



*Tanenbaum Peacemakers in Action*  
 2019 Working Retreat  
 July 27 – August 2, 2019 Stony Point,  
 New York

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TANENBAUM | Center for Interreligious Understanding Tanenbaum.org Cover Images; clockwise from top left: 1. Tanenbaum *Peacemakers in Action* 2019 Working Retreat. Credit: Nicole Margaretten. 2. *Peacemakers* Yehezkel Landau (Israel/Palestine), Imam Muhammad Ashafa (Nigeria), mentee Jeny Mahupale (Indonesia), *Peacemaker* Rev. Jacky Manuputty (Indonesia), Yahaya Bilhat (Nigeria), and *Peacemaker* Pastor James Wuye (Nigeria). Credit: Tanenbaum Staff. 3. Tanenbaum CEO Joyce S. Dubensky with *Peacemaker* mentee Jeny Mahupale (Indonesia). Credit: Janie Dumbleton. 4. Tanenbaum *Peacemakers in Action* 2019 Working Retreat. Credit: Janie Dumbleton.

Peaceful greetings,

We write to share with you some of the content and reflections from the 2019 Tanenbaum *Peacemakers in Action* Working Retreat held at Stony Point Center in Stony Point, NY. Over the course of the week, July 27 – August 2, 2019, our themes were heavy, challenging, and necessary. Work included trauma awareness, women in peacebuilding, mentoring the next generation of peace actors, and monitoring and evaluation. We held space for one another in solidarity and shared joy. Before we dive in to the content, I want to share the many life-giving moments that unfolded during our time together. These are cherished moments that can't be measured, evaluated, or quantified.

Namely, the sweet embrace between Dishani of Sri Lanka and Imam Ashafa of Nigeria when they reunited after 3 years. The playful exchanges *Peacemakers* Sakena of Afghanistan and Jacky of Indonesia had with Mateo, the 4-month old who joined his mom, Yeny Nolasco of El Salvador as Chencho's peacebuilding protégé (mentee). It was another joy to watch Betty Bigombe of Uganda reunite with her longtime peacebuilding colleague Bill Lowrey, who works on issues in South Sudan. The two talk often with the help of Zoom and WhatsApp, but have not seen each other in a decade. And then we watched Pastor James of Nigeria welcome James Lual Atak of South Sudan with open arms into the *Peacemakers in Action Network*, a new experience for the later James, one of our two newest *Peacemakers*. Ephraim of Ethiopia jumped in to drive a car full of fellow *Peacemakers* into New York City for a meaningful meeting at the UN's Office on Genocide Prevention and the Responsibility to Protect. Canon Andrew White, who spent many years in Iraq and Israel/Palestine, currently working with his Multiple Sclerosis (MS), had a meaningful heart-to-heart with Archbishop Chacour of Israel/Palestine. Bishop Ntambo of the DRC used his powerful, booming voice to share some of the most heartfelt peacebuilding stories during an evening communal storytelling after the ever-wise Ricardo of Colombia shared his own testimony of peacemaking. I took great joy seeing Hind of Syria inspire young women mentees like Alejandra of Colombia, Jeny of Indonesia, and Sajani of Sri Lanka.

Our time together was rejuvenating and joyful in ways that are hard to express in the pages of a report. However, the content and richness of training and discussion are shared in the pages that follow. Here, we report the fruitful and challenging discussions, the training that the *Peacemakers in Action* participated in, and the lessons for propelling both their work and Tanenbaum's work forward.

For me, for each other, and for the staff, the *Peacemakers in Action* are not simply members of a *Network* or part of a job. They are members of family. We are members of a family. As a family, our hearts were heavy for *Network* members unable to join us, either due to conflict circumstances, illness, immovable commitments, or the current political climate and the visa issues

that we encountered due to the current administration's policies. This opened up challenging questions for Tanenbaum as we think about the location of the next Working Retreat.

Overall, the 2019 Working Retreat showed us the resilient nature of the *Peacemakers in Action Network* as they continue to problem solve and share in the world's most intractable conflicts. They approach their work with unparalleled hope and fortitude. They are the well from which so many of us draw.

Tanenbaum specifically thanks the GHR Foundation, Pine Tree Foundation, Fellowship in Prayer, the Boniuk Institute of Rice University, the Henry Luce Foundation, and the Goodwin Foundation for making the activities of this Working Retreat possible. Thank you to Justin Foa, Chairperson of the Board of Directors and gracious host of our evening in NYC. Thank you to our friends at the Stony Point Center, the magnificent trainers Elaine "Elaina" Barge of STAR at Eastern Mennonite University and Jessica Baumgardner-Zuzik of the Alliance for Peacebuilding. Thank you to our hosts at the United Nations Office on Genocide Prevention and the Responsibility to Protect.

Special thanks to our Spanish translators Lillian Hall and Alejandra (Alixé) Cannell Huete. Thank you to Morrison & Foerster LLP for your pro bono work with us on the visa process. I also thank the tireless staff: Mark Fowler, Tanenbaum Deputy CEO; Michael McShane who volunteered his time; Janie Dumbleton, Senior Conflict Resolution & Peacebuilding Associate; Elizabeth Turnwald, Working Retreat Volunteer Coordinator; Annalisa Jackson, interim *Network* Coordinator; and all of our dedicated interns and Working Retreat Volunteers.

Please enjoy the report that follows. Thank you for your time and interest.

In Friendship,



Joyce S. Dubensky  
CEO, Tanenbaum



## Introduction: Tanenbaum 2019 Working Retreat

This summer (July 27 – August 2, 2019), Tanenbaum hosted the fifth *Peacemakers in Action Network* Working Retreat. During the week at Stony Point Center in Stony Point, NY, 17 religiously motivated peace activists from 15 countries shared stories, trained one another in new techniques, received training, and expressed and experienced solidarity.

The *Network* includes women and men driven by their faith to pursue peace and understanding in their communities, even when that means that their lives and/or liberty are at risk. At the Working Retreat, they had time to be together and to support one another with strategies, ideas, personal and emotional support, and active planning for targeted collaborations in areas of conflict.

For some *Peacemakers* it was the first time meeting other members of the *Peacemakers in Action Network* in 2011, but for many it was a joyous reunion of dear friends. For the first time since the initiation of the *Peacemakers in Action Network*, four younger peacebuilding practitioners joined the group. The four were nominated by the *Peacemakers* as their mentees to join the weeklong peacebuilding Working Retreat.

Though it was a cherished gathering of old friends and new, a sense of loss loomed. Despite assistance from pro bono lawyers of Morrison and Foerster and relentless staff advocacy, two Muslim *Network* members (Yemen, Iraq) and one Christian mentee (South Sudan) could not obtain visas into the United States. Thoughtful discussions unfolded throughout the week on the topic; *Peacemakers* questioned if future retreats could – and should – take place in the U.S. if visa challenges continue to threaten the participation of the entire *Network*. The *Peacemakers in Action* continually ask and answer the difficult questions of belonging, advocacy, and peace.

During the Working Retreat, the *Peacemakers in Action Network* engaged in sessions led by their fellow *Peacemakers* and Tanenbaum staff, as well as workshops by guest facilitators. Evening communal “story time” (as it was dubbed by the *Peacemakers*) gatherings punctuated full days of presentations and new information, discussions, and capacity building.

Throughout the week, *Peacemakers*, the 4 mentees, and staff gathered around the meal table and around serene evening campfires. The evening “story time” (as it became called throughout the week) served as a time for mentors to introduce the mentees to the group, and subsequently share about their work and the conflict dynamics in their home countries.

At the beginning of the retreat, *Peacemakers* shared about Tanenbaum *Network* Interventions that took place in the years since the 2016 Working Retreat. *Network* Interventions are short-term visits that a select *Peacemakers* makes to another *Peacemaker* to enhance a conference, contribute to conflict resolution, or build capacity for the host *Peacemaker's* constituents. The *Peacemakers* highlighted stories of impact and lessons learned from their collaborations with one another. Later in the week, 7 *Peacemakers* discussed the current political dynamics affected by election cycles and involvement of religious actors in high-level negotiations in their respective countries. The idea for this discussion came from a *Peacemaker in Action Network* call that took place several months prior.

Continued from a series of conversations that began during previous Working Retreats, and more formally during the 2016 Working Retreat, *Peacemakers* also discussed the perceptions and realities of women and peacebuilding in their work and gave recommendations for improvement in this area.

The Strategies for Trauma Awareness and Resilience (STAR)<sup>1</sup> led by former STAR Director Elaine “Elena” Barge served as a highlight for many of the *Peacemakers*<sup>2</sup>. The *Peacemakers* experience trauma in different forms and it manifests in various ways on both personal and community levels. Many *Peacemakers* work with and within traumatized communities in conflict zones. In consultation with Tanenbaum, STAR created the abbreviated workshop in response to a request from *Peacemakers* to become more informed about trauma and resilience for themselves and for the communities that they serve.

Each day, a different group of *Peacemakers* led prayer services from Muslim, Jewish, Buddhist, Hindu, and Christian traditions for all who wished to participate and learn about each other’s faith traditions and practices of worship. The mentees especially loved these prayer services, as some mentees had no prior exposure to different faiths.<sup>3</sup> Jessica Baumgardner-Zuzik from the Alliance for Peacebuilding (AfP) delivered an engaging half-day training & workshop in Design, Monitoring, and Evaluation. During this session, Jessica of AfP piloted a new tool she created with Tanenbaum in order to enhance Tanenbaum’s internal surveys of the *Peacemakers in Action*.

On July 31<sup>st</sup>, *Peacemakers* took a short trip to NYC to meet with the United Nations office on Genocide Prevention and Responsibility to Protect. The meeting focused on briefing *Peacemakers* on recent and future implementation plans for the Plan of Action for Religious Leaders in Preventing Incitement to Violence. Some *Peacemakers in Action* served as previous advisors in the Plan of Action’s discovery phase. Additionally, two *Peacemakers* visited the Carnegie Council for Ethics in International Affairs for interviews related to Tanenbaum’s forthcoming podcast series. Then Tanenbaum’s Board Chair, Justin Foa, generously hosted an evening gathering of Tanenbaum board members and friends to celebrate the *Peacemakers* and the *Peacemakers in Action Network*’s work.

This report details the time spent together by 17 *Peacemakers* from 15 countries at their 2019 Working Retreat, and explores the week’s main themes: trauma awareness and resilience, women and peacebuilding, and mentorship. The report is divided into sections. The first provides an overview of the Working Retreat; the second details the Mentee Program piloted this year. Next are session overviews from sessions such as “Network Intervention Briefings,” an overview of the Strategies for Trauma Awareness and Resilience training, a Monitoring and Evaluation session, religion and politics, and women and peacebuilding. The report concludes with a look at the growth and development of the Peacemaker in Action Network and next steps. Recognizing the array of diverse, complementary peacebuilding approaches of the *Peacemakers* in our *Network* of religiously-motivated peace actors from 23 different conflict zones, Tanenbaum is committed to continue providing opportunities for the *Peacemakers* to strategize, coordinate their efforts and strengthen their *Network*. We are delighted to share the learnings, outcomes and what the *Peacemakers* hope to achieve after convening together at Stony Point in 2019.

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<sup>1</sup> Out of Eastern Mennonite University

<sup>2</sup> According to post-Working Retreat surveys

<sup>3</sup> According to post-Working Retreat surveys.

## Peacemakers in Action Network Working Retreat Overview

A note about the *Network*:

At the time of this writing, 32 women and men (28 of whom are living) comprise the *Peacemakers in Action Network*. They are from a range of official professions and diverse roles, all individually motivated by their respective faiths and spiritual beliefs to build peace within armed conflict zones across the globe. All are actively engaged in peacebuilding and they work at, or near, the grassroots level in at least some of their work. Their *Peacemakers Network* grew organically, but it owes a particular debt to *Peacemaker* Reverend William “Bill” Lowrey, who guided the formation of the formal Network, aligning it with Etienne C. Wenger’s communities of practice model.<sup>4</sup> Tanenbaum operationalized the Network by providing a *Network* Coordinator, who brought it to life. And over time, the *Peacemakers* have successfully deepened and stewarded their knowledge of peace and conflict, as they shared experiences, skill sets, and ideas, both virtually and in person, to advance their collective (and individual) work for peace.<sup>5</sup>

The *Peacemakers in Action Network*, as a standard practice, meets in-person every two to three years. The goal is to convene every two to three years for a weeklong Working Retreat, and that has been the general practice for over 15 years. At these retreats, the *Peacemakers* build their community; discuss peacebuilding issues reflective of their domain; expand their skill sets by learning from one another; assess global issues like extremism and the inclusion of women in peace work; and identify ways to leverage the *Network’s* members and their experiences. These more in-depth Working Retreats deepen relationships and collaborations that lead to *Network* Interventions and enhance the effectiveness of the virtual meetings (*Network* calls).

## Mentee Program Overview

### Mentee Program

During the 2016 Working Retreat, the *Peacemakers in Action* presented expressed interest in passing on their experience, networks, and connections to younger peacebuilders within their field of work. Tanenbaum took this consideration to heart and built a “mentee” program as part of the 2016 Working Retreat. Tanenbaum created a brief nomination form for *Peacemakers* to nominate mentees. Eager to strengthen the capacity and network of their mentees, interested *Peacemakers* nominated mentees to join the 2019 Working Retreat. Though a number of mentees were approved to be part of the program, visa complications barred many from joining (despite the best efforts of

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<sup>4</sup> For a brief introduction to communities of practice, please see: Etienne Wenger-Trayner and Beverly Wenger-Trayner, “Introduction to Communities of Practice: A Brief Overview of the Concept and Its Uses,” Wenger-Trayner, last modified 2015, <http://wenger-trayner.com/introduction-to-communities-of-practice/>.

<sup>5</sup> For more information about the Peacemakers in Action Network and its origins, please see: Building Peace Through Trans-local Community and Collaboration: The Tanenbaum Peacemakers in Action Network by Joyce S. Dubensky (<https://irstudies.org/index.php/jirs/article/view/331/315>).



Tanenbaum's staff). The four mentees who participated on the Working Retreat were Jeny Mahupale from Indonesia (Jacky's mentee), Sajani from Sri Lanka (Dishani's mentee), Yeny Nolasco from El Salvador (Chencho's mentee), and Alejandra Arboleda from Colombia (Ricardo's mentee). The mentee program was generously supported by Pine Tree Foundation and the GHR Foundation.

Goals for this mentee initiative included knowledge transfer and education as well as capacity building during the Working Retreat. The *Peacemakers in Action*, drawing from their own experience and expertise, shared knowledge and skills during and in between sessions. Sessions for mentees included:

*Peacemakers in Action Network* veteran and scholar/practitioner Rev. Dr. Bill Lowrey (who did most of his peacebuilding work in South Sudan) introduced the community of practice model to the *Peacemakers in Action Network* in 2007. Along with his fellow *Peacemakers*, this community of practice has been instituted and evolved, including a formal decision in 2011 to become a formalized *Network* based on Etienne Wenger's model. Tanenbaum asked Bill to lead a session on the *Network* and community of practice for the mentees. This was a "mentees only" session, however, we invited the *Peacemakers* to join as well. During this "Mentee introduction to the *Network* Session," mentees introduced themselves to each other and summarized their Work. Bill introduced himself and the *Network* ideas and how the *Network* defines itself.

Once the mentees were introduced to the community of practice model and the *Network*, they participated in the programming with their mentors and the larger *Peacemakers in Action* group. These sessions included "Intervention Debriefs" within which the mentees (and *Peacemakers*) learned about the *Peacemaker-to-Peacemaker* collaborations that took place from 2016-2019.

The "Intervention Debriefs" session was integral for the mentees' educational experience at the 2019 Working Retreat. They heard and saw firsthand how the *Peacemakers* from different countries and religions collaborated in one *Peacemakers'* home conflict context in order to conduct trainings, build capacity, share knowledge, or share inspirational stories.

*Peacemaker* Yehezkel Landau led another "mentee only" session entitled "Holistic Approach to Peacebuilding." This session was open to *Peacemakers* as well, but built for the mentees. Within this session, Yehezkel discussed the article he wrote on holistic peacebuilding and how failure to engage in holistic peacemaking allows the violence to continue, reinvent itself, and spill over into other areas of the world. For example, he used Israel's involvement in arms dealings and back door or over support in several conflicts to show how unresolved issues spill over and impact the rest of the world. For certain attendees, these conflicts are the conflicts they actively try to heal.

## Brief Mentee Bios

**Alejandra Arboleda** of Colombia is a community social worker for World Vision, a global Christian humanitarian organization. She received a Master's Degree in Culture of Peace and Human Rights from the Javeriana University with a specialization in Peace, Culture, and Human Rights. In the past, her peacebuilding work focused on educating young people on how to obtain conscientious objector states, and educating "community mothers" in charge of daycares on the prevention of violence against youth. Alejandra also served in the Mennonite Seed program, where she was assigned to

Sembrandopaz. While there, she focused on restorative justice issues with youth linked to criminal groups, and helped strengthen the organizing capacity and political advocacy of communities. Alejandra also focuses on psycho-social work for women, specifically by opening spaces for them to express their feelings about trauma and their community's historical memory. Previously, a community of women nurtured by Alejandra created a video and book to express their experiences.

**Rev. Jeny Elna Mahupale** of Indonesia has served as a pastor at Maluku Protestant Church since 2010. Her work with Rev. Jacky Manuputty began in 2011, when they developed a program to strengthen social cohesion among interreligious women with an emphasis on economic development in post-conflict areas of Maluku Province. Since she began as a program manager in 2011, Rev. Jeny has served 15 villages, and impacted the lives of thousands of women across religions who have developed the skills to work together in building small scale enterprises.

**Sajani Balasingham** of Sri Lanka is a key team leader for Youth for Love and Life, the youth wing of the Centre for Peacebuilding and Reconciliation in Sri Lanka. Youth for Love and Life is a network of multi-religious, ethnic, and regional youth who are exploring their role in conflict transformation and peacebuilding with the hopes of redefining the future of Sri Lanka through passion and spirit. As a team leader for Youth for Love and Life, Sajani mentors 12 regional coordinators in achieving initiatives that broaden the horizon of thinking and imagination of the next generation of peacemakers.

**Yeny Gloribel Nolasco Ramírez** of El Salvador is the Executive Director of the Mesoamerican-Salvadoran Association for the Construction of Peace. Her regional focus is the Northern Triangle of Central America: El Salvador, Honduras, and Guatemala. Yeny's efforts emphasize the construction of peace through the identification and practice of key values and principles, especially with active gang members, and youth at risk of joining terrorist gangs. She also provides services to women from rural communities who are forced into prostitution under the threat of assassination. Yeny is also interested in our original roots based in the Mayan cosmovision, and helping to build a spirituality in harmony with Mother Earth.

The mentees shared insights:

"I'm left with a desire about wanting to learn more about different cultures. ... What I've learned about other cultures has inspired me to continue learning about other cultures in my work. Knowing the faces and the problems they face in their countries is incredible."

"For me also it's a great chance to be here. For the very first time I heard about Colombia and Central America and the discussion about Israel-Palestine. [...] I am not very much aware of other countries; through this I have gained basic knowledge of other situations. [...] Really motivated me to face any challenges I face in the future also. Thank you."

"I want to thank you for the richness of all the different experiences. I loved seeing the passion with which you work with the youth. Hearing about theater and music as tools for building peace. And for me it was very interesting and like a paradox to find out Jeny is a pastor. And how it can open up one's mind in the different ways one can live one's faith in the community. [...] And all those different experiences and perspectives, for example to see a Jewish person who knew the Quran and could talk about it, that shows a lot of respect about who is the 'other.' So for me it is a richness I am taking

away. For me, in my country we work very much separate. And in religion we work very separate. So to see all these people with all these different beliefs, respecting, loving, and not trying to change each other – for me that was very surprising and very valuable. I’m going to take that away with me.”

## Network Intervention Briefings

On an increasingly frequent basis, the *Peacemakers* conduct *Network* Interventions through which they collaborate in small groups for targeted peacebuilding efforts. Usually held in the home country or to help with the home country’s conflict, sometimes they collaborate outside their own regions in the pursuit of peace.

Seven *Peacemaker Network* Interventions<sup>6</sup> took place between July 2016 to July 2019. During the Working Retreat, *Peacemakers* reported on four of these *Network* Interventions, highlighting the work in Colombia, and Tanenbaum Interventions in Indonesia, South Sudan, and the Philippines.

### Colombia: Ricardo Esquivia and Nozizwe Madlala-Routledge<sup>7</sup>

In 2016, Ricardo invited Nozizwe to speak at the first International Peace Studies Conference at the University of Cartagena in Colombia.<sup>8</sup> Ricardo asked Nozizwe to share about her peacebuilding and post-conflict reconstruction work in South Africa. Nozizwe’s post-conflict work in South Africa parallels the post-conflict dynamics in Colombia. Ricardo knew that Nozizwe’s work would inspire and ignite productive action within the communities with whom he works. The University of Cartagena in Colombia provided support for Nozizwe’s trip to Colombia.

“She [Nozizwe] could speak about both things — how to end the conflict and then what comes after that...to have someone from South Africa, who came from the grassroots, but who participated in the government and the truth commission, that was really key for us. So there was a lot of interest. Not only at the university at the conference, but in general society. There were interviews on television and the newspaper and with students. Her wisdom and all her knowledge helped illuminate this path along which the country can go. It was a very precise and opportune time for her to come. And her voice of experience really contributed a lot.”

Ricardo briefed his fellow *Peacemakers in Action* on Nozizwe’s visit. Audience members in Colombia were impressed with and inspired by Nozizwe’s work. They knew of South African conflict with apartheid and knew that Nozizwe’s role in the conflict solution was both broad and successful. Nozizwe’s role as a woman in leadership within the South African government encouraged many Colombian women in the audience. Many were also surprised to learn that someone working within the government would be making such contributions towards peace. Nozizwe’s identity as an African woman also had a significant impact on her audience, as Ricardo shared that nearly 35% of people in Cartagena are Afro-Colombian. Ricardo emphasized that many communities feel that their African identity is shallow because it has been stripped away from them.

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<sup>6</sup> Philippines, Indonesia, South Sudan, Philippines, Bosnia, Colombia (not Tanenbaum funded)

<sup>7</sup> Sponsored by The University of Cartagena in Colombia, not Tanenbaum.

<sup>8</sup> For more information on this collaboration, visit <https://tanenbaum.org/blog/2016/11/colombia/>.

Overall, Nozizwe's visit was productive and positively received within Colombia. Ricardo hopes to invite other *Peacemakers* to Colombia. He believes their presence is integral because the peace accord process unfolding in Colombia remains fragile and many of his fellow *Peacemakers* have experience in post-conflict peace accord situations.

## Asia Pacific Intervention, Part I, the Philippines: Deng Giguiento, Jacky Manuputty, and Pastor James Wuye.

Deng Giguiento shared her greetings and updates via video, including highlights from her *Network* Intervention with Pastor Wuye and Jacky Manuputty. Deng and Catholic Relief Services organized the Mindanao-wide gathering for 100 religious leaders (Catholics, Evangelicals, Muslims and Indigenous Traditional Leaders) on Inter-religious Dialogue and Action. Visit Tanenbaum's website for a detailed account of the *Network* Intervention.<sup>9</sup>

## Philippines Intervention: Deng Giguiento and Azi Hussain

Due to the success of the *Network* Intervention with Pastor James and Jacky, in 2018, Deng invited Azi Hussain of Pakistan to join for the same conference the next year on Interreligious Dialogue. Deng and Azi met and connected at the 2016 Working Retreat. Azi brought his knowledge of working with religious leaders in various contexts to the Philippines and shared his education model with fellow religious actors. Visit Tanenbaum's website for a detailed account of the *Network* Intervention.<sup>10</sup> Deng shared her experience via a pre-recorded video and Azi was unable to join the Working Retreat this year.

## Asia Pacific Intervention Part II, Indonesia: Jacky Manuputty, Pastor James Wuye, Imam Muhammad Ashafa, and Deng Giguiento

In 2017, Jacky Manuputty organized a conference in Indonesia around Pastor James and Imam Ashafa's work together with the Interfaith Mediation Centre. In advance of this conference, Jacky translated and contributed materials that highlighted his fellow *Peacemakers* Pastor James & Imam Ashafa translated into the local language in Maluku, Indonesia. Jacky organized the conference with lectures and events open to the public. Jacky made a conscious and concerted effort to involve religious actors, rather than only religious leaders, recognizing that formal religious leaders are not accustomed to this kind of interfaith action or worship. Jacky's aim was to initiate interfaith dialogue and action that would be sustained beyond the conference.

During the conference, 40 participants from all over Indonesia attended 3 days of religious activity, capacity building, and discussions on how to institutionalize interfaith dialogues. Despite scheduling changes, the conference was a big success. One portion of the conference involved a screening of the 2006 film, *The Imam and the Pastor*, and a subsequent meet and greet with Pastor James and

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<sup>9</sup> For Tanenbaum *Network* Intervention Report visit <https://tanenbaum.org/peacemakers-in-action-network/peacemaker-interventions/philippines-indonesia/>

<sup>10</sup> <https://tanenbaum.org/blog/2019/10/faith-based-peacebuilding/>

Imam Ashafa. Jacky shared what an excellent role model they were and that their trainings in mediation and dialogue impacted a wide audience.

After the conference, Jacky and his team launched three books. One book references the activities accomplished before, during, and after the *Network* Intervention with Pastor James, Imam Ashafa, and Deng Giguiento, including the conference Jacky organized. The book also includes conference participant responses. Additionally, Tanenbaum's website hosts a detailed account of the *Network* Intervention documenting the participant and *Peacemaker* experiences in order to learn from the conference, participants, and *Peacemakers*.

### *Network* Intervention Session Conclusion

As the *Peacemakers* shared updates about their *Network* Interventions, they pushed the discussion further. They brought up the challenge of impact, and discussed exploring ways to increase their collective impact as a *Network* of religiously motivated peace actors. Together, they considered ideas for further *Network* Interventions and the possibilities of pursuing joint projects on a larger scale. Within this session, the *Peacemakers* proposed future alternate *Peacemakers in Action* Working Retreats locations. Over the course of the Working Retreat, different *Peacemakers in Action* discussed *Network* Intervention ideas, including Dishani and Sakena on a course about meditation for students of Sakena's schools in Afghanistan.

## Strategies for Trauma Awareness and Resilience (STAR) at EMU Training led by Elena Barge

In response to *Peacemakers'* request to understand and address trauma at a personal and community level, one day of the Working Retreat was devoted to a training on trauma and resilience. Generous support from the GHR Foundation made the STAR training possible. STAR listened to Tanenbaum's reflection of the *Peacemakers in Actions'* needs and in turn tailored the training to the *Network*. Elena Barge, former director of the STAR program at Eastern Mennonite University (EMU) adapted and led the full day training. The training provided background, tools, and exercises for the *Peacemakers* to identify stress and trauma in complex environments and understand its holistic impacts. The workshop introduced resources for resilience and self-care and provided *Peacemakers* with space to practice these tools and share their experiences with one another. In post-Working Retreat surveys, many *Peacemakers* noted that this was one of their favorite parts of the Working Retreat.

## Design Monitoring and Evaluation Training led by Jessica Baumgardner-Zuzik from the Alliance for Peacebuilding

With the generous support of the GHR Foundation, Jessica Baumgardner-Zuzik from the Alliance for Peacebuilding (AfP) led a half-day workshop. During the first session, Jessica introduced methodologies for Monitoring and Evaluating (M&E) in peacebuilding programs. The primary objectives of the workshop included: for *Peacemakers* and the 4 mentees to recognize the guiding

steps of peacebuilding design, understand, and recognize key components of program design, and be able to place the components into a log frame. The session introduced various components of a logical framework and guided the participants through practical ways of thinking through program design and evaluation. Jessica used creative teaching methodologies to ensure participation and understanding. One such activity was “bridge building” where the *Peacemakers* used their creative side and teamwork to construct bridges from newspaper and other craft material.

During the second part of the workshop, Jessica introduced a monthly smart phone friendly survey designed by the Alliance for Peacebuilding, with input from Tanenbaum. The survey tool seeks to survey *Peacemaker* engagement with various stakeholders on a monthly basis. This brief survey was designed to be completed on a monthly basis and track the types of engagements that *Peacemakers* engage in via their peacebuilding work. The collected data aims to gather information about how frequently and in what capacity *Peacemakers* are engaged in various peacebuilding activities. During this session, Jessica sought feedback from the *Peacemakers* in order to co-create part of the survey. The *Peacemakers* gave their input on how they would like to be surveyed and how the questions could be framed to most accurately collect data about their work.

## Religion and Politics Session

In 2018 and 2019, a number of elections took place within the *Peacemakers*’ home countries. On *Network* calls<sup>11</sup> throughout the year, many *Peacemakers in Action* discussed the elections, and the ways in which religious actors are called upon during election cycles. Throughout *Network* calls, *Peacemakers* shared how the elections had a direct impact on their work. Mark Fowler (Tanenbaum’s Deputy CEO) facilitated the session focused on *Peacemakers in Action*’s experiences from their respective country experiences in relevance to their peace work.

Highlights from the countries presented include:

### Friar Ivo Markovic, Bosnia:

In 2018, Bosnia and Herzegovina held a general election. Friar Ivo detailed the background to the election as well as his overall sense that populism has taken over the political discourse in Bosnia and throughout the world. Friar Ivo stated: “Populism is the frame of what is happening all over the world right now. It has provided a frame for manipulation and propaganda that systematically influences people to have feeling of endangerment, and xenophobic sentiments. When such sentiments are prevalent, leaders appear as saviors.” Friar Ivo has seen “Populists misuse religions for non-religious values.” Religion and politics permeated the Bosnia election cycle due to “the rise of religions which has been at the expense of political misuse of religions.” In a keen description, Friar Ivo noted that “Religion with reduced faith can be used for political ends.” Ivo ended by saying, “communities are experiencing a crisis of religion and/or faith.”

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<sup>11</sup> *Network* calls: “Tanenbaum hosts monthly conference calls and all *Network* members are invited to participate. The *Peacemakers* may choose from two staggered call times to best coordinate with their own time zone and personal schedule. On these calls, the *Peacemakers* and the *Peacemaker in Action* *Network* Coordinator discuss topics within the *Network* domain and strengthen community relationships.” JIRS paper



### Ricardo Esquivia, Colombia:

Ricardo shared updates on Colombia's current political situation. Colombia's elections took place in 2018 resulting in a runoff. As background, Ricardo pointed out that Colombia provides a concrete example of populism that begins with religion. For example, Colombia was religiously colonized, and religious power then in some instances was used to justify political power. Independence was about how to have autonomy. This taught people that "war and violence was the way to get anything done, thus they have had many wars." Ricardo notes that political ideology sometimes uses religion to support a certain, more privileged portion of a population. In an example of this, Ricardo notes that not all communities signed onto Colombia's Peace Accords because certain privileged subsets of the population used poor interpretations of sacred writings to delineate religious justifications in support the elite political parties. Ricardo concluded by stating that "Power can be transforming and people must change their perspective if there will be social transformation."

### Jacky Manuputty, Indonesia

Jacky began his update by saying that "Populism is also a theme in Indonesia," pointing directly to December 2, 2016 as the rise of political populism in his home country. On this date, protests demanded arrest of the governor. According to Jacky's account, "Islamic symbols were used to identify more or less pious people and intolerant expressions by Muslims increased when the system became more democratic." Jacky ended his discussion by stating that in Indonesia, "Democratization made room for both extremism and freedom."

### Pastor James Wuye, Nigeria

Pastor James shared his updates about his home country of Nigeria. He begins by sharing that hate speech escalated in Nigeria in recent years and some religious leaders played roles in this. In Pastor James's experience, politicians visited religious leaders in their places of worship and convinced the religious leaders to make pronouncements on different types of political candidates. In addition to these issues, "perceived ethnic cleansing in certain areas of the country threatens tenuous stability." Because of this, Pastor James and Imam Ashafa asked the media for assistance in reducing the ethnic tensions. The duo also called upon young people to become aware of the challenges within Nigeria and not play into ethnic tensions. Pastor James concluded his discussion by calling on the *Peacemakers* and international community to work to dispel and address ethnic tensions stemming from misinformation.

### Imam Muhammad Ashafa, Nigeria

In addition to Pastor James's update on Nigeria, his peacemaking partner Imam Muhammad Ashafa shared his experiences. He started off by saying "you can market anything through religion in Nigeria." He went on to say that Nigeria is "the most populous black nation in the world and democracy in Africa; one of the most religious but also one of the most violent nations in the world; also one of the richest countries in Africa, with large poverty." To further explain the state of affairs in Nigeria, Imam Ashafa said that political process in Nigeria has a "high level of politicization of religion and religionization of the political process." Imam Ashafa details that "Religion gives you access to power, to authority, to economic resources," adding that "most religious leaders have betrayed values of neutrality and impartiality within the political process." Echoing Pastor James's earlier sentiments, Imam Ashafa says that "Some religious leaders promote hate speech in political

public space.” He adds that religion is such a part of the political process that “Two major political parties are known as “Muslim party” and “Christian party” (though both have members of both religions).” Internal division is palpable within Nigeria and “some [Nigerians] are saying they want to secede.” Imam Ashafa’s solution to the issues he details in Nigeria include: “We need electoral observers, media engagement with religious leaders together, campaigns against corruption and further engagement with youth.”

### Ephraim Isaac, Ethiopia:

Ephraim shared updates about his home country of Ethiopia. Some of the issues he noted were “internationalism, socialism, and Marxism,” alongside the deeply debated source of the Nile River. Ephraim shared that he believes “Western educated Ethiopians who want nothing but power by reading Marx are causing problems for our country.” Ephraim highlighted that there is immense hope for peace in his home country and he works tirelessly to pursue it.

### Yehezkel Landau, Israel-Palestine:

Yehezkel shared his updates on Israel-Palestine, including his thoughts that “a practical political agenda is needed of interdependence, and not independence.” Yehezkel emphasizes that “We need people to move from grief to compassion for the suffering of all people.”

### Religion and Politics Session Conclusion

Additional Comments by *Peacemakers* reflected on similar dynamics in Dishani’s home country Sri Lanka, where politically crafted movement industrialized fear in people, spreading hatred towards Muslims and isolating both Muslim and Hindu groups. Jose “Chencho” shared that El Salvador has also seen religious used as a force of terror.

The concept and term “Populism” arose in almost every country description. Hate speech continues to incite fear and threaten peace or progress toward peace. Politicians often target religious leaders as potential allies in places like Colombia and Nigeria.

As the political situations within the different countries represented by the *Peacemakers* unfold, the *Peacemakers* continue their discussions via Skype during their monthly *Peacemaker in Action Network* calls hosted by Tanenbaum.

### Women and Peacebuilding Session

During the 2016 Working Retreat, the GHR Foundation generously supported Tanenbaum’s creation and implementation of a semi-structured survey of the *Network* members to explore the differences and experiences in peacebuilding within the *Peacemakers’* respective communities and within the *Network*. The survey consisted of qualitative interviews with 14 *Peacemakers* from 4 different religions; 5 self-identified as women and 9 self-identified as men. During the 2019 Working Retreat, Tanenbaum CEO Joyce Dubensky, with the help of Conflict Resolution & Peacebuilding Senior Associate Janie Dumbleton, presented the survey findings and analysis to the *Peacemakers* and the 4 mentees. The *Peacemakers* and mentees engaged in two separate break-out discussions regarding the findings and overarching points. After Joyce and Janie presented the data and in-house analysis, the *Peacemakers in Action* took a brief survey to note whether they agreed,

somewhat agreed, or disagreed with the findings and what they would change or add. Separately, the 4 mentees participated in a parallel discussion led by Tanenbaum staff.

The key takeaways from the initial 2016 semi-structured survey included the following points:

- “Gender” often connoted “women” in these discussions
- Women bring unique creativity to peacebuilding
- Women & men become involved in peacebuilding in different ways because of varying community roles
- Men’s roles are institutional; women’s roles are often unnamed
- Men and women bring valuable (but different) strengths to peacebuilding work

While most of the *Peacemakers* fully agreed with findings, they had many reflections to share. They shared their reflections during the discussion facilitated by Joyce Dubensky. Certain issues came to the surface, such as:

- The term “peacemaker” can connote a gender for some people, depending on cultural understanding of the word;
  - Men often hold institutional roles in peacebuilding, while women’s roles are more informal or women are not consulted, however much nuance was offered:
    - Some think of “peacemakers” solving conflict as men, others think of “peacebuilders” building bridges as women,
  - *Peacemakers* actively working to resolve conflicts, many *Peacemakers in Action* see men at the table, not women. However, all agree women should be included. Yet, some *Peacemakers* shared the experience of trying to involve women peacebuilders and then being met with hesitation.
  - Men often hold the institutional roles, particularly in formal peacebuilding
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- Some women have faced challenges getting involved in higher level negotiations because of lack of respect from the men.
  - Women can play a very strong role, and building upon existing cultural norms is important
  - African cultures cannot be generalized in their engagement with women.
  - Often within mediation processes there are factions that bring women as placeholders and but they do not contribute substantially
  - Unfortunately, at the time, language has led us to masculine roles, but that doesn’t imply that it needs to be that way, and this is changing too.
  - Our task is to go forward so that women’s leadership will become equal to men’s roles in recognition.
  - Women are isolated as peacebuilders or conflict instigators, factors are also cultural and situational.
  - It’s fundamental that we are building partnerships between men and women in certain cultures.
  - Education of women is fundamental to him when speaking about the social role of women. In the Balkans, they have a solid foundation for schooling women the same as men. It is an illusion to speak about the role of women without speaking about education.
  - Quotas for women can raise problems. There are no easy solutions.
  - Men must learn to be partners rather than leaders automatically.

- Organizations and the individuals within them all need to be promoting women and creating cultures where they can thrive in upper levels.
- Tanenbaum has to seek more women *Peacemakers*.

The four mentees also generally agreed with these research findings, however they had a few additional comments they shared during a break out session led by Tanenbaum staff:

The mentees are grateful that Tanenbaum is giving attention and thought to these topics as the work of women is often invisible or blocked. In another reflection, a mentee noted that women's roles within their home can be significant for constructing peace, and also hold potential for violence. Additionally, it's imperative to acknowledge that many women also cause a lot of damage in communities and in politics. Powerfully, one mentee shared that the peacebuilding work does not just come from being a woman, it comes from the commitment to seeing positive change done in your community. Women have had incredible underground movement for peacebuilding. Women are often victims of domestic violence and think it's acceptable because of the culture. Women religious leaders have a key part to play in peacebuilding, so we must begin to recognize their role. Military posts in the community can create issues for women in the community due to fear and exclusion. Loss of lives from war and violence is felt deeply by women who lose their sons and husbands. Women hold a critical role in peacebuilding in areas where women will only open up to other women.

## Growth, Development, and the *Network* in Action

Since the formal establishment of the *Peacemakers in Action Network* as a community of practice in 2011, each Working Retreat provides a space for open dialogue and reflections on the *Peacemaker in Action Network* goals and vision. In this session, facilitated by Tanenbaum *Peacemaker* Bill Lowrey, *Peacemakers* reviewed the Network Charter and goals. Tanenbaum staff posted the goals prominently throughout the week to spur internal thought and reflection in advance of the Network discussion. During the session, the *Peacemakers* shared their thoughts on how these goals have been met and suggestions for future improvements. Additionally, at the conclusion of the session, the *Peacemakers* select a new *Network* Leadership Council. As a note, remote *Peacemakers in Action* not able to join the Working Retreat logged online for the session and election remotely. *Peacemakers* shared the following comments or suggestions to the current goals:

### **Network Goal 1: Continual personal growth and mutual support as religiously motivated peacemakers**

- *Peacemakers* agreed that the *Network* itself and its activities, like *Network* calls, adds value to their work. However, some would like to see more space to provide mutual support to/for one another. In this effort, *Peacemakers* request more activities outside of the United States, such as regional gatherings before larger Working Retreats.

### **Network Goal 2: Sharing our wisdom, experiences and practices with one another to strengthen each other's work**

- *Peacemakers* agreed that *Network* calls and sharing updates are useful. Challenges for calls are often due to Wi-Fi. *Peacemakers* would like to partake in joint engagement with world leaders and organizations should go beyond Working Retreats and involve other networks of peacebuilders.

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### ***Network* Goal 3: Sharing beyond our network to influence a wider community of peace builders and both state and non-state actors**

- *Peacemakers* would like to share the wisdom and experience of the *Network* beyond the *Network* itself, to other spaces and places of peace actors. Many *Peacemakers* stated the need to move retreats to other locations so that all can come, referencing Sheikh Al-Marwani of Yemen and Sarah AK Ahmed of Iraq's inability to participate in person because of United States administration travel bans. *Peacemakers* want to continue with well-planned Tanenbaum-sponsored Interventions is key to the *Network*. *Peacemakers* would like to see a systemic and creative method to share wisdom from the *Network*. *Peacemakers* stated that more exposure and resources would be helpful.

### ***Network* Goal 4: Expressing our solidarity with one another and speaking out with a collective voice, responding to contemporary issues that affect peace and human security**

*Peacemakers* raised questions about the impact of the *Network* Statements they jointly issue with Tanenbaum's assistance. Other issues the *Peacemakers* raised included the need to raise funds for other *Network* Interventions.

The *Network* suggested and discussed the following ideas for improvement:

- Advise Tanenbaum on priority needs for new *Peacemakers*.
- Create a WhatsApp group to communicate with one another.
- Continue mentee inclusion with new mentees on each retreat.
- Form a task group to involve more mentees in future work.
- Have a real retreat focused on wellbeing, unloading, recharging.
- Plan more time during the retreat for connecting one-to-one.
- Creating a fund that the *Peacemakers* give to and Tanenbaum matches for exchange visits.

The following points were also submitted in writing to be discussed further:

- Create a project and work together to produce articles.
- Share more ideas on social media.
- Convene regionally focused events, not just big international events.
- Pair *Peacemakers* for monthly discussions, 2-3 people rotating.
- Involve the *Peacemakers'* own peace communities in *Network* calls.

## **Peacemakers in Action Network Leadership Council**

As a group, the *Peacemakers in Action* decided that the previous structure for the Leadership Council was too large and rather inactive. The *Network* then proposed a smaller leadership council.

Throughout the week, *Peacemakers* decided that leadership council members should be able, willing, and have the time and regular reliable internet access. *Peacemakers* self-nominated with this in mind. Once nominated, the *Peacemakers* anonymously voted for three new members. The newly elected leaders of the Leadership Council are Bill Lowrey, Yehezkel Landau and Sarah AK Ahmed. During this session, the *Network* also created a sub-committee of Jacky Manuputty, Dishani Jayaweera, and Andrew White for interaction with youth, and increased communication between *Peacemakers* and external groups.

## Conclusion and Next Steps

After seven days filled with experience-sharing, collective and collaborative learning, and story-telling, the *Peacemakers* and Tanenbaum staff concluded the Working Retreat with an evening reception and celebration of community. *Peacemakers* toasted to the support and encouragement that the *Network* has provided to them and gave thanks to Tanenbaum for their coordination and hospitality during the retreat.

Some *Peacemakers* highlighted that their engagement with the *Network* over the years has challenged them to consider their own religious prejudice and how they could shift to a more open posture towards people of other faiths.

Others shared that the involvement of mentees in the program brought an energy and perspective that encouraged the *Peacemakers*, and mentees shared their appreciation for being welcomed to this year's retreat.

All expressed the importance of being together in person and sharing the in the common burdens and joys of their peace work.



## Appendix

### New York City: UN Office on Genocide Prevention and the Responsibility to Protect, Carnegie Council for Ethics in International Affairs, and special evening event

On Wednesday, July 31, 2019, *Peacemakers* and mentees excitedly journeyed to New York City for half a day. To begin the day, Tanenbaum staff accompanied the *Peacemakers in Action Network* to a meeting in New York City with the United Nations office on Genocide Prevention and the Responsibility to Protect. The meeting provided a space for UN staff within the Office on Genocide Prevention and the Responsibility to Protect to brief the *Peacemakers* on the Plan of Action for Religious Leaders in Preventing Incitement to Violence. Many of the *Peacemakers* were initial consultants to the Plan of Action at regional meetings. The UN staff specifically highlighted recent implementation of the Plan of Action and plans for ongoing implementation. Since many of the *Peacemakers* engaged in activities surrounding the Plan of Action, were invited to give input or ask questions regarding the process.

During the meeting, *Peacemakers* asked questions about upcoming implementation and gave comments to the process thus far. Some *Peacemakers* also shared their concerns about engagement with UN entities and challenges they've experienced with the UN in their respective countries. The *Peacemakers* and Tanenbaum were invited to be in contact with the office and continue engaging them.

A few blocks down the street, two *Peacemakers* participated in podcast interviews facilitated by Tanenbaum Staff at the Carnegie Council for Ethics in International Affairs. Through the support of the Henry Luce Foundation, Tanenbaum has launched an initiative to document *Peacemaker* stories through a new podcast series. During their time in New York City, Tanenbaum Deputy CEO Mark Fowler interviewed *Peacemakers* Jacky Manuputty and Dishani Jayaweera for the initiative.

In the evening, *Peacemakers* and Tanenbaum staff made their way to an event in the *Peacemakers'* honor hosted by Tanenbaum Board Chair, Justin Foa. Tanenbaum board members and donors attended the gathering, a joyous occasion for donors and partners alike to meet the *Peacemakers* and hear about Tanenbaum's work.