Looking after the people who keep the peace.

The people who step in to stop fights carry a lot. They hear things they cannot repeat. They sit with grieving families. They are sometimes threatened. And because they look calm, nobody asks how they are.

If your community wants this work to last, look after them.

01 **Choose people carefully.** Being brave and well known is not enough. The work needs someone who stays calm, keeps their mouth shut, listens more than they talk, can deal with people they dislike, and will accept being told what not to do. Think about whether they drink heavily, whether they are close to one side of the dispute, whether they are involved in politics, and whether doing this will put them in danger. Someone who used to fight can be the most credible person there is — but that does not automatically make them the right choice, and they should be trained and supported like anyone else.

02 **Never send anyone into danger.** No one should be asked to walk between armed men. No one should work alone without others knowing where they are. Courage is not the same as recklessness, and a community that treats reckless exposure as bravery will lose good people.

03 **Work in pairs.** Everyone should have a backup and someone to call when a situation is beyond them.

04 **Check on them afterwards.** After anything serious, ask what they saw, what they need, and whether it is still safe for them to keep working with those people. Give them rest. Rotate them. Nobody should carry the same family's grief for a year without a break.

05 **Be clear about what they do not do.** An Interrupter is not a police investigator. If people think someone is quietly collecting evidence on them, they will stop talking to that person and the work ends. A mediator is not a judge, and should never promise that a serious crime will be kept quiet. Explain the difference openly and send things to the right place.

06 **Make it possible to complain.** There should be more than one way for someone to raise a problem — bias, gossip, misuse of information, someone pushing a political interest, someone behaving unsafely. Nobody should be punished for raising it. Money, phone credit, transport and allowances should be open and visible, because rumours about money destroy trust faster than anything else.