

# **SISTER CITIES INTERNATIONAL**

## **SCI**

## **ACADEMY**

*SCI Citizen Diplomat Leaders Supporting  
Existing, New, and Future Member Partnerships in Africa*

*Wednesday, 22 February 2023, 9-10am*

## **Revitalizing a Dormant Sister City Relationship**

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**SisterCities**  
INTERNATIONAL

# ***What makes a sister city relationship go dormant?***

## **Founders Syndrome**

**Poor leadership in either or both sides of the partnership**

**Regime change in one city**

**Lack of diversity in programming, both locally and with the sister city partner**

**Lack of planning, or unrealistic planning**

**Lack of funding and/or poor financial management**

**Lack of volunteers**

**Lack of synergy with SCI's vision, mission, and goals ... "To promote peace through mutual respect, understanding, and cooperation – one individual, one community at a time."**

## ***Ways to mitigate Founders Syndrome\* And develop good organizational leadership***

- Clarify roles and responsibilities with board, staff, and volunteers
- Establish checks & balances to prevent one person from holding veto power
- Modify organization structure so that the founder is not completely in charge
- Implement term limits!
- Build a more diverse board or committee
- Establish an executive committee to help govern between board meetings
- Identify the passion and specific skills of the founder, and engage them as part of the change
- Acknowledge the contributions of the founder in the early stages of the organization, and emphasize the need for diversity of thought and people to help enable the future growth and development of the organization.

\* From: Network for Good,  
10 February 2022, Board  
Development,  
Development/Fundraising,  
and Strategic Planning

## ***Rebuilding your local program often requires you to rebuild a more sustainable local organization from the ground up ...***

- What was unique and special about your old organization and programming?  
“Don’t throw the baby out with the bath water ;-)”  
If possible, don’t be afraid to salvage what was good about your old organization and programming!
- Start rebuilding your older, often single program, with more multiple and faceted programming ...  
Does your community have anything in common with your sister city?  
Do you have similar schools, youth programs, churches, or community organizations?  
Do you have similar or compatible arts, music, or cultural organizations or programming?
- Look for some easier, quick “wins” ... e.g. do both of your cities have a Rotary Club?  
(Hint: sometimes its easier to start working with private schools before public ones ;-)
- Meanwhile, also start working on programming that will take some time to develop ...  
Sometimes “slow and steady wins the race”

## ***Partnering with other local organizations can be the key to a vibrant, popular, and successful local Sister Cities program.***

- Many local Sister Cities programs regularly partner with other local civic groups, such as a local Rotary International chapter.
- Partnering with another local group can leverage the best of what each organization has to offer, as well as sharing otherwise scarce resources, such as funding or volunteers.
- Local civic organizations often lack the international connections that Sister Cities has to offer. Even a new or renewing local Sister Cities program can immediately leverage our vast international SCI network, as well as US State Department connections, to bring an international element to an otherwise basic local project.

## SCI Partnerships in Sub-Sahara Africa

### Key Sister Cities International Partnerships

- ✓ Wits University, Johannesburg, South Africa
- ✓ Africa Centre for the Study of the US ( SCI-Africa serves as lead partner for City Diplomacy between the US and Africa)
- ✓ US Embassies & Consulates in Africa
- ✓ African Embassies & Consulates based in the US
- ✓ Africa Fire Mission
- ✓ Africa Tourism Association
- ✓ US. State Department- Africa Bureau-Pending
- ✓ African Based- Sister Cities Partners
  - Africa Global Foundation-Ghana
  - ACSUS- Southern Africa (Pending)
  - Africa Innovation Institute-Nigeria (Pending)



## **SISTER CITIES INTERNATIONAL | SCI Academy | Revitalizing a Dormant Sister City Relationship**

**The good news: Sister Cities International already provides great mission, vision, concepts, and many examples of good programming being implemented in our network every day!**

**Benchmark! Find out what other SCI programs, with similar countries are already doing successfully.**

**86**

SCI's US-Africa network is represented by over 86 U.S. cities, counties and states

**128**

SCI is engaged in 128 partnerships in Africa

**31**

SCI is active in 31 African countries and growing

