on Cultural Sensitivity:

As you prepare for the Triennial, consider these queries or formulate your own on the subject of building bridges between our apparent differences:

- 1 Can I learn at least a few phrases in another language used by Friends so that I can make a start in reaching out to Friends who do not speak my language?
- 2 Am I able to receive the words, actions and feelings of Friends from other cultures and traditions, even if they differ from my own sense of what is appropriate or true?
- 3 What parts of my own language or behaviour am I willing to lay aside during the Triennial, for the sake of others?
- 4 Am I able to “answer the love of God in everyone” in word and deed? If not, how can I change to make this possible?
- 5 Am I open to God’s guidance in prayer, through silent waiting and through the advice of other Friends, especially in trying situations?
- 6 How can I take the experience of this Triennial back home so that it brings spiritual enrichment and wider understanding to my church/meeting community?

Worship at the Triennial – General Notes

We will have three kinds of worship together: Early morning, Worship & Sharing Groups, and Plenary Worship. We shall all be searching for the promptings of love and truth in our hearts using different forms of worship. In all worship we enter with reverence into communion with God. Each of the main forms of Friends’ worship will be experienced during the week.

Be still and know that I am God

In SHARED SILENCE Friends will gather in silence with the expectation of becoming aware of the Divine Presence through the ongoing silence of the meeting. In this type of worship there is no expectation of ministry being shared aloud but each person is considered a minister. This form will apply primarily to Reflections in the late evening.

For UNPROGRAMMED WORSHIP (also called Waiting Worship) we will assemble in silence and wait for the Holy Spirit to move among us, gathered together in expectant waiting. This deeper level may lead to a few words of ministry shared aloud, but then with space for silence to allow us once more to feel the unity and the presence of God within the worshipping group.

Make a joyful noise unto the Lord

PROGRAMMED or PARTLY PROGRAMMED worship may include hymns, prayers, Bible readings, silent waiting and a sermon or message. In the partly programmed worship the periods of silent waiting may be more extended and the “program” be simplified. Such worship seeks to be a culmination of our own careful preparation for the worship and praise of God. A group of Friends will have planned these meetings, seeking, under the guidance of the Holy Spirit, to use our best human gifts and resources for worship.

Environmental Concerns

In 2007, Friends worldwide are concerned about the impact of their behaviour upon the environment. Friends at the 20th FWCC Triennial in the USA in 2000 encouraged one another to plant trees. This grew from a proposal by two Friends in Britain and has been taken up warmly by Friends in the Netherlands particularly. For the 21st Triennial in New Zealand in 2004, Friends were encouraged to plant 9,000 trees to help compensate for the impact of long flights to the site. Friends responded well.

Now in 2007, there are many options for reducing or for compensating for the environmental impact of your attendance at the Triennial. We urge you to heed this call to contribute to restoration of the balance of carbon dioxide and oxygen in our atmosphere by contributing to a group of your choice which plants trees or takes other effective action.

At King's Hospital School, we are keen to recycle as much as possible. Please use the recycling facilities in the School for glass, plastic, and paper.



Friends World
Committee for
Consultation

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