Reference form for Ecumenical Accompaniers



Instructions to referees

Dear friend,

Thank you for agreeing to provide a reference for a candidate who is wanting to participate in the Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI). Please read this information to help you understand the role of an Ecumenical Accompanier, which is being applied for.

EAPPI's mission is to accompany Palestinians and Israelis in their nonviolent actions and advocacy efforts to end the occupation. It is based on international human rights law.

Ecumenical Accompaniers are human rights monitors and their work includes:

- witnessing and reporting violations of human rights and international humanitarian law
- supporting nonviolent resistance by Palestinian and Israeli peace activists
- offering protection through nonviolent presence
- engaging in public policy advocacy
- standing in solidarity with the Palestinian churches and all those struggling against the occupation.

Given this challenging work it is crucial that participants bring well-developed skills to the project. Peace and justice work in Israel and occupied Palestine often takes place in an atmosphere of tension, fear, confrontation, and violence, with curfews, checkpoints and other military controls being common features of everyday life. As well as working closely with a wide range of Palestinians and Israelis, and with members of their international team, Ecumenical Accompaniers also have contact with the local and international media, military authorities, church leadership and even groups hostile to their very presence. Their work will therefore demand a high degree of sensitivity, initiative, political awareness, tolerance, flexibility, cultural understanding, ability to work with others, good human relations and excellent communication skills.

We would appreciate your candid appraisal of the candidate's ability to work with EAPPI. In the reference form below, we have outlined specific areas upon which we would like you to comment. Please add to these responses any additional comments that you may feel are relevant.

If you have any queries please feel free to contact EAPPI recruitment on **EAPPIrecruitment@quaker.org.uk**.

Yours,

The EAPPI UK & Ireland team

Reference form for Ecumenical Accompanier

Please read the accompanying notes on the programme and the work the candidate is applying to do before filling in this form.

Please note there are word limits (of around 100-200 words) on each of these questions. Click in the grey boxes to be able to complete the form.

Please email the completed form to EAPPIrecruitment@quaker.org.uk.

Thank you.

Name of candidate: Ellie Giles

1. Please comment briefly on the candidate's:
   - ability to organise their time.
   - ability to take responsibility and follow through tasks.
   - ability to maintain a healthy work/life balance.

We operate a flexible shift policy in the Meeting House where Ellie works, and she is completely dependable and reliable. Since her promotion (see below) she has taken on a range of responsibilities and carried them out efficiently.

2. Please comment on how the candidate responds to being supervised, for example:
   - their relationship to those in authority.
   - their willingness to work according to codes of conduct/professional ethics.
   - their willingness to work to organisational guidelines with which they might not agree.

Although not a Quaker at the time she started work for us, she has quickly come to terms with the sometimes unusual management structure and novel decision making that come with employment in a Quaker institution. Not only has she engaged well with all this, she has actually begun attending Meeting for Worship and taking part in our local Young Friends activities.

3. How will the candidate respond to physical challenges?
   - For example, standing for long periods or walking over rough terrain, running at full pelt away from a crisis (over similar terrain), very early morning shifts, extremes of heat or cold or very basic living conditions.
   - Are they aware of their own physical limitations (including hearing loss)?

I don't have any first-hand experience relevant to this question.

4. What causes this candidate stress?
   - How do they alleviate stress?
   - Do they ask for help?
   - Are they aware of the impact of their stress levels on others?

Ellie's manner is friendly and relaxed. During the period of a whole-building, multi-week rental with a group who were having their own internal management difficulties, she coped very well with the atmosphere of barely-contained crisis that often resulted.

5. Can they work well with others, in a group, and in a team?
   - How do they handle interpersonal tension?
   - How do they help a team function well?
   - Are they self aware enough to acknowledge their own part in a problem?

- In a group, is s/he a leader / a peacemaker / supportive of others / a follower / frequently at odds with others?

Ellie's job in the Meeting House involves working with curious tourists, contractors and city officials as well as Members and attenders of our Meeting. She handles all of these well. She also has shown that when an interpersonal problem arises she can, discretely, bring the matter to the Managers and/or me for their/my help.

6. Would you trust the candidate to keep themselves and others safe?
   - How risk-aware is the candidate?
   - How does (or how might) the candidate react to a challenging or violent incident?

Fortunately we haven't had any very serious confrontations during Ellie's time with us, but in the centre of a big city with a front door that opens directly onto a busy pavement, there is always a risk. Dealing with homeless rough-sleepers looking for a cup of coffee or a toilet, particularly during an evening shift when she is the only staff member in the building, demand not just risk-awareness but also a finely-judged balance between care for oneself and care for others, and Ellie has learned this quickly and effectively.

7. Is the candidate committed to the principles of nonviolence?
   - Have you seen evidence of this? Or evidence to the contrary?

I believe so, but without direct evidence.

8. What sort of advocate will the candidate be?
   - How does the candidate deal with people s/he does not agree with?
   - Do they speak/write objectively?
   - Have they experience in dealing with the media?
   - What communication skills do they have?

No broadcast media experience that I'm aware of, but Ellie is intelligent, thoughtful and articulate, and I think will come across very well in any media exposure she may encounter. She does manage our online presence (Facebook/Twitter-now-X/Instagram) very effectively.

9. What experience of political advocacy does the candidate have?
   - Are they confident dealing with politicians and church leaders?
   - What influencing skills have you seen them use?

Ellie has taken on herself a liaison role with Young Friends, particulary when we hosted Young Friends from around the UK for a residential weekend, with 50--60 people sleeping over on the premises, and ensured that both our guests and members of the Meeting were pleased with how it all went.

10. How does the candidate engage with, respect, and value people from diverse cultural groups?
   - Please comment on their ability to live and work in a foreign cultural environment and/or with colleagues of different nationalities, outlooks and backgrounds.
   - If the candidate is white, to what extent have they engaged with their own privilege and how that plays out in mixed teams?

Ellie has demonstrated a personal concern to support our testimonies to equality and diversity, helping to keep these relevant and effective in the way we manage our property and its use.

How long have you known him/her and in what capacity?

I'm the convenor of the Meeting House Management Committee of Southeast Scotland Area Meeting. Ellie has been an Area Meeting employee since October 2023, starting as a Meeting House Assistant. From April through November she was Acting Assistant Manager, during a period when we had no

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Please comment on any other strengths and weaknesses you have seen in the candidate:
It's been a pleasure working with her and getting to know her. She's mature beyond her years, polite without being diffident, very interested in taking on new tasks and responsibilities. I suspect she's relatively unusual in terms of EAPPI's volunteer profile, but I'm confident she will not only benefit from her experience with the programme, but will contribute a great deal to her fellow volunteers as well as the people she is there to help.

Referee's name: Henry S Thompson

Date: 2025-04-22

Thank you for taking the time to complete this form. If the candidate is accepted, it is possible we may want to talk with you further. Please tell us how to contact you.

Telephone: +44 7866 471 388 Best time to call: 0900--2200 UK time

Email: ht@rsof.hst.name