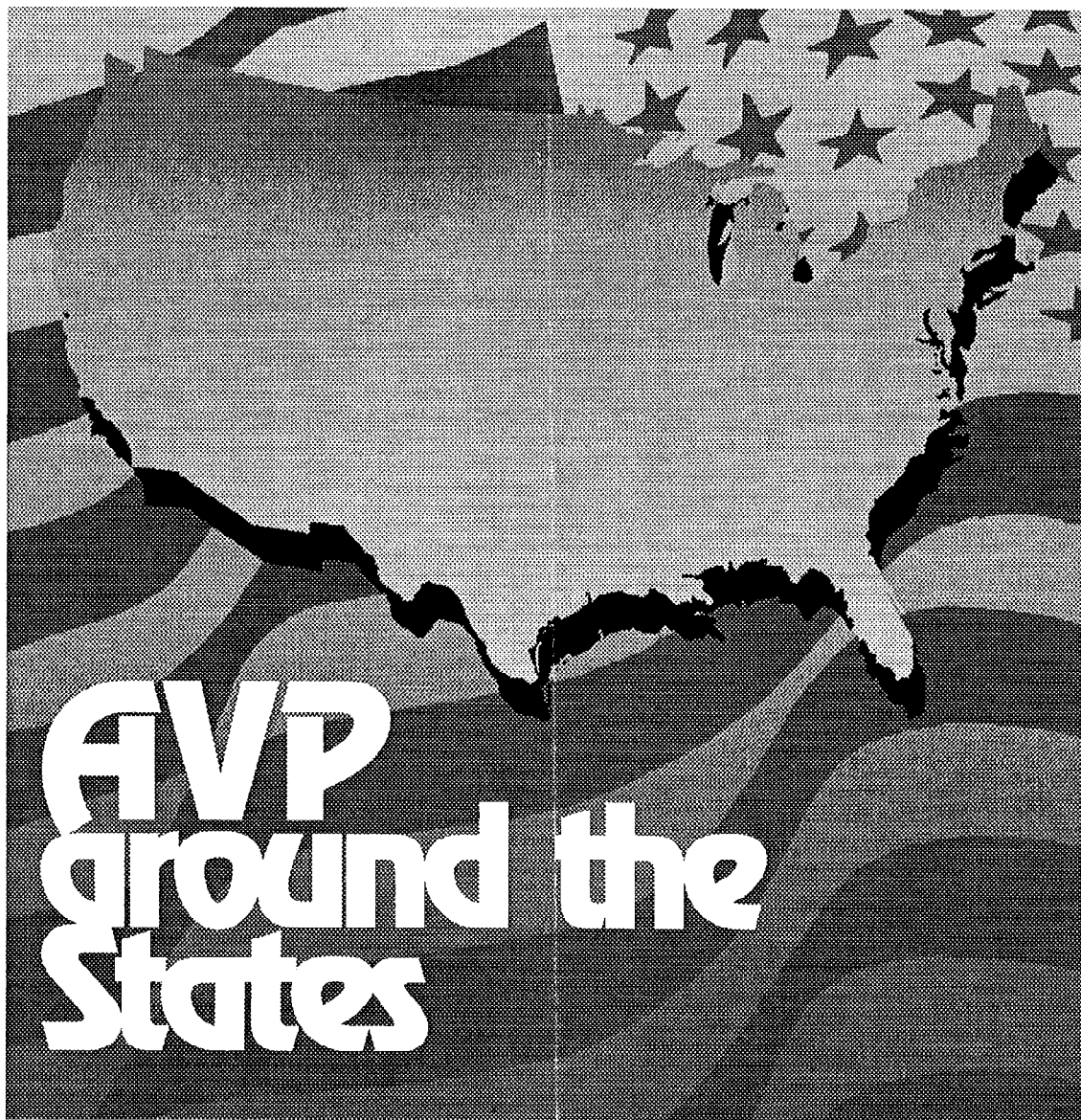


Fall 1999

*Alternatives to Violence Project Newsletter for Facilitators*

# the TRANSFORMER



# We are about Planting Seeds

by *Therm Kaldahl, AVP-North Dakota*

In North Dakota, planting seeds and trusting the process are the root of our lives. We understand how challenged and vulnerable we can be. On the upside, the opportunity to plant is a privilege, offering both personal growth and satisfaction. Steve Angell introduced us to AVP, how it had affected his life and the potential for it to work in our world. Those seeds lay dormant for a while before they began to sprout. We tilled the soil with enough support from the Warden and his staff to give the first Basic AVP in the North Dakota Penitentiary in December 1994. The sprout came from Helen Crisp and the team from Colorado. Following the workshop we began to search for more cultivation and cross fertilization. Lila Rucker and Marv Klavon from South Dakota were the next expert help we received. Lila and Marv brought us through more Basic and Training workshops and then promptly announced we were now on our own. Over the next year our facilitator base grew both inside and out and we presented six workshops. Steve Angell, Lila Rucker and Russell Loewen provided guidance with more advanced and training workshops. We provide workshops for both men and women. One of our first graduates and inside facilitator is now in Colorado and expecting to work with New Foundations/Helen Crisp as a volunteer. We look forward to hearing from Ron

and the Colorado AVP community as their partnership matures.

In addition, we joined a team of Canadian AVPers as they embarked on the AVP process for Neelin High School in Brandon Manitoba. Just this past November, two of us were able to join Marc Forget and Dave Logan at the first community workshop held in Saskatoon, Saskatchewan. We gained new perspective and enthusiasm for community and youth work. Since our beginning, there has been a seed that wants to sprout in the community outside the prison. We hope that participation from students at two local colleges in our prison workshops plus the experience gained in Canada has the germination underway. In time, we think those seeds will have a life of their own. Meanwhile, we continue to present from six to eight workshops a year at the prison and hope our contributions strengthen AVP. (Contact: Therm Kaldahl 701-258-0898 or thermk@aol.com)

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# Missouri goes with the Flow

by *Pat Wixom, AVP Missouri*

Just like a river, AVP keeps flowing along in Missouri. On the banks of the Missouri, we have a busy Council in Columbia and on the banks of the Mississippi, a smaller one in St. Louis. In Columbia we do workshops at Boonville Correctional Center, a medium security institution for younger men (16-35 yrs.) who are often first time offenders. The main

emphasis of the institution is on GED classes, and those with a high school diploma are often left with very little to do. We do a workshop there every month. Over the past few years we have started doing workshops quarterly in the substance abuse unit associated with the institution, and in the special treatment and reformation house. They are well received. We are also actively making arrangements to do quarterly workshops at Jefferson City Correctional Center, a high security prison, where Sister Ruth Haney, who started the AVP program in Missouri, works.

But that's not all! In Columbia itself we do a mini-workshop once a month on Saturday morning for junior high students. This is an alternative to their usual detention sitting in a schoolroom. We do similar 1-4 hour mini-workshops with other groups, including mental health agencies, senior citizens, Phoenix House and state correctional association meetings. Many people are learning about AVP but our outside facilitator group remains at about 10-14. We got started under the personal charm of Gertrude Marshall, who died of skin cancer 2 years ago, and who personally recruited most of those presently active.

St. Louis has a small group of facilitators, all associated with the Friends Meeting, who do a workshop every month at Eastern Correctional Center, a maximum security institution. They have regular inside facilitators, who help a great deal. At one recent advanced they reported that "My Life as Myth" produced some profound thinking and serious soul searching. The lead facilitator, Eldora Spiegelberg, has been very ill this summer and we wish her a good and speedy recovery.

Every 2 years Columbia's Mid-Missouri AVP sponsors a state-wide gathering of AVP facilitators for training and socialization. Two years

ago we had Flo McNeil and Kevin O'Brien getting us started with youth work. This year we will meet with John Shuford to do a Forgiveness Workshop. These are occasions of great joy, learning, and inspiration.

# Creativity behind Bars in



by Jan Krouskop, AVP-Ark La Tex

Since our birth in 1990 with the training, support and encouragement of mid-wives Steve Angell and later, Marge Zybas, the Ark-La Tex chapter of AVP has experienced many highs and lows. The highs came early on. Bouyed by the enthusiastic response to our community workshops we began to offer prison workshops, first at the local parish (county) facility, then at the nearest state prison. The reception at those facilities was overwhelming. The prison staff were as impressed as the inmates and have encouraged us to try to serve all of the prisons in the state. What a wonderful (but impossible?) dream. We now serve three prisons with a rotating schedule of one workshop per month.

We are pleased with the way we have been able to establish new chapters within our region. With the aid of a private plane, Rick Krouskop has taken teams to provide workshops in

southern Louisiana, Arkansas, Texas, Oklahoma and even Miami. We have also enjoyed providing hospitality for many folks from other regions who came in to take training at our workshops. One of our biggest frustrations is not having enough active facilitators to meet the many additional requests for help in providing workshops.

Strategies to remedy this problem have involved trying scheduling variations and offering workshops under the continuing education program of the local state university. Time will tell if these will be good solutions.

Our local outreach has been rewarding, both financially and psychologically. Beginning with monthly follow up support groups at the Parish (county) and State Correctional Centers, a flourishing "therapeutic industry" has evolved. It all began with the production of AVP T-shirts, silk screened by the insiders. While this continues to be an important fund raiser, more has occurred.

Operating on the premise that, "If we take care of the artist in each and every person, that person will take care of the world because artists create—they don't destroy", outside facilitator Lynn Benefield, along with talented inmates, co-founded the Caring Cards Program.

Three volunteers regularly travel the 75 miles to the prison to aid in the crafting of hand-painted greeting cards. Each card has an insert explaining the AVP and the Caring Card Programs. Sold in local shops and at community events, all proceeds go to Ark-La Tex AVP.

Inmate volunteers had this to say about the program: "If the cards or the money enable AVP to reach just one person, my participation was well worth it" and "AVP has changed my life as well as other guys here. I hope it will be able to help troubled teens so they can avoid the mistakes we've made".

# Maryland Moves Ahead

by Ed Sabin, AVP-Maryland

Following in the tradition of the founders of AVP-Maryland, Lee Stern and Marge Zybas, the program continues to serve thousands of men and women in eight prisons.

Starting with the Maryland House of Corrections, AVP has spread out across the state with workshops at Hagerstown in Western Maryland, workshops at half a dozen prisons near Jessup in Eastern Maryland and a program starting up at the largest state prison at Salisbury in Southern Maryland.

It is because of young men like Michael Crawson that they continue their difficult task.

As an inside AVP facilitator at the Maryland House of Correction Annex, Michael writes:

"Having received close to 18 infractions during the nine months I was in the county jail, everything from fighting other inmates, to fighting the police, to breaking out of my cell; I knew I would never make it in whatever prison they decided to send me to. I knew that I would either end up killing someone or killing myself.

"Upon arriving here at the Annex back in November 1996, I was immediately suspicious of everyone and everything. A couple of guys took me under their wings and looked out for me. I was waiting for the day when they would ask for something back. Luckily that day never came. Those friends got me started on the path that I'm on today.

"Those friends are AVP facilitators. If AVP could take convicted murders and turn them into honest, respectful caring people, then maybe AVP could do this for me.

"Somewhere along the line, during an Advanced Workshop, something changed my whole perspective, something that an inside facilitator said to me, a person that I looked up to and admired. This was said with such sincerity and emotion that I knew it he was for real. Since that day, I've striven to be the best at everything I do. I've given 110%, so that when I'm facilitating an AVP workshop and some young teenagers who look up to me come to me, I will tell them the same thing that a facilitator told to me.

"I will tell them the same five words, 'I'm proud of you champ!'"

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## What's happening in New Hampshire

by Charles J. Oropallo,  
AVP New Hampshire

**O**ur first workshop was a Community Mini-Basic that took place at the Monadnock Friends Meeting House in Jaffrey in September 1992. There are currently three major New Hampshire correctional facilities as well as several schools where AVP-NH provides workshops on a regular basis:

**New Hampshire State Prison for men in Concord:** This was the first correctional facility in which AVP was established. It happened in

November 1992. We are proud to announce a new coordinator as of June 1, 1999: Susan [Franklin] Oropallo. She volunteered to give Richard Cornelius a well deserved break after having continuously coordinated since 1993!

**Lakes Region Correctional Facility for men in Laconia:** The first workshop was held in June ,1994. Mary Alice Warner has been the coordinator since 1995.

**New Hampshire State Prison for Women in Goffstown:** The first workshop was held in November 1995 and Judy Brophy has been the coordinator there from the beginning.

**Our website:** We also have our own website online since July: <http://www.avpnh.org>. We feature our upcoming schedule of workshops and meetings, our workshop history, and general information about AVP. Facilitators from neighboring states have already expressed interest in facilitating in New Hampshire as a direct result of our web presence. The website also facilitates contact among facilitators. Another important aspect of Internet presence is that it provides a medium for any individual with Internet capability to find out the necessary details about volunteering.

**Present planning:** At the time of this writing, youth workshops are already being provided in some middle schools. We are at the planning stage for possible workshops for students in the ConVal High School in Peterborough. We are also working on plans for a community mini-Basic workshop in Concord for police officers. Another state prison for men, in Berlin, is expected to open during 2000. We are seeking an experienced AVP person to coordinate our operations at that location. The New Hampshire Department of Corrections has been very supportive of AVP and through its Volunteer Coordinator has expressed that AVP will be welcome in the Berlin facility.

# Diversity Down South

by Cheryl Devall and Warren Hoskins,  
AVP-Miami

**D**own here in Miami, Florida, we have experienced a growth spurt, five years after our first facilitators were trained. Facilitators from South Florida have conducted workshops at all three levels in the community, in three state corrections facilities and in Cuba. Recent community workshops included one for corrections employees. Our last community workshop in August was actually at a Department of Corrections facility, and included several DoC staff as well as people from the community at large.

In our immediate backyard, five community workshops have been held in the last year. Of course, we had fantastic recruitment, between the Quaker Meeting, the University of Miami, an ongoing community dialogue group meeting on issues of racism and most importantly, the help of Eduardo Diaz, who now heads up both our prison workshops and the Cuban Quaker Project.

Diversity in the facilitators and participants alike is of great importance to building a true community workshop series. We have the good fortune of having volunteers of many nationalities and cultures who have become facilitators. Even if facilitators move on, in the short term they have helped keep the workshops diverse, and to bring us more

people of other backgrounds, some of whom become facilitators in turn.

It helps tremendously that AVP addresses domestic violence, school violence, road rage, racism, poverty, exploitation of illegal immigrants, and so many other faces of violence—all issues of a huge, crowded and growing multiethnic community.

AVP workshops at two prisons near Fort Lauderdale, the Broward Correctional Institute, a women's facility and at Everglades Correctional Institute, a medium-security facility for men, have generated facilitators on the inside. An August 1999 Training for Trainers at Broward included three "inside" and three "outside" facilitators, as well as seven participants now able to work as apprentice facilitators.

Down south at the start of the keys, two levels of AVP have been conducted at the Youthful Offender Unit of Dade Correctional Institute while it was a male institution (it is being converted to a women's prison). Future workshops may be held at there as well as other Florida facilities, such as the South Florida Reception Center, where all new inmates go for classification and assignment.

The outreach to Cuba began more than two years ago when Eduardo Diaz of Miami led the first workshops for Quakers on the island. Diaz has made several repeat visits, and in February 1999 five facilitators from the US and Canada joined him to lead AVP Advanced and Training for Trainers workshops in conjunction with Cuba Yearly Meeting. The participants were eager and enthusiastic – the ten members of the Advanced workshop asked the facilitators to begin the third day's session an hour early. Informal discussions about Transforming Power, as well as the differences

and similarities between our lives in Cuba and North America, went on late into the night.

AVP groups everywhere can benefit from doing diversified community workshops, with an emphasis on facing the implicit and explicit violence that touches everyone living in our times, including acknowledging our own violence and our own conditioning to accept violence within and around us, and seeking alternatives as we grow and change. It is about the only way we can see that the causes of prisons can diminish.

## Valued Volunteers

**R**ecently, several New York State prisons have acknowledged AVP facilitators for their dedicated service as volunteers. Paul Busby, a volunteer at Bayview in New York City, and Florence McNeil, volunteering at Woodbourne, were each honored as "Volunteer of the Year". In addition, Washington prison in Comstock, NY, jointly selected Micki Paddock and Grace McGrath as "Volunteers of the Year". AVP has serving inmates in New York State since 1975.



*Inside and outside trainers receive awards at Washington Correctional Facility.*

## Try out the new AVP Web Sites

### AVP-International New Web Site Address

<http://www.avpi.freemove.co.uk>

*Please visit it and see the new attractive format, complete with flags of countries where AVP is active. Is your flag there?*

### AVP/USA Web Site

<http://www.avpusa.org>

*The AVP/USA Website has a new Members only Area. To enter the Members Page, you need:*

*User Name = member*

*Password = texashug*

*(NOTE: The above are case-sensitive).*

*This page is for AVP Facilitators only. Please maintain the confidentiality of the Password.*

### AVP-Canada Web Site

<http://www.golden.net/~respect/AVP/MAIN1.htm>

### AVP-New Hampshire Web Site

<http://www.avpnh.org>

### AVP-Miami Web Site

<http://www.homestead.com/avpmiami>

### AVP-Minnesota Web Site

<http://www.mm.com/fnvw>

### AVP-Bay Area California Web Site

[www.webcom.com/~peace/PEACTREE/avp/homepage.html](http://www.webcom.com/~peace/PEACTREE/avp/homepage.html)

## New AVP-USA Address

AVP-USA has a new address. To write to the AVP-USA gatekeeper for information:

AVP-USA,  
821 Euclid Avenue,  
Syracuse, NY 13210



*AVP off the  
ground in*

# MACEDONIA!

*by Andrew Rose, AVP-San Francisco*

Macedonia AVP is starting up with a newly translated Basic manual and 18 graduates of Training for Trainers! David Hartsough (Director of Peaceworkers) and his wife Jan inspired me to visit Macedonia during the recent Kosova conflict through their reports of travel and work there. Both David and Jan had visited over the last four years, supplying information and training for the nonviolent movement that existed before the war. They provided me with contacts in Skopje. Olga Skaric, who directs the Balkan Peace Studies Center, turned out to be the key to a successful visit. Ted Herman, a Quaker from Pennsylvania, had visited her previously and helped to establish the center at the University of Cyril and Methodius in Skopje.

I met with Olga after explaining that Ted Herman had recommended calling on her, and explained the AVP curriculum and program. She was enthusiastic and arranged for 25 people to participate in a Basic that weekend! I was somewhat fearful that facilitating alone would set a poor example of teamwork, and also concerned that not speaking Macedonian would be an obstacle. It was very important for me to Expect the Best and Trust the Process! Everything turned out great, as I had a perfect translator (Sonja) who works for the United

Nations donate her talents. The best strategy for me was to brief Sonja on the sort of reflections to listen for and let the groups do their own work, with only occasional translation for my benefit. It was a great opportunity to explore nonverbal communication and realize how much is said without words.

Eighteen of the participants returned the next weekend for the Training for Trainers, and I was blessed with the presence of Sonja Frenata from Emeryville, California, who was in Macedonia working on a project with Kosova refugees for MOSAIC. Sonja is an experienced AVP trainer and we were able to team-build and present a powerful T4T. We discussed at some length the concern regarding skipping the Advanced, but felt it was appropriate in the circumstance to go ahead with the Training for Trainers. All participants facilitated exercises and debriefed roleplays, and Sonja and I were both pleased with the competence the people demonstrated. The group was made up of Army translators, Sexual Harassment and Domestic Violence shelter and hotline workers, a member of the Macedonian Police Domestic Violence Unit, as well as masters candidates in psychology and peace studies. They were very interested in 'group learning' and how 'cooperative learning works in America'. A very bright group.

Two of the Macedonians worked together to translate the Basic manual, which is now complete. The group is primed to begin facilitating and seeks experienced facilitators to visit and assist. If you are interested in helping with the Skopje program please contact affirmigandy@yahoo.com for more information. There is also a much more detailed report of my journey in Macedonia at <http://webcom.com/peace> (click Macedonia).



# Bulletin from BOSNIA & CROATIA

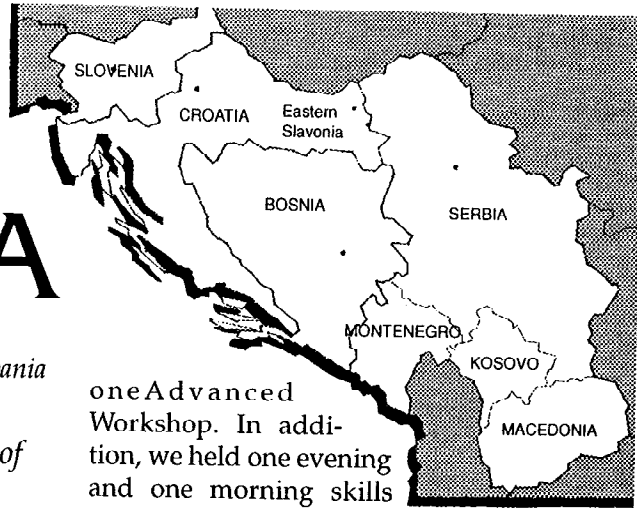
by Steve Angell, AVP-Pennsylvania

*"Be ye not conformed to this world;  
but be ye transformed by the renewal of  
your mind."* Paul of Tarsus

My travels have taken me back to Croatia and also on to Sanski Most in Bosnia. These lands, still struggling from the deep wounds of the Bosnian War, are witnessing anew the traumas of the war on Kosovo, with hundreds of thousands fleeing their homeland out of terror as their homes are destroyed.

There has to be a way to end this futile cycle that repeats itself century after century. This can only be accomplished, as I see it, if we can help these people, and ourselves as well, see a different horizon; not one of "power over" (the concept of this world) but through renewal of thought and action, the power of forgiveness and openness to collaborative ways of creating the well being of all inhabitants.

I first returned to Osijek and Baranja in Eastern Slavonia where I had been twice before. The AVP program is alive and moving forward. I was joined by Karin Fry, an AVP facilitator from Britain. Together we assisted local apprentice facilitators to lead two Basics, an Advanced and a Training for Facilitators. In Bosnia, we did one Basic and



one Advanced Workshop. In addition, we held one evening and one morning skills building session.

In an important meeting of facilitators in Eastern Slavonia, the Serbian and Croatian facilitators took over the responsibilities for the organization and development of their program. Heretofore, although the local AVPers had participated in the process, they had depended heavily on international personnel to carry the major responsibility. It is hoped that this new arrangement will help strengthen local leadership and aid the growth of deeper local roots. International facilitators in the region and Hungarians just across the border remain available to help as needed.

In Bosnia, the program has just been introduced through our visit. Contacts with international groups operating in the Sanski Most area, such as the Organization for Security and Cooperation in Europe (OSCE), are most encouraging, and a local group with worldwide connections, "Through Hearts to Peace," with a most energetic leader, Emsuda Mujagic, are eager to help AVP along. Assistance from facilitators outside the area would be most welcome.



Steve Angell

In all areas, the problem of displaced persons is severe. These people were forced out of their homes during the Bosnian War and now want to return but now have to wait until other displaced persons living in their homes can be relocated.

International organizations are doing much in Bosnia Herzegovina to help areas move ahead with physical rehabilitation, particularly rebuilding houses, and establishing democratic institutions, but practically no resources are going toward social rehabilitation. Some internationals working in the region say this is the most urgent need of all, because the other expenditures will be of little value if the social rehabilitation of establishing a multiethnic community (as before the war) is not a parallel process.

A major new initiative this trip was introducing AVP in Gasinci, a refugee camp near Osijek. Since the camps tend to have a mobile population, there is not a great likelihood that the residents can reach the facilitator level. However, we were able to train some of the volunteers working in the camp as facilitators. They, with the assistance of facilitators from outside the camp, can conduct workshops for the residents including teenagers and adults. The experience we had offering a single Basic Workshop was that there is great potential for providing a valuable experience for these displaced and homeless people.

One problem confronting these efforts is a legacy of the communist era. People are used to being told what to do and not being asked

what they want. Volunteer organizations operating with volunteer services is alien to their experience. Therefore, building volunteer organizations within their social structure is most challenging. The idea of working without pay is not something they readily understand or accept, although a great deal of volunteer activity probably goes on within the family. The extended family structure is much more of a social unit in the Balkans than in the United States.

It is my view that love is a universal emotion that can, if properly expressed, be a major influence for change. Giving money is often mistakenly viewed as an expression of loving concern, and in the eyes of the giver it may be. However, giving money can create dependency. This may reinforce the need to be helped rather than empowering people to act as AVP seeks to do. Money may help to build community but money will not do it alone. If we can find ways to give of ourselves, this is to me the most likely way to reestablish trust and rebuild community based on love.

---

## *From AVP Pennsylvania*

*I write my name on the wall...  
 Everytime I read my name I am reminded of  
 who I am.  
 I write my name on the wall, not to brag about  
 who I am  
 Nor to be resented...  
 I write my name on the wall,  
 Sometimes I think I should of written it differently  
 But why should I change what's positive...*

Rappin' Rac, a.k.a Mr. Strong Arm-From  
 Eternal Untouchables

AVP- Central Pennsylvania

# A Rose is a Rose is a Rose

by Kaki Sjogren, AVP-Philadelphia

There can be no question about it. AVP is a product of divine inspiration. And no matter what you call it, the process works to enlighten and enliven all who participate.

This has been the case in Philadelphia and surrounding counties. The impetus for our youth program came almost 5 years ago. Marge Zybas, one of AVP's founding mothers, had retired to a Quaker community in southern New Jersey. Her life changes presented conflict and opportunity. (I'll never forget Marge saying she'd rather wear out than to rust out!) She seized the opportunity to work with the south Jersey council to bring AVP to high schools.

With the foundation laid by Marge, Tom Truitt took the task one step further. Philadelphia Yearly Meeting of Friends had just built a conference center for youth in Burlington NJ. It became the site for a three day residential experience of AVP, which we called "RAVE", Real Alternatives to Violence for Everyone. Three years later, we are continuing to run residential workshops bi-monthly, as many as three simultaneously in this facility. HIP ("Help Increase the Peace", the American Friends Service Committee adaptation of AVP specifically for teens) manuals were useful in this endeavor, so we began offering "HIP" as "HIP/RAVE."

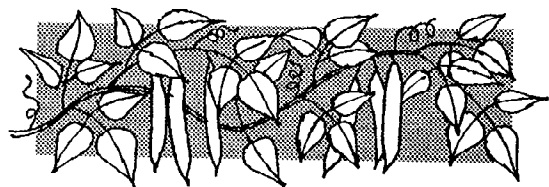
In the meantime, schools were asking us to do HIP workshops on site. The demands became



Kaki Sjogren

so great as to invite AFSC to sponsor us fully, and so Ed Ducree and I have become part-time paid staff. We have had various levels of involvement at many schools, elementary, middle and high schools (and most recently the school for incarcerated youth of the Philadelphia Prison System). Some are choosing only to send students to HIP/RAVE. Others are setting up their own version of the program. One school has chosen "Common Ground" as the name for their program. Ed has developed a wrap-around, wholistic program called "Kids With Wings" for schools in Trenton, NJ.

As one of the leaders of AVP-USA, I feel conflicted about all the facilitating I've done by other names. I was sparked and reared by the founders and family of AVP. It is with gratitude and appreciation that I continue to work for AVP. And, while the concept of Transforming Power may be less acceptable in school settings, I find some means to include it. TP is the soil and the seed that I believe we all need. You can plant it by various means, and under various labels, but, if you trust it, TP will invariably take you and yours to new heights. After all, a beanstalk is a beanstalk is a beanstalk.



# Spanish in the North Bay

by Adelaida, AVP-North Bay

**A**VP North Bay, (north of San Francisco, that is) is in its third year, active and in full swing. While not responsible for a prison program, we have joined in supporting those who have been leading workshops Folsom and San Quentin for many years, and our facilitators have worked independently with a program based on AVP at the local jail.

Besides several community workshops in English, we had our first successful Basic in Spanish this spring. And we are well on our way to having our 2nd on October 8,9,10, 1999.

The Spanish workshops are taking place thanks to the assistance of Pablo Stanfield from Davis, Diana Bracy from Berkeley and Marc Forget from Vancouver, who are working with our local bilingual facilitators from Chile, Puerto Rico, Mexico, and Peru.

Our plans are to have an Advanced workshop in Spanish sometime in November or early December of this year; then, we will be ready for a Training for Trainers in the new Millennium. By the end of the year 2000 we hope to have enough Spanish speaking facilitators to continue moving ahead in full force with the wonderful work of AVP.

Offers of assistance from Spanish speaking facilitators would be welcome and we can help with some travel expenses.

# Sun shines in LA

by Hal Brody, AVP-Southern California

**S**ometimes there are clouds in sunny California. AVP-San Deigo is a bit under the clouds these days. We've had to pull our program out of the prison we've worked in for years because the new warden insisted that prison employees be present during workshop sessions. Our community workshops have been few recently.

The one sunny spot in our current efforts recently is our mentorship of a new group in the Los Angeles area. The Santa Monica Friends Meeting and the Orange Grove (Pasadena) Friends Meeting are sponsoring an AVP startup project. AVP-San Diego has accepted responsibility for mentorship of this new group.

Their Basic Workshop in April had twenty participants, their Advanced in June had fifteen, and thirteen are currently signed up for the Training for Trainers at the end of September. This is a very enthusiastic and dedicated group, professionally organized and coordinated by the recent past clerk of the Santa Monica Friends Meeting, Shan Cretin.

We've tried for years to help a Los Angeles area group to take root, but without success. Now we have every confidence it's finally going to happen. I know they can count on support not just from San Diego, but from the entire AVP community.

# AVP 2000 CONFERENCE

*September 15 to 17, 2000  
in Oxford England*

The next AVP International Conference will be held in England on September 15 to 17, 2000. Please reserve the date!

**The theme is: Cultures and conflict: learning about alternatives to violence across the globe.**

The venue is Walden Hall College, Oxford University, and an option to attend a session at Her Majesty's Prison Grendon is planned.

This will include two nights accommodation in one of Oxford's most ancient colleges and all meals. Central Oxford and is a splendid base from which to explore the ancient town.

We have designed a strategy to raise funds to provide full travel and conference costs for 20 participants from developing countries, as well as aid to reduce the cost for those who are unable to meet the full costs (sliding scale).

We will be writing to all international contacts in the near future to ask them if they wish to run a conference workshop or make a presentation in the conference program (closing date 5th January 2000).

For more information contact Mark Bitel at (mark.brambles@olcs.net)

## CAVP-USA Contacts

**New AVP-USA address and phone:** To reach the AVP-USA gatekeeper for information: Write to: AVP-USA, 821 Euclid Avenue, Syracuse, NY 13210 Phone: 713-747-9999 or E-mail: avp@avpusa.org

**Manuals and Publications:** To order manuals and publications, please contact Alan Taplow at the AVP Distribution Service, 844 John Fowler Road, Plainfield, VT 05667, 802-454-4675, ataplow@bigfoot.com

**Regions** Now that AVP-USA has decentralized, regional representatives have been established to provide information. Please contact the representative for your area:

**New England:** Robin Willits: 603-431-7258, rdwillits@mindspring.com

**New York:** Candace Mayer: 315-457-1374, candacemyr@aol.com; Grace McGrath: 802-388-6576, gmcgrath@sover.net

**Mid Atlantic:** George Sinnott: 301-963-9245, gsinnott@his.com; Tom Truitt: 410-810-3646, tomtruitt@intercom.net; Ann Ward: 814-234-4978, ajw109@psu.edu

**South East:** Eduardo Diaz: 305-255-5817, avpmiami@aol.com

**Midwest:** Mike Bischoff: 612-321-9787, fnvw@mm.com; George Brose: 937-293-0357

**South Central:** Jan Krouskop: 318-797-1412, jankrouskop@usa.net

**Rocky Mountain:** Chelsea Kesselheim: 307-332-6518, ouzel@rmisp.com

**Northern California:** Diana Bracy: 510-524-3665

**Pacific Northwest:** Jim Williams: 503-246-7345, jovialjim@aol.com

**South West:** to be determined

# Spanish Basic Manuals Available

**T**wo versions of the Spanish Basic Manual have been printed and I am now ready to fill orders for them.

*by Alan Taplow*

**NJ Manual** The first is a translation of the exercises commonly used at Spanish Basic Workshops at the Federal Correctional Institution at Fort Dix, NJ. It is just over 50 pages in length and contains only the exercises. It is not a full translation but has been found to be quite useful. It was translated by the FCI Fort Dix Inmate Facilitators and made available by Toby Riley. The cost is \$5.00 each plus \$ 3.20 shipping for up to 3 copies and \$1.00 shipping for each additional 2 copies.

**CEPPA Manual** The second is the Costa Rica translation. It is a complete Basic Manual, 200 pages in length, and was adapted from the USA version under the direction of Celina Garcia. It has been successfully used by many facilitators since it's first printing in Costa Rica in 1995. This new edition is now available in the USA. The cost is \$20.00 + \$3.20 shipping for the first copy and \$1.00 for each additional copy. Contact me for shipping charges on multiple copies.

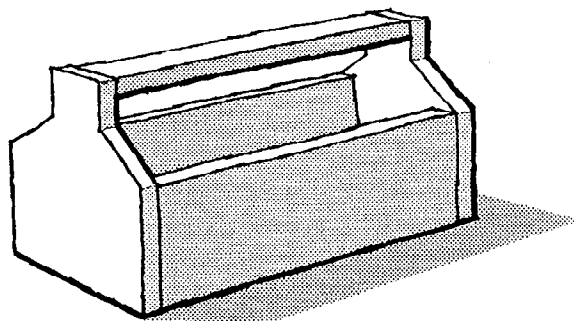
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Alan Taplow  
OMlet Publications  
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## AVP Tool Box

**S**omeone asked me about using the tool box as an evaluation, which made me realize that perhaps not everybody knows about it.

Tool box is simple: we draw the outline of a big toolbox, and at the end of each session we ask the participants (and that includes facilitators too!) to tell us about specific skills, or "tools" they've learned or improved during the session. We ask everyone to think of tools that we can use in everyday life, right here and now.



Sometimes we use the toolbox on its own, and sometimes it is added to the happy face/sad face/light bulb. The strength of the toolbox is that it makes us verbalize things that up to that point may still be vague. It brings awareness of the practical aspects of what we learn in AVP.

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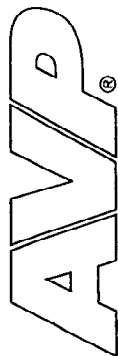
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