

the TRANSFORMER

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At our National Meeting, it was decided that if we were going to continue publishing The Transformer, it needed to be put on a financially sound footing. We were mailing to many folk whose subscriptions have expired (some years ago), and we are unable to continue this practice.

At the same time, we reduced the subscription rate for inside facilitators to \$5.00, which is below our cost to print and mail. We are hoping this will make it possible for them to continue their subscription. If you are an inside facilitator, talk with your AVP outside coordinator—many local groups are able to cover the cost for their inside facilitators.

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SUBSCRIPTION RATES

- **Inside Facilitators:** \$ 5 per year
- **All others:** \$15 for 1 year, \$25 for 2 years, \$35 for 3 years
- **Group Rate:** \$10 per year

*(Group Rate is for 5 or more subscriptions submitted at the same time
AND PAYING ALL INCLUDED SUBSCRIPTIONS WITH ONE PAYMENT.)*

• **New Facilitators:** We are offering a free 1 year subscription to all new facilitators upon completion of their T4T. Such subscriptions must be received directly from the State, Local or Prison Coordinator who certifies the list of names and addresses as “new facilitators.”

BREAK THROUGH

A SECOND LEVEL AVP EXERCISE

Submitted by Grace McGrath

Purpose: To have an experience of what stops us effecting change in our lives and what inner resources (or allies) we can call on to aid us in moving beyond our perceived limitations

Time: About 45 minutes (may be less)

Materials: A chair for each participant, felt pens, 2 sheets of newsprint labeled “Barriers to Change and “Allies to Change.”

Sequence:

- 1) Participants sit in their chair on one side of the room, facing the other side.
- 2) Ask participants to take a moment to tune into an aspect of themselves that they are wanting to change – something in their life where there is violence or stress, perhaps.
- 3) Stand in the empty area across the room and say “This is where you will be when you’ve made this change. Imagine what it will be like. (allow time to think) What are some of the words for how it will seem? Feel? (Invite responses) Now, between you and this place is what blocks you. Our chairs will represent the blocks. These blocks have voices. As you see one of your “blocks”, or hear its voice, one at a time, come out and sit with your chair here and express that block’s voice back at yourself as if you were still standing there. Let the block name itself At

this point the facilitator should model the process, shifting his/her chair to the middle and saying, for example “I am your fear of failure, (name). What a waste of energy if you fail!”

4) When all are in the barrier position, have the voices expressed one at a time. Invite people to write the name of their block on a sheet of newsprint headed “Barriers to Change.”

5) After all have expressed their blocks, say something like “Here are the blocks that are holding you back from change. Luckily we all have inner resources to overcome these blocks. What we can call ‘allies to change’. As you identify an ally, come out, face your block and express the voice of your ally, who you are, and how you help.” At this point, the facilitator should move his/her chair to the other side of the room and say, for example “I am (name’s) sense of adventure and I help by saying ‘You never know until you try’ ”

6) When all in the area of change, have participants call out their ally’s name one by one. Invite them to write their ally’s name on the newsprint “Allies to Change.”

7) Move to the large circle to process.

Process:

- How does it feel to be in the change-achieved position?
- Is it as you expected?
- Which TP guidelines can help us to recognize our allies? ☘

Diana Couch, a lead facilitator from the Antelope Valley in California, has been awarded the prestigious President’s Volunteer Service Award for more than 100 hours of volunteer service in the year 2004, along with a Certificate of Appreciation from Lockheed Martin and AVP USA received a donation on her behalf of \$250. ☘

WALLS TO BRIDGES

National Conference 2006

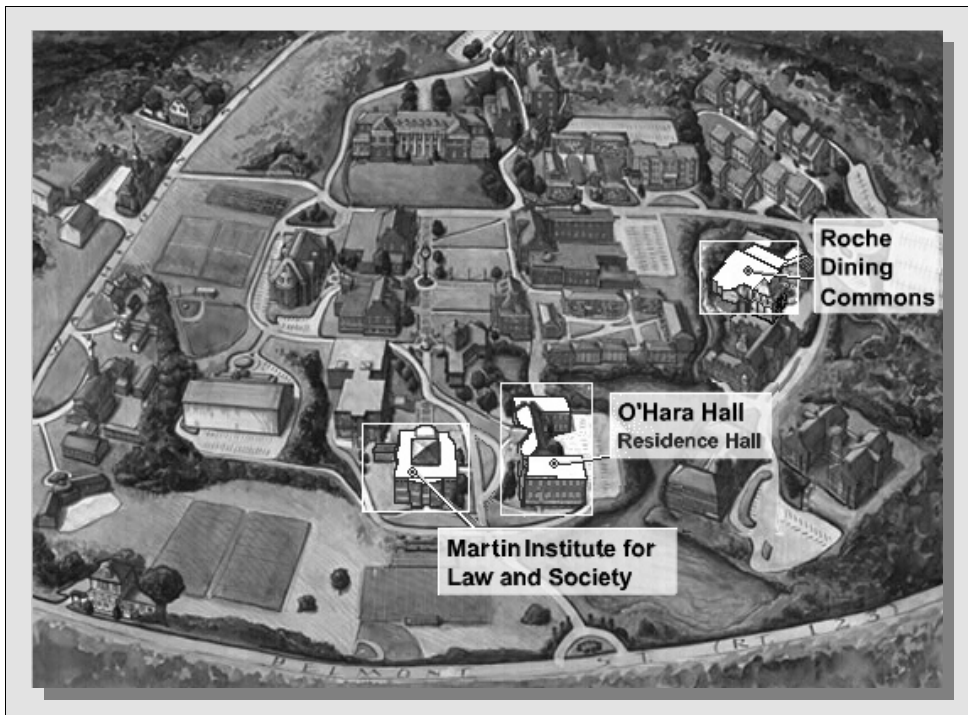
Article Contributors: *Tim Wilson, Carolyn Shohet, Patti Muldoon*

Announcing the 2006 AVP National Conference theme – **WALLS TO BRIDGES...**

Friday, May 26, through Monday, May 29, 2006. Mark your calendar now!

Come to Boston in the Springtime

The AVP National Conference will be held in the Boston area. Our theme, **Walls to Bridges**, most closely conveys our communal idea of how transforming power can dissolve barriers, both internal and societal, into connections which foster interpersonal growth, bridge differences, and forge community. Boston is known as the “Cradle of Liberty.” Come to Boston to renew your connection to our wonderful national AVP community and to what inspires you to facilitate workshops. This gathering will provide a great opportunity for folks from other parts of the country to visit a center of history, culture and fun. So many sites of interest lie in and around Boston. Plan to arrive a few days before the conference or stay afterwards for a few days. Local AVP’ers who have extra room are waiting to show you our New England hospitality!



Conference Site Accommodations

The Conference will be held on the beautiful campus of Stonehill College in Easton, Massachusetts, about 22 miles south of Boston. The 375-acre campus features Georgian-

(See “2006 Conference” on page 5)

(“2006 Conference” continued from page 4)

style buildings and manicured grounds surrounded by hiking trails threading around ponds and open vistas. (Take a virtual tour at www.stonehill.edu; click on Admissions.)

Meeting Facilities

We will meet in **Marin Institute**, a modern conference center. All meeting rooms will be contained in one building. The main room can easily accommodate 125 people in a circle. Curtains behind a low stage open to a floor-to-ceiling windowed sitting area that gives a sense of nature. The center boasts a host of electronic gadgets for audio/visual presentations. Breakout rooms on the second floor are accessible by elevator and stairs.

Sleeping Accommodations

The dormitory building, **O’Hara Hall**, is located across the way from the meeting facilities. Double occupancy units are the norm this year. Single rooms will also be available. There are separate wings for men and women; the ground level is handicap accessible and available for couples. The dorm offers a large lounge which will be convenient for after-hours gatherings. Internet access is provided in the dorms, and computers are available elsewhere to send e-mail.

Excellent Food

The college food service boasts a flexible menu with vegetarian selections available. The recently renovated building, **Roche**, includes a beautiful, spacious dining area. The café is a pleasant walk from our meeting and living spaces. Shuttle arrangements will be available for anyone who wishes.

Getting There

Stonehill is less than an hour’s drive from either **Gen. E. L. Logan Int’l Airport - (BOS)** in Boston, MA, or **T. L. Green Int’l Airport - (PVD)** in Providence, RI. The campus is also readily accessible by car and there is plenty of parking. Directions and transportation arrangements from the airports will be announced in the next *Transformer* and online.

Scholarships Available

You are encouraged to request a scholarship to attend the national conference. Requests should be initiated with your local AVP council, where they will be reviewed and forwarded to this year’s Conference team. Local councils are asked to underwrite a portion of these costs, but inability to do so should not prevent someone from attending.

Complete scholarships will be available for ex-prisoners who are recommended by a local council and have taken AVP workshops. In addition, first-time attendees will be given special consideration for scholarship assistance. Scholarships will be awarded based on need.

National Conference 2006

▷ **Contact & Tourist Information** ▷

(“2006 Conference” continued from page 5)

More Information - 2006 AVP National Conference

For more information consult our new website, www.AVPBoston2006.org, for:

- registration & scholarship applications
- program updates
- sightseeing in the New England
- travel information
- contact information for any questions or comments

You can also email Peg Erlanger at Perlanger@rcn.com with questions or comments.

Tempting Tourist Options

(For more information, go to <http://www.mass-vacation.com>)

- Walk around Boston, a surprisingly compact city:
 - The Freedom Trail takes you by Paul Revere’s House and the Old North Church (http://www.nps.gov/bost/freedom_trail.html)
 - Boston Public Gardens is the country’s oldest urban park.
- Visit the John F. Kennedy Library
- Watch a baseball game at Fenway Park, home of the 2005 Champion Red Sox.
- Take a ferry to the Boston Harbor Islands
- Sun, swim and bike on Cape Cod and boat to Nantucket and Martha’s Vineyard
- Hike part of the Appalachian Trail in the White Mountains of New Hampshire
- See the home of Ben and Jerry’s ice cream empire in Vermont
- Visit historic Salem
- Tour Concord and Lexington. Yes, it has battlefields, but also Walden Pond, Louisa May Alcott’s house, and much more. ☚



www.40millionandatool.com

Author of “*Forty Million and a Tool*,” Dannie Sims, is an inside lead facilitator with the Alternatives to Violence Project at Wende Correctional Facility in New York, with a background in chemical dependency counseling and public speaking.

“*Forty Million And A Tool*” is a call to African Americans to transform the reparations for slavery debate into a true wealth-building movement bringing the *birthright of African Americans* into fruition as self-empowerment, rather than waiting on public debate to decide the future of millions of people who have waited far too long. It is an invitation to make “*I have a dream!*” become a reality today.

- **PREVIEW:** http://books.lulu.com/items/volume_2/119000/119458/10/preview/Preview.pdf
- **BUY:** <http://www.lulu.com/content/119458> ☚

SATELLITES

A Light n' Lively
From Wendy - Sydney, Australia

Scope

- Light and lively to use in any basic, advanced and facilitation workshop
- Community building and co-operation building blocks.

Purpose

- L&L – active, no touching
- Have fun together, change energy and release tension.

Time 5 minutes.

Resources -----

Directions

1 Introduction

- “This is another light and lively or short, fun, co-operation activity.”

2 Set up

- Everyone stands spread around the room.

3 Instructions

- Ask everyone to select two other people in the room without revealing who those people are
- Briefly explain and then demonstrate
- Ask everyone to move around the room making sure that they maintain an equal distance from each of their two selected people
- Be careful to say ‘equidistant from’ rather than ‘equidistant between’ or everyone will end up in the middle of the room.

4 Satellites moving

- Allow the process to continue until the group members arrive at a harmonious stand-still.

Variations

1 Stop the activity and ask what happened for the participants.

- Restart the activity and see if harmony is achieved.

2 Restart the activity at a later time during the session or module.

Facilitation Notes

- The facilitator needs to participate in this activity, try to move as little as possible and ‘hold the space’ while group members move until harmony is reached.
- Leave this activity to go as long as practical to see if the group arrives at a harmonious stand-still.

Post workshop team evaluations? Are we only eating cake?

By Pat Hardy

In AVP we seem to understand the need for a strong pre-workshop team building session, but are we adequately taking advantage of the personally valuable post-workshop team evaluation opportunity? While with pre-workshop team building we start with a good solid plate on which to create the rich cake of the rest of the workshop, the post-workshop feedback is the icing and fruit décor, which make it sweet and beautiful. In conversations with others at conference during a workshop on this topic, facilitators indicated they tend to refrain from this tasty and valuable part of an AVP workshop.

Though mentioned only briefly in the Basic Manual (C-8 Suggestions for Giving and Receiving Feedback Among Team Members), this is one of the most satisfying times a team has for individual members to receive feedback outside of the hustle of the workshop itself. Let's look at why the frosting is important.

What are post-workshop team evaluations?

This evaluation occurs immediately after the workshop. The form can be filled out while

participants fill out theirs. Once each member of the team fills out their form, the team sits together sharing what they have written about themselves, the team and the workshop. This takes about an hour and uses all the skills discussed on page C - 8 of the Basic Manual. See box for questions on the Facilitators Constructive Guidance Evaluations.

Why do it?

Personal growth and change within the workshop is often so profound, why would we subject ourselves to even further input? Well-done feedback rounds out the workshop experience for a team.

Encourage participants to affirm themselves, this is the chance for facilitators to actually do this in the particular. Though we are all volunteers, we have a responsibility to one another to assure that we are appreciated for the specifics of what we do.

While facilitating, and at the end of each session or day, we are likely to affirm one another for a well-done exercise. However the process isn't really helped with in-depth constructive feedback unless something is going to continue as a problem for the rest of the workshop. For example, I recently worked with an apprentice who made jokes throughout the agenda

(See "Evaluations Cake?" on page 9)

(“Evaluations Cake?” continued from page 8)

review, gathering and first exercise which was confusing the participants and affected the process. This behavior needed some constructive feedback, while a suggestion for handling a completed exercise could readily wait until the end of the workshop.

While some facilitators have expressed discomfort with this kind of in-depth giving of feedback, learning process of

giving both affirming and constructive feedback is good leadership training for the workplace.

Part of what we do in a workshop is training leaders both inside and outside and straight-forward self-evaluation is a crucial part of leadership development. Honest feedback is an important aspect of believing that the positive feedback is real. This kind of honesty completes the cycle of

FACILITATORS CONSTRUCTIVE GUIDANCE EVALUATIONS

Team member:

1. What did I do at this workshop that I am most proud of...
2. What did your team members do that was HOT...SIZZLING... CREATIVE...

Affirm your team mates for...

3. What constructive guidance can I offer to the team members in regards to their facilitating during the workshop...
4. On what issues do I need reassurance from my team...
5. In what ways have I seen myself grow as an AVP trainer with this workshop...
6. Any additional comments:

team building, pulls the whole dessert together.

Why at the end?

I can hear you saying, “We do this throughout the workshop!” Yes, but this is more than filling to

the cake. This time is the only period that is really just for the working team. It is the only time when direct feedback can be given with the perspective of a whole workshop behind you. It is the only time where you can

(See “Evaluations Cake?” on page 10)

(“Evaluations Cake?” continued from page 9)

unabashedly receive and ask for input on what you did that worked and didn’t work. Sure, in the ideal workshop this happens throughout the workshop, but this is where solid, helpful insights have time to surface. The *Manual* suggests: “At the end of each session, or at least at the end of the day, take turns popcorn style: Have each person reflect on how they think they did: leading their exercise, being supportive, being creative. Have others offer feedback for each person starting with positives then offering any ideas they may have for change.”

Often during a workshop it can be unproductive to correct or recommend a change in the future handling of an exercise to a team member, tending to change the team’s good feeling about one another. In trusting the process, this recommendation often is unnecessary as the workshop plays out. Yet, at the end, often my team member has understood where they could improve and has verbalized that. Thus, during the evaluation period... we have a chance to validate that growth rather than having been the critic during the workshop.

How to do it?

The *Basic Manual* suggests a

recipe: At the end of the workshop, start the team evaluation of the workshop by focusing on the questions (see Box) as a way to give team members time to interact and “unload.” Rather than just a free-for-all discussion, the questions focus the team into a safe, productive time.

Encouraging everyone to give feedback *specifically* to each person, affirming “Hot, sizzling and creative” and constructive guidance is the most valuable. Broad general statements about the team are not as productive for the individual’s growth, though they are valuable for a “feel good” team.

Ingredients from the *Manual*:

In offering feedback, it is important to:

- Describe your reaction.
- Be specific.
- Speak to a behavior the person has the possibility of changing (eg. sitting rather than standing when presenting a workshop)

In receiving feedback, remember:

- We all have much to learn and can always improve—it’s even possible we may be wrong.

(See “Evaluations Cake?” on page 11)

***Keep an Eye on Our Internet Web Site
AVP-USA National Conference 2006
www.AVPBoston2006.org***

“Evaluations Cake?” continued from page 10)

- We can even learn from misguided criticism.
- Sometimes, we are “stand-ins” for others in our critic’s lives—we shouldn’t always take things personally.
- Each person is the final judge of what is valuable to him or herself.
- We all have to accept much imperfection in ourselves and others—and try to live with it.

Specific feedback from team members at the end and an opportunity to celebrate one’s own growth is that luscious icing on the cake that is available every workshop. ☞



Pat Hardy, first trained in AVP in 1991, now works with AVP/California to bring together facilitators in the state to begin workshops in ever more prisons.

AVP ON THE INTERNET WORLDWIDE

<http://www.theTransformer.us>
<http://www.AVPInternational.org>
<http://www.AVPUSA.org>

A GLOBAL SEARCH WILL FIND MORE

What's Unique about AVP?**What Makes It Work?****What's Problematic?****Report on a session at the 2005 National Conference***Facilitators: Steve Angell and Rubye Braye**By Listener Lolya, Iowa*

As we stepped back from our experiences as facilitators and considered what it is we actually do, why it seems to be valuable to us and to participants in our workshops, by the end of the session, all 20 facilitators who participated felt that we had accomplished something valuable and of broad interest to other AVP facilitators, as illustrated by the responses of the participants. Following are the most poignant questions and our responses.

What's Unique About AVP?

- ❖ transforming power
- ❖ inmate facilitators
- ❖ prisoner initiative
- ❖ mandala
- ❖ adjective / affirmation names
- ❖ program same for:
 - men / women
 - inside / outside
- ❖ evaluation for each session
- ❖ no oppression
- ❖ all participate, e.g., "gatherings"
- ❖ experiential
- ❖ creates community
- ❖ gestalt / synergy - the whole is greater than the sum of the parts
- ❖ trains inmates for continuity
- ❖ teaches community service by the model of outside facilitators
- ❖ perseverance
- ❖ decentralized, non-hierarchical organization
- ❖ flexibility
- ❖ demands self-examination and integrity / honest with who I am
- ❖ self-empowerment

What Makes AVP Work?

- ❖ 100% affirming
- ❖ ground rules
- ❖ flexibility
- ❖ expression of trust in facilitators
- ❖ feedback
- ❖ evolving; manuals organic
- ❖ decentralized
- ❖ all volunteer
- ❖ includes play: light and livelies
- ❖ gestalt of all parts
- ❖ non-judgmental
- ❖ deep work done by non-professionals

Effective Ways the Unique Aspects are Presented

- ❖ reflections and evaluations
- ❖ insights emerge through doing
- ❖ clinics
- ❖ openness and transparency
- ❖ the manual enables the result even when you don't know why
- ❖ focus on transformation, not just skills
- ❖ not cookie cutter

What is Problematic About AVP?

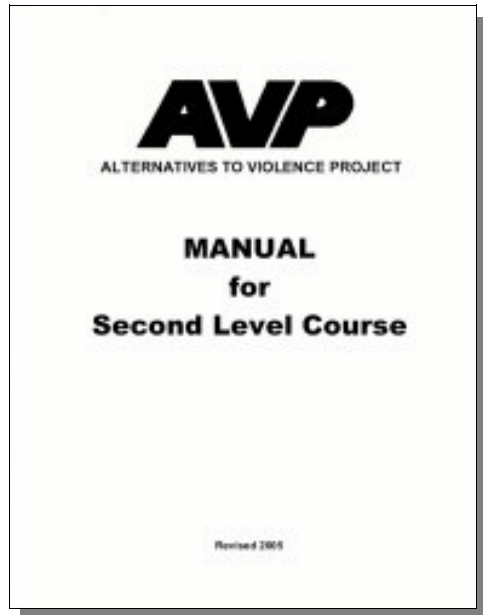
- ❖ "AVP," the name, in communities and in women's institutions, puts off people who do not see themselves as violent
- ❖ almost all facilitators are white, middle class
- ❖ fatigue among facilitators
- ❖ institutional resistance to inmate facilitators - enables them to be too powerful

(See "What's Unique?" on page 13)

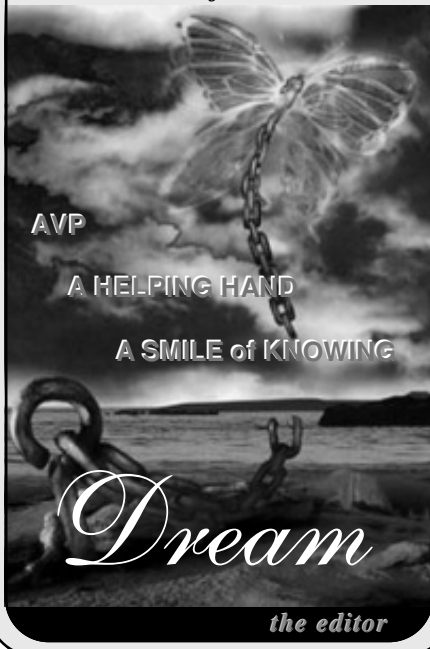
(“*What’s Unique?*” from page 12)

- ❖ may result in inmates becoming targets
- ❖ some exercises may leave some participants feeling emotionally defenseless [comment: Facilitators need to be aware of such turning points.]
- ❖ risk of losing spirit because of fatigue
- ❖ participants may be too open
- ❖ inadequate preparation for facilitating exercises
- ❖ lack of effective facilitation team conflict management strategies
- ❖ participants may be coerced into taking part

These are questions and responses worth considering and discussing. As we become more aware of these aspects, we can improve the unique and effective qualities and mitigate problematic aspects. ☘



***Beyond Letting Go of Violence
What do You Want For
The World of Tomorrow?***



The new 272-page 2nd Level (Advanced) Manual is a major revision, which includes many new exercises, and the proven advanced exercises previously found in the Supplement, are included here.

The Education Committee Core Working Group, coordinated by Cynthia Loring MacBain and consisting of Grace McGrath, Fred Feucht, Nancy Nothhelfer and Elaine Dyer, have been working for the past year, gathering input from facilitators throughout the world. Alan Taplow worked on the formatting, layout and printing.

**Available NOW for \$10.00
each until December 31st**

January 1st Price will be \$12.00.

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▷▷ See Page 15 for Full Order Info ▷▷

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Signing on to the AVP-L list

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

AVP-L@CORNELLE.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.

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."

Subscription to AVP-L2 is automated and done entirely through the AVP/USA website. Be certain you are using a computer with e-mail connected to the e-mail address you wish to use for the list. You will be sending an e-mail to register and your return address must be the e-mail address to which you wish to receive list traffic.

- Go to: www.avpusa.org
 - Go to the Facilitator's page (click on the AVP/USA tab)
 - Login Name: "member"
 - Login Password: "texashug"
- Sign up for AVP-L2 (and also AVP-L) near the bottom of that page.

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(VHS Format. 1 hour including 27-minute "Belly of the Beast" and 12-minute segments showing AVP, HIPP, & RAVE)		

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Custom Printed Items*:

AVP National Brochure*	15.00/C	___
Workshop Completion Certificates*	20.00/C	___

* These items can be customized for your local group—
Contact Alan Taplow for details.

ALL MANUALS SUPPLIED AS LOOSE LEAF PAGES

EXCEPTIONS: *These are bound paperbound books, often preferred in prisons—*

- 1) **Basic Manual**
- 2) **Youth Manual**

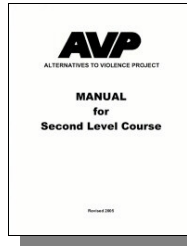
easier to keep pages together.
If you would prefer the Basic, Second Level (Advanced), or Youth Manuals as loose leaf pages, please check "loose leaf" above.

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(normally 2-4 days) 1.50 for ea additional item Northeast
2.00 for ea additional item west of Mississippi
or south of Virginia
2.25 for ea additional item west of Rockies

Media Mail: 2.00 for first item
(normally 7-14 days) .50 for each additional item
Paying by check—contact Alan for postage to include.
Credit card orders will be charged actual S&H.



Revised Advanced Manual

~ 272 Pages ~
Includes Exercises
From the Supplement
along with
Many New Exercises

Thank You! to Cynthia MacBain, Grace McGrath, Fred Feucht, Nancy Nothelfer, Elaine Dyer, and Alan Taplow.

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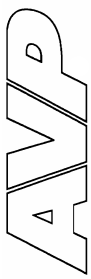
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