

Ba Futuru's dynamic conflict mitigation training workshops transforms lives, instills confidence in non-violent methods and practices and moves Timor-Leste toward sustainable peace.

After the provision of one Ba Futuru training, a participant reported:

I feel really happy about this training as I am someone that used to like being involved in conflict, I would often spread nasty rumors, use my slingshot to hurt people, and burn down houses. Many people told me this was bad, but it is only now, through this training, that I understand why. I honestly believe that I will change my behavior from now on and try to promote love and peace in my family and community.

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Ba Futuru

2009 Annual Report

"Young People Changing the Future"



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Table Of Definitions

Adat– a customary system of justice

Aldeia– village

Ashram– a boarding house run by Catholic nuns

Chefe de Suco– head of governmental level below sub-district

Chefe de Aldeia– head of village; the governmental level below Suco

Child Protection Focal Point– community members appointed by the Minister of Social Solidarity who act as liaisons/reporters between communities and the Ministry of Social Solidarity Child Protection Unit in regards to child protection

Eden– A global financial capacity building and training organizations for NGOs

Feto Rua– women representatives who serve on the Suco Council

Lia Nains– those who traditionally resolve local disputes

Lisan– a customary system of justice

Rede Feto– a national woman's organization that provides assistance, advocates for women and carries out research

Suco– structural level under sub-district



Table Of Abbreviations

AusAID: Australian Government Overseas Aid Program

AYAD: Australian Youth Ambassadors for Development

CIC: Children In Crisis

CPA: Audio Visual Production Center

CPD-RDTL: Committee for the Popular Defense of the Republic of Democratic Timor-Leste

CPFP: Child Protection Focal Point

CPO: Child Protection Officer

CRS: Catholic Relief Services

DNRS: National Division of Social Reinsertion

HRTJS: Human Rights & Transitional Justice Section

IDP(s): Internally Displaced Person(s)

IFA: Germany's Institute for Foreign and Cultural Affairs / Institut für Auslandsbeziehungen

IOM: International Organization of Migration

MDG: Millennium Development Goal

MSS: Ministry of Social Solidarity

PDHJ: Provedoria for Human Rights and Justice

PRADET: Program for Psychosocial Recovery in East Timor

RDTL: Republica Democratica de Timor-Leste (the Democratic Republic of Timor-Leste)

TAHRE: Transformative Arts and Human Rights Education

UNICEF: United Nations Children's Fund

UNDP: United Nations Development Programme

UNMIT: United Nations Integrated Mission in Timor-Leste

UNTL: Universidade Nacional de Timor-Leste (National University of Timor-Leste)

VIDA: Volunteering for International Development from Australia

VPU: Vulnerable Persons Unit

BA FUTURU'S PROFILE

Vision

To transform mistrust and violence into peace by supporting the people of Timor-Leste to engage in creating a positive future for themselves, their families and their communities. This vision is reflected in the Tetun name “Ba Futuru,” which means “For the Future.”

Mission

To contribute to peace-building and sustainable human development by facilitating the psychosocial recovery of conflict-affected, vulnerable and at-risk children and youth, and by developing the knowledge, skills and values of community leaders, young people and their care-givers in the areas of human rights, children's rights, child protection and non-violent conflict transformation.

Ba Futuru is Timor-Leste's preeminent local peace building organization. Ba Futuru staff are renowned for their quality training skills and have provided educational training programs for more than 20,000 children, youth, teachers and community leaders since 2004. Various international organizations and the Timorese government regularly contract Ba Futuru to offer its training programs in locations across the country. Ba Futuru has provided trainings in nine of the thirteen districts of Timor-Leste: Ainaro, Aileu, Baucau, Bobonaro, Dili, Ermera, Lautem, Liquisa and Manufahi.

Ba Futuru's activities are founded on the principles of mutual learning, capacity development, artistic self-expression and human rights based programming. Ba Futuru believes that every child counts and thus works to transform the lives of children, both through working directly with children as well as improving the skills of individuals who affect the well-being of young people. At the same time Ba Futuru works to strengthen the structures for the protection of women and children at both the grassroots and national levels, while empowering women and children as active participants in their communities.





Timor-Leste's debut as a sovereign member of the international community on May 20, 2002 was the result of a long struggle for independence. Four centuries of Portuguese colonization and Japanese occupation during World War II (in which more than 40,000 people died over a period of three years) was followed by 24 years of brutal Indonesian occupation. Less than 10 years after independence, Timor-Leste remains one of the poorest countries in the world.

Timor-Leste's violent past has resulted in sustained and systematic devastation throughout the country. The history of violent conflict within the country destroyed trust and created a divided society based on fear and victimization that left deep emotional and social wounds, generating ongoing cycles of violence. After Independence in 2002, Timor-Leste started upon the difficult task of national building. Things were fairly peaceful until 2006 when political and civil unrest ensued and infighting began between the police and military. Between 2006 and 2008 the country underwent a stage of unrest that led to widespread anxiety and distress as well as the displacement of more than 150,000 people out of a population of approximately one million. A lack of adequate education, unmet expectations, unemployment and the extremely high population of young people who were not in school or employed has contributed to past violence and civil unrest. With historical and relatively recent trauma occurring throughout the country many Timorese continue to have difficulty living a "normal life."

In 2008 and 2009, Internally Displaced Persons (IDP) camps and transitional shelters, which opened after the 2006 conflict, were finally closed and many families began the reintegration process into their original or new communities. The reintegration of IDPs led to a high potential for conflict within reinsertion communities. Suco (village and sub-village level) elections took place towards the end of 2009 and in many communities new leaders took charge of local governance. Many of the new leaders require assistance in developing their skills so that they can successfully fulfill their role of mitigating conflict at the local level and assisting vulnerable populations.

There is a lack of respect for the rights of women and children in Timor-Leste. Traditionally men control the power in Timorese culture, and this is manifested in a social structure that often relegates women and children to roles that render them vulnerable and disempowered. The majority of domestic violence, sexual exploitation and abuse in Timor-Leste goes unreported. However, even when cases are reported they are often dealt with through traditional justice mechanisms at the local level. Decisions made by local leaders about

domestic violence often violate international human rights norms, which Timor-Leste has undertaken to respect. Often in cases of rape and sexual violence, child victims are forced to leave school and feel that they cannot go to the police. Due to the dowry system, which is commonly used across Timor-Leste, many men consider women as property. Women and children lack power at the village level and in their home and traditionally can not stand up to men or be involved in decisions to resolve conflict at the village level. Young women in Timor-Leste are often forced to marry while still children. In addition, there is excessive use of violence as a disciplinary measure and as a means for solving disputes. As a result there is a pressing need for interventions to support women and children. Timor-Leste is a new country and government entities for protection and access to justice are still taking shape. Knowledge on how to access these entities is lacking at the local level. For Timor-Leste to sustain peace, these are some of the needs that need to be addressed.



Children and Youth in Timor-Leste

As a consequence of the immense loss of life through the history of forced starvation, extrajudicial killings, torture and disappearances, in combination with one of the highest birthrate per capita in the world , Timor-Leste has an extremely young population. Over half of its citizens are under 15 years of age and approximately 75 per cent of the population is under 25.

While conflict and poverty have affected the population as a whole, young people, due to their vulnerability and dependence, are disproportionately affected. Children and youth need psychosocial interventions in order to help them process their experiences, so that they can live with a sense of safety. In addition to the trauma of losing family members, many children have witnessed violence in the streets and in their homes, including brutal murders and houses being looted and burned.

The violence and anxiety experienced by young people during armed conflict, and during the period of recovery from it, has both short-term and long-term effects on their mental health, quality of life and subsequent behavior as adults. In a nation such as Timor-Leste, intervention is crucial. However, despite the overwhelming statis-

tics and the obvious need, there are few programs in Timor-Leste that specifically and directly address the harms suffered by children.

The current sense of disempowerment must be combated and young people must be assisted in gaining essential life-navigation skills. Such skills are required to foster a nation, and indeed a world, where extreme poverty is overcome while peace and security are assured. Ba Futuru's programming channels the vibrancy and passion of Timorese children and youth into constructive activities and empowers young people with new skills and goals, a crucial step toward lasting peace.

The photograph above depicts children at Ba Futuru's Peace Center playing on the skateboard park, the first and only one of its kind in Timor-Leste. The Center offers wellbeing activities to children and youth to help them deal with past trauma along with skill-building courses to help them achieve a positive future. For many of the children and youth participants at the Peace Center, their attendance at the center provides them with a safe environment to make friends and express their feelings.



One youth participant stated:

Before... every day, I stayed at home and played. But, after I learned about the center, I came to the center to attend classes like English and TAHRE [Transformative Arts and Human Rights Education]. In English class, I was able to speak with people from other countries. In TAHRE, I learned about human rights—children's rights and adult's rights. I think the TAHRE program is really important for me. Before I knew about this program, many times I tried to create problems. Also, I didn't have a good understanding about human rights, violence, conflict, adult rights and child rights. Now I feel happy because...I learned many things in this center that can empower me in the future.

Tahre Program

Ba Futuru's Transformative Arts and Human Rights Education (TAHRE) Program was developed in 2004 in order to strengthen the capacity of Timorese to create and sustain peace in Timor-Leste. The primary curriculum of the TAHRE Program is called the TAHRE Guide and was originally used with children in orphanages. The TAHRE Guide teaches participants about their own rights, the rights of others, and how to reduce violence in their everyday lives. There are two versions of the TAHRE Guide currently being used: one for youth and adults, and one for children. The version of the TAHRE Guide that has been developed for youth and adults provides skill development in the areas of child protection, mediation, decision making, child abuse, trauma and counseling. In 2008, Ba Futuru added community level conflict mitigation strategies to the adult version of the TAHRE Guide including lessons on conflict mapping, conflict analysis, negotiation and conflict transformation with assistance from Concern Worldwide and Action Asia. The 2008 version of the

TAHRE Guide is the most updated version and was used for community trainings and workshops for youth and adults throughout Timor-Leste in 2009.

The TAHRE Guide uses psychosocial activities involving art, music, and games. The interactive role-plays and trust-building exercises used in the TAHRE program have helped to equip participants across Timor-Leste (e.g., former IDPs, prisoners, orphans, childcare workers and beneficiaries, teachers and students, and those living in high-conflict zones and poverty-stricken rural areas) with the skills needed to create a more positive and peaceful life. In addition to the TAHRE Guide, the Ba Futuru-produced Positive Discipline Manual has been used for TAHRE program trainings to provide youth and adult participants with specific information about the importance of non-violent discipline and respect for children's rights.

The TAHRE Guide is available on the internet for use by external organizations and has been adapted for use in countries in Africa, Latin America and in various locations in the United States of America. Access to the guide can be found on Ba Futuru's website at www.bafuturu.org



Achievements

In 2009, Ba Futuru engaged more than one thousand participants including children, youth, parents, civil society actors, members of martial arts groups and gangs, teachers and community leaders with intensive trainings on peace building, human rights, civic education, conflict resolution, child rights and/or child protection training seminars based on Ba Futuru's TAHRE curriculum and the Positive Discipline Manual (please see Annexes for the details on training dates, locations and participant numbers).



Training participants benefited from:

- Enhanced conflict resolution, mediation and peace building skills;
- Psychosocial activities for coping with, and overcoming, their experiences of violent conflict;
- Practiced problem solving skills;
- Knowledge of child rights, human rights and self-worth;
- Positive discipline strategies.

Outcomes:

- More than one thousand children and youth benefited from psychosocial activities and skill building trainings at Ba Futuru's Peace Center in Comoro, Dili and in Tasi Tolu in 2009.
- Ba Futuru held 28 sets of conflict mitigation workshops with more than nine hundred community leaders, teachers, youth, children, CRTs, marital arts and gang members and other community members strengthening skills for conflict mitigation and resolving problems without the use of violence.
- Ba Futuru provided seven child protection trainings including positive discipline lessons reaching 157 key actors in the protection sector including Child Protection Focal Points, UNMIT Human Rights and Transitional Justice Section (HRTJS) staff, teachers, civil society actors, youth, parents and community members.
- 35 service providers working in safe houses, government social service institutions, and NGOs across Timor-Leste received an internationally accredited training program on community recovery - including units on trauma healing and counseling - from Southern Cross University lectures.

2009 PROJECTS

- *Community Peace Building Support Network*
- *Income Generation, Peace & Development Project for Atauro Island*
- *Peace Building Psychosocial Recovery Project*
- *Peace Building Support Project*
- *Youth Integration and Development Initiative*

Community Peace Building Support Network

By instilling confidence in non-violent methods and practices at various levels in Timorese society—a move toward sustainable peace can be achieved in Timor-Leste. The Community Peace Building Support Network project helped to build capacity in the areas of non-violent conflict resolution and prevention at the grassroots level supporting a peaceful future for Timor-Leste. The project also allowed for six teams of Ba Futuru-trained facilitators (the Community Response Teams) to engage, support and educate key stakeholders in peace building within their communities. With generous funding from Germany's Institute for Foreign and Cultural Affairs (Institut für Auslandsbeziehungen, ifa), the Community Peace Building Support Network project

was implemented in the city of Dili, the capital of Timor-Leste, and Atauro Island between August and December of 2009.

This project made it possible to train 188 community members (including community leaders, youth representatives, students, ex-prisoners and members of martial arts groups) in six conflict-prone communities. An overwhelming majority of training participants reported that they were able to better understand ideas and skills related to conflict resolution and implement conflict mitigation strategies in their own lives. Further, the project supported the display of six community billboards with anti-violence and child protection messages in the target areas.

Due to the success of this project Ba Futuru is committed to continuing to use the new model in the future. The Community Peace Building Support Network project contributed to conflict resolution efforts in Timor-Leste through educating and empowering community members and youth leaders on aspects of conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, human rights, civic education, gender equality, rumor management and democracy. The trainings engaged community members in five high-risk reintegration communities in Dili, contributing to the government's priority for 2009 for the peaceful reintegration of families, a key part of the larger National Recovery Strategy. The sixth training provided members from various rural villages of Atauro Island with new skills for conflict mitigation leading to increased potential for rural development, another government priority.



Income Generation Peace & Development

Project for Atauro Island

In an effort to bring income generation opportunities to the most rural part of Dili District - Atauro Island, where people are living under extremely impoverished and difficult circumstances - Ba Futuru worked together with local non-governmental organization Roman Luan to enact the pilot of the Income Generation, Peace & Development Project in 2009. This project was fully funded by the Office of the President and the Democratic Republic of Timor-Leste's Civil Society Fund under the Office of the Prime Minister. This project included tourism promotion, women's empowerment, nutrition training, education on turtle protection, and conflict mitigation trainings for community leaders and youth from all five sucos. This project supported the government of Timor-Leste's priorities for 2009 in the areas of rural development, human resources development and effective and clean government. Through poverty reduction, income generation activities and training for youth and women, local infrastructure and governance structures were strengthened assisting with

progress towards sustainable development. Ba Futuru engaged the local community on Atauro Island together with the Atauro-based organization Roman Luan to develop income generation activities and strengthen the capacity of community leaders from all five sucos on Atauro Island.

In an interview about the impact of this pilot project the Sub-District Administrator for Atauro, Manecas da Conceicao Soares, remarked:

This project has already begun to give real opportunities to the people of Atauro to improve their economic situation and achieve sustainable development. Through education and the responsible use of our rich natural resources, this project helps us to develop our island.

The tourism promotion component of this project helped to increase income generation opportunities for islanders. Ba Futuru created a tourism website for the island, as well as a magazine titled Atauro Island of Adventure, and tourism information boards. In addition, Ba Futuru worked with Roman Luan and the local community to start a monthly tourism event called Atauro Day. This event, held on the second Saturday of each month, allowed visitors to see, hear and experience the fantastic

traditions, culture and scenery of Atauro. This event brought thousands of national and international tourists to the Island of Atauro and encouraged them to buy local products and food. On one Atauro Day, for example, the Boneca women's cooperative made over \$800 USD from selling dolls and other handicraft items to tourists.

Each month for Atauro Day, the five sucos that make up Atauro Island participate through organizing performances including traditional singing, dancing, drama and drumming. This event also promoted the preservation of traditional cultural practices and provided financial support to local groups enabling them to acquire traditional cultural ceremonial items. Through this project Ba Futuru also worked to provide ongoing organizational development support for Roman Luan. Moreover, Ba Futuru assisted Roman Luan in restructuring its main asset, the Tua Ko'in Eco Lodge (one of the two main visitor accommodation sites on the island), in order to increase its income generation capacity.

An additional element of this project included two five-day intensive trainings that engaged a total of 43 community leaders from all five sucos of Atauro Island on: conflict resolution, conflict analysis, human rights, gender equality, child protection and child rights, positive discipline, civic education, decision making and peace

building. Participants were enthusiastic and showed a keen interest in the topics covered by Ba Futuru facilitators. Through this training the participants realized that often conflicts in their communities stem from a failure to consider the rights of others. Those following the training felt that the conflict resolution and mediation elements of the training would help them to make peace both in their families and communities. Furthermore, the participants also found that the strategies presented in the training will allow them to avoid negative conflict scenarios and to build peace and development for Atauro Island.

In November, Ba Futuru facilitators held a special four-day peace-building workshop in Makadade suco due to the violence that took place there in October stemming from the suco level elections. This training provided youth and community leaders with skills for analyzing and resolving their conflicts without the use of violence. Helio Roberto Reis Dias, the lead facilitator in Makadade, reported that he felt the training was very effective due to the fact that it was done directly with the people who were involved in conflict during the suco elections. In November, Ba Futuru supported the Office of the President's initiative to create the first international fishing competition on Atauro Island by providing logistical support, community negotiations, and beach clean up.

Peace Building Psychosocial Recovery Project

Since 2006, Ba Futuru has been working to further develop the psychosocial recovery component of the TAHRE Program. Due to the void of skilled trauma healing service providers in Timor-Leste, Ba Futuru began reaching out to partners in order to gain skill enhancement for its own staff on trauma healing and community recovery. Therefore, once partnerships were set up making community recovery trainings available, it was decided to open these trainings up to others working in trauma and community recovery.

Ba Futuru managed the Community Recovery Training Project between 2007 and the end of 2009. This project allowed for the provision of an internationally accredited

training program in Timor-Leste based on the highly esteemed trauma-healing curriculum of Professor Judy Atkinson. The lecturers and corresponding practical application components were led by a dynamic Timorese woman named Ina Verella Bradridge, who has a master's degree from Southern Cross University, together with various visiting lecturers from SCU. After eight units of study, ten students received a graduate level diploma in Community Recovery from Southern Cross University. The Diploma includes theory and practical sessions on: trauma healing; counseling; community violence and recovery; loss and grief counseling; recreating the circle of well being; working with children in regard to prevention and healing; working with youth; and women and men's healing and recovery. Six Ba Futuru staff completed the Diploma in 2009 and more than 30 additional service providers from safe houses, government agencies and mental health NGOs across Timor-Leste received train-

ing as part of this project. AusAID and Southern Cross University were the primary sponsors for this project, with additional financial and in-kind contributions from Timor Children's Fund, HOPE, Pradet, Ba Futuru and UNICEF.

Mrs. Bradridge, the main lecturer for this project, explains the progress of the students who are also service providers in their communities:

I have observed that some of the students who were previously closed off and now are able to open themselves up and share their experiences and pain. Many of the students, who are also trauma recovery service providers, have learnt to better listen to others and understand their clients' problems from their perspectives. I was particularly impressed by the fact that a few of the students have been able to overcome extremely difficult circumstances in their own private lives and still be ready to help others.

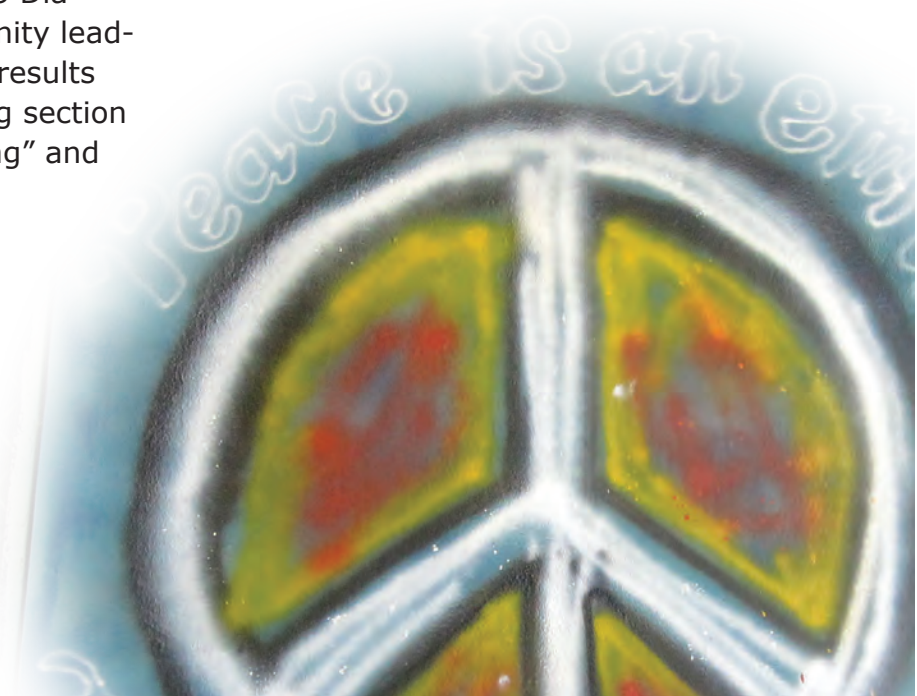
Peace Building Support Project

Ba Futuru's Peace Building Support Project aimed to build trust and strengthen community leadership and cohesion. The United Nations Development Programme (UNDP), with funding which they received from AusAID, provided the majority of financial support for this project. These funds came from the Hamutuk Hari'i Konfiansa funding scheme that was overseen by the UNDP in coordination with the Ministry of Social Solidarity (MSS). This project supported Timor-Leste's National Recovery Strategy by providing skill development on conflict mitigation in areas that received a large number of families returning from IDP camps as a result of the 2006 crisis and its aftermath. Between October 2008 and September 2009 Ba Futuru held twenty intensive training seminars reaching 509 at-risk youth, community leaders, youth representatives, martial arts members, Child Protection Focal Points (CPFPs), teachers, and community members.

In January, Ba Futuru trained youth and community leaders in Comoro, teachers in Baucau, and the leaders of gangs and

martial arts groups in Dare. In February, Ba Futuru trained additional community leaders in Baucau. In March, Ba Futuru conducted trainings with community leaders in Camea, and youth and community leaders in Venilale, Baucau. In April, Ba Futuru facilitated trainings in Metiaut and Beto for community leaders and youth. Also in April, follow-up meetings were held with participants of previous trainings in various locations throughout the districts of Dili and Baucau. In May, Ba Futuru continued trainings and worked with the MSS Dialogue Team members and community leaders. See more information on the results from these training in the following section entitled "Community Peace Building" and in the report Annexes.

This project built on Ba Futuru's prior success working with at-risk populations—including children and youth living in high conflict areas, prisons, transitional shelters and IDP camps. Through this project, Ba Futuru supported MSS' reintegration initiative by engaging youth, teachers, Child Protection Focal Points (CPFPs) and community leaders in seminars enhancing their understanding of conflict mitigation, human rights and child protection issues, as well as providing hundreds of additional children and youth with psychosocial and skill building workshops at Ba Futuru's Peace Center in Comoro, Dili.



Youth Integration and Development Initiative

The Youth Integration and Development Initiative led to the creation of a vibrant youth center in Dili, which is called the Peace Center (Sentru ba Dame), by the local community. In order to actively and positively engage Timor's largest and most critical demographic—young people—in 2006, Ba Futuru partnered with Edge-ucate.org and Uma Juventude to develop this Peace Center in order to provide outlets and activities for young people to enhance their personal and social development. During 2009, support from Austin Community Foundation, the British Embassy in Jakarta, Global Fund for Children, the Japanese Embassy in Dili, Timor Children's Fund, UNDP and the UNMIT made it possible to continue the important programming being provided at the Peace Center through infrastructure improvements and allowed for the building of a new office for Ba Futuru and a training facility next door to the center. For the details of the types of activities that are involved in this project and their outcomes please see the following section entitled "Ba Futuru's Peace Center".



CHILD PROTECTION

UNICEF and Plan International's 2006 joint report on Timor-Leste, entitled "Speak Nicely To Me," cites that, in Timor-Leste, "two-thirds of children (67 per cent) reported teachers beating them with a stick and almost four out of every ten children (38.7 per cent) reported teachers slapping them in the face."

In order to help reduce the prevalence of violent discipline practices, Ba Futuru has developed a training curriculum and resource materials on child protection and positive discipline. This initiative was undertaken in 2006 after childcare staff in orphanages expressed a need for more information on non-violent ways to discipline children.

In 2008, Ba Futuru augmented its prior experience in training teachers and child caregivers by developing a more comprehensive child protection and positive discipline training. This training includes units on:

- Child rights;
- Children's psychosocial needs;
- How to identify children at risk and investigation strategies;
- The negative impacts of physical discipline;
- Positive discipline strategies;
- How to respond to children at risk and report child protection cases.

Materials for this training were drawn from Ba Futuru's Transformative Arts and Human Rights Education Guide and Positive Discipline Manual.

The Positive Discipline Manual and corresponding training modules were used to reduce the use of physical discipline as well as to provide positive discipline strategies. Trainings on positive discipline are especially important in Timor-Leste because the use of physical discipline is extremely prevalent. The facilitation of dialogue about healthy interpersonal relationships between children and those who care for children can significantly help to protect children from violence and abuse.

The Positive Discipline Manual details many reasons why violence and physical punishment should not be employed with children. The ideas from the Positive Discipline Manual and the corresponding trainings have been well received. Teachers communicated that the discussions stemming from trainings have given them new ideas and important information to which they had not previously been exposed. As the comments below indicate, teachers have shown remarkable enthusiasm about wanting to stop using physical discipline after realizing that it can have negative impacts on children.

In a country where many people do not yet recognize that there are negative impacts of physical punishment, providing parents, teachers, community leaders and other caregivers of children with information about the negative impacts of physical

punishment, while also helping them to build positive discipline skills, is instrumental to stopping the cycle of violence in homes, schools and communities. Hence, the Child Protection and Positive Discipline training have become an integral way for Ba Futuru to achieve its mission of peace building in Timor-Leste.

During 2009 Ba Futuru provided six training seminars on child protection and positive discipline for 145 participants including a variety of key actors in the child protection arena. Training participants included police, safe house staff, Community Response Team members, parents, teachers, UNMIT HRTJS staff, members of the child protection network in Baucau and Ministry of Social Solidarity district-based Child Protection Officers (CPOs) as well as MSS national staff. Through these trainings Ba Futuru was able to positively impact the lives of children throughout Timor-Leste by increasing the understanding of those individuals working in child protection positions. Evaluations done with these training participants indicated that many of them not only reduced of the use of violence against children in their own lives due to they knowledge and skills they gained in Ba Futuru’s training, but that they also were better able to convince others to stop using violence as discipline after having undergone the training.



Child Protection Training of Teachers in Baucau

In January of 2009, Ba Futuru trained teachers on child protection and positive discipline in Baucau District. The training was in collaboration with Children in Crisis and twenty-four teachers from Baucau attended. The following statistics and quotations reflect the success of the Ba Futuru training and the need for further education for teachers and other individuals engaged in child protection. Noting the strong change in his thinking in regard to child protection as a result of this training, one participant and teacher in a Baucau school, noted:

I am one of the angriest teachers in my school, I always use physical punishment and beat the children, but this training makes me feel guilty about my behavior. I found that the materials [covered by the training] are like a hammer that knocked my head open so that I could realize that using physical punishment is not good. Also, what I learned is like an eraser to erase my bad behavior.

In April of 2009, Ba Futuru held follow-up sessions with the 16 teachers, one headmaster, and 75 students at schools in Baucau where teachers had previously received training. The headmaster from the training in Baucau reported that 98% of the teachers from the previous training had stopped hitting their students. Ba Futuru met separately with students and asked them if their teachers’ behavior had changed. Seventy-five students from grades 4, 5 and 6 reported that before the training, 100% had been beaten (hit) by their teachers. After the training, 41 of the 75 students (55%) reported not having been hit since the training. The remaining 34 students (45%) reported a continuation of some form of physical punishment; however, many of these students indicated that the punishment was less severe and less frequent than it had been prior to the training.

In the follow-up evaluation, one teacher said:

[In the past] when the students didn’t get good results, I would strike them. I felt if I didn’t hit them, they wouldn’t learn anything. I always used to pinch the student’s cheeks so they would feel pain and follow the rules. When they were naughty in the

classroom, or when they didn’t do their homework, I would call them to the front of the class and pinch their knees so they wouldn’t do the same things.

When I had this training, I stopped pinching students. I tell them that if they did not follow the rules then they should stay outside during my class. [In one case] I called [a child’s] parents to speak with the head of the school so as to have a dialogue with him. After that, the students came back and attended the lessons and it went well.

A third grade teacher in Vemase, Baucau District, stated that prior to Ba Futuru’s training, he used to beat his wife, his children and his students, but after the training he stopped completely. He also indicated that he told a community member, who was surprised by the sudden change in his behavior, that he had changed because of the knowledge he gained in the Ba Futuru training.

Child Protection Training in Reintegration Community

On September 3rd and 4th, Ba Futuru provided positive discipline and child protection training for 35 youth and community members in a reintegration community, Manleuana, Dili. One of the participants reported that she learned a lot from the program, indicating that before the training she did not understand how to protect children. After attending Ba Futuru's training she realized that it is very important to look after children because looking after them helps to develop children's thinking and behavior. Evaluations indicated that all participants appreciated this training because they felt that it was a very helpful for them as parents.

Capacity Building for Ministry of Social Solidarity Protection Staff

In October of 2009, Ba Futuru coordinated with the Ministry of Social Solidarity to provide training on child protection and positive discipline for Child Protection Officers (CPOs) from each district of Timor-Leste as well as the national child protection staff. This training, which was funded by UNMIT's Human Rights and Transitional Justice Section, was done for a total of 18 participants.

Through this training, Child Protection Officers, who act as contact points for case management of child protection issues at the local level in each district, increased their understanding of how to identify at-risk children. Additionally these key actors were able to develop new skills to assist them in working with teachers to enact positive discipline and classroom management strategies. Moreover, National MSS child protection staff were empowered with new skills to assist them in better performing their important work in the area of case management and shaping the child protection system.

After the training, one Child Protection Officer stated:

In this two-day training I got the opportunity to learn new things that were really useful. This training helped me to understand how to link the specific needs of children to child rights and the four principles of how to support and protect the children. I also had a great time when we did the practical application and had the opportunity to meet with the kids directly. This practice taught me how to provide animation for the kids who don't know us yet. I felt happy because I could learn these new methods from Ba Futuru facilitators. As a CPO we should know how to engage with the children. Ba Futuru facilitators were excellent.

Following the training and practical application experience, CPOs and National Child Protection staff have shown on their Field Visit Reports that they are much better able to identify subtle indicators and signs of abuse, violence, disability, neglect and trauma. For example, now if a child is withdrawn from the group and not able to participate in activities, they realize that this may indicate a problem. They are also now able to use methods taught in the training to find out more from the child or from the child's friends, family or neighbors.

Participants and trainers alike appreciated the fact that the training was accompanied by practice. They felt that this melding was very useful in helping them to understanding the practicality of the lessons that they had learnt. Moreover because they were able to practice identifying children's problems in real life situations, they felt more ready to continue with this type of work in the future.

One National Child Protection staff reported:

This training was really helpful for us to work with children and their parents in the community. Even though some lessons (child rights, child abuse and referral pathways) we had learnt already, the new lessons like children's special needs, the principles of support and child protection, trauma, and also positive discipline issues added more to our knowledge and empowered us to work with children in the community. I think that the CPOs will transfer these lessons to the community and improve their ability to work with children because during the two days of training they learnt not only how to work with children but also how to identify the problems of children.



Training for UNMIT Human Rights and Transitional Justice Section

Due to a scheduling conflict, UNMIT HRTJS staff were not able to attend the child protection training for the Ministry of Social Solidarity. Therefore Ba Futuru agreed to hold a separate training specifically for the Human Rights Section staff in November of 2009. This training was held in the UNMIT conference room on November 24th and 25th. The total number of participants that attended the trainings was 14. In regard to the training one international participant reported:

This training was really good as it offered us an opportunity to reflect on how to interact with children. The lessons in this training will help us to



implement our program in the future. I also want to share the theories with members of my family in order that they can know how to protect children and treat them in a better way.

Another perspective on the training was provided by a Timorese Human Rights Officer, who said:

Thank you to Ba Futuru for offering this information to us, which helped me to prepare myself so I can do my best to look after and protect my own kids. I learned new theories in relation to positive discipline and the principles to protect the children. Even though



that information is still new for most parents in Timor-Leste, I believe that slowly they can understand how important a child is in their family.

In the post-training evaluation one female participant reported:

I felt happy because during this two days training I learned information related to positive discipline and child protection. These lessons will help me to do my work in remote areas, and I can also use these skills with my family.

Training of Baucau Child Protection Network Members

In early December of 2009, Ba Futuru provided training on child protection and positive discipline to the Child Protection Network in Baucau with support from Catholic Relief Services (CRS). The objective of this training was to orient the participants on children's psychosocial needs, how to identify children at risk, positive discipline strategies, understanding the negative impacts of physical discipline, referral pathways and how to respond appropriately to at-risk children. Training materials were drawn from Ba Futuru's Transformative Arts and Human Rights Education (TAHRE) guide and Positive Discipline manual. The 24 participants that followed the training included individuals from: CRS, International Organization of Migration Baucau, PDHJ, Caritas, Police from the VPU (Police Vulnerable Person's Unit), MSS (including the Baucau Child Protection Officer), the Department of Mental Health, the Baucau safe room, the Alola Foundation and many other local organizations.

After the training, police officer from the VPU, stated:

I realized that I really learned a lot from this training. In my daily life and in my family, I always use violence—especially to discipline my children. Even though I understood a bit about human rights, I did not implement this practice in my life every day. During the two days of training, I felt the information was strongly related to my real life and I felt regret for all the negative things that I have done to my family and my children. As a police officer, I always find many cases in the community about violence against children. Now I will try to apply the information that I got in this training. Firstly, I will start with my family before applying it to other people.... During these two days of training I have learned how to transmit good information and educate my family. Of course, slowly I will change my past attitude and bad things to positive things. I will try to control myself so as to not use more violence against the children in my family and other people. I think that I still have a chance to make the best of my life.

Training participant from Caritas, Baucau stated:

Before the training, I already had a base knowledge about a child’s life, but from the information in this training I have been more empowered and reminded of the lessons about children. Looking back at my childhood, my parents always used physical punishment with me. They beat me and punished me a lot. They thought it would make me be a good child and, in the future, a good person. I realized in the process of my life, somewhere, I lost respect for them.... Now I am a mother of my little girl; I will teach and discipline her in a positive way. I will use the principles of child protection and apply it to my life and my daughter so that she does not face [these] negative experiences like me.

The participants reported that this training enhanced their ability to work with children and their parents in the community.

The participants spoke about the reality in Baucau:

There are a lot of parents in the community that still think that beating children or using physical punishment are effective ways to discipline children. They don’t yet understand how to treat children in a positive way. Even though our nation has already ratified the convention on the rights of children, we still have violence against children. We hope that Ba Futuru can share this good information to all communities and towns in the remote areas across Timor-Leste for parents, teachers and people who look after the children. In this way, they could understand and know about child rights, the negative impact for kids who have been abused and the principles for child protection as well as use positive discipline with children. We believe that if we work together and strengthen this child protection network, in the future we can minimize the violence used against children.



COMMUNITY PEACE BUILDING

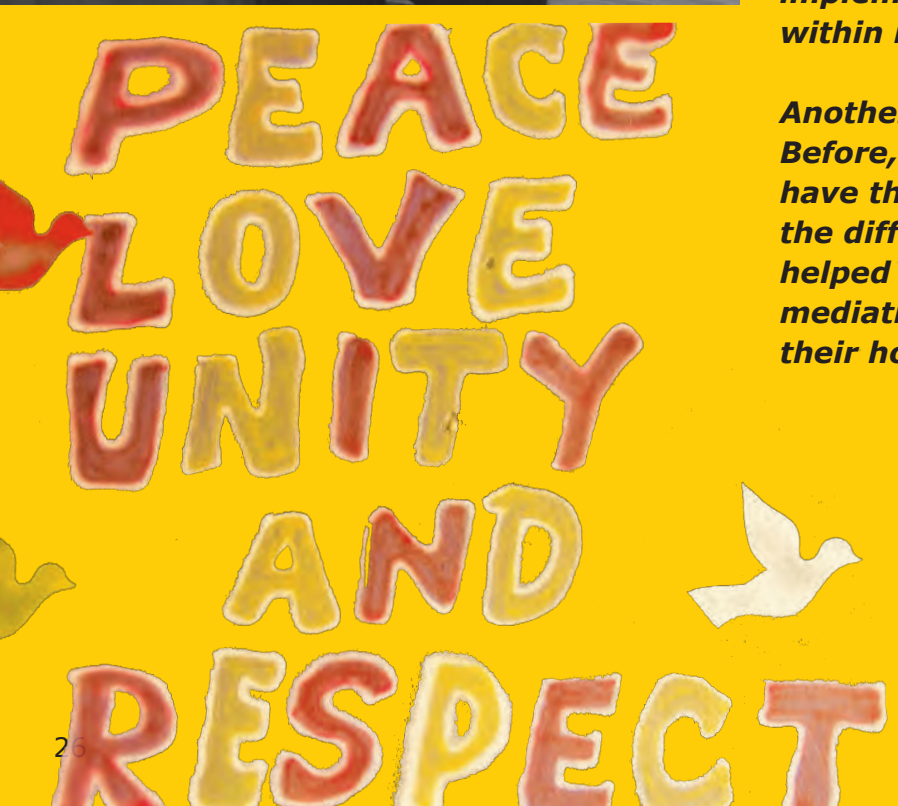
In 2009, Ba Futuru held 28 sets of workshops on the TAHRE guide for community leaders, at-risk youth, children martial arts and gang members, civil society actors and other community members. Overall, more than 900 participants followed these trainings; strengthening conflict analysis, mitigation and prevention skills, while also providing participants increased knowledge of human rights, gender equality, decision-making, civic education and protection. From January to September of 2009, Ba Futuru continued conflict mitigation trainings as part of the Hamutuk Hari’i Futuru campaign led by the MSS and UNDP. Ba Futuru focused its TAHRE trainings on youth and community leaders in high-risk reinsertion areas in Aileu, Dili and Baucau Districts in order to help prevent violent conflict in the reintegration process. Ba Futuru engaged over 500 adults and youth—including community leaders, teachers, martial arts leaders, ex-prisoners and youth representatives as part of this effort.

In addition to the grassroots community training and involvement, Ba Futuru participated in monthly meetings with MSS,

UNDP, and other organizations working toward the Hamutuk Hari’i Konfiansa (HHK) project goals. In May of 2009, Ba Futuru facilitated a training for MSS Dialogue Team members and presented the team with information on conflict resolution, conflict analysis, conflict transformation, negotiation and mediation.

A MSS Dialogue Team member, who had been working in Metinaro sub-district, noted his appreciation of such a training delivered by Timorese facilitators:

As a member of the Dialogue Team, I have previously attended conflict resolution training that was facilitated by international trainers, but often I was confused by the translations and felt I lost some of the significance. I felt good following this training because it was facilitated by Timorese people. The training helped me to build my capacity and better understand how to analyze conflict. I have learned many new lessons and instruments that will help me to analyze and transform conflicts that occur in the communities in which I work. I recommend that you continue this training in the future.



On September 2nd Ba Futuru held a follow-up meeting with MSS Dialogue Team members, and one member said the following of the training:

My experience from this training was like gold because it helped me to resolve conflicts that I have been involved in and those in my community. Before I resolved problems my own way, but always as a dictator—giving solutions that I wanted. This training helped me to understand conflict better and how to resolve problems ensuring everyone's satisfaction. I use the materials that I have learned and implement them in the community and within my home.

Another dialogue team member stated: Before, I saw problems but I didn't have the patience to try and resolve the difficult ones. This training has helped me very much, especially with mediation during the return of IDPs to their homes.

After Ba Futuru's project funding from UNDP was finished at the end of September, Ba Futuru was able to continue to carry out its peace building trainings through a related but different project, the Community Peace Building Support Network project, funded by IFA Germany, which commenced in August of 2009. Prior to the community trainings, 30 individuals from ten communities in Dili were identified and recruited to become members of first Ba Futuru Community Response Teams (CRTs). These teams were organized and trained to provide conflict identification, education and mediation mechanisms working at the grassroots level.

The Community Response Team members conducted outreach and assisted in the facilitation of community trainings on conflict mitigation using Ba Futuru's TAHRE manual in six conflict-prone communities within Dili District including: Manleuana, Bidau, Atauro Island, Becora, Bairo-Pite and Tasi Tolu. Between September and December of 2009, together with Ba Fututu the CRT members trained 188 community mem-

bers (including community leaders, youth representatives, students, ex-prisoners, members of gangs, and martial arts group members). After these trainings, 86 percent of the 188 participants reported a better understanding of conflict resolution. Ba Futuru's community trainings are life transforming for the participants as evidenced by their quotations and follow-up statistics. Furthermore, the experience - for those involved as Community Response Team members - of taking on new roles in their communities empowered them as key agents for positive change, changing their own perceptions of themselves as well as gaining respect from their communities and families. The external evaluation of the Community Peace Building Support Network project reported 96.3% of the Community Response Team members: "had successfully used their newly-learned conflict resolution skills".

In November of 2009 the Becora CRT led a training for 34 participants. Before the training, a staggering 70% reported thinking that using violence was the best way to resolve conflict; however, after the training all 34 participants, 100%, reported that they now felt it was better to resolve conflict without violence. In addition, 94%, well over the 70% expected, stated that after the training they understood conflict transformation better.

A 22-year-old youth leader in Bairo Ailok-laran in Becora shared his feelings:

I feel really happy about this training as I am someone that used to like being involved in conflict, I would often spread nasty rumors, use my slingshot to hurt people, and burn down houses. Many people told me this was bad, but it is only now, through this training, that I understand why. I honestly believe that I will change my behavior from now on and try to promote love and peace in my family and community.

A follow-up session and evaluation was held with participants from Becora on December 7th of 2009. Of the 23 participants involved in the follow-up, all 23 participants reported a change in their behavior since the training in an attempt to stop using physical and emotional violence in their everyday lives. 100 percent reported having used TAHRE materials since the training. The same youth leader as above, at the follow-up evaluation said he had recognized from the training that connection to family and community was very important and he was now in the process of rebuilding those connections.

This Community Peace Building Support Network project was successful as a result of the following principal factors:

1) Ba Futuru staff invited dynamic young people from past TAHRE trainings to participate as CRT members which allowed for a strong group of capable individuals to become empowered to develop the knowledge and skills of their community members in the areas of human rights and conflict resolution; and 2) Ba Futuru's expert facilitators and counselors spent countless hours supporting the CRT members in their work, both inside and outside of normal work hours. These staff members formed strong bonds with the CRT members and acted as an invaluable support for those who were dealing with their own issues from the past. Ba Futuru selected six ex-prisoners to become Community Response Team members. This was a risk and some of their reputations had been diminished in their communities because of their previous actions. Despite this, the results were very positive as it not only allowed for their personal rehabilitation and improved acceptance by the community, but also allowed Ba Futuru to engage key actors that are currently involved in violence and gang activity.

Working with Community Leaders

In 2009, through both the Peace Building Support Project and the Community Peace Building Support Network Project, Ba Futuru continued to target community leaders for its peace building training programs, especially Chefe de Suco (head of an area including various villages), Chefe de Aldeia (head of village), and Lia Nains (village elders who traditionally resolve local disputes). Community leaders have a large impact on the well-being of women and children due to Timor-Leste's predominant use of the adat or lisan customary justice practices. In regard to conflict resolution, community leaders often serve as de-facto judges who make decisions that impact people's everyday lives.

Decisions made through traditional justice practices often violate international human rights norms, which Timor-Leste has undertaken to respect, by disregarding gender equality and the rights of children. To counter this trend, Ba Futuru works with community leaders to enhance their understanding of human rights, child rights and child protection, as well as providing them opportunities for practicing and developing their conflict-resolution skills and a venue for sharing practices on conflict mitigation.

The Chefe de Suco of Uma Ana-ico, Venilale, Baucau reported after the training that there were various aspects of the TAHRE curriculum that he believed he would use in the future including the lessons on decision making, managing rumors, human rights, child rights, mediation, conflict resolution and conflict analysis.

Many community leaders are male and from rural parts of Timor-Leste. In working with these leaders, Ba Futuru has found that their comprehension and retention of gender equality education comes not only from the content of the training but also from the way in which the training is carried out. The fact that many of Ba Futuru's dynamic trainers are female impacts the perspective of the participants in the context of gender equality. When they see women who are skilled facilitators, knowledgeable about human rights and conflict resolution, they tend to take the lessons about gender equality more seriously.

In addition, female involvement in Ba Futuru's conflict mitigation trainings empowers women to take stronger roles in local level decision-making and dispute resolution. For example, an elected female member of the

suco council gave the following comments of the TAHRE curriculum in her post-training interview in January (she had followed the TAHRE training in October of 2008 in Comoro, Dili):

This training has been very beneficial and the material we learned has been helpful. The training developed my ability, knowledge, understanding and skills in how to assist internally displaced people who are reintegrating into the community from IDP Camps. We need to avoid discrimination occurring between families in the community and manage any conflicts that occur in our families and communities. I have practiced what I learned from the training to help resolve my neighbors' problems. They were fighting for property (land and house) in my village. Both parties wouldn't accept the others claim and were judging one another. We explained to them the law and in the end both parties were satisfied with the decision and results. I myself did not run this process, but I consulted constantly with the Chefe de Aldeia and village storyteller. We sat together and solved it through cultural

means. I also incorporated methods of solving conflicts from the training. I often act as the moderator in the conflict solving process. In this case the conflict was solved successfully, and now the neighbors live in peace with no outstanding animosity between them. I also try to collaborate with other women, share information about child protection and provide support when we meet.

Another training participant, this time a young woman, in Camea Ailok-Laran explained:

I never had a strong presence in the community because most of the time my parents didn't give me the opportunity to be involved in community activities. After completing the TAHRE training I understand so much more about gender equality. From now on I will try to share my experiences and give constructive support to others who involve themselves in conflict because talking about conflict is not just a man's role but women can also do this.

In an effort to engage the most remote, and undeveloped, part of Dili District, Ba Futuru focused part of its community leader TAHRE trainings on Atauro Island where approximately 10,000 people reside in five sucos. As a part of the Income Generation, Peace & Development Project for Atauro Island, Ba Futuru partnered with local NGO Roman Luan to bring psychosocial well-being, human rights, and conflict resolution information to community leaders and members as one aspect of the project. In August, Ba Futuru succeeded in training 43 community leaders and Roman Luan staff at two training sites with the TAHRE Guide and the Positive Discipline Manual.

Participants of the training reported the importance of engaging the rural areas of Dili District and stated the following:

In the training, I felt very happy because there were only exciting lessons about human rights, conflict resolutions, abuse and trauma. Because conflict isn't only fighting, but is also natural to humans in their everyday life, the lessons we have got here are not only to be used [at the training], but if possible we can expand them

to the whole community so they can feel peaceful. We also learned how to work together, support each other as a team because no one can do something without others.

I was really happy to attend the training for five days because the lessons are very relevant to my life and facilitation [of duties]. This training can increase our capacity as local authorities. We are from Biqueli community and we hope to implement the same lessons in our suco and aldeia.

Post-training interviews and follow-up meetings were a part of every training and revealed that Ba Futuru largely achieved the desired change in attitudes and understandings among participants. In April, as a part of the HHK project, Ba Futuru held a follow-up evaluation for 15 youth and community participants in Uai-Laha, Venilale. One training participant from Rai-Hurulale de Baixo and member of CPD-RDTL stated:

Ba Futuru engaged approximately 965 children, youth, community leaders and members, Dialogue Team members, gang and martial arts leaders

and members, community response team members and other civil society representatives in Transformative Arts and Human Rights Education training in 2009.

Until this training, I often discriminated against my colleagues. We didn't have unity within the organization or with non-members. We were always angry with each other, hitting each other, hating each other. I would use violent actions and I was arrested by the police many times because of the problems between me and my associates.

I was also involved in problems with my brother-in-law because he beat my sister to death. When my brother-in-law was in a cell in the police station I went to the police station to make trouble with him.

After the training, I am happy because I have improved my capacity—especially I understand more about human rights. In our organization, I now call together my colleagues to resolve problems in a better way. I also see my colleagues in a better way, as well as other friends outside of the organization.

Now, I have realized and decided I don't want to break this unity. If we

have problems, I will try to sit together with my colleagues to find a solution and I feel free. My colleagues are surprised at my behavior because I am patient unlike before. Now I will put my previous bad attitude behind me and I will try to go forward with a more positive attitude.

During and after the training, I haven't had problems because I continue to use the knowledge that I learned during the training. I am very grateful because, since the training, I haven't had any trouble with the police.

The post-training meetings and interviews allowed Ba Futuru to strengthen best practices as well as address methods of mitigating unforeseen problems. The post-training surveys and interviews during follow-up evaluations have empowered Ba Futuru to further its effectiveness in future peace building project.

If community leaders are able to strengthen their conflict resolution skills they will be better equipped to mitigate violent conflict in their communities. During 2009, Ba Futuru carried out intensive conflict mitigation training workshops with leaders in the high-conflict areas of Dili, Baucau and Atauro. Ba Futuru will continue to carry on its work with community leaders in 2010 bringing these important training seminars to new communities.



Working with at-risk youth, gangs and martial arts leaders

In order to reduce violence in conflict-prone areas, Ba Futuru targets at-risk youth – including gang and martial arts group members and leaders in order to offer them conflict mitigation skill building opportunities, in an effort to transform their attitudes and behavior, and to empower them with the skills to keep themselves and their colleagues out of violent situations. CRT members, several of whom come from similar backgrounds themselves, play a key role in assisting with outreach to involve at-risk and gang affiliated youth. Ba Futuru has been remarkably successful at shifting the thinking and behavior of these youth participants. For example, one training participant from Manleuana, as a part of the Community Peace Building Support Network project, stated the following:

Before the training, my behavior in the community was not good. In my neighborhood, I always created disturbances at night. I always went out in the evening and didn't inform my family. But, since the training, I have started to change this behavior. Also, I had participated in throwing stones against a community, but now, I try

to minimize this behavior because I discovered that it will not give me an advantage in my future.

Between January 19 – 24 of 2009, Ba Futuru held a training for 10 martial arts and gang leaders affiliated with disparate groups across Dili district. The training was held in the relatively remote location of Dare in an overnight training venue so that participants could focus completely on the training and avoid distractions that might arise by being close to home. One participant reported:

Throughout my life I have been involved in violence and conflict but have never really understood it. This training has helped me to understand conflict and I feel confident in dealing with conflicts I may have in the future.

Another participant said:

I am so happy that I had the opportunity to attend this training and it is the first training I have been involved in. I learned a lot more than I expected. I not only learned new ideas, but I know how to share them with others so that more people will understand how to make conflict positive.

On September 5th and 7th Ba Futuru held follow-up sessions with the martial art and gang leaders from the January training. One martial arts leader reported that the training had changed him dramatically. Before, he had no comprehension of human rights and the responsibilities of everyone to protect and respect such rights. His behavior was very rough and in his eyes only the martial arts group he belonged to was good; the rest were the enemy. This attitude led him to act violently and throw rocks at people and cars, particularly during the crisis in 2006, this made him feel strong inside.

By the time of the follow-up his behavior and attitude had changed greatly. He was working in the community to bring people together and promote cooperation. Unlike in the past, when he assaulted cars asking for money and threatened police, he was now trying to improve his behavior and influence others positively in the community. He also reported that he was using the conflict resolution material from the training and when different martial arts groups had problems they could now sit down together and ask each other for advice. Between March 23rd and 27th, Ba Futuru held a conflict mitigation training in Caméa, a high-conflict part of Dili. Ba Futuru worked together with Plan International, the Sub-District Administrator of Cristu

Rei, the Chefe de Suco, and youth leaders to conduct a training with community leaders, youth and students. The Coordinator of KORK (a martial arts group), noted his appreciation of the five-day training:

For me especially, as someone responsible for a martial arts organization, this training has provided many important lessons. I have learned what human rights and conflict resolution are, and I will use these lessons and methods in my life. In addition, this training also provided me a deep understanding of mediation and its process. As a member of the younger generation, I feel these materials will help me to avoid problems and will also help my organization, my family and my community to find better paths forward in order to live in peace.

On April 28th Ba Futuru engaged 17 of the Camea participants in a follow-up meeting. A youth leader reported the following about life after the Ba Futuru training:

After I followed this training I understand how my behavior throughout my life was having a negative impact on others. I liked to be angry, hit and

slap people when I felt that they were annoying me. When I was angry and my girlfriend or we were fighting and using bad words with each other I always used to use violence towards her. Sometimes I would slap and punch her, and I also refused to let her see other men. When she did not do as I wanted, I would hit her. I would threaten her to make her stop seeing other men. This behavior caused her stress and trauma. She didn't want to continue the relationship with me and she closed herself off from me.

From the training I learned a lot about how to make decisions, resolve problems creatively and calmly, avoid violence and use mediation and negotiation when resolving problems. I have learned a lot about my behavior from before and I no longer want to use violence in my life. Now, I feel very happy as my girlfriend has seen that I have changed my behavior and she wants to try and continue our relationship together into the future.



Engaging a Gang Member

Personal transformation is the first step for many of TAHRE training participants, but when possible Ba Futuru tries to continue to engage these individuals on a longer-term basis in order to empower them to impact the lives of others. The following story is about Costa* (not his real name), a participant in a 2009 Ba Futuru TAHRE training and a subsequent Community Response Team member.

When he was only 23 years old, Costa was imprisoned after killing a member of a rival gang in retribution. After two years of prison, local priests tried to rehabilitate Costa but they were unable to get through to him. Costa returned to his former life and became the leader of a local gang of youth in Dili.

When Costa first decided to come to Ba Futuru's TAHRE training in his neighborhood, his intention was to disrupt the training and get his friends participating to leave. The training started with the topic of human rights and Costa became a bit interested, and then very interested as a discussion around conflict ensued. He felt his life was all about conflict, and thus he had a lot to say on the topic. As the week of training progressed, Costa became more

and more engaged in discussions with Ba Futuru facilitators both in and out of formal training session and he decided to stay until the end of the training.

Costa became close to Ba Futuru facilitator Helio Dias and they had long discussions about his experiences. Costa spent time studying the conflict analysis materials and tried to understand how he could use them in his own life. He became skilled, through practicing the methods he learned in the training, in avoiding violence and managing his anger.

A few months later, Helio approached Costa to become a member of Ba Futuru's Community Response Team. With other members of the CRT, Costa attended an intensive, 10-day training on the island of Atauro that started off a five-month project. During this time, he received counseling from one of Ba Futuru's counselors and community recovery experts, Vidal Campos Magno, which helped Costa further explore the ideas he was introduced to in the TAHRE training. At this point Costa decided to stop using drugs and to continue changing his life for the better. Costa felt like this was possible as he had new friends (the CRT members and the Ba Futuru facilitators) to support him. Costa also had found a new role for himself in the community—

he was now a conflict mitigation facilitator and he was excited to share some of what he had learned with others who were still embedded in the gang life.

In regards to Costa, the top community leader in his community reported how impressed he was with the changes he saw in Costa, stating: "He indeed has shown a transformation in attitude. I have witnessed a change in his daily behavior.. before he was often involved in conflict, but now he provides conflict resolution trainings and works with the community in a positive way."

Now Costa is a dynamic facilitator and a point of contact for at-risk young people in his community. He brings children from his community who are having problems to Ba Futuru's Peace Center where they can join in activities and get further assistance.

Ba Futuru's Peace Center

The Peace Center was started by Ba Futuru, Edge-ucate.org and Uma Juventude at the request of President José Ramos-Horta and is now managed by Ba Futuru in partnership with the local community. More than one hundred children and youth attend Ba Futuru's Peace Center each term, where Ba Futuru runs courses and activities on various topics including: English, and Portuguese languages, job finding skills, public speaking, sports, skateboarding, drama, photography, music, art, basic health and hygiene, traditional and modern dance, and yoga. Ba Futuru also runs courses on its Transformative Arts and Human Rights Education and Positive Discipline curriculums – in both English and Tetun - which include conflict resolution, child rights, human rights, child protection, conflict analysis, trauma recovery, peace building in the community, democracy, non-violence, mediation and negotiation. Between January and December 2009, 276 young people followed these Transformative Arts and Human Rights Education courses.

The majority of courses at the Peace Center run for three months after which certificates are provided and a new round of courses begins. In early September of 2009, with the help of students enrolled in the International Award for Young People, children and youth participants evaluated the Peace Center and its programming. According to the participants, the benefits of attending the center included: making friends, learning new skills, feeling more confident, and learning about human rights and conflict resolution, which will aid them in building a peaceful future for Timor-Leste.

Many of the children served by the Peace Center are living in poverty as their parents are unemployed or working very low paid jobs. Often, children in this demographic end up dropping out of school and getting involved in gangs, and some of the children living near the center had already begun to succumb to these pressures before Ba Futuru intervened. The Peace Center helps

to provide children and youth with activities to keep them positively engaged. Ba Futuru built a skateboard park at the center in order to draw in some of the more at-risk kids that were throwing rocks and getting into fights. Skateboarding is able to offer these youth an adrenaline rush without the negative consequences. The most exciting outcome of the ongoing activities at the Peace Center is the positive engagement of children and youth within surrounding communities and the subsequent reduction of violence. Children and youth living in the vicinity now have a safe environment within which they can participate in activities and classes that enhance their daily lives. Moreover, many of the youth who come from communities across Dili to participate in classes at the center have found employment due to their study of English, simple seminars on CV creation and interviewing techniques and their development of positive attitudes from the TAHRE program.

Ba Futuru Peace Center Student Evaluation Remarks

13 year old traditional dancer:

I started participating in the traditional dance training and performances at Ba Futuru's Peace Center when I was 10 years old and now I have 3 years experience in traditional dancing. I like it very much because it has given me the opportunity to make new friends and be involved in performances at various important events with the leaders of my country. The government and other organizations often invite us to join their events and perform in public, which has allowed our dance group to increase its professionalism. I hope we can continue these activities in the future. 23 year old English language student From the English class I was able to learn proper pronunciation, increase my vocabulary and feel confident to talk and act as an adult rather than keep using my past behaviors that put me in violent situations. I think that the tutors' methods and the curriculum were good. I learned how to write my own CV and became comfortable attending an interview, and speaking in front of a public audience. Now I am a teacher at one of the local centers in Dili.

Youth center activities participant:

Before coming to the center, at home I was lazy and angry. Also, I would cry if I didn't get what I wanted. But now, after coming to the center, I have become diligent. I am not angry and I don't cry like before. 22 year old English and TAHRE student My life began to change when I started participating in TAHRE trainings and English classes because I was able to know how to solve problems, unlike before I came to this center. I learned many things in this center such as English, TAHRE, peer mediation and other skills that increased my ability to move forward.

21 year old TAHRE student:

Before the training, I was an angry person who hated the people I had problems with. Also, I was not patient when I had a lot of problems. But now, after this training, my life changed in a big way because now I am someone who is patient when I have problems. When my younger brothers are naughty, I speak nicely to them and teach them not to use violence and not to be naughty. I am an example for them and I cooperate well with the community because this training helped me to develop myself. I want to thank Ba Futuru for giving us this training.



Changes to Peace Center Infrastructure in 2009

In 2009, Ba Futuru relocated its offices from Vila Verde to Rai Kotu, adjacent to Ba Futuru's Peace Center. With generous funding from the Japanese Embassy in Dili, Ba Futuru was able to construct a training facility and new office space next to the Peace Center. After completion of the building, Ba Futuru moved into the office on May 13th, 2009. The training space was officially opened on June 11th in a ceremony attended by the Japanese Ambassador and Dr. José Ramos-Horta, President of the

Democratic Republic of Timor-Leste. The ceremony gave the youth and children an opportunity to display their talents, including traditional dancing, and become involved in the celebrations.

Since moving in, the upstairs area of the building has been utilized for trainings and capacity building workshops for government officials, civil society actors, youth, kids, community members and staff. The relocation of Ba Futuru's offices increased oversight, management and involvement of staff and volunteers with the day-to-day activities occurring at the youth center. Fur-

ther, it allowed for the creation of a usable library where students are able to access a variety of books in Tetun, Bahasa Indonesia, Portuguese and English. Also completed in 2009, with generous funding from the United Nations Mission in Timor-Leste's Quick Impact Project, was the outfitting of the new office, training space and center library with furniture and the installation of a fence to encompass the center and Ba Futuru training facility and office space. The construction of the fence provided heightened security for the office and center, especially at night when relatively few people are around.

Organizational Development

In 2009, Ba Futuru made significant headway towards becoming a more sustainable institution. This was supported through ongoing capacity building exchanges between local and international staff and staff trainings by external organizations. Furthermore, the development of Ba Futuru's permanent office space next to the Peace Center, thanks to support from the Japanese Embassy in Timor-Leste, helped to solidify Ba Futuru's peace building work in the country.

Ba Futuru currently has a core of twenty permanent full time staff (two internationals and eighteen Timorese) as well as various international volunteers and interns. In addition, Ba Futuru has numerous part time staff including eight security guards for the Peace Center, four cleaning staff, and community response team members who perform training and outreach in high-conflict areas together with Ba Futuru staff.

Ba Futuru is managed by a team of national and international staff. This organizational structure has created an

environment conducive to capacity development as it facilitates a daily exchange of skills and knowledge. This approach allows for culturally-appropriate programming to occur while maintaining the organization's adherence to international standards. The majority of Ba Futuru's Timorese staff studied in the teacher training department at the National University of Timor-Leste (UNTL), while the international staff have many years of NGO and other relevant academic experience. Ba Futuru has had six years of ongoing in-country support from one of its co-founders, Sierra James. Ms. James has completed a Masters Degree in International Affairs at Columbia University, where she studied education in emergencies and conflict resolution.

Annually, Ba Futuru welcomes international support staff and volunteers who work as counterparts to the national staff. Over the years, these volunteers and staff have lead activities at Ba Futuru's Peace Center, in surrounding communities and in districts around Timor-Leste. Particular areas in which international volunteers and supporters have helped in skill development include: monitoring and evaluation, accounting, internet and email, event man-

agement, documentation, lesson planning and evaluation, application compilation, reporting, English language, and recording of sensitive information such as child abuses cases.

During 2009, Ba Futuru staff had several opportunities to attend various external capacity-development trainings including a Do No Harm training organized by Caritas Australia, and Education in Emergencies Training organized by the RDTL Ministry of Education and a Building Effective Child Protection Training organized by Save the Children. In addition in 2009, the SIT Graduate Institute sponsored the National Director of Ba Futuru to participate in a month-long, intensive peace-building course in the United States together with a one-year distance-learning graduate certificate course. The Director also traveled to Rwanda in early 2010 as part of this course, which was sponsored by Global Fund for Women.



Donors And Partners

Ba Futuru’s main donors and implementation partners in 2009 were: AusAID; the Civil Society Fund from the Office of the Prime Minister of RDTL together with the Office of the President of RDTL; Germany’s Institute for Foreign and Cultural Affairs (Institut für Auslandsbeziehungen); and the UNDP together with the Ministry of Social Solidarity. The Japanese Embassy in Timor-Leste funded the building of a training facility and office at the Ba Futuru’s Peace Center in Comoro, Dili. Additional donors included: American Friends Service Committee, Austin Community Foundation, Australian Embassy Small Grants Fund, British Embassy in Jakarta, Caritas Australia, Catholic Relief Services, Children in Crisis, Finnish Fund for Local Cooperation, Friends of Idlewild Stables, the Global Fund for Children, Plan International, Timor Children’s Fund, UNMIT HRTJS and UNMIT QIPS. Additional implementation partners in 2009 included Arte Moris, Belun ba Dame, Hiam Health, Hope, Pradet, Roman Luan and Southern Cross University.

Ba Futuru received capacity building support from the Ministry of Education, Caritas Australia, Save the Children, Ina Varella

Bradridge, Southern Cross University, the Justice Facility, Action Asia, EDEN, ABV, AYAD and VIDA. Donations were made to Ba Futuru by CPA, Friends of Idlewild Stables and Math ‘N’ Stuff as well as various other individual donations. AWISH Foundation and Austin Community Foundation acted as a liaison for donations from individuals in the United States.

Staff & Board

Board Members

Jessica London, Melissa Wingard-Phillips, Pedro Aquino, Juvita Faria Periera (child representative), Juliao ‘Cris’ Caetano and Quico Jose de Sousa.

Management Committee

Sierra James, Joana dos Santos Camoes, Juliana “Lica” Marcal, Vidal Campos Magno, Maria Elisabeth “Bety” Pereira Chan and Lucinda Kaval.

Additional Staff

Jacinta Florensa Ximenes, Dina de Jesus Branco, Emilia Savio, Rosa “Lulu” Jose Martins, Yohanes “John” Bouk, Helio Roberto Reis Dias, Remegito Jorge da Costa, Judit Maria de Sousa, Elisabeth de Andrade, Jacinta “Nona” de Sousa Pereira, Zulmira

da Costa S. Pinto, Antonia Lopes, Joao Bano Suni, Arlinda Noemia Sequeira, Maria Gorrety Elu, Eldina dos Santos Goncalves, Palmira da Costa, Sean Borrell, Terezinha Maria da Costa, Eugenio Carceres da Costa, Mateus Soares, and Nuno Ram da Silva Henrique Fatima (in order of involvement).

Ba Futuru was lucky to have many long-term dedicated **international volunteers** in 2009 including:

Lindsey Greising (a volunteer from the United States), Lucinda Kaval (an Australian VIDA Volunteer), Mandy Wimetel (Volunteer UNMIT translator), Matt Robinson (content-based curriculum design); Nixon Binuya (an accredited English teacher from the Philippines), Tony Car (Australian Business Volunteer, Finance), Prash Naidu, Andrea James and Matthias James (providing essential assistance for the Atauro project living on the island), Frances Healy (Australian Business Volunteer, Administration and Board Oversight), Jamie Bayly-Stark (volunteer from Australia) and Dawn Carmin (a volunteer from the United States).





BA FUTURU'S FINANCIAL REPORT 2009

	USD	Euro
Total Expenditure	556	373
Net Earnings	21	14
Balance Sheet		
Current Assets	40	27
Fixed Assets	152	102
Total Assets	192	129
Current Liabilities	14	9
Equity	26	17
Capital Reserve	152	102
Total Capital	178	119
Total Liabilities and Capital	192	129

* Number are represented in thousands / 000s.

Donor Funds	Bal end 2008	Grants 2009	Expenses 2009	Bal Dec 09
Global Fund for Children 2008-2009	9,034		9,034	0
United Nations Development Programme	35,656		35,694	-37
Aus Aid	18,070		18,070	0
Austin Community Foundation 2008	1,650		1,650	0
Timor Children's Fund	7,306		7,300	6
President's Peace Festival	2,000		2,000	0
Japanese Embassy	57,648		57,648	0
American Friends Service Committee	4,190		4,190	0
Friends of Ildewild Stables	210		210	0
AWISH - Friends of Ildewild Stables	1,000		1,000	0
Global Fund for Children 2009-2010		18,458	1,888	16,570
Austin Community Foundation 2009		988	988	0
Office of the President & RDTL Civil Society Fund		158,748	158,748	0
United Nations Development Programme		81,835	86,910	-5,075
UNMIT QIPS		20,500	20,500	0
UNMIT HRTJS		7,655	5,985	1,670
British Embassy – Jakarta		19,583	22,652	-3,069
Institute for Foreign and Cultural Relations, Germany		85,383	85,383	0
Australian Embassy Small Grants Scheme		5,420	5,420	0
Caritas Australia		6,000		6,000
Finnish Fund for Local Cooperation		17,520	17,520	0
	136,765	422,090	542,790	16,065
Other Ba Futuru Donations and Interest		34,218		

*All above amounts are in USD. Ba Futuru also received donations and training fees for specific trainings from CRS, CIC, Plan International, etc that are included as part of the "other Ba Futuru Donations and Interest" category.

ANNEX I – TAHRE TRAININGS

Date	Participants	Place	Training Modules
Jan – March	46 youth	Peace Center, Rai-Kotu, Dili	TAHRE complete
Jan 19 – 24	10 martial arts leaders	Dare, Dili	Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
Jan 26 – 30	24 community and youth leaders	Kampung Baru, Comoro, Dom Alexio, Dili	Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
Jan 27 – 30	12 Community and youth leaders	Luro, Lautem District	Second half of complete TAHRE training including: human rights, child protection, conflict analysis, democracy, conflict resolution and peace building
Feb – April Twice a week	64 children	Tasi Tolu, Terra Santa, Dili	Children’s Version of the TAHRE Guide – Human Rights, Child Rights, Trauma Healing, Conflict Resolution and Peace Building
Feb 23 – 27	23 community and youth leaders	Venilale, Badu Ho’o, Baucau	Abridged TAHRE – Conflict Analysis, Democracy, Conflict Resolution and Peace Building
March 9 – 13	31 community leaders and youth	Beto, Anin Fuik, Comoro, Dili	Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
March 23 – 27	35 community leaders and youth	Camea, Becora, Cristu Rei, Dili	Human Rights Introduction and Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
March 23 – 27	30 community leaders and youth representatives	Venilale, Uai-Laha, Baucau	Abridged TAHRE – Conflict Analysis, Democracy, Conflict Resolution and Peace Building
April – June	10 youth	Peace Center, Rai-Kotu, Dili	TAHRE complete
April 17 – 18 & June 12 – 13	32 members of the youth group Esperansa	Aileu District	Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
April 20 – 24	33 community leaders and youth	Beto, Dili	Human Rights Introduction and Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
April 20 – 24	38 community leaders and youth	Beto, Anin Fuik, Dili	Abridged TAHRE: conflict analysis, democracy, conflict resolution, and peace building
May 18 – 19	14 MSS Dialogue Team members	Becora, Canossiana Sisters, Dili	Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
July – Sep	79 youth	Peace Center, Rai-Kotu, Dili	TAHRE complete
July 6 – 9	29 youth	Camea, Becora, Cristu Rei, Dili	Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
July 28 – 31	24 community leaders and youth	Bairo Pite, Bitaba, Dili	Abridged TAHRE: conflict analysis, democracy, conflict resolution and peace building
Aug 10 – 14	18 community leaders and mem- bers and Roman Luan staff	Library, Vila, Atauro Island, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)

Date	Participants	Place	Training Modules
Aug 10 – 14	25 community leaders and mem- bers and Roman Luan Staff	Tua Ko’in, Atauro Island, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)
Sep 2 – 12	30 Community Response Team (CRT) members	Tua-Ko’in, Atauro Island	TAHRE complete; leadership and presentation skills development
Sep 28 – Oct 2	30 community members and youth	Manleuana, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)
Oct – Dec	141 youth	Peace Center, Rai-Kotu, Dili	TAHRE complete
Oct 12 – 16	32 community members and youth	Bidau, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)
Oct 26 – 30	32 community members and youth	Atauro, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)
Nov 16 – 20	34 community members and youth	Becora, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)
Nov 23 – 26	29 youth, community leaders and members	Suco Administration Building, Makadade, Atauro Island	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)
Nov 23 – 27	30 community members and youth	Bairo Pite, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)
Nov 30 – Dec 4	30 community members and youth	Tasi Tolu, Dili	TAHRE: conflict resolution, conflict transformation, conflict analysis, negotiation, mediation, introduction to human rights, and civic edu- cation (i.e., gender equality, rumor management, democracy)

Ba Futuru engaged approximately 965 children, youth, community leaders and members, Dialogue Team members, gang and martial arts leaders and members, community response team members and other civil society representatives in Transformative Arts and Human Rights Education training in 2009.

ANNEX II – PEACE CENTER COURSES & ACTIVITIES

Month	Target Group	Training Modules	Participants
Jan- March	Youth	English	118
Jan- Feb Weekly	Youth	Peer Counseling and Support Group	16
Jan-March	Children	Art	85
Jan-March	Children	English for children	85
Jan-March	Youth	Drama	15
Jan-March	Children	Sports & Skate boarding	13
Jan-March	Children	Dance	14
Jan-March	Youth	TAHRE complete	46
April- June	Youth	English	88
April- June	Children	Art	18
April- June	Children	English for children	79
April- June	Youth	Drama	15
April- June	Children	Sports & Skate boarding	30
April- June	Youth	TAHRE complete	10
April- June	Children	Dance	14
July- Sep	Youth	English	52
July- Sep	Children	Art	68
July- Sep	Children	English for children	44
July- Sep	Youth	Drama	14
July- Sep	Children	Sports & Skate boarding	23
July- Sep	Youth	TAHRE guide	79
July- Sep	Children	Dance	14
Oct- Dec	Youth	English	142
Oct- Dec	Youth	Art	9
Oct- Dec	Children and Youth	English for children	116
Oct- Dec	Children and Youth	Drama	29
Oct- Dec	Children	Sports & Skate boarding	68
Oct- Dec	Children and Youth	TAHRE complete	141
Oct- Dec	Children	Dance	14
Oct- Dec	Children	English	116
Oct- Dec	Children and Youth	Capoeira	65

The numbers above represent the number youth completing courses in English and TAHRE at Ba Futuru’s Peace Center. Sometimes many more children and youth than are listed here are involved in informal activities and classes. As shown above, each term hundreds of children and youth attend various types of programming at the Peace Center. However, from August through December of 2009 the Peace Center saw an increase in students (up to 1,200 some weeks). This increase was due to the long public school break that was implemented to train teachers in **the Portuguese language. TAHRE courses which are held at the Peace Center are included in this table as well as in the TAHRE Training table above.**

ANNEX III – CHILD PROTECTION TRAININGS

Date	Participants	Place	Training Modules	Partner
Jan 21-24	24 teachers	Bela Vista, Baucau	Positive Discipline and Abridged TAHRE: Child Protection	Children in Crisis
Mar 22-28	12 Roman Luan staff	Roman Luan Li-brary, Vila, Atauro Island	Positive Discipline and Abridged TAHRE: Child-Protection	Finnish Fund for Local Cooperation
Sept 3rd & 4th	35 community and youth leaders	Manleuana, Bairo-Pite, Dili	Positive Discipline and Abridged TAHRE: Child Protection	Hamutuk Hari’i Konfiansia: AusAID and UNDP
Oct 22nd & 23rd	18 child protection of-ficers and national level child protection staff	Ba Futuru Peace Center, Comoro, Dili	Positive Discipline and Abridged TAHRE: Child Protection	UNMIT HRJS
Nov 24th &25th	14 human rights unit staff	UN Conference Room, Obrigado Baraks, Dili	Positive Discipline and Abridged TAHRE: Child Protection	UNMIT HRJS
Dec 3rd & 4th	24 Baucau Child Protec-tion Network members	Land and Property Conference Room, Vila, Baucau	Positive Discipline and Abridged TAHRE: Child Protection	Catholic Relief Services
Dec 10th & 11th	30 CRT members	Tua-Ko’in, Vila, Atauro Island	Positive Discipline and Abridged TAHRE: Child Protection	IFA

As shown above, a total of 157 key actors from across the country received training on child protection and positive discipline in 2009.