

Alternatives to Violence Project Newsletter

the Transformer

for AVP Workshop Leaders
Spring 1998

WHAT'S NEW IN AVP

AVP International Conference Meets over the Labor Day Weekend

AVPers from around the world will gather in Houston to plan the future of AVP.

Many international delegates are expected and an international panel is being planned. A special theme of the conference will be diversity, and the keynote leader will focus on this topic. Of course there will be loads of exciting mini-workshops and opportunities to connect with AVPers from around the world.

The Conference will run from Friday, September 4 to Tuesday, September-8. The site will be the the Christian Renewal Center in Dickinson, Texas, about 30 miles south of Houston. There are hiking trails, a swimming pool and meditation pond. Everything is air conditioned. Accommodations include eight person lodges and single and double rooms with bath.

Nearby attractions include Gulf Coast beaches, the Johnson Space Center and the Houston Holocaust Museum. Hobby Airport is the closer, but transportation can be arranged from Bush Airport also. Reserve the Labor Day weekend on your calendar and keep an eye out for bargain fares. **See the registration form inside for more details.**

Report from Eastern Slavonia...

AVP Comes to a War Zone

Can AVP help to heal a former war Zone?

Can AVP help to resolve religious and ethnic conflicts that have been going on for 1,000 years?

Most people have no idea where Eastern Slavonia is located and would not know the difference between Slavonia and the countries of Slovakia and Slovenia.

Eastern Slavonia is a region of Croatia in the Danube Valley that has long been occupied by Serbs. The conflict between the Catholic Croats and the Orthodox Serbs is rooted in an attitude that wars are inevitable every fifty years or so. As Yugoslavia broke up *continued next page*



AVP & CCRC leaders in Eastern Slavonia

WHAT'S NEW IN AVP

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in 1991, Eastern Slavonia became controlled by the Serbs and the Croats fled. Under the Oslo Accord, the Croatian Government reestablished control and the Croats are slowly returning to their homes. (And sometimes seeking to take over the homes of Serbs also.) Fear hangs over the region like a London fog. If there were ever a formula for violence, this is it.

This is the environment entered by Steve Angell and Marilyn Williams from AVP-USA along with Istvan Fedor, Gyongi Csaszar and Viola from AVP-Hungary when they came to Eastern Slavonia last December.

The AVP workshops were coordinated by Nicholas Street from Britain, who has been working for three years on a reintegration program to bring the Serbs and Croats together. In the past, other trainings have been led by "outside experts" and other "internationals." Nicholas saw that it was vital to develop a group of native Croats and Serbs who could take leadership roles and bring the program to their communities.

Four AVP workshops were held in a three week period, one in Vukovar on the Danube and three in Osijek, about 15 miles away. This included two Basics, an Advanced and a Training for Trainers. Three Children's Creative Response to Conflict Workshops were also conducted.

Katerina Kruhonja, Director of the Peace Center on Osijek said, "I'm impressed by AVP. The fact that it is designed to teach local people to become facilitators makes it attractive to me."

Some significant cultural differences were the reticence on the part of participants to talk about personal or family matters. For example, a Croat who defied the prevailing norm and stayed in Vukovar during the siege is now being ostracized



(including death threats and being fired from his job) by Croats who fled and are now returning.

He told those in the workshop, "I have no problems." However, participants were able to open up about their problems when assured the anonymity of the Empathy Exercise.

Language was also a problem. Neither the U.S. or Hungarian trainers spoke Croatian and sometimes had to work with translators. However, they were greatly aided by a draft of the AVP Basic Manual that had been translated into Croatian by a Bosnian student in Philadelphia. The manual made the Training for Trainers workshop possible.

The will to resolve conflicts is already in the air in Croatia. The fog can be burned away by the sunshine. Seeds are planted in native soil. During one of the Basic Workshops, when participants were strategizing about how they could increase the spirit of community where they lived, some suggested putting the AVP program in the Osijek Peace Center. Another suggestion from the group was to develop AVP in a way to deal with alcoholism – a major problem in post-war Croatia.

WHAT'S NEW IN AVP

The major goal now is to get Serbs and Croats trained as facilitators who can lead AVP workshops.

Steve left for a second trip on April 8 along with Sr. Margaret McKenna of Philadelphia. They will add their unique gifts to this development effort in Eastern Slavonia. The need is also present in Western Croatia and along the Dalmatian Coast. There is an enormous amount of work to be done.

AVP at Pendle Hill

Two AVP workshops are being offered at Pendle Hill, a rural, residential study center in Wallingford, Pennsylvania. This will include an Advanced Workshop from August 7 to 11 and a Training for Trainers from August 12-16.

The leaders will include Steve Angell, Sr. Margaret McKenna and Robert Martin. The cost of the workshop is \$275 for a double room and \$325 for a single room. For further information and registrations call 800-742-3150.

AVP Testimonial Booklet

One important tool to aid in expansion of the AVP program and fund raising is a Testimonial Booklet with comments from prison officials and others concerning the impact and success of AVP throughout the country.

The AVP-USA Outreach Committee is looking for a volunteer editor who will communicate with local groups requesting comments from officials, gather and organize the responses and put them into booklet form. This will replace the outdated Testimonial Booklet from AVP-NY. The Outreach Committee will support this effort.

This is an opportunity to help many local programs and AVP in general with one finite project. Please respond to John A. Shuford, 17 S. Chester Rd, Swarthmore, PA 19081 610-544-9538 JSHUFORD@IGC.APC.OR if you can assist with this project

AVP Emergency Fund

While in Haiti facilitating AVP workshops, Janet Lugo of New York became seriously ill and was hospitalized. Because of the complexity of the situation, her doctors in Haiti wanted to send her to the states for emergency surgery.

However, the expenses involved in the transfer were not affordable and Janet had to have the surgery done in Haiti...paid for on the credit card of another facilitator from the states. Fortunately, everything went well and Janet's health is recovering. However, this health emergency will place her under financial stress for some time.

Although not common, medical or other emergencies can create real financial crises for our facilitators, especially when facilitating internationally or otherwise "away from home" workshops.

The AVP-USA Leadership Team determined that a fund was needed to meet the immediate situation of Janet Lugo and to meet the needs of others in the future. An Emergency Fund was established to assist facilitators experiencing financial emergencies while volunteering for AVP workshops.

Disbursements from this fund are intended to be repaid; however, under unusual circumstances, funds may be dispersed as a grant. Contributions directed to this fund (not to any individual) may be sent to AVP/US, noting on the check that it is for the AVP Emergency Fund..

WHAT'S NEW IN AVP

Changing the Culture of Violence in Prisons

by the Inside Coordinator at Sing Sing, AVP-New York

On December 24, 1995, Christmas Eve at Sing Sing, an inmate was stabbed to death in the A-Block Housing Unit. The next day, Christmas Day, his mother, unaware of her son's death, came to the prison to visit him, only to be told that her son was dead. The pain and cries of this mother reached the ears and hearts of all prisoners at Sing Sing. Murderers, robbers and straight up thugs bowed their head in shame at this senseless killing and the pain of an innocent mother. Six hundred dollars was raised and donated to the mother from the prison population, the only means men in this position could offer as a symbol of an apology.

A group of Alternatives to Violence Facilitators gathered at their Annual Recognition Day Event and spoke of the murder and started to think of ways to be more effective in curtailing violent situations in the prison. This gave birth to a facility-wide campaign called the Peace Initiative. The Peace Initiative was supported by inmate organizations, committees and individuals throughout

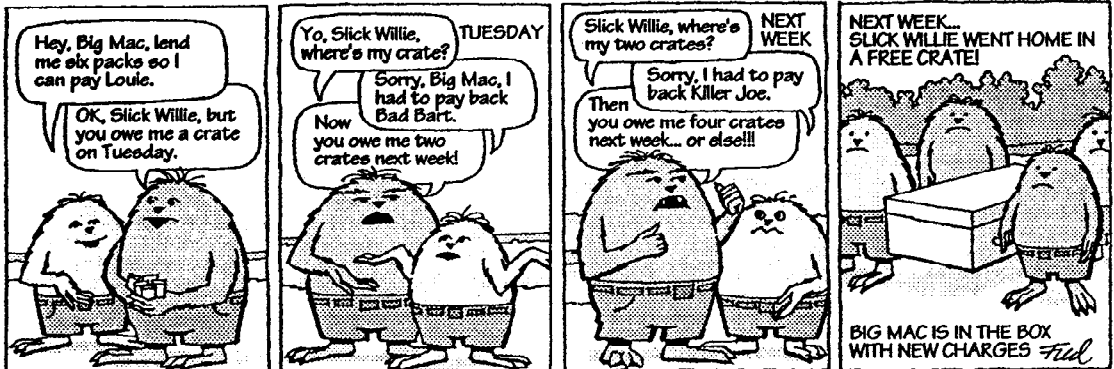
the facility. The group put up posters, talked to other prisoners in the yard and encouraged prisoners to sign a peace pledge for 60 days.

It started on May 12, 1996, Mother's Day, as a symbol that we remembered the mother's pain. It continued for 60 days which gave the movement the alternative name, the 60 Days of Peace. Four hundred and thirty-nine prisoners signed the peace pledges, and supported our efforts. Although violent acts did not cease in the prison, they did decrease and every prisoner had the concept of peace hung in their faces and minds for the two months the program continued.

Of course this was not the solution, but it was the start of men in prison saying "no" to senseless violence and the pain it causes our families.

Although there has been only one homicide since Christmas Eve in 1995, the slashings and stabings that bring prisoners to the emergency room are all too common each week. Shanks, pipes and blades make the facility an armed camp. The jungle mentality that today's new, young inmates

THE FREE CRATE



Cancer is not the only way cigarettes can kill! There is another alternative. Support Violence Awareness Week.

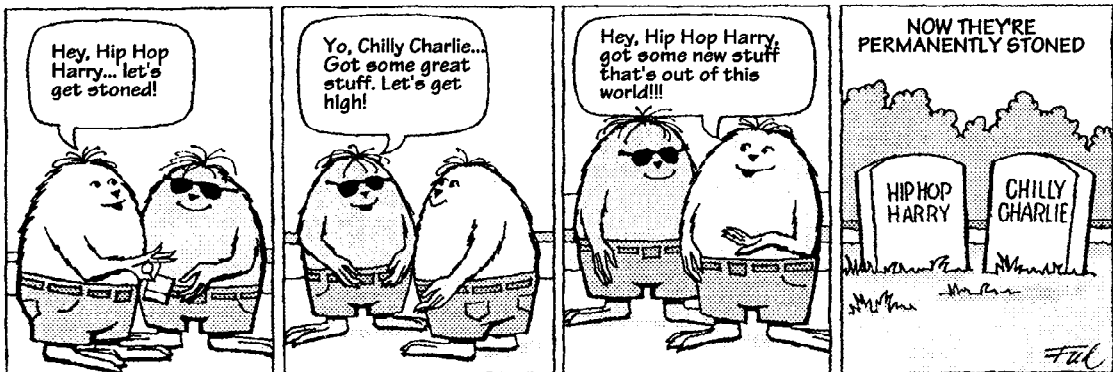
WHAT'S NEW IN AVP

bring from the street and from Riker's Island, the New York City Jail, has created a culture of violence in the New York State Prisons.

On March 18, nearly 500 residents of Sing Sing gathered in the auditorium to support the 1998 Violence Awareness Week. Outside and inside leaders spoke about the power to change, the power to grow, the power to reach out to gangs, the power of peace. The Sing Sing drama group, Rehabilitation Through the Arts, presented a play dramatizing the consequences of violence. Prisoners saw the close-up images on a giant screen of children, brothers, sisters, wives and mothers urging them to stop the violence, to look for another way, to come home safe, to remember the families who are also the victims of prison violence. Prisoners heard a powerful message with their ears and eyes and hearts. Many were moved; tears came to some eyes; it was a powerful experience for all.

The program was designed to communicate with prisoners in the language they understand. For example, videos on the facility closed circuit TV announced the program. Cartoon strips such as those below used humor to communicate; the consequences of violence.

GETTING STONED



Real men don't do drugs! There is another alternative. Support the Sing Sing Violence Awareness Week.

During the week, all inmates were invited to participate in Violence Awareness Week activities including:

1. Basketball Tournament
2. Chess Tournament
3. Checkers Tournament
4. Dominoes Tournament
5. Bingo Tournament

Hundreds of inmates sang 60 Day Peace Pledges and many attended a Saturday Seminar program of mini-workshops on violence prevention.

The New York Department of Corrections has been so pleased with the Peace Initiative at Sing Sing that they would like to see it spread to other prisons. The State Director of Volunteer Services has requested that AVP groups around the state develop similar programs. This is needed in other states as well. Key requirements for success are:

- The program is initiated by inmates.
- The program is not be sponsored by DOC.
- The program is open to all inmate groups.
- The program is not presented as sponsored by AVP alone.

The Sing Sing Inside Facilitators are putting together a resource handbook to help other prisons to organize a program.

WHAT'S NEW IN AVP

Training Prison Staff

by John A. Shuford, AVP Pennsylvania

"Man, not another inservice! What a drag! And it's on conflict resolution? I'll show them how I resolve conflicts!"

If this is how your inservice training is received, read on.

"As you could tell, I was not excited about being ordered to come to this training. But now, after just one day, I'm glad I came and I look forward to tomorrow's training. It has been fun and I've learned skills I can use both at home and at work."
[Correctional Officer]

What's different about this training that makes 97% of the staff of the Philadelphia Prison System say it was excellent [66%] or good [31%]? What makes the Philadelphia Prison System invest two and a half years in this training? We will answer these questions and explain how other prison systems can establish this kind of ongoing training.

The Philadelphia Prison System is a typical large urban prison system with five institutions and 2,300 employees. Two and a half years ago they contracted with us to provide training for their staff in communication, conflict resolution and team building skills. After we had successfully used this model in Delaware, we felt confident enough to proceed with the training of all their staff, from top to bottom, i.e., from warden to CO.

The objectives of the program were to:

- improve staff communication and conflict resolution skills
- improve staff teamwork
- improve interdepartmental cooperation
- improve morale
- reduce conflict among staff
- and train staff to continue the program upon

completion of the contract.

Through a formal independent evaluation process, we feel satisfied the trainings have met all the objectives.

"It was as close to perfection as possible!" (C.O.)

Using the AVP model, the training focuses on how to prevent or effectively resolve "staff on staff" conflicts which can destroy morale, impede teamwork and decrease effectiveness. However, the skills learned are just as useful with inmates and family and friends. We specifically don't address conflicts between staff and inmates because when we do, many staff become defensive and "macho" and close down to any new ideas or approaches. Quite interesting, however, is the fact that the six month follow-up evaluation showed 71% of the staff who had taken the training stated they were using these skills with inmates. Also, a vast majority were using these skills with coworkers [84%], with superiors [75%] and with family/friends [87%].

A Deputy Warden remarked that after the training, his subordinates were using alternatives to force in a greater variety of situations than they had before. A CO with 18 years experience stated that "Before the training, when an inmate came to me with a negative attitude, I would feed into it by giving it back. Now when an inmate comes at me with a hyper negative attitude, I try to make something humorous out of it, e.g., saying to them, 'I didn't give you this negative attitude, so why don't you just step out of the door and come back in and we can try this all over again.' Often now, they will



Alternatives to Violence Project

Fifth International Conference

September 4 to 8, 1998

*The conference will
begin before dinner on Friday and will
end with Tuesday lunch*

Christian Renewal Center, Dickinson, Texas

The Place:

- Christian Renewal Center located on 52 wooded acres along Dickinson Bayou midway between Houston and Galveston in Dickinson, Texas. The Christian Renewal Center has a swimming pool, meditation pond, wooded and waterfront trails, volleyball court and basketball goal. Of course, all rooms are air conditioned.
- Opened in 1967, the Renewal Center is operated by a world wide missionary congregation of priests and brothers founded in post revolutionary France by St. Eugene de Mazenod.

The Program:

- The theme of the conference will be diversity and the world-wide movement of the Alternatives to Violence Project.
- We plan to have 15 to 25 mini-workshops on a wide variety of topics ranging from new workshop ideas, new exercises and light & livelies, to youth work, organizing new AVP groups and AVP's international response to violence.
- A panel of international facilitators will discuss

the problems of violence around the world.

- A program of gay and lesbian sensitivity training will be offered.
- The program will also include a Texas style barbecue and hayride. There will be opportunities for sharing and networking with AVPers.

Travel Discounts

If you have a choice, fly into Hobby Airport (much closer than Bush Intercontinental Airport), but either is fine.

Continental Airlines will give special discounts for those traveling between Aug 31 and Sept 13. With at least ten people traveling on Continental, our folks flying domestic can qualify for a special 5% discount, and an additional 5% for tickets purchased more than 60 days in advance of September 4th. International folks can qualify for a 5% discount.

Travelers should give the agent Reference Number IGB095, and ensure that the following "Z" code is on their tickets: ZDGW.

Space is limited. Register today to reserve your space!

FIFTH AVP INTERNATIONAL CONFERENCE

The Schedule

Friday

- 1300 -1800 Registration
1800-1900 Dinner
1900- Welcome, Overview and Community Building

Saturday

- 0800-0830 Breakfast
0845-1015 Session 1 Mini-Workshops
Topics: New Ideas, New Exercises
1030-1200 Session 2 Mini-Workshops
Topics: Diversity and Latin America
1200-1300 Lunch
1300-1400 Regional Meetings
1415-1545 Committee Meetings
1600-1730 Committee Meetings & Focus Groups
1800-1900 Dinner
1900-2100 Presentation on Diversity

Sunday

- 0800-0900 Breakfast
0900-1000 Meditation/Worship
1015-1145 Session 3 Mini-Workshops & Focus Groups
1200-1300 Lunch
1300-1430 Session 4 Mini-Workshops
1445-1730 Issues Forum
1800-1900 Dinner
1900-2100 International Forum

Monday

- 0800-0900 Breakfast
0900-1200 USA Board & International Network
1200-1300 Lunch
1300-1700 USA Board & International Exchange, Games & Exercises
1700- Hay Ride & BBQ [Texas Style]

Tuesday

- 0800-0900 Breakfast
0900-1200 USA Annual Meeting or Networking
1200-1300 Lunch

Accommodations

Accommodations include lodges (sleep eight), and single and double occupancy rooms. Roommates must be same sex or legally married. All facilities air conditioned.

Registration includes four nights accommodations, eleven meals at the center, barbecue and hayride.

The Cost:

We have found a facility with comfortable accommodations and modest rates. The fee will also include a travel pool* to equalize travel costs.

U.S Rates (Includes travel pool)

	Before June 20	After June 20
Lodge	\$240.00US	\$265.00US
Double room	\$280.00US	\$305.00US
Single room	\$310.00US	\$335.00US

Canadian Rates (Includes travel pool)

	Before June 20	After June 20
Lodge	\$230.00US	\$255.00US
Double room	\$270.00US	\$295.00US
Single room	\$300.00US	\$325.00US

International Rates (Travel pool not included)

	Before June 20	After June 20
Lodge	\$180.00US	\$205.00US
Double room	\$220.00US	\$245.00US
Single room	\$250.00US	\$275.00US

Deposit required \$50.00 US

Balance due by August 1

If you need scholarship assistance, please contact your local AVP Group.

* 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 all participants.

FIFTH AVP INTERNATIONAL CONFERENCE

Registration Form

Name _____ Sex _____

Street _____ Apt. No. _____

City _____ State/Country _____ Postal code _____

Phone: Home _____ Work _____

AVP Group _____ Signature _____

Accommodations

- Lodge
- Double
- Single
- I will be commuting
- Deposit enclosed \$ _____
\$50.00 PER PERSON
- I would like to share a room with... _____

SPOUSE OR SAME SEX ROOMMATE

Travel

I plan to travel by Air Car Train/Bus

If flying, please list: Airport _____

Airline _____

Arrival time _____

If traveling by car, I will take passengers

Special diet _____

Other special needs _____

Each participant will be required to sign a hold harmless liability release for the conference center and hayride.

Space is limited with only 65 spaces guaranteed. Additional spaces will be provided by the center if available.

All registrations are payable in U.S. dollars. Please make checks payable to AVP-USA and mail the check and registration form to:

AVP-USA, Post Office Box 300431, Houston Texas 770231, USA

For further information Phone Fax E-Mail

USA: Marjorie Kerr 713-747-9999 713-747-9999 avpusa@aol.com

International: Bill McMechan 705-696-2153 705-696-2153 mcmechan.avp@sympatico.ca

Register today to reserve your space!

See next page for mini-workshop topics

FIFTH AVP INTERNATIONAL CONFERENCE

Mini-workshop Topics

I would like to see a mini- workshop on: (List Topics)

_____	_____
_____	_____
_____	_____
_____	_____

I am willing to lead a workshop on: (List Topics)

If you can lead a 1 1/2 hour workshop, please include an outline agenda for the program.

Name _____ Phone _____

WHAT'S NEW IN AVP

crack a smile and that's what I want to see. 'I do have some time if you need to talk. I can be there for you.' Now I spend more time listening to them. I spend more time listening to myself. I used to act before I think. Now I think before I act. I think about how I should approach the situation and what I should say. I used to get hyper and now I stay calm and listen and let them vent. When they are finished, they often smile.

"I loved it, I had fun. I gained understanding. It was so positive." (C.O.)

To try to learn new behaviors by listening to a lecture on conflict resolution does not have long lasting effects. To quote an old Chinese saying, "If I hear it, I will forget it; If I see it, I will remember it; but if I experience it, I will understand it." The participants are actively engaged in the learning process. They have fun, maintain a high level of energy throughout, learn by experience, open up to new ideas as a result of the trust and respect that develops, and they create their own sense of community. "

"There are many things I loved about this training. Most importantly, it made me think about how I deal with people and how and why they deal with me in certain ways. I have come away from this training with some valuable tools that can be used in life. It was one of the first times that I have been in a situation where I did not 'negatively pre-judge.' I saw positives in everyone who was there." [Sgt]

First, the participants create their own "community commitments" which are guidelines by which they will interact with each other, e.g., be respect-

ful, be honest, listen to each other, keep personal information confidential, be open minded, participate, be punctual and have fun. Next we get to know each other and by using Adjective Names. Everyone is treated as equal and not addressed by rank, which results in the participants' beginning to relax. The next major section focuses on attitude and how that can affect the outcome of a conflict. We talk about "Transforming Power," We also discuss specific tools for changing attitudes. Next we look at the causes of conflict and the five styles of approaching a conflict, i.e., competing, accommodating, avoiding, compromising and collaborating.

Participants get an opportunity to practice these styles which helps them gain a better understanding of their value and when it is appropriate to use each one. We focus on the three major conflict resolution skills: Active Listening, I Messages [assertiveness] and 6 Point Problem Solving. Participants observe the skills being demonstrated and then practice them individually. Next, all the participants practice using all the skills in roleplays they create from their work experiences. Finally we summarize what they have learned and the impact it has on teamwork. They breakup into small groups and discuss what they individually can do to improve the teamwork on their job. We end with an evaluation and participants writing a personal contract stating goals they wish to achieve as a result of the training.

Any AVP trainer who wishes to establish this kind of training in a prison in their area, please contact John A. Shuford, 17 S. Chester Rd, Swarthmore, PA 19081 Phone: 610-544-9538
JSHUFORD@IGC.APC.ORG

A new exercise...

Dissolving Anger Exercise *Contributed by Ed Sweeney, AVP-New Mexico*

Purpose: Anger or any emotion can be described as a combination of thoughts and body sensations. For example, when we see someone coming at us looking mad, our thought might be, "I might get hurt"; the body sensation might be: sweaty palms, tense muscles. The purpose of this exercise is to demonstrate that when we are having angry thoughts, the awareness of the related body sensations can help dissolve the anger.

Materials: Newsprint with diagram showing the relationship between thoughts, body sensations and emotions (e.g. anger)

Time: 30 minutes

Sequence:

1. Divide the participants into pairs.
2. Instruct participants: "Close your eyes and notice any sensations in your body (e.g. neck, leg, throat, chest, head) and describe the sensations to your partner. After a few seconds, ask them to open their eyes."
3. Then advise the participants: "Think of a situation or person that you are angry at. In a moment I will ask one of you to tell your partner of the situation or person for 2-3 minutes. I will then call stop and ask you to bring your awareness back to your body sensations. Decide who will go first."
4. Instruct the participants: "One of you tell your partner of the situation or person you are or were angry with. Use as much emotion as possible." Allow 2-3 minutes for this.
5. Call stop and ask: "Would the person who was talking please close your eyes and once again bring your attention to any body sensations. Describe these body sensations to your partner."
6. Instruct the person who was talking to: "Talk to your partner as if they were the person you were angry with." After 2-3 minutes repeat step 5 above.
7. Ask the one who was listening to talk and repeat steps 4 - 6 above.
8. Tell the participants the purpose of the exercise. It may be helpful to put a diagram on newsprint showing the relationship between thoughts, body sensations and emotions (e.g. anger)

Processing: Questions to ask:

- What happened?
- How did it feel?
- What body sensations did you get in touch with?
- Did they get more or less intense when you talked about the situation, when you talked to the person opposite you as if they were the person you were angry with?
- Do you think this technique could be useful in real life situations?

AVP Discussion List

Would you like to discuss AVP exercises, workshop problems or new ideas with facilitators in Australia, Russia or England? AVP-L is an e-mail discussion list open to certified trainers of creative conflict resolution workshops held under auspices of AVP or approved national or international equivalents. To preserve confidentiality, list members are asked to keep comments generic. The list is maintained at Cornell University and managed by Peter Hoover. To subscribe send an e-mail message indicating where you obtained your AVP training, where you currently train and any other pertinent information to Peter Hoover at prh4@cornell.edu

AVP FORUM

New Exercise...

I Want/I Want Contributed by Siva Raven, AVP - WA

Purpose: To clarify the underlying concerns of each person in a conflict situation; to make clear I-Messages possible by owning our own fears; to deepen our understanding of one another through empathy; to see our unity underneath our personal concerns.

Time: 30-60 minutes (for 2-4 scenes) Allow ten minutes for each scenario, plus processing. Exercise must be done in pairs of scenarios to allow participants to experience different roles.

Procedure: Set Up:

1. Divide group into pairs, with an A and a B partner.
2. Have group offer a scenario or read a prepared one, with A & B roles.
3. A begins, completing the sentence "I want..." regarding A's position in the conflict. Allow 2 minutes. This should be a series of simple, quick sentences, "I want...I want...I want..." No lengthy explanations. B listens attentively. This is not a dialogue. The purpose is not to persuade but to clarify issues and offer insights into the other's concerns, needs and feelings
4. B completes "I want...I want..." in regard to the conflict, while A listens.
5. Allow participants to share quick discoveries with the group, saving thorough debriefing for the conclusion of the exercise.
6. Read second scenario, making sure to switch power/authority position of A and B. Repeat exercise and brief sharing/ventilating.
7. Sequence may be repeated with two or more scenarios at this point.

Processing: Questions to ask in circle, staying seated next to partners.

- What happened in your pairs? Were there any surprises/ "ah ha!" experiences?
- How did you feel being limited to "I want..." statements?
- What insights did you gain from your partner's sharing?
- What did you learn about the other's position/issues? Your own issues/position?

Sample Scenarios

Parent/Child

1. A fifteen year old wants to go to an all night, unchaperoned party. Parent wants youth home by midnight.
2. A young driver wants to borrow parent's car. Young driver is not allowed to borrow the car due to previously unsafe driving resulting in damage to the car.
3. Parent wants youth to stay home and do chores. Youth wants to go out with friends.
4. Parent concerned about youth's new friend with reputation for drug use.

Adult Partners/ Friends/ Cell mates

1. One partner wants to save; the other spend.
2. One partner wants to spend more time together. The other partner has little "free time".
3. A friend/partner is concerned about the other's drinking.
4. One housemate likes neatness and order; the other prefers a "lived in" feeling.
5. One cell mate listens to loud music; the other prefers silence.
6. One cell mate deals drugs; the other is afraid of being incriminated.

Note: The exercise is particularly effective with high school age students, using kid/parent, kid/authority conflict.

AVP FORUM

Become a Lead Facilitator

by Rich Krouskop, AVP-TexArkLa

For some reason, this seems to give rise to a certain amount of anxiety in those considering the idea:

Me... a Lead Trainer?

Never thought of it... Never thought of me as one....NO WAY!!!

At the last Annual Meeting, "Super Facilitator" (you remember the facilitator in the red cape, don't you?) helped lead a workshop exploring the nebulous function of a Lead Trainer.

One of the most interesting products of that workshop were brainstormed from the group exploring expectations and perceptions of a Lead Trainer (from both sides).

These are presented, below. Note the areas of congruity and those that conflict:

Perceptions by Lead Trainers of Their Job

- Organize: Agenda, Handouts, Kits & Supplies, Transportation
- Interact with Prison Authorities; obtain clearances
- Have depth of appreciation for AVP Possibilities, Purpose and Traditions
- Be responsible for team function; make sure team building happens
- Guide apprentices gently and respectfully; empower the team
- Mentor new Lead Trainers, build team confidence, be reservoir of calm & confidence
- Be perceptive to direction of workshop and protect the process
- Keep workshop on schedule, remember that whatever happens is perfect.

- Do whatever exercises no one else volunteers for.
- Facilitate team debriefing and workshop evaluation
- Love yourself, the group, and the material

Perceptions by Others of Lead Trainer's Job

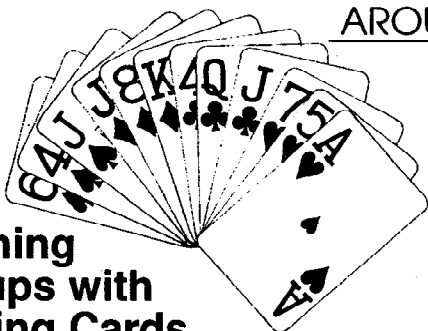
- Continue our training as facilitators, recruit team
- Bail us out! Pick up the pieces. But let us share in the "good" exercises
- Know all the answers (yeah, right)
- Make decisions for the team
- Sets pace & ambiance. Success of workshop depends on the lead trainer,
- Be sensitive to balance and overview of workshop
- Gives others space. Not a manager/director.
- Do "hard" and important exercises
- Deal with challenging participants
- Be the spiritual leader

What Lead Trainers Expect From the Team

- Be prepared. Be present
- Participate fully in team building
- Make mistakes; it's OK
- Behave appropriately. Remain in facilitator role
- Have a sense of who the participants are
- Be willing to be transformed
- Trust the process
- Support each other. Call for help.
- Expect transformation in the participant group.
- Surprise and delightment

As "Super Facilitator" says, "It's really not so super hard!" Try it!!

AROUND AVP



Forming Groups with Playing Cards

If you get tired of counting off to obtain small groups, try this creative way. Obtain a regular deck of cards. If you want groups larger than 4, select cards of the same suit. For example, 6 hearts, 5 diamonds and 6 clubs. Shuffle the cards, pass them out and ask all the hearts, all the clubs and all the diamonds to get together in their group. If you want groups of 4 or less select cards with the same number. For example, 3 fours, 3 fives, 3 sixes, 3 sevens and 3 eights will yield five groups of three. You can also use red & black; ask for people with both fives and sixes to form a group; or have duces wild. There are countless ways to form groups with this method, and the participants enjoy something different from just "counting off by threes". They also tend to go more quickly to their correct group because they have evidence in their hand of where they are supposed to be.

Revision of Basic Manual

The AVP-USA Education Committee is revising the Basic Manual and needs suggestions:

1. The TP stories need to be updated
2. There is a lack of cultural competency
3. There are exercises which have changed so we do not do them the way they are written,
4. There are other exercises not in the manual which people use in the Basic Workshop.

Please send your comments to: Candace LaRuc, 200 Tyler Terrace, Liverpool, NY 13202.

AVP-USA Web Site

<http://ourworld.compuserve.com/homepages/avpusa>

AVP/USA has a web site! It provides basic information regarding AVP to anyone interested in finding out about us and what we do. In addition, there are areas that we who are already involved in AVP will find useful: local-national-international news, contact lists, newsletters, product lists; and links to local sites, some of which post workshop schedules.

Check out the News page for upcoming National Meetings, and summaries of previous meetings. If you lose the International Conference registration sheet from this issue of the Transformer, you can fill it out on the Web.

The ideal way for your local organization to participate is to establish your own local web site with workshop schedules, newsletters, contacts, etc.

We will then provide the link from the national site. If you have access to the Web, you probably already have access to a free Homepage host. Most of the national Internet providers (e.g.: AOL, CompuServe, Prodigy), and many local ones, include homepages as part of their basic subscription fee.

If you are unable to establish your own site, then your page can be submitted either on disk or via email to rkrouskop@usa.net. MS Publisher, MS Word, WordPerfect, or HTML files look best; but we can handle most any major word processing format.

Articles inside...

AVP International Conference

AVP in a War Zone

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AVP Publications

Basic Manual	\$7.50
Advanced Manual	\$10.00
Training for Trainers Manual	\$10.00
Basic & Adv. Supplement	\$10.00
AVP Brochures	\$15.00 per 100

Send your order to the AVP-USA office:

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Facilitator Mailing List: Janet Lugo

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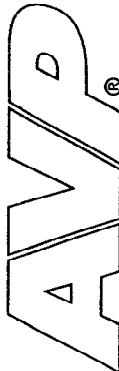
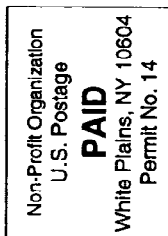
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