



FAITH FOR PEACE PROGRAM



FEBRUARY REPORT

*Supporting Religious Leaders and
organization leadership &
peacebuilding Capacity*



TRAINING WORKSHOP

5th -7th February 2023
Grace College in East Africa
Nairobi

IN COLLABORATION WITH





FAITH FOR PEACE

PROGRAM

INTRODUCTION

Religious organizations (church) are very instrumental in fostering cohesion and harmony among communities not just in Kenya but across the globe. Because of their perceived neutrality nature in matters of conflict, politics and other interests. The church has the ability to collaboratively bring sustainable peace and reconciliation. The organizations and their leaders have the power to influence positive change partly because of the following they have but also due to their status in the society. They are held in high regard by the political class, other groups in the society and the people. Therefore, their role in peacebuilding and reconciliation cannot be underestimated.

Indeed, the church has impartiality regarding issues of dispute; it commands respect of and is acceptable to all protagonists; it has the knowledge and skill to deal with challenging issues of conflict (*Nyongesa Michael Wafula on the role of the church in promoting reconciliation in 2008-2013 post-election violence Kenya*)

There is substantial data and information that confirms the important role that these leaders play, particularly within their communities.

However, continuous development and knowledge sharing between and among the various leaders is very critical and paramount especially in dealing with emerging issues and competing interests within their organizations and communities. The church requires highly effective leadership training not only for its pastors but all the leaders and workers involved in the day-to-day functioning of the organization.

Additionally, they require the latest skills and techniques to identify and solve underlying issues affecting their members and communities.

The Faith For Peace (Faith4Peace) Program is designed to support religious leaders develop skills and capacity in leadership, storytelling, conflict management, building teams, managing change.

THEME

*Supporting
Religious Leaders
and organizations'
leadership &
peacebuilding
Capacity*

Training objectives

Re-Imagining New Communities (RNC) in collaboration with Grace College in East Africa facilitated a training workshop for the first cohort of Faith For Peace Program.

The training workshop intended to support and build on the past experiences of the religious leaders in shaping conversations around peacebuilding, leadership and self-care.

More specifically, the objectives of the workshop were that, by the end of the engagement, the participants will have:

- 1) Deepen their understanding on their critical role in creating adequate space for conflict resolutions.
- 2) A shared understanding on the linkage between effective leadership, purpose and building sustainable systems.
- 3) Strengthened skills in storytelling, detecting conflict at an early stage and designing solutions for their organizations and communities.
- 4) Learn from experiences on successful and unsuccessful practice dealing with conflict in the church, workplace, home and communities.

Participants

The workshop gathered about 16 pastors and church leaders from Nairobi- Kibera, Kariobangi, Thika, Ongata Rongai, Bahati, Dandora, and Kisumu counties. participants working in Nairobi and Kisumu.



Workshop sessions

The workshop was facilitated by **Sahlim Charles** (main facilitator) and **Grace Wangari**, a renowned storyteller and RNC technical advisor. The workshop was a highly interactive learning space and included group work sessions. Great emphasis went into maximizing the sharing of experiences among participants and working together in identifying the gaps, challenges and opportunities within their work and sector. The workshop used highly participatory methodologies and interactive learning techniques.

Pre training Assessment

Facilitated by Linda Nifa, RNC Project Assistant

To ensure that the training catered to the needs of all the participants, there was a pre-training assessment that provided the participants with an opportunity to share their motivation to join the program, what they hoped to achieve at the end of the 3 days training and also any past experience in participating in peace and leadership program

Majority of the participants indicated their previous participation in leadership training. Most of these training took place in their places of work. None had participated in peace and leadership training.

The participants shared a number expectation from the program. This included;

- Getting the right skills for conflict resolution,
- How to be an effective leader, to lead, differently, and support their churches and communities,
- Deepen their understanding on leadership and peacebuilding,
- Handling, effectively, difficult situations without 'losing' the people involved.
- To be trained to become a better leader.
- Know how well to deal with people;
- And get the right information that will help impact the communities they serve.

Day One

Session

1

Self Awareness

Facilitated by Grace Wangari

To set the mood of the training, the first session explored participants on their understanding of self-awareness. The session invited the participants to think deeper about their identity and understanding of self.

The participants answered questions like;

What is Self-awareness? Who are you?

The participants further looked at the **Johari Window Model** and its four basic forms of the self (the Known, Hidden, Blind, and Unknown Self). The Johari Window is a model that helps one to examine themselves, improve their awareness and learn how to communicate.

This model is very key for pastors (leaders) as it helps them to look at themselves, their abilities and how to connect to their world and the people around them.



The participants were able to, practically, look at the component of awareness- knowing self and others as well as knowing how to make sober decisions based on the learning from this session.

In conclusion, the participants learnt, how to nurture their self-awareness, key benefits of self-awareness and its connection with leadership.

It is important to note that leadership development relies on self-awareness. Self-awareness is a key skill in separating good leaders from excellent leaders.

Session

2

Storytelling and leadership

Facilitated by Grace Wangari

The second session centered on the importance of storytelling and its connection to leadership. Before the participants can define what leadership is about, learning about the essence of storytelling is very important.



Session

3

Introduction to effective leadership and purpose

Facilitated by Sahlim Charles

In this session the participants looked at what it means to be an effective leader, their purpose in life and how they can connect this to the work they are doing.

The participants were able to dissect and define what leadership is. Each one of them was invited to reflect and come up with their definitions. After sharing definitions, the facilitator summarized by sharing with the participants the training definition of what leadership is.

Leadership is the ability to align and inspire others to achieve a common vision.

The participants were urged to look at leadership as a process of becoming better and effective especially in realizing their individual and cooperate purpose and visions.

Further, the participants look at the definition of purpose and how to unlock their purpose. They took a look back at their lives, their calling as religious and community leaders and what drives them to pursue change.

Your purpose is your compass.

Being a leader it is paramount to know, define and always refine one's purpose in life. Since the participants were drawn from religious organizations, they were urged to clearly understand what their purpose is and also support their fellow workers in their organizations.

Session

4

Active Listening and leadership

Facilitated by Sahlim Charles

Being an effective leader requires that you learn and pay attention to how listen to people. Active listening skills is key component of leadership. Participants went through the importance of active listening to their work. They learnt on dealing with their inner emotions especially when engaging with the people they lead.

The participants also learnt why showing empathy as a leader is very critical. Instilling a sense of empathy allows leaders to build and develop relationships with those they lead.

The participant went through the seven techniques of active listening i.e. encouraging, reframing, summarizing, emphasizing, clarifying, restating and eliciting.



The participants were divided into three groups to look at different topics

Group A:

Q. How do we align our purpose to the Ministry?

Summary responses

- Understand the organization's mission and vision.
- Identify which department to serve.
- Pray and seek spiritual guidance in our desire to lead.

Group B:

Q. How do you explain your vision to the members?

Summary responses

- The vision needs to be simplified and understandable.
- The vision bearer needs to be transparent.
- Put together a small team to help with the messaging of the vision to the members.
- Write it down and hang it where it is visible to the members to see.

Group C:

Q. How to create an environment that is welcoming in Church

Summary responses

- Approachable leadership.
- Involving members in church activities especially the newcomers.

Session

6

**Synchronizing the training
with your call as a pastor/
religious leader**

Facilitated by Bonface Makanda

This session invited the participants to reflect on what they learnt in day one of the training and how they can connect to their work.

The participants were urged to seek knowledge and wisdom even as they lead their organizations and communities. Continuous seeking of new knowledge contributes directly to ones leadership journey.

You'll never rise above the information you carry

The anointing you have depends on the responsibility you have; your responsibility depends on the knowledge you have gained. Therefore, always desire to become a better version of yourself.

Develop a high sense of integrity in private and in public.

Summary of day one

Eye-Opening

Transformative

Fruitful

Successful

Knowledgeable

Refreshing

Peer Learning



Day Two

Recap

Facilitated by Nicholas Jumba,

Day two of the learning session started with a review of the previous day.

In Leadership

- Consider the team that is behind you
- Leadership as a way of aligning yourself.
- A leader should learn to face his high and lows
- Trust, courage, passion are very key
- Learn to communicate your vision to the people you are leading.

In Active Listening

- We fail to acknowledge other people's feelings when face with difficulties as a leader and we switch the focus on us.
- We need to deal with our emotions.
- Important to learn about poor and good active listening skills

Session

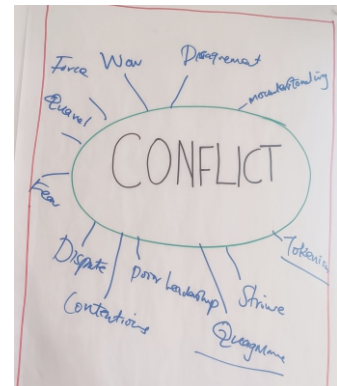
7

Introduction to conflict, conflict analysis and styles

Facilitated by Sahlim Charles

In this session the participants were introduced to conflict, different types of conflict and how it is important for them to learn to handle conflict in their work.

Participants were asked to write down which words come to their mind when they hear the word **conflict**.



The participants were able to define what conflict means. There was a brief discussion where participants shared their past experiences with conflict; where they involved or witnessed.

The participants learnt that conflict can be either be intra or inter (depending on the context and the parties involved)eg intra-department or inter-departmental.

Further, the participants also looked at the importance of perspective in conflict. To demonstrate this, they did an exercise called paper folding.

Feedback from the participants after the exercise;

- We see and conceive things differently
- We think differently
- There is no one way to resolve conflict
- Make sure you put everyone's perspective into consideration

The session also introduced the participants to conflict analysis. In this they learnt the six to consider while analysing conflict. These are

1. Who?
 - Who are the parties?
 - What do they want?
 - What power do these parties hold?
2. What?
 - What is the conflict about?
 - What are some of the recent event that have awoken the conflict?
3. When?
 - What is the stage of the conflict?
 - How urgent is it?
4. Where? – where is the conflict taking place?
5. Why? – why are they fighting?
6. How? – how do you resolve the conflict?

Lastly the participants learnt about the four types of conflict styles, where and when to use them. They also learnt the advantage and disadvantage of each style.

The conflict styles are

1. Competing
2. Avoiding
3. Compromising



Session

8

Managing conflict as a leader

Facilitated by Grace Wangari

In this session, the participants looked at the difference between disagreement and conflict. But importantly what skills they need to manage conflict in their work.

Facts about conflict

It's not a simple agreement

- Take notice and agree on a solution- perception can be right or wrong
- Conflict triggers emotions
- Conflicts are opportunities for growth
- How you manage conflict matters (will your children come to you with their issues or seek other solutions)

When faced with a conflict

- Remember the priority (solve the conflict)
- Work on your communication skills. How do you communicate your conflict - focus on the right conflict and get the right resources
- Stress management - conflict always brings stress (we lose sight of what we have and appreciate when face with conflict)
- Learn to recognize our personal deficiencies and imperfections
- Pay attention to what is being said both with words and actions

Session

9

Communication

Facilitated by Sahlim Charles

In this session the participants learnt the importance of communication to their work by looking at three different types of communication. They looked at each type, how to use it and its interpretation.

- Verbal
- Non - verbal
- Written



In this session the participants looked at how to align the new acquired knowledge and skills within their church and organizations.

The participants were urged to be up to date in their work, continue learning, understand their individual roles and ensure they put into practice every new and right knowledge they acquire.

Everyone has a role to play. If you remain unproductive in your purpose or calling you won't grow.

Issuing of Certificates

Each participant who completed the two days learning workshop was issued with a certificate of participation.



Conclusion

Workshop evaluation by the participants

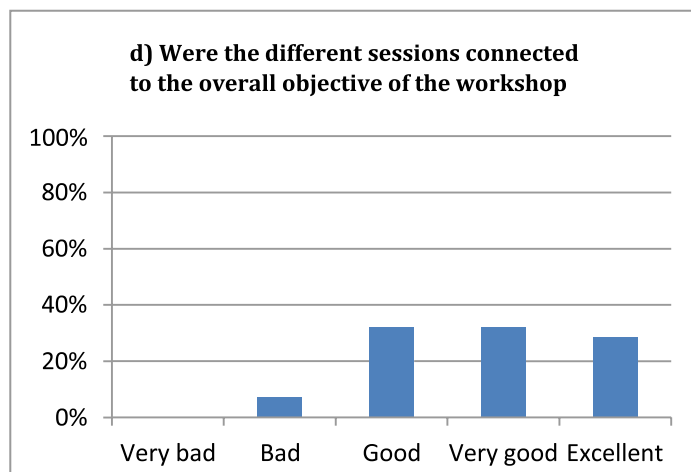
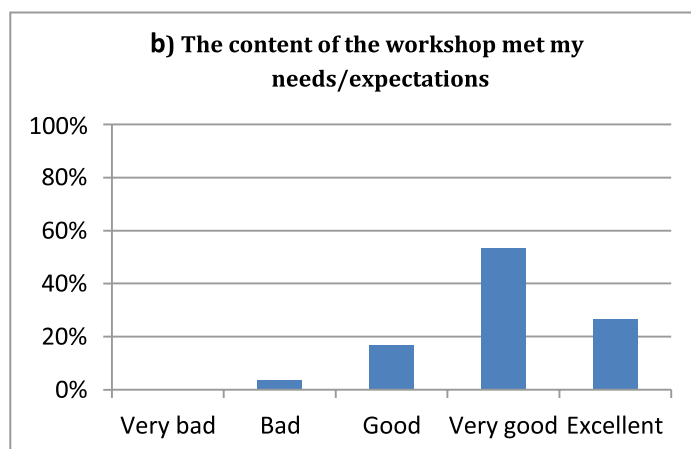
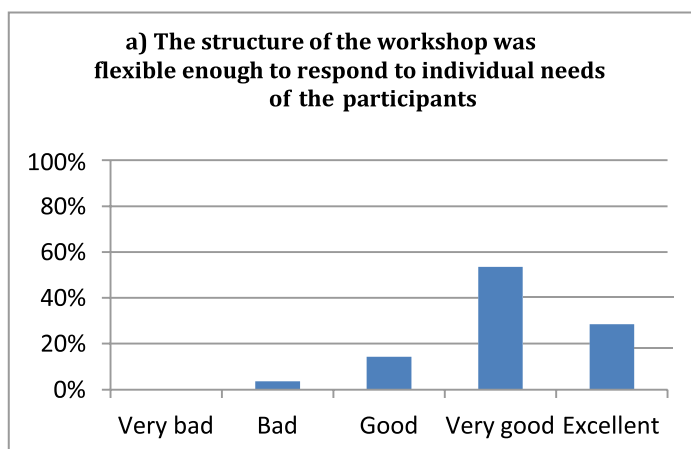
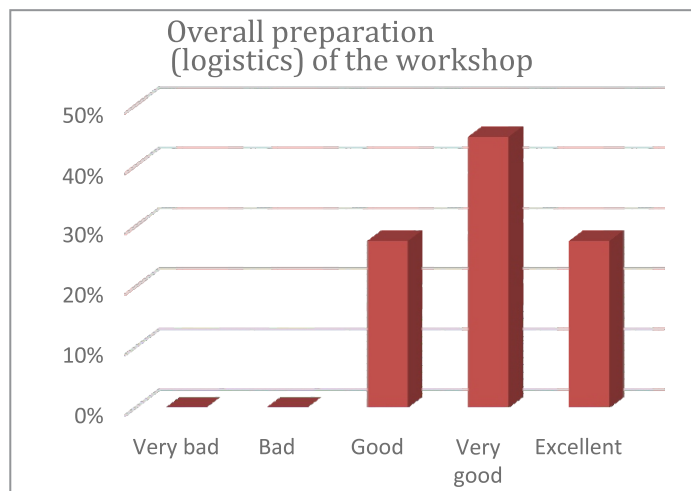
At the end of the workshop, participants were asked to fill in an evaluation form, with questions related to their appreciation, on the overall quality of the workshop and of each session, skills and concepts acquired, and recommendations for improving the quality of the training.

Below figure provide an overview of the evaluation results. Overall, the training workshop was very much appreciated by participants (95% rated it from very good to excellent). The design of the workshops responded to participants' needs and expectations. Participants appreciated the general structure of the workshop: the overall process, time allocated for each session, and materials used during the workshop. The participatory approach, including group discussions, was especially perceived as very useful and helped participants to better understand new concepts.

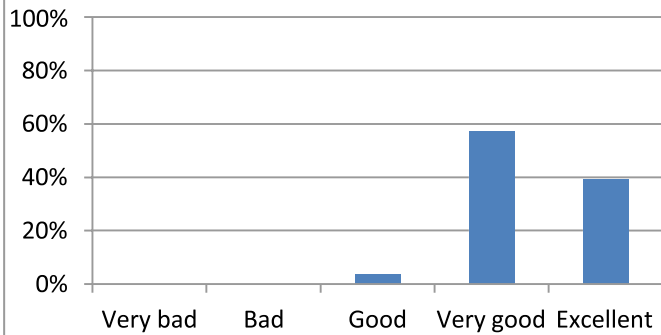
Annex 1. Participant evaluation summary

16 evaluation forms were collected at the end of the workshop. The following results are drawn from these forms.

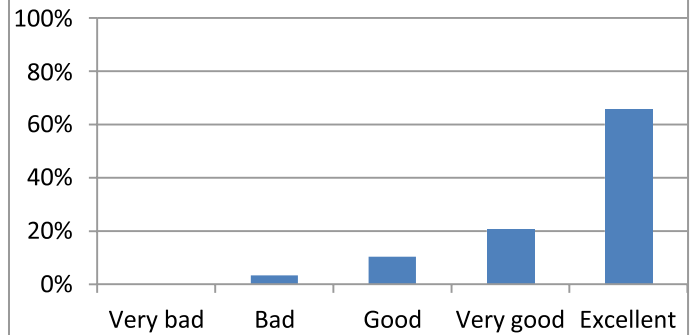
1. Overall workshop evaluation



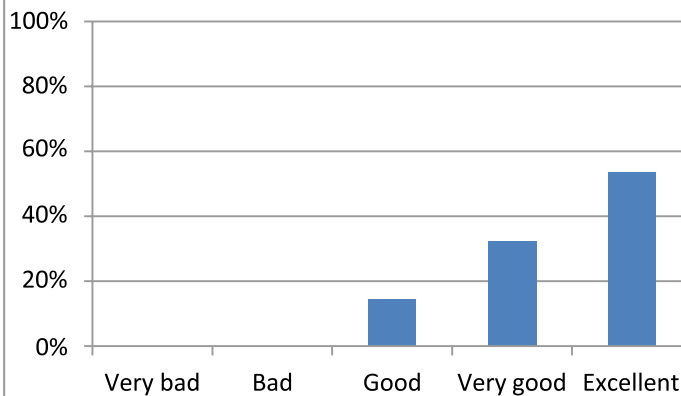
e) Did the training workshop meet your expectation



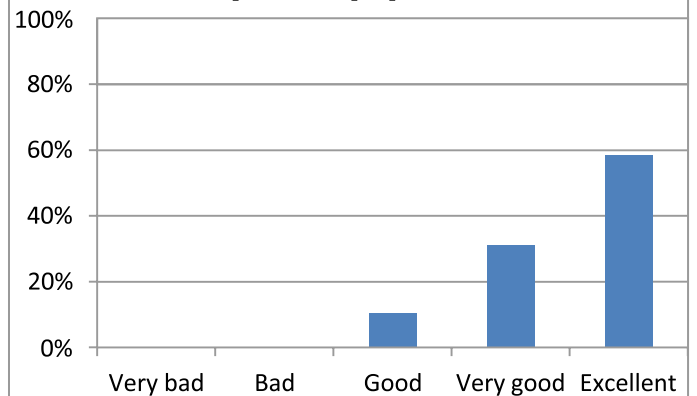
f) The group discussions were practically useful and helped exchange and better understand the methodologies for joint planning.



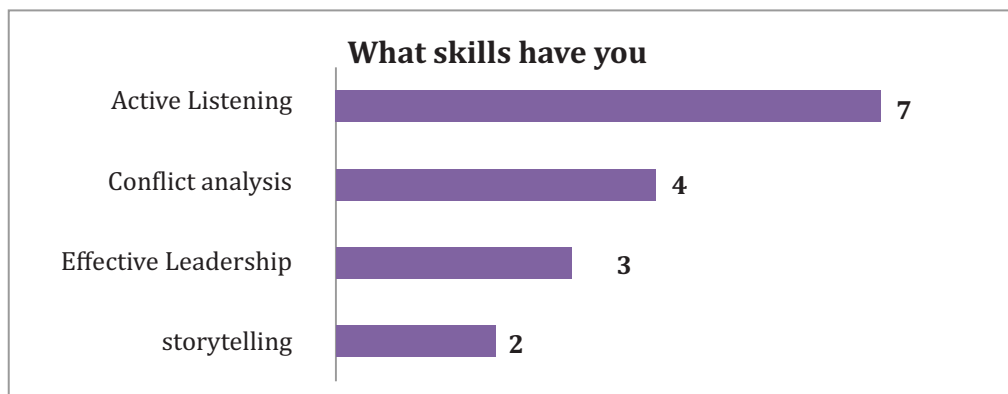
g) I am confident enough to share the new knowledge & skills with my organization



h) The overall facilitation/moderation of the workshop was well prepared and well



Skills acquired and concepts better understood





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