



American Friends Service Committee

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June 13, 2010

To All Members of the AFSC Staff

It is with both gratitude and a sense of anticipation that I share the decision of the Board of AFSC regarding our next General Secretary. Our Search Committee brought forward a very thoughtful, thorough and centered report, putting in nomination the name of Shan Cretin. After a period of reflection and deep discussion the Board came to unity in accepting that nomination. Its action was minuted as follows.

Minute on Report from the General Secretary Search Committee

The Board approved the recommendation of the General Secretary Search Committee that Shan Cretin be invited to serve as the next General Secretary of the American Friends Service Committee. We believe that Shan's gifts of leadership, flexibility and strategic grasp are very much needed by the organization at this time. We appreciate her willingness to navigate between the demands of the office of General Secretary, primarily in Philadelphia but with a secondary office in Los Angeles, and the desire to stay grounded in her Quaker Meeting in Santa Monica, California and in her family there. We are excited by the opportunity to work with Shan in building on the strengths and addressing the weaknesses of the organization we all love and support. This requires a strong, effective and reciprocal partnership between the Board and the General Secretary. Specifically, we recognize that the Board must accept the challenge of advancing, though with reduced resources, the vision of a more peaceful and just world. We commit ourselves to support Shan as she seeks, in concert with a committed and capable staff, to implement that vision.

The Board also minutes its appreciation for the hard work and faithfulness of the General Secretary Search Committee. Its report reflected the skillfulness with which it addressed its task, as well as the depth of discernment process and its spiritual guidance. The members of the committee are: Carol Bartles, Wendy Batson, Gabriel Camacho, Sadie Forsythe, Joe Franco, Arlene Kelly (ex officio), Conni Gratop Lewis, Sam Lowe (clerk), Sonia Tuma, and Peter Woodrow. The Board is grateful for the commitment of each of these individuals and releases the committee from its work. However, the clerk of the General Secretary Search Committee will present some recommendations regarding the search process to the Board at its meeting in September 2010.

I ask each of you to join with the Board in welcoming Shan into this new position. We feel clear that Shan is a person who will offer clear leadership and a sense of direction which is accompanied by a collaborative approach that draws on the wisdom of staff, people with whom we partner and volunteers to discern the way forward.

For those of you who may not know Shan well, there is attached a copy of a brief bio on her.

In Peace,

Arlene Kelly, Board Clerk

Biographical Information on Shan Cretin

Shan Cretin is, currently, the Regional Director of the American Friends Service Committee's Pacific Southwest Region, with responsibility for AFSC's work in Southern California, Hawai'i, Arizona and New Mexico. Programs in the region focus on immigrants' rights, prison reform, food security, peace, and demilitarization. She also serves as a member of the board of directors of The California Endowment.

A member of the Religious Society of Friends (Quakers), she is a former clerk of Pacific Yearly Meeting, the regional body that includes Quaker meetings from California, Hawai'i, Mexico and Guatemala. She co-founded the Los Angeles Chapter of Alternatives to Violence Project and she facilitated conflict resolution workshops at the Chino Youth Correctional Facility and in the Los Angeles community.

Although Los Angeles has been her home since 1975, Shan has lived, worked and traveled in the People's Republic of China, the United Kingdom, France, Germany, the Netherlands, Egypt, Israel, Afghanistan, Pakistan, Taiwan, Japan, Mexico, Canada, Ecuador, Peru, Uganda, Burundi and Kenya. In the 1990's she was a faculty mentor on a project to support Israeli, Palestinian, Egyptian, Jordanian and Moroccan health care workers who wanted to collaborate on improving health and health care in the Middle East. From 1987 to 1996, she directed a project on rural health insurance in the People's Republic of China.

A graduate of MIT and Yale, Shan served on the faculties of Harvard, Yale, West China Medical University, Shanghai Medical University and UCLA. From 1990 to 1998, Shan consulted with diverse health care clients in North America, Europe, Asia and the Middle East to assess and improve the quality of clinical care and business practices. She has conducted research and demonstration projects on clinical practice guidelines, chronic illness care, electronic prescribing, and electronic medical records.