

the TRANSFORMER

for AVP Workshop Leaders
July-August 1990

REGISTER NOW FOR THE AVP INTERNATIONAL MEETING

Don't miss the opportunity to meet with AVPers from other states and around the world. Share new exercises and discuss workshop experiences. Plan programs for the future. Become part of the planning for the new international network/organization. Celebrate AVP's remarkable growth and its 15th Birthday. There will be interest groups,

networking, mini-workshops and small group discussions.

More than 20 registrations have come in so far and there are only 65 rooms available at the Mariandale Conference Center. Be sure to send in your registration in before August 1 to take advantage of the early registration discount.

Continued on page 3

AVP CALENDAR

Jul 10 7:00-9:30	Westchester-Fairfield Meeting Purchase, NY	Sep 8-9 Weekend	New York AVP Annual Meeting Camp Epworth, High Falls, NY
Jul 24 1:30-5:00	AVP Board Meeting Silver Bay, NY	Sep 11 7:00-9:30	Westchester Fairfield Meeting Purchase, NY
Jul 29 12:00-?	Southern Tier Tenth Birthday Hickories Park, Owego, NY	Sep 21 7:00	AVP Fundraising Concert 15 Rutherford Place, NYC
Aug 5 2:00-5:00	Education Committee Meeting Nancy Nothhelfer's House Greenwich, CT	Sep 28-30 Weekend	AVP International Meeting Mariandale Conference Center Ossining, NY
Aug 9 8:00-10:00	Youth Committee Meeting Nancy Udel's House Pleasantville, NY	Oct 16 6:00-9:00	Metro Area Meeting 15 Rutherford Place, NYC
Aug 10-12 Weekend	Basic Community Workshop Delaware Council, Delhi, NY	Oct 26-28 Weekend	Basic Community Workshop 15 Rutherford Place, NYC
Aug 28 6:00-9:00	Metro Area Meeting 15 Rutherford Place, NYC	Oct 27 10:00-3:00	Facilitator's Training Day Purchase, NY

REPORT ON
ORGANIZATIONAL
DEVELOPMENT WORKSHOP

NEW EXERCISE
CONFLICT STRATEGIES

INTERNATIONAL
MEETING
REGISTRATION
FORM

NEW YORK AVP
ANNUAL MEETING

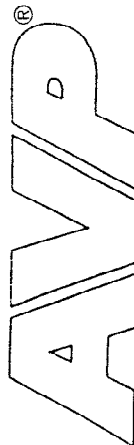
AVP IS REGISTERED
AS A SERVICE MARK

In order to avoid confusion with unrelated organizations that have names similar to the Alternatives to Violence Project, Inc., the name and the AVP logotype shown below have been registered with the U.S. Patent Office. The name and logotype cannot be used by anyone without the permission of AVP and the logotype should always be used in the form shown below. The name "Alternatives to Violence Project, Inc." should always be used below the AVP initials and a ® should always be used with the logo to show that the name is a registered servicemark.



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

WHAT'S NEW IN AVP

AVP ORGANIZATIONAL DEVELOPMENT WORKSHOP IN ROCHESTER

It was an exciting weekend as more than 20 AVPers gathered in Rochester to plan for the future of AVP. With the dynamic and professional leadership of Joan Olssen from the Peace Development Fund, the group explored possibilities for long range plans, new programs, organizational restructuring and methods of raising the funds necessary for future growth.

Just a few of the issues discussed were effective programs for parolees, youth program models for schools, residences and camps, inclusion of drug and substance abuse issues within the AVP program, AIDS issues, networking with criminal justice groups, adding paid staff to develop new programs and prevention of burnout among volunteers. The relationship between the New York AVP organization and other AVP groups around the world was also explored. The workshop helped to make members of AVP conscious of the problems and opportunities that AVP may face in the future.

As the result of the organizational development workshop several important committees were established to plan the future of AVP. The new committees include a Long Range Planning Committee, a Finance and Development Committee, a Mission Committee and a Youth Committee. Meetings of each of these committees have been held since the workshop and new goals are being developed. If you wish to get involved with any of these committees, contact Fred Feucht or Rudy Cypser.

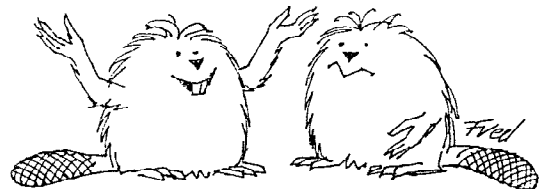
DEDICATED INTERN WANTED!

AVP is seeking an intern to develop a youth program. Applicants for this important job should be willing to turn their current life inside out, live in New York City on almost nothing and work like mad.

The intern will be responsible for modifying AVP's existing workshop format for use with young people and develop new programs based on the AVP concept. Responsibilities will include some office work. Hours are flexible, but will involve some evening meetings and weekend workshops. This will be a one-year, full-time commitment. Health insurance and a stipend will be provided.

The applicant should have experience in working with youth as well as good organizing and writing skills. Since AVP is sponsored by the Religious Society of Friends, the applicant should feel comfortable working with a spiritually based organization. The position will begin in Mid-October, 1990.

For more information and an application, contact the Alternatives to Violence Project, 15 Rutherford Place, New York, NY 10003. Phone: 212 477-1067



It's the ideal job for me... they want me to work like a beaver... and live on twigs!

WHAT'S NEW IN AVP

Continued from page 1

INTERNATIONAL MEETING REGISTRATION FORM

EARLY REGISTRATION DISCOUNT

\$150.00 for on campus housing
\$100.00 for commuters including meals
\$50.00 Deposit required

LATE REGISTRATION

\$175.00 for on campus housing
\$125.00 for commuters including meals
\$50.00 deposit required

Name _____

Street _____

City _____

State/Country _____ Zip _____

Area Council _____

Phone: Home _____ Work _____

Enclosed is my deposit of \$_____ Please reserve space for:

On campus housing Commuter

Vegetarian Special diet needs (describe)

Special physical needs (describe)

I can lead a workshop on _____

I would like to see a workshop on _____

Travel plans: Bus/Train Automobile Air

I can take riders I need a ride

Make checks payable to the Alternatives to Violence Project and mail check and registration form to James Richards, AVP Treasurer, R.D. 1, Box 162, Treadwell, NY 13846

NEW YORK AVP ANNUAL MEETING

The New York AVP Annual Meeting will be held at the Epworth Conference Center near New Paltz, New York on Saturday and Sunday, September 8 and 9. The program will be primarily business sessions of the Statewide Council and the Board. Some of the items to be discussed are reports from the Long Range Planning Committee, the Finance and Development Committee and the Youth Committee. The program will not include new exercises or mini-workshops since this will be the focus of the International Meeting at Ossining, New York on September 28 to 30.

The fee is \$20.00 per person which includes lodge accommodations and meals. Bring a sleeping bag for the bunks. All Board Members and Statewide Council Representatives will be expected to attend. To reserve your space send in the registration form below:

NEW YORK ANNUAL MEETING REGISTRATION FORM

Name _____

Street _____

City _____ State _____

Zip _____

Phone: Home _____ Work _____

Travel Plans: Bus _____ Train _____ Automobile _____

Enclosed is my deposit of \$10.00

Please send registration form and deposit to James Richards, AVP Treasurer, R.D. 1, Box 162, Treadwell, NY 13846

AROUND AVP

FIRST AVP WORKSHOP HELD AT NASSAU COUNTY JAIL

Through the efforts of Jim Peppler and Toni Swalgen, a series of three hour mini-workshops has been scheduled at the Nassau County Jail. The first workshop, which was held at the end of June, was received well by both the inmates and the administration. The leaders for the first workshop were Mike Grunebaum, Jim Peppler and Toni Swalgen. It is hoped that the mini-workshops will lead to three-day weekend workshops.

FIRST AVP WORKSHOP HELD AT SHAWNGUNK CORRECTIONAL FACILITY

Shawngunk is a new, ultra modern, maximum security prison that is located just south of New Paltz, NY next to Wallkill Correctional. Through the efforts of Frank Chapparino, a counselor at Shawngunk, the AVP leadership team received the red carpet treatment for their first workshop. Frank, a former correctional officer who has taken the AVP training, is a great supporter of the AVP program. The workshop led by Mary Gray Legg and Lloyd Bailey was enthusiastically received by the inmates and more workshops are scheduled. If you would like to be on a leadership team at Shawngunk, just call Steve Angell.

Newsletter Editor: Fred Feucht
Newsletter Mailings: Janet Lugo

TRAINER FROM COSTA RICA LOVES AVP

Eduardo Garro is so enthusiastic about AVP that he came all the way from San Jose, Costa Rica to get more experience as an AVP leader. Eduardo was one of the trainers that helped to lead the first AVP workshop at La Reforma Prison in March and intends to support a continuing program in Costa Rica. In June, he came to New York and helped to lead two Basic Workshops at Sing Sing, one in English and the other in Spanish. Trainers John Perry, Matt Scanlon and Janet Lugo found that it was a treat to work with him.

When Eduardo is home in Costa Rica, the energetic 24-year-old divides his weekdays between work and earning his college degree. On weekends he devotes his time to AVP Workshops and AVP's sister program CCRC

SOUTHERN TIER AREA CELEBRATES TENTH ANNIVERSARY

In the last ten years the Southern Tier group has helped more than a thousand people in the Owego area find non-violent solutions to their conflicts. Although their workshops have served everyone from 16 to 60, through their contacts in the probation department they have made a special effort to help young people who have had problems with the law.

Southern Tier will celebrate it's tenth birthday on Sunday, July 29 with a picnic at Hickories Park on Route 17C east of Owego. The party will begin at noon and end at dark.

AROUND AVP

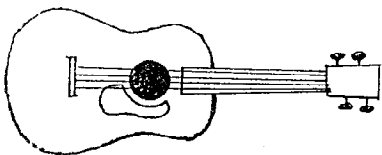
RIKERS ISLAND WORKSHOP A SUCCESS

The first ever workshop for adolescents at Rikers Island was quite a success. Living in an environment of almost constant violence and personal intimidation, there were at least six alarms in the unit while the workshop was going on. The eleven participants, ages 16 to 18 were quite enthusiastic about the program and they picked up the concepts quickly including "I" Messages and Transforming Power. They shared their feelings and insights freely and the the Empathy Exercise was especially moving.

Metro Area Council hopes to schedule more workshops for adolescents in Rikers Island in the fall.

BENEFIT CONCERT FOR AVP ON SEPTEMBER 21 IN NEW YORK CITY

A special benefit concert will feature Fred Small, a well known folksinger. Fred's mellow music and bright spirit promises to create an evening of fun and celebration for AVP. The concert will be held at on Friday evening, September 21 at 15 Rutherford Place in Manhattan. If you would like ticket information call Jenny Knight at 718 965-6609.



AVP WELCOMES NEW TRAINERS

In May, nine people spent a weekend at Purchase, New York to take the Training for Trainers Workshop. Those that completed the training are:

Dorothy Carlsten	Jeanne Feingold
Eugene Cascioli	Gerda Kossuch
Linda Conte	Christine Miletti
Mary Eagleston	Nancy Udell
Ann Farr	

Two of the participants liked each other so much that they decided to become roommates.

Eight more people gathered at 15 Rutherford Place in Manhattan to become trained as facilitators. Those that completed the training are:

Valerie Bruno	Melissa Malkin
Patricia Cunningham	Julie Rose
Kim Huber	Elizabeth Tobier
Jochen Kleinschmidt	Joann Zippe

All of these new facilitators are excited about AVP and would like to help to lead workshops.

Also, this spring, a successful Training for Trainers was held in Delhi, NY and nine new trainers will be helping Rose-Marie Sheehan with the monthly workshops at Eastern and Sullivan Correctional Facilities. The new trainers are:

Benny Abov	Lee Beckett
Mary Ann Burke	Michael Foley
Ann Howorth	Nancy Januse
Sharon Moshman	Mark Sperber
Rita Spiken	

NEW EXERCISE

TEST YOUR CONFLICT STRATEGIES

from "Joining Together" by David and Frank Johnson

People develop different ways of managing conflicts. The strategies you use may be quite different from your friends and acquaintances. To discover your personal approach, just take the following quiz.

The proverbs listed below describe various strategies for dealing with conflicts. Read

each of the proverbs carefully and using the following scale, indicate how typical each proverb is of your behavior in conflict.

5 = Very Typical 2 = Seldom Typical
4 = Frequently Typical 1 = Never Typical
3 = Sometimes Typical

- __1. It is easier to refrain than to retreat from a quarrel.
- __2. If you cannot a person think as you do, make him or her do as you think.
- __3. Soft words win hard hearts.
- __4. You scratch my back, I'll scratch yours.
- __5. Come now and let us reason together.
- __6. When two quarrel, the person who keeps silent first is most praiseworthy.
- __7. Might overcomes right.
- __8. Smooth words make smooth ways.
- __9. Better half a loaf than no bread at all.
- __10. Truth lies in knowledge, not in majority opinion.
- __11. He who fights and runs away lives to fight another day.
- __12. He hath conquered well that hath made his enemies flee.
- __13. Kill your enemies with kindness.
- __14. A fair exchange brings no quarrel.
- __15. No person has the final answer but every person has a piece to contribute.
- __16. Stay away from people who disagree with you.
- __17. Fields are won by those who believe in winning.
- __18. Kind words are worth much and cost little.
- __19. Tit for tat is fair play.
- __20. Only the person who is willing to give up his or her monopoly on truth can ever profit from the truths that others hold.
- __21. Avoid quarrelsome people as they will only make your life miserable.
- __22. A person who will not flee will make others flee.
- __23. Soft words ensure harmony.
- __24. One gift for another makes good friends.
- __25. Bring your conflicts into the open and face them directly, only then will the best solution be discovered.
- __26. The best way of handling conflicts is to avoid them.
- __27. Put your foot down where you mean to stand.
- __28. Gentleness will triumph over anger.
- __29. Getting part of what you want is better than not getting anything at all.
- __30. Frankness, honesty and trust will move mountains.
- __31. There is nothing so important you have to fight for it.
- __32. There are two kinds of people in the world, the winners and losers.
- __33. When one hits you with a stone, hit him or her with a piece of cotton.
- __34. When both give in halfway, a fair settlement is achieved.
- __35. By digging and digging, the truth is discovered.

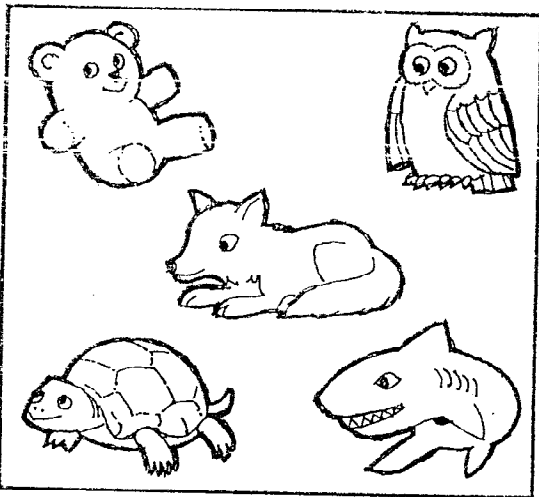
NEW EXERCISE

SCORING (Total Vertically)

WITH-DRAWING	FORCING	SMOOTHING	COMPROMISING	CONFRONTING
__ 1.	__ 2.	__ 3.	__ 4.	__ 5.
__ 6.	__ 7.	__ 8.	__ 9.	__ 10.
__ 11.	__ 12.	__ 13.	__ 14.	__ 15.
__ 16.	__ 17.	__ 18.	__ 19.	__ 20.
__ 21.	__ 22.	__ 23.	__ 24.	__ 25.
__ 26.	__ 27.	__ 28.	__ 29.	__ 30.
__ 31.	__ 32.	__ 33.	__ 24.	__ 35.

Most people use more than one conflict strategy although one often predominates. The higher the score for that conflict strategy, the more frequently you tend to use that strategy. The lower the score, the less frequently you tend to use that strategy.

HIGH
IMPORTANCE



LOW IMPORTANCE ← GOALS → HIGH IMPORTANCE

TYPES OF CONFLICT STRATEGIES

When you become engaged in a conflict, there are two major concerns you have to take into account:

1. Achieving your personal goals—you are in conflict because you have a goal that conflicts with another person's goal. Your goal may be highly important to you, or it may be of little importance.
2. Keeping a good relationship with the other person—you may need to be able to interact effectively with the other person in the future. The relationship may be important to you or it may be of little importance.

How important your personal goals are to you and how important the relationship is to you affect how you act in conflict. Based on these two concerns, it is possible to identify five styles of managing conflicts.



WITHDRAWING – THE TURTLE Turtles withdraw into their shells to avoid conflicts. They give up their personal goals and relationships. They stay away from the issues over which there is conflict and from persons they are in conflict with. Turtles believe it is hopeless to try to resolve conflicts. They feel helpless. They believe it is easier to withdraw (physically and psychologically) from a conflict rather than face it.



FORCING – THE SHARK Sharks try to

Continued on page 8

NEW EXERCISE

Continued from page 7

overpower opponents by forcing them to accept their solution in conflict. Their goals are highly important to them, and relationships are of minor importance. They seek to achieve their goals at all costs. They are not concerned about the needs of others. They do not care if others like and accept them. Sharks assume that conflicts are settled by one person winning and the other person losing. They want to be the winner and winning gives them a sense of pride and achievement. Losing gives them a sense of weakness and failure. They try to win by attacking, overpowering and intimidating others.



SMOOTHING - THE TEDDY BEAR To teddy bears the relationship is of great importance while their own goals are of little importance. Teddy bears want to be liked and accepted by others. They think that conflict should be avoided in favor of harmony and that people cannot discuss conflicts without damaging relationships. They are afraid that if the conflict continues, someone will get hurt, and that would ruin the relationship. They give up their goals to preserve the relationship. Teddy bears say, "I'll give up my goals and let you have what you want, in order for you to like me." Teddy bears try to smooth over the conflict out of fear of harming the relationship.



COMPROMISING - THE FOX Foxes are moderately concerned with their own goals

and their relationships with others. Foxes seek a compromise they give part of their goals and persuade the other person in the conflict to give up part of his or her goals. They seek a solution in which both sides gain something - the middle ground between the two extremes. They are willing to sacrifice part of their goals and relationships in order to find agreement for the common good.



CONFRONTING - THE OWL Owls highly value their own goals and relationships. They view conflicts as problems to be solved and seek a solution that achieves both their goals and the goals of the other person. Owls see conflicts as a means of improving relationships by reducing tension between two persons. They try to begin a discussion that identifies the conflict as a problem. By seeking solutions that satisfy both themselves and the other person, owls maintain the relationship. Owls are not satisfied until a solution is found that achieves their goals and the other person's goals. They are not satisfied until the tension and negative feelings have been fully resolved.

"Joining Together" is an excellent textbook on group theory and group skills. It contains more than 75 group process exercises, many of which can be useful in AVP workshops. "Joining Together" was written by David W. and Frank P. Johnson who have been leaders in the humanistic psychology field. The book is published by Prentice-Hall, Inc Englewood Cliffs, NJ 07632.

AVP FORUM

THE SEVEN STEPS TO FREEDOM

by Bill Sands, Ex-con

1. Facing the truth about ourselves and the world around me, we decided to change.
2. Realizing that there is a power from which we can gain strength, we decided to use that power.
3. Evaluating ourselves by taking an honest self-appraisal, we examined both our strengths and weaknesses.
4. Endeavoring to help ourselves overcome our weaknesses, we enlisted the aid of that power to help us concentrate our strengths.
5. Deciding that our freedom is worth more than our resentments, we are using that power to help free us from those resentments.
6. Observing that daily progress is necessary, we set an attainable goal toward which we can work each day.
7. Maintaining our own freedom, we pledge ourselves to help others as we have been helped.

(Note how the first letters of each step form the word FREEDOM)

THE SEVEN STEP PLEDGE

Knowing that my freedom depends on my thoughts and actions, I hereby pledge to face and accept the truth about myself, to maintain my freedom, to become a useful member of society, and to help others as I am now being helped.

WHAT'S NEW IN AVP

NEW YORK AVP OFFICE NEEDS A COMPUTER

Since the word processing hardware of the New York AVP Office consists of a manual typewriter, it has been necessary to borrow a computer to handle mailing lists and correspondence. This borrowed computer is no longer available to AVP and we need to get our own computer by September.

The computer will be used to keep the mailing list of trainers, handle correspondence, prepare news releases, write foundation grants and a multitude of other purposes. The computer needs to be an IBM compatible PC so that it can exchange data with other IBM PCs used by AVP members. The New York AVP Office is seeking a machine with a hard disk and two disk drives in order to handle the tasks required.

In addition, AVP needs a letter quality dot matrix printer to replace the typewriter and complete the system. It is expected that the cost of the computer and printer will be around \$2,000.00.

Perhaps you know someone who would like to give a computer to AVP or know someone who is interested in contributing toward the purchase of a computer. Call Jim Richards, our treasurer, if you can help.

PERSONAL NOTES

AVP's favorite actor, Alan Sklar appeared in the soap opera "Loving" on July 18. This is his return engagement as the maitre d of an exclusive club and Alan looks great in a tuxedo.

AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Jul 1-6	Northfield, MN	Basic	-	-	Angell Lane
Jul 13-15	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	Bas	WF	Feucht	Lamp Breen Malkin
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 3-5	Sullivan	Basic	D	Burke	Burk & ?
Aug 10-12	Delhi (c)	Basic	D	Sheehan	Sheehan
Aug 17-19	Sing Sing Hill	Basic	WF	Feucht	Abdul-Malik Knight Schlitt
Aug 17-19	Sing Sing Tappan	Adv	WF	Feucht	Feucht MacBain
Aug 17-19	Washington	Basic	A	Owens	Owens & ?
Aug 20-21	Camp Beacon	Basic	MH	Angell	Angell Fritz & ?
Aug 24-26	Sing Sing Hill	Basic	WF	Feucht	Lamp Zippe
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 24-26	Eastern	Basic	D	Sheehan	Sheehan & ?
Aug 28	Havana, Cuba (UN)	Mini	-	-	Angell McMechan Morris
Aug 31-Sep 1	Shawangunk	Basic	MH	Angell	Legg Apsey
Sep 7-9	Sullivan	Basic	D	Burke	Burke & ?
Sep 10-12	Sing Sing Theo	Basic	WF	Feucht	Lane Cunningham Nothholfer?
Sep 14-16	Sing Sing Hill	Adv	WF	Feucht	Malmgreen & ?
Sep 14-16	Sing Sing Tappan	Bas	WF	Feucht	Wallen Schlitt
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 21-23	Eastern	Basic	D	Sheehan	Sheehan & ?
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

If you would like to be on a team for a workshop, just call the coordinator for the institution.

AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC COORDINATOR	LEADERS
Oct 5-7	Fishkill	Basic	MH Angell	Blunt Lane?
Oct 5-7	Sullivan	Basic	D Burke	Burke & ?
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 D.Wood
Oct 19-21	Sing Sing Tappan	Basic	WF Feucht	Dench & ?
Oct 19-21	Washington	Basic	A Owens	?
Oct 26-28	Manhattan (c)	Basic	Met Lane	Lane & ?
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 2-4	Sullivan	Basic	D Burke	Burke & ?
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	Grunebaum Stinchcomb
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 7-9	Sing Sing Hill	T/T	WF Feucht	Macbain & ?
Dec 7-9	Sing Sing Tappan	T/T	WF Feucht	?
Dec 7-9	Taconic	Basic	WF Cypser	Cypser Warner Kates
Dec 7-9	Sullivan	Basic	D Burke	Burke & ?
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

? = Leaders needed (C) = Community workshop AC = Area Council

If the workshops you have organized are not listed, send a copy of your workshop schedule to the editor of the Transformer.

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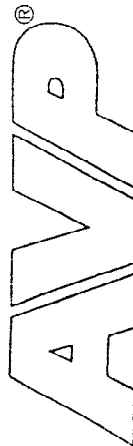
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