



Expect the Best

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OCCASIONAL NEWSLETTER
OF PHAPHAMA CAPE TOWN

PHAPHAMA CAPE TOWN EMBRACES DIVERSITY

PI Cape Town leadership reflects the diversity of the rainbow nation and also has members from Congo, Burundi and Germany. The experience covers adult education, development studies, Christian ministry, unemployment, community and youth organizing and being a refugee and prisoner.

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PI Cape Town moves forward

The Phaphama Initiatives (PI) Cape Town leadership group held their first meeting to initiate the planning for the rest of the year and plan participation in the organization, PI has a flat structure with decisions taken by consensus and initiative being encouraged. Ten of the twenty facilitators attended and co-facilitated a workshop with deep sharing, introspective experimental exercises and business interspersed with light and liveliness.

Jeremy presented a proposal that builds on the classic features of the Alternatives to Violence Project (AVP) – volunteerism, service to the community, development of people through co-facilitation and affirmative and critical feedback to each other to create a learning organization, as a means of building the organiza-

tion and the skills of its members, to secure interventions in development NGOs and business. This will enable members to earn market rates for their facilitation and project manage-



Facilitators Asanda, Jeremie and Christoph reach the top of Lions Head during a group outing.

ment as well as providing funds for the core functions of the organization. Members taking such initiatives will be able to draw on the resources of Phaphama Initiatives.

PI encourages and supports members taking the initiative to develop and run with projects. Two were identified for further exploration– youth development in Gugulutu by a member benefiting from the recent prisoner release and an intervention addressing the plight of street children by a Burundian refugee. These will join other projects being developed – POD for NGOs, AVP & POD for prisoners, AVP for the prisoner release, and AVP and HIPP in schools

The proposal and the experimental exercise are outlined on page 2 and 3.

Jules jets to UKZN to bring back ideas

Jules is well placed to initiate and project manage an AVP and possibly other PI interventions at the University of the Western Cape where he read development studies and served on the SRC. He attended the one week University of KwaZulu-Natal student leadership course

organized by Marie Odendaal with the support of the local PI group at the end of June. The course includes an AVP basic workshop and students valued the “I” messages and communi-

cation skills. He is exploring a similar course at UWC as well as interventions in the residences to address conflict and diversity. The professions– nursing, social work and education are also being explored as AVP can be a part of the practical course curriculum to equip

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The four pillars of AVP support trans-

“Love is a rare herb that makes a friend even of a sworn enemy and this herb grows out of nonviolence.”
Gandhi



Christoph
 facilitating
 prison
 Training for
 Facilitators

Social responsibility and marketing build organization

PI Cape Town is built on the classical core of AVP which is a flat cooperative structure guided by “transforming power,” that gift that all people have that enables them to resolve conflicts without violence”, and the AVP values expressed in the four pillars:–

- cooperation,
- communication,
- community
- and affirmation.

The mandala for transforming power identifies five values or

approaches:–

- care for others,
- respect self,
- ask for a nonviolent path,
- think before reacting
- and **expect the best.**

This structure for the organization relies on all members taking responsibility for the functions and initiating projects

This supportive cooperative structure is used to build the

capacity of the organization and the skills of all its members through co-facilitation and co-working on all the functions so that the more experienced pass on their skills to the less experienced. The field for gaining this experience in AVP includes the 10 community workshops per year offered to deserving organizations and community members who will benefit, as well as potential paying clients at cost, as a voluntary social responsibility and marketing exercise.

PI seeks to make development organizations more effective

PI Cape Town builds teamwork and the capacity of the facilitators through the AVP community workshops as our social responsibility and a means of marketing our courses. Members draw on their experience and develop project ideas which they communicate to each other on short 1-page project plans for ideas and support as well as

for fundraising and marketing.

PI can make a contribution through these project interventions to develop NGOs, CBOs and FBOs through transferring the essential skills for creating and maintaining healthy relationships as well as resolving conflicts within the organization so that they become more effective in the work they do. Also trans-

ferred are the capacity to continue the training, as members of the organization are trained as PI facilitators who co-facilitate with experienced facilitators (until they become lead facilitators). Each intervention is tailored to the needs of the organization and would typically consist of an 8 phase intervention of Basic (B), Advanced (A), Training for Facilitators (T4F), B, A, A, A and Evaluation (E) workshops to ensure the intervention and skills are effectively

First AVP trainers in Pollsmoor Medium B prison

Last year PI was joined by a German AVP facilitator, Miriam Krämer, in training male juvenile prisoners at Pollsmoor Medium A Prison. Funding from Rondebosch United Church and the enthusiasm of the officer in charge of rehabilitation, Mr. Sauls, made it possible to run two workshops in the adult male Medium B Prison. Many ex-

perienced the workshops as helpful in their lives. Some said it was rare to relate to one another in such a humane way and even to have fun and laugh- “When I am here I feel happy”. With the commitment of Miriam funds for further workshops came from Quaker Hilfe in Germany. We ran advanced workshops and eight proud and committed

participants were trained as trainers and will co-facilitate the remaining five workshops for which we have funds. The prisoner release announced by the Minister of Correctional services provides and opportunity for AVP to draw on the new facilitators in an AVP intervention for released prisoners



Light shines on prison

work



Light shining on Pollsmoor Prison in Pollsmoor Prison. Things were not quite easy there to such an extent that a person could become even worse. Sometimes a person can come to jail for petty crime and end up doing life sentence, because most of the time the prison environment encourages immature people to be even more worse than they were before. Most of people who were incarcerated for the first time, they learn more criminal skills in prison.

It is with great pleasure and enthusiasm that I write this column today. As a young person who was terribly exposed to violence, particularly in the days of resistance against apartheid, committing crime in the whites' area was absolutely not a crime during those days. I grew up with that mentality until I got incarcerated

Fortunately Phaphama came with AVP to intervene and my life was immensely transformed. If I had

been introduced to this workshop earlier in my sentence I would probably be a better, more peaceful person. Should these workshops be made even more accessible to prisoners? - Certainly, rehabilitation will be a success! There is really a massive need for AVP, particularly in Pollsmoor, because it really is a cruel, obstreperous community in which a persons mind could be scarred for life. Nevertheless, AVP is making a success already in that environment. Interviewed by editor- "My eyes were opened by a life skills course run by the social worker. I attended a course on Restorative Justice run by Rev Clayton. Religion played an important part and I will always remember someone saying, "God loves you- and you will be successful". I attended a course on Drugs and Alcohol, HIV and AIDS, and Crime and became a facilitator. I attended a Musical Journey to Personal Reconstruction by CCR and a Healing of Memories workshop. I learned to cook, hope to open a restaurant in Khaylitsha and wish to contribute to my community."

State Prosecutor seeks restorative methods for incident of school violence and calls PI Cape Town

PI addresses violence in three Cape schools

There have been requests from two other schools after we ran seven AVP workshops, including Basic, Advanced and Training for facilitator workshops, at Guguletu Comprehensive School. Grade 12 facilitators have gone on and co-facilitated community workshops. Some learners at Sinethemba High School had attended the Guguletu workshop and we organized a three hour taster workshop

which was attended by 40 participants including learners, parents, the principal, Mr. Poopedi, and some of the educators. There was very positive interaction between learners, educators and parents as well as a determination to improve discipline in the school, and we are exploring possibilities for setting up a comprehensive programme.

A horrible incident of rape by

three young boys at a farm school near Paarl resulted in a request from the principle and state prosecutor for PI to address violence in the school and the community. The prosecutor is seeking ways in which restorative methods and not only punitive justice, can be used to prevent future incidents and bring healing to the community. A taster workshop is to be followed up by a substantial intervention.

Facilitators attend their own funeral

We experienced our own funeral when we attended a facilitators meeting- fortunately only in an "imagination exercise". For some this was so "real" that they were feeling uncomfortable, scared or disgusted. For some it sparked off memories of painful experiences, others again were inspired to consider action.

In debriefing we found that the

exercise has a very powerful potential, but needs to be handled with consideration, taking into account the age and background of the individuals as well as the safety, trust and support in the group and able to be offered by the facilitators.

The monthly leadership meetings are opportunities for evaluation and planning as well as developing

our skills through role plays, practicing exercises and sharing and reflecting on our experiences in trying to find and practice alternative ways of being.



Facilitators Philomène and Asanda close community workshop



OCCASIONAL NEWSLETTER

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Think before reacting

Phaphama Initiatives is registered as a Section 21 Company that acts as a resource centre for people who commit to its values and seek to make a difference.

We offer the Alternatives to Violence Project (AVP) training which are experiential workshops building community, cooperation and communication and affirming the ability of all people to resolve conflict non-violently. Two day workshops are offered at the basic, advanced and training of facilitators levels.

We also offer Phaphama Organisation Development (POD) CORE workshops to business for staff development— team building, conflict resolution, decision making, diversity and stress management.

Please contact the Co-coordinator, Christoph Baumann (083 317 1248) christoph@phaphama.org if you are interested in attending workshops, discussing workshops for your particular needs or contributing to our community work and building the organization.

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Editorial— PI is a learning organization

Welcome to this first edition of “Expect the best” the first and maybe the last newsletter of PI Cape Town. I say last because I have taken the initiative and am looking for a co-editor so that we can take newsletter forward. Please contact me if you are interested.

I also say last because we are a learning organization and the future depends on your responses. PI has a simple method of giving feedback through offering a **sandwich**:-

- **The bread**— a thick slice of affirmation. What you liked, what was done well.
- **The cheese and tomato**— constructive criticism. What did not go well, what can be improved, what can be changed.
- **Another thick slice of affirmation bread**

This sandwich allows critical and constructive feedback to be given that is listened to, accepted and acted on if considered of value. So please give feedback sandwiches on this newsletter. The



Who will offer to co-edit?
Where is the newsletter going?

results will be published if there is a next edition.

The newsletter is designed for:-

- PI leaders and clients so they can keep in touch with the organization, share ideas and develop an understanding of the organization as it transforms and grows through the initiatives of members reported on these pages.

- Individual and institutional funders to solicit funds and keep them informed on progress
- Potential clients so they can understand the value of the intervention
- Supporters so they can see how they can contribute their support
- The rest of the PI community so that we can share ideas
- The web site so that many more can access the newsletter

Some of you will remember the dove in the logo that was digitally caught attending a community workshop at the Lutheran Youth Centre.