CONFLICT MITIGATION PROGRAM
The Case of Dandua and Dalandas Clans
Barangay Luanan, Aleosan, Cotabato
September – November 2012

NARRATIVE REPORT

Facilitated by

MORO WOMEN DEVELOPMENT AND CULTURAL CENTER, INC. (MWDECC)
I. BACKGROUND

A. The Dalandas and Dandua Conflict

The Dalandas vs. Dandua feud started when a member of Dalandas clan was allegedly killed by certain member of the Dandua family in Brgy. Luanan in Aleosan, Cotabato on April 12, 2011 due to non-payment of debt. If not mitigated, the conflict is expected to escalate in surrounding communities in New Panay and Luanan in Aleosan, Goketan in Pikit, and Kilangan of Pagalungan. Both clans are closely connected with local commanders associated with the MILF that have strong influence in these territories. Dalandas clan is backed by the Brgy. Chairperson of Luanan, Cmdr. Datu Antik, & Cmdr. Datu Doton of 118th Base Command of the MILF-BIAF. Danduas are supported by Cmdr. Salungga, Cmdr. Johnny & Cmdr. Tidy of the National Guard Division of MILF-BIAF.

After the incident, the Dandua clan moved to Goketan & Manaulanen in Pikit to avoid retaliatory attacks from the Dalandas’ family. The Dandua clan is now determined to go back to their community despite the threat of possible armed encounters with their rival group. They have mobilized the entire resources of their clan & sold some of their lands to acquire firearms in preparation for the attempt to strongly push the Dalandas away their community. The Dalandas have occupied & controlled the Dandua’s coconut plantation & corn field in Aleosan when the latter evacuated due to the conflict. The local commanders who are backing the Danduas have expressed support for the return regardless of the threat. The local commanders who remain on the side of the Dalandas family stood against the idea of bringing the Danduas back to their home without the conduct of proper settlement.

This situation has caused tensions among the residents in the community as well as those that reside in the neighboring barangays due to anticipated armed clashes that could occur between the conflicting families should the conflict remain unsettled. The incessant exchanges of threat and provocative statements made by the conflicting parties against each other complicated the situation and raised the tension in the community. MWDECC through LPI has temporarily negotiated with the conflicting parties to calm down and wait for possible dialogues to take place.

B. The Implementing Partners/Responsible Partners

The Moro Women Development and Cultural Center (MWDECC), Inc. is a non-government organization that was founded in 2008 but officially registered at the Security and Exchange Commission (SEC) on July 22, 2009 with Registration Number CN200928142. This was created to provide the multifaceted needs of women especially Bangsamoro women in conflict-affected areas. It paves the avenue not only for Moro women’s personal development but their active involvement in the socio-economic and cultural development of the nation. The women behind this organization are committed to devote their skills, capacities and services to the fullest. The highest policy-making body of MWDECC is its Board of Trustees, while its office is headed by an Executive Directress.

MWDECC envisions a community where women’s participation in development undertakings is recognized and space for cultural preservation and education is provided. Its mission is to empower women through exposures and engagements in socio-economic and
cultural development. And its goals are: 1) Mobilization of women to maximize their potentials; 2) Generation of resources to support women development programs, and 3) Conduct of researches on Moro cultural, social, economic, political & environmental concerns

**MWDECC’s Programs and Services** are: Capability Enhancement; Research and Documentation; Livelihood Programs; Relief, Health and Psychosocial Interventions; Cultural Development and Preservation; and Human Rights Documentation and Advocacy. The MWDECC is operating Mindanao-wide but focuses on the provinces of Maguindanao and North Cotabato. Its main target is the women of the conflict affected areas and other marginalized and oppressed communities.

**Organizational Structure and Composition**

![Organizational Structure and Composition](image)

*Figure 1. MWDECC Organizational Structure & Composition*
The projects implemented by MWDECC are as follows: 1) **Data Collection on the UNCRC Monitoring Process** in Cotabato City from April 2011 to December 2012 funded by Save the Children; 2) **Establishing Prevention and Response Mechanisms against Trafficking in Persons** in Conflict-Affected Provinces in the Philippines in 14 barangays of Northern Kabuntalan and 5 barangays of Datu Saudi Ampatuan from October to December 2011 funded by Child Alert Mindanaw and UNICEF; 3) **Early Recovery and Rehabilitation for Central Mindanao (ERRCM) Project** in Barangay Gawang, Datu Saudi Ampatuan Maguindanao from October 2011 to November 2012 with funding support from GPH-UNDP-EU. Under ERRCM Project, MWDECC implemented four (4) components of the project, i.e. Support to Infrastructure Development, Support to Basic Services, Support to Livelihood and Rebuilding Social Cohesion with an approved budget of Php5,686,80; and recently, 4) **Conflict Mitigation** in Barangay Luanan, Aleosan, Cotabato from September 17 to November 30, 2012 funded by The Asia Foundation (TAF).

**B. Project Implementation and Management**

The Project implementation was directly handled by the Executive Director. MWDECC organized a Rapid Response Team to successfully implement the project. The Rapid Response Team was composed of the ten (10) MWDECC Staff.

Furthermore, the MWDECC sought the assistance of the **Local Peace Initiators (LPI)** of the Mindanao Action for Peace and Development Initiatives (MAPAD), which has been organized primarily to respond to or mitigate conflicts, to help from coordination, shuttle communication to facilitation of dialogues.

**C. Additional Resources Mobilization**

Since the budget assistance provided by The Asia Foundation (TAF) was very limited, MWDECC and LPI sought some additional resources to augment the lacking. One of the conditions in the signing of the Peace Covenant was the provision of blood money which was not included in the project budget. The political committees of Aleosan and Pikit II, Ligawasan Province of the Moro Islamic Liberation Front (MILF) provided an amount of P25,000 as blood money given to Dalandas clan.

**D. LGU and Security Sectors Participation**

It is important that the Local Government Units (LGU) and Security Sectors are involved in the implementation of the project. Thus, before the start of the intervention, the MWDECC Responding Team and LPI coordinated with the LGU of Aleosan and Security Sectors. They responded positively and promised their support and participation.

The Security Sectors, particularly the AFP and PNP, were involved in the formal sealing of the Dandua and Dalandas clans conflict, which is the Kanduli/thanksgiving program and signing of Peace Covenant. They witnessed it and committed themselves in taking part in
monitoring the implementation of the provisions of the covenant and violations thereof, and to immediately bring them into dialogue should there be a glaring recurrence of the conflict.

II. OUTPUTS AND RESULTS

A. Preparatory Meeting and Planning

The Preparatory Meeting and Planning of Rapid Response Team together with the Local Peace Initiators (LPI) was conducted on September 29-30, 2012 at Pikit Central Garden, Poblacion Pikit, Cotabato. The highlights of the activity were the leveling off of the participants on the background of the conflict, the discussion of the intervention for this conflict and planning.

The MWDECC Executive Director oriented first the participants on the background of the conflict and the details of the intervention to level off. She also gave brief input on Planning to refresh the knowledge and skills of the team and LPI in Planning.

The Interim Chairman of the LPI gave also a brief Rationale of the activity and the background of the organization of LPI, its mandate and services.

He explained that the LPI’s functions are not confined within the circle of MAPAD’s programs, but it can help other groups should LPI is seen to be of help especially in conflict mitigation.

For the two (2) days activity, they came-up with Implementation Plan and formulated strategies to be adopted in settling the conflicting parties. *(See attached Consolidated Action Plans)*

Commitment of the groups who made the joint planning to pursue the mitigation was made. The issue of how can budget (for Kanduli or thanksgiving program to finally cap the conflict) be able to cover the unexpected increase of the number of participants was one of the major concerns tackled along the planning session. Here entered the idea of raising additional funds through contribution among members of the MWDECC and LPI, and to seek Barangay Council Counterparts in terms of venue preparation.

Since that the possibility of the demand for blood money may be raised as a pre-condition for the settlement by the Dandua family, the responding team made an alternative source in anticipation to it. The group decided to talk to the Aleosan and Pikit 2 Municipal Committees’ leadership of Moro Islamic Liberation Front (MILF) and raise the issue of the possible demand for blood money of the other group. As a result, the responding team got the positive nod of the two municipal committees of the MILF.
Making and assuring the intervention to go smoothly, three members of LPI’s Core Group were tasked to do the legwork, which will immediately start the following day, and this includes meeting with the Barangay Captain to officially coordinate with his office and seek his commitment to provide some counterparts which includes, among others, venue preparation for Kanduli.

Aside from the discussion in the planning session, the three men tasked for legwork were instructed to chart their operational plan according to general plan crafted in the joint planning session. The LPI’s motorbike (with gas) was assigned to them until the conflict mitigation and settlement is finally done.

The reassuring commitment of the LPI to help MWDECC making its mission to settle the conflict of the two families capable of bringing the said conflict to a high level violence realized which will affect not only Barangay Luanan but also other neighboring Barangays made MWDECC’s leadership more confident.

MWDECC assigned one staff to be with the group of three that has been assigned to do the legwork, another staff assigned to lead facilitation of the meetings and consultations with families, another staff assigned to facilitate the drafting of the peace covenant, and another staff tasked to lead the venue preparations for exploratory talks and Kanduli.

B. Core Group Formation and Formulation of Agreement

On October 3, 2012, the responding team and the LPI met with the Dalandas families at Barangay Luanan, Aleosan, Cotabato to discuss the identification of elders for the formation of the core group. Core Group of Dalandas was formed and possibility of resolving the conflict was discussed. They were the elders and leaders of the clan composed of twenty (20) members. However, as it is seen that convening 20 persons in an urgent situation is quite difficult, five persons out of twenty were identified to represent the twenty members in a situation that there is a high degree of need to make a decision.

Core Group of Dandua Clan was organized which was composed of twenty (20) members too from the elders and leaders of the clan. It was conducted on October 4, 2012 at Barangay Gli-Gli, Pikit, Cotabato.

On October 11, 2012, the Responding Team and the LPI met with the members of the Core Groups of both clans to facilitate the formulation of demands and conditions for settlement. The meeting was held in Poblacion Pikit, Cotabato.

The outcome of the meeting was a draft agreement to be presented in the Exploratory Meeting which was scheduled by the group on October 22, 2012. Both clans agreed that the venue of the said activity will be at Barangay Batulawan, Pikit, Cotabato.
Batulawan was seen to be an ideal place for exploratory talks as it is accessible, neutral to both families and found to be in the center considering that there are other members of the Dandua family that had evacuated to Barangay Manaulanen, Pikit, Cotabato.

Identification of personalities to be invited to the said exploratory meeting that are believed to be neutral but acceptable and having clout over the two conflicting families was done.

Expecting some violent reactions from the members of the families that are their first time to listen to the demands and conditions of the other party, which may hamper or at least disturb the process, the Chairman of the LPI was requested to do or lead the actual facilitation in reconciling demands and conditions of both parties which will be presented in the exploratory meeting.

C. Exploratory Meetings

On October 22, 2012, the Exploratory Meeting was conducted at Barangay Batulawan, Pikit, Cotabato. The organized core groups of both conflicting parties were responsible ones to select individual members of their clan to attend the said activity. The five members, including their chairman, taken out from the twenty members of both clans took an important role in helping explain things that are not clear to some members of their family, and they were arranged to sit in front face-to-face to each other (counterpart).

The target participants were supposed to be 40 individuals each clan but the number of participants who attended the meeting was bigger than the target.

Aside from the members of the clans, Local commanders and political leaders of the Moro Islamic Liberation Front (MILF) who were identified during the planning for invitation to help facilitate the consolidation of demands and conditions for settlement were also in attendance. As part of their strong support to the process and firm commitment to take part in maintaining peace and order in the communities, they expressively pronounced before the attendees of both clans their commitment to help monitor the implementation of any agreed solutions and they will make themselves available anytime should there problems arise in the future between the two conflicting families, and their attention can anytime be called in responding to other (the same) cases, if necessary.

The main output of the meeting was a “unified draft,” a consolidation of demands and conditions for settlement of the Dandua and Dalandas clans.
Collectively, the presentation of the consolidated draft agreement was scheduled on October 25, 2012 to gather comments from both families in order to consequently come up with a final draft of the covenant, and will become ready for signing during Kanduli.

D. Presentation of Agreement

On October 25, 2012, the consolidated draft agreement was presented to representatives of both clans for comments and suggestions. It was conducted in Barangay Batulawan, Pikit, Cotabato which was attended by more than 100 individuals. It was also attended by the local commanders and political leaders of MILF.

Through this activity, the peace covenant was finalized. The schedule and venue for the signing were also identified and finalized. Both parties agreed that the Kanduli and Signing of Peace Covenant will be conducted in Barangay Luanan, Aleosan, Pikit.

E. Kanduli and Signing of Peace Covenant

The intervention was finally culminated on November 4, 2012 through the conduct of Kanduli and signing of Peace Covenant. It was attended by more than 500 individuals coming from the members of both clans, representatives from the local government units of Aleosan, different civil society organizations, IMT, security sectors, INGOs, and local commanders and political leaders of MILF.

The said activity took place at Barangay Luanan, Aleosan, Cotabato.

To be sure of the maintenance of peace and order during the conduct of Kanduli, the responding team sought the assistance of MILF commanders by deploying securities that are in full military uniform who will be placed in the different corners of the venue including those who are deployed at the Barangay road responsible for checking or inspecting vehicles that are entering towards the venue.

In response, the BIAF leadership in the area deployed more than 300 men in full-battle-gear, who served as security. To identify the official security, a tag was provided and color-coding was observed.

Aleosan Mayor Loreto Cabaya was officially invited including the Chief of Police of his municipality. There was a separate invitation to the Battalion commander of the 40 Infantry Battalion. Mayor Cabaya and the Battalion Commander of 40 IB failed to attend the activity but they also sent official representatives which symbolized their strong support to the initiative and commitment to settling Ridos in their areas of coverage.

Considering that Rido can either directly or indirectly make disturbance to existing ceasefire agreement between the GPH and MILF, the International Monitoring Team
(IMT), Coordinating Committee of Cessation of Hostilities (CCCH) of both GPH and MILF, Mindanao Human Rights Action Center (MinHRAC), a local member organization of the Civilian Protection Component (CPC) of the IMT, and Mindanao People’s Caucus (MPC), an all-women CPC contingent of the IMT, were invited to witness the entire process of Kanduli and signing of covenant, and they positively responded to the invitation.

Task Force Ittihad of MILF, Municipal Committees Chairmen of Aleosan and Pikit, and other MILF Local Commanders also graced the activity.

The responding team got the positive response of those guests in attendance to be part of the peace covenant by signing it as witness.

Commander Nayang, chairman of the Disciplinary Board of the 108 Base Command, Eastern Mindanao Front of the BIAF, said: “I am deeply pleased and happy for the successful facilitation of the resolution of this conflict as this is actually part of assignment. I am requesting everybody to inform me if there are any problems like this in your locality so that I can respond to it immediately, and from that process, we can prevent them to become violent. Thus, peace and order will be maintained.”

F. Assessment and Evaluation

To assess the whole implementation of the intervention, an Assessment and Evaluation meeting was conducted on November 11-12, 2012 at Batulawan, Pikit, Cotabato. It was aimed to identify the strengths and weaknesses in the project implementation for future improvement. It was participated by the MWDECC responding team together with the LPI members and some invited individuals who assisted in the implementation of the project. *(See attached Consolidated Assessment and Evaluation results)*

III. FINANCE

The total budget allocated for this intervention was **P256,000.00**. The Asia Foundation (TAF) provided an amount of P241,000.00 and P15,000.00 were the counterpart of MWDECC. A huge amount of the budget came from TAF was allocated for Kanduli and Signing of Peace Covenant with a 28% budget line, followed by Preparatory Meeting and Planning with a 15.35% budget line, Assessment and Evaluation with 15.14% budget line, next is Formation of Core Group with 15.93% budget line, and the lowest were Exploratory Meeting and presentation of Agreement with 13.28% budget line each.

The budget was divided into two (2) payments. The first payment was P216,900.00 representing 90% of the total grant amount, which was released upon signing of the Letter
of Grant. The Second and Final payment will be P24,100.00 representing 10% which will be released upon submission of final narrative and financial reports.

IV. RECOMMENDATIONS AND LESSONS LEARNED

• Translation of the agreement to Maguindanaon dialect in order that the concerned parties can understand it very well.
• More training and seminars related to conflict resolutions for the responding team and LPI is needed to sharpen more their skills in conflict resolution.
• Direct parent (father) of the victim should not be directly involved in the discussion and resolution processes. He must have representatives to speak on his behalf.
• Budget for Kanduli should be increased to avoid budget shortage.
• Involvement of security sectors and politicians in the consultation and facilitation processes is not recommendable. Moros are still doubtful when politicians, military and policemen are seen in the process. They are rightly involved in the sealing process.
Annex 1: Consolidated Pictures

Preparatory Meeting and Planning
Core Group Formation & Formulation of Agreement
Exploratory Meeting & Presentation of Peace Covenant
Kanduli and Signing of Peace Covenant
CONFLICT MITIGATION PROGRAM: The Case of Dandua & Dalandas Clans | Moro Women Dev’t and Cultural Center, Inc.
Barangay Luanan, Aleosan, Cotabato | September – November 2012
Assessment and Evaluation
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### Annex 2: Consolidated Action Plans

#### Implementation Plan for intervention on Dandua-Dalandas case

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>Target</th>
<th>Venue</th>
<th>Persons Responsible/Org</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 29-30</td>
<td>Meeting of responding team with LPI</td>
<td>20 pax (LPI and responding team)</td>
<td>Pikit Garden, Poblacion Pikit, Cotabato</td>
<td>MWDECC and LPI</td>
</tr>
<tr>
<td>October 3-4</td>
<td>Organizing of elders/core group</td>
<td>-25 family members from each clan</td>
<td>Dalandas Clan - Luanan, Aleosan</td>
<td>MWDECC Responding Team &amp; LPI</td>
</tr>
<tr>
<td></td>
<td>Presentation of demands and conditions</td>
<td>-5 core group members from each clan</td>
<td>Dandua Clan - Manaulanan, Pikit</td>
<td>MWDECC Responding Team &amp; LPI</td>
</tr>
<tr>
<td></td>
<td>-Dalandas (Oct. 3) -Dandua (Oct.4)</td>
<td></td>
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<tr>
<td>October 10-11</td>
<td>Exploratory Meeting</td>
<td>80 pax (40 pax from each clan)</td>
<td>TBI</td>
<td>MWDECC Responding Team &amp; LPI</td>
</tr>
<tr>
<td>October 13-14</td>
<td>Formulation of Agreement *Consolidation</td>
<td>LPI and MWDECC</td>
<td>Pikit, Cotabato</td>
<td>MWDECC Responding Team &amp; LPI</td>
</tr>
<tr>
<td>October 22</td>
<td>Presentation of the drafted agreement</td>
<td>80 pax (40 pax from each clan)</td>
<td>TBI</td>
<td>MWDECC, LPI, both clans (Dalandas – Dandua Family)</td>
</tr>
<tr>
<td>October 27</td>
<td>Kanduli</td>
<td>Both clans (expectedly more than 250 pax)</td>
<td>TBI</td>
<td>MWDECC, LPI, LGU, CCCH, IMT, TAF, etc</td>
</tr>
<tr>
<td>November 4</td>
<td>Assessment</td>
<td>LPI and Responding team</td>
<td>Pikit, Cotabato</td>
<td>MWDECC Responding Team &amp; LPI</td>
</tr>
</tbody>
</table>

#### Action Plan for Future Activities/Interventions

<table>
<thead>
<tr>
<th>Objective</th>
<th>Activities</th>
<th>Timeframe</th>
<th>Target Beneficiaries</th>
<th>Expected Output</th>
<th>Responsible Person/Organization</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>The LPI/MWDECC will be an instrument in resolving all conflict cases</td>
<td>Conflict Mapping</td>
<td>January-March 2013</td>
<td>Conflict affected areas in North Cotabato</td>
<td>All conflict cases mediated by LPI and MWDECC</td>
<td>MWDECC, LPI, stakeholders</td>
<td>P50,000</td>
</tr>
<tr>
<td>conflicts in North Cotabato</td>
<td>All emerging conflict between the Bangsamoro People shall be extinguished</td>
<td>Data Gathering in form of Focus Group Discussion and Key Informants Interview</td>
<td>Dec 2012-Jan. 2013</td>
<td>Community leaders, influential and political leaders and different existing organizations that has program on conflict mitigation</td>
<td>All necessary information have been gathered</td>
<td>LPI and MWDECC</td>
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<td>---------------------------</td>
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<tr>
<td></td>
<td>To capacitate LPI and MWDECC members in resolving conflicts/rido</td>
<td>Training on : - Conflict mitigation - Conflict resolution - Diplomacy - Early warning</td>
<td>January – July 2013</td>
<td>All LPI members and MWDECC staff</td>
<td>LPI and MWDECC members trained and able to resolve conflict</td>
<td>LPI and MWDECC</td>
</tr>
</tbody>
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### Annex 3: Consolidated Assessment and Evaluation Results

<table>
<thead>
<tr>
<th>Planned Objectives</th>
<th>Indicators that the Objectives were Attained or Not</th>
<th>Facilitating Factors</th>
<th>Hindering Factors</th>
<th>Recommendations</th>
</tr>
</thead>
</table>
| To meet with LPI to discuss the intervention and plan the activities to be conducted | - Come-up with implementation plan  
- Formulated strategies in settling the Dandua and Dalandas clans conflict  
- Tasking of the team were done | - Input on planning  
- Knowledge on planning  
- Leveling off on the background of the conflict | - Deep understanding on the dynamics of the conflict  
- More training related on conflict resolution |  |
| To identify elders of both conflicting parties who will act as a core group and sit representatives during the exploratory talks & formulation of demands & conditions for settlement | - Core group of each clan was well organized  
- Series of meetings and consultations were conducted  
- The family representatives were identified for the exploratory meeting | - Series of meetings and consultations  
- Shuttling communications  
- Willingness of both parties to be settled.  
- LPIs and responding team are well-versed of the dynamics of the conflict |  |  |
| To facilitate the formulation of demands and conditions for each of the party | - The formulation for demands and conditions for each of the party are facilitated  
- Demands and conditions for settlement were collected and recognized by the intervening party | - Dialogue with the core group of the clans  
- Coordination with political leaders and local commanders (Aleosan and Pikit)  
- Involvement of local commanders and political committee in the process | - Insisting their demands  
- Inconsistencies of demands of each of the conflicting parties  
- The demand of Dandua family for reparation for the time they abandoned their properties  
- Involvement of the father of the victim in the process | - Strengthen the members to avoid partiality  
- Compromise agreement  
- Doing more back channeling  
- The direct participation of father in the formulation of demand and |
<table>
<thead>
<tr>
<th>Conditions should be avoided</th>
<th>To draft an agreement based on the discussions with family members</th>
<th>To present the drafted agreement to the identified clan members to finalize the peace covenant</th>
<th>To culminate the intervention through signing of Peace Covenant and conduct of Kanduli</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Drafted agreement based on the discussions</td>
<td>• Series of meetings</td>
<td>• Cooperation of both political leaders and LGUs</td>
<td>• Kanduli was done</td>
</tr>
<tr>
<td>• Accepted by both sides</td>
<td>• Planning and consultation</td>
<td>• Series of exploratory talks and meetings</td>
<td>• Successful signing of peace covenant</td>
</tr>
<tr>
<td>• Availability of consolidated demand</td>
<td>• Involvement of local commanders and political committees in the process</td>
<td>• Involvement local commanders and political committees in the process</td>
<td>• Attended by different stakeholders, i.e. Security Sectors (AFP &amp; PNP), IMT, International NGOs, MILF Political leaders &amp; local commanders, LGUs, local NGOs &amp; TAF</td>
</tr>
<tr>
<td>• Some family leader insisted their demands after the drafting of the agreement</td>
<td>• Issue of blood money</td>
<td>• Misinterpretation of some terminologies</td>
<td>• The organization of working committees and participation of community leaders</td>
</tr>
</tbody>
</table>
| • The interpretation and translation to vernacular the meaning of blood money | • Provocative statements of one of speaker | • Provocative statements of one of speaker | • Facilitated through process and proper coordination with the following:  
- IMT, PNP, AFP, MILF Political Leaders & local commanders, LGU |
| • Leaders of both sides should be well represented | • Security plan was not properly executed | • Security plan was not properly executed | • Provocative statements of one of speaker |
| • Non-realization of community counterpart for paraphernalia/utensils | • Non-realization of community counterpart for paraphernalia/utensils | • Non-realization of community counterpart for paraphernalia/utensils | • Provocative statements of one of speaker |
| • Stick to the plan | • Stick to the plan | • Stick to the plan | • Provocative statements of one of speaker |
| • Orientation of the speaker | • Orientation of the speaker | • Orientation of the speaker | • Provocative statements of one of speaker |
| • Identification of good speaker | • Identification of good speaker | • Identification of good speaker | • Provocative statements of one of speaker |
| • There must be a proper leveling off between and among the intervening parties | • There must be a proper leveling off between and among the intervening parties | • There must be a proper leveling off between and among the intervening parties | • Provocative statements of one of speaker |
| • Not relying on community counterparts. | • Not relying on community counterparts. | • Not relying on community counterparts. | • Provocative statements of one of speaker |