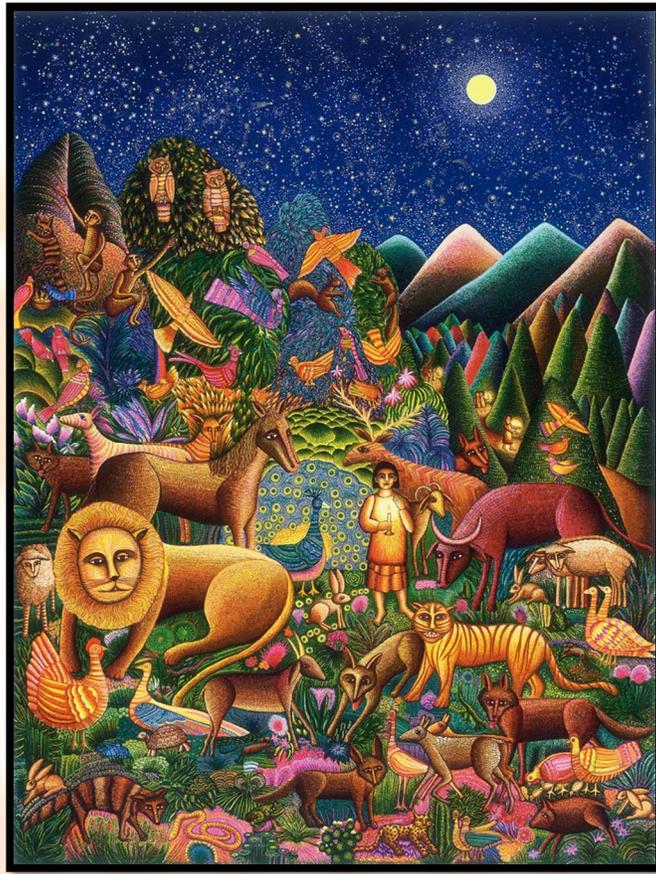


TURNING SODOM INTO ZION -- FROM CONFLICT TO PROSPERITY



*The wolf will live with the lamb,
the leopard will lie down with the goat,
the calf and the lion and the yearling⁴ together;
and a little child will lead them.*

*⁷The cow will feed with the bear,
their young will lie down together,
and the lion will eat straw like the ox.*

*⁸The infant will play near the cobra's den,
and the young child will put its hand into the viper's nest.*

*⁹They will neither harm nor destroy
on all my holy mountain,
for the earth will be filled with the knowledge of the LORD
as the waters cover the sea.*

----The Prophet Isaiah

TRANSFORMING CONFLICT INTO PROSPERITY

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TRANSFORMING CONFLICT INTO PROSPERITY

The Participants: A group of 12 mixed sex, mixed faith, unemployed young people (between the ages of 14 to 25), from the Sodom and Gomorrah community, identified as change agents and influencers in their peer-group.

The Current Situation: This workshop is being developed for an urban poor community unofficially named Sodom and Gomorrah. It is an extremely overpopulated community of rural-urban migrants with very little infrastructure to support its population. Young people in this community are struggling with high unemployment rates, generational poverty, and high levels of illiteracy, poor housing and little to no sanitation. In addition, there is high tension between the two main religious groups, Christian and Muslims with each group staunch supporters of opposing political powers. This collision of circumstances results in armed robberies, child prostitution and slavery, and the proliferation of Internet scamming as a means of making a living. Due to its highly violent and volatile reputation, there is little law-enforcement in happens in Sodom and Gomorrah. Instead, vigilante groups and religious gangs control and reinforce community laws and norms. Violence is becoming the prevailing culture of this community. Peaceful resolution of conflict in Sodom and Gomorrah is the exception and not the norm. This community has a history of over 50 years and as such there are at least two generations that consider this reality normal. Over the last 5 years due in part to a spirally economic downturn in the country, this communities violence has began to implode, ripping apart the social cohesion holding the people together. 6 months ago after an unclaimed suicide bombing in the community in a crowded market place, a high-level meeting was held between a number of Faith-based NGO's who were invited into the community by its leadership. During this meeting, it was agreed to allow a grassroots organization called the VOICES Global Collective to run a series of 10 workshops to address the problem of the community's culture of violence. It is the vision of the stakeholders that their young people will begin to adopt and champion a new vision of seeking Peace in the midst of the turmoil that is Sodom and Gomorrah, whilst stakeholders address the larger issues that allow violence to take root and thrive.

The Anticipated Change: Workshop participants would have committed to, and began to practice principles of conflict transformation as described to them by VOICES Global Collective. VOICES Collective defines conflict transformation as the practice of "seeking to find, sit with, understand, give name to, and then transform a conflict situation into an opportunity for empathy, learning, choosing, building, and growing into a peaceful way of being. The Process of Peace Crowning is a journey participants commit to embark upon together. This journey involves participation in the conflict transformation workshop series, planting and nurturing a peace garden, and designing and delivering a personal action plan of sharing knowledge learned.

SESSION 1

Welcome! Welcome! Welcome! We are very glad that you have joined us for this workshop series on transforming conflict and crowing peace in your community. We look forward to our work together as we move towards transforming our communities and ourselves for peace.

*Yesterday is gone,
Tomorrow has not yet come,
We have only today.
Let us begin –Mother Teresa*

TASK 1: Breakfast Warm Up Activity!

- Please turn to the person sitting with you at your table and do the following:
 - **Introduce** yourself!
 - Share your **favorite hashtag** that is commonly used to post and or find info on your community online. ###
- Together with your partner, take a look at the box below and **discuss** its contents over your meal. It has **key words** I took out of our pre workshop phone conversations. Discuss which of these words you would put together to **make a hashtag** for what you hope to achieve with our time together. Write the hashtags in the doodlebox below! **Get familiar** with the hashtags! We will be using them!



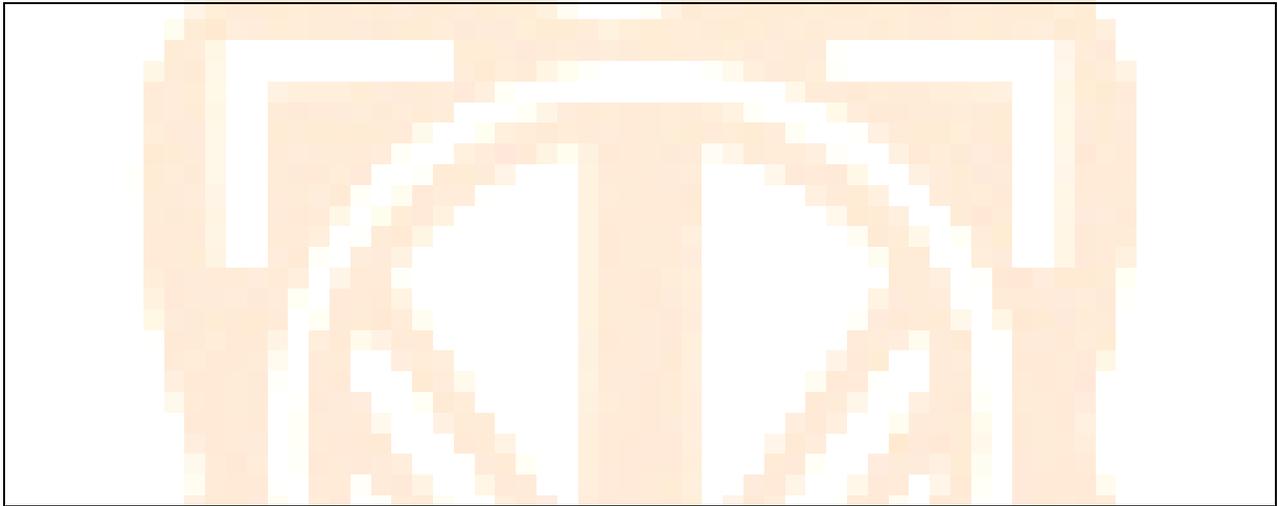
Doodle-box:

*No Matter What, No star is too far to reach, and you must never give up! –
Michael Jackson*

TASK 2: Guidelines for Engagement

- a. You are now invited to discuss with your partner and together come up with 6 guidelines for how you will treat each other to honor the time together.

Write the Guidelines in the box below



- b. There are **5 stickers** on your table for each person. Each of these stickers have a number written on it. We now invite you to walk to one of the four flipcharts around the room and **add your guidelines** to the growing list. Please take a sticker from each of 5 stacks with you as you do this task. Once you are done writing your guidelines, please walk around and **rate**, using the sticky notes, **each of the guidelines**, written by the rest of your colleagues. Rate them in the order of your preference from 1 to 5. This will help us later on in the day when we are deciding our final guidelines for the rest of our time together. Thank you!

Doodle-box:



***“If you want to go fast, go alone. If you want to go far, go together—
African Proverb*”**

TASK 3: SURPRISE!

By now you would have finished your breakfast and guidelines tasks and are ready to continue. Well-done on the first 3 exercises of the day! Please look in the center of your table you will find a gift box with your name on it. Please, Open it! **Surprise!** We are giving to all the participants in this workshop an Internet enabled electronic tablet device. This device is going to enhance our time together and our learning and sharing! It is all charged up and set up on our network and ready to be used! You will need it for the next task.

- a. Using your new device or the journal provided, please think about and write down your favorite **happiest childhood memory**.
- b. Take some time to **silently reflect** on the memory written. What do you see as important factors that were needed for the memory to happen? Use this as a starting point to **brainstorm your vision** for a happy, peaceful, version of your community. Record these ideas in your journal or your electronic device. There are drawing, voice & video recording apps you can use to help you in this process. **Allow your imagination to lead you in this task.**
- c. You are now invited to share your ideas with your partner. Please **listen attentively** to each other's sharing. Please refrain for now from asking questions or commenting.
- d. After listening to your partner, if you would like to, you are invited to now make any additions to your **personal visions please do so individually.**

TASK 4: SnapChats, Hashtags & Whatsapp's

- Sign in on your devices to the **snapchat** account created for this workshop series. We invite you to make a snapchat posting describing the vision you imagined. Feel free to do it as an individual posting or a joint posting with your partner. Don't forget to use our **hashtags** on your posting!
- Next, please sign into the whatsapp discussion forum and write one thing you learned that is common between you and your partners dream for a happy healthy peaceful community! Feel free to use as many emoticons as you need to get your idea across! Write a thought or two on how the vision has inspired you.

TASK 5: Community Vision Mapping Exercise

- a. Please turn your **attention** to the **screen** for further **instructions** for this task. (The video that will be played will be a message recorded by a respected community peace activist giving them instructions as follows:
 - Please bring your vision entry and your electronic device with you to the front left corner of the room by the window where there is a roll of paper set up on the communal table. Along with your partner choose a section of the paper and begin to draw/write/ illustrate in whatever way you desire, your ideas that you shared in the last session. You are encourage to engage each other on your visions by asking further questions to help each other pull out further details to create fuller pictures
 - **Have fun with it!** Use the colored pencil, glitter, sparkly glue and all the craft supplies you have at the table to communicate your vision.

TASK 6: Morning Session wrap up

You are now invited to go around and **visit** the finished community vision map. What **word** would you use to describe how you are **feeling** at this moment? Choose a sticky page and write it down. We invite you to stick it anywhere you like on the map! As you go around, please speak to **3** different people you don't know and share your thoughts.

TASK 7: Lunch Thoughts

On your lunch break, please select one of the pictures and **think** about the **quote**. We will talk about your thoughts when we return from lunch.

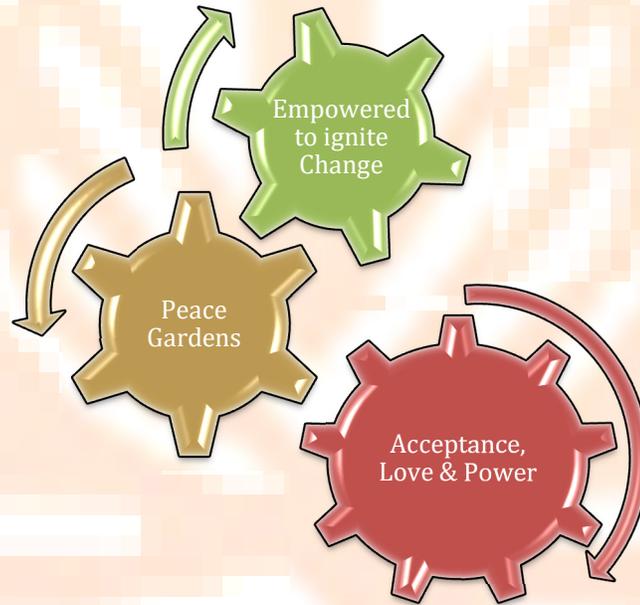


TASK 8: Transition time

- Take a moment to **introduce** yourself to the new people in your group. **Share** your thoughts on the picture you chose to reflect on. What seems impossible to do in your community? Who are the grassroots people you know?
- On each desk you will notice a **pack of seeds** and some gardening materials. We will be using these in this afternoon's session. Discuss in your group what ideas you have about people who do **gardening and small-scale farming**.

TASK 9: Conflict Transformation Model

- a. Please turn to the screen for a **video** on the conflict transformation model. After the video there will be group dialogue led by the facilitator.



1. Discuss what **theme really stuck** out for you in the video. Choose a member of your group to **represent** you and **present** on behalf of the team.

Doodle-box:

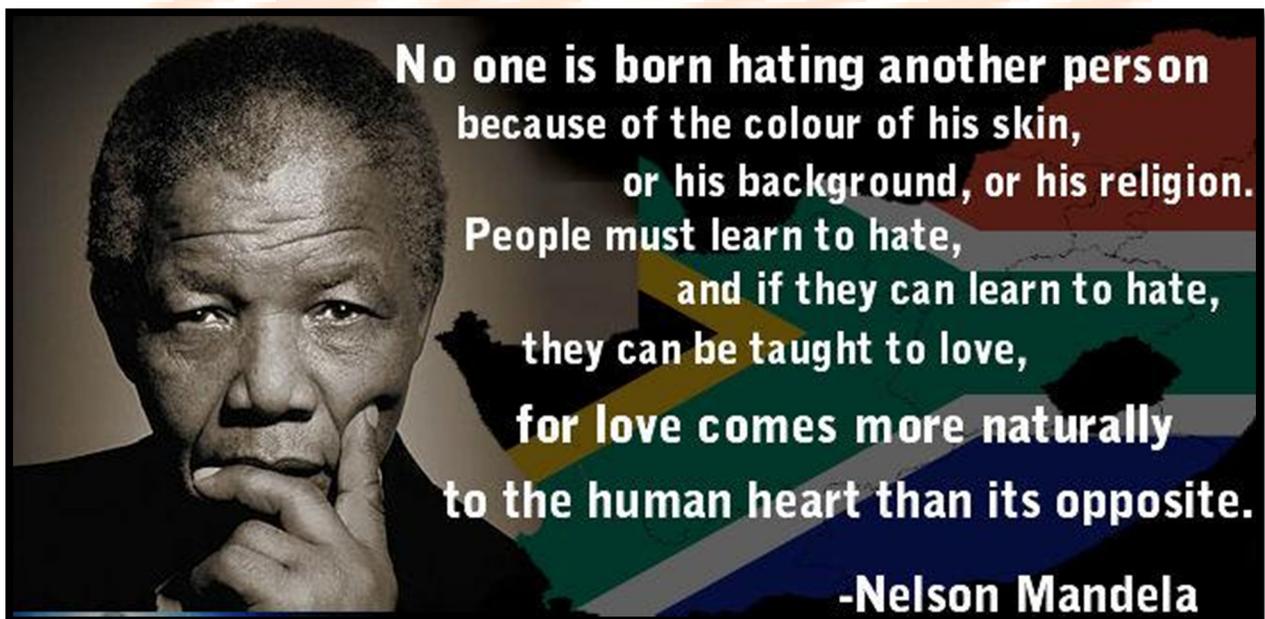
“We live by hope, but a reed never became an Iroko tree by dreaming”- Proverb.

TASK 10: Nurturing Seeds of Peace

As a team decide which of the **themes** mentioned in the video you would like to **plant and nurture in your planting box**. Once you have decided on your top three themes, take a seed each out of the bag labeled with the theme and plant them into the seedling pots you have before you.

TASK 11: Spread the Word

- Go back to your electronic devices and go onto the facebook page for the workshop. There are three questions on the page. **Please comment** on them with the information you have learned today.
- The last task for the day, please go through the **newsfeed** of our facebook friends. Look for an opportunity on two of our friend's pages to respond to **comments, postings, or share an idea** that has come out of your **learning today** and relates to any one of your three themes. Be sure to use our hashtags and to link our snapchat and twitter account to this share!
- We leave you with this picture and quote by Nelson Mandela to reflect on till we meet again in two days! Don't forget to come in and water your seeds tomorrow!



Appendix A: Facilitators Guide

The Participants: A group of 12 mixed sex, mixed faith, unemployed young people (between the ages of 14 to 25), from the Sodom and Gomorrah community, identified as change agents and influencers in their peer-group.

The Facilitator: Facilitators and supporting persons will be staff of the VOICES Global Collective trained in effective youth participation strategies and in the Conflict Resolution and Peace Crowning Model. VOICES Global Collective will use staff from its local or regional offices to help minimize cultural disconnects and improve safety, respect and engagement.

The Place and Space: This workshop series will be held in both “the peace workshop” and “the field”. Sessions that require quieter spaces for in-depth personal and group engagement will be held in the community recreation room located in the heart of the community. The location is chosen strategically in order to show the community that its leadership is dedicated to seeing change happen and is to this end, giving up prime meeting space for this change training to occur. In addition, being that this space is already known as a safe space for people of both religions and both sexes to gather for community events and celebrations, it is anticipated that there will be no religious and or gender barriers to participation. Its central location in the community also means that access is easier, and necessary infrastructure like toilets, electricity, the Internet and a canteen are all on site.

Fieldwork, like the Peace Gardens, and the skills practice sessions will be held in the larger community. The Community stakeholders have donated 4 small plots of land for the garden project in the four corners of the community to signify complete buy-in into the project.

Skills practice sessions locations are to be determined, as it will depend on the individual participants and their own goals for these sessions.

The time and timing: This workshop series will be held over a period of 6 months. There will be 6 workshops per month, on a twice a week basis. The 4th week in the month will be a 2hr-long informal learning and sharing session between the selected workshop participants, interested community stakeholders and evaluating representatives of VOICES collective.

Each of the weekly workshops will be held on the same day preferably Wednesday and Thursdays for VOICES. However, the final days will be formally chosen in conjunction with the workshop participants. These daylong workshops will start at 9:30 am and will have major three time blocks described henceforth as sessions.

The first session will be two hours long. It will include a 35-minute breakfast, then a maximum 25-minute reflection (journaling, storytelling etc) exercise. It will be followed by a larger group engagement that will include the day's goal setting as well as a "learning and sharing" opportunities.

Timing Overview: Before breakfast is served, the lead facilitator will give a brief introduction of herself and her team. Participants would be invited to play a simple icebreaker game or some other warm up activity. The overview for the day will be giving and participants will then be invited to do a check-in exercise. Depending on the content to be covered breakfast time will either be included in the learning time or set aside exclusively for relationship-building.

An hour-long break has been scheduled for a communal lunch. After lunch will be two 45-minute engagement times to work through the content for the day with two 15-minute snack and activity breaks in between. The last session of the day will be the fieldwork portion of the workshop series and will be scheduled to last 1.5hrs. Participants will then be required to do a 30 minutes whatsapp chat with the larger group to share any thoughts, concerns, new ideas, parking lot items for the next day. The chat will end at 5pm and the group will be provided with dinner vouchers and released for the day.

Materials Needed: Funding procured for the workshop series has allowed a budget that ensures the participants and facilitators are fully equipped for a successful workshop.

Tools needed include but are not limited to the following:

- a. 12 Internet enabled tablet devices
- b. Flip Charts
- c. Notebooks
- d. Transportation Vouchers
- e. Gardening Tools
- f. Seeds of Seasonal herbs and vegetables
- g. Projector
- h. Pens, Pencils, Scissors, Sparkly glue, color pencils, crayons
- i. Sticky note pads
- j. Snacks
- k. Water Bottles

Appendix B: The Achievement-based objectives

Content	Achievement-based objectives
<p>Conflict transformation model (wk1)</p> <ul style="list-style-type: none"> • Vision-building exercise • Goal setting • SWOT analysis • Action planning 101 • Monitoring transformation journey • Nurturing Seeds of Peace Intro 	<ul style="list-style-type: none"> • Created a personal and a group vision for a healthy prosperous community • Created a personal and group goal chart for the workshop • Discovered personal strengths, weak points, opportunities and threats to change. • Explain the utility of an action plan • Developed a base model action plan for continued use through out the workshop • Listed the parts of the conflict transformation model • Identified steps in the conflict transformation model that are useful to transform their community • Made commitments to explore non-violent ways of conflict resolution • Recorded through journaling/blogging/vlogging etc impressions and personal reflections on conflict transformation and the process • Worked together to plant and begin to nurture seeds of peace
<p>Conflict transformation model (wk2)</p> <ul style="list-style-type: none"> • Self-reflexivity • Identity mapping • Community driven health impact Assessment • Monitoring transformation journey • Nurturing Seeds of Peace 	<ul style="list-style-type: none"> • Defined conflict, violence and peace • Outlined the pathway that leads from a situation of conflict to the outbreak of violence • Brain-stormed alternate pathways that leads from conflict to peace • Mapped out the conflict hot-spots and hot button issues in the community • Explored personal understanding of root of the prevailing violent behavior and culture in the community • Engaged through critical analysis, the causes and effect of this culture in the community • Analyzed their own behavior when intercepted by a potentially conflict situation • Recorded through journaling/blogging/vlogging etc impressions and personal reflections on conflict transformation and the process • Worked together to plant and begin to nurture seeds of peace
<p>Conflict transformation model (wk3)</p> <ul style="list-style-type: none"> • Tolerance vs. Acceptance • Love vs. Apathy • Power, Leadership & Service • Praxis of conflict 	<ul style="list-style-type: none"> • Become familiar with the conflict transformation toolkit model as proposed and designed by the workshop • Explored using role play, market place and social media research and interactions the themes of tolerance, acceptance, love, apathy, power, leadership and service • Practiced using the toolkit to resolve interpersonal conflict in at least 3 separate instances, a case study, a simulated work conflict and an interpersonal conflict at home

<ul style="list-style-type: none"> • resolution • Monitoring transformation journey • Action-planning 201 	<ul style="list-style-type: none"> • Built upon the base action plan to design a long term action plan (6-12 month) to achieve conflict transformation commitment • Recorded through journaling/blogging/vlogging etc impressions and personal reflections on conflict transformation and the process
<p>Conflict transformation model (wk4)</p> <ul style="list-style-type: none"> • Training the trainer skills • Empowerment 101 • Monitoring transformation journey • Action-planning 201 • Nurturing Seeds of Peace 	<ul style="list-style-type: none"> • Designed a train the trainer module on how you would influence other young people in the community to participate in this new way of being. • Practiced using the train the trainer module in class setting • Demonstrated knowledge of the conflict transformation model by presenting a part of the model to the class using train the trainer skills. • Reviewed and revised personal action plan as appropriate • Recorded through journaling/blogging/vlogging etc impressions and personal reflections on conflict transformation and the process • Worked together to plant and begin to nurture seeds of peace
<p>Peace Gardens Project (wk5 to wk 6)</p> <ul style="list-style-type: none"> • Gardening for Wellbeing • Monitoring transformation journey • Monitoring transformation journey • Nurturing Seeds of Peace 	<ul style="list-style-type: none"> • Become <i>intimately</i> familiar with the conflict transformation toolkit model as proposed and designed by the workshop • Trained on the principles and practices of the Peace Gardens project • Worked together to plant and begin to nurture a peace garden • Self reflected on the impact of gardening on personal wellness • Devised a strategy to incorporate peace gardening into personal culture and community culture • Crown Peace to be the new and reigning culture of self and the community. • Recorded through journaling/blogging/vlogging etc impressions and personal reflections on conflict transformation and the process • Worked together to plant and begin to nurture seeds of peace
<p>Pre-Engagement Exercise</p> <ul style="list-style-type: none"> • Learning Needs Assessment Tool 	<ul style="list-style-type: none"> • List their needs and learning desires for the project • Know the content being offered in the workshop series • Be aware of the workshop outcomes • Incorporated some of their own desired learning needs into the workshop open space dialogue sessions • Communicated with the lead facilitator and expressed comments, concerns etc about the workshop

Appendix C: Learning Needs and Research Assessment Tool

The learning needs research assessment strategy will be multi-prong and triangulated with a phone call and email and invitation to join a closed face-book event page.

Conversations had in all three areas will follow the guideline below.

Dear (insert appropriate name),

This is Ahmeda from the VOICES Global Collective. I am really excited to send this message to you to begin a conversation center on our upcoming time together in the Transforming Sodom to Zion Workshop Series. We couldn't be happier that you have been selected to participate in this workshop series. Community members speak highly of you and we look forward to learning and sharing from each other. As you may be aware, the goal of the workshop is to equip you and your fellow change igniters with knowledge, tools and skills on how to transform conflict situations and, adopt a peace-promoting way of life in Sodom and Gomorrah. We will also be training you on how to train other young people with the skills you learn. These are exciting times for your community as it seeks to transform its image and culture to ensure health, well being and prosperity of its members. We are honored to be part of this journey.

In order to do the best we can to make sure that you get what YOU need from the workshop as a community change igniter, I would need you to please take the time to answer the questions below. I have attached the workshop outline and outcomes to this email. Please take a look at it and provide me with feedback especially in regards to the questions below:

- When you read the document, what excites you the most?
- Is there anything else you would like to see to help drive your learning?
- Do you have any ideas and or strategies you believe we need to consider in order to effectively engage the members of your community?
- Are there any community dynamics you believe are important for us to be aware of as outsiders coming in that would help us achieve our desired outcomes?

- Specifically in regards to our nurturing the seeds of peace sessions are there any particular herbs or vegetables that you would like for us to include?
- Anything else?

I look forward to hearing from you. If it is convenient, I would like to follow up to this email with a phone call. Please do provide your number and the best time to call you.

