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Rift Valley Local Empowerment for Peace (LEAP II)

Second Quarterly Report
October 1 – December 31, 2010

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		Start Date	July 4, 2010
		End Date	July 3, 2012
		Report Date	October 1, 2010 to December 31, 2010
		Total Award	\$ 1,700,000

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LIST OF ACRONYMS AND ABBREVIATIONS

CD	Country Director
DC	District Commissioner
DPC	District Peace Committee
ICC	International Criminal Court
LEAP	Local Empowerment for Peace Program
LINCS	Localizing Institutional Capacity in Sudan
M&E	Monitoring and Evaluation
NSC	National Steering Committee on Peacebuilding and Conflict Management
PC	Program Coordinator
PIA	Participatory Impact Assessment
PM	Program Manager
PO	Program Officer
CEWARN	Conflict Early Warning and Response and Response Mechanism
USAID	United States Agency for International Development
YDC	Youth Development Coordinator

EXECUTIVE SUMMARY

During this quarter, LEAP II reached 749 direct beneficiaries—591 participated in 17 community reconciliation dialogues that took place and 158 attended four district leaders' forums. Mercy Corps continued to support peace building structures in all eight districts. Twelve public educational and peace events were organized by the DPCs, who utilized the peacebuilding skills acquired through the program. DPC members successfully mediated 20 disputes, most of which involved cattle rustling. In December, 2010, the M&E officer travelled to Ethiopia to learn more on the evaluation of poverty and the conflict/fragility intervention program funded by USAID. Lessons learned from the visit include how to collect and track qualitative indicators using participatory impact assessment (PIA) tools and how to conduct general M&E system maintenance. To make use of these lessons, we are improving our current M&E system to allow easy quantitative and qualitative data collection, tracking, storage, processing, and retrieval for learning and reporting purposes.

Mercy Corps is also pleased to have a new local partner on board in each of the following regions: Eldoret, Nakuru, and Kericho. Mercy Corps and the partners are working to sign grant agreements and plan for activity implementation early in the third quarter.

In Q3 we will continue to support DPCs, establish an early warning system, and organize dialogue forums for district leaders. We will also convene an open quarterly meeting to review program implementation and identify lessons learned. Community reconciliation dialogue forums will continue in all eight districts. Community project monitors will be trained to help ensure the success of projects in each community. Mercy Corps will also advance its capacity assessments for local partners by using its LINCIS (Localizing Institutional Capacity in Sudan) assessment and training materials. This will be followed by organizational capacity building for youth partner and youth self-help groups, core training for youth self-help group leaders, and implementation of rapid response cash-for-work youth community reconstruction projects that will be implemented in partnership with our three local partners.

I. PROGRAM OVERVIEW

Following Kenya's disputed presidential elections in December 2007 that triggered an explosion of violence, killing 1,500 and displacing over 600,000 people, Mercy Corps together with Wareng Peace Development Initiative (Eldoret), Kericho Youth Centre (Kericho) and Peace Development Forum (Molo) is implementing a two-year Local Empowerment for Peace program (LEAP II) to build on the successes in LEAP I, which was implemented from January 2009 to July 2010. LEAP's overarching goal is to strengthen the ability of local, district, and provincial structures to address the causes of post-election violence and promote sustainable peace and reconciliation. Mercy Corps is supporting this goal by pursuing three related objectives: 1) strengthen sustainable mechanisms for conflict mitigation and reconciliation; 2) support community dialogues and implement joint development projects that build bridges among divided communities and demonstrate tangible benefits to coexistence; and 3) support youth integration and address a key cause of violence through youth leadership training, small-scale cash-for-work community reconstruction projects, and income-generation activities.

In LEAP II first six months, the program activities have begun to help civil society, business, and government leaders strengthen their ability to resolve tensions that led to violence. We have scaled up community-level activities to include district dialogues with key leaders and increasing the number of reconstruction and development projects. We are implementing LEAP II in eight districts: Eldoret West, Eldoret East, Wareng, Nandi North, Molo, Keiyo, Kericho West, Nakuru/Molo and Kericho East.

II. PROGRAM PROGRESS

A. Cumulative Progress Overview

Indicator	Overall target by end of program	This quarter	Cumulative	% to date
<i>Goal: Strengthen the ability of local structures to address causes of post-election violence and promote sustainable peace and reconciliation in the Rift Valley province</i>				
# of people reached through completed USG supported community based reconciliation	3,500	749	1,000	29%
Objective 1: Strengthen sustainable mechanisms for conflict mitigation and reconciliation				
1.1a # of conflict assessment reports/maps	5	0	6	120%
1.2a # of peace-building structures established or strengthened with USG assistance that engaged conflict-affected citizens in peace and/reconciliation processes (Indicator no. 188)	8	6	8	100%
1.2b # Number of public fora/educational events to teach public about peace process.	20 by Feb. 2011, 40 by EoP	12	12	30%
1.2c % change in survey respondents reporting “strong” local mechanisms for conflict mitigation, peace and reconciliation	75%	0%	0%	0%
1.3a # of people trained in conflict mitigation/resolution skills with USG assistance (Indicator no. 106)	300	0	251 ¹	84%
1.3b # of disputes resolved by program participants.	32	20	20	63%

¹ One conflict assessment report and one conflict map were developed for each district for the three districts assessed (Nandi North, Keiyo South and Keiyo North). This made a total of six against five planned (120% achieved). The nine districts against eight planned (113%) each have one DPC undergoing restructuring and strengthening. 251 out of the targeted 300 people (84%) have been trained in conflict mitigation/resolution skills with USG assistance.

Indicator	Overall target by end of program	This quarter	Cumulative	% to date
1.4a # of USG-supported facilitated events geared toward strengthening understanding among conflict-affected groups (Indicator no. 110)	32	4	4	13%
1.4b # of people attending USG assisted facilitated events that are geared toward strengthening understanding among conflict-affected groups. (Indicator no. 111)	240	158	158	66%
1.5a # of USG programs supporting a conflict and/or fragility early warning system and/or response mechanism (Indicator no. 107)	8	0	0	0%
1.6a % increase in level of interaction among district and regional forum participants	25%	0%	0%	0%
Objective 2: Sponsor community dialogues and implement joint development projects that build bridges among divided communities and demonstrate tangible benefits to cooperation.				
2.1a # of USG-supported facilitated events geared toward strengthening understanding among conflict-affected groups. (Indicator no. 110)	80	17	17	21%
2.1b # of people attending USG-assisted facilitated events geared towards strengthening understanding and mitigating conflict between groups (Indicator no. 111)	2,400	591	591	25%
2.2a # of joint reconstruction projects implemented that benefit conflict-affected communities	20 by end of year 1, 64 by end of program	0	0	0%
2.2b % change of survey respondents reporting increased engagement in joint activities with members from other communities	50%	0	0	0%
2.3a # of joint monitoring teams established	64	0	0	0%
Objective 3: Support youth integration and address a key cause of violence through youth leadership training and income generation activities				

Indicator	Overall target by end of program	This quarter	Cumulative	% to date
3.1a % change in local partner's and YSHGs in overall organizational capacity score through six key areas of organizational capacity	Baseline + 1 pt; overall and in each area	0%	0%	0%
3.1b % change in amount raised in contributions to support partner and YSHG activities.	Baseline + 40%	0	0	0%
3.2a # of young people who complete leadership, consensus building and economic skills building training	480	0	0	0%
3.2b % change of young people who report using skills to address a challenge in their lives	75%	0%	0%	0%
3.3a # of Cash for Work sites where 'connector' (re) construction projects have been implemented	40	0	0	0%
3.3a # of youth who participate in Cash for Work projects that bring young people together across ethnic lines	600	0	0	0%
3.3b % change in young people who feel they are making a positive contribution to their community	75%	0%	0%	0%
3.4a # of income generating projects implemented	40	0	0	0%
3.4a # of youth who participate in implementing income generating projects	200	0	0	0%
3.4b # of private sector mentors engaged	20	0	0	0%
3.4b % Youth Self-Help Group members achieving greater economic independence as a result of income generation activities	60%	0%	0%	0%
3.5a # of USG-assisted public information campaigns to support peaceful resolution of conflicts	8	0	0	0%

B. Program Interventions

The Local Empowerment for Peace (LEAP II) in Kenya's Rift Valley is building on Mercy Corps' USAID-funded Local Empowerment for Peace program (LEAP I), which was implemented in the larger Uasin Gishu and Kericho districts from January 2009 to July 2010. The

two-year, \$1.7 million USAID-funded program expanded into Keiyo, Nandi, and Nakuru and now has operational field offices in Eldoret, Nakuru, and Kericho. The community dialogues are identifying several truly innovative peacebuilding projects that are likely to make an important contribution to peace consolidation. LEAP II is providing support for youth integration and addressing a key cause of conflict through youth leadership training and income generation activities. The program is organizing community dialogues and district leaders forums that provide space for locals to contribute to several critical drivers of peace – fostering open political dialogue, pacing up the reform agenda, providing skills for the management of land conflicts, access to justice, and reconciliation. It is filling critical programmatic gaps that other players were not willing or able to fill, and even catalyzing funding by other donors for activities that they had previously deemed risky. It is strengthening the district Peace Committees and district peace secretariats capacity, helping to make them important and influential actors in local conflict and peacebuilding issues and providing urgent support needed to help them fulfill their peacebuilding mandates. LEAP II is helping improve the strained relationships between various ethnic groups in Rift Valley, as well as between civil society and the government. It is also building the capacity of most local, and some national actors actively involved in peacebuilding projects in the Rift Valley.

Editors and journalists from Radio SEMA FM, Radio Sayare, and Kass FM continue to cover LEAP activities and events in line with conflict sensitive reporting, through Internews’ Land and Conflict Sensitive Journalism (LCSJ) program and the Media Resource Center in Eldoret, and also through Internews trained journalists in Kericho and Nakuru.

LEAP II Goal: Strengthen the ability of local structures to address causes of post-election violence and promote sustainable peace and reconciliation in the Rift Valley province

Objective 1: Strengthen sustainable mechanisms for conflict mitigation and reconciliation

Summary of Objective 1 Results
<ul style="list-style-type: none"> • Three conflict assessments (Nandi, Keiyo, and Nakuru) and two stakeholder maps (Nandi and Keiyo) produced • District Peace Committees established and/or strengthened. • 32-40 district dialogue forums that brought groups together to discuss resolve joint problems. • District leaders gain new leadership and consensus-building skills to resolve tensions • Early warning and response systems established • District and provincial leaders increase interaction through multi-district and regional forums.

Activity 1.1 Conflict assessments and stakeholder mapping:

As per the initial work plan, this activity was reported in the first quarterly report.

Activity 1.2 Establish/strengthen District Peace Committees:

Mercy Corps continued its work in strengthening the district peace committees during this reporting period. In Kericho West and Kericho East districts, 30 peace committee members attended trainings on mediation, organization of community dialogues, and consensus-building during difficult times. The DPCs in all eight program districts have also organized community

dialogues to help members participate in resolving emerging conflicts and to identify consensus-building and economic development projects. Most committee members, especially in Kericho and Molo, have demonstrated an impressive grasp of the structural causes of conflict and developed innovative approaches for tackling perennial problems such as cattle rustling. In this reporting quarter alone, the DPCs resolved 20 disputes in their respective areas of jurisdiction. The negotiation skills they have acquired have averted possible ethnic clashes in the conflict margin areas of Kericho West, where 18 youths gave up cattle rustling and got reprieve from the government. The government has also promised the 18 converted financial support from the youth and the Kazi Kwa Vijana kitties to help them start alternative livelihoods. In the larger Uasin Gishu, Mercy Corps support has also enabled DPCs to establish networks with important government ministries such as the Ministry of Internal Security, Special Programs, and the Police Force.

Activity 1.3 Conflict management and consensus-building training for district leaders:

As per the initial work plan, this activity was reported in the first quarterly report.

Activity 1.4 Dialogue forums for district leaders:

We conducted four district leaders' forums in this reporting period. In Nakuru district, 27 women leaders from CSOs, the business community, government departments, peace committees, and politics were invited to brainstorm their participation in community peace building and youth empowerment. In the Wareng district, 27 business community leaders discussed the interrelationship of entrepreneurship and peace building. One clear revelation of this meeting was the importance for youth to change their attitude and mindset and approach to entrepreneurship as a sustainable means of employment, but one that requires patience. Seventy-four district leaders from the Kericho West district discussed youths' challenges, especially the cattle rustling problem that affects their community. In the Kericho East district, 30 leaders— including government officials, opinion leaders, women, CSO officials, youth leaders and chiefs— met to demystify the International Criminal Court (ICC) process so that the community could better understand what is happening. Participants left with a clear understanding of the fairness of the ICC and an appreciation that those mentioned would be participating in a just process, eliminating the need for community tensions.

Activity 1.5 Establish early warning systems with the DPC secretariats:

Thirty participants who will take part in the early warning systems training in each of the eight districts have been identified by Mercy Corps, with the assistance of the offices of the district peace secretariats, district commissioners, offices of the regional commissioners, and members of the district peace committees. We have finished conducting meetings with key stakeholders, including the NSC, CEWARN, and various CSOs to help establish a credible local system. The local system will be built into the already existing National Early Warning/Early response system currently operated by the NSC. The NSC and Mercy Corps will jointly conduct the trainings for all the selected early warning teams, beginning in January 2011. Reliable people of good character were selected, including youths, women, the provincial administration, church, the business community, civil society organizations and politicians.

Activity 1.6 Multi-district and regional dialogue forums:

This activity was pushed to the last month of Year One to allow for preparation, including relationship building with community members who will be involved in the exchange visits.

Objective 2: Support community dialogues and implement joint development projects that build bridges among divided communities and demonstrate tangible benefits to coexistence

Summary of Objective 2 Results

- 80 communities engaged through dialogues to promote reconciliation and identify projects for implementation
- Implementation of 64 community and district projects that demonstrate tangible benefits to cooperation
- Demonstration by community members of increased willingness to cooperate across conflict lines
- Establishment of joint monitoring teams for all projects

Activity 2.1 Communities participate in district dialogues to identify consensus-building and economic development projects:

Seventeen community reconciliation dialogues (Eleven in Eldoret, three in Nakuru, and three in Kericho) were held during this reporting period. District peace committees from each district organized and moderated the dialogues, with Mercy Corps providing guidelines. A community reconstruction project was an output of each dialogue. The proposed projects are awaiting vetting and subsequent submission to USAID for approval before implementation.

Activity 2.2 Implement community consensus-building and economic development projects:

As per the work plan, activity 2.2 is not scheduled for this reporting period.

Activity 2.3 Joint monitoring and reporting teams:

As per the work plan, activity 2.3 is not scheduled for this reporting period.

Objective 3: Support youth integration and address a key cause of conflict through youth leadership training and income generation activities

Summary of Objective 3 Results

- Organizational capacity of local youth association and youth self-help groups strengthened
- Acquisition of new skills by young people to help them earn an income and address daily challenges
- Youth implementation of up to 40 cash-for-work activities that promote community development
- Sense among youth that they are making a positive contribution to their communities
- Youth identification and implementation of up to 40 income-generating activities
- Support of private sector mentors for youth entrepreneurs
- Youth-produced success stories published or aired on local media.

Activity 3.1 Organizational capacity building for youth partner and youth self-help groups:

We conducted capacity assessments of all three local partners² as part of Mercy Corps start up efforts to help its local partners become stronger, more sustainable, and better able to serve their communities. We used a focus group discussion methodology with LINCS³ assessment guide and involved partner staff members and volunteers who work in various functional and critical areas such as management, administration, finance, logistics and programming. The LINCS approach is broadly organized in three clusters: organizational resources, organizational performance, and organizational sustainability. Organizational resources captures what the organization has to work with at a given point in time, namely access to financial human and technical resources. Organizational performance assesses both efficiency and effectiveness, or what it does with its resources. Organizational sustainability refers to autonomy, learning capacity, and leadership and attempts to capture where the organization is going in the future. In the assessment from capacity to sustainability, leadership was considered the most essential ingredient and determinant of organizational performance. Both board and staff of the three organizations have promised to dedicate themselves to raising capacity building to the same level of importance and attention as program development and management – to think early and often about strengthening the organization in lockstep with implementing programs. The draft assessment report indicated that all three organizations are generally at the foundational stage of organizational development; Mercy Corps plans in the coming quarter to start its capacity building program to unlock their full potential.

Activity 3.2 Core training for youth self-help group leaders:

Mercy Corps received approval from USAID/K on January 6 to add Wareng Youth Initiative for Peace and Development (WYIPD) based in Burnt Forest; Kericho Youth Centre, based in Kericho; and Peace and Development Forum (PDF), based in Nakuru as partners to support Mercy Corps in implementation of LEAP II in lieu of Youth Consortium Kenya (YCK). The core training of youth self-help groups, working with the three local partners, will take place in January 2011.

Activity 3.3 Youth-led cash-for-work initiatives:

There was a call for cash-for-work applications, with forms issued at all three field offices. All youth groups that expressed interest, especially those not involved in LEAP I cash for work, were instructed on how to apply and what types of projects constituted cash for work. An emphasis was placed on the need for multi-ethnic participation, joint environment friendly community projects, and wage payment. Mercy Corps received 98 cash-for-work applications from Eldoret, 43 from Nakuru, and 112 from Kericho. All accepted applications have been forwarded to USAID for approval, in line with USAID environmental screening policies. Each district will have five cash-for-work projects implemented.

Activity 3.4 Youth develop income-generating projects with the support of local private

² Wareng Youth Development and Peace Initiative for Eldoret districts, Kericho Youth Centre for Kericho districts and Peace Development Forum for Molo/Nakuru district

³ Mercy Corps developed local institutions' capacity assessment and building tool used in Sudan's Localizing Institutional Capacity program

sector mentors:

As per the work plan, activity 3.4 is not scheduled for this reporting period.

Activities 3.5 Youth produce success stories in collaboration with local journalists:

As per the work plan, activity 3.5 is not scheduled for this reporting period.

III. Constraints and Challenges

- In Molo and parts of Kericho we have had to deal with concerted efforts by a section of the political elite to take and/or control the district peace committees. The ideals and spirit of the DPCs are still misunderstood by a section of the political class and the public. While some see them as a ladder for political positions, others think it might be a source of income. Some of the DPCs are also controlled by known “warlords” with an extensive local following. The district commissioners are unable to root out these people from the committees for fear of retribution from the locals.

IV. Lessons Learned

- The program has collaborated and networked with local organizations and other USAID-implementing partners among other international NGOs. This has proved a good approach for meeting program objectives. For instance, we have learned that collaboration enables us to complement each other instead of duplicating efforts. There has been a strong collaboration between CRS’s and CJPC-run people-to-people peace project (3 Ps), which is USAID-funded, and Mercy Corps’ LEAP II in Sachangwan division of Molo district. While Mercy Corps helped form the SAKAMU youth self-help group that brings together youth from Kikuyu, Kalenjin, and Kisii communities, 3-Ps has been instrumental in nurturing the growth of the group through peer discussions.
- At the women leaders’ district forum in Nakuru, Mercy Corps came to appreciate that for marginalized groups such as women and youth, it is not sufficient to simply address material needs. Emotional, spiritual, and social needs also require attention. Participants observed that psychosocial programming strengthens the capacity of individuals and communities to cope with stresses, particularly those associated with poverty, conflict, violence, and disasters, by addressing well-being and, in particular, community feeling and focusing on a person’s sense of value for self, others, and life in general.
- While the national-level peace accord ended the post-election violence and created an overall solution to the conflict (power sharing), its on-the-ground implications are uneven. LEAP II expansion into five new districts has revealed that its effect on the eight districts varies: some areas of the country were much more affected by the violence, either as the locus of fighting or as the subject of the conflict and are more informed about Agenda 4 and its importance; others were less affected and remain ambivalent to reforms and their implications for stability and peace in the future.
- Kenya still faces the difficult task of channeling future political contestation through institutional paths. Despite the enactment of a new constitution, local politics is still taking place in the context of weak institutions, weak political will for reconciliation, and distrust.

V. Planned activities for next period of three months, January – March 2011

In Q3, we will continue strengthening the DPCs by engaging them in various activities. District dialogue forums in all eight districts will run throughout the next quarter. In January 2011, up to 30 participants per district in all districts will attend training on the national Early Warning System. Mercy Corps will convene one open quarterly stakeholder meeting per district in March 2011 to collect feedback from the field. Community reconciliation dialogues activities will also continue throughout the quarter with the start of its major output, district reconstruction projects, scheduled for March. Preparations for establishment of joint monitoring teams to monitor community reconstruction projects will be done in January, followed by a monitoring training in February. Mercy Corps' first local partner capacity-building sessions will be held in January for all three partners. In February, there will be a core training of members of youth self-help groups.

Activity (Person responsible)	2011		
	Jan	Feb	Mar
Program start up			
Hiring of program staff (CD)			
Conduct external midterm program evaluation (CD, PM, M&E and external evaluator)			
Semi-annual progress reports, (CD)			
Goal 1: Build and strengthen local mechanisms for conflict mitigation and reconciliation			
1.1 Baseline, conflict assessment and mapping, Nandi, Keiyo, Nakuru (CD, conflict specialist)			
1.2 Establishment and support District Peace Committees, Nandi and Keiyo (CD, PM, PC)			
1.3 Conflict management and consensus building training for district leaders (PM, PCs, POs)			
1.4 Conduct 32-40 district dialogue forums (PCs, POs)			
1.5 Establishment of early warning systems (PCs, POs, DPCs)			
1.6 Multi-district and provincial leaders regional forums (PM, PCs, POs, DPCs)			
1.7 Quarterly open meetings for local stakeholders (PM, DPCs)			
Goal 2: Support community dialogues and implement joint development projects that build bridges among divided communities for peaceful co-existence			
2.1 40/80 community reconciliation dialogue implementation (PCs, POs, DPCs)			
2.2 20/64 district reconstruction projects implementation (PCs, POs, DPs)			
2.3 Establishment and training of joint monitoring teams (PM, M&E, PCs, DPCs)			
Goal 3: Support youth integration and address a key cause of violence through youth leadership training, small scale cash-for-work community reconstruction projects and IGA's			
3.1 Organizational capacity building for youth partner and youth self-help groups (PM, PCs)			
3.2 Core training for youth self-help group leaders (PC, PO, local partner/youth groups)			
3.3 20/40 rapid response cash-for-work youth community reconstruction projects (PCs, YDC)			
3.4 Identification and implementation of 20/40 IGA's specialist, private sector, PM, PCs)			
3.5 Production of eight youth success stories (PM, M&E, PCs, local journalists, PC, YDs)			

Goal 1: Build and strengthen local mechanisms for conflict mitigation and reconciliation

Activity 1.2: Establishment and support of District Peace Committees

Mercy Corps will continue to work with the DCs' offices and the district peace secretariats to provide capacity building to existing DPCs. If possible, we will forge a working partnership with the NSC, the government coordination agency, especially for training. As with the Eldoret East

DPC in the first quarter, Mercy Corps will concentrate on technical peace building aspects, while the NSC will continue to focus on skill building for the DPCs. We will continue to engage members of the peace committee secretariats and DPC members in the set-up training and establishment of an early warning system, community reconciliation dialogues, and community joint project implementations.

Activity 1.4: 32-40 district dialogue forums for district leaders

This is an ongoing activity to run through the next reporting period. These meetings will draw together 30-40 influential religious, political, traditional, business, and civil society representatives at the district level. The forums will include at least 30-40% women and youth representatives. Mercy Corps will put forth a clear agenda or a theme touching an issue of concern in the district that warrants discussion and appoint a well-informed moderator. Discussion themes or agendas will rotate around areas such as common district challenges, network formation, and new skills in leadership, consensus building, and communication.

Activity 1.5: Establishment of early warning systems with the DPC secretariat

In January, Mercy Corps and the NSC will jointly conduct trainings for a select group of individuals to join a local early warning, early response team. Best practices and training materials, including reporting forms, will be developed.

Activity 1.7: Quarterly open meetings for local stakeholders

To help gain community acceptance and track community dispute information, one stakeholder meeting will be held per district, or when possible a combination of districts, in March. The forum will also be used to discuss peace building experiences by different players.

Goal 2: Support community dialogues and implement joint development projects that build bridges among divided communities for peaceful co-existence

Activity 2.1: 40/80 community reconciliation dialogues implementation

This activity is ongoing and will remain so throughout the next reporting quarter. In the next quarter, however, Mercy Corps will ensure that only needy community cluster areas that have not received any such dialogues are considered. This will include communities that still have the highest levels of tensions or still experience common conflicts like cattle rustling. During the dialogues, we will identify and plan consensus-building and joint economic development projects.

Activity 2.2: 20/64 district reconciliation projects implemented

This activity will be part of activity 2.1 output to strengthen communities' joint work and address livelihood challenges that remain one of the causes of community conflicts. Starting in March, communities will be organized to implement agreed-upon community economic projects, with financial support from Mercy Corps.

Activity 2.3: establishment and training of joint monitoring teams

In February, after consultation with the district peace secretariats and community members,

Mercy Corps will train a select group of community members in community project monitoring in readiness for the start of community reconciliation projects in late March.

Goal 3: Support youth integration and address a key cause of violence through youth leadership training, small-scale cash-for-work community reconstruction projects and income-generation activities

Activity 3.1: Organizational capacity building for youth partner and youth self-help groups

Based on the organizational assessment reports and findings Mercy Corps will start its organizational capacity building program for its three local partners in February.

Activity 3.2: Core training for youth self-help group leaders

Starting in February, Mercy Corps and our youth partners will host a series of training sessions for elected youth leaders of self-help groups. Young people will participate in an initial leadership and consensus-building workshop. To ensure that the economic skills are relevant to the local private sector, we will survey business owners and chambers of commerce about the skills they feel are lacking among young people and work with them to co-design and co-lead training modules in support of the income-generating activities.

Activity 3.3: 20/40 Rapid response youth-led cash-for-work community reconstruction projects

Mercy Corps will start implementation of this activity in March upon receipt of USAID environmental compliance approval. The local partners in the three regions will lead this activity and monitor and evaluate the work. Mercy Corps will provide advice and close supervision to ensure optimal implementation.

VI. List of sub-grants

1. Wareng Youth Initiative for Peace and Development (WYIPD) – Eldoret East, Eldoret West, Wareng, Nandi North and Keiyo - \$122,798
 2. Kericho Youth Centre (KYC) – Kericho East and Kericho West - \$56,386
 3. Peace and Development Forum (PDF) – Nakuru/Molo - \$34,653
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VII. Expenditures of the program broken down by activity

	BUDGET	Expenditures	Balances	% spent
Description				
a. Personnel	502,850	85,125	417,725	16.93%
b. Fringe Benefits	261,045	47,889	213,156	18.35%
c. Travel	20,078	6,303	13,775	31.39%
d. Equipment	23,334	1,905	21,429	8.16%
e. Supplies	20,550	17,761	2,789	86.43%
f. Contractual	441,414	7,317	434,097	1.66%
g. Other Costs	211,066	40,288	170,778	19.09%
<i>i. Total Direct Charges</i>	1,480,337	206,587	1,273,750	13.96%
j. Indirect Charges	219,663	30,988	188,675	14.11%
k. TOTALS	1,700,000	237,575	1,462,425	13.97%