



Quaker  
Council for  
European  
Affairs

# Annual Report 2021



# Introduction

What a year! The year of working from home, the year of lock-downs and mask-wearing. A year which the UN had declared should be the Year of Peace and Trust, but which began with US President Trump instigating an insurrection in his own country and ended with the threat, now realised, of invasion and grievous conflict in Ukraine.

The world experienced heat waves, melting glaciers, forest fires. Inequality was rife – Bezos, Zuckerberg and Musk are names known to all while millions suffered in anonymous poverty. Civil society was squeezed, while nationalism and weaponry flourished.

Seeds can begin to germinate beneath the snow: 'Black Lives Matter' and 'Me Too' drew attention to centuries-long neglect of the basic rights and equality of all. Awareness of global dysfunctions has grown, surely a foundation for putting them to rights.

The Quaker Council for European Affairs began the year with intense work on how the world might build back better as the COVID-19 epidemic subsides. By mid-year, QCEA said goodbye to Andrew Lane as Director, and later to other staff members. Timmon Wallis was director for part of the year, a period which began with challenges to our values and ended with challenges to our management

and governance. A busy and difficult year, but one which QCEA survived thanks to the dedication of the staff team (past and present) and of the wider governance bodies, backed by the support of the Quaker community across Europe and beyond.

The QCEA General Assembly in March 2021 considered and adopted 'Renewing Europe after the Pandemic'. This manifesto was a milestone in a journey begun by Andrew Lane when he drafted 'Journey to European Renewal'. The calls made by the manifesto were for ensuring livelihood security, building inclusive communities, and restoring a world which is sustainable and without conflict. The manifesto reminded us that the pandemic forced us to see the suffering caused by social and economic exclusion and inequalities. Yet it has also offered a glimpse of new possibilities. 'We have seen many examples of compassion and initiatives at all levels to mitigate at least some of these effects. It is these which give us hope that we can build a more sustainable and inclusive Europe.' As co-clerks of QCEA, we are pleased to introduce its 2021 Annual Report with that hope.

**Linda Craig and Jeremy Lester**  
QCEA Co-clerks



# Quaker House during COVID-19

Despite the development of effective vaccines against COVID-19, 2021 saw further the spread of the pandemic. It continued to reshape the context in which the staff members were working and hindered gathering people together in Quaker House. COVID-19 also knocked a big hole in QCEA's programmes' work. The events, in-person advocacy, and quiet diplomacy conversations, which make up a big part of our work, had to be halted. With the return of mandatory teleworking imposed by the Belgian government, the QCEA team continued working and collaborating

from home. However, they showed a great capacity to adapt and innovate despite all the challenges created by the pandemic. Staff quickly began organising and participating in online events and disseminating the work via digital means. QCEA recognises that after two years of living digital lives, the world might never go back to the 'old normal'. Hence, before the General Assembly in November 2021, the organisation purchased material for hybrid video conferencing for Quaker House. It facilitates running hybrid live and virtual meetings.



PHOTO: ATIAF ALWAZIR

# Peace programme work

## Connecting the dots between climate and peace

In 2021, QCEA continued to demonstrate the interconnectedness between climate and peace, urging policymakers to address root causes and showing how advocates worldwide are fighting to emancipate each other. On 24 April, the Earth Day, the organisation published a landmark report on "Climate, Peace and Human Rights", which was widely disseminated by email, regular mail and also delivered by hand to the targeted individuals in the Quaker community, to various high-level members of the European institutions including Commissioners, MEPs as well as other EU officials from the European External Action Service (EEAS) and Commission. The press release linked to the report was picked up by the Parliament Magazine, which published an article about the report titled 'NGO claims EU climate policy "not coherent" with bloc's stance on peace and human rights.'

Later in the year, the organisation also had an opportunity to present its work on climate and peace in the virtual workshop 'Sustainable Governance & Political transformation in

the post-Covid-19 Era', organised by the International Political Science Students (IPSS). Since then, it has received two volunteer requests from members of the organisation.



## Emphasising the importance of peacebuilding principles

The Peace Programme continued to promote an intersectional approach to gender equality that considers socio-economic class, race, sexual orientation, language and other factors. Between March and May, QCEA worked on disseminating the report 'Gender and Inclusivity in Peace and Security' in cooperation with Katharine Wright from Newcastle University. The report offers tangible guidance to individuals working on gender issues in peace and security institutions. It was disseminated to over a hundred people including targeted individuals at the EU institutions, such as the European External Action Service (EEAS), EU Council, Commission, EP and EU military and civilian missions. In May, this project was shortlisted for an Engagement and Place Award. The awards recognise and celebrate the many innovative collaborations between the University and its external partners, and the value these bring to the social, cultural and economic realities of our time.



## Putting people's voices at the centre



In response to policy makers' fatigue with traditional policy reports, in 2021 QCEA staff began to brainstorm creative ways of reaching policymakers inspired by the Quaker traditions of storytelling, centring on the lived experiences of people most impacted by militarist and extractivist policies. Internal conversations planted the seed for a bigger project - "Storytelling". The publication, expected to be released in 2022, will consist of a written compilation of stories from communities around the world who continue to fight to build more sustainable, just and climate-resilient societies, even when all odds are against them.

## Highlighting non-violent alternatives to conflict, such as peace education and mediation

QCEA recognises that it is more urgent than ever to combat the normalisation of wars and violence, and instead make the preparedness for peace a priority for the EU. This requires a deeper analysis of root causes of conflict, alternative conflict resolution methods, and making peace education and mediation a priority.

QCEA's Building Peace Together report, released in 2018, continued to be influential and used as a reference for the organisation's work in 2021. In January staff disseminated the new report "Peace Mediation: from Concept to successful implementation, learning from

Quaker experience." to targeted NGOs, the European External Action Service (EEAS), and Service for Foreign Policy Instruments (FPI). Later, in 2022, our colleagues in Quakers in Britain, produced a similar report for the the British context.

In addition to this, QCEA took part in and hosted multiple events together with Quakers in Britain and Young Professionals in Foreign Policy (YPPF). Our conferences permitted people from diverse backgrounds to hear alternative views on security and peace, views that they would not otherwise be exposed to within their usual networks.

## Challenging militarism and re-thinking 'security'

QCEA has advocated the need to critically reflect upon how the EU is normalising militarism and what its effects are for those it claims to be protecting and defending. Furthermore, the staff members worked on highlighting how moves such as the Peace Facility and the European Defence Fund are a dangerous precedent which undermines the EU's credibility as a value-based actor in the international arena due to conflicts of interest.

In response to this, throughout the year QCEA hosted and participated in a number of events on the EU's militarisation hosted by and along with the European Network Against the Arms Trade (ENAAAT), Stop Fuelling War (SFW), Amnesty International Student Group at Rotterdam University, American Friends Service Committee (AFSC) and others.



PHOTO: ATIAF ALWAZIR

# Human Rights programme work

## Emphasising the relevance of 'human rights and fundamental freedoms'

In 2021 QCEA continued participating in relevant EU policy consultations, round-tables and other events as well as building partnerships with human rights, migration and social justice networks/organisations and organisations led by those pushed to the margins of policymaking.

Migration being a worldwide phenomenon, it is important that EU policy and advocacy are informed by the realities. Hence, in early 2021, QCEA took part in the week-long Global Forum on Migration and Development. In addition, as part of the quiet diplomacy work, staff members participated in an informal advisory group supporting the integration of race, xenophobia and discrimination in the work of UN agencies working on migration. This work has now been included in the UN Migration Network's work plan.

QCEA also took part in a series of virtual meetings which led to the proposition of a Migration Committee in the Council of International Non-Governmental Organisations (INGOs) to the Council of Europe. The Committee was approved in the General Assembly of the Conference of INGOs (CINGO) in April 2021 for a two years mandate and has met regularly to share information and coordinate advocacy on migrants' rights in Europe.

In May 2021, QCEA was interviewed by the International Centre for Interreligious and Intercultural Dialogue - KAICIID. The input was included in the discussion papers and case study in the 'High-Level Dialogue on Social Cohesion: Countering Hate speech in Europe by strengthening cross-sector collaboration between religious and belief actors and policymakers.'

Image taken at the online workshop about the Global Compact on Refugees

## Creating space in the human rights policy-making sphere for a more radical and accessible agenda

In February 2021 QCEA together with the Hebrew Immigrant Aid Society (HIAS) Europe, Islamic Relief Worldwide, the Lutheran World Federation (LWF) and other faith-based organisations held a very successful webinar entitled The Global Compact on Refugees and the Role of Faith-Based Organizations in Refugee Protection together with the Hebrew Immigrant Aid Society (HIAS). The event assessed the implementation of the Global Compact on Refugees, an examination of the role of faith-based organisations in assisting refugees, in Europe and the world and was attended by 220 participants representing at least 140 organisations from 43 countries.

During the year the staff also looked at the long, shared history of Europe-Africa relations that remains largely absent from education curricula and public debates. In the months

of April and May, QCEA hosted online series of three brown bag lunch events on Africa-Europe past, current and future relations. This was the opportunity to examine the wish of the European Commission to build a "partnership of equals" expressed in its 2020 strategy with Africa, reflecting on the "maturity" reached following more than 500 years of relations with Africa.

QCEA also participated in a number of other events, including the one on the State of Peacebuilding in Africa co-organised by Chatham House and the University of Bradford as well as held a virtual tour of Quaker House for University of Birmingham Politics students. Such active participation, even during the times of COVID-19 allowed us to share QCEA's approach to EU advocacy and build bridges across divides.



## Focusing on the fundamental inequalities inherent in the treatment of people who migrate to Europe

During the year QCEA conducted ongoing analysis and commentary of European human rights and migration policy and practices in order to challenge assumptions, bridge silos between internal and external migration and human issues and offer/promote alternatives that do not reproduce injustice or foster inequality. QCEA also contributed to the development of resources for human rights in practice/education for EU policymakers, faith groups, NGOs and other relevant stakeholders.

The organisation's activities included holding a 4-week course together with Britain Yearly Meeting and Quaker Asylum and Refugee Network (QARN) at Woodbrooke, UK, entitled 'Understanding the roots of UK's immigration system and how to dismantle it'. Using the UK as a case study, the course examined the systems and values that underpin current European migration policies. The nearly 40 registered participants explored the narratives and social constructs that have led to the current anti-migrant sentiment as well as the ways in which people and communities can organise to achieve racial and migrant justice

"(...) this was a carefully crafted programme based on reflective practice, which is essential when enabling people to engage in discussions about race, providing a safe space, and I hope that there will be more" - feedback from a participant

In order to broaden the QCEA audience's horizon beyond the "policy bubble", and keep the work grounded in lived experience and the felt impact of EU policies in Europe and beyond, we launched the book review series 'QCEA Reads' which brought the traffic to our website and contributed to the interest in our work.

In addition to all these activities, QCEA spoke at a number of events, including the Global Solidarity Summit and the Future Forum.



## Moving forward

As the world is moving forward into a new year and adapting to the "new normal" caused by COVID-19, we would like to reflect on the next steps for the organisation. QCEA is looking forward to hiring a Director who will help us strengthen our advocacy and empower the staff team in a changed European context. The team will continue to shine a light on the Quaker's vision of peace, justice, and equality in Europe. We cannot wait to see what 2022 will bring to us!

# Treasurer's Report

My first year as treasurer, following the steps of Phillip Spencer, unfolded in unexpected ways.

The year 2021 was special in many ways: significant changes in staffing, the presence of COVID-19 and the consequences of Brexit. These circumstances affected not only QCEA's programme work but also its finances in 2021.

**The global income was substantially higher than expected.** It amounted to 425,586 EUR. After adding the held-over balances of the grants from Joseph Rowntree Charitable Trust (JRCT) (COVID-19) and from the British Yearly Meeting peace legacy grants (received in 2020 but used in 2021), **the total income was 462,175 EUR.**

The expenditure nearly matched this figure and reached 462,253 EUR. This resulted in a negligible deficit for the year of 78 EUR. (against the 2021 budget's estimated deficit of around 60,000 EUR).

As a result, the organisation's funds reached 346,424 EUR at the end of the year. Some of this, an amount of 120,000 EUR, was allocated for social liabilities.

This equilibrium between the expenditure and income was mainly due to the donation of the Westcroft Trust in the UK, an amount of 85,000 GBP. It allowed QCEA to cover the additional spending the year.

As usual, the majority of the 2021 income came from Quaker sources, all around Europe. QCEA also received some income from renting rooms and spaces in the Quaker house, but it was lower than the previous years.

Successful QCEA project proposals allowed the organisation to benefit from four grants: the Britain Yearly Meeting (BYM) regular contribution, the BYM peace legacy grant, the 3-year JRCT grant and the Human Rights Quäker Hilfe grant. The total of these grants – partially linked to 2021 – amounted to 134,200 EUR.

Through the British Friends of QCEA, an additional amount of 34,500 GBP was received from 9 Quaker Trusts in Britain. The Friends of QCEA in the Netherlands also provided

substantial support in the forms of donations and the legacies grant that they manage in the name of QCEA.

While the real expenditure was higher than budgeted, it was mainly due to the adjustment to the evolving situation due to COVID-19, staff changes, investment in hybrid meetings technology, contribution to the cost of commuting, fees to a consultant to lead strategic sessions with the team, increased cost of postage to the UK for Around Europe, staff costs related to departure and holiday pay.

QCEA is grateful to everyone who contributed to support its programme work through this difficult year. It is difficult to thank all the Friends and staff members that have been involved in advancing the work of QCEA, both in terms of content development and financial support. We look forward to continuing QCEA's contribution to peace, justice and equality in Europe for years to come.

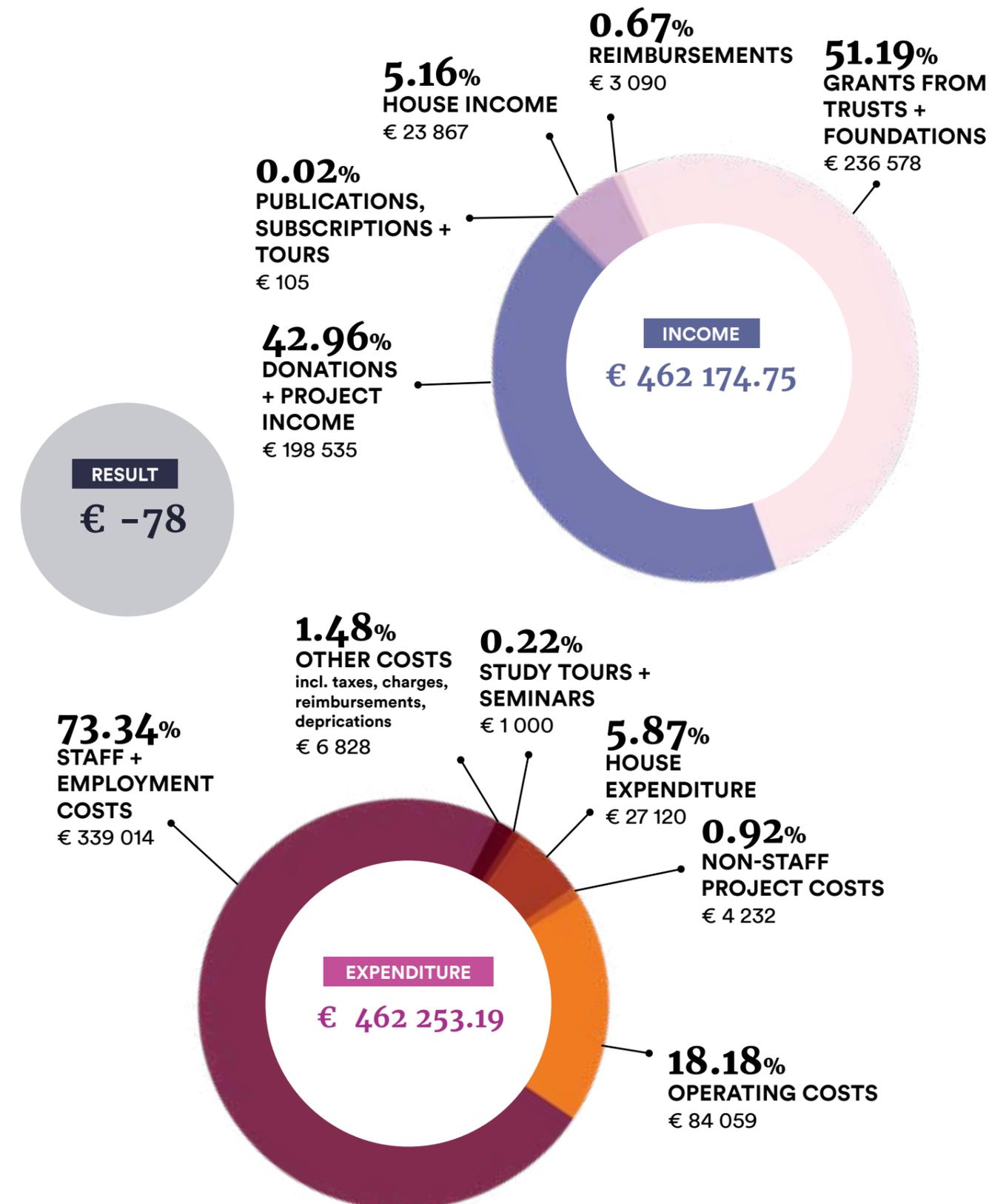
QCEA is also thankful to the Joseph Rowntree Charitable Trust and Britain Yearly Meeting for their continued financial and moral support. Their understanding of QCEA's challenges and assurance of ongoing support has encouraged us to move forward. We would like to thank our three formal "support groups" in Ireland, the Netherlands and Great Britain who work tirelessly in keeping the QCEA agenda and purpose alive in their meetings and beyond, and also are looking for new initiatives and approaches for the future.

Many thanks, too, to the representatives of the General Assembly, and I invite you to reach out to the staff team as well as to the Executive Committee members if QCEA could contribute to your initiatives by discussing its work and programmes and achievements.

QCEA also gratefully accepts donations to contribute to the important work that the organisation has been doing. If you would like to donate, visit [this link](#).

**Joëlle Dubois,**  
QCEA Treasurer

# The year at a glance



# Income

All amounts in EUR

	2021	2020
<b>TURNOVER SALES AND SUBSCRIPTIONS</b>		
Sales of publications	0	0
Study tours	-410	777
Biennial conference	0	1 157
Around Europe subscriptions	105	466
Hirings: meeting rooms and short-term overnights	10 000	10 730
Lettings: income from flats	13 867	19 850
<b>Sub-total turnover, sales and subscriptions</b>	<b>23 562</b>	<b>32 980</b>
<b>MEMBERSHIPS, DONATIONS AND GRANTS</b>		
Associate memberships	1 952	3 132
Supporting memberships	0	462
British Friends of QCEA: donation for QHB rent	6 998	7 038
Quaker donations -		
<i>British</i>	67 481	71 395
<i>Dutch</i>	28 535	32 756
<i>German</i>	5 600	2 964
<i>Swiss</i>	4 133	6 002
<i>Belgian and Luxembourgish</i>	5 495	6 419
<i>French</i>	3 250	5 250
<i>Swedish</i>	2 914	2 874
<i>Irish</i>	10 535	21 341
<i>Danish</i>	268	267
<i>Norwegian</i>	1 627	1 455
<i>Other Quaker donations</i>	15 094	650
Fundraising campaigns	0	550
Foundations and trusts	137 657	0
Joseph Rowntree Charitable Trust	52 332	63 756
Other donations	1 000	105 440
Project-related income	360	360
Peace Education	0	31 421
Human Rights Project	10 000	20 400
CAAT donation for ENAAT work	43 653	38 098
<b>Sub-total membership and donations</b>	<b>398 934</b>	<b>422 029</b>
<b>OTHER INCOME</b>		
Reimbursement for office operating costs	2 205	310
Reimbursement for Quaker House expenses	363	0
Reimbursement for other expenses	522	4 625
<b>Sub-total other income</b>	<b>3 090</b>	<b>4 935</b>
<b>FINANCIAL PRODUCTS</b>		
Bank interest (net)	0	0
<b>Sub-total financial products</b>	<b>0</b>	<b>0</b>
<b>TRANSFERT FROM RESERVE/HELD-OVER BALANCES</b>		
BYM Peace funds (received in 2020 but used in 2021)	19 443	
Joseph Rowntree Charitable Trust (COVID-19) 2020-2021	17 146	
<b>Sub-total project income from "restricted funds"</b>	<b>36 589</b>	
<b>Total income</b>	<b>462 175</b>	<b>459 945</b>

# Expenditure

All amounts in EUR

	2021	2020
<b>NON-STAFF EVENT-RELATED EXPENDITURE</b>		
Study tour	0	1 363
Conferences	1 000	1 815
<b>Sub-total non-staff event-related expenditure</b>	<b>1 000</b>	<b>3 178</b>
<b>SERVICES AND DIVERSE GOODS (including non-staff project expenditure)</b>		
Rent and location costs	6 998	7 038
Quaker House maintenance and cleaning of ground and first floor	7 222	8 128
Quaker House repairs and installations	4 347	1 985
Supplies and furniture for the house	0	60
Renovation works	795	1 350
Water	1 038	1 252
Gas and electricity	6 720	6 904
Costs of postage	588	190
Office stationery	844	694
Books and periodicals	300	0
Office equipment (including computer software)	7 453	1 630
Copier, fax, printer	0	791
Printing of <i>Around Europe</i>	1 554	2 821
Postage of <i>Around Europe</i>	5 776	4 036
Other publications	2 780	56
Honoraria (contractors' fees)	26 925	26 317
Cost of interviewing candidates	6 889	0
Insurances	4 642	4 817
Staff, ExCo Members training (including language)	430	0
Costs of legal publications ( <i>Moniteur belge, BNB</i> )	208	275
Staff travel	1 722	1 117
Costs of supplies for kitchen for groups	50	210
Costs of food for staff	661	129
Advertising	110	869
Membership fees (for networks)	7 102	7 402
Reimbursement for volunteers' expenses	531	0
Telephone, internet, fax	5 584	6 582
Costs of transport of ExCo and General Assembly Meetings	2 833	1 419
Costs of meals for ExCo and General Assembly	1 128	101
Unbudgeted Covid-19 costs	0	1 402
Advertising for new staff	0	612
Staff moving costs	7 670	0
Peace project	2 260	11 736
Human Rights	250	2 733
<b>Sub-total services and diverse goods</b>	<b>115 411</b>	<b>102 594</b>

continued overleaf

	2021	2020
<b>SALARIES AND ASSOCIATED COSTS</b>		
Remuneration and employer social security	315 270	230 797
Assurance – work accidents	2 123	2 018
CESI contributions (workplace health & safety)	831	674
Provision for additional staff cost	20 790	
<b>Sub-total salaries and charges</b>	<b>339 014</b>	<b>233 489</b>
<b>DEPRECIATION AND PROVISION</b>		
<b>Sub-total depreciation and provision</b>	<b>772</b>	<b>1 555</b>
<b>OTHER EXPENSES</b>		
VAT no recoverable	53	
Tax on office surface area	948	926
Tax on parking place in front of house	81	79
Charity tax on assets	88	
Property tax	4 000	3 927
<b>Sub-total other expenses</b>	<b>5 169</b>	<b>4 931</b>
<b>FINANCIAL CHARGES</b>		
Bank charges	886	396
<b>Sub-total financial charges</b>	<b>886</b>	<b>396</b>
<b>INTEREST RECEIVABLE</b>		
<b>Sub-total interest receivable</b>	<b>0</b>	<b>0</b>
<b>Total expenditure</b>	<b>462 253</b>	<b>346 144</b>
<b>Annual result</b>	<b>-78</b>	<b>113 800</b>

## Balance sheet

All amounts in EUR

	2021	2020
<b>FIXED ASSETS</b>		
Computers	1 750	1 103
Office equipment	462	798
<b>Sub-total fixed assets</b>	<b>2 212</b>	<b>1 901</b>
<b>CURRENT ASSETS</b>		
Claims against others	0	585
<b>BALANCES IN BANK ACCOUNTS AND IN CASH</b>		
BNP Paribas Fortis	159 898	155 097
EMEYF Bank account	26 440	
Triodos savings account	232 422	232 422
Triodos current account	490	276
PayPal	458	112
Petty cash	157	1 601
<b>Sub-total balances</b>	<b>419 866</b>	<b>389 509</b>
<b>PREPAYMENTS AND ACCRUED INCOME</b>		
<b>Sub-total prepayments and accrued income</b>	<b>13 450</b>	<b>12 471</b>
<b>Total assets</b>	<b>435 528</b>	<b>404 466</b>
<b>ASSOCIATION FUNDS</b>		
<i>Allocated funds-</i>		
JRCT COVID-19 support grant	0	17 146
BYM Peace Education grant	0	19 443
Funds for social liabilities	120 000	85 000
<b>Sub-total of allocated funds</b>	<b>120 000</b>	<b>121 589</b>
<i>Results brought forward</i>		
<b>Results brought forward</b>	<b>226 424</b>	<b>261 502</b>
<b>Sub-total of association funds</b>	<b>346 424</b>	<b>383 091</b>
<b>PROVISION FOR RISKS AND CHARGES</b>		
Provision for staff related costs	20 790	0
<b>Sub-total for provision and charges</b>	<b>20 790</b>	<b>0</b>
<b>LIABILITIES</b>		
Rental guarantee	1 500	1 500
Due to suppliers	0	0
Invoices receivable	11 774	5 771
Income tax	1 469	0
ONSS (employer's social charges)	6 908	2 441
Net remuneration	637	0
Due to reserve for holiday bonus	18 827	11 630
Cash hold for EMEYF	26 440	0
<b>Sub-total liabilities</b>	<b>67 555</b>	<b>21 34172</b>
<b>DEFERRED INCOME AND ACCRUED EXPENSES</b>		
<b>Sub-total deferred income and accrued expenses</b>	<b>759</b>	<b>33</b>
<b>Total reserves and liabilities</b>	<b>435 528</b>	<b>404 466</b>

NOTE - Not included in the figures above are funds held by support groups. As at 31.12.2021 British Friends of QCEA held £8 657; VVQREA held €449 637; both these sums are for the benefit of QCEA but managed by independent charities in the UK and the Netherlands respectively. Irish Support Group had no held-over funds at 31.12.2021.

# Our people in 2021

Our General Assembly, Executive Committee and other committees are an active part of QCEA's work all year round. This was especially true in 2021.

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.

We would like to express a special thank you to those who supported us in 2021 and without whom the work of QCEA would not be possible.

## Executive Committee

Jeremy Lester	Co-Clerk
Linda Craig	Co-Clerk
Wanda Dahme	Assistant Clerk
Joëlle Dubois	Treasurer
Loretta O'Brien	<b>Martin Leavy</b>
Phillip Spenser	<b>Michał Kołakowski-Mickiewicz</b>

## Other members of the General Assembly

<b>Arne Govaerts</b>	Belgium and Luxembourg YM
<b>Haifa Rashed</b>	Britain YM
<b>Luzie Ursula Wingen</b>	Britain YM
<b>Hans Aaen</b>	Denmark YM
<b>Dale Andrew</b>	France YM
<b>Birgit Felleisen</b>	Germany YM
<b>Seán McCrum</b>	Ireland YM
<b>Martine Kuipers</b>	Netherlands YM
<b>Roger Cassidy</b>	Norway YM
<b>Christina Johnsson</b>	Sweden YM
<b>Ron Ockwell</b>	Switzerland YM
<b>Michael Eccles</b>	EMES
<b>Mieke van Opheusden</b>	Europe and Middle East Young Friends
<b>Corien van Dorp</b>	Friends of QCEA (VVQREA)
<b>John Crosfield</b>	British Friends of QCEA
<b>Neville Keery</b>	Founder member
<b>Martyn Bond</b>	Founder member
<b>Mavis Airey</b>	Founder member

## Alternate General Assembly members

<b>Paul Holdsworth</b>	Belgium and Luxembourg YM
<b>Rebecca Bellamy</b>	Britain YM
<b>Ludger Mangels</b>	Germany YM
<b>Lara Wik</b>	Norway YM
<b>Russell Bradshaw</b>	Sweden YM
<b>Peter van Leeuwen</b>	Friends of QCEA (VVQREA)

## Support Group Treasurers

<b>Martin Ford</b>	Treasurer, British Friends of QCEA
<b>Hennie Jansen</b>	Treasurer, VVQREA
<b>Margrit Grey</b>	IYM QCEA Committee

## Nominations Committee

<b>Seán McCrum</b>	Clerk
<b>Christina Johnsson</b>	<b>Pavel Marusinec</b>
<b>Lisa Specht</b>	<b>Faith Biddle</b>

## British Friends of QCEA

<b>John Crosfield</b>	Clerk
<b>Martin Ford</b>	Treasurer
<b>Andrew Jameson</b>	Publicity Secretary
<b>Martin Hughes</b>	<b>Chris Myers</b>
<b>Sarah Dodgson</b>	<b>Marcie Winstanley</b>
<b>Elsbeth Wollen</b>	<b>Rebecca Gumbrill-McCormick</b>
<b>Simon Bond</b>	

## Ireland QCEA Support Committee

<b>Seán McCrum</b>	Clerk
<b>Loretta O'Brien</b>	<b>Rachel Cave</b>
<b>Margaret Grey</b>	<b>Martin Leavy</b>

## Netherlands Friends of QCEA (VVQREA)

<b>Corien van Dorp</b>	Clerk
<b>Hennie Jansen</b>	Treasurer
<b>Peter van Leeuwen</b>	
<b>Peter Sprey</b>	

## Staff and volunteers in Brussels

<b>Andrew Lane</b>	Director
<b>Timmon Wallis</b>	Director
<b>Xavier Verhaeghe</b>	Office Manager
<b>Atiaf Alwazir</b>	Peace Programme Head

## Clémence Buchet--Couzy

Peace Programme Assistant and Europe and Middle East Young Friends Secretary  
Peace Programme Assistant and Europe and Middle East Young Friends Secretary  
Human Rights Programme Head

## Saskia Basa

## Kékéli Kpognon

## Lena Hofmaier

**Andreas Schultze**  
**Kate McNally**  
**Laetitia Sédou**

## Pamela Nzbampema

Communications Assistant  
QCEA Associate (IT)  
QCEA Associate  
European Network Against Arms Trade Programme Worker  
Outreach and Community Organiser

