

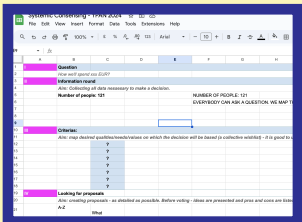
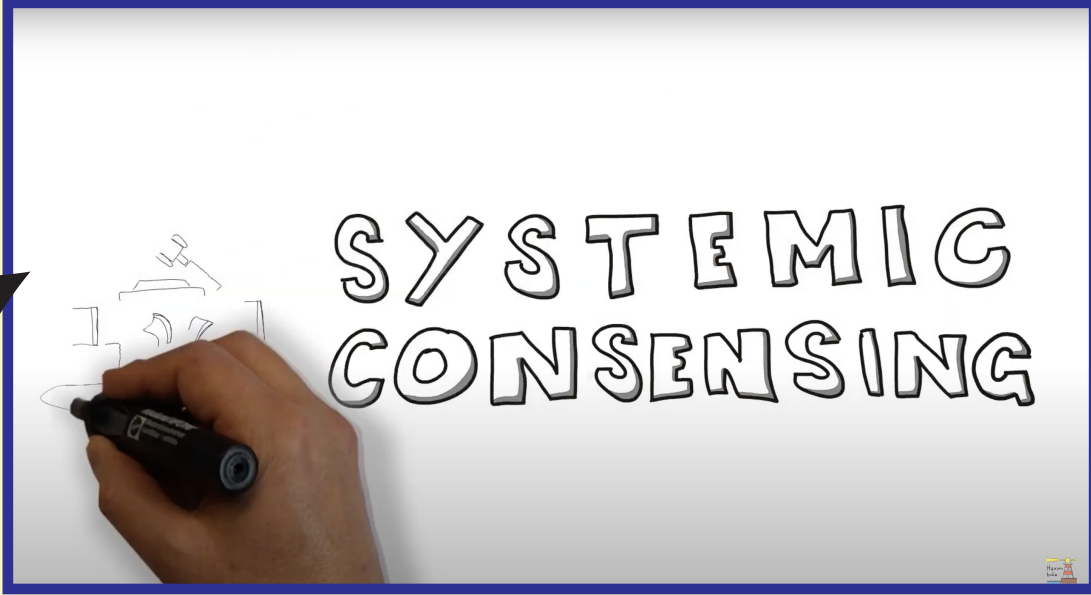
Systemic Consensing for YPAN

Shalom prize decision making process

The decision-making process will be facilitated by using the Systemic Consensing approach to make a truly collective decision about spending the amazing prize that we received.

Facilitating a collective process that involves 130 people from all around the World is an amazing chance to prove our horizontal structure, but is also a demanding task. To make it as smooth as possible I recommend you to start by watching this video that explains the method pretty well:

Click



Master Document
The whole process will be completely transparent and documented in this file.

It's crucial to include each and every one of you in this wonderful journey! We invite everyone to actively participate - the more we are, the greater our collective mind is and the better decision we'll make!

On the other side - to be productive, we must set some ground rules. That is why **the results of each step will be valid if at least 8 people participate.**

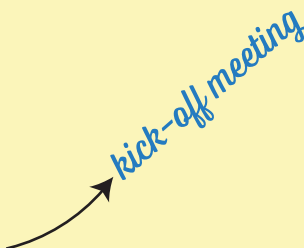




You can read the whole manual now or check every step as we enter it. So without further ado...

...lets start the adventure!

Systemic Consensing for YPAN

Shalom prize decision making process

The steps of the decision making process:

1. Information round  *kick-off meeting*
2. Mapping our dreams and wishes 
- 2b. Designing first solutions 
3. First Voting  *voting meeting*
4. Empathy for the resistance
- 4b. Second Voting  *second voting meeting*
5. Celebration and implementation

Systemic Consensing for YPAN

Shalom prize decision making process

NOW
↓
07.10

1. Information round

Let's start with the question we need to answer together:

“How we, as YPAN network, will spend 27 700 EUR of the Shalom prize award”.

This round is important so that everybody could make an informed decision based on valid data.

Long story short...

The Shalom Prize is one of the most highly endowed human rights prizes in Germany. Every year, the award honours individuals and projects that have made exemplary efforts, often at considerable personal risk, to uphold human rights, promote global peace and help the oppressed.

We were nominated at the end of the summer of 2022, and honestly speaking, we were not expecting this! We talked with the Working Group Shalom for Justice and Peace. That talk was an overview of the past work that YPAN has been doing in the past years since its creation in 2013 from the CoE project. After 11 years (in 2022), we delivered +30 trainings and countless workshops to train more than 1900 young people in topics such as peacebuilding, human rights, conflict transformation and nonviolence. And how much has this number changed in the last two years? Amazing! Following the talk, in December 2022 we received the Prize. The prize we got was 27,700 EUR, which was raised exclusively from donations by various institutions and private individuals. The YPAN was the first supra-national winner, awarded for extensive educational work and contribution to the culture of peace, with a special focus on conflict transformation, nonviolent communication and community building.

The information round gives you the opportunity to gather all facts and ask all questions—anything you find important to have an opinion regarding "How to spend 27 700 EUR from the Shalom Prize."

You can also ask about things that are not directly related to the prize itself but concern the network situation, legal aspects, or external factors that you need to consider to make an informed decision. Everybody is able to ask questions as well as answer them. **This phase starts now** and finalizes with QnA during the kick-off meeting. Below you'll find ways to gather informations beforhand.

Don't hesitate to ask anything!



Jorge and Maciej
talk about the prize

Already opened!

Information round	
Aim: Collecting all data necessary to make a decision.	
Number of people: 130	
QUESTION	ANSWER
write your question here	
write your question here	
write your question here	
write your question here	
write your question here	
write your question here	
write your question here	
write your question here	

Document to
QnA in writing

Already opened!



Link to the
kick-off meeting

Systemic Consensing for YPAN

Shalom prize decision making process

07.10



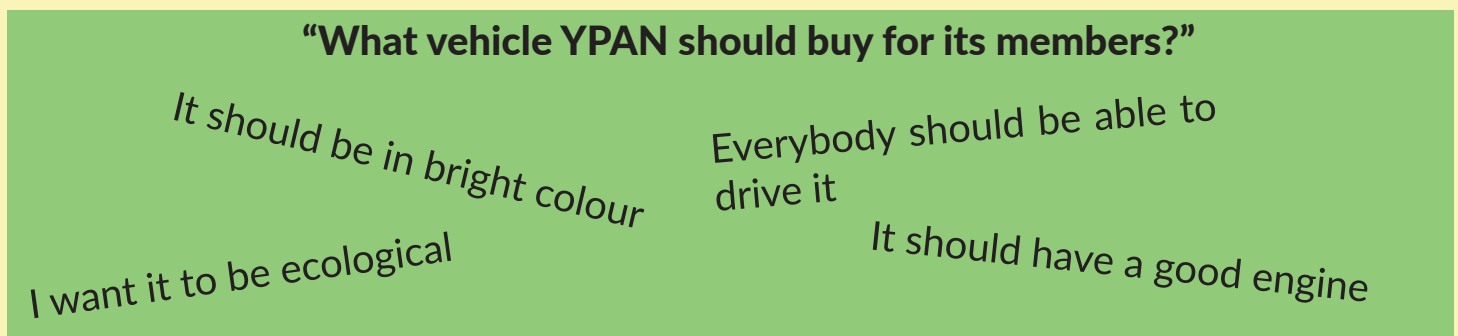
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2. Mapping our dreams and wishes

Determining criteria for successful decision

This step is to measure the general perception of how the money should be spent. If we want to be happy about the decision as a community, it's important that as many members as possible participate in this step. We will be collecting your wishes and the qualities that the perfect decision should have.

Example:



We don't share specific proposals yet, just qualities of our dream solution.

You need to
unlock this level

Miro board

You will be able to share your views on a Miro board by adding your thoughts as stickers. If you never used this tool before - no worries - it's super intuitive and easy. You just click the link and write your preference.

This step finalises in the beginning of the second call - we'll quickly summarise the Miro list and talk how we feel about it.

During the second call we will ask if you already have any specific ideas about the solutions. **We will move to sharing specific strategies so read the next chapter and please come prepared! :)**

Systemic Consensing for YPAN

Shalom prize decision making process

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2b. Designing first solutions

After closing the phase of mapping our dreams and wishes, already during the second meeting we will create a list of solutions. We request you to read the wishlist on Miro before and come with some proposals. It is very important as the list of ideas is the one that we will be working on during the whole process.

Every idea will be put into a table with names of the author (or authors).

Example:

“What vehicle YPAN should buy for its members?”

IV	Looking for proposals		
	<i>Aim: creating proposals - as detailed as possible. Before voting - ideas are presented and pros and cons are listed.</i>		
	A-Z	What	
	Open fund	We don't buy it but create a special fund that we can use for renting vehicles for training. The fund is open and everybody can use it anytime they want.	Anthony, Angela, Max
	Scooters	We should buy 10 electric scooters and have them in different places in europe.	Lizaweta
	Yellow car	We could buy a yellow, electric car (to be visible and eco). Every member can put their name on the list to book it for specific times. In case of conflict special comitee decides who takes it first. The team taking the car covers the costs of transportation and organise how to deliver it to their country	John, Miriam

During this step, we ONLY gather ideas. We don't discuss or challenge them, except adding our points to the pros and cons list created for every proposed idea.

As the group is so large, if the number of ideas exceeds 10, we will look for similar concepts to merge them together.

The list will remain open untill the voting call for improvements or - if the list will not exceed 10 ideas - to add new ones. **The ideas don't need to be perfect, they should just be concrete enough so people believe that they could work :)**

You need to
unblock this
level

Pros and cons list
for every idea

You need to
unblock this
level

Short audio/video
presenting every
idea

zoom

Link to the
second call

Systemic Consensing for YPAN

Shalom prize decision making process

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04.11

3. Presenting ideas and first voting

Before the meeting everybody should already be familiarized with all proposed solutions (thorough shared videos from the previous chapter and descriptions from the master document).

Autors of each idea will have 2 minutes to remind us the concept and update about any changes or improvments. After each 2 min. presentation we'll spend maximum 6 minutes to add points to the pros and cons list. We still don't discuss ideas at this point.

The most important is to remember that we are looking for the best solution for the group. This method will work because we are a strong community and wellbeing of the network is what drives us when placing the vote. It's not important who is the author of the final idea. The whole community worked for this award and the whole community will hopefully benefit from the solution :)

We'll be voting with the resistance in a scale from 1 to 10.

0 - no resistance, it's all good for me if this solution passes

.

.

5 - I don't like it, but if for the group is ok with it I'll easily accomodate it

.

.

10 - strong NO. I cannot live with this decision.

Everything inbetween is a spectrum. Everybody votes separately for every idea. You can give the same number of the resistance points to more than one idea.

The voting is not anonymous - you will find your name and place your vote under it. We'll do it to capitalise on your resistance voices in the next phase and enable authors of the ideas to contact you and learn why the idea is not acceptable.

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Shalom prize decision making process

14.10
↓
04.11

Example:

SCALE										
	0									
	10									
Number of voters	7									
Maximum resistance	70									
Trust treshold	30.00%	The solution(s) found should have max. 30% resistance								
Maximum accepted resistance	21	Accept all solutions with resistance level =< 21								
V	Proposals								Resistance Rating	
		Anthony	Angela	Max	Lizaweta	John	Miriam	Paola	Resistance	If accepted
A	Open fund [Anthony, Angela, Max]	0	1	2	9	5	2	1	20	YES
B	Scooters [Lizaweta]	2	7	7	0	10	6	2	32	NO
C	Yellow car [John, Miriam]	10	9	5	7	1	2	9	33	NO
D	PASSIVE - Money stays on the YPAN France account	10	10	9	9	5	9	10	52	NO

Votes of resistance that equal 9 or 10 will be marked in red. We will use critical opinions to improve the ideas.

The lower the number, the better for the proposal

Resistance lower than 30% secures general satisfaction. Although the first vote is never final.

The Voting meeting will conclude with placing votes in the excel sheet. The voting will stay open for the next days so the people who couldn't participate in the call could vote as well.

You need to unblock this level

Find your name and vote for the ides here



Link to the Voting meeting

Systemic Consensing for YPAN

Shalom prize decision making process

28.10



18.11

4. Empathy for the resistance

It's the heart of the process. Systemic Consensing is based on NVC, and we are going to use empathy to improve our ideas. Experience shows that after this phase, even ideas that initially received the greatest resistance scores, can become the most desirable. This step ensures that the decision is truly a group decision.

A group or a person proposing an idea should approach all individuals who gave them 10 resistance points (preferably 9 as well) and empathetically listen to what they have to say and why they oppose the solution.

Approach them as if they have a very valuable gift for you—a gift of how the idea can be improved. A group (or a group representative) should ask the resisting individuals about their feelings and unmet needs connected with the proposed idea. Then the interviewee may propose possible strategies to address these concerns. In the end, when you feel that the listening is truly complete and you are 100% sure the person feels heard and understood, you can also speak up and answer any questions they pose. Make notes—the feedback you gather is crucial for preparing the improved version of the proposal.

The conversations will not only improve the ideas but also create a common understanding and a feeling of community. We want to finalize the process happily and united.

After all the conversations, the groups or individuals are going to draft solutions that include voices of resistance and put them (or links to longer presentations) into the Master Document.

SCALE										
	0									
	10									
Number of voters	7									
Maximum resistance	70									
Trust treshold	30.00%	The solution(s) found should have max. 30% resistance								
Maximum accepted resistance	21	Accept all solutions with resistance level =< 21								
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In this example Anthony, Angela or Max would contact Lizaweta.

Lizaweta would contact John. John or Miriam would contact Anthony, Angela and Paola.

Of course if you wish to contact people that gave you other amount of resistance points it's more than welcome

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25.11

4b. The Second Voting Meeting

During the Second Voting Meeting each team will have 5 minutes to explain the polished up ideas. Then they will be voted the same way as during the first voting call.

The call will be recorded and posted on the telegram chat so people are able to catch up and place the vote even if they could not participate.

The idea that gets the least resistance votes will be implemented. **The decision of the community is final.**

In case when there is no idea that reaches 30% resistance score (or lower), we will keep working on solutions. We don't want to implement something that has low acceptance among the YPAN members, right? :)

After reaching the decision, the board will set the last meeting when the working group will be formed and we'll discuss details of implementation.

And we'll find some time to celebrate :)

Good luck to us!



Link to the
Second voting
meeting

TIMELINE

Of shalom prize decision making process

