

**Conscience Studio**  
**Peace and Conscience Intensive Training**  
 90 W University St., Alfred, NY 14802 USA  
 24 June - 3 July 2016

**Facilitators**

Nadine Hoover, Sarah Mandolang, Autumn Star, and apprenticing: Youngsil Kang

**Other Participants**

Marna Herryty, Kevin King, Turtle MacDermott, Joan Marshall-Missiye, Linda Handville, Sonja Sponhiem, Tali Saxton, Felicitas Zschoche

<u>Daily Schedule</u>	<u>Daily Leadership</u>	<u>Session Schedule</u>
7:00 Walk	Friday Sarah	Welcome
7:30 Tea & coffee	Saturday Autumn	Gathering: Name and...
8:00 Breakfast	Sunday Nadine	Agenda Preview
8:30 Clean up	Monday Sarah	Activity / Play (repeating)
9:00 Session	Tuesday Autumn	Reflection
12:00 Lunch	Wednesday Nadine	Closing
1:00 Rest/Walk	Thursday Sarah	
2:00 Session	Friday Autumn	<b>Debriefing Questions</b>
5:00 Rest/Walk	Saturday Nadine	1. What did you notice, feel, learn?
6:00 Supper	Sunday Team	2. What will you do differently at home or work because of this?
6:30 Activities (Sessions Tu/Fr)		

**Opening Circle Suggestions**

**Empowerment**

- I: Something about me that brought me to this training
- II: A place I felt safe as a child is...
- III: A power or gift I have for the good is...
- IV: A person I respect and one reason why...
- V: Three words for how I feel right now are...

**Resiliency**

- VI: One thing from the training that empowers me...
- VII: How I feel as the weather report...
- VIII: One sentence for I feel right now... in cat...
- IX: None
- X: One thing I'm taking home from this training...

**Liberation**

- I: One time I felt fully alive was...
- II: My favorite color... and why...
- III: A time I was afraid of being left out was...
- IV: My favorite body part... and why...

**Schedule**

<b>Arrival</b>	Friday	2:00pm -- airport pickups in Rochester and Buffalo
	Friday	5:00pm -- registration and supper
<b>Empowerment</b>	Friday	6:00 - 9:00, 3 hrs: Affirmation
	Saturday	9:00-12:00, 3 hrs: Communication
		2:00 - 5:00, 3 hrs: Transforming Power
		6:30 - 9:00, optional Sharing Our Stories
	Sunday	9:00-12:00, 3 hrs: Cooperation
		2:00 - 5:00, 3 hrs: Empathy

**Discernment**

- V: A saying or quote that helps me do what's right is...
- VI: A person who's feedback I appreciate & why...
- VII: One way I test whether or not something is true...
- VIII: Something I trust about my community is...
- IX: Items in an ecology that rejuvenate me...
- X: One thing I'm taking home with me...

**Resources**

- ConscienceStudio.com
- Power-of-Goodness.info
- AVPNY.org and AVPUSA.org
- AVPInternational.org
- RC.org and fpt-awp.org
- New Jim Crow and The Anti-Racist Cookbook

<b>Resiliency</b>	Monday	9:00-12:00, 3 hrs: Safety 2:00 - 5:00, 3 hrs: Trauma 6:30 - 9:00, optional Finger Lakes Trail Light Hike
	Tuesday	9:00-12:00, 3 hrs: Remembering 2:00 - 5:00, 3 hrs: Reconnection 6:30 - 9:00, 2.5 hrs: <b>Reflection of Practicing Peace</b>
<b>Liberation</b>	Wednesday	9:00-12:00, 3 hrs: Prejudice 12:00-12:30, optional Peace Vigil downtown 2:00 - 5:00, 3 hrs: Overcoming Prejudice 6:30 - 9:00, optional Movie Night: Silaturahmi & The Upward Spiral
	Thursday	9:00-12:00, 3 hrs: Liberation from Oppression 2:00 - 5:00, 3 hrs: Liberty of Conscience 6:30 - 9:00, optional Open Mike Night
<b>Discernment</b>	Friday	9:00-12:00, 3 hrs: Power and Conviction 2:00 - 5:00, 3 hrs: Discernment 6:30 - 9:00, 2.5 hrs, Feedback
	Saturday	9:00-12:00, 3 hrs: Direction 2:00 - 5:00, 3 hrs: Witness
	Sunday	9:00-12:00, 3 hrs: <b>Reflection of Practicing Conscience</b>
<b>Departure</b>	Sunday	12:30pm -- departure for airports to Rochester and Buffalo

### Friday night and Saturday - Tuesday

Plan	Fac.	Activities		Play (15 min ea)
10	Team	Opening Talk: History, Approach, Logistics		
30	Nadine	Affirmation Names	Autumn	Blanket Game
30	Sarah	Cooperative Agreement	Nadine	Big Wind Blows
45	Autumn	Affirmation in Pairs		<b>FRI I-145s</b>
45	Nadine	Good Companions	Autumn	Houses & Tenants
45	Sarah	What is Violence?	Nadine	Bump Tag <b>SAT II-120a</b>
40	Autumn	A Conflict I Solved Nonviolently	Sarah	Here I Sit
20	Nadine	Transforming Power	Autumn	Pattern Balls
30	Sarah	Companion Groups		
10	Autumn	Personal Commitment		<b>SAT III-130a</b>
45	Nadine	Concentric Circles	Autumn	Tear Paper
60	Sarah	Broken Squares	Nadine	Pass the Dance
20	Autumn	Affirmation Posters	Sarah	Slo Mo Tag <b>SUN IV-125n</b>
50	Nadine	Empathy	Autumn	Sounding Circle
45	Sarah	I-Messages	Nadine	Car & Driver <b>SUN V-120n</b>
30	Autumn	Stand on a Line	Sarah	Sounding Circle
30	Nadine	Step Into the Circle	Autumn	Front-to-Front
40	Sarah	Stress, Distress and Reactions	Nadine	Play - Intro <b>MON VI-130s</b>
45	Autumn	Empty Chair	Sarah	Slo-mo Tag
45	Nadine	Speak Up	Autumn	Play <b>MON VII-120s</b>
150	Sarah/T	Stories of Trauma	Nadine	Walk <b>TUE VIII-150a</b>
45	Autumn	Positive Sculptures	Sarah	Limbo Sticks
40	Nadine/T	River of Life (with team)		<b>TUE IX-120a</b>

### Tuesday evening Reflection of Practicing Peace

30	Sarah	Personal Reflection	Nadine	Ms Mumbly
30	Autumn	Open Questions		
10	Nadine	Next Steps		
20	Autumn	Reflection of the Whole		
10	Sarah	Closing: Let It Go / Weave Weave		<b>TUE X-120y</b>

### Wednesday - Friday

30	Nadine	Cooperative Agreement/Language Matters	Autumn	Push Hands
50	Sarah	Labels	Nadine	Pattern Balls
20	Autumn	Companions: Our Core Selves		<b>WED I-120n</b>
45	Nadine	Speak Out	Autumn	Play
45	Sarah	Gathering for Silence: <i>Stop, Open, Listen, Speak</i>	Nadine	Wake Up in the Forest
15	Autumn	Journaling: <i>Experiences of Transforming P.</i>		<b>WED II-130n</b>
15	Nadine	Liberation from Oppression		
55	Sarah	Companions & Journaling: <i>Privilege</i>		
50	Autumn	Concentric Circles: <i>Privilege</i>		<b>THU III-120s</b>
50	Nadine	Breakthrough	Autumn	Whacha Doin?
55	Sarah	Web Brainstorm: <i>What I need to stay aware of TP</i>		<b>THU IV-120s</b>
45	Autumn	Gathering for Sharing: <i>Experiencing TP</i>	Sarah	Crocs & Frogs
50	Nadine	Companions: <i>Experiences in Hard Times</i>		<b>FRI V-110a</b>
50	Sarah	Picture Sharing	Autumn	Sun & Umbrella
50	Nadine	Fishbowl: Feedback		<b>FRI VI-120a</b>

### Friday Evening

90	Autumn	Companion Groups: Feedback	Nadine	<b>Play</b>	<b>FRI VII-90y</b>
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### Saturday

45	Sarah	Gathering for Silence	Sarah	Play
75	Autumn	Gathering for Sharing: Feedback		<b>SAT VIII-120n</b>
45	Nadine	Gathering for Discernment: <i>Direction/Dispute</i>	Nadine	Pruee
45	Sarah	Empathy	Sarah	Play
30	Autumn	Studio: <i>Experimenting with TP Plans/Witness</i>		<b>SAT IX-120n</b>

### Sunday Morning Closing

15	Nadine	Journaling: <i>Commitment to Self &amp; Com</i>	Nadine	Human Pretzel
45	Sarah	Whisper Circle: Conscience Solo		
15	Autumn	Open Questions/Next Steps		
30	Nadine	Reflection of the Whole		
15	Sarah	Closing: Affirmation Posters; Weave Weave		<b>SUN X-120t</b>

### Play Stations

Playdough (4), Fingerpaint (2), Oobleck (2), Bubbles (2), Drawing (pencil, crayon, pastel) (4), Painting (pencil/ink/watercolor) (4), Blocks (2), Tinkertoys (4), Set (4), Balls (3), Storybooks (2) = 33 places/3 = 11.

### Next Steps

**Subscribe** to the Conscience Studio e-news list.

### Conscience Studio Intensive

February 4 - 10, '17 in Pati, Central Java, Indonesia

### Custom Training

Invite this training to your place or group as:

- one nine-day event
- two five-day events
- four 2.5 day events
- one 2.5 day plus four 1.5 day events

**Empowerment Workshop**  
**Alternatives To Violence Project (AVP) Basic**  
**Workshop Equivalent • 24-26 June 2016**

**Welcome**

Welcome to Conscience Studio Intensive Training. Please sit comfortably, feel your feet on the ground and your whole body relax on your skeleton. Let your self be here. ... Stop. ... Sit silently. ... Let yourself fall away. / Let what you want, ... what you like, ... what you understand, ... fall away. / Feel your breath, ... your heartbeat, ... the unconditional gift of life. / Open to the transforming power of life. ... This is it. ... This is enough. / Life is valuable, you are alive and valuable. Nothing you can say or do will make you any more valuable. ... This is it. ... This is enough.

**History**

The basic workshop comes from the Alternatives to Violence Project (AVP), begun in 1975 by Quakers, peace and civil rights activists, alternative education movement and prisoners. We added how to be companions from Re-evaluation Counseling (RC) in the 1950s among unemployed workers in Seattle WA and memory reprocessing from the new brain research. In 2005, Nadine Hoover took AVP and RC to people in war or displaced by war with the support of **Friends Peace Teams, Asia West Pacific Initiative**. Building on AVP, we gathered a set of practices essential for citizens committed to cultivating and preserving a culture of peace. **Conscience Studio** took on publishing and disseminating these trainings.

**Approach**

- There's goodness and capabilities in everyone.
- Everyone teaches; everyone learns.
- We learn thru experience, reflection & sharing.
- Every person's journey is different.
- Focus on learning and personal change in private and public life, not religion or therapy.
- Attend voluntarily, not coerced.
- We discern decisions based on everyone's input.
- Be joyful, playful, curious, awestruck, surprised, creative, hospitable, and loving!

**Road Map**

- Friendship & Agreements
- Affirmation & Safety
- Communication & Remembering
- Cooperation & Reconnection
- Power & Equality
- Conviction & Simplicity
- Transformation & Discernment
- Direction & Settlement

**Affirmation Names**

People living in peace use about 60,000 words. People experiencing violence drop to about 6,000 words in daily vocabulary. How many positive words can you think of and use? Using a diversity of positive words is very powerful.

**Cooperative Agreement**

Friendship is critical for peace, yet some of the worst violence in the world occurs between loved ones and neighbors. We build friendships based on commitment to practice and to hold each other to a core set of agreements. We consistently preserve peace and nonviolence when we all practice and remind each other of these agreements. The agreements are for the duration of this workshop. If you decide to practice these agreements in your daily life, you may post them at home, work, school or other gathering places.

**Cooperative Agreement**

- Affirm self and others; no put downs.
- Listen, don't interrupt.
- Speak simply, without fear of mistakes.
- Tell your own stories, not others'.
- Ask for & give hospitality, feedback, help.
- Call for play or silence when needed.
- Use your right to pass.
- Volunteer yourself only.
- Take care of each person, the group, the community and the land.

**Affirmation in Pairs**

**Open with Good Listening**

Good listening is non-verbal, it is when we are not speaking. 80% or communication is non-verbal. So right now, with your face and body show me bad listening... okay stop, we don't want to practice that. Show me (...) listening. Stop. Notice how your breathing changes. Notice how listening is in your muscles, your face, your breathing, how you can read others and how they read you.

**Affirmation in Pairs**

In a pair, take 3-4 minutes each in turn for one person to affirm him/herself and the other to practice listening. If the speaker no longer knows what to say, just be silent and wait for new ideas to come. After each has had a turn, then take 3-4 minutes to talk about what it feels like to notice the value and authenticity of one's life.

## Good Companions

We go beyond good listening to be good companions by staying present in our core selves and remember the core self of the other person. Listen, learn from and discharge our distresses. Make decisions from our core selves not from distress, and invite others to do so also.

## Add Cooperative Agreements

- Discharge distress; speak directly to one in dispute.
- Play with people of all ages and backgrounds.

## Good Companions

- Pay attention to other's goodness & capabilities.
- Stay calm and present in this place and time.
- Note your distresses to come back to later.
- Take equal turns.

## DO NOT:

Make it about you, interrupt or tell your own story.  
Figure it out, fix it, give advice or solutions.  
Over-react or steal the other's emotions.

## Emotional Discharge

Emotion	Signs of Discharge
Grief	Crying, sobbing, moaning, wailing
Fear	Shaking, shivering, cold sweat, urinating, laughing
Anger	Loud voice, sharp movements, pacing, hot sweat, laughing
Boredom	Conversational talking, laughing
Joy	Conversational talking, laughing
Pain	Yawning, stretching, scratching

*A natural sign of healing not of being hurt.*

## Storytelling: First responders protocol:

1. Where did it happen?
2. What happened?
3. How did you feel when it happened?
4. When was it over (at least at that time)?

## Pivotal Moments

What changed the situation, when it went towards nonviolence instead of violence. NOT the story, the actions or words that changed the direction.

## Transforming Power

The power of life, which is always changing and creating anew; it can change yourself, others and situations for the better. Is always present in everyone when we are open to it. How to be open to this power in each other:

- Believe in and ask for a nonviolent path.
- Risk being creative rather than violent.
- Look for what's right & good in every person.
- Believe that all sides can win.
- Be ready to risk or suffer for what's important.

## Guides to Transforming Power

1. Seek to resolve conflicts by reaching for common ground.
2. Reach for that something good in others.
3. Listen before judging others.
4. Base your position on truth.
5. Be ready to revise your position, if it is wrong.
6. Expect to experience great inward power to act.
7. Risk being creative rather than violent.
8. Use surprise and humor.
9. Learn to trust your inner sense of when to act.
10. Be willing to suffer for what is true.
11. Be patient and persistent.
12. Build community based on honesty, respect, caring.

## Companion Group Questions

- How do I experience transforming power?
- What do I need to have or let go of to stay aware of transforming power in each moment?
- What distresses or rigid patterns do I need to listen to, learn from and discharge?
- Who can I rely on and who relies on me? How do I ask for, offer and exchange help?
- What am I learning from experimenting with transforming power in my life?
- How are love and truth working in me, with what implications, how are they prospering in my life?
- What are the fruits of my experiment: love, joy, peace, strength, compassion, beauty, truth, equality, liberty and so forth?
- How do I share the extra I have and with whom?

## Personal Commitment

In my own words, based on my conscience, ethics or faith, what commitment will I make to myself to rely on nonviolence rather than violence in my private and public life? And what 1-3 steps will I take.

### Examples:

=> I commit to experimenting with the transforming power of life - love, truth, goodness, and capabilities - in my private and public life, for the well-being of the planet and the people.

=> I commit to being my fullest and most authentic self and to use my power in conscientious and purposeful ways to benefit all beings and the earth.

## Concentric Circles

The team will choose the questions, such as:

1. A person who influenced my beliefs and how...
2. How my beliefs are seen in the way I live...
3. Feelings or rigid patterns that obscure my core self
4. A time I did the right thing even though I felt afraid
5. A hope for the future and the steps I'm taking...

## Broken Squares

**Goal:** Make five equal-sized squares. This activity is successful when each member of the group makes one equal-sized square.

**Rules:** May give one, some or all of your pieces, but must put directly in the other's hand.

May not set pieces in the middle or into another person's work space.

May not ask for or take pieces from another.

May not talk or use codes or sign language.

When finished, wait quietly until others finish.

## Empathy

A problem I face right now is...

"I have that problem too."

In my life, it's like \_\_\_\_\_.

How I can face it is \_\_\_\_\_.

## I Message

\_\_\_\_\_[Name]\_\_\_\_\_,

I feel \_\_\_\_\_ (specific)

when \_\_\_\_\_ (concrete action or words)

because \_\_\_\_\_ (concrete consequence)

I need \_\_\_\_\_ (concrete action or words)

## Resiliency

*RC and Trauma Recovery • 27-28 June 2016*

### Add for Trauma Healing & Play

- Discharge distress, speak directly to one in dispute.
- Play with people of all ages, young and old.

### Stand on a Line

To do the real, hard work of life, we need to take very good care of ourselves. What do you do to take care of yourself? Brainstorm. On a continuum from "100% enough" to "0% enough", stand on the line for sleep (ask the group for others or do in general). Don't move, just look to where you'd like to be standing. Once everyone has their eyes on a spot, move and look back at where you came from and think of 1-3 concrete things you can do to make this change in your life. Interview. Repeat.

## Step Into the Circle

Do 3-5 rounds of Big Wind Blows, mix up who stands by who, then stop and do a variation: "Step into the circle if..." Once people step in, wait a moment.

Consider all the people inside and imagine what life is like if this is true, for all these different people.

Consider all the people outside and imagine what life is like if this is not true, for all these different people.

Step back.

*...hurt another person? ...felt alone and isolated?*

*...faced violence in your own home?*

*...felt helped in a time of need?*

*...felt accepted just as you are?*

## Stress, Distress and Reactions

**Definition of Trauma:** Trauma is caused by events that overwhelm the ordinary adaptations to life.

Traumatic events generally involve threats to life or bodily integrity, or a close personal encounter with violence or death. No instance is universally traumatic, so one cannot judge the event alone. Trauma is a feeling that is so overwhelming that one is reduced to terror and helplessness. *Adapted from Judith Herman, 1983*

## To Learn

Drink Water • Feel Safe • Move

### Rules of Place

Respect and love. Polite and patient.

Listen. Speak softly. Use your words.

Make decisions. Keep clean.

Be energetic and joyful.

### Rules of Play

Pick one thing to play with.

Take care of the materials.

Use toys for their purpose.

Focus, from start to finish.

Tell someone about it when you're finished.

Clean up; choose another thing to play.

Enjoy yourself.

## Empty Chair

Imagine a person who loves me. Stand behind my chair, name the person and his/her relationship to me, imagine I am still sitting in the chair and speak as if I'm the other person to introduce myself to the group and why I (as that person) love me.

## Speak Up

I am speaking to...

What I saw or heard was...

How it was wrong is...

It (broke my heart/made me mad) because...

What has to change is...

**Secondary Trauma:** Symptoms of trauma after one witnesses violence, treats victims or hears stories of violence.

### Stories of Trauma

In pairs, each tell a story of one event when you felt overwhelmed that seemed to stick with you:

- Where did it happen?
- What happened?
- How did you feel when it happened?
- When was it over (at least at that time)?

In pairs, each complete these sentences:

1. I was startled when...
2. I felt there was no way out when...
3. I froze when...
4. I felt (numb or outside myself) when...
5. I did what I was told or what I could, which was
6. I knew it was over when...
7. In order to feel better, I...

Read the sentence, feel it in your body, then try to look around the memory and write what you visibly see going on around you, NOT what you feel emotionally.

These stem sentences are a body feeling, not an emotional feeling and you should write only physical things you see or hear around you at each moment.

You will feel like you're splitting hairs.

You will feel like it does not apply in this case.

Persist and try. Then check each others'.

Draw a picture on each paper. Fill in speech or thought bubbles. Check each others'. Is it a concrete visible thing you can see or hear that is written? If not, try again.

In pairs, one person sits in a chair facing the wall and says "yes" twice, otherwise is silent. The other person take his/her pictures with the safe place on the top, tape them to the wall, step back silently and wait for a yes when the person is ready. Step forward, point with an index finger and read exactly what is written (no more, no less) starting with the Safe Place, reading the sentences then the bubbles. Step back silently and wait for a yes when the person is ready. Step forward, take the pictures down, remove the tape, stack them and give them back.

### Positive Moments Sculptures

#### Loss, Grief, Mourning

Write definition on the ground and stand around them. Do you agree or want to edit? Give 6-12 examples of each in turn. Step back & reflect.

**Loss:** something or someone important to us that we can never meet or have again.

**Grief:** a personal emotional reaction of deep sadness or sorrow in response to a great loss of a relationship, person, place or thing.

**Mourning:** time set aside personally or with family and community to remember and pay our respects for who or what was lost and discharge our grief over the loss.

We only grieve a loss when we lose something valued. Use anyone in the group to form a sculpture of what you valued about the person, place or thing you lost.

### River of Life

Name \_\_\_\_\_ Helper \_\_\_\_\_

Date \_\_\_\_\_ Recorder \_\_\_\_\_

#### Sit in Past

1. Say 3+ things in the past that made you who you are.

#### Sit in Present; Helper sits in Past (represents you in the past)

2. Say 3+ things in the present that made you who you are.
3. Speak to your past (helper) and say the inner strengths that got you to the present (record).
4. Speak to your past (helper) and say the outer supports that got you to the present (record).

#### Switch places; Recorder hands paper to helper

5. Read back the inner strengths and the outer supports that got you to the present.

#### Sit in the Future; Helper stays in the Present

6. Say 3+ things in the future that made you who you are.
7. Speak to your present (helper) and say the inner strengths that got you to the future (record).
8. Speak to your present (helper) and say the outer supports that got you to the future (record).
9. Speak to your present (helper) and say steps you need to take to achieve what you want in the future (record).

#### Switch places; Recorder hands paper to helper

10. Read back the inner strengths and the outer supports that got you to the future and the steps you need to take to be successful.
11. Give the paper to the person.
12. Invite them to make a small statute that represents the future, if they would like.

## Personal Reflection

1. What is my commitment in life?
2. What are my strong points?
3. What kind of person am I becoming?
4. When I take this home, what's going to be hard?
5. How can I get help? Whom can I ask and how?
6. What can I promise myself to do so that I use my strengths to become who I want to be and fulfill my commitment in life?

## Who Am I? (probably no time to do this?)

Write ten things that are the most important to your identity. Order them in order of importance, with the least important on the top. From the top, drop them away and feel what it feels like to not be that any more. Do one at a time slowly. Wait. Feel. When ready, take back the ones you do not want to live without and put them in order of importance.

## Songs

**Let It Go:** Let it go. Let it out. Let it all unravel. Let it free / and it can be / a path on which to travel.

**Weave, Weave:** Weave, weave, weave us together, weave us together in harmony and love.

## Liberation

*Liberation from Oppression • Liberty of Conscience  
29-30 June 2016*

### Cooperative Agreement: Liberation & Discernment

- Use what's needed and share the rest.
- Be authentic and changed by learning.
- Live in integrity with life's transforming power.

### Integrity

When word, deed and manner are consistent with:

- Apparent reality: honest and reliable.
- Our true selves: authentic and genuine.
- Life's transforming power: valid and fruitful.

### Labels

Brainstorm the way we label others. Name groups facing prejudice, the groups and "types of people" we're prejudice against. Divide into groups of five. Tape instructions on each forehead. Each person cannot read their own. We used "Ignore me." "Listen to me." "Tell me I'm right." "Tell me I'm wrong." "Encourage

me, but doubt what I say." Discuss "what to eat for Sunday lunch" or "if you have a dinner party, discuss where and what to eat". Don't go long. Experience it, don't practice it. Do a grounding, report how far you got on the answer and debrief (start with the most to least isolated). Ensure the group discusses the losses and damages prejudice causes everyone. Get 2-3 significant insights, then move on.

### Companions: Our Core Selves

Take out your core self drawing and/or your journal and add to the drawing or make notes while discussing:

- My true self is most apparent when...
- My true self is least apparent when...
- What others do that brings out my true self...
- What I do that brings out the true self of others...
- What I hope to remember from this is...

Divide time equally, with time to settle at the start and end. Speak about feelings and actions. Feel it release from the body. Remind companions of that role. Notice when speaking feels like avoidance or diversion and refer back to what felt like the core material. Ground after each person, rotate. Debrief in the large group.

### Speak Out

In the large group, discuss: *Times I was judged or treated unfairly, saw others judged or treated unfairly, or judged or treated others unfairly & how it felt...*

Turn to a neighbor and discuss: *What I can do to notice and respond to what's unfair and explore or ask for what is fair...* Place a chair in the center. Ask people to sit in the middle and name a group they are part of or are an ally to who are oppressed. Facilitator asks:

- What group do you represent?
- What do you like about (being)...?
- What do you dislike about (being)...?
- What do you like about others who are...?
- What do you dislike about others who are...?
- What do you never want to hear said or done to a member of your group again?
- What are the best ways to be an ally to...?

Speak your own thoughts and feelings, don't speculation or repeat hearsay. Give everyone a chance, then debrief, ensuring the group discusses the role of empathy and dialogue.



Discuss how prejudice is when we don't look for transforming power in the other.

### **Gathering for Silence**

See Liberty of Conscience Statement. Direct the group to practice: stop, open, listen and speak.

### **Journaling: Experiment with Transforming Power**

To commit to nonviolence we must commit to dialog. To commit to discernment and conscience, we must commit to journaling. An experiment with life and community requires a log: personal, group and community. Prompts to consider are (list in your journal for reference):

- Commitment to Self & Com / to Liberation
- Cooperative Agreements
- Exploration of 'Authentic Self'
- Experiences of Transforming Power +/-
- Distress Material Being Released
- Experimenting with Transforming Power
- Reflections from the Silence / Reading
- Help Needed, From Whom, By Doing What
- Feedback and Fruits of the Experiment
- Open Questions / Affirmative Vocabulary

**Liberation from Oppression Statement.** Discuss.

**Companions: Liberation from Oppression**

**Concentric Circles: Liberation from Oppression**

### **Breakthrough: Blocks & Resources to Conscience**

Stand on one side, place chairs in middle, the other side represents experimenting with love & conscience.

*What blocks my being aware of transforming power in every moment?* One-by-one, sit in a chair and "speak to yourself standing" as the Block, "I am [name Block], [name yourself]. I say [...]." Record each Block. We have inner resources that are Allies. Stand, move the chair, state the resource and how it helps. "I am [name the Ally], [name yourself]. I say [...]." Record each Ally. In your journal note the major blocks and resources, what you each need to let go of or to have in your life in order to keep your awareness of transforming power alert at all times. Not everything, just what you need. When you're done, get in groups of 2-3 trio and combine your lists that we must say no or yes to? Report. Then debrief.

### **Web Brainstorming**

*What I need to have or let go of in order to stay aware of transforming power in every moment.*

Brainstorm in your journal alone, share in companion groups, write one idea to a card, order the cards on the wall in a large group. Debrief.

## **Discernment**

*Tests of Discernment • Social Structure*

*1-2 July 2016*

### **Gathering for Sharing**

See Liberty of Conscience Statement.

**Question:** *How do I experience transforming power in my daily life?*

### **Companions: Experiences in Hard Times**

Companions decide if you want to be in a group of two or four. Divide the time evenly among members with a few minutes to settle in at the beginning and the end.

Companions practice good companionship--review the good companion guides. The focus person may sit silently letting go or listening inwardly, release emotion, and/or speak. Debrief/journal.

**Question:** *How do I experience transforming power in times when I fall short, fail, or am inadequate or the perpetrator?*

### **Picture Sharing: Guides to Transforming Power**

Select a picture that represents transforming power to you and why. Find a person and tell them how this picture represents TP. -- Stand, stretch, breath. -- As a pair, select one picture to represent transforming power to the pair and why, forming one story as a pair. -- -- Stand, stretch, breath. -- If time, as a companion group, select one picture to represent transforming power to the group and why, forming one story as a group. Post:

### **Discernment: Things to Notice**

Explore & play off one another to create a story.

The group's choice does not change my choice.

Use silence and inquiry as useful tools.

Note difference between:

the picture or the story.

select one or form a group identity.

give credit or formulate one voice.

listen make my point or to understand.

any feelings.

- What did choosing feel like?
- Notice speaking and listening.
- Notice personal and collective choosing.
- Notice experience of creating a story together.

### **Fishbowl: Feedback**

In large group, ask if anyone has something from their work here they are clear about that they would be willing to share in front of the group. Whoever volunteers, ask her to come to the center with her companion group. Ask her to read or tell it to their group. Tell the group, this is not about what we think, agree to, like, or even understand, this is about whether we sense transforming power alive in a thing or not. Please listen and say honestly whether or not it "rings true" and you feel the power in it or not. If the group senses this, then record it as stated, not improved or interpreted. Do this 1-3 times.

### **Companion Groups: Feedback**

*What I need to have or let go of in order to stay aware of transforming power in every moment and/or how transforming power is changing me.*

**Liberty of Conscience Statement**, distribute.

**Gathering for Silence**

**Gathering for Sharing**

**Gathering for Discernment**

### **Empathy**

*A problem I will face when I live my life based on transforming power in every moment is...*

### **Studio**

#### **Experimenting with Transforming Power**

Write in your journal, write a letter, make a bumper sticker, draw. In order to preserve peace, we need to develop our wide ranging capabilities, which takes time. So give it time, patiently. Write, draw, create, plan, meditate, whatever you need to express your inward experience & insight tangibly in your life in ways that affirm yourself & your group. [How can I record in public record affirmation for myself, my people, humanity and the Earth?]

### **Whisper Circle**

Remember a hurtful thing said to you when you were a child that has stuck with you. Think of the opposite or what you as a child needed to hear at the time. Write the POSITIVE thing on the card, so others can read it. Half the people sit in the circle silently. Half stand behind the others with one card in each hand and simultaneously bend forward and read the one in the left hand into the left ear, stand, then the one in the right hand into the right ear, then step to the right and repeat. Switch places and repeat. Debrief.

*It moved me a couple jumps closer to my center. The Peace and Conscience Intensive Training is a rich series of tools, applicable on many levels. It led me on a personal, cultural and soulful deepening. Curious Kevin*

*I've been able to come home to my body and my true self through the process of this work. Steadfast Sarah*

*This training provided me a safe and soulful place to explore my conscience and deep emotions to become a better communicator, family member, and community member. If you want to spread peace to the community around you, you have to make peace with yourself first. And this workshop did that for me and more. I now have the tools to practice and experience peace and conscience in my private and public life! Just Joan*