



The

TRANSFORMER

Supporting and Celebrating the Facilitators of AVP Workshops



Celebrate 500 years
of survival.

Remember the lives
of those that died
first for this
country.

National Indigenous
Peoples Day.

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Denver Gathering **6-7**

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Editor's Note: Open Channels of Communication

From guest editor Rick Krouskop

The AVP-USA Committee of Committees, our governing board, realizes the importance of better communication with every facilitator across the USA regarding their day-to-day functions and issues before the Board. All AVP-USA committees have only one purpose and that is to empower and assist local AVP programs across the country. It's important to get the word out regarding what your representatives are doing now and what we are considering for the future. It goes both ways: We need YOUR input and guidance to assist you most effectively in your work.

The Transformer is the best way we regularly can get news about the wider world of AVP to incarcerated Facilitators. Because of the prison focus of AVP, inside facilitators are the "heart and soul" of AVP-USA. It's still a

problem getting ideas and comments to flow both ways, from the outside to the inside and especially from the inside to the outside. That's VERY important and suggestions to enhance the flow of conversation both ways would be invaluable.

Hint to prison coordinators: It's important to maintain *The Transformer* subscriptions for your Facilitators. Every new Facilitator (inside and outside) receives a one-year free subscription. If their subscription is allowed to lapse after that first year, it cuts them off from the best way to keep them (and us) in the loop. To begin this process, this issue of *The Transformer* focuses on reporting the activities of various committees of AVP-USA and their plans. Future issues of *The Transformer* will have a section summarizing committee and Board work as an ongoing feature.

Comments, suggestions, criticisms, affirmations, etc. regarding what we're doing should be sent to president@avpusa.org or to the national office address if you don't have email access.

'Rambunctious' Rick Krouskop: began in AVP at the first workshops in Shreveport, LA (Ark-La-Tex AVP) in 1991 under the care of Steve Angell and Marge Zybas, from which we went on to mentor Texas, Oklahoma and Florida programs. He is currently doing community workshops in Bellingham (AVP-Bellingham), and Seattle, WA prisons (Projects for a Civil Society). He was a past AVP-USA President. He is currently webmaster and Chair of the Communications Committee.

The TRANSFORMER

THE TRANSFORMER is a quarterly publication of the Alternatives to Violence Project of the United States of America.

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If no internet capability, mail to: **THE TRANSFORMER**

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First year as new facilitator is free (submitted by local coordinator).

Back issues may be found at www.avpusa.org

This newsletter is printed on recycled paper.



Communications Committee

Rick Krouskop, Clerk

The Communications Committee is responsible for maintaining the communications systems of AVP-USA, including electronic, written and verbal communications. It is responsible for publishing and distributing other AVP-USA materials and visual aids. Members meet monthly via Zoom. The Committee seeks new members to provide broader input and help with projects, such as using collaborative technology (e.g.: Google Docs, Wikispaces, Intranet); marketing of manuals and *The Transformer*; producing flyers, brochures, videos and bumper stickers and finding a replacement for the Distribution Center manager. We also need someone to maintain our member database.

This year the Communications Committee created a public-oriented home page with the help of the Public Relations Committee. AVP's online store generated \$17,600 in sales over the last 12 months, including \$14,830 in product sales, \$540 in *Transformer* subscriptions and \$2,230 in donations. Amazon referral income (generated by people who click through to Amazon from our website) was \$390. Amazon referrals remain an untapped resource as we are paid 5% for all Amazon sales that come through our link.

Other items of note:

- Facilitators Training and Spanish companion manuals were launched in cooperation with the Education Committee.
- Streamlined mailing process reduced trips to the post office.
- 102 copies of our promotional video were shipped July 2015 to April 2016.
- New videos were published on Vimeo.

Current *Transformer* subscriptions total 587 (a 9 percent increase over last year). 310 of these subscribers are incarcerated facilitators. We need someone who has an interest in maintaining the AVP-USA database and *Transformer* subscriptions.

Special thanks to Pat Hardy who stepped down from 8 years of service as editor of *The Transformer*. Elzbieta Putrycz is now co-editor with Ed Sabin.



**Donate to AVP
every time you shop!**

**Use the Amazon tab
at the bottom of
www.avpusa.org,
and Amazon will
donate 5% of your
purchase to AVP.**

Tell your friends!

New Facilitators

Did you know that every new AVP Facilitator is entitled to receive a free one-year subscription to *The Transformer*? Every time you conduct a T4T Workshop, send the contact information for the new Facilitators to data@avpusa.org. That way AVP-USA can connect them to the many services available and, in return, each new Facilitator receives a subscription.

For outside Facilitators, we need:

Full name
Mailing address
Phone (optional)
Email address (free issues are sent via email)
Name of the Local Group they will be joining

For inside Facilitators, we need:

Full name
DOC ID #
Name of prison
Prison mailing address (free issues are sent via USPS)

Note: We have almost all prison mailing addresses, but it's good to confirm the address when you send in a T4T list. Because some prisons have problems delivering mail, some Local Groups elect to designate the address of an outside person for delivery of issues to a particular prison. The outside person would then hand-deliver the issues inside. If you want to use that method, indicate the person who should receive issues for that prison.



Committee of Local and Regional Groups (CLARG)

Valentine Doyle & Josh Simmons, Co-Clerks

CLARG is the link between local groups in 12 regions and AVP-USA. We produce the annual CLARG report, tracking the number of workshops and activities around the country. The report includes a section on joys and concerns. New this year are accounts of activities beyond standard AVP workshops, including book groups, specially themed workshops, supplementary facilitator training and support groups for people who have done one or more workshops but are not facilitators.

The Committee also awards grants of up to \$500 to new groups or existing groups expanding into new territory. This year we awarded grants to six groups.

Atlanta, Georgia. There had been an AVP program in Georgia, but it has been dormant for some time. A new group began as a community program but now is venturing into Arrendale State (Women's) Prison where they offered a T4T in June. The group received support from Atlanta Friends' Meeting.

Jacksonville, Florida. This program had been inactive but is now revived. Facilitators from the Tampa Bay Prison program helped start it. The Southeastern Yearly Meeting of Friends and St. Petersburg Meeting provided some startup money.

Raleigh, North Carolina. Long-time Delaware facilitators Deb Bromiley and John Shuford moved to North Carolina and have started the Central NC Chapter

with community workshops. Twelve facilitators have been trained, and the group is getting approval to work in the state and federal prison systems.

Memphis, Tennessee. Ann Sieber and Mahal Burr, among others, started an AVP coordinating committee which has held several workshops, training 11 community members as facilitators. The group also has helped in the training of 18 corrections officers. The local Friends meeting provided space for workshops and meetings as well as hospitality and meals. Facilitators from Atlanta, Nebraska and Florida came in to help.

Madison, New Jersey. Last year, AVP-New Jersey asked CLARG for funds for the first-ever AVP summer camp. CLARG donated to the camp for a second season this year. The participants from last year worked on facilitation skills, ending with a T4F in February and facilitated during the second annual camp this summer. The local Friends meeting and the New York Yearly Meeting also helped support the camps.

Kalamazoo, Michigan. AVP had not been active in Michigan since the 1990s, but AVP-Kalamazoo held a small community Basic Workshop in 2013. Now Joe and Kathy Ossmann are starting workshops at the Muskegon Correctional Facility. CLARG supported the acquisition of supplies.

NEW

AVP has an **Online Store** located on the **RESOURCES** page at www.avpusa.org.

Purchase by Check, Paypal, or Credit Card:
MC, VISA, AMEX, Discover.

**Order Manuals, Videos, Books,
Transformer Subscriptions and Donate!**



Outreach Committee

Martin Krafft, Outreach Coordinator

This year two outreach coordinators, Martin Krafft and Monica Brasov-Curca, worked with *Transformer* Editor, Elżbieta Putrycz and others to:

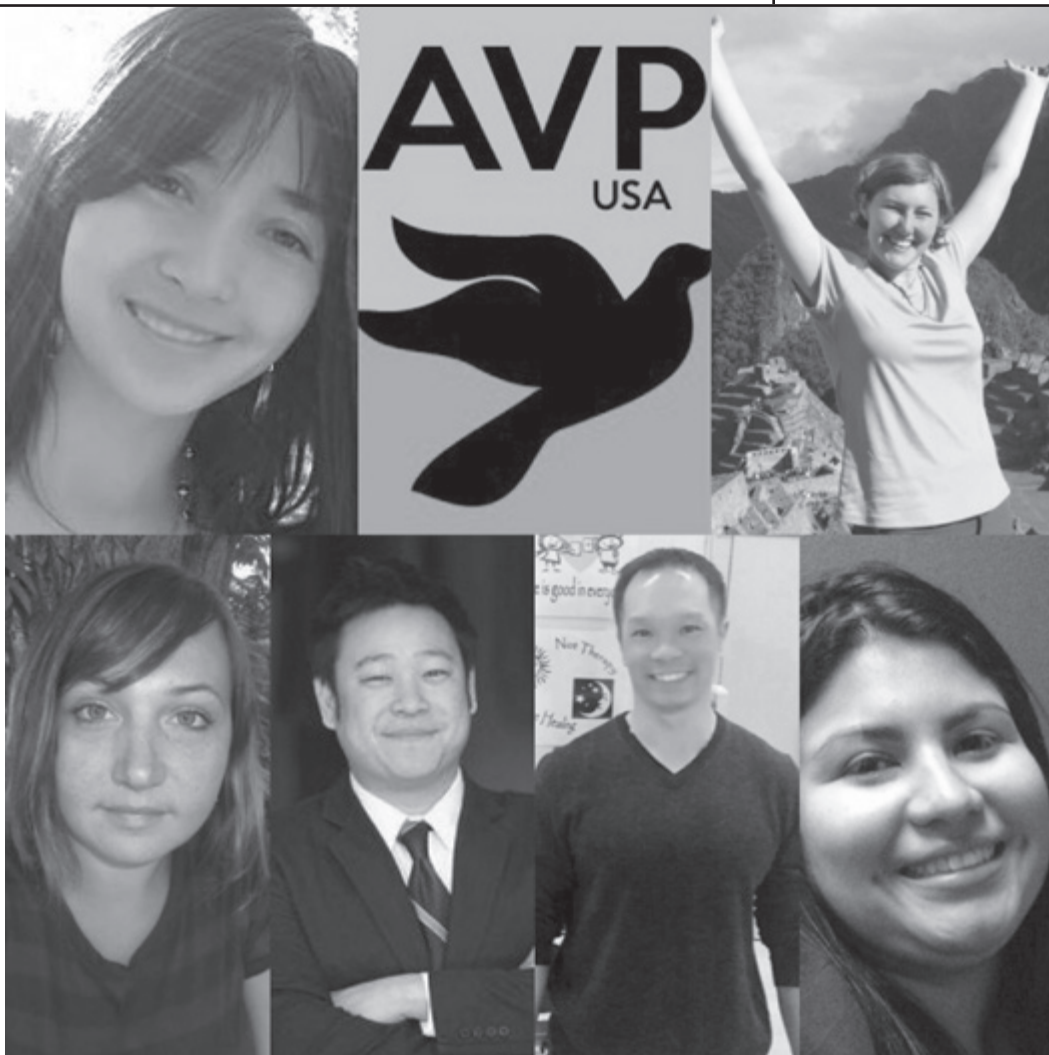
- Develop the first AVP-USA Peace Fellowship
- Develop and maintain an AVP-USA Facebook page
- Develop and print brochures
- Develop a new AVP-USA logo and t-shirt
- Provide videos on AVP-USA websites
- Organize outreach calls to Mid-Atlantic, Southeast, South-Central and Northwest regions
- Coordinate Peace Fellows Tumblr (online blog)

A lot of groundwork needed to be laid before we could get into more hands-on organizing. I recommend that AVP-USA commit funds to fund more fully an outreach coordinator so we will be able to spend more time necessary for other important work.



AVP on SOCIAL MEDIA

The Public Relations/Outreach committee is interested in coordinating social media efforts. If you keep up some form of AVP social media — Facebook, web site, hash tag, whatever — please contact outreach@avpusa.org



Conference Committee

Nancy Hutchins, Clerk

During the past year, the primary work of the Committee was to support the 2016 Gathering host committee in Denver. The theme of the gathering was “From Retribution to Restoration: Envisioning Alternatives to Violence.” A four-minute video on AVP-USA gives a good snapshot of the event, as do Chris Campbell’s impressions appearing elsewhere in this issue, and the Peace Fellows’ reflections published in Summer 2016.

We are excited that the local group in Massachusetts, under the leadership of Chris Campbell, Betsey Simmons, Julie Crawford and Nancy Shippen, has agreed to host the 2017 Conference and is in the process of selecting a site. Sites are also needed for 2018 and beyond. In each case

the national committee works closely with the local committee volunteering to host the event by supporting them in developing an agenda, finding panelists and transmitting institutional memory from one year to the next. Facilitators with experience in helping produce prior conferences are especially encouraged to join our committee because many recent conference hosts have other major national AVP responsibilities.

The Scholarship Committee coordinates decisions on the distribution of scholarships to facilitators needing assistance to attend the national gathering. The committee needs new members — especially people who can maintain a spreadsheet or who have been helped by scholarships in the past.

One Facilitator’s View of the Denver Gathering

By Chris Campbell

I arrived after a long train ride from the airport, feeling very much an alien in a strange land, wandering the large campus of Regis University in search of the site of the National Gathering. Forty-five minutes later, I stumbled upon it and never looked back. In light of recent events, it seemed like this year’s theme, “From Retribution to Restoration,” was Polyanna-ish. How will we ever create “restoration” in light of murders by police of civilians, especially young black men, and of retributive murders of police officers?



Congratulations to the latest graduates of the AVP-NJ Basic workshop in Neptune City! A wonderful weekend!

Fundraiser Needed

AVP-USA is seeking applicants for a fundraiser position. The purpose is to build the financial capacity to continue growth of the organization. The candidate should have a record of raising funds for non-profit organizations and experience working with a team or coalition. Experience volunteering as an AVP facilitator is a plus. The position is funded by AVP-USA at \$6,000 per year plus bonuses for meeting goals as laid out by the Board. Please include resume and contact information for three references to Dawn Addy: president@avpusa.org. Review of applications begins now and will continue until the position is filled.



Denver Gathering CTD.

One answer may lie in the squadron of up and coming AVPers that this conference featured – youth who are doing great things in their communities and who are drawing other youth to AVP. A number of them attended on scholarship, as Peace Fellows. Innovative, creative, often outspoken and even critical of our existing organization, these young men and women asked for more voice and diversity in AVP. In the wake of their uproar, the business meeting had to be delayed to accommodate a conference-wide circle of dialogue. One result is that Board members are concluding that youth need more representation at the Board level. Bylaw changes are being drafted now for adoption at the 2017 National Gathering in Boston.

I spent a late evening with these young adults where we had a candid exchange about the differences in our perceptions of the organization. While we did not agree on all points, I respected the conversation and left impressed by how articulate and capable they were.

The arts were also very present at the

Denver Gathering as evening activities were structured by a local Arts Council. We heard poetry, saw paintings, created a collective mural and heard stories. It was good to see art in action since the arts often say what many think but cannot put into words.

I enjoyed several stimulating sessions during the Denver gathering. One was on somatics, a field I know little about. In somatics, it is presumed that trauma is stored in the body so that physical touch or deliberate physical action help us access and work out traumatic experience. I went in with skepticism but was impressed by the genuineness of the presenters and the emotions they were able to draw out in their session.

A highlight of gatherings is who you meet in conversation. One evening several of us wandered to a pub where I listened to a group discuss issues facing AVP-USA, such as whether to pay AVP facilitators. While we love the volunteer nature of AVP, that practice may exclude those who can't afford to volunteer whole weekends. There is merit on both sides, and it was good to hear the dialogue

as the organization works its way through hard questions.

I met Bronwen Hillman, President of AVP-International. I met up with AVPers I had facilitated with or spoken to previously. I met more youth. I shared a dorm room with a guy who touched me with his story and character and whom I never otherwise would have met. He played guitar and lived part-time in a yurt. He later presented on his experience doing AVP with solitary confinement prisoners. He apparently had to pretend to be a chaplain to get in. He spoke passionately and in a raw voice about his vulnerability doing that work and about the despair he encountered. His unfiltered passion filled the room. There were other moving moments. I hope more AVPers will be able to attend national gatherings for the learning and inspiration they bring. On arriving at Regis, I wandered with lonely frustration across the large campus. Three days later I left grateful, moved and feeling like I owned the place.



Research Committee

Chaundra Whitehead & Don Nason, Co-Clerks

The purpose of the Committee is to provide evidence-based documentation on the effectiveness of AVP workshops and evaluate ongoing programs. Informal discussions at national gatherings indicate much interest in AVP research. Research by Committee members includes Roger Kluck's study of veterans in the Tacoma, WA jail using the State-Trait Anger Expression Inventory

(STAXI). Chaundra Whitehead also is using STAXI in her research. Don Nason is collecting empathy (EAI) questionnaire data from CA prison inmate workshop participants. John Shuford submitted a research proposal to the National Registry of Evidence-based Programs and Practices (NREPP) which is under consideration.

Goals for the Committee include

increasing cooperation with the Education Committee and AVP-International researchers, developing a list of AVPers with research experience/advanced degrees/university connections and producing a grid/database of AVP research/topics showing those done, those in progress and those needed. The Committee welcomes all who have an interest in AVP research.



Community workshop in Atlanta, facilitated by Peace Fellow Kinesthetic Kelsey, along with Shining Sharita!

Education Committee

Katherine Smith & Betty Mceady, Co-Clerks

The Education Committee is responsible for training and developing instructional materials--especially AVP-USA manuals, including the Basic, Advanced, T4F, Continuing Learning and Youth Workshop Manuals. In cooperation with AVP- International and other AVP-USA committees, the Education Committee arranges for professional quality translations of manuals into a number of languages besides English. For example, the Committee has worked closely with the Communications Committee to make available the new Facilitators Training Manual (FTM) and two Spanish companion manuals (Basic

and Second Level).

Manuals provide an anchor for AVP workshops and groups worldwide and contribute to quality assurance for these workshops. To accomplish our goals, the Committee needs the help of writers, editors, proof-readers and translators. We work collaboratively using electronic network tools. People with data entry, database and internet development skills are especially welcome as are experienced facilitators who can share and evaluate new exercises, agendas and best practices.

The Committee is establishing

a number of teams focused on different tasks of the Committee, including the next round of manual revisions, producing a Basic Manual in Arabic in cooperation with AVP-International, evaluating AVP best practices and disseminating same by several means including a booklet entitled *Is What You Are Doing an AVP Workshop?* Other education team tasks include investigating how "spin-off" organizations may have a mutually beneficial relationship with AVP and the use of new forms of communication technology to develop manuals and other educational materials.

AVP-USA Updates

AVP-USA is gone. Long live AVP-USA!

AVP/USA is no more; supplanted by AVP-USA. Our original incorporation in the state of Maryland lapsed, so Joe Ossmann and Terry Kayser arranged for re-incorporation in Minnesota where the national office is located. AVP-USA's 501(c)(3) nonprofit status is unaffected by the change.

Committee of Committees Renamed: Board of Directors

The Committee of Committees (CofC) was formulated as a way for AVP-USA committees and officers to communicate and coordinate. Facilitators throughout the organization, including Dawn Addy, AVP-USA President, saw a need to include more viewpoints and people into AVP. Hence, some changes to the CofC.

- The CofC name has been changed to the AVP-USA Board of Directors to reflect wider representation.
- The number of Board members has grown from 12 to **23**, providing better diversity.
- The Annual Gathering in May revealed a welcome upsurge in enthusiasm and contributions from younger people and newer facilitators. Building on that experience, the Board instituted

Leadership Fellows positions for newer facilitators where they can get experience with national leadership and influence the growth and direction of AVP-USA.

- Want to follow the workings of the Board or committees more closely? Check out the intranet websites accessible from the facilitators' pages at <http://avpusa.org>. The Board welcomes two new Leadership Fellows: Mahal Burr, working with President Dawn Addy and the Education Committee, and Kirsten Bunner, working with Treasurer Joe Ossmann and the Finance Committee.

We're looking for more Fellows, so the deadline has been extended and applications can still be sent to the Board. Application forms are available on the facilitators' pages at <http://avpusa.org>.

AVP-USA Archives

By Marge Schlitt, Avp Historian

For some time, AVP has needed a secure and accessible place to keep historical records and memorabilia. Wendy Chmielewski of the Swarthmore College Peace Collection has agreed to accept and archive AVP historical material. This includes manuals and pamphlets published by AVP (either locally or nationally), press releases, correspondence, meeting minutes, bylaws, photos (if identified with person, place and event), printed posters, newspaper clippings, audio and video recordings, financial reports and membership lists.

I will collect your contributions to the archive at next year's gathering in Boston and deliver them to Swarthmore. There is no cost to AVP for this service, but donations would be most welcome. Please send them to:

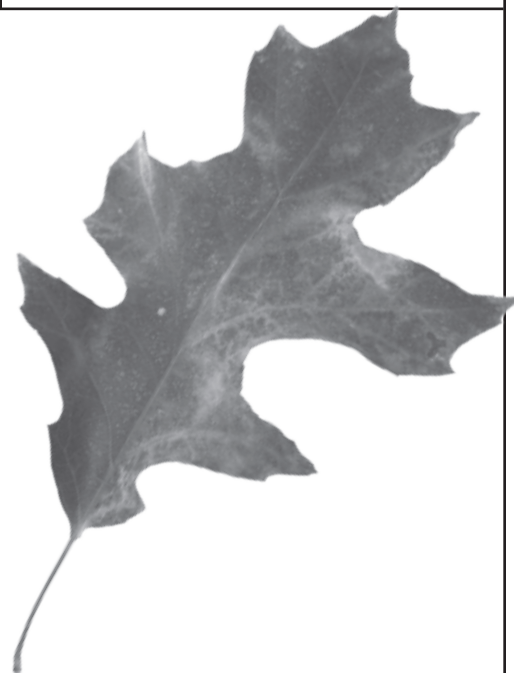
Wendy Chmielewski
Swarthmore College Peace
Collection
500 College Avenue
Swarthmore, PA 19081
wchmiel1@swarthmore.edu



Youth Facilitators in Atlanta, Georgia



Gracious Grace (2016 Peace Fellow) and Meditative Martin (Outreach Coordinator) tangoing at the AVP national gathering in Denver!!! #tangoforpeace #avpgathering16



Finance Committee

Chad Dell & Rahmiek Lacewell, Co-Clerks

The Finance Committee is responsible for overseeing financial matters of AVP-USA. It prepares the annual budget for the annual gathering (see the facilitator option on AVP-USA website for this year's budget) with input from committees and the Board of Directors (C of C). We work closely with the Treasurer, Joe Ossman, and recommend fiscal policy to the Board.

This year the Committee recommended AVP-USA continue to provide conference scholarships to AVP-International and supported plans of the Education and Communications Committees to update English language training manuals over the next 3 to 5 years. The Committee worked with Terry Kayser to improve Distribution Center operations. The Committee is committed to ensuring AVP-USA remains financially viable and has the resources it needs.

This means establishing a viable business plan for the organization now in development.

One issue is whether we need to pay for key functions in order to take better advantage of the organization's strengths. Another issue is the extent to which various types of insurance are necessary, including renter's insurance for the St. Paul office and its contents. In the absence of a functioning fundraising committee, the Finance Committee has taken on some of these responsibilities on an *ad hoc* basis, including continuing AVP-USA's annual fundraising appeal and applying for grants for the organization. The Committee welcomes new members who have an interest in the financial or fundraising sides of the organization. Contact Chad Dell at cdell@monmouth.edu for more information.

*AVP Workshop
with Veterans*



*New AVP-USA
Brochure, created
Spring 2016*



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Electronic subscriptions cost just \$12/yr. and 1-yr. paper subscriptions range from \$5-16.50. Subscribe using the order form on page 11 or email manuals@avpusa.org.

Distribution Center (DC) Trivia for 2015-16

1. How many different products did the DC mail out to customers? **32, 36 or 42?**
2. How many different individuals purchased these products? **135, 180 or 201?**
3. Besides Australia, what other countries ordered manuals from the DC?
4. What state had the most orders? **California, New York or Connecticut?**
5. What were the total sales for manuals and other items in 2015-16? **\$28, 988, \$31, 723 or \$33, 314?**
6. How many individual orders were received in the year? **283, 301, 365?**
7. Given that there are 254 week days (taking out holidays) what was the average order/day in 2015?



DISTRIBUTION SERVICE ORDER FORM

1050 Selby Avenue, St. Paul, MN 55104 * 1-888-278-7820 * manuals@avpusa.org

REFERENCE MANUALS (English)

	Qty	Total Price
CB Basic	11.50	_____
CA Advanced	17.75	_____
CT Facilitator Training Manual (2013)	11.50	_____
CY Youth	14.95	_____
CO Organizing Kit	14.95	_____

MANUALES DEL COMPAÑERO (Español - Traducido por PAV Mexico)

SB Básico	16.50	_____
SA Avanzado	25.75	_____
ST Capacitación de Facilitadores (2015)	16.50	_____

ADDITIONAL MANUALS & BOOKS

HI HIPP Manual (AFSC 2009)	30.00	_____
AT Trauma Healing Manual (Hoover 2013)	12.50	_____
AU Sydney Concise Manual (Australia 2012)	14.00	_____
TA Transforming Power - AVP in Action	11.00	_____
TP Transforming Power for Peace (Apsey)	6.50	_____
Lpp Little Book of RJ for People in Prison	4.95	_____
PH Nonviolence & Community (Pendle Hill)	4.00	_____

THE TRANSFORMER (Quarterly Newsletter)

TE Electronic subscription	12.00/yr	_____
E-mail address _____		

Tl Paper (Currently Incarcerated People)	5.00/yr	_____
T1 Paper 1 yr (4 Issues)	16.50	_____
T2 Paper 2 yr (8 Issues)	27.50	_____
T3 Paper 3 yr (12 Issues)	38.50	_____

TOTAL YOUR ORDER HERE

Sub-total: \$ _____

Shipping: \$ _____

TOTAL COST \$ _____

SHIPPING & HANDLING OPTIONS

Media Mail: 5 to 8 days.
First item - \$2.85, additional items \$0.75 each

Priority Mail: 2 to 3 days.
Flat rate box holds 10-15 manuals - \$12.00
Flat rate envelope holds 2 manuals - \$6.50

Ship by: _____ Priority Mail _____ Media Mail

When orders exceed \$200, we will add insurance.

SHIPPING INFORMATION

Name: _____

Address: _____

City/State/ZIP: _____

BILLING INFORMATION

Payment: _____ Check/Money Order (payable to: AVP- USA)
Credit Card: _____ Visa _____ Mastercard _____ Discover

Credit Card #: _____

Exp. Date: ____/____ CVC Code: _____

Name: _____
(as it appears on card)

Address: _____

Phone: _____

E-Mail: _____



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St. Paul, MN 55104

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THE TRANSFORMER is the Alternatives to Violence Project-USA newsletter published quarterly in Spring, Summer, Autumn and Winter by AVP-USA Distribution Center in St. Paul, Minnesota.



SUBMISSIONS: Winter 2016

Write a letter to the editor. Submit ideas for workshops and activities. Send questions about the AVP-USA organization – how it works, and how you can have a voice. Share your art and poetry with the AVP community. **Please submit by November 30.**