

BA FUTURU 2011 ANNUAL REPORT



TABLE OF CONTENTS

TABLE OF ABBREVIATIONS

TABLE OF DEFINITIONS

2011 ACHIEVEMENTS

BA FUTURU'S PROFILE

GOALS

CONTEXT

CHILDREN AND YOUTH IN TIMOR-LESTE

WOMEN IN TIMOR-LESTE

TRANSFORMATIVE ARTS AND HUMAN RIGHTS EDUCATION PROGRAM

IMPACT ON VULNERABLE PERSONS

2011 PROJECTS

- **STRENGTHENING PEACE IN THE LIVES OF CHILDREN**
- **COMMUNITY PEACE BUILDING SUPPORT NETWORK**
- **YOUTH EMPOWERMENT AND PEACE BUILDING PROJECT**
- **CHILD AND FAMILY WELFARE SYSTEM AND DEVELOPMENT PROJECT**
- **PEACE AND DEVELOPMENT PROJECT FOR ATAURO ISLAND**
- **ADVOCACY THEATRE FOR WOMEN'S PARTICIPATION IN POLITICS PROJECT**
- **CHILD PROTECTION PROJECT**
- **EMPOWERING WOMEN & ESTABLISHING GRASSROOTS PROTECTION NETWORKS**

CHILD PROTECTION PROGRAMMING

WORKING WITH COMMUNITY LEADERS

BA FUTURU'S PEACE CENTER

ORGANIZATIONAL DEVELOPMENT

DONORS & PARTNERS

STAFF & BOARD

2011 FINANCIALS

Annex I – 2011 Trainings in Communities

Annex II – 2011 Peace Center Courses & Activities

Annex III – 2011 Trainings in Schools

Annex IV – 2011 Other Trainings and Activities

TABLE OF ABBREVIATIONS

AusAID: Australian Government Overseas Aid Program
AYAD: Australian Youth Ambassadors for Development
CPO: Child Protection Officer
CRS: Catholic Relief Services
DNRS: National Division of Social Reinsertion
IDP(s): Internally Displaced Person(s)
ifa: Germany's Institute for Foreign and Cultural Affairs / Institut für Auslandsbeziehungen
MSS: Ministry of Social Solidarity
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)
UN Women: United Nations Entity for Gender Equality and the Empowerment of Women
VIDA: Volunteering for International Development from Australia

TABLE OF DEFINITIONS

Adat – a customary system of justice
Aldeia – village
Chefe de Suco – head of governmental level below sub-district
Chefe de Aldeia – head of village; the governmental level below *Suco*
Child Protection Officer – One officer per district is appointed by the Minister of Social Solidarity to act as liaisons/reporters between communities and the Ministry of Social Solidarity Child Protection Unit in regards to child protection
Feto Rua – women representatives who serve on the *Suco* Council
Lia Nains – those who traditionally resolve local disputes
Lisan – a customary system of justice
Suco – structural level under sub-district

2011 ACHIEVEMENTS

2011 has been the biggest and busiest year yet for Ba Futuru. With over 30 full-time staff and more than half a million USD in donor funds, Ba Futuru's eight projects directly engaged more than 4,500 individuals (44% of these were under 18 years of age and 86% were 25 and under).

- More than 1,600 youth, gang members, police and community leaders were engaged in Ba Futuru's 54 conflict mitigation training workshops held in conflict prone communities, and benefited from enhanced conflict resolution and peace-building skills increasing their ability to stop the cycle of violence in their families and communities.

- Twenty dynamic young people acted as Community Response Team members as part of two separate projects, gaining skills in mediation and conflict mitigation. The members used their new skills to prevent the escalation of conflict in their communities and organized, as well as selected participants for, 45 of the above-mentioned conflict mitigation trainings held throughout the year.

- Ba Futuru worked to empower the police and community leadership in the most remote part of Dili District, Atauro Island, as the basis for establishing a local Child Protection Network (CPN), which feeds into the existing national protection mechanisms in the capital, Dili, increasing protection from violence and abuse for vulnerable children on the island.

- Ba Futuru worked with its partner organization, Roman Luan, to engage 450 children on Atauro Island in library activities and early childhood education through the support of kindergartens and early literacy schools across the island.

- Ba Futuru's drama group is partnering with UN Women to produce and perform theatrical pieces in a number of Timor-Leste's districts, spreading the word about women's political rights and gender equality. Ba Futuru has performed a short theatrical piece, "Voting Day", in various district based marketplaces to help raise awareness about women's right to vote and to encourage women, particularly first-time voters, to participate in the upcoming elections in 2012.

- Ba Futuru's Peace Center bustled with noise, color and activity, with 785 children and youth attending courses and activities in 2011. Vibrant murals welcomed visitors and students to the Peace Center, where inside, a variety of activities and free educational courses were offered for children and youth. Alongside creative arts, sport, human rights and civic education courses, Portuguese, Japanese, and English classes were given.

- Ba Futuru was selected as the 'Rising Star of Asia' and awarded \$25,000 USD in support by the STARS Foundation (UK), which will be used to enhance Ba Futuru's work to stop the use of violence in the classroom and a program focused on early childhood education.

- Over one thousand students, teachers and school staff in three senior high schools in Dili benefited from innovative child protection and positive discipline training, which will be documented in an educational film and training manual which will be used throughout Timor-Leste to stop the use of violence as discipline.

- Ba Futuru held its first annual gala fundraiser, a Venetian Masquerade Ball, at the President's Official Residence in Lahane, and also organized various other exciting concerts and social functions which together raised more than 25,000 USD to support Ba Futuru's vital work.

- Ba Futuru's finance system continued to be strengthened with the support of an international consultant, and a plethora of national and international volunteers assisted in a variety of ways, including project implementation, the creation of drama pieces, providing IT support and training staff in first aid.

- In April 2011, Ba Futuru held its first Annual General Meeting at the Ba Futuru Training Facility where members and a variety of stakeholders were presented with reports from the Board, the Director and the 2010 External Audit. Throughout 2011, the Board continued to meet and provide financial and policy direction and oversight to Ba Futuru.

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 psychosocial¹ 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.

Since its founding in 2004, Ba Futuru has provided life-enhancing programming to more than 25,000 children, women, youth, community leaders, police and other key actors in the areas of peace building, gender empowerment, child protection and conflict transformation. Ba Futuru has expanded its programming to reach all districts of Timor-Leste.

GOALS

BUILDING CAPACITY FOR PEACEFUL COMMUNITIES

- 1) To equip marginalized groups with the skills to create a positive and peaceful future for themselves, their families and their communities by developing their capacity through job preparedness programs, leadership and public speaking skill development, human rights education and interactive activities about conflict resolution and non-violence.
- 2) To provide at-risk children, women and youth with knowledge and skills to protect themselves from violence, while offering opportunities for education and self-expression that can help them overcome the negative effects of conflict.
- 3) To provide those who impact the lives of vulnerable persons - including teachers, parents, police, civil society actors, traditional leaders and elected community leaders - with the knowledge and skills for community-based protection, access to justice and understanding of the negative impacts of violence and physical punishment.
- 4) To empower female leaders as agents of protection in their communities and provide them enhanced leadership and decision making skills to assist them in making a meaningful contribution to the development of their nation.
- 5) Increase the capacity of high-conflict youth and community leadership to mitigate conflict through skill building in the areas of civic education, human rights, mediation, decision-making, gender equality, conflict analysis and conflict resolution.

CONTEXT

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

¹ The term "psychosocial" connotes the dynamic and symbiotic relationship between the psychological and social factors contributing to a person's wellbeing.

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.²

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 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 from a population of approximately one million. Past violence and civil unrest was partly due to a lack of adequate education, unmet expectations, unemployment and an extremely high population of young people who were not in school or employed.

There is a lack of respect for the rights of women and children in Timor-Leste. Traditionally men wield the power in most Timorese cultures and this is manifested in a social structure, which 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 go unreported. However, even when cases are reported at the local level they are often dealt with through traditional justice mechanisms instead of through the formal court system. 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 commonly used across Timor-Leste, many men consider women as property and women are generally forced to marry while still children. Women and children also lack power at the village level and in their homes and traditionally cannot stand up to men or be involved in decisions to resolve conflict at the village level. Furthermore, an excessive use of violence is used as a disciplinary measure and means for solving disputes, which means that 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 and 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 should 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. About 45 percent of the population is younger than 15 years and 62.9% of the population is younger than 21 years of age.³

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

² In 2008 the International Monetary Fund ranked Timor-Leste as 173 out of all its 179 members.

³ United Nations Development Programme, *Timor-Leste Human Development Report 2011: Managing Natural Resources for Human Development*, Timor-Leste, 2011.

and subsequent behavior as adults.⁴ In a nation such as Timor-Leste, intervention is crucial. However, despite the overwhelming statistics and the obvious need, there are few programs in Timor-Leste that specifically and directly address the harms suffered by children.

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 towards lasting peace.

Women in Timor-Leste

In 2011 Ba Futuru embarked upon two new projects working on gender and female empowerment in Timor-Leste. Timor-Leste's society is intensely patriarchal and violence against women is prolific. This patriarchal social organization ensures traditional customs and practices are upheld, wherein women are typically afforded substandard rights and respect. In addition to being under constant risk of domestically perpetrated violence, women disproportionately endure the impacts of ongoing economic deprivation that stems from enduring poverty. "In Timor-Leste every minute one woman is hit or sexually assaulted. Every day two or three women are seriously injured from their boyfriend, husband, father or uncle."⁵ Exacerbating these disempowering circumstances is the fact that Timor-Leste has an extremely high fertility rate and one of the largest child demographics in the world (75 percent of the total population is under 25 years old). These factors add to the burdens placed on women due to the immense responsibilities associated with child rearing.

Women are frequently sidelined from fulfilling their elected leadership roles in the village councils of Timor-Leste; each council has a minimum of three women, but their participation is often passive, with discussions and decision-making dominated by males. In 2009, consultation with female leaders from the five village councils of Atauro Island (some having held their positions for more than 10 years) enabled women to share their frustrations about the current lack of empowerment opportunities when compared to those offered during Indonesian occupation. Whilst they had previously held strong outreach roles – being taught skills and given supplies to pass on to women in their communities – they felt they had been overlooked since Timor-Leste achieved independence. They also reported that whilst included at village meetings, their opinions were not taken into consideration and their role in decision-making was superficial. The majority of the women reported a need for training and skill development and a desire to hold more proactive roles in assisting their community members.

TAHRE PROGRAM

Ba Futuru's Transformative Arts and Human Rights Education (TAHRE) Program was developed in 2004 to strengthen the capacity of the 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

⁴ Machel, Graca, "The impact of armed conflict on children," U.N. Doc A/51/306, 26 August 1996.

⁵ Fopukers (Forum Komunikasi Untuk Perempuan Timor Lorosa'e), 2010 Dairy.

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.

The *TAHRE Guide* uses psychosocial activities involving art, music and games. The interactive role-plays and trust-building exercises used in the 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*, Ba Futuru has produced a *Positive Discipline Manual*, which has been used for TAHRE program trainings. This manual provides youth and adult participants with specific information about the importance of non-violent discipline and respect for children's rights.

Key points on training methodology

1. Quality training manuals in the predominant local language in Timor-Leste (Tetun)
2. Simple language and frequent use of graphics to simplify learning
3. Skilled Timorese facilitators with experience on training topics
4. Participatory education techniques to engage illiterate and uneducated populations
5. Follow up in communities to ensure use of knowledge and skills gained through training workshops

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

Ba Futuru's 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.

IMPACT ON VULNERABLE PERSONS

Ba Futuru's programming has had the following impacts:

1. Reduction of violence against, and abuse of, vulnerable populations
2. Empowerment of women, local youth and community leaders as key agents for protection and conflict prevention
3. Establishment of local protection mechanisms in Dili and Atauro Island
4. Linking local protection issues to district and national level protection mechanisms

5. Improved the government's awareness of grassroots protection needs

Ba Futuru's work transforms the lives of children directly by providing them with psychosocial support and skill building, as well as indirectly, whereby those who impact their lives are educated on child rights, child protection and the importance of non-violent positive discipline. Focusing on skill development for individuals who impact the lives of children ensures children's access to justice and protection from abuse and neglect. Through the provision of child protection trainings and the establishment of local protection networks that link to the district and national level assistance mechanisms, Ba Futuru is able to positively impact the lives of tens of thousands of children throughout Timor-Leste.

The impact of Ba Futuru's training programs is overwhelming. Children who engage in Ba Futuru's programs have increased self-esteem, connect more positively with peers and family members, and feel supported in discussing and processing grief, loss and trauma. In the long-term, children are better prepared to enter society with respect for others and are able to contribute to protection and peace building in their communities. Evaluations held with adult child protection training participants after trainings indicate that many reduced the use of violence against children in their own lives and are better able to convince others to stop using violence as a disciplinary measure. The impact of these trainings include creating a safer, more inclusive and supportive environment for children at home, in schools and in the community.

2011 PROJECTS

- Strengthening Peace in the Lives of Children - Stopping the Violence Project
- Community Peace Building Support Network
- Youth Empowerment and Peace Building Project
- Child and Family Welfare System and Development Project
- Community Development and Peace Building Project - Atauro Island
- Advocacy Theatre for Women's Participation in Politics Project
- Child Protection Project
- Empowering Women and Establishing Grassroots Protection Networks

Strengthening Peace in the Lives of Children Project

This project addresses two key issues: a widespread lack of understanding of how to identify and address child protection issues; and teachers and parents' limited understanding of the negative impacts of the use of violence with children and of positive discipline methods.

In 2011, Ba Futuru worked with more than a thousand children from high-risk areas, students parents, teachers and school faculties in three high schools in Dili, bringing skills to assist them in protecting and promoting children's rights and child protection. Project activities included: peace building (TAHRE) training for 30 students in each school, introductory workshop in human rights, conflict resolution and access to justice with all students in each school; child protection and positive discipline training with teachers and parents; and bi-monthly meetings involving students, teachers,

and parents which discuss current discipline issues in the school community and develop mutually beneficial solutions.

At the end of this project in April 2012, the transformation process in each of the schools, along with key positive discipline strategies and principles, will be documented in a 'Lessons Learned' educational toolkit, comprised of a 30-minute film and publication, The toolkit, available in Tetun, English and Portuguese, will be used in future Ba Futuru positive discipline trainings and distributed to high schools across Timor-Leste.

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. Since 2009, Ba Futuru's Community Peace Building Support Network project has helped to build capacity in areas of non-violent conflict resolution and prevention at the grassroots level, supporting a peaceful future for Timor-Leste. During the project, youth from the target communities were selected and trained to become Community Response Team (CRT) members. These CRTs then assisted in engaging, supporting and educating 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 on Atauro Island, between August and December of 2009, March and December 2010, and January to December of 2011.

One of the Community Support Network project's key objectives was to strengthen community capacity for building sustainable peace and breaking cycles of conflict through an increased knowledge of human rights, conflict mitigation and alternative dispute resolution techniques. Through 25 Conflict Mitigation trainings, a total of 755 community leaders, youth and police have increased their understanding on conflict resolution and improved their ability to analyze community conflicts. This project targeted police as part of its trainings because they are in a unique position to instill non-violent paradigms at the community level and positively influence youth. The Deputy Commander of the Comoro Police station stated: *"I think that this training is very relevant to our work as police members in this nation because as police officers we are working directly with the community and always face conflict that happens in the community, so all the lessons and the materials that we gained from this training we will implement it in our family, community and in our workplace."*

A high number of participants undoubtedly increased their capacity to solve conflict without violence, as evidenced in pre and post training surveys. Before attending the training only 57% of participants said they knew how to resolve conflict without resorting to violence, and 36% could list examples of how to do this. In comparison, after the training, 84% of participants said they had the capacity to solve conflict without using violence and 71% could list examples. This illustrates the project's great success in equipping participants with the skills and knowledge needed to resolve and analyze conflict in their communities. Such changes also apply to the 671 youth who attended classes such as TAHRE, art, English and drama at the Ba Futuru Peace Center, aiding their psychosocial recovery and building their capacity in conflict resolution and prevention.

While actual behavioral change in participants is hard to gauge, particularly through statistical data, interviews with participants before and after the training, together with post follow-up evaluations three months later, show that many participants experienced significant changes in their mindset and behavior. For example, one vice youth leader stated; *"I have to say I have experienced a big change. Why? It is easy to explain and easy for you all to see the changes in myself, as everyone knows my behavior before coming to the conflict resolution training - I was always drunk, hitting people, disturbing people and creating problems. But now I can say that you will find no behavior*

that I mentioned above in me.” A 27-year old housewife stated: “Before the training I was always involved in conflict, fighting and physically punishing my children...However from now on I am aware that violence is very bad and doesn’t make sense. Now I have changed all the violence that I used before, and I now use good ways to teach my children and my neighbors.”

Another of the project’s key objectives was to strengthen the CRT members’ relationships with the community, community leaders, and to assist in establishing them as grassroots peace builders in their communities. This desired change was undoubtedly achieved, because the 12 Community Response Team members greatly enhanced their position in the community, strengthened their relationships with key actors and helped to solve conflicts in their community. All CRT members reported a greatly increased confidence to approach community leaders and undertake leadership roles in the community. As conveyed in the external evaluation, 100% of CRT members reported an improvement in their ability to engage community members and youth in conflict prevention and described having formed stronger relationships with formal and non-formal community and youth leaders.

An Australian-based consultancy company, Empatheia Consulting, was contracted to evaluate the project during December 2011. The evaluation reviewed progress against stated project outcomes, assessing the extent to which those outcomes had been achieved.

According to the external evaluation, all of the training participants reported using information and/or materials from trainings to reduce violence in their communities. This is particularly important for police because they have a great deal of power in the community. According to the external evaluation, all of the police interviewed reported having obtained better skills to resolve and transform conflict in their communities, which help to provide a sense of safety and security.

Youth Empowerment and Peace Building Project

Ba Futuru’s Youth Empowerment Peace Building project, funded by the Oaktree Foundation, began in 2011. Its aim was to build off of the successful CRT model that Ba Futuru began implementing in 2009 as part of the Community Peace Building Support Network. The Youth Empowerment Project focused on reducing interpersonal and inter-communal violence in the capital, delivering training to more than 600 at-risk youth in four conflict-prone communities around Dili. The project’s aim was to build young people’s individual capabilities to resolve and prevent violence using peaceful and non-violent means.

In Timor-Leste, where 62.9% of the population is under 21 years of age, young people play a critical role in the country’s future. While they can be perpetrators of conflict, they can also contribute positively to their communities. This project strove to encourage youth to be assets to their communities and a total of 612 youth (336 males and 276 females) attended Oaktree-funded trainings throughout the year. Through an analysis of pre and post training surveys, it is evident that the training workshops successfully equipped participants with conflict mitigation skills and helped to reduce violence in their lives.

After attending the training, 92% of participants, well over the 70% promised, said they had the capacity to solve conflict without violence. In follow-up evaluations 1-3 months after the training,

83% of participants reported that since the training they had helped to solve conflict in their community, and 85% believed violence could be solved without conflict.

The network of trained Community Response Team members working with Ba Futuru facilitators were critical in reaching out to leaders and young people at the community level. Over the duration of their duty as CRT members, each member assisted in resolving different types of disputes that arose. After being asked by the community to act as a mediator, one CRT member from Comoro resolved a conflict between a company supervisor and a security guard who were screaming and fighting with each other. The CRT member asked both individuals what the conflict was about and then calmly spoke with them. Eventually, his peaceful interaction helped to find an acceptable solution, which resulted in smiles. By acting as a mediator, another CRT member from Bairo Pite helped to solve a conflict between his brother-in-laws about the building of a house. In the end, both men appreciated his assistance.

As well as solving problems in their own communities, occasionally CRT members are asked to help with conflicts that arise in other areas. For example, one CRT member helped solve a problem in a very rural and remote district where his brother lived involving two fighting martial arts groups, many of which were related. One person was even killed. The case was brought to the tribunal, however, it was not solved because the two groups were related and it was considered a “family problem.” The CRT member helped to mediate the problem between the two groups, inviting the family, the village storyteller and martial arts leaders to come together and try to solve the problem. Eventually, the two groups accepted each other and brought in the body of the person killed so that a funeral could be organized. They set up a regulation between the two groups so they wouldn’t fight again. This case was shown on TVTL as an example for others.

Besides the benefits the CRT members have brought at the community level, being a CRT member has significantly transformed their own lives by allowing them to be more engaged and proactive.

One CRT from Becora identified that since becoming a CRT member she has experienced great change in her life. She stated, *“Before I was involved as a CRT member I did not feel confident to approach community leaders and youth. After I became a CRT I had a big change in myself because I felt comfortable to approach community leaders and youth. Now I have a good relationship with the community and youth and they know me because I organized trainings in the community. In the past, if my family and colleagues talked about something that did not make sense, I would always yell and disagree with their ideas, but now I have reduced violence in my life.”*

The same CRT also helped resolve a conflict in her community between two drunken youth groups. She said: *“When I heard the youth were fighting, I went to the community leader and sat with them and I suggested some ideas to find a good solution to the problem, and at the time I also analyzed the problem by using the conflict tree tool [from Ba Futuru’s TAHRE conflict resolution training curriculum]. The final result from the conflict is that the youth accepted each other and felt free to move around in the community.”*

Another CRT member from Comoro stated that he has experienced great personal change since becoming a CRT: *“Before I was involved as a CRT member I was always drunk and I was involved in a gang and I did not control myself. I also did not have a good relationship with the community and sometimes members in the community did not like me. After I became involved as a CRT member I had a big change in my life because I learnt to control myself, and I learned to differentiate between what is positive and negative behavior and create a good relationship with the community, youth and community leaders. Now I have reduced the violence in my life.”*

This same CRT member also helped to resolve a conflict about domestic violence (husband and wife) in his community. The CRT noted: *“When I was sitting in my house I was asked to help solve a*

problem about domestic violence between a husband and wife. Suddenly the husband and wife's son came to call me and ask me to help, and I analyzed the conflict by using conflict mapping. Also at the same time, I called the head of sub – villages, the youth leader and storyteller and we came together to try to solve the conflict. In the process of solving the problem, I acted as the mediator and finally the problem was solved; they accepted each other and signed a declaration letter, and the husband and wife promised to reduce the problems in their family."

Another female CRT member from Bidau identified that since becoming a CRT member, she has experienced great change in her life. She stated, *"Before I was involved as a CRT member my behavior was not good in my family and I was a selfish person. I did not listen to anyone and I would always yell and it was hard for me to communicate with community leaders and stand in front of people to talk. After I became a CRT there was a big positive change in my life and I felt proud of myself. Now if there is a conflict in my family, I try to be patient, calm and look for a solution to the problem. I also feel comfortable to approach the community leader and youth, and to stand in front of the community and talk to people."*

The same CRT also helped resolve a conflict in her community between two youth groups from different villages who were fighting and in due course, the National Parliament was informed about the success of the case.

The CRT said: *"I worked together with the head of villages and Suco council from two communities to find the solution to the problem. I was invited by the head of the village and I analyzed the conflict by using the conflict tree and conflict mapping. Many organizations participated in this problem-solving event, including UNMIT, Community Police, Head Quarter of Becora Police, Dili Administrator, Cristo Rei Sub-District administrator, NGO Belun, head of villages and sub villages and community. In the process of solving the problem they chose me as a moderator. The final result of the problem is that the two communities are accepting each other and also came up with a traditional law for the communities to follow (in Tetun called Tara Bandu)".*

Child and Family Welfare System Development Project

Ba Futuru enacted grassroots research mapping of child protection frameworks in four districts of Timor-Leste in 2010. This research supported Child Frontiers' report, "Mapping and Assessment of the Child Protection System in Timor-Leste," which was commissioned by the Government of Timor-Leste and UNICEF. The research study mapped and analyzed the existing child protection system while particularly looking at the access children have to the formal system at the grassroots level. The report's goal was to collect a broader range of evidence so that a strategic vision and appropriate policies for promoting the welfare of families and children could be attained.

Building on this prior collaboration, in late 2011 and during early 2012, Ba Futuru partnered once again with Child Frontiers, UNICEF and the government of Timor-Leste to engage key stakeholders to develop a functioning child and family welfare system appropriate to the cultural, historical and social context of Timor-Leste. Ba Futuru is providing logistical, translation and data collection support to this process through the provision of a local part-time coordinator and international staff support. Ba Futuru is also involved in the Technical Working Group, which is comprised of representatives from Timor-Leste's key child protection organizations, to develop a vision for the future of the child and family welfare system in Timor-Leste.

Peace and Development Project for Atauro Island

This is a two-year project in which Ba Futuru is working to build local capacity in the areas of child protection, skill building on conflict mitigation, and support in early childhood education and

participatory education on Atauro Island (the most remote part of Dili District). Ba Futuru's partner organization on this project is the local NGO on Atauro Island, Roman Luan (ROLU).

Ba Futuru supports the staffing of ROLU's five kindergartens, two early literacy schools and library. Furthermore, Ba Futuru engages community leaders, teachers and police on Atauro Island in positive discipline and child protection training. Ba Futuru has also established a local Child Protection Network, which feeds into the existing national protection mechanism, referring cases both to the Ministry of Social Solidarity's Child Protection Unit and to the Vulnerable Persons Unit of the Police.

A participant from one Child Protection Training in Suco Makadade on Atauro Island, said, *"From this training I now know what is gender-based violence and the impact it has on the victim and the family. I understand the circle of violence and ways to give support to victims. This training has reinforced how I can help my family and other people."*

Advocacy Theatre for Women's Participation in Politics Project

In September 2011, Ba Futuru began performing short theatrical pieces at the request of UN Women. Over the next year, Ba Futuru will perform the play, "Voting Day", in various districts throughout Timor-Leste to help raise awareness about women's right to vote, aiming to encourage women, particularly first-time voters, to take part in the forthcoming elections in 2012. Ba Futuru is also planning to create a film of this performance that will include audience interviews and will be nationally distributed prior to the parliamentary elections.

Child Protection Project

In November of 2011, Ba Futuru started a project with Plan International, which focuses on building the capacity of NGO partners in Aileu and Lautem districts in the areas of positive discipline, child protection, peace building, and conflict resolution. This project forms part of the Sweden International Development Agency's (SIDA) efforts to strengthen child protection throughout Timor-Leste.

Empowering Women & Establishing Grassroots Protection Networks

Ba Futuru is excited to embark on the Empowering Women and Establishing Grassroots Protection Networks Project (EWP), commenced in the closing months of 2011. The project seeks to combat cycles of violence that play out across the country and negatively impact the lives of many, particularly women and children. The overarching goal of the project is to enhance grassroots protection of vulnerable populations in high-conflict and remote areas through the empowerment of local women. The project will assist in stopping human rights violations and work for the prevention of violence against women and children by establishing protection networks that build on local knowledge and governance structures. It is founded on the belief that the people of Timor-Leste have the capacity to build peace in their communities if given the opportunity and support to do so.

This project has three specific objectives:

1. Reduce violence against and abuse of vulnerable populations
2. Empower local female leaders as key agents for protection
3. Improve the government's awareness of grassroots protection needs and introduce strategies to address these needs.

The EWP takes a multifaceted approach to work towards culturally appropriate and sustainable change. Firstly, it seeks to reduce incidents of violent behavior through the advancement of local knowledge about the causes of violence and inequality. Nine hundred key actors across three main target areas (Dili District, Atauro Island and Ermera) will receive training in human rights, non-violent conflict resolution, child protection and gender equality and learn how to access justice and support services if their rights or the rights of others are violated. In addition, participants will be informed of their individual rights and responsibilities under Domestic Violence legislation and the Penal Code so that impunity regarding violent crime against women and children decreases.

Secondly, through these workshops, Ba Futuru will identify 60 dynamic women committed to principles of non-violence and justice to form the basis of locally based protection teams. Twenty female leaders from each of the three main target areas will be provided with additional skill building in public speaking, debate and leadership to empower them in their roles in local government. Ba Futuru will support them to document and report cases, as well as to coordinate monthly grassroots protection meetings. These meetings will act as an inclusive network in which local advocates can gather and discuss community specific protection issues and assist victims with the reporting and referral of cases.

Four female leaders from each main target area will also be trained to provide protection workshops to local young people in human and child rights, conflict resolution and justice access pathways. Many children in Timor-Leste are unaware that they can seek help outside of the family home if they are experiencing violence or abuse (where most instances occur), so female leaders will be integral in liaising between young people, the formal protection system and other support agencies. Living in the communities in which they work, these women will be more approachable to victims, most often women and girls, and will thus be better placed to identify protection cases. This will help to bolster meaningful female participation in peace building, post-conflict governance, and shall ensure female community members are actively involved in combating issues that impact upon their lives.

Finally, the EWP aims to foster linkages between state and non-state actors, connecting key actors at the local level to those providing formal assistance at the district and national levels. Solid links to formal justice mechanisms and support agencies are crucial and assist vulnerable people to obtain access to the protection assistance they require, and reduce violence and abuse in homes, schools and communities. Annual policy recommendations, which will be developed by Ba Futuru in consultation with female leaders and local authorities, shall supply new strategies for grassroots prevention and protection and improve the government's awareness of local protection needs and gaps. Consequently, this will help the government develop a more sustainable and effective district-based protection system informed by local knowledge.

Ba Futuru recognizes that the EWP is an ambitious undertaking, however, with eight years of grassroots peace-building experience in Timor-Leste, Ba Futuru believes it is an essential step towards bridging the divide between state protection structures and local reality. Through the development of grassroots protection networks, a model system will be planned and replicated across the country. In this respect, Ba Futuru is grateful to the European Commission and AusAID for their donor support because it will enable a three-year implementation period to be carried out while allowing for assessments and the incorporation of lessons learned. Commencing in November 2011, and due for completion in 2014, this is the first time a national NGO has been funded by the European Commission in Timor-Leste.

CHILD PROTECTION PROGRAMMING

UNICEF and Plan International's 2006 joint report, 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."⁶

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 and provided positive discipline strategies. Trainings on positive discipline are especially important in Timor-Leste because the use of physical discipline is 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 the negative impacts of physical punishment are generally not recognized, providing parents, teachers, community leaders and other caregivers of children with this information, while assisting them to build positive discipline skills, is instrumental in stopping the cycle of violence in homes, schools and communities. Hence, the Child Protection and Positive Discipline training has become an integral way for Ba Futuru to achieve its mission of peace building in Timor-Leste. These training materials will be enhanced further by the production of the 'Lessons Learned' toolkit as part of the Strengthening Peace in the Lives of Children Project, including a 30-minute film and publication sharing positive discipline strategies and interviews with project participants.

⁶ UNICEF and Plan International (2006) *Speak Nicely to Me*. Timor-Leste.

WORKING WITH COMMUNITY LEADERS

In 2011, through 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 wellbeing 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.

A 54-year-old traditional leader from Aldeia Ai-Turi Laran reported, *"I am a "lia-nain" (community traditional leader that assists in resolving conflict) I have faced many conflicts in the community and solved them. However, the lessons I received in this training have taught me new conflict resolution strategies. I appreciate these lessons and will apply them in my life and community to build peace. I suggest Ba Futuru to come and share the same information to other young people in this village (Suco Lahane Oriental)."*

The 24-year-old *Chefe Aldeia* (elected head of village) from Monumento Calma commented, *"This training program strengthened my capacity and knowledge, and gives me more experience in solving conflict in my sub-village. I appreciate the lessons and information provided because this it was interesting and useful. I especially liked the parts about conflict resolution and how to analyze a conflict before making decisions. I will implement this and apply it in my role as Chefe Aldeia where I solve the community's problems every day."*

The female youth leader, aged 21, from Aldeia Temporal said, *"I feel happy with the training because as a youth leader I need to know how to solve conflicts faced by the youth. And until now I did not have any knowledge and experience in conflict resolution, so the training has positively developed my ability and increased my knowledge. I will apply the information in action as I solve the problems of youth, especially for women so they can prevent conflict and live in peace. I suggest Ba Futuru does the same training in our community again in the future because our community is a high-risk area for conflict."* Ba Futuru continues to target community leaders to strengthen their conflict resolution skills to equip them to better mitigate violent conflict in their communities.

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. In 2011 the New Zealand Head of Mission Fund and donations from individual donors supported a new roof for the Peace Center, which has allowed for the continuation of important life-enhancing classes for hundreds of students. The Australian Embassy and *ifa* supported the purchase of a large capacity generator that has given consistent power to classes at the youth center, as well as Ba Futuru's office and training facility.

In 2011 more than 700 children and youth attended various types of courses at Ba Futuru's Peace Center. The Center provides psychosocial support for young people and holds an array of courses on various topics including: peer-mediation, International Award for Young People, English, Portuguese, Japanese, job finding skills, public speaking, sports, skateboarding, drama, photography, music, art, basic health and hygiene, first aid, traditional and modern dance, and finally, yoga. Ba Futuru also runs courses on conflict resolution, child rights, human rights, child protection, conflict analysis, trauma recovery, peace building in the community, democracy, non-violence, mediation and

negotiation through the TAHRE and Positive Discipline curriculums. The majority of courses in 2011 ran for three months after which certificates were provided and a new round of courses began.

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 become involved in gangs. Some of the children living near the Center had already begun to succumb to these pressures before Ba Futuru intervened. The Peace Center provides children and youth with activities to keep them positively engaged. Ba Futuru built a skateboard park at the Center to attract some of the more at-risk children who were throwing rocks and becoming involved in fights. Skateboarding is able to offer these youth an adrenaline rush without creating negative consequences.

The most exciting outcome of the Peace Center's ongoing activities 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 to partake in daily life enhancing activities and classes. Moreover, many of the youth come from communities across Dili to participate in classes and have found employment because of their English studies, simple seminars on CV creation, interviewing techniques and their development of positive attitudes from the TAHRE program.

Facilitators conducted surveys to gauge student understanding before and after the Transformative Arts Human Rights and Education (TAHRE) training held three times a week between April and June of 2011 at Ba Futuru's Peace Center. Before the training only 28% of participants who completed the pre-training survey declared that they had the capacity and ability to solve conflict without using violence. However, after the training, 70% of those that filled in the post-training survey agreed that they would be able to solve conflict without using violence and could list examples. Many of the students felt that their participation in the TAHRE program transformed their ability to deal with conflict that is evidenced in the quotations below:

Laurentina, a 22 year-old female TAHRE student reported: "I felt happy with the TAHRE program because I learnt various lessons [on topics] such as human rights, democracy, conflict resolution, trauma healing, and interpersonal difficulties. Throughout these lessons I felt comfortable to express my ideas to others, and also gained the skills to help solve conflict that happens inside our community."

In the second term of 2011, between April and June, Ba Futuru's Peace Center had more than 50 youth following formal English language classes.

Jose de Deus da Silva, a 28 year-old English student, reported: "First I studied basic English basic and TAHRE (Transformative Arts and Human Rights Education) in Tetun. After 3 months I moved on to study in a class about public speaking, which included information on preparing an outline and performing a speech and a debate. I also learnt about writing a CV and cover letter to prepare for a job. In addition it was exciting for me as during the course I got a short-term contract as a language assistant for the medical US mercy ship."

ORGANIZATIONAL DEVELOPMENT

In 2011 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. Ba Futuru has a well-developed financial management system, well-trained staff, annually audited accounts and is overseen by a Board of Governance. In addition, Ba Futuru's modern finance system, which uses the MYOB software, is designed to manage project funding.

Ba Futuru currently has a core of more than 30 permanent full time staff and several international volunteers and interns. Numerous part time staff are also employed, including eight security guards for the Peace Center and four cleaning staff.

A team of national and international staff manages Ba Futuru. This organizational structure has created an environment conducive to capacity development because 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 teacher training at the National University of Timor-Leste (UNTL), while international staff have several years of NGO and other relevant academic experience. Ba Futuru has received seven years of in-country support from one of its co-founder, Sierra James. Ms. James has a Master's Degree in International Affairs from Columbia University, where she studied education in emergencies and conflict resolution.

Every year Ba Futuru welcomes international support staff and volunteers who work as counterparts to the national staff. In 2011, Ba Futuru was supported by Lucinda Kaval, a volunteer for Volunteering for International Development from Australia (VIDA), as well as two dynamic Australian Youth Ambassadors for Development (AYAD) - Laura Ogden and Emma Dawson - along with three Japan Overseas Cooperation Volunteers - Saki Yakabe, Makoto Abe and Hiromi Akutsu. In addition, Ba Futuru had the support of other dedicated full-time volunteers including: Mark Dohm (IT), Julia Scharinger (early childhood education and theatre), Jeronimo Salvador da Costa (administration) and Paula Clothier (project development - Paula later became a paid staff member). Other part-time volunteers: Anna Mendes, Kitty Nigrel, Miya Komatsu, Lisa McDonald, Takako Hirose, Candiece Tappin and Rhiannon Owen assist with teaching staff English and yoga, offering first aid training for staff and providing engaging activities for the children. International volunteers and supporters have particularly helped in areas of skill development including: monitoring and evaluation, accounting, internet and email, event management, documentation, theatre, lesson planning and evaluation, application compilation, reporting, English language, and recording of sensitive information such as child abuses cases. In regard to financial management, Ba Futuru's finance team has had monthly mentoring and training sessions with Christine Carberry B.Bus CPA AICD. Furthermore, Co-Founder and Program Manager, Sierra James from the United States; Fundraising Manager, Jessica Wilde from the United Kingdom; and Project Director, Paula Clothier from Australia, have respectively supported the implementation of projects this year as paid international staff members.

In 2011, Ba Futuru staff had several opportunities to attend external capacity-development conferences and trainings. These trainings ranged from skill building on facilitation, project cycle management, financial audits, drama workshops, English language and teaching, digital media and leadership.

DONORS AND PARTNERS

Ba Futuru's main donors and implementation partners in 2011 were: the Australian Embassy Small Grants Fund; Child Frontiers; the European Commission; the Finnish Fund for Local Cooperation, Germany's Institute for Foreign Cultural Relations (Institut für Auslandsbeziehungen); the Global Fund for Children; the Global Fund for Women; the Justice Facility; New Zealand Head of Mission Fund; the Oaktree Foundation; Plan International and UN Women. Ba Futuru's primary local partner, which enabled extensive groundbreaking work on Atauro Island to take place, was the local organization Roman Luan.

Ba Futuru received capacity building support from Save the Children, the Justice Facility, Action Asia, JICA, AYAD and VIDA. AWISH Foundation and Austin Community Foundation acted as a liaison for donations from individuals in the United States.

STAFF & BOARD

During 2011, Ba Futuru had support from the following staff members: Sierra James, Joana dos Santos Camoes, Juliana "Lica" Marcal, Jacinta Florensa Ximenes, Emilia Savio, Vidal Campos Magno, Maria Elisabeth "Bety" Pereira Chan, Rosa "Lulu" Jose Martins, Yohanes "John" Bouk, Helio Roberto Reis Dias, Remegito Jorge da Costa, Lucinda Kaval, Judit Maria de Sousa, Elisabeth de Andrade, Jacinta "Nona" de Sousa Pereira, Zulmira da Costa S. Pinto, Joao Bano Suni, Arlinda Noemia Sequeira, Eldina dos Santos Goncalves, Palmira da Costa, Terezinha Maria da Costa, Eugenio Carceres da Costa, Mateus Soares, Nuno Ram da Silva Henrique Fatima, Tomas Oliveira, Jessica Wilde, Jose Henrique, January Crispin, Juliana Imaculada, Agness Brites Maia, Domingos Francolin, Julio Ximenes Xavier, Ivo Gaspar da Costa, Bete Fatima, Adilson Nivion, Paulino, Jose Ximenes da Costa, Jose Lopes, Jacinto Maia, Jose Lobo Gusmao and Paula Clothier.

Ba Futuru Board

In 2011, Ba Futuru's Board had seven members - three Timorese and four internationals. Approximately half of the Board members are female, supporting Ba Futuru's gender empowerment emphasis. The members' duration of experience on Ba Futuru's Board ranges from three years, to the newest members joining in late 2010.

Izitu Castanheira - member since 2010 & Board President. Mr. Castanheira has four years' work experience with the United Nations, one year working on the UNICEF illiteracy program, two years in the United Nations Mission to Timor-Leste, one year working on the UNICEF illiteracy program and two years experience in program analysis and learning systems including: human rights and child rights training; monitoring and evaluation; and project management. (Nationality: Timorese)

Juvita Pereira - member since 2009 & Vice-President. Ms. Pereira previously assisted the Government of Timor-Leste to develop the Juvenile Justice Law and has been involved in various Ba Futuru programs. She brings the youth perspective to the Board and is able to provide advice based on her experience as a prior program participant. (Nationality: Timorese)

Melissa Wingard-Phillips - member since 2007. Ms. Wingard-Phillips has 15 years of corporate project management experience and is currently based in Singapore with Dell Corporation as a Regional Portfolio Manager. She has over 10 years' experience as a volunteer, donor and Board member for organizations supporting women and children. She also lived and worked in Timor-Leste in 2007 and 2008 with the Office of the Prime Minister and Peace Dividend Trust. (Nationality: American)

Lindsey Greising - member since 2009. Ms. Greising is currently in her final year studying law in the United States, concentrating on international law and human rights. She has 10 years of domestic and international volunteer experience with children, women and at-risk communities. She also has five years of NGO experience, including work with Ba Futuru on grant management, writing and reporting in 2008 and prior research and volunteer experience in Timor-Leste in 2005. (Nationality: American)

Megan Lavelle - member since 2009. Ms. Lavelle has a Master's Degree in Anthropology and five years work experience conducting community needs assessments, managing projects and building staff capacity in Timor-Leste. She has also worked as a government liaison officer, is fluent in English

and Bahasa Indonesian, and has prior experience acting on a board of governance in the Timor-Leste context. (Nationality: American)

Julião da Costa Cristovão Caetano - member since 2009. Mr. Caetano has eight years of peace building experience and has worked with various international organizations based in Timor-Leste including Commission of Truth and Reconciliation, Concern Worldwide, USAID's "Ita Nia Rai" Project and Trocaire. Mr. Caetano has been to various international training courses on conflict transformation and conflict resolution, and used his expertise to assist Ba Futuru in developing the conflict mapping, analysis and transformation components of its TAHRE Manual. (Nationality: Timorese)

James Coy – member since 2010. Mr. Coy is a human rights lawyer who has worked in Timor-Leste for eight and a half of the last 10 years. He and his wife have two children and the family is living in Dili. Mr. Coy is interested in seeing Timor-Leste develop and the situation stabilise. He believes Ba Futuru's focus is crucial to moving things forward and is interested in being a part of this movement. Mr. Coy has many contacts in various agencies, which he will use to develop and strengthen Ba Futuru as an organization. Mr. Coy is currently working with USAID. (Nationality: American)

BA FUTURU'S 2011 ANNUAL FINANCIAL REPORT
YEAR ENDED 31 DECEMBER 2011

	2011 USD	2010 USD
1 Total Expenditure	\$557,616.51	\$292,881.57
2 Net Earnings	\$18,731.73	\$7,218.21
3 Balance Sheet		
Current Assets	\$236,726.47	\$95,135.83
Total Assets	\$236,726.47	\$95,135.83
Current Liabilities	\$184,982.37	\$62,123.46
Equity	\$51,744.10	\$33,012.37
Total Capital	\$51,744.10	\$33,012.37
Total Liabilities and Capital	\$236,726.47	\$95,135.83

PROJECT DETAILS

Donor Funds	Carry Forward 2010	Income 2011	Expenses 2011	Project Contribution	Balance 2011	Carry Forward 2012	Function available for future use
exible Funds		34,169.75	59,266.72	43,828.70	18,731.73		18,731.7
ustin Community Foundation	38.00		38.00				
ustralian Embassy Small Grants Fund		6,000.00	6,000.00				
ild Frontiers		2,975.00	2,975.00				
ropean Commission		110,731.34	10,404.37		100,326.97	100,326.97	
nnish Fund for Local Cooperation	26,948.00	27,628.13	36,997.15		17,578.98	17,578.98	
lobal Fund for Children – 2010-2011	5,888.00		5,888.00				
lobal Fund for Children – 2011-2012		19,692.29			19,692.29	19,692.29	
lobal Fund for Children – AYV		1,500.00	1,486.81		13.19	13.19	
lobal Fund for Women	7,873.38		7,873.38				
stitute for Foreign and Cultural Relations		211,599.24	211,599.24				
justice Facility – Pilot		35,416.00	35,416.00				
justice Facility – One Year		71,488.36	71,488.36				
ew Zealand Head of Mission Fund	20,711.30		20,711.30				
aktree Foundation		150,336.87	124,214.93		26,121.94	26,121.94	
an International		10,113.00	7,085.95		3,027.05	3,027.05	
SD	61,458.68	681,649.98	601,445.21	43,828.70	185,492.15	166,760.42	18,731.7

ANNEX I – 2011 TRAININGS IN COMMUNITIES

Community Peace Building Support Network conflict mitigation trainings funded by IFA

No	Training dates	Location	Participants
1.	4-7 April	Bairo Pite/Fatuhada (Laloran)	27
2.	4-7 April	Lahane Oriental/Becora (Ai-Turi Laran)	28
3.	11-14 April	Comoro (Ai-Meti Laran 1)	33
4.	11-14 April	Comoro Beto (Tasi Marinir)	32
5.	11-15 April	Atauro Island (Maquili)	29
6.	25-28 April	Comoro Tasi Tolu	25
7.	25-28 April	Comoro Beto	37
8.	16-19 May	Comoro Manleuana (Ai-Meti Laran 1)	26
9.	16-19 May	Bairo Pite/ Fatuhada (Kampung Alor)	30
10.	23-26 May	Lahane Oriental / Becora (Maukoko Maten)	26
11.	6 – 9 June	Comoro Tasi Tolu (Tera Santa)	25
12.	6-9 June	Atauro Island (Beloi)	32
13.	11- 14 July	Atauro Island (Vila) Police training	22
14.	18-21 July	Comoro Manleuana (Fomentu II)	28
15.	18-21 July	Bairo Pite/ Fatuhada (Licara Poma)	33
16.	25-28 July	Comoro Beto (Loron Matan)	37
17.	08-11 August	Comoro Tasi Tolu (12 de Outubro Ex. Pameran)	30
18.	15-18 August	Lahane Oriental/Becora (Tuba Rai)	37
19.	15-18 August	Bairo Pite/Fatuhada (Samatama)	35
20.	12-15 September	Lahane Oriental/Becora (Auhun)	36
21.	19-22 September	Comoro Beto (Loron Matan)	28
22.	October 3-6	Comoro Manleuana (Fomento 1)	26
23.	10-13 October	Comoro Tasi Tolu (RT 1)	31
24.	10-13 October	Atauro Island (Biqueli)	30

25.	17-20 October	Police training	32
	TOTAL		755

* Each of these four-day trainings included information on conflict resolution, conflict transformation, conflict analysis & mapping, negotiation, mediation, introduction to human rights, civic education, gender equality, rumor management and democracy.

Youth Empowerment Peace Building Project conflict mitigation trainings funded by the Oaktree Foundation

No.	Training Dates	Location	Participants
1	March 28-31	Bidau (Santa-Ana)	25
2	April 4-7	Bairopite (Rai-Nain)	18
3	April 11-14	Comoro (Masin Lidun)	36
4	May 9-12	Becora (Kulau)	33
5	May 16-19	Bairopite (Fatuhada)	29
6	May 23-26	Comoro (BTN II)	28
7	June 13-16	Bairopite (Fuslam),	31
8	June 27-30	Bidau (Toko - Baru)	21
9	July 4-7	Becora (Bedois)	31
10	July 18-21	Comoro (Bairo Foun)	35
11	August 1-4	Bidau (Massau)	34
12	August 15-18	Bairopite (Moris ba Dame)	33
13	August 22-25	Becora (Mota – Ulun)	33
14	September 5-8	Comoro (Raikotu)	32
15	September 12-15	Becora (Maliqueo)	22
16	September 19-22	Bidau (Mota – Klaran)	26
17	October 3-6	Bairopite (Rio de Janeiro)	24
18	October 10-13	Becora (Ailele – Hun)	43
19	October 24-27	Comoro (Terra – Santa)	48
20	November 7-10	Bidau (Meti – Aut)	30
	TOTAL		612

* Each of these four-day trainings included information on conflict resolution, conflict transformation, conflict analysis & mapping, negotiation, mediation, introduction to human rights, civic education, gender equality, rumor management and democracy.

ANNEX II – 2011 PEACE CENTER COURSES & ACTIVITIES

January – March 2011 Term

Subject	Contents	Target Group	Participants
English course	Basic English Education and Child Protection/ TAHRE in English	Youth	44
Job Finding Skill/Public Speaking	Advanced English Education and Building Employable Skills throwing studying how to write a CV	Youth	9
TAHRE Program	Complete TAHRE Guide	Youth	23
Portuguese	Basic Portuguese Education	Youth	5
Drama in English	Basic English Education, Psychological Support and Improvisation Drama	Youth	10
International Youth Award	The International Award concept is one of individual challenge. It presents to young people a balanced, non-competitive, program of voluntary activities which encourages personal discovery and growth, self-reliance, perseverance, responsibility to themselves and service to their community	Children and Youth aged 14-25	61
Japanese class	Japanese language course	Youth	10
Activities for Kids	Basic Portuguese and English, Mathematics, TAHRE, Drama, Games, Arts, Dance, etc for The Cultivation of Aesthetic Sensitivity	Kids	44
Handicraft class	An international volunteer teach and make earring together with youth participants	Youth & Kids	17
Kids, youth and community	Kids, youth and community utilize Ba Futuru's sport spaces such as basketball court, volleyball court and skate park	Kids, Youth and community	464
		Total	687

*The number of people attending classes in each period includes some participants that attended more than one class or activity.

April – June 2011 Term

Subject	Contents	Target Group	Participants
English course	Basic English Education and Child Protection/ TAHRE in English	Youth	53
Job Finding Skill/Public Speaking	Advanced English Education and Building Employable Skills throwing studying how to write a CV	Youth	10
TAHRE Program	Complete TAHRE Guide	Youth	33
Adobe Youth Voices course	Adobe Youth Voices – to guide children and youth in expressing their creativity and providing them skill building on taking pictures, edit pictures and making films	Youth	6
Drama in English	Basic English Education, Psychological Support and Improvisation Drama	Youth	12
International Youth Award	The International Award concept is one of individual challenge. It presents to young people a balanced, non-competitive, program of voluntary activities which encourages personal discovery and growth, self-reliance, perseverance, responsibility to themselves and service to their community	Children and Youth aged 14-25	31
Activities for Kids	Basic Portuguese and English, Mathematics, TAHRE, Drama, Games, Arts, Dance, etc for The Cultivation of Aesthetic Sensitivity	Kids	44
Japanese class	Japanese language course	Youth	5
Kids, youth and community	Kids, youth and community utilize Ba Futuru's sport spaces such as basketball court, volleyball court and skate park	Kids, Youth and community	1165
		Total	1,359

*The number of people attending classes in each period includes some participants that attended more than one class or activity.

July – September 2011 Term

Subject	Contents	Target Group	Participants
English course	Basic English Education and Child Protection/ TAHRE in English	Youth	70
Job Finding Skill/Public Speaking	Advanced English Education and Building Employable Skills throwing studying how to write a CV	Youth	20
TAHRE Program	Complete TAHRE Guide	Youth	22
Drama in English	Basic English Education, Psychological Support and Improvisation Drama	Youth	8
International Youth Award	The International Award concept is one of individual challenge. It presents to young people a balanced, non-competitive, program of voluntary activities which encourages personal discovery and growth, self-reliance, perseverance, responsibility to themselves and service to their community	Children and Youth aged 14-25	52
Activities for Kids	Basic Portuguese and English, Mathematics, TAHRE, Drama, Games, Arts, Dance, etc for The Cultivation of Aesthetic Sensitivity	Kids	40
Class music	The young people learn how to play music instruments such as guitar, drums and organ	Youth	6
Photography class	The young people learn how to take pictures in using digital camera	Youth	9
Japanese class	Japanese language course for Basic	Youth	18
Japanese class	Japanese language course for second stage	Youth	15
Kids, youth and community	Kids, youth and community utilize Ba Futuru's sport spaces such as basket all court, volleyball court and skate park	Kids, Youth and community	896
		Total	1,156

*The number of people attending classes in each period includes some participants that attended more than one class or activity.

October – December 2011 Term

Subject	Contents	Target Group	Participants
English course	Basic English Education and Child Protection/ TAHRE in English	Youth	61
Job Finding Skill/Public Speaking	Advanced English Education and Building Employable Skills throwing studying how to write a CV	Youth	17
TAHRE Program	Complete TAHRE Guide	Youth	29
Drama in English	Basic English Education, Psychological Support and Improvisation Drama	Youth	8
International Youth Award	The International Award concept is one of individual challenge. It presents to young people a balanced, non-competitive, program of voluntary activities which encourages personal discovery and growth, self-reliance, perseverance, responsibility to themselves and service to their community	Children and Youth aged 14-25	69
Activities for Kids	Basic Portuguese and English, Mathematics, TAHRE, Drama, Games, Arts, Dance, etc for The Cultivation of Aesthetic Sensitivity	Kids	20
Class music	The young people learn how to play music instruments such as guitar, drums and organ	Youth	5
Photography class	The young people learn how to take pictures in using digital camera	Youth	20
Adobe Youth Voices course	Adobe Youth Voices – to guide children and youth in expressing their creativity and providing them skill building on taking pictures, edit pictures and making films	Youth	28
Japanese class	Japanese language course for Basic	Youth	25
Japanese class	Japanese language course for second stage	Youth	8
Kids, youth and community	Kids, youth and community utilize Ba Futuru's sport spaces such as basketball court, volleyball court and skate park	Kids, Youth and community	977
		Total	1,267

*The number of people attending classes in each period includes some participants that attended more than one class or activity.

ANNEX III – 2011 TRAININGS IN SCHOOLS

Strengthening Peace in the Lives of Children Project trainings and briefings funded by Justice Facility

Location: Nicolau Lobato Senior High School – Tasi Tolu, Dili District

No	Training dates	Topic	Participants
1.	3 sessions in February and March	Student briefings on human rights, positive discipline, access to justice and conflict resolution	458
2.	31 Jan-11 Feb	TAHRE training for students	26
3.	13, 20 Feb, 1 April	Child protection and positive discipline training for teachers and parents	20
4.	4-9 April	TAHRE and Positive Discipline training for students	29
5.	26 March	Positive Discipline training	18

Location: 10 December Senior High School – Comoro, Dili District

No	Training dates	Topic	Participants
1.	27 May-11 July	Student briefings on human rights and access to justice	909
2.	6-18 June	TAHRE and Positive Discipline training for students	31
3.	1-4 June	Child protection and positive discipline training for teachers and parents	14
	13-27 September	Peer mediation training for students	10

Location: 99 Senior High School – Atauro Island, Dili District

No	Training dates	Topic	Participants
1.	7-11 November	Student briefings on human rights and access to justice	178
2.	5 -11 October	TAHRE and positive discipline training for students	30
3.	7 – 8 November	Child protection and positive discipline training for teachers and parents	18
4.	21-25 November	Peer mediation training for students	10

Location: CVTL Timor-Leste – Suai, Covalima District

No	Training dates	Topic	Participants
1.	21-23 June	Child protection and positive discipline training for teachers, perpetrators and local organization representatives	29

ANNEX IV – 2011 OTHER TRAININGS & ACTIVITIES

Peace and Development Project for Atauro Island - trainings and activities funded by the Finnish Fund for Local Cooperation

No	Training dates	Location	Topic	Participants
1.	1-2 Mar	Atauro - Casa Domar	Child protection and gender-based violence training for key actors in the community	17
2.	23-24 Mar	Atauro - Suco Beloi	Child protection and gender-based violence training for key actors in the community	28
3.	23-24 Mar	Atauro - Suco Vila	Child protection and gender-based violence training for key actors in the community	19
4.	12-13 May	Atauro - Suco Makadade	Child protection and gender-based violence training for key actors in the community	26
5.	26-27 July	Atauro - Suco Maqili	Child protection and gender-based violence training for key actors in the community	31
6.	1 Mar – 31 Dec	Atauro - Vila Library	Activities and library access for youth	117
7.	Jan-Dec	Atauro - Vila Library	Activities and library access for children	450

Child Protection Project – training in Lautem District funded by SIDA via Plan International

No	Training dates	Topic	Participants
1.	29 Nov-2 Dec	Conflict resolution training for partners and community members	23

Child protection and positive discipline training in Same funded by Save the Children

No	Training dates	Topic	Participants
1.	18-21 Nov	Child protection and positive discipline training for partners, religious representatives and community members	16