



# CEMPROC

Center for Mediation, Peace, and Resolution  
of Conflict - International, Inc.

## Executive Summary

English

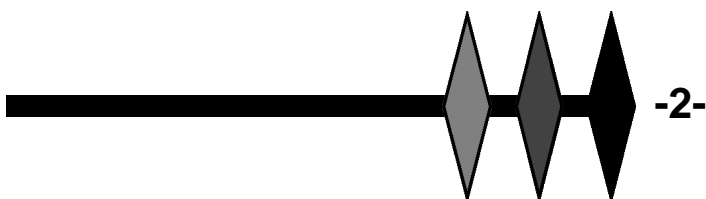
# OUR VISION

---

- *To promote mediation and other peaceful methods of conflict resolution on a grassroots level in the Western Hemisphere,*
- *To provide training and capacity building in conflict resolution skills, particularly in marginalized and poor areas,*
- *To equip potential and actual leaders at all levels of society to become successful peacebuilders within their areas of influence,*
- *To promote the study of conflict and its potential solutions, and*
- *To support an integrated process of community development.*

*“God bless you for the vision that you have in Ecuador and in our communities.”*

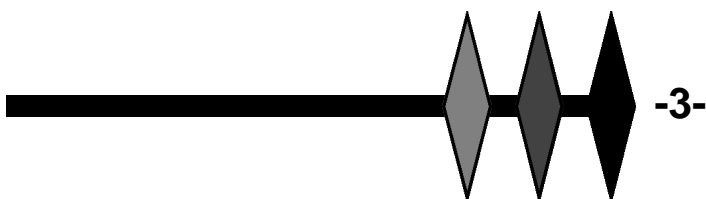
*-Graduate of CEMPROC training course*



# OUR PROGRAMS: Training

---

- ◆ CEMPROC Training Sequence:
  1. Introduction/ Personal Conflict Management Style Assessment
  2. Effective Communication Skills
  2. Interpersonal Conflict and Relationships
  3. Principled Negotiation
  4. Mediation and Third-Party Intervention
- ◆ Conflict Resolution for Kids: Teaching nonviolence and conflict management to children and youth through an interactive course available for schools or other locales
- ◆ Curriculum development: Developing new Spanish-language courses and the manuals and resources to accompany them; these courses will be offered by CEMPROC, and the materials will be available for other organizations or teachers to purchase.
- ◆ Church leader conflict resolution training in low income communities (participants sponsored by Pastors for Peace program)



-3-



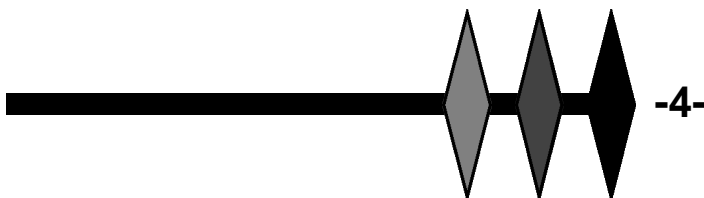
# OUR PROGRAMS: Other Services

---

- ◆ Follow up to Training Sequence: support and technical assistance to create local mediation centers or networks of trained peacemakers in communities
- ◆ Consulting for organizations or groups in conflict or wanting to start a mediation/ conflict resolution program; this includes businesses or government agencies
- ◆ Mediation services: through our growing network of mediators, we can help refer parties in conflict as they seek a mutually acceptable, peaceful solution
- ◆ Promotion of mediation and peaceful conflict resolution through media and other methods
- ◆ Sponsoring research, analysis, and public deliberation on conflict and its resolution through specific international case studies
- ◆ Supporting poverty reduction and capacity-building programs which create a sustainable ability to improve one's quality of life, addressing the root causes of conflict

## WHAT PEOPLE ARE SAYING ABOUT CEMPROC COURSES:

- *"Personally, I feel very grateful for this new knowledge and understanding to be able to act within our daily lives and in our organization... I thank you for your great willingness to help in our community. Thanks for everything."*
- *"This workshop has been very positive; it has increased my capacity for understanding and has raised my self-esteem."*
- *"For me, [the course] went beautifully because I learned a lot about what conflict is at a general level, the styles of confronting and solving conflicts, and it was in an understandable vocabulary."*
- *"It was very practical and applied to the culture and our reality."*



-4-



# STRATEGIC PLAN

---

## 1 STAGE Preliminary Planning and Content Design, 2 months



**STAGE 1 COMPLETE**

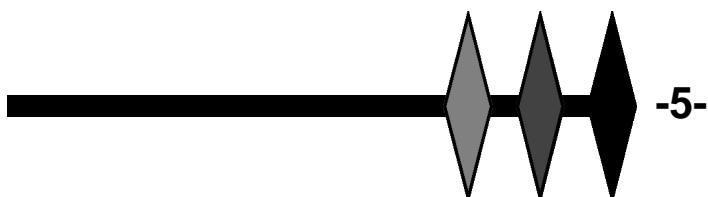
## 2 STAGE Organizational Building and Publicity, 8 months

- Gain commitments from at least 3 board members to serve initial term
- Draw up articles of incorporation, mission statement, and bylaws
- Incorporate in Georgia and in Ecuador, and attain recognition as a *fundacion* and a 501c(3) nonprofit organization
- Secure grants/contributions sufficient to cover lease of office space, supplies, and training materials, as well as publicize volunteer/intern opportunities in Ecuador and U.S.
- Publicize organization's name and purpose through networking, mailings, visits, referrals, perhaps mass media
- Hire staff for CEMPROC—Ecuador

## 3 STAGE Implementing Program and Creating Sustainability, 2 years

- Develop conflict resolution courses targeted toward a variety of specialized audiences, including children, students, teachers, women in conflict-stricken border zones, church leaders, environmental activists, and others.
- Design a public education campaign to teach and raise awareness of the benefits of mediation and negotiation targeted toward community leaders and high school students. Evaluate ways to encourage mediation within the context of a culture of authority.
- Establish an in-depth summer training academy (perhaps 1-2 weeks) and invite current/potential political/business leaders. Offer certificate at end, preferably with some institutional backing.
- Create a fundraising development strategy (and development committee/coordinator), including various levels of donor recognition, grants, fundraising dinners, executive workshops in negotiation/ mediation skills, etc.

## 4 STAGE Evaluation and Possible Geographic or Mission Expansion



-5-



# AN INTEGRATED APPROACH

---

## **International Level:**

- ⇒ Research and analysis in the dynamics of international conflict and its causes in order to illuminate new possibilities for reducing and resolving inter-state conflict, including ethnic, political, religious, territorial, resource-based, or any other type of conflict.
- ⇒ Sponsoring or supporting symposiums, panels, conferences, papers, and other international forums for the interchange of ideas and deliberation on specific international cases in order to generate potential solutions
- ⇒ Carry out programs in high conflict areas, such as the Ecuador-Colombia border, addressing international conflict issues such as refugees and border violence through grassroots training of leaders in these communities

## **National Level:**

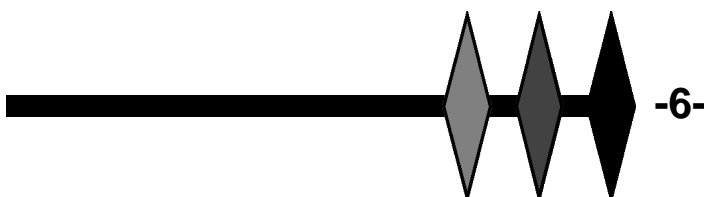
- ⇒ Providing technical assistance to governments in creating effective conflict resolution systems and in implementing judicial reforms that take advantage of the benefits of these systems
- ⇒ Executive workshops in negotiation, mediation, and conflict resolution for government officials with the purpose of capacity-building and increasing the effectiveness of the government
- ⇒ Support peace and conflict resolution processes between/ among major domestic groups, providing technical assistance and/or mediation

## **Regional/Community Level:**

- ⇒ Provide capacity-building courses to train local leaders in mediation, negotiation, and conflict management, creating a network of mediators to serve as local resources to help resolve disputes within their area of influence
- ⇒ Sponsor regional/local communication campaigns and other methods of promoting mediation and other peaceful and effective conflict resolution techniques
- ⇒ Provide training, technical assistance, and other forms of support for organizations such as schools, churches, and neighborhood groups, strengthening their ability to manage conflict effectively, which by extension, builds social infrastructure for dealing with conflict

## **Individual Level:**

- ⇒ Provide training that will equip individuals with conflict management skills and with a greater understanding of their own conflict style and how to use that knowledge to deal more effectively with conflicts
- ⇒ Offer and promote mediation services or references for interpersonal and family problems
- ⇒ Work to address the root causes of conflict, such as poverty, low self-esteem, broken families, cycles of abuse, substance abuse, entrenched domination-submission dynamics, and others to the extent possible through sustainable social programs, therapy modules in trainings, microenterprise loans, counseling, and other support programs at an individual, grassroots level



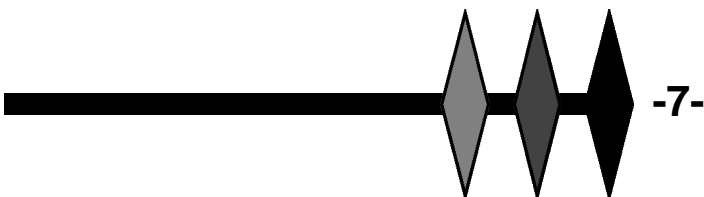
# WHO WE ARE

---

**The Center for Mediation, Peace and the Resolution of Conflict (CEMPROC)** is a new project based in Cumming, GA, USA and Quito, Ecuador. It was founded in 2003 with startup funding from a generous individual and corporate benefactor. It has offered training courses and consulting for impoverished neighborhoods in the Quito area and leaders from all over Ecuador, building local capacity in peaceful conflict resolution and mediation.

CEMPROC is governed by the **International Board of Directors**, based in the United States. This is comprised of President Chuck Pugh, a technical manager at Equifax and a colonel in the Air Force Reserves and the following Board members: Scott Hitch (Secretary), an associate at Epstein, Becker, & Green law firm; Sam Bagwell (Treasurer), a Legal Assistant at Bagwell & Corso and a law student at the University of Georgia; Kathy Bryson, the International Training Director for Servants in Faith and Technology (SIFAT); Fausto Sarmiento, the Director of the Office of International Education at the University of Georgia; and John Cromartie, Senior Minister at Cumming First United Methodist Church. The Board members for CEMPROC—Ecuador include Jeff Pugh (President), Roberto Contreras (Vice-President), Diana Palacios (Secretary), Jack Rodriguez (Treasurer), and Monica de Contreras (Board member at large).

**Jeff Pugh** is CEMPROC's founding Executive Director. With bachelor degrees (summa cum laude) in Political Science and Speech Communication from the University of Georgia, and graduate-level training from Johns Hopkins University and in International Conflict Resolution from the Instituto Tec de Monterrey, Mexico and the International Institute for Mediation and Conflict Resolution (IIMCR). He has written a thesis on the conflict in Colombia and has been published in the *Bulletin of Latin American Research* on sustainable development in Ecuador. Having served as a school mediator in the past, he served for four years as a panelist on the University of Georgia Judiciary, which arbitrated student conduct violations. He also served as Director of Public Affairs and Education for the Judiciary. He worked as an intern in the U.S. State Department in Washington D.C., and he served for three years on a selection committee for the Delta Prize for Peace and Global Understanding, whose recipients have included President Jimmy Carter, Archbishop Desmond Tutu, and President Mikhail Gorbachev, among others. He has conducted research and presented on different methods for managing conflict, including the impact that gender has on conflict style. Jeff has given numerous seminars, courses, and presentations on sustainable development, international conflict, and security in Latin America, in addition to effective conflict resolution. Jeff is an active member and leader in the United Methodist Church, where he has sung in the choir.



-7-





# CEMPROC

Center for Mediation, Peace, and Resolution  
of Conflict - International, Inc.

[cemproc@cemproc.org](mailto:cemproc@cemproc.org)

5110 Jekyll Rd.  
Cumming, GA 30040, USA

Visit us online:  
[www.cemproc.org](http://www.cemproc.org)

YES! I would like to support the mission that CEMPROC is working to accomplish in the Western Hemisphere today. I am sending a gift of:

\$10  \$25  \$50  \$100  **\$300 (Patron)**  \$500  other  
\$ \_\_\_\_\_

Non-monetary in-kind gift \_\_\_\_\_

I am interested in receiving CEMPROC's free e-newsletter.

Name \_\_\_\_\_ E-mail \_\_\_\_\_

Mailing  
Address \_\_\_\_\_

Please send a tax-deductible check made out to CEMPROC to:

CEMPROC - International  
5110 Jekyll Rd.  
Cumming, GA 30040