



**Quaker
Council for
European
Affairs**

Annual Report 2016



*We bring a Quaker vision
of just relationships to
European institutions.*

**Quaker
Council for
European
Affairs**

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Introduction



While 2016 has been a tumultuous year for the world, it is when QCEA confidently set its feet on a new path. In 2015 we began a fundamental review of our organisation and work. During the strategic planning process a renewed commitment to focus on peace and human rights in Europe has emerged.

We have committed QCEA to maximising our impact through ‘quiet diplomacy’, a tried and tested Quaker approach to effective advocacy. Quaker House is a space where people can meet with others they do not normally engage with and say things that cannot be said in other settings. While still in its early days, this approach has already seen positive results.

Because of our Quaker commitment to continue working at things until they are done we can take a long-term approach to our work. We are well-suited to the often slow-moving pace of European institutions while remaining nimble and responsive to change. We realise that while there may be a need for adaptability, the long view is what grounds and sustains the work even in the face of significant political changes.

We have made changes to governance, staffing structure and methods of work with the goal of advocating for Quaker values in as effective a way as possible. This involves ensuring that any project undertaken has

sufficient resources to ensure its successful completion (the equivalent of at least one full-time staff member), clarifying responsibilities and decision-making processes, and giving staff the tools they need to do the work well. We hope that making these core organisational changes will enable us to create the change we want to see for peace and human rights in Europe.

However, while we are now clear about the path of QCEA, the European Union and governments face more uncertainty. The many factors that are challenging European unity are well-detailed in the media, and it is at such times that we need to be clear about what we are trying to achieve. For a continent ravaged by centuries of war and inhumanity, we need to work for a society built on human rights, reconciliation, and transforming conflict through non-violent means. Or, to put it another way, we need to remember that “there is that of God in everyone” and it is from this shared humanity that we must act.

Oliver Robertson
Clerk

Rorie Nazareth
Assistant Clerk

Programme Work 2016

In 2016 QCEA worked confidently to bring a Quaker vision of just relationships to the European institutions. It was a year of change which saw us completing our work on the circular economy and armed drones, before re-launching our peace programme with a focus on building our capability to work through quiet diplomacy.

Peace and Militarism

In 2016 we promoted the use of peacebuilding, and encouraged policy makers to rethink European security. We did this in a number of ways.

MILITARISM

Train and Equip

We mobilised our network to participate in public consultation on proposals to re-define EU development spending to include military training and the supply of military equipment. QCEA supporters made up almost 80 percent of all responses to the consultation. As a result, it was not possible to use the consultation, for its intended purpose, to demonstrate public support for the proposals to Members of the European Parliament.

This was one of the issues that we discussed when we co-organised and facilitated the Global Campaign on Military Spending one-day conference in Brussels. About 70 people came to the event with speakers from QCEA, the European Peacebuilding Liaison Office and the European Union Institute for Security Studies.

Armed Drones

QCEA acted as the secretariat for the European Forum on Armed Drones (EFAD) for the first half of 2016. During this period, we facilitated agreement of an inter-NGO statement on armed drones (the 'EFAD Call to Action') forming the basis of EFAD's future



↑ *Faith groups, including QCEA, discussing divestment at the European Parliament in January.*
PHOTO: CHRIS DISKIN

work. As a result of our work in 2016, other NGOs either found new ways to contribute to this objective or are now coordinating their activities more effectively with others.

Military responses to forced migration

During 2016 we closely monitored the EU Naval Force in the Mediterranean (Operation Sophia). We produced a research paper for Ambassadors sitting on the Council of the European Union's Political and Security Committee, and followed this up with meetings with several EU member states and the European External Action Service.

Arms trade

We have been actively supporting the European Network Against the Arms Trade's work to raise awareness amongst peace groups and MEPs. QCEA produced briefings and letters in four languages for members of

the European Parliament's budget committee. As with the European Parliament vote on arms sales to Saudi Arabia in February 2016, we used our flexibility as an advantage and were able to act when other organisations either could not or had different national level priorities. QCEA also supported the Stop Fuelling War coalition peace witness at the Eurosatory arms fair in June 2016, for example through designing and printing the banners.

RETHINKING SECURITY

During 2016 QCEA regularly convened or participated in policy discussions in Brussels, for example moderating a conference on the new EU Global Strategy. Towards the end of 2016 we built upon this work to develop our own capacity for convening and quiet diplomacy. We held a number of interfaith lunches, including one on the restructure of the European External Action Service with an official from the new PRISM department.

In October and November QCEA hosted a Russian Quaker and academic who gave a series of presentations on his research with religious minorities in Crimea and eastern Ukraine. His presence allowed us to reach new audiences, and to promote a model of shared security that could be built across Europe and beyond. In December 2016, QCEA published a discussion paper on security and EU accession. It was found that the concept of security used in the accession process was too narrow, and as a result accession processes are missing opportunities to build a sustainable security for all people.

Violence and Masculinity

During 2016 we found ways to raise the profile of the relationship between violence and constructed notions of masculinity. This work culminated in a day-long conference at Quaker House that included representatives from the European Commission's Justice Directorate and External Action Service. The work also included publication of an alternative agenda for the new EU Commissioner for the Security Union, that would begin to address the relationship between violence and masculinity in EU policy.



↑ QCEA hosted a working lunch to discuss links between violence and masculinity.
PHOTO: KATE McNALLY

Quaker House

We have hosted a series of 14 fund-raising dinners for a project led by Syrian refugees and asylum seekers that has brought people together who would not otherwise meet from across Brussels' European quarter. In 2016 we have also organised Alternatives to Violence Project (AVP) and Non-Violent Communication Courses for European policy-makers or NGO staff in Quaker House.

CONNECTING PEOPLE ON FORCED MIGRATION

In the second half of 2016 QCEA worked with the Quaker Asylum and Refugee Network to compile and publish a catalogue of the work European Quakers are doing to support people arriving in Europe. We have shared this report with every Quaker community in Europe, and have already begun to connect individuals and groups who are working on similar issues and can learn from each others' experience.

continued overleaf —

Programme Work 2016

continued

Sustainability

In the first half of 2016, QCEA encouraged influential policy-makers to implement a zero-waste economy (known as the Circular Economy). To do this we:

- Mobilised supporters to call on the European Commission not to withdraw the original Circular Economy package, and wrote directly to Commissioners with our detailed proposals. We repeated this process with regard to both the Circular Economy legislation and the Roadmap on Energy from Waste.
- Led the development of a Circular Economy joint position between 11 civil society organisations (CSO), amplifying our common voice.
- Held a series of meetings with Member States to discuss specific amendments on the Circular Economy package, complemented by our written briefings.
- Produced materials to support advocacy on sustainability and trade, including “Trade for well-being, not just for profit” a joint statement on Trade and the TTIP trade deal, supported by 5 Quaker agencies. We also published an action guide for Quakers, produced jointly with Quaker Peace and Social Witness.



Collectively these outputs brought a Quaker vision for ambitious EU legislation that prioritises the need to make the economy more sustainable, and reduce resource consumption not just increase resource efficiency. QCEA’s specific contribution produced higher contact between environmental non-governmental organisations and EU institutions. QCEA coordinated this aspect of the European Waste Coalition (EWC)’s work and picked up work when others were prevented. The EWC’s credibility increased, shown through institutional approaches for information and new NGOs joining the coalition.

Permanent Representations became aware of the EWC positions, and that Quakers were actively concerned about this issue. Specifically, the idea of a residual waste cap gained traction amongst member state delegations as a result of face-to-face meetings with attachés. We have learned from this work that the most effective meetings are often those with fewer people where a dialogue was allowed to develop. QCEA’s contribution was well regarded amongst environmental groups in Brussels.

Our work in 2016 leaves us well placed to further refine our new approach to Quaker work in Brussels. Whilst we may be working more quietly, we end 2016 with a sharp focus on delivering impactful programmes.

Andrew Lane
Director



A makeshift memorial at Place de la Bourse following the terrorist attacks in Brussels on 22 March.

PHOTO: ANDREW LANE

Organisational Review

Principles of good governance require organisations - and the people who run them - to ensure that they remain fit for purpose. Since 2015, QCEA has been working through a programme of thorough review to ensure that the organisation is set up in the best possible way and is best placed to adapt to a changing Europe. We wanted to make sure that we are using our resources effectively to best deliver on the work that we are called to do.

During the process we tried to ensure that we were hearing everyone's voices, no matter how difficult the message, so that everyone with a stake in QCEA could accept the decisions we make. Finally, we needed to ensure that we had the information we needed to make good decisions and to ensure that we learned from both our past failings and successes.

We trust that being clear about who we are and how we do things inspires confidence in everyone from staff to donors and people we work with and demonstrates that we are effective and accountable.

The process of review involved a wide range of people across Europe including staff, council and executive members, members of other groups and committees, volunteers, partners and supporters.

→
We opened Quaker House as a quiet space from 6am on the Friday morning when Brexit was announced through to Saturday lunchtime. We listened to about 15 people in that time. Our Facebook post announcing its availability received 28,000 interactions and many positive comments. We spoke at public meetings in Porthmadog, Liverpool, and Manchester and reported in a blog with 2,000 readers.

PHOTO: ANDREW LANE

The key outcomes included:

- Reduction of governing bodies to two
- Simplification of our statutes
- New staffing structure
- Transition to “quiet diplomacy” advocacy
- A strategic plan to be developed in 2017
- A new financial manual and internal work regulations
- Maximising use of Quaker House
- Developing partnerships with other organisations

We are grateful to everyone who has contributed to the review.

Jez Smith

Executive Committee



Treasurer's Report



I am pleased to report that 2016 was a year of stabilisation for QCEA, following a time of considerable change for the organisation. During the past year, as mentioned elsewhere in this annual report, we have successfully concluded the investigation phase of our transition programme, resolved a number of issues with our structure, processes and procedures alongside starting to develop our new strategy and put in place new programmes of work. We are on target to conclude the transition by the middle of 2017. I am grateful to the Joseph Rowntree Charitable Trust (JRCT) for funding the bulk of the transition programme's costs. Their willingness to support us through a challenging period has enabled us to embark on our new strategic direction with confidence.

In addition to JRCT's support, I am also grateful to the other trusts, Yearly Meetings, support groups and individual donors who have funded our work over the past year. Every contribution is valued and I can assure donors that our Executive Committee and staff have been managing expenditure very carefully to ensure the best use is made of our resources. Related to this, last year we commenced tracking and reporting income and expenditure for some major projects.

I appreciate the continued support of Britain Yearly Meeting for Quaker House, Brussels and for their prompt funding of expenditure related to this, once again aiding our cash flow. We have found new ways to make better use of this asset, and these successes are reported elsewhere.

In addition, it was heartening that despite Brexit, British contributions increased. In particular, I would like to acknowledge the CB & HH Taylor trust who have continued to increase their support, this year specifically because of the importance they attach to QCEA's work in the light of Brexit. In the rest of Europe, I would also highlight my appreciation for increased contributions from Dutch, German and French Quakers.

For 2016 QCEA agreed to work to a break-even budget of income and expenditure of about €296k. The actual outcome was lower than anticipated, with income of almost €282k, primarily due to lower than hoped for support from some Quaker meetings and reduced individual subscriptions. Expenditure was also down on budget during the year, to a total of just below €265k. This was mainly accounted for by an increase of €15k in consultancy costs during the transition plus extra essential travel being more than offset by staffing changes that resulted in €48k under-spend on salaries and social charges. As a result, QCEA recorded a surplus of income over expenditure of about €17k. While this has been added to the General Reserve at year-end, Executive Committee has agreed to use the bulk of this to fund additional temporary staffing during the first half of 2017. This will enable an effective start to the human rights programme alongside maintaining the momentum of the successful commencement of the peace programme plus an increased focus on communication and fund-raising.

Our “general reserves” have temporarily risen from just under €193k to just under €210k. We have maintained a cash flow reserve of €65k and also hold the Irene Jacoby bequest of €60k. In addition to using the 2016 surplus to fund temporary staff, as mentioned above, at the Autumn 2016 meeting General Assembly reviewed a number of potential staffing levels. These ranged from a break-even budget on a minimum staff and a single programme of work through a number of options resulting in increasing levels of deficit. It was agreed to work to a moderate increase in staffing sufficient to manage the two proposed programmes, peace and human rights, sustaining this by drawing on our general reserve and Irene Jacoby fund over the next two to three years while we investigate and pursue additional levels of funding. As a result, our 2017 budget is estimated to run at an excess of expenditure over income of about €41k. Looking further ahead, once fully staffed over a whole year this would result in deficits of €70-80k per annum at current income and expenditure levels.

As I mentioned last year, given our level of reserves and the challenges of addressing Quaker concerns in Europe, we need not only to maintain existing lines of funding but also develop or increase others and, as we move from out of our transition phase, more focus will be placed on this. Funding through “in lifetime” donations or, longer term, via bequests in wills, will provide an investment in QCEA’s future.

I would like to thank the staff of QCEA for their hard work to ensure QCEA continued to function effectively to the demands of the transition to our new structure and strategic direction.

Phillip Spencer

Treasurer



A fundraising dinner in Quaker House led by refugees and asylum seekers. ↑
PHOTO: ELLIOT LOVELL

Financial Statements: Income

All figures in EUR

	2016	2015
Turnover / Sales		
Sale of publications	0	12
Study tours	0	10,362
Project-related income (incl. ME Prog. & Peace Project)	360	5,480
Biennial conference	-225	20,432
Hirings: meeting rooms and short-term overnights	12,900	16,994
Lettings: income from staff accommodation	18,450	12,113
Sub-total turnover	31,485	65,394
Subscriptions, memberships, donations		
Around Europe subscriptions	1,254	1,318
Associate memberships	3,239	4,689
Supporting memberships	2,737	4,107
British Quaker donations	73,873	67,784
British Committee donation for QHB rent	4,369	6,114
Dutch Quaker donations	43,787	37,850
German Quaker donations	7,495	5,195
Swiss Quaker donations	3,652	3,654
Belgium and Luxembourg Quakers donations	2,500	3,600
French Quaker donations	2,384	1,000
Swedish Quaker donations	1,648	1,714
Irish Quaker donations	3,362	1,563
Danish Quaker donations	378	268
Norwegian Quaker donations	592	1,158
Other Quaker donations	0	0
Foundations and trusts	0	76,147
JRCT	50,000	50,000
Other donations	1,859	122
Support from Quakers for QH	0	0
Support from Brussels Capital Region for QH	7,557	0
Other	0	0
Sub-total membership and donations	210,686	266,283
Other income		
Reimbursement from insurance claims	8	0
Reimbursement for office operating costs (Telephone, etc.)	1,667	25
Reimbursement for transportation costs	379	188
Reimbursement for QHB expenses	2,976	19,828
Advance payment made by insurance company for repairs. Not coded as a reimbursement as it was paid in advance.	0	412
ENAAT reimbursement by CAAT	34,457	0
Reimbursement of other expenses	0	1,586
Sub-total other income	39,487	22,039
Financial products		
Bank interest (nett)	247	1,550
Sub-total financial products	247	1,550
Total Income	281,905	355,265

Financial Statements: Expenditure

All figures in EUR

	2016	2015
Non-staff project-related expenditure		
Sub-total project-related expenditure	9,822	31,376
Services and diverse goods		
Rent and location costs	4,369	6,114
QH maintenance and cleaning of ground and first floor	8,478	7,311
QH repair and installations	1,668	529
Supplies for the house	524	756
Renovation works	2,900	17,853
Water	1,082	1,354
Gas, electricity	4,530	4,693
Bed and breakfast cleaning costs	325	526
Costs of postage	219	1,112
Office stationery	1,216	1,086
Books and periodicals	823	741
Office equipment	2,810	801
Copier, fax, printer	731	719
Printing of Around Europe	3,253	2,981
Costs of mailing Around Europe	3,269	2,887
Other publications	909	1,071
Honoraria (contractor fees)	30,119	12,707
Interview costs (PA)	68	0
Use-related fees and royalties	0	292
Insurances	4,292	4,309
Conferences and seminars	0	80
Staff training, including language	422	0
Costs of legal publications (Moniteur Belge)	125	246
Costs of staff travel	4,595	2,359
Costs of supplies for kitchen for groups	436	628
Catering for staff-led events	381	569
Advertising	373	394
Promotion of Quakers	123	0
Memberships (in networks)	6,350	6,475
Costs of reimbursement for volunteers	640	1,142
Telephone, internet, fax	4,270	4,957
Costs of transport of ExCo and General Assembly Meetings	5,587	5,545
Costs of Meals for ExCo and General Assembly (excl. staff time)	1,607	1,086
Travel and accommodation for candidates (Staff)	0	1,336
Advertising for new staff	1,224	1,928
Recruitment (was Search) Group meeting costs	0	727
Staff moving costs	0	3,779
Representative's support group	806	1,187
Sub-total services and diverse goods	98,523	100,281

continued overleaf →

Financial Statements: Expenditure *continued*

	2016	2015
Salaries and associated costs		
Salaries	117,878	134,095
Advance holiday money	11,376	8,183
Social security	29,818	24,630
Other staff-related costs	5,945	6,623
Allotment for future holiday money	-15,214	0
Additional payroll-related costs of transitions (see notes on the right)	0	0
Sub-total salaries and charges	149,804	173,531
Depreciation		
<i>Dotations aux amortissements</i>	946	217
Sub-total depreciation	946	217
Other expenses		
Tax on office surface area	1,762	738
Tax on parking place in front of house	150	75
Regional tax		89
Property tax	3,643	3,263
Sub-total other expenses	5,555	4,165
Financial charges		
Foreign exchange	0	0
Bank charges	220	271
Sub-total Financial charges	220	271
Total expenditure	264,870	309,841
ANNUAL RESULT	17,035	45,425

Financial Statements: Balance Sheet

Balance Sheet	2016	2015	2015	2016	2015
ACTIF (Assets)				PASSIF (Liabilities)	
ACTIF Immobilisés (Fixed Assets)				Patrimoine de départ (Reserves at start of year)	
Matériel Informatique (Computers)	0.00 €	0.00 €			317,804.69 €
Equipment de bureau (office equipment)	2,839.09 €	0.00 €			272,380.16 €
ACTIF Circulants (Current Assets)				Résultat Période en cours (Result for the year)	
Créances (Claims = creditors)	6,715.19 €	3,616.22 €			17,034.81 €
Placements de Trésorerie (Balances in Bank Accounts and as cash)				Patrimoine total (Reserves at end of year)	
Fortis	85,398.98 €	96,929.05 €			334,839.50 €
Triodos	241,291.87 €	241,044.76 €			317,804.69 €
BE58 2100 5598 1479 SEK	0.00 €	104.10 €			
Triodos Cpte terme	15,335.19 €	6,090.94 €			
Caisse (Petty Cash)	499.79 €	760.10 €			
Total Placements de Trésorerie	342,525.83 €	344,928.95 €		Allocated to following reserves:	
				General Reserve	209,839.50 €
				Designated Reserves	
				Irene Jacoby bequest	60,000.00 €
				Cash Flow Reserve	65,000.00 €
				Total Designated Reserves	125,000.00 €
				Total Reserves (=Patrimoine Total)	334,839.50 €
Comptes de régularisation				Dettes (liabilities)	
(prepayments and accrued income)				Garantie Locative (Rental Guarantee)	1,500.00 €
	2,432.61 €	1,348.65 €		Facture a recevoir (Suppliers)	3,941.84 €
				Percompte Professionnel (income tax)	1,989.82 €
				ONSS (employer's social charges)	2,158.09 €
				Remuneration	105.00 €
				Provision Pécules de vacances (reserve for holiday bonus)	9,978.47 €
				Comptes de régulation (produit a reporter)	0.00 €
Total Actif (Assets)	354,512.72 €	349,893.82 €		Total Passif (Liabilities)	354,512.72 €
					349,893.82 €

Not included in the figures above are funds held by support groups. As at 31.12.2016 the **QCEA British Committee held £4,440** (2015: £17,335) and **VQREA held €511,754** (2015: €528,728); 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 31.12.2016 were €12,710** (2015 €15,873).

QCEA People



EXECUTIVE COMMITTEE

Oliver Robertson (Clerk)
Rorie Nazareth (Assistant Clerk)
Phillip Spencer (Treasurer)
Elaine Green
Sally Sadler (until October 2016)
Hans Weening
Jeremy Lester (Shadow Treasurer)
Jez Smith

OTHER MEMBERS OF THE GENERAL ASSEMBLY

Phil Gaskell (Belgium and Luxembourg Yearly Meeting)
Hans Aaen (Denmark Yearly Meeting)
Gretchen Ellis (France Yearly Meeting)
Ludger Mangels and Davorka Lovrekovic (Germany Yearly Meeting)
Seán McCrum (Ireland Yearly Meeting)
Peter van Leeuwen (Netherlands Yearly Meeting and Dutch Friends of QCEA)
Turi-Therese Seljen Schoder (Norway Yearly Meeting)
Margareta McKenna (Sweden Yearly Meeting)
Joan Lambert (Switzerland Yearly Meeting)
Marisa Johnson (Secretary, European and Middle East Section of the Friends World Committee for Consultation)
Hannah Slater (European and Middle East Young Friends)
Corien van Dorp (VVQREA)
Peter Reid (QCEA British Committee)
Neville Keery (Founder)
Martyn Bond (Founder)
Mavis Airey (Founder)
Brian Kendall (Founder)

ALTERNATE COUNCIL MEMBERS

Paul Holdsworth (Belgium and Luxembourg Yearly Meeting)
Josh Habgood-Coote (Britain Yearly Meeting)
Richard Seebohm (QCEA British Committee)
Gerard van den Dool (Netherlands Yearly Meeting)
Roger Cassidy (Norway Yearly Meeting)
Renke Meuwese (Europe and Middle East Young Friends)
Kris Misselbrook (France Yearly Meeting)

FINANCE COMMITTEE

Martin Touwen (Clerk until April 2016), Simon Bond (Treasurer, QCEA British Committee), Margrit Grey,

Hennie Jansen (Treasurer, Dutch Friends of QCEA), Phillip Spencer and Jeremy Lester.

NOMINATIONS COMMITTEE

Peter Spreij (outgoing Clerk), Davorka Lovreković, Felicity McCartney, Judith Roads, Joe Thwaites, and Kristin Skarsholt (incoming Clerk).

QCEA BRITISH COMMITTEE

Peter Reid (Clerk), Richard Seebohm (Assistant Clerk), Ali Freeman, Simon Bond (Treasurer), Chris Venables, Angela Sansam, Rebecca Gumbrell-McCormick, Lina Jordan, Peter Allen-Williams, Sarah Coote, Phil Laurence and Ian Beeson.

DUTCH FRIENDS OF QCEA (VVQREA)

Peter van Leeuwen, Corien van Dorp (Clerk), Hennie Jansen (Treasurer), Peter Spreij, Renke Meuwese and Pieter Ketner.

IRELAND QCEA SUPPORT COMMITTEE

Seán McCrum (Clerk), Loretta O'Brien, Margrit Grey, Rachel Cave, and Martin Leavy.

VOLUNTEERS AND STAFF IN BRUSSELS

Andreas Schultze (Information technology volunteer)
Andrew Lane (Director)
Dianne Murray (Information Management and Council of Europe volunteer)
George Thurley (Sustainability Project Officer until July 2016) and Europe and Middle East Young Friends Secretary)
Kate McNally (Forced Migration Project Coordinator from June 2016)
Laetitia Sedou (European Network Against the Arms Trade Programme Worker)
Martin Leng (Communications Coordinator from November 2016)
Misha Roschin (Human Rights placement, October-November 2016)
Olivia Caeymaex (Peace Programme Lead from October 2016)
Paul Musiol (Transition Manager until May 2016)
Tim Harman (Peace Project Office until July 2016)
Theo Lemaire (Rethinking Security placement, October-December 2016)
Xavier Verhaeghe (Office Manager)

Notes

