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, Kibbutz 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 disenchanted peoples, prevailing paradigms will fall and controlling constructs crumble. Remember, paradoxically, it is from the ashes that life begins anew."
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, children 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.
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

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

Marise Meis, CSA • Regina Anhalt, CSA • Rose Kreuzer, CSA • Rose Clare Ehrlich, CSA

Gifts of Life insurance

Ali Newell
Ann Avery
Margaret Wilson, RSCJ

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Lorraine Dumont
Sandra Thomson

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Middle East Network

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Marise Meis, CSA • Regin­a An­halt, CSA • Rose Kreuzer, CSA • Rose Clare Ehrlich, CSA

Judy Sister • Mary Litell

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Ernie Baily • Albert Martin • 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.

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Stocks - Shares may be sent to Prudential Financial, 26135 Carmel Rancho Blvd.
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FREQUENT FLIGHT 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.

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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, Nod­dif­la, Penn­a­me­n­se­w­int, 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, Rwanda
• 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 Con­net­c­ut/Mass­a­chus­et­ts Training 1
• Mar 26 Training 2 Juarez, Mexico • Mar 27-28 Bi-lin­gu­al Training 2, El Paso, Texas
• Apr­il ¸ Israeli/Palestinian 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 Con­net­c­ut/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 Con­net­c­ut/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 Con­net­c­ut/Mass­a­chus­et­ts Training 4
• Dec Nicaragua Dance Retreat, CANTER­A

2010-2011 Trainings — Multicultural Wellness Education

• Milwaukee, WI — Centers to BE, Marian Wil­bur (414)672-5932 mwilbur.centertobe@sbcglobal.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, Julie Sohn Twomey, 905-989-5031 juliet@icm.org
2010 Training: Mar 20-21 Jun 25-27 Sep 24-26 CEUs
2011 Training: May 17-20 Jun 12-14 Nov 18-20
• San Francisco, CA — Mary Lell, An­elia­gina Cah­alan 415-592-2727 capacitargF5@gmail.com
2010 Training: Jan 29-31 Mar 12-14 Sep 11-12 Dec 4-5
2011 Training: Feb 12-13 May 14-15
• Con­net­c­ut/Mass­a­chus­et­ts — Rocio Chang, Ph.D. rchango@yahoo.com
2010 Training: Mar 20-21 Jun 25-27 Sep 24-26 CEUs
2011 Training: May 7-8
• Ireland Kathleen Day ijs capacitargIreland@eircom.net
2010 Training: Jan 29-31 Feb 5-6 Oct 5-6 Nov 27-29
2011 Training: May 20-22 Oct 2-4 Feb 12-13
• No­the­rn Ireland Ann Brady bradyann@hotmail.com, Paula­crum@­hotmail.com
2010 Training: May 11-12 Oct 5-6 Feb 5-9 May 10-11
• London, Hammers­smith, En­g­land — Mar­g­aret Wilson RSC­J, Ann­e­ve­ry capacitargIreland@gmail.com
2010 Training: May 22-23 Oct 2-3 Feb 12-13 May 14-15
• Rwanda Training — Anto­ni­ette Gas­ibre­ge­sh, agasibrege@gmail.com
2010 Training: Feb 19-20 Jul 8-10 Feb 11-17 Butare, Rwanda
2011 Training: Feb 25-27 Jul 11-17, Feb 24-26
• Israel/Palestine training: Lora Hillel, Asmahan Mansur