

WINTER 2006 - 2007

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*I had a family that was oppressive.*

*I now have a family that is supportive  
and – well, wonderful. In fact,*

*I think it is the hope  
of the world.*

*Janet Lugo*

**IN THE COMMUNITY –**

Prison Coordinators - Please send any letters of appreciation from prison officials re AVP impact you may have. If you do not have any, wherever seems appropriate, speak to the officials of the prison(s) you work with.

Community Coordinators - Please send any letters of appreciation from government leaders and officials, service organization leaders, faith-based organizations. If you do not have any, consider requesting them from the folks you work with. These may be used in *the Transformer* and future promotional materials. Include information regarding any use restrictions. One of the keys of gaining interest and support seems to be making people aware of trusted opinions of others about the effectiveness of what we've done before.

Also submit copies of previous Press Releases for quote excerptation. If you have not used Press Releases in the past, consider creating periodic releases.

Even if your program is not a community program, if the public knows more about you, some will be interested in supporting what you are doing. If enough interest comes your way, starting a community program might begin to make sense, especially considering that all outside facilitators

come from the community.

Those of you who are already working in the community with AVP, send your thoughts on good ways to go about networking in the community, groups and areas to not miss, and potential pitfalls to avoid, which your group experienced.

Our local AVP-Antelope Valley (CA) found that there are a lot of organizations whose initial interest is to pass you along to three more organizations, with no one actually coming on board. One organization member told us the obvious truth, that we needed to specifically ASK for workshop sign-ups when making brief presentations. Today, we are members of the AV Human Relations Task Force (with monthly meetings with government and organizations on hate crime intervention), and participate in activities by invitation with such groups as Rotary, Kiwanis, Int'l New Thought Alliance, AV Hispanic Chamber of Commerce, Independent Order of Foresters, Martin Luther King, Jr. Service Day, Lancaster Community Day, Palmdale Parolee Orientation, and Los Angeles County Ex-Offenders Job & Resources Fair. We let AVP “rub off” on people from all walks of life. We are fortunate to have a local mayor who is willing to talk to anyone, to be touched by people’s words and actions,



personally attends and participates in Task Force meetings, and who notices AVP-AV's broad participation in Antelope Valley as well as the Greater Los Angeles Area. Yesterday, someone from 74 miles away emailed me, suggesting I come to hear a press release at my own Lancaster City Hall (one block from my home). After the designated well-dressed MLK Service Day/Justice Sunday-related speakers, the mayor unexpectedly asked jeans-and-jacket-dressed me to speak briefly about AVP with local news camera rolling...so you never know how much impact you're making until you let people in the broader community get to know you.

Antelope Valley, like all of L.A. and southern California, is a high crime area, with huge amounts of gang activity, shootings, intimidation arson, with an endless array of negative stories hitting the news channels. Much of the community and government response is about fighting crime, longer prison time, restrictive measures, etc. AVP, along with other organizations, is gradually getting the message across that there IS another way, and one that is doable, much cheaper, hugely more effective, and lovingly more humane.

Through experiences of wardens and working with AVP-California (and preceding AVP groups), as of 2005, AVP is actively invited by California

Department of Corrections and Rehabilitation (previously DOC) to bring workshops into the state prisons. CDCR's Los Angeles County parole offices are beginning to ask us to assist with parolee orientation in a volunteer capacity. Los Angeles County's probation office is becoming interested in bringing AVP workshops to their staff, and into the camps for probationers.

There are many such stories about how AVP spread through local areas, across America, to new countries and continents. The more stories we bring together, the greater the repertoire of material for giving interested folks good, diverse, documented information. Check with other facilitators for ideas and advice.

You aren't a coordinator? You don't have a "wonderful" story? Then buy ten new T-shirts, sweatshirts, casual shirts or jackets and imprint them with an AVP logo and organization name, a phone number, web site URL or email address, and an easy-to-read one-liner. Need a design for imprinting? Have an imprint design to donate? Is the side of your car, truck or van painted with an AVP logo, organization name and contact information? Help people to know about AVP. ☞

Send information and suggestions to:  
 Doug Couch - AVPAV & *the Transformer*  
 43759 15th Street West, Lancaster, CA 93534



**ABOUT REJECTIONS:** As part of the editing process, I receive letters and email with articles, exercises and suggestions from inside and outside facilitators. Occasionally, I opt not to use certain materials for various reasons and send a letter or email explaining why. Please do not accept these communications as either set AVP policy for *the Transformer* or as final. I keep rejected items, and after a time, review them again, sometimes wondering why my reasoning was what it was back then, and on several occasions, I have reversed my evaluation and published the articles. Less often, I have submitted an item for advice from the Communications Committee members for feedback and have published items I would otherwise have rejected. To date, no one has complained or requested such additional review. I would invite anyone whose article or exercise was rejected to write to me explaining further why you believe the item *should* be published. If you feel uncomfortable writing to me, feel free to ask your local or regional representatives or anyone involved in AVP leadership to read the article and have them write to me. I do not always have to agree in order for something to be published. *the Transformer* is your newsletter too, and there is no reason my evaluation must prevail. No one has provided me with any set policy regarding *the Transformer* content, and I don't want my arbitrary evaluation to become censorship. If your item does not get published in *the Transformer*, there may be other ways we can use your contribution or make it available to people throughout AVP. Thanks for all the support and contributions so many have provided. – *Editor*

## SPANISH TRANSLATION

OF THE 2005 ADVANCED MANUAL REVISION

***NOW AVAILABLE!***

Thanks to Billiant Bronwen Hillman of PAV-México, the latest Advanced Manual is now available through the AVP-USA Distribution Service. Bronwen is now in the process of translating the Youth Manual, with “Transforming Power - AVP in Action” on the drawing board for later release. The price is still \$20 plus shipping for facilitators. ***See Order Information on pages 8 & 9.***

# RJ Notes

Doug Couch – AVPAV

**INNOCENCE** as the fact of being disallows other than innocence, for its inner knowledge is that all are innocent. Thus, **TRUE FORGIVENESS** is not only possible, but is also the only thing that is true in reality. Such forgiveness abides unconditionally wherever it is truly beckoned. **TRUE JUSTICE** is to recognize that innocence, beckon its presence, and allow it to remain in conscious awareness.

**TRUE RESTORATION** then, can only be known where innocence is restored and accepted in conscious awareness. The nature of innocence is non-judgmental, making it requisite that the recognition, beckoning and acceptance are the unconditional response to noticing the truth of innocence. Any conditionality blocks awareness and sharing of innocence. This is the foundation of both true volunteerism and justice, being simply the *spontaneous expression of innocence*, the law by which *true love* arises from *true peace* (which, while always peaceful, is not the same as typical “peacefulness”) into the world of appearances.

Forgiveness is “*typically thought of*” as a process of inner reparation related to a past offense, involving an offender and victim. While this does serve as an attitudinal precursor to forgiveness,

**TRUE FORGIVENESS** is not past-oriented. Fore-give-ness suggests a giving that is done beforehand, rather than a post-offense clean-up activity...which might be better termed postgiveness. Both have their place, just as the “*typical idea of*” justice and its balancing has its place alongside of true justice.

Having touched on justice and forgiveness, the perspective can be entertained that justice and forgiveness are inner work brought to the table, rather than work to be accomplished at the table. Precursor-style justice and postgiveness-type forgiveness are fine at the table, for evoking an attitude amenable to recognition of the truth of innocence, as an inner activity capable of restoration. Restoration then, rather than being reparative of feelings surrounding a specific event, is actually restoration of awareness of the truth of innocence in the parties to any activity (or any one party). If the restorative work of true justice as true forgiveness is not done prior to coming to the table, unnecessary emotional trauma and conflict present

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themselves to be worked through. On the other hand, if these are embraced as fully as possible before parties come together, the parties are truly fore-giving and prepared or ready for that coming together.

Simply put then, justice, forgiveness and restoration are all the same thing, spoken about from varying perspectives, and often enough, those perspectives are precursor-style ideas which cannot restore unless the underlying truth of innocence is brought into awareness at some point. As AVP already does, this attitudinal adjustment needs to be *voluntary*, needs to be “*me working on me*,” needs to *present as “safe environment”* (i.e.-non-focusing on guilt), and needs to “*bear fruit through embracing each positive sharing*,” bit by bit, creating a cooperation, sharing, and accepting...all prior to coming to the table regarding a past conflict or offense. As generations of this are born in the individual (from practice moment to practice moment), and the fruit regularly avails itself for all, and falls to the ground (so to speak), the groundwork is thus done, bringing fertility to the endeavor of coming together (whether than “coming together” is between parties to a conflict or any others).

That being said, the proper role of RJ would be finalization and coming together of parties who have “already” involved themselves voluntarily

in inwardly coming to terms with judgments versus innocence...of themselves and others. For one-sided RJ (re an offense where all parties are not willing or available to the process), any party to an offense can find their own inner awareness, regardless of whether any other parties do so or not. And, as they do so, it is automatically transmitted (so to speak) to all, including any parties, etc. I have personally witnessed this happening without the parties coming together for any purpose at all, seeing several people shift attitudinally in major ways without seeing any of the inner work being done or expressed outwardly. Basically, I am saying that the primary work of RJ is actually one-sided, and then shared, rather than being a two-sided looking for answers...although both have their place.

Clearly, if this is considered valid or possibly valid, it will also be noted that it describes an ideal situation, and more often than not, such ideal situations are not the case. However, if those promulgating RJ ponder the foundational underpinning upon which RJ rests (also the framework within which it operates), and take whatever advantage of process setup as can be had (experiential and otherwise), which will lead toward pre-table awareness, unconditional unilateral forgiveness, and justice

that sees innocence as the truth, then restoration potentially becomes a more viable and likely outcome of that process. Also, it can be helpful to recognize that the natural innocence toward which restoration moves, is already existent, and thus requires no process or “becoming” per se. Since we think, feel and operate behaviorally in a world that perceives time and process related to perceived (temporary) states, it can be of assistance to realize that the core meaning and purpose of whatever process we design, is not bound by those same time and process constraints. This is to say that innocence is already so and is ours the very instant we recognize it, beckon it and accept it. So, the more efficient the process we design in time, with the most clear recognition of the foundation of innocence upon which justice, forgiveness and true restoration rest, the less time is involved in unnecessary pain of conflicted feelings. It’s a little like the requirements of certain adhesives: You put glue on both pieces beforehand, let it set and access its most adhesive properties, then bring the two pieces together; whereupon they stick together forever. Of course, since innocence was never truly broken in reality, but only in our experience in time, nothing is truly being fixed or restored but our minds, being renewed

by our own willingness to return to the garden where innocence yet sparkles in every eye.

Perhaps one way of looking at RJ in a broader perspective, would be to notice that the entire spectrum of relationship events and situations provides a practice and testing zone where the inner renewing or restoration can be exercised and grow, integrate and solidify...and not only the coming together of parties to what is perceived as a conflict and guilt-producing offense, etc.

AVP then, is the perfect format in which to do the preliminary work (and indeed all the work), allowing the attitude(s) to shift within the individual(s), from which attitudes participants can then more readily approach RJ. Not sure whether this commentary is helpful or not toward putting together an Advanced RJ-Focus workshop agenda. I hope your endeavor in this becomes a major natural extension of AVP to follow up on forgiveness, trust, cooperation, sharing, conflict resolution skills enhancement and community building. How great if we could see RJ being a norm between all people all the time. ☪

**Footnote:** All terms referred to as **TRUE JUSTICE, TRUE RESTORATION**, etc., are so referenced because are all exactly the same **Transforming Power (TRUTH as life)** perceived in different ways. We simply discover that life.

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TA	Transforming Power - AVP in Action.....		8.50		
TP	Transforming Power for Peace (Apsey).....		5.00		
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LBP	Little Book or Rest. Justice for People in Prison (Toews)..		4.95		
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Contact Peter Hoover at PRH4@CORNELL.EDU



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LIST ACCESS

# South Africa

## IG 2006

HARTBESPOORT  
DAM

Greetings All,

I am writing to let you all know about the International Conference of the Alternatives to Violence Project. I was blessed to be sent as the alternate delegate for the United States. I will always be incredibly grateful for this opportunity.

I returned home yesterday. Since my body is still on South African time, I am up and raring to be in touch with as many people as I possibly can to report on a fabulous, important experience. I can't tell you how inspiring it was to be with peace activists from Sudan, Russia, Angola, Ukraine, Nigeria, India, South Africa, Ecuador, Rwanda, Australia, Burundi, New Zealand, Uganda, Hong Kong and more. I was silent and awed by accounts of working with genocide survivors and perpetrators, ex-combatants in Angola, youth in the slums of Johannesburg. What could I do but listen and resolve to support this work? Words cannot express my deep regard for so many who have faced personal challenges that I can barely imagine and who carry this work of communication, trust and peace to others whose lives have been assaulted in so many horrendous ways.

Much of my workshop time was spent supporting the development of a new legal entity for International AVP.

The resulting organization will be incorporated as the AVP International Development and Resource Committee and will have a coordinated committee structure rather similar to AVP-USA. My own workshop was "AVP as a Way to Build a Civil Society". This involved presenting the concepts of Social Capital, Civil Society and Open Society and beginning to gather accounts of ways AVP has demonstrated these ideas. The eventual resulting document will be available for introducing AVP in new areas and in seeking funding.

The conference planners wisely left large blocks of free time which was filled by second presentations of workshops that conflicted, short topic workshops such as Bias Awareness, Forgiveness and Manly Awareness, various meetings, local outings and of course sharing discussions of our work and lives. The conference sight was lovely with many spots to sit in small groups and enjoy sun, shade and views to mountains across the lake. There were also ten minute slots at our plenary sessions for the presentation of topics too short for a full session. At one of these, I read letters from some of the inmate facilitators who work with me at Shirley Prison. Their open expression of the impact of AVP on their lives and their desire to share this experience with others were quite moving to a many participants. There were a number of opportunities to remember all those who were not able to be with us. These inspired us to a deeper commitment to share our learn-

ing and perceptions when we returned home.

My second week was an equally wonderful opportunity to travel to Cape Town and facilitate an Advanced Workshop at Pollsmore Women’s Prison. Although some of the women preferred to speak in Africanns, almost all seemed to understand English well and all were deeply engaged in the workshop. Our team in turn felt closely connected to the inmates.

Since this was only the second workshop in the prison, there were no inmate facilitators. However, it was wonderful to form a facilitating team with a very experienced international facilitator, Teresa Tyson, an enormously dedicated Cape Town facilitator originally from Burundi, Mediatrix Barengaya-bo, and myself. The three of us spent hours planning each session, reveling in the opportunity to discuss all of our favorite exercises and ways to make the experience of each as deep as possible. We were able to support each other in leading new exercises and in stretching debriefing skills. Of course this led to overly ambitious agendas and the time crunch tactics provided us with opportunities to develop flexibility and humility. This was a true opportunity for experiential learning.

Outside the workshop hours we explored the vicinity including driving down the coast to the Cape of Good Hope. These towering promontories truly feel like the end of the world. Waves crashing on rocks and cliffs transported

me back to Portuguese ships battling currents and winds to reach ever farther around the vast African continent. The unique finbos vegetation reminded me of tundra in its dense coverage and uniform height. However, I was amazed at its depth when a zebra stepped down off the road and disappeared.

Cape Town is a lovely city which wraps around the end of a mountain ridge. English and Dutch architecture, flooded with clear sunlight, against a backdrop of this ridge is just stunning. We were treated to a wonderful fish dinner by one of our local AVP host families and another evening they took me for a spectacular drive and a feast of fish and chips in the town of Hout Bay.

I stayed in the guest room at West Cape Friends Meeting. After the intense week at the conference and the intense days of planning, facilitating and exploring, it was lovely to come back to my quiet spot. A cup of Rooibos tea and my journal or James Mitchner’s book *Covenant* were perfect companions for the end of the day. ☪

Again, I am forever grateful to have had this opportunity. Thank you AVP/USA. In peace, *Natural Nancy Shippen*



**AVP-USA National Conference 2007  
“The AVP Family Tree” - May 24-28**

- Thursday Welcome & Bonus Day Friday
- Time for Committees, Friends & Relaxing
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## ***Needed:*** Full-time Executive Director

New Foundations is a 19 year old organization which works with the jail and prison populations in Colorado through three programs: The Alternatives to Violence Project (AVP), One-to-One Jail Visitation, and Ex-offender Re-entry Program. We need a creative, energetic, and well-organized person to serve as full-time Executive Director.

### ***We are seeking an individual who has the skills and abilities to:***

- Work collaboratively with a Board of Directors
- Manage a non-profit Organization
- Understand, develop, and manage budget and financial reports
- Raise funds, including writing grant proposals, creating and managing major donor campaigns and forming relationships with business partners
- Manage programs, including development and expansion
- Delegate tasks
- Recruit, supervise and manage volunteers and student interns
- Communicate well verbally and in writing
- Speak well in public settings
- Facilitate groups and meetings, including being or becoming an Alternatives to Violence Project (AVP) facilitator
- Work with criminal offenders
- Use computer programs, i.e. Microsoft Office Suite

### ***Other important considerations:***

- Knowledge of criminal justice systems
- Relationships or ability to create relationships with the peace and justice community in Colorado
- Relationships or ability to create relationships with the religious community in Colorado
- Willingness to office in the Denver or Colorado Springs, Colorado area or to travel to these areas
- **Candidate must be parolee and ex-offender friendly.**

***Education:*** **Preferred** - Master's Degree in Social Work (*to supervise social work interns*); **Minimum** - Bachelor's degree or five years nonprofit management or equivalent experience.

***Salary:*** \$30-35,000 – • Includes unemployment and workers comp  
• Does not include medical insurance

Please send résumé and references to **New Foundations Nonviolence Center** at **P.O. Box 40420, Denver, CO 80204** or email **[nfnc@earthlink.net](mailto:nfnc@earthlink.net)** by October 25, 2006 *or* until position is filled. Start in early January 2006...*or* we can be flexible to your needs.

## ***Needed: AVP Distribution Service Manager***

### ***Examples of Typical Job Requirements:***

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- Coordinating with editors, printers and subscriber/purchaser list changes as needed to provide flow of service and keep the latest translations and revisions of materials available
- Storing bulk quantities, and processing, packaging, and shipping orders in a timely fashion

After 8 years of tireless volunteer service operating the **AVP Distribution Service**, Alan Taplow is retiring from this activity on or before July 1, 2007. Anyone interested in volunteering to operate this important service should contact Alan for details on what is involved. For a smooth transition, since he will not be able to continue after the above date, for a smooth transition, it is important that someone volunteer to take over this activity before the 2007 Annual Meeting.






### ***For more information, contact:***

**Alan Taplow • 844 John Fowler Road, Plainfield, VT 05667**  
**802-454-4675 • [ataplow@vtlink.net](mailto:ataplow@vtlink.net)**

# Picture Sharing Images

Much thanks to Janet Riley and her son for making photos and graphics for exercises so readily available both for quick access and for obtaining quality pictures to work with.

Visit: [www.wonderdogprograms.com/avp](http://www.wonderdogprograms.com/avp)

"Picture Sharing" images. We have provided Quality Print-On-



# JANET LUGO

**In JANET's WORLD, she brought authentic life to AVP and to people everywhere...just as it really was. She was probably my favorite facilitator, perhaps because of rather than in spite of her "rough edges."** *Delightful Doug*

## *Memorial Minute*

Janet Lugo, 77, died on July 4, 2006, in Saratoga Springs, New York. A member of Saratoga Meeting at the time of her death, she was known throughout New York Yearly Meeting for her Quaker witness.

Born Janet Elizabeth Lippincott on August 17, 1928, in Schenectady, New York, she was the daughter of Charles D. and Mary Neil Lippincott. Janet received a degree from Cornell University in 1950 and served as an interpreter for the Organization of American States in Washington, DC, from 1950 to 1970. She was equally at home in English and Spanish. In the 1970s she moved to New York and worked as a proofreader-editor for Time magazine.

Her spare time was devoted to putting her Quaker principles into action. She was very instrumental in bringing Quakerism into prisons, helping to start Quaker meetings in a number of New York prisons. She served for a number of years as the clerk of New York Yearly Meeting's Prisons Committee. She was one of the founders of the Alternatives to Violence Project (AVP), which grew out of a collaborative effort by prison inmates and the Yearly Meeting's Quaker Project on Community Conflict to design experiential workshops for conflict resolution and personal growth and transformation. As a member of AVP's Education Committee, she was a major author of the manuals and exercises used in the workshops. With many dedicated Quaker volunteers like Janet, AVP eventually spread throughout the state, to communities and

schools as well as prisons, and has now spread to other parts of the world. In 2004, Janet was honored at an international AVP gathering in New Zealand.

Janet’s fluency in Spanish was often put to good use in the prison workshops, and she also established good relations with Native American and Muslim inmates. She worked on a National Council of Churches project to reduce U.S. reliance on prisons. Since AVP needed to stay non-political, Janet started the Quaker Information Center on Criminal Justice to take a stand and work for justice, spreading knowledge of what was going on in the prisons; the information center was staffed by released prisoners.


Throughout her witness work she had the ability to stand up to authority and speak her mind honestly, in the best Quaker tradition of “speaking truth to power.” She served as a role model for strong, independent women.



Janet noted that her involvement in Quaker prison work harked back to her seventeenth-century English ancestor Richard Lippincott, who defended the early Quakers’ right to criticize the Anglican Church and was imprisoned along with them. Ensuing generations of the family avoided prisons

entirely, and Janet’s father strongly disapproved of her involvement, but her conscience spoke even more strongly. Fortunately, she found in AVP not only a fulfilling avocation but also a supportive community, and a close personal friendship with the family of Ellen Flanders.

Janet was a welcome presence at Saratoga Meeting, with her friendly smile and her faithful participation in events and discussions. She was proud of being a birthright Quaker. She held membership in various meetings over the years, but truly she was a member of New York Yearly Meeting, where her presence was so strongly felt.

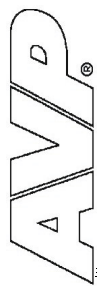
Janet was predeceased by her daughter Julie Lippincott Lugo, and is survived by her cousins James Rice and Ruth Passmore Thompson.  *more...→*

**Correspondence or Articles Submission to:**  
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**Janet's World** (continued from page 15)

I came to deeply respect her for her experiences for her outlook on life and her sense of justice. She was a rebel and a stirrer...Janet was a true fighter of the good fight and my meeting her left a lasting impression on my heart and soul...again... in Aotearoa I was thrilled to see her. – *Valuing Vivienne*

She was a remarkable woman who helped me grow and see the brighter side of prison, people and our journey as servants. Give her family my sympathy, prayers and love. – *Peaceful Pichy*