

the TRANSFORMER

for AVP Workshop Leaders
October-November 1990

FIRST AVP INTERNATIONAL MEETING A GRAND SUCCESS

"Whoopee," "Rates a 10+," "Well Planned," "Outstanding Food," "I felt so supported," and "I learned so much!" were some of the comments of the AVP leaders attending the first AVP International Meeting.

The gathering at Mariandale Conference Center in Ossining New York included 63 AVP Members representing eleven states in the U.S. and two other countries. Two came from Costa Rica to tell about the exciting AVP program that has started there as well as one from Canada where they are establishing regular prison workshops. Others came from Alaska, California, Washington, Colorado, Missouri, Ohio, Indiana, North Carolina, Virginia, Delaware and Maryland as well as New York.

Some of the high points of the weekend expressed by AVPers were: "Just meeting with Larry Apsey and hearing his moving account of AVP beginnings," "Learning exciting new exercises such as Carefronting, Injunctions and Colored Dots," "The joyful 15th Birthday Celebration with the big circle stuff after the birthday cake," "The dramatic Martin Luther King slide show," "The landmark decision to form a national organization" and "just meeting and getting to know the faces behind the names of AVPers."

Beginning on Friday evening, a gathering passed around a giant circle of more than 60

people as they shared their AVP interests. Participants then got to know each other in small groups by sharing their funniest, most difficult and most transforming experiences as AVP leaders.

Saturday was packed with 18 stimulating interest groups. Four mini-workshops focused on new exercises from the Second Level Manual. (By a small miracle, copies of the brand new manual arrived from the printer the day before the workshop.) Some of the powerful new exercises that AVPers learned were Carefronting, Colored Dots, Injunctions and Gotcha! Other groups learned about exciting new program ideas such as Workshops on Domestic Violence, Working with Youth, AVP and Aikido, and Support Groups in Prison.

Larry Apsey, Founder



*Lee Stern
Maryland AVP*



Jana Schroeder, Ohio AVP

*Lynn FitzHugh
Washington AVP*



John Skuford, Delaware AVP



Some workshops focused on important organizational issues such as International Structure, Starting AVP in a New State or Area and Beginning AVP in a Prison. Larry Apsey led an inspiring interest group on Transforming Power. There were special groups for Prison Coordinators and Lead Trainers; there was even a moving slide show on Martin Luther King and the Civil Rights Movement by an AVPer who is a newspaper photographer and reporter who personally covered the events in the '60s.

*Richard Cunningham
New York AVP*



*Martin Mize
North Carolina AVP*



A joyful fifteenth birthday celebration for AVP filled Saturday night including a talk from Larry Apsey telling about the beginnings of AVP and the first prison workshops. A square yard of delicious birthday cake fed more than 60 joyful AVPers. Balloons filled the air while songs and the biggest "Texas Hug" that AVP has ever seen concluded the evening.



*Celina Garcia
Costa Rica AVP*



*Dillon Sawyer
Canada AVP*

On Sunday morning AVPers rolled up their sleeves and held a business meeting. In order to build for the future, the landmark decision to form a national organization was made. Special task forces were formed to help with the important work of networking, fund raising, developing an organizer's manual and a Spanish basic manual. This was followed by a quiet meeting for worship, a delicious lunch and hundreds of hugs and goodbyes to newly made friends until the next AVP International Meeting.



*Bob Marple
Missouri AVP*

AVP INTERNATIONAL MEETING



AVP GROWS THROUGHOUT THE WORLD

by Steve Angell

Stephen Angell of New York reported on the AVP workshops that had been conducted around the world in the last 12 months. More than 420 workshops have been conducted and approximately 40 percent of these were outside New York State. Members were especially excited about the work in Costa Rica where workshops are being conducted monthly for both prison officials and inmates.

Celina Garcia of Costa Rica told about the crying need that exists for the AVP program in her country. Since 1989, there has been no bail for offenders, so that people who are arrested have to sit in jail for months before their cases are decided. This is not only disrupting the families of the poor, but increasingly the families of the middle class. Families of inmates are stigmatized; children of inmates are stigmatized.

The Costa Rica AVP & CCRC Group is conducting workshops in the women's jail as well as with both correctional officials and inmates in the men's prison. They are also working with a Catholic group, that for many years, has been assisting the children of inmates. Having only started the AVP and CCRC programs in early 1990, the Group expects to conduct 70 AVP and CCRC workshops in 1991!!!

Dillon Sawyer reported that Canada AVP has focused on establishing a model program with regular workshops at the Walkworth

Institution in Ontario (located about halfway between Toronto and Montreal). Their goal is to iron out all the problems and have the program model working effectively in one institution before expanding to more prisons. The group in British Columbia is working with the Washington State group in exchanging trainers and other forms of support.

Lynn FitzHugh spoke about her work organizing the AVP workshops in Washington. The small group is doing regular prison workshops in the Seattle area. One of the key problems they face is fundraising, since their organization, Peace Between People, is independent and does not have a major sponsoring organization. They also have problems developing lead trainers but they are pleased with the diversity of the leaders their group has attracted.

In Virginia, Candace Powlick reported that they are doing monthly workshops in the Virginia Correctional Center for Women in Goochland, VA and have started successful weekly support group sessions for the women also. (See separate article.) Although they have trained a number of new outside trainers, their major problem is that they only have one lead trainer at this time.

Lee Stern reported about the workshops he and Marge Zybas have been leading every month or six weeks in the Maryland House of Correction. They are finding much support and interest with the Sandy Springs Friends Meeting.

AVP expects to expand to Shri Lanka (formerly Ceylon) as Sue Bowers, and AVP Trainer from England and Bob Sidel-Kahn, a trainer from Chicago team up to start prison work in a country that have been divided by strife and violence.

AROUND AVP



AVP GOES NORTH TO ALASKA

The Last Frontier

by Karen Cauble, AVP West

Successful collaboration between eastern AVP, with AVP Inc. Administrator, Paddy Lane, and western AVP with lead trainer, Karen Cauble, came about this summer in our 49th state. Paddy and Karen laid the groundwork in the summer of '89 with the Central Alaska Friends Conference in planning for the 1990 AVP workshops. Anchorage and Fairbanks Meetings each agreed to have a workshop. Karen sparked the interest and enthusiasm of officials in the Fairbanks Correctional Center. Superintendent Gail Frank was willing to accommodate the AVP workshop needs and assigned staff, Jack Barham, as liaison for the project.

Paddy Lane lives in Manhattan while serving for AVP Inc. but her real home is in Fairbanks where she makes a point to visit each summer. Karen Cauble has been working summers in Alaska as a cook on the tugboat barges that ply trade on the Yukon River. With accessibility to each other, the interest of local friends, and the usual dedication shared among AVP facilitators, the inevitable occurred: Four workshops were successfully completed this summer.

On July 27-29, a Basic workshop was held in Anchorage. Jean Bodeau was the capable contact person and arranger. Paddy and Karen co-led with assistance from trainers, David Grodsky, Paddy's friend from New York City and Karen's husband, Bill Mills.

Arrangements for the Fairbanks Workshop held on August 3-5, were made by a committee from Chena Ridge Meeting. Cathy Walling and Jenivive Westwick were part of that committee. The workshop was conducted in the meeting house at Hidden Hill.

From August 10m through 15, two workshops were consecutively held in the Fairbanks Correctional Center. Karen Cauble was lead trainer with Bill Mills and Sandy Lauster from Anchorage and Joy Copeland from Fairbanks as apprentice trainers. The second workshop was also led by Karen with David Grodsky and Ron Smith from Fairbanks and again Sally Lauster as trainees.

Karen got permission from the warden to use the gym for closing ceremonies for the second workshop and invited the graduates of the first to join in. Small groups brainstormed Bumper Sticker Slogans for AVP. Big Wind Blows was played and a living synergistic machine was created; the certificates were presented and a hand shaking chain was formed.

The session concluded spontaneously with Rain Storm and an "ALASKAN" Squeeze. The light from the circle of inmates just radiated the miracle of Transforming Power for all to see. The superintendent appeared in the background observing this radiance with both curiosity and wonder on her face. She asked the men for written evaluations and personal testimonies if they felt AVP workshops should be continued in their facility. Not only have the men followed up on that request, they went one better. An inmate chapter of Rotary gave AVP West a \$200.00 donation. Certainly, AVP West thanks these men for their love and generosity from the bottom of our hearts.

AVP INTERNATIONAL MEETING

AVP FORMING NATIONAL ORGANIZATION

by Janet Lugo

The International Meeting confirmed what we all had suspected: that AVP is on the threshold of a new accelerated period of growth. It is an exciting time, a confusing time, even an overwhelming time as we realize that, ready or not, it's coming. The question is not, do we want it, but how can we cope with it? What groundwork must we lay and what action must we take so that growth is orderly and the spirit of AVP is preserved and spread?

At the International Meeting, a landmark decision was made. Members decided to form a National AVP Organization. The purpose of this organization will be to aid and coordinate the work of member AVP Groups throughout the country.

We opened - and closed - with a gathering: "What do we need to do to help AVP Develop?" Suggestions were numerous and wide-ranging.

We need two things: Network and Organization. Both of these need structure but they are different.

Desires were expressed for three levels of organization:

- a. National
- b. International
- c. Regional

It was agreed that it is essential to do the national organizing first, and carefully, so that international programs will have a viable resource to turn to for help. But in the meantime, we should look for commonality of

interests between national and international programs and work together immediately for special projects useful to both.

Costa Rica, for example, has a crying need for Spanish materials, and has the resources to translate and print them at moderate cost. The U.S. also has a crying need for Spanish materials for our Hispanic prison population, but our efforts to produce them have been unsatisfactory. We should work together to raise funds in the U.S. to have the materials produced in Costa Rica for use in both of these and other countries.

Groundwork for the international organization should be laid carefully so that it will support the weight it will carry.

ORGANIZATIONAL STRUCTURE TASK GROUP

Representative AVP Groups agreed to form an Organizational Task Force whose purpose is to form a national structure that international AVPs can plug into. The task force will canvass ideas and viewpoints from AVP Groups with a view of drafting a proposal for an organizational structure. The Task Force will present this structure to member AVP Groups for their discussion and approval. All AVP Groups are encouraged to participate in drafting, revision and approval of this structure.

The Organizational Task Force agreed to establish subgroups in the following areas:

- a. Communication Process
- b. Information and Model Gathering
- c. Drafting of Organizational Proposals

As a first step, the task force will take inventory of what programs, resources, materials and personnel already exist, where, how organized, and how funded. The Organizational Task Force agreed to make a preliminary report to AVP Groups in six

AROUND AVP

Continued from previous page

months. Anyone interested in serving on this task force may contact Paddy Lane or Fred Feucht of New York AVP

NETWORKING AND COMMUNICATION TASK GROUP

How do AVP Groups support each other and benefit from each others experience? Getting to know each other was one of the the key objectives of the International Meeting. And one of the most basic needs to building a network is a Directory of Trainers. A new Directory is being prepared by New York AVP and will contain all the names of AVP Trainers and AVP Groups throughout the world. The new Directory will be available before the end of the year.

Other forms of networking needed:

- a. National newsletter
- b. New exercises
- c. Manuals and publications
- d. Computer, modem, fax and electronic networks
- e. Mailing lists
- f. Periodic conferences – regional, national, international

The Networking task group will make an inventory of resources available including publications, publicity materials, brochures etc. Jennifer Snow Wolff and Rere Hassett of New York AVP agreed to serve as clerks for this task group. Please contact them if you would like to work on this project.

FUNDRAISING TASK GROUP

Fundraising: How? Where? For what? How do we avoid national and regional fundraisers working against each other on the same turf? A Fundraising Task Force was formed to deal with these issues as well as to exchange ideas and plans for fundraising. The group discussed various fundraising approaches as well as some novel and innovative ideas.

The Fundraising Task Force will make an inventory of fundraising methods and materials used throughout AVP. A summary of strategies and approaches will be made by the task force and a fundraising package will be assembled and made available to all AVP Groups. Contact Andy Barwell of Colorado AVP if you would like more information.

ORGANIZERS MANUAL TASK GROUP

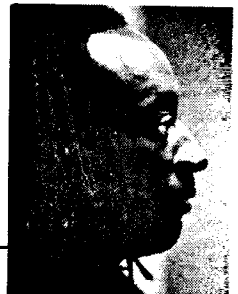
To help regional AVP organizers, a pressing need was expressed for an Organizer's Manual. This manual will serve as a guide to getting an AVP program started in a new area and will include suggestions for contacting prison officials. It will also cover the AVP Organizing Basics for prison administration. A special task group was established to develop the manual. Those that are interested in working on this project may contact Jennifer Snow Wolff of New York AVP.



*Rere Hassett
New York AVP*



*Andy Barwell
Colorado AVP*



*Robert Martin
New York AVP*

WHAT'S NEW IN AVP



AVP SUPPORT GROUPS

*by Candace Powlick,
Virginia AVP*

The Richmond, Virginia Alternatives to Violence Project offers a follow up support group to women attending AVP Basic workshops at the Virginia Correctional Center for Women. This support group has been positive for both women and our AVP training team. In particular, it has been helpful to us as beginners in a new state.

The idea for a support group came from the women when we discussed "where do we go from here?" in our final session. The three local facilitators felt we could commit to one session each per month, and so offered the women the possibility of coming in three evenings a month with one of us and a co-trainer from our AVP team, but who had not worked with this group. We further stated that the length of our commitment would be four months. The women were very excited about our offer, and had no hesitation about working with new trainers - in fact they looked forward to it.

Although we were scheduled for two hours each time, we in fact rarely had more than one hour with the women. Our agendas were usually simple, including an opening circle, one exercise or discussion topic, a light and lively somewhere in the middle and a closing circle. At times we used role-plays to deepen our understanding of TP or to practice communication skills. Other times we shared problems that the women were having, and encouraged discussion of possible solutions. It was important to the women that we not

become a "gripe" session, and by following AVP type agendas and ground rules, this was easily avoided.

The benefits of the support group were many.

For the women the benefits include:

An opportunity to practice skills, and then come back and discuss them.

A chance to ask questions about areas they find they do not understand.

Practice in problem solving techniques on real-life problems as they occur.

Community building.

A sense of continuity in the program/
avoidance of feeling let down.

A building sense of empowerment.

Continued development of understanding of the program, leading to a change in value system for some members.

For the members of our training team the benefits are:

Enhanced team building: we obtained more practice and more opportunities to work together.

Community building for us as trainers, and with women.

A chance to begin developing inside trainers, and to see which women had an ongoing commitment to the program.

Volunteers who could not work three full days still had options for working in prison.

We maintained an ongoing presence in the prison.

As the program progressed, attendance tended to fall, until we leveled out at between 5 and 8 per week. When we did another Basic workshop, we began another support group, and offered the women from the first session the opportunity to come also. At the end of the final session we held a party, to which all the women were invited, and most attended.

WHAT'S NEW IN AVP

Continued from previous page

In retrospect, there are some things that we could have done better, most notably in terms of communicating with the women. Holding the sessions only three times per month led to some confusion about which Thursdays were on and which were off. When we finally did write to the women with a monthly schedule and a list of upcoming topics, attendance increased. We also should have communicated our plans to integrate the two groups more clearly, as some women stated at the final party that they had not understood that they were welcome to attend the second series.

Our major goals were to provide a support community for the women as they practiced their new skills, and empower the women to take control of their new learning. We believe that we achieved both of these goals, and saw a good example when a brand new facilitator was accidentally sent alone, without having so much as set a foot in a prison before. She was welcomed by the women, introduced to everyone, and generally accepted and taken care of in what could have been a difficult situation. Instead, it was an empowering experience for the women inside, as well as for the new facilitator.

Candace Powlick was one of the leaders for the interest group on "How to Form Support Groups in Prison" at the recent International Meeting. Her ideas were received with a great deal of enthusiasm and interest by those attending. Perhaps the time is ripe for this idea in AVP.



*Paddy Lane
New York AVP*

WHITE POWER IN A RACIST SOCIETY

by Mary Gray Legg

Judy Katz came over from Europe to America with her Jewish parents. She knows the survival problems of being different in New York City. In her handbook, "White Awareness," for anti-racial training (Oklahoma Press, Norman, Oklahoma), she trains whites to look beyond mere stereotyping and prejudice to understanding the causes of racism and its insidious effect. To quote "One problem that arises with interracial group experiences is that the functioning of the group itself may be racist. Historically whites have exhorted non-whites to make changes so they will be acceptable as full-fledged Americans."

At the International conference at Mariandale, a few of us gathered and started to examine ourselves (we happened to be all women) on the sexist issue, a well opened area of consciousness today. It is a new and different type of readiness when, we as whites begin to study ourselves. Where do we come from in the racist society in which we live? There is a false view about white power whether viewed from the victim or the powerful. As with sexism, there is a need to introduce simulation games of dealing with racism - to see how white power effects both whites and non-whites.

Indeed, AVP works in communities and in prisons where our multicultural America is created - especially heavy in prisons. Why are the majority of our outside facilitators white? Are we just do-gooders?

Let us look and talk about ourselves as whites. Power can destroy and it can be for good!

WHAT'S NEW IN AVP

AVP & AIKIDO A New Idea Workshop

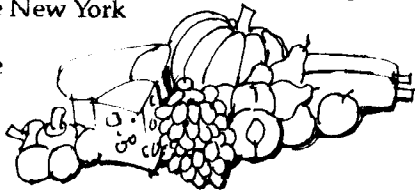
By Bill Leicht, New York AVP

Eight or nine participants related the physical medium of Aikido to the verbal medium of AVP by an experience through which they were led by Bill Leicht. Just as establishing communication and respect through T.P. requires gentle words that flow from the real and common interests of both supposed "opponents," aikido requires soft movements that flow from their real and common relationships. The exercises, "Doggie get the Bone," "Shaking hands with the wrist" and "Punch" helped to show how intuition, posture, touch and movement can lower the level of violence in physical confrontation.

One of the "AVP & Aikido" workshop participants, Robert Martin, reported that the group found aikido's physical expression of AVP ideas very exciting. He suggested that AVP-Aikido could offer a format that might hold paroled AVPers in a support group and "it would be relevant both to the physical as well as the emotional challenges faced daily on the street."

At the International Meeting, a committee on AVP and Aikido was formed consisting of Celina Garcia of Costa Rica, Bill Leicht, Ann Carriere, Jim Pepler, Carol Holmes, Robert Martin and Richard Cunningham of New York. This committee will explore the Feasibility of developing an AVP Second Level Workshop on the topic and will report back to the New York

Education
Committee
in their
November
meeting.



MAN/WOMAN WORKSHOP IN ALBANY January 25-27

This special second level community workshop will explore basic human relationships. It will seek to break through the roles that society expects us to play and the stereotypes that many of us are locked into. The goal of the workshop is to free us as men and women. Some of the tools for this journey will be powerful new exercises such as Injunctions From Childhood, Letter to Myself as an Adolescent, the Projection Exercise and the Woman Fantasy.

The workshop is scheduled for January 27 to 29 at Albany Friends Meetinghouse. You may reserve your space in this exciting workshop by sending a check for \$25.00 to Ed Kautz, Treasurer of the Albany Area Council.

"COMING HOME" A Third Level Workshop

How do inmates make the transition from prison to home? How do ex-offenders put Transforming Power to work on the street? A special AVP workshop is being developed about this issue by Scot Fritz and Sandy Guerrero of New York AVP. They have developed a special agenda and new exercises to help inmates deal with the problems they will face on the street and with their families. The two-day workshop will be available to those that have completed the Second Level Workshop and are scheduled to be released. The pilot workshop will be held at Green Haven Annex on February 28 and 29, 1990. Interested trainers are invited to attend and if you wish to be on the gate list, please call Scot Fritz, Coordinator for Green Haven Annex and Camp Beacon.

AVP FORUM

TRANSFORMING POWER

by Marilyn K. Robertson, Virginia AVP

Transforming power is hard to describe because it catches us by surprise. The only way to talk about Transforming Power is to tell stories in which people have experienced this surprising shift in focus, this unbidden insight, this overwhelming urge to risk love. Transforming power miraculously changes a situation or person and thus averts violence.

We asked our readers and team members to send in stories illustrating Transforming Power to share with all so that our understanding of T.P. can grow. Hopefully this will help us all be more open and willing to be grasped led by this mysterious force into peaceful ways of meeting violence.

H.T. a resident of the Virginia Correctional Facility for Women sent us this story:

My stepfather sexually abused me for years. Finally, when my mother was in prison, I said to myself, "Why is he trying to destroy me like this? Does his type deserve to keep getting away with this?" I decided he didn't. That night, when he was asleep, I poured rubbing alcohol outside his bedroom door, and set the carpet on fire and left the house.

As I sat waiting for the flames to destroy the man I hated, suddenly, I began to feel even more guilt. I asked myself "What are you doing? If you do this then you're no better than him." I ran back to the house and put out the fire. For some reason not much fire was left. The flames were dying down. I feel that Transforming Power changed me when I finally realized that I was committing an act that could easily turn me into the same monster he was. Revenge just wasn't worth that price.

An anonymous reader wrote:

I was a frightened 14 year-old held at knifepoint by six boys threatening rape. I had no training in nonviolence, but it was clear to me that violence was not an option for me.

When the boys stopped looking like a gang to me, and became a group of people, the situation began to offer a possibility of hope. It was only by the grace of God, and as I understand it, Transforming Power, that I began to speak to one of the boys, human to human, and ask him to help me. "Why are you doing this to me? I'm afraid and need your help. Please make them let me go, don't let them do this to me." Finally, I pointed out to him that "I could be your sister."

That boy faced the rest of the group, and said "I can't do this". Then he walked me out of the woods and took me to a safe place.

My own experience happened when I was teaching in a foreign country:

When visiting the county jail one day, I found a group of men crying because they were hungry. I was a frequent visitor. I had never seen this before. It seemed an unusually sadistic form of violence to lock people up and then not feed them. Upon inquiry, I learned that the food issued by the county government had run out and all appeals to the County Superintendent had brought no response. I left the jail and headed to the Superintendent's office, not sure of what to say or how to say it, aware that I was a foreigner, my saying anything could be interpreted as unwelcome interference.

I had never before called on the Superintendent, the highest official in the county. I knew if my "little speech" seemed to him to be a criticism, he could easily have

AVP FORUM

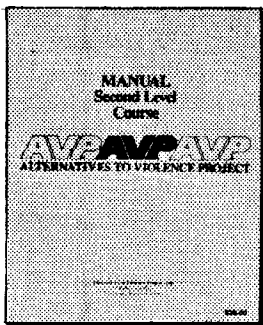
me deported. But the vision of grown men crying from hunger spurred me to action.

Once I was seated in front of his desk, I started by saying, "I have just come from the jail and..." I got no further. I burst into uncontrollable tears at the thought of what I had just seen. In utter embarrassment, I burst out of the office and drove home feeling that I had failed miserably to say what needed saying. I learned later that this government official immediately made an unprecedented visit to the jail, food was sent, and conditions began to improve from that day on.

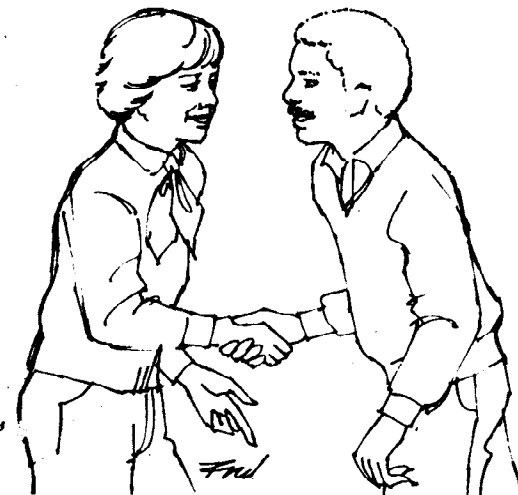
No two people experience Transforming Power in the same way. There is a mystery here that we cannot use, but we can be used by it when we are open to it.

SECOND LEVEL MANUAL AVAILABLE

After years of work, the revised Second Level Manual has been printed and is available. It is packed with 240 pages of information including many powerful new exercises. You may order a supply for yourself or your group through the New York AVP Office at 15 Rutherford Place, New York, NY 10003. The cost of the manual is the same as the previous edition, \$35.00, however, for AVP trainers there is a special rate of only \$7.50 per manual plus shipping costs. Send in your order today!



HOWDY, HOWDY, HOWDY A new Light & Lively



This is a simple, active Light & Lively that was the hit of a recent Second Level Workshop at Sing Sing.

Ask the participants to stand in a circle shoulder to shoulder, facing the center. One person who is "it" walks slowly around the outside of the circle in a counterclockwise direction, and then taps one of the people in the circle on the shoulder. The person who is tapped must quickly turn and run around the outside of the circle in a clockwise direction as the person who is "it" runs around in a counterclockwise direction. As they meet on the opposite side of the circle they must stop, shake hands and say "Howdy, Howdy, Howdy" and then race back to get into the empty space in the circle. The person who is left out of the circle then becomes "it" for the next round.

Contributed by Cynthia MacBain of New York AVP.

NEW YORK AVP ANNUAL MEETING

NEW YORK AVP ANNUAL MEETING

20 AVPers gathered at Epworth Conference Center in High Falls, NY on September 8 and 9 to plan the program for 1991. Some of the highlights of the meeting were:

A permanent Long Range Planning Committee was established to focus on organization, goals and program. Contact Jim Richards if you would like to work with this committee.

The AVP Mission Statement was adopted (see separate article).

The Education Committee reported now that the Second Level manual is complete, the committee will focus on developing a Training of Trainers Manual in 1991. Those that are interested may send suggestions and contributions to Rere Hassett.

A special Fundraising Workshop was scheduled for February 9, 1991 (see separate article).

In order to include inmate leaders in the AVP decision making process, the Delaware Area Council reported that they have been holding their area council meetings in prison and this has been a very positive experience. Perhaps other area councils should consider this idea also.

Delaware has also scheduled a community workshop program of 11 sessions for single parents at the OURS Center in Oneonta, NY this fall.

Perry City Area Council has been holding three hour Trainer Support Sessions each month to learn new exercises and discuss leadership skills.

Central New York Area Council (Syracuse) reported that they are successfully reorganizing and rebuilding after losing key area council officers and lead trainers. The program is continuing at Midstate and Cayuga Prisons. After major difficulties with the administration at Auburn Prison the program was suspended but recent meetings have been held with officials to explore ways of re-establishing the program.

The nominating gathered a full team together and state officers were appointed for 1990-1991 including Rudy Cypser - Clerk of the Statewide Council, Jim Richards - Treasurer, Ellen Flanders and Janet Lugo - Recording Clerks, Rere Hassett - Corresponding Clerk, Robert Martin - Nominating Committee and Elena Levy as a new Board Member.

Programs for Youth and ex-offenders were also discussed and New York AVP intends to move ahead with continued growth in 1991.

SPECIAL FUNDRAISING WORKSHOP SCHEDULED

New York AVP is planning a Fundraising Workshop which will be led by Joan Olssen of the Peace Development Fund. Joan led the very productive Organizational Development Workshop in Rochester in May and we believe that with her skillful leadership, AVP can make breakthroughs in fundraising in 1991. All AVPers are invited to attend. The one day session is scheduled for Poughkeepsie, NY on February 9, 1991. The cost will be nominal and registrations from outside New York are welcome. Contact Jim Richards of New York AVP to register.

NEW YORK AVP ANNUAL MEETING

NEW YORK AVP ADOPTS MISSION STATEMENT

The cornerstone for any organization or program is its mission statement. One of the benefits of the Organizational Development workshop held in Rochester NY in May was to articulate our goals. A committee labored with the difficult problem of writing a brief, comprehensive and concise cornerstone statement for New York AVP.

New York AVP Mission Statement

"The Alternatives to Violence Project is a multicultural organization of volunteers offering experiential workshops that empower individuals to liberate themselves and others from the burden of violence. Our fundamental belief is that there is a power for peace in everyone, and that this power has the ability to transform violence. AVP builds on a spiritual base of respect and caring for self and others, working both in prisons and with groups in the community."

The statement above was adopted at the Annual Meeting in High Falls, NY on September 9.

LEADERSHIP TRAINING WORKSHOPS

In order to provide an opportunity for new people to get involved in the AVP program, four community workshops are scheduled in New York State this fall.

BASIC WORKSHOP IN MANHATTAN

October 26-28

Contact Paddy Lane to register

BASIC WORKSHOP IN PERRY CITY

November 2 to 4

Contact Peter Hoover to register

BASIC WORKSHOP IN POUGHKEEPSIE

November 7 to 9

Contact Mary Gray Legg to register

TRAINING FOR TRAINERS WORKSHOP IN MANHATTAN

December 7 to 9

Contact Paddy Lane to register

Talk to your friends, tell them how much the AVP program means to you, ask them to register for these workshops and get involved in this exciting program.

USE OF THE AVP SERVICE MARK

We have encountered several examples of organizations using the initials "AVP" or the name "Alternatives to Violence" that are in no way connected to the AVP program. And, in order to protect the name and logotype from unauthorized usage, the AVP service mark is now nationally registered by AVP, Inc. of New York and may only be used by authorized AVP programs.

In order to extend the mark to sister AVP organizations elsewhere it will be necessary to develop a licensing agreement or contract with authorized AVP Groups permitting use of the name. This agreement will define the basic requirements for an AVP program and at the same time protect New York AVP from extended liability. This agreement is being prepared by Larry Apsey, our attorney.

AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Nov 2-4	Fishkill	Basic	MH	Angell	B. & R. Cypser
Nov 2-4	Fishkill	Adv	MH	Angell	Angell Callihan
Nov 2-4	Greenhaven Annex	Basic	MH	Fritz	Legg & ?
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 5-8	Bedford Hills	Basic	WF	Dench	Dench & ?
Nov 9-11	Poughkeepsie (c)	Basic	MH	Legg	Legg & ?
Nov 8-10	Greene	Basic	A	Beetle	Chapman Pearson
Nov 9-11	Collins	Adv	NF	Mang	Mang Herrin
Nov 10-12	Sing Sing Tappan	T/T	WF	Feucht	MacBain Feucht
Nov 16-18	Green Haven	Basic	MH	Doumbe	Doumbe
Nov 16-18	Green Haven	Adv	MH	Doumbe	?
Nov 16-18	Sing Sing Hill	T/T	WF	Feucht	Grunebaum Stinchcomb
Nov 16-18	Washington	Basic	A	Owens	Pearson & ?
Nov 23-25	Eastern	Basic	D	Sheehan	Sheehan & ?
Dec 7-9	Manhattan (c)	T/T	Met	Lane	Lane & ?
Dec 7-9	Shawangunk	T/T	MH	Legg	Angell Blunt
Dec 7-9	Greenhaven Annex	Basic	MH	Fritz	??
Dec 7-9	Sing Sing Hill	T/T	WF	Feucht	Grunebaum Neddermeyer
Dec 7-9	Sing Sing Tappan	T/T	WF	Feucht	Scanlon Nothhelfer Booth
Dec 7-9	Taconic	Basic	WF	Cypser	Cypser Warner Kates
Dec 7-9	Sullivan	Basic	D	Burke	Burke & ?
Dec 7-9	Orleans	Basic	NF	Mang	Dziekonski
Dec 13-15	Greene	Basic	A	Beetle	??
Dec 14-16	Green Haven	Basic	MH	Doumbe	Doumbe Higgins
Dec 14-16	Green Haven	Basic	MH	Doumbe	??
Dec 14-16	Taconic	Basic	WF	Cypser	??
Dec 14-16	Washington	Basic	A	Owens	??
Dec 28-30	Fishkill	Basic	MH	Angell	Angell Holmes
Dec 28-30	Fishkill	Basic	MH	Angell	Martin Thompson
Jan 4-6	Camp Beacon	Basic	MH	Fritz	??
Jan 10-12	Greene	Basic	A	Beetle	??
Jan 11-13	Albion	Basic	NF	Mang	??
Jan 11-13	Sing Sing Hill	Basic	WF	Feucht	??
Jan 11-13	Sing Sing Tappan	Basic	WF	Feucht	??
Jan 18-20	Washington	Basic	A	Owens	Kautz & ?
Jan 18-20	Shawangunk	Basic	MH	Legg	??

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

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
Jan 18-20	Shawangunk	Basic	MH	Legg	??
Jan 25-27	Albany (c)	Adv	A	Kautz	??
Feb 14-16	Greene	Basic	A	Beetle	??
Feb 15-17	Sing Sing Hill	Adv	WF	Feucht	??
Feb 15-17	Sing Sing Tappan	Adv	WF	Feucht	??
Feb 22-24	Shawangunk	Basic	MH	Legg	??
Feb 28-29	Greenhaven Annex	3rd	MH	Fritz	Gritz Guerrera & ?
Mar 14-16	Greene	Basic	A	Beetle	??
Mar 15-17	Sing Sing Hill	Basic	WF	Feucht	??
Mar 15-17	Sing Sing Tappan	Basic	WF	Feucht	??
Mar 29-13	Shawangunk	Adv	MH	Legg	??
Apr 11-13	Greene	Basic	A	Beetle	Pelkey?
Apr 19-21	Sing Sing Hill	Basic	WF	Feucht	??
Apr 19-21	Sing Sing Tappan	Basic	WF	Feucht	??
May 9-11	Greene	Basic	A	Beetle	Chapman
May 17-19	Sing Sing Hill	Adv	WF	Feucht	??
May 17-19	Sing Sing Tappan	Adv	WF	Feucht	??
May 24-26	Shawangunk	Basic	MH	Legg	??
Jun 13-15	Greene	Basic	A	Beetle	??
Jun 21-23	Sing Sing Hill	Basic	WF	Feucht	??
Jun 21-23	Sing Sing Tappan	Basic	WF	Feucht	??
Jun 28-30	Shawangunk	Adv	MH	Legg	??
Jun 28-30	Shawangunk	Adv	MH	Legg	??
Jul 19-21	Sing Sing Hill	Basic	WF	Feucht	??
Jul 19-21	Sing Sing Tappan	Basic	WF	Feucht	??
Jul 26-28	Shawangunk	T/T	MH	Legg	??
Aug 16-18	Sing Sing Hill	Adv	WF	Feucht	??
Aug 16-18	Sing Sing Tappan	Adv	WF	Feucht	??
Aug30-Sep1	Shawangunk	Basic	MH	Legg	??
Aug30-Sep1	Shawangunk	Basic	MH	Legg	??
Sep 27-29	Shawangunk	Basic	MH	Legg	??
Oct 18-20	Sing Sing Hill	Basic	WF	Feucht	??
Oct 18-20	Sing Sing Tappan	Basic	WF	Feucht	??
Oct 25-27	Shawangunk	Basic	MH	Legg	??
Nov 15-17	Sing Sing Hill	T/T	WF	Feucht	??
Nov 15-17	Sing Sing Tappan	T/T	WF	Feucht	??
Nov28-Dec1	Shawangunk	Basic	MH	Legg	??
Dec 27-29	Shawangunk	Adv	MH	Legg	??

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

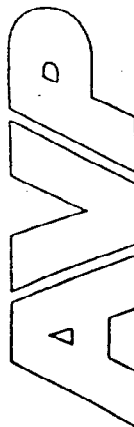
If the workshops you have organized are not listed, send a copy of your workshop schedule to the editor of the Transformer.

AVP CALENDAR

- Oct 26-28 Basic Community Workshop
Weekend 15 Rutherford Place,
New York City
- Nov 2-4 Basic Community Workshop
Weekend Perry City, NY
- Nov 6 Albany Area Meeting
6:00-7:30 Albany Friends Meeting
- Nov 9-11 Basic Community Workshop
Weekend Oakwood School
Poughkeepsie, NY
- Nov 13 Westchester Fairfield Meeting
7:00-9:30 Purchase, NY
- Nov 18 Education Committee
2:00-5:00 Nancy Nothhelfer's,
Greenwich, CT
- Nov 24-25 Albany Area Meeting
9:30-11:30 Albany Friends Meeting
- Nov 26-27 Training for Trainers
-9 15 Rutherford Place
weekend New York City
- Jan 8 Albany Area Meeting
6:00-7:30 Albany Friends Meeting
- Jan 25-27 Advanced Workshop
Weekend Albany Friends Meeting
- Feb 9 Fundraising Workshop
9:00-5:00 Poughkeepsie Meeting
Poughkeepsie, NY
- Feb 10 Statewide Council
9:00-5:00 & Board Meeting
Poughkeepsie Meeting
Poughkeepsie, NY

Newsletter Editor: Fred Feucht
Newsletter Mailings: Janet Lugo

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