

MOVINGCHANGE COLLECTIVE

**CONCEPT
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INHALTSVERZEICHNIS

INTRODUCTION	3
SITUATION ANALYSIS AND THEORY OF CHANGE	4
VALUES AND GOALS	5
TOOLS	6
MOVEMENTS	8
FUNDING	9
ORGANIZATIONAL STRUCTURE	10
COLLABORATION	11

INTRODUCTION

The MovingChange Collective works for a just, peaceful and democratic world by supporting social and environmental justice movements in Switzerland by offering various services.

These free services include image and video production, providing material, legal support, assistance with media work, knowledge transfer and networking. Existing structures are reinforced and strengthened by our services. Services are provided by employed activists who are adequately paid for their work. This financial compensation makes a professional and reliable support possible.

Funding is mainly provided by regular donations from private individuals (movers). The movers can register on our website and donate a certain amount each month. The activities of the collective and financial expenditures are communicated in an informative and transparent way.

We fight for a world free of all forms of discrimination, patriarchal oppression, and capitalist and colonial power structures. We want to work reliable, intersectional, positive and sustainable. Self-reflection of our own position, non-violent communication and regeneration in the work and development process are particularly important to us.

SITUATION ANALYSIS

In recent years, we, the initiators of the MovingChange Collective, have observed how people have become active in movements and left them again. On the one hand, people left due to work overload and burnouts, on the other hand because of financial reasons, which shifted the focus towards paid work. The dynamic (ex)change of activists is valuable because it constantly integrates new and fresh ideas and perspectives into the movements. But this constant change has negative effects on sustainable activism: the ‚migration‘ of knowledge gained through experience in being part of movements and participating and organizing actions. This knowledge is acquired collectively but also individually and ‚leaves‘ the movements when an individual leaves. In addition, movements often lack resources for networking, professional work and knowledge sharing.

THEORY OF CHANGE

The change towards an environmentally and socially just and democratic world is created bottom-up. Movements often initiate change and are and will be crucial whether our society responds adequately (and justly) to climate and social crises. Therefore, strong movements and groups are needed that can build up enough social pressure to change our social and economic systems. In order to strengthen movements and groups, support structures are needed. With the MovingChange Collective we want to strengthen movements and groups by exchanging and passing on knowledge and experiences between movements on the one hand and by offering services that have a supportive impact on the other hand. We are aware that we can only contribute one part to more sustainable activism and strengthening of movements. More innovative ideas and collectives will be needed.

VALUES AND GOALS

We fight for a world free from all forms of discrimination and systems of oppression that uphold power imbalances and are at the core of all social injustice, such as patriarchy, colonialism or racism. We criticize growth- and consumption-oriented ideas and advocate for diverse and equal life realities. In particular, we support bottom-up

We want to work reliable, intersectional, creative, positive and sustainable. We see ourselves in a constant learning process, that allows mistakes which will then be reflected and worked on personally and collectively. Self-reflection of our own (social) position, non-violent communication and regeneration in the working and development process are especially important to us.

The collective is organized in a grassroots democratic way. This means that we organize ourselves in plenaries where decisions are made unanimously. In doing so, we respect personal decision-making competences such as working rhythm and working methods.

We work in gratitude and solidarity with all people and groups worldwide who are working or have worked for a climate-just, peaceful and democratic world.

TOOLS



Services provided by the MovingChange Collective are called tools. These are provided for free. The offered services are adapted to the current needs of the movements for social and climate justice and are therefore dynamic and flexible. In the case of requested services which we do not provide ourselves, we act as an intermediary who can connect the corresponding people. Employed activists make their knowledge and contacts available to the various movements. This knowledge is passed on and communicated through workshops, consultations, or instructions.

The various tools are divided into three areas according to the type of support: Project-specific support, sharing and creation of knowledge and skills; networking and strategy.

PROJECT-SPECIFIC SUPPORT

This section contains concrete support for specific projects, which can be asked for if needed. In this way, political actions or events can be supported in a targeted manner and movements are supported.

They include, for example, image and video production, legal advice, support with media work, providing contacts or providing material.

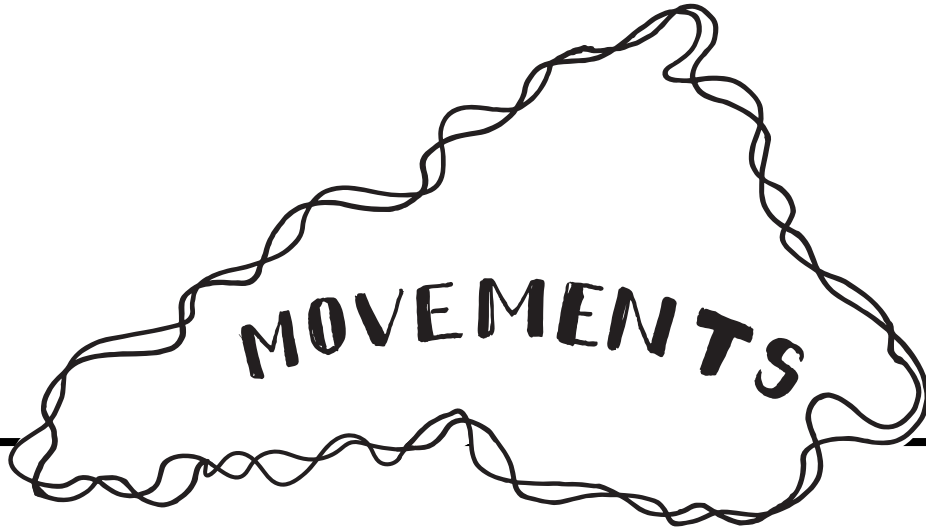
VERMITTLUNG UND SCHAFFEN VON WISSEN UND FÄHIGKEITEN

In this area, the focus is on knowledge and experience sharing and self-empowerment (learning certain skills). These are provided through various educational courses and workshops. They cover topics such as media handling, fundraising, use of action materials, communication, inclusion and diversity. Furthermore, knowledge on specific topics is actively collected and preserved so that movements can build on the knowledge which has already been created. This knowledge is made available, for example, in the form of guidelines and instructions.

NETWORKING AND STRATEGY

The stability of a social movement is (strongly) influenced by external factors, such as domestic and foreign political crises, social power relations and dominant value and norm systems. Therefore, active networking between different groups and common sub-strategies are important for the development and continuation of social movements. In Switzerland, there are many different politically active groups that focus their activities on different topics. This section aims to promote exchange between activists from different groups, for example by organizing networking events, personal get-togethers such as an environmental justice dinner or strategy meetings.

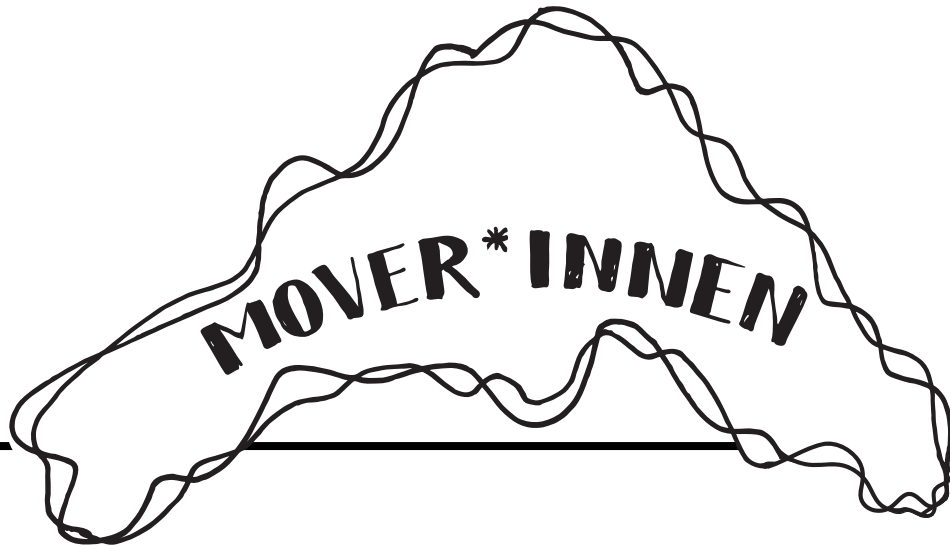
MOVEMENTS



We support movements that promote social and environmental justice and are in line with our goals and core values. We are a professional and reliable support structure for strengthening movements. We intend to hire mainly activists from social movements and thus be an alternative to NGOs or non-activist wage labor. This is especially important to ensure sustainable and long-term activism and to maintain knowledge structures of movements. However, the work at MovingChange Collective is separate from (voluntary) work in movements.

The work of the MovingChange Collective does not primarily serve one movement group, rather today's and tomorrow's movements. Through this clear separation of roles, we want to counteract the creation of hierarchies in movements. In addition, knowledge can be made more widely accessible, for example, through the creation and conservation of knowledge. Through active communication with people from the movements, we try to gather needs and feedbacks. Furthermore, the majority of employees are active in movements outside of work time and can therefore as well assess existing needs.

FUNDING



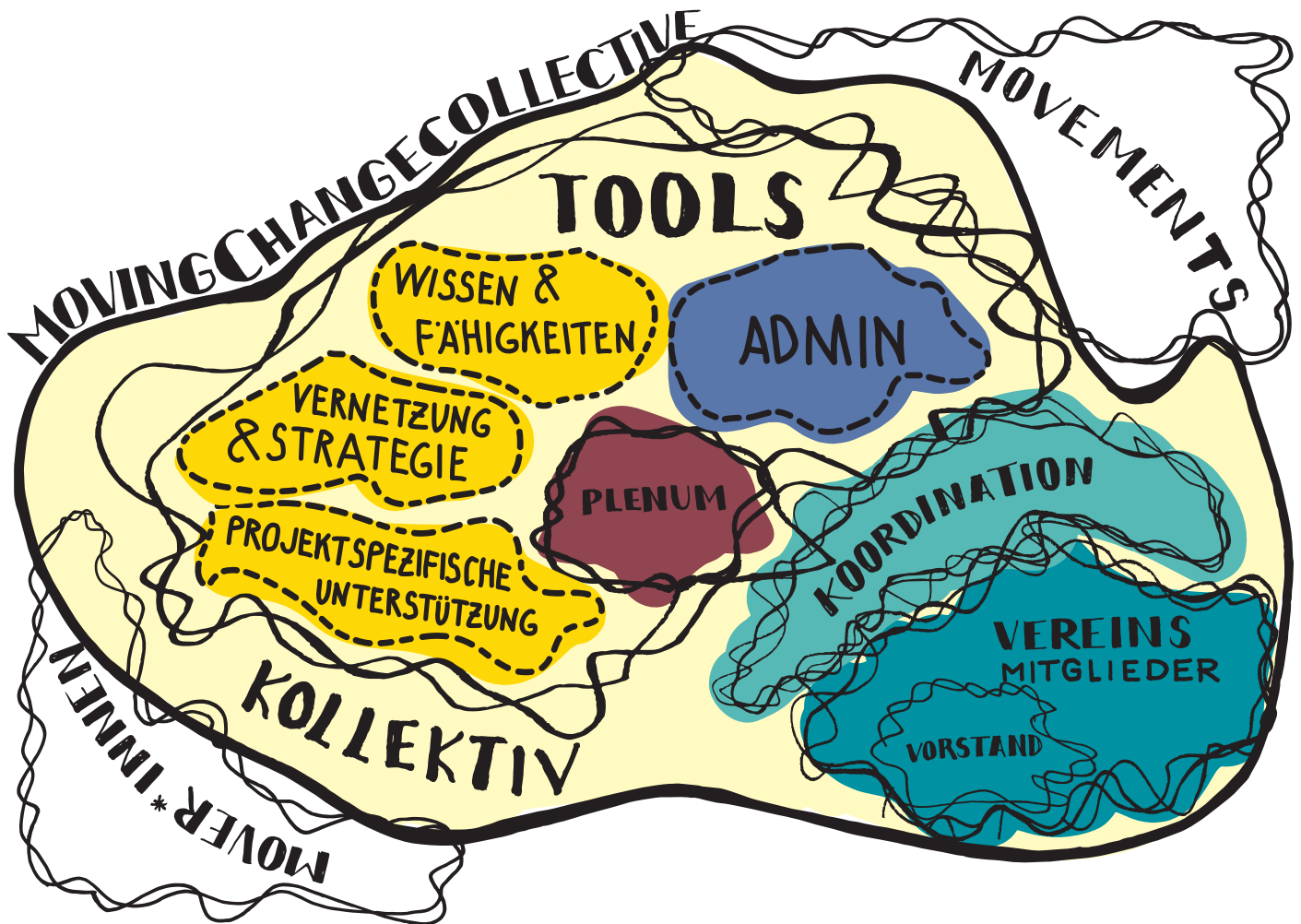
Funding is mainly provided by private donors. The movers can register on our website and donate a certain amount on a monthly basis. Activities and financial expenditures are communicated in an informative and transparent way.

We do not accept financial support from companies that contradict our values or work against our own goals. We also do not accept donations from political parties. Furthermore, transparent and informative communication with movers is very important to us. Income and expenses, such as wages, are communicated on the website. Furthermore, donors whose amounts exceed 5000.- per year are published on our website. This ensures the transparency of our funding. Through newsletters and annual exchange meetings we intend to have a qualitative rather than quantitative exchange with movers. This exchange serves to inform about our work as well as to enable feedback and input from the movers.

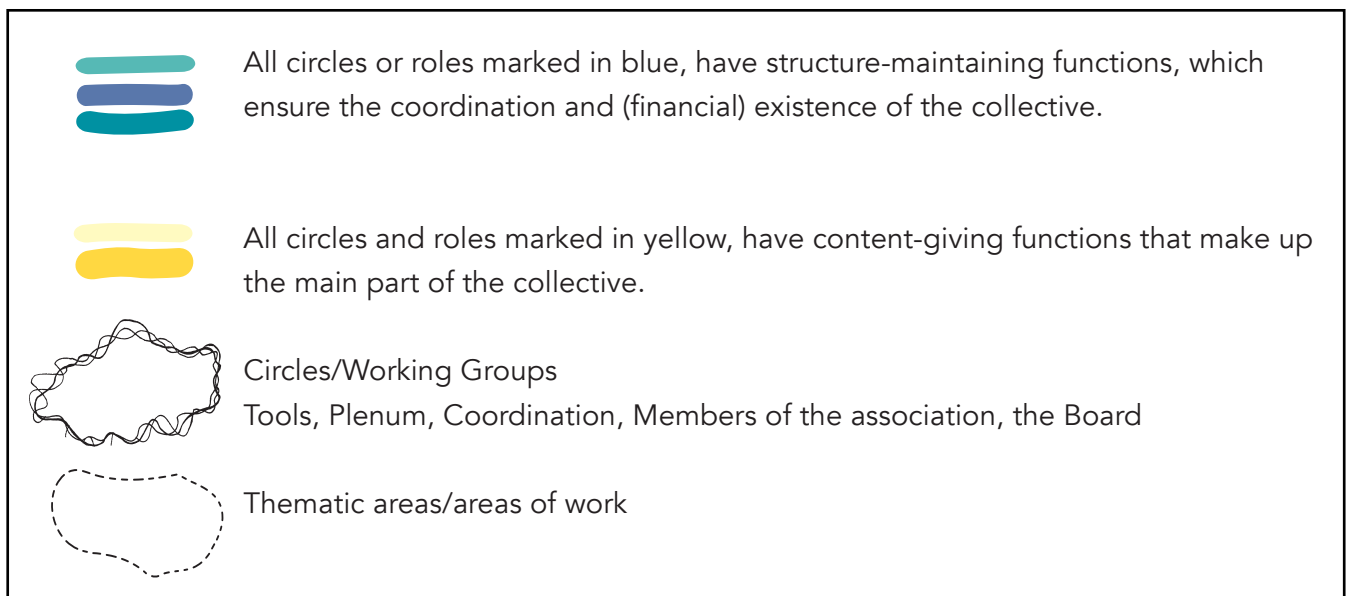
Reserves

To balance donation fluctuations, we set aside at least 10% of our income until it reaches the level of 3 months of the current monthly budget.

ORGANIZATIONAL STRUCTURE



Description: the areas of the MovingChange Collective.



COLLABORATION

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The goal is that the MovingChange Collective consists of people with different experiences. Especially important to us are different language regions, genders, ages, different faiths, as well as people with migration experiences and/or with disabilities. In order to prevent possible conflicts and to ensure a regular exchange of personal perceptions of the working relationship(s), a collective assessment is carried out every two months with the help of a feedback tool.

GENERAL

It is important to us that the work for the MovingChange Collective is complemented by another. With this we hope that the activist reality of life will be extended by further realities. This means that the employed activist, is studying/educating, doing regular volunteer work or wage work, taking care of children, or doing some other important care work.

EXPENSES

No expenses will be paid for cell phone subscription, transportation, laptop, meals and others. These expenses should be covered by the salary. For this reason, the salary level should be chosen in such a way that it covers the costs of the employees. Project specific expenses like room rent, catering for workshops and more will be covered by the *MovingChange Collective*.

LOHN & PENSUM

Workloads of at least 20% (1 working day) to a maximum of 60% (3 working days) are offered. The salary can be chosen by the employee within the defined range (see below) in consultation with the coordination. It should correspond to the financial needs of the employee. The gross salary ranges from 4000 CHF to 7000 CHF at 100 %.

20% (1 working day)	800 up to 1400 CHF (pre-tax)
30 % (1.5 working day)	1200 up to 2100 CHF (pre-tax)
40 % (2 working days)	1600 up to 2800 CHF (pre-tax)
50 % (2.5 working days)	2000 up to 3500 CHF (pre-tax)
60 % (3 working days)	2400 up to 4200 CHF (pre-tax)