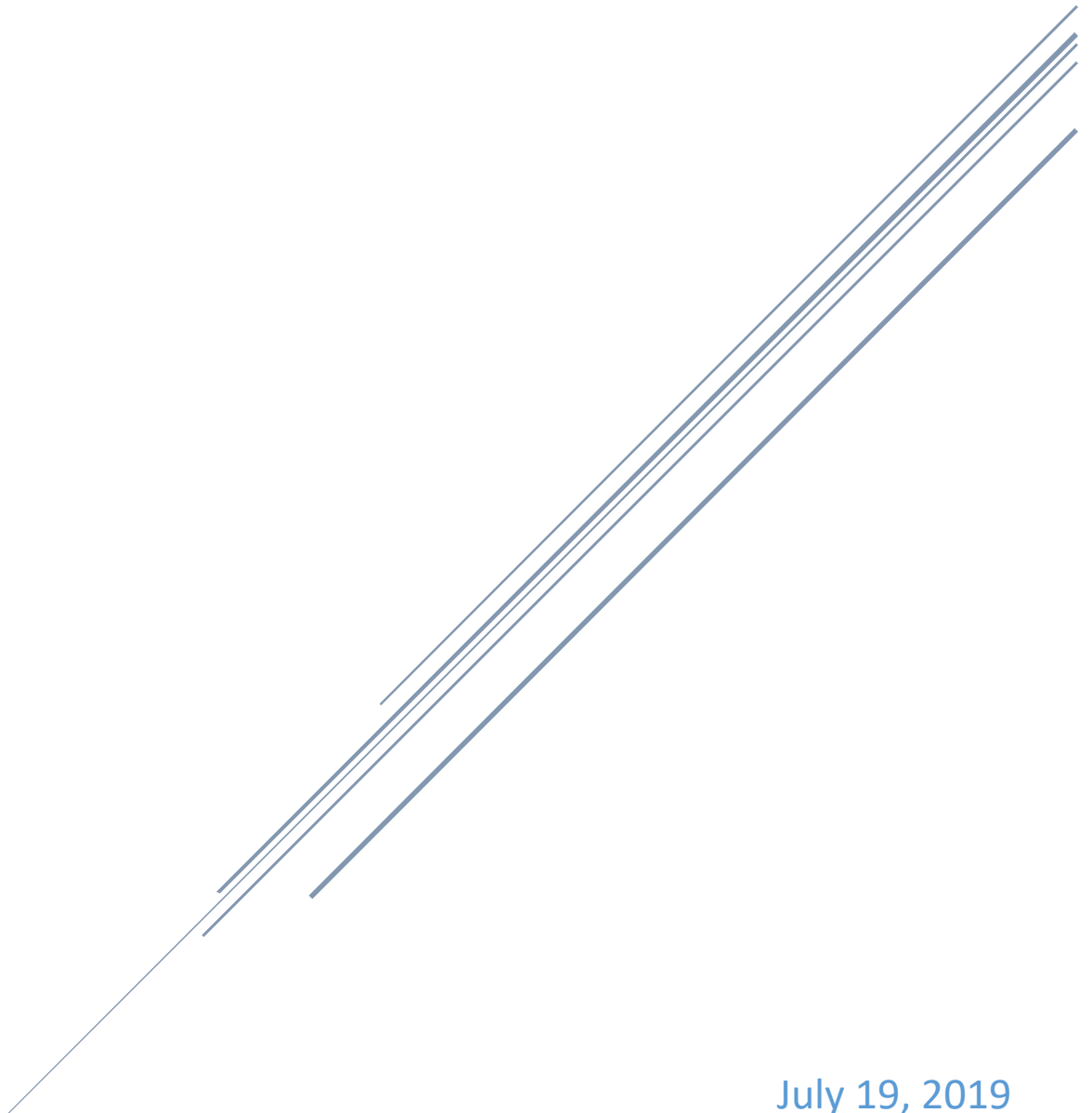


TRAINING REPORT

Church leaders from Nyarubaka, kabacuzi, Mwendo and
Cyeza clusters



July 19, 2019
AESD & FH

CONFLICT RESOLUTION TRAINING REPORT



Training Dates:

- 16-17 July 2019 / Muhanga district

Training Location:

LALUNA Motel / Muhanga

Trainer(s):

Dr Bunini GAHUNGU &

Mr Jules RUHUMURIZA

Participants:

- 58 local church leaders from Nyarubaka, kabacuzi, Mwendo and Cyeza clusters
- 3 FH coordinators

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WORKSHOP EVALUATION

- ❖ Lessons learned
- ❖ Conclusions
- ❖ Recommendations

Ground rules:

- No sleeping during sessions
- Phones should be either switched off or put on silent
- There should be minimal movement in the conference room
- Respect one another's views
- Maximum concentration should be given during the sessions

Participant's expectations:

- The meaning of conflicts
- Types of conflicts
- Sources of conflicts

1. PREAMBLE

In July 2019, AESD signed a contract with FH to implement a capacity building program in the Muhanga, Ruhango and Kamonyi Districts of southern Province.

The goal of this project is to build community resilience through social cohesion and cultural competency among the people of the above Districts for zero conflict.

The key objective is to build the capacities of church leaders from and at the grass root by facilitating a process to promote reconciliation among the people and communities.

The purpose of this report is to provide information about this training, where 58 church leaders from the three communities were attended.

The workshop took place in the conference room of LALUNA Motel, where the training hall was suitable for 65 participants. FH coordinators provided all necessary facilities during the training program that last in 2 days which included arrangements for lunch, transportation, stationeries etc.

The pre-training activities were as follows:

- Designed and planned the training program
- Selected Trainers to facilitate the training
- On the job training to the Master Trainers provided
- Selected 58 beneficiaries from local churches for training
- Prepared training materials in local languages
- Training venue and technical arrangements
- Logistical arrangements of the training workshop

Aims of the Course

- To further improve participants' skills of conflict management.
- To support participants to improve their ability to communicate their concerns and challenges
- To start practically working with the conflict mitigation process and assist local communities and developmental organizations to work in a peaceful environment.

The workshop Structure:

The workshop on Conflict Resolution is consisting of three main components:

- Concepts
- tools
- skills

Target Groups.

The participants were 58 church leaders who have been selected from Nyarubaka, kabacuzi, Mwendo and Cyeza clusters.

Training process

The training took place over a period of 2 days from July 16 to 17, and was officially opened by FH staff in place.



The facilitator later presented the workshop objectives, followed by the development of ground rules and the identification of participant's expectations.

Participants' expectations included: what is conflict, causes, and effects, gaining communication skills, learning how to organize effective meetings and learning how to lead effectively and resolve conflicts. Presentations on *what is conflict?*, *Root Causes of conflicts (by man and woman)*, *Consequences to the family*, *Biblical perspective on conflict*

resolution , *Experts' quotation and strategies* were then delivered and these were followed by plenary discussions.

The second day of the workshop started with a reflection of the previous day's activities and presentations on *Golden advices for conflict resolution*, *Reconciliation is possible*, *Bibles examples (Ruth, Jesus on the cross)* , *Good family, five pillars* , *Dr Bunini family testimony* , *conflicts caused by drugs abuse* were then delivered and these were followed by plenary

Presentation 1: Conflict Resolution

The facilitator started by giving a broad definition of conflict: a process in which one party perceives that its interests are being opposed or negatively affected by another party.

The presentation ended with various conflict resolution mechanisms and an exercise by participants to identify sources of potential conflicts in their community in a group exercise.

Key messages include:

- Conflicts arise when one party perceives that its interest are being opposed or negatively affected by another.
- Conflicts are inevitable and can be potentially beneficial if appropriate management strategies are used. Well-managed conflicts can lead to; better decisions, improved social cohesion, improved innovation, and increased morale.
- A leader must be aware of his/her strengths and limitations in conflict resolution and be willing to learn and change.

Root Causes of conflicts:

Different views have been raised by participants regarding the cause of conflicts:

- Infidelity
- Heritages
- Drug abuse
- Bad education background
- Mindset

Steps to conflict resolution

Identify the source of the conflict:

The more information you have about the cause of the conflict, the more easily you can help to resolve it. To get the information you need, use a series of questions to identify the cause, like,

“When did you feel upset?” “Do you see a relationship between that and this incident?” “How did this incident begin?”

Look beyond the incident:

Often, it is not the situation but the perspective on the situation that causes anger to fester and ultimately leads to a shouting match or other visible—and disruptive—evidence of a conflict.

Request solutions:

After getting each party’s viewpoint on the conflict, the next step is to get each to identify how the situation could be changed.

Identify solutions both disputants can support:

You are listening for the most acceptable course of action. Point out the merits of various ideas, not only from each other’s perspective, but in terms of the benefits to the organization.

Agreement:

The mediator needs to get the two parties to shake hands and agreements.

Consequences of conflicts to the family, Church and society

Conflict has negative effects on all parties involved, especially children.

- ❖ Negative emotions
- ❖ Divorce
- ❖ Anger
- ❖ sadness
- ❖ Anxiety.
- ❖ Stress
- ❖ health risk behaviors
- ❖ insecurity implications
- ❖ family development
- ❖ domestic violence
- ❖ fighting that can cause murder or vulnerability
- ❖ malnutrition

The participants took time to reflect on these issues and think on the possible mechanisms.

Biblical perspective on conflict resolution

We identified that church leaders also need technical skills on good management of the families, to be aware of what is going on in the church and outside. Pastor Juvenal said: “the term, *be patient* comes quickly when we meet with a conflict case

Romans 12: 17-18

“Repay no one evil for evil, but give thought to do what is honorable in the sight of all. If possible, so far as it depends on you, live peaceably with all.”

The bible from the books of Genesis to Apocalypse contains many cases of conflicts and ways of resolutions.

Practical cases from old and new testaments:

Case 1. Abraham ask loti to choose the place and separate because the stress of trying to feed the animals on limited land resources began causing tension between Abraham and Lot’s workers.

Case 2. King salmon wisdom

King Solomon of Israel ruled between two women both claiming to be the mother **of** a child. **Solomon** revealed their true feelings and relationship to the child by suggesting to cut the baby in two, with each woman to receive half.

Reconciliation is possible

The facilitator explains the importance of reconciliation and mediator by sharing a success story of a child called MUPATANISHI mean Mediator.

Reconciliation involves a change in the relationship between God and man or man and man. It assumes there has been a breakdown in the relationship, but now there has been a change from a state of enmity and fragmentation to one of harmony and fellowship.

Good family, pillars

To understand more about conflict, we took time for analyzing what is really the image of a good family in plenary discussion



Participants came out with a list of qualities of a good family mainly:

- Love.
- Peace. ...
- Patience. ...
- Kindness. ...
- Goodness. ...
- Faithfulness. ...
- Gentleness
- Forgiveness
- Pray

- Mutual Help

Every one took the list as barometer to evaluate his family and took action to become model. The facilitator advised them to identify **model couples** in their congregations for helpings with their testimonies.

Action plan

The participants did their action plans after thinking on the issues from the families, churches and community. These will help us to see the impact of the training during our monitoring.

The training ended with some concluding remarks by trainers, in charge of social affairs of Gatunda sector,

EVALUATION

Daily reflections

◇ What main lesson did you learnt?

- We should be attentive in listening
- We should consider everyone's views
- As a leader we should try as much as possible to avoid leadership traps
- Man and woman can cause conflict
- Effects of conflicts to the family
- Forgiveness is an important tool
- We learned how to use our bibles
- testimonies has been so useful
- pillars to make a good family

Recommendations to FH.

Participants:

- Increase the length of training session up to five days
- Certificates for completion
- Series of trainings by AESD

Trainers:

- FH to validate the training module
- Church leaders to integrate the conflict resolution strategies into their action plans
- Allow us to avail the community dialogue tool (model couple approach)
- FH to invite key pastors, if possible two people from one church.

Reported on 19th july 2019

By:

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