

Alternatives to Violence Project Newsletter

# the Transformer

for AVP Workshop Leaders

Fall 1998

## WHAT'S NEW IN AVP



Building the future of AVP...

### International Conference in Houston

by Bill Mc Mechan, AVP International

As we approach the millennium, it is quite clear that AVP has become truly "AVP International." AVP

now consists of groups in 24 countries.

**The future of AVP is diversity.** The fifty participants at the Fifth International Conference included African Americans, Maoris, Russians, Latinos and Scots. Those at the conference represented 15 states in the U.S., Canada, Aotearoa (New Zealand), Russia, Britain, Haiti, South Africa, Cuba and Nicaragua. I particularly admired the patience of Oscar Escobar from Nicaragua and his voluntary interpreters.

**The future of AVP is new programs and serving new groups.** At the conference, eighteen mini-workshops focused on how to work with urban youth, how to deal with dual culture societies and providing conflict resolution training for prison staff. Workshops dealt with topics such as managing anger, letting go of grudges, understanding the dynamics of family abuse, changing the culture of violence in prisons and connecting with Transforming Power through the workshops and throughout life.

**The future of AVP is becoming an Internet community.** Email and Internet contact bridge the gap between the continents and the time zones. Communication with facilitators in Moscow or Perth in Western Australia is available at the click of a mouse. We need to make this network available to every facilitator. AVP problems are shared around the world. Technology helps. However, face-to-face contact at mixed social and business gatherings are also needed.

In the U.S. and Canada, older, established groups seem to be reaching saturation point in prison work and are reaching out into the community. Youth work is growing.

As new groups form around the world, they are struggling to get to their feet. These include Croatia, Bosnia, Cuba, Ecuador, El Salvador. South Africa, Nigeria, Uganda and India. After a core of outside facilitators is trained, the next step is to start a prison program. Outside help is vital.

An International support group is to be set up to assist new groups and individuals bringing AVP to new countries. Core groups are emerging internationally with AVP-Hun-

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## WHAT'S NEW IN AVP

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gary nurturing new groups in Romania, Croatia and Bosnia. AVP-Britain is nurturing programs in former colonies such as India, Australia, Uganda, and Nigeria. AVP Aotearoa reaches out to Tonga and the Pacific.

At the conference it was decided that the "AVP International Network" needs to become a more structured organization simply called "AVP International." There was a lot of discussion around what is and is not AVP? How are individuals and groups are recognized and invited to join AVP International? Are there discernible qualities, values and practices which 'make' a gathering an AVP gathering/workshop/group?

Some initial core commitments offered were:

- Transforming Power
- The 'pillars' of affirmation, communication, co-operation, conflict resolution and deci-

sion making by consensus

Interestingly the entirely voluntary aspect of AVP was shown to be not entirely practical in poorer countries where people have to work to eat. As a compromise facilitators may be paid 'expenses' for a Friday and give their time freely on the week-end.

**Plans for the Sixth International Conference are underway.** The International Network agreed on England as the conference venue for the year 2000 as a way to build stronger connections with AVP groups in Europe. Spring or autumn when fares are cheaper would be best. Air fares to London are often cheaper than longer domestic flights in the U.S. Aotearoa (New Zealand) is planned as the venue in the year 2002. Hosting the next conference is a major task. Support needs to be enlisted.

**Make your plans for England in 2000!!**



## AVP-USA Needs Your Support

*Rick Krouskop, Chair, AVP-USA*

Home on the Range, the Zulu Song of the Struggle, the Workshop from Hell, the folk dancing, mini workshops....those of you who attended the International Conference remember them well. There was vitality and there was fun.

There was also business, and prominent in the business meeting was the realization that the usual precarious state of our finances was significantly more acute than usual. We have suspended salary payments for the Ex-

ecutive Director from Aug. 1, and do not anticipate significant income before December.

The Leadership Team, Structures Committee, Finance Committee, and an ad hoc "Envision a New Society" Committee are working on the problem, and a longer-term solution will be synthesized from these inputs and presented at the Winter Board Meeting.

In the meantime, we need your help now! Please send any amount of contribution to AVP/USA -- help keep us solvent. Send contributions to AVP-USA, P.O. Box 300431, Houston, TX 77230-0431

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 AROUND AVP
 

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## Transforming Power Finds Steve

by Kelly Collins, AVP Northern California

His name is Steve, and he wasn't going to cooperate. At the beginning of each A.V.P. workshop, we go around the circle and give ourselves names with affirming adjectives. There is Awesome Andy, and Terrific Ted, and Dynamic Dave, but when we got to Steve, he said he wasn't going to do it. "I'm just Steve."

This was my first experience as a facilitator for an Alternatives to Violence Project workshop inside Folsom Prison. I came in fresh from suburbia, complete with pleaded pants, and trying hard to hide my judgmental attitudes. I was more than a little bit scared - I was very scared. These guys looked tough; probably because they were tough. And here I was, face-to-face with insubordination. The rest of us had our adjective names. The rest of us were playing the game. Why couldn't Steve?

The exercise requires that when it comes to your turn, you repeat all the names that came before you - Jolly John, Excellent Eric, Fabulous Fred - and then you announce to the group your own affirming adjective name. The men began to say "Just Steve" when they reached my insubordinate participant. It got to be a joke; but Steve wasn't laughing.

Then something happened that makes the A.V.P. experience something that is lasting and meaningful. The next participant in line stated, "I don't think Steve wants to be 'Just Steve.' I think he wants to be Steve. So that's what I'm calling him. Steve."

He was right, of course. If Steve didn't want an adjective name, no one was going to force him to have one, and we were not respecting his wishes. We were forcing him not to participate, to separate out from the rest of the group. And the truth about A.V.P. is that finding a supportive community is

one of the most important steps towards creating a life of non-violence.

I watched these men in Folsom Prison, who live their lives in strict adherence to a "code" of respect that if not followed could result in death or bodily injury, suddenly running to jump on a lily pad so they will not be eaten by an "alligator," or crying out "beep - beep" in a room full of animal roars in order to find his partner. Laughter is truly a precious gift. AVP provides a chance to run and play and laugh and be a kid again.

As for Steve, he kept showing up each day, revealing more and more of himself to the group, offering the inner wisdom that only he could give us. He told us about a moment of transforming power, when he was a youngster walking downtown one day looking for someone to rob. He spied this old lady on the street who seemed like the perfect victim, but when he came up to her, ready to yank her purse from her arm, she did something that took him off guard. She turned to him and said, "You seem like a nice boy. Here, I want you to have this," and she reached in her purse and extended a \$10 bill to him. "No, I can't take your money," Steve found himself saying, but she insisted. He went home that day and gave the money to his sister, not feeling right about spending it himself.

If the faith and belief that we are all good people were extended to each one of us, and affirmed on a daily basis, what a difference to our lives this would make. At the heart of A.V.P. is an understanding that we are all basically good people, and that we need to expect the best from each other. This is the place we should start all of our relationships, instead of coming from a place that is suspicious and untrustworthy.

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## WHAT'S NEW IN AVP

# HAITI: Alternative Chance and AVP a Perfect Match

by Michelle Karshan

Alternative Chance, or Chans Alternativ in Creole, an integration program for criminal aliens deported to Haiti from the U.S. and Canada, has been up and running for the past two years. This is the first reintegration program for deportees in the Americas. Providing support services and community to new arrivals, some of whom haven't been to Haiti since they were infants, is a daunting and trail-blazing task! Immediate needs range from housing, food, medical care, drug counseling, to learning the language and learning a marketable skill from which one can earn a living. A critical component of the program is our orientation process during which we talk about the history of Haiti, the transition from army to a civilian police, the government structure and the Constitution. Additionally, peer counselors share vital information on survival, such as why one should not drink the water, to how to live non-violently and create a productive life in Haiti.

Two years ago Janet Lugo began leading other facilitators down to our project. Between her many visits and those of Trace Gaskin and Ginny Floyd, we finished three Basics, two Advanceds, and a Training for Trainers. AVP became invaluable to some, and in one case, completely changed the life of one of the participants. Being forced to live in a different culture where customs and communications completely differ from what one is used to can cause increased frustration and violence. Being depressed and shocked by one's own situation of banishment for life from your family and community is further compounded by living in country with 80% unemployment, endless misery, need, and daily disregard for life.

Alternative Chance is based on a model of peer counseling and is run by the founding participants

who were themselves deported, or in one case was sent against his will by his family. Providing AVP at our program helped our staff enormously in their ability to listen and provide community. At our famous advanced workshop held at a beach club, and partially conducted in the water, the participants chose to focus on team dynamics. Since the completion of that workshop there has been an improvement in the way staff and participants interact, and the cruel insults people used to hurl at each other are now replaced by affirmations.

### Cultural Differences

All of the participants lived in the U.S. or Canada before deportation, and for most English is their primary language. All, however, were raised by Haitian parents or families and therefore are heavily influenced by the culture. A few things emerged as a result of these cultural differences.

1. There was an immediate acceptance and enthusiasm regarding the idea of transforming power. This is because of the Haitian people's deep spirituality and belief in higher powers. The participants were eager to talk about transforming power and wanted to have the guidelines in their hands. Later on, way after workshops were over, some participants referred constantly to the power of transforming power in their lives.
2. In the Haitian culture, because of the history of political conflicts and brutal dictatorships, people typically never discuss personal information with others. People typically ask themselves: Why does this person want to know this? What will they do with this information? What will happen to me if I give this information? Should I give a false answer so as not to have to give the truth?
3. Some participants were eager to share difficult and painful memories without fear of appearing to

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be wimps. This again is because of the spirituality of the culture and the extent that tragedy is a part of everyday life.

4. During the workshop at the beach club, a group of the participants ventured into the small town nearby in the evening. Because they looked and walked and acted differently from regular Haitians, they were threatened by the police and locals and told they would be killed if they didn't leave immediately. The participants were very embarrassed and humiliated and never shared this experience with the facilitators. Ironically, at the closing session of the workshop, local towns people were overheard by us as they told others of an incident in which they had just killed a group of "zenglendos." Zenglendo is the term for thieves and because Haiti's justice system is not functioning, people often take "justice" in their own hands. It is common to hear of a mob killing a thief. Often people mistake strangers or people with dreadlocks as thieves just because they look different. It was frightening and chilling to realize how easily it would have been for our participants to have been killed the evening before.

5. Another cultural difference was the difficulty the participants were having in adjusting the lack of personal space because of the crowded living conditions in Haiti. The participants told of being angry and violent when people stepped on them or pushed them in the crowded streets and buses Haiti is a more tactile culture; often men walk hand in hand in the street while they talk to one another. The guys who found this was a threat to their own masculinity felt angry.

Observing many cultural differences, we are looking forward to adjusting the workshops to this culture and translating pieces of the manual into Creole. Our goal is to continue providing AVP to Al-

ternative Chance's participants as well as to hold a workshop in the community for the general population in early 1999.

Currently Alternative Chance only has Apprentice Trainers and therefore is in need of Trainers to come down, for a week at a time, to co-facilitate and strengthen the hard and courageous work that Janet Lugo has started here in Haiti. We cannot provide airfare but we can provide room and board in a studio during their stay. Additionally, we are looking for volunteers to teach marketable skills such as carpentry, computer repair, telephone repair, etc.

For further information please contact Alternative Chance c/o Michelle Karshan, Rue Wilson 2, #17, Pacot, Port-au-Prince, Haiti, tel: (011509) 45-5117 or e-mail at [Altchance@aol.com](mailto:Altchance@aol.com).



### Everglades Prison

This historic photo of the first Prison Basic group in south Florida was taken on the occasion of the graduation of all twenty-four inside participants. Everglades Correctional Institution had not seen that kind of group dynamic before and we at AVP-Miami are delighted. Since then, nineteen of those pictured have completed the Second Level and seventeen of them want to take the T for F!

## Anatomy of an Apology

by Fred Feucht and Don Jones, AVP-New York

What is a genuine apology? This is a question on the lips of the nation right now as the President apologizes for his behavior with Monica Lewinski. Do we believe Bill Clinton? Is he telling the truth? Does he regret his mistakes? Are we convinced that he will change his behavior?

This is a time when an apology or the lack of an apology has created a national crisis. The nation is focusing on the anatomy of an apology.

There was another national crisis in 1974 when Congress was considering the impeachment of President Nixon. In President Nixon's resignation address he said:

"I deeply regret any injuries that may have been done in the course of events that led to this decision. I would say only that if some of my judgments were wrong, and some were wrong, they were made in what I believed at the time to be in the best interest of the nation."

This "apology" was a failure. Nowhere in his speech did he say that he regretted his actions nor did he express how his actions had hurt others.

Another example of a failed apology is Senator Packwood's speech after he was accused sexually harassing at least a dozen women:

"I am apologizing for the conduct that it was alleged that I did."

This "apology" did not specify what he had done that was wrong, he took no responsibility for his own actions nor the harm that he caused to more than a dozen women who were his dedicated employees. It was not accepted as a sincere apology.

In contrast, the apology of F.W. deKlerk for the years of apartheid had a sense of sincerity. In April 1993 he said he "acknowledged that

apartheid led to forced removals of people from their homes, restrictions on their freedom and jobs, and attacks on their dignity." He went on to explain that "the leaders of the party were not vicious people and at the time it seemed that the policy of separate nations was better than the previous colonial policies." He said, "It was not our intention to deprive people of their rights and to cause misery, but eventually apartheid led to just that. Insofar as that occurred, we deeply regret it." He then said, "Deep regret goes farther than just saying you are sorry. Deep regret says that if I could turn the clock back, and if I could do anything about it, I would have liked to have avoided it."

This was a more genuine apology because it named the offenses, acknowledged the way apartheid hurt people and expressed deep regret for his actions and those of his party. At the same time the apology respected the dignity and good intentions of both the offender and the offended.

An apology is called for when a person values a relationship. The purpose of an apology is to repair or restore a relationship with an individual, a group or even a nation.

There has been a great deal of focus on forgiveness in AVP with a variety of forgiveness exercises and an Advanced Workshop on Forgiveness. True forgiveness may require an apology.

Some of the elements of a genuine apology are:

**1. The apology must acknowledge responsibility.** The person making the apology needs to take responsibility for having done something wrong. It is an effort to right the balance between the offender and the offended. For example, saying, "I'm sorry that you're upset by what I said." is not taking responsibility for your actions and

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blames the other person for the upset.

**2. The apology must be specific.** It names the mistake that caused the harm. It is more than saying, "I'm sorry for what I did." It identifies the error that you've made. Generalities will not do.

**3. The apology must express how the mistake hurt the other person.** It should let the other person know that you understand their feelings. It should express some empathy for the other person. "I understand you were really worried that something might have happened to me when I was an hour late for dinner."

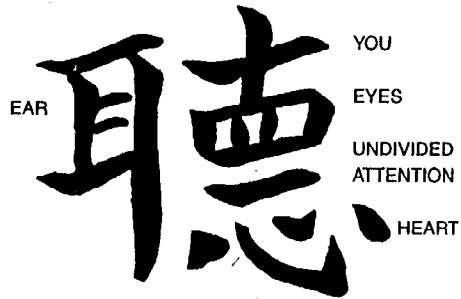
**4. The apology may involve regret and guilt.** The apology needs to express remorse. A real apology involves pain, suffering and soul-searching regret. It may express your concern that your mistake may have jeopardized your relationship and that you value the relationship.

**5. The apology must express a willingness to change behavior.** It lets others know that the mistake will not occur again. Sometimes some sort of restitution is called for. One way of handling this would be to say, "Let me know if there is anything I can do." Or if you broke something of value, you can offer to replace it.

**6. If the offense was made publicly the apology should be public also.** It is not fair to offend somebody publicly and then make an apology in private.

Most of all, an apology is a willingness to let go of the ego and treat another person with respect. It is an expression of honesty. It is a sign of strength rather than a sign of weakness.

*This information is based on an article in the January/February 1965 issue of Psychology Today called "Go Ahead, Say You're Sorry"*



These are the Chinese characters which make up the verb "to listen."

## Listening...

Learning to listen is one of the most basic skills we learn in AVP. How often do we think about what it takes to "really listen" to another person. The Chinese character expresses it so well! Listening does not just involve hearing with our ears. It involves you and me, it involves our eyes and heart, it needs our undivided attention.

This Chinese character is used by Bob Barnes when he explains listening to the inmates at Folsom or San Quentin Prisons.



## Tribute to Jim Richards

Jim was a longtime member of the AVP-New York Board who served as President and Treasurer. He kept AVP financially solvent and on course. As a college professor, he helped students learn to love physics, astronomy and computers. Jim died of Lou Gehrig's Disease on July 28, 1998. He will be greatly missed.

## Mini-workshop on Anger

by Val Liveoak, AVP-Texas

This workshop was presented at the International Conference. I have used this as a Community Mini-session, after role-plays in a Basic Workshop, or as the theme for an Advanced Workshop.

**Time:** Up to three hours depending on the number of Triggers used in "Walk the Talk" and "Conflict Resolution Lines." If a mini, add some community building activities. In an Advanced workshop, give time to work on the handout, do a physical relaxation/deep breathing guided meditation, and teach visualization of a response that would de-escalate or resolve the situation.

**A.** As participants enter ask them to write down (anonymously) things that Trigger their anger, that "push their buttons" on 4x6" cards. Stress that we all have these things. (Let them see the facilitators writing down theirs) Collect the Triggers participants have written on cards.

**B.** Then give the "Stages of Anger Talk" (based on AVP Advanced/Level 2 material): Anger is a normal response to pain or hurt. It has physical consequences—Fight or flight, and different, escalating levels. (Draw stair steps as in Escalator exercise, writing name of each stage as it is presented):

### Stages of Anger

- 1. Annoyance**—slight awareness, simple brush it away like a fly. Little physical effect.
- 2. Irritation**—persists, seems more threatening, slapping a mosquito. More distraction, beginning of physical changes in breathing, stance.
- 3. Anger**—aware of real pain, at least one identified cause of it, some muscular response, ready to take some action (pursue the mosquito, go get bug spray). Ready to take action, breathing changes, face flushes, very distracted.

**4. Rage**—pain is an agony. Reacting without thinking—destructiveness (break a window to kill the mosquito). Entire focus on the "cause" of pain, need to physically act in some way. Physical arousal.

**5. Fury**—Pain past thinking. Ready to totally annihilate "enemy" (Ready to blow up the house to kill the mosquito) Extreme physical arousal that can only be calmed by action, obsession with doing something, anything to stop the pain.

**Discussion:** What other words do you use to name your anger (e.g., frustrated, pissed off), and where do they go on this diagram? What happens to communication throughout this process? (reverse curve graph). When is a person really motivated to make changes? Is the physical response always outward?

**C.** Using 8x11 sheets of paper with each stage written on it. placed around the room, ask participants to "Walk the Talk": (I learned this from Bette Hoover of AFSC) Have each stand at level of anger they would feel for each trigger (using the ones the group has written down—make the situation anonymous or more general if a trigger seems too specific.). Ask a representative of each group to explain why s/he feels as s/he does. Ask him/her what/how she could communicate about it, or what problem solving she might do. Repeat for several kinds of triggers, being sure to use triggers from different people. Reserve really "good" ones for later scenarios.

**Conclusion:** Discuss how early communication at levels 1-3 can help solve problem. Introduce idea of escalating/de-escalating behaviors. Suggest alternative to fight or flight—taking a stand, working to resolve the problem. Remind about tools—"I" statements, fair fighting.



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**D.** I like to use L&L: What cha doin'?, which I call, "Do as I say...(Not as I do)" here. Frequently I have parents in the group who can see the relationship of "Do as I say...(not as I do)" and their own anger with their children.

### E. Modified Escalator Exercise

Use the anger escalator diagram from above. (Place a step below Annoyance, labeled "calm"). Tell the group to begin to tell a story of a conflict which escalates. (If there's time they may act it out, too.) Stress that this is not meant to be an actual event any one has experienced.

Let group brainstorm, and come to consensus about the following: Name two people (write character's names with two different colors--use the same color for each character) What's their relationship (family, boss/employee, friends etc.) What are they doing at "calm"--Where. (Make brief notes of what each is doing in their own color below each step.)

Then for each step: What does one do that annoys the other? Using the color for that person write it under "annoyance." What's the other's response? (If it is an escalation, write it under "irritation.")

Go up through all the steps until one or both characters is at "fury".

**Discuss:** show while sometimes steps may be skipped going up or maybe down, we'll look at de-escalating this situation one step at a time. At each step ask group what each person could have done to have brought the conflict down instead of up. Write the answer for each one in their color above the diagram. Also ask and write (using a third color) what an outsider or friend might do at that stage if they came upon the quarreling pair. Work all the way down the stairs.

**F.** Referring back to Fight or Flight, suggest the option of taking a stand, working to resolve the problem, choosing to de-escalate the situation. Do "Conflict Resolution Lines" (aka Hassle Lines) using situations from group's Trigger cards.

**Debrief:** with questions about options when confronting another's or our own anger.

**Handout:** Ask participants to complete.

Escalation/De-Escalation Sheet	
Triggers	Responses
Stage 1	
Stage 2	
Stage 3	

For each stage, think of at least 3 things that you regularly experience that trigger that feeling. Then think of a response you can do to resolve or de-escalate the situation. If you practice these responses, you may remember them the next time it happens.

## AVP-USA Winter Meeting

In a bold and innovative approach to AVP Board decision making, AVP/USA will host an AVP Leadership Workshop in Albany, NY February 12-15th. The workshop will convene Friday evening, end Monday afternoon and will follow AVP workshop goals and process. For more information contact the national office at (713) 747-9999. Don't miss this unique opportunity to enhance your AVP leadership skills and experience!

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## AROUND AVP

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Learning to live with differences...

### Update on Croatia

by Steve Angell, AVP-USA

In an AVP Advanced Workshop in Eastern Slavonia, the Serb and Croat participants chose

the theme: "Learning to live with our differences." At the end of the workshop, one participant said,

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*"The work in the workshops met all my expectations. I am enriched by new insights which I would gladly pass on to others who want to find out more about this."*

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As you may know, Eastern Slavonia is a region of Croatia which was formerly occupied by the Serbs. The Croats were evicted and are now slowly returning to their homes. There is an atmosphere of fear. Conflict and tension are high.

In their second visit to the region in April and May 1998, Steve Angell and Margaret McKenna worked with Istvan Fedor and other Hungarian facilitators to train Croats and Serbs as facilitators. They conducted two Basics, one Advanced and one Training for Facilitators. The goals for the trip were to:

- Strengthen the skills of facilitators trained on the first trip.
- Train additional apprentice facilitators with emphasis on Serbian and Croat participants.
- Strengthen the relationship between Croat-

ia and AVP-Hungary which is mentoring the development of AVP in Croatia.

- Extend the outreach of AVP in Croatia and Bosnia
- Provide the necessary tools for the Croats to offer workshops on their own with Hungarian support.

Thirteen people completed the Training for Facilitators and eleven of these were either Serb or Croat. The new facilitators are very enthusiastic and include both men and women

We left behind a translation of the Basic Manual in Croatian and the funds to cover the cost of reproduction. Copies of the Advanced and Training for Facilitators manuals in English were also provided.

While in Croatia, the team was also able to visit three prisons, a men's prison, a women's prison and a youth detention facility. We found these institutions remarkably home-like and non-repressive. Interest in offering workshop for inmates was expressed.

Since Steve and Margaret have returned to the U.S., Istvan and the new Croatian facilitators traveled to Bosnia in September and conducted the first AVP workshop in that war-torn country.

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*All indications are that the seed has been planted and is now taking root.*

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Hopefully from here it can spread to other parts of the troubled Balkans and be an instrument for peace.

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## AROUND AVP



### Peace Initiative Handbook

The Peace Initiative, initiated by AVP leaders at Sing Sing, reduced inmate on inmate assaults were reduced by 70 percent during the month that the program started..

A 24 page handbook on the program contains many illustrations and all the information needed to organize a complete program.

The cost of the handbook is \$3.00. If you would like to obtain a copy, send a check payable to AVP to Fred Feucht, 88 Mountain Road, Pleasantville, NY 10570.

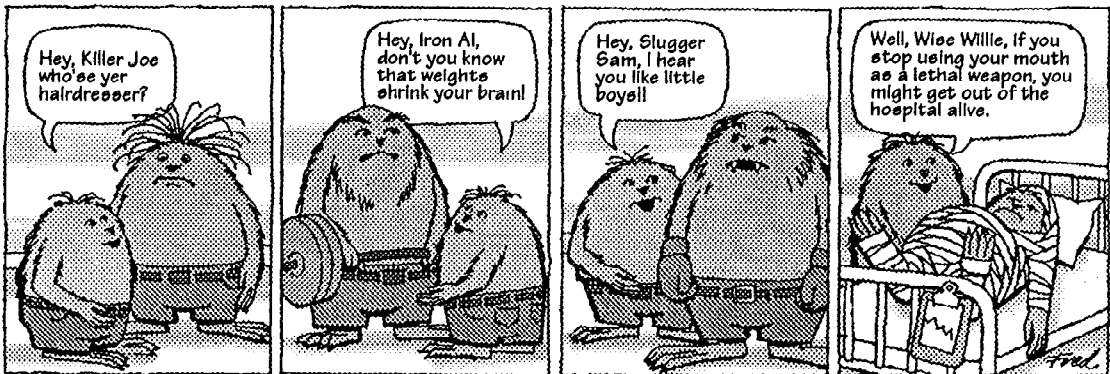
### Revision of Basic Manual

The AVP-USA Education Committee is revising the Basic Manual and needs your recommendations. Please look over your manual and answer the following questions:

- Are there exercises and materials that are not used and can be deleted?
- Are there exercises and other materials that need to be added?
- Are there exercises and other materials that are unclear?
- Are there exercises that have been changed since the manual was written?
- Are there materials that need to be updated or revised culturally?
- Is the structure of the manual well organized and helpful?

Please send your comments to: Candace LaRue, 200 Tyler Terrace, Liverpool, NY 13202 or e-mail suggestions to [candacemyr@aol.com](mailto:candacemyr@aol.com)

## LETHAL WEAPON



Articles inside...

## AVP International Conference

### AVP in a Haiti

### Anger Mini-Workshop

### Anatomy of an Apology

## AVP Publications

<b>Basic Manual</b>	\$7.50
<b>Advanced Manual</b>	\$10.00
<b>Training for Trainers Manual</b>	\$10.00
<b>Basic &amp; Adv. Supplement</b>	\$10.00
<b>AVP Brochures</b>	\$15.00 per 100

Send your order to the AVP-USA office:  
 Alternatives to Violence Project-USA  
 P.O. Box 300431  
 Houston, TX 77230-0431

Transformer Editor: Fred Feucht

Facilitator Mailing List: Janet Lugo

The Transformer is published quarterly. Individual subscriptions are \$15.00 per year and group subscriptions (4 or more people) are \$10.00 per year. Please make out your check to AVP and send subscriptions to: Fred Feucht, 88 Mountain Road, Pleasantville, NY 10570.

Please send any address changes to Janet Lugo at: 46 Main Street, 9, Mechanicsville, NY 12118

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