



FREE Liberia, Surge International & AFLA

Six-Week Trauma Relief Training of Trainers

Training Report



(June 17 – July 22, 2025)

Date of Submission: August 1, 2025

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1. Introduction

From June 17 to July 22, 2025, the Foundation for Research, Education and Empowerment (FREE Liberia), in collaboration with Surge International and the Association for Life of Africa (AFLA Liberia), conducted a landmark Six-Week Trauma Relief Training of Trainers (TOT) at its head office in Congo Town. The initiative brought together 25 participants from Monrovia and surrounding communities, with the goal of equipping them as local facilitators to promote emotional healing, resilience, and community well-being.

Rooted in Liberia’s cultural realities, the training emphasized context-sensitive trauma care approaches such as forgiveness, the “Tree of Life” model, and trauma-informed listening. Delivered by a team of experienced U.S.-based facilitators, the TOT provided hands-on techniques and safe spaces for deep reflection, personal breakthroughs, and collective healing.

This report highlights the objectives, methodologies, outcomes, and impact of the training, while documenting lessons learned, and the next steps toward sustained trauma healing in Liberia.

2. Training Purpose and Objectives

The purpose of the Six-Week Trauma Relief Training of Trainers (TOT) was to equip participants with the knowledge, skills, and confidence needed to serve as effective trauma relief facilitators within their communities. This initiative aimed to address the widespread impact of trauma in Liberia by strengthening local capacity for sustainable emotional and psychological support.

Specific Objectives:

- To equip participants with practical skills and proven tools for trauma care and emotional first aid.
- To empower participants to train others and extend the reach of trauma healing across families, schools, workplaces, and communities.
- To build a network of local champions capable of supporting individuals silently suffering from trauma.
- To nurture compassion, resilience, and hope within affected and vulnerable communities.
- To foster a safe and supportive environment for learning, practice, and shared experiences.

3. Key Content Areas Covered

1) Feeling Thermometer

- Understanding how we feel
- Using the mood meter to assess emotions
- Techniques for understanding and managing feelings

2) My Trauma Story

- Identifying trauma triggers
- Trauma symptoms checklist
- Exploring trauma responses
- Using positive self-talk to overcome challenges
- Tree of Life – Trauma Tree exercise
- Developing effective coping skills
- Differentiating between helpful and unhelpful thoughts

3) What Happens When We “Flip Our Lid”

- Exploring our reactions to stress using the hand model of the brain

4. Participants, Facilitators and Training Days

The Six-Week Trauma Relief Training of Trainers (TOT) brought together 26 participants (14 females and 12 males) from diverse professional and community backgrounds (see *Annex 9.1 for full list of participants*).

The training was facilitated by a team of experienced trauma healing experts from the United States, led by Holly Love, and supported by Roberta Reed, Roy Reed, and Amb. George Blamoh. Their compassionate and skilled facilitation fostered an environment of psychological safety, reflection, and emotional healing.

The sessions were held once a week on Tuesdays, from 2:30 PM to 4:30 PM, between June 17 and July 22, 2025. While participants gathered physically at the FREE Liberia Office in Congo Town, Monrovia, the facilitators joined virtually via Zoom.

5. Training Methodology

The Six-Week Trauma Relief Training of Trainers (TOT) adopted a participatory, experiential, and learner-centered methodology, carefully designed to foster deep reflection, emotional safety, and practical application. The training utilized the following approaches:

- **Interactive Discussions:** Participants engaged in open dialogue to share personal experiences and insights on trauma, enhancing collective understanding and connection.
- **Practical Demonstrations:** The lead facilitator, along with co-facilitators, demonstrated trauma healing tools and techniques, enabling participants to observe and learn best practices before applying them.
- **Group and Individual Exercises:** Through structured group and solo activities, participants practiced trauma-informed responses and skills, developed empathy, and built confidence in applying healing techniques.
- **Guided Reflections:** Each session included dedicated time for both individual and group reflection to help internalize key lessons and promote emotional processing.
- **Safe Space Principles:** The training environment prioritized safety, respect, and non-judgment, allowing participants to express vulnerability and process emotions freely.

These training methods ensured that participants were not only informed but also deeply empowered and equipped to transfer trauma relief knowledge and skills to others in their communities.

6. Training Evaluative Survey

6.1 Overview of the Evaluative Survey

To complement the delivery of the Six-Week Trauma Relief Training of Trainers, an evaluative survey was conducted to measure the program’s effectiveness and impact on participants. Unlike routine checklists, this evaluation aimed to capture the depth of participants’ experiences—what they learned, how they were impacted emotionally, and how confident they feel in applying trauma-informed practices within their communities.

The primary purpose of the evaluation was to determine whether the training strengthened participants’ understanding of trauma, improved their ability to use healing tools, and prepared them to meaningfully engage with affected individuals. It focused on areas such as personal growth, emotional resilience, empathy, and the practical application of trauma relief methods.

The evaluation was guided by three core objectives:

- To assess the training’s impact on participants’ capacity to support trauma healing.
- To gather feedback on the training’s relevance, quality, and usefulness.
- To identify lessons learned and areas for future improvement.

Using a quantitative method, data was collected through structured Likert-scale questionnaires completed in-person before the certification ceremony on July 23, 2025. A total of 14 participants (9 females and 5 males) completed the survey independently to ensure individual perspectives were captured.

The responses were analyzed using basic descriptive statistics, with results organized thematically under key areas: program impact, relevance, facilitation quality, and readiness to apply learning. The survey findings offer meaningful insights into the program’s strengths and highlight opportunities for further refinement to ensure even greater community impact in future cohorts.

6.2 Findings of the Evaluative Survey

6.2.1 Training Impact

This section presents participants’ perceptions of the impact training had on their personal growth, emotional well-being, and ability to apply trauma healing practices. Data was gathered through a structured post-training evaluation survey using Likert-scale questions, focusing on key outcome areas. Participants were asked to rate their level of agreement across specific impact statements. The responses were grouped into “**Strongly Agree**,” “**Agree**,” and “**Neutral**”, with no participants selecting negative response options (Disagree or Strongly Disagree). This highlights the

overwhelmingly positive reception of the training and its influence on participants' knowledge, behavior, and emotional resilience. Table 6.1 presents a summary of the key impact indicators and corresponding participant responses:

Table 6.1: *Participants' responses regarding the training impact*

Statement	Agree (%)	Strongly Agree (%)	Neutral	Total Agreement (%)
Improved understanding of trauma and emotional resilience	50%	50%		100%
Started using trauma healing tools to help myself and others	57%	43%		100%
Feel more emotionally stable, hopeful and equipped to deal with stress and pain after the training	57%	29%	14%	86%

The evaluation results in Table 6.1 indicate that the training was highly effective in achieving its objectives:

- **Improved Understanding of Trauma:** All participants (100%) affirmed that their understanding of trauma and emotional resilience significantly improved, underscoring the quality and clarity of content delivered.
- **Application of Healing Tools:** A combined 100% of participants acknowledged they had started using trauma healing tools—demonstrating successful knowledge transfer and immediate practical relevance.
- **Emotional Impact:** While a strong majority (86%) reported improved emotional stability and hopefulness, a small proportion (14%) remained neutral. This suggests that while the emotional benefits were evident for most, some participants may require continued support or time to fully process the healing journey.

These findings affirm the training's relevance, depth, and positive outcomes, while also identifying the need for **ongoing mentorship, reinforcement sessions, or peer support structures** to sustain emotional well-being and long-term application.

6.2.3 Training Relevance

This section summarizes participants’ feedback on the relevance of the training content—particularly its cultural fit and ability to enhance understanding of trauma’s root causes. Responses were captured through a post-training survey, reflecting a strong consensus that the training was contextually appropriate and intellectually impactful. Figure 4.1 presents participant responses to two key relevance indicators:

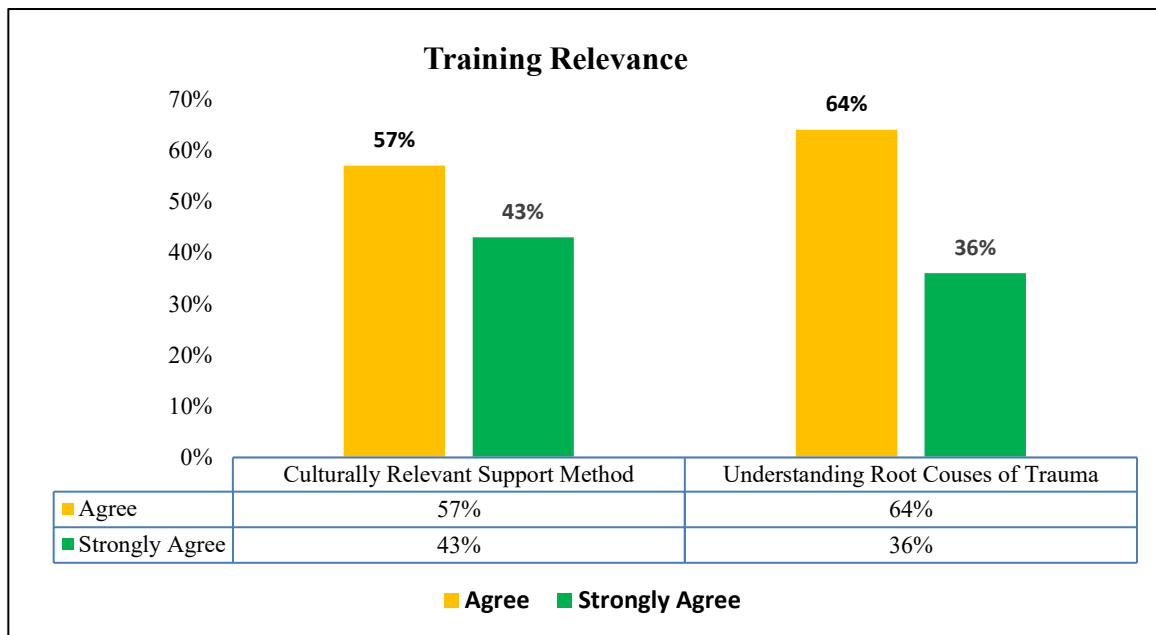


Figure 6.1: *Participants responses to questions about the relevant of ToT*

According to Figure 6.1, the training was absolutely relevant as described below.

- **Cultural Relevance:** All participants (100%) affirmed that the support methods introduced were practical and culturally appropriate—indicating strong contextual alignment with local realities.
- **Understanding of Root Causes:** 100% of participants reported a better grasp of the underlying causes of trauma. This shows the training successfully connected personal experiences to broader social and systemic factors.

The consistent agreement across both indicators reflects the training’s effectiveness in grounding trauma support within participants lived contexts. This relevance is crucial for sustainable healing and community engagement moving forward.

6.2.4 Training Facilitation

This aspect presents participants’ feedback on the quality of facilitation delivered during the Six-Week Trauma Relief Training of Trainers. Participants evaluated two key aspects: the facilitators’ skills and the overall organization of the training sessions. Responses were measured using a Likert scale and presented as percentages. Figure 6.2 captures participants’ agreement levels across both facilitation indicators.

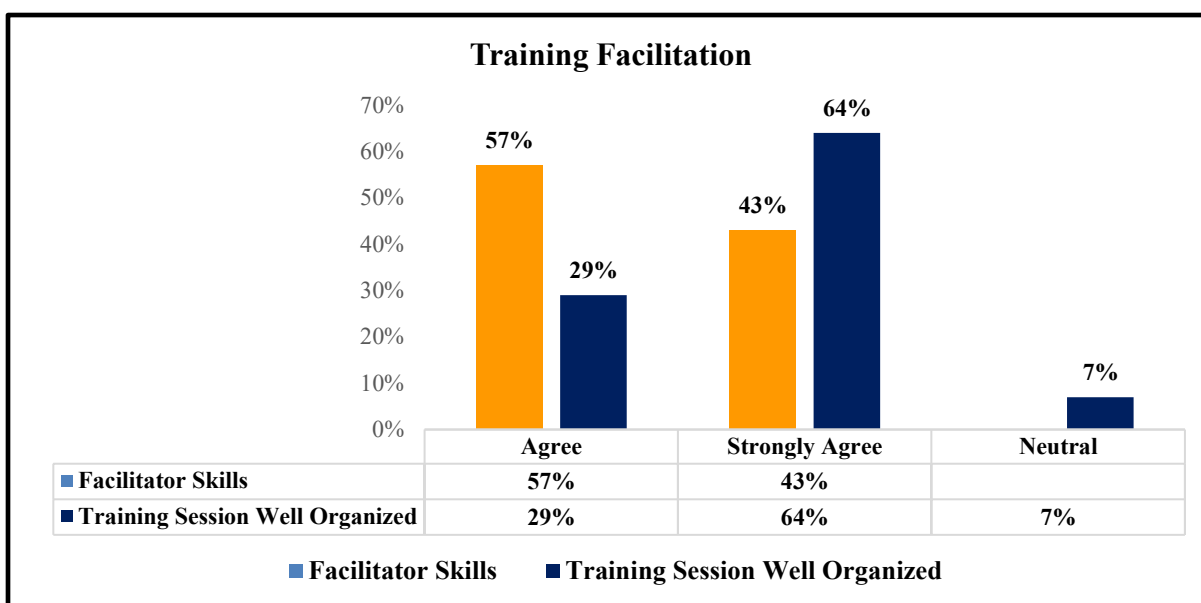


Figure 6.2: Participants responses to questions about training facilitation

The results in Figure 6.2 highlight the following:

- **Facilitator Skills:** All respondents (100%) agreed or strongly agreed that facilitators demonstrated strong knowledge, empathy, and effective teaching skills—underscoring their professionalism and ability to foster a safe, engaging learning environment.
- **Session Organization:** 93% of participants viewed the training as well-organized and responsive to their needs. A majority (64%) strongly agreed, reflecting satisfaction with the session structure, timing, and delivery. The 7% neutral response may point to minor areas for improvement in logistics or session transitions.

Overall, these results highlight facilitation as a critical strength of the program. The training team’s effectiveness in delivering content and maintaining structure played a central role in participant satisfaction and learning outcomes.

6.2.5 Application and Future Use

This section summarizes participants' readiness to apply the trauma healing skills acquired during the Six-Week TOT and their willingness to serve as future trainers. Feedback was collected through the post-training survey, focusing on two core indicators: willingness to share trauma healing tools and readiness to train others as seen in Figure 4.3

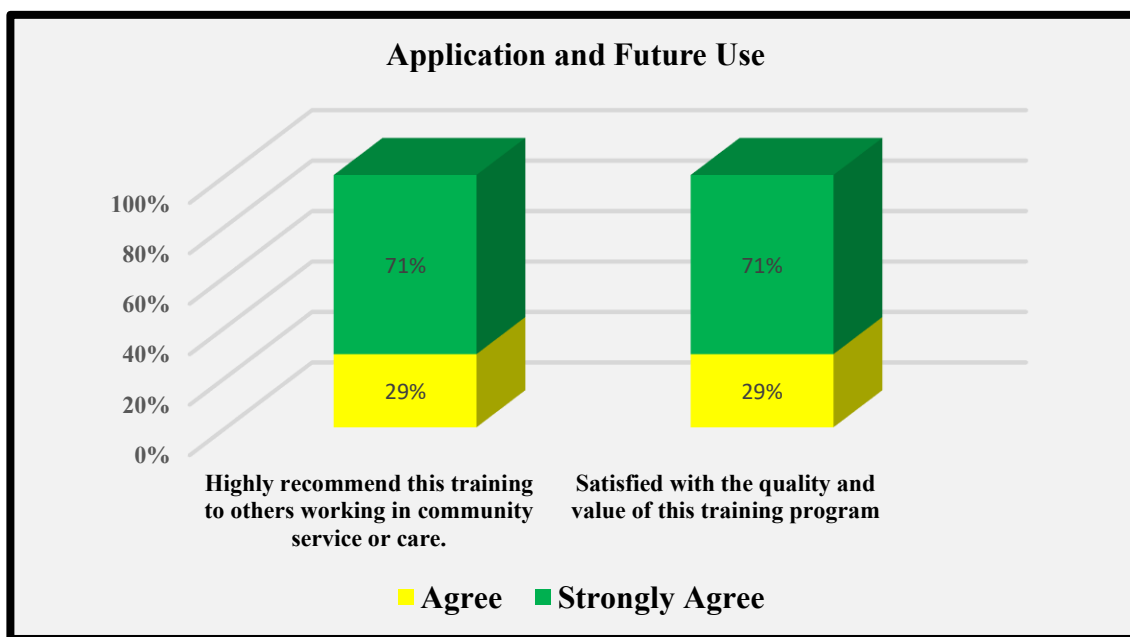


Figure 6.3: Participants responses to questions about training facilitation

The results in Figure 6.3 imply as follows:

- **Willingness to Share Tools:** A combined 100% of participants agreed they are prepared to share trauma healing techniques, with 79% strongly committed to doing so through personal or group interactions.
- **Readiness to Train Others:** 93% expressed a clear readiness to serve as trauma relief trainers in their communities—highlighting strong ownership and potential for local multiplier effects. One participant (7%) was hesitant, suggesting the possible need for follow-up support or confidence-building.

These findings reflect high motivation and capacity for cascading trauma-informed practices. Continued mentorship and practical engagement opportunities will be essential to sustain this momentum and amplify community-level impact.

6.2.6 Overall Recommendation and Satisfaction

This section presents participants' overall satisfaction with the Six-Week Trauma Relief TOT and their willingness to recommend the training to others. These indicators reflect the perceived value, relevance, and effectiveness of the program from the participants' perspective as presented in Figures 6.4 and 6.5.

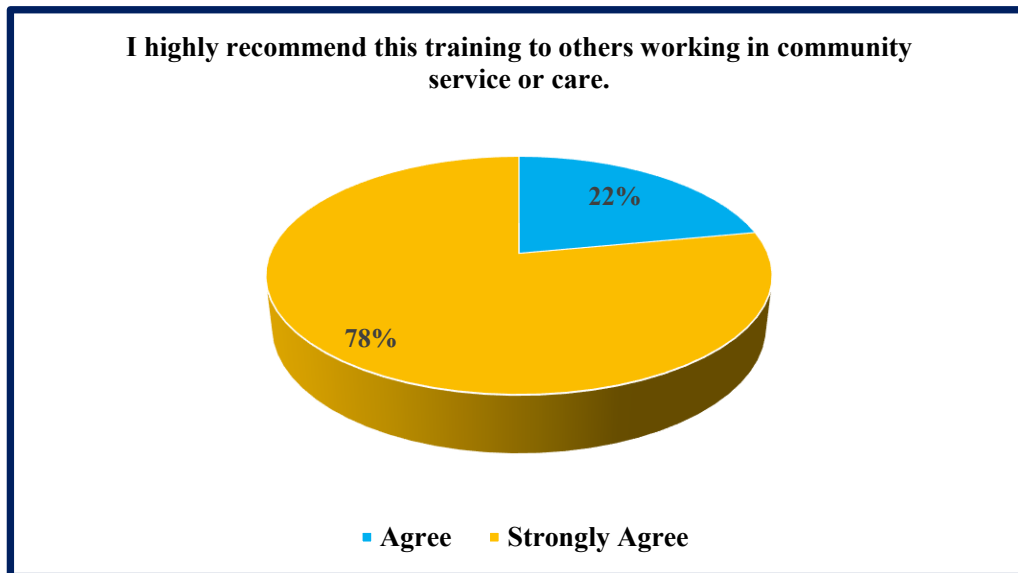


Figure 6.4: *Participants' desire to recommend training to others*

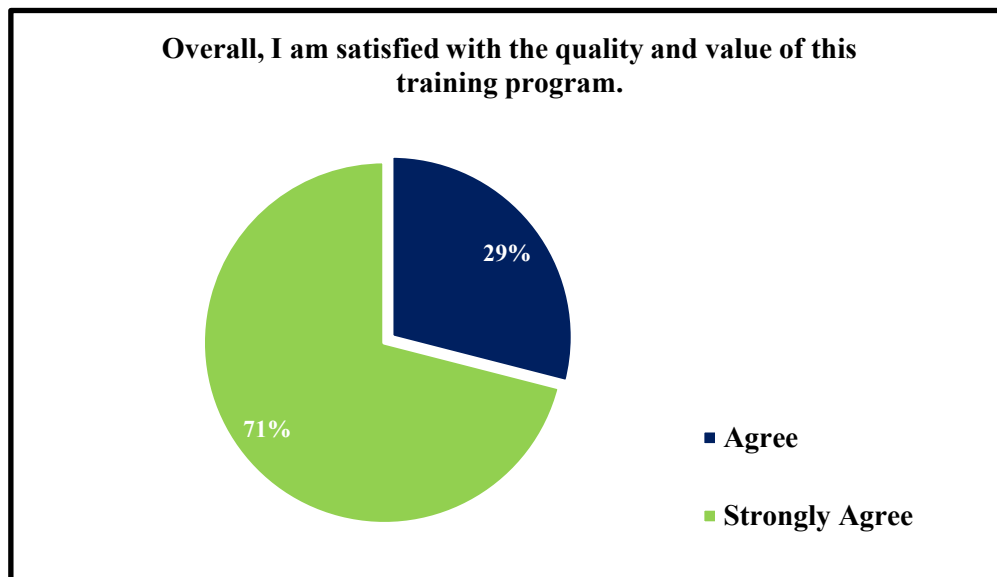


Figure 6.5: *Participants' overall satisfaction about the training*

Figures 6.4 and 6.5 highlight the following:

- **Overall Satisfaction:** All 14 participants (100%) expressed satisfaction with the training, affirming its effectiveness in meeting learning and emotional healing goals.
- **Willingness to Recommend:** 100% indicated they would recommend the training to others. A strong majority (71%) strongly agreed, while 29% agreed—highlighting the program’s credibility and impact.

This overwhelming satisfaction reinforces the training’s success and relevance. The high recommendation rate suggests strong potential for program scale-up, replication, and increased community engagement in trauma relief efforts.

6.3 Qualitative Highlights of Participants’ Feedback

6.3.1 Most Impactful Aspects of the Training

Participants described various moments and tools that left a lasting impact. Their responses revealed that the training promoted personal healing, self-awareness, and a strong desire to help others.

- **Coping Skills and Emotional Tools:** *“The most impactful part of this training is the part that talked about coping skills. This aspect has actually impacted me so much and I’m using it.” “Negative thoughts change our self-esteem. Therefore, we should do away with negative thoughts—following the 3Cs: Catch your thought, Check your thought, and Change your thought.”*
- **Understanding Emotions and Empathy:** *“The most impactful part of this training for me was understanding your emotions and dealing with them.” “The most impactful thing I learned was how to demonstrate empathy.”*
- **Safe Space for Sharing:** *“The impactful part of the training is the aspect where each individual could share at will.” “The handout, discussion, and group interaction were very impactful.”*
- **Personal Transformation and Empowerment:** *“The training impacted my life so much. I was very traumatized before coming here, but now I am okay.” “The impactful part is being able to serve as a trauma relief trainer everywhere I find myself.”*

These responses affirm the power of the training to shift both internal mindsets and external behaviors—laying a foundation for healing and leadership.

6.3.2 Suggestions for Improvement

Participants offered constructive suggestions for improving future training. These focused on expanding reach, increasing depth, and involving key stakeholders. **Key suggestions include:**

- **Extend the Duration and Frequency:** *“I highly suggest you give more time—like three or six months.” “This should not be once a week, but three times a week.”*
- **Expand to Schools and Rural Areas:** *“This training should be done in high schools around the country, where we find the youthful population.” “This should go to other areas like Grand Bassa, Lofa, Bong.”*
- **Promote the Program Widely:** *“This trauma relief program should be promoted properly. There are a lot of people who really need this healing process.”*
- **Enhance Methods and Partnerships:** *“Include teaching live on FREE Liberia’s page and engage health and education stakeholders to partner.”
“Let participants do research work in groups and present their work through case studies.”*

These voices reflect participants’ belief in the program’s value—and their passion for seeing it grow.

7. Conclusion and Recommendations

7.1 Conclusion

The Six-Week **Liberia Trauma Relief Training of Trainers (TOT)** program demonstrated strong effectiveness and impact across all major evaluation indicators. Participants reported significant improvement in their understanding of trauma and resilience, enhanced emotional well-being, and practical application of trauma healing tools. There was also overwhelming readiness to serve as trauma relief trainers in their communities.

The training was praised for its empathetic facilitation, interactive structure, and cultural relevance. Personal testimonies highlighted deep emotional transformation, renewed confidence, and appreciation for the safe, engaging learning environment. Although one participant expressed hesitation to serve as a trainer, the overall feedback affirms that the program successfully empowered participants with the knowledge, skills, and motivation to contribute to trauma healing at the community level.

7.2 Recommendations

1. **Expand Training Reach:** Decentralize future trainings by implementing them in rural counties, schools, and health facilities across Liberia to reach underserved populations and increase impact.
2. **Extend Duration and Frequency:** Consider expanding the program timeframe or increasing the number of weekly sessions (e.g., twice or three times per week) to enhance learning depth, healing, and participant involvement.
3. **Strengthen Public Awareness and Visibility:** Broaden outreach through schools, churches, youth networks, and social media. Utilize platforms like the FREE Liberia Facebook page to stream live sessions, testimonies, or promotional content to engage wider audiences.
4. **Enhance Curriculum Delivery:** Integrate more foundational teachings on trauma and resilience, group research activities or case studies, and offer flexible training schedules (e.g., morning sessions) to accommodate varying participant needs.
5. **Support Ongoing Engagement and Peer Learning:** Establish a participant follow-up mechanism, such as an alumni network, to sustain mentorship, peer sharing, and community-based trauma healing initiatives.

8. Appreciation Note

With hearts uplifted and lives transformed, FREE Liberia extends its deepest gratitude to all those who made the Six-Week Trauma Relief Training of Trainers (TOT) a life-changing success.

To our esteemed partners at Surge International and AFLA Liberia, thank you for your unwavering commitment, financial support, and shared vision to bring healing and hope to our communities. Special appreciation goes to our lead facilitator Holly Love, and to Roy and Roberta Reed, whose dedication, empathy, and wisdom guided participants through a powerful journey of restoration.

We are especially grateful to Amb. George Festus Blamoh, Vice Chair of FREE Liberia's Board, for his relentless advocacy and leadership, and to Dr. Charles Gbollie, Founder and CEO, for his visionary guidance in nurturing a movement rooted in compassion, resilience, and community empowerment.

We also celebrate our FREE Liberia Winning Team—with special appreciation to Philip Y. Kollee, Programs and Personnel Manager, and Diamond D. Mawiah, Finance and Operations Coordinator—for your dedication, coordination, and excellence throughout the process.

To our 25 inspiring participants—thank you for your courage, vulnerability, and willingness to serve as agents of healing. This training is just the beginning of a greater movement for national restoration.

Together, we are building a stronger, more compassionate Liberia. Thank you—for believing, serving, and leading with heart.

Annex 9

9.1 List of Participants Per Cluster

#	Name	Gender (M/F)	Age Code	Phone # (WhatsApp)	Email	Address
CLUSTER -ONE						
1	Rachel H. Wakia	F	B	0776586103	hardingrachel2023@gmail.com	Banor lower Virginia Brewerville
2	Ollie White	F	D	0776919067	onwhite3@gmail.com	G-4 Road, Brewerville, Liberia
3	Prince B. kohnway	M	D	0775763853	prince6kohnway1984@gmail.com	Duala, Gbalasuah community
4	Musu Burphy	F	B	0886833583	burphymusu8@gmail.com	Hotel Africa lower Virginia
5	Moses D. Tweh Jr	M	D	0777945019	dtwehmoses@gmail.com	Samukai Town Road upper Cadwell Montserrado County
6	Musu M. Boakai	F	D	0888603419	musuboakai90@gmail.com	Upper Cadwell Louisiana
7	James P. Porkpah	M	D	0777026364	jamesporkpah214599117@gmail.com	Cadwell
8	Jose Elijah Johnson	M	D	0770177213	jejohnson277@gmail.com	Dixville Township Benson St. community
CLUSTER -TWO						
8	Charlesfael H. Johnson	M	C	0888599887	Charlesfael2019@gmail.com	
9	Malah J.T Poquee	F	C	0776893013	mpoquee2017@gmail.com	New Georgia Estate Road, Japan freeway, Gardnesville
10	Esther K. Goffa	F	C	0886209877	elcellen20182gmail.com	New Georgia Estate, Japan Freeway, Gardnesville
11	Audrey Meuds-Cde	F	D	0778172043	amm301@aol.com	
12	Jairus N. Jargba	M	D	0776450996	drjairusjairusjairites@gmail.com	Kebbah, Barnesville Road
13	Justin M. Browne	M	A	+231 77 904 5862	jnveronic@gmail.com	Barnesville Road
CLUSTER -THREE						

14	Oyemi Sagay	F	D	+2348141903444	oyemisagay12@gmail.com	Ashmun Street
15	Diamond D. Mawiah	F	C	0770446369	diamondmawiah@gmail.com	Old Road, Sinkor
16	Darius B. Barrolle	M	C	0770176556	dariusbarrolle15@gmail.com	Fiamah, Sinkor
17	Charles Gbollie	M	D	0775163301	Charleson20@yahoo.com	Old Road, Sinkor
CLUSTER -FOUR						
18	Lisa S. B. Tokpah	F	A	0777903008	lisasbtokpah@gmail.com	12 Houses Road Paynesville
19	Pauline M. Roberts	F	B	0776492800	robertspauline211@gmail.com	Duport Road
20	Philip Y. Kollee, I	M	D	+231 77 038 5525	philip.kollee@gmail.com	Omega, Paynesville
21	Lorpu W. Johnson	F	D	0886939878	lorpujohnson1986@gmail.com	Soul Clinic Community
22	Sammah O.B. Forkeyoh	F	D	0886463986	sammahobarrolle19682gmail.com	Weins Town Johnsonville
23	Margreta N. Nyemah	F	B	0777260056	margretanyemah@gmail.com	Johnsonville
24	Willie Gibson	M	D	077072633	gibsonwillie71@gmail.com	Johnsonville
25	Amos D. Gayflor	M	D	0777039053	amosgayflor@gmail.com	Boy's Town
26	Odessie Porte	F	B	0778703421	Odessieporte3@gmail.com	Johnsonville
Choose a letter that corresponds to your age		A	B	C	D	
		Ages 19-24	Ages 25-29	Ages 30-34	Ages 35 or above	

7.1 Pictorial

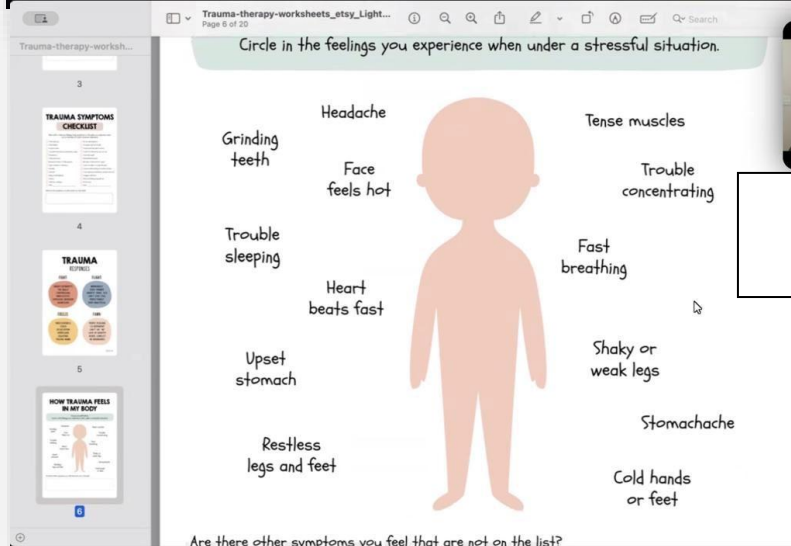


Participants with their certificates





Participants in session

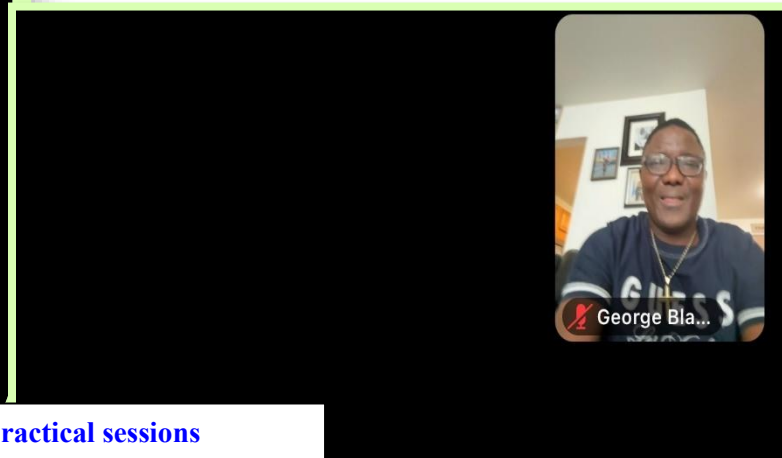


Holly Love
Lead facilitator



George Blamoh





Practical sessions



Holly Love, Lead facilitator



Roberta Reed, Co-facilitator



Roy Reed, Co-facilitator



Participants having a meal after the closing and certification

