

Winter 2002 Alternatives to Violence Project Newsletter

the TRANSFORMER

"Our statements often say what governments should do, or chiefs of state or heads of churches. But few of us state what we are willing to do."

Martin Buber



AVP is DOING!

National Gathering in Minnesota this year!

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

We near the AVP/USA National Gathering once again! The Conference Committee has finalized the arrangements.

This year's event will take place at the beautiful Mt. Olivet Retreat Center in Farmington, Minnesota, a little over a half hour from Minneapolis/St. Paul.



As far as conference sites go, we are expecting that you will agree this may well be the most spectacular one yet. Mt. Olivet is entirely handicap accessible. The housing, dining, and conference areas are all indoors. There is even an indoor swimming pool and a game room! And did I mention the sauna? (I'm not kidding!) Outdoors, there are tennis courts, play areas and nature trails. You simply must take a look at the photos that are on the web. The AVP New England site [<http://avpne.org>] has an area devoted to the upcoming AVP/USA Conference. Although the site is under construction, the conference information area is up and running.

We are endeavoring to make it easier than ever to sign up to attend the 2003 National Gathering.

Our conference registrar this year is Susan Oropallo. She has a convenient form located on the next page here in the Transformer. Or, you can easily sign up over the web using MasterCard or Visa as indicated below.

Also included in the web area are photos, sign-up forms, a tentative agenda, and other information about the conference. Note that the agenda will change often as updates are made to it. For now, it is an indication of some of what we have in store for you!

Upon accessing the AVPNE.org website, just click on the "AVP/USA Conf" button on your screen. Try again later if you are unable to access it when you first try.

Conference arrivals should be planned for anytime after 12 noon on Friday May 23. The conference is scheduled through noon on Monday May 26. Including the entire conference time in your plans will maximize the enjoyment of your participation.

Thanks to those of you who have called me recently and indicated your interest in attending the conference this time. I know I speak for the entire conference committee in saying we look forward to providing a wonderful conference experience—with a great mixture of fun and work—just like the AVP workshops we all love so much!

We are seeking volunteer facilitators for breakout sessions (mini-workshops). Some ideas suggested as topics are:

- International perspective: New initiatives
- Inside facilitators: Support programs, etc. How to start one and nourish it.
- Back on the street: AVP as a resource for continuing support.
- AVP and Restorative Justice: What's the connection? Is there one?
- Other Restorative Justice efforts/formats: Circles, mediation, NV communication, listening circles, etc.
- Outside facilitators: Growing a program from outside.
- From the perspective of corrections: Possibly a corrections representative?
- Current research on AVP effectiveness
- National leadership perspective
- Regional updates (including Canada and Mexico)
- Developing new experiential exercises (workshop-style)
- Developing "I" messages
- Youth facilitators
- What makes and sustains a strong AVP community?
- What makes and sustains a strong AVP community?

If you are interested in volunteering, contact committee member Terry Kayser at tkayser6078@msn.com, or write to him at, Friends for a Non-Violent World, 1050 Selby Ave. Saint Paul, MN 55104.

AVP/USA 2003 ANNUAL CONFERENCE REGISTRATION

Noon Friday May 23 through noon Monday May 26, 2003

Name _____ Adjective Name _____ Gender _____
 Name _____ Adjective Name _____ Gender _____
 Street _____ Apt # _____
 City _____ State _____ Zip Code _____ - _____
 Phones:
 Home: (____) _____ - _____ Work: (____) _____ - _____
 Email: _____

PREFERENCES

ROOM Preference/Requirements:
(see details on following page)

DIET Preferences for all days:

- HANDICAP ACCESS (choose below)
- DORMITORY: \$199 entire conference
- SINGLE: limited space, extra charge
- DOUBLE: limited space, extra charge
- COMMUTER: saves \$40, no room
- REGULAR
- VEGETARIAN
- DIABETIC

PLEASE CHECK APPROPRIATE BOXES FOR OUR HEADCOUNT:

Friday 5/23	Saturday 5/24	Sunday 5/25	Monday 5/26
	<input type="checkbox"/> Breakfast	<input type="checkbox"/> Breakfast	<input type="checkbox"/> Breakfast
	<input type="checkbox"/> Lunch	<input type="checkbox"/> Lunch	<input type="checkbox"/> Lunch
<input type="checkbox"/> Dinner	<input type="checkbox"/> Dinner	<input type="checkbox"/> Dinner	
<input type="checkbox"/> Room	<input type="checkbox"/> Room	<input type="checkbox"/> Room	

\$\$ COSTS \$\$

Non-refundable **Deposit Needed Now:** Please enclose \$40 for each participant. Please fill out separate forms for persons with different addresses.

Sponsored ex-inmate: 50% of registration fees (dorm room) and 50% of incurred travel expenses. Other 50% of each matched by local group. Travel portion reimbursable after the trip.

Local sponsor's name and contact info:

Phone (____) _____ - _____ Email _____

**MORE INFO AND PHOTOS ALSO AVAILABLE AT
 HTTP://AVPNE.ORG**

(Continued on page 4)

Mail Completed Form with Payment or Credit Card Info to Susan Oropallo, PO Box 128, Peterborough, NH 03458

Mail Completed Form with Payment or Credit Card Info to Susan Oropallo, PO Box 128, Peterborough, NH 03458

☒ **Full registration:** Friday afternoon through midday Monday includes 9 meals. Fee includes lodging and transportation between airport and conference:

☒ \$199 dorm room ☒ \$279 single room ☒ \$249 double room ☒ \$159 commuter *all events/meals*

☒ Partial: **Commuter** (not staying overnight): ☒ Saturday **and/or** ☒ Sunday
☒ \$118 two days ☒ \$59 one day

☒ Partial: **One overnight:**
☒ arriving Saturday, leaving Sunday **or** ☒ arriving Sunday, leaving Monday
☒ \$138 dorm room ☒ \$158 single room ☒ \$148 double room

☒ Partial: **Two overnights:**
☒ arriving Friday, leaving Sunday **or** ☒ arriving Saturday, leaving Monday
☒ \$158 dorm room ☒ \$198 single room ☒ \$178 double room

☒ Scholarship assistance requested. Some scholarships are available with matching local support. Have local sponsors contact the Registrar, Susan Oropallo, (603) 924-6759 or email her at Susan@avpnh.org.

(Check or Credit Card)

☒ **Check** enclosed **or for Credit Card Payment:** ☒ Master Card ☒ VISA
Card # _____ Valid through: _____
Name as on the card: _____
Signature: _____

TRANSPORTATION INFORMATION

If you are flying, or coming by bus or train and need shuttle transportation (no charge) from and to the Minneapolis/St. Paul Airport, we **MUST** know your arrival & departure dates and times. If you cannot include that here, please contact Terry Kayser [tkayser6078@msn.com] at (651) 647-6078 as soon as it is available.

Airline/flight: _____
Arrival date/time: _____
Departure date/time: _____

If you are driving, we can send you a map with your confirmation.
Farmington (Mt. Olivet) is about 32 miles (40 minutes) from Minneapolis, Minnesota.

☒ **Please send map.**

**CONFERENCE SITE INFO AND PHOTOS AVAILABLE AT
HTTP://AVPNE.ORG**

In Loving Memory of Zippy Zell Draz

by Richard Nethercut (Radiant Rich)
Concord, Massachusetts, USA

Zell Draz was not a household word to many in AVP. She did not attend national or regional meetings. But this gallant and gracious lady (pictured to the right) who died in Summer 2001 after a courageous struggle with cancer has had—and continues to have—great impact on the development and fortunes of AVP.



Zell Draz became an AVP facilitator in the mid 1980's under the tutelage of Steve Angell.

He suggested the adjective name of Zippy, which she cherished and used all the time—not just in AVP.

The two of them introduced AVP in New England in the late 1980's by doing a community workshop at Friends' Meetinghouse in Wellesley, Massachusetts. At the time, Steve mentioned that AVP was planning a video to help spread the word but was short of funds. Zell promptly agreed to bankroll the project and that was how AVP — *A Step Toward*

Peace was born.

Zippy Zell was both a financial and guardian angel to AVP. For example, she knew the chair of the Massachusetts Parole Board and went in and briefed the Board on AVP. I attended several parole hearings where an inmate who had taken AVP was asked by a Board member what his adjective name was.

Zippy Zell often facilitated prison workshops with her son Griswold who commented: "My mother was passionate about her involvement in AVP. ... She cared deeply about providing a meaningful experience that might help these incarcerated men to change their lives for the better. And ... she did make a difference in the lives of many. In this way her AVP spirit lives on even though she has made the ultimate 'jail break'".

That spirit was present tangibly at the 2002 annual meeting outside of Richmond in the form of a generous contribution by her sons to provide Zippy Zell scholarships to all ex-inmates and several others who needed financial assistance in order to attend.

Moreover, a further contribution by her sons enabled Charles Oropallo and several others to attend the international conference in Nigeria.

Zell made a difference in many, many lives, and AVP has been a major beneficiary of her love, passion, and generosity. We will miss her.

AVP & Me

by John Shuford
(John)
Dover, Delaware, USA

My life was going along just fine. I had a job I liked. It was meaningful, paid well and had a good future.

Then I was introduced to AVP and



everything changed. My whole focus was different. I was introduced to the most effective and meaningful tool for positive change I had known. A model that changed people's hearts, minds and reality in a fun and loving way. My future plans were in serious trouble.

I became involved with AVP at the regional, national and international levels. The quality of committed people I interacted with was richly rewarding. I had

(See "John Shuford" on page 7, column 2)

Taking AVP Beyond the Advanced

by Chloe Giampaolo (Cordial Chloe)
Bowie, Maryland, USA

After several years of co-facilitating at MCI-J (Maryland Correctional Institute at Jessup), it became apparent to me that the men were hungry for something more. It is quite clear that Training for Trainers is not meant for everyone so the question was: What can we do for participants who have taken Basic and Advanced and *still* want something more in terms of a periodic follow-up?

The answer was simple. We began offering One Day Workshops using an agenda based on a specific need identified by the inmates. The topic is announced in advance and the inmates sign up accordingly.

In the past year, we have offered a variety of topics including the man-woman relationship, grief, fear, and communication. Now we are at a point of offering one workshop a month this way. Future One Day Workshops will also include getting ready for parole. We hope to be able to cover a variety of issues - everything from re-connecting with family to relocating to making the most of available resources.

By offering One Day Workshops, I've discovered that several of the outside facilitators who are limited in being able to do three-day workshops, volunteer more readily and more often.

Regardless of the topic chosen, the One Day Workshop allows the participant to explore how well Transforming Power is working in his life and whether or not he is "walking his talk". It also gives participants an opportunity to mingle with their AVP



brothers and strengthen the sense of support they receive from being a part of the AVP family.

Brainstorm Exercise: T4T

New facilitators quickly learn that effective co-facilitation can only occur when there is compatibility among the facilitators and when constructive criticism can be given and received appropriately.

Our apprentice facilitators at MCIJ requested an in-service workshop beyond the T4T in order to refine their presentation and processing skills; and even more importantly, to get a better grip on working as a team.

In a prison setting where feeling powerless is prevalent, it understandable that some inmates want to "take charge" in a workshop. While AVP encourages empowerment for the group, inmates as well as outside facilitators must embrace the spirit of teamwork. There is no prima donna in charge. I even discourage the use of "lead" facilitator in this setting.

As a result of intense discussion, I worked out a brainstorm exercise as follows:

COMPATIBILITY

What It Is

Why It is Necessary

When It Is Needed

How to Use It

Using these four subheadings, have participants identify at least 4-5 items for each. The desired outcome should reflect this basic understanding:

Compatibility means having things in common and working well together as a team. It is necessary in order to have an effective workshop because it eliminates ego-tripping and cuts down on confusion. It is needed at all times when working with someone and when your goal is to succeed. To achieve compatibility, you must know your own limitations, use TP, identify

whom you work best with in order to function well with your own strengths and weaknesses (based on brainstorm session by inmates at MCI-J).

CONSTRUCTIVE CRITICISM

Giving It

Receiving It

Have participants brainstorm as many things as possible under each subheading. Some thoughtful contributions included giving criticism in a normal tone of voice; having good intentions when giving it; emphasizing the good points *first*.

In accepting criticism, one must realize that what is being said can help you grow; one should keep an open mind; and . . . *why not ask for it in advance?*

(*“John Shuford” continued from page 5*)

wonderful experiences and learned so much during my trips to South Africa, the Middle East and Russia. Such beautiful people are involved with AVP.

It was—and is—an honor to be involved with such a positive and meaningful program. One that has integrity, that lives collaboratively and shares with anyone without protectionism.

I continued working in my profession [healthcare administration] for another six years when I realized AVP was more than a volunteer activity to me. I wanted to have the connection and impact AVP gave me on a full time basis. I had worked in the past as a mental health therapist and this

(*See “John Shuford” on page 15, column 1*)

Mini Touchstones Circles

*by Marvin Tate (Miracle Marvin) and
Larry Bratt (Bodacious Bratt)
Jessup, Maryland, USA*

MCI-J AVP Workshop Exercise

The AVP group at MCI-J has been using the Touchstones discussions textbook in their Advanced and One-Day workshops with great success.

Touchstones discussions are based upon Great Works of Literature. In these discussions, a short passage is read from such writings as Plato, Aristotle, Francis Bacon, Lao Tsu, Frederick Douglas, and others. Then various activities take place that incorporate individual work, small group cooperation, and a large group discussion.

MCI-J inmate facilitators have taken Touchstones and melded it successfully with different AVP techniques. By incorporating the minis and Concentric Circles with Touchstones text that reflect the theme of a given workshop, the participants benefit greatly because philosophical text becomes enmeshed with their own experiences.

Facilitators select the appropriate Touch-

stones text to compliment the theme of the workshop. Three questions reflective of the story and theme are created in advance. The men gather in a circle; the text is read (everyone should have a copy); and then the circle is reformed into concentric circles. This part of the exercise should last 5-7 minutes.

The same procedure as for Concentric Circles is then used for all three questions. This part of the exercise will last 12-15 minutes.

Afterwards the participants come together in a large circle to discuss what they got out of the story and their experience with the exercise. Once again, the facilitator asks additional questions reflective of the story and how it relates to the theme of the workshop. This discussion should last no longer than 30 minutes. The entire exercise should last anywhere between 37 and 52 minutes.

Ideally, each participant would have a copy of the Touchstones text. For further information, contact the Touchstones Discussion Project at 522 Chesapeake Avenue, Annapolis, MD 21403; phone 410-263-2121; fax 410-974-8233.

Am Hooked!

by Peterx Maji
(Perfect Peterx)
Kaduna, Nigeria



I am Maji Peterx, a Nigerian born in Nigeria (West-Africa). I have traveled to almost all the states in Nigeria, but the better part of my life was spent in Northern Nigeria (Kaduna State precisely) where I was born, and hitherto, the violent prone region in my country. I grew up in Tudun Wada in Kaduna State, which is still now the roughest and the toughest area in the State, thus for you to walk straight and be yourself you have to be very tough.

I have been used to seeing and witnessing real violent acts from my days in secondary school, have seen people stabbed with pen knives, people attacked with swords, machetes and axes, bottles broken on people's heads and innocent ladies being raped—those were the trends that events were taking then. But from 1987 it changed, it now strayed from the issue of *gangs* to *religious intolerance*.

The crises we witnessed in 1987—seeing people killed, houses and properties burned, places of worship attacked—we thought it couldn't be worse. But what we witnessed in 1992 proved us wrong. And by 2000 the Sharia (introduction of Islamic Legal System) crisis broke out, every other we had witnessed before then became child's play. Apart from what has happened in previous crises (that still happens—the killing, burning etc.—this time around we saw a new trend. People were roasted alive, parents slaughtered in the presence of their children, a whole family wiped out, people beheaded and pregnant women's tummy had been slit open. That was about when AVP had just started and was confined only to Lagos State. So there was the need to take AVP to other areas, so

Kaduna (in the North) and River State (in the South East) were picked to have AVP.

I was invited, and when I saw the participants' form, in my mind I believed it was going to be a very interesting Brain Storming session on Conflict Resolution. I enjoy every opportunity to talk about Conflict and Conflict Resolution because I did some works on the topic in my days in the University. I came really prepared to get to talk books and volumes (academic mindset). But I was surprised! I saw people jumping around and dancing in the name of “light and lively” and that was where the first thing left: *pride*. At first I was stiff—how can I be dancing around a circle like in kindergarten talking about “a Jack in the Pot”? But later I realized that everybody was having a good time and enjoying themselves—and learning at the same time. I just said to myself, “If this workshop is going to make a meaning to me, I just have to settle into it.” So, I let go of my pride—and settled into it. I learnt a great deal more from my basic workshop than I have learnt in all the other AVP workshops I have attended put together.

I say this because I was just coming in contact with AVP for the first time and I was learning about principles that were not strange—but had never meant anything to me. Because I would not think in that direction, for a time I almost believed I had no “right” whatsoever in going to promote peace (let it be). But now I know I can be on my right, stand by it, stand for it and still be very peaceful.

In my first (basic) workshop I took *Peaceful Peterx* as my adjective name because someone before me took “Perfect” and I didn't want to share an adjective name. But from my second workshop I

changed to *Perfect Peterx* and have been ever since.

Nobody is perfect, but I am working to get real close. My life has been very different since I became an AVPer. My relationship with people has changed. I now appreciate others more on the crest of their good values than I would have before AVP—and I am happier still for it. My faith in the principles of AVP got stronger at the Seventh International Conference in Nigeria in 2002 where I met *Cheery Charles Oro-pallo* and heard about how and where he got involved with AVP, when I met *Earth Mother Ellen Flanders*, *Jazzy Jane Foraker-Thompson* especially when I got

to realize the person inside of her, *Creative Kaki Sjogren* and what she did to reach the *Escravos*, *Great Giri* and *Bob Barns*, *Terrific Toby Riley*, *Translucent Teresa Tyson*, *Grazyna Bonati* and the rest of them. I got inspired and I know that I have family all over the world who, like me, have come to understand that:

We can go where we want to go

Be what we want to be

Do what we want to do and

Achieve what we want to achieve.

And still be very happy to do them because we are living in a world that is violent free.

Hey man—I AM HOOKED!!!

A Great Work

by Francis M. Okudoh
(Francis)
Lagos, Nigeria

I feel overwhelmed with the testimonies in the transformer *Cheery Charles Oro-pallo* put together in the Summer 2002 issue; it is indeed a great work. The testimonies are very wonderful. Each topic I read gave me a great deal of inspiration I never felt.

When I was going through Charles's testimony *Where Transforming Power Has Taken Me* I was excited because having met him, his

down to earth manner never shows he went through those situations. With his qualifications and thirteen years of incarceration, bringing out the best in others has been his greatest hunger. Bravo, keep the good work going and the flag flying. His efforts shall never be in vain.

See, there's a great spirit in every word



that comes out of a man's mouth, although it can easily come out but very mighty in action.

I felt challenged and immediately, so many seeds went in to me and a great one planted as I read Charles's statement, "I feel that if a stubborn guy like me could relax enough to rethink his world view and perceptions, any one could," in his testimony.

I have been with AVP Nigeria going to three years now, yet oftentimes I blame the government and people for not putting things right. But now I come to realize that if I am right—and continue being right—and also continue helping others to be right—then one day Nigeria shall be right.

There are things I didn't get right while in Bible School. But AVP, like play, introduced the spirit of reconciliation between me and non-Christians—despite the malice I had been nursing after a religious fight (Muslims versus Christians) in Kaduna (northern part of Nigeria) where one of my uncles (my then source of hope) and two of my friends lost their lives.

Chino, California News

by Shan Cretin (Sure 'nuff Shan)
Los Angeles, California, USA

On November 9th and 10th, just over four years after AVP-San Diego sponsored our first Basic Workshop, AVP-LA offered our first "inside" Basic Workshop at the Heman G. Stark Youth Correctional Facility in Chino. Jimi Castillo, the Native American Chaplain at the Chino facility, has been working with us for the past six months to get the program off the ground.

Twenty young men of different races, ethnicities and gang affiliations participated over two twelve-hour days. These "wards of the State," now 18 to 25 years old, were convicted of felonies as minors and some have been incarcerated since they were 14. The institution selected some of their hardest cases, "Phase 1" wards whose history of violence since being incarcerated has them confined to their rooms 23 hours a day.

We surprised the deputy superintendent by not having any "incidents," by the wards' willingness to stay with us for two twelve hour days, by their enthusiasm for more workshops for themselves and their friends. We had them laughing together, playing together, working together and talking over topics such as racism, trust, communication and forgiveness. It was transformational for many of the participants and for all four facilitators. (Pictured from left to right: Trusting Ted Hulbert, Terrific Tanna Moontaro and Sure 'nuff Shan Cretin. Smiling Stacy Carlson (not pictured) was our fourth facilitator and was instrumental in getting us into the YCF, where she had been a tutor as an undergraduate.)

The workshop was such a success from the point of view of the Youth Authority staff that we have been asked to set up a regular program of workshops. More than 30 wards have signed up for future work-

shops. And just after Thanksgiving we held our third ever T4F, adding 10 new potential facilitators to support our prison work.

Excerpts from the evaluations:

"Good job. Good people. We don't see many good people in here. I hope I can someday help people in this way but I need to learn to express myself better."

"You've given me hope which is something I gave up on long ago. Thank you. Don't neglect to bring me back."

"Patience and happiness controlled the leaders all the way...Thank you a lot from the ♥"

"I love all you guys. I cherished the affection and attention. It would be awesome if you guys could be volunteers here."

"Exercises were very eventful and exciting...not only were they fun but they had meaning behind them...Group discussion was exceptional...Thank you for the understanding and thoughtful way of approaching each difficulty...I appreciate everything you've done for me and the rest of the guys."

"Very deep comforting...There was never one leader—we were all leaders...if there was any way when we get out [that we could] get involved?"

"Come back soon please!!"

"We want more workshops!"



Transforming Power

by Anonymous Inmate (C Charlie)
Concord, Massachusetts, USA

This piece was written on November 10, 2002 by an incarcerated participant during his advanced workshop at MCI Concord in Massachusetts.

When speaking of *transforming power* we came upon the topic of the impending war on Iraq, to stop Saddam Hussein's stockpiling of weapons of mass destruction. This topic brought up many aspects of the Transforming Power Mandala, and other ways that transforming power could be used in this situation.

Well, I would say that came to agreement that transforming power could be well applied in this situation, but was unlikely due to the current political climate of the United States and growing tensions in the Middle East. With this topic we were able to tie in how a person allowing transforming power to be used through them could contribute to a better world in general.

To be honest, in today's world we don't take the time to recognize and allow transforming power to work through us. I personally believe this is one of the many reasons that the Alternatives to Violence Project exists and is necessary. I state an example of society's reluctance to allow transforming power to work through them. Recently, the Washington, DC area was terrorized for almost a month by a sniper who was killing innocent people at random.

When the two suspected snipers were caught, the first thing authorities worried about was where the two suspects could be tried—to ensure that if and when they were convicted they would be put to death. I personally felt this was a prime example of where a person—or a society

for that matter—could allow transforming power to work in their lives. It doesn't make light of the seriousness of the crime—and transforming power is something that could be instrumental in preventing tragedies of this nature from happening.

How do all these tie in: the Alternatives to Violence Project, an impending war with Iraq, the trial of the sniper suspects out of the DC area, and transforming power?

When we allow the main precepts of transforming power to work in our life:

- ◆ Expect the Best
- ◆ Respect for Self
- ◆ Ask for Nonviolent a Solution
- ◆ Think Before Reacting
- ◆ Transforming Power
- ◆ Caring for Others

on a daily basis, we help to build on the twelfth guidepost of transforming power, which is building a community based on honesty, respect, and caring.

How can such tragedies occur in a world where people allow transforming power to be the guiding principle in their lives? The world, society, and people as a whole may not take to such principles. But such principles start within ourselves and produce a ripple effect—because when we allow transforming power to work through us it will touch others. It can take on a *pay it forward* effect, that the person we touch will allow transforming power to work through them also, and then they'll touch someone and that someone will allow transforming power to work through them.

Despite the conflicts we face as a nation and as human beings in a new millennium, I see transforming power starting to take hold. It is sad that September 11th, 2001 was a catalyst for such, but it has helped to bring people to allow the fundamental precepts of transforming power to work through them.

Stillwater Research

by Terry Kayser (*Tenacious Terry*)
Minneapolis, Minnesota, USA



In October 2002, AVP-Minnesota embarked on a two-year research program at the Stillwater Correctional Facility to determine the effectiveness of AVP in a correctional setting. In order to do that, a proposal had to be written and presented to the DOC's Institutional Review Board (IRB). That board consisted of DOC staff, and a number of outside professional psychologists. The proposal was written by Terry Kayser (PhD) with help from Lori Finwall Anderson and Joanna Perry, all three are AVP facilitators. After a face-to-face presentation and Q and A session, we obtained tentative approval, pending on some minor additional information.

Final approval was given in early October at the same time AVP was being advertised in the Facility. With the help of posters and a 30 minute video with seven ex-inmates talking about their experience with AVP in "the slam," over 80 Stillwater inmates signed up for the workshops. The week before the first workshop, Kayser and Finwall-Anderson held three introductory sessions that provided an opportunity for inmates to learn about and become part of the study. At the same time, we collected some demographic information about these individuals and asked them to complete a self report inventory on "anger" called the Stait-Trait Anger Expression Inventory, or STAXI-2.

The intent of the study is to help determine if AVP workshops help in reducing violent behavior in the institution. The research plan calls for a "treatment" group and a "control" group. The strategy is to have two-thirds of the original inmates who signed up take the first series of workshops, while the remaining third acts as a control group, until they are offered (and take) the subsequent AVP workshops.

Meanwhile, those who take the workshops are asked to take another STAXI-2 after each workshop they participate in. As of early December, we've only given two Basic workshops. Whether they take other workshops or become inside facilitators themselves (we still have to convince DOC staff of this feature) Inmates will be asked to complete other STAXI-2 inventories at regular intervals (4 to 6 months). In addition, the researchers will be reviewing DOC "incident" reports of behavior for these individuals beginning three months prior to the workshops and continue for the two-year duration of the study.

At the end of this effort, we hope to have a more definitive idea as to who is affected and how AVP makes a difference in an institution like Stillwater (which is a high-medium level facility). A reduction in reported incidents and an increase in self-reported anger control mechanisms would tend to suggest some effectiveness of the workshops. Subsequently, continued improvement of an inmate's personal behavior might indicate a transfer to a lower level security facility, and eventually, release from the high cost correctional system. By the end of the study, we should have a pool of close to 200 individuals who have taken at least one AVP workshop. From that, we should have a fairly solid base of data in which to be able to indicate change. We will also be interviewing DOC staff at the facility to obtain their opinions of change as they witness it on a day-to-day basis.

If anyone is interested in trying to establish another site using the same methods, they should contact Terry Kayser for further information and assistance at tkayser6078@msn.com, or write to him at, Friends for a Non-Violent World, 1050 Selby Ave. Saint Paul, MN 55104.

Ordering AVP Manuals and Publications

Publications:	Price Qty
Basic Manual (indicate loose leaf or bound)	7.50/ea _____
Advanced (2nd Level)	10.00/ea _____
Training for Trainers	10.00/ea _____
Youth Manual (indicate loose leaf or bound)	10.00/ea _____
Spanish Basic Manual	
•Bogota Columbia Basic (This is a reasonably literal translation.)	15.00/ea _____
•CEPPA Costa Rica Basic (This is a more idiomatic translation.)	20.00/ea _____
•New Jersey Basic Exercises (Not a complete Basic Manual. Just the Basic exercises translated by inmates in New Jersey.)	5.00/ea _____
AVP Organizing Kit	10.00/ea _____
New Zealand AVP Evaluation	5.00/ea _____
AVP Video (VHS Format. Approximately 1 hour including 27 minute Belly of the Beast and 12 minute segments showing AVP, HIPP, & RAVE)	30.00/ea _____
Chicken Soup for the Prisoner's Soul	12.95/ea _____
Transforming Power for Peace by Larry Apsey (plus \$1.50 S&H)	7.00/ea _____

Additional Postpaid items:

Pendle Hill Pamphlet #323: Nonviolence & Community	3.00/ea _____
Overview & Background packet by John Shuford	1.00/ea _____
AVP/USA National and International Contact Directory	1.00/ea _____
AVP/USA By -Laws & Policy Guide	1.00/ea _____
Testimonial Booklet	1.50/ea _____
Walrath AVP Evaluation	1.00/ea _____

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Signing on to the AVP-L list

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

AVP-L@CORNELL.EDU 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.

To subscribe, send an e-mail message indicating where and when you obtained your AVP facilitator certification, where you currently train, and any other pertinent information you care to include to the list owner, Peter Hoover, at prh4@cornell.edu.

Signing on to the AVP-L2 list

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

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.

On AVP-L2, there are no restrictions: just "anything in which you think other AVP facilitators might be interested."

Email rick@krouskop.net to get signed up.

(*“John Shuford” continued from page 7*)

seemed to work better. In AVP, people can change without noticing until after the change has taken place. Thus, the defenses people raised in therapy did not take place in the same way in AVP. I actually had a correctional officer the day after the training say to his co-workers that, “The training was stupid and nothing but BS.” His co-workers reported to me that the officer was a changed [for the positive] person despite what he declared.

I quit my job in 1994 and began training full time as a consultant. The same changes I had observed with inmates, I was now seeing with teachers, students, business people, government workers and prison staff. It was great. So rewarding and fun. I was now able to offer something unique in the training field. An experiential workshop that built community and connection and one that resulted in “insight” learning as well as skills transfer and it was fun.

At a deeper level, I have known for some time that my purpose in life is to love and to serve. AVP is the vehicle through which I can fulfill that purpose. I’m not saying that AVP is the only vehicle, but it is a clear, credible and concrete vehicle. I can speak [via words or activities] to many audiences with the same message. I can be a part of people connecting with their innate health, and there is nothing as profound in the universe. It gives me a sense of hope when so much seems to be decaying around me. It gives me a means to travel and experience other cultures and to be appreciated. And, it gives me a focus for my creative energies, to be involved with something I am so proud of, and in which I can look back and see that I have made a difference. A quiet revolution. I have profound gratitude for AVP and AVPeople.

Thank you Ellen, Larry, Janet, Steve, Marg,

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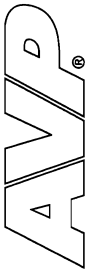
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What's inside this issue:

National Gathering in2
Minnesota this year

Charles Oropallo

2003 Annual Conference3
Registration Form

Susan Oropallo

In Loving Memory of5
Zippy Zell Draz

Richard Nethercut

AVP & Me5

John A. Shuford

Taking AVP Beyond 6
The Advanced

Chloe Giampaolo

Mini Touchstones Circles 7

Marvin Tate & Larry Bratt

I Am Hooked! 8

Peterx Maji

A Great Work 9

Francis M. Okudoh

Chino, California News

Shan Cretin

Transforming Power 6

Anonymous Inmate

Stillwater Research 6

Terry Kayser

The Usual Stuff:

Ordering AVP Manuals 6

Contacting AVP/USA 6

Signing on to the AVP-L List 6

Signing on to the AVP-L2 List 6

Subscription Opportunity 6