

August 19, 2021

Dear Charles Aleu Gabriel Dau

You might have already listened to my third message today Thursday August 19, 2021 at 08:59. The referenced message will be my last trial to reach out to you on phone after I learned about Twic community general election in Canada early July 2021. The initiate message was left on your phone on July 11, 2021 at 19:42, and the second message on July 22, 2021 at 15:41.

Three trials without response are enough to make an adult aware that another adult is not interested to respond to or talk with you through the medium of choice, or not ever. I am writing this letter to formulate a different means to reach out to you. Maybe it will hopefully work.

I must first acknowledge this unresponsive strategy is unusual behaviour from you since I came to know you after the general election conducted on May 20, 2017, after which you immediately released the statement expressing concerns about the election of president Deng Atem-Tiordit Deng. Twic members, like myself, did not worry about your initiate skepticism and criticism of the elected president because we had no prior information about your personal relationship with the president. We also respected the view of the majority of Twic community members who had voted for their leaders from the president to the treasure, irrespective of our own personal views about the leaders who won or lost in any leadership position. For these reasons, we nominated you into the Board of Directors on July 1, 2017 in hope that you would bring to Twic leadership a blended model of cooperation between the Executive and the Board in accordance with the bylaws of the community and other advisory, ethic and moral safeguards. To your credit, we were delighted with our decision to nominate you to the Board to work with Deng Tiordit and other Twic leaders in Canada because from July 21, 2017 to October 8, 2017, you were exceptionally quicker to respond to and engage with Twic members on community issues.

July 21, 2017 is a significant moment for me because it is the anniversary of my first call for the immediate intervention of the Board of Directors to look into the Executive conflict brought to our attention by General Secretary Bul Manyok. I have inserted herein three examples to validate this initial correspondence and the phone calls you have ignored are a continuation of the work I have been doing as a concerned member of the community calling for proper channel to handle the conflict since Bul Manyok broke the news of conflict in the Executive on July 21, 2017.

I was one of the first few community members who called for both the clam in handling the conflict in the Executive and the involvement of the Board after I learned about the conflict in the Executive in hope that proper channels of communication would be followed. You were privy to a lot of such conversations both online and on the phone. That was when you and I shared contacts. You were quick to respond and engage with. What has changed afterwards? Did you achieve your personal goal after forming a breakaway group different from the community leadership we all elected and the General Assembly members like myself are no longer relevant to the cause of building your personal dream of leadership so you have forgotten the community that we should all love and work for its prosperity? This should not be the case. The community still needs you and me for its wellbeing, irrespective of your and my personal interest and goals.

Figure 1: General Secretary Bul Manyok broke the news of potential Conflict in Twic Executive on July 21, 2017. Athian encouraged Bul on the same day to follow proper channel of communication – to first bring the issue to the attention of the Board of Directors to avoid escalation.

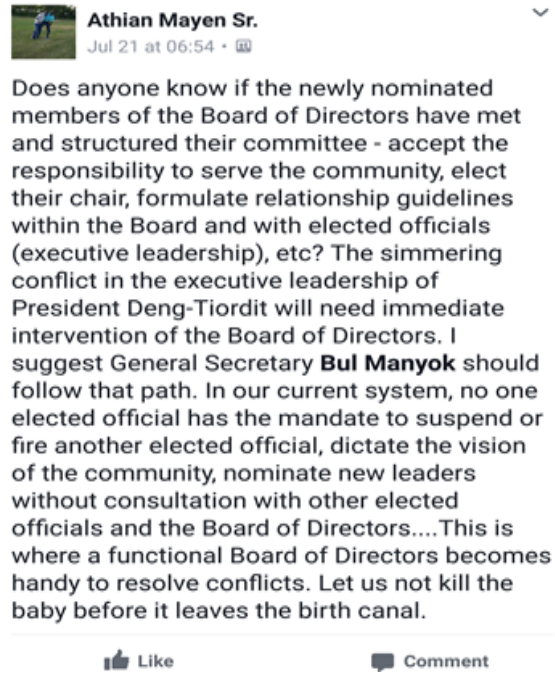
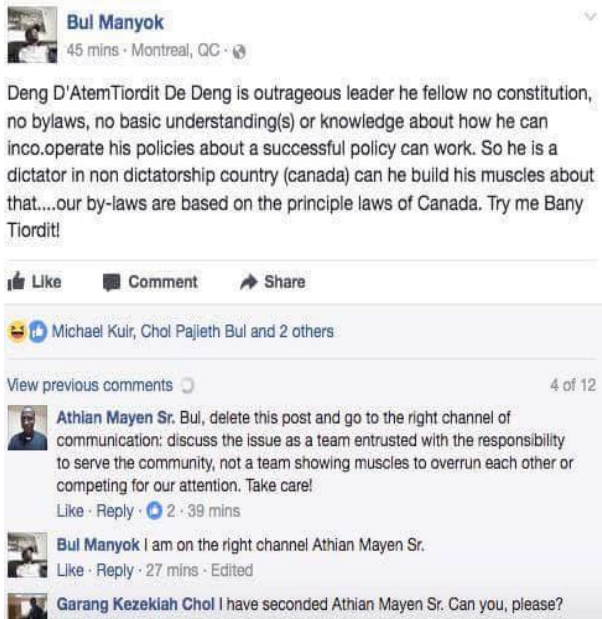


Figure 2: Athian calls for intervention of the Board of on July 21, 2021 before the Board structured their leadership. The Board was nominated on July 1, 2021 during the swearing in of the Executive under Deng Tiordit, President.

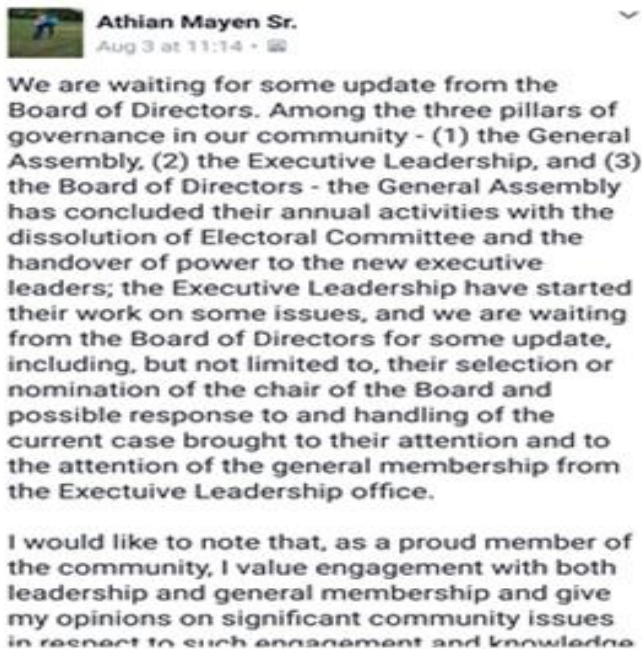


Figure 3: Athian requests for updates about the intervention of the Board of Directors in the Executive Conflict on August 3, 2017. Charles Aleu responds to the first post dated July 21, 2017, assuring the members that the Board would consider the call for intervention as Athian and other community members suggested to resolve the conflict.

I intentionally posed the above question on the achievement of your personal dream to assess the general situation and your particular reluctance to engage in the community conversations. If you have a strong case that you can make that is separate from the General Assembly meeting on October 8, 2017 then interacting with community members should give you the opportunity. Like July 21, 2021, October 8, 2017 is also significant to me because it was the turning moment when I disagreed with the Board of Directors, which I had worked very hard advocating for their immediate intervention in the Executive, for betraying the General Assembly by refusing to implement the resolution of the General Assembly for the Investigation Committee. From engaging with other concerned community members and elders, I understand such disagreement with you and the Board of Directors about October 8, 2017 General Assembly resolution has been lately influencing your decision and you have been avoiding most people who ask the question, “How did you get the community leadership you currently hold?” This is an important question that you should answer with honesty and courage, not by avoiding people who ask of it.

Despite the background on the circumstances that I believe have caused the unresponsiveness from you, I am not writing about the implications of this behaviour for you and the community. I am writing about the forward for the community. The community has to move on and forward, irrespective of the differences among the members and leaders. My views about the violation of community trust withstanding, I have not stopped engaging with Deng Tiordit and other community leaders and members. This is the reason I have given you two instances of agreement and disagreement with both of you. Do you talk with Deng Tiordit for the interest of Twic?

Since I know you do not talk with Deng Tiordit, and the community suffers without a leader who can take the challenge to bring peace and reconciliation because the leaders have been the main obstacle to this process, I offer you a rare opportunity to clarify to Twic members your position on community reconciliation, peace and unity before heading to the general election in 2022.

- a) Do you think it is a good idea to go to the upcoming general election as one group comprising of loving Twic members, without your faction and Deng Tiordit’s?
- b) What are your leadership modalities for leading the community into peace and unity?
- c) Are your expectations different from those of Deng Tiordit who has acknowledged the end of the leadership term and called for a general election without conditions?

You may ask, “Why bother. Let every Twic member support the group in which he or she feels respected?” This is a wrong question because membership or association in the community is neither about personal gratification nor having some few members who adore you as a leader or a fellow supporter of the leader who serves common personal interest.

I am not giving up in my quest for peace and unity, for the interest, development and prosperity of this beloved community, and protecting Twic community integrity from some individuals who have hidden agenda to destabilize the community. I feel I am a midwife for this community from the perspective of being a member and from the honour that I was given to bless and swear in the leadership on July 31, 2017. These reasons and the following factors contribute to this writing.

End of Leadership Term

Community President Deng Tiordit has called on the Twic community General Assembly in Canada to conduct general election and elect a new leader for the community because his elected term has expired. Tiordit is not running for the second term. Your interim term has also ended. What is your vision to bring the community together, to the state prior to the conflict?

Twic community members have been reluctant to attend the meetings or take significant roles in committees, such as the Constitutional Review Committee, because they want the community to be united before conducting the general election. Do you agree with Twic members? What are your alternative ideas and obstacles against the call for general election? If Deng Tiordit were the main obstacle against community unity, then we are waiting for your active participation in bringing the community together before the general election. You can even vie for the presidency position and acquire some leadership legitimacy if you aspire to continue to lead the community.

Extension of Executive Term

The General Assembly met on August 1, 2021, approved the call for the general election, and recommended an extension of Deng Tiordit's leadership term for a year. The extension will give the community leaders and members the opportunity to reach out to each other, forgive each other, and work for community peace and reconciliation. This letter and the phone calls to you referenced above are in respect of this great opportunity. I hope you will respond with your modalities if you disagree with the extension and my recommendations in the conclusion.

Community Unity

About four different General Assembly meetings have been postponed because Twic community members in Canada have not been attending the meetings, and the few members who have been attending the meetings have expressed concerns about community disunity. On his part, Deng Tiordit has acknowledged the end of his leadership tenure, announced the general election, clarified that he is not vying for an election after he has completed his election term, and declared the general election is open with all Twic members. If Tiordit were your main obstacle in joining your community for the last three and a half years, then you should now get the opportunity to no longer compromise the unity of the community fighting someone who has given the community members the opportunity to choose their own leader without conditions. What is preventing you from join the election conversations?

Recommendations and Conclusion

- a) We should acknowledge the reality and impacts of disunity in our beloved community. Majority of the people do not want to come out of their houses because of fear and intimidation from their leaders. How do we get this majority to come out of their houses and support their community into the general election?
- b) We are gathering witness testimonies from community members to prove your group and Deng Tiordit's group have been engaged in the conversations and that you have refused to join the conversations for peace and unity.

- c) The above witness testimonies involve education of members about the conflict, reaching out to you by concerned Twic members in Canada who have talked with you and other members of your group, and publicizing the reports from other peace groups, such as that of Uncle Ayii Kuol and USA Twic leader Lual Bul Manyok and Australia Twic leader Deng Chol Riak, who were tasked to handle this leadership conflict.
- d) After the data collection process is successfully completed, concerned Twic members will recommend the formation of the Electoral Committee so that the general election should proceed without your group. Twic community has to move forward and prosper in the absence of the leaders who put their personal interest ahead of the community interest. Twic community members in Canada and around the world will know you hold them in contempt due to your unwillingness for peace.
- e) When the Electoral Committee successfully completes process for the general election in May 2022 or July 2022, both the fund that former Twic president Mr. Juach Khor Juach left in the community account, the amount reported to the leadership of Deng Tiordit on July 31, 2017, and the fund that president Deng Tiordit has generated throughout his tenure will be reported in totality to the newly elected Twic Executive team. I am hinting at the accountability process for community fund because once you choose not to participate in conversations for peace and unity, and in the general election, you should be aware that the continuity of Twic community leadership in Canada is recognizable from Aruai Bol through Juach Khor and Deng Tiordit to the new president who will take responsibility of the community by May 2022 or July 2022.
- f) Violation of the recommendations from the Electoral Committee in consultation with the new leadership formed after the general election in May 2022 or July 2022 will be subjected to legal procedures and measures according to the Canadian laws governing the incorporated and charitable organizations. For example, the report of the Electoral Committee will clearly name the elected community leaders and submit these names to the Canada Revenue Agency or to the Registries in Alberta to authorize the change of names for the new the community leadership. The report from the Electoral Committee is authoritative, and can be presented in a court of law as evidence of community bylaws, leadership and governance. The leaders who may violate the will of the people, break away from the community association, and take away community property should understand they are in violation of the laws governing the incorporated and charitable organizations and can be subjected to the law. We hope to mitigate all risks by working together for a smooth transition to the new leadership for Twic community.

Thanks for your consideration in participating in the conversations for the general election and presenting your perspectives on community peace, unity and reconciliation, should you happen to disagree with my recommendations and the views of other concerned Twic members who have realized the responsibility for engaging their leaders in the conversation for peace. Twic community needs the leaders who strive to put Twic community interest ahead of their own.

I introduced this letter with the history of my prior involvement in the call for the Board of Directors and the events of July 21, 2021 and October 8, 2017 to give a hint that I am not writing from the neutral point of view. While some questions herein the letter may be uncomfortable, I have learned from my career to speak the truth to power. I cannot smoothen any faction for sympathies. I cannot condone any attempt to use the community as tool to achieve one's means. Consequently, I first disagreed with Deng Tiordit on the previous suspension of Bul Manyok because I think there was a better way to handle the conflict in the Executive than what Deng Tiordit had done. That was the basis of my request for the involvement of the Board, despite the fact there are no concrete guidelines on the role of the Board in resolving conflict in the Executive. I then disagreed with you and the Board about the formation of the breakaway group that you are leading because I believe such breakaway formation is a violation of the General Assembly meeting on October 8, 2017. When I realized the importance of peace, unity and reconciliation in the community, I personally supported and played a significant role in the formation of the Peace Team in February 2018. The Peace Team that was later led by Uncle Ayii Kuol was formed by persuading different Twic members to work together for a common community interest. When I realized the presence of Mr. Aruai Bol in the Electoral Committee might compromise the integrity of the Electoral Committee and plant the seed of doubt in the election results, I called for the resignation of Aruai before the election in May 2017.

These steps actions have done with community interest in mind, and this letter is no exception. Will you now accuse me of being bias against you because I do not support your leadership dream and interest about the formation of the breakaway group that you currently lead, or will you applaud my call for your involvement in the conversation for community unity and peace before the general election in May 2022 or July 2021 because it is a continuation of the previous call for Board intervention and proper channel of communication which supported your views?

I believe we can disagree on issues and continue to work for community interest. That is what you can get from the examples of my previous contribution in hope of community wellbeing.

Athian Mayen, Sr.

A concerned community member.