



FCNL's Growth Anchored in Faith

By Adlai Amor

Shortly after she began working at FCNL, Diane Randall recalls being stopped in her tracks by a clear internal message from Spirit encouraging her in the work of FCNL. The voice echoed Hebrew 11:1: "Now faith is the substance of things hoped for, the evidence of things not seen." She had no idea how much her faith in a loving, compassionate God would be her strong anchor in the 10 years she served as FCNL general secretary.

It was an unprecedented decade marked by political, partisan conflict in Congress; unending war; surging migration worldwide; great social movements; chaotic elections; gaping wealth inequality; an insurrection on Capitol Hill; a renewed recognition of white supremacy and structural racism; an ongoing pandemic; and the calamitous effects of climate change. Despite the turmoil, Diane's faith and hope, and the persistent and prophetic work of generations of the FCNL community, provided solid ground for the organization to flourish.

For nearly a decade following 9/11 and the subsequent invasions of Iraq and Afghanistan, FCNL had maintained a steady drumbeat of advocacy around the theme, "War Is Not the Answer." Upon her arrival in 2011, Diane observed a noticeable shift in language and tone in the media and on Capitol Hill, denoting growing disapproval of the ubiquitous "War on Terror."

As the United States evolved its approach to military engagement around the globe to funding weapons sales that fueled humanitarian crises, FCNL responded by lobbying Congress to take back its constitutional authority to declare war and shift the foreign policy focus from fearful response to peaceful prevention of violent conflict. This pivot would prove beneficial in achieving the long game policy wins FCNL has become known for.



One win occurred in July 2015 with the signing of the landmark Joint Comprehensive Plan of Action (JCPOA), which FCNL's networks and staff lobbyists had long advocated for. Following President Donald Trump's 2018 withdrawal from the JCPOA, FCNL continued its advocacy to prevent war with Iran.

Then in 2019, after 15 years of faithful advocacy by FCNL and its coalition partners, President Trump signed the Elie Wiesel Genocide and Atrocities Prevention Act (P.L. 115-441) into law. It ensures coordination among U.S. government departments to prevent global atrocities from occurring, and mandating training to identify early warning signs of genocide.

With her state-level policy experience, Diane also encouraged the growth of FCNL's domestic portfolio by building greater organizational capacity to hire more lobbyists. Victory came when the FIRST STEP Act (P.L. 115- 391) was signed into law in December 2018. Though imperfect, this bill is critical to reforming the U.S. criminal justice system. *(continued on page 7)*



In October 2013, Diane attended a conversation on poverty with leaders including Rosa DeLauro (CT-03, left) and Lloyd Doggett (TX-35, center).

Viewpoint: Working with an Inspired Leader

By Stephen Donahoe



Diane has been a mentor to me ever since her first days at FCNL. At that point, I had completed two years as a program assistant and was near the beginning of my 11+ years in fundraising.

Early in my tenure, she told me that by saying yes to fundraising at FCNL, I was responding to a call. I felt that call very deeply and to have that affirmed for me by Diane was very meaningful.

So many others in the FCNL community have benefited from her caring mentorship. Since she first announced that she was stepping down as general secretary, so many people shared with me how meaningful Diane's leadership has been in their own spiritual journey.

Her address to the 2011 Annual Meeting—her first as general secretary—was especially memorable and it still resonates today:

"What does it mean to work from inspired faith in a time of conflict? It means recognizing that our work is walking into the conflict and staying clear about our call. It means that to realize the world we seek, we must be bold, strategic, and relentless."

Those three words—bold, strategic, relentless—sum up Diane's decade at FCNL. They also point to one of the most important strengths of a good leader—a compelling vision.

Very early in her time at FCNL, Diane enthusiastically got behind the effort to expand our young adult program. While others had also identified this area as a core growth area, it was Diane who mapped out the vision for expanding the program and led the capital campaign to make it happen. She traveled around the country on a national tour, making dozens of speeches outlining the importance of this expansion, and visiting with FCNL supporters to make the case.

As a former program assistant, I am especially grateful for the expansion of the young adult program under Diane's leadership. This growth has been transformative for thousands of young people, ranging from people who attended Spring Lobby Weekend once to people who come to FCNL and are hooked for life, like me. This

program has also been transformative for FCNL itself. These young people have challenged us to become a more diverse, inclusive, just, and equitable organization.

Diane's ability to move forward confidently and in faith—though sometimes with trepidation—is a trait I wholeheartedly agree with. In fundraising, I recognize that every step of the path cannot be laid out in advance, but that the way forward is clear enough to start on the journey. As Friends say, "Way will open."

One recent example has been William Penn House, now Friends Place on Capitol Hill. In the same 2011 Annual Meeting speech, Diane envisioned a stronger partnership with William Penn House. Many people on staff and on our board were skeptical about the move, but Diane could see that even though the path was not clear then that this was a move we needed to take.

Since 2019, we have raised over \$1.2 million toward repairs for the building, which will now open in January 2022. It opens with a new vision to dramatically expand our civic education work with young adults. This fits squarely within the strategic vision Diane articulated when she started at FCNL in 2011.

To me and to many in the FCNL community, we will forever be inspired to be "bold, strategic, and relentless"—while being grounded in faith.

Stephen Donahoe is FCNL's director of development. 



During its Annual Meeting, the General Committee affirmed the search committee's recommendation that Bridget Moix become the fifth FCNL General Secretary effective January 24, 2022. Bridget currently serves as U.S. Executive Director of Peace Direct in Washington, DC. Photo by Cheriss May/FCNL.

Young Organizers Learn from Each Other

By Jim Cason



Liana Irvine, Philadelphia, PA, Advocacy Corps organizer (2021–2022) stops for a selfie in front of the Capitol. Photo by DAG Photo/FCNL.

Twenty-one Advocacy Corps organizers from the 2021–2022 and the 2020–2021 classes met for the first time in Washington, D.C., over Indigenous Peoples’ Day weekend. The group shared stories, learned from each other, toured the Quaker Welcome Center and Friends Place, and built community.

In addition to some discussion around the 2021–2022 cohort’s focus on environmental justice, much of the weekend was devoted to informal conversations and meetings. Organizers had the chance to share stories about their lives, passions, and challenges during the pandemic.

“A huge part of this program is building a cohort of young people who can learn from each other, support each other, and inspire all of us to do more,” explained Larissa Gil Sanhueza, FCNL’s young adult program manager. “There’s no perfect virtual substitute for face-to face interaction, so when we can meet safely in-person we want to take those opportunities.”

With strict COVID–19 precautions in place, the weekend began with dinner with FCNL General Secretary Diane Randall. It served as a welcome to Washington, D.C., for the organizers, some of whom had never visited, and was a chance for them to settle into the weekend after traveling from across the country.

The next day, former Native American Program Congressional Advocate Lacina Tangnaqudo Onco (Shinnecock/Kiowa) talked about sovereignty and solidarity in the context of FCNL’s Native American portfolio. She urged the organizers to lobby their senators to support the reauthorization of the Violence Against Women Act. This bill expands tribal sovereignty and restores tribal jurisdiction over non-Native perpetrators.

Onco also talked about environmental justice, emphasizing the importance of both acknowledging Indigenous people as the original stewards of this land and working to return that land to Indigenous hands. She also cited the importance of FCNL’s acknowledgement of Quakers’ transgressions against Indigenous people and underscored the positive work our community is doing to address this issue through the Truth and Healing Commission on Indian Boarding Schools Act.

Following a quick tour of the Capitol grounds and Friends Place, the current class (2021–22) trained the previous class of organizers (2020–21) on the Environmental Justice for All Act, our current legislative focus for the program. They took them through the provisions of the bill and helped them tell their own stories.

Jim Cason is associate general secretary for strategic advocacy. 



Advocacy Corps organizers share stories and strategies between training sessions and networking with FCNL lobbyists. Photo by DAG Photo/FCNL.

On Becoming: The Evolution of FCNL

By Diane Randall



In her memoir, *Becoming*, Michelle Obama writes how she is still “becoming”:

“There’s a lot I still don’t know about America, about life, about what the future might bring. But I do know myself. Your story is what you have, what you will always have. It is something to own.”

There are times in our lives when we think we should have everything figured out, but the fact is that we are all *becoming*—individually and collectively. Our story is written every day by our actions as we choose hope and work for justice. We are all becoming as we let our lives speak.

I experienced a leading to come to FCNL almost 12 years ago. Throughout the discernment process, I knew Friends held me in the Light. Despite my uncertainty, I knew working with FCNL represented a new chapter in my becoming. FCNL’s vision of the world we seek captured my moral imagination.

When the General Committee approved my appointment in 2010, it conveyed a trust in Divine Guidance. It is that trust in the movement of the Spirit in our life together that binds us together; and it is our trust in God’s abiding love that allows our comprehension of continuing revelation, our evolution, our becoming.

“That we are a Quaker organization operating from the spirit of love and that we remain open to Divine revelation means that we will never be finished.”

In the past decade, FCNL has evolved, and we will continue to evolve—to *become*—as we live into the possibilities of the beloved community in a society that is racked by violence, inequity, inhumanity, and planetary peril.

FCNL *must* continue to evolve because the world is more complex. Our comprehension of politics and

culture is shaped not only by what FCNL focuses on, but by the availability of instantaneous news, information, and entertainment at our fingertips, individually curated and fed to us by algorithms.

FCNL is becoming more diverse. In addition to claiming our Quaker identity, we have become more explicit in naming and including people with other identities—through our staff, the people who participate in our programs, and our governance. Our vision to seek equity and justice for all and a community in which everyone’s potential can be fulfilled is not only for the rest of the world; it’s also for FCNL. It is who we are becoming.

Even as my heart is full of hope and gratitude for this growth in my decade of service with FCNL, my heart is also broken and tender by the fractures in our society. My heart is broken that our political leaders have not acted to stop the pain and suffering of millions of human beings across the globe who face violence, poverty, insecurity, and the global pandemic. I fear for the very future of our planet as we face the crises that humans have caused and have not yet solved.

Political realities require us to evolve. When I spoke at Annual Meeting ten years ago after working at FCNL for about eight months, I told the General Committee that we needed to be **bold, strategic, and relentless** in our advocacy for the world we seek.

And we have been.

Bold

We have been bold in building a bigger, stronger FCNL. Over the past ten years, our staff size has more than doubled to over 60 positions, and our annual budget has grown to almost \$9.5 million this year. We have established new young adult programs, new advocacy and outreach programs that reach across the country and support persistent, relationally driven advocacy.

Our growth has been guided by the priorities of the successful five-year capital campaign, and by our



FCNL helps young advocates develop lobbying skills and policy expertise with programs in D.C. and around the country. Photo: Joe Molieri.

current Forward Plan, which has mapped our strategic goals. This growth has been possible because this General Committee and those who have served earlier; our current staff and those who have worked at FCNL in the past decade have helped make FCNL bigger and bolder with a readiness to take up persistent advocacy on difficult issues—and see problems in a new light.

Strategic

We are bold in laying out an ambitious legislative agenda, but it is essential for us to be strategic in how we advocate.

We have used the power of our grassroots network to bolster the advocacy of our lobbyists on the Hill. When the history of repealing the 2002 Authorization for Use of Military Force (AUMF) is written, FCNL will be in that story. Your persistent and strategic focus on the repeal of this outdated statute is a vital step toward the world we seek—a world free of war and the threat of war.

This, along with the 2015 approval of the Joint Comprehensive Plan of Action (JCPOA), the 2018 passage of the First Step Act, and the Elie Wiesel Genocide and Atrocities Prevention Act of 2019 are huge victories for our strategic lobbying at FCNL.

Relentless

Our strategic advocacy and these legislative victories would not be possible without persistence. We are willing to work for many years to achieve success, and we are relentless in pressing onward to realize the full ambition of our goals.

If ever you feel tired or discouraged or even have a sense of despair about the challenges that confront us, I encourage you to continue choosing hope. Hebrews 11:1 has been a mantra for me during my work at FCNL: “Now faith is the substance of things hoped for, the evidence of things not seen.”

Public Theology

I came to work at FCNL because I wanted to lobby for the policies that move our world toward peace, equity, justice, and care of our environment. Over the past 10 years, I have learned that FCNL is not *only* a lobbying organization; we are practicing public theology.

That we are a Quaker organization operating from the spirit of love and that we remain open to Divine revelation means that we will never be finished; we cannot stop acting for justice and peace and protecting our planet. *(continued on page 6)*

On Becoming (from page 5)

I hope FCNL's evolution is always a story of spiritual presence set in this very political environment.

I want to close with a story I will always carry with me: In 2011, I traveled to Iraq, Palestine, Israel, Jordan, and Gaza. It was both an enchanting and disturbing journey. Every person we talked with—whether Israeli or Palestinian—told us generational stories of oppression and hope.

Throughout the journey we asked, "What should we tell people in Congress and our colleagues at

FCNL about the situation you are living in, about peace?"

In Gaza, we were invited to the home of a Palestinian family.

Nazim, the father of the household, spoke not about policies or politics, but he spoke to my heart: "Tell them we're human. Tell them we're human beings."

This longing of every soul to be seen, to be known as a human being is a truth I think about daily in our work at FCNL. As we lobby, we are claiming the humanity of every human being and that every human is a beloved child of God.

I firmly believe that as FCNL continues to *become*, we will remain steadfast in answering to that of God in every human being.

FCNL has a unique voice in the cacophony of our current political life; and ours is a story of courage and persistence.

As we pursue the world we seek, let us choose hope and abide in love.

Excerpt from Diane Randall's address during the Annual Meeting and Quaker Public Policy Institute, Nov. 17-21, 2021. 

Young Adult Programs

 Friends Committee on National Legislation

THIS IS WHAT A LOBBYIST LOOKS LIKE

At FCNL, we create opportunities for young adults to work for peace and justice in Washington, D.C., and beyond.





Advocacy Corps

APPLICATION DEADLINE
April 11, 2022

PROGRAM
August 2022–May 2023



Work in Washington

APPLICATION DEADLINE
February 7, 2022

PROGRAM
August 2022–July 2023



Summer Internship

APPLICATION DEADLINE
March 25, 2022

PROGRAM
June–July 2022

For applications, visit fctl.org/youngadult

Questions?
Larissa Gil Sanhueza
Young Adult Program Manager
Larissa@fctl.org

Spring Lobby Weekend

PROGRAM
March 12–15, 2022





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Growth Anchored in Faith *(from page 1)*

Diane's tenure also featured significant internal growth. Launched when she arrived, FCNL's capital campaign, "The World We Seek; Now Is the Time," raised \$17.5 million for expanded young adult programs (which, Diane affirms, "were already well-established and successful"). It also funded a refreshed Friend in Washington program, created the Quaker Welcome Center, and increased FCNL's endowment for lobbying. In renovating the 205 C Street building, it also created an apartment for the Friends in Washington program.

Launched as an internship program in the 1970s, the Program Assistants (formerly the Young Fellows), program has become integral to FCNL life. FCNL also tripled its annual attendance at Spring Lobby Weekend, and in 2015, established an eight-week paid summer internship for college students. That same year, FCNL created the Advocacy Corps, which Diane credits younger staff for catalyzing. Diane says, "This program has enriched FCNL with new people and in places we had not previously reached."

Diane later worked with both staff and governance on a Forward Plan in 2017 to enhance FCNL's capacity. It invests in more staff for lobbying, engagement of advocates across the country, Quaker outreach, and media and marketing. It also established a stronger administrative foundation for FCNL, the FCNL Education Fund, and the newly acquired Friends Place on Capitol Hill (formerly William Penn House).

Amid the uncertainty of the COVID-19 pandemic, staff and committee members have felt the loss of in-person connection. Nevertheless, new technologies enabled FCNL to fully connect with Capitol Hill and teach people across the country how to effectively lobby virtually. FCNL has more than doubled its active online network of advocates and is attracting more people—most of whom are not Quaker—to join its ranks as advocates, donors, or both.

Over the years, Diane believes what has helped to ground the staff—which has increased to over 60 people as of late 2021—is its enduring sense of community and commitment to advocating for the world we seek. During this time, FCNL also turned inward, addressing diversity, equity, and inclusion, reflecting specifically on how to unite people of different backgrounds and experiences.



Outgoing Clerk Ron Ferguson, outgoing General Secretary Diane Randall, incoming General Secretary Bridget Moix, and incoming Clerk Mary Lou Hatcher. Photo by Cheriss May/FCNL.

Diane says, "The focus on becoming a more diverse, equitable, and inclusive organization is essential for FCNL—in our interactions with one another, and through every aspect of how we live into the world."

During a particularly polarizing time in U.S. history, the fact that conversations are taking place, that the voices of FCNL's network from every state are being heard by members of Congress is what perpetuates a sense of hope. "Our relationship-building with congressional offices and with our coalition partners in Washington, D.C., is so important to our persistent faithfulness," she says.

As a senior member of Congress recently told FCNL Advocacy Teams, "We need the Friends."

Excerpt from the forthcoming book, [Leading with Hope, Faith, and Love: The Diane Randall Collection](#). Essay written with the assistance of [Kristen Archer](#). 

Q&A: What Does Diane Randall Leave Behind at FCNL?

After a decade of leadership, Diane Randall will be stepping down in December 2021 as general secretary of the Friends Committee on National Legislation. We spoke with several members of the FCNL community to learn more about the legacy Diane Randall leaves behind.

Alicia McBride, FCNL director of Quaker Leadership

She saw the potential of this relatively small and obscure bunch of Quakers on Capitol Hill and picked up the vision that Joe Volk, the previous executive secretary, had: "If people knew about us, they would want to be part of this." I think she really was able to embody that and really push FCNL in that direction in a way that it needed.

Lacina Tangnaqudo Onco, former congressional advocate, Native American Advocacy Program

It was through Diane's leadership that we were able to have the Native American Advocacy program to begin with. When I first started, she made sure to connect with me. We had lunch and we discussed just everything. She wanted to get to know me, but also to encourage any kind of future plans and goals I had for my career and for the program itself. I really appreciated that.

DeAnne Butterfield, member, FCNL's General Committee and former Friend in Washington

Diane hired great staff. She recognized what was needed and really brought in excellent people, who then could create a communication program, create a young adult program, bring excitement to the Advocacy Teams, all of those things that were envisioned.

Jameelah Lewis, Advocacy Teams organizer and former Advocacy Corps member

My first Spring Lobby Weekend, I met Diane, and she was so sweet. She invited me to sit next to her ... and I was just like, "Who is this lady?" At that time, I didn't know who she was, [but] it was really, in essence, about Quaker spirit, which is bringing people in and across the aisle. She really noticed me in that moment, and I was seen.

That's probably one of the reasons why I've kept coming back to FCNL, outside of my time with Advocacy Corps. That one good experience led to many other good experiences within FCNL.

Sue Settlage, member, FCNL General Committee

I think that Diane has made a great deal of difference in terms of diversity at FCNL, and I would give her great credit for being able to bring in people to help the whole organization move forward and understand all the traumas that have occurred. It's hard to look at yourself and say, "What have we not done right?" She has really helped the organization do that in very positive ways.

Sergio Mata-Cisneros, former FCNL program assistant

Just seeing her commitment to investing in young adults really spoke to me through the years. And being able to see the growth of the program over the last six years, the growth of our young adult alumni network, has been enormous. FCNL has been able to open the doors to many young adults like me, and I don't think that would have happened if it wasn't for her commitment and her leadership.

Edited by Alex Frandsen from interviews by Kristen Archer. 



Diane Randall with FCNL's Susan Nahvi and Hannah Evans in front of the Supreme Court, protesting the Muslim Ban in 2018.