



Annual Report 2012

Quaker Council for European Affairs

Government is a facilitator that allows individuals to live together with respect, treat each other with justice and resolve disputes without recourse to violence. In pursuing paths toward the world we seek, we must remain aware that, if your actions have not been reshaped in response to the guidance of the Holy Spirit, how can we expect others to act as we advocate?

Margery Post Abbott, *A Theological Perspective on Quaker Lobbying* (2012)

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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: April 2013

Clerk's Report

A year ago I argued in my report that the most serious problems facing the countries of Europe and the wider world - among them economic recession, climate change, future energy supplies, movements of population from poorer to richer regions, real and imaginary dangers of terrorism, threats to peace and human rights in unstable parts of the world - could not be solved by individual governments. The European Union and, to a lesser degree, the Council of Europe provide a framework in which their member states may work together to seek collective solutions rather than attempting the impossible task of tackling global problems in isolation. Moreover, cooperation enables the countries concerned to stand up to other forces in the world far more effectively than they could ever do separately.

However, the bigger and the more powerful institutions grow, the more important it becomes to scrutinize, shed light on, influence and, if necessary, challenge their policies and actions. The Quaker Council for European Affairs has been fulfilling this mission for 33 years, and for the last decade Liz Scurfield and Martina Weitsch have been managing QCEA's activities. Building on foundations laid by previous QCEA Representatives in Brussels, they have relayed European Quakers' concerns to decision-makers, they have ensured that the Quaker voice is heard in the centres of power in Brussels and Strasbourg, they have united with other non-governmental organizations in promoting the values that underpin our Quakerism, they have alerted Friends across Europe to key issues on the European agenda and, where necessary, they have mobilized QCEA's constituent bodies to add their voices to campaigns and join in advocacy where our Quaker testimonies are at stake.

Liz and Martina left QCEA in October for a well-earned, but doubtless not restful, retirement in England. They leave behind an organization that has acquired a reputation for unswerving adherence to the principles that underlie our Quaker beliefs. Officials and elected members of the European institutions who have been targeted by QCEA have discovered what Quakers stand for and what we expect from them. Other NGOs working in the fields of peace, human rights and justice know that they can rely on QCEA to stand shoulder-to-shoulder with them on the issues that count.

In October QCEA welcomed two new Representatives, Alexandra Bosbeer and Gordon Matthews, who have taken over the reins of QCEA in Brussels. It is easy for observers to point out that Liz and Martina are a hard act to follow. However true this may be, the new Representatives inherit a flourishing organization that is known, heard and respected in the centres of European power and they will benefit from the goodwill earned over many years by an organization whose statements, publications, briefings and even blogs and tweets reflect the seriousness, the thoroughness, the accuracy and the commitment to truth and plain speaking that characterize the Religious Society of Friends. They can also rely on the support of an excellent team of Programme Assistants.

Everyone who has come into contact with Liz and Martina will take inspiration from their determination, will treasure the memory of their untiring commitment and will wish them well in their new lives. On behalf of QCEA, I thank them for their ten years of dedicated service.

Richard Condon

Highlights of 2012

Introduction

This year, the 'highlights' section will be in two parts: the first written by the former Representatives and covering the first 10 months of the year; the second written by the current Representatives and covering the last 3 months of the year. No, our year does not have 13 months, but we had the benefit of a little overlap between the two sets of Representatives.

Part 1 - January to October 2012 - a busy and challenging period

Work Programme

Because it was clear from the start of the year that Liz Scurfield and Martina Weitsch would be leaving in October, there was a realisation that the work programme had to be adapted because of the handover. This has meant focusing more on short and medium-term achievables and on preparing the handover. Notwithstanding, this report can only give some sense of the highlights rather than reflecting all elements of the programme. For that, we recommend regular visits to our [website](#) and [blog](#).

Palestine/Israel Work Programme

We focused on a number of main issues:

- We completed our research on the EU trade with illegal Israeli Settlements in the Occupied Palestinian Territories and published this on our website: <http://www.qcea.org/wp-content/uploads/2012/08/bp-eusettlementtrade-version2-en-aug-2012.pdf>
- We produced a video on the Rami Levy stores which are springing up around the illegal Settlements and are catering to both Palestinian and Israeli customers and published a blog post explaining the complex issues this raises for peace and for the Palestinian economy (<http://www.qcea.org/2013/01/video-rami-levy-supermarkets-in-the-west-bank/>)
- We worked extensively on advocating against the upgrading of the economic relationship between the EU and Israel, especially with regard to the adoption of the Additional Protocol to the Euro-Mediterranean Agreement establishing an EC-Israel Agreement on Conformity Assessment and Acceptance of Industrial Products (ACAA); in the end, and despite much effort on our part and on the part of many others (NGOs and Action Alert supporters) the upgrade was agreed in the INTA Committee on 18 September 2012 and although there is another vote in the plenary scheduled in November - the outcome of which we do not know at the time of writing - it is unlikely that the plenary vote will overturn the vote in the two committees responsible.
- We identified the need to do advocacy at Member State level because of the specific circumstances with regard to foreign policy in the Netherlands; we worked with Friends in the Netherlands on this and produced several letters and statements which were sent both by us and by local Friends. As the Netherlands Government fell in the early summer, the situation was left in limbo and the formation of a new Government in September 2012 may change the situation there.
- We looked into the environmental costs of the occupation and wrote articles and blog posts about this. It was interesting to find that decision-makers reacted well to this and acknowledged that they had not seen the occupation in that light.
- We continued to put pressure on the European External Action Service with regard to the crisis management missions in Palestine; this included several questions to the service put by Fiona Hall, MEP which led to a revision of our briefing paper on the issue and may have contributed to the significant scaling down of the Border Assistance Mission Rafah which has been non-operational since 2007.

Energy Security Programme

Highlights in this programme included:

- The completion of our carbon footprint calculation and the production of a detailed report on this to our Council as a starting point for developing strategic responses to the results. We also reported this footprint to Britain Yearly Meeting of the Religious Society of Friends; they own the building we work in (and which some of our staff live in) and thus we are also trying to contribute our share to the commitment made by Britain Yearly Meeting to become a low carbon community.
- As part of this exercise, we included an assessment of our water footprint; this, together with a realisation of the close connection between energy generation and water consumption, led to several blog posts and a detailed briefing paper being prepared on water-related issues.
- We continued to respond to European Commission consultations on energy-related issues including the following:
 - Reducing CO₂ emissions from road vehicles (December 2011)
 - Areas of reinforcing the existing Euratom nuclear safety legislative framework (February 2012)
 - More sustainable Consumption and Production (April 2012 - building on our report on this issue)
 - Including maritime transport emissions in the EU's greenhouse gas reduction commitment (April 2012)
 - Financial Support for Energy Efficiency in Buildings (May 2012)
 - Policy Options for the Blueprint to Safeguard Europe's Waters (June 2012)
 - Preparation of the EU Adaptation Strategy (July 2012)

Responding to such consultations is an important way of making our voice heard at a time when decision-makers are developing policy.

- Our focus on energy efficiency continued with a [blog post](#) on the completion of the energy efficiency directive; OCEA was able to witness the entire legislative cycle this went through and contribute our voice at different stages.

Criminal Justice

We continued our work on focusing on developments at EU level. Having submitted a contribution to the European Commission consultation on the Green Paper on Detention in 2011 and having successfully encouraged many Friends to do likewise, we have followed up on this only to find that progress at the European Commission is slow.

At the same time, we engaged in advocacy in relation to a legislative proposal on victims' rights; we felt that there was a risk that any reference to restorative justice which had been contained in the legislation being replaced would be lost, because the political mood has turned away from it and towards an 'offenders have had it too good' approach. We proposed some amendments to ensure that restorative justice is still at least referred to in the legislation, though the provisions are in some ways weaker than they were and we advocated these to several Members of the European Parliament. We worked hard with the office of one of the joint rapporteurs to get the restorative justice amendments included. Some of the amendments were put forward, succeeded in the European Parliament and were agreed with the Council of the European Union and have thus made it into the legislation.

We were able to use the opportunity of a dialogue on the Human Rights Action Plan with the Political and Security Committee of the European Union (Ambassador level committee) to raise the fact that whilst the European Union now expects partner countries to sign and ratify the UN Optional Protocol against Torture, several Member States had not done so themselves. A number

of the EU Member States concerned took notice of our concerns and several have moved forward since that discussion took place.

At the Council of Europe, our diligent though slow work to get our recommendations on alternatives to imprisonment on the agenda has borne fruit. The Legal Affairs and Human Rights Committee of the Parliamentary Assembly of the Council of Europe has been asked for a report on the subject. We hope that it will reflect at least some of our recommendations.

Democratic Accountability

2012 has been a critical year in the context of the decisions made regarding the Multiannual Financial Framework of the European Union for the period from 2014 to 2020. QCEA has taken an interest in EU finances over the years on the basis that this is about accountability, transparency, solidarity and justice.

We focused on three areas of this:

- We worked through the European Peacebuilding Liaison Office on the peace agenda in relation to the funding instruments for external action. QCEA produced a [briefing paper](#) which identified the issues and the EPLO advocacy messages and advocacy work built on that. We feel that there have been a number of developments in these instruments which go in the right direction and are watching the legislative process with interest, supporting EPLO action.
- We examined the complete set of European Commission proposals to identify the extent to which the [green agenda](#) is reflected. The verdict is mixed but there are some positive developments.
- We continued our work on the EU Research Framework Programme by examining the European Commission Proposals for the new programme for 2014 to 2020 under the title Horizon 2020; we considered there the following issues: the Security Research agenda, the ethics issues the programme raises, and the question of control the EU has (or does not have) with regard to participation in the programme. The [briefing paper](#) we published included nine recommendations including specific text for amendments; several of the proposed amendments were taken up by Members of the European Parliament. Whether or not they will make it through the legislative process is to be seen.
- The most important of these amendments relates to the issue of participation in the programme. It had become evident that the current Research Framework Seven Programme had no clauses which gave the EU control over the organisations that could participate even if there was evidence that the participation of certain organisations raised serious questions of international law and human rights. This was the amendment we pursued most vigorously and we will know later in the process whether this has been won. If it has, there will then, finally, be a solid basis on which certain research programmes and projects can be challenged.

Organisational Challenges and changes

The first ten months of the year have also held some organisational challenges. The recruitment process for the new Representatives, the handover process and the recruitment of new Programme Assistants to start in September 2012 along with changes in the post of Office Manager have not been easy, coming as they did in a short space of time. Where possible they were planned well in advance; but in the end, reality is different to plans.

That said we were able to continue to do effective work and to keep a reasonably high profile with visits to a number of important Quaker events and the publication of much new work on our website and our blog.

Three Programme Assistants left in June and July; we want to thank them for their significant contribution to QCEA during their time here and their flexibility when that was essential.

The fact that these ten months were also characterised by increasing IT problems - with a hacked website and related problems only the tip of the iceberg - means that it has been a challenging period.

Thanks for a fantastic experience

We would not want to leave this last section of our last Annual Report (the 10th!) without saying thank you to many people. We want to thank Friends all over Europe for supporting the work of QCEA in many different ways. We want to thank the grant-making trusts that have supported our work generously. We want to thank Council (and that of course includes many people who have served on Council and our Committees over the last 10 years) for their faith in our capacity to do the work we have done and their trust in our judgment over the years.

For us, the opportunity to serve Friends through our work at QCEA has been wonderful. We have learned a lot; we have been able to do many things which we care about deeply; we have met wonderful people in the context of our work - among Friends, in the Institutions and in other NGOs; all this has been a very enriching experience for us both.

The time is now right for others to carry this work forward. We wish them all the best, we ask Friends and others to continue to support them well, and we hope that QCEA will continue to be an actor on the Brussels, Luxembourg and Strasbourg stages that can be relied upon to see connections between issues, to bring people together, to be controversial and even sometimes hard-hitting when necessary, and to maintain a constant presence for peace, for non-violence, for human rights, and for justice: and not least, to be a witness to the interconnections between them.

Martina Weitsch and Liz Scurfield
Representatives through October 2012

Part 2 - October to December 2012 - A steep learning curve

This second part of this programme report is written by Alexandra and Gordon. We were appointed as the new Joint Representatives in May to start in October. Despite number of handover meetings with Martina and Liz over the summer prior to our taking up our positions, there remained a lot to learn. The period of October through December consisted primarily of picking up the threads left by the outgoing Representatives, finding the existing pattern, and then discerning the way to weave the existing threads into a pattern that reflects evolving Quaker concerns and the skills of the new team.

We were joined in the office from late September by two capable Programme Assistants, Bethany Squire and Chris Venables, and also the now longest-serving member of staff, Office Manager Viviane Nolf, who started in April 2012.

Communications

Communications to Quakers, to other NGOs, and to staff at the European institutions is a fundamental aspect of the work of QCEA. Communication was therefore one of our main areas of focus during this time of transition. QCEA now has a [Facebook page](#) - do 'like' us! - and a [LinkedIn company profile](#). The most popular posts on our Facebook page was a series of photos of old political and campaign photos! We also built on the work of our predecessors with [Twitter](#) and have had increasing success with retweets and conversations, which help build the network of those who may read QCEA tweets. Social media permits us to develop the presentation of QCEA messages through means different from *Around Europe*.

The blog remains an important means of communicating. Recent blog posts have been on diverse topics such as a Woodbrooke course on Palestine, arms exports, and climate change and social justice. We hope everyone reading this annual report has signed up to 'follow' the blog and be notified of new posts.

Alexandra and Gordon attended Britain Yearly Meeting, as did Martina and Liz, and Gordon joined German Yearly Meeting in October.

Peace

A change of management brings with the opportunity for new directions within the QCEA programme, but the peace programme remains a core aspect of the work at QCEA. We have continued to participate in the European Peacebuilding Liaison Office projects and meetings, including through working groups on conflict sensitivity, the review of the External Action Service, and conflict sensitivity in funding and trade.

The role of the EU in Israel-Palestine

Gordon has worked hard on the amendment to the rules of participation in Horizon 2020 at the level of the European Parliamentary committee and also during the trialogue phase. An action alert evoked support, and the amendment was passed in the Industry, Trade and Research Committee (ITRE) of the European Parliament. (It then went to the 'trialogue' process.)

Human rights

We continue to participate in the Human Rights and Democracy Network (HRDN) and the European Parliament Working Group thereof. This has been a steep learning curve and an interesting time to find a voice for QCEA among the large international NGOs with field offices in many countries. Alexandra attended a consultation on Freedom of Religion or Belief (FORB) held by the EEAS on voluntary guidelines for EU missions in non-Member States, and we continue to monitor this topic.

Chris Venables scoped the issue of trafficking with a view to ascertaining what unique contribution QCEA might make. This may inform some of our criminal justice work (see below) as it develops: an important issue is the lack of consideration of "trafficked" status when people who have been trafficked are accused of crimes.

Criminal Justice

QCEA's consultation response to the EU Green Paper on Detention was heavily quoted in the summary of responses. As part of picking up the threads of previous work, Alexandra attended events on children of prisoners, victims' rights, and detention. Further work on this area in 2012 awaited the arrival of a third Programme Assistant in January 2013.

Sustainability

Bethany Squire has scoped the issues of sustainability and concluded that palm oil and payment for ecosystem services are subject areas in which QCEA can contribute a new voice. We submitted a response to a consultation on [the energy lending policies of the European Investment Bank \(EIB\)](#).

Democratic governance and economic justice

No project that is classified only or mainly under either of these thematic areas is ongoing at the moment. The November 2013 conference, "Europe and Economic Justice - Guaranteeing a fair share", will be held jointly with Quaker Peace & Social Witness (QPSW) 15-17 November 2013 in Brussels.

Looking forward

After this period of understanding the pattern, and the tools of the weavers! , we look forward to working effectively on Quaker concerns in 2013.

***Alexandra Bosbeer and Gordon Matthews
Representatives from October 2012***

Treasurer's Report

These are the exceptional financial results for an exceptional year. QCEA had its first new Representatives for ten years and the opportunity was taken to renovate the second floor flat. We expected that expenditure would be high while some funds would be exhausted. The budget had forewarned of a deficit of € 85,000. Yet we see a surplus of receipts over payments of almost € 50,000. This requires explanation.

The main factor was an excess of actual income over that budgeted of € 150,000. Of this, 36% was a part of what we were owed by Brussels Capital Region for listed building renovation, not in the budget as its timing was unknown. We enjoyed a larger income from trusts. We particularly thank the Joseph Rowntree Charitable Trust for its increased grant of € 40,000, Irish Quaker Faith in Action for € 3,000, the Margaret Hayman Charitable Trust for € 6,166, the Polden-Puckham Charitable Foundation for € 6,230 and, for criminal justice work, the Yew Tree Fund for € 8,300. Most remarkable were generous one-off donations: a legacy of € 15,000 and an anonymous gift of € 60,000.

Within the budget, the necessarily high cost of the whole recruitment process, from advertising through interviewing to appointment, was reimbursed by our Netherlands support group, VVQREA, to whom I would again like to express my appreciation.

Direct costs of projects were lower - but of course the major cost of these is not direct but in staff salaries. As foreseen last year, the balances of the supplementary funds Wiles and Marmotte were spent in 2012. QCEA is very grateful to the family of H V Wiles for having made possible a range of work in the area of Sustainable Energy Security that would otherwise have been impossible. The progress made has encouraged more donation specific to this project area. We look forward to further targeted income from those who wish particular aspects of our work to prosper.

We had expected salaries and associated costs to be higher, with departure bonuses (pécules de sortie) payable to three members of staff. Having the new Representatives in post for October before the previous couple had left was valuable in induction terms but further added to the cost, up € 40,000 from 2011. Honoraria, on the other hand, were lower as Xavier Verhaeghe's valuable services were retained only for work related to the building.

We continue to be grateful to our landlord, Britain Yearly Meeting, not only for the grant to British Committee but also for contributions to the cost of renovation work and supporting our membership of EPLO.

My thanks and admiration go to our Representatives recent and present - who are both the driving force that powers QCEA and the fulcrum about which it revolves. Martina Weitsch and Liz Scurfield picked up the work when it was at a low ebb in 2002 and built it to be effective and to have far-reaching impact. QCEA's high profile and great impetus presented a significant challenge for Alexandra Bosbeer and Gordon Matthews to take up. Initiatives, including much needed new thoughts on fund-raising, are emerging; I am grateful for the continuing drive for efficiency alongside effectiveness.

On behalf of the Representatives and the Council, I thank Friends everywhere for their support, both moral and, writing as Treasurer, financial. We rely on it now, as ever, to enable QCEA's research and advocacy. Quakers in their Yearly and Monthly Meetings strive for peace, economic justice, equality, human rights and sustainability. Please continue to help us to address these themes on your behalf in the context of Europe.

Tom Heydeman

Financial Statements

Code	Description	2012	2011
7	Income		
702000	Study Tour	6,262	2,184
703000	Project-related income	9,313	9,144
704000	Associate Members Conference	0	959
706000	Hirings (rooms)	16,460	23,616
706500	Lettings (flats)	6,245	0
707000	Funding from VVQREA for Search Costs	15,000	4,000
731100	Abonnements Around Europe	762	1,376
731200	Associate Members	2,907	3,228
731300	Supporting Members	2,289	2,639
733100	Donations - British Friends	72,747	77,073
733200	Donations - Netherlands Friends	37,645	37,615
733300	Donations - German/Austrian Friends	7,543	7,957
733400	Donations - Swiss Friends	3,852	1,412
733500	Donations - Belgium and Luxembourg Friends	1,696	1,527
733600	Donations - French Friends	3,941	374
733700	Donations - Swedish Friends	9,089	8,506
733800	Donations - Irish Friends	2,566	1,784
733850	Donations - Danish Friends	268	268
733900	Donations - Norwegian Friends	1,150	1,204
733950	Donations - other Friends	65,486	785
737000	Trusts and Foundations	49,232	30,000
738000	Other Donations	15,183	162
739100	Donations for Quaker House Brussels from Britain YM	0	0
739200	Donations for Quaker House Brussels from Brussels Capital Region	54,294	0
743000	Insurance Claims - received	1,127	1,024
743100	Office Reimbursements	3,859	3,098
743200	Travel Reimbursements	934	204
743400	Reimbursement of landlord's costs from BYM	6,004	0
758000	Intérêts bancaires	1,208	2,160
	Total Income	397,062	222,298

Expenditure		
Project Expenditure - direct	7,011	10,367
Printing and Mailing Publications	4,588	7,394
Quaker House Renovations	25,398	39,711
Quaker House Costs	26,125	21,229
Office Costs	22,136	24,787
Council Meetings	7,712	9,745
Staff Costs: Salaries	158,363	140,881
Staff Costs: Social Charges and Contributions	62,398	39,647
Other Staff Costs: Training, Fees and other costs	10,545	39,324
Travel Costs	5,284	8,190
Search for New Reps	12,438	0
Taxes (non-staff)	4,685	3,377
Financial Charges	237	106
Depreciation	442	2,315
Total Expenditure	347,361	333,617
Balance of Income over Expenditure	49,702	-111,319

Not included in the figures above are funds held by support groups. As at 31.12.2012 the **QCEA British Committee held £ 44,884** (2011: £ 56 965) and **VVQREA held €530 886 (2011 €544 302)**; 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 31.12.2012 were € 9972 (2011 €3065)**.

Balance Sheet

Assets (ACTIF)	2012	2011	Liabilities (PASSIF)	2012	2011
Fixed Assets (ACTIF Immobilisés)			Opening balance (Patrimoine de départ)	151,654	262,972
Computers (Matériel Informatique)	0	0			
Office equipment (Equipment de bureau)	876	450			
Current Assets (ACTIF Circulants)			Result of current period (Résultat Période en cours)	49,702	-111,319
Debtors (Créances)	10,331	600	Total reserves as of 31/12/2013 (Patrimoine total)	201,355	151,654
Balances in Bank Accounts and as cash (Placements de Trésorerie)			Allocated to following reserves:		
Fortis	48,432	4,179	General Reserve	149,829	101,588
Triodos	117,378	144,035	Designated Reserves		
Banque de la Poste	65,941	27,174	House Reserve	-13,474	-39,692
Petty Cash (Caisse)	187	830	Marmotte Fund	0	4,226
Total in bank (Total Placements de Trésorerie)	231,938	176,218	Wiles Fund	0	20,531
Prepayments and accrued income (Comptes de régularisation)	1,653	3,629	Cash Flow Reserve	65,000	65,000
			Total Designated Reserves	51,526	50,065
			Total Reserves (=Patrimoine Total)	201,355	151,653
			Dettes (Creditors)		
			Suppliers (Facture a recevoir)	994	637
			Income tax (Percompte Professionnel)	2,476	2,882
			Employer's social charges (ONSS)	12,820	3,379
			Reserve for holiday bonuses (Provision Pécules de vacances)	27,138	22,346
			Adjustments (Produit a reporter; comptes de régulation)	15	0
Total Actif	244,798	180,897	Total Passif	244,798	180,897

QCEA People in 2012

Council Members

Clerk	Richard Condon
Assistant Clerk	Jethro Zevenbergen
Treasurer	Tom Heydeman
Member of Bureau	Dieter Hartwich (to October 2012)
Member of Bureau	Noël Purcell O'Byrne
Member of Bureau	Sally Sadler (from October 2012)
Belgium and Luxembourg MM	Jeremy Lester
Britain YM	Rebecca Gumbrell-McCormick
Denmark YM	Hans Aaen
France YM	Gretchen Ellis
German YM	Miriam Krämer
Ireland YM	Margrit E. Grey
Netherlands YM	Peter Spreij (to May 2012)
Netherlands YM	Joke Akkerman (from May 2012)
Norway YM	Penny Heymans (to June 2012)
Norway YM	Turi-Therese Schoder (from June 2012)
Sweden YM	Neil Howe
Switzerland YM	Brigitte Seger
FWCC/EMES	Marisa Johnson
FWCC/EMEYF	Matt Loffman
QCEA British Committee	Peter Reid
VVQREA	Peter van Leeuwen

Committees

Bureau

Richard Condon (Clerk)
 Dieter Hartwich (to October 2012)
 Tom Heydeman (Treasurer)
 Hans Weening
 Noël Purcell O'Byrne
 Sally Sadler
 Jethro Zevenbergen (Assistant Clerk)

Finance Committee

Simon Bond, Treasurer, QCEA-BC
 Margrit Grey (appointed October 2012)
 Tom Heydeman, Treasurer
 Hennie Jansen, Treasurer, VVQREA
 Daphne Wassermann (Clerk for March 2012 meeting)
 Martin Touwen (Clerk from October 2012)

Nominations Committee

Sue Glover Frykman
 Lucinda Martin (Clerk)
 Peter Spreij
 Myfanwy Thomas
 Joe Thwaites (appointed October 2012)

Staff Team

Alexandra Bosbeer, Representative (from October 2012)
Cat Hellewell, Programme Assistant (to June 2012)
Gordon Matthews, Representative (from October 2012)
Viviane Nolf, Office Manager (from April 2012)
Paul Parrish, Advocacy/Policy Officer (to October 2012)
Liz Scurfield, Representative (to October 2012)
Isabel Skrine, Programme Assistant (to July 2012)
Hannah Slater, Programme Assistant (to June 2012)
Bethany Squire, Programme Assistant (from September 2012)
Chris Venables, Programme Assistant (from September 2012)
Martina Weitsch, Representative (to October 2012)

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 (to October 2012)
Rachel Brett	International Quaker Criminal Justice Liaison Group
Lindsey Cook	Energy Security Project Advisory Group (to October 2012)
Kimmett Edgar	International Quaker Criminal Justice Liaison Group
Paula Harvey	International Quaker Criminal Justice Liaison Group
Per Ingvar Haukeland	Energy Security Project Advisory Group (to October 2012)
Benjamin Köhler	Energy Security Project Advisory Group (to October 2012)
Laurie Michaelis	Energy Security Project Advisory Group (to October 2012)
Nick McGeorge	International Quaker Criminal Justice Liaison Group
Joanna Runkel	Energy Security Project Advisory Group (to April 2012)
Colin South	Palestine/Israel Project Advisory Group (to February 2012)

Recruitment and Transition Group - Appointment of New Representatives

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

Annika Hollsing (Recruitment Group)
Judith Kirton Darling (Recruitment Group)
Lucinda Martin (Recruitment and Transition Groups)
Phillip Spencer (Recruitment and Transition Groups)

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Twitter: [@qcea](https://twitter.com/qcea)

Association internationale sans but lucratif

Internationale vereniging zonder winstoogmerk

Moniteur Belge no. 11 732/80

No d'entreprise: 0420.346.728

Bank: Triodos Bank

IBAN: BE87 5230 8056 0494

BIC: TRIOBEBB