



## Laying the Groundwork for Peace & Transformation — Patricia Mathes Cane, Ph.D., Capacitar Founder/Director

"The real job is to lay the groundwork for a deep change of heart on the part of the whole nation so that one day it can go through the metanoia needed for a peaceful world." These words of Thomas Merton often come to mind as Capacitar works in the US as well as in places affected by generations of war and violence. On a global level, cultural historian and cosmologist Thomas Berry says that in this time of growing destructon and impasse, what is needed is "an experience wherein human consciousness awakens to the grandeur and sacred quality of Earth process. . . an awakening that is our human participation in the dream of Earth, the dream that is carried in the depths of our genetic coding. . . Therein lies our hope for the future for ourselves and for the entire Earth community."

Capacitar is committed to empowering this change of heart and this inner awakening process, encouraging and supporting people as they reconnect with their own deep wisdom and possibilities. In 2009 Capacitar international teams facilitated over 90 workshops in 16 countries with over 2500 participants. During this past year several new focuses developed for Capacitar in the US with border and prison work, in Africa and in the Middle East.

Trainings were offered in El Paso, Texas and Juarez, Mexico, communities impacted by border violence and drug cartel warfare. A new cycle of training for Juarez and El Paso has been funded for 2010. In July an in depth training started in Nigeria giving skills to men and women working with HIV/AIDS and trauma in collaboration with the Medical Missionaries of Mary. In August, first workshops were offered in Kampala and Jinja to over 330 people from different parts of Uganda, coordinated by the Sisters of the Sacred Heart. An in depth training is projected for Uganda in 2010-2011.

In September Capacitar led a self-care retreat for 26 chaplains working in jails and youth facilities for the Restorative Justice Program of the Diocese of Los Angeles. Restorative Justice team members are currently in the Capacitar training in Santa Barbara to learn skills that can be used with family victims groups, prisoners and staffs, as well as for compassion fatigue.

In October a Capacitar team led 10 workshops for over 160 Israelis and Palestinians in Nazareth, Kiryat Shmona, Karmiel, Tel Aviv, Bethlehem, Aida Camp and Ramallah. An in depth training is scheduled for 2010-2011, as well as workshops for the University of Bethlehem and other organizations in the region.

Capacitar is also researching the impact of the work on different cultures and communities. In Spring 2009 we received a research and reflection grant from Trocaire (Catholic Development Agency of Ireland) to study Capacitar's impact on individuals, organizations and communities. Project Director Joan Condon reports on some preliminary findings in this newsletter.

As we celebrate the season of light transforming the darkness, the reflections of Miriam Therese Winter inspire us (*from Paradoxology*): We are called "to love in a way that casts out fear, creates community and helps us make a change in the world by changing our own worldview. . . We are battered by internal feelings and external forces. . . but we can also feel the effects of a loving energy disseminated through countless grassroots initiatives of justice and peace. As discordant voices rise from among disenchanting peoples, prevailing paradigms will fall and controlling constructs crumble. Remember, paradoxically, it is from the ashes that life begins anew."



**Hands of Solidarity—**  
*Pat Cane, Juliet Spohn Twomey, Erica Robbe (Capacitar Scotland) and George Horan (LA Restorative Justice) leading a workshop for social workers and community leaders at the Palestinian Center for Growth and Human Development— Ramallah October 2009*

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 works  
with grassroots  
people in  
30 countries.

# Capacitar: Research & Reflection

*Joan Rebmann Condon, Project Director*

Trocaire, the Catholic Development Agency of Ireland, recently awarded Capacitar a grant for its Research and Reflection Project. This project focuses on assessing the impacts and outcomes of Capacitar training not only for individual participants but also for organizations, staffs of organizations and clients. We are also looking at how Capacitar methods can be integrated into the larger social systems. Results of this study will be shared both within the Capacitar global network, with other partners and with larger systems in education, mental health, health, development and social justice.

We began work in March 2009 developing strategies for interviews, data collection and research approaches. We conducted interviews and focus groups in Rwanda in July and began that process in El Salvador in September. In October we interviewed training participants in Argentina and in November in Santa Barbara, California. In May 2010 we plan to conduct interviews in England, Ireland and Northern Ireland. We have also sent questionnaires by email to participants around the globe. To chart the multiplication of Capacitar practices and the impact of this multiplication, we have adapted a pathway analysis/netmapping tool.

The most complete data to date is from Rwanda. The results in Rwanda show real transformative change in individuals and in organizations. Initial analysis shows that all participants interviewed report positive individual change. For example, participants described themselves before receiving Capacitar training as impatient, unable to handle conflict, confused, unfocused, burned out, and resistant. After training they describe themselves as courageous, hopeful, focused, centered, clear, able to manage emotions and able to manage conflict.

Many of the participants work in social change organizations. One hundred percent of the organizations studied that have integrated Capacitar methods into their work report improvement in relationships among staff and with clients. Staff members report greater team spirit, being more tolerant of each other, having more enthusiasm for their work, being more caring with each other, having more trust in each other, and having better communication and more unity. They also report being more open, more welcoming and more tolerant with their clients.

We also measured the way that training participants multiplied the work with others using the netmapping tool. The multiplication or cascading training model is an important aspect of Capacitar's popular education approach, so we were interested in studying this level of impact. The Leader's Group in Rwanda had just completed its second year of Capacitar training. The 27 leader participants represented 17 organizations in 4 provinces. We developed a simple scale that the leader participants could use to measure their levels of influence as a result of workshops they conducted with individuals and organizations. Level 1: Small Influence (Capacitar practices used by some participants); Level 2: Medium Influence (Capacitar practices used by participants and in their organization); Level 3: Strong Influence (Capacitar practices used by participants, used in the organization and service programs and multiplied with groups and communities). These 27 leader participants made 8,374+ contacts. Of these 1,691 scored Strong influence; 2,962 scored Medium Influence; and 3,721 Small influence. Among the groups impacted by the leader participants were: education (school based children and non-scholarized children), youth groups, single mothers, prisoners, child head of households, agricultural workers, women, widows, prostitutes, trauma counseling, religious congregations (both men and women and

their outreach), HIV/AIDS groups, and the Ministry of Mental Health. Their outreach not only has been within Rwanda but also to individuals and organizations in the Democratic Republic of the Congo (refugee camps), Burundi, the Republic of Benin, France, Belgium and Ireland.

One of the valuable benefits of this project is the opportunity to study Capacitar work and growth in different countries and cultures. We will be able to analyze if and how training differences (amount of human and financial resources invested), cultural or political differences, human and financial resources within the area, and leadership etc. affect the impact and outcomes of Capacitar work. With this information we can work with groups in each area to develop strategies to meet their training needs and to use the tools we have developed to track the impacts and outcomes of their own programs. From our participatory process we will be able to build consistent research methods into all of our trainings. This study will also help us identify successful strategies for introducing and integrating Capacitar into organizations and larger social structures.

The study will continue until October 2010. Stay tuned for additional information and reports that will be posted in future newsletters and on our website: [www.capacitar.org](http://www.capacitar.org).



**RWANDA:** Project Director Joan Condon, with Capacitar Rwanda Coordinator Antoinette Gasibirege and Central Africa Coordinator Dr. Genevieve van Waesberghe meeting with Trocaire Rwanda Director, Paul Watson, and Program Officer Modeste Sibomana—Kigali, July 2009.

## Capacitar Netmapping—Rwanda Team Outreach

**N = 27 Participants**  
**17 Organizations**  
**4 Provinces**

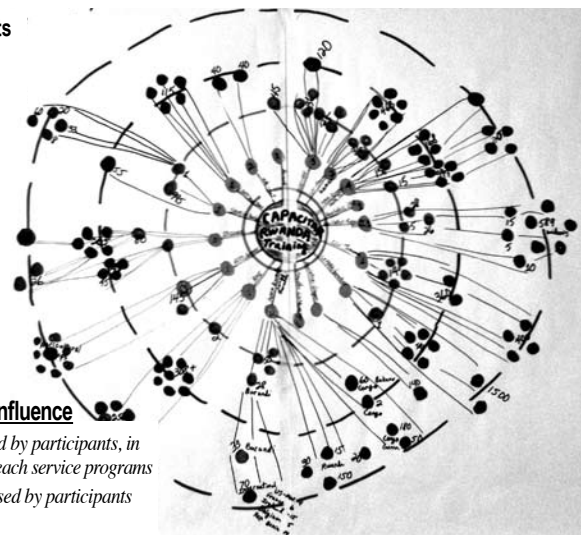
**8,374+ Contacts**  
**1,691 = Strong**  
**2,962 = Medium**  
**3,721 = Small**

### Level of Capacitar Influence

**Strong =** Practices used by participants, in the organization & outreach service programs

**Medium =** Practices used by participants and in the organization

**Small =** Practices used by some participants



## 2009 Outreach & Collaboration



**NIGERIA:** Trauma Healing Training for HIV/AIDS workers, counselors, teachers, community workers, nurses, doctors and medical professionals —Benin City, July 2009



**UGANDA:** Inaugural workshop for teachers, school administrators, nurses, directors of hospitals & clinics, counselors, psychologists, religious, and groups working with widows and HIV/AIDS—Jinja, August 2009



**LOS ANGELES, CA:** Restorative Justice directors, chaplains and staff at a Capacitar retreat focused on self-care —Malibu, September 2009



**NAZARETH, ISRAEL:** Asmahan Mansur and Lora Hillel coordinators of the Capacitar Middle East Network with Pat Cane and Juliet Spohn Twomey—October 2009



**BETHLEHEM, AIDA CAMP:** Acupressure with Palestinian teachers and social workers of the Aida Camp community center—October, 2009



**WATTS, CA:** Daily Tai Chi and Capacitar practices at the Presentation Learning Center

## CAPACITAR Staff, Board and Advisors

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### East Timor

María Días

### Indonesia

Nina Jusuf

### Middle East Network

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Asmahan Mansur

### Gifts Made In Honor of

Sisters Carol Hartjes, CSA • Georgeann Roudelbush, CSA • Marianna Trigs, CSA  
Marise Meis, CSA • Regina Anhalt, CSA • Rose Kreuzer, CSA • Rose Clare Ehrlich, CSA  
Judy Slater • Mary Litell

### Gifts Made In Memory of

Martha Rebmam • Tom Condon • Frona De Lannoy  
Ernie Bailly • Albert Martini • Daniel Massillon (Haiti)

### REMEMBER CAPACITAR IN YOUR ESTATE PLAN

Bequests made through your will may be for a specific percentage or sum of an estate.

Gifts of Life Insurance - Transfer ownership of a life insurance policy to CAPACITAR International.

### Gift Capacitar With

Stocks - Shares may be sent to Prudential Financial, 26135 Carmel Rancho Blvd.  
Carmel CA 93923 (831)625-6890. Capacitar's account number is OWW-961815.

### FREQUENT FLYER MILES

Support our outreach to areas of conflict and violence: We need airline tickets. If you can help us with miles for tickets, call the Capacitar office at 831-471-9215.

## CAPACITAR Calendar—2009-2010

### 2009

• Dec 12 Capacitar Workshop, Presentation Center, Los Gatos, CA

### 2010

- Jan 15 Training 1 Juarez, Mexico
- Jan 16-17 Bi-lingual Training 1, El Paso, Texas
- Jan 23-24 Training 4, Scotland
- Jan 27-28 Workshop, Noddfa, Penmaenmawr, North Wales
- Jan 29-31 Training 1 San Francisco, CA
- Jan 30-31 Training 4, Hammersmith London, England
- Jan 30-31 Training 4, El Salvador
- Feb 6-7 Training 4, Tullow, Ireland
- Feb 18-20 Trauma Healing Tr 1-North Rwanda
- Feb 25-27 Trauma Healing Tr 1 Butare,
- Feb 28-Mar 1 Trauma Healing Training 1 Protestant Seminary, Butare, Rwanda
- Mar Training 3, Managua, Nicaragua
- Mar 12-14 Training 1 Center to BE, Milwaukee, Wisconsin
- Mar 12-14 Training 2 San Francisco, CA
- Mar 19-21 Training 1 La Casa de Maria, Santa Barbara, CA
- Mar 20-21 Connecticut/Massachusetts Training 1
- Mar 26 Training 2 Juarez, Mexico
- Mar 27-28 Bi-lingual Training 2, El Paso, Texas
- April Israel/Palestine training 1 & workshops
- May 11-12 Training 1, Northern Ireland
- May 15-16 Training 1, Cork, Ireland
- May 22-23 Training 1, Hammersmith, London, England
- Jun 4-6 Training 2 Center to BE, Milwaukee, Wisconsin
- Jun 11-13 Training 2 La Casa de Maria, Santa Barbara, CA
- Jun 12-13 Connecticut/Massachusetts Training 2
- Jun 19-20 Bi-Lingual Training 1, Watts, CA
- Jun 25-27 Training 3 San Francisco, CA
- Jun 25 Training 3 Juarez, Mexico
- Jun 26-27 Bi-lingual Training 3, El Paso, Texas
- Jul 8-10 Trauma Healing Tr 2-North,
- Jul 15-17 Trauma Healing Tr 2 Butare, Rwanda
- Jul 18-19 Trauma Healing Training 2-Protestant Seminary, Butare, Rwanda
- Jul 28-Aug 6 Trainings & workshops, Uganda
- Aug 27 Training 4 Juarez, Mexico
- Aug 28-29 Bi-lingual Training 4, El Paso, Texas
- Sep 10-12 Training 3 La Casa de Maria, Santa Barbara, CA
- Sep 11-12 Connecticut/Massachusetts Training 3
- Sep 13-15 Retreat, Restorative Justice Staff, Diocese of Los Angeles, CA
- Sep 17-19 Training 3 Center to BE, Milwaukee, Wisconsin
- Sep 24-26 Training 4 San Francisco, CA
- Sep 24-26 Bi-Lingual Training 2, Watts, CA
- Oct 2-3 Training 2, Hammersmith, London, England
- Oct 5-6 Training 2, Northern Ireland
- Oct 9-10 Training 2, Cork, Ireland
- Oct 12-31 Workshops & Trainings, Cape Town, Port Elizabeth, Johannesburg, So. Africa
- Nov 12-14 Training 4 La Casa de Maria, Santa Barbara, CA
- Nov 25-27 Israel/Palestine training 2 & workshops
- Dec 3-5 Training 4 Center to BE, Milwaukee, Wisconsin
- Dec 4-5 Connecticut/Massachusetts Training 4
- Dec Nicaragua Dance Retreat, CANTERA

### 2010-2011 Trainings—Multicultural Wellness Education

• Milwaukee, WI Center to BE, Marjorie Wilbur (414)672-5932 mwilbur.center@sbglobal.net

2010 Training: Mar 12-14 Jun 4-6 Sep 17-19 Dec 3-5 CEUs—Marian College

2011 Training: Mar 11-13 Jun 3-5 Sep 9-11 Dec 2-4

• Santa Barbara, CA La Casa de Maria, Juliette Spohn Twomey 805-969-5031 juliet@lcmd.org

2010 Training: Mar 19-21 Jun 11-13 Sept 10-12 Nov 12-14 CEUs

2011 Training: Mar 18-20 Jun 10-12 Sept 16-18 Nov 18-20

• San Francisco, CA Mary Litell, Angelina Cahalan 415-592-2727 capacitarSF@gmail.com

2010 Training: Jan 29-31 Mar 12-14 Jun 12-13 Sep 11-12 Dec 4-5

• Connecticut/Massachusetts: Rocio Chang, Ph.D. rchangv@yahoo.com

2010 Training: Mar 20-21 Jun 25-27 Sep 24-26 CEUs

• Ireland Kathleen Day ijs capireland@eircom.net

Cork Training 2010: May 15-16 Oct 9-10 2011: Feb 5-6 May 7-8

• Northern Ireland Ann Brady bradyann@hotmail.com, Paulacarron@hotmail.com

Training 2010: May 11-12 Oct 5-6 2011: Feb 8-9 May 10-11

• London, Hammersmith, England Margaret Wilson RSCJ, Ann Avery capacitarengland@gmail.com

Training 2010: May 22-23 Oct 2-3 2011: Feb 12-13 May 14-15

• Rwanda Trainings Antoinette Gasibirege, agasibirege@gmail.com

North 2010: Feb 18-20 July 8-10 2011: Feb 17-19 Butare 2010: Feb 25-27 July 15-17 2011: Feb 24-26

• El Salvador capacitarelsalvador@yahoo.com, 2010: Jul 24-25 Oct 30-31, 2011: Jan 29-30 May 7-8

• Israel/Palestine training: Lora Hillel, Asmahan Mansur capacitarmiddleeastnetwork@gmail.com

2010: April 29-30, May 1 Nov 25-27 2011: Mar 3-5 June 16-18