

Alternatives to Violence Newsletter

# the TRANSFORMER

for AVP Workshop Leaders  
January - February 1990

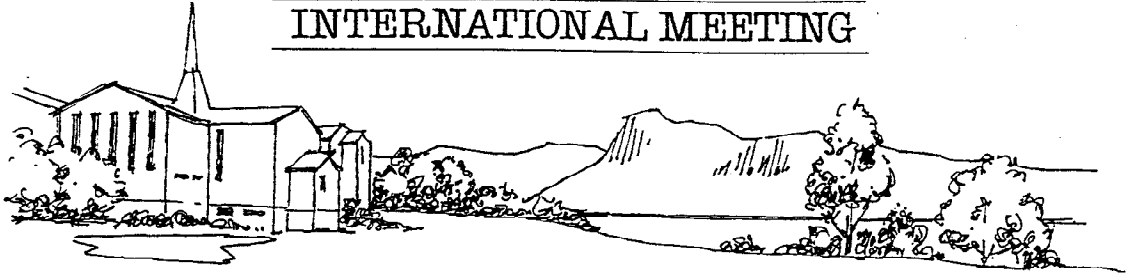
## AVP CALENDAR

Feb 2-4 Weekend	Basic Community Workshop Buffalo, NY	Apr 24	Metro Area Meeting 6:00-9:00	15 Rutherford Place	
Feb 6	Albany Area Meeting 6:00-8:00	Albany Friends Meetinghouse	May 5-6 Weekend	Basic Community Workshop Glens Falls, NY	
Feb 11	Education Committee Meeting 2:00-5:00	Nancy Nothhelfer's House	May 8	Westchester Fairfield Meeting 7:00-9:30	Purchase Friends Meetinghouse
Feb 23-25 Weekend	Basic Community Workshop Ithaca, NY		May 8	Albany Area Meeting 6:00-8:00	Albany Friends Meetinghouse
Feb 27	Metro Area Meeting 6:00-9:00	15 Rutherford Place	May 9	Mid Hudson Meeting 6:00-9:00	Poughkeepsie Friends Meeting
Mar 6	Westchester-Fairfield Meeting 7:00-9:30	Purchase Friends Meetinghouse	May 11-13 Weekend	Training for Trainers Purchase Friends Meetinghouse	
Mar 6	Albany Area Meeting 6:00-8:00	Albany Friends Meetinghouse	May 19-20 Weekend	Statewide Council and Board Meeting - Rochester, NY	
Mar 10	Statewide Council Meeting 11:00-4:00	Poughkeepsie Friends meeting	May 22	Metro Area Meeting 6:00-9:00	15 Rutherford Place
Mar 11	State Board Meeting 1:00-5:00	Poughkeepsie Friends Meeting	May 26-27 Weekend	Training for Trainers Albany Friends Meetinghouse	
Mar 14	Mid Hudson Meeting 6:00-9:00	Poughkeepsie Friends Meeting	Sep 28-30 Weekend	AVP International Conference Ossining, NY	
Mar 23-25 Weekend	Basic Community Workshop Poughkeepsie Friends Meeting				
Mar 27	Metro Area Meeting 6:00-9:00	15 Rutherford Place			
Apr 3	Albany Area Meeting 6:00-8:00	Albany Friends Meetinghouse			
Apr 6-8 Weekend	Training for Trainers Buffalo, NY				
Apr 21-22 Weekend	Basic Community Workshop Arbor Hill, NY				



*She was leading a workshop every day  
in March up to the 31st... so I scheduled  
the Area Council Meeting for March 32!*

# INTERNATIONAL MEETING



STIMULATING PROGRAM PLANNED FOR THE AVP INTERNATIONAL CONFERENCE SEPTEMBER 28-30

### GOALS

The first goal of the AVP International Conference is to bring together AVPers from all around the world to share new ideas and exercises and learn from each other's experience. The second goal is to explore ways that various AVP groups can support each other and discuss whether some type of international organizational structure would be beneficial.

### PROPOSED PROGRAM

The Education Committee has developed a highly flexible program structure that provides for sharing of ideas and new exercises as well as discussion of common problems. The program schedule is:

- FRIDAY Inclusion Exercise
- EVENING Fun and games
- SATURDAY 9:00-10:30 Discussion group
- MORNING 10:30-12:00 Mini workshops and interest groups
- SATURDAY 1:00-2:30 Mini workshops and interest groups
- AFTERNOON 3:00-4:30 Mini workshops and interest groups
- SATURDAY Celebration
- EVENING
- SUNDAY 9:00-10:30 Networking and discussion of organizational structure
- MORNING 11:00-12:00 Worship
- SUNDAY 1:00-2:30 Interest groups and sightseeing
- AFTERNOON

The Education Committee invites AVPers to submit ideas for 1½ hour mini workshops or interest groups they would like to lead. Please send your suggestions to the AVP Education Committee, 15 Rutherford Place, New York, NY 10003.

### ACCOMODATIONS AND COST

The conference will be held at the spacious Mariandale Conference Center overlooking the beautiful Hudson River in Ossining, NY. Six meals will be provided and each person will have a private room. The cost of the weekend will be \$100.00 plus a contribution to the travel pool of approximately \$50.00

The travel pool is being formed to equalize travel costs to the conference. Thus, someone traveling from California or Washington would pay no more than someone traveling from New York City. The way this will work is that all attenders are asked to submit their out of pocket expenses for airfares, train fares and gasoline. All expenses will be reimbursed equally up to the limits of the travel pool. For example, it may work out that 90% of all travel costs will be reimbursed.

Attenders are asked to make their airline reservations well in advance so that they can get the most economical fares and the travel pool will go as far as possible. Outside contributions to the travel pool have been requested and the New York AVP group has already contributed \$1,000.00

## WHAT'S NEW IN AVP

### STEVE ANGELL RESIGNS AS CAO OF AVP

Steve Angell, our Chief Administrative Officer who has done so much to build the AVP organization and spread the AVP program has decided to resign. Steve intends to spend the year 1991 traveling, visiting friends and leading AVP workshops wherever he goes. He wishes to be relieved of his AVP responsibilities in preparation for this year of travel.

In the last three and a half years that Steve has served as AVP's only paid employee (half time) he has provided the professional management, administration and fund raising effort that has been so essential to the continued growth of the organization.

In addition to his paid services, his volunteer work has served as an outstanding leadership example to all those in AVP. In 1989 Steve led 27 workshops, coordinated the AVP program at four prisons and organized numerous out of state workshops. It is with great sad-

ness that we accept Steve's resignation and it will be very difficult to find someone to fill his shoes.

One area where Steve has special expertise and skill is locating funding sources and writing grant proposals. Steve has offered to continue his fund raising activity on a volunteer basis and approach up to twelve funding sources each year.

Before the end of the year, AVP will also need to find new prison coordinators to serve the facilities Steve currently serves. Veronique Doumbe has agreed to take over coordinating the workshops at Greenhaven and Greenhaven Annex. However, now that Steve has been relieved of these two prisons, he has taken over coordination of Walkkill and Shawangunk prisons so that coordinators are needed for these two institutions as well as Fishkill and Camp Beacon.

## LEADERSHIP TRAINING

A series of special community workshops will be held throughout New York State this spring. These workshops are offered both for personal growth and to train facilitators to lead workshops. Listed below are the workshop dates, places and the person to contact to register.

### BASIC COMMUNITY WORKSHOPS

February 2-4 - Buffalo, New York  
Contact Ted Dziekonski to register

February 23-25 - Ithaca, New York  
Contact Peter Burgevin to register

March 23-25 - Poughkeepsie, New York  
Contact Stephen Angell to register

April 21-22 - Arbor Hill, New York  
Contact Jennifer Wolff to register

April 27-29 - Purchase, New York  
Contact Debby Wood to Register

May 5-6 - Glens Falls, New York  
Contact Jennifer Wolff to register

### TRAINING FOR TRAINERS WORKSHOPS

April 6-8 - Buffalo, New York  
Contact Ted Dziekonski to register

May 11-13 - Purchase, New York  
Contact Debby Wood to register

May 26-27 - Albany, New York  
Contact Jennifer Wolff to register

Please tell your friends about these workshops and ask them to register.

## WHAT'S NEW IN AVP

### JOB OPENING - CHIEF ADMINISTRATIVE OFFICER

The AVP Board is seeking to fill the position of Chief Administrative Officer and is inviting applications. Candidates need to be familiar with the AVP organization and need to have exhibited leadership skills by facilitating AVP workshops. The job description for the Chief Administrative Officer is outlined below:

#### JOB DESCRIPTION - CAO

**Accountability** - The CAO is accountable to the Board of Directors as to the tasks undertaken and priorities. The President of the Board will serve as the channel for Board directives.

**Worktime** - Currently this is a half-time position (approximately 20 hours per week) with no specifically assigned hours.

**Compensation** - Compensation will be negotiated between the CAO and the Board.

**Duties** - Maintaining central office in Manhattan. (Job requires at least one day a week in the Manhattan office, preferably the same day every week.) Handling telephone calls and following up on messages on answering machine, checking mail and forwarding incoming mail to the proper persons, working out rental and storage of supplies with Yearly Meeting. Recording donations received, forwarding checks to Treasurer and sending acknowledgements to donors. Reviewing bills for accuracy, authorizing payment and forwarding bills to Treasurer. Issuing bills and statements, as necessary, for services rendered and materials sent out. Supervising records and storage of supplies. Answering mail and telephone inquiries except those directed to Area Councils. Handling out-of-Yearly Meeting area requests for literature, workshops and arranging teams. Ordering supplies and literature and arranging

distribution procedures. Sending out supplies to Area Councils. Assist in maintaining control of expenditures in line with Board policies and available resources. Facilitating committee meetings and assisting with sending out meeting notices. (Each committee should have a recording secretary to take minutes.) Staff supervision of AVP Intern and volunteers working in central office.

Monitoring program performance conducted in connection with specific grants and preparing required reports for submission to foundations. Prepare and submit articles for Spark and Newsletter. Bring to the attention of the Board and Statewide Council any problems that arise or appear to be developing that need special attention. Attend all meetings of the Board of Directors and make regular reports.

**Interpreting AVP** - Arrange for speakers for groups requesting programs on AVP. Where indicated, these requests will be channeled to the appropriate Area Councils. Appearing in behalf of AVP to interpret program.

**Liaison** - Provide liaison with the Department of Correctional Services, other government bodies and social agencies. Provide liaison with out-of-state AVP organizations.

Such other tasks as may be assigned by the Board of Directors.

The Search Committee is composed of Fred Feucht, Nancy Nothhelfer and Rudy Cypser. If you wish to apply for this position please contact Fred Feucht. We would like to interview all applicants before March 1, 1990 so that recommendations for the new CAO can be presented at the March Statewide Council and Board Meetings.

## WHAT'S NEW IN AVP

### NIAGARA FRONTIER PARTICIPATES IN PEACE BRIDGE CONFERENCE

On September 15th and 16th, the Niagara Frontier Council participated in the Peace Bridge Conference in Buffalo. The theme of the conference was dispute resolution in the '90s.

The conference provided a forum for discussion of a variety of alternative dispute resolution techniques.

Over 40 workshops were held through the course of two days. The Niagara Frontier Council presented a workshop on AVP. The training team was composed of Joe Paquette, Helen Higley, Esther Simon and Ted Dziekonski. Despite the short time frame allowed (2 hours), the team was able to whet the appetites of participants for further experience in AVP, and convey a sense of what AVP tries to accomplish during a full three day workshop. Nearly all if the 13 people who attended the workshop expressed the opinion that this workshop was the most meaningful experience of the conference.

Among the comments received were the following:

"I feel the ambiguity allowed us to be more open to learning about ourselves, but ambiguity also allows people to become overwhelmed with possibilities for exploration."

"Out of all the workshops I attended in Buffalo, this was the one I received the most out of."

Ted Dziekonski, Jr.

### AVP GOES TO CUBA

The thaw of the cold war is even reaching our relations with Cuba. An AVP team is going to Havana to conduct a mini workshop for the United Nations in August. This is certainly a breakthrough for AVP.

### AVP RECEIVES GRANT FOR YOUTHWORK

The Peace Development Fund has awarded AVP a special grant for work with youth. The \$3,200.00 grant is to be used in 1990 and if area councils are conducting programs for youth, this grant can be used to help to pay expenses. If your area council has a project which you feel is appropriate, please contact the central AVP office in New York City. We appreciate the Peace Development Fund's support of the AVP program.

### AVP MEETS WITH KING INSTITUTE

Larry Apsey, Steve Angell and Joe Paquette met with Tom Cooper, the Executive Director of the Martin Luther King Institute for Nonviolence in early December. The purpose of this meeting was to familiarize the Institute with the AVP program and discuss ways that we might work together. Although this was a preliminary meeting, some of the ideas that resulted from the meeting were:

1. The King Institute would like to integrate some aspects of the AVP approach into its program.
2. The King Institute is interested in AVP's offer to conduct a workshop for the Institute staff.
3. The King Institute may be interested in engaging AVP trainers as consultants in developing the King Institute program.
4. The King Institute is interested in supporting AVP's work with prison inmates.

AVP is seeking to clarify its policies on the volunteer status of trainers and explore if there are conditions under which AVP facilitators might serve as paid consultants to the King Institute. Further meetings will be arranged with the King Institute after these policies have been clarified.

## GLEANINGS

Rere Hassett has prepared a list of comments and suggestions from the workshop reports that were submitted in 1898.

Hassle Lines - This exercise may be more effective if the participants are divided into four groups. Half the participants (groups 3 & 4) will watch the hassle. They look for body language that escalates the conflicts. Then the watchers go into the hassle line and groups 1 & 2 watch. Make sure that each group has to deal with hassles of similar frustration so that each side in a pair has the experience of conflict and anger.

Example: Someone changes the TV channel  
Someone jumps ahead on phone

Example: Caught cheating on a test  
Spaghetti on the floor

Hand Pushing Demonstration - This exercise is repeated listed as posing problems. Here are several possibilities:

A. Have a facilitator ask for individual volunteers to come out and hold up their hands. The facilitator then pushes on the volunteer's hands and then asks "what did you do?" "Pushed back" is the usual reply. Thank and ask for another volunteer. (Sometimes a volunteer will step back. Then ask "Why?") Then get another facilitator to demonstrate non-resistance which causes the pusher to fall forward off balance. Debrief - "Our first reaction when pushed is to puch back. But there are other possibilities..."

B. One of the problems with selecting one volunteer as the "guinea pig" is that they may not react as expected and the point of the exercise is lost. Another option is to do the demonstration as a group. As the group to line up

## GLEANINGS

with partners as in Hassle Lines. They ask both lines to hold up their hands so that they are gently touching. Ask "line one to push against the hands of line two." After a moment call "halt." Of the group of 8 or 10 participants in line two you will find at least a few individuals that pushed back. You may ask them "Did I ask you to push back?" And then ask them why they pushed? You may also find an individual who did not push back. Use them as an example of the other alternative. If this does not occur, then do a demonstration in which you ask a participant to puch against your hands and you do not resist. A key question to ask in the debriefing is "Who had the most control, the person that pushed back or the person that did not resist?" This will usually get the point of the exercise across.

C. Another variation is to instruct line one to try to get their partner across an imaginary line down the middle of the two lines. Give the same instruction to line two. People will attempt to pull their partners over to their side. After a minute or so call "stop." Demonstrate with two facilitators that the solution to the problem is to exchange sides. The trainers ask each other to change sides. It may be that two of the pairs have figured this out. In this case, ask them how they accomplished the task. There is no real need to debrief. The lesson is the importance of communication and cooperation.

Concentric Circles - List aspects of good listening before the exercise and discuss the guidelines briefly.

Affirmation Posters - A good use of time can be to explain Affirmation Posters before the role playing session (after the agenda review.) This gives

## GLEANINGS

(CONTINUED)

the group that is not in the role play an opportunity to work on posters. This keeps a sense of purpose to look for the good and enables more in-depth comments.

I Messages Exercise - One especially dramatic and attention getting method of opening this exercise is to start with a mock conflict between trainers (except that you do not tell the participants that this is not real.) Two trainers should lead the exercise and one scenario might be that one of the trainers puts up the newsprint sheet explaining "I Messages" crooked. The other trainer gives a "You" message about the crooked chart and they begin throwing "You" messages back and forth and escalating. Then one of the trainers makes a sharp break, pauses, turns to the participants and says "Who had the problem with the crooked chart, the person that put it up or the person that was upset about it being crooked?" Then lead into a discussion about "ownership of the problem" and continue with the rest of the exercise.

Transferred Trainers - Can we as coordinators of facilities please notify other coordinators of trainers who have been transferred to their facility. Let's keep our good trainers involved even when they have moved.

Reminders about Evaluations- Please make sure that you have agendas enclosed and briefly note the role play scenarios used. We can use them to increase our repertoire for Hassle Lines. Your comments about + and - help improve our agendas also. Please make sure that the hours are completed on the form. These are vital for fund raising grants. Please include I.D. Numbers for both participants and inside trainers.

## PERSONAL NOTES

Matt Scanlon and Mary Eagleston have decided to make their team permanent. They will be married on February 17. Congratulations from AVP.

Alan Sklar's new career as an actor is taking off. In addition to being the narrator for the AVP video, he may be seen on TV from time to time. He plays the role of a doctor in the soap opera "As the World Turns."

Mary Gray Legg migrated south to Alabama with the robins in January to see her children. However, spring is coming early and she has returned to lead AVP workshops.

Joe Paquette and Janet Lugo conducted a conflict resolution workshop for the Mohawk Indians at the Akwesasne Reservation in Northern New York in December. This is part of an effort to resolve the bitter conflict on the reservation about operating casino gambling.

Larry Apsey and Nancy Nothhelfer attended a National Conference on Non-violence sponsored by the Albert Einstein Institution in Cambridge, MA on February 8 to 10.

Lee Stern is traveling to the State of Washington to help train AVP facilitators there.

Marge Zybas can't seem to get away from AVP. She conducted her first prison workshop in Maryland on February 9 to 11.

The first prison workshop in the state of Georgia was held on February 2 to 4 and AVP is spreading to the state of Delaware also through the help of John Shoeford who is organizing prison workshops there.

## NEW EXERCISE

### SHARING AN EXPERIENCE OF VIOLENCE

Paddy Lane

The following exercise was one recently shared at a very moving community workshop in Owego, NY, where the participants ranged in age from 17 to 60+ and came from a very diverse array of backgrounds. I have tried it in a prison workshop, but I'd like to recommend it especially for community workshops, where there is always a danger that discussions will become very intellectualized and that the intense gut-level personal sharing of an AVP workshop may sometimes be missed by those who don't necessarily see themselves as "violent" people.

This exercise is best done early in the workshop. A recommendation is to do the brainstorm on Violence/Nonviolence at the end of the first session. Leave people with a mental image of what violence means to them. Session II can begin with Concentric Circle which always people to open up and begin sharing in a meaningful way. Trust is beginning to blossom. It is in this atmosphere of budding trust that Sharing on Violence is best done.

The introduction to this exercise might go something like this "the Brainstorm on Violence/Nonviolence gives us an insight into the diversity of definitions that people have for violence. What is violent for one person is not necessarily so for another. Violence may be physical, it may be psychological. We are now going to delve a little deeper into what violence means to you. Everyone is encouraged to consider risking something in this exercise.

Facilitators are especially encouraged to share vulnerable parts of themselves in this exercise--it will help the group as a whole to open up. It also re-emphasizes that we are all learning, that facilitators do not set themselves apart

from the group as being more evolved.

The format of the exercise follows that of Sharing a Conflict I solved Nonviolently. Divide the participants into small groups of 4 or 5. Ask all of them to think of a time when they were violent to someone else or violence was done to them. You might ask the group to close their eyes and take a minute to think about it. Remind the group that the violence does not have to be physical--it might be a violence of words, of psychological pressure, of ignoring, of non-communication or putdowns. Ask each person to share this within the small group. Explain that the small groups will then be asked to decide what they would like to share with the larger group (1 or 2 stories, or a theme--not every story). **IMPORTANT:** Emphasize that a small group may decide not to share anything with the larger group if that seems appropriate. The exercise may bring up strong feelings.

It is important not to rush the process. At the same time, beware of belaboring points too heavily. Allow the small groups and then the larger group to share at their own pace. Fostering a very supportive and nurturing atmosphere is vital.

After debriefing in the larger group, a group circle with arms around each others' shoulders and a good group sigh or two may feel like an appropriate ending. A break or a Light and Lively may then be in order.

The mood generated from this exercise flows well into the Transforming Power rap in the third session, especially if the facilitators are able to keep it on the level of sharing how it relates to their own personal lives.





## NEW EXERCISE

### EGO TRIP (CONTINUED)

ative or inappropriate traits listed, the facilitator should simply omit them. The facilitator will then repeat the procedure for the second name on the list.

Participants are asked not to comment about the traits listed until all the names have been read. the facilitator

will process the exercise.

This exercise is a powerful experience in affirmation. It was contributed by Martha Stinchcomb who is an AVP leader and a correctional counselor. She has been using this exercise in therapy groups in prison for many years and finds it is exceptionally effective.

THINGS THAT HELP FORGIVENESS

*humility*     *understanding*  
*AWARENES*  
*Talking to*     *FAITH*  
*others*     *Accepting*  
*GOD*     *LOVE*     *Self-esteem*  
*Thinking*     *CONFIDENCE*  
*EMPATHY*     *prayer*  
                   *patience*

THINGS THAT BLOCK FORGIVENESS

*Sense of Betrayal*  
*HATE*     *Insecurity*  
*PRIDE*  
*JUDGING*     *Anger*     *Holding*  
                                   *Resentment*  
*Self-centeredness*     *FEAR*  
*Enjoying*     *HURT*  
*Being a Victim*  
*Not getting Angry*

### THE SILENT BRAINSTORM by Jennifer Snow Wolff

This is an exercise that was used in the Forgiveness Workshop in Albany last fall.

Directions: Put up two sheets of newsprint. Give each person a different colored, medium sized marker. Write on the sheets "THINGS THAT BLOCK MY FORGIVENESS" and "THINGS THAT HELP MY FORGIVENESS."

In silence, ask people to stand up and write things that block or help their forgiveness. Then if they see things

that they agree with, they circle those things.

Afterwards the leader reads those things that were written, and makes note of what had lots of circles around it, or what issues came up a lot. We didn't get a lot of verbal discussion, but it brought up a lot of things to use in the workshop later.

This exercise could be used with other topics such as Anger, Stereotyping, fear, etc.

### QUERIES ON FORGIVENESS

From the Forgiveness Workshop in Albany.

Quote: "Whoever is out of patience is out of possession of his soul. We must not turn into bees who kill themselves by stinging others."

- What precedes Forgiveness?
- What follows Forgiveness?
- What impedes Forgiveness?
- What encourages Forgiveness?

## AROUND AVP

### AVP MEETS IN ROCHESTER IN MAY

The AVP Statewide Council and Board will meet in Rochester on May 19 and 20. We are seeking to include a special Organizational Development Workshop on Saturday that will deal with organizational structure, goals, communication and funding. We have asked a leader from the Peace Development Fund in Amherst, MA to conduct the workshop. They specialize in organizational development for non profit groups. We would like to have a representative of each area council at the workshop as well as all board members attending.

Since the workshop is planned for Saturday, it is expected that the Statewide Council and Board Meetings will be held on Sunday.

The Genesee Valley Area Council is hosting this meeting and will provide accommodations for those staying overnight. The area council would like people to register beforehand so they can plan the necessary meals and hospitality.

I wish to register for the Statewide Council and Board Meeting on May 19-20

I am coming by public transportation  
Please meet me (when) \_\_\_\_\_  
(where) \_\_\_\_\_

I would like overnight accommodations  
 Friday \_\_\_\_\_ Saturday \_\_\_\_\_

Lunch will be provided both days by the Genesee Valley Area Council

Name \_\_\_\_\_

Street \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

Please mail to Judy Halley, 1789 Colby Street, Brockport, NY 14420

### ARTICLES ON TRANSFORMING POWER

In the next issue of the Transformer we would like to feature articles on the central theme of AVP, Transforming Power. If you have an experience of Transforming Power, either in a workshop or in your personal life, please share it with others. Send your article to Fred Feucht, Transformer Editor.

Prison Coordinators - The Transformer can help you to recruit leaders for your workshops if they are listed in the Transformer. Please send your schedule.

### TRANSFORMER SUBSCRIPTIONS

The Transformer is sponsored by the Westchester Fairfield Area Council and is mailed to all AVP Facilitators. Our goal is to provide information and support for all facilitators around New York State and we seek to provide news form all Area Councils. The printing and production costs for the Transformer are paid by Westchester Fairfield. These costs run around \$10.00 per person per year. This covers five issues and the AVP Directory. We would appreciate contributions to cover your subscription.

Enclosed is my contribution for my subscription to the Transformer of \$ \_\_\_\_\_

Name \_\_\_\_\_

Street \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Please make checks payable to AVP and send to Fran Salant, Treasurer, Wing Road, New Canaan, CT 06840

If you have changed your address or would like a new subscription to the Transformer, please send your name to Fred Feucht, 88 Mountain Road, Pleasantville, NY 10570

## AROUND AVP

### NEW PRISON COORDINATORS

Paddy Lane has taken over the responsibility for coordinating AVP workshops at Bayview, a women's prison in Manhattan and Veronique Doumbe has become the new coordinator for workshops at Green Haven. Please call them if you would like to do workshops at either Bayview or Green Haven.

### MINI WORKSHOP FOR PRISON COORDINATORS

The AVP Prison Coordinators play a vital role as personnel managers and program directors for each institution we serve. Special skills are needed for this task. Christopher Owens, the coordinator for Washington Correctional and Director of Mediation Services in New York State, is seeking to organize a special program for prison coordinators. This will be an opportunity to share problems and learn from each other's experience. This program will be open to all prison coordinators and anyone who is interested in learning what is involved in becoming a prison coordinator. Please contact Chris Owens for further details.

### PRISON COORDINATORS NEEDED

We would like to make the AVP Program available in all prisons in New York State. Marion Borum, the Commissioner for Program of the Department of Corrections would like to see AVP available to all inmates. We could expand the AVP program to new prisons if we had more prison coordinators. Coordinators are needed at the following prisons:

Shawangunk Correctional Facility  
Walkkill Correctional Facility  
Otisville Correctional Facility  
Clinton Correctional Facility  
Fishkill Correctional Facility  
Camp Beacon Correctional Facility  
Otisville Federal Prison

Perhaps you would like to serve in this important way?

### WORKSHOP LEADERS NEEDED

Over 130 workshops are listed on the next three pages and this is only a partial list of the workshops that will be conducted in 1990. There are many more that have not yet been scheduled.

There are many question marks in the schedule where more facilitators are needed. You can help to bring the AVP program to some of the thousands of inmates who are on the waiting list. Just call the coordinator for the institution listed on the schedule.

Help is especially needed at Greene and Washington Prisons in the Albany area, Green Haven in the Poughkeepsie area, Sing Sing in Westchester and Bayview in New York City.

### FORGIVENESS

Continued from page 5

Do I accept myself as I am, even when I am not ready to forgive?

Am I able to accept the process of forgiveness for myself and others knowing that it may take longer than is comfortable?

Do I continue to search for that of God in those who have wronged me?

How can I open myself to the gift of forgiveness?

Have my struggles to forgive myself succeeded? even partly?

Do I remind myself that remorse is both fruitless and self-destructive?

Do I strive to leave the past behind and "be here now"?

Do I live in the knowledge that "today well lived is a blessing"?

"Am I walking gently over the earth, answering that of God in every person, knowing that all that is required of me is to do justice, love and mercy"?

# AVP WORKSHOP SCHEDULE

## AVP WORKSHOP SCHEDULE FOR 1990

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Jan 3-5	Camp Beacon	T/T	MH	Angell	Angell & ?
Jan 5-7	Sing Sing Hill	T/T	WF	Feucht	Doumbe & ?
Jan 5-7	Sing Sing Tappan	T/T	WF	Feucht	Feucht Grunebaum
Jan 5-7	Washington	Adv	A	Owens	Owens & ?
Jan 12-14	Toronto (c)	Adv	Can	Angell	Angell & ?
Jan 12-14	Brooklyn	T/T	Met	Lane	Malmgreen Lane
Jan 19-21	Auburn	Basic	SY	Levy	Levy & ?
Jan 19-21	Auburn	Basic	SY	Levy	Kerinski & ?
Jan 19-21	Auburn	Adv	SY	Levy	?
Jan 26-28	Fishkill	Basic	MH	Angell	?
Jan 26-28	Fishkill	Adv	MH	Angell	Angell & ?
Jan 26-28	Eastern	T/T	D	Sheehan	Sheehan & ?
Feb 2-4	Buffalo (c)	Basic	NF	Dzickonski	?
Feb 2-4	Walkill	Basic	MH	Angell	Angell Apsey Holmes
Feb 9-11	Taconic	Basic	WF	Cypser	B.Cypser Kates
Feb 9-11	Greene	Basic	A	Griffiths	Griffiths & ?
Feb 9-11	Greenhaven	Basic	MH	Doumbe	?
Feb 9-11	Greenhaven	Basic	MH	Doumbe	?
Feb 9-11	Anderson School	Basic	MH	Angell	Angell Ripp Lane Chadburn Murphy Taylor
Feb 16-18	Walkill	T/T	Met	Kussman	Kussman
Feb 16-18	Washington	Adv	A	Owens	Owens & ?
Feb 16-18	Owego (c)	Adv	ST	O'Connell	Kushner Truesdail Kropp
Feb 16-18	Bayview	Basic	Met	Lane	?
Feb 16-18	Sing Sing Hill	Basic	WF	Feucht	B & R Cypser Schlitt
Feb 16-18	Sing Sing Tappan	Adv	WF	Feucht	Grunebaum Lane
Feb 23-25	Fishkill	T/T	MH	Angell	Angell Malmgreen
Feb 23-25	Fishkill	Basic	MH	Angell	?
Feb 23-25	Eastern	Basic	D	Sheehan	Sheehan & ?
Feb 23-25	Mt. Toby, MA (c)	T/T	-	Mason	Owens Mason
Mar 2-4	Greenhaven Annex	T/T	MH	Doumbe	Angell Fritz
Mar 3-4	Owego (c)	T/T	ST	O'Connell	O'Connell Truesdail Bennett Kushner
Mar 3-5	N.E. University	Basic	-	Angell	MacBain
Mar 9-11	Greene	Basic	A	Griffiths	Griffiths & ?
Mar 9-11	Greenhaven	Adv	MH	Doumbe	?
Mar 9-11	Greenhaven	Adv	MH	Doumbe	?
Mar 16-18	Sing Sing Hill	Basic	WF	Feucht	Attanasio Andrus Booth
Mar 16-18	Sing Sing Tappan	Basic	WF	Feucht	Grunebaum Knight
Mar 16-18	Washington	Basic	A	Owens	?
Mar 17	Dutchess College	Mini	MH	Angell	McCormick
Mar 24-25	Bayview	Basic	Met	Lane	?
May 23-25	Poughkeepsie (c)	Basic	MH	Angell	Apsey Joffey Legg? Daniels?
Mar 23-25	Eastern	Basic	D	Sheehan	Sheehan & ?

? Additional leaders needed (c) Community Workshop AC Area Council (S) Spanish

## AVP WORKSHOP SCHEDULE

AVP WORKSHOP SCHEDULE FOR 1990					
DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Mar30-Apr1	Fishkill	Basic	MH	Angell	Blunt Thompson
Mar30-Apr1	Fishkill (S)	Basic	MH	Angell	Lane & ?
Apr 6-8	Buffalo (c)	T/T	NF	Dziekonski	?
Apr 6-8	Warkworth, Can	T/T	Can	-	Angell
Apr 13-15	Greene	Basic	A	Griffiths	?
Apr 11-13	Camp Beacon	Basic	MH	Angell	Angell D.Wood Fritz
Apr 17-19	Bayview	Basic	Met	Lane	?
Apr 21-22	Arbor Hill (c)	Basic	A	Wolff	?
Apr 20-22	Greenhaven	Basic	MH	Doumbe	?
Apr 20-22	Greenhaven	Basic	MH	Doumbe	?
Apr 20-22	Sing Sing Hill	Adv	WF	Feucht	Perry Griese
Apr 20-22	Sing Sing Tappan	Adv	WF	Feucht	MacBain?
Apr 27-29	Purchase (c)	Basic	WF	Feucht	Feucht Delahanty
Apr 27-29	Taconic	Basic	WF	Cypser	R.Cypser Doumbe
Apr 27-29	Taconic	Adv	WF	Cypser	B.Cypser Legg
Apr 27-29	Fishkill	Basic	MH	Angell	Grunebaum Lane
Apr 27-29	Fishkill	Adv	MH	Angell	Angell Stinchcomb
Apr 27-29	Eastern	Adv	D	Sheehan	Sheehan & ?
May 4-6	Greenhaven Annex	Basic	MH	Angell	Angell Fritz Knight Holmes
May 4-6	Owego (c)	Basic	ST	O'Connell	Bennett Kropp
May 5-6	Glens Falls	Basic	A	Wolff	?
May 11-13	Greene	Basic	A	Griffiths	?
May 11-13	Purchase (c)	T/T	WF	Feucht	Feucht & ?
May 19-20	Bayview	Basic	Met	Lane	?
May 18-20	Sing Sing Hill	Basic	WF	Feucht	Grunebaum & ?
May 18-20	Sing Sing Tappan	Basic	WF	Feucht	Stinchcomb & ?
May 18-20	Greenhaven	Basic	MH	Doumbe	?
May 18-20	Greenhaven	Basic	MH	Doumbe	?
May 25-57	Eastern	Basic	D	Sheehan	Sheehan & ?
May 25-27	Fishkill	Basic	MH	Angell	Angell Blunt
May 25-37	Fishkill	Basic	MH	Angell	Lane?
May 26-27	Albany (c)	T/T	A	Wolff	?
Jun 1-3	Detroit, MI (c)	T/T	-	-	Angell
Jun 8-10	Owego (c)	Adv	ST	O'Connell	Truesdail Kushner
Jun 8-10	Greene	Basic	A	Griffiths	?
Jun 15-17	Sing Sing Hill	Basic	WF	Feucht	Perry & ?
Jun 15-17	Sing Sing Tappan	Basic	WF	Feucht	Lane & ?
Jun 22-24	Greenhaven	Basic	MH	Doumbe	?
Jun 22-24	Greenhaven	Basic	MH	Doumbe	?
Jun 22-24	Fishkill	Basic	MH	Angell	Blunt & ?
Jun 22-24	Fishkill	Adv	MH	Angell	Angell & ?
Jun 26-28	Bayview	Basic	Met	Lane	?
Jun29-Jul 1	Eastern	Basic	D	Sheehan	Sheehan & ?
Jun29-Jul 1	Taconic	Basic	WF	Cypser	Callahan Grunebaum
Jun29-Jul 1	Taconic	Adv	WF	Cypser	Feucht & ?

? Additional leaders needed (c) Community Workshop AC Area Council (S) Spanish

# AVP WORKSHOP SCHEDULE

## AVP WORKSHOP SCHEDULE FOR 1990

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Jul 1-6	Northfield, MN (c)	Basic	-	-	Angell
Jul 13-15	Owego	Basic	ST	O'Connell	O'Connell & ?
Jul 13-15	Greene	Basic	A	Griffiths	?
Jul 16-18	Camp Beacon	Basic	MH	Angell	Angell B.Cypser Fritz
Jul 20-22	Greenhaven	Adv	MH	Doumbe	?
Jul 20-22	Greenhaven	Adv	MH	Doumbe	?
Jul 20-22	Sing Sing Hill	Adv	WF	Feucht	?
Jul 20-22	Sing Sing Tappan	Adv	WF	Feucht	?
Jul 27-29	Eastern	Adv	D	Sheehan	Sheehan & ?
Aug 10-12	Greene	Basic	A	Griffiths	?
Aug 17-19	Sing Sing Hill	Basic	WF	Feucht	Feucht Callahan
Aug 17-19	Sing Sing Tappan	Basic	WF	Feucht	?
Aug 24-26	Greenhaven	Basic	MH	Doumbe	Angell D. Wood
Aug 24-26	Greenhaven	Basic	MH	Doumbe	Doumbe B. Wood
Aug 24-26	Eastern	Basic	D	Sheehan	Sheehan & ?
Aug 24-26	Taconic	Basic	WF	Cypser	B.Cypser Lane
Aug 28	Havana, Cuba (UN)	Mini	-	-	Angell McMechan Morris
Sep 7-9	Greene	Basic	A	Griffiths	?
SEP 14-16	Sing Sing Hill	Adv	WF	Feucht	Malmgreen?
Sep 14-16	Sing Sing Tappan	Adv	WF	Feucht	Wallen?
Sep 21-25	Greenhaven	Basic	MH	Doumbe	Angell & ?
Sep 21-24	Greenhaven	Basic	MH	Doumbe	Doumbe & ?
Sep 28-30	Owego (c)	Adv	ST	O'Connell	Truesdail Kropp
Oct 5-7	Fishkill	Basic	MH	Angell	Angell & ?
Oct 5-7	Fishkill	Basic	MH	Angell	Blunt
Oct 12-14	Greene	Basic	A	Griffiths	?
Oct 15-17	Camp Beacon	Basic	MH	Angell	Angell & ?
Oct 19-21	Greenhaven	Basic	MH	Doumbe	?
Oct 19-21	Greenhaven	Basic	MH	Doumbe	?
Oct 19-21	Sing Sing Hill	Basic	WF	Feucht	B. Wood
Oct 19-21	Sing Sing Tappan	Basic	WF	Feucht	D. Wood
Oct 26-28	Eastern	Adv	D	Sheehan	Sheehan & ?
Nov 2-4	Fishkill	Basic	MH	Angell	B & R Cypser
Nov 2-4	Fishkill	Adv	MH	Angell	Angell Callaghan
Nov 2-4	Owego (c)	Basic	ST	O'Connell	Bennett O'Connell
Nov 9-11	Greene	Basic	A	Griffiths	?
Nov 16-18	Greenhaven	Adv	MH	Doumbe	?
Nov 16-18	Greenhaven	Adv	MH	Doumbe	?
Nov 16-18	Sing Sing Hill	Adv	WF	Feucht	?
Nov 16-18	Sing Sing Tappan	Adv	WF	Feucht	?
Nov 23-25	Eastern	Basic	D	Sheehan	Sheehan & ?
Dec 14-16	Greenhaven	Basic	MH	Doumbe	?
Dec 14-16	Greenhaven	Basic	MH	Doumbe	?
Dec 28-30	Fishkill	Basic	MH	Angell	Angell Holmes
Dec 28-30	Fishkill	Basic	MH	Angell	Martin & ?

? Additional leaders needed (c) Community Workshop AC Area Council (S) Spanish

---

STEVE ANGELL RESIGNS  
AS CHIEF ADMINISTRATIVE  
OFFICER OF AVP

---

---

PROGRAM PLANNED FOR  
AVP INTERNATIONAL  
CONFERENCE

---

---

JOB DESCRIPTION FOR  
CHIEF ADMINISTRATIVE  
OFFICER OF AVP

---

---

GLEANINGS  
WAYS THAT YOU CAN MAKE  
EXERCISES HITS INSTEAD OF  
BOMBS

---

---

THREE NEW EXERCISES  
INCLUDED INSIDE

---

---

NEW 1990 WORKSHOP SCHEDULE  
OVER 130 WORKSHOPS LISTED

---

---

Transformer Editor: Fred Feucht  
Transformer Mailing: Janet Lugo

---

Non-Profit Organization  
U.S. Postage  
**PAID**  
Purchase, NY 10577  
Permit No. 4

**AVP**

ALTERNATIVES TO VIOLENCE PROJECT, INC.  
Purchase Friends Meeting  
Purchase & Lake Streets  
Purchase, NY 10577