



## CONCORDIS INTERNATIONAL

### Mission

Concordis International works impartially alongside those involved in or affected by armed conflict, so that through dialogue they may build relationships of mutual trust and together develop and implement policies that improve human security and lay firm foundations for lasting peace.

### Principles and Values

The work is underpinned by commitment to justice and reconciliation, which is applied through the following fundamental aspects of Concordis' approach to its mission:

- Impartiality – we act in a consciously non-partisan manner
- Commitment to a complete concept of peace – we see peace as more than the absence of war and as encompassing ideas of wholeness, prosperity, stability and wellbeing
- Strategic intervention – using in-depth analysis, we endeavour to understand as much as possible about the situations in which we work and we take account of complexity
- Long-term engagement – we aim to work in a sustained way in relation to conflicts with which we are invited to engage
- Doing no harm – we recognise the potential negative impact of interventions and seek to ensure that ours do not have unintended consequences
- Inclusivity – we seek fairly to include individuals or groups of individuals representing as many strands of opinion or interest as are appropriate to the dialogues that we facilitate and to formulate specific criteria appropriate to any particular dialogue process when issuing invitations for it
- Independence – we do not succumb to pressure to advance the interests of third parties (including third parties who are funding our work)
- Cooperation – we act cooperatively and in partnership with other agencies and organisations whenever it is appropriate to do so
- Humility – we recognise that we do not have all the answers, that there are different ways of dealing with and resolving conflict and that our contribution should be part of a broad engagement by a number of organisations

In carrying out its work, in dealings with its staff and in relation to governance and funding, Concordis:

- Acts with honesty and integrity
- Is transparent
- Encourages accountability
- Has proper regard for the welfare of all involved in its operations
- Is professional
- Is respectful of others
- Is reflective and responsive
- Acknowledges the importance of building and fostering relationships
- Recognises the need to be aware of gender-related issues
- Values diversity.

In articulating the principles and values set out above, we recognise that they also represent the Christian commitment to peacemaking of the founders of Concordis.