

# WORK PLAN FOR OPERATING YEAR 2026–2027

## (June 1, 2026 – May 31, 2027)

### Overview

Svet Peace is an educational nonprofit built on a simple but urgent belief: if we want to prevent violent conflict in the future, we have to begin by changing how young people think and talk with one another today. Our work centers on helping high school students develop the habits that make peace possible — depth of thought, the ability to hold sustained attention, and the practice of thinking together instead of retreating into separate corners.

We use the Socratic seminar tradition to create real, structured spaces where students meet face-to-face around a text and learn to speak honestly, listen carefully, and disagree without turning one another into enemies. These are small skills on the surface, but they counter the growing polarization in the United States and give young people the tools to navigate conflict with more clarity and humanity — instead of contributing to the frightening kinds of breakdowns we see in so many parts of the world.

In the 2026–2027 operating year, we plan to grow our youth seminar programming and build steady relationships with institutions that might want to host our courses — places like teen centers, high schools, and UWC campuses. Some of these partners may eventually be able to pay for our work, which would help keep the organization stable. At the same time, our main commitment stays the same: most of our seminars will remain completely free for both students and the institutions that serve them.

### Program Activities

During 2026–27, Svet Peace will operate **three separate seminar groups**, each meeting weekly and hosted in partnership with high schools, youth nonprofits, and community organizations. This number is based on the instructional capacity of our part-time Educational Director, Kanstantsin Tsiarokhin: each seminar requires approximately **1.5 hours of teaching time per week**, plus an equivalent amount of time for preparation and compendium (seminar summary) writing. This results in **4.5 hours of teaching and 4.5 hours of preparation per week**, leaving the remainder of his 20-hour weekly schedule for curriculum development, evaluation, and partnership coordination. Programming will be delivered in a hybrid format, with some groups meeting in person and others online.

Every course lasts eight weeks. After each cycle, we build in a two-week break to review surveys, interview students, and reflect on what needs to be improved. With this rhythm, the year naturally divides into five teaching cycles. Since we plan to run three seminar groups at the same time, this comes out to roughly fifteen courses per year. With 10–15 students in each course, our realistic reach for the first operating year is about **150 unique students**, even accounting for occasional overlap or returning students.

All youth seminars will be offered **free of charge** to both students and partner institutions. In select institutional partnerships, Svet Peace may offer specialized programs with a modest fee, used exclusively to expand scholarships, strengthen free programming, and support curriculum preparation.

### **Curriculum & Method**

Our courses follow the tradition of the Socratic seminar — a way of learning where students meet around a text and try to understand it together rather than absorb it in isolation. We work with classical literature and philosophy not for the sake of memorizing big ideas, but to create the conditions for honest conversation. In these seminars, students face the very human challenges of speaking up, disagreeing respectfully, revising their own interpretations, and listening to others without rushing to judgment.

Over time, this collective work becomes a real practice of peace. Peace, for us, is not an abstract slogan but something students rehearse every week: staying with disagreement instead of shutting down, looking for understanding rather than victory, and learning to think *with* other people even when their views diverge from one's own. These habits grow slowly — through shared inquiry, careful reading, and the willingness to meet one another in genuine dialogue — but they stay with students long after the course ends.

### **Student Support & Youth Engagement**

A dedicated fund of \$5,000 will support student motivation and engagement, including:

- Scholarships for outstanding essays
- Small gift cards, meals and other participation incentives
- Books and support materials
- Certificates of completion

### **Partnership Development**

A major priority for 2026–27 is establishing and strengthening long-term partnerships with institutions aligned with our mission, including:

- High schools and teen centers
- UWC schools
- Youth-serving nonprofits in the U.S. and abroad
- Institutions interested in adopting seminar-based dialogue programs
- Develop at least one paid institutional partnership that provides modest but reliable revenue for long-term sustainability

### **Evaluation & Impact Measurement**

To ensure strong, measurable outcomes, Svet Peace will refine its evaluation tools, including:

- Pre/post surveys
- Attendance and retention tracking
- Student reflections and essays
- Partner feedback and institutional reports
- An annual Impact Report summarizing outcomes, reach, and recommendations

## **Sustainability & Diversified Funding Strategy**

Although this request supports our core operations for the 2026–2027 year, Svet Peace is committed to building a sustainable and diversified funding base. Even prior to June 2026, we have been actively seeking support — including foundation grants, community partnerships, individual donors, and mission-aligned institutional collaborations — despite operating without pay. Beginning in June 2026 and throughout the full operating year, we will continue to pursue multiple funding streams and do not intend to rely on any single donor or grant. Our long-term goal is a stable, balanced model of philanthropy and recurring institutional partnerships, ensuring that our peace-centred seminars remain free and accessible while the organization grows responsibly.

## **Organizational Roles**

### **Amir Bergen**

#### **Director of Operations & Partnerships (20 hours/week)**

Responsibilities include:

- Partnership outreach and relationship management
- Communications, branding, and public engagement in social media
- Fundraising, donor relations, and grant writing
- Administrative management (budget, compliance, reporting)
- Website and digital infrastructure oversight
- Coordination of evaluation processes
- Annual Impact Report production

### **Kanstantsin Tsiarokhin**

#### **Educational Director & Lead Instructor (20 hours/week)**

Responsibilities include:

- Design of all curriculum and reading programs
- Teaching all weekly seminars
- Writing seminar compendiums and educational materials
- Maintaining seminar quality and method fidelity
- Working with each partner school or nonprofit to align our seminars with their educational goals
- Assisting with evaluation and reporting
- Training future additional seminar leaders

### **Operations & Infrastructure**

The 2026–27 operations budget supports essential tools and minimal but necessary infrastructure, including:

- Zoom Pro and remote teaching tools
- Website hosting and minor developer support

- Canva, Notion, and email tools
- Occasional graphic design for flyers and certificates
- Printing flyers, certificates, and any materials needed for school or community outreach
- Light travel for conferences or partnership development
- Everyday administrative items such as notebooks, folders, small office supplies, and similar essentials

### **Scholarships and Youth Engagement**

Funds will support youth participation and motivation through:

- Scholarship awards for outstanding essays and contributions
- Gift cards for participation and engagement
- Books and reading materials when needed
- Certificates of completion and printed educational materials

### 2026–27 Organizational Goals

1. Serve 150 unique students through free, peace-centred seminars.
2. Establish at least 3 recurring, long-term institutional partnerships.
3. Build a pipeline for earned-income partnerships to support sustainability.
4. Strengthen our evaluation tools and publish an annual Impact Report at the end of each fiscal year, with the first one planned for February 2027.
5. Refine curriculum offerings and prepare for wider expansion in 2027–2028.
6. Maintain stable operations with responsible, transparent financial management.

# LINE-ITEM BUDGET FOR OPERATING YEAR 2026–2027

Total Budget: \$55,000

1. Personnel – **\$45,000**
  - Amir Bergen (20 hrs/week @ \$25/hr): \$22,500
  - Kanstantsin Tsiarokhin (20 hrs/week @ \$25/hr): \$22,500
2. Scholarships & Youth Engagement – **\$8,000**
  - Essay scholarships
  - Participation gift cards
  - Books and materials
  - Certificates and printing
  - Incentives for 15 course cycles (*3 groups × 5 cycles annually = 15 total*)
  - Occasional student support items
3. Operations & Program Support – **\$2,000**
  - Zoom Pro subscription
  - Website hosting + developer assistance
  - Software tools (Canva, Notion, email tools)
  - Occasional graphic design services
  - Printing and outreach materials
  - Light travel for conferences or partnership-building
  - Administrative supplies

**TOTAL EXPENSES: \$55,000**

**TOTAL REQUESTED FUNDING: \$55,000**

# WORK PLAN FOR OPERATING YEAR 2027–2028

## (June 1, 2027 – May 31, 2028)

### Overview

In the second operating year, Svet Peace will transition from a part-time model to a full-time educational organization capable of deeper program delivery, broader outreach, and sustainable long-term partnerships. Building on the success of our 2026–2027 programming, we will significantly expand the number of seminar groups from three to five, develop new courses, train new facilitators, and strengthen our peace-centred youth dialogue model across multiple institutions.

In 2027–2028, our goals are to:

- Move both co-founders into full-time positions with appropriate nonprofit salaries
- Expand to **seven seminar groups**, made possible by Kanstantsin's transition to full-time, allowing him to teach more groups and develop additional curriculum
  - Hire an additional part-time tutor to run **two extra seminar groups**, supporting further expansion
  - Serve **300+ unique students**
  - Develop a "Svet Tutor Training Program" for future instructors
  - Formalize long-term partnerships with schools and youth organizations (to steadily reach new students)
  - Begin offering 1–2 paid institutional programs (to create a small but reliable income stream)

### Program Activities

During Year 2, Svet Peace will deliver:

- **Seven weekly seminar groups**, each drawing 10–15 students
- 2-month cycles, running continuously throughout the year
- Both in-person and online programming
- A mix of free youth programs and mission-aligned paid offerings

Estimated reach: **280-340 unique students** across all programs.

Courses will continue to center on classical literature, philosophy, and dialogue as a form of peacebuilding, but Year 2 will introduce **additional strands**, such as:

- Svet Seminar Leader Training Program to assist training new staff;
- A regional summer intensive — a short, in-person program that brings together students from different schools for several days of deep reading, dialogue, and community-building.

### Curriculum & Pedagogy

Our curriculum will remain rooted in the Socratic seminar, with peace treated as a practical skill:

- listening without hostility
- responding with curiosity
- learning to disagree constructively
- building shared understanding across differences

New Year 2 additions include:

- expanded compendiums
- new reading modules
- multi-week thematic seminar arcs
- training materials for additional instructors
- student reflection rubrics and peace-skills indicators

### Partnership Development

In Year 2, we will:

- maintain Year 1 partners
- expand to **2–3 new high schools or teen centers**
- deepen collaborations with UWC schools
- pilot a paid program with at least one institution
- attend educational & peacebuilding conferences
- produce a formal annual “Svet Peace Impact Report”

### Tutor Training Program

To ensure scaling beyond the founders, we will develop and pilot a Svet Tutor Training Program, including:

- pedagogical training
- method philosophy
- text selection and curriculum design
- facilitation practice
- seminar observation and feedback
- certification pathway

This will allow future expansion beyond what two full-time staff can deliver personally.

## Organizational Roles

### **Amir Bergen** – Executive Director (Full-Time)

- Overall organizational leadership
- Institutional partnerships and expansion strategy
- Fundraising, grant writing, donor relations
- Communications, outreach, and branding
- Budgeting, compliance, and administration
- Oversight of evaluation and the annual Impact Report
- Coordination of the tutor training program

### **Kanstantsin Tsiarokhin** – Director of Education (Full-Time)

- Curriculum development and new course creation
- Teaching part of the expanded seminar load
- Writing compendiums and educational materials
- Method training and supervision of new facilitators
- Evaluation of seminar quality and student outcomes

- Lead conceptual work for peace-centred pedagogy
- Co-management of the tutor training program

#### **Additional Personnel (new in Year 2)**

- **Part-Time Seminar 1-2 Tutor(s)** – to support expanded groups

#### **Operations & Infrastructure**

Year 2 requires stronger internal systems, including:

- expanded software tools
- upgraded website infrastructure
- evaluation software
- travel for conferences and partner visits
- printing, materials, and expanded student support
- scholarship fund growth

#### 2027–28 Organizational Goals

1. Serve **280-340** unique students.
2. Sustain 5 seminar groups year-round.
3. Launch and test the Tutor Training Program.
4. Develop at least one earned-income institutional partnership.
5. Expand youth scholarship fund (**2x**).
6. Grow visibility within peacebuilding and dialogue networks.

## LINE-ITEM BUDGET FOR OPERATING YEAR 2027–2028

Total Proposed Budget: **\$137,000**

1. Personnel – **\$110,000**
  - Executive Director (Amir) – \$55,000
  - Director of Education (Kanstantsin) – \$55,000

(Both are modest nonprofit salaries for full-time roles and reflect a responsible but livable wage.)

2. Additional Personnel – **\$7,000**
  - Part-Time Seminar Tutor(s) – \$7,000 (5–8 hrs/week)
3. Scholarships & Youth Engagement – **\$15,000**
  - Essay scholarships
  - Participation stipends
  - Books and materials
  - Student support fund (expanded for more groups)
4. Operations & Program Support – **\$10,000**
  - Zoom + digital tools
  - Website upgrades & minor development
  - Software: evaluation tools, Notion, Canva, email suite
  - Travel for conferences & partner visits
  - Design for flyers, certificates, and program materials
  - Printing and outreach

**TOTAL YEAR 2 EXPENSES: \$142,000**

**TOTAL REQUESTED FUNDING: \$142,000**