

- Keine Umstrukturierungen im NAR Team, es ist bei einem NAR geblieben 😊
- Keine in Persona Meeting international – dafür umso mehr online Meetings und Konferenzen
- Online BEAM
- Virtual General Meeting
- Governing Board Wahlen und neue Secretary General
- Umstrukturierung International Office und People Strategy



- **Das aktuelle Governing Board**



• **Strategic Plan 2019-2021**

Mission
CISV educates and inspires action for a more just and peaceful world

Values
Friendship, Inclusion, Cooperation, Enthusiasm, Engagement

Vision 2030
By 2030 we will be well-known for creating educational experiences that reach at least twice as many people as we do today (2015). We will stand together to lead, act and inspire change in our communities to help build a more just and peaceful world. Target is approx. 30,000 participants per year in educational experiences*

Priority for these 3 years
Create a roadmap for growth to take us toward our 2030 vision and how we all get there together

Priority Action Areas and long-term Goals

	CLARITY Our programmes are clearly aligned to a focussed mission and vision	SAFETY & QUALITY Our programmes are safe and high quality	FUNDING & CAPACITY We are able to host more quality programmes thanks to increased organization and financial capacity
Why we prioritising these areas	<ul style="list-style-type: none"> We have a broad mission and, so it is difficult to focus efforts as it is open to interpretation. Our Members have adopted an ambitious vision for growth – to double our reach. Lack of focus is hampering our messaging and efforts to uphold quality and to grow. We also lack a shared understanding, not only of what and where to grow, but of whether growth is possible in some areas. Lack of clarity is a barrier to growth and efficiency. 	<ul style="list-style-type: none"> Our Chapters have identified the lack of well trained and quality leaders and staff as the main obstacle to hosting and sending. Our Members are concerned about how to uphold quality in our programmes. We are seeing internal and external incidents and trends that point to the need for more and more targeted training, particularly in risk management and child protection. We rely largely on people who are not professional educators to deliver complex non-formal education. We have programme guides and activity ideas, but no standard curriculum or content. Effective quality assurance will require a more professional approach to how we all work and meet the expectations of our stakeholders and ourselves. All the objectives in this Plan (and the operational strategies supporting them) will encourage a more professional approach. For professionalization to be sustainable, it must involve planning and resourcing for our staffing and volunteer structure. 	<ul style="list-style-type: none"> Our Members tell us that Chapters are struggling under the weight of everything that is required to run high quality programmes and run an organization. Host fees do not generally cover the costs of hosting. Many Chapters choose to raise funds to cover costs, rather than charge participants. CISV International has limited resources (and limited ability to fundraise for overheads) to provide support and monitoring to Members. Not all of our Chapters are hosting regularly. New Chapters will bring new energy and we have an opportunity to promote and grow in emerging markets where our programmes have appeal to potential new families.
3-year Objectives (end of 3 years)	<p>We have clarity on who we are for and what we do.</p> <p>We have a clear plan for how we will grow 'what we do' in line with our mission and vision.</p>	<p>We have programme staff and leaders who are trained and certified in basic risk management and child protection.</p> <p>We have increased the educational quality, content and relevance of Village.</p> <p>We have begun to implement a plan for the development and professionalization of our people to meet expectations for quality standards.</p>	<p>We have a funding structure that serves our current needs and growth ambitions.</p> <p>Our Chapters have increased capacity, engagement, and commitment to host.</p> <p>We have invested in starting an intentional, result-oriented approach to developing new chapters in strategic markets.</p>
Strategies to achieve those outcomes	<ul style="list-style-type: none"> Use relevant and current tools to help us to clearly articulate who we are and what we seek to achieve. Formulate a clear rationale for an effective suite of programmes and how we will grow them, including the supports necessary for that growth. Develop and implement extensive communication and engagement plans to build shared understanding and direction among our Members. 	<ul style="list-style-type: none"> Create and enforce minimum standards for training key programme personnel We will establish consistent content and a certification and verification process In these three years, we will prioritise risk management and child protection training for programme staff and leaders. 	<ul style="list-style-type: none"> Develop a "people strategy" to build our levels of professional resources, up to 2030, considering organizational structure, roles required, potential locations and likely costs Encourage a change of organizational culture without changing our essential volunteer nature.
Possible metrics: how we will know if we have achieved the desired outcomes by the end of 2021	<ul style="list-style-type: none"> We will have approved clarifications to our mission statement that help us focus and align to our objects. We will have made decisions on and begun implementation of the recommendations from the programme review. This includes having a clear suite of programmes that support our clarified mission and an idea of how they will grow to support our vision. 	<ul style="list-style-type: none"> Number or % of staff and leaders trained and certified in basic risk management and child protection. Curriculum and content in place for Village Percentage of Villages that used it. 	<ul style="list-style-type: none"> We have agreed to and begun implementing a new fee and funding structure Anticipated increase in revenue per programme Number of new Chapters Number of "new" (brand new, or currently not hosting) Chapters hosting or with commitments Number of additional (currently unplanned) programmes hosted. Pilot project has begun Number of new Chapters expected to have the capacity to host programmes and bring new families consistently within 5 years.

Pulling it together
A project in itself - We will have a roadmap for sustainable growth that is agreed with our Members



- **Ansatz People Strategy**



A more integrated service for our Members
A single point of contact so Members don't have to figure out who to contact. Build closer relationships with Members.

Remove parallel structures

A holistic approach, avoiding duplication of efforts and prevent things from falling between the gaps



Remove bureaucracy creating greater agility
Fewer Committees reporting to the Board speeding up processes but without losing the existing decision making structures

Allow Governing Board to focus on governance
Fewer Board Committees allowing Board members to focus on governance and strategy



-  Governing Board Member
-  CISV International Staff
-  CISV International Volunteers

