

the TRANSFORMER

trans-form \tran(t)s-'fôrm\ *vb* [ME, fr. L *transformare*, fr. *trans-* + *formare* to form, fr. *forma* form] *vt* (14c) **1 a**: to change in composition or structure **b**: to change the outward form or appearance of **c**: to change in character or condition: CONVERT **2**: to subject to mathematical transformation **3**: to cause (a cell) to undergo genetic transformation **vi**: to become transformed; CHANGE — **trans-form-able** \-'fôr-mə-bəl\ *adj* — **trans-for-ma-tive** \-'fôr-mə-tiv\ *adj*
syn TRANSFORM, METAMORPHOSE, TRANSMUTE, CONVERT, TRANSMOGRIFY. TRANSFIGURE mean to change a thing into a different thing. TRANSFORM implies a major change in form, nature, or function (<transformed a small company into a corporate giant>). METAMORPHOSE suggests an abrupt or startling change induced by or as if by magic or a supernatural power (<backward girls metamorphosed into graceful ballerinas>). TRANSMUTE implies transforming into a higher element of a thing (<attempted to transmute lead into gold>). CONVERT implies substituting something for a new or different use or function (<converted a garage into a bedroom>). TRANSMOGRIFY suggests a change in form or character (<transmogrified the story of which he was the hero>). TRANSFIGURE implies a change in appearance (<transfigured her face>).

trans-form-er \tran(t)s-'fôrm-ər\ *n* (1596) **1 a**: an agent or element that obtains its form or character by transformation **2**: a device that obtains its structure (as a transformer) by means of a transformation (<the duckling that was transformed by the farmer into a duckling>). **3**: a transformer of "the duckling" into a duckling.

trans-form-ation \tran(t)s-'fôrm-ə-tion\ *n* (1894) **1 a**: an act, process, or instance of transforming **2**: false hair worn on the head by a woman to give the appearance of natural hair **3 a** (1) : the operation of changing the form or mapping one configuration or expression into another in accordance with a mathematical rule; *esp* : a change of variables or coordinates in which a function of new variables or coordinates is substituted for each original variable or coordinate (2) : a formula that defines a transformation **4** : a FUNCTION **5a** **e** : an operation that converts a string (as by insertion, deletion, or permutation) one mathematical string (as a sentence) into another; *also* : a formal statement of such an operation **4 a** : genetic modification of a bacterium by incorporation of free DNA from another (capture, bacterial cell) — *compare* TRANSDUCTION **b** : genetic modification of a cell by the uptake and incorporation of exogenous DNA

trans-for-ma-tion-al \-'shnəl, -shə-n'əl\ *adj* (1894) : of, relating to, characterized by, or concerned with transformation and esp. linguistic transformation — **trans-for-ma-tion-al-ly** *adv*

transformational grammar *n* (1961) : a grammar that generates the deep structures of a language and converts these to the surface structures by means of transformations

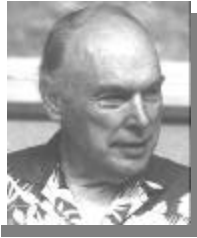
trans-for-ma-tion-al-ist \tran(t)s-'fôr-'ma-shnə-'list, -shə-n'əl-'ist\ *n* (1964) : an exponent of transformational grammar

trans-form-er \tran(t)s-'fôr-mər\ *n* (1596) : one that transforms; *specif* : a device employing the principle of mutual induction to convert variations of current in a primary circuit into variations of voltage and current in a secondary circuit

AVP Speaks to Everyone: a Personal Observation

by Steven L. Angell (*Smiling Steve*)
Kennett Square, Pennsylvania, USA

In taking AVP to the various corners of this planet, I have come to the realization that AVP speaks to the yearnings of many people in many different cultures. I cannot say all cultures because there has not been the opportunity to test this out. However, my expectation is that it does indeed speak to some things that most people are looking for. What then are these things, and how are they manifest through AVP?



? *Belief in self*

Deep down, it seems to me that the people I have encountered in my travels sharing AVP have responded enthusiastically to affirmation of self and being encouraged to believe in their innate capacities to work out problems and honor the good in themselves. This is what AVP does—by putting them in touch with the Transforming Power within. Whether they call it this or something else does not matter. Another way of expressing it would be to call it creative power, because *creation* is transforming and we are all products of creation. Nevertheless, to be reassured that we have this positive force within us is very empowering. In so many cultures the emphasis seems to be placed on looking at the negative aspects of self (this includes our own) rather than the positive.

? *Not being judged*

It seems to me that in most societies the tendency is to feel that one is constantly being judged by others. In AVP, we create a community in which people can feel safe in opening themselves up because we are not there to judge one another—rather to help each other see through

our own experience and the experience of others, other ways (and perhaps better ways) of confronting life's problems. No one is required to see anything in a certain way, and if they choose not to see some things the way they are revealed through the workshop, so be it. They have had the experience and can draw on it as it speaks to them.

? *Love is the power*

In AVP, we don't talk about love—we try to live it. The fact that facilitation of workshops is done by volunteers is not lost to participants. They realize that the facilitators are there out of caring and not primarily for other motivations. This not only reinforces the participants' sense of self value but also opens the mind to what it is that the facilitators have come to share. I always like to tell a group that I am there to share a gift that was given to me, in hopes that they will find something in it that will be helpful to them. My definition of love is that you give something of yourself to someone else—out of concern for their health and well-being—and without expecting anything in return. In actuality, many times I feel that I get much more in return than I had given. I have heard other facilitators speak likewise.

? *Trust is essential*

People go through horrendous experiences in life where trust is broken. This is particularly apt to happen in childhood. AVP workshops expose people to situations promoting trust almost without them realizing it. Some have been so hurt that even by the end of the workshop—despite the fact that they have been experiencing trust exercises throughout the workshop—they are still unable to participate in exercises requiring a good deal of trust. However, the seeds have been planted and as they experience more such relationships they grow in knowing that true joy in life comes with being able to trust.

? *We are all very much alike*

One of the most disabling feelings is the feeling that one is all alone. We find in the process of do-

ing workshops how much we are all similar. This is particularly true as we work across cultural lines. Again this is a very empowering experience, freeing people to confront their self doubts more realistically and to develop the courage to make needed changes. No longer can they hold on to the excuse that they are so different they cannot expect to succeed in making changes. They are then more able to take risks. Personal growth involves continually taking risks.

? It's OK for others to be different

The other side of the coin is accepting other people's differences. In AVP, as we get to know one another and see that we have many things in common, we are better able to accept differences such as skin color, religious beliefs, personal values, nationality, hair styles, etc. These are things which often are a basis for conflict. In AVP we see Afro-American, Caucasians, Hispanics, Asians, Muslims, Christians, and Jews coming together as in a family in the course of just several days. We learn there is no need to argue around these differences. It is OK for someone to see things differently from ourselves and we don't have to convince them to our point of view. In fact, it can be quite enlightening to learn how they came to their beliefs.

National Gathering: 2003

by Charles Oropallo (Cheery Charles)
AVP/USA Conference Committee Chair
Peterborough, New Hampshire, USA

In Virginia last May we announced that the 2003 AVP/USA National Gathering would be happening in Minnesota.

This is just a very brief note letting you know that all is going according to plan for a wonderful conference at beautiful Mt. Olivet.

Details and sign-up forms will be released in the winter Transformer and available via Internet.

Info and photos will be at <http://www.avpne.org/conf2003> on an ongoing basis.

Mark May 23-26, 2003 on your calendar now!

Gardening Tips

Submitted by
Dorothea Joos (Differently Dottie)
Occidental, California, USA



Dottie indicated this came from the office of Friends Outside in Sonoma County, California:

An old man who lived alone in Minnesota wanted to spade his potato garden, but it was very hard work. His only son, who would have helped him, was in prison. The old man wrote a letter to his son and mentioned his predicament.

Shortly, he received this reply, "For HEAVEN'S SAKE, Dad, don't dig up that garden! That's where I buried the GUNS!"

At 4 a.m. the next morning, a dozen police showed up and dug up the entire garden, without finding any guns.

Confused, the old man wrote another note to his son telling him what happened, and asking him what to do next.

His son's reply was: "Now you can plant your potatoes, Dad. It's the best I could do at this time."

Browsing AVP Websites

by Susan Oropallo (Sunny Susan)
Peterborough, New Hampshire, USA

One of the quickest ways to see what's happening with AVP is to browse various AVP websites. I suggest starting with AVP/USA—it has links to most others.

Be sure to type the links exactly as they appear below. The colon (":"), forward slash ("/"), dash ("-"), underline ("_"), and tilde ("~") characters are critical. After the first single forward slash character ("/"), web addresses are case sensitive. Add them to your favorites if you plan on visiting them regularly:

AVP/USA: <http://www.avpusa.org>

California (Northern): <http://www.webcom.com/~peace/PEACTREE/avp/homepage.html>

California (Los Angeles): <http://www.avp-la.org>

Canada: <http://www.avpcanada.org>

England (London): <http://www.avplondon.org.uk>

Germany: <http://www.pag.de>

Maine: <http://www.avp-me.org>

New Hampshire: <http://www.avpnh.org>

New Zealand: <http://avpa.cjb.net>

Minnesota: <http://www.frvw.org/avpnf.html>

Vermont: http://members.tripod.com/~AVP_VT

Washington: <http://www.scn.org/edu/bpp>

How I Went To Prison

by Nancy Shippen (*Natural Nancy*)
Acton, Massachusetts, USA

For seventeen years I have felt a growing call into community behind prison walls. At first it just occurred to me that the wall of MCI-Concord enclosed my neighbors. In this town of wealthy, successful professionals are 1500 men society had deemed unfit to live freely among us. Passing the wall several times a week, I wondered if there wasn't something in my years of special education work and spiritual seeking that I might offer. Nine years ago, I began to train to facilitate the Alternatives to Violence Project weekend workshops. These workshops take three days to meld twenty inmates and up to four outside participants into a cooperative group, learning and using skills in cooperation, communication, increased self esteem, community building. By the end of my first weekend as a participant, it had ceased to be me and 'them' and become 'us'. Almost every participant remarked that they had never experienced such a positive group experience and that they would not have thought it possible of themselves or in a prison. This sense of community has pervaded all other aspects of my prison work. The AVP model has shaped numerous parts of my life including my teaching, the facilitation of meetings (both Quaker and others), a spiritual practices group at MCI-Concord and our family dynamics.

As I continued my training through the Advanced workshop and the Training for Trainers workshop, I began to see the potential impact on the prison as well as on the individual lives involved. I began to wonder what a nonviolent community inside a prison would look like. Because the Concord Prison is the classification center for the state it has a very high turnover rate. Therefore, I began to run workshops at the Shirley Medium Security Prison. Here I would meet some of the same men at different workshop levels and again when they had been trained as

facilitators. In this way, I have come to know some men over several years. I have seen their positive engagement carry over into their activities in their faith groups, families, work, learning and other programs. Many have become active leaders in other groups. In fact, at this time there are more trained inmate facilitators than we are able to use in the current AVP program. We have several ideas of other ways these skilled men could continue to develop and use their leadership abilities but not enough outside facilitators to provide sufficient programs.

During this time, I have met many Department of Corrections (DOC) workers and learned some about how the system works. I have come to realize that the DOC is in a high profile position, caught between two very vocal scrutinizing groups. There is a well organized group of citizens who feel that people who have been convicted of crimes deserve nothing but to be removed from society and held until the end of their sentences. Then there are the liberals like myself who believe that although these inmates have made very poor choices, they have also missed out on important opportunities. It is a benefit to all if they use their time in prison to grow personally, intellectually, socially and spiritually.

Restorative justice seeks to mend the tear in the social fabric. I believe strongly that there will always be an enormous need for outside groups to participate in the piece of restorative justice that can happen in prison. Volunteers have a profound impact on inmates. Their gratitude is immediately evident in comments such as, "Thank you for not throwing away the key." As their investment in growth deepens, and they try on the role of facilitator, they express enormous personal satisfaction and seem to be transformed from inmates into citizens working for the community. Coming into partnership with outside volunteers has a totally different flavor from working through Department of Corrections programs which are often eyed with suspicion by other inmates. Volunteering in prison also has an impact on the staff and admini-

stration of the prison. As difficult as it is at times to work through the system, I recognize that its employees have a very difficult job, little appreciated by the general population. There are some wonderful people working in a system who often receive hostility from both below and above in the hierarchy. Many I have met feel enormously affirmed to know that there are people who choose to come in and support their efforts.

Finally, volunteers are in a position to witness to conditions and needs inside the wall. Although it is not possible to scream our observations to the press, we can be an invaluable voice on behalf of the men to the outside world. I once described playing jailbreak in a workshop and laughing so hard someone fell off their chair. A woman on the edge of the group dropped her jaw in an awesome look of disbelief.

When I asked what she was thinking she replied, "It never occurred to me that you could laugh in prison." She wasn't against the idea, it just went against every image she had accumulated. I hope to impress on everyone I can, inside and outside, that life does not stop when the doors close.

Shortly after I began to facilitate workshops at Shirley I read an article about an inmate who pleaded not to be housed in the population, fearing that he would commit suicide. He had been hospitalized for a time and then deemed ready. He killed himself within a few days. If he had only met Joe or Jim or Hector... If he only saw what I was coming to know... Then as now there was a nine month waiting list for AVP workshops.

My involvement in AVP has led to other efforts. I am only able to facilitate four to five AVP weekends each year due to family obligations. Several years ago, I was asked to represent Fresh Pond Meeting on the Steering Committee of Concord Prison Outreach (CPO) which develops, organizes and oversees a variety of programs in Concord and nearby prisons. Shortly after CPO became a recognized charitable organization, I

became a member of its board of directors. We have sought to strengthen and enlarge the organization to provide more programs in more facilities and to become a vehicle for presenting prison and justice issues in the community. In 2001, I took a grant writing course and we have begun to obtain small grants for our programs. It is my hope, that eventually CPO or a similar organization will be able to hire me so that I can replace my hours of teaching with more prison organizing work. I will always continue to be a volunteer as there is a unique opportunity to become a fellow traveler which disappears to some extent as a paid employee.

Two years ago, I began a weekly book discussion group based on the books of Bo Lozoff, director of the Human Kindness Foundation in Durham, NC. The free books from this organization offer a rationale and process for developing a spiritual practice based on wisdom from most of the world's belief systems. Using images and stories from many sources, these books are practical guides to simple living, service to the greater good and the development of a regular spiritual practice.

The Fresh Pond Meeting of the Religious Society of Friends (Quakers) is my faith community outside the wall. They have supplied a support committee and a letter of Ecclesiastical Support, which is an asset in working with the DOC. These friends are currently helping me explore next steps in the development of this work, including the possibility of becoming a released Friend.

A released Friend is a person with a calling that the community recognizes and supports in many ways; through clearness committees, participation, everyday support to free up time and sometimes, financially. At this time, I hope to find a way to exchange my 3/4 time teaching position for a similar commitment to prison work. This would allow me to develop programs, recruit volunteers, train and oversee volunteers, apply for grants and otherwise fund raise. I would like to

take a year's leave of absence from teaching and see if I could develop enough resources to continue after that year. Although I feel a strong calling to live simply, the mortgage for our small house, the college education of my two children and resources for retirement loom as responsibilities I cannot ignore.

ties I cannot ignore.

What began as a profound call to recognize my neighbor has developed into a central focus of my life. My work in AVP has provided lessons and relationships which have fostered much of this growth.

Thanking AVP

by Nicholas Heinemann
(Neutral Nick)

Concord, New Hampshire, USA

*Editor's note: Nick
wrote this as a
thank you speech
for a volunteer
appreciation dinner*

I want to take this opportunity to give a brief statement of my past history and to thank the people in the audience for all they've done.

I was first incarcerated at the age of 15, and I was only 17 years old when I came to the state prison. I am serving time—27 to life.

I was so scared when I first arrived because this was my first time in prison. My anger increased so much and I didn't know how to deal with it, but when I left SHU (Special Housing Unit), I went to the H-Building where I met someone I knew. We talked about things from the past. I told him I was so angry and I wanted to deal with my anger because it was building up so much—that I would stuff it all the time.

I first heard about the AVP (Alternatives to Violence Project) through a friend at school who had been through it himself. I signed up for it back in 1993. I went, but I left before the weekend was done because at that time I did not want any help.

Many years would pass by and I was still having trouble with my anger. It was my responsibility to do something about it so I took a stand—it was a big step for me. I got involved in AVP again on March 26, 2000. When I first went in, it was hard. I felt out of place but at that time I expressed how I was really feeling. I had so much respect for myself—I got real serious.

I ended up completing all three AVP workshops, the Basic, Advanced and then Training for

Facilitators—which was what I wanted to do in the first place. This is when I got to work with other inmates who were also dealing with the same anger I had. I learned skills from them about how they also dealt with their anger issues.

My life got better by going through AVP. I became a facilitator and now I can help others learn about AVP principles and share how it changed the way I was thinking about anger and violence.

I want to take this opportunity to thank all of the AVP volunteers for their helping me in my life, and for helping me to better deal with my anger, and for helping me to improve my communication skills.

I now have goals for the short term as well as the long term. I also appreciate and have come to accept what I learned in AVP. My long term goal is to go back into the community. I feel it's my destiny to be a role model for people—such as troubled juveniles in the system and other places where I feel I would be needed. I would like to explain and express to them my personal experiences in my life and tell them about the Alternatives to Violence Project. The message is that prison is not the place to be in—because I know—I have been there myself.

At this time I want to also thank the administration. I am grateful that they allow the AVP program and other programs in the prison system.

Once again, I would like to thank the AVP volunteers—and, plus, I want to thank you for coming here today—and I hold you all deeply in my heart—and the services you all have provided me have been very helpful to me, so thank you.

Toby's Health Travails: a Retrospective of 2001

by Winston 'Toby' Riley III (*Terrific Toby*)
Mount Holly, New Jersey, USA

While the year 2001 will stand out in the memory of everyone for the tragedy that occurred on September 11th, I feel lucky to even have been around to witness the event. For on January 18, 2001, I entered the Medical Center of the University of Pennsylvania for a routine prostate removal. I did not return home until 5 months later. This is a report of that saga.



As I have no recollection of the initial three weeks or so because the drugs administered to me obliterated all memory, the following account is pieced together from comments by doctors, nurses and family members. During the surgery, performed by the Chair of the Urology Department, my blood pressure precipitously dropped and I quickly suffered circulatory failure. They tried CPR without success and were preparing for a surgical bypass when, after several minutes and totally on its own, my heart began to beat again. The surgery continued successfully, and I became 'cured' of cancer.

For the next several weeks, they kept me in their 'most critical' ICU, completely sedated to the degree that although my older sister from Santa Fe (and later my three kids and my ex-wife) came to my ICU room every day for two weeks, I still have no recollection of seeing her. During that period, I experienced acute kidney failure, acute respiratory distress syndrome (ARDS, which has a greater than 50% mortality rate—even higher for diabetics), jaundice from an inflamed gall bladder, and several other ailments. During that

time, I was on a respirator, frequently required 100% oxygen, and had a tracheotomy making it impossible for me to speak. It was traumatic.

For the next five weeks, the doctors struggled to keep me alive. "During those five weeks, Mr. Riley was the sickest patient in the entire hospital," I was later told. My entire family and local friends rallied: organizing, sharing the visitations, and collectively approving the doctors' recommendation to open my chest and insert a stomach tube for feeding and another for gall bladder drainage. The nurses remarked, "He has a strong constitution and will to live." At the end of five weeks, my condition improved to the point where they placed me in the 'less critical' Urology ICU. A great day!

After another month in that ICU, the medical director at my Medford Leas CCRC won approval for me to recuperate there, and with the good care I received there from the staff, I slowly became stronger. Throughout several more months of being bedridden and with 4 tubes in me, my condition continued to steadily improve. And with extensive physical therapy, I re-learned how to stand, to walk and even to swallow—skills that had been totally lost. My extended family played a major supportive role throughout. After being away five months to the day, I returned home to Mount Holly to further convalesce.

During the rest of 2001, I achieved small victories: first, to just get into a car; later, to drive my motor scooter with a strong chest brace; and finally, at year's end, to run and to climb stairs rapidly. As treasurer of several Quaker organizations, my incapacitation caused each of them to scramble early for access to their funds. Slowly, I completed other projects, and I'm just now starting to get my place and my life back in shape, especially resuming my AVP duties at FCI Fort Dix and with AVP-NJ and AVP-USA. Amazingly, after all that turmoil, I'm pretty much the same as I always was, "knowing everything I did before, and nothing that I didn't."

Seventh International AVP Conference

by Charles Oropallo (Cheery Charles)
Peterborough, New Hampshire, USA

The Seventh AVP International Conference took place September 1-4, 2002 in Isolo, Lagos, Nigeria. Roughly fifty dedicated AVPers took part in the conference—held on the Guest House grounds at the University of Lagos—which included a tour of the National Museum in Lagos and of historic places in Badagry.

The photo at the right was taken on Monday, September 2nd. The United States was represented by nine AVP facilitators.

We had the good fortune of nice weather during the conference. Several also had the opportunity to share facilitation experiences with their Nigerian counterparts in workshops at other locales in the country.

Some detailed stories concerning AVPer's trips to Nigeria have been made available at <http://www.RealNigeria.org> for your perusal. So far Kaki Sjogren's, Susan Oropallo's, and mine are available there (hopefully more soon). I expect to be adding more photos to the site as time permits.

Special thanks goes out to Iyke Chiemeka, AVP Nigeria's National Coordinator, and all of the AVP Nigeria facilitators whose hard work made the conference a success!

An AVP Nigeria Update

by Eddy Francis (Eminent Eddy)
Onipanu, Palmgrove, Lagos, Nigeria

AVP Nigeria has done about 45 workshops so far. In year 2000, we did 5 Basics, 2 Advanced, and 1 T4T. In year 2001, we did 15 Basics, 6 Advanced, and 2 T4Ts. In year 2002, we expect to do 24 Basics, 6 Advanced, and 3 T4Ts.

AVP Nigeria consists of 3 zones. I coordinate the Southwest zone which is comprised of Lagos (headquarters), Ibadan, and Ilonin. Ruhuoma



Omodu coordinates the Southeast zone which is comprised of Port-Harcourt (headquarters), Enugu, and Warri. Maji Peterx coordinates the North zone which is comprised of Kaduna (headquarters), Kano, and Jos.

Issues currently being addressed by AVP Nigeria are religious intolerance, gender issues, hooliganism, cultism, gangsterism, political thuggery,



and violence in general.

AVP Nigeria is sponsored by the Nigerian Red Cross (NRC). It is the local arm of the International Committee of the Red Cross (ICRC). Since AVP and the Red Cross both advocate for peace their working together is complementary. Through the AVP workshops, membership is solicited for the NRC. The NRC and indeed the Red

Cross all over the world care for victims of accidents and arms conflicts. Giving them AVP training will help empower them to spread AVP to victims of arms conflicts (who sometimes may be the perpetrators of violence) while attending to them. The ICRC considers it more sensible to stop violence rather than spending billions of dollars, pounds, naira, etc. in aid of victims.

Advanced Workshop Planning Guide

Submitted by Grace McGrath, Education Committee Chair (Amazing Grace)

Created and developed by Deborah Sanchez (Divine Deb)

Laramie, Wyoming, USA

Anger

Body Imaging
Brainstorms
Bumper Stickers
Empathy Exercise
Facts / Feelings
Getting in Touch
I-Messages
Injunctions of Childhood
Masks
Projection Exercise
Sculpting
Stereotyping
Triggers
Escalator Exercise¹
Exploring Roots of Anger¹
Grief Exercise¹
How My Family Put Me down¹
In His Shoes¹
Processing Anger¹
Rumors¹
Three Questions on Oppression¹

Power

Assertiveness
Brainstorms
Bumper Stickers
Carefronting
Colored Dots
Consensus Exercises
Contract with Self
Facts / Feelings
Getting in Touch
Injunctions of Childhood
Masks
Personal Space
Power Grab
Power Inversion Exercise
Quarrels Exercise
Sculpting
Stereotyping
Tinkertoy Original & Copies
Three Questions on Oppression¹
Territory²

Communication

Acknowledgment Process
Active Listening
Advantages of Group Decisions
Brainstorms
Bumper Stickers
Carefronting
Colored Dots
Conflict Management
Consensus Exercises
Empathy Exercise
Goal-Wish Problem Solving
Gotcha
I-Messages
Inclusion Exercise
Injunctions of Childhood
Masks
Perception Exercise
Personal Space
Quarrels Exercise
Six-Point Problem Solving
Stereotyping
Tinkertoy Dog
Tinkertoy Original & Copies
Triggers
You Said / I Said
All Aboard¹
Consensus Using TP¹
Escalator Exercise¹
From Another Point of View¹
Getting in Touch¹
In His Shoes¹
I Want I Want¹
Listening / I Statement Combo¹
Parallel Construction¹
Rumors¹

Forgiveness

Brainstorms
Bumper Stickers
Empathy Exercise
Facts / Feelings
Injunctions of Childhood
Steps to Forgiveness

Forgiveness Circle Exercise¹
Forgiveness Exercise¹
From Another Point of View¹
Grief Exercise¹
How My Family Put Me down¹
In His Shoes¹
Magic Carpet Exercise¹
Three Questions on Oppression¹
Guided Reflection²

Relationships

Acknowledgment Process
Active Listening
Advantages of Group Decisions
Assertiveness
Brainstorms
Bumper Stickers
Carefronting
Colored Dots
Conflict Management
Consensus Exercises
Contract With Self
Empathy Exercise
Facts / Feelings
Goal-Wish Problem Solving
Gotcha
I-Messages
Injunctions of Childhood
Masks
Perceptions ...
Personal Space
Power Grab
Power Inversion Exercise
Projection Exercise
Quarrels Exercise
Sculpting
Stereotyping
Tinkertoy Original & Copies
Triggers
You Said / I Said
From Another Point of View¹
Grief Exercise¹
How My Family Put Me down¹
Human to Human¹
In His Shoes¹
Three Questions on Oppression¹

Stereotyping

Brainstorms
Bumper Stickers
Colored Dots
Empathy Exercise

Masks
 Perception Exercise
 Perceptions ...
 Power Grab
 Sculpting
 Speakout
 Stereotyping
 From Another Point of View¹
 Getting in Touch¹
 In His Shoes¹
 Picture Paints a Thousand¹
 Three Questions on Oppression¹
 Labels²
 Fairytale Theater²
 Who Says I Am²

Self-esteem

Acknowledgment Process
 Assertiveness
 Body Imaging
 Brainstorms
 Bumper Stickers
 Carefronting
 Colored Dots
 Contract with Self
 Empathy Exercise
 Facts / Feelings
 Goal-Wish Problem Solving
 I-Messages
 Injunctions of Childhood
 Lifelines
 Perceptions ...
 Personal Space
 Projection Exercise
 Getting in Touch¹
 Grief Exercise¹
 Guided Meditation¹
 How My Family Put Me down¹
 Human to Human¹
 Magic Carpet Exercise¹
 Three Questions on Oppression¹
 Whispered Affirmations¹
 Who Says I Am²

Transforming Power

Assertiveness
 Body Imaging
 Brainstorms
 Bumper Stickers
 Carefronting
 Colored Dots
 Conflict Management

Consensus Exercises
 Contract with Self
 Goal-Wish Problem Solving
 I-Messages
 Personal Space
 Power Grab
 Consensus Using TP¹
 Grief Exercise¹
 Human to Human¹
 Transforming Self²

Resolving Conflicts

Active Listening
 Advantages of Group Decisions
 Assertiveness
 Brainstorms
 Bumper Stickers
 Carefronting
 Colored Dots
 Conflict Management
 Consensus Exercises
 Empathy Exercise
 Goal-Wish Problem Solving
 Gotcha
 I-Messages
 Masks
 Personal Space
 Projection Exercise
 Quarrels Exercise
 Sculpting
 Six-Point Problem Solving
 Stereotyping
 Tinkertoy Original & Copies
 Triggers
 You Said / I Said
 Consensus Using TP¹
 Escalator Exercise¹
 Facilitated Conflict Resolution¹
 Grief Exercise¹
 Human to Human¹
 In His Shoes¹
 Three Questions on Oppression¹
 Red Yellow Green Territory²

Fear

Body Imaging
 Brainstorms
 Bumper Stickers
 Empathy Exercise
 Facts / Feelings
 Injunctions of Childhood
 Perceptions ...

Sculpting
 Getting in Touch¹
 Three Questions on Oppression¹

Planning for the Future

Assertiveness
 Brainstorms
 Bumper Stickers
 Carefronting
 Conflict Management
 Contract With Self
 Empathy Exercise
 Goal-Wish Problem Solving
 Gotcha
 I-Messages
 Lifelines
 Masks
 Personal Space
 Tinkertoy Original & Copies
 Triggers
 Getting in Touch¹
 Grief Exercise¹
 How My Family Put Me Down¹
 Human to Human¹
 In His Shoes¹
 Values Clarification¹
 Choices²
 My Potential²

Workshop Miscellaneous

Advantages of Group Decisions
 Gatherings
 Goals / Priorities
 Inclusion Exercise
 Lifelines
 Light and Livelines
 Name Games
 Picture Sharing about Topic
 Quotes
 Talks
 Think and Listen
 Tinkertoy Original & Copies
 Web Chart
 Bag Exercise²
 Choosing a Focus¹
 Life "Bios"¹
 Mini News & Goods...¹
 Values Clarification¹
 Triangles²
 Crossover²
 Life Beliefs²

New York: Accolades go to Woodbourne CF Insiders

by Mary Ann Burke (Merciful Mary Ann)
Smallwood, New York, USA

Sept. 25, 2002

Dear Chuck,

Congratulations on your first issue of the Transformer! I find the stories of the male facilitators deeply moving and inspiring. Here in New York there are so many more women than men outside volunteers, it is encouraging to learn of the men.

I have been outside coordinator at Sullivan Correctional Facility for 12 years now and convener of the nominating committee for the State Board of AVP. Thus I have known Grace and Rere for some years. Grace and I were surprised to see Rere's article¹. She is a gifted person. I have entirely agreed with Rere that the AVP training process needed to be more structured and evaluative of the candidate, and with her list of concerns

where facilitators can go wrong. So, on rereading Rere's article¹, I see the value of it for AVP in general.

I am specifically writing on behalf of my Catskill Area Council. Through the Junior Chamber of Commerce (JCC), the prisoners at Woodbourne Correctional Facility have donated over \$500.00 to our AVP Catskill Area Council. The donation is motivated by the AVP facilitators who are members of the JCC. We feel that this generosity on the part of the men inside deserves to be recognized in the Transformer, which I am asking you to do.

Thank you,
Mary Ann Burke

Thank you, Mary Ann! And, a round of applause goes out to the guys in Woodbourne C.F.! I am acutely aware of how difficult it is to raise money while on the inside! - ed.

¹Hassett, Rere. 2002. "What I Believe about Facilitating." *The Transformer*. Summer 2002, p.18. AVP/USA: Peterborough, NH.

Grant Information

Submitted by Beth Gunn
Houston, Texas, USA

Oct 2, 2002

Transformer Editor:

I thought this might be of interest to publicize in a future issue of the Transformer.

Thanks,
Beth Gunn

I wholeheartedly agree with you, Beth. Finding funding sources is always of great importance.

Thanks for sending this along. It is printed in its entirety to the right of your letter. - ed.

UNITED STATES INSTITUTE OF PEACE GRANT PROGRAM • SPRING 2003 COMPETITIONS

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Application materials may also be downloaded from our website:
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Contacting the National Organization

Here is a compilation of information about the current composition of the AVP/USA and its standing committees:

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ajw109@psu.edu

Vice President: Susan Hefte 727-799-0683
drshefte@aol.com

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tomtruit@intercom.net

Secretary: Teresa Tyson 740-852-1348
teresatyson@hotmail.com

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Committee of Local and Regional Groups: Ellen Flanders, chair 518-899-4418; Susan Hefte, co-chair drshefte@aol.com 727-799-0683;

Mid-Atlantic: no current representative, contact Tom Truitt tomtruit@intercom.net 410-810-3646; Mid-South: Jan Krouskop jan@krouskop.net 318-797-1412; Midwest: Teresa Tyson teresatyson@hotmail.com 740-852-1348; New England: Robin Willits rdwillits@mindspring.com 603-431-7258; New York: Grace McGrath gmcmgrath@sover.net 802-388-6576; Northwest: Dotty Joos djoos@sonic.net 707-874-2638 and Jane Foraker-Thompson ewsjft@aol.com 775-266-4231; Pennsylvania: new region, no representative as yet, contact Ann Ward ajw109@psu.edu 814-234-4978; Rocky Mountain/West: Chelsea Kesselheim chelkess@onewest.net 307-332-6518; Southeast: Warren Hoskins warrenhoskins@netscape.net 305-253-2635; Southwest: Diana Couch avpcouch@aol.com 661-942-6759

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Finance & Fundraising Committee: Steve Angell; Tom Truitt; Judy Varner; Ann Ward, chair ajw109@psu.edu 814-234-4978

A Note From Peter Hoover

*Peter Hoover (Persistent Peter)
Trumansburg, New York, USA*

The last article about the AVP-L¹ looked very nice, especially in the context of the other articles in the issue.

I was particularly pleased to see Rere Hassett's piece² on the evaluative model, one that we used extensively in the Perry City area Council.

We did get a few new subscribers as a result, but not an onslaught. Perhaps things will pick up after people get back from vacations.

AVP-L had 242 subscribers as of July 15th.

Thanks, Peter! To join the L-List, email Peter indicating where and when you obtained your AVP facilitator certification, where you currently train, and any other pertinent information you care to include at prh4@cornell.com. - ed.

¹Hoover, Peter. 2002. "Sharing AVP ideas Worldwide via AVP-L." *The Transformer*. Summer 2002, p.18. AVP/USA: Peterborough, NH.

²Hassett, Rere. 2002. "What I Believe about Facilitating." *The Transformer*. Summer 2002, p.14. AVP/USA: Peterborough, NH.

Defining the ListServes

by Richard Krouskop (Rambunctious Rick)
Shreveport, Louisiana, USA

Our facilitators are usually involved in more things than AVP Workshops. There are lots of issues in our world that make Alternatives to Violence necessary.

Want to share your work with, or thoughts on: restorative justice, prison reform, school violence, the (.....Insert your favorite region here) conflict between (.....side A) and (....side B), etc.? That's what the AVP-L2 E-mail discussion group is designed for.

When Peter Hoover originated our main E-mail discussion group, his host, Cornell University, placed restrictions on its use: In return for free use of Cornell's server, discussions on AVP -L are to be limited to topics directly related to AVP Workshops. To provide a venue for a wider range of topics, AVP-L2 was initiated on our Web account. On AVP-L2, there are no restrictions: just "anything in which you think other AVP facilitators might be interested." Although AVP/USA administrative issues ARE directly related to workshops, our Facilitators have generally preferred such administrative musings be sent to AVP-L2.

That said, there has always been some confusion about what can go on AVP -L. I see the Conference Committee posting AVP/USA meeting notices there, and note the recent thread on "prisonsucks.com," and "Cultures of Nonviolence in Youth Services."

Below is the AVP-L Mailing List Description as posted by Peter on Cornell's ListServe:

"AVP-L is a discussion list open to certified trainers of creative conflict resolution workshops held under the auspices of the Alternatives to Violence Project, Inc., or its approved national (U.S.) or international equivalents. It is designed to facilitate communication among these individuals, with discussions to center around facilitation techniques, workshop exercises, and other useful information pertaining to the mechanics of facilitating AVP workshops. To preserve the confidentiality of workshop participants, please make comments about such individuals generic."

There are 76 subscribers to AVP-L2 and 247 subscribers to AVP-L as of September 3rd.

If you've not subscribed yet, here's your opportunity:

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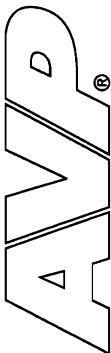
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"the TRANSFORMER" is the Alternatives to Violence Project USA, Inc. newsletter for facilitators and others with an interest in AVP. It is published and mailed quarterly in Spring, Summer, Fall, and Winter by AVP USA at Peterborough, New Hampshire. Articles are welcome.

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