

STRATEGIC PLAN

2020 - 2023







INTRODUCTION



After 100 years of peace-building, network building and moving towards a culture of peace, Service Civil International (SCI) has, and will always, come to the same conclusion: our aspiration is to live in a world of peace where social justice and sustainable development are priority; where it is taken for granted that all people live together with mutual respect and naturally individuals will not recourse to any form of violence to solve conflict. We have, and will, work tirelessly to promote a culture of peace by organising international volunteering projects with local and global impact. 100 years of work has only refined our goals, not changed them.

However, we are not blind to the issues of today and our need to adapt in order to ensure we meet these challenges. Although our core beliefs are still rooted in inspiring change through intercultural dialogue and international volunteerism, we have also embarked on a journey over the past years to re-evaluate our work and ask whether we are working in the most relevant way to address the 21st century challenges to peace.

This Strategic Plan is an affirmation of our wider mission and concretely presents our vision. We hope it can guide the work of SCI International, our branches, our wider movement and all the lives our work touches.



PURPOSE OF THE STRATEGIC PLAN

This document outlines SCI's four year Strategic Plan for 2020-2023. The document focuses on the international level of SCI's work, and the international coordination will work towards these goals, and support and guide the movement as well.

The document outlines two main goals for these next four years:

1. **Reasserting the values of volunteering for peace**, working on better presenting our impact in society, ensuring high quality offerings and expanding our outreach.
2. **Empowering all people around the world to actively practice peace**, thereby going back to our roots of non-violence and activism, giving tools to individuals to become envoys of peace and intensify the impact of our networks.

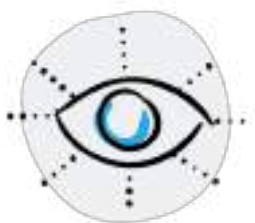
To support these goals, several objectives are described, as well as the tools SCI will use to achieve these goals.

A key goal of this strategic plan is to contribute to building a more peaceful world through organising high quality and conscientious peace projects. To achieve this, we intend to improve the sustainability of SCI on all levels. Globally, there is a problem of a shrinking civic space while negative and aggressive discourse seems to be growing. Through this Strategic Plan, SCI will contribute to a society which is more open-minded, aware and responsible for its own behavior and actions. One that is able to handle conflicts in a peaceful way, as well as be empowered to take ownership and active involvement in bringing a positive change and promote peace on a local and international level.

Peace is not a static situation - working for peace is a continuous process. Let us keep the spirit alive and kicking!

SCI MISSION AND VISION

Although our Strategic Plan changes every few years, our core beliefs and work remains the same.



SCI's vision

is a world of peace; social justice and sustainable development, where all people live together with mutual respect and without recourse to any form of violence to solve conflict.



SCI's mission

is to promote a culture of peace by organising international volunteering projects with local and global impact.



SCI VALUES

Apart from mission and vision SCI is being guided in all its activities by our core values. Every voluntary project, meeting, exchange or training has to be in line with these values:



Volunteering

in the sense of acting out of self-initiative, without seeking material reward and for the benefit of civil society, as a method and a statement for social change, whilst never competing with paid labour nor seeking to contribute to strike-breaking



Non-violence

choosing peaceful resistance and conflict resolution without recourse to violence as a principle and a method



Solidarity

international solidarity for a more just world and solidarity between human beings on all levels



Human rights

respect for individuals as stated in the Universal Declaration of Human Rights



Respect for the environment

and the ecosystem of which we are a part and on which we are dependent



Inclusion

to be open and inclusive to all individuals who share the aims and objectives of the movement, without regard to gender, colour, religion, nationality, social status or political views and any other possible grounds for discrimination



Empowerment

providing people with means (knowledge, tools) to understand and act in order to transform the social, cultural and economic structures that affect their lives at all levels



Cooperation

with local communities as well as other local, national and international actors to strengthen the positive potential within civil society as a whole.

OUR GOALS



GOAL 1

Reassert the value of volunteering for peace

Working for peace is a continuous process, and while everyone desires to live in a peaceful society, living and building peace requires, amongst others, empathy, skills and proactivity. Volunteering builds all these skills and ethics, giving tools to people looking to contribute to creating stronger societies. Reasserting the value of volunteering is important to prove its strength as a method for fostering peace. Through this goal SCI will work on strengthening the measurement of impact and the communication of this impact. We will also continue our hard work on the quality and accessibility of all our activities.





OBJECTIVE 1.1.

To re-emphasise the connection between volunteering and peace

SCI is proud of its 100 years of experience promoting a culture of peace through organising international volunteering projects. There is a clear connection between volunteering and peaceful societies. Cross-border volunteering promotes not only civic engagement but also fosters better intercultural understanding. It strengthens respect for the environment, society and ourselves, thereby creating more empowerment and cooperation.

It is important to emphasise the connection between volunteering and peace and show the wider impact of the activities done through volunteering projects. Not only will this promote better reflection by the participants but also encourage more people to take part. Practically, this would mean to look at the historical connection between volunteering and peace, and to look at the impact this work has in activities taking place today.

Tools/Methods/Actions

- Promote the increased knowledge about the history of SCI through:
 - Publications
 - 100 Actions for Peace project
 - Joint discussions with other International Voluntary Service organisations
- Implement activities on the International Day of Peace and International Day of Volunteering
- Develop practical ways to measure impact in activities and ways to communicate this effectively.



OBJECTIVE 1.2.

Maintain our high-quality approach and versatility of opportunities to peaceful volunteering



SCI has a strong commitment to implementing high-quality volunteering opportunities and projects. This means both the reasons behind the implementation of the projects and also, its intended impact on society and people. Activities, including workcamps, should be meaningful with a focus on intercultural dialogue and non-violent communication using different non-formal education methods. The projects should follow SCI's values of social justice, sustainability and inclusion. This also means taking a look at the versatility of opportunities available for volunteers to join and ensuring these opportunities have diversity to support intercultural dialogue.

Tools/Methods/Actions

- Offer different volunteering opportunities in structure and type
- Improve training resources on SCI programmes with a focus on user-friendly design and accessibility, including developed use of online tools and webinars
- Support evaluation meetings such as Exchange Platform Meeting and Working Groups/International Teams meetings
- Ensure there are well-trained placement officers through organised training
- Ensure there are well-trained workcamp coordinators (e.g. on conflict resolution, non-violent communication and gender inclusion)
- Improved Online Evaluation System of short- and long-term exchanges
- Ensure the campaigns and programmes are being communicated properly, with matching workcamp labels and up-to-date resources, with topics such as, but not limited to:
 - Climate for Peace (environment and climate change)
 - Peace Messengers (non-violence and peaceful coexistence)
 - Building Bridges (refuges, migrants and inclusion)
 - Gendered Realities (gender sensitivity and inclusion).





OBJECTIVE 1.3.

To increase global participation in volunteering for peace

The purpose of this objective is to increase the overall participation of society in volunteering for peace. SCI will work on providing greater inclusion to these activities and supporting the process of providing access to excluded members of society. This includes ensuring access to marginalised populations and difficult to reach groups. SCI will also work on stronger communication to offer opportunities to a larger international audience.

SCI is exploring how to engage with the public in a 21st century reality, examining our communication methods and online platforms. Through increased opportunities and better technological solutions, SCI plans to reach a wider audience and better address the challenges of today.

Tools/Methods/Actions

- Improve and develop our IT infrastructure, including the creation of a new online placement system, with a long-term volunteering system integrated
- Stronger communication, with better engagement of previous volunteers and activists, and capacity building training on the topic
- Attend more events and work on better exposure for the organisation.





GOAL 2

Empower people all around the world to actively practice peace

With this strategic goal, SCI works to connect the idea of world peace to the daily actions of people across all continents, and empower them to practice peace and act for peace in their everyday life. As a result, we expect the people we endeavour to become more aware and responsible for their own behaviour and actions, as well as empowered to take ownership and active involvement in bringing positive change for peace on a personal, local and international level.





OBJECTIVE 2.1.

To continue cultivating the culture of peace across the SCI movement

As SCI's movement is ever growing and dynamic, capacity building within the movement on SCI's values and goals is important, with a strong push to work with new volunteers to better understand the effect of volunteering for peace. Each activity of SCI will reflect SCI values of inclusiveness, non-violence and empowerment, with respect for human rights and for the planet we live in, showing solidarity and following the principles of co-operation.

This includes engaging with all parts of the SCI movement to constantly monitor adherence to the above values, draw recommendations for future improvements, as well as educate new volunteers on how to nurture a culture of peace in everyday work. We will strengthen and assess the needs of different activities and ensure that SCI and its partners are living its values.

Tools/Methods/Actions

- Implement online meetings to share good practices and common issues
- Create the SCI Manual for new volunteers in the organisation which will include in-depth explanation on how our values are implemented in our approach and actions
- Publish online courses dedicated to SCI volunteers
- Create a set of self-monitoring tools for the SCI branches to check the level of adherence to SCI values
- Deliver a component of peace education in all activities
- Organise seminars on the topic of volunteering and peace, including on SCI values
- Build a more diverse fundraising strategy to create global inclusion in activities.



OBJECTIVE 2.2.

To support individuals to become peace envoys



SCI understands and appreciates the power of peer-to-peer learning and discussions. We intend to share with people across the world knowledge, practices and tools that enable us to connect peace with our everyday life. Support and actions will be given for these people to live and act as peace envoys, communicating with different groups the purpose and impact of volunteering for peace and the effects this can have on a personal and societal level.

To do this, we will focus on creating and developing different training courses, working with different volunteers and activists to build capacities within their work and communities. This will allow them to take part in public discussions and create projects for their own communities, taking greater ownership of their development.

Through this objective, SCI will contribute to a society which is more open-minded, aware and responsible for their own behaviour and actions, with the ability to handle conflicts in a peaceful way, empowered to take ownership and active involvement for bringing a positive change and promote peace on all levels.

Tools/Methods/Actions

- Create online peace course for peace envoys and train coaches to facilitate this course
- Promote the benefits of Non-Formal Education by online and residential courses
- Create documents, including statements, which better outline SCI's opinions on different matters
- Create a SCI manifesto, with a focus on promoting peace on a day to day basis
- Re-engage old friends and activists of SCI
- Build on campaigning training as a means to exercise rights whether for the individual, group, or the planet.





OBJECTIVE 2.3.

To foster the network of peace efforts

Work becomes stronger and more robust when more people and organisations participate. SCI will focus on creating more connections with like-minded organisations, including peace organisations, institutions (e.g. universities), youth organisations and movements around the world to make an even wider impact. The goal is to engage and cooperate with more partners to address topics of importance to SCI's mission and values.

Tools/Methods/Actions

- Join different campaigns that focus on achieving peace in an actionable way
- Further develop an External Representation strategy to create a targeted approach to link-minded organisations on specific topics
- Build projects and partnerships with other networks and organisations to have a wider impact
- Link with institutions for better research and actions to support SCI's goals.



IMPLEMENTATION, MONITORING AND EVALUATION



The Strategic Plan proposed above will be implemented through the annual Plan of Action presented by the International Coordination and accepted by the movement. The Plan of Action will follow the goals and objectives of this Strategic Plan, creating a kaleidoscope of actions moving towards our vision of a society rooted in a culture of peace. This Plan of Action will be created in an inclusive manner with the whole movement and will include cooperative actions extending beyond the SCI networks as well. The Strategic Plan will also support and guide the strategic planning of SCI's branches, coordinating our wider work.

The monitoring and evaluation of the Strategic Plan will also be done through the yearly evaluation of the Plan of Action. Halfway through the Strategic Plan a mid-evaluation will be done, exploring which actions have been completed and what should be prioritised for the following years. The responsibility for the monitoring and evaluation lies with the SCI International Executive Committee and the International Coordinator through the monitoring of the Plan of Action.

WHERE WE GO FROM HERE



The future is becoming increasingly unpredictable and flexible organisations holding strong core beliefs will be able to adapt more easily to the needs of society. SCI's core mission remains unchanged over 100 years, namely to create a culture of peace across the world, where mutual respect and understanding hold central. While our work may transform in style over the next few years, we will always work to bring people together to come to mutual understanding and to support communities to create societies they are proud to live in.

100 years past, 100 years to come - we are looking forward to taking this journey and hope you join us along the way!



SERVICE CIVIL INTERNATIONAL



www.sci.ngo



[sciint](https://www.instagram.com/sciint)



info@sci.ngo



[sciint](https://twitter.com/sciint)



[ServiceCivilInternational](https://www.facebook.com/ServiceCivilInternational)



[sciint](https://www.linkedin.com/company/sciint)

DONATE TO SERVICE CIVIL INTERNATIONAL



On our website:
www.sci.ngo/donate



Or by bank transfer:

Triodos Bank

Account holder: The Association of Service Civil International

IBAN: BE37 5230 8019 4928

BIC: TRIOBEBB