QUESTIONS
Update – 7/9/20

It was with a mixture of sadness and gratitude that the Board of Directors accepted Jenn Hamrick’s resignation as Executive Director of Friends for a NonViolent World (FNVW), effective May 29, 2020. Here are answers to some questions you may have as you think about FNVW going forward.

What changes are happening at FNVW as a result of Jenn leaving and the coronavirus?

The biggest change is the hiring of a new executive director. The Search Committee is working hard to recruit candidates and hire a new executive director. Until that person is hired, current employees and volunteers will remain in place and be supported by the Board.

While a new executive director will no doubt bring some changes, the board envisions all of our current programs remaining under the FNVW umbrella and continuing to be supported by FNVW staff and volunteers.

When it became clear that the new person would be hired after Jenn’s departure, a great effort was made to create training materials and resources to ensure that critical information will be transferrable to the new executive director, thus ensuring an orderly transition with no loss of energy and momentum.

What is FNVW doing about the coronavirus pandemic?

FNVW continues to follow established guidelines for managing the coronavirus outbreak. The FNVW office has been closed except for the rare occasions requiring access to materials at the office. The FNVW phone messages are being monitored and responded to by board members and staff. Staff continue to work their full schedules from home. Staff and volunteers continue to be engaged in activities related to their programs through use of internet platforms, phone and mail. Programs are rising to the challenge of conducting their activities in new and creative ways. It is our intention that our usual events will continue (Annual Meeting, Holiday Fair, People Camp, etc.) in modified formats.

How is FNVW responding to the killing of George Floyd and the resulting social activism?

FNVW deplores the violent suppression of peaceful expressions of grief and outrage. We support those who seek to heal the historical and current divides. As an organization, we seek to educate ourselves about the systemic racism inflicted on Black, Indigenous and People of Color (BIPOC). Staff and volunteers continue to seek creative ways to engage with and support our community as allies in the fight for racial justice, including discussion forums on various topics related to racial justice, and reaching out to other community organizations.

Is the organization financially stable?

Yes. FNVW is fortunate to have many generous supporters. The budgeting process for 2020 is complete. Because of the challenges due to the coronavirus and curtailment of some activities, and with the deserved attention being given to activities following the killing of George Floyd, donations to FNVW have been lower than in the past. Fundraising efforts will continue to be a focus for the organization to maintain our financial health. Any financial support of the FNVW mission is gratefully accepted.

What is the role of the Board of Directors in this transition?

The FNVW Board of Directors will continue to support the operations of the FNVW programs. In the absence of an Executive Director, board members have taken active shared responsibility for the day to day operations of FNVW. The Board selected individuals to serve on the search committee. The Search Committee will make recommendations to the Board, which has the responsibility for making the actual hiring decision.
**What is the role of the Search Committee?**

The Search Committee worked with the Board of Directors to develop the position requirements of the executive director, taking into account the current job description, suggestions offered by FNVW stakeholders, and Jenn’s more detailed outline of her duties. The Committee made every effort to ensure that the job description was widely distributed through all appropriate channels.

The Search Committee will recruit and conduct preliminary interviews of potential candidates and recommend candidates to the Board. The Board will conduct formal interviews as part of the selection process.

**Diversity in Executive Director candidates is actively being sought.**

**Who comprises the Search Committee?**

Search Committee members are Board Members, program volunteers, members of the Quaker community, individuals served by our programs, and other FNVW stakeholders. The search committee will review and update recruitment and selection materials in response to the changing environment in which FNVW operates in order to effectively address the needs of our community.

**What can I do as an interested supporter?**

There are a number of things that you can do to help ensure that we identify and hire the person best qualified to fill the position of executive director of FNVW:

- Provide input when queries are sent out to stakeholders
- Share the updated Job Posting for our Executive Director with your social networks.
- Encourage qualified applicants for the position of executive director to contact Dr. Hawkins and/or the Search Committee.
- Donate and/or encourage others in your networks to donate to FNVW to support our ongoing efforts.

**If I have questions, who should I contact?**

Questions about the search for and hiring of the new executive director and FNVW operations should go to Brucie Hawkins, Clerk of the FNVW Board and Acting Executive Director.

**CONTACTS:**

For questions regarding the hiring process and FNVW operations

Brucie Hawkins, PhD,
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