

# the TRANSFORMER



Marvelous Marg Rogers  
2003

# New Zealand hosting the International AVP Conference in Jan 2004!

*Rere Stroud (Rainbow Rere)  
National Coordinator  
Otorohanga, New Zealand*

**TENA KOUTOU TE WHANAU O AVP  
INTERNATIONAL,  
TENA KOUTOU, TENA KOUTOU,  
TENA NO TATOU KATOA  
NAUMAI, HAERE MAI  
KI TE HUIHUI NEI I TE AVP INTER-  
NATIONAL GATHERING  
O AVP AOTEAROA/  
NEW ZEALAND 2004**

Greetings to the family of AVP International, greetings, greetings, greetings to us all. Come, you are welcome to join the Alternatives to Violence Project International Gathering, Aotearoa / New Zealand 2004.

Thank you to everyone who has replied to the invitation advising of their interest in attending.

The AVP International Gathering will be held at Papakura Marae, South Auckland, New Zealand. A shuttle service is available from Auckland International Airport and will require that you pay in NZ dollars. A pre-booked shuttle is cheapest at \$5-\$6 each for 10 people and this can be organized.

The Gathering is being held on a marae (a traditional place of gathering).

**Venue:** Papakura Marae, South Auckland

**Dates:** Friday January 30 through Tuesday February 3, 2004.

**Start:** 10 a.m. Friday with Powhiri (welcome). Powhiri—Welcome: We encourage everyone to book their travel to be at the marae in time to participate in the Powhiri (welcome) which will begin at 10 a.m. Friday.

**Finish:** 3 p.m. Tuesday after Poroporoaki

(farewells)

**Cost:** NZ\$150 (includes accommodation and food) This is an estimate of the cost and we reserve the right to add to this should any unexpected costs occur. The cost remains the same whether or not people are present throughout and whether they stay at the marae or offsite.

**Numbers:** There are 100 places available so we encourage early registration. Once all places are paid for we will put further names on a waiting list. We expect people will come for the entire time.

**Registration:** We are working on this form still as we want to offer online registering so payment can go directly into the AVPA Bank account. Thanks for the patience and please continue to be so.

**Payment:** For anyone who is ready to pay before the registration form is ready, there are the following options:

- ◆ You can go online with your bank account and set up AVPA as a bill payment and send it to us electronically. There will be a small bank charge with the setting up. AVPA Bank account number is: Westpac Trust, Cuba Street Branch, NZ 030510 0782380 00
- ◆ Get a bank check for New Zealand currency and mail to AVP Aotearoa, PO Box 4356, Hamilton, Aotearoa, New Zealand

Both of these are helpful for us because they keep track of who is sending, when sent and when received. You could then fill out the registration details later.

Please advise if you have disabilities that we need to be aware of as the marae is not wheelchair / disabled friendly (steps into the wharenuī & into toilets & showers, though people may be able to cope).

### **Accommodation**

**Onsite:** The marae has a Wharenuī—main house—that is used as the sleeping space.

We sleep in this whare together with men on one side of the room and women on the other.

Mattresses are placed on a carpeted floor and will be covered with a sheet.

There will be 1 pillow with a pillowcase per person.

You will need to provide your own sleeping bag or blanket—one will be sufficient, as it will be summertime.

You will also need to bring your own towels and toiletries.

There are no laundry facilities onsite though there is a laundromat down town.

Offsite: If the above accommodation is not suitable for you, the following information will be useful. Offsite accommodation needs to be booked ahead and it is preferred that you attend to this yourself.

**PAPAKURA DISTRICT ACCOMMODATION**, Papakura District Council, [www.pdc.govt.nz](http://www.pdc.govt.nz) (check out this website for views of the local area of Papakura).

**Takanini Park Motor Lodge**: Ph: 09 298 7304, [www.takaninipark.co.nz](http://www.takaninipark.co.nz), 144 Great South Road, Takanini. 16 ground floor units serviced daily. 13 fully equipped kitchen, 3 tea/coffee making facilities only, sky TV, cot available, cooked/continental breakfast, off road parking, swimming pool, spa pool, playground, guest laundry. Courtesy coach.

**Cimarron Motel**: Ph: 09 298 4344, 2 Waterview Road, Papakura, 9 ground floor units serviced daily. Breakfast and dinners on request. Off road parking, children's playground & trampoline, barbecue and guest laundry.

**Homestead Motor Lodge**: Ph: 09 298 1487, 64 Great South Road, Papakura, 8 ground floor units serviced daily. Guest kitchen available. 1 unit with facilities for disabled. Cot/High chair available. Cooked/Continental breakfast. Home cooked evening meal by arrangement. Off road parking. Guest laundry. Rates: \$60 -

## Note AVPUSA's new address and phone!

Our thanks goes out to the St. Paul/Minneapolis office of the Friends for a Non-Violent World. Terry Kayser has confirmed that AVP is set to begin receiving mail and phone calls addressed to AVP/USA at:

**AVP/USA**  
**c/o FNVW**  
**1050 Selby Avenue**  
**Saint Paul, MN 55104-7259**  
**1-877-926-8287**

That phone number is *toll free*:

**1-877-WANT AVP**

Our email address will remain the same:

**[avp@avpusa.org](mailto:avp@avpusa.org)**

\$75.

**Papakura Motor Lodge & Motel**: Ph: 09 298 6912, 407 Great South Road, Papakura, 10 ground floor units serviced daily. 1 unit with facilities for disabled. 9 with fully equipped kitchen. Cot/High chair, cooked/continental breakfast, off road parking, spa pool, playground, trampolines, barbecue, guest laundry. Rates: \$85 - \$95

**Crusoe's Motor Lodge**: Ph: 09 299 7863, 61 Great South Road, Papakura, 10 units - 2 with facilities for disabled. Kitchen facilities, cooked/continental breakfast, off road parking, children's playground, guest laundry.

**Campbell Clan House**: Ph: 09 298 8231, [www.campbellclan.co.nz](http://www.campbellclan.co.nz), 57 Rushgreen Avenue, Papakura. Bed & Breakfast accommodation. Guest lounge, tea/coffee making facilities. Fridge, TV, sound system, large selection of books. Internet, fax, cot/highchair & laundry facilities available. Quality service and facilities. Rates: \$65 - \$110.

(See "New Zealand" on page 4)

(“New Zealand” continued from page 3)

**The Homestead:** Ph: 09 294 9030, 349 Drury Hills Road, Drury. Early colonial home set on a beautiful bush block with stream. 2 double bedrooms. Rates start from \$90.

**Tuhimata Park Homestead:** Ph: 09 294 8748, [www.babs.co.nz/tuhimata](http://www.babs.co.nz/tuhimata), 6970 Runciman Road, Drury, 2 double bedrooms, 1 twin bedroom in a large comfortable family home, featuring a beautiful indoor garden set in the countryside. Swimming pool, tennis court, pool table, spa pool, laundry facilities available, indoor bbq. (Barbecue). Tariff: \$55 - \$110.

**South Auckland Caravan Park:** Ph: 09 294 8903, 25 Ararimu Road, Drury. Modern cabins sleep 2 to 4 people. Swimming pool, modern amenity block, dairy & take-away open 7 days, on site caravans, tv & games room, play ground, launderette, boating lake, native bush. Cabin: \$28 per couple. Caravan/Campervan: \$20 per couple.

**Drivers Motor Lodge:** Ph: 09 294 7690 209 – 211 Great South Road, Drury, 24 units, serviced daily, 12 studio units, 12 ground floor units with full kitchen facilities. Cooked/continental breakfast. Rates: \$69 - \$89.

**Southawk Estate:** Ph: 09 298 0670, [www.bnb.co.nz/hosts/southawk.html](http://www.bnb.co.nz/hosts/southawk.html), 249 Sutton Road, Drury. Secluded country home set in 10 acres with beautiful gardens, swimming pool & pentanque. Large modern guest bedrooms, own bathrooms, lounge with TV/music, tea/coffee making facilities. Rates: \$70 - \$110.

*Please arrange bookings for yourself through the contact numbers listed above.*

#### **1 Day Workshops:**

We want to make the most of the community building opportunities that our being together gives to all.

We are offering an agenda of 1-Day workshops that will allow us to form na-

tional or international teams prior to the gathering. Workshops could be for 16 participants & a team of 4. The teams will be able to facilitate topics of interest to us all or concerns that need to be explored. So get those thinking caps on and suggestions flowing in please.

We will be giving a color code to everyone as registrations come in so that we will all be in teams. Each team will have house-keeping responsibilities for the day and these will be rotated each day.

#### **Post Gathering Training Workshops:**

We would like to set up AVP Training Workshops for T4F, Adv. T4F, T4TL and/or others, so that we can share more as international teams and give a genuine reason for extending your time here in Aotearoa.

This will require a cost of \$140 to cover accommodation & food for the weekend.

Add on the cost of your travel to the venue.

We envisage these occurring the weekend of Feb 6 – 8.

February 6 is also the day of acknowledging the signing of Te Tiriti o Waitangi (The Treaty of Waitangi).

Again we send out our warm greetings to you all and hold that warmth within for your arrival.

Arohanui / God’s Breath

Rainbow Rere

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*Note: Rere informed me that there are no visa requirements for U.S. citizens entering New Zealand as tourists; only that they possess a valid passport. —Editor*

# The 2003 AVP/USA National Gathering

*Susan Oropallo (Sunny Susan)  
Registrar for the 2003 National Gathering  
Peterborough, New Hampshire, USA*

The weather was absolutely gorgeous and provided an incredibly peaceful backdrop for the 2003 AVP Annual Gathering at Mt. Olivet Retreat in the rolling hills of Farmington, Minnesota. Eighty-two persons flew, bussed and commuted to the event-packed weekend. Many had previous incarceration experience. The facility offered excellent accommodations and access to abundant forms of relaxation. The bird feeder was amazing!

The speakers were exceptionally dynamic. Gwen Chandler Rhivers and Susan Stacey spoke to the restorative justice issues in Minnesota. An overview as well as very specific instances where RJ was applied in challenging situations was discussed. Dave Ellis highlighted his unique DOC view of dispersing Federal monies for post-prison support issues to the local agencies that can best use it. He lives and works in the area of the state most affected by the programs and uses a board of previous inmates to determine the most pressing issues to address. We wish other DOC's would take note!

The sharing was tremendous. Dennis Maher shared his phenomenal story of release through exoneration by DNA testing after 18 years of incarceration. The human roadblocks he faced humiliated us and the unnamed heroes that put their jobs on the line made us hopeful again. He enlightened us to a whole new community of exonerated persons with unique issues of their own. Think of instant adjustment to the outside world with no support groups.

Panels of facilitators tackled the restorative justice issue through many experi-

ences in many places. And a panel of ex-inmates shared their individual experiences that moved them to positive change in their lives and thankfully to joining the AVP community.

Mini-sessions gave us many choices that followed the restorative justice track; AVP nuts and bolts of TP, of I messages and of sharing exercises; approaches and analyses of anger issues; mediation; youth diversity; adjusting to life after prison; and volunteer testing inclusion. And this doesn't cover it all!

The general meeting was held outdoors and produced the new fiduciary officers.

Dick Nethercut is President. Ann Ward is Vice President. Diana Couch is Secretary. And Mike Leatherwood is our new Treasurer. Committees enjoyed many new faces and a rich injection of new energy. Remember the direction of AVP/USA is dependent upon everyone at the local/regional level.

That is why AVP/USA exists. 2004 is looking forward to another great Conference in Minnesota (the site is too good to resist!) 2005 is looking toward California and 2006 is coordinating an effort to bring the International and National AVP to Boston. Look for more information in future Transformer issues.

As always the best thing about our volunteer grass roots organization is not just the events; the location; our guests; our usually like-minded social concerns; but the wonderful opportunity to refresh our AVP commonality with welcome familiar people and even more welcome new people. Lasting contacts are always made. Our mutual support for AVP struggles and incredible AVP joys are always renewed when we get together and share. Hopefully we'll have an even larger community there next year!



## Fireworks

by Robert J. Simms, Jr. (Bubbly Bob)  
Lakes Region Correctional Facility  
Laconia, New Hampshire, USA

Wow! Did you see that? That was beautiful! I remember all the times that we went to see the fireworks. We always went to see them every 4th of July, and anywhere else we could get to see them. We always have such a good time together when we watch the fireworks.

I knew that it was one of your favorite things to do. It seems as though every year as soon as it starts to get warm, we both start planning for the Fourth of July and the fireworks. When we first started to date it was a very special time for the both of us. As time went by and we were together for a while, it seemed that for a short time we, as a couple started to lose some of the fireworks that we had between us. It was nobody's fault. It was that we were led astray from each other a little at a time.

It was the little things that we used to do together that we lost. It wasn't my fault, or yours. It was Al's fault. Ya, that's whose fault it was. It seemed like everywhere we went together, Al was there.

I remember one Fourth of July he decided that he was going to go with us, and we never even got to see the fireworks that night when he was there. Do you remember? He caused us to get into this big argu-

ment, and we ended up leaving. We wasted the rest of the night at home. Even though we were both there together, it was like we were each at home alone.

Ya that Al, what a friend he turned out to be. That wasn't the only thing that he did. There were so many bad things that happened to us because of Al that I couldn't even start to tell you about all of them.

Then, he finally did it. He made us split up. Do you want to know what the strange thing about it was? Neither one of us wanted that to happen, but there was nothing either one of us could do about it. The strange thing is, now that Al did the

damage and we split up, he didn't even stay with you, and he never really was a friend to me either.

Now there is nothing that can be done about it. I'm here in prison, and you're at home all by yourself raising our son. Did Al ever come over to the house while I was in prison to baby sit? Did he ever help you with any of the bills? Has he ever sent me a letter? Has he ever come and visited me while I've been in prison? No!

Well honey, I just wanted to write this little note to let you know that I don't blame you, okay? Like you always say, "Things happen for a reason." I feel that we will be able to create a better life for all of us, now that Alcohol is out of our lives.

Check out our  
great new Transformer  
subscription pricing:

\$15.00 for one year

\$25.00 for two years (save 17%)

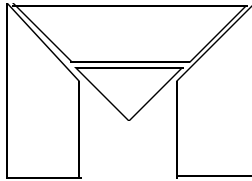
\$35 for three years (save 22%)

~ Subscribe/Renew on page 15 ~

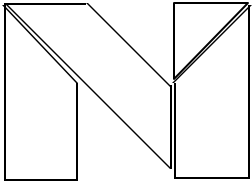
# Broken Squares Letters & Intro

John A. Shuford (Journeying John)  
Dover, Delaware, USA

For many years, I was frustrated with one aspect of Broken Squares. When one group finished before the others, they often interfered with the work of the other groups. So, I developed a task for groups to do while waiting for all the other groups to finish.



After a group finished and had quietly talked among themselves about what had transpired during the exercise, I move all pieces to the side except the following four pieces. I tell them they can talk quietly and work cooperatively [the rules for Broken Squares do not apply

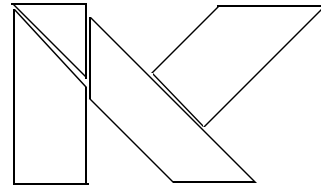
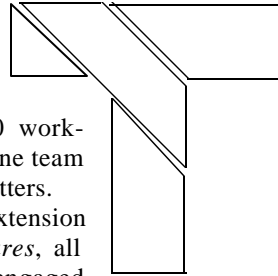


here] to make a “Block letter M.” This is quite simple. When finished, I have them make a “Block letter N.” Then the more difficult Block letter “T,” and finally a “Block letter K.”

I have used this for over 50 workshops and only one team finished all the letters.

By using this extension of *Broken Squares*, all groups remain engaged and active until the last group working on the squares finishes. [Usually, I show each group how the letter they are working on is put together when time is finished, i.e., when the last group finishes their squares.]

Then the whole group can process the Broken Squares exercise.



# Community Building

John A. Shuford (Journeying John)  
Dover, Delaware, USA

*The following article was written for my webpage TeamCRS.org, which contains information regarding my consulting work with government organizations and businesses. I have submitted it for publication in the Transformer because my work has evolved from AVP, and I think my thoughts might be useful to AVP facilitators.*

*I do focus on teambuilding, which is not as strongly emphasized with inmates. This may be the only difference between my work and AVP. I believe that Community Building is what sets AVP apart from most [if not all] other trainings, and that is why I wrote the article. We do not provide just experiential workshops, but Community Building*

*Experiential workshops— and there is a big difference between the two. I hope you enjoy.*

## The Community Building Experiential Training Model

The health and well being of any group, organization or agency is directly and inextricably linked to the health and maturity of its internal culture. The more mature the inner culture, the higher the morale, productivity, creativity and quality of service or product. Just as with individuals, organizations grow and mature. An organization in which people feel disconnected from each other in immature. Whereas, an organization where people and departments

(See “Community” on page 9)

## A New Exercise to Try Out!

by Mario Louis (Masterful Mario)  
Omaha Correctional Center  
Omaha, Nebraska, USA

### “ORDER UP #15”

Have you ever been to a Diner? In a Diner, everyone works together to get your meal on time. The waitress brings hot coffee, takes your order, puts it on the order wheel, then yells, “Order In,” to the cook who in turn grabs the order, cooks it, places it on the window and yells, “Order Up, Pick Up #15.”

#### **Purpose:**

To develop teamwork and trust—cooperation; to sensitize the participants to some of their own behavior—productive and obstructive—in solving group problems.

#### **Time:**

About 30 minutes.

#### **Materials:**

A deck of cards.

#### **Sequence:**

Divide participants into groups of 4. Separate cards by suits. Give each group the cards Ace (representing #1) through 9 of one suit. Arrange the cards (face down) in 3 rows, 3 cards in a row.

#### **Object:**

To have each row add up to 15, every which way, across, down, diagonally. (To do this, find the linking card that needs to be placed in the middle.) There is only one way that all rows will add up to 15. Once the cards are turned over, there can be no talking. If you have an idea of what card to move, hit the imaginary bell on your table before you move a card(s). The first team to complete the pattern will yell, “Order up, Pick Up #15.”

#### **Process:**

See *Broken Squares*.

## A Poem From Inside

### “If Roses Weren’t Red”

by Donald Blake  
Lakes Region Correctional Facility  
Laconia, New Hampshire, USA

*If roses weren't red  
And violets weren't blue  
If there were no sunshine  
What would you do?  
I would open my mind  
My heart and my eyes  
And create a world  
With magnificent skies  
I would make landscapes  
For all eyes to see  
With many different colors  
Spread gallantly  
A world fill of peace  
Of hope and of love  
A gift from me to you  
And from God above  
A perfect world  
Where we can all live  
Together in harmony  
And our hearts to give  
A place with no wars  
No hate and no fears  
And also no hurt  
No famine and no tears  
I would do this  
For me and you  
For the rest of our lives  
And through all eternity too!*



*(“Community” continued from page 7)*

feel connected with a high level of trust and cooperation can be described as mature.

The more we feel connected to others and the group, the more our basic psychological needs are met. After our physical survival, the strongest need we have is for connection, or belonging. You might say this is the core of our emotional survival. Once we feel connected, we can then address our higher level needs of meaning, control and fun. This is true of all humans, in all cultures. Our needs look something like the following:

- Need to survive: food, safety, shelter
- Need for connection: fulfilled by loving, sharing, cooperating with others, and a sense of belonging
- Need for meaning in life: fulfilled by achieving, accomplishing and being recognized and respected
- Need for control and power over one’s life: fulfilled by having and making choices
- Need for fun: fulfilled by laughing and playing

It is also true that if participants in a training feel connected with each other, i. e., feel a sense of community, they will open up to new ideas, including new interpersonal and intrapersonal skills. Without this experience of community, participants will hold on to their fears, resentments and need for protection, thus, greatly limiting their trust, respect and learning at all levels.

The antithesis of community is competition. If there is internal competition within an organization, it tends to lead to dysfunction and a lack of cooperation, collaboration and creativity. Competition, by definition, means disconnection. In our culture, competition worked very effectively while we experienced connection in the rest of our lives. Today, with the breakdown of the family unit, neighborhoods, community

schools and other social institutions, the support we used to experience is no longer there. Thus, we feel more disconnected and escape into drugs, TV, the computer, alcohol, sex and crime [whether Enron or street crime].

When an organization, agency or team experiences detrimental conflict and tension, it is because trust and community have broken down, resulting in increased fear and internal competition. In order to reverse or repair this dysfunction, a sense of community needs to be re-established. This sense of community cannot be achieved by keynote speakers, didactic trainings or by management “willing” it to happen. It must be experienced by the employees themselves, which is precisely what the Community Building Experiential training model is designed to accomplish.

The maturity of an organization’s culture is a reflection of its employees’ attitudes, beliefs and behaviors, which are learned or developed through their experiences of life. To learn new, and hopefully healthier attitudes, beliefs and behaviors, we need to learn them experientially as well. This experiential aspect of training is a part of community building, but does not, in and of itself, fully accomplish it.

In order for community to be established in a training, several things need to occur:

- Participants need to feel validated and respected as people and as professionals.
- Participants need to learn from and about each other, and as common ground between them develops, so will empathy [the capacity to understand and respond to the unique experiences of another], which is a necessary attribute of community.
- Participants must experience common ground at a level deeper than

*(See “Community” on page 12)*

# Some photos from the AVP/USA 2003 National Gathering

*Photos by John Shuford*



# More photos from the AVP/USA 2003 National Gathering

*Photos by John Shuford*



## Kindness

by Robert J. Sims, Jr. (*Bubbly Bob*)  
Lakes Region Correctional Facility  
Laconia, New Hampshire, USA

Hi, how are you doing? I hope that everything is going good for you? Let me get that door for you. You're welcome, take care now. If there is anything I can do for you, please don't hesitate to ask.

A little bit of it goes a long way. That's right, I'm talking about kindness. It's one of the things we can do and it doesn't cost us anything. It will actually make you feel good, too. Why, then, does it seem like there is less and less kindness in the world?

Give of yourself freely and let the spirit move you. You will be amazed at the good things you can do and say that will make another person feel good. To be able to give of yourself is truly a gift—but be careful—because if you start to expect some kind of reward for your kindness, you may not be living the way that you want other people to perceive you. You will only be lying to yourself.

Smiles, a kind word, a caring look; these small things that are so simple to do are the hallmarks of kindness. I try to see the kindness in myself so I can project and use it in my life. When I am kind to another person it usually brings out that person's kindness.

I said it seemed to me that there was less kindness in the world. I realize that if I want kindness to grow I need to be kind to everyone!

It really isn't something that we should have to think about. Kindness is something that we all have in our hearts. We don't need to be afraid to show it for fear of thinking that it will make us look weak in the eyes of some people. On the contrary!

Kindness will give us the strength we need to do the things that are right and just.

Kindness will allow our true self to shine through, because deep inside I believe all people have shown kindness at one time or another in their lives.

(*"Community"* continued from page 9)

superficial similarities, likes and dislikes.

- Participants must feel the training experience is meaningful to them both personally and professionally.
- Participants need to feel a sense of control within the training.
- Participants need to have fun, which keeps the energy up and keeps them engaged as well as enhances learning and memory.

If done effectively, participants naturally lower their defenses/barriers, increase their empathy for others, enhance their own and others' sense of value and self-worth, and improve their attitudes and behaviors. Most of the time this occurs effortlessly and naturally with almost no awareness it is occurring. All they may be aware of is that they are having fun, and feeling better about themselves and the others in the training with them. All types of learners [auditory, visual and kinesthetic] respond well to this approach.

Combining the experiential and community building aspects in the same training design has resulted in uniquely positive results. In one organization, which had over 160 trainings, most of the participants rated the training as excellent and 97% rated it as either excellent or good. A follow-up study was done and found that over 80% of the participants were continuing to use the skills learned over six months later. Of interest, is the fact that the participants were "ordered" to attend the training and 75% did not want to be there at first. The participants enjoyed, appreciated and valued the trainings and the internal culture of this multi-site organization changed. Departments were proactively cooperating more, individuals were treating each other with more respect, supervisors were using more effective skills and general negativity

# Ordering AVP Manuals and Publications

(Note that these are facilitators' prices)

<b>Publications:</b>	Price	Qty
Basic Manual (indicate loose leaf or bound)	7.50/ea	_____
Advanced (2nd Level)	10.00/ea	_____
Training for Trainers	10.00/ea	_____
Youth Manual (indicate loose leaf or bound)	10.00/ea	_____
Spanish Manuals		
•Bogota Columbia Basic (This is a reasonably literal translation.)	15.00/ea	_____
•CEPPA Costa Rica Basic (This is a more idiomatic translation.)	20.00/ea	_____
•New Jersey Basic Exercises (Not a complete Basic Manual. Just the Basic exercises translated by inmates in New Jersey.)	5.00/ea	_____
•Advanced (PAV Mexico translation)	20.00/ea	_____
•Training for Trainers (PAV Mexico translation)	10.00/ea	_____
AVP Organizing Kit	10.00/ea	_____
New Zealand AVP Evaluation	5.00/ea	_____
AVP Video	30.00/ea	_____

(VHS Format. Approximately 1 hour including 27 minute Belly of the Beast and 12 minute segments showing AVP, HIPP, & RAVE)		
Chicken Soup for the Prisoner's Soul	12.95/ea	_____
Transforming Power for Peace by Larry Apsey (plus \$1.50 S&H)	7.00/ea	_____
Transforming Power—AVP in Action Hal Brody, Martin Hattersley, Gini Floyd	8.50/ea	_____
How to Do Good After Prison	8.50/ea	_____
AVP & Restorative Justice, Michael Bishoff	2.00/ea	_____

## Additional Postpaid items:

Pendle Hill Pamphlet #323: Nonviolence & Community	3.00/ea	_____
Overview & Background packet by John Shuford	1.00/ea	_____
AVP/USA National and International Contact Directory	1.00/ea	_____
AVP/USA By -Laws & Policy Guide	1.00/ea	_____
Testimonial Booklet (1988-AVPNY-20pp)	1.50/ea	_____
Walrath AVP Evaluation (Maryland-16pp)	1.00/ea	_____
Sloane AVP Study (Delaware-24pp)	2.50/ea	_____
New Zealand AVP Evaluation (52pp)	5.00/ea	_____

## Custom Printed items:

AVP National Brochure*	15.00/C	_____
Custom Printed Certificates*	20.00/C	_____

\*These items can be customized for your counsel or group. One time \$15 setup on first order. Contact Alan Taplow for details.

All manuals are loose leaf except the newly revised Basic Manual and the Youth Manual, which are bound books. If you would prefer the Basic or Youth Manual as loose leaf, please indicate "loose pages" on your order.

## Shipping Charges:

Indicate "Priority Mail" or "Media Mail" on order.

<b>Priority Mail:</b>	4.00 for first item
(normally 3-5 days)	1.50 for ea additional item east of Mississippi
	1.75 for ea additional item west of Mississippi and south of Virginia
	2.00 for ea additional item west of Rockies
<b>Media Mail:</b>	2.00 for first item
(normally 7-14 days)	.50 for each additional item



This collection of true stories illustrates how this universal force, Transforming Power, can become an internal force that helps individuals seek to bring nonviolent resolution to potentially violent situations. The stories were collected from AVP facilitators by Hal Brody.

## All Orders Must Be Prepaid:

Payment method:

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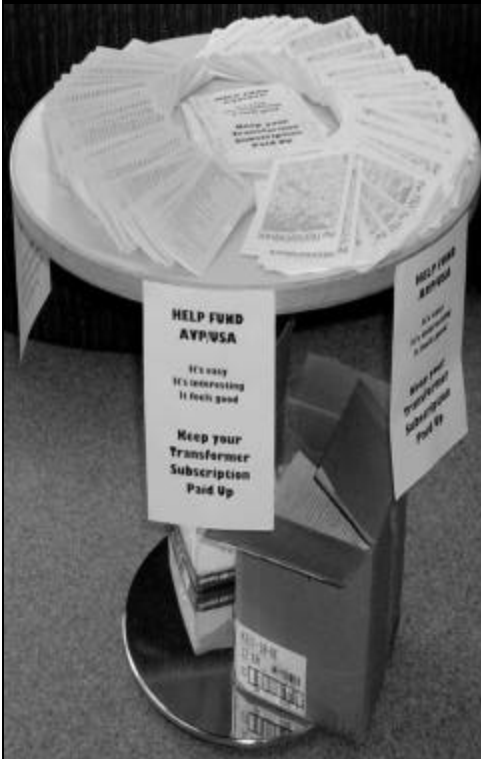
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(*"Kindness" continued from page 12*)

Open up your true self to the spirit that lives in all of us and show the kindness we have inside. If we allow ourselves to let the truth that we know is inside of us, and not be afraid to let it out, the kindness will be able to engulf our souls.

I now want to say to all of you out there that if we take a moment to thank the next person who performs even the smallest act of kindness, we can increase the kindness times two. I would like to take this time to say thank-you for allowing the kindness we all have inside of us to shine through.

---

## Signing on to the AVP-L list

*Peter Hoover (Persistent Peter)  
Trumansburg, New York, USA*

AVP-L@CORNELL.EDU is a discussion list open to certified trainers of creative conflict-resolution workshops held under the auspices of the Alternatives to Violence Project, Inc., or its approved national (U.S.) or international equivalents. It is designed to facilitate communication among these individuals, with discussions to center around facilitation techniques, workshop exercises, and other useful information pertaining to the mechanics of facilitating AVP workshops. To preserve the confidentiality of workshop participants, please make comments about such individuals generic.

To subscribe, send an e-mail message indicating where and when you obtained your AVP facilitator certification, where you currently train, and any other pertinent information you care to include to the list owner, Peter Hoover, at [prh4@cornell.edu](mailto:prh4@cornell.edu).

---

## Signing on to the AVP-L2 list

*Richard Krouskop (Rambunctious Rick)  
Shreveport, Louisiana, USA*

Want to share your work with, or thoughts on: restorative justice, prison reform, school violence, the (.....Insert your favorite region here) conflict between (.....side A ) and (.....side B), etc.? That's what the AVP-L2 E-mail discussion group is designed for.

On AVP-L2, there are no restrictions: just "anything in which you think other AVP facilitators might be interested."

Email [rick@krouskop.net](mailto:rick@krouskop.net) to get signed up.

(“Community” continued from page 12)  
among staff was reduced.

Organizations and agencies that are experiencing problems, as well as those that are not, can benefit from Community Building Experiential training programs. This design will not only help participants build on skills they already possess, but it will also help them tap into their own innate health and the innate health of the organization itself. The development of the organization will mature more toward connection and further away from disconnection. It is amazing what people can and will accomplish when given the opportunity.

Community Building Experiential trainings are not a panacea in and of themselves. They provide a framework from which the organization can continue efforts to grow and mature in ways not felt realistic or possible previously. In fact, when organizations are planning on implementing quality improvement programs, Community Building Experiential trainings can provide an environment within which the new programs will be more readily accepted and implemented. When you transform the internal culture of an individual or organization, anything is possible.

*The AVP International site is  
being revived!  
Check it out at:*

**<http://AVPInternational.org>**

*for updates to the International  
Conference being held in New  
Zealand January 30 through  
February 3, 2004.*

## Here's another opportunity to help AVP by subscribing!

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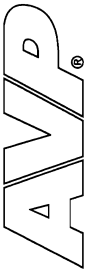
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 Charles@avpnh.org Please send subscriptions, correspondence or articles to the Transformer at the postal address below:



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