# Catalyzing Peace:

## Impacts of the Peace Practice Alliance, 2020-2025




November 2025

www.euphrates.org

# Background and acknowledgements

This report summarizes the work of Euphrates' Peace Practice Alliance (PPA) program from 2020 through 2025. The findings and lessons presented here draw on monitoring, evaluation, and learning data collected throughout this period. Primary sources include annual program evaluations (pre- and post-program surveys conducted each year, focus groups held in 2021–2023, and journey-mapping activities in 2024–2025); alumni surveys (2023–2025); module feedback surveys (2020 - 2025); and program team debriefs.

The report was prepared by Lisa Hilt, Euphrates' Program and Evaluation Manager and the monitoring, evaluation, and learning lead for the PPA since the launch in 2020. Special thanks go to Krista Acosta-Edzie and sylvia murray for their significant contributions to both the program and this report. To the current and former PPA Learning Committee members, your wisdom, support, and guidance have been invaluable. Finally, we extend our deep gratitude to the many PPA participants who, over the past six years, have generously shared their experiences, reflections, and feedback through evaluations and alumni surveys—without whom this report would not have been possible.

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# INTRODUCTION

Euphrates' mission is to equip, connect, and uplift peacebuilders around the world, working toward a future where humanity collectively chooses and practices peace to end all forms of violence. We believe lasting peace begins within—personal peace practices and inner work lay the foundation for growth, healing, and transformation. This inward journey strengthens our relationships and communities, and when practiced in supportive, inclusive communities, our individual integrity deepens our capacity to sustain peace across all areas of our life.

The Peace Practice Alliance (PPA) program was created to cultivate such communities of peace leaders and provide them with the tools, practices, and support to thrive. Since its 2020 pilot, the program has become a flagship Euphrates program, nurturing a vibrant global community of everyday peacebuilders.

The PPA is far more than a leadership program. It is a catalyst for behavior change, cultural transformation, and systemic shifts toward peace across the globe. In six years, it has equipped nearly 200 peace leaders from 60 countries with practical tools, skills, and support for peace leadership. Collectively, they have launched 90 community peace projects, reaching thousands of people worldwide. Each leader carries the impact forward— strengthening families, transforming schools, mobilizing youth, healing communities, and advancing peace in diverse and lasting ways.

In 2025, the sixth global cohort completed the PPA. This milestone offers a meaningful moment to celebrate and reflect on the first six years of the program. This report highlights the program's key achievements, impacts, and lessons, drawing on evaluations, participant reports, and direct input from PPA participants.



# ABOUT THE PPA

The Peace Practice Alliance (PPA) is a six-month peace leadership program. An international cohort of peacebuilders comes together annually in an intensive virtual learning and community building journey, exploring and developing their understanding and skills in peace leadership theories and practices.

The heart of the Peace Practice Alliance is the morally courageous, soul-driven, and inspired community of global peacebuilders. Participants are part of and nourish an inclusive, tight-knit cohort to share stories and practices, provide support and encouragement, and cultivate relationships with fellow peacebuilders.

## Goals



### Connect

Connect peacebuilders from around the world in a heart-centered environment to build an inclusive, resourceful, and supportive community.



### Equip

Equip peace leaders with an understanding of peace leadership in a peer-learning environment.



### Practice

Practice peace leadership within ourselves, in our relationships with each other, and in our communities.

# Peace Leadership Model

The PPA program is grounded in integral peace leadership, a model developed by Dr. Whitney McIntyre Miller and colleagues, and adapted to Euphrates' theory of change.

The program centers around four pillars to peacebuilding work: personal, interpersonal, community, and global peace practice. These are intrinsically interconnected and each evolve, deepen, and grow as members of the PPA cohort lean into their practices together.

## GLOBAL PEACE PRACTICE

### THE SYSTEMS SPACE

We understand systems and structures in place around the world impacting peace and how we interact with, navigate, and collectively change them.

## COMMUNITY PEACE PRACTICE

### THE COMMUNITY SPACE

We build and share collective knowledge to engage and amplify a diverse realm of practices, support, and collaboration.

## INTERPERSONAL PEACE PRACTICE

### THE RELATIONSHIP SPACE

We understand theories and cultivate processes to effectively and nonviolently interact with others in our work towards peace.

## PERSONAL PEACE PRACTICE

### THE INDIVIDUAL SPACE

We learn and practice skills to honor one's self, to grow as an artisan of peace, and to develop internal practices for empathy, mindfulness, courage, forgiveness, reflection, and self-love.

# Program Elements

The key components of the program include the following:

- **Virtual Classroom:** Participants have access to an online learning platform that houses informational, inspirational, and experiential materials, and discussion forums.

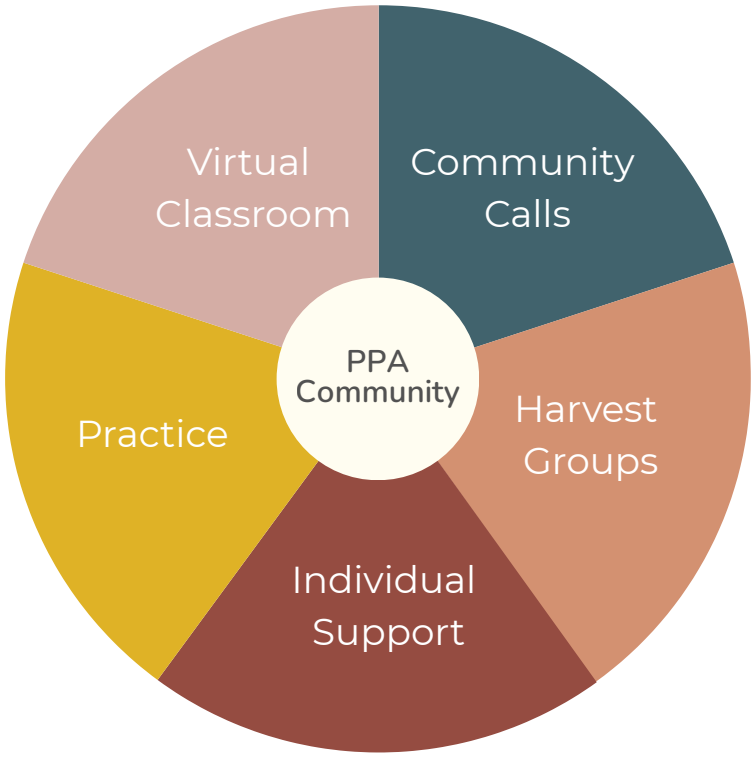
- **Community Calls:** Participants come together twice per month in a virtual call to discuss and practice integral peace leadership in real time.

- **Practice:** Participants complete experiential exercises in each module. After completing the PPA, they also have the option to apply for a small project grant.

In addition, participants have the option to join small, participant-led groups designed to provide additional opportunities to connect and discuss the lessons with other participants.

Euphrates staff and members of the PPA learning committee provide support and accompaniment throughout the experience. 1:1 support is available to participants from team members with specialization in trauma healing.

Each element of the program centers around providing and fostering a strong, supportive community.



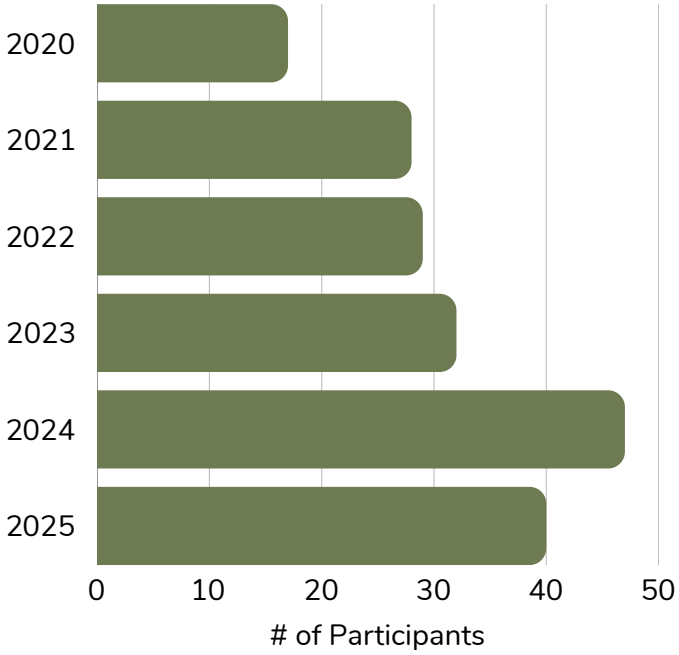
# IMPACT

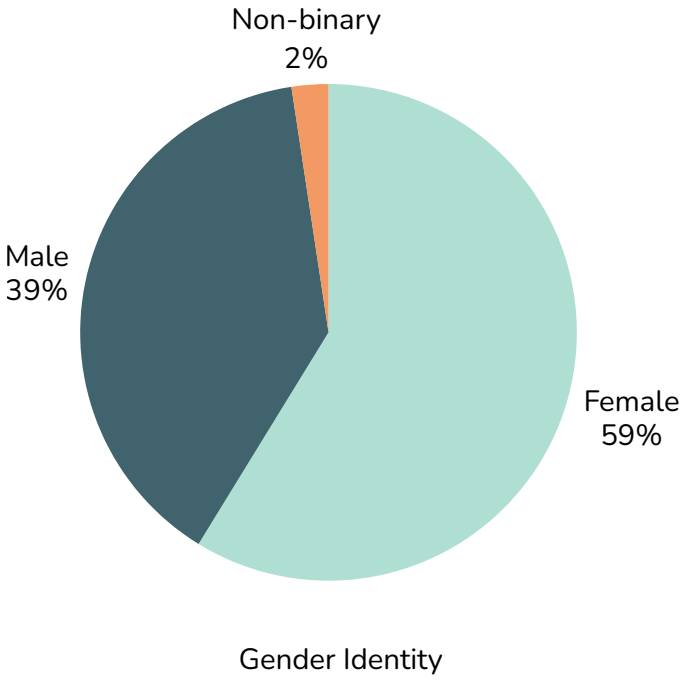
## Peace Leaders

In the first six years of the program (2020 - 2025), Euphrates trained 193 peace leaders from 61 countries and grew a global community of everyday peacebuilders.

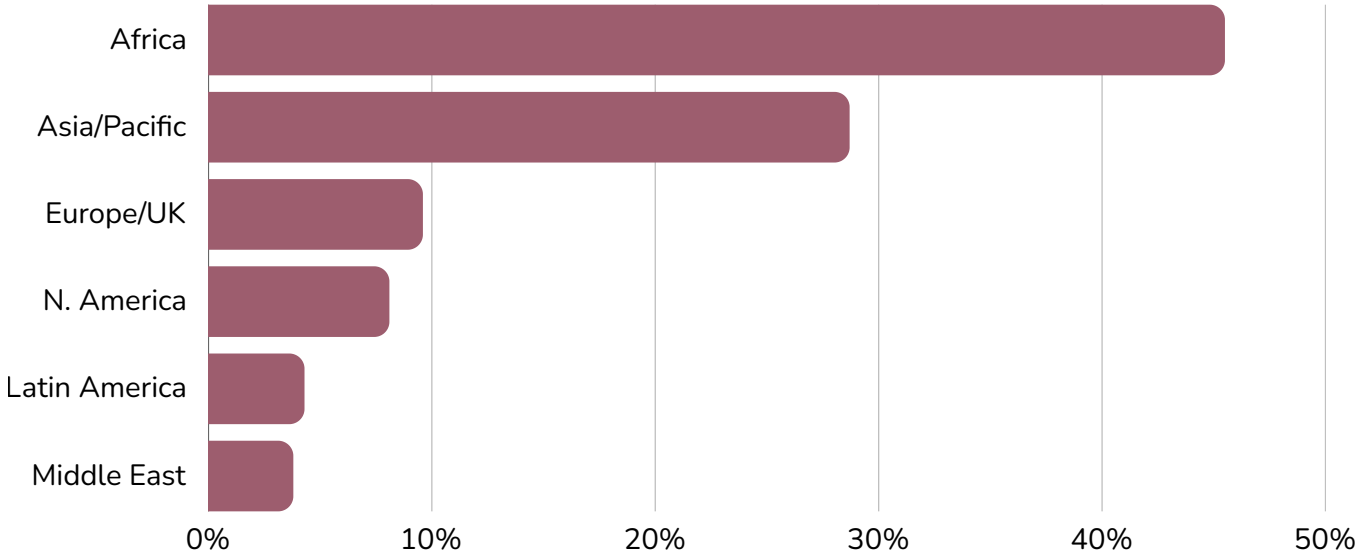


# **193** Participants




# In **61** Countries



# Satisfaction in the PPA program is high.

The retention rate for the PPA is high - 92% - particularly considering it is fully online and requires a 6-month commitment.

Participants value the opportunity to develop their peace leadership practices, to access learning materials, the opportunity to be part of an international community of peacebuilders, and the support they receive from the PPA team.

**99%**

of participants report being satisfied with the PPA program.

**92%**

of alumni report the PPA has been more impactful to them than other peacebuilding and leadership programs they have participated in.

"The opportunity to join the Euphrates Family has been one of those rare things that has happened in my life, indeed life-altering. Meeting wonderful mentors and friends from around the globe is a blessing from the heavens—something that I will always cherish...true friendship doesn't know any border, distance and other differences. They care for you and are there for you in moments of joy and sadness. Feeling blessed to have been part of this journey and will always treasure the learning and friendship experienced in the process."

- 2020 PPA Participant

"[In the PPA] I found so many stories, so many case studies of projects and people, of peacemakers and community leaders that have inspired me and made me more resilient. Doing this work where I live can feel very lonely. But that has changed in my case after going through this program. I have had ideas and I'm motivated to implement them."

- 2021 PPA Participant

"In my role as a peace leader, the PPA has instigated profound transformations in my life. This experience has afforded me a deeper comprehension of peace-building strategies and has fortified my capacity to advocate for peace within my community."

– 2024 PPA Participant

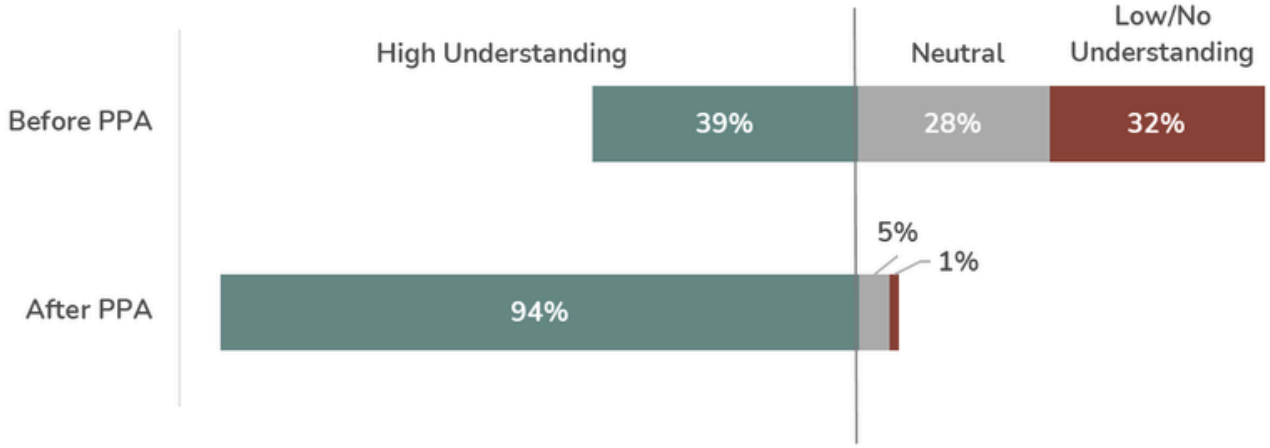
# PROGRAM IMPACTS

*according to program participants*

EQUIP

## Enhanced understanding of peacebuilding and peace leadership

Participants in the PPA program consistently report increased understanding and confidence in applying peace leadership principles and strategies, including how to apply these in real-life scenarios. They have a deepened grasp of the integral peace leadership model, with many participants developing a more holistic view of peace leadership that integrates personal, interpersonal, community, and global dimensions.




"The peace leadership course, in truth, has been a blessing to me, and it has served me as a good booster of deeper knowledge, awareness and skills on peace leadership."

- 2021 PPA Participant




Photo credit: Jean Bizimana, Biziphotos

# 94%

**of participants reported a high level of understanding of peace leadership theory and practices after the PPA program, compared to 39% before.**

"[The PPA] provided me with the knowledge and skills needed to understand peace at personal, community, and global levels."

- 2024 PPA Participant

EQUIP

## Renewed energy and commitment

Many participants reported feeling energized and inspired by their experience in the PPA program. Being in community with peace leaders from around the world fostered a sense of connection, motivation, and hope. Many participants described renewed enthusiasm for their peacebuilding work and a stronger sense of purpose.

The program not only deepened their commitment to peacebuilding but also sparked new ideas about how to approach their current and future work. Participants expressed clear intentions to apply their learning in practical ways, across a wide range of contexts—from youth engagement and women's rights to mental health and global initiatives. Several highlighted specific tools and approaches from the curriculum, such as storytelling, as key strategies they plan to use to inspire and drive change.




"I am eager to return [home] and share the lessons from PPA through campaigns and initiatives...This journey has deepened my commitment to peacebuilding, and I am ready to carry this work forward with renewed purpose."

- 2024 PPA Participant

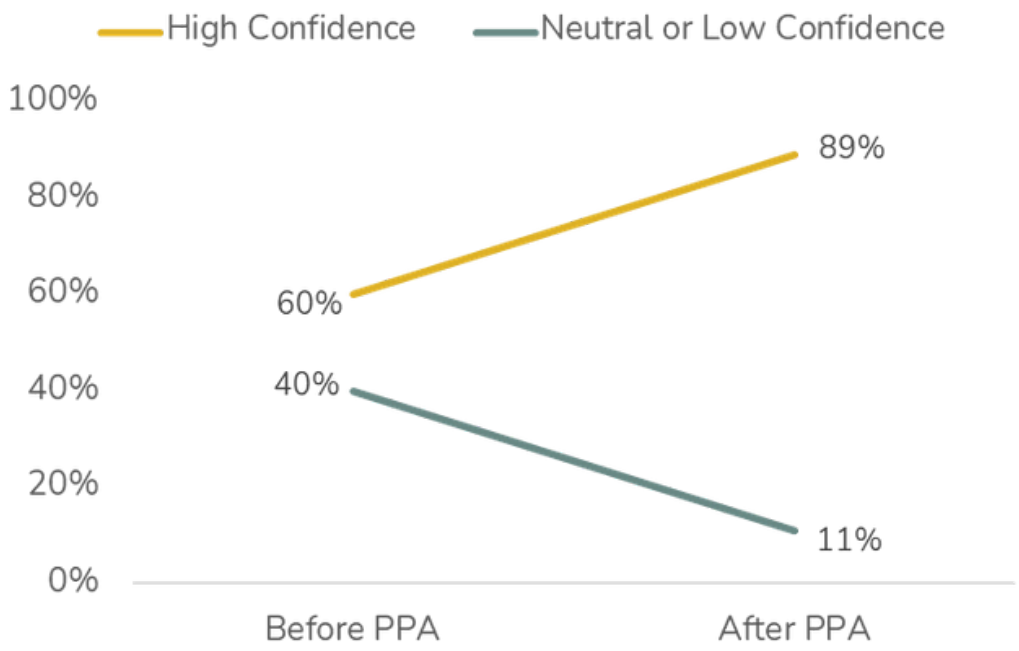
"What [PPA] has done is open my heart and mind to more of the world...the journey that I want to have in my life is centered more around teaching others about peace leadership and peacebuilding.
It's been life-changing."

- 2022 PPA Participant

## Greater confidence in themselves as leaders

Participants reported increased confidence in themselves as leaders and feeling more empowered to lead peace efforts. This growth included greater belief in their peacebuilding skills, their identity as peace leaders, and their capacity to apply peace practices in real-life situations.

**Looking across cohorts 2021 - 2025, the percentage of PPA participants with a high level of confidence in their ability to apply peace leadership theories and practices increased to 89%, while the percentage with neutral or low confidence decreased.**




"Before this course, I had lots of self-doubts, confusion, and much more. This course gives more clarity to the purpose of my life. It equipped me with skills, confidence, and courage."

- 2021 PPA Participant

"The PPA has been a journey of self-discovery and growth, equipping me with the tools to be an effective peace leader...I'm now more confident in my abilities to take the initiative to create a positive and everlasting impact."

- 2024 PPA Participant

CONNECT

## Expanded and strengthened network

One of the most consistent and meaningful impacts of the PPA program was the sense of connection and community it fostered among participants. Many participants described the program as creating a supportive, family-like network of peace leaders, which helped reduce feelings of isolation and increased their motivation to continue peacebuilding work.

Participants deeply valued the opportunity to learn from others' experiences, especially those from different cultural and geographic contexts. This peer learning and solidarity offered both practical insights and emotional encouragement.

"Being part of an international community of emerging peacebuilders and change makers has given me a window to the world. It has resolved my commitment to understand people from different journeys and worlds so that I know how to love them. It has opened doors of collaboration, learning, and networking. For that, I'm grateful."

- 2023 PPA Participant

"...my participation in the PPA has fostered the development of strong bonds within the community, which have substantially contributed to both my professional and personal growth."

- 2024 PPA Participant

."[PPA] has given me a family. By the end of the peace practice, I felt like I'm connected with everyone else. That connection was so important to me. I felt like I have a special family and that we are speaking the same language."

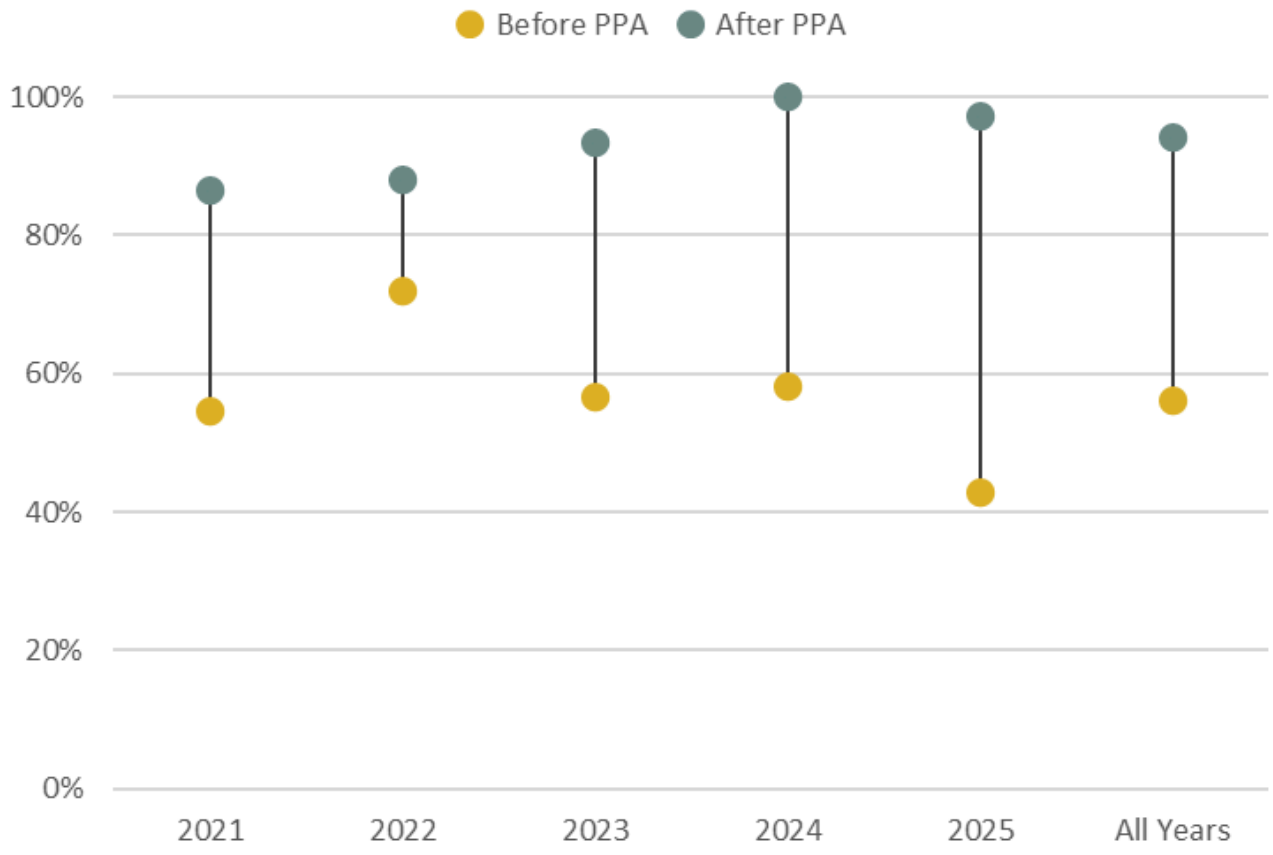
- 2022 PPA Participant

## Increased access to support for their work

Participants also consistently reported an increase in access to support for their peacebuilding work after completing the PPA program. This enhanced sense of support appears closely linked to the relationships formed with fellow participants and the PPA leadership team.

The program created a space where peace leaders could connect, share challenges, and access guidance, contributing to a stronger sense of support. Even those who came into the program already feeling supported often maintained or deepened that sense. Overall, the PPA played a significant role in helping participants feel better equipped and less alone in their peacebuilding journeys.

**The number of participants reporting high access to the support they need as peacebuilders increased after they completed the PPA in each cohort, 2021 - 2025.**



PRACTICE

## Improved inner peace, self-care, wellbeing

Across all years, the focus on personal peace emerged as one of the most impactful elements of the PPA program. Participants consistently reported greater inner peace, improved self-awareness, and the development or renewal of self-care practices such as meditation, mindfulness, and exercise. These shifts often helped participants manage stress, respond more thoughtfully to strong emotions, and maintain their overall well-being.

Participants also gained a stronger understanding of the interconnection between personal peace and their peacebuilding work, recognizing how inner peace and their own well-being influences their relationships, community, and global impact. Many shared that this internal transformation led to increased empathy, compassion, and patience, both in their personal lives and in their roles as peace leaders.

> “PPA is like a healing balm to me. With the understanding of positivity of inner peace and all it brings...I have realised that I need a lot of balance of body, soul, and spirit to be the next peacebuilder for a better world.”
>
> - 2022 PPA Participant

> “I have started giving importance to my inner and personal peace, something I never used to do...It has helped me to grow as a person, be more calm and composed, and able to manage stressful situations.”
>
> - 2021 PPA Participant

## Improved dialogue, listening, and conflict management skills

Throughout all cohorts, interpersonal growth and communication skills emerged as a core area of transformation for participants. Many reported becoming better listeners and more effective communicators, particularly through practices such as deep listening and nonviolent communication (NVC).

These improvements helped participants respond more calmly and patiently in both personal and professional settings. The program also strengthened participants' confidence in their interpersonal skills, with many noting increased ability to manage conflict, foster inclusive dialogue, and create space for diverse voices in peace efforts.

"I learned deep listening skills and was able to identify my own deficits and thus began my self improvement. I also became a better communicator by employing nonviolent communication skills. I learned to listen with full attention. I learned to rephrase my sentences. I learned how to persevere to transform fear and hatred to acceptance and love."

- 2020 PPA Participant

"My ability to communicate effectively and empathetically has grown. Engaging in discussions and group activities during the workshops has honed my communication skills, allowing me to convey ideas, negotiate, and mediate more skillfully."

- 2023 PPA Participant



Photo credit: Jean Bizimana, Biziphotos

PRACTICE

## Changes in their leadership approach

Many participants experienced a transformation in their approach to leadership, moving away from traditional, top-down models toward more collaborative, inclusive, and adaptive leadership styles. Participants reported being more intentional about creating space for others to lead, valuing diverse perspectives, and engaging more broadly with community stakeholders. Many now see peacebuilding as a shared, locally-driven process, and feel better equipped to empower others, build partnerships, and engage stakeholders across diverse contexts.

Participants also developed a deeper understanding of global peacebuilding frameworks, particularly through concepts such as systems thinking, Do No Harm, and positive peace. These frameworks helped participants better grasp the complex, interrelated systems that contribute to violence and peace, and encouraged them to consider how their interpersonal and community-level actions influence global peace outcomes. The program also helped participants strengthen their ability to analyze and respond to complex challenges through systems thinking and reflective leadership practices.

> "I have a better understanding of the causes of violence and how it operates within myself, in others, and in terms of systems and structures. I have a renewed sense of understanding the interconnected nature of reality...I am more able to analyze a complex situation, understanding the various causes and conditions that led to violence through the lens of race, war, and poverty. I see that compassionate activism necessitates finding a win-win situation for everyone, embracing all of humanity."
>
> - 2022 PPA Participant

# A story of change

## Ugba Esther Doo



*Esther is a peace leader in Nigeria and alum of the 2024 PPA Cohort. Here's her story in her own words.*

"The Peace Practice Alliance (PPA) has been one of the most transformative experiences in my peacebuilding journey. Unlike other programs, PPA doesn't just teach concepts—it invites deep personal reflection and embodiment of peace leadership. It has challenged me to unlearn and relearn, to cultivate inner peace as a foundation for external impact, and to embrace authenticity, vulnerability, and collective healing in my work. What sets PPA apart is its emphasis on community and lived practice—not just theory. It has given me tools to navigate conflict with wisdom, engage with others more intentionally, and build resilient communities. More than just a learning experience, it has been a personal transformation that has reshaped how I show up in the world as a peacebuilder.

Additionally, PPA has afforded me the opportunity to connect with truly amazing people—individuals whose insights, experiences, and dedication to peacebuilding continue to inspire and teach me.

One powerful example of integral peace leadership in my life this past year was during the Hope Rising Project planning phase. As we engaged stakeholders and mapped out schools for participant selection, we encountered resistance from some community members who were skeptical about the project's impact.

Rather than approaching this with defensiveness, I leaned into the lessons from PPA—practicing deep listening, holding space for differing perspectives, and leading with authenticity. Instead of pushing our agenda, we engaged in open dialogue, addressing concerns, and co-creating solutions that aligned with the community's needs. This experience reinforced that peace leadership is not about imposing solutions but about fostering trust, inclusion, and shared ownership. By honoring different perspectives and remaining grounded in both hope and reality, we built stronger relationships, deepened community buy-in, and are now in the final planning stages for execution.

This journey reminded me that true leadership is about creating spaces where others feel heard, valued, and empowered—a lesson that continues to shape my work and interactions daily."

# Peace Leaders' Communities and Networks

The benefits of the PPA have extended beyond the participants themselves, rippling out to participants' communities, families, and work environments.

At the end of the program, participants have the option to apply for a small grant to conduct a project. In the first five years of the program, Euphrates provided seed funding grants to 90 peace projects led by PPA graduates in approximately 30 countries.

The focus of the projects vary widely, including intercultural and interreligious dialogue, peace education, women's empowerment, peace and peace leadership training for youth and adults, advocacy and awareness-raising campaigns.

The project grants were very important to grantees:

**77%**

of grantees said they would not have been able to implement their project without the grant.

Through the projects, Euphrates extended their direct reach beyond PPA program participants to a much wider, global audience of over 5,000 people. The projects led to increased understanding and practice of peace practices (e.g., nonviolent communication, conflict resolution,

mindfulness); helped shift perceptions of “the other” and what it means to practice peace; improved emotional well-being and confidence, particularly among youth and women; and raised awareness of important issues of injustice.

The projects also strengthened solidarity within groups (e.g., Afghan youth, Ukrainian women), increased collaboration among groups who were previously disconnected or in conflict, and fostered leadership among several individuals and groups—motivating them to take action to promote greater peace and justice in their communities.

The impact of these small seed grants has continued well beyond the grant period.

**>40%**

of funded projects were continued after the grant period and funding ended.

According to the latest alumni survey, at least

**25%**

of projects are still ongoing, meaning some have been ongoing for up to 5 years.





"In 2021, with the generous support of the Euphrates grant, I founded the Ecopeace Teen Cafe. The program consisted of a six-month training program, followed by a global summit. The impact it had on teenagers was immense, which motivated us to expand our reach by creating Spanish and French programs. To date, we have hosted over 100 online programs with experts. Ecopeace is still growing, and we have added new projects like the Ecopeace Intergenerational Movement for Peace and Climate Action."

Greshma Pious Raju, India
2021 PPA Alum and grant recipient



“Over the years, we have trained over 1,000 youth peacebuilders in Cameroon already. One of our greatest milestones includes being able to develop a model that aims at reducing youth’s vulnerability and involvement in the armed violence in the English-speaking part of Cameroon. Vital aspects of this model were gleaned from the PPA training I received in 2020.

Also, our model has resulted in the establishment of a university institute focusing on peacebuilding in Cameroon. In these five years, we have raised a community of youth peacebuilders who are purpose-driven, contributing toward a thriving and peaceful society. And in the long term, we want to see a robust youth movement in Cameroon that advocates change in nonviolent ways. Also, we want to construct an eco-friendly multipurpose empowerment center for our beneficiaries.”

Fuhbang Emmanuel Tanifum, Cameroon
2020 PPA Alum and grant recipient



“Since my PPA project in 2022, a seminar in Kabong community on Domestic Violence Against Women and Children, we expanded our initiatives to include peace leadership education in secondary schools; sensitization workshops for multiple communities focused on domestic violence; a teens and peace program for young people; and one-on-one sessions focused on trauma healing. In 2024 we registered as a nonprofit in Nigeria, and recently we integrated our advocacy and peace education movement to schools, worship centres, and other groups within the community.

We have directly reached hundreds of people, sparking conversations about peace practices, trauma awareness, and nonviolent communication. There has been a great transformation in interpersonal relationships among the community members and within themselves, including greater appreciation of shared humanity, more compassion for self and others, and less fear of one another. The knowledge, skills, and experience I cultivated through the PPA has greatly influenced the sustainability and growth of my project. Myself and my project have received tremendous support from PPA, Euphrates Institute at large, and the Euphrates community.”

Wazieh Offuh Anthony
2021 PPA Cohort and grant recipient



“I am a retired Navy Chief, and for my project, I conducted a study utilizing an adapted version of the PPA with five student veterans at a U.S. university in 2023. The study revealed that formerly deployed post-9/11 enlisted student veterans found value in addressing psychological and social barriers both individually and collectively in the PPA, which fostered a sense of community to support their transition into and through university.

The project led to unanticipated outcomes that continue to positively impact student veterans on campus. Through the PPA, participants formed a close community among themselves and later expanded it to include a wider group of student veterans on campus—creating a space where they could feel understood, acclimate, and open up. Finding their voices led these veterans to engage university stakeholders to advance equity and justice for the student veteran community.

As a result of their efforts, 100 non-business military-connected students gained access to free courses, certification preparation, and professional certificates to strengthen their resumes and employment prospects; a Student Veteran Lounge was established as a safe space to congregate, study, and hold meetings; and a student veteran orientation and mentorship program was created to help incoming veterans navigate campus life and form a community.”

Nicholas Irwin
2023 PPA Cohort and grant recipient

# Peace Practice Alliance Alumni Community

What began as 18 participants in a pilot program in 2020 has grown to a thriving, global community of nearly 200 people and the community continues to grow.

Many participants stay connected to the PPA through quarterly connections calls, ongoing WhatsApp groups, and the monthly alumni newsletter. Others have continued to engage directly with the PPA by becoming learning committee members for the program, offering their time and expertise to support the program participants and help to continuously improve the program. They are also strong advocates for the PPA program, referring many people in their networks to the program each year.

Many PPA alumni stay in contact with fellow participants after the program ends. Among participants who responded to the most recent alumni survey (2025), 93.4% reported they have been in contact with someone else in the PPA community in the last year. Many met in-person or connected one-on-one via text, WhatsApp, or phone calls. In addition, at least 20 alumni undertook joint projects together. These connections include PPA alumni in the same country, as well as cross-country connections and collaborations.



Euphrates continues to stay engaged with alumni and to develop alumni programming to provide additional opportunities for connection and ongoing learning. In 2023 Euphrates held the inaugural Peace Leadership Forum in Ghana, bringing together PPA Alumni from multiple African countries. During the forum, participants had the opportunity to build and deepen connections with other peace leaders, to learn from and with one another, and to have individual and collective time to prioritize their physical, emotional, and spiritual well-being.

PPA alumni have also become an integral part of Euphrates' global community and organization. PPA Alumni have joined the Euphrates staff and Board, and are active participants in Euphrates' Global Connections Calls and workshops.




Photo credit: Jean Bizimana, Biziphotos

# The Field of Peace Leadership

In addition, research and evaluation efforts centered on the PPA have contributed to the growing body of peace leadership scholarship and practitioner knowledge. Partnerships with researchers—including Dr. Whitney McIntyre Miller, the lead scholar of the integral peace leadership model upon which the PPA is based—have resulted in multiple publications: a peer-reviewed article in the *Journal of Peace Education* focused on the PPA program[1]; the inclusion of the PPA as a case study in an academic book chapter[2]; and the featuring of PPA and PPA alumni stories in the book *Integral Peace Leadership: Theory and Practice for Creating Peaceful Change*[3]. Each of these publications reflects and advances the PPA's unique, integrative approach to personal, interpersonal, community, and global peace practice.

These partnerships, with significant contributions from PPA alumni, also helped shape the development of the Peace Leadership Collaborative (PLC), a group dedicated to promoting and advancing the field of peace leadership by bridging the gap between scholarship and practice.

Finally, the partnership and joint accreditation of PPA with the University for Peace (UPEACE) Centre for Executive Education has opened additional opportunities for several PPA alumni to obtain a degree from UPEACE, further bridging experiential and academic pathways in peace leadership and opening up new opportunities for emerging peacebuilders worldwide.

Notes:

[1] "Developing peace leadership: Lessons from the Peace Practice Alliance", *Journal of Peace Education*, 1-28, 2024.

[2] The PPA is featured in the chapter, "Peace Education: Stories of Growth, Training, and Development" in the book *Evolution of Peace Leadership and Practical Implications*, 2022.

[3] *Integral Peace Leadership: Theory and Practice for Creating Peaceful Change* will be published in January 2026. Pre-orders will be available on Routledge.com on 1 January 2026.

“Before the PPA, I carried with me a strong desire to build peace through projects in transitional justice and human rights, but my understanding was still incomplete. I knew I wanted to contribute, yet I lacked a true learning community and the tools to connect my aspirations to concrete peace practices...

Now, through the PPA, my path has shifted in profound ways. As a peace leader, I have lived an inner and outer journey. More importantly, I discovered that peace is not something to build alone, but within a community. I connected with inspiring professors, colleagues, and mentors, and found a vibrant community that nourishes my hope and my action.

Today, I feel part of something much larger than myself; a network of people committed to transformation, where my story of self merges with a greater story. For this, I hold deep gratitude.”

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2025 PPA Participant

# LESSONS

Through the experience, evaluation activities, and feedback provided from participants over the last six years, Euphrates has learned many important lessons about how to equip and connect peace leaders in this type of global, virtual environment and how to support the practice of peace leadership within individual participants and the group.

## Create a peer learning environment

Overall, the **peer-to-peer learning environment** and **community-driven aspects** of the program were among the most appreciated and impactful elements, with many participants expressing a desire to **remain connected** beyond the formal program structure. Participants found significant value in being **part of a diverse, global network of like-minded peace leaders**, which not only supported their learning but also reinforced their sense of purpose and belonging. Participants consistently emphasized the importance of **learning from real-world examples and diverse perspectives** to deepen their understanding and application of peace leadership concepts.

"For me what was most impactful was the peer learning. A lot of us were invited to also be part of sharing on many different levels. That was fantastic because so many people have so much experience and we learned from each other.

- 2022 PPA Participant

"...the diverse perspectives and collaborative environment within the cohort have enriched my understanding and approach to peacebuilding. My time in the PPA cohort has been very instrumental in my growth as a leader."

- 2024 PPA Participant

## Provide relevant and engaging content

Participants across all years consistently found the PPA curriculum to be **well-organized, engaging, and impactful** in supporting their growth as peace leaders. The monthly structure, which gradually built on the four core elements of the adapted integral peace leadership model—personal, interpersonal, community, and global—was praised for helping participants see both the progression of their learning and the inter-connectedness of these concepts. Many noted the curriculum's **strong relevance to both their personal and professional lives**, especially its emphasis on practical approaches and real-life applications.

Participants appreciated the **variety of learning modalities**—videos, readings, discussions, reflection questions, and practical exercises—which allowed for engagement across different learning styles and schedules. The **self-paced nature of the program** was especially valued by those balancing busy lives, as was the ability to revisit materials through the online platform. In addition to the core content, participants found the lived experiences and stories shared by speakers, facilitators, and peers to be highly impactful.

"I think what helped was that throughout the program the knowledge was shared under five themes. And in each of the themes, we were presented with different dimensions in the form of resources or industry leaders, or even our fellows. There were so many different dimensions to whatever was being talked about, whether it was interpersonal relationships or how to build communities. It wasn't just one kind of knowledge that was shared; it was a very multidimensional imparting of knowledge."

- 2023 PPA Participant

"Through the PPA, I have learned to see myself as part of a wider ecosystem of change. I understand the interconnection between the personal, interpersonal, community, and global dimensions of peace. I have gained tools like systems mapping, participatory approaches, and intentional adaptation, helping me balance long-term vision with grounded, local action."

- 2025 PPA Participant

## Provide opportunities for personal connection

The **intentional creation of spaces for relationship-building**—both personal and professional—was seen as essential to their development. Across all years, participants consistently emphasized that the most meaningful connections occurred in pairs or small groups. These settings fostered personal connection, trust, and deeper dialogue.

Activities such as listening pairs, harvest groups, and breakout sessions were repeatedly cited as effective in supporting relationship-building and personal growth. Participants appreciated these structured spaces for self-reflection, mutual sharing, and learning. Participants **valued the leadership team's efforts to support connections beyond formal sessions**—through WhatsApp groups, contact lists, and onboarding activities. Some participants took initiative to deepen these relationships independently, demonstrating the community's organic strength.

## Create a safe and supportive environment

Across all program years, participants consistently emphasized that the PPA leadership team and facilitators created a **safe, welcoming, and supportive environment that was foundational to their learning and growth**. This atmosphere of **trust and compassion** enabled participants to open up, share vulnerably, and fully engage in the program, regardless of their backgrounds, education, or experience.

**The facilitators modeled peace leadership through their own actions**—demonstrating openness, empathy, and intentional care—which set the tone for the group and fostered a culture of non-judgment and mutual respect. Participants particularly **valued the clear group norms, regular check-ins, and structured spaces** such as story-sharing and harvest groups, which deepened the sense of connection and equity within the cohort. This supportive environment not only made participants feel seen and heard, but also empowered them to reflect, grow, and develop their own capacities as peace leaders.



Photo credit: Jean Bizimana, Biziphotos

"We were like family members or friends...we were seeing each other for the first time, but talking and listening like we had known each other for many years."

- 2021 PPA Participant

"There was an intentionality around creating community that could be felt with all of the facilitators, with all of our peers, with all of the work we did, in all the harvest groups, all the workshops...that was amazing."

- 2022 PPA Participant

## Connect with each individual, recognizing their humanity and unique needs

Euphrates endeavors to welcome each individual participant as a member of their beloved community, to **see their common humanity, and to get to know them on a personal level** - their interests, challenges, work, families, hopes for the future. Many peace leaders have or are currently in traumatic situations and/or are working in very difficult contexts; therefore, there is an emphasis in the program on providing **trauma-informed and healing-centered approaches and spaces**. The focus on inner peace in the first module sets the tone and stage for the six months, encouraging deep introspection and attention to healing and one's own sense of peace.

Throughout the program, participants have **access to 1:1 support** from two individuals with expertise in trauma-healing and peace leadership. On a practical level, Euphrates also provides digital connectivity grants, as needed, to ensure participants have the equipment and resources to participate in the online platform and the virtual calls. Combined, this approach and the associated actions foster a more transformative experience for participants and, in many cases, has led to deep and lasting connections with Euphrates staff and the PPA team.



# CLOSING

The first six years of the Peace Practice Alliance demonstrate the power of cultivating communities of practice grounded in peace leadership, with a focus on personal transformation, collective leadership, and global solidarity. The PPA has been **a transformative experience for many of the nearly 200 peace leaders from over 60 countries** who have participated in the program since the 2020 pilot. And the skills, relationships, and experiences they have gained has been **a catalyst for change at a global scale**, with ripple effects from the program advancing peace in diverse and lasting ways in many communities, families, schools, and organizations worldwide.

The lessons captured in this review affirm that **sustainable peace leadership requires three key elements: deep inner work, strong peer networks, and practical opportunities to translate learning into action.** The PPA's emphasis on participatory, trauma-informed, and relational approaches has proven essential for creating authentic spaces where diverse groups of peace leaders can flourish.

Looking ahead, Euphrates is well-positioned to deepen alumni engagement, expand the reach of peace leadership education, and contribute to the growing global field of peace leadership. The stories, data, and lessons in this review are both a celebration of what has been accomplished and **a call to continue investing in the next generation of peace leaders** to carry forward this momentum to build a more just, compassionate, and peaceful world.



## Contact


### Euphrates Institute

680 Lighthouse Avenue
#2086
Pacific Grove, CA 93950
530.255.4025
info@euphrates.org


## Learn More

### Euphrates Institute

https://euphrates.org

### Peace Practice Alliance

https://www.euphrates.org/peacepracticealliance