

Report on the Great Lakes Initiative Leadership Institute 13-19 January 2013
Compiled by the Duke Center for Reconciliation
February 2013

"I am an expert in peacebuilding and conflict transformation. But this [Leadership] Institute has challenged all my understanding of 'reconciliation', not as 'my work' but as 'God's gift.' This was new for me and I now realize why many peacebuilding processes have failed, because they seem to be sought and implemented as pure programs, human initiatives....I thank the GLI Initiative. You do not know what this will generate in terms of building peace and reconciling communities in the region."

"My energy was very low and my heart discouraged when I came to this GLI. I was asking God 'why me?' Here the Holy Spirit has inspired my heart, passion and strength as I have listened to the speakers and what God has been doing in their lives. Even amidst chaos, God gives His peace and harmony and He is still at work....Now I will be involved in the work of reconciliation not according to budgets but how God stirs my heart towards the growing needs of His people."

Feedback from two GLI 2013 Leadership Institute participants

The 7th Great Lakes Initiative event and 3rd Leadership Institute was held 13-19 January 2013 at St. Mary's National Seminary, Ggaba, Kampala, Uganda, preceded by a GLI partner's meeting on the 12th January at the same venue.

Leadership Institute Participation Highlights: 150 participants, 30 more than in 2012.

National Diversity: The GLI has an intentionally regional focus, and the seven nations of East Africa were well represented at the Institute: 18 came from Burundi, 19 from DR Congo, 9 from Kenya, 17 from Rwanda, 16 from South Sudan (and 1 from Republic of Sudan), 7 from Tanzania and 39 from Uganda. Interested leaders from Ethiopia, Lesotho, and Nigeria also attended. 19 participants were from the USA, a number which includes staff of the partner organizations. (The number registered from Uganda is always higher because of the logistics volunteers we draw from the Uganda offices of our partners and from Ggaba Seminary (10), and the non-resident participants from the Kampala area (8).) There were ten Duke University-affiliated participants.

Denominational diversity: The GLI continues to be a rare and holy space in East Africa that gathers Christian leaders across the Catholic/Protestant divide. Specifically: Catholic (41); Anglican/Episcopal (30); Baptist (14); Pentecostal (16); Mennonite (8); Quaker (7); Presbyterian (7); Methodist (4); Evangelical (4); Lutheran (2); Orthodox (2); Inter-denominational (2); Other (8); Unknown (5).

Gender diversity: The nations of East Africa are young—for most of them, 50% of their population is under 20 years of age. The mothers of these youth are mostly unacknowledged leaders in these societies, so the GLI Leadership Institute desires the strong participation of women. This year 43 women and 107 men attended. While the raw number is higher, the percentage of women (29%) is down from the 2012 Institute. The Institute models women leadership in its faculty selection: women taught two of the five scriptural plenaries,



Gathering together on pilgrimage at the GLI Leadership Institute, January 2013.

and gave two of the four witness plenary presentations. Two seminars were taught entirely by women, and three others had women as co-teachers.

Partner Diversity: GLI's core partners were well represented at the Institute. World Vision sponsored 20 participants, 16 of them staff of country programs; ALARM sponsored 10 participants, all of whom were country program staff; MCC sponsored 29, 9 of whom were staff.

Leadership Institute Financial Support: GLI partners World Vision East Africa and ALARM contributed grants totaling \$25,000 and Mennonite Central Committee (MCC)-sponsored participants generated another \$14,400 in revenue. A seminar on *"Reconciliation, Trauma and Community Health"* sponsored by Duke Divinity School, provided \$9,360 to support 16 participants, including two faculty for the seminar. Other organizationally-sponsored participants provided an additional \$9,700 in revenue, including \$2,500 from Catholic Relief Services of South Sudan and \$5,000 from World Vision DR Congo. This amounts to a total of \$58,460 in financial support from partner organizations. Tear Fund New Zealand's grant to CFR supported the stipend and travel costs of the GLI Ambassador who led the Institute's content team and each day's plenary sessions, and the travel costs of two CFR staff, one student associate and one DDS faculty at the Leadership Institute (\$35,997). A portion of the salary of the CFR International Programs Coordinator, who serves as the GLI Institute Coordinator, and costs for printing the GLI Booklet, were also covered by a grant to the CFR. Partners ALARM and World Vision shared with CFR and DDS the support for three first-time faculty to join the Duke Summer Institute in May 2012 and work with Wilfred Mlay on curricula for their seminars.



Building and deepening relationships: Maggy Barankitse (Maison Shalom), Marc Nicayenzi (World Vision Burundi), Emmanuel Ndikumana (Partners Trust International) and Father Zacharie Bukuru (Buta Benedictine Monastery).

Other Leadership Institute Partner Support: The GLI Leadership Institute offers excellent faculty who contribute their time gratis. ALARM provided two staff to teach the seminar "Leadership for Reconciliation in Families" and MCC provided 4 staff to teach the seminar "Restorative Justice for African Contexts". MCC and World Vision also provided staff to lead daily worship. Duke Divinity School provided 3 faculty for seminars and a plenary session and overall coordination for the Institute. Vital logistics support was provided by World Vision Uganda (2 staff) and ALARM Uganda (1 staff), and equipment for printing and communication was provided by World Vision and MCC Uganda offices.

Leadership Institute Impact: Selected comments from among the evaluations help us understand the transformative impact of the Leadership Institute and the work of the Holy Spirit:

1. "I have taken a deep step of openness to God to work in me as a leader."
2. (From a Protestant leader): "I appreciate the ecumenical opportunities here; a sign of the Spirit at work. I will pray for greater love among us."

3. "GLI 2013 has impacted me to look at my mission of reconciliation and identity in many ways: convinced me that reconciliation is God's mission. Focused me to center Christ in all my journey. Healed me from discouragement. Helped me to renew my covenant and keep my first call and love. Showed me the beauty of diversity. Helped me not to forget that I am in the world but not of the world. I have observed the importance of patience and tolerance. I am focusing my journey of reconciliation on new creation."
4. "I was already familiar with the GLI theological vision, but the "word became flesh" in the people and stories. These issues are not optional here. Christian identity and reconciliation is a matter of life and death. A great gift of the GLI is bringing a diversity of key leaders together. I need to find these people in my own home city."
5. "The Institute has opened my eyes to a number of issues of reconciliation in the Great Lakes area. I realize God has been preparing me for this time and interaction. The divine connection with other passionate brothers and sisters in the Lord greatly enriched my life and I consider these friendships a work of the Holy Spirit in my life during the Institute."
6. "Messages shared were communicating to my spirit and my perception is now totally different....The Holy Spirit took away my previous knowledge and ushered me into a new thing where the business of peace and reconciliation belongs to God, with an invitation to those who are willing to become ambassadors of Christ in the mission of reconciliation. The Holy Spirit kindled fire in me and my life is never the same; passion has been added to the burden I had for peace and reconciliation."
7. "This Institute has allowed me to embrace my struggles and reminds me that I have to carry my cross and follow Christ daily...As I listened to testimonies and scripture teaching, I have journeyed back through my life and seen how God worked through my afflictions to make me who I am now. I was like Jeremiah, my feet were hot, I had no sleep for one year until I began to serve sexually abused girls in Juba. I did not know that I was traveling the journey of reconciliation toward new creation. I asked 'why me Lord?' GLI has revealed to me that the Holy Spirit was with me and illuminating my life. I have learned that I am an ambassador of Christ and must shine as a candle in the darkness, even unto death."
8. "I will rethink my health work as a process of reconciliation, as opposed to just a program of services. I will be intentional in mentoring and guiding, shaping, forming younger leaders."

Evaluations of the seven seminars offered this year indicated a deeper quality of teaching and a better variety of topics than in the first two institutes. Several seminars were co-led, with the intention of encouraging emerging faculty for the Institute. We brought several new "signs of hope", witnesses of new creation, to this Institute, including [Marguerite \(Maggy\) Barankitse](#)¹ and [Fr. Zacharie Bukuru](#) from Burundi, and [Dr. Sam Orach](#) from Uganda. The 138 participants who submitted evaluations on the closing day of the Institute were asked to estimate how many persons they would impact with the teaching they had received at the Institute; added together they total 899,520.

The participation of Catholics from Burundi and DR Congo was new this year, and thus the ecumenical interaction was deepened. The Catholic Archbishop of Kampala gave the opening address and welcome—he is known in Uganda as a church leader unafraid to speak out against abuses of power in the region.

¹ Duke University will award seven honorary degrees at its commencement exercises on May 12, 2013. Maggie will be one of the seven. For more info: <http://today.duke.edu/2013/02/hondegrees2013>

There were numerous stories of transformation:

1. During the week there was tension and hostility between many Rwandan and Congolese participants due to a plenary address by a Congolese leader on the second day, naming and lamenting the role of Rwanda in the violence and displacement in DR Congo since the 1994 genocide. A crucial breakthrough occurred between these groups at the end of the week, as they met to confront, confess, forgive, repent, and pray together. Each group named representatives committed to continuing their reconciling work throughout 2013.
2. After eight years a theme song co-written by two core members of the GLI movement took hold at the Institute and was sung many times. We take this as a sign of the GLI maturing into a story of its own, of why this space of community and content matters as a catalyst for God's reconciliation in the region.
3. Three significant leaders of the Catholic Church in Burundi participated in the Institute and named the opportunities for ecumenical fellowship and discussion as a key gift to the witness of Christ in Burundi. Both Protestant and Catholic leaders in Burundi returned from the Institute with personal relationships and common commitments to work together in the truth and reconciliation process currently being undertaken by both government and civil society in Burundi.
4. The Institute participants from South Sudan, who represented both Episcopal and Catholic dioceses, the Sudan Council of Churches, Catholic Relief Services and various Protestant denominations, have formed a leadership team with intention to meet often during 2013 to work together for reconciliation in their young country.
5. The leader of a Christian media institute in Tanzania named the GLI Institute's teaching on leadership as a transformative re-understanding for him, and returned to his school determined to share this teaching with his faculty and students.
6. Duke Divinity School faculty returned energized. One noted the following: "GLI is growing an ecumenical spirit in the region and is a source of hope. GLI gave me renewed energy to return to South Sudan to support the theological education of pastors there."

For more stories of transformation, please see:

1. Report from Mennonite Central Committee participant:
<http://pamosley.blogspot.com/2013/01/give-us-courage-for-journey-gli-2013.html>
2. Chris Rice, CFR Director's blog
<http://reconcilers.wordpress.com/2013/02/01/new-creation-is-dangerous-report-from-east-africa/>

GLI Sustainability: GLI's Word Made Flesh curriculum and methodology shaped the Institute. Apart from one plenary session taught by a Bible scholar from Duke, all were taught by East African leaders, and overall facilitation was provided each day by GLI Ambassador Wilfred Mlay. All 7 seminars were well-attended, and feedback has been largely positive. Country group meetings, for which space/time was provided on the 2nd day of the Institute, were

also organized by participants during meal times and evenings, as members from each of the Great Lakes countries discussed how to share the impact GLI has had on them personally with their countrymen and women. Each group made plans to meet again at home, and the Burundian, Congolese and South Sudanese seem especially determined to see a “national GLI” take root. Just how to encourage, support and strengthen these efforts is a central issue for our planning.

We continue to see more leadership of the GLI in the hands and hearts of African partners and theologians, and a less visible role for the Duke Center for Reconciliation. Yet the behind-the-scenes stewardship of the GLI’s leadership, curriculum, partnership, administration, and coordination continues to be carried by the CFR. The GLI partnership has named the next two years as a significant transition time for GLI, and has set as a goal that the 2015 Leadership Institute will be the final one coordinated from the CFR office. We plan for an expanded partners/stakeholders meeting in the region in late April/early May which will focus specifically on GLI sustainability, decreasing the role of the CFR and increasing the role of the other partners.

Our shared desire is for GLI to be fully rooted in the East Africa region by 2015 and for CFR’s continuing involvement to include some DDS faculty, staff and student participation, as well as connections through the Duke Summer Institute between East Africa leaders and leaders from the U.S. and world. What shape the Initiative will take is as yet uncertain, but the possibilities being considered include identifying an institutional host (perhaps a university), forming a separate NGO, establishing an association including formal collaboration among current and new partners, and increasing the number of core partners.

It is clear to us that the Holy Spirit uses the GLI Institute—the testimonies of personal transformation bear witness to God’s presence. We are now asking God to show us how to carry this treasure as His ambassadors into the coming years.

Appendix: GLI Leadership Institute Faculty and Staff

A. Plenary Teachers: Dr Wilfred Mlay, Maggie Barankitse, Dr Katho Bungishabaku, Dr Ellen Davis, Emmanuel Ndikumana, Dr Sam Orach, Chris Rice, Faith Mlay and Fr Zacharie Bukuru

B. Seminars and Faculty:

Caesar and Christ: Lessons from the Past for Church-State Relations in Africa. Fr Martin Vuni and Dr Warren Smith

Isaiah and a Prophetic Ministry of Peacemaking. Dr Ellen Davis.

Leadership for Reconciliation in Families. Deo Nshimiyimana and Bernadette Musekura

Practical Spirituality to Sustain Peace Builders. Violette Nyirarukundo and Faith Mlay.

Restorative Justice in African contexts. Gopar Tapkida, Katie Mansfield, David Otim and Mekonnen Dessalegn

Reconciliation, Trauma, and Community Health. Dr Sabina Mtweve and Dr Peter Morris.

The Theology of Jeremiah in African Context. Dr Katho Bungishabaku.

C. Translation, Worship and Coordination: Acher Niyonizigiye, David Ngendo-Tshimba, Josephine Munyeli, Rebecca Mosley, Gann Herman, Fr Stephen Kiggundu, Liberty Muhereza