



Friends World Committee
for Consultation
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Structural Plan 2015: Weaving the Tapestry

Our strategic plan talks about new “programs” for our work, but it does not give a detailed or even consistent picture of the organizational structure that will accomplish this work.

This **structural plan** attempts to describe the existing and new bodies that will be accountable for accomplishing these programs.

As drafted in the FRPIC report and approved at the 2009 Annual Meeting, four types of bodies currently exist to carry out the activities of FWCC. **This structural plan proposes the continued use of the existing senses of these groups**, namely:

1. Standing **Committees** to carry out functions as specified in the by-laws.
2. **Program Groups** to work on on-going “mission driven activities,” i.e. programs.
3. **Working Groups** would work together on a defined task with a time-limited charge.
4. **Resource Groups** consisting of people who might or might not meet together. Individuals would serve limited, but specific roles, to advance a mission driven activity, to solve a problem or to provide specific skill sets and services. They might be called upon to serve in consultative roles to the Executive Secretary, other staff, or the Executive Committee, on an as-needed basis.

There are other types of informal groups that are used that should be mentioned:

5. **Subcommittees** are subsets of committees that work on a specific task.
6. **Ad-hoc committees** are often created informally to work on short term projects.

The Executive Committee has the authority to approve members of Program Groups, Resource Groups, and Working Groups. Typically the Executive Committee has delegated the approval of Program Group members to the Section Meeting. Nominating Committee normally proposes new members of Program Groups, while Executive Committee proposes members for Working Groups and Resource Groups. Staff are also consulted in proposing group members.

Regarding the permanence of any groups, the FRPIC report stated that “The Executive Committee would evaluate each program group at least every 2 years and make a conscious decision about continuing that program group.” The final authority “to add or drop programs of the Section” is reserved for the Section Meeting per Article IV Section 1 of the bylaws.

Below are some proposed changes to our organizational structure which should allow us to live into the changes in our strategic plan without necessitating drastic changes in our bylaws:

Old Structure	Transition	New Structure	Responsibilities
Section Meeting Planning Program Group	Recast as	Convocation Program Group	Additionally incorporates planning for regional consultations, International Representative Meetings, etc.
	Newly created	Traveling Ministries Program Group	Traveling minister corps design and recruitment, training, YM/MM liaising and site selection
	Newly created	Funding Innovations Working Group	Social enterprise research and experimentation
Wider Quaker Fellowship Program Group	Laid down, replaced by	Communications Program Group	Creates wide-audience FWCC messaging for enews, website, social media, events like WQD. Trains representatives in same
		Correspondence Program Group	Responds to (or routes) individual inquiries from seekers, prisoners, Friends, etc. Trains representatives in same
Quaker Youth Pilgrimage Program Group	Laid down, replaced by	Spiritual Leadership for Young Friends Discernment Working Group	Discern future programs between 2015-2016. Perhaps a new Program Group will be created farther in the future
Development Working Group	Recast as	subcommittee of Executive Committee	Traditional fundraising, mailed appeals, planned giving
Regional Coordinators	Recast as	Representative Engagement Program Group	Each region would have a coordinator who would be skilled at orienting new representatives, communicating with representatives, and soliciting their participation
	Newly created	2015 Representative Handbook Working Group	Short term project to update the RH to reflect all the new changes by the end of 2015
	Newly created	Directory Update Working Group	Assists staff in maintaining and publishing information for FWCC's online directories of Friends meetings and churches
	Newly created	Sister Meetings Working Group	Discern the establishment of a sister meetings program

Again, the definition of what a program group is and how it operates is not changed from its existing sense. However, the new program groups are encouraged to make use of subcommittees to manage different projects under their care.

To recap, if all these changes are accepted, the new list of groups will look like this for FY2016:

Executive Committee	(10-14 members plus treasurer)
Finance Committee	(9 members plus treasurer)
Nominating Committee	(9 members)
Naming Committee	(5 members)
Convocation Program Group	(6-9 members)
Traveling Ministries Program Group	(6-9 members)
Communications Program Group	(3-6 members)
Correspondence Program Group	(3-6 members)
Representative Engagement Program Group	(comprised of coordinators from each region)
Funding Innovations Working Group	
Spiritual Leadership for Young Friends Discernment Working Group	
2015 Representative Handbook Working Group	
Directory Update Working Group	
Sister Meetings Working Group	
Personnel Resource Group	
Bilingual Resource Group	
Travel In the Ministry Scholarship Fund Resource Group	