



# SOUNDS OF CHANGE

**SOUNDS OF CHANGE FOUNDATION  
POLICY PLAN 2023–2025**





# SOUNDS OF CHANGE



# TABLE OF CONTENTS

<b>1</b>	<b>Mission/vision</b>	4
	2023-2025: changing perspective	5
<b>2</b>	<b>Core values and starting points</b>	6
	Music	6
	Safety	7
	Independence	8
	Sustainability	8
<b>3</b>	<b>What we do</b>	9
	Partners	9
	Academy	9
	Entrepreneurs	10
<b>4</b>	<b>How we work</b>	12
	Physical training courses	12
	Online training	12
	Magical Suitcase	13
	Company	13
	Collaboration: together we make the difference	14
	Organisation	14
<b>5</b>	<b>Ambitions for 2023 - 2025</b>	15
	Collaboration with partners	15
	Academy	15
	Supporting entrepreneurs	16
	Own organisation	16



# 1

## MISSIE / VISIE

### “MUSIC CHANGES THE WORLD, BECAUSE IT CHANGES PEOPLE”

Lucas Dols founded Sounds of Change in 2017 under this motto. This idea was originally expressed through a range of musical activities for traumatised children in refugee camps, but since becoming established it has broadened to a more sustainable working method:

Sounds of Change trains (often young) professionals - including social workers, teachers, social workers, musicians and psychologists - to use music in their work with traumatised children and young people; often as part of a PSS program (Psycho Social Support).

#### **Vision**

Sounds of Change uses the power of music to empower people to create social change.

The foundation tries to achieve its goal, among other things, by providing training to (groups of) employees of partner organizations in the Netherlands and abroad, who themselves have the ambition to use music as a means for the benefit of society.

Whether near or far, Sounds of Change works in areas where poverty and division reign. Namely conflict areas, refugee camps and devastated cities.

Areas where the sense of community has been compromised. Where people have become alienated from themselves, each other and their environment.

That is exactly where Sounds of Change chooses to work.

The radius of action currently includes four countries in the Middle East (Lebanon, Jordan, Syria, Kurdistan) as well as Ukraine, Romania, Cyprus, Greece, Turkey and the Netherlands.

## **2023-2025: Changing perspective**

In a changing world - the aftermath of a pandemic and a growing polarization due to war and recession - Sounds of Change is working with this plan on a flexible future perspective for the period of 2023 - 2025, with an intended growth of the impact of the activities.

Explicit attention is also paid to the development and design of the internal organisation.

The following core values and starting points are paramount:

- Music
- Safety
- Independence
- Sustainability



## 2

# CORE VALUES AND STARTING POINTS

## Music

Music and the power of music form the starting point for all Sounds of Change activities.

The power of music comes in many forms:

- Music creates a bond.
- Making music together encourages people to listen to each other better.
- Music can be a tool for communication or expression where words or language are a barrier.
- Above all, making music together creates energy and fun. Humour and a playful approach characterise the activities of Sounds of Change.





## Safety

Safety is a versatile concept within Sounds of Change:

- Creating a safe space is the starting point for every workshop and training session.
- A safe working and learning climate is guaranteed by means of a code of conduct and a protocol for reporting integrity issues and transgressive behaviour.
- To make the trainers aware of the responsibility they bear towards trainees and the often-vulnerable target groups of Sounds of Change, they are asked to submit a VOG.
- For assignments in countries and/or areas that may be unsafe due to political instability or (imminent) war, we strive to insure the trainers for damage and injury (within the possibilities of what can be insured) and we ensure that they are well informed of the situation on site and the possible risks.

## Independence

Independence can be found in:

- The individuality and versatility of Sounds of Change.
- The assurance of a high-quality and distinctive range of customised activities with associated impact.
- The ability to switch quickly, respond to requests for help if necessary and to be able to work from anywhere in the world.
- A sound mix of financing in which the elements remain in a healthy balance with each other.
- A strategic choice for healthy forms of collaboration in which increasing impact is the primary goal.

## Sustainability

Sustainability is at the heart of our activities.

- We train local teams and professionals so that new knowledge and skills are anchored locally.
- Sustainability can also be found in multi-year collaborations with partners, trainers and other contractors of the foundation in the Netherlands and abroad.
- We look at our carbon footprint with a critical eye; we support climate-conscious working by making ethical choices in areas such as nutrition, travel and work materials.
- If possible, we do our work online. Where this is not possible we travel as 'cleanly' as possible.



# 3

## WHAT WE DO



Collaborate with partners

Academy

Support of Entrepreneurship  
(trainers)

### Partners

Partners are organisations, funds, companies and institutions that endorse at least two core values of Sounds of Change, and work together with Sounds of Change based on a shared vision.

The cooperation can take various forms: from sponsorship, financial support, knowledge and strength pooling, to substantive cooperation in the field of workshops and training. In all cases, the collaboration results in an increase in impact.

*"This workshop reminded me to use my talents more, because the world needs them."*

### Academy

Most Sounds of Change training courses take place abroad. But in the Netherlands there is also a great need among professionals for music and using creativity to connect people and possibly to heal.

To meet this need and to expand the team of trainers in view of an increase in activities, Sounds of Change has developed its own course in the Sounds of Change Academy. Two pilots have already taken place: a course for beginners and a course for people who already work with groups in their own professional practice.

## **Entrepreneurs**

Sounds of Change trainees in the Netherlands and abroad can develop their own activities and projects as a trainer and are supported by Sounds of Change. The support can take different forms: financial, material or personnel support. But we can also use our foreign trainers for assignments in their region.

*“After this training I feel more equipped in music and how to use it in all our curriculums.”*



**MUSIC CHANGES THE WORLD  
BECAUSE IT CHANGES PEOPLE**



# 4

## HOW WE WORK

### Physical training courses

The on-site training courses are always 100% tailor-made and meet the needs of the cooperation partner.

A workout can serve two skill levels:

- a. Training of Facilitators (TOF): individuals or team members are trained in using the power of music in their work with different target groups.
- b. Training of Trainers (TOT): individuals or team members who are already experienced facilitators are trained to train other facilitators themselves.

### Online training

Sounds of Change has developed a professional online training method with an online library

of exercises, music and instructional videos, which is accessible to the trainees.

This method is used if physical training is not possible (for example in a war situation or due to Corona measures) and is also used as an introduction and addition to the physical work visits.



## **Magical Suitcase**

All workouts are supported by the Magical Suitcase: a suitcase filled with a variety of musical instruments such as boomwhackers, chimes, shakers, drum sticks, a frame drum, a darbuka, a melodica and a ukulele.

We send these cases or take them to our international partner organizations so that the trainees can work with their own musical instruments during the training and afterwards.

## **Company**

Corporate workshop applications for team training in companies, educational institutions and cultural organisations must meet a number of criteria.

There should be an intended impact within the organisation or for the participants and a sharing of core values. In addition to the cost of the training or workshop, a surcharge is charged that benefits projects abroad, the financing of which is not yet or not fully arranged.

## **Collaboration: together we make the difference**

In our own country, work is being done via the Academy at the AZCs with asylum seekers and their children, in collaboration with Stichting de Vrolijkheid.

In collaboration with War Child and Team Up, we train teams of social workers and aid workers in refugee camps in Cyprus, Romania and Lebanon.

In collaboration with Trauma Company and Safe & Sound, Sounds of Change provides support webinars aimed at trauma relief for first responders and teachers in Ukraine. We are also working with these latter partners to set up de-radicalisation programs for women and children in Syria and Iraq. A complete overview of our activities can be found on our website, in the newsletters and in the annual reports.

## **Organisation**

Sounds of Change has an ANBI status and follows the guidelines for charities, social enterprises and cultural organisations in its business operations. In this way, Sounds of Change is an independent, reliable and transparent partner for many organisations.

Sounds of Change works exclusively with freelance employees and has an involved and unpaid board.

An overview of the activities realised per year can be found in the annual reports, together with information about the business operations, employees and a financial report.

# 5

## AMBITIONS FOR 2023–2025

### Collaboration with partners

- Quality control of the output and impact of the training by providing online after-care, coaching and intervention.
- Build lasting relationships. For example by keeping in touch with members of trained teams.
- We facilitate this purpose via thorough research into the role and function of an online community, in which we can connect, inspire and inform both trainees and alumni.
- Preferably enter into several long-term partnerships to achieve impact increase. This applies to all types of cooperation partners.
- Network and working area continue to expand.

### Academy

- Based on the evaluation of the first two pilots, we are developing a model of an Academy course that meets the demands from the field (beginners, advanced) but also leads to the desired expansion of the Sounds of Change trainer team. There is also explicit room for international participants and status holders.

## Supporting entrepreneurs

- Actively stimulating and supporting entrepreneurship among trainers abroad. As a result, they continue to develop their skills as trainers. In addition to their own activities, they can also provide training if there is a demand for it in their region. As a result, a request can be answered more quickly and there is less air-traffic.
- Connecting trainers via an online platform/community with the aim of sharing knowledge and inspiration.
- Working on an after-care refresher course.
- Continue to develop online teaching materials in a permanent learning environment.

## Own organisation

- Impact objectives are drawn up per year in an annual agenda.
- The conditions for achieving this are guaranteed in the organisation: financial stability, expansion of the core team of employees, growth of expertise.
- Monitoring of quality and individuality.
- Plan further ahead to optimise the use of the trainers.
- Stabilise the financing mix with sustainable elements and mutual balance.
- Expertise promotion (including HEAT and trauma-sensitive working for the trainers) and intervision for trainers and staff.





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