

COMMUNITY CURRICULUM

Facilitator Training — Version 3.0

Appendix Tools Pack

Print-ready field tools for training and rollout

PNG Communities United Against SARV

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OBSERVATION CARD

Used during every practice session

One card per observer — complete after each facilitator turn

Facilitator name:

Day / Block:

Watch for these three things

1

Did they ask or tell?

A facilitator asks and waits. A preacher tells the group what to think. Note the moments they shifted from one to the other.

What did you observe?

2

Did they wait for the answer?

Silence after a question is not failure. Note whether they gave the group time to think, or filled the space themselves.

What did you observe?

3

Did they affirm before moving on?

“That is an important point. Let us hold that.” — Note whether they acknowledged responses before continuing.

What did you observe?

Feedback to give after the session

Two Affirmations

Specific, behavioural, true.

1.

2.

One coaching Question

Not “You should have...” — but “What would have happened if...?”

STRUCTURED FEEDBACK FORM

Complete after each practice session

One form per observer per session — collect at the end of each round

Facilitator observed:

Day / Block:

Observer:

Section practised:

Part 1 — What I Observed

1. When did the facilitator create space for the group to think?

2. When did they slip into telling instead of asking?

3. How did they handle a difficult moment or unexpected challenge?

If no challenge arose, describe the moment that came closest.

4. Did they protect the dignity of everyone in the room at all times?

If not, describe what happened and how it was handled.

Part 2 — Team Observation

5. How did the team function together?

Did one person carry the session while others followed, or was there genuine sharing of the facilitation?

Part 3 — One Question for Growth

Frame this as a genuine question, not a correction. Begin with “What would have happened if...?” or “How might you approach it if...?”

Trainer note:

Collect these forms at the end of each practice round. Read them before the next block. If three or more observers flag the same thing, it belongs in the plenary debrief — not as a correction of the individual, but as a pattern the whole group can learn from.

PRE-ENTRY CHECKLIST

Complete before the first session at any new site
Both facilitators sign off before the first community session begins

Community / site:

Date of first session:

Facilitator 1:

Facilitator 2:

1. People met in person before the first session

A polite yes on the phone is not enough. These conversations must happen face to face.

- Pastor or senior church leader
- Deacon or church elder
- At least one respected woman leader
- Youth representative or youth leader
- Village court magistrate or ward member (where relevant)

Other key person met:

2. What was explained clearly

Check only if the person confirmed they understood — not just that they nodded.

- What the Community Curriculum is and who it is for
- That SARV will be discussed directly
- That no individual will be named as a suspect
- That violence will not be justified under any framing
- That attendance is voluntary at every session
- That the programme runs for seven weeks
- That you are working as a pair — both names given

3. Risk check

If you answer Yes to any of these, call your coordinator before the first session.

	Yes	No
Has there been a recent sorcery accusation in this community?	<input type="checkbox"/>	<input type="checkbox"/>
Is anyone currently under suspicion or at risk?	<input type="checkbox"/>	<input type="checkbox"/>
Is there active tension between families related to a recent death or illness?	<input type="checkbox"/>	<input type="checkbox"/>
Is there hostility toward outside organisations or the church?	<input type="checkbox"/>	<input type="checkbox"/>
Did any gatekeeper express doubt or reluctance when you explained the content?	<input type="checkbox"/>	<input type="checkbox"/>

If yes to any of the above — notes from coordinator call:

4. Practical logistics confirmed

- Venue confirmed — space, seating, and privacy adequate
- Session time agreed and communicated to community members
- Both facilitators know how to reach the site
- Materials kit checked and complete
- Coordinator has this site's details and session dates

Facilitator 1 sign-off:

Facilitator 2 sign-off:

RED – YELLOW – GREEN PROTOCOL

Programme-Level Reporting Tool

Laminate and carry. One card per facilitator.

GREEN

Stable

Session completed safely. No concerns. Submit weekly report within 24 hours.

YELLOW

Concern

Rising tension or something to watch. Note in report. Call coordinator within two days.

RED

Stop

Immediate danger or escalation. End the session now. Call coordinator immediately.

SAFETY LADDER

Session-Level De-escalation Tool

Use this in the room, in the moment — before you know which colour you are in

PAUSE	Stop the activity. Lower your voice — do not raise it. Say: let us take a breath. Give the room a moment before doing anything else.
REDIRECT	Bring the room back to shared values. We are here to protect life. We do not accuse people. We stand together. Keep your voice calm.
SPLIT	If one person is driving the heat, move to small groups. Separate the fire from the fuel. The session continues in a different shape.
END	Close the session early if the room cannot settle. A session ended calmly is better than one that ends in chaos. Give a clear, warm closing.
REFER	Some situations are above what a facilitator can manage alone. Call your coordinator. Do not wait to see if it resolves itself.

Remember:

The Safety Ladder is what you do in the room, in the moment. Red–Yellow–Green is how you report afterwards. You may need both in the same session. Neither replaces the other.

WEEKLY FACILITATOR REPORT

Submit within 24 hours of each session
One form per session — keep a copy, send original to coordinator

Community / site name:

Date:

Facilitator 1:

Facilitator 2:

CC Week number (1–7):

Section delivered:

Attendance

Men	Women	Youth (under 25)	Total

Session Summary

Main discussion point or question that opened the group:

One participant response or moment from this session worth capturing:

Something someone said, a shift in the room, or a question that surprised you.

Risk and Safety

	Yes	No
Did you use the Safety Ladder at any point during the session?	<input type="checkbox"/>	<input type="checkbox"/>
Did anyone attempt to name an individual as a suspect?	<input type="checkbox"/>	<input type="checkbox"/>
Was anyone in the room visibly distressed or unsafe?	<input type="checkbox"/>	<input type="checkbox"/>

Overall session status — circle one:

GREEN — Stable

YELLOW — Concern

RED — Stop / called

If Yellow or Red, explain:

Support Needed Before Next Session

Expenses

Item	Facilitator 1 (K)	Facilitator 2 (K)
Transport to site		
Transport from site		
Materials (if any)		
Other		
Total		

BASELINE SURVEY

Completed on Day 1 of facilitator training — before sessions begin
Private. Answers go to the trainer only. Not shared with the group.

Name (optional):

Community / province:

Church affiliation:

Part 1 — Facilitation Experience

1. Have you ever led a group discussion, training, or community meeting before?

Yes No

If yes, briefly describe:

2. How confident do you feel leading a group discussion right now? Circle one.

1	2	3	4	5
Not at all confident				Very confident

Part 2 — Prior SARV Training

3. Have you received any previous training related to SARV, sorcery accusations, or community violence?

Yes No

If yes, what training and when?

4. Have you ever spoken publicly in your community about SARV or sorcery-related violence?

- Yes No

Part 3 — Personal Connection to SARV

This section is the most private. You do not have to answer anything here. The trainer reads these alone.

5. Has a sorcery accusation ever affected your family, your community, or someone close to you?

- Yes No I would rather not say

If you want to share more, you can do so here or speak to the trainer privately:

6. Is there anything you want the trainer to know before the training begins?

Trainer:

Read these before Day 2. Look for: anyone with direct personal trauma related to SARV; anyone with prior facilitation experience who may need a different kind of challenge; anyone who flags significant doubt about the CC message. None of these are disqualifying. They all require more care.

CHALLENGE PROMPT CARDS

Day 4 — Final Practice Sessions

Trainer copy only. Brief each actor privately before the session begins.

Instructions:

Choose one challenge per practice session. Brief the actor privately — do not tell the facilitating team which challenge is coming or who will deliver it. The challenge must feel real. Actors should ask the question a genuine community member would ask, with genuine feeling. These cards can also be used during the Hot Seat on Day 2.

Card A — The Protective Accusation

Your scenario:

You are a community member whose relative died last month. You believe you know who is responsible.

Lines to use:

- You are just here to protect sanguma women.
- My child died. Are you saying no one is responsible?
- If we do not act, who will protect us from the next death?

Trainer note:

Deliver with real grief, not anger. This is the hardest challenge to respond to well.

Card B — The Theological Challenge

Your scenario:

You are a church elder who takes scripture seriously and believes sanguma is addressed in the Bible.

Lines to use:

- Doesn't the Bible say: suffer not a witch to live?
- Isn't sanguma a spiritual power that Jesus himself cast out?
- The Wheat and the Tares says leave it to God — so why are you interfering?

Trainer note:

Ask with genuine faith, not aggression. These are real questions people carry.

Card C — The Confession

Your scenario:

You are a community elder. The accused person admitted it under questioning last week.

Lines to use:

- She confessed. You cannot argue with that.
- We all heard it. She said it herself.
- If she confessed, what more do you need?

Trainer note:

Be firm, not hostile. You believe the confession is real and the facilitator is being naïve.

Card D — The Outsider Challenge

Your scenario:

You are a local who is sceptical of anyone coming from outside to tell your community what to do.

Lines to use:

- You are from outside — you do not understand how things work here.
- You will leave and we will be left with the consequences.
- This is our culture. Who gave you the right to change it?

Trainer note:

Deliver with calm scepticism, not aggression. This person is not necessarily wrong to be cautious.

Card E — The Silent Disruption

Your scenario:

You are a community member who becomes increasingly restless and disengaged.

Lines to use:

- (Stand up slowly and begin to move toward the door.)
- (Pull out your phone and check it visibly for an extended time.)
- (Whisper audibly to the person sitting beside you.)

Trainer note:

No speaking required — your body language is the challenge. The facilitator must respond without shaming you.

Card F — The Personal Threat

Your scenario:

You are a community member warning the facilitator about the consequences of this work.

Lines to use:

- If you do this work, your own family could be the next target.
- People are already saying you are protecting sanguma.
- You should be careful about the enemies you are making here.

Trainer note:

Deliver quietly, not as a shout. A quiet warning lands harder than a loud one.

PHONE CONTACT LIST

Confirmed and distributed on Day 4 before commissioning
One copy per facilitator — keep with your materials kit at all times

Emergency and Coordination Contacts

Name / Role	Phone (primary)	Phone (backup)
Programme Coordinator		
John Galmai (Simbu Lead)		
Anton Lutz		
Red situation — call this number first		

Facilitator Network — This Cohort

Fill in together on Day 4. Every person writes their own name and number.

	Name	Phone	Community / Site
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10			
11			
12			
13			

14			
15			
16			
17			
18			
19			
20			

Monday Meeting Schedule

Confirm time, date, and location for all seven weeks before anyone leaves on Day 4.

Week	Date	Time	Location
Week 1			
Week 2			
Week 3			
Week 4			
Week 5			
Week 6			
Week 7			