



CAPACITAR's

Vision is
Healing
Ourselves
Healing
Our World.

CAPACITAR

means
to empower,
to encourage,
to bring each
other to life.
We are an
international
network of
empowerment
and solidarity.

Capacitar teaches
simple practices
of healing,
team building and
self-development
to awaken people
to their own source
of strength and
wisdom so they
can reach out
to heal injustice,
work for peace
and transform
themselves,
their families and
communities.
Using a
popular education
approach,
Capacitar has
worked with
people in over
45 countries.

Multiplying Capacitar around the World—Patricia Mathes Cane, PhD, Capacitar Founder/Director

People often ask, "How can Capacitar grow in so many places working in such different cultures?" From our founding in 1988, we have followed Paulo Freire's philosophy of Popular Education, whereby what you learn you are encouraged to multiply with your family and community. At this time in our world with wars, domestic and political violence, climate disasters and the growing numbers of refugees in many countries, multipliers of healing are needed now more than ever. This newsletter will share some of the many places where Capacitar is touching lives virtually through Zoom trainings and through in-person visits of Capacitar facilitators.

As Capacitar outreach grows, our strategy for sustainability is to train leaders who can be the healing multipliers in many countries. We are also developing, writing and translating manuals and training materials to be able to respond to the many needs of our world. Our Emergency Kit of Best Practices can now be downloaded from our website www.capacitar.org in 42 languages. Our program focuses include: work with refugees, response to areas impacted by climate disasters, work with those traumatized by wars and poverty, support of healthcare professionals who deal with burnout from the pandemic and support of youth and climate activists. As a result of this multiplier approach, many thousands of people every year receive the benefit of Capacitar healing tools. Participants in trainings frequently tell us that they feel called to the vision and mission of Capacitar. Together we can be a community of light and empowerment committed to "Healing Ourselves and Healing Our World."



Community leaders from Juarez, Mexico celebrating their training



Capacitar multipliers from Wales and England at Noddfa, Penmaenmawr



Glencree-sponsored workshop for leaders of refugee groups in Ireland



Launch of the new manual for the Queen's Nurses of Scotland QNIS



Capacitar Celebrates 15 Years in Scotland

—Nancy Adams, Capacitar Scotland, Coordinating Team

Members of Capacitar Scotland took enormous delight in joining Pat Cane at The Bield in Perthshire for three days of training and celebration of our 15th Anniversary. We had consulted our membership as to what they would find most helpful to feel more confident about multiplying Capacitar practices in their communities. Two clear preferences emerged: a day on “Capacitar’s Trauma-informed Approach (including research)” and a day on “Facilitation, Workshop Design and Best Practice.”

During the first day on Trauma, Annie Marshall presented her research based on interviews conducted across Scotland and Ireland as part of her post-graduate studies in Psychology at Birmingham University. The research analyzed best practice when using Capacitar tools to support people affected by trauma. Another highlight of the first day was the opportunity to launch the new Capacitar manual, created in partnership with Pat Cane of Capacitar International and Clare Cable, CEO of the Queens Nurses Institute Scotland (QNIS). “Holistic Tools for Health & Social Care Professionals: Healing Practices for Ourselves, Our Teams & Our Communities” is a gift for those working in caring professions in Scotland, Britain and Ireland. It comes at a time when people working in these sectors are experiencing chronic stress, fatigue and burnout resulting from the pandemic (staff shortages, early retirement, long periods of absenteeism, excessive working hours and physical and moral distress). The manual offers support and empowerment to people in the caring professions and to those with whom they work.

A wonderful celebration of 15 years of Capacitar Scotland involved reports from leaders from many parts of the country. Groups meet regularly in person, from the Borders of Scotland to the Highlands and Islands. Presenters introduced their group with a story and marked their place, geographically, on a large map of Scotland. It was so inspirational to hear the depth and breadth of how Capacitar practices are being multiplied across Scotland (in Skye, Arbroath, Forfar, Perth, Glasgow—Finn’s Place, Greenock, Milton, Inverkeillor, Ashfield, and Edinburgh University). The QNIS Community of Nurses meets regularly on Zoom. And, to connect Scotland to the wider global Capacitar Family, a group meets daily on Zoom. People from Scotland, England, Sweden, Czechia and from across the USA gather to ground themselves each day, whether it is the beginning, middle, or end of their day! A small globe was marked where members come from across the world. We also heard about the Capacitar EU group of national leaders that gathers regularly on Zoom to connect and support each other in Europe and the Mideast.

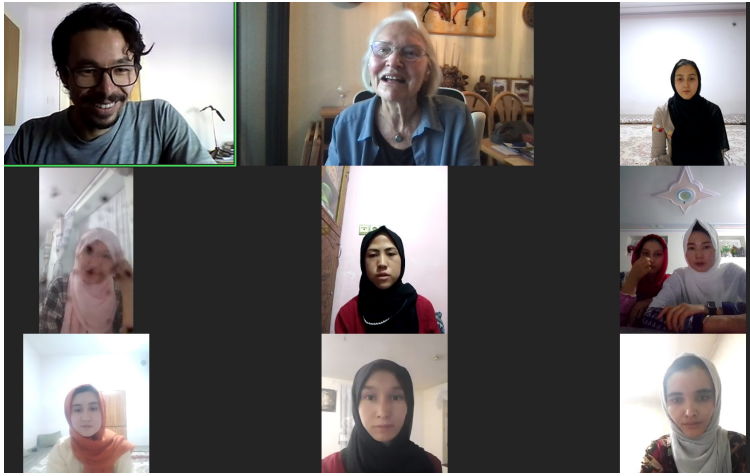
Capacitar Europe Offering Support & Solidarity—Nancy Adams

During the Covid pandemic, we all realised how important the Capacitar practices were to maintain our equilibrium and manage our emotions. For over three years, Zoom has enabled the gathering of Capacitar community leaders from Wales, England, Scotland, Ireland, Germany, Israel and Palestine. Meeting about four times a year, we established a gentle routine of connection, solidarity, empowerment and support. Chairing the meeting is shared, as is the offering of a few movements of Tai Chi at the beginning and something inspirational to close the meeting at the end. We also share what we are doing within our own contexts regarding Capacitar training, workshops, research, and celebrations! More recently we simply reflect on where we find ourselves during these complex and challenging times and how we can support each other. When we met in November last year, it had been just a month after the tragic (and ongoing) events in Israel and Gaza. Coming alongside the ongoing war in the Ukraine; extreme climate-related events; political extremism; and the ongoing challenge of new strains of Covid, the new outbreak of violence in the Middle East added to the underlying anxiety, fear, anger and confusion being felt, increasingly, across the world.

Capacitar in South Korea

The Korean Center for Nonviolent Communication (KNVC) sponsored an introductory Zoom workshop in October in preparation for the in-person November trainings led by Pat Cane in Seoul. Over 200 KNVC Koreans participated in the Zoom workshop to learn basic Capacitar practices. Capacitar has collaborated on trauma healing trainings for KNVC since 2014 when the Sewol Ferry capsized tragically killing nearly 300 passengers, mostly high school students who were on a holiday outing. The KNVC team plans to integrate body-based practices with nonviolent communication methods.





Capacitar in Afghanistan—Hussain Behtaash

When I was in Kabul, Afghanistan at a peace organization seven years ago, I learned Capacitar practices at a training run by Dr. Pat Cane and George Horan. Every time they came to Afghanistan I tried to participate and I then taught the practices to my students at a school where I was teaching and also at Tabassom Speech Center. The practices helped the students stay focused, concentrate and feel relaxed. When the changes happened in Afghanistan in 2021, we all experienced darkness especially the girls who were not allowed to continue their formal education at high school or university.

We then started Capacitar trainings in person led by myself, and online with Dr. Pat, George and Dr. Hakim Young to help the students keep their hope, focus on their wellbeing and manage depression. In Tabassom Speech Center, I continued doing Capacitar exercises during and after the Taliban took over Afghanistan because the students were more depressed. We had Capacitar trainings twice a month with Dr. Pat and George from the USA and Dr. Hakim Young from Singapore. These were not just trainings for learning but also to overcome to the challenges of mental health, depression, lack of self-esteem and for releasing anger and anxiety. Personally, it was so helpful and supportive for me when I got depressed because it was hard to continue our activities while living in unsafe conditions. Whenever I felt anxious I contacted Dr. Pat and Hakim to seek their advice.

Due to the critical situation, I finally had to leave Afghanistan. In February 2024, I moved to Ireland sponsored by Phibsborough, a community group near Dublin who were friends of Dr. Pat. I am so grateful to all of these wonderful friends who continue to support me. Two weeks after I arrived in Ireland, I started online classes for a group of young Afghan women (students from Tabassom). I named the group STARS (Support the Afghan Resourceful Scholars). They are high school graduates and university students who cannot go to school since the Taliban banned higher education for girls. In the beginning we had English conversation classes, and after a while, we focused on SDG lessons (Sustainable Development Goals), personal development, wellbeing and Capacitar techniques. Part of the program involved the girls' wellbeing, goal setting, how to plan for their life in the current critical situation, and how to make action plans for the future. I also continued one on one meetings when they had problems such as, losing their motivation and how to manage anxiety. The exercises of Butterfly Tapping, Visualization, Fingerholds and EFT tapping have been key practices for them. Capacitar trainings have been like a spring where you find very fresh water and feel relaxed, get energized, and stay focused. We are very happy to have kind and supportive groups like Capacitar that spread kindness and wellness as remedies for global challenges.

Capacitar for Refugees—Helen Patilla, Derby, England

For the past 18 months, I have volunteered in support of refugees and started to share some of the Capacitar practices. The refugees are all young single men housed in 2 hotels on the outskirts of Derby. As part of the health and wellbeing centre, Elephant Rooms, we offer walk and talk sessions to get the men out of their hotel rooms and into nature. We have a safe space for them to practice English and have conversations. The refugees are from a variety of countries, mainly Afghanistan, Sudan, Eritrea, Ethiopia and Iran. All are waiting in a backlog of applications to remain in England and most are on waiting lists to start college. At the start there was very little support from the local community, and in other areas of the UK, some of the refugee hotels were targeted by riots and firebombed. Understandably there is a lot of trauma, depression and poor mental health, so I began offering Capacitar practices. If it was fine weather we would go outside to practice grounding, switching or centring practices, have a short meditation or a breathing exercise. If it was raining we would practice indoors Fingerholds (always a favourite), Pal Dan Gum or Tai Chi exercises.

There have been challenges working with the refugees, language being one. But the main challenge has been their uncertainty of what would happen to them in the future. The men can be moved to a different part of the country with little or no warning. Since starting my volunteer work, one of the hotels has been closed and the other has taken in those who were in hotels targeted by recent riots and firebombs. Capacitar practices are a great help as refugees deal with these issues.

Capacitar in Indonesia—Joan Condon

In August, International trainer Joan Condon, facilitated a 4-day workshop in Bogor for members of Capacitar Nusantara. Module 3 & 4 of the Multicultural Wellness Program were offered for those who had completed the first modules on Zoom. The program also included advanced formation for those who had completed earlier training and for members of the Capacitar Nusantara team, who have been sharing Capacitar in Indonesia for many years. Capacitar's first workshop in Indonesia was in 2002. Upon returning to Jakarta, Joan and the Capacitar Nusantara team offered a workshop at a government-run senior facility for 60 seniors who thoroughly enjoyed the Tai Chi, Pal Dan Gum and free-form dance. They also offered workshops to psychologists, counsellors and social workers of government-run safe space for women and children victims of violence, and to the faculty and students of the Art & Design College at Tarumanagara University.

Other Capacitar International Programs

Folks learned basic practices for relaxation and stress release at two workshops offered by Joan Condon and Sheila Grady. During a Saturday Zoom program, participants joined from Europe, the United States and Asia and spent two and a half hours doing practices especially useful for stress release. These workshops will be offered again in Spring 2025.

Nancy Adams of Scotland and Joan Condon of California are facilitating a new Zoom program: Practicing the Practices. An international group interested in becoming more confident in teaching the practices to others is meeting on 4 Saturdays throughout the fall. The facilitators teach two practices then the group splits into pairs to teach the practices to each other.

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Dr. Hakim Young, MD

Hussain Behtaash

The Philippines

Diana McDermott

CAPACITAR Calendar—2025

2025 Workshops & Trainings

For information, dates, times and links to Zoom or in-person trainings and gatherings in different languages, contact the following team leaders:

- Los Angeles/Southern California Tuesday Zoom gatherings:
Sheila Grady sgrady@capacitar.org
- Spanish language Zoom trainings in Nicaragua, El Salvador:
Joan Condon jcondon@igc.org
- Tucson, Arizona El Rio Health—Shelley Whitlatch, swhitlatch@elrio.org
- Capacitar Ireland Trainings: Marian Baker capacitar.ireland1@gmail.com
- Germany Trainings: Anke Reermann anke.reermann@bistum-aachen.de
- Scotland Trainings & Zoom: Nancy Adams capacitarscotland@gmail.com
- England Trainings & Zoom: Paul Golightly capacitaralbion@outlook.com
- Israel Trainings: Lora Hillel, Ronit Zur loralih@gmail.com, ronitzur123@gmail.com
- Philippines Zoom: Joan Condon jcondon@igc.org
- Indonesia Zoom: Yudi Aridanto yudi_ardianto@yahoo.com
- Japan Trainings & Zoom: Yuko Oyama yukooyama.edu@gmail.com
- Panama Trainings & Zoom: Alibel Pizarro tallersalud.pa@gmail.com

2024-2025 Scheduled Training Dates:

- MWET 4-Module Zoom Training 2025: Joan Condon & Sheila Grady
Jan 8, 15; Apr 12, 26; Jun 7, 14; Sep 13, 20 jcondon@igc.org
- Zoom Relax and De-Stress with Capacitar Practices: 2025: Spring TBA
Joan Condon, jcondon@igc.org
- Global Gatherings Eng 2025: Feb 28, Mar 1; Oct 10, 11 sgrady@capacitar.org
- Global Gathering Sp 2025: Mar 8, Oct 18 Alibel Pizarro, tallersalud.pa@gmail.com
- El Paso Tr. 2025: Dates TBA, Kathy Revtyak, kathryn.revtyak@gmail.com
- Juarez Mexico 2025: Dates TBA Claudia Brandes capacitar.juarez@gmail.com
- Mexicali Workshops 2025: Feb & Dec TBA with Pat Cane & George Horan, Border Compassion, Suzanne Jabro, CSJ, sjabro@csjla.org
- Nicaragua Zoom 2025: Monthly, jcondon@igc.org
- El Salvador 2025: in-person last 2 weeks of Jan, jcondon@igc.org
- England York Trainings 2025: St. Bede's Adv Training Day with Pat Cane, May 23, Paul Golightly Capacitaralbion@outlook.com
- Noddfa, N. Wales 2025 Adv Training with Pat Cane Sep 16-18
Mary Jo McElroy, noddapen@aol.com
- Philippines Training for Gelacio Family Farm School, Oriental Mindaro
Nov 8, 15; Dec 6, 2024: 2025 Dates TBA Jcondon@igc.org
- Japan Trainings 2025: Dates TBA with Pat Cane, Tokyo, Ishinomaki, Fukushima Yuko Oyama, yukooyama.edu@gmail.com
- Germany 4-Module Training Anke Reermann, Norbert Frieters
anke.reermann@bistum-aachen.de
2024-2025 MWE: Nov 30-Dec 1; 2025: Mar 8-9, Jun 28-29; Aug 23-24
- Germany Training of Trainers with Pat Cane & Team, Jun 21-22, 2025
- Scotland, Edinburgh Trainings 2025: Dates TBA, Ali Newell & Nancy Adams
capacitarscotland@gmail.com
- Scotland Adv Training 2025: Mar 28 with Pat Cane
- Ireland Foundation Training 2025: May 10-11 Pat Cane & Team in-person:
capacitar.ireland1@gmail.com 2025: Sep 27-28
- Ireland Renewal Days 2024 with Pat Cane, May 17, Oct 4
Marian Baker capacitar.ireland1@gmail.com
- Israel & Palestine Trainings: Dates TBA, Pat Cane & George Horan,
patcane@capacitar.org

Gifts Made In Honor of

Joan Condon • Pat Cane • Mary Litell, OSF • Patty Abozaglo
• Valerie Bengal MD • Mary Duennes • Barb Ulmer • Sharron Duggan

Gifts Made In Memory of

Martha & Andrew Rebmann • Tom Condon • Maria Mathes
Desmond Kelleher • Wilma Sauer • Marion Vittitow • Asenath Knornschild
• Sr. Jane Bonar, PBVM • Anne Jennings



CAPACITAR
International

Healing ourselves, healing our world

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December, 2024

Dear Friends,

Greetings this Winter as we celebrate Solstice, Advent, Hanukkah, Christmas and Kwanza. More than ever we need the light of these days to face the challenges of climate emergencies, war, violence, poverty and disaster. Our Capacitar teams are more than ever committed to bring light, healing and renewal to people and their communities. Our mission to heal and transform ourselves and our world is being realized in small yet important ways. Will you help us fulfill our mission in the many places where we work? Your support will empower Capacitar teams in the US and in other countries to do the following:

- Trainings for those working with refugees and immigrants in the US, Mexico, Central America, Asia and Europe
- New 4-Module trainings and Zoom trainings in Indonesia, the Philippines, Europe and the Americas
- Work with refugee communities and asylum seekers at the US/Mexico border and in different areas of California
- Translation and publication of Capacitar manuals and materials in different languages
- Development of self-care workshops and translation of manuals to accompany youth and climate activists
- Trainings for healthcare professionals who deal with burnout in the US, Europe and elsewhere.

We cannot do this work of healing and transformation without you! Thank you for your generous donations and prayerful support since our founding in 1988. Together we are committed to the mission of healing ourselves and healing our world.

With peace and blessings,

Pat Cane

Capacitar International Founder/ Executive Director

EVALUATION OF IMPACT OF A LONGITUDINAL MIND-BODY-SPIRIT INTERVENTION MODEL ON HEALTHCARE WORKER'S STRESS RESILIENCE, MINDFULNESS, & PROFESSIONAL WELLBEING

Desiree Rose, BA; Shelley Whitlatch, MS; Mark Schildt, MD

BACKGROUND / ABSTRACT

Burnout is the most common occupational distress condition experienced by healthcare professionals. Recent studies show burnout affects 47% of physicians¹, 31-38% of behavioral health clinicians,² and 25% of advanced practice nurses.³ Moral distress/moral injury, compassion fatigue, and vicarious trauma are linked to burnout, and all are the top correlates of Post-Traumatic Stress Symptoms (PTSS) among both clinical and nonclinical healthcare workers.⁴

In 2020, El Rio began measuring the wellbeing of its own clinicians utilizing a standardized survey tool. 56% reported feeling "a great deal" of job-related stress, with 51% experiencing some symptoms of burnout.

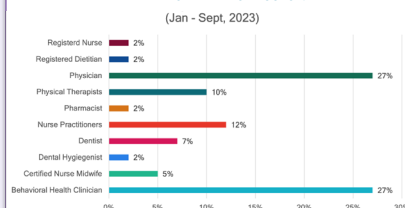
Mind-Body-Spirit (MBS) interventions are well-researched and shown by research to be highly effective for managing and protecting against provider burnout.⁵ These include movement-oriented mindfulness exercises, meditation, breathwork, guided visualization, and other protocols within MBS healing paradigm.

In response to the concerning results of the initial survey instrument, El Rio Health collaborated with Capacitar International to offer their 4-module MBS-intervention training model to healthcare workers. This study is based on the 9-month longitudinal intervention offered between January and September 2023, and included over 40 hours of accredited instruction. 50 healthcare workers from nearly every department within El Rio Health participated in one or more of the trainings.



El Rio nurse practitioner teaching a patient EFT Tapping to manage anxiety and blood pressure.

REACH: DISTRIBUTION OF LEARNERS BY HEALTHCARE PROFESSION



Over 50 participants representing over ten licensed healthcare disciplines from across nearly all El Rio departments participated in the training.

PROJECT PURPOSE & OBJECTIVES

The purpose of this project was to introduce MBS tools to healthcare workers and evaluate the extent to which learners applied the practices and the impact the practices had on participants' overall sense of professional wellbeing, as well as the influence of the training on participating clinicians' application of the material learned in patient care settings. This study evaluated the impact of this training on the following desired outcomes:

1. Increased understanding of how to apply MBS interventions to reduce stress and protect against burnout; sustained adoption of practices in learner's regular self-care routines.
2. Improved resilience to stress, improved mindfulness, decreased compassion fatigue, and increased sense of positive emotional well-being.
3. Application material learned into patient care settings by clinician participants
4. Increased adoptions of MBS practices in the workplace across departments to facilitate an organizational culture of wellness.

"I use some of the techniques on a daily basis to gather my thoughts and have utilized the techniques with patients and residents to lower BP."

MATERIALS/METHODS

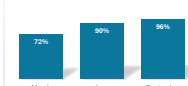
The RE-AIM Framework (Reach, Effectiveness, Adoption, Implementation, & Maintenance) was utilized to evaluate the outcomes of this training program. Data sources for this evaluation included attendance records, attendee feedback surveys collected after each module, and follow-up participant reports documenting their experience applying the material in their personal/professional settings.

Additionally, four scientifically validated wellbeing assessments were administered to attendees at 3-month intervals to measure vulnerability to symptoms of burnout over time. These measures included the Freiburg Mindfulness Inventory (FMI); Perceived Stress Scale (PSS); Brief Resilience Scale (BRS); and the Professional Quality of Life Health Scale for Healthcare Workers (ProQOL). Among several dimensions, the ProQOL assessed for compassion satisfaction, burnout, and secondary traumatization related to their professional role.

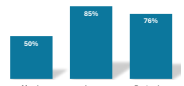
RESULTS

The Effectiveness and Implementation elements of the RE-AIM framework were used to analyze the impact of the intervention on the desired outcomes of the intervention at the individual level.

"I use mind-body-spirit practices in my personal life."



"I use mind-body-spirit practices in my professional/Practice Setting."



- 58% attended at least 3 of 4 modules (n=32); with 36% completing all training modules (n=20) – the high rate of sustained attendance over time is a strong indicator of the effectiveness of the intervention.
- By the end of the intervention, 96% of learners were regularly using at least one MBS practice to manage their wellbeing (+33% from March), with 68% who reported practicing "very often" during the previous six months.

Poster presentation showing the impact of Capacitar practices on El Rio Healthcare professionals and patients.