



**ANNUAL REPORT
2003**

Quaker Council for European Affairs



'We have heard the urgent summons to join in the building of the new city and to live by its values, even while we inhabit the old, with its too frequent denial of human dignity. To that end, we must inform ourselves, master our material and train our faculties for a lifelong commitment to service.

London Yearly Meeting Epistle, 1972

All of us who throw our minds towards a more just and equitable world feel discouraged at times, that we're fighting against a tide, we're hopeless dreamers, we ought just to accept the way the world is. I hold in my mind a proverb that goes something like 'she is a fool who does nothing because she could only do a little'- that and a gritty determination to *make a difference*.

Who do we think we are? Swarthmore Lecture 1998

The righteous care about justice for the poor, but the wicked have no such concern.

Proverbs 29:7 (New International Version)

Introduction

Another year gone. Before beginning this introduction, I read some of the annual reports of former years. In practically all of them it is said that Europe, and QCEA with it, had a turbulent year. Rightly so. If QCEA is able to stand the turbulence arising from the deliberations of the European Governments, if QCEA is able to take its stand on these, it fulfils its purpose. And indeed, 2003 was again a turbulent year.



I'm not going to enumerate all the QCEA activities which took place this year. You will find them in the Representatives' report. I hope that you will read that report carefully and, what is more, that you will give us feedback, the more the better. QCEA is yours. We want to inform you about what is going on in political Europe, here in Brussels, in Strasbourg in Luxembourg, and how we try to 'interfere' with things. But we also want to know from you what you think about the way we are doing that. Quakers at work on politics. Well, it's an old tradition, which started already in Fox's time.

QCEA is certainly very much alive and active. The year has been marked by our new representatives, by a new clerk and assistant clerk. New brooms sweep clean. Things became structured again, continuity guaranteed by our Programme Associate. A new work programme was planned together with its inevitable financial corollaries. Quite a few things were implemented. New contacts were made and old ones renewed. Network expansion we call that. Our views and conceptions were not hidden under a bushel. QCEA is a small NGO, but I'm happy to say that it is well known.

Many Yearly Meetings were visited, so nobody can pretend not to know what QCEA stands for. Our Representatives even dived into the Statutes of QCEA, trying to make sure that things are done as they should be done. It resulted in a formalization of membership and of the relation between the General Assembly and Council. We were glad that the Bureau was operational again, especially with its overlap with Finance Committee.

Finances remain a heavy burden, everywhere and also with us. Obviously we felt the economic problems which swept the world. Again – it is usual in these introductions – I am happy to thank



the Joseph Rowntree Charitable Trust, and especially the officials who visited us in order to discuss the best way to overcome our problems. I am also happy to thank our support groups in Great Britain and the Netherlands. I am happy to thank all groups and persons who support us, financially and otherwise. I am sure that in many a Meeting for Worship QCEA has been kept in mind. It is difficult, perhaps, to quantify the effects thereof, but we felt the resulting strength.

We had a new Programme Assistant, Owen Espley, and we bade another, Bronwen Thomas, farewell. She completed her project on Spiritual Values and saw it through the press. We eagerly enjoin you to send us your reactions.

There were some changes in the office. Cibèle Ricci left and was replaced by Xavier Verhaeghe.

We had two Council meetings and the Bureau met four times. Electronic contacts were of great help. There were again two study tours, an Adult one before Easter and one in early summer, for Young Friends. The attendance might have been better, but those who participated were enthusiastic.

Europe is changing faster than we often seem to appreciate, not only we, ordinary people, but also statesmen who should know better. The discussion about the Draft Constitutional Treaty (DCT), also called a kind of fundamental law, is a case in point. The recent European budget discussions are another. They show the difficulties in overcoming historic traditions and habits. QCEA stands in the frontline, to use this rather unquakerly word. We plan to stay there, and we plan to keep telling all people who want to hear us – but also those who do not want to listen – what we think is right, keeping in mind Isaiah, saying: 'And thine ears shall hear a word behind thee, saying this *is* the way, walk ye in it, when ye turn to the right hand, and when ye turn to the left'. (Is.30: 21, King James Version)

Bert Touwen, clerk

QCEA in 2003

Comings and Goings



2003 has been another eventful, challenging and at times difficult year for QCEA. We have seen much change at Quaker House.

We had a change of Clerk, and Assistant Clerk from the beginning of the year.

Martina Renz stepped down as Assistant Clerk at the end of 2002 due to family commitments. She was replaced by Judith Kirton-Darling, the European and Middle East Young Friends (EMEYF) representative on the Council and a former Programme Assistant. As she is based in Brussels we have been able to call on her for support for the team at Quaker House which has been very valuable and much appreciated.

Neville Keery, after a period of tremendous activity, hard work and commitment to QCEA also stepped down at the end of 2002. Bert Touwen, a member of Netherlands YM, took over as Clerk and has been a great support to all of us here in Brussels. We have appreciated his willingness to engage with much of the activity of the office, sometimes at a distance through e-mail, but also through a number of visits to Brussels. Bert took part in our Spring Study Tour in April 2003 and this added greatly to the experience of all the participants.

There have been some other changes to the Council, reflected in the listing at the back of this report but in general, Council Membership has been stable. We very much appreciate the hard work done by Council Members to help QCEA improve its profile among Friends in Europe through speaking at meetings, writing articles in Quaker publications and helping us with funding through their respective Yearly Meetings.

We have also had some further changes in the staff team. Owen Espley joined us as Programme Assistant in January. His experience of his year with QCEA is reflected elsewhere in this report. He had a challenging year, not least because he was not able to pick up a planned and targeted piece of project work but rather had to work with us on developing a relatively new area of work –



Economic Justice – which is only now getting towards defined project work.

Bronwen Thomas left at the end of May after completing her project on 'The Future of Europe: Spiritual Values and Citizenship'. More on the project below. Her enthusiasm and dedication to the work here helped QCEA at a very difficult time and we want to record our thanks and appreciation here.

Cibèle Ricci, our Office Manager for over 2 years, left at the end of July to take up training for a new career. She did sterling work for QCEA in streamlining the financial administration which helped significantly in enabling us to manage the cash flow during the year.

Xavier Verhaeghe joined the team at the end of August to take over the post of Office Manager and has already made a very significant impact on the management of the office, the House and much more. We welcome him to the team and pay tribute here to the significant contribution he makes.

Programme

When we arrived in November 2002, we faced a number of different challenges. One of these was the fact that whilst there was one project progressing very well, there was little forward planning of the work programme. The Council had therefore asked us to produce a work programme to cover the next 3 years by March.

This programme was put forward at the March Council Meeting and approved with the proviso that it had to be flexible in terms of responding to topical current issues and in terms of availability of project funding. This has proved to be absolutely crucial.

Project work has proceeded less quickly than we had hoped but this was due in part at least to the need to undertake active and significant fundraising and to deal with other issues relating to the management of the organisation. We look forward to 2004 with the realistic hope that the balance will tip further towards programme work.

The Future of Europe: Spiritual Values and Citizenship



This project had been substantially completed in 2002 but 2003 saw much activity in producing the resulting report: Values Matter – Quakers Reflect on Europe. Bronwen Thomas did excellent work writing the report and getting it produced in 4 languages. It proved a great success with almost all foreign language copies sold or sent to Meetings/Associate Members by the end of the year. The English language version, printed in larger numbers, also did well, but is still available.

The project also led on to significant lobbying in the early part of the year on the Draft Constitutional Treaty (DCT) as it developed in the Convention on the Future of Europe and later in the year on the specific issue of the militarization of Europe as embedded in the DCT. The Intergovernmental Conference which was intended to agree the DCT failed in December 2003 to reach conclusions and so we entered 2004 with a degree of uncertainty regarding the future of this Treaty. What we do know is that the European Armaments Agency, against which we lobbied actively, will be implemented outside the context of the DCT.

Work on this issue led to joint action with the European Peacebuilding Liaison Office (EPLO) to propose a European Peacebuilding Agency in parallel with the European Armaments Agency. This proposal is still very much a priority for QCEA and EPLO and we will continue to work towards its adoption by the European Institutions.

Economic Justice

QCEA was successful in becoming one of the Non Governmental Organisations (NGOs) representing the Social Platform on the EU Multistakeholder Forum on Corporate Social Responsibility which began in early 2003 and which will continue at least until July 2004. QCEA participates in two of the four Round Tables which make up the forum; Liz Scurfield on the one on Small and Medium Sized Enterprises (SMEs) and Owen Espley on the one on Knowledge. Liz will take over this second one in 2004 as well.

We were able to feed into this Forum our approach on how to build trust and a constructive atmosphere in a group made up of



people with very different interests and in raising the question of the social responsibility of companies who work in conflict zones.

Liz and Owen also worked intensively on the issue of Trade in the run-up to the World Trade Organisation (WTO) ministerial in Cancún in September 2003. Quakers were represented there by Quaker United Nations Office (QUNO), Quaker Peace and Social Witness (QPSW) of Britain Yearly Meeting, the Canadian Friends Service Committee (CFSC) Quaker International Affairs Programme and American Friends Service Committee (AFSC). Liz and Owen participated in a preparatory meeting of all interested Quaker agencies in July in Geneva.

Planning for the Associate Members' Conference for 2004 on the subject of economic justice has also started and is well advanced.

Peace

Some of the work on the Draft Constitutional Treaty (DCT - see above) was carried out under the broad heading of peace. However, the war in Iraq also focused our attention on producing joint statements with other Quaker agencies (in November 2002 and March 2003) and on undertaking visible protests by participating in the major protest actions in Brussels in January, February and March 2003. We also held our mid-week Meeting for Worship in the drive of Quaker House during the period of the war under the Belgium and Luxembourg MM banner with the words 'Quakers for Peace' in four languages. We attracted some positive attention from passers-by on Square Ambiorix which is a busy area at that time of day. Friends from Brussels Meeting joined us on a number of occasions.

We also worked closely with the European Peacebuilding Liaison Office (EPLO) on a response to the Draft European Security Strategy and will monitor and respond to its implementation.

Our joint work with EPLO has been reinforced as Martina Weitsch joined the Steering Committee of EPLO as its treasurer.

Work on the Peace Tax issue has begun and we are hoping that this will take proper shape in 2004 as it becomes one of the focal projects for the Programme Assistants. We would like to thank

our Dutch Support Group (VVQREA) and the Dutch Peace Tax Campaign for their financial support for this project.



Human Rights

In the knowledge that Anita Wuyts would be retiring in 2004, we were keen to ensure that we would take the opportunity of the 25th anniversary of QCEA in 2004 and the impending enlargement of the EU in the same year, to ask Anita to produce a publication on Human Rights in the EU. This has taken a significant part of her time during 2003 and is, at the end of the year, nearly ready to go to print. It is a useful reflection on how the concern for Human Rights both internally and externally has developed in the EU and what the key issues are which Europe is facing now.

We embarked on a review of the situation regarding Conscientious Objection in Europe. We are doing this in conjunction with War Resisters International and the European Bureau for Conscientious Objection (EBCO). We hope that in 2004 our volunteer, Hedda Bourne, will be able to move forward on this project with renewed vigour. We want to thank VVQREA for specific project funding for this work.

We developed a project to investigate the situation of Women in Prison in Europe and the particular issues they and their children face. This is a response to work done on this subject by both the Quaker United Nations Office, Geneva (QUNO-Geneva) and Quaker Peace and Social Witness (QPSW) of Britain Yearly Meeting and the project is now being undertaken as a joint concern by QUNO Geneva and QCEA. This will be a major focus for one of our two new Programme Assistance in 2004. We are particularly grateful to Reading Monthly Meeting and VVQREA for the specific funding for this project.

Other Highlights of 2003

The early part of the year was taken up in large measure by us settling into the role, settling Owen into his role as Programme Assistant, developing our programme of work, responding to issues that came up, and undertaking serious fundraising. We want to thank Friends, Preparative, Monthly, General, Quarterly, and Yearly Meetings for their support and their positive response to our



appeal and to our new category of Supporting Membership which we launched in February. We want to put on record here our very special thanks to Sweden YM for the extremely generous donation given to QCEA this year.

All this support has been considerable and has given us not only the very much needed finance but also the spiritual and emotional support of knowing that Friends wanted QCEA to continue and us to succeed. We shall continue to rely on your support in both these ways in the future.

We also made a new application to the Joseph Rowntree Charitable Trust for continuing core funding for 2004 to 2006. This was successful and we want to put on record our thanks to the Joseph Rowntree Charitable Trust (JRCT) for their support of QCEA for many years and, we hope, for many years to come.

In April, we had our first Study Tour. We had 12 participants from 4 countries and 2 continents and had a week which was packed, tiring and energizing for the participants and for us and which, at least in part, led two of the participants from the UK to embark on a concern to establish a Ministry for Peace in national governments. In the UK the concern took hold very quickly, found support from a number of MPs and was introduced into the House of Commons as a 10 minute rule bill where it received a first reading unopposed. Sadly, it ran out of parliamentary time and will have to be reintroduced, but the seed is sown and we anticipate this continuing.

Liz, and to a lesser extent Martina attended a number of meetings at the Council of Europe, where we have made particular efforts to re-establish QCEA's presence in the NGO Human Rights Theme Grouping in order to pursue the Peace Tax Project through that avenue.

In late June, we hosted a round table of a French/British initiative relating to work on the Nuclear Non-Proliferation Treaty and we gained from that some continuing involvement in this initiative.

In June/July we had our first Young Persons' Study Tour with 13 participants from 4 countries, 3 of whom came from Eastern European countries. Again, it was a packed 10 days and all

participants enjoyed the experience. Both Study Tours represented a major piece of work for our Programme Assistants Bronwen (spring only) and Owen and neither would have been as good an experience without the detailed planning and dedication to making it work shown by both of them.



Due to generous donations from two Trusts and Dutch Friends, we have been able to start work on the interior redecoration and repair of the House now that the roof has been replaced, thanks to the funding for the latter by Britain YM. This year we have been able to do the Meeting Room, the entrance and the Programme Assistants' flat. The work continues.

In October, we opened Quaker House for 2 afternoons during a weekend celebrating Brussels Art Nouveau architecture and welcomed some 1000 visitors in the House. Brussels Friends did sterling work in supporting this event.

Contacts with Friends in Europe

2003 was, for us, very importantly a year to become better known in Quaker circles in Europe. We attended 3 Yearly Meetings and several Quarterly Meetings in Germany and Ireland during the year. Martina had the particular pleasure of making her renewed acquaintance after over 25 years with German Friends, the Yearly Meeting she grew up in. We also welcomed a small group of Irish Friends visiting Brussels for an afternoon in Quaker House.

We hope to be able to continue visiting Yearly Meetings and Quarterly Meetings in 2004 and beyond to ensure that all Friends receive regular feedback on the work we do on their behalf.

We have also succeeded in gaining some coverage in a number of Quaker publications during the year, in part due to the ongoing efforts of the members of Council who write about QCEA's work for their YM publications. We rely heavily on this work, particularly in those YMs where we don't have the linguistic skills to write in the relevant languages.

We were able to meet with our British and Dutch Support Groups on a number of occasions and we feel that this personal contact is important for us. We intend to continue this contact in the



future. We also want to celebrate the start of a German support group who give us vital assistance by translating Around Europe into German. This can now be found on our website.

Conclusions

2003 has been a challenging year for QCEA, for all those involved here in the team and in the Council and its Committees and the three Support Groups. We would like to thank them all for their enthusiasm, their support for us and their ongoing faith in the mission and vision of QCEA.

Martina Weitsch and Liz Scurfield
Joint Representatives, December 2003

Programme Assistant's Concluding Report

It has been a thoroughly enjoyable and challenging year for me at QCEA. The workload and frantic pace have kept me very busy, although I feel I have had some time to do research which has educated me a lot about the issues that I have worked on.

Working, mostly with Liz on the Economic Justice programme area, I have followed the European Multistakeholder Forum on Corporate Social Responsibility. This has been a fascinating piece of work to take part in. The complexity of the issues and the multiple actors involved have made the process strenuous at the best of times and occasionally infuriating!

It was also a bit of a personal challenge for me to find my voice in the numerous meetings and conferences that I have attended, partly to learn from the speakers and partly to put across a Quaker voice. Finding my voice in different meetings has been a challenge: there is never enough time to do all of the research that you want to do and much of the time other speakers are well researched and very eloquent, yet I sometimes felt that I did have something to add to a debate and a need to express a certain viewpoint. Over time, my confidence in speaking has grown and grown. Sometimes it felt so important that an NGO voice be heard, even if that voice isn't the greatest around. The number of business lobbyists in Brussels means that many debates can be swamped by them, leaving little room for alternative voices.

I have also worked on EU Trade Policy. I feel as if I have learnt an incredible amount, which has built upon my masters degree. I was also lucky to receive a Bernard Brett Bursary to attend a Legal Summer School on Global Trade and Human Rights in Portugal, which gave me the opportunity to discuss the dilemmas of trade policy with leading academics and lawyers in a situation where I could be a student again and not representing QCEA.



The varied tasks that a Programme Assistant undertakes make it a very rewarding job. Maintaining the website, writing articles for Around Europe and putting it together as well being the European and Middle East Young Friends (EMEYF) secretary are all jobs that pop up and can be both challenging and rewarding.

Another notable piece of work is organizing the study tours, which involves lots and lots of planning and then 10 days or a week of frantic and tiring but pleasurable activity. It was really satisfying at the end of both study tours, when nothing had gone wrong and all of the talks and visits had successfully passed off.

I have learnt a lot this year and been challenged a lot. It has been an interesting year to be here as well, with the drafting of a constitution and the war in Iraq. Even if I was aware of the EU's importance before I started, I now have the skills and knowledge to influence it.

Owen Espley
Programme Assistant 2003

Treasurer's Report 2003

A year ago I affirmed that 2002 was a transitional year. Immediately before, QCEA had experienced a period of increased expenditure with no corresponding rise in income and then a short-lived financial stabilisation followed by almost a year with no representative to manage the office in Brussels. It was only towards the end of 2002 that new representatives took up their duties in Quaker House and set about both reorganizing QCEA's work and putting financial management and budgetary discipline on a solid basis.

The past year has shown ample evidence of a real change in QCEA's financial situation. Although the significant balance of



income over expenditure at the end of 2003 must be understood to reflect some “windfall” receipts that will not be repeated in the future, as well as contributions intended to meet commitments already undertaken for 2004, and even if we once again met cashflow problems by drawing on reserves held by the British Committee, thus potentially reducing future funding possibilities, there are reasons to believe that the financial situation is healthier than it has been for some time.

In the first place, financial matters have been managed with skill and diligence by the Representatives. They have taken care to keep spending under close supervision and even the inevitable occurrence of unexpected expenses, as well as unforeseen loss of income from house lettings resulting from errors made by the contractor who renewed the roof, did not prove too damaging. In addition, persistent efforts have been made to find additional income. The introduction of the new category of affiliation, “supporting membership,” probably led to a slight diminution in subscriptions to *Around Europe* and in associate memberships, but the net total of all three was satisfactorily greater. Swedish and Dutch Friends were able to make substantial additional contributions in 2003 and Belgium and Luxembourg Friends also significantly increased their payment. Such additions will not be available year after year but the Netherlands Support Group has recently received a gift that will enable it to continue to provide invaluable support to QCEA in the coming years.

This additional source of income, as well as the flow of money from the Marmotte Trust donation for work on economic justice and the funding received from Reading Monthly Meeting in Britain for a project on women in prison will all ensure that important and necessary work can be pursued in 2004. It is seldom appropriate for treasurers to be optimistic and it would be reckless to predict that the recurrent financial difficulties of the past few years are now at an end. Prudent control of income and expenditure will continue to be required and even if the situation appears easier, QCEA will always have a duty to use its funds cautiously and wisely. Nevertheless, the mood surrounding our finances is, thanks to the efforts both of our supporters and of the staff in Quaker House, less uncertain than for some time past.

Richard Condon

Quaker Council for European Affairs
Square Ambiorix 50
1000 Bruxelles

Bruxelles, le 21 février 2004.

RAPPORT CONCERNANT LE BILAN AU 31 DECEMBRE 2003

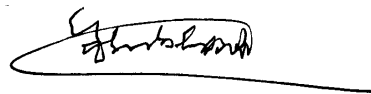
Mesdames, Messieurs,

Conformément aux vœux que vous nous avez exprimés, nous avons l'honneur de vous rendre compte de la mission que vous nous avez confiée.

Après avoir contrôlé les écritures de l'exercice au 31/12/2003, nous nous sommes attachés à vérifier la concordance des soldes du bilan au 31/12/2003 avec la comptabilité générale, les documents produits et relevés des organismes financiers.

Les recettes s'élèvent à 320.755 € et les dépenses à 294.218 €.

Nigel Stewart.
NIGEL STEWART.


Guy de HULSBOSCH

Annual Accounts

Statement of Income and Expenditure

Income	2003	2002
Around Europe Subscriptions	3,319	3,410
Sales of publications	448	
Associate Membership	5,689	5,857
Supporting Membership	6,297	
Donations		
British Friends	75,207	71,183
Netherlands Friends	31,499	22,497
German Friends	3,890	4,190
French Friends	935	766
Swiss Friends	1,921	2,019
Belgium & Lux. Friends	4,245	3,245
Irish Friends	1,169	1,488
Danish Friends	125	128
Swedish Friends	10,880	836
Norwegian Friends	255	1,428
Other Donations	53,673	27,393
Trusts & Foundations	60,900	55,000
Total Donations	244,699	190,173
Lettings Meeting & Guest Rooms	13,029	10,762
Office Reimbursements	3,462	1,574
Staff Travel Reimbursements	55	333
FESVC Project	11,357	12,500
Seminar and Study Tour Income	13,645	14,830
Economic Justice Work (Marmotte fund) - Income	18,756	
Total Income	320,755	239,436
Expenditure		
Printing & mailing Publications	9,314	10,234
Quaker House Renovation	33,253	
Quaker House Costs	23,545	51,482
Office Costs	22,347	28,745
Council Meetings	4,076	8,344
Staff Costs		
Travel & Conferences	3,783	10,309
Staff Social Charges & Salaries	120,314	66,252
Employer's Social Charges	40,024	17,775
PA Employment Costs	14,127	21,376
Total Staff costs	178,248	115,712
Seminar & Study Tour Costs	9,868	11,975
Economic Justice Work (Marmotte fund) - Costs	692	
FESVC Project Costs	12,875	10,748
Total Expenditure	294,218	237,240
Balance of Income and Expenditure	26,538	2,199

Statement of Assets

Assets at 1 January	2003	2002
Bank	901	377
Giro	12,223	10,511
Cash	172	209
Total	13,296	11,097
Balance of Income over Expenditure		
	2003	2002
	26,538	2,199
Assets at 31 December	2003	2002
Bank	5,217	901
Giro	28,473	12,223
Triodos	6,000	
Cash	144	172
Total	39,834	13,296

For information, it should be noted that at the end of 2003 the reserves held by the British Committee of QCEA amounted to • 278,124, while the Dutch Support Group, VVQREA, had reserves of • 246,663.

In addition, QCEA holds a fund received from the former Marmotte Trust of • 102,791, which will be used to fund work relating to economic justice which will be undertaken from 2003 onwards.

QCEA also holds a fund for EMEYF group of • 5,183.

Council Members 2003

Clerk	Bert Touwen
Assistant Clerk	Judith Kirton-Darling
Treasurer	Richard Condon
Belgium and Luxembourg MM	Edward HaasI (to 10/03) Vivien Flynn (from 10/03)
Britain YM	Paul Ingram
Denmark YM	Hans Aaen
France YM	Dennis Tomlin
German YM	Helge Moog
Ireland YM	Pat O'Suilleabhain (to 10/03)
Netherlands YM	Hennie Jansen
Norway YM	Penny Heymans
Sweden YM	Ingmar Hollsing
Switzerland YM	Caroline Dommen (to 10/03) Derek Brett (from 10/03)
FWCC/EMES	Bronwyn Harwood
FWCC/EMEYF	Judith Kirton-Darling (to 10/03) Simon Gray (from 10/03)
Clerk of British Committee	Sarah Richards
Clerk of VVQREA	Johan Westra

Committees

Bureau

Bert Touwen (clerk)
Judith Kirton-Darling (assistant clerk)
Richard Condon (treasurer)
Dieter Hartwich
Noel Purcell O'Byrne
Hennie Jansen

Finance Committee

Sarah Richards (clerk)
Richard Condon
Chris Hollaender
Jan Velzeboer
Arthur Hughes
Ulrich Müller

Publications and Communications Committee

Edward Haasl (clerk)
Tom Heydeman
Dennis Tomlin
Aleid Sevenster
Debbie Jenkinson

House Committee

Edward Haasl (clerk)
Donna Donovan
Janna van der Meulen
Jan Peters

Nominations Committee

Ingmar Hollsing (to October 2003) (clerk)
Marianne Boelsma (to October 2003)
Noel Purcell O'Byrne (to October 2003)
Fritz Renken
Sarah Richards (to October 2003)
Dennis Tomlin (from October 2003)
Hans Aaen (from October 2003)

Staff Team

Representatives:

Liz Scurfield
Martina Weitsch

Office Manager (part time)

Cibèle Ricci (to 07/03)
Xavier Verhaeghe (from 08/03)

Programme Associate:

Anita Wuyts

Programme Assistants

Bronwen Thomas (to 05/03)
Owen Espley

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Association internationale sans but lucratif

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