

Application form: Partnership Project

1. Basic Information

Project pool and themes

Which project pool are you applying?	MENA	<input checked="" type="checkbox"/>
	Project Pool	<input type="checkbox"/>

Project information

Project title	Musalaha Youth Group
Applying DUF member organization(s)	Israelsmissionens Unge (IU)
Partner organization(s)	Musalaha Ministry of Reconciliation
Project locality	Betlehem District, Palestinian Authority
Project period	January 2020 – December 2021
Amount applied for (max 750.000 DKK)	749.371 DKK

1.1 Summary of the project (max 10 lines)

Due to the remarkable rise of radical religious groups, and tensions among local communities in the Middle East region, there is a great need for the next generation to take an active role in positively impacting their society towards peace and tolerance. Therefore, Musalaha and IU took the initiative years ago and are continuing to build religious bridges between Muslim and Christian youth in the Palestinian society. In this project it will be accomplished through an educational program that will create a youth group and empowering at least 30 Muslim and Christian youth leaders from Palestine and equip them to become advocates of peace and conflict resolution in their local communities. The youth group will be meeting together, learning, sharing and finally conducting a serie of outreaches targeting at least 300 school children in the Bethlehem area to spread what they have learnt during this two years project; The group will be supported by a Palestinian core committee and a Danish steering committee.

2. The Partners

The Danish member organization

2.1 Vision and work of the Danish member organization

The overall vision of Israelsmissionens Unge (IU) is to engage young people in "God's great, diverse and global mission". This mission is also to engage in society outside our own personal and national borders and help to create what we believe is a better world.

Promotion of reconciliation:

One core value of Israelsmissionens Unge (IU), is to promote reconciliation through willingness to look at situations from the perspective of others. In IU we place an emphasis on reconciliation and see it as an essential element in the values of our organisation. This was also confirmed in our newly formulated purpose (June 2019) in our Articles of Association where it says "[we want to engage young people in] reconciliation for peace and justice [...]" (Articles of Association §2). This vision is - as we see it - very much in line with the UN's

Sustainable Development Goal number 16 about peace, justice and strong institutions even though our work is not directly targeting the political or governmental level. We especially wish to promote point 16.1-3, 16.5, 16.7, 16.10, 16.a and 16.b as our contribution to the conflict in the Palestinian area. To partner with Musalaha in a project focusing on peace and tolerance is therefore natural to IU.

Promotion of volunteerism:

Volunteerism is a fundamental part of IU and this partnership project will promote volunteers' role both in IU and in Musalaha. IU is shaped by the Danish idea of a strong civil society empowered by volunteerism. We strongly believe that we need to empower - especially the youth - so they may have the possibility to create the world that they want to live in, and this is only possible by empowering them to change the society on a volunteer basis.

The power of youth groups:

IU is managed by a volunteer board and consist of numerous volunteer groups around Denmark. IU wants to share and spread this idea of volunteer groups, so that (in this case) the Palestinian Youth also may be empowered and get the tools to advocate for peace, tolerance, justice and reconciliation in their community. Youth groups is a powerful source of empowering people and creating stronger advocacy work. This was also confirmed in our newly formulated purpose (June 2019) in our Articles of Association where it says "[we want to engage young people in] strong communities [...]" (Articles of Association §2). To partner with Musalaha and help them to create a more volunteer based approach to empower and engage young people and impact civil society is therefore natural to IU.

2.2 The capacity and experience of the Danish member organization

The experience of IU with international projects

IU has a long history of implementing international projects with Musalaha. Different Musalaha Committees has in IU's two decade long history together with Musalaha carried out a serie of projects and Youth Leader exchanges funded by DUF's international pool. As far as we have understood the concrete partnership between IU and Musalaha is the longest active partnership in DUF's international department.

IU enjoys a very good relationship with IU's mother organisation, The Danish Israelmission (DIM). DIM has like IU a long history of doing development projects funded by CISU and DMRU in Palestine together with Musalaha and other partners. In case it becomes necessary it is possible for IU's board to give an partly preemptive right to the director of DIM, and will therefore be able to follow the project through. Beside that IU has a list of people associated with the organisation that have a long history of doing international projects. The list of people will be able to step in as advisers if it becomes necessary.

Project Staff and volunteers Roles and Responsibilities

The Danish Musalaha Steering Committee, will be responsible for the project from Denmark and will be supported by an IU staff member. The Steering Committee is still to be formed, but the group will consist of at least five members. The steering committee will be open to new members during the project, but the committee will firstly consist of core volunteers from IU. The members will all have traveled in Palestine and Israel and will therefore have extended knowledge of the context and conflict in the region and will share the vision of reconciliation and Musalaha. This is important to make sure that the committee will have a good understanding of the goal of this project, how to support the young volunteers in Palestine and maybe most important to be able to advocate for reconciliation in Denmark. The steering committee will be responsible for both hosting volunteers from Musalaha in Denmark, do project visits during the project, apply for smaller projects during the partnership project, work on a new partnership project after the current and advocate for reconciliation in IU and in Denmark in general.

IU International Coordinator. As part of the project IU is asking for funds to hire a 5 hours/week international coordinator, who will be responsible for supporting the steering committee, following the project, and strengthen the communication between IU and Musalaha, and the steering committee and IU (for full job description see Annex H and motivated application in Annex M).

2.3 Learning and anchoring of the project in the Danish member organization

Value of International Cooperation

As noted above the international engagement is one of IU's core values. We therefore see the partnership with Musalaha as central for the work of the organisation. We therefore hope that this project and our cooperation with Musalaha in general will influence and be spread widely in our organisation. That is also why we in this new project are hoping to see a greater degree of cooperation between Musalaha and IU than earlier.

Concrete steps to secure anchoring of the project in IU

At board level. The board will get updates from the steering committee at all their meetings, so the board always will be informed on the project and make it possible for them to see opportunities to take new strategic decisions to promote the cause of Musalaha and reconciliation within the organization.

At staff level. The international coordinator will create a strong link between the steering committee and the staff of IU. This will make sure that the day-to-day work will be closely linked with the rest of IU's staff. The international coordinator will attend monthly staff meetings etc.

On a national level, implicated volunteers will gain experience, skills and the ability to implicate activities upon the plan, and this new experience with development projects will strengthen and maintain their commitment to the committee and to their societies. Furthermore, we expect that the stories from the project will help strengthen the international focus of IU and the support of the Musalaha Steering Committee and IU in general. The stories from the project will be sent out through newsletters and social media and 'Storytellers' (A program in IU that also will visit the project) will make sure that there will be a certain amount of quality stories to spread. The Danish Steering Committee will also be invited to share about the engagement at IU's annual meeting.

On a local level, IU has local groups in Denmark. These groups will be encouraged to invite the Danish Steering Committee group to come and share the work of Musalaha and about this project.

The partner organization

2.4 Vision and work of the partner organization

Vision and Work

The main sector of this project is bridging divides through peacebuilding training and advocating coexistence and unity among Palestinian youth. Musalaha is a non-profit organization that seeks to promote reconciliation between Israelis and Palestinians. We endeavor to be an encouragement and advocate of reconciliation, by also facilitating bridge building among Jews, Christians, and Muslims.

For more than 20 years, Musalaha has facilitated reconciliation by providing a forum for Israelis and Palestinian to meet in a neutral environment through its desert encounters. From this time, we have begun reconciliation leadership training and have developed a Curriculum of Reconciliation, which is a unique 23-chapter manual drawing on our experience and has become a valuable resource for conflict resolution in intergroup conflicts. We have trained hundreds of women, youth, and leaders to use this manual and as a result began developing a Youth Curriculum for Youth leaders in conflict societies. From our experiences in youth work in Palestinian society, we have seen a great need to give Palestinian youth leaders the tools to advocate for peace and coexistence in their societies.

Musalaha as a whole has placed a stronger emphasis on establishing committees as it gives leadership opportunities to the participants and promotes volunteerism. This allows for the youths to engage democratically as they select a chairman, vice-chairman, and a secretary and work in improving organization. The committee projects allow for the youth to engage in social outreaches that empower them to become advocates for the changes they want to see in their society. It is important to engage youth in committee work especially because those in Israel and the Palestinian Authority are living in fragile state societies. Over the last five years Musalaha has emphasized in the committee work to teaching them **organization**, how they can come together and work together, functioning on an economical, democratic and advanced in education society. As committee work develops, youth leaders will learn to **network** with other youth leaders within their own communities as well as with youth leaders in other committees as they learn to share ideas and work together to **advocate** for peace and reconciliation.

2.5 The capacity and experience of the partner organization

Experience with International Projects

Musalaha and the Danish Israel Mission (DIM) have been actively involved in capacity building women and Muslim and Christian community leaders in the Palestinian Authority for more than 10 years. Our projects have included the development of 23 chapter Curriculum of Reconciliation, a comprehensive manual drawing on Musalaha's 25 years of experience in reconciliation. We have also been active in training women to facilitate reconciliation to use the curriculum, and empowering them to bring change in the communities through community development projects. The Curriculum of Reconciliation is one way Musalaha has been able to effectively communicate the process of reconciliation. It is an intensive manual written for inter-group reconciliation and conflict resolution. The partnership has also included empowering Muslim and Christian community leaders and lawyers to bring about change. One of the Muslim-Christian bridge building groups, which was trained produced a 6-series video lesson that aired on Palestinian networks, teaching the important of tolerance and coexistence to those in their community in whom they would have otherwise been unable to reach. Following the partnership's work among women and training trainers, 8 of 24 women are now leading their own peace and reconciliation groups, empowering those in their circles of influence to be agents of change in their communities.

Project Staff and volunteers Roles and Responsibilities

The Musalaha director will eventually be responsible for the partnership project and will delegate specific tasks to other Musalaha members.

As to carry out and realize the project we are asking to hire a part time project coordinator in Musalaha that will live in Bethlehem and will be responsible to support the Core Committee and manage the project (see budget line 207 and annex F). We hope to who prolong the employment of Ronza Saba, who was the project coordinator of our last DUF partnership project and there for have experience with project coordination and volunteerism. It is crucial because of the lack of understanding of volunteerism in Palestine and the workload of this project. The volunteer core committee will need a person, who can keep engaging and motivate them and do practical tasks for them. The project coordinator together with the core committee will be responsible of managing the project and in particularly the monthly youth group meetings.

The youth group in its whole will be responsible of the three outreaches, with the project coordinator and the core committee as managing part.

We are also applying for funds for a project administrator (see annex J and budget line 803). This is necessary because of the high standard of bookkeeping and budgeting that is required in a project of this scale and cannot be expect of the volunteers. The project administrator will be responsible of managing the finances of the project and ongoing financial reporting and final financial evaluation.

2.6 The structure and the organization of the Partner Organization

Musalaha Ministry of Reconciliation is a non-profit organization that is governed by an Executive Board of 7 members. The new board members are nominated by Musalaha members and are then voted in for a one-year period by the organization's members and are up for re-election after the one year period at the annual general board member meeting. The board consists of half Israeli and half Palestinian, half women and half men as it seeks to promote equality among gender, race, nationality and socially, thus giving opportunities of influence and participation regardless of their age, gender and social position.

However, this project will be held by the Youth Department of Musalaha that has been leading every previous project for youth and have worked on releasing the Reconciliation Curriculum for Youth. Also, it is working on creating a network of volunteers for Musalaha that will be enhanced through this partnership project of Musalaha youth volunteers with IU.

The Youth Department of Musalaha will elect volunteers who are to become part of the core committee and open and democratic election process elect 30 youth leaders. These volunteer will be capacity build through monthly meeting in different subjects such as facilitating workshops etc. in order for them to reach their local communities through outreach projects.

*To see the structure of the organization, please see **Annex B** Organizational Structure.*

2.7 Learning and anchoring of the project in the partner organization

With the experiences and learnings gained by this project, Musalaha will be able to build its organizational capacity and skills in conducting more projects among the Palestinian youth. As Palestinian youth develop of voluntarism and youth ownership, Musalaha will be able to continue to provide the tools for youth to advocate for peace and tolerance in the society and impact communities on a wider scale in the future. Hopefully the core committee and a part of the youth group maintain a commitment after the project is done and be a more permanent volunteer in Musalaha (see objective 3). This will maintain knowledge and capacity of Musalaha. This group will be capable of training and capacity build future volunteers and participants of activities in Musalaha. On the long run the volunteers will get more involved in the ongoing development of the Musalaha Youth Department.

Partnership and cooperation

2.8 Previous cooperation

The collaboration between IU and Musalaha dates back to the end of the 90's when IU sent its first volunteer, Karen Jensen, to Jerusalem and to the Musalaha office. During her time in the

office the idea of applying funds from DUF to Musalaha's youth work on the West Bank emerged. After the first project, a number of youth leaders from Denmark – funded by DUF – worked together with Musalaha. Also youth from Musalaha participated in DUF courses in Denmark and took part in information work in Denmark.

From the beginning IU has wanted to contribute to Musalaha's youth work with initiatives that builds capacity in Palestinian youth so they can engage in reconciliation work. The focus has been on strengthening youth leadership so the youth can engage other youth and in reconciliation work and be advocates for reconciliation on the West Bank. Furthermore IU focuses on furthering a culture of volunteerism. This is a continuous focus in IU's engagement in the youth work of Musalaha.

Moreover, this past September 2019, Musalaha and IU have held a preparatory study that took place in Aarhus, in IU offices where two of Musalaha staff have met with the director of Israelmission Youth to discuss their partnership and plan for the upcoming project such as this partnerships project, the youth leader exchange program and the networking projects that will be an important supplement to completing this partnership project of Youth Volunteering.

2.9 Perspectives of the cooperation

IU will continue to strengthen "volunteering" within Musalaha and use the experience from a Danish context.

Musalaha's experience gained from this project in how best to promote religious tolerance in a society where religious divides are growing can help IU within a Danish context to promote the same.

Increasingly IU finds that its members looks for possibilities to do internships related to their studies and here Musalaha is a relevant and interesting partner because of the social and religious issues that Musalaha works with.

IU also see it as important to keep ricing the vision of reconciliation and Musalaha in a Danish context and will therefor proceed supporting their vision.

During our preparatory study in 2019, we updated our partnership agreement and our partnership is much more equal now and we have a greater understanding of each other than previously.

3. Preparation and Analysis

3.1 Description of the preparatory process

Since the last successful partnership project on Peace and Reconciliation, there has been an ongoing process on establishing a new partnership. Thus, IU invited Musalaha to Denmark for a preparatory study in September 2019 to concretize and to align expectations regarding the project. During this visit members from Musalahas youth department met with the director of youth from IU. During the visit IU and Musalaha discussed a partnership project, which builds on the evaluation from the last partnership project, the evaluation from the Musalaha and IU volunteers and the key findings from DUFs monitoring visit in June 2019.

The evaluation from the Musalaha and IU volunteers were based on a gender balanced group and ensured that that all the volunteers have been involved in the development of this new project

These learnings showed that there is a need to involve young volunteers in the planning and implementation of the project and a more ongoing meeting and capacity building process together with the volunteers. Moreover, there is a great need to capacity build both IU and Musalaha in order to create a strong volunteer base.

During the visit IU and Musalaha renewed their partnership agreement (see the annex) to much more align and equal for both partners. We also did a workshop where we used **The Onion Skin Model** (see annex K), which created new ideas for cooperation and elements to

this project. We also made an analysis of the needs of Musalaha and IU in connection with an **The Change Triangle** (see annex L) that helped us sharpening the elements of this projects.

Target group Involvement

Based upon questionnaires following our youth leaders' trainings in previous projects which were given to 19 youth participants' males and females between the ages of 18 to 29, the evaluation showed that 93% of the participants had a desire for further training, most specifically in advocacy, and the role they can have in their community. During DUFs monitoring visit the volunteers expressed the need to be trained in facilitating skills and having more influence and ownership of the project.

Analysis

We have conducted a stakeholder, gender, problem and risk analysis to identify the main problems that youth in Palestinian society are faced with and how they can bring about change within their own context. For more information, **see section 3.2 and Annex D Stakeholder Analysis.**

In fact, during the preparatory study that was made late September of this year; IU and Musalaha have worked on analyzing the organizational structures of their organizations and this revealed the need of more involvement of volunteers in both organizations to secure youth participation. More specifically, the need of young volunteers in Musalaha is crucial in order to strengthen their capacity and increase their influence on the local societies. This analysis was made by using the onion skin model where it allowed us to see the need of engaging youth volunteers in the project by giving them the knowledge and skills to create a change in their local communities. This means that there will be a large focus on **organizational capacity** building of Musalaha Youth Department and IU Steering Committee and providing the volunteers with skills through training of trainers in order for them to implement the project.

3.2 Problem and context analysis

This project aims to bridge religions divides between Christians and Muslims youth in the Palestinian society. Christian-Muslim relations in Palestinian society are suffering on many different levels, including political, social, and religious. It can be seen with the on-going Israeli-Palestinian conflict and with the rise of radical Islam in the region, which is leading to a wider rift in Christian-Muslim relations in Palestinian society.

After our experience through the previous project and analyzing the addresses problems in the society and the need for Yong generation to create a change, in this project we plan to empower the Palestinian youth in taking ownership of their society by having a more proactive role in organizing themselves to promote peace, build bridges and advocate for conflict resolution among their peers. This will enable them to strengthen their role (as young people) and in society as a whole. We will address how to deal with inter-religious tolerance, and the importance of coexistence, dialogue, peacebuilding, and affecting change.

However, these objectives have been decided through following the change triangle method that focus's on: Organizational development, Advocacy and Children and youth activities through the project will be serving each of these 3 main objectives through its activities.

Context of Religion

It is indisputable that religion plays a significant role in the social, political and cultural make-up of Palestinian society and is evident among Palestinian youth. According to a 2008 survey 48% of Palestinian youth first referred to themselves according to their religion (Muslim or Christian) and only 6% by their ethnic identity (Arab). In 2011, only 31% indicated religion as their main identity, yet 81% agreed that religion should govern all aspects of life (social, economic, political). Addressing issues and bridging the Muslim-Christian divide in Palestinian society must take place through a religious lens in order for advocacy in a society to take place. The local culture, Arabic traditions, conservatism and social value systems and way of life among inhabitants in the Palestinian Authority stem from the traditions of Islam and

Christianity. By advocating for religious tolerance, the two religions must first create awareness for the other.

The Christian-Muslim rift in Palestinian society has influenced all aspects of life in the West Bank and Gaza, including the educational system and student relations at schools. A number of high schools throughout the Bethlehem area have experienced increased tensions along the Christian-Muslim divide, seen through division among the students, violent acts, and represent not only a potentially catastrophic outburst of anger and violence, but also a huge challenge to educational and social authority. More than this, there are many inter-group tensions among within the Christian group and within the Muslim group that there are issues that each side needs to address before they can begin to build bridges with the other.

Political/Geographic Context

The Middle East region has been known as a political tension region for many years now; problems continue escalating locally, nationally and regionally. In fact, over the ten years of 2007 to 2017, government restrictions on religion around the world have increased significantly. There have been restrictions on religious beliefs and practices by enforcing law, policies and actions by state officials. Consequently, social hostilities involving violence and harassment by private individuals, organizations or groups against religion have also risen since 2007 (according to Pew research center).

Moreover, having the Israeli Palestinian conflicted population surrounded by a tension region caused a lot of internal tension though each year there is an increase of tension, in specific parts like East Jerusalem, stabbing attacks and arson against a big number of Churches, Synagogues and off course Al-Aqsa Mosque where a lot of attacks happen every day.

However, since the Arab Spring and the rise of ISIS in the region, the eruption of violence has caused a lot of tension between Muslims and Christians in areas like Bethlehem and Jerusalem where the minority of Christians is concentrated. This was seen in schools among students, teachers and parents. Violence has not only manifested itself in physical forms, but also virtually. Major confrontations have exploded within the Israeli Palestinian societies and violence has been initiated among individuals against people from other religions. According to the Pew research about "a closer look at how religious restrictions have risen around the world" Israel has scored 5 of 17 between countries with high levels of hostilities related to religious norms, ranking after Uganda and followed by Afghanistan. Also, despite a modest decline in overall inter religious tensions since 2007 all over the world, there were still some notable increases in this category, particularly in the Middle East; as for countries with high level of interreligious tension, Israel has scored 6 of 10 ranking after Iraq.

Problem Analysis

Due to ethnic, social, political, religious tensions, violence, and people living in an intractable conflict, we will be how to bridge religious divides in Palestinian society and provide youth leaders with the tools for organizing themselves democratically through forming committees, and advocating for peace, reconciliation, and tolerance in their communities. The division in Palestinian society can be seen across all levels, from the institutional to the family and social. The Christian population has dramatically decreased. Many are going abroad to further their education and to seek better economic means for survival. As a result, the Muslim population now makes up 85% of the Bethlehem region, which at one time was predominantly Christian. Muslims from Hebron and surrounding villages have begun moving into the Bethlehem region to seek employment, thus causing economic competition for the local Christians. This has caused fear and disdain by the local Christians towards Muslims from these villages. In some cases, the competition has left the Christians minority unemployed and has caused great bitterness and religious discord.

Other divisions include inter-marriage of Christians with Muslims, which affects social status; land disputes as land registry is complex in places where the PA is unable to impose its authority; Christians have lashed out at Muslims on TV networks which air locally; Christians are accused by Muslims of receiving more permission to enter Israel than Muslims; and the

question of the creation of a Palestinian state causes much fear among Christians with the rise of ISIS as to whether a Palestinian state would embrace *Shariah Law* (Islamic religious law), and thus lead to extreme persecution of the Christian population. Christians have harboured much bitterness, developed stereotypes and prejudices towards Muslims and have segregated themselves politically, culturally, and economically. The Muslim and Christian leaders whom we trained in our work among community leaders have come up with a list of grievances against the other and had the opportunity to address some of these issues of how one side perceives the other.

Grievances of Christians and Muslims towards each other:

Christian complaint against Muslims	Muslim complaint against Christians
Do not feel respect for their traditions	Christian self-isolation from community
Take advantage of their weakness as minority	Discrimination against Muslims in the workplace
Treat Christian women with disrespect	Disrespectful of Islamic traditions
The public school curriculum is too Islamic	Christians receive better treatment from Israelis
Receive collective punishment based on behaviour and actions of Christians around the world	They receive help from Christians overseas, but do not help Muslims

Freedom of Movement

One of the most problematic and challenging situation for Civil society organizations to operate freely is the lack of freedom of movement. This is quite limited as travelling from one part of the West Bank such as going from Bethlehem to Ramallah can take between 2-5 hours due to the political situation. Without special permissions granted only a few times during a year, Palestinians are unable to travel directly to Ramallah via Jerusalem. These two urban Palestinian cities are 21.4 km distance from one another, but Palestinians are forced to travel on less constructed back roads for Palestinian plated cars, which take twice as long to travel. Should there be an escalation in violence, curfews are many times imposed and movement/travel is once again restricted. This represents an obstacle in the daily work of NGOs within the West Bank.

Children and Youth Rights

Palestinian youth who are the least privileged (usually from lower socio-economic backgrounds); often find themselves on the forefront of violent events. As we witnessed in the hostilities in August 2014, youth perpetrators and victims have become more prominent, such was the case in the kidnapping of the three Israeli youth and the murdering of a Palestinian youth in East Jerusalem, and active in stone throwing and stabbings in Jerusalem. This influences youth on two levels: one, it causes many to reach a certain level of resignation, which forces them either to give up on their prospects in the country and seeking them abroad; two, it causes others to resort to violence or join radical religious groups rather than proposing a change.

In addition to that, Palestinians live in a patriarchal society where seniority plays an important role in every aspect of life. This may undermine creative young voices by rejecting the participation of young people whether on the familial level, the institutional level or to leadership roles and preventing youth access to economic resources. This adds to the sense of helplessness and discourages the youth from becoming overall socially active. Youth are also affected by the different conflict infiltrating into Palestinian society, and are many times the first to show signs of distress. Having a weak support system aggravates the effects of these conflicts on the youth, leaving them with a bleak outlook for the future. This project is stopping the victimization of youth by giving them the capacity to have more ownership over their future and being the leaders for a change in their society.

Potential among Palestinian Youth:

SWOT Analysis:

Strengths	Weaknesses
Palestinian youths are eager to see change in their societies as well as learn how to contribute to their societies. Musalaha has a lot of contact with potential youths with natural leadership capabilities who can rise up and transform society.	Many Palestinians are used to organizations coming in and doing the work for them, it is sometimes difficult for them to mobilize and take responsibility and ownership for themselves on a voluntary basis. There is also strong attitude of victimization among Palestinian youth, leaving them with hopelessness.
Opportunities	Threats
With a willingness and desire to bring change in society, the young people are ready to be trained. We have seen positive impact on these challenges from our work our previous trainings with committees last year and the implementation of mini-projects, so we want to expand this work and train more Palestinians in multiple communities for this purpose.	Some of the more traditional influences of Palestinian society may make it difficult for the youth to implement community projects that they do not agree with. The political situation may worsen, placing further restrictions on Palestinians and the work they attempt to accomplish. Also the rise of radical religious groups have influenced young people to join and engage in violence.

Gender Issues in Palestinian Society (See Annex C – Gender Analysis)

There is a clash of gender issues and values as a result of the conflict. The influence of globalization on traditional Palestinian values greatly affects behavior. In addition, Palestinian culture cannot be easily defined by one culture. As seen above, as much of the younger generation wants to be seen as democratic, as they are influenced by global youth culture and have a higher tolerance for equality in decision making and advancing in higher education.

Musalaha is involved is empowering women to be agents of reconciliation and peace in their local communities, conducting extensive training and community development in the Palestinian Authority. Musalaha seeks to train men and women equally, to have an equal voice and participation in all forms of leadership, decision-making and participation in society, especially as we lead the next generation to become agents of change.

3.3 Other stakeholders

We plan to train the youth to establish strategic partnerships with the following organizations in order to advocate and promote peace building in their communities as well as contribute to the implementation of peace building outreaches:

1. We will be working closely with the Holy Land Trust, which is also a local Palestinian non-profit, non-religious, non-political organization that seeks to learn from the spiritual teaching and values of all faiths. It is one of the most prominent organizations in Bethlehem that works in peacebuilding and it is an organization that promotes non-violence, leadership and healing as it seeks to build bridges with leaders in the community. The Holy Land Trust has the infrastructure, projects, and the contacts with different leaders in the Bethlehem community who can recommend potential young leaders who can be a change among the younger generation.
2. The new youth movement, called Revival Generation, formed by a committee of local Palestinian youth leaders who are active in leadership trainings, and equipping youth leaders for dealing with youth in conflict societies, with the aim of affecting change in their communities.
3. The Local Coordinator will also work with Student Union Leaders and the Palestinian Student Council Forum at local universities. The student leaders are already comprised of Muslim and Christian students who have access to a wide range of other students from different

backgrounds on their campus. These students have access to other student groups on campuses throughout the Palestinian Authority.

To see which stakeholders may be in favour of project, **See Annex D – Stakeholder’s Analysis**

3.4 Choice of Target group

Primary Target Group:

1. The Core Committee, who consist of 3-4 persons from Bethlehem in the age of 25-30, will be diligently selected as the most important volunteers in the project. On top of the training as the rest of the youth group, they will be mentored by Musalaha’s project coordinator and be trained as Youth Leaders through DUF.

2. 30 male and female youth leaders (15 Christian, 15 Muslim) from Bethlehem, ages 18-30. these will be the main participants of the project that Musalaha will train through this project. The volunteers will be trained as part of Training of Trainers(TOT), with the aim of providing them with skills to go to their local communities and effect the secondary target group.

Secondary Target Groups:

3. 7 civil society organizations with whom the youth committee will implement advocacy and awareness programs as part of the outreaches.

4. 300 Muslim and Christian children directly impacted by youth committee outreaches, ages 8-12 from Bethlehem region, including surrounding villages.

These youth leaders and children represent different strata of educational, social, economic, and religious streams; all programs equally include male and female participants.

3.4 Involvement of target groups

The core committee will be involved in the project by helping the project coordinator and the 30 volunteers will be involved through meeting and capacity building workshops shaping the project activities. There will be evaluations following each training to give the youth leaders the opportunity for feedback for improvement, and ideas of specific conflict resolution situations they would like to focus on. The local project coordinator, who lives in Bethlehem and has direct contact with the youth leaders and youth committees will be responsible for relaying the information to Musalaha and integrating their ideas into the project. The youth committees themselves will develop a strategic plan for advocating peace building in Palestinian society. However, these activities of the youth will be conducted under the supervision of the core committee who are also youth leaders volunteers from the Palestinian community. Besides that, they will also be working directly with a steering committee in Denmark that consist of youth volunteers too.

Beneficiaries from the project

Hundreds of men, women, youths and children, Muslim and Christian, rich and poor, educated and uneducated will benefit from the advocacy and awareness outreaches, as the children and civil society organizations that they reach will be able to take what they have learned to their family members, and other spheres of influence.

Musalaha’s Relationship to the Target Group

Musalaha through its years of training youth leaders and its legitimacy for bridging religious divides in Palestinian society is well connected to local youth leaders. Among our work and partnership with the Holy Land Trust, we have credibility and experience for training in peace work and there is a desire among them to receive this training and to have a voice in society

3.5 Considerations in regards to gender equality

We aim to train women and men equally. Due to the situation in the country, many times our participation ratio comes out more to 60%men-40% women rather than half and half, but we will make a vital effort to recruit and have balance. The trainers themselves will have a 50%-50% ratio and the participants in the community will be both boys and girls who will have equal opportunity to participate in the peace outreach projects/camps.

In fact, our long experience and work with the Palestinian community we noticed the urge of empowering the role of women by giving them the capacity, skills and the platform to express. Moreover, Musalaha have even created a women group that gives that chance for only women to keep, learn, express and build their capacities. Such programs allow women to have a higher self-esteem and therefore go for their own projects and affect their communities as leaders. The volunteers in this project will be recommended and encouraged to participate in these other meetings that are a part of the Musalaha program. Noting that both groups (core committee and youth group) will have gender equality consideration as to provide the chance for young women to learn, explore and empower their role as leaders in the society; specially in Palestine as it consists of a patriotic society with less chances for women. This project will teach women that they are capable to lead and achieve, likewise, it will teach men that the woman is a partner, a friend, a mother and definitely a strong leader.

The integration of a gender balance aspekt of this project is enforcing the Sustainable Development Goal number 5. A goal that is a shared vision for both Musalaha and IU.

3.6 Considerations in regard to the role of local volunteers and members

Lessons learned from our previous projects, is that we need to involve volunteers a lot more and we need to ensure that they are responsible for creating change in their local communities. This means that we will focus on training the volunteers, so they will have the skills needed to create change. The core committee will function on a volunteer basis and they themselves will decide on the structure, implementation, timing, and what group they would like to reach for the project. They will learn a democratic and organizational process as the aim to carry out the project. They will also be responsible for recruiting further volunteers to function as support staff within their peace building endeavors, such as the peace camp and advocacy and awareness campaigns.

This means that volunteers will be much more involved compared to our previous projects and this will help make sure that the project is sustainable.

4. Project Description

Project strategy

This project aims at empowering young people so that they will have the tools to make a change in their local communities, hence making a societal change for youth and children. This will be accomplished by equipping and empowering Muslim and Christian youth leaders to transform Palestinian society. This project targets both men and women of different religious, social, and political backgrounds, but who identify themselves by their religious affiliations. Therefore, our project, addresses the rise of radical religious groups, by putting the two different religious groups together, and equips youth for making a change in society despite the challenges that they face. See Annex E Project Planning

We aim to break down stereotypes, prejudices, victimization, and attitudes of vengeance in society that many times lead to acts of violence. Our project aims to bridge religious divides while we advocate for religious tolerance and peace building in accordance with SDG 16. This project though will give young people the tools to contribute to their society, organize themselves, and advocate for peace among younger people. Thus, addressing the challenges analyzed in the context and problem analysis.

Methods and Activities

In order to reach our immediate objectives and create change in the local communities, Musalaha and IU will train 30 young volunteer through a "Dessert Trip" to become youth leaders in their local communities. This will be followed up by one bigger workshop in peace and volunteerism and afterwards through monthly meetings. However, lessons learned from our previous project, we will make sure that the volunteers are committed to become volunteers in Musalaha afterwards. At the same time IU will create a strong volunteer base in

DK, who in closer collaboration than in former projects together with the young volunteers from Musalaha will implement activities in the local communities in Bethlehem. This means that IU is much more a part of the partnership project, which will strengthen the partnership between Musalaha and IU. Moreover, a great part of this project focus on organizational development and capacity aiming at creating strong volunteer commitment which is gender balanced in both Musalaha and IU. Thus, making the partnership project sustainable as the capacity building of the volunteers will create commitment and greater opportunities to create change in the local communities.

The first year (2020) of the project will focus on the Dessert trip and **capacity building of young volunteers**. Musalaha will firstly create a core committee (CC) of 3 to 4 people. The CC will help recruit 30 volunteers; 15 Christians and 15 Muslims balanced between women and men, to be the starting point of the youth group. The 30 volunteers will get the initial training at the dessert encounter and afterwards participate in the youth group, meet, study the curriculum of reconciliation for youth etc. We are asking for funds for t-shirts and hats for the initial youth group plus a few extra, because it will help support a shared group feeling at the dessert trip and afterwards will help promote the youth group and thereby the project in general (budget line 305). A crucial event in the first year is also the volunteer workshop, where Danish volunteers will teach on IU's view on volunteerism and civil society (budget line 608-614). On top of that we hope to invite relevant experts from the local society to teach on the local premises of civil society (budget line 311).

The Core Committee (CC): The CC will be the central decisive body of the project and work closely together with the project coordinator. The committee will be meeting every month to prepare for monthly meetings of the bigger youth group as they will be fully in charge of leading the youth group. By doing this, the CC will have more responsibilities of leadership. As part of the project the CC will be the same group that we want to send as Youth Leaders through DUF's Youth Leaders Exchange Program. As part of the Youth Leader program the CC will meet with the Danish steering committee in Denmark and do an advocacy trip. The CC will have to communicate a lot with the rest of the youth group and the project coordinator, and we are there for asking for funds to cover a small part of their communication expenses (line 205 in the budget). Likewise the project coordinator in PA will need a phone and access to the internet and we are there for asking for funds to cover these expenses (budget line 208).

The Youth Group: The youth group will consist of the 30 youth who are recruited in the beginning of the project. After the initial dessert encounter the youth group will be open to new members. The group will be meeting monthly to learn, talk, eat, share or study together. each month there will be a new theme for the meeting that will be decided previously by the CC. It is crucial that the quality of the meetings are high, so the youth group will be trained a capacity build to the best of their capabilities, and to attract more members, and we are there for asking for funds for honorariums to speakers to five of the monthly meetings (budget line 304).

The Danish Steering Committee (DSC): In Denmark, IU will create a steering committee consisting of young volunteers that will be in direct contact with the core committee and the project manager of Musalaha in order to implement the project together. These volunteers will be a greater part of the project by conducting project visits, do a workshop in PA, host guest from Musalaha during the project, do advocacy work in Denmark, find Danish Youth Leaders etc. However, this greater focus on volunteers and a larger budget for the Danish part in the project, IU are in need of a coordinator for this specific project.

The second year (2021): The volunteers will have the capacity and motivation needed to create change in their local communities. There will still be monthly group meetings and we hope to apply for extra events (for example a camping weekend) through other project applications in DUF. The youth group will as the bigger second part of the project organize **outreach activities** to reach out to the Palestinian community to advocate and teach children what they have learnt such as peace building, religious tolerance, and conflict resolution, which means exerting their leadership in the community. A part of the outreaches will also be to form

partnership with other local NGO's companies and stakeholders. A group of 3-5 members of the youth group will be drafted to be Youth Leaders in DUF's Youth Leaders Exchange Program in the Fall 2021. Together with two Danish Youth Leaders they will be guarantor of the workshops to be successful.

Missionpilots and Storytellers: In the budget there is also set apart money for so called 'Missionpilots' and 'Storytellers'. These are already existing projects in IU where members do longer trips to Israel and Palestine. As part of this project they will visit the core committee and members from the youth group. This will strongly support the advocacy in Denmark, where they will be obligated to share their learnings and experience from their visit in PA.

Other parallel and supporting projects:

Beside the partnership project Musalaha and IU will also be applying for three other types of projects from DUF's international poll to support the partnership project. We hope to apply for a partnership development project in 2021, a network activity project in 2020 and one in 2021, and a group of Youth Leaders (see Project Timeline).

Desert Encounter for Muslim and Christian Youth Leaders

The Desert Encounter is the trademark of Musalaha, is an educational program for the local youth and it is designed to provide a safe and comfortable atmosphere in a neutral environment for the young volunteers. The desert is a place of transformation where individuals, are taken out of their comfort zones and are equal before God and man. Muslim and Christian young volunteers will have the freedom to form relationships and open up about different issues they face living in a complicated society under occupation and how it affects their Palestinian community – which are close to impossible in their usual every day surroundings. Lessons learned from our latest partnership project, we have rethought the concept, meaning that election process is much more democratic and that there is a huge focus on sustaining their motivation to become volunteers in Musalaha afterwards who are to be responsible for the outreach activities. The activity will also be more cost efficient because we have decided to move the activity into Palestine and close to Bethlehem.

The purpose of the encounter is for the participants to develop relationships, establish communication, clarify the goals of the group and start dealing with the difficult issues that hinder peacebuilding and coexistence in their societies. Moreover, it is the first platform where these young volunteers actually learn about conflict resolution through voluntarism and taking a leadership role in their societies. The program consists of a mixture of group dynamic activities (such as riding camels in pairs with someone from a different community), teaching, hiking, team-building exercises, discussion and is usually held over a 4-day period. Taking a journey into the desert will be an appropriate setting for building relationships that will create a foundation for these educators to interact. The desert provides an ideal, neutral location, away from the context of the conflict between Muslims and Christians where friendships can be established, and a group identity can be built.

Change Triangle (See annex L)

Lessons learned from our previous partnership project, this project will have a greater focus on organizational development and capacity building. This time we aim at creating a solid and sustainable volunteer base who have the skills and capacities to carry out activities in the local communities. With that said there is still a very strong part of advocacy and activities both for youth and children.

Strategic Children and Youth Activities: Training 30 youth leaders in the Curriculum of Reconciliation and Media, through the Desert Encounter. Monthly meeting will have different training sessions as well. Carrying out outreach activities in the local communities and facilitating workshops in reconciliation and peace for at least 300 school children.

Organizational Development and Capacity Building: The establishment of the core committee and the volunteers consisting of 30 youth leaders from the Desert Encounter. This is done in order to create a sustainable structure for volunteers in Musalaha in the West Bank. We

maintain the sustainability of these volunteers by inviting them to Musalaha events and other programs where they can explore and expose their leadership skills. The project coordinator in PA will be an essential part of the capabilities for Musalaha to facilitate the youth group in Bethlehem. By investing in the project coordinator the resources through volunteers in PA will be greatly expanded. The international coordinator in Denmark will be a great step towards a more sustainable and strong Danish steering committee and a more sustainable investment in international development work in IU.

Advocacy: The Youth learn how to speak about issues of peace building and create awareness in their communities through outreaches in schools, clubs, and community centers. Consequently, they will be able to take better decisions in their life and influence their surrounding environment. The outreaches will be an important advocacy activity reaching at least 300 children. The youth are also supported by the Opinion Shapers (a project between DMCCD (Danish Mission Council Development Department), Musalaha and The Danish Israelmission). With this alliance they can gain legitimacy within the community. The Danish Steering Committee will be responsible for advocacy work in Denmark supported by Missionspilots and Storytellers.

Crosscutting Issues

Children and Young People's Influence and Participation is a key part of this project. Both children and youth will learn to deal with conflict, not only a personal basis but also as it relates to the religious divides in Palestinian society. As youth make up a majority of the population in Palestinian society, they will have a strong voice and be able to influence society as a whole. Also, as they become adults, they will be able to instill the principles of peace building and conflict resolution and volunteerism as a core value of society and they will be able to break the cycle of violence, vengeance, and victimization that passes from one generation to the next. The project will be managed and implemented by young people and through partnerships (objective 2 c and d) expand the knowledge of peace and justice.

Peace, justice and strong institutions (SDG 16) A primary issue for this project is the Sustainable Development Goal number 16. To advocate for peace and justice addressed to young people and children.

Volunteerism is the other key part of this project. Even though there will be invested paid staff both in DK and PA the project aims to promote volunteerism and will be in large be implemented by volunteers.

Gender Equality (SDG 5) Musalaha seeks to empower male and female youth leaders equally, and to give boys and girls equally the opportunity to be an agent of peace in their society. That is why the Core Committee in PA will be shared by male and female just like the required youth group consisting of 30 young people will be equally divided by male and female. The subsequent activities and outreaches will be planned for both genders participation. This substantiates SDG number 5 as a part of this project.

Objectives and success criteria (See the full LFA-matrix in its annex)

Development Objective: Musalaha and IU aim to bridge religious divides among Muslim and Christian youth in Palestinian society through volunteerism.

The long-term development objective of the project	
Immediate objective 1	Success criteria
To empower at least 30 Muslim and Christian youth leaders from the Bethlehem district and equip them to become advocates of peace and conflict resolution in their communities.	At least 30 youth leaders of both Muslims and Christians will be an active part of the project throughout the two years. Hopefully the youth group will even expand during the project period.
Immediate objective 2	Success criteria
Youth Volunteers actively engage in advocacy of peace building and religious tolerance and	- The outreaches will be held with at least 300 children attending in total.

impart these principles to at least 300 Muslim and Christian children.	- The participants will have learned about peace, reconciliation and interreligious coexistence. - The youth group will have learned about project managing.
Immediate objective 3	Success criteria
Create a sustainable Musalaha Network of Volunteers that are ready to help and be present in every activity, training of Musalaha but also in their communities, churches and all Palestine.	At least 10 participants from the youth group see themselves as volunteers in Musalaha and have actively helped at a Musalaha activity.

Activities and expected results

Developmental Objective: Musalaha and IU aim to bridge religious divides among Muslim and Christian youth in Palestinian society through volunteering.

Activities	Expected results (outputs)
According to immediate objective 1	
a. At least 9 monthly meetings/workshops during the two year project period. b. 3 bigger workshops on reconciliation, volunteerism and peacebuilding.	By February 2021, 30 youth between the ages of 20-30 from the West Bank have received the necessary training and tools to promote peace building and conflict resolution between Christians and Muslims in their communities and in volunteerism.
According to immediate objective 2	
a. A set of workshops and planning meetings will be held to prepare for the outreaches. b. 3 outreaches are held by the youth group targeting 3 different groups of children with a minimum of 100 participating children in average. c. Youth group will develop strategic partnerships with at least 7 social and religious institutions commit to contribute resources (human, materialistic, PR or other) to peaceful building initiatives in cooperation with the youth group. d. Social and religious institutions give access to at least 500 children and youth (50/50 Muslim and Christian) from 3 different communities, who will be active in Muslim-Christian peace building initiatives.	By August 2021, 300 children and youth Muslim-Christian are involved in at least 3 activities in the different activities made by the youth group. This group of children will have a better understanding of the other religious group and will feel more connected and less likely to have negative associations towards the other group.
According to immediate objective 3	
a. The project coordinator will talk with the volunteers and recruit them for other activities in Musalaha. b. The local coordinator together with the core committee engage in 3 workshops with Musalaha staff and provide strategy and recommendation for promoting volunteerism in Palestinian society. c. One workshop with IU for capacity building Musalaha staff together with local project coordinator and youth from the project.	Musalaha will have a greater ground base of volunteers in the Bethlehem area and will onwards be able to create bigger events and create more awareness for their vision of reconciliation and in the end have a bigger impact on society. By December 2021, Musalaha has developed a strategy for promoting volunteerism among young in Palestinian society.

Monitoring and evaluation

Implementing Lessons Learned

Based upon evaluations from past trainings, we are also taking the results and desires of the participants into consideration from the questionnaires, evaluations, and reports following each meeting; we will be able to monitor how our training is impacting the youth leaders. Project progress is evaluated through questionnaires as well as general reviews with baseline studies. Following a period of 5-6 months, there will be a project visit by the Danish partner to identify the main points of progress, challenges and ensure the southern partner is on track to achieve its set goals. Musalaha Projects Manager with IU steering committee. In addition to the planned responsibilities below there are quarterly skype meetings between partners to ensure progress and that we are on target to achieve our objectives.

Activity	Responsibility
Written Monthly Evaluations of project progress – Desert Encounter and Trainings, Committees, and Advocacy Outreaches	Coordinators Committee Local Project Coordinator Project Manager
Quarterly Progress Reports sent to IU. Along with quarterly reports, there will be a review of the finances spent and the progress of the budget	Local Project Coordinator Musalaha Project’s Manager IU International Coordinator
After 5 months a general review of the project progress will take place and submitted to both Musalaha and IU	Local Project Coordinator Musalaha Project’s Manager Musalaha Director IU International Coordinator and steering committee

Sustainability and phase out

1. Through training youth leaders these individuals will have the tools for furthering the cause of peace building and coexistence in the circles of influence: work, homes, schools, universities and the community.
2. Musalaha’s training in peace building and interreligious dialogue changes behavior and attitudes towards the ‘other’ in society. Both the Muslims and Christian youth leaders have a shared responsibility to ensure a peaceful, tolerant, and non-violent community. The skills the youth leaders have learned will enable them to replicate training and influence those in their circles of influence (student unions, clubs, community, families) towards peace and coexistence also after the project ends.
3. During the project period the project coordinator will make systematic monitoring and evaluation of the three youth committees. This is done in order for him to create a structure for committees which can secure the continuation of youth committees in the West Bank. When the project ends he will make a recommendation to Musalaha on a sustainable model for future youth committees.
4. Through the project institutions in Bethlehem will be get to know Musalaha’s reconciliation work and Musalaha will discuss with them at the end of the project period how they can keep promoting Musalaha within their institutions and in the community.

Risks and challenges

Risk	How to avoid or handle the risk
1. Interreligious tensions will deteriorate further, leading to greater outbreaks of violence, persecution and destruction of relationships between Palestinian Muslims and Palestinian Christians. This would prevent the two sides	There is a great desire of the local Muslim-Christian community leaders and opinion shapers to protect their community from dividing further and engaging in their divisions through violent means. Should tensions increase they will play a critical role in influencing the youth leaders to remain in these trainings and realize the

from interacting, strengthening and transforming society.	important role they as the next generation have in bridging the religious divides.
2. Discrimination for training women.	Our goal is to equally train men and women, should this be an obstacle that attempts to hinder young female leaders from participating, we will ask for the "Opinion Shapers" many of whom are women to intervene so that young women will have a voice and be an agent of change.
3. Road Closures preventing travel from one West Bank city to another.	Instead of cancelling projects altogether, many times our meetings and projects are delayed to a later development date or in one concentrated area.

Information activities in Denmark

A small amount of funds has been set aside for informational activities in Denmark. These money will be used to further develop a #-campaign that was started in the network activity that was carried out in the beginning of the summer 2019. The campaign is called 'Tror du på forsoning?' (#TrorDuPåForsoing, Do You Believe in Reconciliation?). This campaign is focusing on IU's vision for reconciliation in this project and our partnership with Musalaha in general. The campaign will be a part of the Danish steering committee's responsibility and a part of their advocacy work. The target group will be IU members, but also young people outside the organisation. Which activities the steering committee will engage in will be up for them to decide. We hope to print t-shirts that will be worn at bigger events both in and outside IU, to visually promote the campaign, as we see it as a strong way of communicating our vision.

5. Sustainable Development Goals

GOAL 1: No Poverty	
GOAL 2: Zero Hunger	
GOAL 3: Good Health and Well-being	
GOAL 4: Quality Education	
GOAL 5: Gender Equality	x
GOAL 6: Clean Water and Sanitation	
GOAL 7: Affordable and Clean Energy	
GOAL 8: Decent Work and Economic Growth	
GOAL 9: Industry, Innovation and Infrastructure	
GOAL 10: Reduced Inequality	
GOAL 11: Sustainable Cities and Communities	
GOAL 12: Responsible Consumption and Production	
GOAL 13: Climate Action	
GOAL 14: Life Below Water	
GOAL 15: Life on Land	
GOAL 16: Peace and Justice Strong Institutions	x
GOAL 17: Partnerships to achieve the Goal	x