

## **lofC Tanzania awareness and leadership training**

**Dodoma, 25 – 27 April 2017**



The aim of the three days in Dodoma, Tanzania was to renew the energy and commitment of the existing lofC team and introduce lofC to new members. The lofC awareness and leadership program took the group on a journey of discovering lofC, coming together as a team and creating an action plan for the future.

lofC facilitators came from Kenya (Stephen Kimaru and Dan Mugeru), Tanzania (Gloria Masangia and Redemptor Rwebangira) and South Africa/ UK (Talia Smith).

The group of 28 people included students, entrepreneurs, teachers, and activists among the dynamic and interested participants.

### **25 April, Day 1: lofC's ideology and self-discovery**

#### ***Introduction to lofC***

The majority of people were new to lofC and Talia took them through the history of the movement and lofC's philosophy of change.

#### ***lofC history Tanzania***

The host, lofC Tanzania's President, Steven Masangia gave the background of lofC's work in Tanzania which started during the war. The British and the Germans were in conflict in Tanzania and Frank Buchman began

reconciliation using the same methods he utilised to bring the French and German leaders together in dialogue in lofC's international centre in Caux, Switzerland after the second world war.

Mr Masangia explained that in the beginning MRA (Moral Rearmament) was not well received in Tanzania, people thought it was a colonial concept or a political movement. MRA Tanzania was officially registered in 1995. Mr Masangia warned of the political sensitivities of lofC operating in Tanzania, due to its history.

lofC Tanzania has teams in Dar es Salaam where the headquarters are, Dodoma, Arusha and Mwanza.

### **Connection** (inner listening)

Redemptor explained the concept of Quiet Time to the group. She explained how quiet time has benefited her life and how leading a reflective lifestyle has given her the space to correct her outlook and behaviours. Redemptor used to judge other faiths and have little tolerance for those different to her. It was through lofC's approach of Connection – Correction – Direction within quiet times that she began to change, correcting her mistakes and outlook.

A young man asked if these three days are enough to get a 'tangible practise of quiet time'. It was explained that this is an introduction where lofC are providing tools, afterwards it is up to the individual to bring the practise into one's life which takes commitment and discipline. Another participant answered 'here, we are being taught that everything starts with yourself so it is down to you to bring it into your life'.



### **Moral values**

The group split into four to explore the moral standards more deeply and share what the standards mean to them. 'Love is life', 'when we give love out, it comes back to us' and 'love is sacrifice'. 'Purity emanates from our thinking and is then reflected by our words and actions' commented one lady. 'Unselfishness is putting individual interests first', 'Tanzanian's never had a selfish attitude but with the rise of materialism, we are becoming more selfish' several participants had a similar viewpoint. 'Honesty is being free of deceit and being sincere' and 'being true to what you do and say' another stated.

### **Who am I** (understanding my identity)

'The majority of people move through life with an assumption that they know themselves' opened facilitator, Dan Mugera. This session aimed to help get participants into the process of achieving the understanding of themselves. Dan encouraged people to be self-aware; 'understand why you feel the way you feel and why you behave the way you behave'. 'If we are healthy we seek to adjust and make a contribution to society for greater good' he explained.

### **Listening**

Frank Buchman highlighted that listening is a vital skill of being a changemaker. It is essential to resolving conflicts, a vital part of an honest conversation that builds trust and it enables healing, partnership and common action. 'Never underestimate the power of being heard!' stated facilitator Talia. The group learned about the five steps of an effective listening process and practised the different types of listening in pairs. 'I never realised there was so much to listening! I definitely learned something valuable today' shared one participant.

### **Recap and feedback from the day**

'I feel so happy and humbled to be here'.

'I loved learning about the four standards, I think they can change my life. I need to tell my family and friends about what I learned today'.

'I feel energetic and inspired from today'.



### **26 April, Day 2: Teambuilding**

**Reflection:** a life story told by Redemptor with an input for reflection and sharing on 'a childlike approach to life'.

Guest speaker Mrs Dosca spoke about lofC, the history of the movement in Tanzania and her personal journey with lofC. Participants were engaged and interested, asking questions such as how someone can join lofC and how to put the standards into practise.

### **Team-building**

The aim of the day was to begin to bring the group together as a team and deepen the connections between each other. The group played some teambuilding activities outside to build connections, do a physical activity and to have fun!

## ***Relationships***

The aim of this session was to explore what makes relationships strong and to give participants a tool to analyse the relationships within their own lives. The group discussed what makes relationships healthy and strong, what creates difficulties in a relationship and how one can deal with these difficulties. Talia shared a personal experience about the relationship with her sister which demonstrated that relationships can improve.

The relationship mapping exercise gave participants a chance to think about the relationships in their life. 'I have never thought about the relationships in my life like this before. It is helpful to know which ones I need to improve'.

## ***Team-building***

More fun and team-building games!

## ***Iman and the Pastor film and discussion***

Following on from relationships, the group watched lofC's documentary Iman and the Pastor. The film portrays a true story from Nigeria about a remarkable relationship.

After viewing the film, the group discussed the issues the documentary raises such as conflict and forgiveness. 'What would you never forgive?' was one question posed by the facilitator, Dan. Participants shared touching personal stories that deepened their connection and relationships.

'I learned from this film that I must take the lead in change – in my home and community'.

## **27 April, Day 3: Action plan and way forward**

### ***Reflection***

Talia led a reflection on purpose and told a story of how small actions can make a difference.

'I was concerned about poverty in Tanzania' commented one participant 'but I never did anything about it because I believed I could not change the large scale poverty. But now, learning from this story I understand that even if I do a small thing to help, it will make a difference'.

### ***Circles of concern***

The aim of this session was to determine what is on the minds of the group, in terms of personal, family, community and national concerns. It was explained that some concerns we can put effort into and make a change and other concerns we can let go. It is about where we spend our time as Changemakers – where is our influence. In silence, the group first reflected on their personal and family concerns. Then they got into groups based on their locations (Dodoma and Dar es Salaam) to discuss the concerns in their communities and the country.

There were community concerns such as early marriages, prostitution, dependence, environmental pollution, dropping out of school, drug abuse and street children. National concerns mentioned were corruption, social injustice, violation of human rights and diseases e.g. HIV.



## Action plan and commitments (outcomes)

The circles of concern activity led into the final action plan session with the groups proposing solutions to the concerns raised and what they can do together, as a team, to address these concerns. 'What is within your capacity, within your influences, that you can work towards bringing a change to' Steve explained.

### Dodoma group Action plan:

- First team meeting: 6 May
- Priority: self-realisation training for the team first and later seek to deliver trainings in education institutions
- Build the fellowship of team



### Dar es Salaam Action plan:

- First team meeting: 13 May.
- Team vision: to bring about change from individual to others.
- Mission: impactful IofC ideology (four standards and morality)
- Prostitution project (immediate focus area): activities - dialogue, trust and relationship building, story sharing among vulnerable targeted group, and providing vocational training skills.
- Tanzania I Care projects (longer time span): environmental pollution, fundraising, giving back to society.

## Evaluation and closing

*'I feel like I have discovered myself'*

*'I am taking home the four standards in my heart'*

*'This is a unique opportunity for people, especially for women. Thank you for this opportunity.'*

*'I was impressed with this training. These standards are exactly what we need in our lives.'*

*'IofC has added something to my knowledge, I feel emotional with the experience'. I am encouraged to change more, I am inspired and energised'.*

*'Since I have been here, I have managed to forgive someone in my life'.*

*'I am overwhelmed. I feel like I am transformed'.*

*'An important thing has happened here these three days for our country. Let's light a fire and lead the way for our people with this new knowledge'.*

***Visit to children's home***

The group visited Cheshire Children's Special Needs Home. This was the group taking a step towards a team activity through outreach to the local community.

***Next steps:***

The two regional teams will meet in May and continue developing fellowship and begin to plan the delivery of activities. There will be an IofC Tanzania follow-up meeting, for both groups, towards the end of this year.

*By Talia Smith*