

## Activity Report

### Learning from interfaith community development in Thailand:

Experience Sharing on SALT Approach in HIV/AIDS Faith-based Work  
between the Dutch Team and the Thai Team,  
Chiangmai, Thailand, 28 Feb-4 Mar.2010



### INHAT/NCA Pre-Meeting Workshop 25-26 Feb. 2010

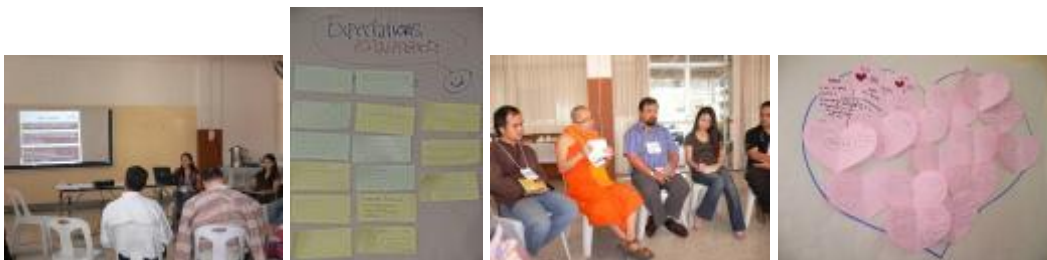
After approval of the Togetherness Foundation + Constellation for AIDS Competence proposal by Oxfam/Novib around end of November 2009, a series of correspondence and discussion by phone and emails as well as preparatory meetings between the Constellation coach assigned to support this initiative (Usa Duongsaa) and the Interfaith Network on HIV/AIDS in Thailand (INHAT) and Norwegian Church Aid (NCA) team took place during December 2009 – February 2010. It was agreed that, in order to strengthen the facilitation skills and build self-confidence among the key INHAT/NCA facilitators, they would facilitate key preparatory activities as well as key sessions during the learning event between the Thai team and the Dutch team, and that the Constellation coach would work with them to prepare both events and provide all necessary back-up support throughout.

In accordance with the discussion, a pre-meeting workshop was conducted at INHAT office, Chiangmai, during 25-26 Feb. 2010. The objectives were for INHAT/NCA to reflect on and summarize lessons learned from experiences of applying SALT in HIV/AIDS faith-based work, and to finalize preparations for the Togetherness Foundation's visit and learning event. Participating in the event were key INHAT staff, key NCA staff supporting INHAT operations, representatives from the 3 communities which would be visited during the Dutch team and Thai team Learning Event, and the Constellation coach. The first day was spent on reflecting on the community experiences based on the outline developed by the Constellation coach (Note: For the outline, see Attachment 4). The reflections were documented as case studies of the 3 communities which would also be shared with the visiting Dutch team after translation into English. The community teams also finalized the necessary preparations for SALT visits with the INHAT/NCA staff. On the second day, the morning was spent on the community representatives sharing personal stories verbally and in writing. In the afternoon, the Constellation coach facilitated reflections of INHAT and NCA staff as well as helped to finalize the programme, facilitation process, and role division in preparation for the Dutch team and Thai team learning event which was to begin on 28 Feb. The Constellation coach also mentored the key INHAT/NCA team who would facilitate the different sessions, and helped prepare necessary materials for the event.

## The Learning Event 28 Feb-4 Mar.2010

The learning event was conducted at the Catholic Mission Center, in Muang District in Chiang Mai, during February 28<sup>th</sup>- 4 March. The Thai team participating in the event was key INHAT and NCA staff and the Constellation coach. The Dutch team consisted of 4 representatives (Bastiaan, Moustapha, Brigitte, and Alper) from 4 Dutch NGOs under the umbrella of the Togetherness Foundation. In addition there were 3 participants from the Constellation: Lawan, Dr. E. Mohamed Rafique, and Marion Collange. For the full list of participants, see Attachment 3.

### Overview



The learning event was opened by Phra Maha Boonchuay Doojai, chairperson of INHAT, after a message of welcome from Khun Rawsedee of INHAT and after Khun Jirapat of NCA explained the objectives of this event as part of the larger collaboration among the Togetherness foundation, the Constellation, and the INHAT/NCA. Apart from surfacing expectations and agreeing on the programme and the rules to live by during the event, the first day was spent getting to know each other as human beings (when, with the Open Our Heart exercise, participants were asked to introduce themselves by sharing what they were proud of themselves as a person and what they were proud of with regards to their work) and learning about each other's work, concerns and challenges. Presentations on the INHAT/NCA, the Constellation, and the Togetherness Foundation were made by Khun Jirapat, Khun Lawan, and Bastiaan consecutively. A welcome dinner with local performances was hosted by INHAT/NCA in the evening. On the second day, SALT and the ACP were introduced and dinner was hosted by the Muslim Network in the evening. SALT visits were conducted to 3 communities on the following 2 days, ending with an AAR. Dinner was hosted by the Togetherness Foundation in the evening of Day 4. On the last day, we had our reflections, summarized lessons learned, built our common dream, planned the next step of the Thai team's visit to the Netherlands in May, and ended with a fun appreciation session, before evaluation and closing. For the event's full programme, see Attachment 5.

## Introducing SALT and the AIDS Competence Process (ACP)



Khun Suriyon from INHAT engaged participants in a deep reflection and a long, lively discussion on "Are we human?" after which Khun Prasert (Daeng) from INHAT introduced the ACP way of thinking. Khun Suriyon then led the participants through the Photo Exercise by working in small groups to reflect on the 5 community's strengths: hope, care, change, leadership, and a sense of community, to help participants understand more clearly about what these strengths might include and how they might manifest themselves.



Khun Patarapong (Ayub) from INHAT then introduced SALT as the way of working, and continued to introduce 2 methods and tools: the SALT visit, and the After Action Review (AAR). He also provided a brief description of the 3 communities to be visited. The Constellation coach helped to explain the objectives of the SALT visit and asked participants to split into 3 groups to prepare how they would practice SALT and act as SALT teams during the SALT visits the next 2 days.

## SALT visits - Understanding and looking for the community's strengths



Three communities were visited during the next 2 days. In the morning of Day 3, the participants visited Nong Baen Community, where majority of the people were Muslims, at the local mosque in Sarapee District. After a briefing by Khun Salamat, the faith leader there, participants divided into 3 groups: one group to meet with faith leaders and community leaders, another group to meet with people living with HIV/AIDS, and the third group to meet with the volunteers. Each group conducted its own separate AAR to reflect on the experience and learn how to improve the next time. In the afternoon, a SALT visit was conducted to the Khuang Pao Community, where majority of the people were Christians, in Jomthong District. The visit took place at the church, where Mother Wiworn gave a briefing before the participants again divided into 3 groups. Another AAR was conducted in each group at the end of the visit, and everyone acknowledged that they had put into practice what they had learned from the morning AAR, so the afternoon SALT visit went even better. In the morning of Day 4, a SALT visit to Jedi Mae Krua Community where majority of the people were Buddhists, in Sansai District. The visit took place at the local temple, where Phra Khru Samut Wichien gave a briefing before the participants again divided into 3 groups. Again, each group had its own AAR. After traveling back to the meeting venue in town, i.e. the Catholic Mission Center, we had a plenary AAR to share what participants found to be each community's strengths and how we applied SALT during the visits. Participants unanimously agreed that they had consciously practiced SALT, had acted as SALT teams, and had learned a great deal both about SALT and about the communities' strengths.

### ***Some of what participants said:***

"We learned the power of people and of communities"

"We learned to look for strengths, not problems or needs"

"We learned to have a conversation, asking questions directly to the person, not through the interpreter"

"Listening attentively to what they were sharing through the interpreter, maintaining eye contact, are also ways of showing appreciation; Appreciation need not always be verbal"

"We feel happier because we've seen the community's strengths and the power of people. Therefore, if we look for strengths, we'll be happier than if we look for problems."

"Drop the note book. Look at the people. Listen attentively to their stories, and let your heart remember the stories!"

For more details of the rich discussion, see Attachment 1.

### **Reflections: what did we learn overall and how will we apply it?**



On the last day, the participants shared what they had learned overall during the past 4 days and how they would apply it. Some of what participants said about what they had learned during the event:

"There is in-depth experience and work in Thailand. We learned in-depth about SALT through practice"

"We saw Inter-faith collaboration and the great impact on society"

"Being open and using SALT lead to receiving SALT from others"

"The Thai team became more self-confident in facilitating the ACP to an international audience, and learned more English"

"We learnt how Faith groups accept HIV, linking it to their respective religions"

"Will apply in conversations, in relating and working with people e.g. appreciate more"

"Will apply in new and existing topics, including youth, HIV, sexuality, how to work with blood banks, poor people"

"Will adapt manual for Muslims in collaboration with INHAT, NCA, Togetherness Foundation and team"

For more details of the reflections, see Attachment 2.

## Building a common dream



Before planning the Thai team's visit to the Netherlands in May, Khun Suriyon led the participants through an envisioning exercise about what they hope to see as outcomes of our future collaborations. Some of our dreams:

"We share common commitment, agreement; we work together hand in hand in a good environment. We live in good environment with nature, peace, and freedom. We work happily together to promote this enabling environment."

"SALT and SALT team will help people find happiness and extend it to others, like the tree with branches"  
"An olive tree grows in a rocky desert. From its fruit we get oil by the SALT process. We light the lamp of knowledge with this SALT oil. And spread this light of knowledge far and wide across the globe."  
"Continued communications among us with internet, email, etc. for collaboration and sharing across the globe."

"The Dutch team takes lessons learned from Thailand back to share with others also in other countries and to apply and to draw out strengths from the people. "We will be the light that shines on people." We will draw upon people's light to build a better world based on the people's strengths."  
"The smiling world – connections among faith based communities, promoting change inside the community, and facilitating to make the world a better place"

"Use interfaith dialogue as entry point to work together and work with the communities on various issues and not just HIV. To integrate SALT in everything that we do, starting with existing strengths"

"We are together. We are all human beings. SALT is in our heart and our way of working."

"We have the same heart and apply SALT in our work and our life. Together we make a difference in our communities and societies."

The Dutch team shared their concerns about the difficulties of applying SALT in the Dutch contexts especially regarding Muslim and migrant communities, and the challenge of promoting SALT with Dutch NGOs who would not have much time to learn and share. It was agreed that the 5-day programme for the Thai team's visit would have to be planned carefully, and the Togetherness Foundation team would discuss with their partners in the Netherlands upon their return, and later send a draft programme for the Thai team to consider.

For more details of the dreams and the rough programme for the Thai team's visit, see Attachment 2.

## Appreciation, Evaluation and closing



We had an appreciation session when everyone expressed appreciation to everybody else by writing short appreciative messages on sheets of paper taped to everybody's backs. Evaluation was a participatory exercise covering 7 areas, and most areas received scores of 4-5 with the exception of "Application of SALT and INHAT experience" which received about 50% of the scores in level 3 and 50% in levels 4-5. Khun Chawee from the NCA made a closing speech and presented gifts to the 'guests'.

## The Thai Team's Final AAR – Learning from the experience

After closing, the core members of the Thai team had their final AAR to reflect on what they had learned from the experience of organizing this small international learning event. The discussion about what contributed to the success of the learning event can be summarized as follows:

- The SALT visits allowed the visiting Dutch team to see real life examples of SALT in practice. Everyone encountered at every level in the communities -- from faith leaders and community leaders to community volunteers and people living with HIV/AIDS-- talked about SALT and how they could apply SALT in their work and in their life. This helped to convince the Dutch team that SALT was do-able and applicable, even though they were quite reluctant at the beginning
- The content was just right ie. One day of introduction to SALT and the ASCP, plus 2 days of SALT visits
- Having 2 days of preparatory meeting was very useful. It helped representatives from the 3 communities to reflect on their experiences, summarize their lessons learned, and hence became clearer and more focused about what to present and what to highlight for the visitors. The outline (see Attachment 4) and the process of discussion was found to be useful in 3 ways: they helped prepare everyone's thinking process; they resulted in documented Best Practices which the communities themselves could use and which could also be shared with others; they helped prepare the communities for receiving visitors. INHAT/NCA agreed they would continue to use them to help community people reflect and learn. They also would consider building capacities of more staff and facilitators to facilitate a similar process with communities in the future.
- Logistical arrangements went well, including local transportation between hotel and meeting venue, Halal food, SALT visits, transportation to take the Muslim participants to pray after lunch, etc. The team felt that the visiting team members were impressed and happy with the care and hospitality they had received. They recognized the importance of paying attention to details, because "little things usually mean a lot for people and affect how people feel about the whole thing".
- There was good collaboration between INHAT, NCA, the Constellation coach, and Constellation Support Team. There was a great deal of communications before and during the learning event. It was good team work.
- The meeting venue was appropriate: it had open space in front of the meeting room, in an outdoor area where people could sit and talk, have coffee breaks or lunch. Participants were not confined to a meeting room like in a hotel.

- INHAT facilitators had prepared well for facilitating sessions during this learning event. They had even rehearsed what to say and how to say it beforehand. They felt confident that they had technical back-up from the supportive Constellation coach. Having paper slips and other materials prepared by the Constellation coach in both Thai and English was very useful.
- Having AAR on-site after each SALT visit to a community was very useful. It helped everyone reflect and learn from the experience and enable them to improve on the next visit.

## **Future Steps**

1. Continued correspondence among relevant parties to plan the Thai Team's visit to Amsterdam, including developing the agenda which will cater to the interests and needs of both the Thai team and the Dutch partners, for the learning event which is scheduled for 16-20 May 2010 in Amsterdam, the Netherlands.
2. The Togetherness Foundation will send invitation letter to facilitate visa application for the Thai team, after receiving confirmed names and birth dates of the team members who will join the visit.
3. The Thai team's travel dates will be: arriving 9:10 AM on 14 May and departing 14:45 PM on 21 May.
4. There will be continued discussion among the Togetherness Foundation, INHAT/NCA, and the Constellation for AIDS Competence on possible collaboration on SALT and religion/HIV/AIDS faith-based work. Bastiaan (Ramadan Festival) will be the focal contact person for the Dutch team, and Usa will be the focal contact person for the Thai team.
5. Lawan from the Constellation Support Team will create a new page on interfaith work and HIV/AIDS in Ning so that both the Thai and the Dutch teams as well as whoever else are interested can join for specific learning and sharing on the issue of SALT and religion/spirituality. The page may be connected to Facebook which many people are already using.

## **Some quotes from participants**

"When we use SALT, it helps people living with HIV/AIDS feel better both psychologically and physically. They recognize their worth and their meaning. They can live longer for their God or for people they love" (Khun Salamat, faith leader in Nong Baen-Ping Luang community)

"Doing several SALT visits help put the jigsaw pieces together. More pieces put together will lead to better understanding about community strengths"

"It is still a challenge to focus on appreciating the positive and not slip into the negative mode; We have to do it consciously."

"We feel happier because we've seen the community's strengths and the power of people. Therefore, if we look for strengths, we'll be happier than if we look for problems."

"We have the same concerns even though we're from different countries."

"SALT is useful in bringing multiple organizations together around a common goal!"

"We have to share credits from our work with all those who are involved, because we have to work as a team. We cannot work alone. It will not succeed. It will not be sustained. We have to encourage everyone, every sector, to join and share ownership of the work" (Phra Khru samut wichien, faith leader in Jedi Mae Khrua Community)

"After I learned about SALT, I first tried to use it in the family, especially my wife. In the past, when my wife didn't cook good food, I would get mad and complain, and went out to eat elsewhere. And my wife would often get upset with me. After I learned about SALT, I started to speak better with my wife. I tried to find occasions to compliment her, to appreciate her strengths. That made her feel glad, happier, and more proud of herself. So our relationship has got much better, thanks to SALT!" (Khun Udorn, PLHIV volunteer)

"In this SALT visit, I learned much more than I expected. I knew that SALT was used with PLHIV, but I didn't expect that PLHIV would understand and practice SALT themselves. This makes me think of the work that we do with youth in the Netherlands. We do training for them and we use many tools with them. But the youth do not know what the tools are, they don't understand them, and they don't know how to use them with others. So this experience of PLHIV understanding and practicing SALT themselves is an eye-opener for me" (Alper, Islam & Dialogue Foundation)

## **Attachment 1**

### **AAR on the SALT Visits**

#### **What strengths did we see in the 3 visited communities?**

##### **Nong Baen Community, Sarapee District, Chiangmai (Muslim):**

- Imam working with the PLHIV, Community shifting from fear to Care
- Families comfortable in living with PLHIV
- Family and kinship giving care to PLHIV
- Care irrespective and across religions – Buddhists and Muslims
- Develop common ground for communicating with those of other religions: broad religious teachings that are common/agreeable/acceptable to both religious communities e.g. caring for others, helping other people
- PLHIV's advice: maintain good health and have an open heart so that there is self acceptance, which in turn gives the courage to go out into the society and get the community members to accept you positively.
- PLHIV's ability to apply and adapt SALT in own family too, not just in working with the community
- Faith leaders have link with other faith and community leaders elsewhere to work together
- Reach out to youth
- The strength of a common humanity which helped to move from fear and stigma to care
- Acceptance of what happens

##### **Khuang Pao Community, Jomthong District, Chiangmai (Christian):**

- Promoting Income Generating Activities (IGA), leading to sustainability
- Learn about PLHIV's strengths and capacities
- Train PLHIV based on their strengths to build their capacity for public speaking
- Volunteers move from 'getting the job done' to 'enjoy the work' mode and not feeling that it is a work at all
- "There are no sinners", and faith leaders reach out to the vulnerable without Denial, Stigma or DiscrimINATION (DSD)
- Recognize importance of youth
- Everyone, every group, can participate in church activities, including Transgenders and MSM
- Faith leader: "If we tell others that God will punish them for their sins, we are actually the one doing the punishing – not God!"
- Volunteer showing by doing how community people can care for each other, "Do not preach good behaviours. Do it. And others will follow the example"
- Develop new generation of leaders

##### **Jedi Me Krua Community, Sansai District, Chiangmai (Buddhist):**

- PLHIV moving from thinking about self to thinking about others; from suicide to living for others and to help others. They don't victimize themselves but share their stories with others and inspire others
- Friendship between PLHIV and volunteers, not relationship between patients and carers
- (because of belief that it is due to Karma)
- Faith leaders recognize PLHIV strengths which lead to big change of perception: from fear and stigma, to welfare activities and assistance, to recognizing strengths and capacities
- Faith leaders work behind the scene to help change situations and behaviours, without changing people or their humanity, using the status as respected religious leader to bring about change
- By promoting various activities at the temple for various groups, they are able to create a win-win or double-benefit situation. More people from the community visit the temple, take part in the activities and get some benefits apart from their own spiritual growth. For the temple, monks are able to

- demonstrate and impart religious values and adherence to these values, during the planning or conduct of these activities. Thus, more people from the community follow religious values eventually.
- Locally mobilizing resources have good potential for sustainability
- Linking two generations like elderly and youth for mutual benefit by joint activities
- Link different concerns and themes; do not work in HIV alone. Combining/integrating themes, topics, and perspectives, they can solve several issues at the same time
- Work and think systematically: linking HIV/AIDS with other issues will lead to sustainability of response
- Advice from the monk: "Work with your heart. Do your best. Don't worry about the outcomes. Do what the community wants to do. Let the community members do it their way, and support them. It's their work, not our work. And if success comes, it is the community's success, not our success."



Doing several SALT visits help put the jigsaw pieces together. More pieces put together will lead to better understanding about community strengths

### How did we apply SALT in the visits?

- We learned the power of people and of communities
- We learned to look for strengths, not problems or needs
- We learned to have a conversation, asking questions directly to the person, not through the interpreter
- We learned to establish/maintain eye contact, thus showing appreciation not only with our words but also our body language. Improving the seating order of participants helped us make better eye contact and affect dynamics of the conversation.
- We learned it is important to prepare well beforehand and to obtain necessary information beforehand
- Learning from AAR of the previous day, we did better next day, in using more open questions, more natural process, and better spontaneity
- We moved from carefully-worded and carefully-sequenced questions to just using headings and guides for asking, which led to smoother and more comfortable and natural conversations
- We linked new questions to answers just told, which required good and active listening skills, and thus kept up a natural flow of conversation
- Choosing words carefully like 'dreams and hopes', and avoiding ones like 'failure' for which we used 'challenges'
- We rephrased negative questions in such a way that there was a 'positive spin' to the query, so they were stimulating questions
- We actively promoted sharing, letting them ask questions on our experiences
- We encouraged everyone to speak and participate
- We also shared our experience and shared about the situation in our country, so the sharing/transfer was two-way, linking between the three countries, and also linking our experience with the community experience, showing our appreciation at the same time.
- With modesty we also shared our problems, concerns, and challenges, and asked for advice; they were stimulated and willing to share experiences
- We worked as a team contributing and helping each other. We learned, developed, and grew as a team in asking questions, becoming more flexible in team roles. Team work was thus spontaneous, rotating, adjusting roles, and responsibility as appropriate
- Asking questions that make people feel good and questions that look for strengths are ways to show appreciation.
- Listening attentively to what they were sharing through the interpreter, maintaining eye contact, are also ways of showing appreciation; Appreciation need not always be verbal

We did use SALT!  
Especially L: Listening  
and T: Team

We did act as a SALT Team!

It is still a challenge to focus on  
appreciating the positive and not  
slip into the negative mode; We  
have to do it consciously.

Listening attentively to what they  
were sharing through the interpreter,  
and maintaining eye contact, are  
also ways of showing appreciation.  
Appreciation needs not always be  
verbal.

Asking questions that  
make people feel good  
and questions that look  
for strengths are ways to  
show appreciation.

We feel happier because we've  
seen the community's strengths  
and the power of people.  
Therefore, if we look for  
strengths, we'll be happier than  
if we look for problems.

Drop the note book. Look at  
the people. Listen attentively  
to their stories, and let your  
heart remember the stories!

## Attachment 2

### Summarizing lessons learned, planning application and follow-up

#### What did we learn overall from this learning event?

##### **Mexit team:**

- There is in-depth experience and work in Thailand. We learned in-depth about SALT through practice.
- Trust at community level, among team working together of faith leaders, volunteers, PLHIV.
- Different techniques and application, better understanding about the SALT approach
- The context in Netherlands is different. And we have to take different steps to get where Thailand is.
- Understood how the SALT way of working is different from the old method.
- We learned what to do and what not to do. Saw examples of SALT applied to HIV and religion. "We're on the way but it's good to see what can happen!"
- We saw Inter-faith collaboration and the great impact on society.

##### **INHAT:**

- Learned more about the situations in the Netherlands
- Need to maintain relationship with our Dutch friends. Maybe communication through Internet, Facebook, Ning in future.
- We learn by practice. Therefore next time the Dutch friends should facilitate and introduce the ACP process to others
- Being open and using SALT lead to receiving SALT from others
- Will need to learn more from the Constellation about organizing and facilitating for an international audience.
- "We have the same concerns even though we're from different countries."
- The Thai team became more self-confident in facilitating the ACP to an international audience, and learned more English

##### **Constellation:**

- Learnt more than we expected! E.g. the emerging or burning issues arising from the dialogue
- We learnt how Faith groups accept HIV, linking it to their respective religions
- Learnt and shared different religious and cultural backgrounds.

#### What we did not learn? How to improve?

- We did not learn much about how to overcome inter-religious conflict. – no conflicts? or too limited time to discuss?
- Translation took a lot of time. Need to find other, better or more efficient method of interpreting in order to save time
- Need to learn more about how religious groups address the issues of Condom, IDU, sexuality, MSM, and other taboo or contentious issues.

## How will we apply?

### MEXIT:

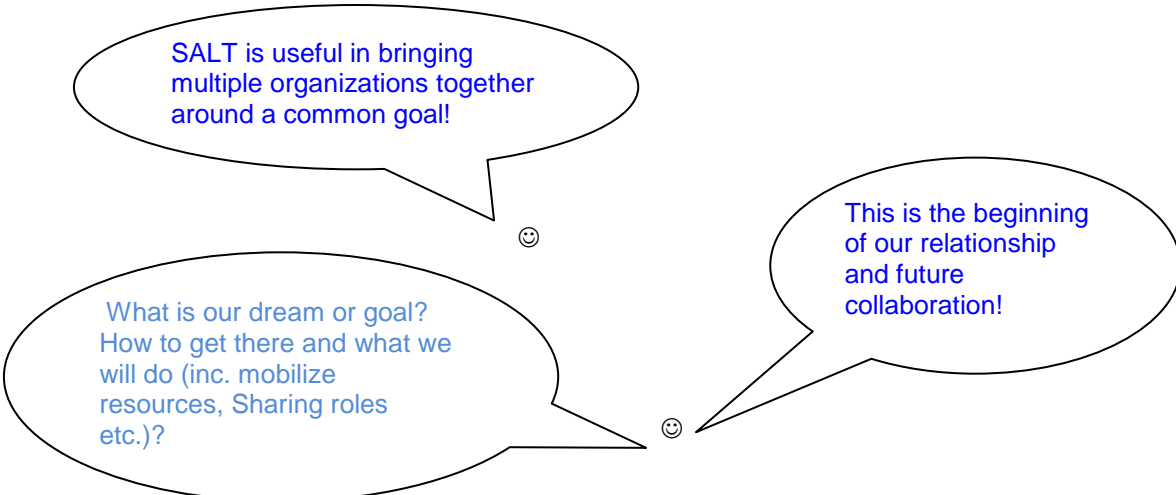
- Will apply SALT, especially how to ask the right questions, in regular activities with people perceived to be 'people with problems', volunteers
- Will share with colleagues who will work with communities
- Will apply in conversations; in relating and working with people e.g. appreciate more.
- Will apply in new and existing topics, including youth, HIV, sexuality, how to work with blood banks, poor people.
- Will introduce INHAT to groups working in HIV in Netherlands
- Working with the elderly, especially isolated elderly
- Develop links with 'people with problems'
- Will apply with both faith-based and secular groups. Try new initiative involving faith groups.
- Apply SALT in the family ☺

### INHAT/NCA:

- Translate manuals and lessons learned into English to better transfer to international audience.
- Will learn and apply more about how to develop voluntary spirit
- Will promote, encourage, and facilitate faith leaders to work more to bring secular people to the faith
- Have learned about Ramadan Festival in the Netherlands, so will try to apply and make it a more inclusive event in Thailand.
- Will learn from the experience from Vichai School as well.

### Constellation:

- (Rafique) Will apply lessons and experiences about interfaith work in India and promote linking different religious leaders through SALT
- If Rafique's abstract is accepted will learn and share SALT in faith with others in AIDS 2010
- Adapt manual for Muslims in collaboration with INHAT, NCA, Togetherness Foundation and team. (Bastiaan will share manual from Africa for positive Muslims also).
- Constellation plans to write a book on SALT and spirituality, and will invite INHAT/NCA & the Togetherness Foundation team to the partnership.



SALT is useful in bringing multiple organizations together around a common goal!

What is our dream or goal?  
How to get there and what we will do (inc. mobilize resources, Sharing roles etc.)?

This is the beginning of our relationship and future collaboration!

## Our dreams:

- We share common commitment, agreement, We work together hand in hand in a good environment. We live in good environment with nature, peace, and freedom. We work happily together to promote this enabling environment.
- Although we are different, we share the same earth, eat together, travel together, learn together. We all use SALT and this learning and sharing will continue after this event. So travel costs will not be a barrier.
- We work in such a way that the fallen colleague will be supported by the community and will be able to get up again.
- SALT and SALT team will help people find happiness and extend it to others, like the tree with branches
- An olive tree grows in a rocky desert. From its fruit we get oil by the SALT process. We light the lamp of knowledge with this SALTY oil. And spread this light of knowledge far and wide across the globe.
- We work together in unity (tri-partite), giving and taking, expanding the network, in an integrated manner, pooling resources.
- Continued communications among us with internet, email, etc. for collaboration and sharing across the globe.
- The Dutch team takes lessons learned from Thailand back to share with others also in other countries and to apply and to draw out strengths from the people. "We will be the light that shines on people." We will draw upon people's light to build a better world based on the people's strengths.
- Power of the people and Power of the community
- The smiling world – connections among faith based communities, promoting change inside the community, and facilitating to make the world a better place
- We will reach our goal through working with others like the tornado ☺
- Use interfaith dialogue as entry point to work together and work with the communities on various issues and not just HIV. To integrate SALT in everything that we do, starting with existing strengths.
- Use technology to connect us and to manage our lessons learned
- We are together. We are all human beings. SALT is in our heart and our way of working.
- We will work on various issues not just HIV or religion – we all want a better life.
- We work independently in our own context, but we practice SALT together, we learn, we share, and we transfer
- We have the same heart and apply SALT in our work and our life. Together we make a difference in our communities and societies.

## Planning the Thai Team's visit to Amsterdam (Dates of learning event: 16 to 20 May 2010)

Arriving 9:10 AM on 14 May, Departing 14:45 PM on 21 May

### What the Thai team wants to learn:

- Human rights promotion especially for sex workers, drug users, migrants in the Netherlands
- The Dutch way of working, techniques and tools used
- The approach used for mobilizing volunteers
- Working with the Muslim communities and Ramadan Festival

### What also needs to be included in the programme?

- One or two big training sessions about SALT for MEXIT partners [need to find out how many people will attend the training sessions]
- Short presentation on the approach for those who do not have the time

- Invite to join SALT visits if they can (Combine SALT visits with learning about human rights promotion especially for sex workers/drug users/migrants, working with the Muslim communities, etc.)

## **Draft Program "Thinking out Loud"**

- 16 May
- Serve the City: Visit and 'training' with the volunteers
  - Visit the Red Light District








Will fill in this part of the program later after Mexit discusses with partners in the Netherlands




- 20 May
- Reflections
  - Lessons learned and application
  - Planning future action or collaboration
  - Short presentation to partners, donors, etc.

### Attachment 3

**Experience Sharing on SALT Approach in HIV/AIDS Faith-based Work: List of Participants**  
**28 February 2010 – 4 March 2010,**  
**at the Catholic Mission Center, Muang District, Chiang Mai**

No.	Name	Surname	Photo	Organization	Address	Phone number / E-mail
1	Bastiaan	Verberne		Ramadan Festival	Rijswijkstraat 175, 1062 EV Amsterdam, Netherlands	+31613370188 bverberne@mexit.nl
2	Moustapha	Baba		Mexit	Rijswijkstraat 175, 1062 EV Amsterdam, Netherlands	+31655713716 mbaba@mexit.nl
3	Alper	Alasag		Islam & Dialogue Foundation	Korne 125, 3068 GN Rotterdam, Netherlands	+31638430344 alasag@gmail.com
4	Brigitte	Makkinje		Serve the City	Adriaan van Bergenstraat 7-2 1056 JW Amsterdam	+31642244109 Brigitte@stcamsterdam.nl
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6	Rawsedee	Lertariyapongskul		Young Muslim Association of Thailand	909/10 Siroros Rd., Muang District, Yala	+66819590117  rawsidee@gmail.com
7	Phattharapong (James or Ayub)	Ilacharn		Northern Muslim Network  for Development	186/40 Chang Klan Rd., Muang  District, Chiang Mai 50100	+6684110371  ayub_bee@hotmail.com
8	Dussanee (Ja)	Moonthep		Interfaith Network on HIV/AIDS in Thailand	1/4 Charoen Prathet 12, Chang Klan, Muang District, Chiang Mai 50100	+66819805802  INHAT_promanager.care@hotmail.com
9	Suriyon (Yon)	Sungkham		Interfaith Network on HIV/AIDS in Thailand	1/4 Charoen Prathet 12, Chang Klan, Muang District, Chiang Mai 50100	+66810235225  INHAT_cobud1.care@hotmail.com

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11	Prasert (Daeng)	Dechaboon		Interfaith Network on  HIV/AIDS in Thailand		+66810235115  INHAT_proco1.care@hotmail.com
12	Jirapat (Oui)	Sukkum		Norwegian Church Aid	199/472 Suannonsee Soi 3/7, Chiang Mai-Mae Jo Rd., Sansai Chiang Mai 50210	+66843782407  jirapat.sukkum@nca.no
13	Chawee	Paenghom		Norwegian Church Aid	199/472 Suannonsee Soi 3/7, Chiang Mai-Mae Jo Rd., Sansai Chiang Mai 50210	+66843782475  Chawee.Paenghom@nca.no
14	Usa	Duongsaa		AIDS Education Programme (AEP) and the Constellation	Faculty of Education,  Chiang Mai University, Muang, Chiang Mai	+66816811265  usaduongsaa@gmail.com

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16	Phramaha Boonchuay	Doojai		Interfaith Network on HIV/AIDS in Thailand	186/40 Chang Klan Rd., Muang District, Chiang Mai 50100	+66818859259  bdoojai@yahoo.com
17	Marion	Collonge		The Constellation	The Empire Residence, Nimman 22/3 Nimmanhemin Rd., Suthep, Muang District, Chiang Mai, 50200	Marion.collonge@hotmail.fr

## **Attachment 4**

### **Outline for Summarizing Lessons Learned and Developing Community Case Studies**

For the INHAT/NCA workshop 25-26 Feb.2010

- History, community context, HIV/AIDS situation, problems and responses in the past
- The turning point
  - What was the turning point? What happened, when, and how? Why was there a change?
  - How do you/the team apply SALT and religious teachings in your HIV/AIDS work?
- The results
  - On promoting understanding about HIV/AIDS, reducing stigma and discrimination, promoting living with those infected with or affected by HIV/AIDS in the community
  - On using SALT to drive local response, reveal community strengths, and engage community participation
  - On linking HIV/AIDS with other challenges in the community, on working in a holistic and integrated manner
  - On building network and multi-sectoral partnerships, leadership, and promoting roles of faith leaders and the local government
  - On working across religious and cultural diversities
  - On promoting self-esteem among PLHIV
  - On creating and sharing knowledge and lessons learned from work and experience
  - Impacts on PLHIV and their affected family (health-wise and on psychological, social, spiritual dimensions as well as occupation and income)
  - Impacts on the community
  - Impacts on Teachers A (facilitators) and Teachers B (volunteers), and on the Faith-based Centers for Promoting Quality of life
- Analysis and lessons learned
  - Strengths and opportunities
  - Factors contributing to success
  - Important lessons learned which can be applied by others
  - Challenges that remain to be addressed
  -

## Attachment 5

### Workshop Programme Experience Sharing on SALT Approach in HIV/AIDS Faith-based Work 28 February 2010 – 4 March 2010, at the Catholic Mission Center

#### 28 February 2010 (Sunday): Introduction

- 08.30 - Pick up from hotel
- 09.00 - Arriving Catholic Mission Center
- 09.00 – 09.30 - A welcome note by Phrakrupipitsutatorn (Phra Maha Boonchuay), INHAT Chairperson
- Introduction by representative from Constellation for AIDS Competence
- 09.30 – 11.30 - Introducing participants and organizations
  - Constellation for AIDS Competence
  - INHAT and NCA
  - Togetherness Foundation and partner organizations
- 11.30 – 13.00 - Lunch
- 13.00 – 16.30 - Sharing experience in working with communities
- 18.00 – 21.00 - Welcome dinner (hosted by NCA & INHAT)

#### 1 March 2010 (Monday): SALT Approach

- 09.00 - Pick up from hotel
- 09.30 – 12.00 - **Introduction to the AIDS Competence Process and SALT approach (Facilitators: Mr. Prasert and Mr. Suriyon)**
  - Our common humanity
  - the AIDS Competence Process
  - The way of thinking
- 12.00 – 13.00 - Lunch
- 13.00 – 16.30 - **SALT as a way of working, SALT visits (Facilitators: Mr. Pattarapong and Usa Duongsaa)**
  - Introduction to SALT and AAR
  - Preparation before SALT visits

#### 2 March 2010 (Tuesday): SALT Visits and AAR

- 08.00 – 09.00 - Traveling to Nurulhuda Nongban Mosque, Sarapee District, Chiang Mai
- 09.00 – 12.00 - SALT Visit at Nurulhuda Nongban Mosque, AAR
- 12.00 – 13.00 - Lunch at Nurulhuda Nongban Mosque
- 13.00 – 14.00 - Traveling to Khuang Pao Church, Jom Thong District, Chiang Mai
- 14.00 – 16.30 - SALT Visit at Khuang Pao Church, AAR
- 16.30 – 17.30 - Traveling back

#### 3 March 2010 (Wednesday): SALT Visit and AAR

- 08.00 – 09.00 - Traveling to Jedi Mae Krua Temple, Sansai District, Chiang Mai
- 09.00 – 12.00 - SALT Visit at Jedi Mae Krua Temple, AAR
- 12.00 – 13.00 - Lunch At Jedi Mae Krua Temple
- 13.00 – 14.00 - Traveling back to Catholic Mission Center
- 14.00 – 17.30 - After Action Review (AAR) for SALT visits

#### **4 March 2010 (Thursday): After Action Review**

- 09.00 – 12.00     - **After Action Review for the past 4 days**  
Group Work (Togetherness Foundation, INHAT/NCA Group and The Constellation):
- What have we learned?
  - How can we adapt and apply SALT in our own context?
  - Presentations of group works
- 12.00 – 13.00     - Lunch
- 13.00 – 15.00     - Building a common dream  
- Planning on INHAT visit to the Netherlands  
- Wrap up, evaluation, and closing