

*Alternatives to Violence Project Newsletter*

# the Transformer

*for AVP Workshop Leaders  
Summer 1994*

## WHAT'S NEW IN AVP

### **AVP International Conference Will Focus on Violence Epidemic**

August 11-14 in Philadelphia

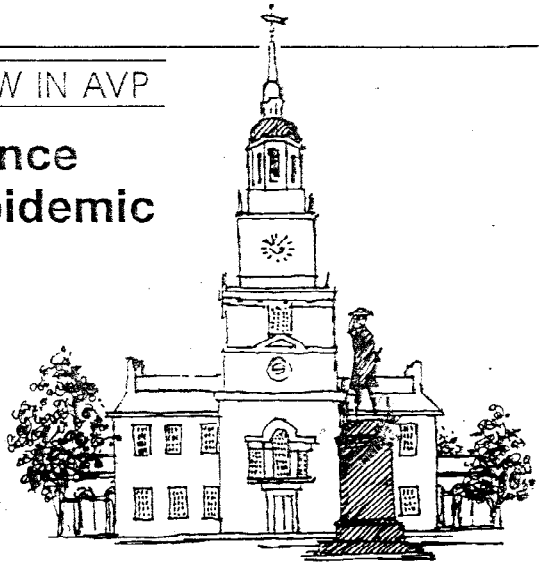
The Third International Conference scheduled for August 11-14 will focus on the nature of violence as a public health issue rather than a criminal justice issue.

We have found an outstanding keynote leader who will present the problem of violence from the public health point of view. Chukwudi (Chu Chu) Onwuachi-Saunders, a pediatrician, is the Deputy Health Commissioner for Philadelphia specializing in violence prevention.

As a former staff member of the Center for Disease Control in Atlanta she has developed a broad perspective of the social risk factors of violence and successful prevention strategies. As an African-American woman, she offers special insights on the problem of violence.

Her presentation will be followed by interest groups led by AVP Trainers with professional backgrounds such as psychology, sociology, and criminology.

The second day will be devoted to mini-workshops ranging from new exercises and light & livelies, to youth work and program organization. The third day will be devoted to action groups working on building the future of AVP. The opportunity for sharing



and networking with AVPers around the world will be one of the highlights. Trainers attending the conference are encouraged to bring ideas, exercises, articles and other materials about AVP to share.

The conference will be held on the tree lined campus of LaSalle University five miles north of the center of Philadelphia. Side trips can be taken to many historic sites including Independence Hall. LaSalle is near the Germantown section with its many handsome pre-revolutionary homes.

The conference will run from Thursday evening to Sunday afternoon, August 11 to 14 and will include nine meals. The cost will be about the same as the last conference, ranging from \$185-210 depending on the accommodations selected.\*\* The fee will also include a travel pool to equalize travel costs.\*

## WHAT'S NEW IN AVP

### International Conference *continued from page 1*

A registration form is included below. Please reserve the date on your calendar and mail your registration today.

If you would like to lead a mini-workshop, please list it on your registration form and include an outline.

### Space is still available...Register Now!

- \$185.00 double room & common bath
- \$195.00 double room & semi-private bath
- \$205.00 single room & common bath
- \$220.00 single room & semi-private bath

\$50.00 Deposit required

\*\* Room preferences will be assigned on a first come first serve basis and will depend on availability.

\* The fee includes a contribution of approximately \$50.00 to the travel pool. All participants will be asked to turn in their actual travel expenses (cost of gas, airline tickets, etc. rather than mileage). The travel pool will pay all costs over the minimum. The minimum will depend on the total travel cost of participants. For example, in 1992 all travel costs over \$80.00 were reimbursed. Please make airline reservations early to get favorable rates. Please car pool if driving, so the travel pool can cover more people.

## Registration Form for the Third AVP International Conference

Name \_\_\_\_\_ AVP Group \_\_\_\_\_

Street \_\_\_\_\_ Home Phone \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Work Phone \_\_\_\_\_

### Accommodations

- Double & common bath
- Double & semi-private bath
- Single & common bath
- Single & semi-private bath
- I will be commuting
- I wish to share a room with \_\_\_\_\_  
(Spouse or same sex roommate)
- Please assign a roommate

### Travel Plans

- Automobile
- Air
- Enclosed is \$ \_\_\_\_\_

Please make checks payable to Alternatives to Violence Project, and mail the check and registration form to: Hal Brody, Treasurer, AVP-USA, 6396 Malcolm Drive, San Diego, CA 92115

### Program Ideas

- I would like to see a workshop on: (List Topics) \_\_\_\_\_
- I can lead a workshop on: (List Topics) \_\_\_\_\_

If you can lead a 1 1/2 hour workshop, please include an outline for the program with your registration form.

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## AROUND AVP

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### Senior Citizens Workshop

On a Friday in March, eleven senior citizens assembled in a room in Friendship Village, a retirement community in Columbus, Ohio. They did not know what to expect.

They were there for a conflict resolution workshop, a Basic Alternatives to Violence Workshop.

The two leaders, Ed and Nita Sweeney of AVP-Ohio, introduced themselves to a somewhat reluctant group. Some were friends and others knew each other only slightly.

The leaders faced some special problems this weekend: about half the participants were hard of hearing and sometimes had difficulty understanding instructions. The participants also had to change rooms in the middle of the workshop. In spite of these challenges, the AVP process worked.

Three days later the participants said:

"I liked the comradeship among the participants most... a certain loyalty to the group was established and a desire not to let them down."

"I got to know participants 'in depth'... I stretched my mind, exercised new modes of thinking."

"The exercises reached down to gut level stuff."

One of the participants in the workshop was the executive director of the facility. He said there is a lot of conflict in retirement centers between residents and staff as well as conflict between residents and their families. He expressed an interest in having AVP workshops at the 22 Friendship Villages across the country. Perhaps this is a new direction for AVP.

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### Update on Northern Ireland

by John Shuford

Northern Ireland has many groups, both inside and outside the country, trying to bring peace. Many people in Northern Ireland are frustrated with the 'outside experts' and feel that peace can best come from efforts of local people.

One such local group is trying to develop an AVP program. Steve Rosenbluth coordinating the program here is dealing with unique issues. Obviously "the Troubles" affect every sector of society, including the

prisons. The paramilitary organizations are very active within the prisons, to the point, I am told, that when the prison administrator wishes to deal with an inmate who is a member of a paramilitary group, they must go through the chain of command of the paramilitary organization within the prison itself. Also, anything that happens inside a prison has an immediate reaction within the community outside, and vice versa. Even in this unusual situation, AVP has proven successful.



## WHAT'S NEW IN AVP

# AVP Grows in Russia

by John A. Shuford, AVP Delaware

Participants at a workshop in Elektrostal, Russia said "I've never been more open." "You can see a physical change after one day, people look more open, alive." "At lunch I went to my department and they all looked at me as if to say, 'Where did you come from, you talk differently from two days ago.'"

A toast by an old hard line Communist at one of the parties held after each training, "49 years ago today, Russian and American troops met at the river Alban in Germany to liberate us from the Fascists. Today is no less an historic occasion."

A comment from a doctor "AVP makes real change from the effects of Communism. 70 years is hard to change. It breaks down barriers between employees. It's our first experience of freedom and what it means."

While spending an evening with a Russian family, one of the Russians kept saying to us, "But you are our enemy, I am not to trust you. I am confused. I am confused."

These were some of the many powerful comments we heard during our trip to Russia. A very deep and moving experience for us all. There was a profound contact, as if directly from soul to soul. I was told by another American there that we have so much in common. We are 90% the same and 10% different due to culture and personal experience. That is probably why AVP is so successful in so many different settings and cultures, because it deals with the 90% we all have in common. Every time we left a family or group, we experienced a real sadness as if we were leaving our own family.

This trip was organized by Janet Chapin, a Quaker from Philadelphia who had been visiting Elektrostal for the past six years and lived over there half time for the last three years. Elektrostal had been closed to foreigners until last year due to the presence of a nuclear plant in town. This meant that few people in town had been exposed to foreigners and we were treated as though we were in somewhat of a celebrity status. Janet coordinated a student to student exchange. It began when Dima Sakolov, a not so placid student from Elektrostal (one and a half hours from Moscow), took a pack of letters destined to be thrown away which were sitting on a table at the Young Pioneers Headquarters in Moscow. These letters were from children in the Uwchlan Quaker Meeting near Philadelphia wishing to begin a letter exchange.

One thing led to another and an invitation to do AVP training resulted last fall. Janet Chapin and Kevin Ferris of Downingtown, PA, Cindy Herr of Lancaster, PA and I traveled to Elektrostal in April and May to facilitate as many workshops as we could fit in. We did six two day workshops with doctors, nurses and administrative staff at a hospital and two one day workshops; one for a Quaker worship group and one for top executives at the 18,000 employee nuclear plant. All the workshops were successful.

We presented a proposal to begin a two year project at establish an AVP program at Elektrostal. The goal is to train ten Russians as 'core' trainers for programs in the schools, the community, the business sector, the militia and wherever else it is needed.

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## AROUND AVP

### AVP Grows in Russia

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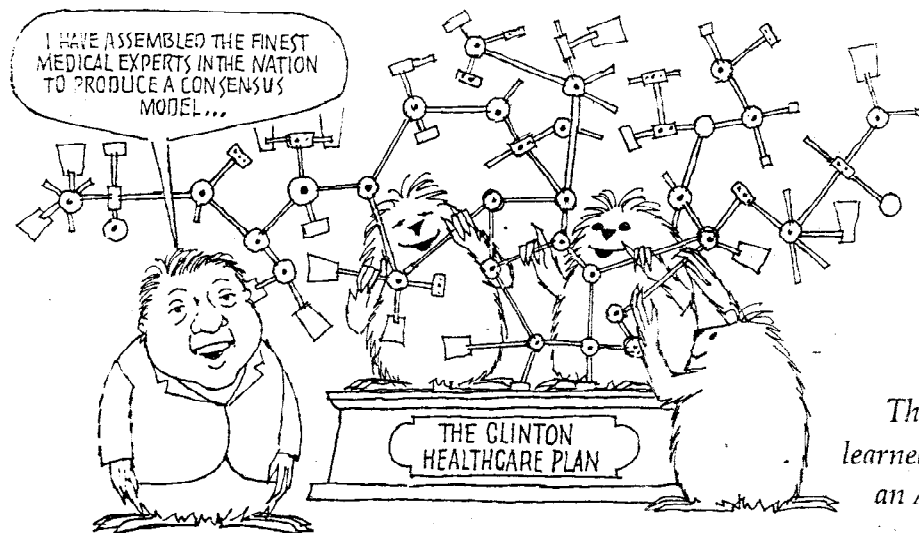
The proposal was made to a meeting of the Vice Mayor, Vice Chief of the Militia, Director of the Education Department, Director of the Health Department, a school principal and a hospital administrator. At a subsequent meeting, the proposal was accepted.

I also met with top officials in the Ministry of Internal Affairs who are responsible for the prisons in Russia. They were impressed with AVP and asked me to do one training which would include some of their staff, as well as teachers and students from their training institute. Kay Anderson, an AVP trainer currently living in Moscow, volunteered to co-facilitate with me. We did the workshop at their training institute in Ryazan (five hours from Moscow), after which they asked us to help them develop a full scale program. There are many other groups that want trainings, e.g., psychologists, nurses, steel workers, etc., but

Elektrostal and the Ministry of Internal Affairs are the only major programs that have been requested so far.

The Ministry of Internal Affairs asked me to write a seven page article for their professional journal "Crime and Punishment." I did and they want to print it in their next issue which goes to all correctional facilities in the country. They will insert a statement at the beginning of the article asking for reactions and comments. This will give them a sense of how open their personnel are to these new concepts and in which facilities they might begin trainings.

We are now in the process of seeking funding and trainers to participate in these projects. Anyone interested, whether you speak Russian or not, please let me know. We expect to make several two week trips during the next two and a half years. My address is: John A. Shuford, 103 Dalwin Drive, Dover, DE 19901. Phone 302-697-2566.



*They must have  
learned this in  
an AVP Workshop!*

## AROUND AVP

### Becoming a Lead Trainer Team Leader Training Workshop

by Deborah Wood, AVP New York



Over Easter Weekend, April 1-3, 1994, a diverse group of 11 facilitators gathered in Auckland, New Zealand, for a workshop team leader training. The group included two Americans, my husband Bill and myself; three Maoris, native people of New Zealand; and six "Pakeha", New Zealanders of European descent.

Although AVP-Aotearoa (the Maori name for New Zealand) is only two years old, the program is already well established. Workshops are conducted regularly in spite of having only a small number of experienced trainers. This Leader Training Workshop was an important step in the process of adding to the pool of those who are able to take on the role of workshop leader.

The Friends House on Waiheke Island, the setting for the workshop, provided a relaxing atmosphere. The building, completed with volunteer labor only about a year ago, is halfway up a hillside scattered with cottages overlooking Palm Beach. Several of our breaks consisted of a run to the beach and a swim in the Hauraki Gulf, part of the Pacific Ocean. Meals were provided by Fran Hintz and other members of Auckland Friends Meeting. For us from the USA, it was strange to learn that Easter Weekend was the last summer holiday for the New Zealanders!

Elaine Dyer, whom many of us met in 1991 and 1992 when she was in the USA, was the lead workshop facilitator. "Three other experienced New Zealanders were on her team."

One of the early exercises was called the "Learning Edges Sculptures." Each person identified an area that presented challenges for him or her as a team leader. After verbalizing the situation as clearly as possible to the group, the person asked another member to come forward and to say and act out the first step as the problem had been explained. Other group members in turn were asked to do the same for subsequent steps in the problem. When the person felt the sculpture was complete (and at various points along the way), the actors said and acted out their own parts in the sequence, continuing until everyone was participating. Sometimes the steps were done one at a time; sometimes, all together. When the sculpture was complete, the person who had initiated it was asked to comment, particularly on ways that they might change the pattern to help overcome the difficulty.

Being forced to put my worst fears into words, and seeing and hearing them played out right in front of me, may help me to recognize when they would cause a problem during a workshop and come up with strategies to deal with them.

Another exercise was to develop a "Role Map" of a team leader. In the center of a large sheet of newsprint, the words "TEAM LEADER" were printed in a circle. Rays coming out led to boxes that we filled in with the roles that a team leader plays.

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## AROUND AVP

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Some of those identified were: Enlivener/Energizer/Enthusier, Time Keeper/Structurer, Supporter, Resource and AVP Role Modeler of Process and Values. In all, we came up with 18 roles in our map.

During one session, we focused on the elements that should be included in pre-workshop team building and team maintenance. After the whole group listed four key elements (Rapport, Agreements, Support and Feedback), we then divided into two "teams." Each team was asked to develop a 15 minute presentation to illustrate these elements for the rest of the group. Both teams independently decided on a role play format, but the approach was quite different so that they were not repetitious.

Saturday evening, we had a Sharing Circle on the topic of "Me and AVP." Elaine brought her "Talking Stick," a stick carved for her by a Maori inmate that she often uses in her workshops. All in turn were given the Talking Stick. They spoke until they had their say, and passed it on to the next person. Of course, anyone who wished had the right to pass. All felt the bond of closeness that such sharing brings. The blending of the Maori and Pakeha cultures in the workshop that was exemplified by this exercise which touched all of us deeply.

Two important exercises done on Sunday helped bring the workshop to a conclusion. They were developing a draft of ethical guidelines for team leaders, and doing an oral self and peer examination.

Concentrating on the standards we need to uphold as AVP facilitators, and particularly as team leaders, helped us recognize some of our responsibilities that are not spelled

out anywhere else that I know of.

The evaluation was handled as follows: Each person spent a few minutes talking about their own strengths and learning edges. Then the person sitting to each side and one team leader gave feedback on the same topics. By this time, we were able to give and take honest assessments of each other without a feeling of being judged. What an affirming and energizing way to close the workshop!

The facilitating team did not work with a prepared agenda for this workshop because there isn't one! Although time and thought had been put into pre-workshop planning, each clinicing session seemed a struggle. Most of the exercises had been used no more than once before, and some were specifically developed to meet a need in this workshop. More effort needs to be put into developing a suggested agenda for this six or eight session workshop, and the exercises need to be written up to supplement the agenda. Further refining will come as we actually do the workshop.

Bill and I found the workshop an affirming one, and one that helped our growth as facilitators. We added our experience where it was appropriate. We were impressed with the strength of the AVP-Aotearoa program, and found it hard to believe that it was only two years old. We look forward to having Elaine share her insights and experience with a larger group at the International Meeting.

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A Lead Trainer's Workshop with Elaine Dyer is scheduled for Albany, NY on August 26-28. See page 15 for details.

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AVP FORUM

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The first prison workshop...

## Walking Through AVP

by Frances Delahanty, AVP-New York

*"As I was going into Attica it seemed like an evil castle with all the barbed wire and gates – it evoked in my mind all the worst in humans – either as inmates or guards – but now I see that when I am walking in, I am walking through the gates of myself, and I find myself in there – it echoes in my experience clear down to my experience of myself, my childhood, my family, my community"* Mike Farrell, AVP Trainer

I was scared as I drove up to Sing Sing for my first workshop planning session as an apprentice trainer. I'd been told to leave my belongings locked up in my car, as they would search me upon entering, and I'd have to take everything out of my pockets, and purse. I needed ID, so I took my keys and my driver's license, and locked everything in the car. I ordinarily never lock my car, but I did there, and I still wasn't sure it would be safe.

As I came up to the front door, the door opened slightly and an officer asked for ID and why I was there. I said "Frances Delahanty, AVP." AVP fortunately has a good reputation at Sing Sing, and my name had been put on the gate list a week ahead of time, as is required. So I was ushered in, and searched, and then told to wait in an adjacent waiting room. I was happy to see other familiar faces, as my friends Alan and

Fred arrived, with whom I was doing the training.

After what seemed like a long wait (30 minutes) a guard came to escort us to Tappan, the medium security facility area Sing Sing where we were to meet three inmate trainers who would be giving the AVP Basic workshop with us to a group of inmates at Tappan. The huge barred doors were unlocked and we entered into the first chamber, and then the doors were locked behind us. Now I was locked up in Sing Sing! Men behind barred corridors stared at me, as we were led down corridors to a vehicle that transported us to Tappan. Again, stares, as we were led out of the vehicle and entered the building where we were to do the workshop.

A guard was posted outside the area, which was arranged somewhat like a dormitory with cubicles. This was the area assigned to "Network," a milieu-type program where inmates who had shown good behavior and responsibility were given more freedom and some say in the governance of their lives. men here could cook a little for themselves, and visit each others rooms. The room we were to work in was like a classroom in any old building – ordinary and OK for the purpose. I was ushered into a smaller room which we as the team would be using to meet and plan between sessions. Here I was introduced to the three inmate facilitators, who seemed like "ordinary guys," although I was aware that they were all black.

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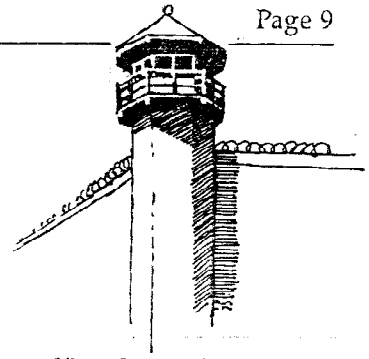
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 AVP FORUM
 

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So the three "outside facilitators" were all white; the three inmate facilitators, all black. That seemed to say something in the back of my mind, but it didn't quite surface at that point. It was only later, at another community workshop where my fellow facilitator, also black, talked about the two-tiered system of justice in this society – one for whites and the other for blacks – that it finally clicked.

The planning session went well. Fred, the lead trainer, had prepared a tentative outline of exercises we would do. We discussed each one, and agreed as to whether, and when, each exercise would be done. Then someone agreed to lead it. We divided up the work fairly evenly, though Alan and myself, who were new apprentice trainers, were given easier tasks to do, ones we felt comfortable with, and weren't frightened at leading. I was impressed with how easily Fred interacted with these inmates, how much fun, and how "normal" they seemed. Soon our planning session was over, and we were once again escorted out of the building, into the vehicle, through the barred corridors, and into the antechamber, which this time was unlocked, and once again was in the lobby and could leave.

This was the difference between "them" and me. "They" got escorted in, but "they" couldn't leave, as I did, when I wanted to.

The next day, I got up early and arrived at Sing Sing by 8:00AM so as to leave enough

time to be "processed" and into the training room by 9:00AM when the workshop was scheduled to start. However, we waited over 40 minutes to get an escort. So, after reaching Tappan and doing last-minute coordination with the inmate trainers on housekeeping details and the participant list, etc., we finally got underway about 9:30AM. I was very nervous, as I walked into that room with 20 men, most of them black. I was the only woman. Five other trainers were men, and all the participants were, of course, men, since Sing Sing is a male prison.

I felt frightened by the violence that I assumed they harbored. I assumed they had all been imprisoned for violent crimes, and I felt very vulnerable, even though I had been assured by my friend Fred that it was very safe there. These guys were on their best behavior, since AVP looks good in their parole folder. And the guard was posted right outside. Still I was scared. Finally, as we went around the room, sharing about ourselves, and why we were there – I shared with the group that I was scared. Immediately, several of the men said, "Don't worry – we'll protect you!" – I was amused. Here I was frightened of them and they were offering to be my safety net! Sharing my fear, however, worked. My fear had diminished, and I was watched over solicitously by my new protectors! My walls were beginning to crumble.

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AVP FORUM

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The Opening Talk...

## Thoughts About Conflict and Violence

by Fred Feucht

The opening talk sets the tone for the workshop but it can be a dull or dry lecture. I think it is important to let people know what to expect in the workshop and where I am coming from as a leader. I have been looking for a way to focus in the topic of conflict resolution and violence that gets participants involved and is interactive.

### On Conflict...

Since the Basic Workshop is a conflict resolution workshop, whenever I lead a Basic, I generally begin with a dialogue about conflict.

The first question I ask "How many people here like conflict? If you do, please raise your hands."

I seldom find any participants with the courage to raise their hands.

The second question I ask is "How many people would like to see a world without conflict?"

This generally results in a multitude of raised hands. I then go on to say that although we may seek a world that is completely peaceful and joyful and without conflict, I personally don't think that a world without conflict is really possible. And, even if it were possible, I don't think it would be beneficial or healthy for us.

The third question I ask is "How many people watched a television drama in the last

week... or went to a movie in the last month... or saw a stage play in the last year?

Generally, most of the group will raise their hands in response to this question.

Then I ask "Would you have watched these dramas, movies or stage plays if they did not involve conflict?" The reply is generally "No." They realize that without conflict there would be no story, no drama, no challenge. Conflict is essential to writing fiction. Conflict is an essential part of life.

What is important about these dramas is not that they involve conflict, but rather, how the conflict is resolved. In the case of the stage play, if there is a negative resolution, we call the play a tragedy and the story generally ends with the death of the hero. If there is a positive resolution, we call the play a comedy and the hero probably goes on to live happily ever after, or at least, the hero will go on with better skills and confidence to reach a positive resolution in the next conflict that life offers.

I then say "AVP is about what I want to do with my life. Do I chose to make my life a comedy with a positive ending? Or do I chose a tragedy with a negative ending?"

For me, AVP is about choosing positive resolutions to conflicts. AVP is about making my life a comedy and not a tragedy!

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## AVP FORUM

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What would the world be like without conflict? How would the world be if it were totally peaceful and harmonious and my interactions with others were never questioned or challenged? Would I have any need or desire to grow and change? Hardly!

I have found that I only change when I am faced with conflict. Without conflict, I would probably become a couch potato and a vegetable. I believe that conflicts are vital in providing people with the incentive to grow and change.

Although I may experience conflicts as difficult and painful, they may truly be a gift. Each conflict that comes along is a new opportunity for me to grow and change. I need to be thankful for the conflicts that come into my life.

### On Violence...

Now I would like to say a few words about violence. I find that most violence erupts as a spontaneous reaction rather than a planned action.

I would like your cooperation in a little demonstration. First I would like you to introduce yourself to your neighbors on both sides...

Now I would like each of you to put your right hand on the left shoulder of the person sitting to your right.

You will decide in a fraction of a second how to react to the hand on your shoulder.

There were probably two factors in your reaction to the hand on your shoulder:

1. How much do you trust your neighbor?
2. How do you feel about yourself?

If your neighbor has built some trust with you by the way he or she introduced him or herself, you will probably interpret the hand on your shoulder as a sign of friendship rather than a threat.

The second factor is how you feel about yourself. If your inner attitude is one of fear and powerlessness, you may interpret any hand on your shoulder as a threat.

Much violence stems from this feeling of powerlessness. We all need some sense of power. One way that some people seek to overcome this feeling of powerlessness is by making themselves powerful through the use of their physical strength or by use of a weapon.

AVP seeks to replace that feeling of powerlessness with a sense of inner power which we call Transforming Power. This is a key concept in the workshop that we will discuss later. In this workshop we will work on developing positive attitude about ourselves through affirmation and building self esteem. The workshop will also cover the topics of communication, cooperation and creative conflict resolution.

(The opening talk then goes on to cover the usual items of ground rules, voluntary attendance, etc).

## Expressing Transforming Power **The AVP Mandala**

by Steve Angell

Presentation of the Transforming Power has been a special concern of mine from my very first exposure to it in the Basic Workshop. The TP Rap, as we first titled it, seemed very much a lecture and out of character with the more experiential nature of the other parts of the workshop. I wanted to see something that was more visually graphic and more participatory.

Consequently, I first began to think of a flip chart type of presentation and developed, essentially as we know it today, the AVP Mandala. I never went on to develop the rest of the flip chart presentation because the mandala began to take on a life of its own and to begin to build the participatory aspect I was seeking. First with its six segments, it was an ideal way to divide between team members in the presentation of Transforming Power. It allowed for stories as well as the more in depth discussion of the elements of TP.

The Mandala gradually developed from a poster, to a handout, to an enlarged graphic in color which could be laid out on the floor in the middle of the circle. Even so, it lacked the degree of participatory involvement that I was seeking to achieve. This, however, was assisted by coupling the presentation of TP with the exercise, Sharing a Conflict I solved Nonviolently. Doing Sharing a Conflict first allowed for scribing the shared stories on newsprint and looking at the approaches participants had used to solve the conflict nonviolently. Then when the Mandala was laid down, it was possible to refer

to these actions as they related to the pieces of the Mandala as they are being laid down.

Now I have taken this a step further and when the Sharing a Conflict stories are being told, I scribe only the briefest description of the story and wait until the Mandala has been presented to have the group then point out ways in which the elements of the Mandala contributed to the resolution of the conflict. I needed to emphasize that this evolutionary process has been contributed to by many individuals. The idea of cutting the Mandala into six pieces and having various members of the team lay down a piece sequentially and speak to it came out of a trainers workshop. I have now taken the nineteen TP Queries and grouped them under the five specific elements of the Mandala.

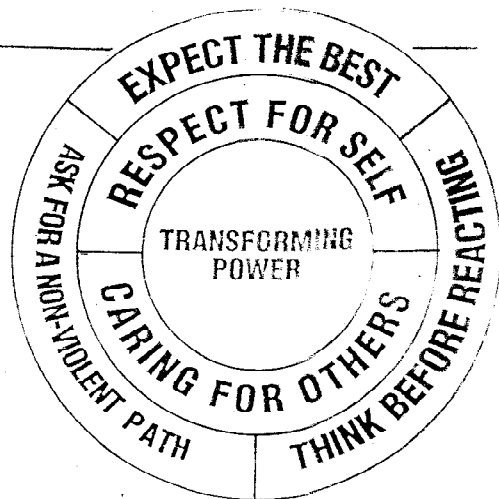
I have found the Mandala a growing symbol. The more I use it the more insights it gives me into Transforming Power, the most recent being an insight shared by one of the team members in a workshop we did at Oakwood School. Just as we know through observation that it takes water, warmth and fertile soil for a seed to grow, we have observed that the five elements surrounding TP in the middle of the Mandala are what open us up to TP and enable us to find ways to resolve conflicts in a peaceful manner.

It is not my intent in this article to describe in detail what might be said to a group as the Mandala is being presented, *continued next page*

because I think this is best developed by each individual out of his or her own experience. I would, however, like to share some of the connections I have seen which I think help individuals to better understand Transforming Power.

Personal stories are often the most powerful to tell. However, I have found the Marge Swan story particularly useful in getting the initial idea across that this is a power that comes to us if we have done the right things to open ourselves up to TP rather than just a power we can call upon whenever we want it. For those unfamiliar with this story, Marge was carrying a heavy arm load of books across a park and heard some steps approaching rapidly from behind her and figured she was about to be mugged. When she turned and looked and saw this large man beside her she thought for a moment and then expressed appreciation for him coming to help her and dropped all the books into his arms. He then took them and walked with her all the way to her apartment at which point she took back the books and thanked him for helping her out. He then said to her "But lady that wasn't what I had in mind." I tell the story and then ask the group "Who had the power when this story started?" and "Who had it when the story ended?" It gives an excellent opportunity to point out some especially salient aspects of TP such as TP is more likely to come to the person with seemingly the least power because the person with the greater power is probably used to getting what he or she wants through the use of his or her own power.

As other pieces of the Mandala are laid down it is especially helpful to tie them into



the exercises the group has already experienced such as tying the "Respect for Self" piece to the Affirmation Exercise and what was learned there and the "Caring for Others" piece to the Concentric Circles Exercise and what that generated in understanding others. The "Expect the Best" piece offers special opportunities to provide insights into TP because the opposite of expecting the best is expecting the worst, and if we are operating out of expecting the worst, we are operating out of fear. Fear causes us to carry weapons and to be focused on violent ways of resolving conflicts. When we are dominated by fear we are shutting off our fuller capacity to "Think Before Reacting." Fear blocks creative thinking which is vital if we are to "Look for a Nonviolent Path." These five elements in the Mandala are the only things that individuals can get for themselves, if they would like to be open to Transforming Power. No one else can get them for us.

Filling in the details, by participants, of stories shared on conflicts resolved non-violently helps immeasurably to bring all this to reality and remove it from the realm of mysticism and theory. Distribution of the TP Queries as they relate to these elements of the Mandala helps TP to become more practical for application to everyday life.

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## AROUND AVP

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### AVP in Germany

*by Helen Crisp, AVP Colorado-New Foundations*

Interest in the AVP program in Germany is growing as evidenced by several requests for workshops. In Northern Germany facilitators need to be trained so that the AVP group can provide an ongoing program. In Southern Germany there is interest in starting an AVP group.

I plan to leave for Germany in July. I have been invited to help with a Training for Trainers in Bad Pyrmont, Northern Germany, on September 23 to 25. I have also been asked to work with Ellen Zitsmann of Munich to help get AVP started there. Ellen loved the Basic Workshop which she took on her visit to USA in the spring.

If I can find a job, I hope to stay in Germany for a year and help to expand the AVP program. If employment is not available, I will return in September.

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### Update on AVP Nicaragua

In the words of Jorge Campos, a government official "You can't imagine all the positive effects of your introduction of AVP to Nicaragua last February. Since then it has spread to half the country including the Atlantic Coast. It has even been found acceptable among political groups that have been traditionally violent."

In May, a Training for Trainers Workshop was held on the Atlantic Coast of Nicaragua and the participants included a number of Mosquito Indians. Since the language of the

Mosquito Indians is English, the workshop was held in English. The leaders of the workshop came from the far flung AVP network. They were: Karen Fogliatti of AVP Michigan, Lila Rucker of AVP South Dakota, Ken Hochsettler of AVP Florida, and Georgia Rendele of AVP Colombia.

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### New Openings for AVP

#### AVP for Quaker School

Oakwood School, a Quaker boarding school in Poughkeepsie, New York has asked AVP to provide a Basic Workshop experience for all of its students, faculty and staff as school opens this fall. To make attendance voluntary, alternative activities are planned for those that do not wish to attend.

Fifteen facilitators are needed. The schedule is 4:00PM Friday September 16 to 5:00PM Sunday September 18. Hospitality for trainers will be provided by Oakwood School. Call Steve Angell at 914 266-3020 if you can help.

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### Help Wanted

#### Trainers in the Media

Rocky Mountain Media Watch and New Foundations (AVP Colorado) are seeking to organize a special AVP workshop for members of the news media, both print and electronic. They would like to have trainers on the team who have a background in the news media. Call Tisa Anders at 303 861-5303 if you can help.

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## AROUND AVP

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Growing as a Leader with Elaine Dyer...

### Team Leader Training Workshop

A special Team Leader Training Workshop will be held in Albany, Friends Meeting-house on August 26 to 28.

This workshop is being used in New Zealand to train facilitators to be workshop team leaders. Some of the exercises described in the article on page 6 will be presented in this workshop. Some of the information presented will relate specifically to leading workshops in New York State Prisons. The workshop is open to experienced trainers, both those who function as lead trainers, and those who might like to

do so in the future. As this workshop is still in the development process, during the evaluation we will seek suggestions for refinements of exercises and for additional material which might be included.

The number of participants will be limited to a maximum of 15. The workshop will begin on Friday from 7:30PM to 10:00PM, Saturday from 9:00AM to 9:00PM and Sunday from 1:00PM to 4:00PM. The cost will be \$30 per participant and scholarship help is available. To register, call or write to Pat Beetle at 518 477-4004, 1379 Sunset Road, Castleton, NY 12033.

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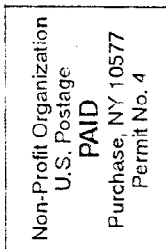
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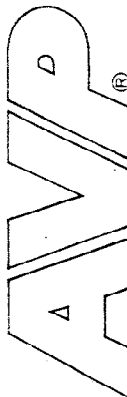
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