



**LIBERIA PEACEBUILDER INITIATIVE**

*Building a community-based network  
to foster conflict resolution, reconciliation,  
and sustainable peace*



A PROJECT OF  
Population Caring Organization (PCO)  
& Global Citizen Journey (GCJ)

## **LIBERIAN PEACEBUILDER INITIATIVE (LPI)**

### **March 2011 Report**



*...Building relationships to establish community-based network of peacebuilders in Liberia...*

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### INTRODUCTION & EXECUTIVE SUMMARY

The Liberia Peacebuilder Initiative was piloted in 2010, and launched in March 2011 with the establishment of the Core Team. This report provides an account of the 2010 preparation, followed by details of the activities implemented from March 13 to 31 of 2011 in Monrovia. It is divided into the following sections:

- About Population Caring Organization (PCO) and Global Citizen Journey (GCJ)
- About the Liberia Peacebuilder Initiative
- The 3-Day Evaluation Training
- Community Peacebuilder, 1-Day Summit
- LPI Core Team, 5-Day Training
- Conclusion
- Next steps
- Appendix (with details from the Summit, plus lists of participants)

Earlier in February, 35 community leaders representing the tribal, religious, and traditional communities in Liberia were recruited to steer LPI activities as the Core Team. Each leader was nominated by a sponsoring group –the Tribal Elders Council, the National Tribal Governance Council, or the Church Council. The Core Team members serve as the main agents for sustainable action within the LPI. Since each is affiliated with a larger organization and a community-based group, they each have a natural constituency where they can bring their new skills. The diversity of the core team is essential to lead the process of rebuilding trust and relationships across ethnicity, religion, age, gender, and class. This group will develop strong relationships, new friendships, trust, and understanding across these boundaries.

The training activities began with the Three-Day Evaluation Training at the Kofi Annan Institute of Conflict Transformation at the University of Liberia. The members of the Evaluation Team learned ways to assess the activities of LPI. The trainees included seven students from the Salem State University, six students from Kofi Annan, three representatives from Angie Brooks International Center for Women Empowerment, two representatives from UNMIL Montserrado County Peace Committee, and four LPI Implementation staff.

The Evaluation Training was followed by a one-day Community Peacebuilder Summit. The Core team members participated in this Summit in Monrovia along with their community representatives as well as participants from the Evaluation training and various community leaders. The 109 participants discussed key issues relating to strengthening inter group relationships so as to support the peace process in Liberia.

The first round of training ended with the LPI Core Team, 5-day training.. All thirty five members of the Core Team participated in the training to improve their skills in Compassionate Listening, Restorative Circles, leadership, and trauma healing.

## DEDICATION

This report is dedicated to all those who are striving very hard to rebuild Liberia. Their contribution in championing the cause for peace and development in Liberia is now bringing our dear country back to its place of dignity and nobility. Especially, this report is dedicated to our traditional community, for upholding our values of old; the religious community, for continuously invoking God's blessings and protection upon our land; the tribal people, for maintaining our great identity through our mother tongues; the entire Liberian people – great and small, for their resilience; and our foreign friends, for standing with us through our darkest period.

Most especially, this report is dedicated to Susan Partnow for her strong love and belief for Liberia; to Salem State University and Kofi Annan Institute of Conflict Transformation, for their willingness to share their knowledge and to empower the people of Liberia to work for sustainable peace; and to Bishop John Innis and the Methodist Church, for their tireless support to the peacebuilding process of Liberia as well as their generosity in housing our foreign team.

We would also like to recognize the support of Angie Brooks Int'l Center for Women Empowerment, the Liberian Council of Churches, and all those who helped to make our activities successful.

And finally, this report is dedicated to the members of the Liberia Peacebuilder Initiative Core Team:

*J. Kollie Barwolor, Nathaniel Tarr, Janet B. Nyouah, Kou Wamah, William T. Payne, Christine O. Dolo, Laverne C. Innis, Rev. Victoria M. Tweh, Imam Mohammed Konneh, Imam Alieu Bility, Abraham G. Sheriff, Marietta Williams, Augustine K. Kou, Teresa S. Davies, Satta M. Sedi, Arthur S. Tenty, Gayvolor G. Korkorlor, Deddeh Tokpah, Musu Kanneh, Agnes Nyalley, Emma Sonpon, Joseph Randall, Rose Nyambo, Naipai Joeses k., Hon. Sophia Dennis, Stephen Karmoh, Obediah D. Toe, Susan Davies, Jerry Wuo Yarkpah, Mary Gbarto, Tewa Yafondo, Theresa P.W. Gbellema, Hawa Kpanmo, Momo J. Beer, and Rebecca Gansee*

May the work of your hands prosper.

## ABOUT THE POPULATION CARING ORGANIZATION (PCO)

PCO is a humanitarian organization working to address the peace needs of most vulnerable people in West Africa, especially Liberians and Ghanaians. Since its formation in the Buduburam Refugee camp, Ghana in 2003, the organization has helped to improve the living conditions of refugees in the camp. More than 841 refugee children received free quality education; 514 needy refugee women were empowered with vocational skills and little businesses; and 2,188 refugee community leaders as well as 326 refugee tribal leaders, opinion and community leaders were engaged in peace and reconciliation activities. One of the outstanding achievements of the peace program in Ghana is the formation of the Council of Liberian Elders in Ghana.

PCO extended its operations to Liberia in 2006. We implemented the construction of the Multi-purpose Youth Center in Caldwell through the support of the UN Quick Impact Project. Upon completion, the project was turned over to the community for management.

In January and February 2010, we tested the Liberian Peacebuilder Initiative (LPI) in Gbarnga, Bong County and in Monrovia. The first event brought together more than 30 traditional leaders and the second brought together over 125 traditional leaders, tribal governors, and youth and women leaders. PCO has also implemented the Rural Liberian youth peace and education project in Maimu town, lower Bong County.

PCO is legally registered and accredited as an NGO by the Ghanaian and Liberian governments respectively. PCO - Liberia is staffed by five hardworking volunteers.

## ABOUT GLOBAL CITIZEN JOURNEY (GCJ)

Global Citizen Journey (GCJ) is a US based 501(c)3 non profit devoted to engaging individuals at the grassroots as fully empowered global citizens through citizen diplomacy, peacemaking, leadership building, education, environmental stewardship and service.

In 2005 GCJ brought 19 North Americans together with 21 Nigerians from throughout the country to the Niger Delta where they built a community library. They also engaged community members of three ethnic groups previously in violent actions against one another together in a Community Summit for peaceful dialogue. In 2006 GCJ joined 15 North Americans with 15 Ghanaians in the small town of Axim for ongoing dialogue and to build a community center that serves as a children's home, a vocational training center, and an internet lab. In 2008 GCJ supported a group of rural women in Burundi in the purchase of land and tools to grow enough food for the families and surplus to generate income. In 2010 GCJ joined with PCO to create the Liberia Peacebuilder Initiative.

## ABOUT THE LIBERIA PEACEBUILDER INITIATIVE

The Liberia Peacebuilder Initiative aims to create and maintain a community-based network of peacebuilders who will foster conflict resolution, reconciliation, and sustainable peace and development across age, gender, and social status differences. After years of conducting its feasibility phase with refugee leaders in Ghana and intensive planning by Global Citizen Journey (GCJ) and Population Caring Organization (PCO), The Liberia Peacebuilder Initiative (LPI) came to fruition in late 2009. LPI is a broad, national effort with the goals of engaging and empowering Liberian grassroots leaders through:

- A. Peace and conflict resolution training using Compassionate Listening, leadership skills, Restorative Justice Practices, World Café, Open Space Technology, along with traditional Liberian conflict resolution approaches to enhance the competencies of Liberian grassroots leaders to handle, resolve, or manage intra and inter group differences at the grassroots level.
- B. Peace dialogue aimed at strengthening trust, rebuilding better understanding, and promoting community development initiatives across all sectors of Liberia's diverse population – all ages, ethnic groups, faiths, men/women, rural/urban, etc.
- C. Providing a space whereby critical or sensitive issues can be handled; and where each group demonstrates its unflinching commitment to the peace building process through networking and collaborative group activities.

### Community Input and Pilot Test

Before diving into the deep work, GCJ and PCO deemed it wise to first explain the idea of LPI to other peacebuilding groups working in Liberia to solicit their input, to learn what they were doing, to avoid any unhelpful duplication, and to build on their insights. In pursuit of this, PCO and GCJ visited a number of local and international NGOs, Liberian traditional leaders, and women's groups in Monrovia in January 2009, including The Carter Center, Inter-Peace, WANEP, WIPNET, MARWOPNET, Peacebuilding Office, OSIWA, Angie Brooks International Center, Cuttington Center for Peace Studies, Catholic Justice & Peace Commission, UNDP, UNMIL, UNHCR, Liberian Council of Churches, Liberia Democracy Watch and Youth Action International.

After gathering the input of these NGOs and other institutions, GCJ and PCO launched the pilot workshop to test the training model, by offering a workshop on a small scale in rural Liberia. This three-day session was held from January 27-29, 2010 in Gbarnga, Bong County in Central Liberia. The workshop brought together 29 leaders who represented various tribes, the traditional Council of Liberia, women groups and youth groups.



As a follow up, a one day Community Peacebuilder Summit was held on June 19th of the same year in Monrovia. The Summit brought together 125 community leaders representing the religious communities, the traditional council, the tribal groups, youth and women groups, and other peacebuilding groups in Liberia.

#### Fundraising to Launch the Initiative

GCJ conducted a fundraising campaign throughout 2010, submitting numerous grant applications and solicitations. With the help of many individuals \$20,660 was raised for the project: \$5,262 from a bequest made by the late Marilyn Saunders of Whidbey Island, WA, and \$7,669 donated by 93 individuals which was matched by a grant from the Foundation for Global Community. Given these limited funds, it was determined wisest to begin by focusing on a core team who would be trained as trainers, based in Monrovia to minimize travel and lodging costs.

#### Recruitment of the Core team

February 2011, a Core Team of thirty five community leaders representing all the tribes, religious groups, and the traditional council of Liberia were recruited to be trained and then learn to teach various skills for peace building and conflict resolution (as noted above), including compassionate listening, conflict prevention & resolution, large group dialogue processes, and restorative circle practices along with leadership skills, community development, social and environmental sustainability. The Core Team was designed to include equal representation of elders, women, and youth leaders with particular emphasis on higher numbers of women participation. Successful candidates were those with strong connections to the grassroots and community based groups who had a proven track record as effective community leaders, preferably with prior training in conflict resolution.

The roles and responsibilities of the Core Team include:

- To serve as the main agents for sustainable action within the Liberia Peacebuilder Initiative.
- To meet monthly throughout the course of a year, for training , practicing their skills, and planning, in order to establish a network of capable agents of change.
- To participate in quarterly five - day Compassionate Listening and leadership training workshops
- To hold weekly meetings with their own communities to share and use the tools learned from the Core Group Training to solve problems with their communities.
- To deepen relationships within, among, and between their respective groups.
- To assist PCO and GCJ in holding national peace summits
- To work with PCO and GCJ to design and implement future community development project

#### **LPI 3 DAY EVALUATION TRAINING**

The Liberia Peacebuilder Initiative's primary goal is to strengthen and develop relationships among peacebuilding groups and build the capacity of a core group of Peacebuilders in order to enhance and sustain their efforts in the peacebuilding and reconciliation processes in Liberia. To achieve this goal, rigorous monitoring and evaluation of every unit of activity implemented has to be established from the very beginning of the project. Thus, Dr. Greg Carroll of Salem State University was approached by GCJ and PCO to help conduct the pre and post assessments of the project. Dr. Carroll responded favorably by bringing along Dr. Allen Shwedel and seven undergraduate students from Salem State University (Massachusetts, USA) to Liberia on March 13, 2011. The Salem students were joined by six other students from the Kofi Annan Institute of Conflict Transformation at the University of Liberia, LPI implementing team of four PCO staff volunteers, three representatives from the Angie Brooks International Center for Women Empowerment, and two representatives from UNMIL's Montserrado County Peace Committee as participants in this phase of the evaluation workshop.

The three day evaluation workshop was jointly conducted by Dr. Greg Carroll and Dr. Allen Shwedel of Salem State University as well as facilitator/trainer Susan Partnow of Global Citizen Journey. In order to give the Evaluation Team a clear understanding of the project, Susan Partnow, the Executive Director of Global Citizen Journey, demonstrated the various activities, techniques, processes, and practices that LPI plans to employ to engage the various groups who will be participating in the project. Susan presented on Compassionate Listening, World Café, Open Space, Trauma, Forgiveness, and Restorative Circles.

At the end of each day of the training sessions, participants were interviewed individually and in small groups regarding that day's events. The questions included:

1. What would you tell your friend about what happened today?
2. What was the most important thing learned today?
3. Was there anything that you did not understand?
4. What worked well for you?
5. What did not work so well?
6. What suggestions do you have to improve today's training?
7. Any other comments about the training?

They also filled out two questionnaires, pre- and post- training, regarding the skills they achieved during the training along with shifts in their attitudes towards the process of reconciliation.

With this approach, the Evaluation Team members were able to experience the practices as well as fully engage in the evaluation process, which they (the Evaluation Team) in turn, will apply when evaluating future LPI activities. Following the training, the Evaluation Team discussed the kind of data to be collected and the type of questionnaires to be developed for the collection of such data. The questionnaires will be redesigned for the second phase of the Core Group training.

The workshop ended with the certification of participants.

Please see attachment for samples of the questionnaires and the list of those who attended the Evaluation Training.

## THE COMMUNITY PEACEBUILDER SUMMIT

The Peacebuilder Summit brought together 109 participants including community leaders from the Christian Council of Liberia; the Imam Council of Liberia; the Council of tradition of Liberia; Tribal governors; Representatives from the Angie Brooks international Center for Women Empowerment, United Methodist University; The Kofi Annan Institute of Conflict transformation, University of Liberia; Montserrado County Peace Committee; teachers and staff from the JJ Roberts School, Methodist University; as well as various other key groups and stakeholders in the peacebuilding process of Liberia.

Why a Summit? The LPI approach of promoting the spirit of networking and collaboration is centered around what is described in the project as "Healing Our World from The Inside Out." In other words, the project is bringing together and engaging the various participating groups through workshops, Summits, meetings, etc. The groups come together to learn and share experiences, and to dialogue and plan activities that strengthen relationships among themselves. This is considered the 'Inside' or the inbound phase.

On the other hand, after going through the trainings and discussions, the groups are expected to return to their various communities to share the knowledge and skills they've learned from the workshops and to organize and mobilize their communities to support the implementation of action plans developed during the Community Peacebuilders' Summit. This is known as the 'Outreach' or the outbound phase.

To begin with “the Inside” or the inbound, a one day Community Peacebuilder Summit of the Liberia Peacebuilder Initiative was held on Saturday, 19<sup>th</sup> of March, 2011 at the JJ Roberts United Methodist School on 12<sup>th</sup> Street, Sinkor in Monrovia.

The goals of the Saturday’s Summit were 1) to enable the various LPI participating groups to familiarize themselves with one another and begin the relationship building efforts; 2) to begin a group dialogue process that enables them to explore ways to establish a functional network of peacebuilders among their groups; 3) to experience the power of dialogue in finding one’s own voice and taking responsibility to co-create action plans aimed towards building a sustainable future that works for all Liberians; and 3) to experience the large group dialogue processes of World Café and Open Space, which the Core Team will ultimately learn to facilitate.

The morning began with the World Café, where participants from the various groups were invited to sit in circles of four during the Summit opening session. Each of the four persons sitting in a circle were configured to represent a different group, and to always include at least one man and one woman. In this way, various groups’ representatives were led to comfortably mingle with one another to develop or strengthen relationships beyond their usual circles. They changed groups for each of the three rounds, which focused on three key questions:

1. What do you love about Liberia?
2. What is keeping you from making Liberia what they want it to be
3. How can you begin to work together to make your ‘better Liberia’ dream come true?



These questions invoked nationalistic feelings among the participants and propelled them to seek ways to work together to achieve the ‘better Liberia’ dream’. Unsurprisingly, each participant narrated a description of his/her ‘better Liberia’. This led to individual and collective visioning of what they hope to do to make their country become what they want it to be. In addition to learning about each other while doing these exercises, most participants established new relationships with one another as a result of the interactive activities.

During the World Café exercise, the participants developed around eighteen key themes relating to the promotion of durable peace in Liberia. The themes include:

- History is important
- Taking this process back to the communities
- Discrimination against one another
- Liberians are yearning for peace
- Harmony needed between tribal and religious divide
- Reconciliation must come from the heart – starting from the home – spreading to communities and counties – then Liberia
- Land disputes
- Respect all regardless of status
- Need communication
- Identity and acceptance
- Commitment and sincerity for peace
- Proud to be Liberian
- Let’s identify new ways to share
- Crime is a problem
- We want peace, unity, love in the country and at home
- Listen to each other
- Patient with each other

Following this World Café, the small circles were formed into one big circle to give everyone the opportunity to see and interact with one another as the process of Open Space Technology was introduced around the theme,

**“It’s up to us – you and me. We have challenges and opportunities”**  
***What can we do now to begin to create the Liberia that works for all of us?***

When the marketplace was opened, the participants developed their own issue topics regarding ways to promote the better Liberia dream. There were two 45-minute time slots for the break-out sessions. Participants chose which conversations to join, and, following the “Law of Two Feet,” they were able to move to a different group to find what was most engaging and significant to them. Some of the topics included:

- What can we do to bring about sustainable peace in Liberia?
- How can we truly forgive one another to focus on the development of our country?
- How do we avoid bad governance and what should be done to bad governors?
- What are the method of peacebuilding that we can employ as a country to solidify our peace?
- How can we promote peace beyond Monrovia and into all parts of the 15 counties of Liberia?

These topics are very important and their discussion indicated the following belief and understanding on the part of the participants as expressed by them during the discussion following the World Cafe:

- The understanding that forgiveness and genuine commitment to peace is the bare rock for sustainable peace in Liberia
- The affirmation that in order to sustain and improve the current peace and stability, Liberians themselves need to take full responsibility
- The belief that durable peace and reconciliation will strengthen the foundation for a better and prosperous Liberia

The above listed indications are significant achievements especially for this very first Summit because acknowledgement and awareness are key turning points in developing confidence to form relationships and to start collaborative activities, which are the paramount goals of LPI.



sharing of a meal, and celebration by participants.

Please see attachment for the topics, key ideas, actions, and conveners.

Another great achievement was the nature of the discussions themselves. The participants were seen smiling and peacefully working together to make their inputs. This friendly atmosphere made the discussions peaceful, constructive, and productive.

The Summit ended with Liberian cultural songs and dance,

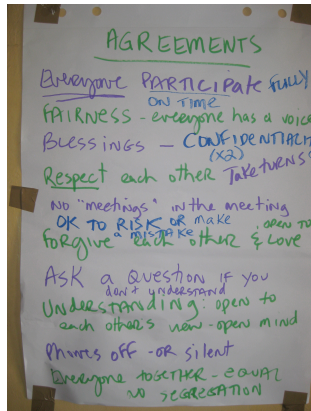


## FIVE DAY CORE TEAM TRAINING

Members of the Core Team of the Liberia Peacebuilders’ Initiative underwent a week long training from Monday March 21 to Friday, March 25, 2011. The training ran from 9:00am to 4:00pm daily at the conference room of the Liberian Council of Churches on 15<sup>th</sup> Street, Sinkor in Monrovia.

All the thirty five community leaders who were recruited from the various peacebuilding groups to serve as members of the Core Team of the Liberia Peacebuilders' Initiative underwent the training. The core team which includes equal representation of elders, women, and youth leaders but with higher number of women participation is the main steering team of the Liberia Peacebuilder Initiative (LPI).

During the training, the core team members were trained in Compassionate Listening skills, Restorative circles, trauma healing, conflict transformation, forgiveness and reconciliation. These skills are critical for the success of the project. For this reason, the facilitator designed and implemented a series of exercises to ensure that participants fully understood these skills through experiencing the practices. Each night, participants were asked to do home practice by noticing their behaviors and attitudes and attempting to listening more compassionately, suspending judgments, centering, self-calming, etc.



Below is the overview of the topics of the week long exercise:

**Day One** topics: Setting agreements to build trust and a safe learning environment; The five core practices of Compassionate Listening; the theory of essence – to – essence, moving from protection to connection, beneath wounds and defense; Meditation (self compassion); Listening/Speaking from the heart without interruption; Exploring your relationship to conflict; Johari's Window – the value of sharing stories; Sources and Symptoms of Trauma – compared to stress; Appreciation and Gratitude

**Day Two** topics: Meditation (3 directions: vertical from heavens to earth, horizontal with others, internal deep within); Check in/practice listening and speaking from the Heart; Listening for facts feelings and values; Trigger & early warning signs (mind, body, feelings, spirit); Methods for self calming, soothing and centering; Staying out of the rescue triangle; the Truth Box – distinguishing how I feel (impact) from what you intended, and how our personal filters give different perspectives; Being with another – gazing into another's eyes, seeing their essence

**Day Three** topics: Review; Meditation (breathing in desired quality or intention); Practice listening and speaking from the Heart; Truth Box exercise – step to their side and listen from their perspective; Ladder of Inference: distinguishing fact from story; looking for assumptions; Biology of Compassion; From Debate to Speaking from the Heart exercise – power of reflecting listening; Discussion and sharing of experiences: “ How is conflict and justice managed in your community? “

**Day Four** topics: Progressive relaxation, Centering, practice listening and speaking from the Heart; sharing success stories – how Compassionate Listening is showing up in your life; Restorative Circles – pre circle-circle-post circle; EFT – Emotional Freedom Technique or tapping; Freeze Frame; Wired for protection – fight, flight, freeze

**Day Five** topics – Meditation (h'opo'noono); Dialogue on Forgiveness; stages of forgiveness and reconciliation; The tree of mistrust, the tree of trust, stress & trauma (PTSD) – see-hear-do-experience; review, and closing ceremony.



The training ended with celebration and singing and dancing. All participants who completed the training recieved certificates and were officially certified as members of the LPI Core Team.



## CONCLUSION

Clearly, the rebuilding of trust and relationship has begun. Reestablishment, restoration or rebuilding of relationships is very important when addressing conflict issues because it goes beyond resolution of problem, to renewed groups' commitment to work for sustainable peace and national reconstruction. The rebuilding of relationships will usher in team work spirit which will then lead to collaborative efforts to strengthen the social, religious, ethnic, and traditional cohesions among the various peacebuilding actors in Liberia. When cohesion is shifted from an individual group to a national cohesion, conflict issues or national problem can easily be tackled.

The Community Peacebuilder Summit has set the stage for national cohesion and cooperation.

It has also set the stage for the participating communities to reverse the history of grief and enmity that has accumulated over the years. By sharing personal stories of their trauma and war time experiences as well as personal stories of day to day struggles, participants realized that everyone is experiencing almost the same kind of life struggle as a result of the war, a key conclusion that everyone considers violent conflict and civil war as senseless and one of the main causes of human suffering.

Additionally, the Summit achieved its goal of providing a safe space for dialogue and collaborative team work in the identification and problem-solving effort of the peacebuilding process in the country. The Forum was organized in a way to break the circle of long standing hostile interaction. For example, by placing the topic of 'better Liberia' at the heart of the Summit discussion, we set the pace for the participants to speak directly from their hearts rather than speak from their place of wound or defense. This essence – to – essence interaction is expected to angle down the roots of reconciliation among the participating groups and their communities.

Finally, capacity building is a major peace need for grassroots leaders in Liberia. In order to work together to rebuild trust, mutual respect, and promote inter group cooperation, one must himself understand what it takes to do so. Evidently, the three days and the weeklong training workshops have increased the level of understanding of the Evaluation Team and Core Team respectively. With these skills, the Core Team will now be able to impact their communities while the Evaluation Team professionally monitors and evaluates the project activities.

## NEXT STEPS

LPI's next step is to further strengthen the spirit of team work among these participating groups as well as to convene monthly practice sessions to support the Core Team in sustaining the skills learned.

The project will also endeavor to mobilize the various discussion groups to implement the action plans that were designed during the Community Peacebuilders Summit at the JJ Roberts United Methodist School on March 19<sup>th</sup>, 2011.

With the return of GCJ's Founder, Susan Partnow toward the end of June, LPI will convene the second 5-day intensive training.. The Core Team will engage in further practice with Compassionate Listening and Restorative Circles and work together to modify the materials and exercises so the Core Team can begin offering and teaching those tools in their communities. The Core Team will also learn more about World Café and Open Space so they can assist in facilitating a second Community Peacebuilder Summit. Subsequently, they will be able to convene Summits independently, using these models.

# APPENDIX ONE: LPI CORE TEAM MEMBERS

	<b>Name</b>	<b>Sex</b>	<b>Organization</b>
1	Christine O. Dolo	F	Liberia Council of Churches
2	Augustine K. Kou	M	Angie Brooks International Center
3	Satta M. Sedi	F	Angie Brooks International Center
4	Imam Mohammed Konneh	M	National Muslim Council
5	Arthur S. Tenty	M	GG Youth (Grand Gedeh)
6	Jerry Wuo Yarkpah	M	The Council of tribal Governor
7	Abraham G. Sheriff	M	National Muslim Council
8	Imam Alieu Bility	M	National Muslim Council
9	Teresa S. Davies	F	Angie Brooks International Center
10	Emma Sonpon	F	Liberia Returning Women
11	Deddeh Tokpah	F	United Rural Women
12	William T. Payne	M	National Tribal Council of Liberia
13	Rev. Victoria M. Tweh	F	Liberia Council of churches
14	J.kollie Barlorlor	M	National Traditional Council
15	Janet Nyouah	F	National Traditional Council
16	Abraham G. Sheriff	M	National Muslim Council
17	Marietta Williams	M	National Muslim Council
18	Kou Wamah	F	National Tribal Council of Liberia
19	Gayvolor G.Korkorlor	M	Kofi Anna Institute
20	Musu Kanneh	F	United Rural Women
21	Agnes Nyalley	F	United Rural Women
22	Stephen Karmoh	M	The Council of tribal Governor
23	Rose Nyambo	F	Liberia Returning Women
24	Naipai Joeses k.	F	Liberia Returning Women

25	Hon. Sophia Dennis	F	The Council of tribal Governor
26	Obediah D. Toe	M	The Council of tribal Governor
27	Susana Davies	F	The Council of tribal Governor
28	Mary Gbarto	F	The Council of tribal Governor
29	Tawah Yafondo	F	The Council of tribal Governor
30	Theresa P.W. Gbellema	F	The Council of tribal Governor
31	Hawa Kpanmo	F	The Council of tribal Governor
32	Momo J. Beer	M	The Council of tribal Governor
33	Rebecca Gansee	F	The Council of tribal Governor
34	Joseph Randall	M	The Council of tribal Governor
35	Nathaniel Z.M. Tarr	M	National Traditional Council

#### SUMMARY OF CORE TEAM MEMBERS

Gender: 19 Females, 16 Males

Faith: Traditional 7, Christian 19, Muslim 9

Age Groups: Youth 5, Middle Age 12, Elder 18

Tribal Affiliation: Bassa 2, Kru 3, Gio 4, Gola 2, Krahn 1, Sarpo 1, Mandingo 4, Kpelle 3, Mano 2, Via 1, Lorma 1, Kissi 2, Gbandi 3, Mende 2, Greboe 3, and Gbei 1



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### LIBERIAN PEACEBUILDERS INITIATIVE

PEACEBUILDERS' SUMMIT MARCH 19, 2011

JJ Roberts Foundation School, 12<sup>th</sup> Street, Sinkor - Monrovia, Liberia

#### APPENDIX TWO: COMMUNITY SUMMIT PARTICIPANTS

Definition: Y- youth; MA – Middle Age; E – Elder; CT – Core Team; ICL – Invited Community Leader; VE – Very Early;  
E – Early; OT – On Time; L - Late

No.	Name	Organization/group	Participant’s info				Relationship	
			Sex	Age level			CT	ICL
				Y	MA	E		
1	George w. Golegio	National Vice Chairman, Traditional Council	M			X		X
2	Ansumana Garsuah	National Speaker, Traditional Council	M			X		X
3	Kou Wamaa	Traditional Council, LPI CT	F			X	X	
4	Nathaniel Tarr	Traditional Council, LPI CT	M		X		X	
5	J. Kollie Barworo	Traditional Council, LPI CT	M		X		X	
6	William Payne	Traditional Council	M			X		X
7	Janet Nyoun	Traditional Council, LPI CT	F			X	X	
8.	Anna Bartee	Traditional Council	F			X		X
9	Mary Carto	Traditional Council	F			X	X	
10	Betty Kuo	Traditional Council	F			X		X
11	Malofo Kamara	Traditional Council	M			X		X
12	Hon. Sophie Dennis	Tribal Governors	F			X	X	
13	Theresa Tamba	Tribal Governors Association	F			X		X
14	Nancy Sackie	Tribal Governors	F		X			X
15	Stephen Diatue	Tribal Governors	M			X		X
16	John Benard	Tribal Governors Association	M			X		X
17	Theresa PW Gbellema	Tribal Governors Association	F		X		X	
18	Stephen Karmo	Tribal Governors Association	M			X	X	

19	Momo J. Biah	Tribal Governnors Association	M			X	X	
20	Patricia Bobah	Tribal Governors Association	M		X			X
21	Johnson Kadio,	Tribal Governors LPI CT	M		X			X
22	Mary Gbarto -	Tribal Governors Council, LPI CT	F			X	X	
23	Rebecca Gansar	Tribal Governors Association	F			X	X	
24	Hawa kpmbo	Tribal Governors Association, LPI CT	F		X		X	
25	Joseph Randell -	Tribal Governors Association, LPI CT	M			X	X	
26	Jenneh Kollie	Tribal governors Association	F		X			X
27	Martha Saye Yerzuah	Tribal governors Association, LPI CT	F			X		X
28	Yafondo Tawah	Tribal Governors Association, LPI CT	F		X		X	
29	Boima Beah	Tribal Governors	M			X		X
30	Abraham Massaley	Tribal Governors	M		X			X
31	Obediah Toe	Tribal Governors LPI CT	M		X		X	
32	Marie Masselley	Tribal Governors Association	F		X			X
33	Mama Baysah	Tribal Governor Association LPI CT	F			x	X	
34	Alieu Bility -	National Muslim Council, LPI CT	M		X		X	
35	Abraham G. Sheriff -	National Muslim Council, LPI CT	M		X		X	
36	Vamuyan Swaray	National Muslim Council	M			X		X
37	Mama Kamara	National Muslim Council, LPI CT	F		X			X
38	Marietta Wililams	National Muslim Council, LPI CT	F		X		X	
39	Amara S. Kamara	National Muslim Council	F		X			X
40	S. Mohammed Gayteh	National Chairman, Muslim Youth of Liberia	M	X				X
41	Rev. John C. Soclo, Jr.	United Methodist Church	M		X			X
42	Christine Dolo	Liberia Council of Churches, LPI CT	F	X			X	
43	Wenwu Bennetta Gray	Liberia Council of Churches, LPI CT	F	X			X	
44	Satta Sedi	Angie Brooks International Ctr.	F	X			X	
45	Jesleen Chea	Angie Brooks International Center	F		X			X
46	Thomas Lovel	Angie Brooks International Center	M		X			X
47	Summa McGill	Angie Brooks International Center	M		X			X
48	Teresa K. Davis	Angie Brooks International Center	F		X		X	
49	Augustine K. Kou	Angie Brooks International Center	M	X			X	
50	Ernest Tokpah	Angie Brooks International Center	M		X			X
51	Benjamin Zeagben	Buduburam (Ghana) Tribal leaders Forum, (LPI CT)	M		X			X



52	Zayzay Roberts	Buduburam (Ghana) Tribal leaders Forum, (LPI CT)	M	X				X
53	Rise Normas	Buduburam (Ghana) Tribal leaders Forum, (LPI CT)	M		X			X
54	Alfred Yalleh	Buduburam (Ghana) Tribal leaders Forum, (LPI CT)	M			X		X
55	Lawrence Saydee	Buduburam (Ghana) Tribal leaders Forum, (LPI CT)	M	X				X
56	Dedeh Togbah	United Rural Women (LPI CT)	F		X		X	
57	Mary Menjay	United Rural Women	F		X			X
58	Musu Kanneh	United Rural Women	F		X		X	
59	Agnes Nyalley	United Rural Women	F		X		X	
60	Betty More	United Rural Women	F		X			X
61	Fatu Kamara	United Rural Women	F		X			X
62	Annie Taylor	United Rural Women	F		X			X
63	Korpo Howard	United Rural Women	F		X		X	X
64	Rev. Augustine Acquaye	Montserrado County Peace Committee	M		X			X
65	Musu Davies	Montserrado Co. Peace Committee	F		X			X
66	Cecelia R. Sampson	Montserrado Co. Peace Committee	F		X			X
67	Eliza D. Dahn	Montserrado Co. Peace Committee	F			X		X
68	Alhaji Fakai	Montserrado Co. Peace Committee	M			X		X
69	Issatu Sessay	WIPNET	F		X			X
70	Steve Jackson	Press (Media Community)	M	X				X
71	George Kadii	Press (Media Community)	M	X				X
72	Calvin Brooks	Press (Media Community)		X				X
73	Malcolm Scott	Press (Media Community)	M	X				X
74	Samuel Sayoukou	Press (Media Community)	M	X				X
75	Abenego Davis	Press (Media Community)	M	X				X
76	Varney Roger	JJ Roberts United Methodist School	M		X			X
77	Amanda Nyafort	JJ Roberts United Methodist School	F		X			X
78	Rev. G. Joseph Beadeh	JJ Roberts United Methodist School	M		X			X
79	Henry K. Zeobetu	JJ Roberts United Methodist School	M		X			X
80	Hawa D. Korvili	JJ Roberts United Methodist School	F		X			X
81	Elizabeth Edzii	JJ Roberts United Methodist School	F	X				X
82	Samuel K. Saygbeh	JJ Roberts United Methodist School	M		X			X

83	Doe T. Simon	JJ Roberts United Methodist School	F		X			X
84	Martha Gbellema	JJ Roberts United Methodist School	F		X			X
85	Beatrice Barclay	JJ Roberts United Methodist School	F		X			X
86	Hans Black-Peh	United Methodist University	M		X			X
87	Veronica Sonpon	Kofi Annan Institute For Conflict Transformation	F	X				X
88	Emmanuel K. Jusu	Kofi Annan Institute For Conflict Transformation	M		X			X
89	Francis L. Karney	Kofi Annan Institute For Conflict Transformation	M		X			Xx
90	Julius Togbah	Kofi Annan Institute For Conflict Transformation	M		X			X
91	Gayvorlor G. Korkorlor	Kofi Annan Institute For Conflict Transformation	M		X		X	
92	Babara L. Ketter	Kofi Annan Institute For Conflict Transformation	F		X			X
93	J. Benyan Kollie	Kofi Annan Institute For Conflict Transformation	F		X			X
94	Dr. Debey Sayndee	Director, Kofi Annan Institute For Conflict Transformation				X		X
95	Gbawu Glomo Woiwor	Inter Peace	F		X			X
96	Sylvester Tamba	Tribal	M			X		X
97	James Gwee	Security, JJ RUMS	M			x		X
98	J. Stanton Railey	Administrator, JJ RUMS	M		X			X
99	Richard Zoer	Security, JJ RUMS	M		X			X
100	Patrick Hoover	Tribal	M	X				X
101	Eric Nagbeh	Tribal	M	X				X
102	Betsy Sackey	Tribal	F		X			X
103	Hadja Marietta	Tribal	F		X			X
104	Vivian Tuazama	Tribal	F			X		X
105	Amelia D. Cooper	Tribal	F		X			X
106	Raymond Gray	Tribal	M			X		X
107	Arthur Tenty	Tribal	M	X			X	
108	Rev. Victoria Tweh	Liberia Council Of Churches	M			M	X	
109	Rev. Laverene C. Innis	Liberia Council Of Churches	F		X		X	
110	Jerry Yarkpah	Tribal	M		X		X	

### Other Groups:

Professor Greg Carroll	Salem State University (USA)
Prof. Allen	Salem State University (USA)
Student 1	Salem State University (USA)
Student 2	Salem State University (USA)
Student 3	Salem State University (USA)
Student 4	Salem State University (USA)
Student 5	Salem State University (USA)
Student 6	Salem State University (USA)
Susan Partnow	Global Citizen Journey/LPI staff (USA)
Emmanuel G. V. Dolo	LPI staff
Madison Z. Gaye	LPI staff
Alexander Morris	LPI staff
Catherine Erikabe	LPI staff
Prince Tarlue	LPI Staff

### Other Groups:

Cultural troupe: 14 individuals

JJRUMS Security: 5 individuals

JJRUMS Support Team: 7 individuals

Caterers: 7 individuals

Caretakers: 8 individuals

Drivers: 2 individuals

# APPENDIX THREE: COMMUNITY SUMMIT OPEN SPACE TOPICS, KEY IDEAS, ACTIONS, AND CONVENERS

Convener	Topic	Key Idea	Action	Group members
Liberia Peacebuilder Initiative	Conflict resolution	<ul style="list-style-type: none"> <li>• Forgiveness</li> <li>• Transparency</li> <li>• Justice</li> </ul>	<ul style="list-style-type: none"> <li>- Handshake after peaceful discussion</li> <li>- Total or sincere forgiveness</li> <li>- Respecting each others' view</li> <li>- Sharing of meals after peace meetings</li> </ul>	Vamuyan Swaray Jesleen D. Chea Nellie Tweh Bessic Sackey Obediah Toe Remond Gray David Sampson Summa McGill Thomas Tweh
Beatrice Barclay	Conflict resolution	Conflict is misunderstanding, disagreement, palava, low self esteem, disrespect, dissatisfaction, greed, selfishness.	Mediation Dialogue Correcting the wrong Taking responsibility Accepting feedback	Eliza Dahn Sophie Dennis Martha Gbelema Eric Nagbe
Teresa Gbelema	Cutting down political parties		Registration fees should be high NEC should do its homework NEC should go through screening of candidates Let NEC come up with law that an applicant must live in Liberia for at least 10 years	Christine Dolo Dorcus Cooper Susanna Davis Jenneh Kollie Hawa Kpambo
Johnny Sieh	Build our culture into our education system	Educate parents about our own culture Respect our culture Protect our heritage Integrate cultural education in our educational curriculum	Train up more cultural teachers Teacher must work with parents	Cambell Jackson Francis Sonpon William Annan
Patrick J. Hover	What is Liberia future after 2011?	Maintaining the peace Transparency Strengthening the	Government involvement in community initiatives	Eric Nagbe Eliza Dahn Martha Dennis

		judicial system Good relationship with neighboring countries Repatriation Curtail crimes		Beatrice Barclay
Marietta Williams	How can we reconcile	Better communication Cooperation Learn to listen to others Forgiveness Tolerance Acceptance Love	Positive change in attitudes and behaviors	Betty Moore Gayvorlor G. Korkorlor
Arthur Tenty	How can we bring fair justice to Liberia to make peace	Good justice system Fair trial of cases	Improve on the justice system Government needs to provide lawyers for the poor Fair judgments need to be given to all	Dedeh Stephen Boima Lawrence myers
Sheena	How can Salem State University help Liberia	Teacher/students exchange (universities) Peacebuilding trainings in all counties <u>Communication/knowledge exchange (emails)</u> Community outreach or training Sponsor a scholarship <u>Job/skill training</u> Educate others about Liberia	Online/multi media training Constant communication Come back	Andrea Veronica Gayvorlor Francis Cecelia Marie Emmanuel Greg
Arthur Tenty	Democracy, good governance, leadership with integrity to have a peaceful environment in Liberia	Democracy Good governance Integrity	The involvement of people in decision making positions Freedom and equal rights for all Addressing the plight of all Honesty/willing to change	
S.	What Liberia	Constant and persistent	Promotion of peace in all	Mary David



Mohammed Gaytaway	stands to benefit should the peace process succeed	<p>economic viability</p> <p>Equitable distribution of the nation's resources</p> <p>Adequate employment opportunities</p> <p>Reduction in crime rate</p>	sectors of the country by government and the private sectors	<p>Williams Armah</p> <p>Comfort Ward</p> <p>Mamie D. Johnson</p>
Benjamin	Methods of Peacebuilding	<p>Love</p> <p>Integration</p> <p>Empathy</p> <p>Respect</p> <p>Unity</p> <p>Understanding</p> <p>Dissemination of information</p> <p>Honesty</p> <p>Agreement</p> <p>Justice</p> <p>Tolerance</p> <p>Opened to new ideas</p>	<p>Mediation</p> <p>Bringing the parties together (Conference/summit)</p> <p>Allow aggrieved parties to air their views</p> <p>Confronting evils</p>	<p>Simon</p> <p>Prince</p> <p>Hans Alhaji Amara</p> <p>Musu</p> <p>Elizabeth</p> <p>Randall</p> <p>Assatta</p> <p>Amandla</p> <p>Dedeh</p> <p>Mary</p> <p>Mikah</p>
LPI	What can you do to bring about peace	<p>Fairness</p> <p>Development</p> <p>Unity</p> <p>Understanding</p> <p>Respect for each other</p> <p>Togetherness</p> <p>Love, care, happiness</p> <p>Prosperity</p> <p>Quality education</p> <p>Open expression</p>	<p>Go to the villages and into the counties</p> <ul style="list-style-type: none"> <li>- What want to say it in their own language</li> <li>- They want to move freely from village to village</li> <li>- They want to do it before election</li> <li>- By the time election come up, it will be important</li> </ul>	<p>Mary Saydee</p> <p>Korpo Howard</p> <p>Mary D. Menjay</p>
LPI	How do we avoid bad governance and what should be done to bad governors	<p>Good leadership training and skills</p> <p>Self reliance</p> <p>Free flow of information</p> <p>Respect and regard for everyone in the</p>	<p>Identification of bad governors</p> <p>Bad governors should face justice as a deterrent</p> <p>Bad governors must be dismissed from public</p>	<p>Mohammed S. Kromah</p> <p>Alieu Bility</p> <p>Mama S. Kamara</p> <p>Abraham Sheriff</p>

		workplace Equity of salary based on qualification Promotion at work should be based on merit system The rule of law should be practiced and enforced	offices Seizure of the assets of those who steal from public coffer	
Liberia Peacebuilder Initiative	What does it take to be a community leader	Be a good leader: Be patient Have good conduct/character Be decent Be a fast thinker Be sincere and trustworthy Be honesty	Counseling people who have bad conduct Reconciliation meeting Coexistence within our community no matter our cultural, religious, political and social differences Respecting our individual values	David Sampson Vamuyan swaray Obediah Toe Raymond Boray Nellie Tweh Bessie Sackey
Vivian	Peace brings unity	How does peace bring unity: Accepting our differences Getting rid of segregation through togetherness	Promotion of: Freedom of movement Respect for each other National development Quality education National progress	Amelia Janet Musu Martha Agnes Rebecca
Mohammed S. Konneh	National reconciliation	To promote national reconciliation we need to: Open the avenue for dialogue Consider one another view Ensure religious tolerance Ensure social justice for all Encourage truth telling and forgiveness Encourage impartial	Promotion of: Social coherence Creation of vigorous awareness throughout the country Government enhancement of the process of reconciliation Indiscrimination treatment of all Liberians irrespective of tribe, creed, culture, tradition or religion	Alieu Bility S.M Gaytaweh Mama S. Kamara Abu Sherriff Amara Kamara

		discharge of duty Avoid being judgmental		
Janet	How can we truly forgive one another to focus on the development of our country	Confess and accept your wrong doing Love and care for others	Encourage an environment for others to confess and repent from wrong doing	Martha Vivian Amelia Rebecca Agnes Musu
Mary Gbarto	How can we promote peace beyond Monrovia - into all parts of the 15 counties of Liberia?	Educate on non violence Peace must be brought to each county first before all the counties can be united We are different tribes but we are all Liberians	Educate on non violence Different tribes in same county show that it is possible for them to live in peace by going together and preaching peace together	Francis Sonpon Betty Kou Blason Innis Kou Wama
William T. Payne	How can build peace in Liberia	Love and understanding among Liberians Forgiveness Reconciliation Avoid corruption Do away with tribalism Be good and caring Good governance Religious tolerance Gender Sensitive Respect each other culture Respect our leaders Transparency and accountability Good justice system	Promote peace programs throughout Liberia Teach peace education in schools and communities Have radio talk show about peace Cultural drama concert about peace	Teresa Davis Nathaniel Z. Tarr J. Kollie Barworo Ansumana Garsuah Malafo Kamara Tawah Yafondo Edward Slewion
Eliza D. Dahn	How can we protect the peace we are enjoying today	We should be: Law abiding Respecting our cultural norms Valuing the peace we	Implementation of all key ideas related to peace	Eric Nagbe Martha Sophie Deniss Beatrice Barclay

		enjoy Having passion for the peace we enjoy Keeping our boundaries safe Being our brothers keepers Respecting our religious and traditional values		Patrick Hoovers Simon Doe
Marietta Williams	How do we promote peace in the family	Love one another Respect family members Teach your children moral values and virtue of life Learn to forgive Be willing to share Learn to listen to each other Always put God first in your family life Show love to your neighbors and respect their views Do unto others as you would like them to do unto you	Family meetings in the homes and communities Always discuss matters at the round table Speak to your neighbors anytime you meet them Consult one another on issues affecting you	Korpo Howard Mary Saydee Mary D. Menjay Betty Moore

#### APPENDIX FOUR: FINANCIAL SUMMARY FOR MARCH TO MAY

Total received for March, April, & May						7,685.00	
Expenses						5,458.75	
<b>Balance</b>							<b>2,226.25</b>

Total LPI Funds Available						20,660.00	
Disbursed through May, 2011						7,685.00	

<b>Funds remaining</b>						<b>12, 975.00</b>
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