

Organization Theory of Change

Mission—Achieve peace between people and communities in the United States of America by promoting caring action

Vision—A nation abundant with peaceful people applying peaceful practices and creating peaceful places

		Outcomes		
Inputs	Activities / Outputs	Short Term	Medium Term	Long Term
Mission Delivery Servant leaders Volunteers Peaceful practices subject matter expertise Community capacity-building expertise Prayers and meditations Mission Leadership and Support Revenues Board of Directors Employees and contractors Policies and procedures Accounting system Human resources system Information management system Supplies Printing and copying Promotional materials Website and social media Office space and equipment Telecommunications	Mission Delivery Peaceful practices introduced into communities Community members trained in social and emotional skills Aggression and violence interruption services introduced into communities Communities Communities held in prayers and meditations Mission Leadership and Support Board oversees organization Staff manage organization Servant leaders, volunteers, and staff trained and supported Programs delivered Programs partnerships formed Programs promoted Performance managed	Mission Delivery Communities implement peaceful practices with fidelity Community members acquire additional social and emotional skills Communities access aggression and violence interruption services as conflicts arise Communities held in prayers and meditations Mission Leadership and Support Revenues meet expenses Board fulfills duties Staff fulfill duties Training and support satisfies needs of servant leaders and volunteers Numerous partnerships active Organization achieves visibility Organization meets performance objectives	Mission Delivery Communities sustain peaceful practices Community members maintain personal peaceful practices Peace Through Action serves additional communities Communities Communities held in prayers and meditations Mission Leadership and Support Amount and sources of revenues increase Staff size, salaries, and benefits increases Programs performance improves Organization efficiency increases Organization reputation enhanced	Mission Delivery Places where people live, learn, work, play, and pray are consistently peaceful Social capital of communities increases Communities held in prayers and meditations Mission Leadership and Support Organization operates in perpetuity

Assumptions

- There is sufficient array of peaceful practices to overcome interpersonal aggression and violence
- There is insufficient supply of people skilled in peaceful practices
- Communities lack capacity to choose, implement, and sustain peaceful practices
- People are willing to volunteer and serve for interpersonal peace

External Factors

- Peacebuilding field less developed in U.S. than internationally
- Response to aggression and violence in U.S. tends to be form-specific, responsive more than preventive, and deficit-oriented rather than strengthsbased
- People have numerous choices available for volunteering and serving
- Organization operates in a competitive social purpose environment