

# the TRANSFORMER

for AVP Workshop Leaders  
May-June 1990

## RECORD YEAR FOR AVP

The AVP program continued its remarkable growth rate in 1989 and expanded another 15 percent. According to the workshop reports that were turned in for last year, we set the following records:

Total number of workshops reported	223
Total number of workshop participants	3,528
Total hours attended by participants	77,379
Total hours given by outside facilitators	15,267
Total hours given by inside facilitators	12,767

We wish to thank the more than two hundred volunteer facilitators, both inside and outside, that made this record possible. If it were necessary to use paid staff to conduct these workshops, the cost would be more than a million dollars. We also wish to thank Rere Hassett for reading all the workshop reports and assembling the statistics for the year.

## AVP NAMES NEW ADMINISTRATOR

We welcome Paddy Lane as the new State Administrator for AVP. After serving as the AVP Intern for the last year and a half, she was named State Administrator by the Board of Directors. She replaces Steve Angell who has been the Chief Administrative Officer for the last three years.

Paddy will assume her new duties on May 1st. Paddy will spend the months of July and August in her home in Fairbanks, Alaska where she plans to lead AVP workshops. During her absence, the New York office will be staffed by volunteers.

Paddy brings a great deal of dedication and energy to the job and has a special interest in expanding the AVP program with parolees and youth. She will continue her volunteer duties with the Metro Area Council.

## AVP CALENDAR

May 4-6 Basic Community Workshop  
Weekend Brooklyn, NY

May 8 Westchester Fairfield Meeting  
7:00-9:30 Purchase Friends Meetinghouse

May 9 Mid-Hudson Meeting  
6:00-9:00 Poughkeepsie Friends Meetinghouse

May 11-13 Basic Community Workshop  
Weekend 15 Rutherford Place, Manhattan

May 11-13 Training for Trainers Workshop  
Weekend Purchase, NY

May 19-20 Statewide Council and Board  
Weekend Meeting, Rochester, NY

May 25-27 Training for Trainers Workshop  
Weekend Albany, NY

May 29 Metro Area Meeting  
6:00-9:00 15 Rutherford Place, Manhattan

Jun 1-3 Basic Community Workshop  
Weekend Lake Placid, NY

Jun 8-10 Training for Trainers Workshop  
Weekend 15 Rutherford Place, Manhattan

Jun 10 Prison Coordinator's Meeting  
1:00 Albany Friends Meetinghouse

Sep 28-30 AVP International Meeting  
Weekend Ossining, NY

## WHAT'S NEW IN AVP

### AVP ORGANIZATIONAL DEVELOPMENT WORKSHOP ROCHESTER, NY - MAY 19, 1990

Where is AVP going in the future and what are the strategic plans and organizational structure that will get us there? These are some of the questions that will be addressed in the Organizational Development Workshop which will be held in Rochester on Saturday, May 19. The growth of AVP has been so rapid that it has become necessary to take a new look at the organization and determine the best way for it to move forward in the future.

The workshop will be led by Joan Olsson, a trained facilitator from the Peace Development Fund in Amherst, MA. In addition to supporting the work of AVP and other peace organizations financially, the Peace Development Fund aids in the structural development of non profit organizations.

The workshop will examine board responsibilities, committee structure, mission and strategic plans for AVP. It is important that every board member attend this workshop as well as at least one representative of each area council. The Saturday workshop will be followed by the Statewide Council and Board Meetings on Sunday, May 20.

If you need overnight accommodations for this workshop, please fill out the form below and send it to Judy Halley, 1789 Colby Street, Brockport, NY 14420.

Lunch will be provided both days by the Genessee Valley Area Council.

### WHAT IF...

What if... AVP had four times its current budget per year... what would we do with it?

What if...we could have a full time executive director for AVP who could handle program planning, public relations and fund raising?

What if... we could have a field secretary of prison program manager to aid the area councils in training more leaders and helping to open up AVP programs in the northern and western parts of the state?

What if... we could have a parole program manager to organize and develop an ongoing AVP program for parolees and their families?

What if...we could have a youth program manager to organize and develop an effective AVP program for youth... both in schools and in youth residences?

Are these pipe dreams or serious plans for the future? These are some of the questions AVP may need to consider as it faces the future. These are also some of the questions that may be discussed at the Organizational Development Workshop in May. The ideas and suggestions of AVP members are needed at this meeting.



*"Peter and I really learned a lot about organizational development at the workshop."*

- I wish to register for the Organizational Development Workshop.
- I wish to register for the AVP Statewide Council and Board Meeting
- I would like overnight accommodations on:
  - Friday Night
  - Saturday Night

Name \_\_\_\_\_

Street \_\_\_\_\_

City \_\_\_\_\_

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

Phone \_\_\_\_\_

## WHAT'S NEW IN AVP

### PRISON COORDINATORS WORKSHOP

A special workshop will be held for prison coordinators on Sunday, June 10 at Albany Friends Meetinghouse. This will be an opportunity for prison coordinators to discuss problems, share experiences and discuss solutions. Some items on the agenda will be conflicts with prison administration, recruiting workshop leaders, developing inside coordinators and inmate trainers and dealing with conflicts in workshop teams. The workshop is being organized by Chris Owens and one of the leaders will be Steve Angell. It is hoped that as the result of this workshop an outline for a coordinators handbook or guide will be developed.

Contact Chris Owens for details and directions to Albany Friends Meetinghouse.

### AVP PROGRAMS FOR YOUTH

In order to develop our programs for youth, AVP has received a special grant to fund youth work. It is suggested that youth programs be placed on the agenda of all area council meetings throughout the state. It would be desirable for each area council to set up a youth committee to develop proposals for youth programs and to make contact with local schools and youth residences. Proposals for youth programs should be submitted to the State Administrator to receive funding.

### CORRESPONDENCE WITH INMATES

It is against the rules of both AVP and the Department of Correctional Services for AVP Trainers to conduct personal correspondence with inmates in the institution where they are working as volunteers. The DOCS regulations go farther to include inmates anywhere in the system.

It is important for both inside and outside trainers to maintain professional relationships and personal involvements can compromise professional leadership responsibilities. There have been several incidents where these rules

## LEADERSHIP TRAINING

### LEADERSHIP TRAINING WORKSHOPS

There is an urgent need to expand the AVP program to more prisons and reduce the up to three year waiting list for AVP in many prisons. We need more leaders! A series of special community workshops will be held this spring throughout the state. These workshops are offered for both personal growth and to train new facilitators. Listed below are the workshop dates, places and the person to contact to register.

#### BASIC WORKSHOPS

May 4-6, Brooklyn, NY, contact Paddy Lane to register.

May 11-13, Manhattan, contact Paddy Lane to register.

June 1-3, Lake Placid, NY, Contact Jennifer Wolff to register.

#### TRAINING FOR TRAINERS WORKSHOPS

May 11-13, Purchase, NY, contact Debby Wood to register.

May 25-27, Albany, NY, contact Jennifer Wolff to register.

June 8-10, Manhattan, contact Paddy Lane to register.

Please tell your friends about these opportunities to take the AVP training and urge them to register.

have been ignored with serious consequences for both the individuals involved and the AVP program. If you wish to correspond personally with an inmate, it is important that you first resign as an AVP Trainer and as a prison volunteer. These rules are for your protection.

Did you know that John Booth has a hidden thirst for adventure. He recently returned from a trip to Ecuador where he was visiting friends, climbing the Andes and exploring the Amazon.

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## AROUND AVP

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**EXCITING THINGS HAPPENING OUT WEST**  
by Karen Cauble

We have an active AVP community developing in Southern California. We call ourselves A.V. P. West. We are sponsored by San Deigo Friends Meeting and the Peace Resource Center of San Deigo. We are requesting that Pacific Yearly Meeting sponsor the AVP West program in California similar to the arrangement AVP Inc. has with New York Yearly Meeting.

In 1989 AVP West held two community workshops and one Training for Trainers, recruiting 11 leaders. Two of these, David Neptune and Virginia Flagg plan to become Lead Trainers. Both are university professors with backgrounds in peace action and group work.

In February, March and April 1990, we have held Basic Workshops at Diego State Prison. It is a new facility just two years old built for 2,700 inmates; however it now has a population of over 4,000. Our AVP workshops have been very successful; what's more, prison officials have been extremely accommodating in meeting our needs while conducting workshops.

Jumping from San Deigo to Alaska, the AVP movement continues to spread. The Yearly Meeting of Central Alaska Friends is sponsoring AVP this summer with community workshops in Anchorage on July 27 to 29 and Fairbanks on August 3 to 5. Both workshops will be led by Paddy Lane and Karen Cauble. Hopefully, a Training for Trainers will be squeezed into August also. The first prison workshop in Fairbanks Prison is scheduled for the Labor Day weekend.

Meanwhile, between Fairbanks and San Deigo, Lead Trainer, Lynn Fitz-Hugh has had a successful AVP Community developing in Seattle called Peace Between People. Both prison and community workshops are scheduled regularly. Lynn also acts as a resource and outreach to interested friends from Canada. Lynn and Karen are meeting this spring to coordinate their efforts.

"At this time of new beginnings in Spring we rejoice in bringing the miracle of love that is the AVP process to touch that of the light within us and within our brothers and sisters. The light shines with healing and growth and love and that light is shining on both the Atlantic and Pacific coasts."

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**FIRST AVP WORKSHOP  
HELD IN COSTA RICA**

by Martha Moss

An AVP workshop was held for the staff of La Reforma Prison in Costa Rica on March 23-25, 1990. The Basic Workshop for 21 prison administrators included the two prison directors, psychologists, the chaplain and staff training instructors. The workshop leaders were AVP Trainer Martha Moss along with two leaders from our sister organization, Childrens Creative Response to Conflict, Celina Garcia and Eduardo Garro. The Costa Rican AVP group plans a continuing program of regular workshops for both staff and inmates at the prison.

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**AVP IS EXPANDING IN  
THE CAROLINAS AND GEORGIA**

by Martha Moss

AVP of Western North Carolina has a growing program of both community and prison workshops. The AVP Prison program in Ashville, NC is quite unique, in 1989, six co-ed prison workshops were held in the pre-release center with participants coming from both the men's and women's prisons.

The first Basic AVP Workshop was recently held in the Atlanta Georgia Women's Prison with the participants consisting entirely of lifers.

In South Carolina, an AVP Workshop led by Judy Scheckel was held in a shelter for battered women. Martha Moss has been one of the spark plugs and the key lead trainer in the Western North Carolina Group and groups of trainers have been formed in both the Ashville and Atlanta areas.

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## AROUND AVP

### AVP EXPANDS PRISON PROGRAM

The first AVP workshop held at Lincoln Correctional Facility in Harlem was a great success. Lincoln is a small facility where most men only stay 5 or 6 weeks before release. The workshop was led by Paddy Lane, Mike Grunebaum and Richard Cunningham. Fulton Correctional, a work release facility in the city also hosted its first AVP workshop.

Upstate, AVP workshops have been scheduled for the first time at Shawangunk Correctional Facility near New Paltz, and the AVP workshops have been resumed in Wallkill Correctional.

### REQUIRED ATTENDANCE AT WORKSHOPS

It is the AVP policy that prison inmates are to attend AVP workshops voluntarily. This is the policy of the Department of Corrections also as stated in the memorandum from Marion Borum, the Deputy Commissioner for Program. However, some prisons have required that inmates take "aggression retraining programs" and then offered no other program except AVP. This is, of course, the same as requiring attendance at AVP. If this or a similar problem occurs in your area, please obtain written evidence of the policy and bring it attention to the State Administrator. She will write to the institution to straighten out the problem.

### AVP VOLUNTEER POLICY

In order to clarify the role of AVP Facilitators and their relationship to professional programs outside of AVP, the AVP Board and Statewide Council established the following policy in their March meetings:

1. All AVP Trainer/Facilitators shall be volunteers and paid for expenses only.
2. AVP may contract with other organizations or agencies for training or facilitating with payment going solely to AVP, Inc. and not to any individual. Should any individual acting as an AVP Trainer/Facilitator receive payment

## PERSONAL NOTES

Congratulations to Robert Martin. He has received a \$7,000 scholarship to complete his Masters in Social Work at Adelphi University in Garden City, Long Island.

Joe Paquette has joined the staff of the King Institute in Albany where he is involved in staff training and is working to help the Mohawk Indians find a nonviolent resolution to their conflicts on the Akwasesne Reservation straddling the U.S.-Canadian border in upstate New York. The conflict is over casino gambling establishments on the reservation and both sides are heavily armed with automatic weapons. Joe will need all his AVP skills in this situation.

### DEATH OF GUS ZYBAS

Members of AVP are saddened by the death of August Zybas who suddenly collapsed of an apparent heart attack while shopping in a supermarket on March 15. Gus and Marge had recently moved to the town of California, Maryland to be nearer family. Gus served as AVP's dedicated and faithful treasurer for many years, was a member of the AVP Board and helped to guide the growth of the organization for many years. Gus will be greatly missed by AVP members. If you wish to write to Marge Zybas, her address is 2008 Wildwood, Suite 236, California, MD 20617

beyond expenses, such money is to be turned over to the appropriate division of AVP.

3. Should any AVP Facilitators, Trainers or Consultants wish to contract directly with an organization/ agency for their services, they shall not be in violation of the above policies, provided that they do not represent what they are offering as an AVP workshop nor perform the work in the role of an AVP Facilitator/Trainer. They shall not be identified in any publicity concerning this work as an "AVP" Facilitator/Trainer.

## NEW EXERCISE – THE ESCALATOR

by Cynthia MacBain

### Introduction –

Explain that there are certain behaviors which escalate conflicts and certain behaviors which de-escalate conflict. Use the vowel letters to remember these behaviors.

- A – Attacking behavior (hitting, name calling, you-messages)
- E – Evading behavior (avoiding, escaping, ignoring, running away)
- I – Informing behavior (telling the other person how you are feeling without attacking; I-messages are examples of informing behavior.)
- O – Opening behavior (asking a question that encourages the other person to open up, to explain where he or she is coming from, to give his or her point of view, etc.)
- U – Uniting behavior (statements like “I hope we can find a way to work this out together” or “Perhaps if we do \_\_\_\_\_, we can both get our needs met.”)

A and E behaviors tend to escalate conflict; I, O, and U behaviors tend to de-escalate conflicts.

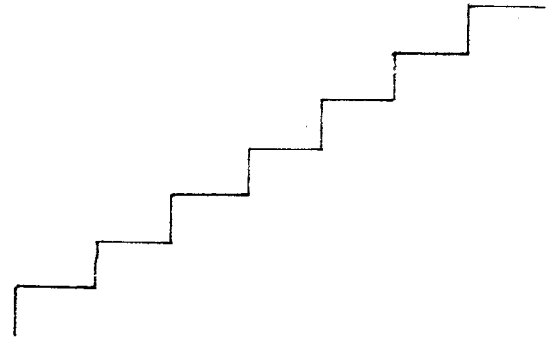
### Analysis of Conflict Situation –

Lead the group in a brainstorm and discussion of conflict situations as follows:

1. Give a role play or “story.” An example of an appropriate story is included below.
2. Have the audience explain the steps in the “plot” (events) where the escalation occurred.
3. Write these events on the tops of the “steps.”
4. Then, underneath each “step” write what the audience thinks the feelings of the participants were when the event happened.
5. Then, discuss at what points a change in behavior could have sent the parties down the escalator.

### Escalator Story –

Dave and Jim are sitting in English class at a time the class is supposed to be reading their assignment silently. Dave is co-captain of the football team, which had finished with a winning season. Dave is not doing a spring



sport, although he works out regularly in the weight training room in preparation for spring football practice. Jim is co-captain of the baseball team, which so far this spring has a 2 and 8 losing season. Jim is the starting catcher and sometimes pitches. His hitting has been poor this season, far behind his record last year as a junior.

Dave, who is sitting behind Jim, begins to kick Jim's chair. Jim turns around and says in an irritated tone “Cut it out!” Dave kicks the chair again. Jim turns around and says “I said cut it out, A-hole!” Dave retorts, “F-you, A-hole, you can't even hit a baseball.” Jim does not respond, but pretends to read as he notices the teacher get up. Dave mutters loudly enough for everyone to hear, “Call me an A-hole and I'll kick your ass!” Jim, red faced and furious, gets up, turns around to face Dave, and says “You got something to say to me you say it to my face!”

### Steps in Escalation –

The “steps” in the escalation are what happened and not the listeners' evaluations of what happened. The steps in the story are: 1. Dave kicks the chair. 2. Jim says “Cut it out!” (he could have assumed that it was a mistake and spoken differently to Dave.) 3. Dave kicks again. 4. Jim name-calls. 5. Dave name-calls and insults Jim's skill. 6. Dave threatens Jim. 7. Jim confronts Dave with a dare.

You may need to read parts of the story over again to make certain the steps in the acceleration are given in order. Write these

## NEW EXERCISE – THE ESCALATOR

above the line on a step of the escalator.

Feelings of Participants –

Then, have people decide what Dave and Jim felt at various points and write the feelings beneath the line on each step.

Then, ask the audience to look at the escalator and decide at what point(s) different responses might have de-escalated the conflict and/or at what points someone other than Dave or Jim (other students or the teacher) might have intervened. Remind the audience that in this case the teacher's goal is not to punish the two

(you might ask if suspending the two boys would resolve the conflict — most people realize that it would just send the conflict out of the classroom), but to resolve the conflict so that there is no fight in the classroom or later.

Write all of these suggestions on a large sheet. Then ask which, if any, of the suggestions are practicing Transforming Power. You may ask them to refer to their guidelines.

This exercise can be very helpful as a preparation for both "I Messages" and Role Plays.

## AVP FORUM LIFE AND DEATH ISSUES

by Fred Feucht

AVP workshops frequently are about life and death issues and deal with the consequences of taking another person's life. In a recent workshop, an inmate shared his experience of a dramatic life and death issue.

The young man had decided to obtain some money by holding up a jewelry store and armed himself with a powerful weapon. He entered the store, drew his 357 Magnum and demanded money and merchandise. The owner responded by drawing an even more powerful weapon, a 45. At that moment, as the young man was about to shoot, he realized that he could not take another person's life and would rather risk dying himself. The young man was hit three times with the 45, once in the chest and managed to survive. As he said afterward "Somehow, God didn't want me to die."

This young man had not dealt with the consequences of taking someone's life until this highly risky moment of truth. In another workshop, participants spoke about the offenses that brought them to prison and their regrets about not having found a better way. Nearly all of the participants were incarcerated for having taken someone's life. First, they opened up and acknowledged what they had done. Then they began to confront the

emotional consequences of their actions and talked about the scars this had left on their lives. Two or three of the participants who had covered up their actions with rationalizations and denial found the inner courage to take responsibility for their acts. It is not often that workshop participants have the courage to express what they have done and consider the victims and their families.

One young man who was married and had children told how he had killed the son of a neighbor in revenge because the son had killed his sister. He was very troubled about how his rash actions in a moment of rage had hurt his neighbors, and made a wreck of his life and the life of his family. After the depth of sharing and openness in the workshop he said "I have gone to therapy groups and even had private sessions with the prison psychiatrist, but all they wanted to do was cover up the guilt. Nothing has helped me as much as the sharing in this session."

There was no doubt that this had been a transforming experience for this young man and the other participants in the workshop. Owing our own potential for violence is certainly the most basic step in making a commitment to nonviolence. This is what AVP is all about.

## AVP FORUM

# NONVIOLENCE IN INTERNATIONAL CONFLICTS

by Nancy Nothhelfer

Policymakers, activists, journalists, scholars, foundation executives, religious leaders, military officials and others came together to share their knowledge and front line experience of nonviolent action. The six international hot spots specifically discussed were the West Bank and Gaza, South Africa, China, Poland, Lithuania USSR and Burma.

On February 8 to 11, Larry Apsey and I attended an international conference on Nonviolent Sanctions in Conflict and Defense sponsored by the Albert Einstein Institution. The conference held in Cambridge, Massachusetts included 187 participants and 53 panelists from all over the world. I feel privileged to have been part of the conference representing the Alternatives to Violence Project. I am also heartened to learn of so many people and organizations in prominent positions advocating and using nonviolent methods of struggle to avoid both violence and submission.

### SOUTH AFRICA

One of the highlights of the conference occurred Saturday morning about 10:00 when we were in a plenary session listening to a talk on Comprehensive Strategic Planning for Nonviolent Struggle. (On the previous morning one of the panelists was Patrick Lekota of the United Democratic Front and a right hand man to Nelson Mandela.) The moderator of the session interrupted to announce that Nelson Mandela would be released at 3:00PM the next day. The audience erupted in wild applause and we all looked at Patrick Lekota who was widely smiling and ecstatic. We all rose in a standing ovation and I believe that I wasn't the only one with tears in my eyes.

Afterwards, as I was standing outside the conference room, Patrick came over and sat down before a microphone and as I looked around eight camera men shone bright lights and a press conference began. I felt like I was in a front row seat in an important moment in history. When asked how he felt when he

heard Mandela was to be released tomorrow, Patrick said, "There is a work in our language" (I can't remember the word), "which means 'words cannot describe'." And indeed he could not have spoken better. That moment on Saturday morning was absolutely indescribable.

Some things that Patrick Lekota said coming from his experience of nonviolence were: "Nonviolent forms need discipline and cannot be spontaneous - they must be prepared and have some political resolve... Then each 'campaign' is a springboard for the next 'campaign/protest'... The principle of nonviolence is to wear down the opponent, have stamina, but do not have the pace so heavy that it breaks the resister... The training in nonviolent struggle is not a turn-the-other-cheek philosophy but a matter of strategic sanctions..."

"The nonviolent methods are the seeds of democracy so they must embody democratic practices. The release of Nelson", he said, "is the beginning of democracy in our country; the presence of Nelson in our ranks will strengthen our movement... Now when the question is asked 'who is Mandela', the answer is 'a representative of all political prisoners, not just an individual'." When asked to give us future results he said "I am a politician, not a prophet -- I cannot give you a time line... The regime says they are sharing power but they are sure to have no loss of control." As Patrick said "the pat on the back should not be for DeKlerk, but for the nonviolent resisters."

### CHINA

LiLu, a prominent member of the student uprising for democracy previously spoke at the UN condemning the June 4th massacre in Tianamen Square and in Cambridge he said "More than 10 million people participated nonviolently in the uprising including all classes of people and occupations. For the first time, there was a totally peaceful demonstration/revolution on the part of the people." This was a successful effort to make



## AVP FORUM

# NONVIOLENCE IN INTERNATIONAL CONFLICTS

the people aware of their people-power. Two remembrances of his talk: The man/student of 19 years shown standing in front of the line of tanks was not the only hero - also the man in the tank who stopped. Secondly, the supreme commander of the Tianamen Square protest was Chi Ling, a woman.

### POLAND

Piotr Wandycz of Poland expressed the struggle for democracy through humor. "Is there a class struggle in Poland?... No, the police would never permit it. What is socialism?... The longest, most arduous road from capitalism to capitalism... The irony is that Communism created Walenska, the workingman/electrician who commands the respect of his nation and the world and overthrows Communism nonviolently."

When Piotr Wandycz said "there was no women's movement on Poland because women rule the social life, so it is not needed," Michael Kaufman, of the New York Times responded "It is not true, a women's movement is needed. True, doctors are predominantly women- however they are paid less than truck drivers. Indeed, women are subordinate; they play significant roles behind the scene rather than public roles." (Laughter) "Now that the woman in Wocz has toppled Communist totalitarianism, she can tackle the woman/sexist issue."

By the way of speaking of women being subordinate in Poland, let it be noted that at the conference of 187 participants, 46 were women and out of 53 speakers, 10 were women. There were no women either as moderators or speakers at any of the plenaries.

### WEST BANK AND GAZA

Mubarak Awad spoke not only about the West Bank and Gaza conflict, but also about nonviolent action and the need to bring the enemy to be a friend; to have understanding and sympathy for the occupiers. When one feels strongly about their identity as a human being there is then no need just to get rid of the oppressor/occupier. Mubarak Awad

advocated nonviolent action; however, he said, "when asked about stones, I will leave it a question." He made a point of saying that democracy and nonviolent ways are not the same. Culture makes a difference. In the U.S. "I", the individual, is important; in the Arab world, community is important. Democracy does not always mean U.S. ways.

### CONCLUSION

Christopher Kruegler, Director of the Program on Nonviolent Sanctions of the Center for International Affairs at Harvard University, stated six concepts of comprehensive strategy for nonviolent action:

1. Clarifying Objective - outcome specific, winnable, widely shared.
2. Unity of Command - decision-making/plan communicated to all levels.
3. Have Operational Plan - the vision - how success is expected to occur and have a contingency plan.
4. Creative use of Maneuver - to keep antagonist off balance.
5. Consistency
6. Consolidation - protect what is won, nothing is permanent.

The essence of strategic sanctions/actions is to repeat what works and discard what doesn't and persist. According to Gene Sharp, President to the Albert Einstein Institution, power is based on cooperation and obedience.

Tom Wicker, of the New York Times, spoke at the Saturday night banquet on the U.S., a country that loves violence. At Attica, where he was a negotiator, guns were relied on to "solve the problem" because they were present. Carter was the only President in recent years not to have initiated any armed struggle... and he was not re-elected. Democracy does not necessarily mean respect for life or only use of nonviolent means in a struggle.

Understandably, I met many Quakers at the conference as well as one AVP trainer who now works for Peace Brigades International.

We are not alone.

## AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC COORDINATOR	LEADERS
May 4-6	Brooklyn (c)	Basic	Met Lane	Kussman Peppler Mason
May 5-7	Green Haven Annex	Basic	MII Fritz	Angell Fritz Knight
May 4-6	Owego (c)	Basic	ST O'Connell	Bennett Kropp
May 11-12	Powell House	Mini	- Angell	Angell Apsey
May 11-13	Manhattan (c)	Basic	Met Lane	Lane Cunningham
May 11-13	Purchase (c)	T/T	WF Feucht	Feucht & ?
May 18-20	Washington	Basic	A Owens	Owens & ?
May 19-20	Bayview	Basic	Met Lane	?
May 18-20	Sing Sing Hill	Basic	WF Feucht	Grunebaum Dench
May 18-20	Sing Sing Tappan	Basic	WF Feucht	Stinchcomb Breen
May 18-20	Greenhaven	Basic	MH Doumbe	?
May 18-20	Greenhaven	Basic	MH Doumbe	?
May 18-20	Wallkill	Adv	MH Angell	Ripp Garris
May 24-26	Arthur Kill	Basic	Met Kussman	Kussman
May 25-27	Eastern	Basic	D Sheehan	Sheehan & ?
May 25-27	Fishkill	Basic	MH Angell	Angell McCormick?
May 25-27	Fishkill	Basic	MH Angell	Blunt Chadburn
May 25-27	Albany (c)	T/T	A Wolff	Flanders Griffiths Paquette?
Jun 1-3	Detroit	T/T	- -	Angell
Jun 1-3	Lake Placid	Basic	A Wolff	?
Jun 8-10	Manhattan (c)	T/T	Met Lane	Lane
Jun 8-10	Ithaca (c)	Adv	PC Alexander	?
Jun 8-10	Owego (c)	Adv	ST O'Connell	Truesdale Kushner
Jun 15-17	Sing Sing Hill	Bas	WF Feucht	Perry Sklar
Jun 15-17	Sing Sing Tappan	Bas	WF Feucht	Lane Scanlon
Jun 15-17	Green Haven Annex	Adv	MH Fritz	Lindenbaum? Fritz
Jun 15-17	Washington	Basic	A Owens	Owens & ?
Jun 22-24	Sing Sing Hill	Bas	WF Feucht	MacBain & ?
Jun 22-24	Green Haven	Basic	MH Doumbe	?
Jun 22-24	Green Haven	Basic	MH Doumbe	?
Jun 22-24	Fishkill	Basic	MH Angell	Blunt & Y.Jones
Jun 22-24	Fishkill	Adv	MH Angell	Angell & Farrington
Jun 26-28	Bayview	Basic	Met Lane	?
Jun 29-Jul 1	Eastern	Basic	D Sheehan	Sheehan & ?
Jun 29-Jul 1	Taconic	Basic	WF Cypser	Callihan Grunebaum
Jun 29-Jul 1	Taconic	Basic	WF Cypser	Feucht Warner
Jun 29-Jul 1	Wallkill	Basic	MH Angell	Ripp Apsey
Jun 29-Jul 1	Schawngunk	Basic	MH Angell	Legg Bailey
Jul 1-6	Northfield, MN	Basic	- -	Angell Lane
Jul 13-35	Owego	Basic	ST O'Connell	O'Connell & ?
Jul 16-18	Camp Beacon	Basic	MH Angell	Angell B.Cypser Fritz P.Wood
Jul 20-22	Green Haven	Adv	MH Doumbe	?
Jul 20-22	Green Haven	Adv	MH Doumbe	?
Jul 20-22	Sing Sing Hill	Adv	WF Feucht	MacBain Kates
Jul 20-22	Sing Sing Tappan	Adv	WF Feucht	?

## AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Jul 20-22	Washington	Basic	A	Owens	Owens & ?
Jul 27-29	Eastern	Adv	D	Sheehan	Sheehan & ?
Jul 27-28	Wallkill	Basic	MH	Angell	B.& R.Cypser
Aug 17-19	Sing Sing Hill	Basic	WF	Feucht	Feucht Callihan
Aug 17-19	Sing Sing Tappan	Basic	WF	Feucht	?
Aug 17-19	Washington	Basic	A	Owens	Owens & ?
Aug 20-21	Camp Beacon	Basic	MH	Angell	Angell Fritz & ?
Aug 24-26	Green Haven	Basic	MH	Doumbe	Angell D.Wood
Aug 24-26	Green Haven	Basic	MH	Doumbe	Doumbe B.Wood
Aug 24-26	Taconic	Basic	WF	Cypser	B.Cypser Lane
Aug 28	Havana, Cuba (UN)	Mini	-	-	Angeli McMechan Morris
Aug31Sep1	Shawangunk	Basic	MH	Angell	Legg Apsey
Sep 14-16	Sing Sing Hill	Adv	WF	Feucht	Malmgreen?
Sep 14-16	Sing Sing Tappan	Adv	WF	Feucht	Wallen?
Sep 14-16	Washington	Basic	A	Owens	?
Sep 21-23	Green Haven	Basic	MH	Doumbe	Angell & ?
Sep 21-23	Green Haven	Basic	MH	Doumbe	Doumbe & ?
Sep 22-23	Ithaca (c)	T/T	PC	Alexander	?
Sep 28-30	Owego (c)	Adv	ST	O'Connell	Truesdail Kropp
Oct 5-7	Fishkill	Basic	MH	Angell	Angell Somerville
Oct 5-7	Fishkill	Basic	MH	Angell	Blunt Lane?
Oct 15-17	Camp Beacon	Basic	MH	Angell	Angell Fritz & ?
Oct 19-21	Green Haven	Basic	MH	Doumbe	?
Oct 19-21	Green haven	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 19-21	Washington	Basic	A	Owens	?
Oct 26-28	Eastern	Adv	D	Sheehan	Sheehan & ?
Oct 26-28	Shawangunk	Adv	MH	Angell	Angell Legg
Nov 2-4	Fishkill	Basic	MH	Angell	B.& R.Cypser
Nov 2-4	Fishkill	Adv	MH	Angell	Angell Callihan
Nov 2-4	Ithaca (c)	Basic	PC	Alexander	?
Nov 2-4	Owego (c)	Basic	ST	O'Connell	Bennett O'Connell
Nov 16-18	Green Haven	Adv	MH	Doumbe	?
Nov 16-18	Green Haven	Adv	MH	Doumbe	?
Nov 16-18	Sing Sing Hill	Adv	WF	Feucht	?
Nov 16-18	Sing Sing Tappan	Adv	WF	Feucht	?
Nov 16-18	Washington	Basic	A	Owens	?
Nov 23-25	Eastern	Basic	D	Sheehan	Sheehan & ?
Dec 7-9	Shawangunk	T/T	MH	Angell	Angell Blunt
Dec 14-16	Green Haven	Basic	MH	Doumbe	?
Dec 14-16	Green Haven	Basic	MH	Doumbe	?
Dec 14-16	Taconic	Basic	WF	Cypser	?
Dec 28-30	Fishkill	Basic	MH	Angell	Angell Holmes
Dec 28-30	Fishkill	Basic	MH	Angell	Martin Thompson

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AVP PROGRAMS  
AROUND THE WORLD

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ORGANIZATIONAL  
DEVELOPMENT WORKSHOP  
ON THE FUTURE  
OF AVP

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WORKSHOP FOR  
PRISON COORDINATORS

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NEW EXERCISE  
THE ESCALATOR

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LEADERSHIP TRAINING  
WORKSHOPS SCHEDULED

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REPORT ON  
CONFERENCE ON  
NONVIOLENCE IN  
INTERNATIONAL  
CONFLICTS

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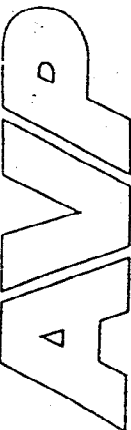
AVP INTERNATIONAL MEETING  
SEPTEMBER 28-30, 1990

Be sure to circle September 28 to 30 on your calendar and plan to attend the first AVP International Meeting at the Mariandale Conference Center in Ossining, NY. The program has been planned and within the next few weeks you can expect a registration form in the mail. There is a special discount if you register early!

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Newsletter Editor: Fred Feucht  
Newsletter Mailings: Janet Lugo

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