

Memo d.d. 16 May 2026

From: Excomm and Recruiting and nomination Committee

On: Recruiting new GS

1. In 2027, the mandate of Dr. Torsten Moritz will come to an end and a new General Secretary will be appointed. This transition will take place in the same period in which the Executive Committee (ExCom) will also undergo several significant changes, as the mandates of both the Chair and the Treasurer will expire.

Therefore, a transition process has been developed. As part of this process, we are seeking two persons who can help safeguard continuity during this period of change. The ExCom invites two persons from among the CCME member organisations to participate in the meetings of the ExCom, with the intention of appointing them as elected members of the ExCom at the General Assembly in 2027. The full process is described in the annex to this memo.

The ExCom is therefore already inviting members, before and at the online General Assembly in June 2026, to propose candidates who would be willing to take up the role of “assessor” to the ExCom and help bridge these transitional years. Members are welcome to submit nominations for these positions to the General Secretary before the meeting of the General Assembly of 24 June 2026.

At present, the ExCom has a relatively strong representation from the United Kingdom, while Nordic members are not represented and Orthodox member churches remain underrepresented.

2. The General Assembly may also take note of the profile for the new General Secretary. This profile has been developed jointly by the ExCom and the Recruitment and Nomination Committee. The process for recruiting and appointing the new General Secretary, however, remains the full responsibility of the ExCom.

Members are asked to circulate the profile after the General Assembly. It will also be published on the CCME website. The application period has intentionally been extended, given that recruitment will take place during the summer period. Applications may be submitted until 30 September 2026.

Memo d.d. 23 april 2026

On: Transition of governance in CCME 2026 -2027 (For information to the General Assembly CCME)

Introduction

CCME is facing an important phase of transition in 2027:

- 31 of July 2027 the general secretary will be leaving and a new one will be coming in office;
- A new Excomm will get into power after the general assembly, including a new moderator and a new treasurer. The GA will be in person, as it will elect a new ExCom It needs to be held within 4 years after the last that is by 8th November 2027 the latest

To manage these processes the Excomm created a process coordinator and a long term recruiting/nomination committee (RNC) for all these transitional processes and appointments, that means it will look at future staff and future ExCom of CCME. The coordinator will be in practice responsible for all the steps and processes, supported by the staff where possible.

The Excomm appointed Goos Minderman as the process coordinator.

The Excomm has in the meeting of February 2026 to appoint the following recruitment/nominations committee:

- Goos Minderman, coordinator and (leaving) member excomm
- Despoina Georgiadou, (re-electable) member excomm
- Sabine Dressler EKD, ‘outside’ member until 31-12-2026 (after that Ansgar Gilster (EKD)
- Adejare Oyewole (reserve)

Values of the process

The process can only be successful if there is a maximum of transparency on the process one hand and the maximum of integrity and discretion in the decision making on the other hand. The central role of the RNC and the process coordinator, demands full trust by the Excomm, the staff and the GA. The field we recruit from is getting smaller and smaller, especially if we limit the searches to people within or connected with our membership (which is for the Excomm members a statutory criterium and for the GS a ‘must’). Rumors, leaking or

lobbying for individuals is not acceptable. Excomm therefore has appointed Rev. dr Arlington Trotman as an independent person who will guard the integrity of the process and is accepting confidential complaints from stakeholders in this process.

Process of the recruitment of the GS

- Excomm decides on the key elements of the draft profile, February 2026;
- Meeting of RNC: end of February 2026;
- RNC drafts profile;
- Excomm decides on draft profile: April 2026;
- Informing GA of the process and the profile: June 2026;
- Call for applications out by July 2026 (email to members, internet site CCME);
- From longlist to shortlist by RNC: October 2026;
- First round of interviews: November/December 2026;
- January 2027 Second round of interviews;
- Definitive appointment decision of GS: 1st of February 2027;
- Start to work: around 1st of May 2027.

If, for personal reasons the GS might leave earlier than anticipated, the Excomm should provide in an interim GS, while the process mentioned above is completed. If a member of Excomm is appointed as GS or ES, he/she will immediately withdraw from Excomm. Excomm will provide in a temporary solution in the vacancy.

Ideally an overlapping time of some months could ensure a good transition. The current GS is asked to write a transition script with (shortly) all the ongoing processes, contacts, stakeholders and systems (including Assprop and Finance)

Process of new Excomm-members:

In 2027, the moderator and the treasurer are not up for reelection as they served two consecutive terms. The two vice-moderators (Greek/Orthodox and Romanian/Protestant) are expected to accept a second term, but with that the Excomm the continuity within CCME is thin. For the GA **2027**, the RNC needs to find a balanced proposal for the Excomm 2027 – 2031, including a moderator and a treasurer. Excomm would advise the members to accept the RNC to be part of the nominations committee at the GA 2027.

For reasons of continuity, the Excomm proposes that the GA in June **2026** accepts two candidates for the Excomm **2027**: they will participate in Excomm meetings and other activities as from June 2026, for reasons of continuity. They will act as assessors: they will be

presented as formal members at the Excomm 2027 (so they can be serving two full terms after 2027).¹

Therefor a call to the membership to nominate assessors/future members of Excomm will be put out in preparation of the GA 2026. The RNC can also reach out to people individually.

¹ This refers to the statutes of CCME making only 1 re-appointment possible.

Agreed text advertisement/profile General Secretary Churches' Commission for Migrants in Europe

CCME is an ecumenical organization that serves the Churches in their commitment to promote the vision of an inclusive community through advocating for an adequate policy for migrants, refugees and minority groups at European and national level. In the fulfilment of this mandate, it is responding to the message of the Bible, which insists on the dignity of every human being.

CCME (ccme.be) is the ecumenical agency on migration and integration, refugees and asylum, and against racism and discrimination in Europe. CCME members are Anglican, Orthodox, Protestant and Pentecostal Churches, Councils of Churches and diaconal agencies in presently 20 European countries. CCME cooperates with the Conference of European Churches (CEC) and the World Council of Churches (WCC) in advocacy for migrants, refugees and minority concerns and rights with European institutions.

The job:

The General Secretary is the visible and integral conduit of the network of Churches and Christian organizations (our members) and their commitment to migration. The general Secretary supports the Executive Committee (Excomm) of CCME and follows up on a daily basis. Second to that, s/he organizes the advocacy of the Churches in the field of the policies on migration and refugees at the European level, in the European Union or otherwise. S/he represents the network in this advocacy task and informs the membership about the developments in this area. S/he manages a small team.

Main duties:

- Day to day leading of CCME, in accordance/cooperation with the Excomm
- Managing a small office in Brussels and keep the organization (financially) sustainable
- Leading the communication within the network of members
- Advocacy in the EU (and beyond)
- Constant developing relationship within and external to CCME

Competences:

- Master degree in theology, law, political sciences or any relevant field for this job;
- The candidate will have at least 3 – 5 years of experience in the field of migration in a Church or ecumenical context;
- S/he has diplomatic skills for the political, civil and ecumenical context: ability to initiate, reflect, respond and collaborate;
- S/he has policy and strategic analytical skills;
- S/he is able to work in the network of the membership: informing, mobilizing, organizing;

- Good communication skills (including social media) for an international ecumenical and political setting;
- Experience in managing a team is an asset;
- Fluent in English, additional languages as French and German are an asset;
- Membership of a Christian Church or organization is an advantage.

The workplace

The Office of the CCME is based in Brussels. The General Secretary will be in Brussels as and when needed for a good fulfillment of the responsibilities: managing the office, attending in- and external meetings and advocacy within the network of Churches, NGO's and the institutions. Besides that, the General Secretary will have to travel frequently within Europe and occasionally beyond. How the work is organized will be decided in accordance with the Executive Committee of CCME. The CCME does not provide housing.

The new General Secretary will of course have the right to work in Belgium by Belgian law, with a full valid working permit, or s/he can successfully apply for such a status.

The start of the new General Secretary is ideally in the summer of 2027. An overlap in working for a few months with the current GS is advised.

We offer:

- An international working environment in a committed team, located in Brussels, Rue Joseph II 174, 1000 Brussels, at walking distance from the European Commission, the European Parliament and the Council of the EU.
- A unique opportunity to work in an ecumenical and political context at European level.
- A competitive salary package.

To apply:

Send your application letter, detailing your motivation for the position and the matching with your skills, passion, experience and educational background, your Curriculum Vitae - both in English. The complete application file should be addressed to the chair of the recruiting committee dr. Goos Minderman under the e-mail gsrecruitment@ccme.be between 1 September 2026 and 30 September 2026.

For questions please contact Dr Goos Minderman at the above mentioned email address. All applications will be kept confidential.

Interviews in the first phase will be conducted in English and is planned to be held online in November and December 2026. The following interviews in this selection process will be held in Brussels in person in January 2027.

Brussels, 14 april 2026