



Annual Report 2011

Quaker Council for European Affairs

What is the Quaker faith?

It is not a tidy package of words which you can capture at any given time and then repeat weekly at a worship service. It is an experience of discovery which starts the discoverer on a journey which is life-long.

The discovery in itself is not uniquely a property of Quakerism. It is as old as Christianity, and considerably older if you share the belief that many have known Christ who have not known His name. What is unique to the Religious Society of Friends is its insistence that the discovery must be made by each man for himself.

No one is allowed to get it second-hand by accepting a ready-made creed. Furthermore, the discovery points a path and demands a journey, and gives you the power to make the journey.

Elise Boulding

Quaker Faith and Practice, Britain Yearly Meeting, Paragraph 24.51

After more than thirty years and a second world war, London Yearly Meeting in 1968 moved beyond statements, to a call for positive sacrificial action conceived as a corporate witness by Friends to prompt action by the country as a whole:

The World Conference of Friends held in 1967 asked yearly meetings throughout the world to consider the right use of the world's resources.

We know that the world's resources are neither developed to the full nor used to the best advantage. The inequality in the distribution of goods and services between nations and between individuals within nations stares us in the face.

If we are to face these issues aright we are called to re-examine our whole way of life. At the personal level we must ask ourselves how we spend our time, and how we use the talents God has given us in earning a living, remembering that in spending we are asking others to use their resources in our service.

As members of the Society of Friends we must ask the same question about the resources of our Society: as members of a nation and of the community of nations we must be alive to the fact that ours is among the richer countries of the world, yet devotes but a small fraction of the national income to help the less developed countries.

We commend to the further consideration of Friends ... the continuing need for personal service. We are concerned from this session to ask all Friends who feel able to do so to give a further one per cent of their income to helping the poorer nations.

The Quaker Council for European Affairs (QCEA) was founded in 1979 to promote the values of the Religious Society of Friends (Quakers) in the European context. Our purpose is to express a Quaker vision in matters of peace, human rights, and economic justice. QCEA is based in Brussels and is an international, not-for-profit organisation under Belgian Law.

Publication date: May 2012

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Clerk's Report

This was an unhappy year for Europe. The European Union faces an economic and financial crisis that could break it apart. This frightening possibility is actually applauded by some short-sighted europhobes. It looks increasingly as if the EU has no sense of direction of the kind that led its founders to such great achievements after World War II. Meanwhile, at the Council of Europe in Strasbourg, one of the larger member states insists on reform of the European Court of Human Rights. Whilst reform may be necessary, it is important that this does not undermine the convention on which it is based, which the same member state was instrumental in drafting after the Second World War as a foundation for a new social order. In the meantime, another smaller European country, two decades after emerging from successive fascist and communist totalitarian regimes, has offended both the EU and the Council of Europe by its headlong retreat from democracy, freedom of expression and the independence of the judiciary.

In these troubled times, shrill voices call for the pursuit of narrow national interests, as if this was a solution. Yet it is hard to think of a single major issue facing Europe or the world that individual states, using national interest as their guideline, can solve unilaterally: climate change, the related question of energy supply and demand, the movement of people from the poorer regions of our continent and our planet to what are still the attractive, affluent countries of Western Europe, economic decline, financial and monetary turbulence, relations with the newly confident emerging nations that held begging bowls a generation ago, the threat of terrorism and the sometimes excessive, freedom-threatening measures to which it sometimes gives rise... These problems need collective, multilateral solutions. In many cases what we need is more, not less, Europe.

Political leaders, even democratically elected ones, cannot always be trusted to do what is right, honest, just, fair and decent. Quakers have long known that only constant vigilance can ensure that rulers behave correctly and responsibly. This is even more of a problem for the EU's institutions, which, despite treaty changes, still suffer from a "democratic deficit". Officials of the Commission, many of them conscientious, capable and eager to make the world a better place, draft proposals on which legislation will be based. It is vital for these proposals to reflect decent human values and not just represent purely technocratic solutions. The Commission's proposals are then subject to negotiation. On one side is the Council of Ministers, representing the Member States' governments. Some governments were elected some years previously and are totally out of touch with public opinion. Moreover, they can allow themselves to behave badly in "Europe" without the same close scrutiny that national politics attract. The other negotiator is the European Parliament. It is democratically elected, but usually with such a low turnout of voters that its members are probably chosen mainly by a mixture of the disgruntled and the overoptimistic. And well-financed lobbyists often seem to play a decisive role.

In this situation, the work of QCEA becomes more clearly indispensable every day. The worst possible outcome of both the crisis in policies and the crisis of confidence - public confidence in our political leaders and our leaders' own failing confidence in themselves - would be an inward-looking Europe pursuing policies representing the lowest common denominator acceptable to even more inward-looking Member States. How sad it is that many leaders can only boast, when they return from EU summit meetings, that they protected narrow national interests, with never a thought for what is best for Europe, still less what is best for the world. Friends must continue to exert pressure wherever they can to ensure that political leaders are aware of our testimonies and values and their relevance to current problems. QCEA can do this only if it can keep Quakers informed of what is happening in the European institutions, and if Friends across Europe use QCEA as a channel for their concerns. For this reason, we have begun to insist more strongly at Council meetings that the representatives of Yearly Meetings and the other associated Quaker bodies consider more carefully how they can convey QCEA's preoccupations and needs to these bodies. They must also ensure that QCEA knows what its constituent Quaker organizations require from it. The two-way flow of information and issues for campaigning and advocacy must be improved. The reflection on how to

do this began at the Council Meeting in October 2011 and will be carried forward at future Councils. In this way QCEA will be better prepared to play a part in helping Europe to rediscover its true purposes.

Richard Condon

Highlights of 2011

Introduction

2011 has been another incredibly busy year. It is of course, impossible to include in an Annual Report all the things we have done during the year but we want to give you a flavour of our work by reporting on some of the highlights.

Work Programme

Palestine/Israel Work Programme

We have continued our active engagement in advocacy relating to the EU's role in Palestine and Israel and in the efforts of the international community to further peace in the region.

A key focus was research to compare the positions of the parties and the European Union on the major issues which need to be resolved, i.e.: Borders, Settlements, Jerusalem, Security, and Refugees. We were able to produce a comprehensive briefing paper on this entitled '[The Role of the EU in the Israel/Palestine Conflict in Context](#)'; this has been sent to a large number of decision-makers both directly and through our Action Alert list (see below) and has received noticeable positive feedback.

We continued actively our research into the labelling of Settlement products in shops and supermarkets in EU Member States. We are grateful for the hard work done by a number of Friends, especially in Germany, Ireland, the Netherlands and Sweden on this. The situation is very patchy, both in terms of the accuracy of labelling and in terms of the diligence with which consignments from the regions are checked to ensure that they comply with EU regulations. One of the more startling findings was Dead Sea Salts in a German supermarket labelled as 'Made in Germany'. We have also discovered that the diligence of customs authorities in this matter varies and the degree of record-keeping also appears to be patchy. A briefing paper on the issues, our findings and the resulting recommendations is due out in the spring of 2012.

We published a [briefing paper](#) on the civilian crisis management missions the EU is conducting in the occupied Palestinian Territories which, in its third and current version includes data obtained through a written question put to the External Action Service by a UK MEP on the basis of the first version of the paper. In the context of our research into military cooperation between the EU, EU Member States and Israel, we made less progress but pursued a number of Freedom of Information questions with governments. The process itself had a degree of impact.

We monitor in detail the Foreign Policy statements made by the High Representative, Catherine Ashton with regard to Palestine/Israel and we flagged up the fact that the language used in them suggested a degree of political bias. We noted with gratitude that the use of language has changed. We also researched and published (in the very first days of 2012) a [blog post](#) on the statements made with regard to Israeli settlements in the occupied territories strongly suggesting that action has to follow words.

Our Action Alert programme has focused significantly (though not exclusively) on this Programme. We issued eight alerts during the course of the year and the response - both in terms of participation and in terms of responses received - has been good. We think that particularly for this Programme, where there are many issues that require quick responses, this method of working is appropriate and integrates Friends in their Meetings into the work we do. The list has grown significantly, too, during the year and now has over 400 Friends subscribed. We know several of

them redistribute the action alerts through their Meetings and therefore know that the total number of Friends who are alerted to these opportunities for political action probably far exceeds this number.

Energy Security Programme

Since the end of 2010, and having completed two studies on the supply side of the energy security question, we have been focusing on the demand side from the perspective that whatever the supplies, climate change considerations, coupled with considerations of conflict prevention and economic justice force the developed world to make significant savings in energy use (i.e. curb demand). This change in focus was also at least in part in response to the current agenda of the EU on energy issues with energy efficiency and the question of whether targets should be binding (we think they should be) important areas of focus.

During 2011 the EU also undertook a large number of consultations on issues related to energy, energy consumption, and energy supply; we have taken part very actively in these consultations and, in the case of one of them we also alerted Friends on our Action Alert list to the opportunity to respond to this. In that case, some 10 per cent of responses received by the European Commission came from Quakers.

The consultations we contributed to were:

- Public consultation on the “Smart Cities and Communities” initiative (13 May)
- Consultation on the Europe 2020 Project Bond Initiative (02 May)
- Public consultation on the bio-based economy for Europe: state of play and future potential (02 May)
- Permit granting procedures for energy infrastructure projects (30 April)
- Consultation on a Roadmap to a resource-efficient Europe (22 April)
- The EU position for the 2012 United Nations Conference on Sustainable Development (10 April)
- Preparation of a report on additional sustainability measures at EU level for solid and gaseous biomass used in electricity, heating and cooling (29 March)
- The External Dimension of the EU energy policy (07 March)
- Roadmap for a low carbon economy by 2050 (08 December 2010)

This programme saw the birth of the QCEA blog and as a result themes relating to this programme have been the mainstay of the blog for most of 2011 with nearly 50 posts relevant to aspects of the programme in its first year. The programme also saw the creation of the QCEA twitter account where at least one European Commissioner has re-tweeted one of our tweets relating to one of our blog posts. And we know that the European Voice follows us on Twitter.

In response to our own commitment to living in accordance to our commitment to energy demand reduction in so far as this is possible, we have begun to calculate the organisation’s carbon footprint and are considering the steps we need to take to reduce this. This applies to the building most of us live in and all of us work in; it applies to our travel, and it applies to the way we communicate with others. A part of this is the decision to reduce the number of publications on paper (which have to be transported physically) and to encourage Friends and decision-makers to read our material electronically.

Criminal Justice

With the coming into force of the Lisbon Treaty, the EU has acquired a number of new competences in the area of criminal justice. As a result, our work programme has focused on this area significantly during 2011.

The main focus was to contribute to a European Commission consultation on their Green Paper on Detention. This took some considerable time and involved bringing together successfully a new informal group of NGOs working in the area of criminal justice with whom we had had little contact before. The consultation contribution was submitted in good time and we were able to inform Friends of the opportunity to contribute to this consultation via another action alert. Again, we

have been told that the European Commission received a substantial number of responses from Friends.

We published our third report on criminal justice issues in May 2011, this one addressing the issue of the [Social Reintegration of Ex-Prisoners](#).

Multiannual Financial Framework 2014-2020

The EU plans its budget framework over seven-year periods referred to as multiannual financial frameworks. The current one started in 2007 and continues to the end of 2013. The negotiations about the next one (which will run from 2014 to 2020) are now under way.

We have been working on this from several perspectives:

Consultations

The process (following on from a so-called Budget Review) began with a series of public consultations relating to different areas of spending. We participated in consultations relating to the External Action funding, the research programme, and the security research component of the research programme. Some of the consultations which formed part of our energy security programme also had implications for budget priorities.

Democratic accountability

The budget of the EU - though relatively small compared to the budgets of the Member States - is a significant amount of public spending. It is important that citizens understand the way it is put together, the way it is financed and the way it is spent. From the perspective of our key areas of interest, we published a briefing paper with our analysis of the initial European Commission Proposal for the next Multiannual Financial Framework in July 2011.

External Action Instruments

Because of our long-term engagement with the EU's role in peacebuilding and conflict prevention, the external action aspect of the EU budget is of particular importance to us. We will be issuing a briefing paper in 2012 with an analysis of the impact of the proposed instruments for peacebuilding and conflict prevention.

The green agenda

The EU has made significant claims that it intends to make climate change, the environment and energy security important elements of the budget. There is much talk of mainstreaming. We will be publishing - also in 2012 - a briefing paper which analyses the extent to which this is actually reflected in the European Commission Proposals.

The research agenda, ethics and green issues

We have a particular interest in the European Union's Research Framework Programme (to be called Horizon 2020 in the 2014 - 2020 period) because of the research being done on security matters and the involvement of the defence industry in this, the ethical issues this raises, the issues raised by the participation of certain non-member states in the programme and the extent to which the research programme addresses the green agenda. We will be publishing a briefing paper with our analysis of the proposals in 2012.

Working with other NGOs

We have continued our high level of engagement in a number of NGO networks but there have been some significant changes.

Human Rights and Democracy Network

We have rotated out of the steering group of this network, called Troika on which Liz had presented QCEA for some four years. Our engagement is now less focused on driving the network forward and more on the specific areas of our interest. Our engagement continues and we take an active part in regular meetings.

European Peacebuilding Liaison Office

We have ended our eight-year stint on the Steering Committee of the network, where Martina served for four years as Treasurer and for four years as Vice President. We remain heavily engaged

in the substantive work of the network and participate actively in four of the working/ad-hoc groups focusing on: the External Action Service and its effectiveness in peacebuilding and conflict prevention; the EU financial instruments for external action and foreign policy; the EU's crisis management work and policy; and the role of the European Investment Bank in third countries relating to conflict-sensitive investment and the approach to natural resources.

Civil Society Contact Group

Liz had been representing the Human Rights and Democracy Network at this meta-level of NGO cooperation in Brussels but rotated out of this role at the same time as rotating out of the Human Rights and Democracy Network Troika.

Martina continues to work actively with the Civil Society Contact Group's working group on the multiannual financial framework which she has been chairing for several years.

Communications

2011 was an important year for communications developments at QCEA. We spent some time overhauling the website completely and we moved to a new web host, a company which sources its energy entirely from renewable energy resources. The work on the website took up a good deal of the time of one Programme Assistant in particular, but as the structure of the site is now such that all staff can easily edit pages and posts and add material, this is now a more distributed task. Nonetheless, one Programme Assistant continues to carry responsibility for electronic communication tools. This new sharing of work on the website means we can be more analytical in the way we use the tool.

2011 also saw the start of the QCEA blog and the appearance of QCEA on twitter. Both of these tools provide other ways of people accessing our information and we think so far that this is a successful way of spreading our communication effort.

We have already mentioned the Action Alerts. They began in relation to the Palestine/Israel programme but have included alerts on other programme areas. They, too, are a form of communication with our supporters and through them with decision-makers. We have found this to be incredibly popular with Friends. But of course, the list of subscribers still only covers a small proportion of Friends in Europe. To subscribe, just contact us at info@qcea.org.

Some Friends who subscribe circulate the alerts to their Meetings. We think that is really valuable but it is also important that Friends recognize that they can opt out of the alerts.

We would like to take the opportunity here to thank all those Friends and other recipients of our Action Alerts for the sterling advocacy work they have done through this medium. It is certainly proving effective.

Outreach to Friends

Meeting and talking with Friends in their groups and Yearly Meetings is an important part of our work. This allows us not only to inform them about our work but also to hear the concerns and priorities Friends have. They do, of course vary widely and it is not always possible to pick up on all the issues that Friends feel we might work on. In the end, our work programme is decided by Council at its biannual meetings. It is really important for Friends with burning concerns to make these known to their YM's/group's representative on our Council so that they can feed into the discernment process effectively.

2011 was another year of active engagement at the level of participation in various Quaker Meetings including:

- Britain Yearly Meeting
- EMES Annual Meeting /EMEYF Spring Gathering (Joint event)
- EMES Peace and Service Consultation

- EMEYF Annual Meeting
- German Yearly Meeting
- Ireland Yearly Meeting
- Netherlands Yearly Meeting
- Sweden Yearly Meeting

We hope these visits are as useful and informative for the Yearly Meetings/Groups as they are for us.

Staff and Staff Changes

As the staff list at the end of this report indicates, we had a changeover of Programme Assistants in October/November.

At the end of the year, Xavier Verhaeghe, who had been our Office Manager for the last eight years, stepped down from this role. His successor, Viviane Nolf, joined us in April 2012.

Xavier has contributed enormously to QCEA. He has helped us battle over the years with the local bureaucracy - an ever entertaining aspect of living and working in Belgium - and with other aspects of managing the organisation and the house.

Our volume of hirings - the use of our meeting and guest rooms by other organisations and individuals - has been a steady source of income and Xavier's tireless efforts to maximise the use of the building in this way has been amazing throughout. This is not only important because of the income it generates; it is also a form of outreach for QCEA and for Quakers and it makes use of an important and valuable resource.

Xavier's major achievement over these years has been the very successful renovation of the house which is now complete.

We will not lose his involvement completely as he continues to provide expert services regarding the maintenance and management of the house.

Quaker House

Quaker House has been undergoing renovations for years. The process started as early as 2004 when we were informed of the impending listing of the house (which took place in 2007). This is not the place to go into the detail of all that has been done. What must be said is that 2011 was the year when it all came together and was completed. The house looks stunning. You really have to come and see it for yourself. We had two open day events (one in September - 1 day - and one in October - 2 half days) and well over 1000 people came to see the house.

The work has been funded partly by Brussels Capital Region (around 70 per cent), partly by Britain Yearly Meeting which owns the house, and partly by QCEA. Our contribution was financed entirely by income derived from hirings and saved for this purpose over the last nine years.

Martina Weitsch and Liz Scurfield
Representatives

Treasurer's Report

The first duty of the treasurer is to state the overall financial results for the year; the second is to explain them. As to the first, the overall deficit for 2011 was € 111,319. How worried should we be by this? Let us look at it in relation to the many activities in which QCEA has been involved.

Quaker House is now completely restored to its former glory. Visitors during open days in autumn 2011 were most impressed both by the building itself and by the relatively reasonable cost of the refurbishment works, which they would have guessed to be far higher than the about € 300,000 actual total. The final stages required further spending - or should I say investment - of almost € 40,000 in 2011. The grant we are due from Brussels Capital Region, which we estimate to be worth over € 84,000, has yet to be received. This will restore the House Reserve Fund from a negative balance to substantial credit.

Our Policy Officer's effective continuing work on sustainable energy security, reported earlier in this document, cost about € 59,000. This leaves only € 20,500 in the Wiles Fund. This is not enough to support the project even to the end of our Policy Officer's contract. Once it is exhausted, unless we can raise further funding, the General Fund will pay for the last few months and the project will end.

Economic Justice work was again supported by the Marmotte Fund to the extent of almost € 12,000. This fund, too, is nearing exhaustion and we expect no balance to remain by the end of 2012.

When the effects of these three other funds have been taken into account, the General Fund is left with less than € 2,500 of the overall deficit despite supporting a high level of activity by the Joint Representatives and Programme Assistants. That is all very well for 2011 but clearly, unless the Wiles and the Marmotte funds can be replaced with new support, the end of 2012 will see QCEA in a worse financial position and conducting fewer projects. We would be glad to hear of new sources of funding.

A separate and additional cost is being incurred by a very significant event in the story of QCEA: the imminent retirement of our Joint Representatives / Heads of Office, Martina Weitsch and Liz Scurfield. Members of the Council began searching for suitable successors in 2011. We are grateful to VVQREA for providing extra money specifically to cover the additional expenditure of the whole changeover process.

The improvement in subscription income - Around Europe, Associate Membership and Supporting Membership - continued with a further 7½% rise, for which thanks are due to recruiting Friends. Readers of this report are encouraged to become subscribers; details can be found on the QCEA web site. If already a subscriber, seek another to join - and please remember to renew!

Donations from Quakers were 5% higher than in 2010 - and would have been still higher had not a significant payment from one Yearly Meeting arrived only in 2012. Most Yearly Meetings increased their contributions. We are very grateful for what we hope is a continuing trend.

We are also grateful for € 30 000 from the Joseph Rowntree Charitable Trust.

I again wish to record my thanks to our Joint Representatives and the rest of the staff for their effective and efficient work, applying to the objectives of QCEA the resources that our many donors, putting their faith into action, have provided.

On their behalf and that of the Council, I thank Friends everywhere for their ongoing support. We have relied on it hitherto and trust in its continuance so that we can go on with research and advocacy in pursuit of the objects of our charity, which are among those of Quakers everywhere.

Tom Heydeman

Financial Statements

Income and Expenditure Account

Income	2011	2010
Study Tour	2,184	6,683
Project-related income	9,144	15,242
Associate Members Conference	959	16,396
Hirings	23,616	16,733
Funding from VVQREA for Search Costs	4,000	
<i>Abonnements Around Europe</i>	1,376	868
Associate Members	3,228	2,936
Supporting Members	2,639	2,934
Donations - British Friends	77,073	70,293
Donations - Netherlands Friends	37,615	36,932
Donations - German/Austrian Friends	7,957	7,135
Donations - Swiss Friends	1,412	2,361
Donations - Belgium and Luxembourg Friends	1,527	1,330
Donations - French Friends	374	1,582
Donations - Swedish Friends	8,506	7,450
Donations - Irish Friends	1,784	1,700
Donations - Danish Friends	268	264
Donations - Norwegian Friends	1,204	1,258
Donations - other Friends	785	1,256
Trusts and Foundations	30,000	59,204
Other Donations	162	77
Donations for Quaker House Brussels from Britain YM	0	30,203
Donations for Quaker House Brussels from Brussels Capital Region	0	0
Insurance Claims - received	1,024	1,530
Office Reimbursements	3,098	1,315
Travel Reimbursements	204	787
Reimbursement of landlords costs from BYM	0	19,383
Intérêts bancaires	2,160	5,976
Total Income	222,298	311,827

Expenditure		
Project Expenditure - direct	10,367	25,067
Printing and Mailing Publications	7,394	7,740
Quaker House Renovations	39,711	222,316
Quaker House Costs	21,229	24,616
Office Costs	24,787	25,179
Council Meetings	9,745	6,078
Staff Costs		
Staff Salary and Social Charges	167,071	155,784
Other Staff Costs: Training, Fees and other	39,324	34,422
Travel Costs	8,190	4,746
Taxes	3,377	4,120
Financial Charges	106	140
Depreciation	2,315	2,618
Total Expenditure	333,617	512,827
Balance of Income over Expenditure	-111,319	-201,000

Not included in the figures in the balance sheet shown on the following page are:

Funds held by support groups as at 31.12.2011

- **QCEA British Committee held £ 56 965** (2010: £ 53 111)

- **VVQREA held €544 302** (2010 € 614 843);

Both these sums are for the benefit of QCEA but managed by independent charities in the UK and the Netherlands respectively.

Funds held by QCEA on behalf of EMEYF as at 31.12.2011 were € 3064.87 (2010: € 2 100).

Balance Sheet

ACTIF (Assets)	2011	2010	PASSIF (Liabilities)	2011	2010
ACTIF Immobilisés (Fixed Assets)			Patrimoine de départ	262,972	219,676
Matériel Informatique (Computers)	0	2,765	Bénéfice Reporté (surplus: prior years)		244,296
Equipment de bureau (office equipment)	450	0			
ACTIF Circulants (Current Assets)			Résultat Période en cours	-111,319	-201,000
Créances (Claims)	600	495	Patrimoine total (au 31.12.)	151,654	262,972
Placements de Trésorerie (Balances in Bank Accounts and as cash)			Allocated to following reserves:		
Fortis	4,179	4,870	General Reserve	101,588	104,062
Triodos	144,035	235,621	Designated Reserves		
Banque de la Poste	27,174	41,315	House Reserve	-39,692	-1,462
Caisse (Petty Cash)	830	1,599	Marmotte Fund	4,226	16,013
Total Placements de Trésorerie	176,218	283,404	Wiles Fund	20,531	79,359
			Cash Flow Reserve	65,000	65,000
Comptes de régularisation			<i>Total Designated Reserves</i>	<i>50,065</i>	<i>158,910</i>
<pre>(prepayments and accrued income)</pre>	3,629	4,711	Total Reserves (=Patrimoine Total)	151,653	262,972
Total Actif	180,897	291,375	Dettes (liabilities)		
			Facture à recevoir (Suppliers)	637	363
			Précompte Professionnel (income tax)	2,882	0
			ONSS (employer's social charges)	3,379	1,028
			Provision Pécules de vacances (reserve for holiday bonus)	22,346	27,012
			Comptes de régulation (produit à reporter)	0	0
			Total Passif	180,897	291,375

QCEA People in 2011

Council Members

Clerk	Richard Condon
Assistant Clerk	Jethro Zevenbergen
Treasurer	Tom Heydeman
Member of Bureau	Dieter Hartwich
Member of Bureau	Noël Purcell O'Byrne
Belgium and Luxembourg MM	Florence Berteletti-Kemp
Britain YM	Rebecca Gumbrell-McCormick
Denmark YM	Hans Aaen
France YM	Phillip Spencer
German YM	Miriam Krämer
Ireland YM	Margrit E. Grey
Netherlands YM	Peter Spreij
Norway YM	Penny Heymans
Sweden YM	Gerhard Vitek
Switzerland YM	Brigitte Seger
FWCC/EMES	Marisa Johnson
FWCC/EMEYF	Matt Loffman
QCEA British Committee	William Waddilove
VVQREA	Peter van Leeuwen

Committees

Bureau

Richard Condon (Clerk)
Dieter Hartwich
Tom Heydeman (Treasurer)
Hans Weening
Noël Purcell O'Byrne
Jethro Zevenbergen (Assistant Clerk)

Finance Committee

Simon Bond, Treasurer, QCEA-BC
Tom Heydeman, Treasurer
Hennie Jansen, Treasurer, VVQREA
Neithard Petry, (Clerk to September 2011)
Daphne Wassermann
Martin Touwen (from September 2011)

Nominations Committee

Sue Glover Frykman
Lucinda Martin (Clerk)
Peter Spreij
Myfanwy Thomas

Staff Team

Cat Hellewell, Programme Assistant (from November 2011)

Ben Jarman, Programme Assistant (to September 2011)

John Nicholls, Programme Assistant (to October 2011)

Paul Parrish, Advocacy/Policy Officer

Isabel Skrine, Programme Assistant (from October 2011)

Liz Scurfield, Representative

Hannah Slater, Programme Assistant (from October 2011)

Rachel Tansey, Programme Assistant (to October 2011)

Xavier Verhaeghe, Office Manager

Martina Weitsch, Representative

Project Advisory Groups

Some of the projects and programme areas are assisted by Project Advisory Groups. Some of the members of these groups are not Council or Committee Members. QCEA also wishes to thank those Friends not named above who have contributed to our work through Project Advisory Groups:

Elizabeth Allen	International Quaker Criminal Justice Liaison Group
Kathy Bergen	Palestine/Israel Project Advisory Group
Marco Bertaglia	Energy Security Project Advisory Group (from September 2011)
Rachel Brett	International Quaker Criminal Justice Liaison Group
Lindsey Cook	Energy Security Project Advisory Group (from September 2011)
Kimmet Edgar	International Quaker Criminal Justice Liaison Group
Paula Harvey	International Quaker Criminal Justice Liaison Group
Per Ingvar Haukeland	Energy Security Project Advisory Group
Fenwick Kirton-Darling	Energy Security Project Advisory Group (to April 2011)
Jude Kirton-Darling,	Palestine/Israel Project Advisory Group
Benjamin Köhler	Energy Security Project Advisory Group (from September 2011)
Jan List	Energy Security Project Advisory Group (to April 2011)
Laurie Michaelis	Energy Security Project Advisory Group
Nick McGeorge	International Quaker Criminal Justice Liaison Group
Kees Nieuwerth	Energy Security Project Advisory Group (to April 2011)
Joanna Runkel	Energy Security Project Advisory Group (from September 2011)
Colin South	Palestine/Israel Project Advisory Group

Search and Recruitment Group - Appointment of new Representatives

During 2011, a number of Friends assisted in the preparation and recruitment of new Representatives to replace Liz Scurfield and Martina Weitsch when they retire in 2012. QCEA wishes to thank those Friends who contributed to this process who are not already mentioned above as Council Members:

Tim Brown (Search Group)

Annika Hollsing (Recruitment Group)

Judith Kirton Darling (Search and Recruitment Groups)

Nancy Krieger (Search Group)

Lucinda Martin (Search and Recruitment Groups)

Nicholas McGeorge (Search Group)

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