

The TRANSFORMER

Supporting and celebrating facilitators of AVP workshops

Give the Gift of AVP

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*Each issue is written by a different local group around the theme of their choosing. This issue was coordinated by Terry Kayser, Co-manager of the AVP/USA Distribution Center.*

## Distribution Center Offers Resources that Keep Giving

By Terry Kayser

*Each issue of The Transformer is intended to provide you with updated information about the workings of your Alternatives-to-Violence-Project community. This issue focuses on the AVP/USA Distribution Center located in Saint Paul, MN, and what is available from that source, as well as on the Nominating Committee and what their current activities are. We encourage regional or local groups to volunteer to organize and produce upcoming issues of The Transformer. If your group has such an interest, please contact Pat Hardy, the Editorial Coordinator, at AVPpat@earthlink.net.*

The Distribution Center is a major link to members of the AVP community. Recently it has been transferred from Vermont where Alan Taplow has dutifully maintained its existence for many years. Alan, who is also a member of the Communications Committee, continues his role as Database Manager and *Transformer* mailing list coordinator. Many thanks for Alan's years of volunteer work. Many of you who have attended our national gatherings over the Memorial Day weekend are sure to remember Alan offering our



AVP materials and products arrive at the new Distribution Center in Saint Paul, Minnesota.

*The Transformer* is a quarterly publication of the Alternatives to Violence Project of the United States of America.

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1 year . . . . . \$15

2 years . . . . . \$25

3 years . . . . . \$35

Group rate (5 or more) . . \$10 each

First year as new facilitator is free (submitted by local coordinator).

This newsletter is printed on recycled paper.



manuals and taking orders for *The Transformer* and other publications. Alan personally delivered the materials, products and equipment to Saint Paul in June 2007 and handed them over to Joann Perry and Terry Kayser.

For those who attend the annual conference, the AVP bookstore provides a convenient place to order publications and videos. Orders can also be placed on our AVP/USA website. The Distribution Order Form is included in every issue of *The Transformer*. Another way to order is to mail the form with your selections and check to the Distribution Center in Saint Paul. All three levels of manuals are the staples of the Center, even in Spanish. In addition, there are manuals for youth and for HIPP (Help Increase the Peace Process), which are produced by the American Friends Service Committee.

There are several little gems that I have found very informational and useful in facilitating and describing AVP to others. Some of these gems will be explored in this issue with short descriptions to give you a flavor of their content. Since the holiday season is close at hand, you might consider ordering some of these books for your family, friends or acquaintances. And if you haven't read some of these wonderful books—some delightfully short—we'd highly recommend them for your personal library or as a gift this holiday season to someone you care about.

*Terry Kayser is Distribution Co-manager for the AVP/USA Distribution Center.*

## Best Buys



Give a thoughtful yet economical gift this holiday season. Consider a book, newsletter or DVD from the AVP/USA Distribution Center. A 10% discount on videos and DVDs is being offered as a holiday special. This offer is good until December 15, 2008, and discount orders must be made by mail or phone (no online orders).

### Gifts for under \$5

- \$4.95: *The Little Book of Restorative Justice* by Howard Zehr (See page 3)
- \$5.00: *Transforming Power for Peace* by L. Apsey & K. Eppler (See page 3)
- \$4.00: *Walking Softly in an Alien World*
- \$3.00: postpaid: *Nonviolence and Community* (Pendle Hill)
- \$1.00: postpaid: *AVP Overview and Background Pamphlet*
- \$1.00: postpaid: *AVP-USA By-Laws and Policy Guide*
- \$1.00: postpaid: *Restorative Justice Pamphlet* (See page 5)
- \$2.50: *Delaware Sloane Study*
- \$2.00: *Rwanda Report*

### Gifts for under \$10

- \$10 no postage: Electronic quarterly newsletter, *The Transformer*
- \$8.50: *Transforming Power: Alternatives to Violence in Action* (See page 4)
- \$8.50: *How to Do Good After Prison* by M. B. Jackson (See page 6)
- \$7.50: *AVP Basic Manual*

**See centerfold for ordering information or go online at [www.AVPusa.org](http://www.AVPusa.org) or call (888) 278-7820 (toll-free).**

## ***The Little Book of Restorative Justice*** by Howard Zehr (2002, Good Books)

Review by Richard Deming

**T**his 75-page compendium of restorative justice principles, guidelines and practices contrasts the Western criminal justice system's emphasis on punishment and (seeming) lack of concern for the victim, which may only exacerbate wounds and conflicts rather than help to heal and bring peaceful conflict resolution, with restorative justice's concern for healing for all concerned.

When a wrong is committed—when harm is done—an obligation for understanding the harm, as well as accountability and responsibility by the offender, ensues. Victims, offenders, and the community, in general, must engage in the collaborative and inclusive restorative process.

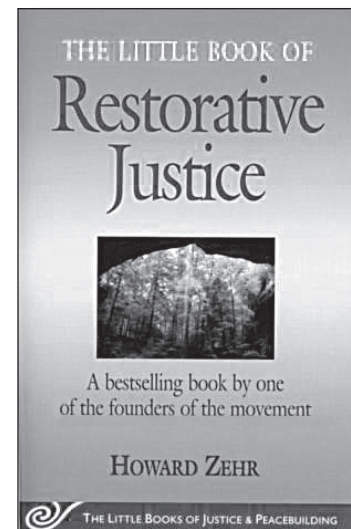
The author includes the larger community as a partner because the social environment often adds to or brings about the situa-

tions that cause and/or encourage crime. Many offenders have been significantly harmed, victimized, or traumatized themselves, which punishment may merely reinforce. When not adequately dealt with, earlier trauma may be reenacted later. Restorative justice addresses both harms and their causes and brings victims and offenders together to promote responsibility, reparation and healing for all. Underlying restorative justice is respect for all, respect for our interconnectedness and respect for the worth of each person.

In an attempt to balance punishment and restoration, we consider:

- Who has been hurt?
- What are their needs?
- Whose obligations are these?
- Who is involved?
- What is the appropriate process?

The answers to these questions can help sort out what needs to be



done for healing to take effect, without getting attached to the question: What does the offender deserve?

In affirming both victim and offender, as well as their community, restorative justice enables Transforming Power to work its miracles.

**Price: \$4.95 plus shipping and handling**

*Resurrecting Rich, avprich@gmail.com, is an AVP-MN-VISTA coordinator.*

## ***Transforming Power for Peace*** by Lawrence S. Apsey and Karen Eppler

Review by Erika Thorne

**S**atyagraha, a principle of Ghandi, is the power of not simply subduing evil conditions but, instead, converting evil into good. This is an underlying premise upon which Larry Apsey, a leading founder of the Alternatives to Violence Project (AVP), based Transforming Power—the abdication of violence.

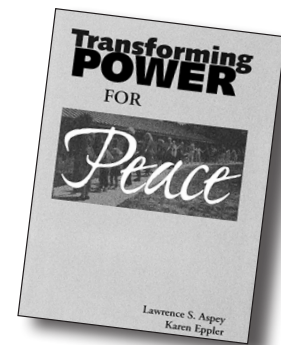
Apsey and Eppler (2001) not only examine the key beliefs of Transforming Power but also discuss how Transforming Power was utilized effectively in conditions lacking social justice and human regard, such as Britain's rule over India, Hitler's European domination and anti-Semitism and general topics like racism and

use of nuclear arms.

However, Apsey and Eppler also acknowledge where Transforming Power could have been applied more effectively—one example, in particular, was the slavery movement. At the end of each chapter, questions are supplied for further discussion. Lastly, modern implications of Transforming Power and specific ways to implement nonviolence (Transforming Power) are addressed.

**Price: \$5.00 plus shipping and handling**

*Erika Thorne is AVP-MN Office Coordinator.*





# Transforming Power—Alternatives to Violence in Action

## Edited by Gini Floyd and Martin Hattersley

Review by Shannon Carlson

I picked up *Transforming Power* with great interest as a community participant who has completed all three AVP Workshops and is looking forward to my first in-prison facilitation. In the first chapter, "In Prison," I found a wealth of information, told through stories, about prison culture. This is a new environment for me, and I want to be both respectful and effective when I'm on a facilitation team.

The book is made up of individual stories collected by Hal Brody, most of them two pages or less, about how *Transforming Power* had a significant impact on a specific situation. In "I Had to Do Something," Jarvis takes an enormous risk to prevent a murder in the prison yard. The target was a man who was "looking like a woman" in a yard where gay men were prime candidates for murder.

While reading I caught a glimpse of the hierarchy of power and status and how even an inmate



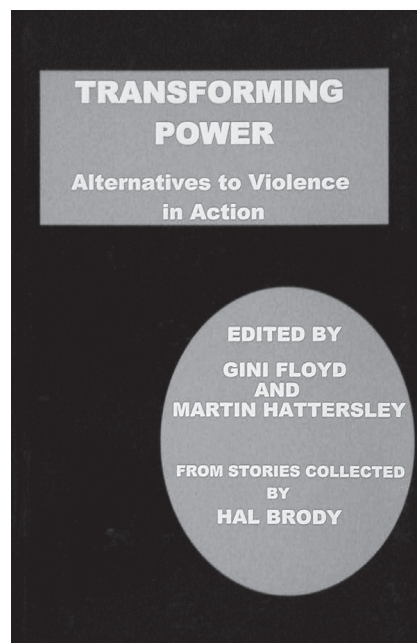
with seniority and relative security where his own status is concerned risks his life to step out of the expected response to an outsider.

This story also illustrates with penetrating clarity the role prison personnel sometimes play in maintaining an atmosphere of fear and retribution. There were two sharp-shooting guards perched on the tower, ready to gun down the inmates they knew would attack the gay man.

"For all the life in me," Jarvis writes, "I couldn't look at this gay person...and not see an innocent human being." He successfully intervenes, knowing "...that I would take a lot of heat later that day...but I could make the case... that the prison authorities had been intent on shooting and killing some of us, and that I wasn't about to let anybody I knew...[walk] into their trap. The truth, which I would leave out, was that I did it for the gay man, too..."

What a powerful witness to "base your position on truth" and "learn to trust your inner sense of when to act."

These stories teach me a tiny bit about what inmate participants in an AVP workshop are navigating every moment of every day, outside our workshop room. This will help me be more effective in working on the inside. But even more I treasure how the writings in this book show that transforming life-or-death situations, in an environment far harsher than any I've lived in, is a power that resides in every one of us.



Perhaps my favorite essay is one of the shortest—a true illustration of "use surprise and humor": "...a young man, a prisoner, who was well-known to be strong and tough...was accosted by an angry fellow-inmate who grabbed him by the collar. It seemed that something violent was about to happen. But since they were face to face, the AVPer reached over and kissed his cheek. The assailant was so shocked it ended the fight right there."

After reading *Transforming Power: AVP in Action*, I'm inspired to cultivate and trust that *Transforming Power* in myself.

**Price: \$8.50 plus shipping and handling**

*Shannon Carlson is AVP-MN/  
VISTA Youth Coordinator.*

Receive *The Transformer* electronically by e-mailing [transformer@avpusa.org](mailto:transformer@avpusa.org)

## DVD: "Welcome to AVP, the Spirit of Non-Violence"

*Behind the scenes by Joann Perry*

I was a member of the team that produced this DVD in Minnesota under the auspices of the Friends for a Non-Violent World (FNVW).

The owner of a production company, Freeman James of Jamesland Studios, wanted to help while we were doing a fund-raising campaign for AVP-Rwanda in 2001. He had a vision of creating a small video, a 5-minute or so broadcast that we could run on a television set while handing out brochures at a table. Eventually, the project expanded to a 28-minute cable-television production.

A team of dedicated volunteers assembled to do what none of them had attempted before, make a video. The first meeting was a decision-making process: Who is our audience? What are we trying to say? Who will use this? What can it be used for? We decided we wanted something that could be used for cable access channels (28 minutes) or commercial television (22 minutes) or for someone who wanted to give a presentation to a community group. We thought our audience could range from someone who was home-bound to young people, community groups, or channel flippers. In any case, we thought the purpose would be to introduce people to the idea of active non-violence and encourage them to take an AVP workshop.

For the next six months, teams of two interviewed a number of people, encouraging them to tell their stories about AVP—how it changed them, why they participated in AVP workshops, or what they saw that was magical in our

program. When we finally sorted out which stories we would use, and there were so many wonderful ones to pick from, we struggled with what we had to leave behind. Eventually, our choices included one kind grandmotherly type who talked about the injustice in our system and how blessed she felt to go into the prisons, a successful graduate of the American penal system who talked about the changes in his life due to AVP, another who told a story of how he'd seen another inmate make a life decision and find his way out of prison through AVP and another former inmate who talked about the magic he'd seen in people.

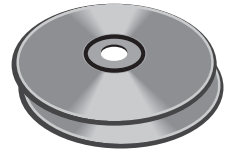
The day of production was exhilarating, exhausting and, very thankfully, finally over! Then came the editing, a communal decision-making process. There are amazing things one can do with rearrangement, cuts, pasting,

flashing pictures and music that we would never have imagined. It took two full days for one right-brain volunteer and one left-brain volunteer to agree on our final version of the production. It is still fun to watch the DVD, especially knowing what work went into each and every word.

Thanks are due to Jamesland Studios, Tim, Freeman, Hakim, Talib, Chester, Barbara, World Wide Web and the Universe, Elaine, Nancy, Maria, Barbara, Barbara, Kate, Jason, Todd, Jan, Sid, Belly of the Beast, AVP/USA, Otto Bremer Foundation, FNVW and all those unnamed for making it happen.

**Price: \$16 plus shipping and handling**

*Joann Perry is AVP/USA Treasurer and Distribution Center Co-manager.*



### **Nonviolence and the Community, Reflections on the Alternatives to Violence Project by Newton Garver and Eric Reitan (Pendle Hill)**

*Review by Pat Hardy*

This 43-page pamphlet captures AVP workshops from both a practical and theoretical vantage point in a way that not only newcomers becoming serious about the program, but also experienced facilitators can resonate with and more deeply understand what these hard-to-describe workshops are all about. Perfect for the person who needs to wrap the workshop in cognitive terms but still reaching the deeper understanding of the experiential aspects.

Minnesota has been using this pamphlet for Staff Prison Coordinators and for apprentice Leads to more thoroughly understand what the dynamics of an AVP workshop are.

**Price: \$3 for AVP/USA facilitators**

*Pat Hardy is Clerk of the AVP/USA Communications Committee.*

## How to Do Good After Prison, Handbook for the Committed Man

by Michael B. Jackson

Review by Donna Marhoun

**T**his book delivers just what the title promises, practical advice that is simple, sound and true. Unlike works written by academics, this is the voice of experience. The author has been down, made the mistakes and learned how to avoid repeating them. It is an enjoyable and easy read.

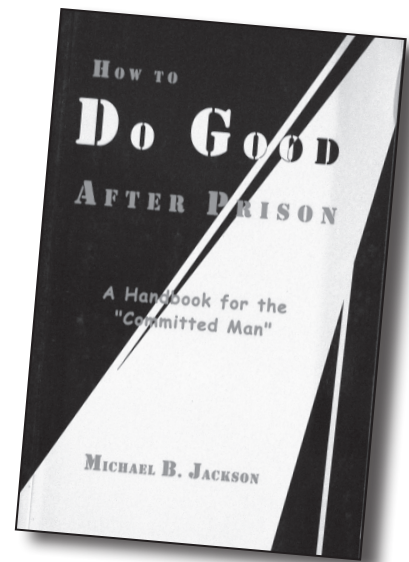
The tools offered by the author are easy to use and remember: expand your horizons by reading, don't go where trouble happens, DON'T play with the cops. I hear the soft and humorous voice of a wise old con that has my best interest at heart. I needed to hear it

earlier in my life.

This book should be in every prison library in multiple copies. It would make life easier for prisoners and staff. And it would enable more of us who have been there to "do good after prison."

**Price: \$8.50 plus shipping and handling**

*Donna Marhoun is a facilitator in AVP-MN who took all three levels of workshops in Shakopee Woman's Correctional Facility. Upon her release, she began attending our local weekly support group where she met other former*



*inmates and one in particular, Bill Marhoun. After months of dating, Bill and Donna were married and now successfully support one another in the everyday trials of living outside.*

## DVD: "25 to Life," produced by Helen Dillon

Review by Terry Kayser

**I**n a phone interview, Helen Dillon told me that she was becoming very discouraged working with newly incarcerated youth who told her an all-too-familiar story of their road to prison. So, she went about producing a half-hour video that talks directly to young people who believe they are "invincible." "I can handle prison; I'm not afraid," they tell her in person.

So for Helen, the approach she took was to work with former inmates in New York's prison system, Sing Sing and Attica, to expose these youth to what prison is like.

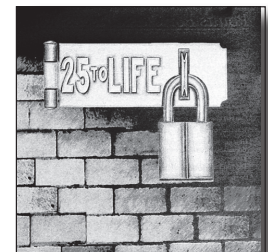
In a short 28 minutes, the film covers: The Streets, Caught the Crime, Nobody Tells You About Prison Life, Left Behind, and, finally, Last Words. The stories are told by five believable characters who've been there and done that, so to speak.

Helen told me she researched the project, wrote a script and recruited the ex-inmates who, she said, "didn't need to be asked twice" but volunteered because prison life made such an impact on their lives. The video, intended for a youth audience but valuable for any age group, included a series of discussion

questions to get viewers to express their thoughts and feelings. In addition to the direct interviews with the ex-inmates, it also has clips showing internal prison life, which is very intimidating. In an AVP or HIPP workshop, this would fit in well during a segment of "our first experience with violence." Several of the video characters indicated that they acted "against their 'better judgment'." How often could we all say that we, too, might have ended up in those situations had we not used our better judgment?

There are only a few of these DVDs remaining at the Distribution Center. For anyone interested, you can order a copy from Helen Dillon, 603 Steamboat Road, Greenwich, CT 06830, or e-mail her at [hcdillon@optonline.net](mailto:hcdillon@optonline.net). The cost is \$10 and well worth it.

*Terry Kayser is Co-manager of the AVP-USA Distribution Center.*







# Distribution Service

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## Order Form—For AVP FACILITATORS

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| VM <b>Welcome to AVP</b> —Produced by FNVW<br>28 Min.— <u>    </u> DVD-R <u>    </u> VHS      | 16.00   | _____ | _____ |
| VA <b>Another Way</b> —Produced in Australia<br>58 Min.— <u>    </u> DVD-R <u>    </u> VHS    | 16.00   | _____ | _____ |
| VP <b>Picture Sharing CD</b> (190 Pictures<br>for use in Picture Sharing Exercise)            | 10.00   | _____ | _____ |
| VL <b>25 to Life DVD</b> — Stories of 6 former NY<br>inmates for use in youth programs        | 10.00   | _____ | _____ |
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| ED <b>Delaware/Sloane Study</b>                                                               | 2.50    | _____ | _____ |
| EZ <b>New Zealand Evaluation</b>                                                              | 5.00    | _____ | _____ |
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| HI <b>HIPP Manual</b> (Published by AFSC)                                                     | 30.00   | _____ | _____ |
| TA <b>Transforming Power—AVP in Action</b>                                                    | 8.50    | _____ | _____ |
| TP <b>Transforming Power for Peace</b> (Apsey)                                                | 5.00    | _____ | _____ |
| LBr <b>Little Book of Restorative Justice</b> (Zehr)                                          | 4.95    | _____ | _____ |
| LBp <b>Little Book of RJ for People in Prison</b>                                             | 4.95    | _____ | _____ |
| HT <b>How to Do Good after Prison</b>                                                         | 8.50    | _____ | _____ |
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| DI <b>AVP Worldwide Contact Directory</b>                                                     | 1.00    | _____ | _____ |
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## Choosing to Act

by *Devoted Darrell*

**Y**ou can worry and constantly focus on the negative possibilities to help make them real.

Or, you can take action, and your worries will quickly fade away as you get busy creating a positive reality.

You can complain about life's unfairness, and your negative attitude will prevent you from seeing the best opportunities.

Or, you can take action, and the valuable opportunities open to you will grow more numerous and more accessible with each moment.

You can wait for things to be perfect before moving forward, and you'll end up letting life pass you by.

Or, you can go ahead and take action, transforming what you already have (as imperfect as it may be) into even greater abundance.

You can take comfort in never making a mistake by never venturing out, but then you'll never make any progress either.

Or, you can take action; and even though there will be some mistakes along the way, they'll be outweighed by the many worthwhile achievements.

You can remain bitter over what has already happened and, by so doing, extend your misfortune even longer.

Or, you can take action and move yourself to a more positive and fulfilling place.

You can choose to do nothing, but you're not going to like the results.

Or, you can choose to take action and create a life that's filled with purpose, meaning and real fulfillment.

"Choosing to Act" because it's your life and the choice is yours to make.

What will you choose to do?

*Darrell Sharpe  
Unit L1 Cell 32  
Souza Baranouski Correctional Center  
P.O. Box 8000  
Shirley, MA 01464-8000*





# I Have a Dream: A Future Without Violence

## Come Share the Dream May 22-25, 2009, in New York

by Jackie Labatt-Simon

In 1975, inmates at Green Haven Correctional Facility in New York formed a Think Tank. They had a dream, and sought help to create a program to teach alternatives to violence.

The dream continues as the theme of the 2009 AVP-USA Annual Conference in New York, May 22-25, 2009, a unique conference due to its proximity to New York City. The location provides the opportunity to include members of the original Green Haven Think Tank, and also, many former inmates who reside in New York and have created successful lives outside the prison walls. We hope to have a record number of former inmates among our participants.

To move toward that future without violence, there will be speakers and workshops on trauma, restorative justice, re-entry, youth and much more.

Arrive Thursday or early Friday and you can take a 25-minute train ride to visit New York City for sightseeing, shopping or a Broadway play without the cost of New York hotels. Don't want to travel? Nearby are museums, the Pepsico sculpture gardens where almost every major 20th century sculptor is represented, the Rockefeller Preserve for hiking, stained glass windows, and the Rockefeller home. And much, much more.

### **Here's something . . .**

Truth is our workshop  
Peace our shelter  
Nature our companion  
Beauty and perfection our life  
Form our manifestation  
Order our character  
And conscience our guide

*-Darrell Sharpe*

**Visit The Transformer Archives at  
[www.theTransformer.us](http://www.theTransformer.us)**

Want to see famous (or infamous) Sing Sing prison? We have managed to arrange a tour, but you must register early to get your name on the gate list at the prison.

More excitement! We are hoping to host a performance of "The Castle," an off-Broadway play praised by the critics. It stars four ex-convicts who relate their journeys of crime, deprivation and transformation. One actor has facilitated AVP both in and out of prison. The play was conceived and directed by David Rothenberg, founder of the Fortune Society. The Castle is a real place—a provider of housing, re-entry help and support for former inmates.

There will be time for sharing ideas, gatherings and some exciting keynote speakers. Because of all the interest in re-entry, we hope to repeat the popular 2008 Re-Entry panel, but with different panelists.

If all goes well, the Conference will be at Mercy College in Dobbs Ferry. The campus sits above the Hudson River with splendid views. Mercy gives a four-year college program at Sing Sing, so it has close ties to prison work. The campus is convenient to all airports and to major highways such as I-90, I-684 and I-287.

So mark your calendar for New York over Memorial Day 2009. This is an event you won't want to miss to continue the dream.

### **Do You Know Someone Who Is Not a Subscriber?**

Is there someone with whom you facilitate who doesn't receive *The Transformer*? Some 530 people regularly facilitate workshops from the community. We do not see that many people on our subscription rolls. For a mere \$10 you could give it as an e-gift to a team member and make their life as a facilitator just that much more delightful.

**Go to [avpusa.org/subscribe.htm](http://avpusa.org/subscribe.htm)  
or use the order form in this  
issue.**



## Tweaking the Exercises in the Manuals

The *Basic* and *Advanced Manuals* are the core of AVP; however, often a facilitator or a team will come up with a way to put their own spin on these treasures. Here are some tweaks on the activities in both the *Advanced* and *Basic Manuals*. They do not change the fundamental purpose of the exercise, but tweak it to work just a little bit effectively. If you have successfully tweaked something in a manual, send it to *The Transformer*, P.O. Box 3294, Santa Barbara, CA 93130, or email it to [avppat@earthlink.net](mailto:avppat@earthlink.net).

### Advanced Manual: Forgiveness Quadrants (D-81)

I learned a powerful adaptation of the Forgiveness Quadrants from Teresa Tyson. She thought it might have been in one of the earlier *Advanced Manuals*.

We mounted four posters in distant corners of the room labeled:

Forgiveness is . . .

Forgiveness is not . . .

Why it is helpful to forgive . . .

What keeps us from forgiving . . .

The group is divided into four groups, and each sub-group starts at a different corner. They brainstorm responses to the poster, writing them on the poster for 5-7 minutes.

Then each group rotates to the next poster, reads the accumulated responses and adds their own. (This can go a bit slowly at the beginning, but so far each group has eased into it and gone quite deep.)

When all groups have visited all posters, both participants and posters gather at the largest wall. Each group reads the poster they began with so that they get to see how it developed and everyone hears all the responses.

We then brainstorm together ways to remove the blocks to forgiveness. This has been very powerful each time I have done it.

The participants appreciate receiving the Forgiveness Handouts on F-12 and F-13 as follow-up.

*Contributors: Teresa Tyson, Nancy Shippen, AVP/ Massachusetts*

### Role Play De-role

To dramatically and physically get out of a role after the individual debriefing of a role that one has played, Lynn Wolf has the actor stand up, raise his/her arms and shake all over to shake off this role.

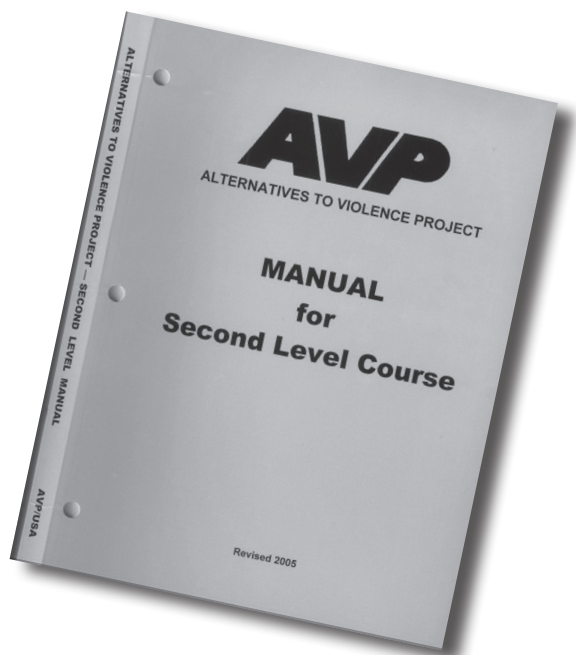
*Contributor: Lynn Wolf*

### Advanced Manual: Dots, formerly Colored Dots (D-81)

The power in this exercise is dramatic when you insert between #3 and #4 (or eliminate numbers 4 and 5) and merely just keep saying "Find your group" until they get that even the facilitators sitting out are part of the group and they reach out to include everyone. The awareness of the self-discrimination we hold onto does not even need to be pointed out. The group gets it and the debriefing reveals this. The "aha" moment is lost if you stop before they figure out everyone is in their group and if you push them too far in dialogue.

We also use it in the Basic Workshop in the final morning to build community.

*Contributor: Pat Hardy*



## Basic Manual: Broken Squares (E-9)

From an old *Transformer*, this tweak has saved many a frustrated participant in this challenging exercise, and is definitely worth repeating.

When one group is finished before the others, they often interfere with the work of the others. So John Shuford developed a task for the completed groups to do while waiting for the others to finish.

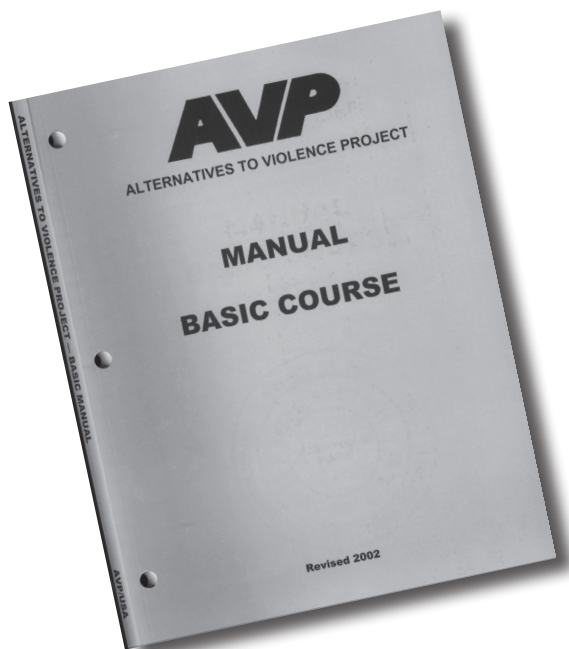
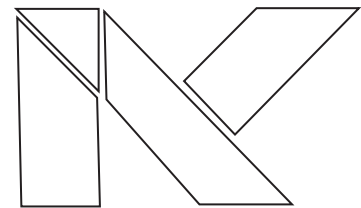
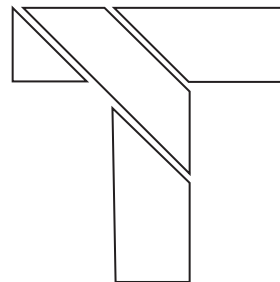
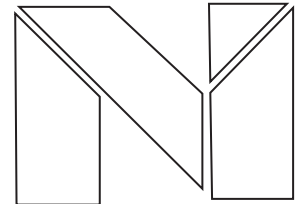
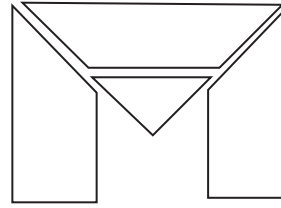
After the group has finished and before they start whooping up about their completion, remove all the pieces, except those in these pictures.

Ask them to work cooperatively (rules of Broken Squares do not apply) to make the easier “block letter M.” Do not show them the example, but let them know whether it is correct or not before going on. Then when they have completed the M, go on to the N, T and K after finishing each.

This gives the rest of the groups some breathing room to stay engaged with the exercise without undue pressure of competition. Keeping track in 50 workshops, John reports that only one team finished all the letters. Those completing their squares are rarely aware that the other groups are on to another project. There is no need to debrief the letters section of the exercise with the whole group.

This tweak changes the energy and tension around this workshop immensely.

*Contributor: John Shuford*



## Basic Manual: Light and Lively—Big Wind Blows (F-8)

Rather than saying “Big Wind blows for everyone who...,” say, “Big Wind Blows for everyone like me who...?” This gives an opportunity for sharing and community building early in the workshop.

*Contributor: Bob Barns*

## Give the Gift of Your Expertise in 2009

If you are feeling that you wish to broaden your involvement with the Alternatives to Violence Project, some unique opportunities are now available to undertake this special kind of service.

**Are you interested in learning more about the finances of a national non-profit? Or, do you have skills in the financial aspect of an organization?**

Either way, you can learn and grow as part of the Finance Committee (training provided):

- Treasurer  
(20-30 hours/month, depending on the month)
- Clerk (or Co-Clerk) for the Finance Committee  
(20 hrs/year)
- Finance Committee members  
(15 hours/year)

**Do you have skills in facilitating a meeting and coordinating a committee's activities? Do you enjoy being in a support role for others doing the work?**

The very active Communications Committee just might be the place for you. This group of committed people who are presently handling the AVP/USA website, *The Transformer*, the national database, the Distribution Center and the AVP-L has the following opportunities:

- Clerk/Co-Clerk for the Communications Committee  
(25 hours/year)
- Communications Committee members  
(20 hours/year, depending on tasks assumed)
- *The Transformer* Sub-committee  
(12 hours/year)
- Responsibility for having AVP workshop certificates printed, working with Alan Taplow
- Working with Peter Hoover on coordinating the AVP-L network

**Do you enjoy linking people to the right activity?**

**Do you know other facilitators in your area?** The recently formed Nominating Committee could use your talents (10 hours/year).

Give the gift of your time and talents and take satisfaction in being able to make AVP/USA most productive!

For more information about how to make this gift, contact: Donn Kesselheim, Clerk, Nominating Committee, ouzel@wyoming.com, (307) 332-6518.

### AVP

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