



The TRANSFORMER

Supporting and celebrating facilitators of AVP workshops

Changing Exercises

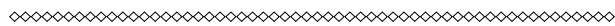
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Each issue is written by a different local group around the theme of their choosing. Articles for this issue were compiled by Chelsea Kesselheim, AVP Rocky Mountain Representative.

This issue started off with the theme Exercises that Changed Me, but ended up with an interesting collection of Exercises that We Changed. Compiled by long-time facilitator Chelsea Kesselheim, these changed exercises are more likely to evoke powerful change in workshop participants, thus the theme is Changing Exercises.

Based in Wyoming, Chel was able to encourage articles from throughout the Rocky Mountain Region. Thank you.



Exercises that influenced me

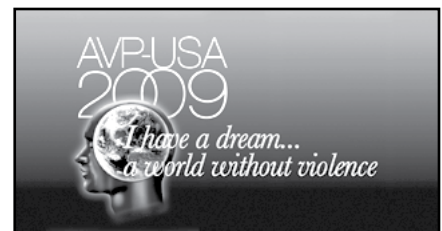
Magic Carpet Using Empathy to Catalyze a Meaningful Exercise

By Larry "Bodacious Bratt"

One of the most powerful exercises in the entire AVP curriculum is the Magic Carpet (*Advanced Manual*, D-123). Best placed toward the end of the workshop when the participants have a better understanding of their fellow AVPers, the purpose of this exercise is to help individuals resolve some unfinished business in their lives, while building self-esteem. Materials needed are a blanket, paper, and pencil and—above all—honesty and openness on the part of the facilitators. After all, the participants take the lead from the facilitators. The time frame depends on the size of the group but it usually doesn't take more than 40–45 minutes.

At Jessup Correctional Institution (JCI) in Maryland, instead of following the stated sequence in the *Advanced Manual*, we have discovered that it is best to have a facilitator demonstrate the exercise. The facilitator must be open and willing to suffer for what is important. Whenever I conduct a workshop, I lead this exercise as it constantly helps me to resolve family issues and hurt feelings. I normally select another facilitator to act as the voice of the person I want to hear.

The three statements I write often relate to the guilt I feel for harming my family due to my violent actions;



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Magic Carpet, continued

my brother hasn't spoken to me since my arrest. Long ago, I forgave myself for the harm I caused my victims and their families. I have redeemed myself through the good work I strive to perform daily as my atonement. However, the fact I caused my family to suffer loss of reputation and friends continues to haunt me.

As I sit on the magic carpet (blanket), apprehension grips my body when the facilitator places his hand on my shoulder. I tremble as I hear the first words from my surrogate, "Larry, this is your mother. I forgive you for not being with me when I got sick. I know you wanted to be, but it's okay. We both know that we have our own karmic path to travel, and I had to be alone during my final days. I love you and have never been ashamed to call you my son." By the time the facilitator finishes, tears are streaming down my face. There is an empathic silence in the room. Hardened prisoners are stunned, and hands go to eyes. As the next two wishes are read, my surrogate is sobbing. This exercise is heart-wrenching for those who take a serious and mature approach. This is why it is vital, in my opinion, to have a facilitator demonstrate the reality of Magic Carpet.

The participants see their own pain through the facilitator's experience, and they know the workshop is truly a safe haven. They write down their own wishes and select a surrogate they believe to be safe. By the time the exercise is processed, many more men have shed tears and have lain to rest the unfinished business that haunts many inside the walls.

Exercises that influenced me

Fishbowl*

By Changing Chesie Lee

I've been an outside AVP cofacilitator at the women's prison in Lusk for the last decade as my job schedule permits. When participants ask me why I do it, I can honestly say it's for me. I know that I receive much more than I give.

A case in point is something I learned from the Fishbowl exercise at one of the workshops. I shared about a difficult situation that I was experiencing at the time with one of my stepdaughters. One of the participants had a very similar experience, except that she'd been the stepdaughter. Therefore, she could speak from a stepdaughter's perspective in a way that I was able to hear.

From my conversations with women in prison, I know that often the fear of getting out is as great as the fear of not getting out. When I learned that, with others' help we started a transition home for four women at a time. We call it Jubilee House, from the concept found in scripture about when a person's slate is wiped clean, and she can start over. Jubilee House is a nice home near downtown Douglas, Wyoming. The resident director was a former resident of Jubilee House when she came out of prison. It's not part of the corrections system but a private nonprofit led by a volunteer board of directors. Many of the residents of Jubilee House have participated in AVP workshops.

Continued on page 4

A Publication of AVP/USA

Exercises that influenced me

What Is Violence?*

By Chelsea Kesselheim, AVP Regional Coordinator

The AVP exercise that started my transformation occurred in 1993 when I took my first AVP workshop at the State Penitentiary in Rawlins, WY. AVP had just been introduced into Wyoming, thanks to help from Colorado AVP. Facilitated by two very able women from Laramie, the only other women there were Lyndie from Dubois and me, Chelsea, from Lander. We had traveled two hours to be there that Friday night to start our AVP experience with about 20 men, all anxious to learn more.

Toward the end of that two-hour Friday night session, we did the What Is Violence? brainstorm. As the men called out their definitions of violence, such as: “hate, yelling, hitting, killing, jealousy, war, snitching,” I began to wonder: “I don’t think I do those things. Do I belong here?” Then it came to me that perhaps “silence” was my form of violence. I realized that when I was angry with someone, I stuffed it and let it grow into resentment, building a wall between us. The more I thought about it I saw that negative energy, anger, is a form of violence with the power to wound another. It made me think of William Blake’s poem:

A Poison Tree

I was angry with my friend:
I told my wrath, my wrath did end.
I was angry with my foe:
I told it not, my wrath did grow.
And I watered it in fears
Night and morning with my tears,
And I sunned it with smiles
And with soft deceitful wiles.
And it grew both day and night
Till it bore an apple bright,
And my foe beheld it shine,
And he knew that it was mine.
And into my garden stole
When the night had veiled the pole;
In the morning, glad, I see
My foe outstretched beneath the tree.

Blake knew that unexpressed anger, allowed to grow into fury, has the power to kill.



I was relieved when the first part of this exercise was followed by a second part, brainstorming What Is Nonviolence? Fortunately, this list was a longer and happier one to make. When we were through, I noticed how many words started with the prefix “co-.” There was “community, cooperation, communication,”—all meaning to do things with others: to live with others, to work together with others, to talk with others.

So, there was one of my forms of violence, silence; and there was what I needed to do about it. I needed to talk about my feelings, about why I was angry with others, so that misunderstandings and hurts could be laid out on the table to be talked about and understood, if not healed.

The rest of the workshop with its Listening Exercise, “I” Messages, and the opportunity to practice these, started me on my way. I’m still on my way to being transformed.

Since I have become a facilitator, I have added a follow-up to this process. The next morning, we hang the Violence list on one side of the white board and the Nonviolence list on the other side. Usually all the participants have underlined at least one thing on each list that is particularly significant to them.

First, we ask, “Where have these lists come from? Where did the Violence list come from, and where did the Nonviolence list come from?” The answer is always, “From us; from our experiences.”

Then, on the top of the board, I write: How do we transform ourselves? Under it, I draw a line with an arrow across the board leading from the Violence list to the Nonviolence list.

Taking myself as an example, I ask: “How do I go from my angry silence to communication? What do I have to do to transform the way I behave?” Then the group brainstorms what I need to do to change my repressed anger into communicating with my “foe.”

By the end of the brainstorm, the group has listed most of the process that transforming ourselves requires. Once again, it becomes clear that the answers are in our selves—our collective selves. We just need to bring them into consciousness, by sharing our collective wisdom.

*From AVP *Basic Manual*, page E-56

Exercises that influenced me

"I" Messages and Who Am I?

By Debra Sanchez

"I" Messages is without a doubt the most useful exercise and the most difficult to facilitate that has come out of my experience in AVP. I use this technique frequently in the workplace and in my personal relationships. In workshops (especially in prisons), participants scoff at "I" messages that strictly adhere to the formula because they can sound contrived and awkward. I always stress that the formula can be used as a template or "frame" and that with practice, all the elements of the formula can be present and the final statement doesn't have to sound contrived. One does not even have to come up with a statement immediately but can pause for a short or extended time period to contemplate the formula and gain clarity. When I am clear about a situation, my "I" statements are much more effective. Giving myself space to respond to a situation rather than react has reduced the number of "you" or hidden "you" statements.

I have often contemplated each of the four parts of the formula and discovered that my anger, hurt, annoyance, etc., is not about the other person but rather a product of my own expectations, demands, or fears. The formula has helped me to take my own

inventory and responsibility for my part in many conflict situations. Fear is the most common reason I have a problem with others! Recognizing my own motives and ego-driven demands that I place on others also reduces the number of "I" statements that I actually verbalize. Then I can turn to Transforming Power guides for more direction.

Another great exercise is Who Am I? I like to see how my priorities and values change over time. It is a great exercise to debrief because when qualities, traits, etc., are tossed aside, the visceral experience can be a great indicator of what is and what is not important in our lives.

Debra Sanchez is the lead outside facilitator from Laramie who has kept AVP happening in the Wyoming Penitentiary for over 12 years, with the expert help of a number of inside and outside facilitators.

Fishbowl, continued

My job is working with victims of domestic violence and sexual assault. One of the alarming truths is that victims of this violence often turn to drugs, including alcohol, for self-medication, which does not lead to healing but to further destruction. Another problem is that victims may believe that they have only two choices—to be a passive doormat for continued victimization or to take revenge, escalating the violence. In AVP, we learn that there are other options. I know that many in prison have been victims of domestic violence and/or sexual assault. Since these incidents usually involve power and control issues and learned behaviors, I believe AVP exercises such as role-plays where we practice being compassionately assertive can help break the cycle of violence.

*AVP *Advanced Manual*, page D-78

Changing Chesie Lee, a former public defender and currently the director of a victim services program in Douglas, WY, began volunteering more than a decade ago at the women's prison in Lusk. She received a fellowship in 1994 from the Wyoming Council for the Humanities to interview women in prison in Wyoming about their experiences that lead them to life in prison. Most of her work has been with nonprofit organizations addressing concerns of the poor and marginalized.

Workshops that influenced me

Simple Assumption

by *Jumpin' Jimmie Schafer*

The hardest part of AVP is discarding the tools I have used to survive life so far and replacing them with tools that open up communication with others. Each time I use a peaceful method for resolving problem situations, I am aware that taking a chance and looking for that good in another person has worked. Being confident that it will work every time is another story; it will take time for this to become a habit.

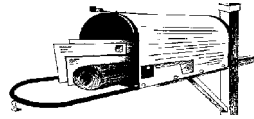
Giving someone else a break has allowed me to give myself a break as well. I don't have to be right to be a good person, but I do think I have to be a good person.

Jumpin' Jimmie Schafer has taken all three levels of workshops and has been on team twice since his T4T.

Exercises that influenced me

AVP by Mail

By Chelsea, William, and Jeffrey



Since Utah has not welcomed AVP into its prisons in the past, even when there were trained facilitators eager and available, I was surprised to receive a letter from an inmate in the State Prison in Draper, Utah. He had seen some AVP material and wanted more. Writing to AVP/USA headquarters, he was given my name as regional coordinator for the Rocky Mountain region. In his letter, he was asking Wyoming AVP for help dealing with his anger. Thus began a vigorous correspondence that continues today between William Gallegos and me, Swell Chel.

After three tries, I was able to send him—and he was able to keep—a copy of *Houses of Healing* by Robin Casarjian. The letters he wrote while he worked his way through the book showed that he was discovering what his youth had been like, understanding how he was influenced by his family, his health, and why he reacted as he did. At one point, in one of his letters, he said: “I used to think of myself as a house with constant repairs when I was in rehab. Now I am feeling that house was destroyed. And, as a part of being reborn, I am a high-performance car with fine-tuning. Now I don’t have to look to others for tender loving care, but can find it in myself.”

When he finished the book, I began sending individual exercises from the AVP workshops. One I sent him was the I Feel exercise. This is what he sent back:

- I am looking deep for answers.
- I wonder what I’ll find.
- I hear myself and I like what I hear.
- I see a more understanding being in myself.
- I want not to lose my transformation.
- I am very glad to make changes where needed.
- I pretend that at times I have no past.
- I feel like this is my last chance.
- I touch the emotions and feel what they are.
- I worry that I’ll get angry and go back to old habits.
- I cry I’m human.
- I am glad I met Chelsea and Donn.
- I understand more about myself than I ever have.
- I say the truth to myself, and I don’t lie to myself like I used to.

- I dream of my familia a lot, and I miss them.
- I try I hate that word “try”; I have all my life. Do it, or don’t say anything!
- I hope I will some day have the peace of mind needed to be happy.
- I am worried about my legal problems—they’re not going to go away.

After receiving a shoebox full of letters from William, word got around; and I received letters from several other men. One is Jeffrey Hughes. Again, I sent AVP materials that spoke to his request.

One item I sent was the talk on Fear (F-10 in the new *Advanced Manual*), which starts with the core of goodness that is in us all and extends in increasing circles through fear, anger, defense mechanisms, and the muscular layer to the all-encompassing circle of ego.

In his return letter Jeffrey wrote: “I had some success in exercising the Ego sheet you sent. For three months I was having clashes with an officer. Since spending time understanding how my fear and anger are food for my ego, and really wanting to be free of it, I’ve been able to tap into my core’s positive feelings to the point that they’ve begun reflecting outwardly.

“One day, I wasn’t saying anything to this officer except through body language, by smiling. It started with the officer letting his guard down enough to smile at me. Then he, noticing my ease of body, said ‘Geez, Hughes, you’re happy to see me.’ I just smiled bigger. Then, a week or so went by, and the officer approached me with an offer of ‘a clean slate.’ It seems as though there’s even a budding friendship, as much as could be had between an officer and an inmate.

“I’ve learned out of this that my emotions work within me by controlling my body language. And, thus, they took control of my personality. I’m now growing a more positive personality.”

Tom Truitt, A Solid & Peaceful Presence

We note with sadness the passing of Tom Truitt, a friend, mentor, and long-time colleague in AVP. Tom was instrumental in reorganizing AVP some years ago and served as Treasurer for five years.

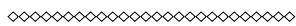
Tom was particularly focused on youth, active in RAVE and HIPP. He was one of the nicest people you’d ever meet. Much loved, he will be much missed. Condolences to Tarry Truitt, his daughter: LFAire@comcast.net. Donations to: Princeton Monthly Meeting for Social Concerns, 470 Quaker Road, Princeton, NJ 08540.

Workshops that influenced me

Two Poems—Terrific Tamela Lewis Got It!

The Basic Workshop

Sitting here in AVP where we discuss things that are violent,
 Where women no longer have fear, and are no longer silent.
 We confront our situations, and deal with them in a positive way,
 Letting one know how we feel, resolving situations today.
 We find our common grounds, to try to keep the peace,
 Dealing with the problems, putting our minds at ease.
 We've learned a lot of things to remove violence from our lives.
 To live a happy life as mothers, friends, and wives.
 If you want a happy life, one where you are free,
 You'll learn a lot of things by taking AVP.



Tamela Lewis was an AVP participant in both a Basic and an Advanced Workshop while she was residing at the Wyoming Women's Center (the only Women's prison in Wyoming). This amazing young woman wrote two poems: one when she was still taking part in the Basic, and the second while still participating in the Advanced. Most of us come away from a workshop with a certain exercise or two that has particularly spoken to us. Pamela saw the whole picture while it was still being drawn.

The Advanced Workshop

Sometimes our thoughts are hidden emotions, when we try covering up our fear
 Of all the things we face in life and those we hold most dear.
 We often feel power or powerlessness because of things that are in our head:
 Of things that we face in life or things we often dread.
 Stereotyping is really not nice; your classifying may be wrong
 Because we are all God's creation and need to get along.
 Self-confidence we all must have in order to get through,
 Not letting anyone cause you pain or belittle you.
 Anger is disastrous and only causes pain,
 But remember, in everyday life, there's sunshine after rain.
 Men and women's relationships we all some day will face,
 But we must show our love and respect, keeping priorities in place.
 Forgiveness is a big issue; you can't go through life upset,
 Because you may lose someone you love, and then you will regret.
 Anger is disastrous and only causes pain,
 But remember, in everyday life, there's sunshine after rain.

Workshops that influenced me

Humbled

By Iva Hueske

At first I was angry and felt nothing but pity for myself. The pity soon turned to fear when I came face-to-face with women whom I thought of as nothing more than criminals. I was humiliated and disgusted. After all, I wasn't like these women; I deserved better.

As I continued to listen to these women and their heart-wrenching stories, I was bombarded with an emotion I had no experience with—EMPATHY.

By the end of the workshop, these women had

helped me invite Transforming Power into my life, and I was hit head-on with yet another emotion—HUMILITY.

From that day on, I will never be the same. I have been given the opportunity to make a difference. I understand that within this opportunity is also a gift, for there is no greater gift than that which can be given—the gift of ONESELF.

Iva Hueske, a professional businesswoman on the outside, was influenced by AVP and became a gifted inside AVP facilitator while she was incarcerated in the Wyoming Women's Center. Looking back on her first encounter with AVP in prison, she did some writing about the transformation she went through.



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Listening Checkpoint

I Hear You Saying . . .



In practicing listening skills, AVP makes us aware of a surprising fact: In every *two-person* conversation, *six people* are taking part.

- #1 What I say
- #2 What you hear
- #3 What you say
- #4 What I hear
- #5 What I meant to say
- #6 What you meant to say

For example:

- #1 Teacher to student: "John, I need to see you after school today."
- #2 Student John hears: "John, you're in trouble."
- #3 John replies hurriedly: "Aaa, I have basketball practice after school."
- #4 Teacher hears: "I can't come."
- #5 Teacher meant to say: "I've heard of a college scholarship you should apply for."
- #6 John meant to say: "I guess I've done something wrong again"

What if . . . John had said:

- #3 "I hear you saying I'm in trouble."

Teacher might have said:

- #5 "No, not at all. I just wanted you to know that I've found a promising scholarship for you to apply for."

Think how many relationships are threatened when we don't check out what we think we hear the other person is really saying.

For example: What does the wife think when her husband, for the third Tuesday in a row, says: "The boss says I need to be back in the office tonight for a meeting. Don't wait up for me." Or . . .

What does the husband think when his wife hurriedly says on yet another phone call: "I can't talk now; I'll call you back."

Better check with: "What I hear you saying is . . ."

It's not easy, but it can save everyone a lot of grief.

A handout used with Listening/I-Statement Combination as a review in the Second Level/Advanced workshop.*

*AVP *Advanced Manual*, page E-119

Green Haven's Making a Difference Initiative

What does it take to make a difference? Is it to complete a task solely so that others could benefit from it? Is it attempting to reach out to someone with a helping hand when others are giving a cold shoulder? Or is it simply to try your hardest even when you know that your hardest won't be enough? For more than 30 years, the AVP Philosophy has pushed people to explore themselves; to look at their inner selves; and to reorganize or, for some of us, to start over again. Through this process, AVP has made a difference. It started by making a difference to a group of inmates and Quakers who saw the need for a new philosophy—a new mentality that they believed, once established, could help people cope with injustice and oppression. From then (1975) to now, it has made a difference to many, including Rwandans who have suffered some of the worst atrocities ever conceivable at the hands of individuals that could physically pass for their brothers. AVP has traveled from Green Haven to Great Britain, from New Zealand to Nepal, and

from Costa Rica to South Africa. It has reached these places only because facilitators wanted, and all the while were striving, to make a difference.

Now, in the new year, your AVP family here at Green Haven has recommitted ourselves to raising the bar of making a difference. Our answer to this new standard of achievement is the Making A Difference (MAD) Initiative. Through five projects that are under the MAD banner, it is our hope that by the end of 2009, we will find an answer to the question stated above: What does it take to make a difference? We hope that the fruits of our labor will benefit those that come after us. And we hope that we inspire facilitators to push themselves just a little bit more—to reach out just one more time after they have reached out all day. To say, "Yes, I'll help" one more time, even after they have overextended themselves so many times in the past. The MAD Initiative hopefully will be the catalyst that shows a person that it is possible to make a difference.

Continued on page 9

Tweaking the Manuals

Abbreviated Version of AVP Basic Manual Role-Play

The following abbreviated role-play instructions were written and developed by Margy Willen. Mark Forget deserves credit for starting us on this path. Using this manner of doing role-plays significantly cuts time for the preparation of role-plays and time for the debriefing.

STEP ONE—Setting Up Role-Play: Brainstorm five to six scenarios*; facilitators check that each scenario has appropriate potential. Review elements of TP mandala. Form small groups; ask each group to choose a scenario (check off) from list. Then, give these instructions, repeating them a second time:

- *There is to be no physical contact, imaginary weapons may not be used, and players must not play a part that was a real-life situation for them.*
- *You now have five minutes to plan the conflict situation and assign parts, but you must not determine the direction or resolution of the conflict. That is, how it will turn out.*
- *Make masking tape name tags, each with a character name. Choose one person to introduce the scene and characters.*
- *There will be only one scene in your role-play, which will last about five minutes.*

*If time is very limited, omit brainstorm and assign scenarios or have teams choose from list of topics.

STEP TWO—The Play: When the players go “on stage,” the facilitator gives these instructions:

When I say “Action!” you will begin. As you act out the scene, be open to Transforming Power. The scene will be brief and end when I call “Cut!” I’ll call “Cut!” when there is a resolution, when there is some kind of climax and we have enough to discuss, or if the situation gets too heated or out of control. I might call out “Freeze!” if the role-play is going nowhere and there is a possibility to begin again in a new direction.” Action!*

*If the role-play is going nowhere, consider calling “Freeze!” and then say to the players: *Resume the role-play, keep your character’s same motivations, and try to be more open to Transforming Power.*

When role-play is ended, ask the players to stay in character and sit facing the audience for the debriefing.

STEP THREE—Debriefing and De-roling: The goal of the debriefing is to focus on the personal experience of Transforming Power. Addressing the person by their character name, decide who is the angriest or most upset and begin with that person. The following questions might be asked all at once of one person, or one question asked of all players before moving to the next question.

- *How are you feeling right now?*

- *Was there a turning point for you when a solution became possible, a time when Transforming Power occurred? (If the person doesn’t say so, also ask: What circumstances allowed that to happen?)*
- *Did you see any opportunities for Transforming Power that were missed? What could you have done to make it happen?*

When the debrief is finished, de-role the players one by one, asking these questions:

- *Are you ready to step out of your role?*
- With hand on player’s shoulder/arm (if appropriate), say: *Your name is no longer (character); you are now_____.* Have the person say her/his workshop adjective name.
- After the person has placed his name tag on the back of the chair, ask: *Is there anything you (adjective name) would like to say to (character name)?*

If time permits, ask the audience if they saw other opportunities for TP. Keep the entire debrief very short, being careful that the de-rolled player is not addressed by character name and not allowing discussion to become a rehash or continuation of the plot or repetition of what was already said.

A New Location for AVP-L & -L2

Many thanks and great appreciation to Peter Hoover who originated and managed the AVP-L mailing list for several years. Hosted by Cornell University, the list was a major means of communication among AVP Facilitators for information on AVP education and workshops. Also many thanks to Rick Krouskop who has managed AVP-L2, which handled messages pertaining to AVP administrative matters.

In January, both Peter and Rick retired from managing their respective lists, and a new e-mail list has been formed to replace them. The list hosting has been transferred to Googlegroups and will be managed by Alan Taplow. The new address is: avp-l@googlegroups.com (must subscribe).

If you wish to add your name to the nearly 250 facilitators who are currently subscribed, send your request to Alan Taplow: ataplow@vtlink.net. Please include your address, phone number, and the local AVP council where you are active.

Tweaking the Manuals

Construction Exercises With Tinkertoys

Tinkertoy Tower—Basic Workshop (*Basic Manual*, page E-21)

- Purpose:** To work in a group to construct something without speaking and to reflect on what role one plays in a group activity. Also, it's fun.
- Time:** 20–30 minutes (It depends on how much time you have. Most groups will tear down and build again to get taller. Some build once.)
- Materials:** Three or more Tinkertoy sets, each with the same kind and number of pieces. The number of sets depends on the number of participants. Groups of more than five players to a set leave some hands idle.
- Sequence:** Divide group according to the number of Tinkertoy sets you have. Leave facilitators out. Ask each team to sit on the floor or at tables not too close to each other. Hand out a set to each group, and tell them to build the tallest freestanding tower they can without speaking. They may use the top of the box (if the top is part of the set) but not the box itself. "Remember, no speaking. Now you can open the box." Stop the exercise, depending on your time schedule and what's happening on the floor. Be sure to give a two- to five-minute warning before calling "Stop."
- Process:** If you were to do this again, would you do it differently? If so, what and why? What role did you play in this exercise? Was there a leader? Were you satisfied with your role? Is there something useful to be learned from this exercise?

Tinkertoy Model—Advanced Workshop

- Purpose:** To practice one's powers of observation and have fun working as a team.
- Time:** 30–40 minutes
- Materials:** Four or more sets of Tinkertoys with identical contents. One model made from one Tinkertoy set.
- Sequence:** Before doing this exercise, have an inside facilitator take one of the Tinkertoy sets and build a model in any shape or form he chooses (not too hard, but not too easy). This model must be built and kept out of sight and moved later where certain individuals can see it during the exercise.
- Divide group into one less than Tinkertoy sets available. Leave facilitators out. Ask the groups to sit on the floor or at tables well away from each other.
- Give each group a set of Tinkertoys, and tell them not to open it yet. Tell them they will be building a copy of a model, which one of their team members will get to see. First, they should choose their group's observer who will get to see the model for two minutes (no note taking). That member will then return and tell his team what to do. The observer may speak, but he may not touch the Tinkertoys. The rest of the group may not speak but will try to do what the observer tells them.
- A facilitator takes each team's observer to see the model. When the observer returns, he tells his team what to do. He can talk but not touch. Usually, depending on the difficulty of the model and the skill of the observer, most groups get stuck just part way through.
- Surprise them by saying that, if they wish, each group may choose a second observer to go out for one minute to view the model. (A facilitator always accompanies and times these viewers.)
- When the new observer comes back, he's the only one who can speak while everyone else, including the first observer, follows his building instructions. Depending on how hard the model is to copy, how close some teams are, and how much time you have for the exercise, you can rotate observers again and again. The real learning comes from discovering how hard it is to observe accurately.
- You decide when to call "Time" and bring in the model for all to see and compare.
- Process:** What did you learn in doing this exercise?
- One more tweak:** After four or five minutes have gone by, announce that you forgot to say, "There is one more rule. You can use only one hand while doing the construction." Now they *have* to cooperate!



Come to New York for the AVP-USA Annual Gathering over Memorial Day Weekend. Our conference site at Adelphi University in Garden City, Long Island combines the comfort of a suburban campus with easy access to airports and New York City.

Barb Toews, author of *The Little Book of Restorative Justice for People in Prison*, will lead off the Saturday program with a keynote presentation. Barb collaborates with incarcerated men and women as they develop their own restorative projects.

Reentry will be the theme for Sunday. Off-Broadway play *The Castle* is a moving account of journeys through crime and prison to transformation. Reentry Resource Networking will feature programs from throughout the New York area.

Mini-Workshops on Saturday and Sunday will address latest developments in youth programs, new exercises, prison coordination, support groups, new workshops in parenting, racism, and much, much more. AVP International will be featured on Monday.

Entertainment will begin with an informal welcome for early arrivals on Thursday and the conference opening Friday evening. Saturday evening we will hear from Darren Ferguson and his Hip Hop Youth Choir.

Early arrivals can add one of three full-day Friday programs to their registration. Trauma Healing will be facilitated by Nadine Hoover, who conducts Trauma Healing workshops in Indonesia to deal with the aftermath of the tsunami and 25 years of warfare. Advanced Facilitation Skills will be led by Daniel Hunter, a specialist in group dynamics who has conducted workshops on leadership development in over a dozen countries. The Sing Sing tour will visit the historic prison's cell blocks and meet with inside facilitators

Don't miss these opportunities to network with AVP leaders from across the country. For conference details and on-line registration, visit

<http://www.avpusaconference.org>

Deadline for the Early Bird Discount is April 5.

AVP

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