



Quaker
Council for
European
Affairs

Annual Report 2018





Introduction

“How do you do that?” It’s one of the less incredulous responses you get when proposing nonviolent ways to prevent violent conflict. It’s also one where there’s now an answer, in the shape of QCEA’s seminal publication *Building Peace Together*. Comprehensive, accessible and straightforward, the booklet does exactly what we try to achieve at QCEA, shedding light on a little-known issue or position and showing what can be done to make the world a better place. Published in early 2018, our staff and supporters have been promoting its message throughout the last year, at launch events across Europe and by distributing copies to people in EU institutions, governments and militaries.

The same approach is true of our human rights programme. When we produced our *Anti-Migrant Hate Speech* report, we didn’t just look at the problems, we also showcased the positive initiatives in different countries to challenge online hatred. We showed how people are trying to emphasise the humanity of all and will be launching a website, ChooseRespect.eu, in the run-up to the 2019 European elections allowing everyone to do the same.

Quiet diplomacy is an approach we have now been promoting since 2016. We provide a private, friendly space where officials and diplomats can discuss issues openly, then work out how to resolve the real, underlying problems. In the relaxed and welcoming environment of Quaker House, we bring people together for what one participant called “the most honest conversation I’ve had in Brussels”.

It’s a pleasure and a privilege to see and oversee the work done by QCEA for peace, justice and the rights of all. So impressed are we by the work of our staff and the impacts it has that we frequently want to ask them “How do you do that?”

Because QCEA represents a community where the majority of members are in the UK, we sometimes get asked what impact Brexit will have on the organisation. And the answer is: the trends in European politics which led to decisions like Brexit mean QCEA is needed now more than ever. QCEA represents Quakers across the continent, many of whom will continue to live in EU member countries. The UK remains a member of many of the organisations we engage with, including the Council of Europe and the OSCE (Organisation Security and Cooperation Europe). The EU will remain an important actor in world affairs; one we want to be an engine for creating a more peaceful, equitable and just.

Oliver Robertson
Clerk

Rorie Nazareth
Assistant Clerk

P.S. QCEA turns 40 in 2019. As well as celebrating our successes, we’re doing a big fundraising drive (or, for some, a sponsored run) so that we can be financially secure into the next decade. We’d love if you could support this work – a suggested donation of €40 can be transferred easily at www.qcea.org/donate. For the work we do and the impact we have, QCEA runs on a very small budget: the cost of one cruise missile would keep us going for three years.



Peace programme

PHOTO: LUCA PERINO (CC)

Peacebuilding for and by everyone, everywhere

QCEA's Peace Programme seeks to "rethink security". We want to create a new narrative around European security which emphasises sustainable peacebuilding and a human-centred approach, as opposed to the orthodoxy of "hard security" and militarism.

Engaging Europe and its institutions

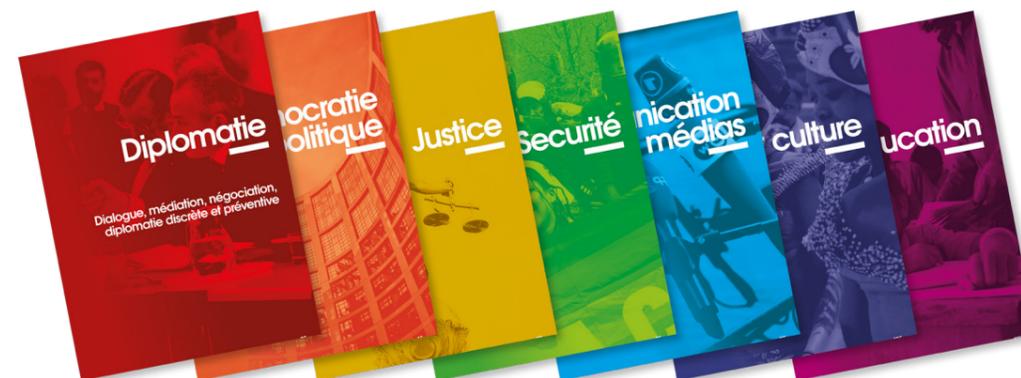
In response to increasingly defence-oriented EU responses to humanitarian and security challenges, QCEA wanted to show that there are other ways engage which better promote sustainable peace. In 2018 our peace programme organised fifteen events and published a major report on peacebuilding entitled *Building Peace Together*. The report provides forty peacebuilding tools across eleven fields such as diplomacy, the environment, business, trade and economics. This resource is useful to both peace practitioners and policy makers as it provides concrete examples of peacebuilding delivered around the world by actors as varied as governments, the EU, civil society and Quaker organisations. *Building Peace Together* suggests that peacebuilding is everyone's business, and that it is a shared responsibility.

Today the report has reached over 50,000 people, including military and civilian practitioners working in conflict zones around the world. The report is available online in English, French, Russian and Arabic, and QCEA is receiving requests to translate it in other languages such as Turkish and Ukrainian.

In 2018, QCEA organised six launch events of *Building Peace Together* in five different European capitals: Berlin, Dublin, London, The Hague and Brussels. Each event was organised with a partner organisation and featured a member of the local Ministry of Foreign Affairs, ensuring we engage directly with governments on their peace and security policies. At each of these events, QCEA distributed copies of the report and continues to receive requests from some of the Ministries of Foreign Affairs to send more copies to them and their colleagues.



↑ Impressions of QCEA's peace advocacy work in 2018, including our Peace Programme Lead Olivia Caeymaex (top) speaking about *Building Peace Together* at the European Parliament. PHOTOS: EUROPEAN PARLIAMENT, EKD



Building bridges where others are building walls

QCEA felt that actors working in the peacebuilding sphere were too often preaching to the converted rather than broadening the network. In an effort to reach out to a more diverse range of actors, QCEA engaged with diverse stakeholders to organise meetings, and in some cases develop year-long partnerships.

QCEA addressed evolving security responses in today's changing environment directly with NATO through an event co-organised with the European Organisation of Military Associations (EUROMIL). The discussion was an opportunity to broaden the thinking around emerging needs in peace and security and explore concepts such as shared security.

In 2018 QCEA also initiated a partnership with the Young Professionals in Foreign Policy, engaging young people at the beginning of their careers to talk about peacebuilding. The events addressed various regions in relation to one of the peacebuilding tools featured in *Building Peace Together* and explored the role of unusual actors in peacebuilding. The three events featured journalists on the role of media for peacebuilding in Syria, the role of the private sector in mining cobalt and other "conflict minerals" in the Democratic Republic of the Congo (DRC), and the role of the EU in pre-accession negotiations with the Western Balkans.

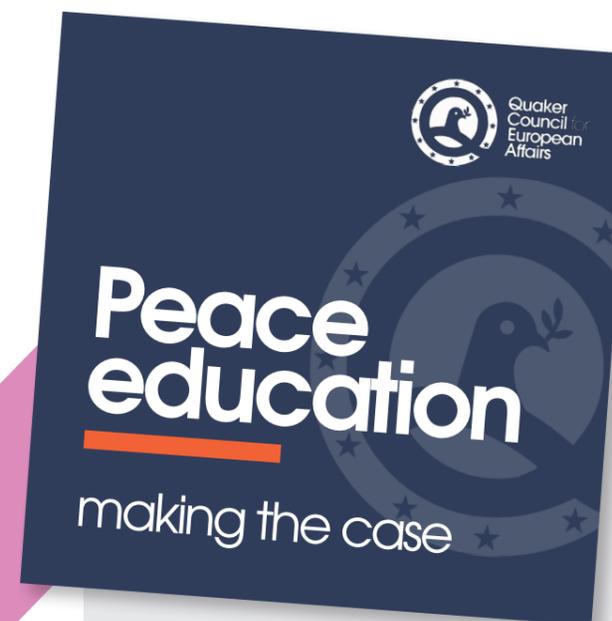
These opportunities provided young professionals with real experience of how to translate peacebuilding into practice, making the case for peacebuilding in various political and economic settings.

In exploring the role of the EU in contentious regions around the world, QCEA partnered with Independent Diplomat to organise an event on *Western Sahara's path to peace*. Panellists included a representative of the Frente Polisario separatist movement, the European Parliament Rapporteur on EU-Morocco accords and a representative from the EU's Foreign Affairs. The EU being a regional organisation involved in politics, justice, humanitarian aid and trade makes for complex decision-making when it comes to Western Sahara. By bringing these people around the table in a peaceful atmosphere, QCEA showed its ability to use quiet diplomacy to bridge different actors and identify common ground.

Disseminating peacebuilding principles like inclusivity and gender equality

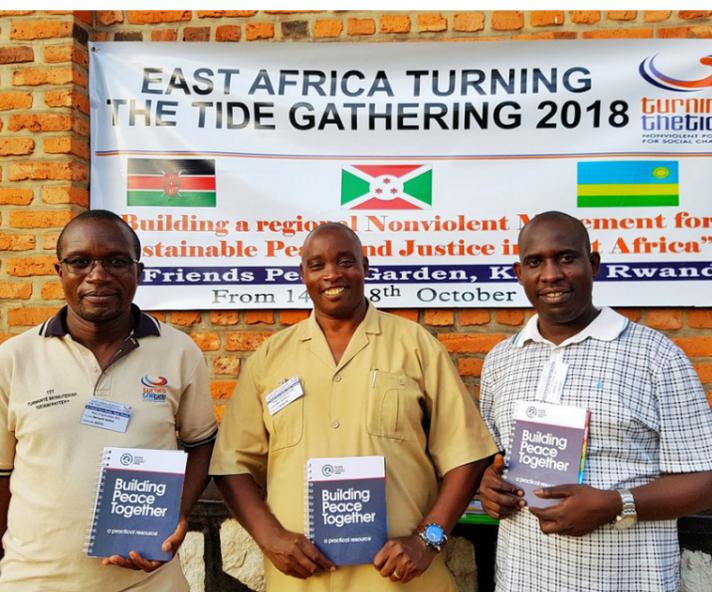
One important aspect of violent conflict is the way it affects women, girls, boys and men differently. QCEA engages regularly on the 'Women, Peace and Security' agenda with various actors in Europe and through the European Peacebuilding Liaison Office. It also organised a workshop in partnership with Newcastle University and the UACES Gendering EU Studies Research Network on the path towards inclusive peace and security: taking stock and sharing lessons on the gender dimension. It offered an inclusive space to share best practice and lessons learned across institutional settings including NATO, the EU, the UN and civil society.

More practically, all of QCEA's events strive to ensure inclusivity on their panels with representatives from civil society, member states, journalists, the private sector and EU officials. We also try to guarantee a gender balance wherever possible.



Peace education for conflict prevention

The peace programme dedicated part of 2018 to the research and drafting of a report entitled *Peace Education: Making the Case*, published in January 2019. The report defines the concept of peace education and observes how, through time, it has remained a relevant conflict prevention tool. It makes the case for the EU and actors around the world to incorporate peace education into their peacebuilding tools, adaptable to every stage of a conflict cycle. The report is the basis for advocacy work with civil society, the EU and governments. QCEA was invited to present the report to two annual meetings before it had even been published – a positive sign from the international community on QCEA's publications. QCEA presented some of the findings of the report to CONCORD's member organisations working group on global citizenship education and the Global Partnership for the Prevention of Armed Conflict's (GPPAC) Peace Education Working Group.



↑ *Building Peace Together* made its way to communities around the world - including to peacebuilders in Rwanda, as seen here.

PHOTO: QPSW AFRICA



Human rights programme

PHOTO: KATE McNALLY

Humanising European migration policies

QCEA's Human Rights Programme aims to shed light on, and put an end to, the less-widely recognised challenges faced by migrants and refugees arriving in Europe. We want to promote humane alternatives to the "fortress Europe" approach which values hard borders over lives.

Child immigration detention: making the unseen, seen

During 2018 several pilot projects have tested alternatives to child immigration detention in several European countries.

QCEA timed a research report to be published in September 2018, coinciding with these pilots. This enabled us to:

- Be the first to summarise and give examples from the pilot projects in an accessible format
- Build on last year's QCEA report, by writing again to fifty European governments and used the replies to produce the most comprehensive guide to where migrant children are locked up in Europe.

Europe is still in the shameful position of not knowing how many children are in detention, but QCEA's report provides the best summary of available official information on the matter. In 2018 we engaged policymakers using this report, including prominent distribution at the two biggest human rights conferences to take place in Europe. We also made copies available among numerous staff across the EU, the Council of Europe and the Organisation for Security and Cooperation in Europe.

Soon after the GA meeting in March, QCEA hosted a strategy group meeting on ending child immigration detention in Europe. The impact of the meeting was that organisations from several European capitals began to work more closely on the EU approach to child immigration detention with less duplication.

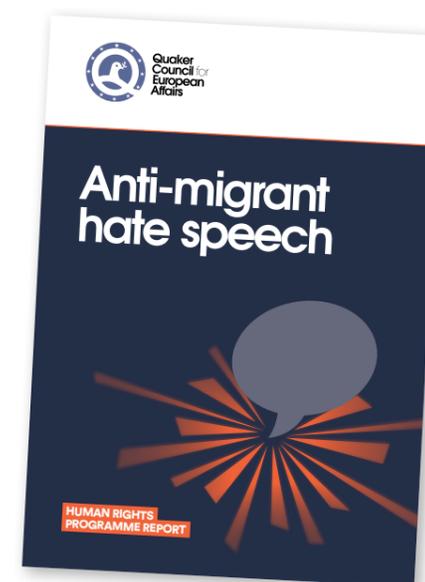


↑ In February, QCEA's Director Andrew Lane (centre) took part in a multi-faith policy discussion with the European Union's Directorate-General for Development.
PHOTO: COMECE

Fear of 'the other' and hate in political discourse

In May 2018, QCEA published a report on anti-migrant hate speech (left). Violent and dehumanising 'hate speech' against migrants and refugees is an ever-increasing problem in Europe, largely made possible by the internet. The report looked into what is being done at European level to challenge these worrying narratives and highlights different initiatives that seek to address it. Advocacy work was been undertaken with policy makers and social media companies. In the context of the upcoming European elections, work began on a follow-up online project that aims at raising the issue of hatred directed towards migrants and refugees and how to address it through counter-narratives.

QCEA also held a series of bilateral meetings on anti-migrant hate speech with European policy makers, as well as two quiet diplomacy meetings that have been used to promote our research report. We also met with the European Commission staff to help them identify initiatives from our research which they could potentially fund.





↑ Our *Helping the Helpers* project brought together a group of psychotherapists to explore solutions for dealing with the “secondary trauma” experiences by volunteers working with refugees.

PHOTO: KATE McNALLY

Big topics, small circles

Following encouragement from General Assembly members that more should be done with the *Race and Privilege* booklet that QCEA published in 2017, throughout 2018 QCEA created a weekly space in which to consider issues linked to racial equality and justice. About ten people from the European political quarter have participated in the group, meeting every week including through the summer. The group uses tools, such as creative listening, to allow deep and transformative personal reflection on this delicate issue. A one-off workshop on this issue was undertaken by QCEA at the German, Netherlands, Belgian, French Quaker Border meeting in Bonn in September 2018.

Networking Quakers on migrants and refugees

QCEA remains in good contact with a wide range of Friends across Europe engaged in migration work, and maintaining contacts with Quaker Yearly Meetings, Woodbrooke, the Quaker Asylum and Refugee Network, Quaker UN Office and Quaker Peace and Social Witness.

QCEA published a toolkit for anyone involved in making local welcome packs for migrants. The toolkit provides information and suggestions on how to make the refugees and asylum seekers more comfortable in each step of the transition to their new community.

A group of psychotherapists that came together through QCEA in 2017 to organise a project to support volunteers in refugee camps, used the summer to recruit volunteers for their 18-month project. In September they held their first week-long institute with enthusiastic feedback from participants.

European external migration policies’ impact on human rights

Our cross-cutting peace and human rights work

Europe building walls, QCEA achieving human rights protections

- Together with the European Council on Refugees and Exiles, QCEA organised a civil society strategy meeting on EU funding to border management. The meeting took place in a context where the EU had proposed to invest a lot of money into border management as one of the solutions to address migration.
- Alongside a partner organisation the European Council of Refugees and Exiles, QCEA successfully influenced the European Parliament’s position ahead of the negotiations with European states, ensuring that transparency and respect for human rights are taken into account in the EU proposed budget on border management. Ninety percent of our proposals were accepted into the European Parliament position.

Working with leading faith-based organisations

- A joint policy paper was published on EU Returns Policy with the Christian Group on Migration. This paper was used to support a series of one-to-one meetings intending to have impact on technical aspects – that will improve experience for failed asylum seekers.
- Two policy events with thirty policymakers and representatives of faith-based organisations on the EU-Africa, Caribbean, Pacific framework agreement to be negotiated in 2018-9, specifically human rights, migration and economic justice implications of EU Africa policy. We had very positive feedback with several follow-up meetings, including with the Commission’s Development Directorate General.

Engaging with the complexity of smuggling and human trafficking

- QCEA hosted a series of lunch-time policy discussions on the EU’s response to smuggling and human trafficking, bringing member states’ representatives together with civil society and EU officials. In addition to this quiet diplomacy work, QCEA hired a cinema for an evening to show a film on human trafficking and an open discussion with a wide range of people from the Brussels policy making community.
- QCEA undertook ten interviews with EU policy makers and academics about the Khartoum Process, an initiative between EU and Greater Horn of Africa Countries. A discussion paper was produced to help support further conversations on Fortress Europe policies, with a foreword and distribution support from an influential MEP.



↑ The audience listens to an expert-led debate on human trafficking following our film screening in Brussels.

PHOTO: MARTIN LENG



Treasurer's report

In our five year strategy, we decided to focus on two programmes, human rights and peace. Because revenue was insufficient, we agreed to run these programmes at below optimum levels. Happily donors are increasingly realising how effective QCEA is in delivering programmes at a European level, and so we have been able to fund a fuller programme with a deficit no greater than that planned. We are updating our strategic plan in 2019 to reflect progress made and, while keeping the two programme focus, also ensuring that concerns about sustainability are considered and reflected in our work.

We are grateful to the Joseph Rowntree Charitable Trust (JRCT) for its continuing support of QCEA's work programmes. We also appreciate the generous support for our work from other trusts and foundations, Quaker Meetings and support groups plus individual donors, including Britain Yearly Meeting for Quaker House, Brussels. We thank you all for your contributions.

QCEA's income in 2018 was €395,511 and expenditure €422,606, resulting in a deficit of €27,095 (against a 2018 budget estimated deficit of almost €78k). Income was higher than expected due not only to the successful start of additional fund-raising for our core programme of work but also because of the generosity of a number of donors and trusts who provided funds, in advance, to support additional unbudgeted work on a new "Helping the Helpers" project plus improving our communications and publications. Excluding these two unbudgeted activities our core deficit against budget was about €66.4k. As a substantial amount of the Human Rights programme staff costs were covered by JRCT and from designated reserves (Irene Jacoby bequest and Vivien Flynn donation) received in prior years, the net reduction in our General Reserve was €24,921, bringing it down to just under €164.5k at 31 December 2018. We

continue to maintain a cash flow reserve of €65k. Staff have been managing expenditure carefully to ensure the best use is made of our resources. We thank them for their hard work to ensure QCEA continues to function effectively while delivering exciting and constructive projects.

The costs of running two work programmes at current staffing levels continues to exceed our current level of funding. Remaining designated funds are expected to be fully utilised during 2019 and our projections indicate we will exhaust existing reserves during the current five year strategic planning period. We are increasing efforts to find new funding and have set up a fund-raising group to explore additional and new sources of finance. This has already started to provide tangible benefits which reduced our projected deficit for 2018 significantly.

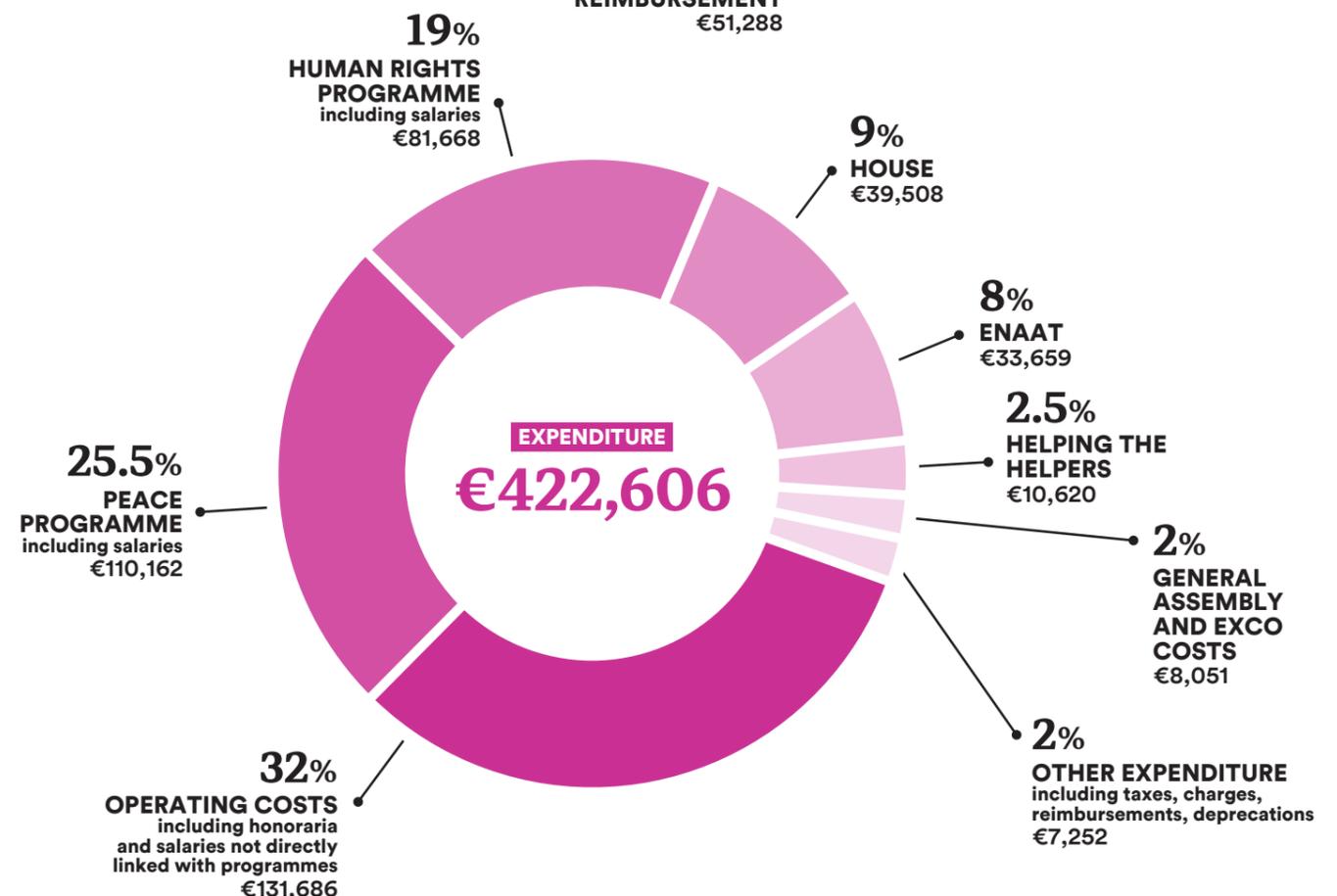
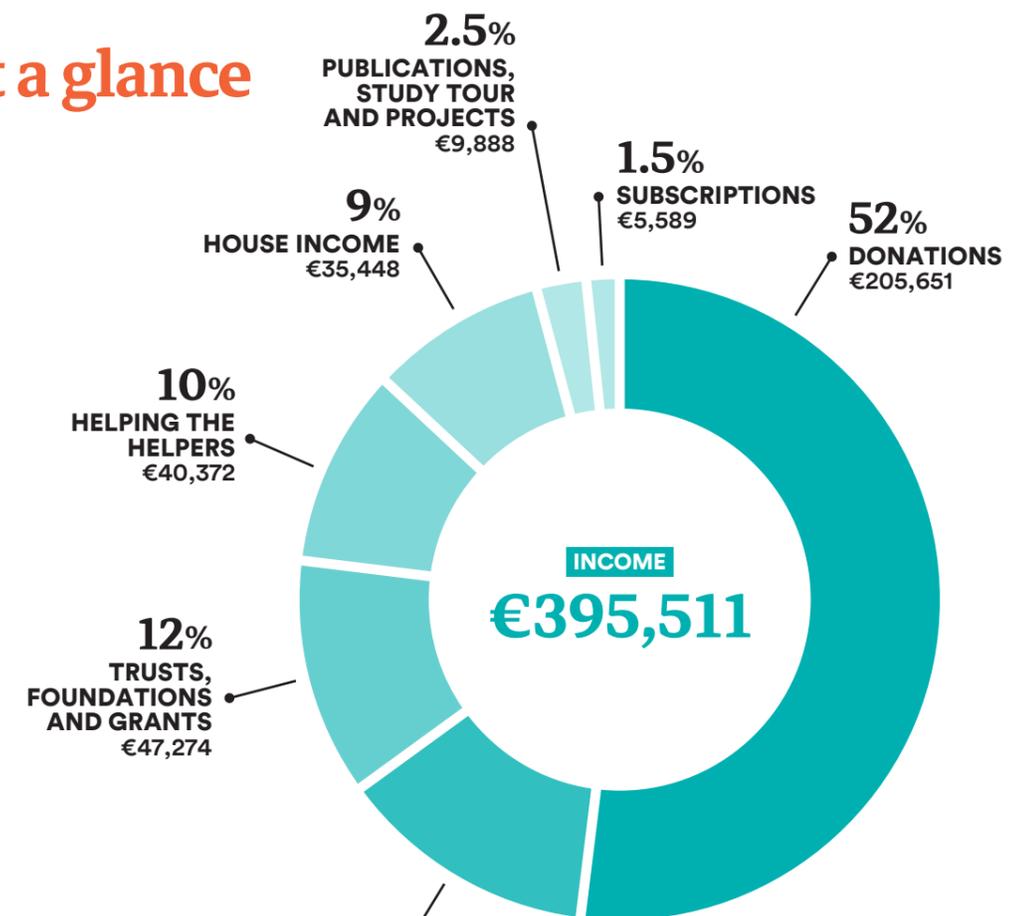
In 2019 we plan to complete our "matched funding" campaign. We will celebrate QCEA's 40th anniversary by undertaking specific themed initiatives. This includes a sponsored 40 kilometre run to raise "€40k for QCEA". Please support our runners by visiting www.justgiving.com/campaign/40KforQCEA. You can also donate in other ways by bank transfer or using links on our web site. Funding through "in lifetime" donations or, longer term, via bequests in wills, will provide an investment in QCEA's future.

We hope that with the 40th Anniversary funding, and with increased interest from trusts and foundations, we will be able to reach a sustainable budget covering the full strategic programme, delivering peace and human rights advocacy cost-effectively and at the optimum level.

Phillip Spencer
Treasurer

The year at a glance

RESULT
-€27,095



Income

All amounts in EUR

	2018	2017
TURNOVER AND SALES		
Sales of publications	2 641	74
Study tours	3 092	7 837
Project-related income	1 388	1 559
Biennial conference	1 198	13 696
Human Rights programme	1 050	–
<i>Helping the Helpers</i> project	40 372	–
Hirings (meeting rooms and short-term accommodation)	15 982	14 080
Lettings (income from staff accommodation)	19 466	19 200
Sub-total turnover and sales	85 708	56 446
SUBSCRIPTIONS, CONTRIBUTIONS, DONATIONS		
<i>Around Europe</i> subscriptions	841	926
Associate memberships	2 926	3 835
Supporting memberships	1 822	2 630
British Committee donations for Quaker House rent	7 076	6 019
Quaker donations —		
<i>British</i>	102 462	83 982
<i>Netherlands</i>	32 801	32 995
<i>German</i>	10 705	1 322
<i>Swiss</i>	3 706	3 760
<i>Belgian / Luxembourgish</i>	6 575	2 500
<i>French</i>	4 200	3 550
<i>Swedish</i>	1 746	2 741
<i>Irish</i>	5 797	6 582
<i>Danish</i>	3 668	496
<i>Norwegian</i>	1 400	2 351
<i>Other</i>	250	8 000
Fundraising campaigns	24 460	12 741
Foundations and trusts	12 790	5 614
Joseph Rowntree Charitable Trust	34 484	42 242
Other donations	803	2 402
Support from non-British Quakers for Quaker House	0	0
Grants from Brussels Capital Region for Quaker House	0	5 055
Sub-total subscriptions, contributions, donations	258 514	229 742
OTHER INCOME		
Reimbursement from insurance claims	889	0
Reimbursement for office costs	847	260
Reimbursement for transportation costs	2 909	226
Reimbursement for Quaker House expenses	12 983	0
Reimbursement for CAAT (Laetitia Sédou)	33 659	39 687
Sub-total other income	51 287	40 173
FINANCIAL PRODUCTS		
Bank interest (net)	0	186
Sub-total financial products	0	186
Total income	395,511	326,547

Expenditure

All amounts in EUR

	2018	2017
PROJECT-RELATED EXPENDITURE*		
Project-related expenditure	36 128	43 348
<i>Helping the Helpers</i> project	10 620	–
Sub-total project-related expenditure* <i>*excludes staff costs</i>	46 748	43 348
GOODS AND SERVICES		
Rent	6 941	5 969
Quaker House maintenance and cleaning	8 847	7 489
Quaker House installation and repairs	1 456	1 629
Tools, appliances, supplies	69	528
Renovation works	14 567	1 500
Taxes paid by QCEA as leaseholder	4 864	4 556
Water	1 144	863
Gas and electricity (Electrabel)	6 484	5 091
Laundry for guest rooms	266	283
Office stationery	1 301	2 522
Books and periodicals	291	545
Equipment for office and Quaker House	1 434	1 923
Copier, fax, printer	754	748
Printing of <i>Around Europe</i>	3 544	2 714
Postage —		
<i>Around Europe</i>	2 965	2 844
<i>Other</i>	835	569
Other publications	766	901
Honoraria (contractors' fees)	26 125	25 592
PA interviews	0	0
Insurance	4 155	4 894
Conferences and seminars	690	555
Staff training (including language)	595	1 768
Registration with <i>Moniteur Belge</i>	259	254
Staff travel	1 783	1 974
Catering for guests and BLYM	447	196
Catering for staff and meetings	371	716
Advertising	0	504
Promotion of Quakers	1 834	558
Membership fees	7 248	6 957
Reimbursement of volunteers' expenses	800	0
Telephone, internet, Webex (Numericable)	6 685	5 222
Travel and accommodation for Council, GA and Committee meetings	6 667	6 580
Meals for GA and Committee meetings	1 384	2 323
Recruitment of representatives —		
<i>Advertising of posts</i>	0	0
<i>Representative's support group</i>	0	0
Sub-total goods and services	115 571	98 767

continued →

All amounts in EUR

	2018	2017
SALARIES AND ASSOCIATED COSTS		
Salaries	183 671	157 045
Holiday pay	10 517	6 557
Social security	38 192	15 729
Other staff-related costs	14 686	7 081
Allocation for future holiday pay	10 834	5 591
Sub-total salaries and associated costs	257 900	192 003
DEPRECIATION		
Sub-total depreciation	1 903	1 797
OTHER EXPENSES		
Reimbursement BYM	0	5 005
Sub-total other expenses	0	5 005
FINANCIAL CHARGES		
Losses due to currency exchange	7	0
Bank charges, exchange fees	478	357
Sub-total financial charges	485	357
INTEREST RECEIVABLE		
Sub-total interest receivable	0	56
Total expenditure	422,606	341,384
Annual result	-27,095	-14,837

Balance sheet

All amounts in EUR

	2018	2017
FIXED ASSETS		
Computers and office equipment	2 966	4 446
CURRENT ASSETS		
Claims against others	30 876	7 195
BALANCES IN BANK ACCOUNTS AND IN CASH		
BNP Paribas Fortis	34 904	80 352
Triodos savings account	241 422	241 292
Triodos current account	15 339	15 357
BNP Paribas Fortis SEK	0	0
PayPal	102	279
Petty cash	1 648	1 729
Sub-total balances	293 414	339 009
PREPAYMENTS AND ACCRUED INCOME		
Sub-total prepayments and accrued income	15 179	564
Total assets	342 436	351 214
RESERVES		
Reserves at start of year	320 003	334 840
Result for the year	-27 095	-14 837
Reserves at end of year	292 907	320 003
<i>Allocated to the following reserves —</i>		
General reserve	164 464	189 385
Designated reserves, of which	128 443	130 618
Irene Jacoby bequest	24 101	47 618
Peace Programme publication fund	0	8 000
Vivien Flynn fund	0	10 000
Communications fund	9 590	—
<i>Helping the Helpers</i>	29 752	—
Cash flow reserve	65 000	65 000
Sub-total reserves at end of year	292 907	320 003
LIABILITIES		
Rental guarantee	1 500	1 500
Due to suppliers	6 645	770
Income tax due	3 380	4 237
ONSS (employer's social charges)	7 581	1 433
Remuneration	2 603	4 046
Due to reserve for holiday bonus	26 404	15 570
Other accounts outstanding	1 416	3 656
Sub-total liabilities	49 528	31 211
Total reserves and liabilities	342 436	351 214

NOTE Not included in the figures above are funds held by support groups. As at 31/12/2018, the **British Friends of QCEA held £1,290** (2017: £2,609) in their "unrestricted general fund." **VVQREA held €472,331** (2017: €504,827). 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 31/12/2018 were €19,459** (2017: €18,204).

Our people

Our General Assembly, Executive Committee and other committees are an active part of QCEA's work all year round. This was especially true in 2018.

The Executive Committee met regularly to consider a wide range of strategic, management and governance matters, including programme work, risk management, staffing, fundraising, relationships with other organisations and legal issues. Executive Committee members have led specific initiatives as individuals, small groups and sub-committees.

The Finance Committee has met twice to undertake its functions, and a new fundraising group has overseen an increased number of fundraising initiatives.

The Nominations Committee undertook a search for a new QCEA Clerk (Chairperson). Individual GA members have engaged their Yearly Meetings, led their own fundraising initiatives, participated in QCEA events in their country, networked on QCEA's behalf and increased our impact by arranging translation of our publications.

In particular we give a special mention to **Dany Hounghédji** who passed away recently. Dany began volunteering for us in September whilst receiving treatment for a terminal illness. She completed translations of our Child Immigration Detention and Anti-Migrant Hate Speech reports.

Executive Committee

Oliver Robertson	Clerk
Rorie Nazareth	Assistant Clerk
Phillip Spencer	Treasurer
Jeremy Lester	Shadow Treasurer
Wande Dahme	ExCo and EMEYF
Peter van Leeuwen	
Elaine Green	
Linda Craig	
Jez Smith	

Other members of the General Assembly

Phil Gaskell	Belgium and Luxembourg YM
Elaine Green	
Josh Habgood-Coote	Britain YM
Hans Aaen	Denmark YM
Kris Misselbrook	France YM
Ludger Mangels	Germany YM
Davorka Lovrekovic	Germany YM
Seán McCrum	Ireland YM
Martine Kuipers	Netherlands YM
Turi-Therese Seljen Schoder	Norway YM
Margareta McKenna	Sweden YM
Ron Ockwell	Switzerland YM
Marisa Johnson	Secretary, European and Middle East Section of the Friends World Committee for Consultation
Corien van Dorp	VVQREA
Peter Reid	QCEA British Friends of QCEA
Neville Keery	Founder
Martyn Bond	Founder
Mavis Airey	Founder
Brian Kendall	Founder

Alternate General Assembly members

Paul Holdsworth	Belgium and Luxembourg YM
Loretta O'Brien	Ireland YM
Roger Cassidy	
Lara Wik	Norway YM
Richard Smith	

Finance Committee

Simon Bond	Treasurer, British Friends of QCEA
Hennie Jansen	Treasurer, VVQREA
Margrit Grey	
Jeremy Lester	
Jez Smith	
Phillip Spencer	

Nominations Committee

Kristin Skarsholt	Clerk
Davorka Lovrekovic	Seán McCrum
Felicity McCartney	Judith Rhodes

British Friends of QCEA

Lina Jordan	Clerk
Richard Smith	Assistant Clerk
Simon Bond	Treasurer
Nick Cox	Martin Hughes
Derek McClean	Angela Sansam
Sarah Dodgson	Marcie Winstanley
Rebecca Gumbrell-McCormick	

Ireland QCEA Support Committee

Seán McCrum	Clerk
Loretta O'Brien	Rachel Cave
Margrit Grey	Martin Leavy

Netherlands Friends of QCEA (VVQREA)

Corien van Dorp	Clerk
Hennie Jansen	Treasurer
Renke Meuwese	Peter van Leeuwen
Peter Spreij	

Helping the Helpers Psychotherapists / Committee

Leyla Welkin	Cecilia Clementel
Lina Jordan	Heidi Pidcoke
Jeannette Delgado-Holdsworth	

Staff and volunteers in Brussels

Martin Leng	Communications Coordinator
Andrew Lane	Director
Laetitia Sédou	European Network Against Arms Trade Programme Worker
Kate McNally	Forced Migration Project Coordinator
Sylvain Mossou	Human Rights Programme Assistant
Andreas Schultze	IT volunteer
Xavier Verhaeghe	Office Manager
Olivia Caeymaex	Peace Programme Lead
Dilia Zwart	Peace Programme Assistant and Europe and Middle East Young Friends Secretary
Vittorio Capici	
Charles Castillo	
Isabel Hamilton	University placements
Fanny Mathieu	Translation placement
Sophie Pécaud	Translation volunteer

www.qcea.org