

NATIONAL REPORTS

The following countries submitted reports of their activities during the 2006 International Gathering. Click on country to see their report:

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Britain

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AVP UK Introduction and Country Profile

Population: Approx 60 million Major language: English
Major religion: Christianity

AVP in the Community

Britain is a socially and culturally diverse nation. Strategies such as social inclusion, neighbourhood renewal and ASBOs (Anti social behaviour orders) have all been introduced in recent years to combat local inequalities and tensions. Youth gangs are emerging and Britain has seen a rise in violent crime. Violent crimes comprise around a quarter of the total number of incidents experienced by individuals or households in the UK. Figures on domestic violence are difficult to quantify but an estimated 23 per cent of women and 15 per cent of men have been physically assaulted by a current or

former partner at some time in their lives.

AVP Britain's community workshops focus on victims and perpetrators of violence, developing community cohesion, developing a tolerant and respectful society and learning from diversity.

AVP in Prisons

In the wake of a series of high-profile scandals involving the early release of convicted killers, sentencing rows, institutionalised racism in prisons and a record 78,000 prisoners, the British Government are being tough on crime. Since the Labour Government came to power in 1997 the number of prisoners jailed for life has doubled, gangs and high levels of violence and racism have been uncovered in British prisons, rates of re-offending are high and the rapidly rising number of prisoners has reduced many British prisons to locked warehouses.

A new National Offender Management Service (NOMS) has been developed to ensure that a range of services are available to adult offenders and to those on remand throughout England and Wales. A range of organisations contribute to its aims by providing services which include offender management, custody, community punishments, and programmes and interventions. AVP Britain is looking to gain accreditation under this scheme and develop a higher profile within the prison service.

Difficulties for AVP in the UK

Britain has high levels of regulation and bureaucracy. This has led to increased strain on Trustees and Management to cope with new health and safety requirements, insurance and liability, volunteer agreements, data protection, equal opportunities, child protection and formal accreditation of the AVP workshops. These legal and administrative requirements draw energy away from the true business of AVP and

restrict areas in which we work in.

History

AVP has been running in the UK Since the late 1980s. Eleven local groups make up AVP Britain. AVP Britain was initially supported by Friends House before becoming an independent registered charity in 2001.

Workshops

AVP UK run approximately 30 Level 1 and Level 2 community workshops each year in a variety of locations across the country. The number of workshops in prisons and young offender institutes has been steadily declining from 23 in 2001 to only 3 in 2006 so far. Local groups are developing links with other charities and around 10 tasters are delivered to their clients or staff each year.

Regionally, workshops are held where there is the commitment, energy and enthusiasm of volunteers to establish and coordinate a local AVP group. Venues for community workshops are then selected based on a location, cost and accessibility criteria.

Local AVP groups in Britain also run workshops for organisations such as Mind - the mental health charity, Sure Start - a government scheme for parents, homeless groups and universities. The relationship between AVP and these organisations is formed in a variety of ways. Some organisations approach AVP after reading information on the website, in leaflets or through recommendations. Other groups are specifically approached due to the work they do in the community or the need of their clients to access AVP workshops. AVP groups across Britain are starting to develop more links with local organisations and offer workshops to their clients using their premises.

UK prisons are approached on an ad hoc basis which can range from having a personal contact on the staff, through certain

departments such as Psychology or the Safer Custody Unit, via the Chaplaincy or responding to high profile incidents. Facilitators and Trustees have formed a Prison Affairs Group (PAG) and with the help of an ex Governor are developing a more unified approach to prisons and are gaining acceptance of AVP at a higher level within the prison service.

Groups within AVP Britain are running the following programmes:

- Open community workshops
- Prison workshops
- Workshops for young offenders
- Mind workshops (National Mental Health Charity)
- Developing workshops for homeless hostels/refuges
- Workshops for Universities

Facilitators

There are 100 AVP facilitators in Britain; some are more active than others. AVP Britain is also supported by 2 salaried local group Coordinators in London and Manchester, volunteer treasurers and members of local group management committees.

UK facilitators have also been involved with AVP internationally by facilitating workshops in Europe, Russia, India and Africa. These experiences have been really beneficially to AVP Britain, bringing new ideas and new perspectives to the British model.

Facilitator Training and New Training Opportunities

AVP Britain has a variety of sub committees one of which is the Training Group. This group oversees and organises additional training days for facilitators. These training days are based on facilitators needs and also provide a social arena for facilitators to build a community and share their experiences.

New facilitators are supported by an informal

mentoring scheme. This scheme matches apprentice facilitators with lead facilitators many of whom have taken part in mentoring training. The mentor supports the apprentice before, during and after their workshops by taking a motivational, encouraging yet honest approach.

AVP Britain is in the process of developing a new website, part of this is a facilitator only section. It is envisaged that this section will include an online forum where facilitators can exchange ideas, ask for advice, share experiences and participate in regular online gatherings. This is seen as a way to share the wealth of experience available amongst AVP Britain facilitators.

AVP Britain's training days are predominantly in service and as such are facilitated by experienced AVP facilitators themselves. Examples of training themes include: working in prisons, handling conflict in the workshop, developing new exercises and role plays. However, some training has been delivered by external organisations such as the mentoring training and a marketing seminar to help local groups develop effective marketing strategies.

New Models of AVP

The AVP manual has recently been revised to be used in a British context. New exercises and reworking of original exercises have been added to make the manual more relevant to British facilitators and participants. Whilst AVP Britain is not involved directly with other peace building projects, many facilitators actively work with other programmes in the UK and share their ideas and experiences.

Funding

Local AVP groups have been successful in raising money through grant making trusts. Both AVP London and AVP Manchester have salaried group Coordinators paid for by such grants and further applications are being made to support work in prisons and with

more vulnerable members of society. Further development is needed in areas of statutory funding from local or national government sources.

Every group generates a modest income from community workshop charges and some have been successful in arranging payment from other organisations such as the National Health Service or Prison Service for the delivery of workshops to their clients. AVP Britain is interested in developing this paid service provision.

A small percentage of AVP Britain's funding comes from direct donations, predominantly Quaker collections. This is an area AVP Britain is keen to build on, with an online donation form and targeted mail outs to ex facilitators, participants and group contacts.

Evaluation

AVP Britain has an internal process of monitoring and evaluating workshops using participant and facilitator evaluation. All statistics are held and maintained centrally for review by AVP Britain.

The following external evaluations have been produced for AVP in Britain:

- AVP as an agent of change: the pilot evaluation of the AVP in 3 British Prisons**
- AVP Working in Prisons: A report on LEAP/AVP's 4.5 years work in London Prisons**
- Building a stronger network of facilitators: An evaluation of AVP London's facilitator training programme.**

All of these evaluations were produced before 2000 and no further evaluations have taken place since. AVP Britain has been awarded funding available to evaluate work in prisons and it is hoped this could be completed following a long term programme of workshops at HMP Brixton in London. The evaluations are available for others to read in hard copy only.

**Report Prepared By Natalie Hewison, AVP
London Prison and Charity Links Coordinator**

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Columbia

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AVP Columbia Introduction and Country Profile

Colombia is a country that has been affected by social armed conflict for many years. We have a general crisis in reference to Human Rights and a particular crisis regarding to Humanitarian International Rights. On the other side, there is also a growing economic crisis, and the continuity of the processes of forced displacement in different regions of the country. The "Period of violence" 1947-1957 has as a consequences forced migration of thousands of rural families to capital important cities like Bogotá, Medellin, Cali and Barranquilla. The current political violence has had such an impact that this has increased the forced migration to more than three million people.

Civil population has suffered not only displacement but massacres and Human Rights defenders have also been killed and persecuted. The living conditions of displaced people are so poor that violence has become a common way to interact among families and communities. And this also happens among poor families living in very marginalized neighborhoods, who suffer from structural violence.

At a governmental level, armed conflicts are

not solved by peace dialogues but with the strength of military force. The process of demobilization of paramilitary forces has become a social problem because there is not a clear statement about peace and restoration laws to indemnify those who were affected by their violent actions and there are not policies to recover the lives of those who have decided (guerrilla groups or paramilitary groups) to be part of civil society again.

We think it is necessary to support peace work because it helps to generate new spaces of interaction, alternatives for a peaceful living and shows a new model or style of living that can impact our families and communities. The personal changes in our own lives (vocabulary, attitudes, handling of conflicts, way of exercising power and taking decisions, and so on) is a proof that peace should be built from us, human beings, and it is like a seed that can give many fruits. Our task is to implement new ways of human interactions through AVP workshops in every space where we can impact families, entities and communities.

The Colombian Team was established in 2001. We are a team of 6 people certified by the US Quaker Team to replicate AVP workshops for the three levels. There are now also more than 60 trained Facilitators able to run the Basic AVP workshop. The Colombian AVP Team Board comprises of Alejandro Parra, Wilfredo Benítez, Edith Guasca and Alba Luz Arrieta.

Workshops

We set up workshops by contacting people who are interested in working on Non-violence subjects in their communities and also school teachers who have implemented non-violence and peace subjects within their educational programs. We are also invited by organizations and individuals working in poor communities where domestic abuse and family violence to facilitate workshops on Non-violence among their communities.

Current programmes we are running include;

- AVP Programme in Sincelejo, Sucre (North Coast of Colombia) with church people and displaced families.**
- AVP Programme in Montería, Córdoba (North Coast of Colombia) with community leaders and church people.**
- AVP Programme in Barranquilla, Atlántico (Caribbean Coast of Colombia) with church people.**
- AVP Programme in Bogotá, D. C. (Capital city of Colombia) with church people who are in contact with poor and displaced communities.**

We hope in the future to work with school teachers in Catholic Schools in Medellín, Antioquia and in Bogotá and with women leaders who are members of NGOs that have a work with displaced people and peasants in the Pacific Coast of Colombia.

Facilitators and Training opportunities

We have meetings to plan the agendas and share experiences. We also contacted AVP facilitators from the US who have visited us and accompany us to facilitate workshops. They have taught us through these experiences new activities and given us valuable feedback about the workshops. This has been of great help to improve our work. We are also using books to strengthen our knowledge on Non-violence subjects and experiences.

Funding

In some cases, participants pay a small amount of money to cover materials, food and transportation for them and for the facilitators who do this work as volunteers. In some other cases we have raised financial support from the World Council of Churches to fulfil a project with displaced families, church people and poor community leaders. This project was presented through the Ecumenical National Network of Women for Peace, from which I am the Board President.

New Programmes

We have begun work with faith communities in developing new activities and actions exploring Non-violence from their perspective of faith. We use AVP methodology and combine it with biblical reflections on Jesus as the Prince of Peace and also with knowledge about Non-violent Direct Action. These workshops are held by Justapaz, an educational ministry of the Mennonite Church in Colombia and by the Commission of Restoration, Life and Peace of the Evangelical Churches in Colombia.

Evaluation

In reference to the programme we are holding with the Ecumenical Network of Women for Peace, we evaluate this project on an ongoing basis through feedback sessions after the workshops. We also do an additional midway and end of the year evaluation with the participants.

As facilitators we share experiences that show the changes or transformations people have in their families and in their interactions with others in their communities. There is a real and personal impact and this help us to confirm that this program really works. The impact has influence in families and communities. We hope to develop our evaluation in the future.

The Columbian team is still small, but we are planning to constitute an AVP Colombian Office in the near future and there is also the idea of forming a Latin American Network of AVPers.

**Report compiled by Alba Luz Arrieta
Cabral, Board Member AVP Columbia**

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Equador

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AVP Equador Introduction and Country Profile

The Economic and political crisis that Ecuador has experienced has lead to violent avourabl that is expressed in different ways, such as discrimination against women, discrimination against youth, children, indigenous and Afro-Ecuadorian people, amongst others. Forms of social exclusion are manifested by subtle forms such as under-valuing people and to the extreme in forms such as assassinations.

Different institutions and organizations in the country make important efforts to guarantee people's rights, however, these actions are often segmented and do not articulate bridges between citizens and diverse problems. This segmentation often produces isolation, exclusion and undervalues people.

Dialogue and respect in relation to difference are elements that are often lacking in the daily life of Ecuadorians. In the family, work, and in the street, people do not assume heterogeneity as a form for collective work.

Non-violence is often confused with passivity, and criticism with opposition of everything. Both silence and shouting often hide the most violent atrocities of people's rights.

For these reasons,(AVP) or PAV is important for a process of collective construction, for building new communities with confidence and joy that have as a starting point the value and esteem of its people. Different people valorized is the door to confident communities, compromised to a non-violent attitude and to fight jointly for a peaceful culture.

In this way, PAV provides a space to learn historic processes such as those lived by Martin Luther King, Roza Parks and Ghandhi, as testaments that peaceful worlds and processes are possible.

AVP has been running in Equador since 1997.

Workshops

An average of 6 workshops are run annually (4 basics, 1 advanced and 1 facilitator workshop) and we have now trained 25 facilitators (Quito: 10, Loja: 10, other cities: 5).

Decisions are based on institutional initiatives for specific projects, for example work with jails and human rights, as well as health organizations. Workshops have also been created from individual initiatives by the facilitators, which includes work with Catholic church groups and workshops for women professionals in Quito.

Facilitators and Training

We have been supported by facilitators with extensive experience from other countries such as the United States and Canada for our initial training. Then we have trained facilitators nationally based on this experience. We have provided several training opportunities for facilitators in recent years in Ecuador, as well as providing basic and advanced training to interested people.

Funding

In the case of specific projects AVP (PAV) has been financed by international cooperation agencies. For the most part, we have sustained PAV with voluntary participation of the facilitators and a minimal fee for direct costs provided by the participants.

Evaluation

We have completed internal evaluations with the institutions that we have run PAV projects

and workshops for. Other workshops for individual participants have been evaluated by the group facilitators.

Report compiled by Zaida Betancourt , AVP
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Germany

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AVP Germany Introduction and Country Profile

PAG (Project Alternativen zur Gewalt) now is a registered association. This has several advantages:

- 1. Contributions render possible tax reductions**
- 2. Fines ordered by courts can support our budget**
- 3. The association can be a partner for contracts.**

PAG-courses are given honorary on weekends and in prisons. The contributions of participants are about 50€ per weekend. Prisoners do not pay anything.

Some facilitators (the young ones who have to earn their living) give paid courses to elected persons, sponsored by the Luthren Church in order to train more facilitators and during the week in schools. Trainings for personnel of prisons during their education during the week will also contribute to the income of facilitators. We have no problems of conflict about paid and unpaid facilitating. It works very well without jealousy or complaints since 5 years. These facilitators bound themselves to give at least 3-4 unpaid courses a year.

Peace work is not less or more necessary in our country than in any other countries. Prisoners suffer from violence in prisons and ask for more courses than we can offer. There are several facilitators in prisons, even one team - leader.

History

We started AVP (PAG) in 1994 . After a phase of fast growth, we had a phase of slowing down, but a recent Open Space Conference has brought new ideas and effort, so now we have a continuous growth again. From 1994 until 2005 we have run 170 courses, 101 in prisons and 69 in the community. In 2006 we have run approximately 30 courses. We have now trained 150 participants in T4F and at presence have 70 facilitators in various status of facilitating (12 team-leaders, 4 apprentice team-leaders, 17 facilitators and 37 apprentice facilitators).

We have been trying to translate the handbooks to German, but this taken much time and is expensive. The revised Basic is finished, the Youth Manual is almost finished and the new Advanced shall be translated by the end of 2006 and we are waiting for the new T4F next year.

Workshops

We set up workshops decentrally through engaged facilitators organizing courses and getting help and support from team-leaders. In prisons this process is engaged by team-leaders through continuous work over many years. Currently we are running workshops in three prisons which get 5-6 courses a year. In 2006, we ran workshops in three different towns and held 4-5 courses.

Facilitators and Training

T4F participants join a facilitating team 3-5 times until they are facilitators. After another 5 -8 courses they start for leading the teams.

In prison-courses we have about 14 prisoners, 2-3 participants from outside, 3 facilitators from outside and 1-2 from inside.

We also have one week-end a year for continuous training for facilitators paid for by PAG. In addition we have one week-end a year for all active AVPers. Here we discuss and train new elements, report on last year's courses, plan for next year, give the financial report and do the organisational obligations for the association, finally we elect the PAG-council of 6 persons that finds the decisions during the year (about 3 meetings).

Funding

The largest part comes from private and institutional contributions from Quakers, a small part from the Luthren Church, a small part from fines and a small part from surplus from courses outside the prisons. 50 % of the costs of prison-courses are paid by PAG, 50% by the prison-administrations. Outside the prisons the fees of the participants about cover the costs.

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PAG Germany**

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Hong Kong

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AVP Hong Kong Introduction and Country Profile

Hong Kong has a population of about 7 million people in 132 square miles, 60% of which are mountains and jungle. The mass transit system carries nearly 2 million people a day on it.

Conflict resolution and the development of personal feelings is very important in the city state. People live in very close confines with many family members. Children are told what is expected of them and not how to express their feelings. Violent crimes are quite rare in Hong Kong and it is safe for a women to walk alone at night in any part of the city. Graffiti is unheard of here and people are mostly law abiding. Subtle bullying in schools and peer pressure to join secret societies, amongst some members of our society, are the main form of violence amongst our youth.

Students are pressured greatly to perform in their exams and suicides have resulted from failure in exam results as this is perceived to have let the family down! This is an area of concern for AVP and HIPP.

Work in mainland China will become more and more important over time as they have been brought up in a "Godless" society and the youth have been taught that the communist party comes before their families and friends and are encouraged to report on family members, who might dissent against the state. This is changing though and the emphasis is on material wealth at any cost to themselves and the environment.

Hong Kong has a very developed social services system which is now under budgetary restrictions and tightening so some services for the needy are starting to be reduced. Social workers are under constant pressure as staff reductions have taken place and yet workloads have increased.

History

We formed AVP HK Foundation Limited in February 2003 although we had done some workshops previously in June 2002.

Workshops

We carry out an average of 10 AVP workshops a year with schools and organisations. We are currently running a

programme in a secondary school. We have experimented with using an American five day HIPP model, which takes the participants from Basic through T4F in five continuous days. Time is of the essence in Hong Kong and even two days is considered too long. The five day workshop seemed to run very well.

Our work is evaluated through written evaluations from the participants.

Facilitators

We have now trained 124 facilitators although most are now not active. We encourage them to co-facilitate workshops and hold advanced training workshops.

Funding

Our work is funded by private donations on a project by project basis usually.

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AVP Hong Kong

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Ireland

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AVP Ireland Introduction and Country Profile

Ireland has a population of over 4.5 million people. It is experiencing immigration, mainly from the new E.U. countries of Eastern Europe and from Africa of a nature unprecedented in our history. This, coupled with the economic boom that we are experiencing since the 90s, has brought about huge social changes with which we are struggling to come to terms. Integration of

people from these new communities into the existing communities is an ongoing issue and usually lacks the necessary resources and supports from governmental agencies to tackle this and similar issues.

In the northern Six Counties (known as Northern Ireland), which is still under English rule, a peace process continues despite ongoing difficulties. In the remaining 26 counties (known as Ireland or the Republic of Ireland) the gap between those who have access to a reasonable standard of living including education and health care and those who are socially deprived and alienated continues to grow. Nowhere is this more abundantly clear than in our over crowded prison system where a significant proportion of prisoners have mental health problems, very low level of education and in the last 24 months even further restricted access to education during their time in prison due to a prisoner officers' overtime dispute. Peace work is an ongoing necessity in Ireland now as it is throughout the world whether it is needed between individuals, communities or nations.

AVP Has been Running in the Republic of Ireland since 1994

Workshops

We run approximately 10 workshops each year at all levels. In total we have run workshops for 1660 basic participants and trained 170 facilitators. At present we have 16 active facilitators including apprentice facilitators.

When we are made aware that there is interest and a sufficient number of participants we organise a workshop. The Committee meets approximately every 2 months and workshops are usually organised up to 3 months in advance.

Evaluation of our work is done through feedback from participants during an AVP workshop.

Facilitator Training

We offer our facilitators support through the T4F and then those who completed that stage become apprentice facilitators. Currently there is no formal or structured mechanism for ongoing development other than continuing to learn whilst facilitating workshops. However it is an area of concern and something that hopefully we will address in the future.

Funding

The funding for the position of National Co-ordinator has been funded by the Education Section, Department of Justice - Prison Section, of the Irish Government for the last three years. Funding has also been received from different Quaker Trusts for specific projects.

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Ireland

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Kenya

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AVP Kenya Introduction

AVP came to Africa in 1995 to Kenya and South Africa. The first ever AVP in Kenya was a basic workshop at Maturu Friends Church in Western Province. It was organized by the FWCC executive Secretary Malesi Kinaro and facilitated by Stephen Angell, Ben Norris from the USA and Eileen Dyer from New Zealand. These 3 facilitators then moved to Uganda where they carried out basic, advanced and T of T workshops. Among those trained was George Walumoli who has since become the lead international AVP facilitator in Africa.

AVP in Kenya has moved widely as a result of support from the African Great Lakes Initiative (AGLI) apart of the Friends Peace Teams from the USA.

In 2002 Friends from Migori in Nyanza Province held a basic workshop where 23 people were trained by facilitators from Uganda.

The Training Modality

2003 Marks the start of AVP in the current strategy that was again initiated by AGLI. There was a realization that carrying out isolated AVP workshops did not have the kind of impact that would bring sustained change. AGLI then asked facilitators from the North to raise enough funds to allow for at least 5 workshops at any one time. Ideally this begins with 2 basic workshops, 2 or one advanced workshop and 1 T of T workshop. The trained trainers then carry out 3 apprenticeship workshops simultaneously in the presence of the experienced facilitators. As more experienced facilitators come to carry out more workshops the apprentices take part as team members gaining more experience until they have gained enough experience to carry out basic workshops on their own. Usually it is expected that one carries out at least 5 apprenticeship workshops before He/she is considered to be experienced. The same procedure is followed for advanced and T of T training.

The Workshops

AVP in Kenya has 2 coordinating sites. The one in Western Kenya is done under a local NGO known as Friends in Peace and Community Development. The one in Nairobi and Mombasa is under the coordination of people based at the Friends International center in Nairobi.

Western Province AVP Under FPCD

FPCD was formed in 1995 to deal with the effects of ethnic cleansing in Kenya as well as

support the refugees from Burundi, Rwanda and DRC. The majority of its members are from the Friends Church but it invites members from other Christian denominations into membership. It has branches in Kakamega, Malava, Kimilili, Eldoret and Kitale. FPCD has been involved in many peace initiatives including carrying out a trauma healing workshop for participants from Kenya, Uganda, Tanzania, DRC, Burundi and Rwanda (1997). They have carried out Peace and Reconciliation workshops in Kakamega and Kimilili (1998). They have also carried out evangelistic outreaches in Mt. Elgon, Uganda and Kaimosi.

**In 2003 FPCD wrote a proposal to AGLI that brought 5 facilitators, Giri Sequoia from Australia, Bob Barnes and Sandy Grotberg from the USA and George Walumoli and Vicky Nakuti from Uganda. At the end of their training the following was the position of people trained
122 Basic, 31 Advanced and 16 Tots**

AVP was thus decisively launched in western Kenya. Some of the facilitators trained have become very experienced, carrying out workshops all over Kenya and beyond. One trainee from Uganda, Stefan Friedrichsen has moved AVP through Makerere University to great heights.

In the years 2004 to 2006 workshops have been held at the Kaimosi Theological College; Kakamega, Shikusa and Eldoret Prisons; for communities and churches in Kimilili, Lugari, Kitale, Uzima youths in Nairobi, Nyanza and Western Provinces as well as for work campers. Other international facilitators who have been involved are Gini Floy (who celebrated her 85 birthday during a raining at the Kaimosi Theological College) Karambu Ringera, Nancy Shippen and Linda Heacock of USA.

The western Kenya AVP has 60 trained facilitators with approximately 2,000 people trained in AVP from the different branches. The people trained have been from different

backgrounds, professions, religions and tribes, who include community leaders, teachers, and prison officers, church leaders from different denominations, Muslims, administrators, out of school you, students and women.

Way Forward

There is a great demand for AVP workshops. As a result the trained facilitators and the FPCD committee have resolved that communities that want to be trained must cost share by contributing meals to participants and accommodation to the facilitators. Doing this makes the communities to own the process and it also reduces the financial demand on FPCD. Basic workshops will be community sponsored and we hope to raise funds for advanced and T of T workshops.

Workshops

We recognize that indeed violence is seen in prison because that is where trouble makers are taken, but on the other hand that violence starts in the community, specifically in homes. Workshops with women and youths reveal deep anger borne of frustration. In the case of women it is the fact that they carry the weight of homes and have no time for themselves. The youth are frustrated because there are no jobs and life is just very unfair with so many affected infected or dying from AIDS. Men are angry because they feel disempowered with changed roles in homes. The potential for open violence is real and Kenya experiences a very high rate of domestic violence. Open community violence is just on the surface so we have actually been concentrating on community workshop. We have planned 13 workshops within the communities before the year ends 9 basic, 3 advanced and 2 T of T for communities; 3 basics for prison inmates; 8 basics in secondary schools

Sustainability

§ We plan to hold self sponsored workshops. We also plan to charge

a fee in institutions and for people who have the economic ability in order to give a stipend to the facilitators

§ The peace center under construction when ready will be rented out for meetings and seminars

§ Agricultural products harvest in the FPCD land will be sold to raise funds

§ Fund raising both locally and internationally will continue, especially from experienced facilitators from the North.

AVP In Nairobi And Mombasa

This report deals with the activities of an AVP Committee that is based at the Friends International Centre, Ngong Road, Nairobi. This committee was responsible for starting AVP in the Nairobi area in 2003 and in Mombasa in 2005. AVP started slightly earlier in Western Kenya and facilitators trained there have assisted with the program in Nairobi and Mombasa. Workshops have been held at the two major Friends Centres in Nairobi, a catholic center, in high schools, polytechnics, in an Islamic College and in Shimo la Tewa prison.

Participants

The program has involved Quakers, Christians from other Protestant denominations, Catholics and Muslims. Whenever possible, the aim has been to try and get a balance of women and men, Muslims and Christians. The age limit has normally been 18 years but recent workshops in schools have involved some who are younger. To date the numbers trained are 444 Basic, 85 Advanced and 73 Training of Trainers.

Impact

The impact has been very positive. Individual evaluations at the end of the workshops indicate that the training has been a real benefit to the participants and many of those, who have completed the basic workshop, would like to go further and take the advanced level.

Support for development

The development of AVP in Nairobi and Mombasa has been greatly helped by the following international trainers: George Walumoli, Gini Floyd, Teresa Tyson and Sandy Grotberg. David Zarembka has helped with planning and financing through African Great Lakes Initiative of Friends Peace Teams (Quakers).

Philadelphia Yearly Meeting of Friends has given substantial support for two years and several small grants have come from individuals and trusts.

Future plans

AVP has great potential to assist in educational institutions that are often plagued by unrest, in prisons and in communities where there is potential for conflict. Participants who have come from North-East Kenya have been begging for AVP to expand to that region. The demand is already great and much can be done with financial support. There are plans to hold a meeting before the end of the year for AVP leaders from Western, Nairobi and Mombasa to coordinate activities and strategize on the best way forward.

Report prepared by Hezron Masitsa and Donald Thomas, AVP Nairobi and Malesi Kinaro and Getry Agizah, AVP Western Kenya

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Nigeria

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AVP Nigeria Country Profile and Introduction

Violence has been established as a popular means of expressing grievances and resolving conflicts in our country. This trend is fast becoming a way of life. Destruction of lives and property is fast gaining acceptance as the most effective means of protesting unpopular policies/ideas. There is rampant physical and mental violence in the home directed at both spouse and children. Violent is also ardent in the workplaces, in our prisons, police cells, schools, motor parks and so on. Violence here knows no geographical boundaries as it exists everywhere.

It is for the above reason that AVP Nigeria have been involved in organizing Basic, Advance and Facilitators level workshops around the country. Peace work is very necessary especially in this democratic era where political assassination is prevalent. With the build up to 2007 general elections it becomes pertinent to preach peace so that it will train citizens to attach value to their lives and those of others. It will raise the peoples self esteem and give them a sense of non-violent communication which will encourage cooperation with others to build a virile society. They will also use their inherent powers to resolves dispute and misunderstanding.

AVP was established in Nigeria in 1998 and has been involved in helping violent people to rediscover themselves ever since.

AVP has been entrenched in Nigeria; its impact is glaring in the testimonies of participants which has encouraged us to do more. Despite this, a lot still needs to be done since we are in a volatile region. The relevance of more and more dose of AVP in Nigeria cannot be over emphasized. We need the necessary support to keep the project alive.

The product (AVP) has demonstrated capability as an intervention mechanism to control or reduce violence. In the various regions i.e. North, West, and East where several workshops have been held, participants have welcomed the AVP methodology and have found it useful in resolving conflicts. The fact remains that violence in the afore mentioned regions are caused by different factors e.g. Religion, Ethnic and Boundary related disputes and dissatisfaction with sitting of government projects and development of the oil rich Niger Delta.

However, for whatever cause, AVP approach remains relevant in bringing about a behaviour change in the long run. Participants testimonies and results from the pilot follow-up conducted late last year bear testimony to this. Nigeria is a large country with huge population. To this extent, the work we have done so far can only be likened to a drop in the ocean. We are determined to work tireless with the help of funders (whenever we get one) to help people understand the virtues of non-violence in resolving conflict.

Workshops

From year 2000, we have been involved in running 20 to 25 workshops annually except for this year 2006 that we have done only 4 due to a change in our workshop timetable by our funders. We have an able team of Two Hundred and Fifty-five (255) facilitators spread in the various states where AVP has been done. Our decision on where to conduct workshop is based on violent prone areas and in agreement with our partners.

We intend to commence a new program of workshops in the offices to preach conflict in the workplace with focus on factors that makes conflict in the workplace costly.

Facilitators and ongoing Training

Our facilitators are developed and updated through various trainings and retraining i.e. seminar, refresher courses and workshops. These have helped them to be in tune with the standard required of them to impart others. They also gain immensely by reading articles and other tidbits published in the newsletters such as The Transformer and AVP Nigeria Newsletter. There have been refresher trainings in which facilitators developed a manual that suites the needs and requirements of our society. For instance, the AVP Transforming Power, TP Queries was fashioned out in proverbs to suit our African culture to communicate our views.

New Models of AVP

There are new models in which our Transforming Power (TP) is formulated in proverbs to suit our African society. This has brought creativity into the exercise thereby ushering in innovations in the entire programme.

We are also anticipating a program tagged "Catch them young" in post primary schools. This is based on Help Increase Peace Program (HIPP) for the youths. This will empower them to say no to violence when they graduate into the tertiary institutions which have in recent times become a haven for cultism and other violent activities.

These programs will kick off as soon as necessary arrangements are concluded with our collaborators.

Funding

The project is funded by International Committee of Red Cross (ICRC) and the Nigeria Red Cross Society (NRSC) by making

funds available for each workshop.

Evaluation

Our project is usually evaluated at the end of each year, for now the existing evaluation are those of the previous years. The project ended abruptly mid this year due to the complain of lack of funds arising from our funders. We are likely not going to do any evaluation at the end of this year. We have had our project externally evaluated by the German Red Cross and are prepared to make same available for others to read.

**Report prepared by Ikechukwu Chiemeka,
National Coordinator AVP Nigeria**

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Russia

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AVP Russia Country Profile and Introduction

In Russia AVP workshops have been held with various groups of people: for example young people, refugees, psychologists, social workers, and more recently with children in orphanages. The AVP Moscow and Lipetsk groups have also built up a working relationship with the military in those cities and workshops are also held with conscripts in the Russian army. Such workshops are necessary and prove to be useful in solving the problem of aggression and violence faced by many in Russian society and in the army.

The high level of poverty and alcoholism in Russia, especially in the provinces, commonly results in a high level of violence. The figures on domestic violence in Russia

are alarming: one in four women has suffered from domestic violence at some point in her life, although support groups argue that the real figure is even higher. Children who grow up in a violent family often go on to be violent or abusive.

Russia has national service for men aged between eighteen and twenty-seven. Bullying (or dedovshchina) is what the new conscripts can expect. The second year conscripts abuse the first year conscripts, who then in their second year go on to abuse the new intakes. A recent report by Human Rights Watch described the situation as 'horrific' and reported that hundreds of conscripts are killed or commit suicide because of the bullying, thousands run away and even more are left psychologically scarred.

Children in Russian children's homes often start their independent life with a great disadvantage. The children in the children's homes often have a high level of aggression, a low level of self-esteem and self-confidence and little experience of positive interaction with adults.

History

A group of AVP-trained Quakers came to Russia in 1994 and trained up the first Russian group of facilitators in Moscow. This group then went on to train up other groups of Russian facilitators in Dzerzhinsk, Lipetsk, Chechnya and in Odessa in the Ukraine.

Workshops and Training

In 2007 we plan to hold 20 basic workshops, 8 advanced workshops, 7 T4F workshops and 25 one-day workshops. Also we hope to be able to hold 36 workshops at the children's home.

We have 12 facilitators who regularly hold workshops in Moscow Lipetsk and Dzerzhinsk. AVP Russia council decides based on information about interested parties.

By holding Training for Facilitator workshops.

Once every four months we hold workshops for new facilitators
AVP Russia is currently running programmes on holding workshops with conscripts in the Russian army and with children in Russian orphanages. Last year we started holding AVP-themed workshops with children in children's home. These are AVP workshops which have been adapted to be held with the children. They involve aspects of fairy tale therapy and play therapy using puppets. So far the project is proving very successful and AVP Russian and Friends House Moscow are hoping to raise money so that it becomes a permanent part of AVP Russia's programme.

Funding

AVP is currently entirely funded by Friends House Moscow (FHM), a Quaker organisation which was established in 1996 by a group of international Quakers. FHM relies on donations from Quakers worldwide.

Evaluation

AVP workshops are evaluated by the facilitators who held the workshop, this included feedback from the participants. Monthly and final reports are written by the coordinator for Friends House Moscow. Staff and Board members of Friends House Moscow occasionally attend and evaluate the workshops.
Evaluations are available but only in Russian!

Report prepared by Natalya Yerokina, National Coordinator, AVP Russia.

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Rwanda

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AVP Rwanda Country Profile and Introduction

In response to Genocide of 1994, in which almost a million people were slaughtered, and almost a hundred alleged perpetrators were imprisoned, the Rwanda Yearly Meeting through Friends Peace House initiated a series of program designed to help the country heal and rebuild after such tragedy. Among these programs is the Alternatives to Violence Program (AVP), a conflict transformation program.

AVP in Rwanda started in 2001, where we had four Facilitators from USA and Four from Uganda. They were sent by the African Great Lakes Initiative. They spent one month in Rwanda and they did AVP basics, Advanced and for T4T. After one month we had 30 Rwandese Facilitators and now we are 60 facilitators.

From 2001 to July 2006, we did 135 AVP Workshops in all provinces of Rwanda for Community people, for GACACA Judges, for demobilized soldiers and for Released prisoners and Victims. We trained people to better prepare them to facilitate restorative justice and reconciliation processes in their communities. These workshops have been very well received by people even the authorities. We have now trained in total 2230 people through this program. We are continuing to train others in different groups.

Testimony from those trained:

- A Gacaca Woman said that:

"Where were AVP before Genocide? If AVP was come here genocide was not happened in our country."

- A man said "I was always beating my wife and now I changed because of AVP Workshop I participated, AVP is needed for all people".

AVP has helped the community in order to live with one another across deep divides and mistrust. The AVP Workshops have helped people to establish the necessary safety and trust to enable people to tell the truth in Gacaca and testify to what they saw and did during the Genocide.

Funding

AVP in Rwanda is funded by the African Great Lakes Initiative under the management of Dave Zarembka, the United States Institute for Peace, the United States Embassy's Democracy and Human Rights Fund, and the Drane Family Foundation.

Evaluation

We carry national evaluations by inviting all AVP facilitators for a two days retreat to evaluates ourselves. We have also had external evaluations by US AGLI Staff. These reports can be made available to all delegates.

Report prepared by Eddy Kalisa and David Bacura, AVP Rwanda

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South Africa

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AVP South Africa Country Profile and Introduction

The Apartheid legacy of poverty, inequality and violence contribute to the fact that the greatest single impediment to peace and development in South Africa is violence.

Violent crimes are reported in our media daily, the most vulnerable sectors of our community being women and children.

The statistics cite 19,824 murders per annum . 60,000 cases of sexual violence were reported over the same year - or 164 per day. It is estimated that 16,000 of those (44 per day) were child related.

Despite legislation to the contrary, schools continue to be places where corporal punishment is widely used and where bullying, substance abuse, the lack of a culture of learning and the carrying of weapons are growing problems.

South Africa also holds the dubious distinction of having the highest levels of road rage in the world.

The human, financial and developmental costs of this state of affairs are unconscionable. For example, it costs the state health service an average of R 10 269 to treat one patient from admission to discharge for serious abdominal gunshot wounds. This is 13 times government's per capita health spending .

The loss of human capital is frightening, for a developing country; up to 100,000 people are believed to have left South Africa over the last three years to join the 1,6 million already living abroad. A further 70% of skilled South Africans still in the country say they are considering emigrating, most citing fear of crime as the primary reason for this decision. Every loss of one skilled professional costs up to ten unskilled jobs.

Another consequence of these levels of violence is a criminal justice and a correctional system in our country that cannot cope with prosecutions and incarcerations. At present there are 187 446 people imprisoned in 240 prisons countrywide . This means that 4 out of every 1000 South Africans are in prison. Of these 52 326 are awaiting trial prisoners. While rehabilitation is a high priority of the Department of Correctional Services, with

prisons reaching overcrowding rates of anything up to 380%, there is very little possibility of effective rehabilitation. The sheer brutality of incarceration in South Africa often change innocent or petty criminals (awaiting trial) into hardened and violent criminals who are then released back into society.

It would, therefore, not be an exaggeration to say that at grassroots-level violence impacts negatively on all aspects of human development; education, health, housing and social services. Most profoundly, however, crime and violence, and our inability to deal effectively with it, destroys the trust relationship between the people and the state, thus severely undermining our young democracy.

So while it is true that Africa - and South Africa - face the very serious developmental challenges of redressing historical exploitation, HIV/AIDS and other health issues, environmental degradation and inequitable economic and trade barriers, there is more that holds back our economic performance and development - the issues of crime and violence. Too often, these issues are disregarded or not spoken about, and lacking in reliable data. Yet, it is "these unspoken development constraints - more than many others - that aggravate the suffering of the people, make the poor even more vulnerable, distort economic values, promote capital flight and perpetuate human suffering. They are at the very heart of Africa's - and South Africa's - development challenges."

The 2005 Report on Crime and Development in Africa by the UN Office on Drugs and Crime strongly urges that crime and violence should, therefore, be uppermost in the minds of all development planners and should influence all aspects of development projects. This is because fighting crime and violence is not just a moral duty, it is an essential and concrete contribution to building the future prosperity of our country and its people

AVP has been running in South Africa since 1995.

Workshops

We run between 50 and 100 AVP or AVP-related workshops per annum.

This would comprise approximately:

o 70% AVP Basic workshops

o 15% AVP Advanced workshops

o 5% AVP T4F workshops

10% CORE workshops (i.e. organisational development workshops - see below)

We have approx. 150 facilitators in Gauteng, 40 facilitators in KwaZulu-Natal, 50 facilitators in Cape Town and 10 in Eastern Cape. Not all are active.

Schools workshops: In 2003 we approached 4 new schools with a view to publicising our school intervention. This was partially successful in that it gave us the opportunity to begin working in one of these schools. However, this turned out to be a short-term intervention as the school was unable to sustain interest in the project.

What has been far more successful is when schools have approached us (because of what they have heard from other schools or what they have read in the press - see articles attached). In this case, we go through a process of talking to the various school leadership bodies before beginning the intervention, and then trying to ensure participation from all school stakeholders in the intervention, as well as some financial contribution from the school and the individual participants (even if it is only an amount of R5,00 per participant).

Another way of spreading news of the work we do in schools is when one school has invited teachers from another school to participate in an AVP workshop.

In general, the challenge in schools has been to find funding to do this work, and to encourage parents and teachers to be part of

the programme.

We are also in the process of negotiating a partnership with the provincial Department of Education in Gauteng, which would accord teachers who participate in the programme official recognition, and would possibly give us access to "troubled" schools on a paid basis.

In the Eastern Cape, we have been approached by schools in the township and by a special school for street children.

Prison workshops: We have signed a partnership agreement with the National Department of Correctional Services, in which they are requesting us to work in 36 prisons throughout the country, which are known as Centres of Excellence, due to their leadership and rehabilitative excellence. This work is, however, not paid by the Department making Phaphama responsible for funding these courses.

The Pollsmoor prison workshops in Cape Town also serve as an outreach to the community as community members are invited to these workshops.

Community workshops: Phaphama Initiatives schedules these when we have gathered enough requests from individuals wanting workshops. These are administratively difficult to organise and are kept to a minimum i.e. three to four per year.

NGO/CBO workshops: Again, these are on request as people get to hear about our work. Often they are also initiated by individuals who trained as AVP facilitators in a community workshop and who then saw value in bringing this work to their own communities.

Corporate workshops: as above. A number of our AVP facilitators who are working in the corporate field have brought AVP into their institutions.

Specific Programmes running in South Africa include;

- o IYOP, ITOP (see below), AVP and (Nonviolent Communication) NVC in prisons**
- o HIPP and AVP in schools**
- o AVP as part of a community-development initiative in KwaZulu-Natal.**
- o CORE in corporations (see below)**
- o TALK (see below)**
- o TALK Tourism (see below)**
- o Through Colin Glen, Phaphama Initiatives is also involved in the Quaker Peace Network (Africa) and has co-ordinated a project for the American Friends Service Committee to provide communication support to Quaker Projects throughout Africa**
- o There are a number of AVP activities in South Africa that are being run independently of Phaphama Initiatives; one of which is the AVP programme which is part of the Peace Education Programme conducted by the Centre for Adult Education (CAE), University of KwaZulu-Natal, South Africa (see below)**

Facilitator Training

We develop our facilitators through a wide variety of different methods;

o By giving them as much opportunity as possible to facilitate in teams consisting of more experienced AVP facilitators. This is, however, a challenge in certain regions of South Africa, particularly in Gauteng where we have so many facilitators and not enough opportunities to facilitate at any one time, because of money constraints.

o By ensuring that debriefing and feedback sessions take place after each workshop.

o By running ongoing Saturday morning

personal and professional development sessions, which focus on a range of topics e.g. entrepreneurial skills, anger management, support in our journey towards nonviolence, various aspects of AVP facilitation etc. There are usually about 7-8 such sessions in any one year. These sessions can be conducted by in-house facilitators or by specialist outside facilitators. These sessions are open to all our facilitators, with Phaphama bearing the transport and food costs. Those who attend these sessions regularly are usually given preference when facilitators are needed.

o In Cape Town and Eastern Cape, monthly sessions are held with AVP facilitators at which issues are discussed, activities are practised and upcoming workshops are planned.

o In general, Phaphama is establishing a cooperative model for leadership to develop leaders to contribute to all aspects of Phaphama e.g. the newsletter, fundraising and project management. In Cape Town facilitators are taking the initiative in developing AVP with the University of the Western Cape and the Refugee Centre.

New Developments

Strategic Development for AVP abroad

Phaphama Initiatives has over the last few years started AVP in Angola, Ethiopia and Hong Kong, Namibia. Through these interventions, we have grown more experienced in helping new regions set in place a number of crucial factors that help ensure the success and sustainability of a new AVP intervention i.e.:

- o A strategic plan for a sustained intervention**
- o An NGO or other body - with a champion - that will take on the task of coordinating and administering AVP in the region**

- o Strategic selection of participants for the first phase of the AVP intervention, resulting in newly trained AVP facilitators who will be available and committed to continuing running AVP workshops, and who are influential in different communities and sectors of the region**
- o Funding for a long-term training intervention (i.e. we feel that approximately 11 - 20 workshops are needed from the start of the intervention to the stage where newly trained AVP facilitators are reasonably skilled and confident to conduct workshops on their own or with the support of one outside facilitator)**
- o The availability of support from S.A. or elsewhere to support and mentor new facilitators.**

IYOP (Integrated Youth Offender Programme)

This initiative is being developed in Boksburg Prison in Johannesburg and has been running annually since 2004. We work with 20 young offenders over the year.

Rationale:

The challenge of turning an offender away from crime is often an extremely difficult one. In addition to the lack of social skills, most prisoners also have little experience of employment, have limited education, and have experienced housing problems. This is often complicated by drug, alcohol and mental health problems. In South Africa, no programme can ignore the risk and consequences of the HIV/AIDS pandemic. There is evidence that shows that imprisonment can further weaken the protective factors (where they exist) of stable

home, employment and good family contacts.

IYOP was designed as an integrated or holistic programme for prisoners comprising a range of rehabilitative programmes provided by a range of service providers. It aimed to pilot and evaluate a holistic approach to dealing with the problem of offending and re-offending. It aims to build resilience among young prisoners to enable them to choose a non-criminal life, and to address the factors often associated with re-offending. The aim is to determine whether an integrated approach is an appropriate and effective way of preventing re-offending in young prisoners.

The six interventions are:

1. Centre for the Study of Violence and Reconciliation (CSVR): a 30-session programme offering a psychotherapeutic approach to life skills (using a range of fun and creative activities) that promotes the development of self knowledge, psychological well-being, and promotes an authentic self-esteem.

2. The Alternatives to Violence Project (AVP) workshops present pre-emptive conflict management skills that enable individuals to build successful interpersonal interactions, gain insights into themselves and find new and positive approaches to their lives. The AVP intervention sets the foundation for the other interventions as it aims to build community and trust within the group.

3. NICRO: an intervention focusing on family relationships between the

offender and the family. The objective is to:

- a. Enhance family involvement and contact with the offender**
- b. To increase awareness of the rights and responsibilities of families during imprisonment and on release**
- c. Involve families in the rehabilitation of the offenders**
- d. Involve families in the reintegration of the offender.**

In this way, NICRO provides continuity between what happens inside prison and the outside. They meet individually with the offenders and with their families to assess the situation and plan for the intervention.

4. Themba HIV/Aids Project: Uses interactive theatre to help participants explore ways of transforming their lives and give them strategies to keep themselves safe within the context of HIV/Aids.

5. The Centre for Alcohol and Drug Studies (CADS): offers two components:

- Prevention and awareness programme for all the programme participants: deals with the phases of addiction, information on drugs and alcohol; looks at the impact of addiction on the physical , spiritual and psychological functioning; link between HIV/AIDS and substance abuse and STDS; dealing with peer pressure and communication skills.**
- Treatment programme for participants who having been assessed are found to have a substance abuse problem. The programme follows the 12-step model of treatment.**

6. Cathy Park Enterprises: This programme aims to:

- To develop participant's self-knowledge and self management skills**
- To help them re-frame their current context and the skills they have acquired in the business of crime, so they are empowered and motivated to change**
- To develop a future vision of themselves and a sense of purpose**
- To teach them practical business skills to start up and sustain a business that reinforces and develops their unique package of skills.**

Since then a restorative justice component has been added to the intervention.

Post-release work

More and more we find ourselves being drawn into supporting prisoners who have been released (and even those who are still incarcerated) by providing a person at the end of a telephone line to whom they can talk and share their problems.

ITOP (Institutional Transformation of Prisons)

This programme is running in Boksburg and Leeuwkop Prisons in Johannesburg and has been running since the beginning of 2006 working with 20 Prison Management staff each year.

Rationale: To assist prison leadership to understand new and better ways of managing the prison, staff and inmates to conform to the "White Paper" - legislation that addresses the human-rights aspects of prisons and rehabilitation.

NVC (Nonviolent Communication in Prisons)

NVC workshops are run in Pollsmoor, Cape Town, with inmates and members of staff. We also network with the Centre for Christian Spirituality in Cape Town to run workshops in spirituality and masculinity .

Conflict Management workshops in schools

A series of conflict management workshops is being planned in Eastern Cape this year as part of a 5 year research project that the Nelson Mandela Metropolitan University is conducting on three schools of Walmer Gqebera 'township'. Shena Lamb is part of the conflict management team of this project and is doing a research masters in conflict management which comprises: Phase 1: a needs assessment (questionnaires to approximately 100 educators and 250 learners plus focus groups and in-depth interviews with educators and principals) which will then be statistically analysed to accurately map the type of conflict currently occurring. Phase 2: conflict management training for educators and principals (Basic AVP workshops) which will be evaluated. If the evaluation proves positive, the idea is to take these educators through the AVP Advanced and T4F training.

Peer mediation in schools

Phaphama Initiatives began a peer mediation programme in 2005, when the QPSW (Quaker Peace and Social Witness) worker trained a number of our facilitators in mediation work, with a view to establishing peer mediation programmes in schools where we are running AVP. This is still in the

process of being set up.

**"Outward bound" activities
Eastern Cape is keen to develop
and incorporate a hiking trip and
AVP workshop for 'Youth at Risk'
as members of the facilitation
group are involved in hiking and
Outward Bound activities and have
seen the benefits gained from such
activities. A hike to a venue
followed by a day of rest and some
workshop activities followed by the
return hike sounds like a workable
activity. The facilitators will lead
the hike and interact with the group
on the way.**

Damietta Initiative

**The Damietta Initiative is a pro-
active Franciscan religious
enterprise whose mission is to
build up in Africa - at local and
national levels - the theory and
practice of nonviolence,
reconciliation and care for creation.**

**In response to this mission, the
Damietta Initiative will activate the
twelve thousand members of the
religious family throughout
different regions in Africa. This has
the full backing from the combined
leadership at the highest level.**

**Phaphama Initiatives is providing
AVP Basic workshops as the
foundation for this work wherever it
is carried out.**

CORE

**This programme involves work
with Corporations and Government
Departments and has been running
since
2004 and uses the same format as
AVP workshops.**

Rationale:

Corporations in South Africa (and no doubt elsewhere) are often highly stressful and even dysfunctional places where the emphasis on task-achievement prevents the nurturing of respectful, authentic human relationships and creating the kind of alive workplaces that we all want to be part of. Often also, workplaces are so hierarchical in their structure that effective communication is all but non-existent.

With this in mind, Phaphama Initiatives has created a number of interventions, drawing on our experience in AVP and TALK (see below) to address this challenge i.e.:

- Emotionally Intelligent Leadership**

- Diversity Appreciation**
- Conflict Transformation**
- Stress Management**

AVP within the Peace Education Programme, Centre for Adult Education (CAE), University of KwaZulu-Natal, South Africa

**Report prepared by Tim Houghton
AVP facilitator, Coordinator, Peace Education Programme, University of KwaZulu-Natal**

Although our university doesn't have a strong history and tradition of collaboration with broader civil society, co-operation between the CAE and other organisations outside the academy, such as AVP, has worked well in drawing NGO expertise into our programme.

The alliances with other NGO providers of peace education ensure that our course is fresh and draws on the experience and knowledge of practitioners in communities.

The Peace Education Programme trains and supports grassroots peace activists in the Midlands of KwaZulu-Natal. Participants in our Programme are typically unemployed Zulu-speaking adults, motivated to make a contribution to peace and stability in their communities. Following a brief but intensive period of consultation and recruitment in the target community, fifteen to twenty participants are selected.

They attend two five-day workshops which focus on fundamental skills of communication, conflict resolution and peace-building. The training culminates in a strategic plan for the implementation of peace projects in specific areas. Thereafter, each group is supported by Programme staff for two to three years as they implement peace education and peace-building projects in their communities.

Workshop One of our training includes a complete 2-day AVP Basic Workshop which carries the benefit to participants of certification, a career pathway, and a national and local support network. By end 2005 we had taken two community groups through to the second level AVP workshop.

Recently, due to popular demand, Workshop Two of our training, which typically takes place two to three weeks subsequent to the first workshop, has been revised to include a full 2-day AVP Advanced Workshop. Participants thus complete their training with a good sense of AVP and the potential for taking AVP into their communities. Our most recent group of

graduates has included a T4F Workshop in their strategic planning for 2006. Following the completion of T4F, they will introduce AVP into local schools as part of their community peace project.

We currently have about 36 participants ready to proceed with the T4F workshop and we are now trying to raise funds to conduct the training.

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TALK African language and Cross-cultural Communication

In South Africa, language remains one of the most powerful but subtle dividing tools, with proficiency in English giving access to all kinds of social, economic and political opportunities. Despite the fact that nine indigenous African languages have official status, they are still severely marginalised and under-resourced, often with mother-tongue African language speakers themselves choosing to use English in the family and work lives.

TALK provides an interactive,

person-centred method of African language and culture learning that enables people to build meaningful relationships with one another.

TALK Tourism - Community-based tourism

With its aim of building constructive and positive relationships between people, Phaphama Initiatives has over the years developed a genuine community-based tourism arm, which provides a channel through which people can engage meaningfully with the reality of our country that is at once warm, welcoming, pain-filled, forgiving and hopeful. While not many South Africans are making use of this opportunity yet, this is all the more important for our own people who come out of an extremely divided past.

TALK Tourism is committed to building peace by creating inspiring opportunities for indigenous communities in South Africa to share their lives with people from different cultures, in ways that generate employment, uphold personal and cultural dignity, and are mutually enriching. Mutuality is probably the key value underpinning the work of TALK Tourism; here for once is an opportunity for visitors to meet and talk to local South Africans as equals; not as "showcases" of some bygone African culture, nor as "interesting sights" to be seen from the window of a passing vehicle. This opportunity for a reciprocal sharing of life experiences - whether through day visits or overnight stays - transcends race, culture and country boundaries and more than anything else, shows us that

**beneath all our colourful,
fascinating and sometimes
frustrating differences lies a
common humanity.**

Funding

Our funding comes from grantmakers and individuals - about 50%; commercial work done by the organisation in providing workshops to corporate and government clients - about 40% with a further 10% for project management. International visitors to prison workshops have also been a source of funds.

Evaluation

To evaluate our work we use a variety of research methods including;

- o Session evaluations after each session**
- o Individual participant evaluations after each workshop (please see attached the evaluation questionnaires for our various programmes)**
- o A written report by the facilitation team after each workshop, taking into account both of the above.**
- o Baseline studies in schools where we are beginning to work, followed up by repeat questionnaires once participants have gone through the basic workshop and wish to attend the Advanced workshop.**
- o External evaluations when resources permit. These reports can be made available for the following projects; The Integrated Youth Offender Programme (IYOP) (see above) in Boksburg Prison; The AVP intervention in Leeuwkop Prison, Johannesburg is currently being externally evaluated; One of our Eastern Cape facilitators, Shena Lamb, has just had her proposal for a PhD accepted with Nelson Mandela Metropole University in Port Elizabeth. She is to train the teachers of 3 schools in AVP. Her research will hopefully show the positive impact AVP training will have on the development of safe school environments and improved cultures of learning.**

New Developments

Shena Lamb has just had her proposal for a PhD accepted with Nelson Mandela Metropole University in Port Elizabeth. She is to train the teachers of 3 schools in AVP. Her research will hopefully show the positive impact AVP training will have on the development of safe school environments and create better learning by building the school community and improving communication etc (all the pillars of AVP).

We have created a blog

www.phaphama.blogspot which helps communicate what we are doing to interested people. It has also started to be used for discussion between Phaphama Resource Team in different parts of the country. www.phaphama-initiatives.blogspot.com is a photo gallery

Publicity is important if we wish AVP to spread and the quarterly newsletter 'Expect the Best' and a pamphlet help secure funding from the Department of Social Services to train Probation Officers in the Western Cape. The newsletter also helps AVP facilitators develop pride and an identity.

Report prepared by Judy Connors

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Ukraine

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AVP Ukraine Introduction and Country Profile

The AVP project has been invited by Odessa Regional Mediation Group (ORGM). For more than 10 years this organization has been involved in alternative conflict resolution. The

peace work of the program is in full conformity with ORGM activities. Their previous and present projects deal with conflict resolution in multiethnic communities, teaching teenagers how to manage and resolve conflicts/disputes, etc. At the present moment ORGM is implementing Restorative Justice program in Odessa. AVP project is an element of this major program. The specificity of our multiethnic region, its openness to various innovations and dynamic character create all the conditions for peace work. During the recent two years the legislative basis has changed for the better, some new laws have been adopted (the Law supporting Restorative Justice, the Law against domestic violence), facilitating the promotion of relevant programs.

AVP in Ukraine has been implemented for 18 months, so we are relatively young. But we have many accomplishments. Our target groups include women's colony (a correctional institution for female offenders), juvenile offenders, school psychologists, the staff members of various NGOs. We have also organized training sessions for women involved in a human trafficking program. The specific feature of our project is its relation with Restorative Justice program and a Juvenile Center. We plan to expand the project to other towns of Ukraine and we have already delivered a workshop in Lviv and have been invited to Zaporizhya. We are open for cooperating with AVP international. We strongly hope that our joint effort and experience will help promote the project.

Workshops

To date we have run 11 basic , 4 Advanced and 2 T4F level workshops and trained 18 Facilitators. The workshops are usually held at the host organizations where we are invited. Sometimes when we invite groups we conduct workshops in the offices of NGOs cooperating with ORGM.

The specificity of our AVP program is its

close relation to the Restorative Justice Program, particularly the Juvenile Center. AVP workshops are both re-socialization and preventive in character. We are also running workshops about Culture of peace, tolerance and communicational mediation.

Facilitator Training

Every month we organize meetings to share interesting points or problems arising in facilitators' work or in groups in the course of training. Once every two months we organize workshops for the facilitators aimed at developing our communication skills and discussing issues of common interest. Such workshops provide opportunity to test the exercises, which have been invented, for their further use during the workshops with the clients.

Our project has been implemented only for 18 months, now we are at the re-enforcement phase. We have gained confidence in delivering training workshops according to the pattern taught by Moscow facilitators. We have accumulated our own experience. In summary, we have a certain basis for confidence and we are open for new training opportunities.

Funding

We are funded/sustained due to Friends' House and Moscow AVP, thus we are able to cooperate with numerous organizations. Many facilitators are social workers of various municipal agencies facilitating access to a correctional institution and helping in finding premises for the workshops. It also affects avourably recruiting target groups for the workshops.

Evaluation

We primarily assess the frequency of invitations received from different organizations and the number of people attending AVP workshops. We also evaluate feedback from the participants. We prepare

monthly reports containing evaluation of our work in terms of quality and quantity. Our evaluation is carried out with the support of ORGM, ORGM Board, Friends' House Board in Moscow.

Report Prepared By Ala Soroka

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AVP/USA The National Organization - Introduction

The Alternatives to Violence Project began in Greenhaven Prison New York in 1975, but wasn't organized on a national level until 1993. Over the past 31 years, AVP has expanded from that one prison setting into 41 states across the US. This report provides an overview of AVP/USA and how we have evolved to work together as a National organization. We also describe the work of our local chapters and the rewards and challenges they face organizing communities and prisons to do AVP workshops.

Our path has not always been easy, but our organization's commitment to allow Transforming Power to work through our members, and to use the tools of the program to create community and solve problems, has allowed us to build a very dynamic grassroots organization that is both innovative and effective. We have no paid staff or a formal hierarchy to govern our efforts.

At one time, from 1993 - 1998 we tried to work

with a more traditional structure (paid director and officers) but we found that that structure limited how local AVP chapters perceived the national organization. There was very little buy-in or commitment to the larger network of AVP. Instead, now we have a decentralized and relatively flat organization. We have no paid staff or any formal hierarchy to govern our organization. All of our work is done through committees, with voluntary leadership, and with minimal bureaucracy.

How Are We Organized to Do Our Work

We have a group of elected officers (President, Vice President, Secretary, and Treasurer) and Clerks for each of the organization's committees. The officers are not decision makers, but information holders and function primarily at the Annual National Gathering. Decision making is done at the committee level. There are five core committees, which are: Conference Committee, Education Committee, Finance and Fundraising Committee, Communications Committee and Technology Support Committee. More recently, three new committees have been established, and they are: the International Committee, the Youth Committee and the Restorative Justice Committee. There are two important administrative/ oversight committees; the Committee of Local and Regional Groups [CLARG] and the Committee of Committees [CofC]. All committees are responsible for recruiting their own members, appointing their own clerks and for determining their budgetary needs and how they function.

We also have By-Laws, a Policy Statement and a Mission statement.

Our website [www.avpusa.org] will give you more excellent detail on all these organization tools.

The mission of the Alternatives to Violence Project is to empower people to lead nonviolent lives through affirmation, respect for all, community building, cooperation and trust. Founded in and developed from the real

life experiences of prisoners and others, and building on a spiritual base, AVP encourages every person's innate power to positively transform themselves and the world. AVP/USA is an association of community groups and prison based groups offering experiential workshops in personal growth and creative conflict management for adults and youth. The national organization provides support for the work of these local groups.

AVP USA Committees

Committee of Local and Regional Groups:

The Committee of Local and Regional Groups [CLARG] is one of the proudest developments of AVP/USA. The committee is comprised of one or two representatives from each region of the US. The US is divided into 11 multi-state regions that are each overseen by one or two regional representatives. These representatives work to keep locals connected within their regions, to communicate local needs to AVP/USA, to share national information with locals, and to help problem-solve when needed. They also track their local's activity and help new locals get off the ground by providing seed grant money and information about obtaining nonprofit status. The CLARG Co-Clerks sit on the Committee of Committees and are responsible for providing input to the direction of AVP/USA from local chapters. CLARG is also responsible for nominating the President of AVP/USA to the membership each year. CLARG meets via conference call four times a year [at a minimum] and at the Annual National Gathering.

Committee of Committees:

The Committee of Committees (CofC) is composed of the Clerks of all the committees. It has the responsibility of sharing information and coordinating the committees regarding shared decisions affecting the organization such as the budget or other multiple committee activities. Primary decision making remains at the committee level, but in the event of shared issues or a disagreement among committees, the Committee of Committees helps with the

decision. The CofC nominates to the Annual National Gathering a person, normally one of its members, to be appointed as Vice President of AVP/USA. CofC also meets via conference call four times a year [at a minimum] and at the Annual National Gathering.

Conference Committee:

The Conference Committee has the responsibility for planning and facilitating the Annual National Gathering, including site selection, agenda, program and all preparations and publicity. The AVP/USA Annual National Gathering is the event of the year during which local chapters assemble to share exercises, frustrations and celebrate accomplishments. It is also where we have our committee meetings and where the annual membership comes together to make decisions for the organization including officer election.

Education Committee :

The Education Committee is responsible for developing AVP/USA manuals and other instructional materials and training as needed. While this committee coordinates the development of our manuals, they garner input from facilitators around the world for out products.

Finance and Fundraising Committee:

The Finance and Fundraising Committee is responsible for overseeing all financial matters of the organization. It prepares an annual budget for the Annual National Gathering, with input from committees and in consultation with the Committee of Committees. It arranges an annual audit of the books twice a year. The Finance Committee also provides two important services for local AVP chapters. We offer \$250 seed grants to new chapters and Tax Exempt status (501c3) under our own exemption. 501c3 status allows locals to raise money as a non-profit. This committee nominates, to the Annual National Gathering, a person to be appointed as Treasurer of AVP/USA.

Communication Committee :

The Communication Committee is responsible for establishing and maintaining the communications system of AVP/USA, including disseminating and responding to electronic, written and verbal communications. It is also responsible for developing [except manuals], publishing, marketing and distributing AVP/USA materials and visual aids. AVP/USA maintains a distribution center from which manuals and other AVP literature are distributed. In 2005/6, 1445 manuals were distributed, of which 98.7% were for facilitators and 1.3% were for the public.

The AVP/USA website [www.avpusa.org] is a project of the Communications Committee. It has multiple functions, which are primarily outreach to AVP/USA facilitators, networking within the organization, and data management. The Communications Committee manages the publication of the Transformer, a quarterly newsletter for AVP facilitators with articles written by facilitators from around the world. Finally, Peter Hoover manages the AVP Listserv, an internet bulletin board for AVP facilitators anywhere in the world. This listserv [AVP-L@cornell.edu] is an excellent venue for facilitators to communicate with each other about any AVP related issue.

The Communication Committee nominates to the Annual National Gathering a person, normally one of its members, to be appointed as Secretary of AVP/USA.

Technology Support Committee:

The Technology Support Committee determines needs, researches appropriate technologies and makes recommendations. After consulting with all effected committees, it implements and monitors the implementation of the recommendations.

International Committee:

The International Committee was established to interface with AVP International, to promote good relations between AVP

International and AVP/USA. The Committee will provide any information it has to AVP/USA facilitators going overseas to help them be more effective. It desires to be a clearing house of information about AVP/USA facilitators doing AVP outside the US. Members on the Committee all have extensive international experience.

Youth Committee:

The purpose of the Youth Committee is to represent youth in the future of AVP. Some important issues relating to youth in AVP are: Is there a place for youth facilitators in AVP? Should the collaboration between AVP and HIPP [Help Increase the Peace Project] be recognized and supported? Can youth safely attend AVP events where former sex offenders are present? What has AVP learned since its inception about involving youth in conflict resolution and the peacemaking process?

Restorative Justice Committee:

The Restorative Justice Committee is working to find a practical way to weave together restorative justice and AVP principles. While there is much overlap, restorative justice practices often involve participation of those who have been harmed by crime, those who have harmed others through their criminal actions, and members of the communities affected by a specific offense. AVP prison workshops, in contrast, involve only those who have harmed others, and the focus is on the present and future, not on past actions and repairing harms done. The Restorative Justice Committee is working on answering the question, "In what way could we incorporate the victim's and community's perspectives more intentionally into AVP, and ought we to do that?"

AVP Workshops

We estimate that AVP programs in the US provided over 600 workshops by over 750 outside facilitators in 2005. [Actual numbers reported were 589 workshops with 717 outside facilitators, however, these are under-

representative because several locals did not report their activity.] Approximately 84% were done in prisons and 16% in schools and in communities. About 55% were Basic Level, 34% Advanced, and 11% Training for Facilitators.

If we guesstimate the average workshop is 18-20 hours and has 13-15 participants, then AVP/USA has provided from 140,000 to 180,000 participant-hours of trainings in 2005 at little to no cost to the criminal justice system. And if there are four trainers per 20-hour workshop averaging \$20/hour, the market value of our trainings is \$960,000 annually.

AVP Challenges & Accomplishments

AVP/USA and AVP Local Chapters share accomplishments and challenges. At both levels there is a need for more volunteers, particularly ex-offenders to assist in running the organization and implementing workshops. For those who are currently active, the biggest challenges are time to manage their chapter and the national organization efficiently and time to enjoy the experience of the workshops.

In addition, the USA is a very large and diverse country. Needs of states and locals differ significantly across this vast nation and trying to coordinate for all of those needs with a volunteer based organization is very challenging. Also, our volunteer capacity is highly variable. Members differ in the time they have available to volunteer work, access to computers and the internet, skills in community organizing and basic networking. Over time our committees have begun to work more like AVP workshop teams using a simple mentoring process to support regions or locals who need help.

There are also the usual challenges of dealing with the corrections system, which differ from state to state (sometimes within states) and are ever-changing. But there are a number of AVP groups who have made significant progress setting up close relationships with

their departments of correction and AVP is making a difference in those locations. Another challenge is getting enough outside facilitators to hold enough workshops to meet the requested demand. Often waiting lists are extensive. Unfortunately one of our biggest challenges is recruiting facilitators from community workshops. Attendance at them is very difficult. |

A major concern in the US and in the AVP community is what happens when inmates are released from prison. Traditionally, AVP has been primarily focused on inmates within the prison system, but is now putting energy into re-entry programs. (re-entry to the community) For a number of years, AVP/New York has run the "Landing Strip," which supports AVP trained inmates who have been released and live in the area. AVP/Delaware recently received a grant to establish a re-entry program for the state's women's prison. Many other AVP programs are interested in re-entry as well.

AVP has been used in a variety of settings, e.g., Universities, Community Colleges, Boys and Girls Clubs, community service groups, etc. It has also been very effectively used with prison staff. In fact, the AVP model received the "2004 Award of Excellence" from the International Association of Correctional Training Personnel, and several states use it as part of their training of correctional staff.

Report Prepared by John Shuford and Ann Ward

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