

Alternatives to Violence Newsletter

the TRANSFORMER

for AVP Workshop Leaders
January-February-March 1991

LEADERSHIP TRAINING WORKSHOPS

A series of community workshops are being offered around New York State in early 1991. Some of the workshops are:

BASIC WORKSHOP IN MANHATTAN

On January 18-20 a Basic Workshop will be offered at the AVP office in New York City. Contact Paddy Lane to register.

BASIC WORKSHOP IN OWEGO

On January 18-20 a Basic Workshop will be offered in Owego, NY. Contact Pat O'Connell to register.

BASIC WORKSHOP IN PERRY CITY

On January 25-27 a Basic Workshop will be offered in Perry City, NY near Ithaca. Contact Peter Hoover to register.

BASIC WORKSHOP IN WESTCHESTER

On April 19-21 a Basic Workshop will be held at Purchase Friends Meetinghouse in Westchester County. Contact Fred Feucht to register.

ADVANCED WORKSHOP IN ALBANY

On February 1-3 a special Advanced Workshop with a theme of "Men and Women" will be held in Albany, NY. This is an opportunity to learn the many new exercises which focus on the man-woman issue. The leaders for this workshop are Nancy Nothhelfer, Jay Lieske and Ellen Flanders. Contact Ruth Griffiths or Chris Owens to register.

TRAINING FOR TRAINERS IN MANHATTAN

On February 22-24 a Training for Trainers Workshop will be held at the AVP office in New York City. Contact Paddy Lane to register.

TRAINING FOR TRAINERS IN OWEGO

On March 16-17 a Training for Trainers Workshop will be offered in Owego, NY. Contact Pat O'Connell to register.

TRAINING FOR TRAINERS IN WESTCHESTER

On May 17-19 a Training for Trainers workshop will be offered at Purchase Friends Meetinghouse in Westchester County, NY. Contact Fred Feucht to register.

FUND RAISING WORKSHOP IN POUGHKEEPSIE ON FEBRUARY 9

Fundraising isn't as hard as you may think and Joan Olssen will tell us how it can be both fun and productive. As you may know, Joan Olssen is the same terrific leader who led our Organizational Development Workshop last May. The February workshop will help us deal with our personal myths and misconceptions about fundraising and teach us how to

Continued on next page

AVP FUNDRAISING WORKSHOP

Continued from page 1

team together in building strategies and programs. We will learn how to support each other in effective fundraising efforts, both in local area councils and statewide.

With the exciting expansion that AVP is going through right now, one of our key problems is how to meet the expenses of a growing and vital program. Our publication and mailing costs have mushroomed as our New York trainers list has grown and we are networking with other AVP Groups around the country and across the world. We need funds for a Spanish translation of the Basic Manual and a Training for Trainers Manual as well as new brochures and publicity materials.

We would like at least two representatives for each area council to attend the workshop on Poughkeepsie on February 9. The workshop will begin at approximately 9:30AM and will run to 5:00PM. To reserve your space in the workshop, please send in the registration form below before January 26. The Fundraising Workshop will be followed by the Statewide Council Meeting on Saturday Evening and the Board Meeting on Sunday Afternoon. Overnight hospitality is available on both Friday evening and Saturday evening for those that live more than an hour away.

NEW YORK AVP STATEWIDE COUNCIL AND BOARD MEETINGS ON FEBRUARY 9 & 10

Ideas and suggestions from all area councils are needed at these meetings. Every area council should send a representative. Some of the important items to be discussed are:

1. Plans for the National AVP Organization
2. Plans for the next International AVP Conference
3. Development of AVP Fundraising Program
4. Discussion of "What is the bottom line of the AVP program?" which should be included in our licensing agreement with other AVP Groups.

We will also have reports from each area council and discuss how recent cuts in the Department of Correctional Services budget and staff have affected local AVP programs.

GRANT RESEARCHER NEEDED

A person is needed to stimulate the growth of AVP by working with the Finance and Development Committee in researching grand sources and writing foundation grant proposals. Contact Paddy Lane if you can help.

REGISTRATION FOR WORKSHOP & MEETINGS IN POUGHKEEPSIE

Name _____
Street _____
City _____ State _____ Zip _____
Phone: Home _____ Work _____

I need hospitality Yes No
If so, which nights Friday Saturday
Please pick me up at the train or
 bus station.
I will arrive at: Time _____ Date _____

Mail form to AVP Office, 15 Rutherford Place, NY,NY 10003



INTRODUCING JAY LIESKE AVP INTERN

In order to meet the ever expanding inquiries about AVP that flood the New York office and fill the growing organizational needs, Jay Lieske has agreed to serve as the new AVP Office Intern. Jay brings with him many office management skills and years as an AVP Trainer.

Jay first became involved with AVP as an inmate at Sing Sing and he went on to become a lead trainer, inside coordinator and made a great contribution to building a strong AVP program in the facility. Jay, a creative and innovative leader, brought some powerful new exercises into AVP such as the Colored Dots Exercise.

As a college student and a leader in the Network Program, Jay says that "I employed many of the skills that I learned from my AVP training in order to accomplish many of the organizing projects that I undertook."

Jay is presently living in the Poughkeepsie area and he commutes to the New York AVP office two days a week. He has made a dent in the workload and has taken the "new" used AVP computer in hand and is setting up the system. In addition to working in the AVP office his career goal is to go to school to become a certified alcoholism counselor and he expects to begin training in the fall. Jay has a special interest in helping other ex-offenders and is planning to help in organizing and leading an AVP ex-offenders support group.

AROUND AVP

INTRODUCING DUKE FISCHER YOUTH PROGRAM INTERN

With the help of a two year grant for youth programs the Metropolitan Area Council now has Duke Fischer on staff as a "youth consultant." Duke, who recently completed his training at Sullivan Correctional in the Catskill Area says "I have worked with several different curricula, and have found nothing to be as effective with youth, and especially "youth at risk" need what AVP has to offer: self-exploration, affirmation of self, better communication skills and a solid, credible strategy to live a less violent life..."

Duke comes to New York City twice a month to get youth programming underway. Metro Area Council inaugurated its youth activities in late November with a mini-session at Green Chimneys, a residence for young men 16-20 who are making the transition from institutionalized to independent living. The evening session was well received and a full workshop in the spring is under consideration. Meanwhile, CASES, an alternative sentencing program for young men which teaches vocational skills, GED, etc. has requested a full workshop in February.

The youth program plans to document all mini-sessions and workshops presented, noting what works well and what does not. The plan is to write a section for the AVP Basic Manual to aid those who are working with young people. The Metro Council would like to develop special teams who have experience in working with youth.

AROUND AVP

**LETTERS FROM
WORKSHOP PARTICIPANTS**

November 11, 1990

For the 2 1/2 days in my AVP group I felt warm, care and wonderfully enriched.

My sister is stationed in Saudi Arabia right at this very moment. I wished she can experience any percentage of what I am feeling right now.

I wished also each time I am participating in a group game that my daughter will get a chance to play them too.

The insight of building intimacy (open communication) with a group of people is considered personally as a treasure. I hope to share it all my life.

Thank God! Thank you all for making it possible.

Amy Wu

Amy was a participant at a community workshop in Poughkeepsie.

November 13, 1990

Many years ago in the late Seventies, I took your training in "Alternatives to Violence."

I now have a Ph.D. and have probably studies some thirty or more disciplines, psychotherapies etc. and can honestly say that your training was the best I ever had.

Although I have lost touch, I wonder is this project is still alive and where I can get information about it. I live in the Miami Area and it is much needed here. If it isn't still going, perhaps you can send me names of anyone still active in this or something similar.

Thank you,

Marianne Cook

**WORKSHOP FOR
NATIVE AMERICANS**

Rich Herrin, an inmate trainer at Collins Correctional Facility in Western New York, has adapted the AVP exercises to a program for Native Americans which he calls the "Red Road to Peace Workshop." Exercises have been modified to reflect the Native American worldview. Circles and cycles are very important forms to Native Americans. Each session begins in a circle with an "Open Council" and ends in the center of the circle with "Walking in Balance."

Perhaps the concept of the workshop is expressed most clearly by the way that the AVP exercises have been renamed for Native Americans:

AVP EXERCISE	NATIVE AMERICAN
Adjective Name	Peacemaker Name
Affirmation	Giveaway
Affirmation Poster	Strength Shield
Big Wind Blows	Great Spirit Tickles
Brainstorm	Thunderbolts
Concentric Circles	Talking Circles
Cooperation	Broken Arrows
Fishbowl	Council of Four
Goal Setting	Seven Generations
I-You Messages	Forked Tongue
Listening	Drumbeats
Pass the Putty	Pass the Frybread
Power	Red Power
Transforming Power	Real Mind
Trust Circle	Circle of Friends
Trust Lift	Eagle's Gift
Vegetable Cart	Potlatch!

For further information, you may contact Rich Herrin through the the Niagara Frontier Area Council.

NEW EXERCISES

FROM ANOTHER POINT OF VIEW

by Lynn FitzHugh, Washington AVP

Purpose: To practice looking for the good in each person and developing an empathic viewpoint in seeing a situation.

Time: 45 to 60 minutes

Explain that you will divide into groups of four and that you will read several scenarios. You will be asked to try to make a list of the possible GOOD in the main character's behavior. Then we will come back together and share our lists.

1. Someone slightly bumps a guy who just came out of the visiting room. He completely goes off – swinging and cussing. What good motives or understandable things could be going on for him?

2. A guard is always very stern and frequently vetoes inmate's requests, citing rules and regulations as his reason. What good motives or understandable things could be going on for him?

3. A man's wife visits often. Suddenly he hears nothing from her for two weeks, but gets one hastily scrawled post card saying she's busy, sorry, will come soon. What good motives or understandable things could be going on for her?

4. A usually cheerful man snaps at his friend when asked an innocent question about what he's been up to. What good or understandable things could be going on for him?

When in groups, read each scenario giving five or six minutes for them to make a list. (Sort of play it by ear, calling time and going

on to the next scenario.) When they come back into the large circle, ask each group to report on each scenario and then have a general discussion using questions such as:

1. Was this hard or easy?
2. Do appearances sometimes prevent thinking of these underlying factors?
3. Do these factors matter?
4. Is the information helpful?

GROUP DaVINCI

by Lynn FitzHugh, Washington AVP

Purpose: To engage in a group creation process, to practice cooperation skills and to experience group decision making.

Materials: Markers, crayons, scraps of gift wrapping paper, construction paper and paste.

Time: 45 minutes to 60 minutes.

Get everyone into groups of four. Pass out markers and other materials to each group. Announce a theme for the pictures: Power, Love, T.P., Courage, etc.

Ask each group to produce a single work of art which abstractly or realistically conveys the theme selected. Give 20 to 30 minutes to complete the project. Assign a team member to observe the process in each group.

Debrief the exercise using questions such as:

- + How were decisions made in the group?
- + Did anyone have more influence than others in the outcome?
- + Did your efforts combine, compliment or interfere with each other?

AVP FORUM

FROM THE INMATE'S POINT OF VIEW



Questions about Corresponding or visiting with inmates...

by Robert Martin

At the New York AVP Annual Meeting there was a lengthy discussion of the Department of Correctional Services policy that states that "No volunteers are permitted to have personal contact visits and/or correspondence with inmates in any correctional facility in the state of New York." This means that volunteers are not permitted to conduct workshops at one prison and visit or correspond with an inmate in another prison in the state. It is not clear how this policy affects those volunteers who have relatives incarcerated in the state prison system, but to engage in personal relationships without receiving "special" permission from the appropriate prison authority would result in forfeiture of volunteer status.

In any event, the discussion manifested two different viewpoints among the attending members. Those members who voiced their disapproval of the policy seemed to be of the general opinion that AVP should not allow DOCS to make policy affecting the status of volunteers regarding this issue. If such a policy is to exist, they say, it should come

from within the AVP organization. The members who have no difficulty in accepting this policy seem to be in general agreement that the policy serves two purposes for AVP and its members: It helps to maintain the integrity of AVP by not allowing AVP members to engage in personal relationships with inmates where their own integrity might be compromised. It gives those members who might engage in personal relationships with inmates, simply because of their not wanting to be offensive by saying "no" when approached by inmates, a reason to say "no."

I have spent ten years as an inmate in New York State's prison system, and since 1986 I have been an AVP volunteer going into prisons to facilitate workshops. The first time I went into prison as an AVP volunteer I was approached by an inmate who was not participating in the workshop, and asked: "Where's the weed (marijuana), and where's the freaks (women)?" I admit that this inmate probably approached me in this manner because he knew my background. However, that approach denotes the reasons for DOCS enactment of the policy regarding volunteers.

There are inmates in prison with drug habits who rob, and extort other inmates to support their habits. I have seen inmates beaten bloody for refusing to yield to extortion. During my last incarceration I worked for the chaplain who coordinated several religious programs. In that capacity I had the opportunity to read several letters inmates had written to women they befriended in religious programs requesting money and/or drugs. I will never forget the look of fear I saw etched on the face of a middle aged

 AVP FORUM

woman being escorted out of the chapel after being seized passing a sealed greeting card containing cocaine to an inmate.

I could recite stories from behind the prison wall that would boggle the reader's imagination, but space will not allow me to do so. Nevertheless, I would be remiss if I did not say something about the "prison cultivated" relationships between male inmates and females. I am speaking of females who are volunteers, and those who are not.

Most inmates do not value female relationships cultivated in prison as they value the female relationships they had before they were incarcerated. In simpler terms, within the prison culture most females who befriend inmates are viewed as sex freaks, or naive women to be exploited. The nature of their relationships, and the content of their correspondence to inmates becomes common knowledge of the prison population. The relationships become symbols of the inmate's prowess. Attempts are made to harass correction officers by reading letters aloud in their presence, and saying things like: "This freak wants a real man, 'cause ain't no men in the streets."

I have seen several "prison cultivated" relationships result in marriages, and three of these marriages that I know of have not lasted one year after the incarcerated inmates were released from prison. I know one AVP volunteer who was married, and is the mother of two wonderful children. Her family was destroyed by her relationship with an inmate. The relationship ended less than one year after the inmate was released

from prison. For the most part, prison marriages are just a formality precipitated by sexual desires.

Do all inmates fit this category? Will all volunteers who engage in personal relationships with inmates allow themselves to be misused by inmates? Of course not! Yet we must realize that security is the paramount concern of DOCS, and the system will go to any extreme to insure security; even suspending volunteer programs.

If the DOCS policy regarding personal contacts between volunteers and inmates compromised the integrity of effectiveness of AVP I would lead the program's exit from the prison system. But the policy does not affect AVP in any way. It applies to all volunteers just as the search policy applies to all volunteers. Therefore, I am of the opinion that those who disagree with the policy should evaluate their personal concerns separate from the concerns of AVP, and not let the two conflict.

Finally, I end this message with this thought: We AVPers have a mission to do our very best to end violence. This is an honorable mission that brings joy into our lives, and afford us the opportunity to spread joy to others by teaching conflict resolution techniques. Each time we facilitate a workshop we have the opportunity to affect the lives of twenty men. Would we let a personal relationship with one inmate deny twenty inmates the opportunity to benefit from our precious gift?

I hope not.

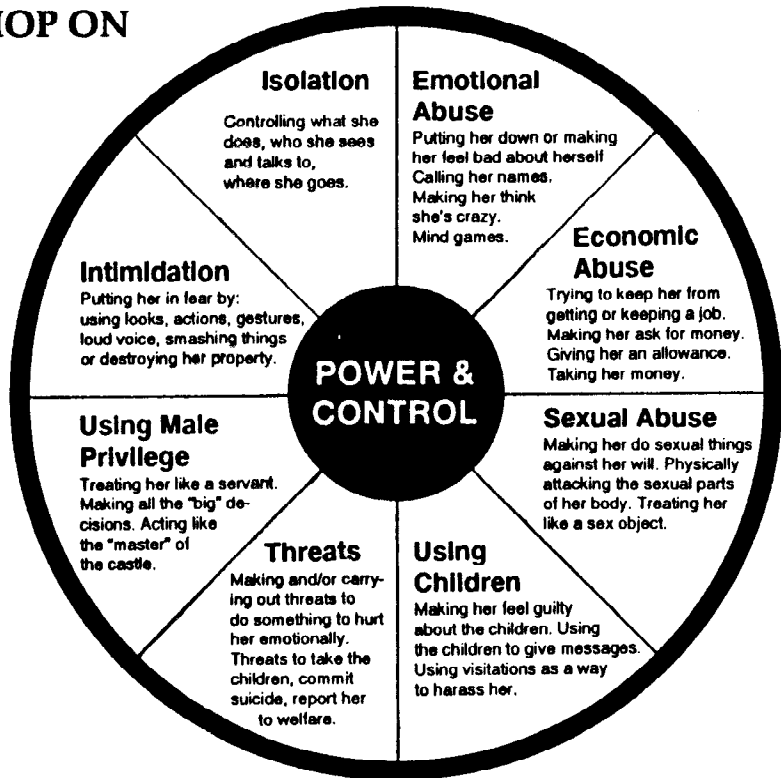
An article on a woman's point of view on this topic by Janet Lugo will appear in the next issue of the Transformer.

WHAT'S NEW IN AVP.

AVP WORKSHOP ON DOMESTIC VIOLENCE



Rita Luskiln Spilken AVP Trainer from the Catskill Area Council



Domestic violence is one of the most prevalent diseases in America today affecting the lives of millions of wives, husbands and children. At the AVP International Meeting, Rita Spilkin, and AVP trainer and teacher at Sullivan Community College, led a workshop on the dynamics of domestic violence. It is important for AVP trainers to understand these dynamics as they work with both perpetrators and victims in the prison setting.

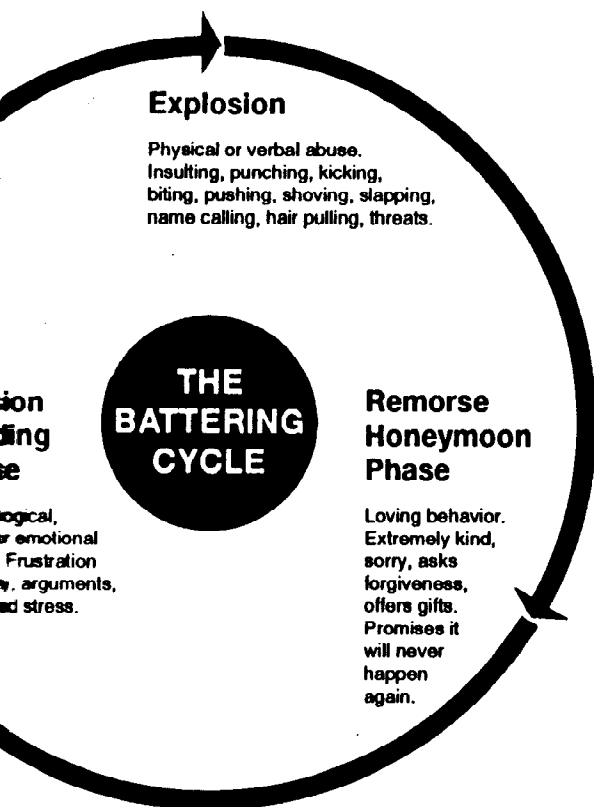
As Rita teaches a course on "Men, Women & Violence in America" in the

psychology/sociology department, she draws on AVP exercises to build a sense of community and openness in the classroom to encourage students to share their personal experiences with domestic violence.

Underlying most domestic violence is an excessive need for power and control. This can take many forms and the power and control wheel above covers the most common techniques.

The dynamics of domestic violence follow a recurrent pattern called The Battering Cycle

WHAT'S NEW IN AVP



which includes three phases: the tension building phase, the explosion and the remorse and honeymoon phase. Although both victims and batterers often believe that each occurrence will be the last, the cycle tends to be self-perpetuating unless a dramatic outside intervention is made. The diagram above illustrates the dynamics of the cycle.

If you would like to obtain further information or resources about domestic violence, please contact Rita Luskin Spilkin of the Catskill Area Council.

SUGGESTED AGENDA FOR PRISON SUPPORT GROUPS



by Lee Stern, Maryland AVP

At the Maryland House of Correction monthly support groups were started in the summer. We find that the following agenda, used in the two hour sessions, works quite effectively.

Gathering: "My adjective name is... and the AVP workshops I have participated in..."

Reports from any participants about situations in which they were able to use TP.

List on newsprint any problem participants are having with which they would like help (a type of brainstorm.)

Roleplay of the most urgent problems listed on the newsprint. (Most urgent first)

Before asking for volunteers for roleplays, ask them to get out their TP wallet cards and read the guidelines together. Then roleplay the situation trying to use TP. If TP doesn't seem to work effectively, repeat the roleplay with someone else trying to use TP. Repeat until the person who brought up the problem feels that a workable solution has been achieved.

If time permits, go on to another problem. But leave time at the end for an affirmation closing.

AROUND AVP

**PRISON COORDINATORS
WORKSHOP IN ROCHESTER
ON MAY 11**

As part of the New York State AVP Meetings in May a special workshop will be held for Prison Coordinators. The Saturday afternoon session will be led by Christopher Owens and Rose Marie Sheehan who have been responsible for starting the successful AVP programs at Washington and Sullivan Correctional Facilities.

They will share their experiences in starting AVP in a new facility, dealing with prison administrators and recruiting training teams. There will be an opportunity to share problems encountered in the prisons and dealing with the impact of staff cutbacks by the Department of Correctional Services. It is planned that the ideas discussed in this meeting will be the beginning of a handbook for prison coordinators. All prison coordinators are encouraged to attend this important meeting.

**NEW YORK STATE
AVP MEETINGS IN
ROCHESTER IN MAY**

The Genesee Valley Area Council has graciously agreed to host the New York Statewide Council and Board Meetings on May 11 and 12. Their hospitality and planning contributed greatly to the success of the organizational development workshop in Rochester last May. The Statewide Council Meeting will be held on Saturday morning and the Board Meeting will be held on Sunday afternoon. On Saturday afternoon and evening special programs will be held for Prison Coordinators along with a Facilitator's Training Session which will focus on new exercises. All AVPers are invited to these meetings and it is important that all area council representatives and board members attend.

In order to plan meals and hospitality for the group, registrations are required. Please send in the registration form below.

REGISTRATION FOR WORKSHOP & MEETINGS IN ROCHESTER

Name _____

I need hospitality Yes No

Street _____

If so, which nights Friday Saturday

City _____ State _____ Zip _____

Please pick me up at the train or bus station.

Phone: Home _____ Work _____

I will arrive at: Time _____ Date _____

Please send your registration to Judy Halley, 1789 Colby Street, Brockport, NY 14420

AROUND AVP

AVP WEST HAS A SUCCESSFUL YEAR

by *Karen Cauble*

Having recruited 10 dedicated volunteer facilitators in 1989, AVP West began 1990 prepared to impact the Donovan Prison Community. AVP West held its first prison workshop for 18 inmates in February. It was a success and Basic workshops have been held each month since then. Success continues including one Facilitator Training Workshop for inmates.

Outside the prison in the community of San Deigo, two Basic Workshops and one Advanced Workshop were offered. Guest facilitators Marge Zybas of Maryland and Rere Hassett of New York joined Karen Cauble in leading the workshop.

The plans for 1991 look bright. AVP West is expanding its program throughout California with the first community workshop in Los Angeles in January and the first community workshop in San Francisco in February as well as a workshop in San Deigo in January. The Los Angeles Times gave AVP West its first media coverage with a full page article on November 29.

Last spring, Southern California Quarterly Meeting of Friends approved sponsorship of AVP West; this assures the spiritual support of Friends which is so vital to the nature of the project.

FIRST PRISON WORKSHOP IN CONNECTICUT

The first AVP prison workshop was held in Connecticut this fall. The workshop was held in the Somers Correctional Institution which is northeast of Hartford. Joan Mason of the New England AVP Group helped to organize and lead the workshop.

COORDINATOR NEEDED FOR GREEN HAVEN ANNEX

Green Haven Annex is an ideal spot for AVP workshops. The minimum security facility in Dutchess County includes a small group of only 50 men who have a sense of community and are very receptive to the philosophy of AVP. Since the facility is small, only two to four workshops are needed each year. Scot Fritz has been coordinating both Camp Beacon and Green Haven Annex but finds that he does not have enough time for both facilities.

TRAINING FOR TRAINERS MANUAL

The New York AVP Education Committee is currently writing and editing a much needed Training for Trainers Manual. The committee is interested in receiving suggestions, workshop agendas, exercises and talks for the manual. Please send material to Rere Hassett.

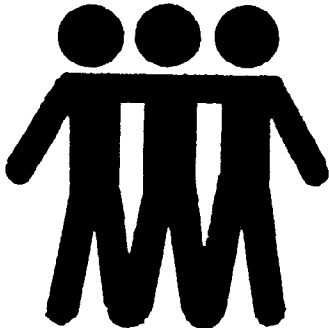
TV PROGRAM ON AVP TO AIR IN CANADA

The Canadian Broadcasting Company recently shot a program about AVP which will be broadcast throughout Canada on the

evening of March 26. It will be part of the "Man Alive" series. AVPers along the Canadian border may want to tune in CBC on March 26.

WHAT'S NEW IN AVP

AVP WITHIN FAMILIES



by Minga Claggett-Borne, New England AVP

AVP is continually growing and looking for new life. I am writing this report on a AVP Family Workshop for trainers who are strategically planning for how AVP can be engaged beyond prisons. How can society at large be attracted to AVP? People don't grasp the need for nonviolence training unless we sell it as a possible antidote to some pain in their everyday life. Specifically, many parents feel the difficult impact of children and the violence they receive from society, that children use toward each other and that parents feel toward children.

North Shore Quaker Meeting near Cape Ann, Massachusetts had its annual family retreat on Cape Cod. After an introductory talk on AVP in prisons, the meeting invited me and Julie Cook to lead a workshop during the weekend. The meeting suggested two focused sessions: Saturday AM and Saturday after dinner. The uniqueness of this AVP workshop is that we had six children: ages 5,

6, 8, 10 13 and 14 participating along with 11 adults.

This workshop pointed out three possible directions of AVP for me.

1. Some AVP workshops might focus on nonviolent parenting (Transparenting Power?) or being allies of children.
2. We need to think about workshops that meet Quaker (or other special group) needs exclusively.
3. We need to consider offering trainings to families where conflicts are intricate and emotional.

I found that a fast pace and a L&L between each exercise was the only way to keep the boys 5-9 from losing interest. Every exercise had to have some action component and the kids mostly enjoyed the game aspect.

Kids tend to follow the crowd especially if they know each other. The gathering whip, "One thing I like about my meeting is.." was a bomb with every kid, "I can't think of anything" or "I pass." *Kids may band together and block participation in an exercise. Beware! If one passes they might all pass in a mass blockade.*

The brainstorm "What is Violence" prompted some interesting discussions. One father listed "Donald Duck" as violent. In a discussion afterward he said that the noise from the show was violent without even looking at the action. "Whaaam, Boom, Qua-qua-quaaack, Pow Fire." The teenagers initiated a discussion about whether heavy metal is violent.

We ran into logistical problems while sharing personal stories in a "Conflict I Solved Nonviolently. *A second warning: When*

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splitting into small groups, manipulate the groups so that as few family members are together as possible. Also it's best to have two kids who aren't siblings but are close in age in a small group.

One nine year old was in a group with his parent and told the group how his parents yell at each other. The sense was that he has pleasure in revealing a family secret, one that sincerely affected him. The parents didn't deny the yelling. We laughed a little at the family's dirty laundry being exposed. As a trainer it's important to validate the contribution of children, even though the spirit that they offer it may be embarrassing, or slightly hurtful. Children are more needy than adults.

In the end the children under 10 left the group as we shared our nonviolent stories. Talking for more than 30 minutes about other people's lives can't hold the attention of active boys. My advise to trainers: *Have about 25% of the total workshop time with children and adults apart.* Children and adults both need "time out" from each other.

This weekend was a family retreat. *With children at a workshop, I recommend having a break of several hours at midday of a full day training.* Trainers can learn an immense amount by observing families at play. Family conflicts may come up. I don't see a trainer's primary role as to mediate minor disputes on the spot. Also, I am a professional psychotherapist and some of my counseling instincts pulled at me stronger than intervening to witness to Transforming Power. *In conducting family AVP workshops, the trainer has to walk much more carefully the line between what is therapy and what is Transforming Power.*

In the evening we conducted Hassle Lines which resulted in a great explosion of energy. Although the exercise revealed a great deal of "bullying" behavior and none of the results were nonviolent, the exercise was not a failure. *Success in family workshops occurs simply when it's an activity that people from all ages are totally wrestling with the difference between violence and nonviolence.*

We handed out Transforming Power sheets, discussed them a bit and then moved on to I-Messages. The role plays for the I messages were insightful. Everyone laughs when the situation played out strikes to the truth at their home. I felt that only 40% of the roleplays used I messages, even then coaching was necessary.

Parts of a typical AVP workshop are better modified for children's consumption:

- * Long evaluations
- * Opening sharings shouldn't take more than 15 minutes
- * A trainers or volunteer should be willing to take time out of the group with one or two children.

Parts of AVP that kids love:

- * Hurricane
- * Most of the L&Ls, but the active ones are best. Silly L&Ls are wonderful too because children don't see adults get silly enough.
- * Role plays
- * Talking about how parents are violent towards them.
- * Giving the kids a chance to lead a simple game: Duck, Duck Goose, Simon Says or Follow the Leader.

The workshop was held on October 6, 1990 with 19 participants and one dog.

AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC COORDINATOR	LEADERS
Jan 5-6	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	Lane Donovan
Jan 11-13	Sing Sing Tappan	Basic	WF Feucht	Perry Griese Doehler
Jan 11-13	Sullivan	Basic	C Sheehan	Sheehan & ?
Jan 18-20	Washington	Basic	A Owens	Kautz & ?
Jan 18-20	Shawangunk	Basic	MH Legg	??
Jan 18-20	Shawangunk	Basic	MH Legg	??
Jan 18-20	Owego (C)	Basic	ST O'Connell	Bennet Demick Hildebrandt
Jan 18-20	Manhattan (C)	Basic	Met Lane	Lane & ?
Jan 18-20	Greenhaven	Basic	MH Doumbe	Doumbe Niedermeier
Jan 18-20	Greenhaven	Basic	MH Doumbe	Knight & ?
Jan 19-21	Groveland Annex	Basic	E Hassett	Hassett Beneway Loehr
Jan 25-27	Perry City (C)	Basic	PC Hoover	Finn Hassett Haugen Hoover Marshall
Jan 25-27	Fishkill	Basic	MH Grunebaum	??
Jan 25-27	Fishkill	Adv	MH Grunebaum	??
Jan 25-27	Eastern	Basic	C Sheehan	Sheehan & ?
Jan 28-30	Bedfore Hills (S)	Basic	WF Dench	Lugo Lane
Feb 1-3	Albany (c)	Adv	A Owens	Nothhelfer, Leiske Flanders
Feb 1-3	Elmira	T/T	E Hassett	Hassett Elliot Fydryck Truesdail
Feb 8-10	Sullivan	Basic	C Sheehan	Sheehan & ?
Feb 8-10	Taconic	Basic	WF B.Cypser	B.Cypser & ?
Feb 9-10	Camp Beacon	Basic	MH Fritz	??
Feb 14-16	Greene	Basic	A Beetle	??
Feb 15-17	Sing Sing Hill	Adv	WF Feucht	Feucht Jennings
Feb 15-17	Sing Sing Tappan	Adv	WF Feucht	??
Feb 22-24	Shawangunk	Basic	MH Legg	??
Feb 22-24	Fishkill (S)	Adv	MH Grunebaum	Lugo Lane
Feb 22-24	Fishkill	T/T	MH Grunebaum	??
Feb 22-24	Eastern	Basic	C Sheehan	Sheehan & ?
Feb 22-24	Manhattan (C)	T/T	Met Lane	??
Feb 22-24	Perry City (C)	Adv	PC Hassett	Hassett Talcott
Feb 22-24	Greenhaven	Basic	MH Doumbe	Doumbe & ?
Feb 22-24	Greenhaven	Basic	MH Doumbe	??
Feb 23-24	Greenhaven Annex	Adv	MH Fritz	??
Mar 9-10	Camp Beacon	Basic	MH Fritz	??
Mar 14-16	Greene	Basic	A Beetle	??
Mar 15-17	Sing Sing Hill	Basic	WF Feucht	Knight Schlitt

? = 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
Mar 15-17	Sing Sing Tappan	Basic	WF	Feucht	Perry? Attanasio Breen
Mar 15-17	Sullivan	Basic	C	Sheehan	Sheehan & ?
Mar 16-17	Owego (C)	T/T	ST	O'Connell	O'Connell Hildebrandt Talcott
Mar 22-24	Greenhaven	Basic	MH	Doumbe	Doumbe Neddermeyer
Mar 22-24	Greenhaven	Basic	MH	Doumbe	??
Mar 29-31	Shawangunk	Adv	MH	Legg	??
Mar 29-31	Fishkill	Basic	MH	Grunebaum	??
Mar 29-31	Fishkill (S)	Basic	MH	Grunebaum	Lugo Ellen
Mar 29-31	Eastern	Basic	C	Sheehan	Sheehan & ?
Apr 11-13	Greene	Basic	A	Beetle	Pelkey?
Apr 12-14	Sullivan	Basic	C	Sheehan	Sheehan & ?
Apr 13-14	Camp Beacon	Adv	MH	Fritz	??
Apr 19-21	Sing Sing Hill	Basic	WF	Feucht	MacBain Greenberg
Apr 19-21	Sing Sing Tappan	Basic	WF	Feucht	R.Cypser Lally
Apr 19-21	Purchase (C)	Basic	WF	Feucht	B.Cypser Feucht
Apr 19-21	Greenhaven	Adv	MH	Doumbe	Doumbe Draz
Apr 19-21	Greenhaven	Basic	MH	Doumbe	??
Apr 26-28	Fishkill	Basic	MH	Grunebaum	??
Apr 26-28	Fishkill	Basic	MH	Grunebaum	??
Apr 26-28	Taconic	Basic	WF	B.Cypser	Apsey & ?
Apr 26-28	Eastern	Basic	C	Sheehan	Sheehan & ?
Apr 26-28	Owego (C)	Basic	ST	O'Connell	O'Connell, Hildebrandt Talcott
Apr 26-28	Perry City (C)	Basic	PC	Hassett	Hassett & ?
May 4-5	Camp Beacon	Basic	MH	Fritz	??
May 9-11	Greene	Basic	A	Beetle	Chapman
May 10-12	Sullivan	Basic	C	Sheehan	Sheehan & ?
May 17-19	Sing Sing Hill	Adv	WF	Feucht	Stinchcomb Breen
May 17-19	Sing Sing Tappan	Adv	WF	Feucht	Perry & ?
May 17-19	Purchase	T/T	WF	Feucht	Feucht & ?
May 24-26	Shawangunk	Basic	MH	Legg	??
May 24-26	Fishkill	Basic	MH	Grunebaum	??
May 24-26	Fishkill	Basic	MH	Grunebaum	??
May 24-26	Eastern	Basic	C	Sheehan	Sheehan & ?
May 24-26	Greenhaven	Basic	MH	Doumbe	Doumbe Neddermeyer
May 24-26	Greenhaven	Basic	MH	Doumbe	??
May 31-Jun 1	Perry City (C)	Basic	PC	Hassett	Burgevin & ?
Jun 8-9	Camp Beacon	Basic	MH	Fritz	??
Jun 13-15	Greene	Basic	A	Beetle	??
Jun 14-16	Sullivan	Basic	C	Sheehan	Sheehan & ?

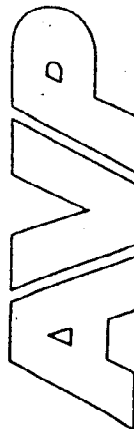
If the workshops you have organized are not listed, send a copy of your workshop schedule to the editor of the Transformer.

AVP CALENDAR

- Jan 18-20
Weekend **Basic Community Workshop**
15 Rutherford Place
- Jan 18-20
Weekend **Basic Community Workshop**
Owego, NY
- Jan 25-27
Weekend **Basic Community Workshop**
Perry City, NY
- Feb 1-3
Weekend **Advanced Workshop**
Albany Friends Meeting
- Feb 9
9:00-5:00 **Fundraising Workshop**
Poughkeepsie Meeting
- Feb 10
9:00-5:00 **Statewide Council**
& Board Meeting
Poughkeepsie Meeting
- Feb 22-24
Weekend **Training for Trainers**
15 Rutherford Place
- March 5
7:00-9:30 **Westchester Fairfield Meeting**
Purchase Friends Meeting
- Mar 16-17
Weekend **Training for Trainers**
Owego, NY
- Apr 19-21
Weekend **Basic Community workshop**
Purchase Friends Meeting
- May 7
7:00-9:30 **Westchester Fairfield Meeting**
Purchase Friends Meeting
- May 11
9:00-12:00 **Statewide Council Meeting**
Rochester, NY
- May 11
1:00-5:00 **Prison Coordinators Workshop**
Rochester, NY
- May 12
1:00-4:00 **New York Board Meeting**
Rochester, NY
- May 17-19
Weekend **Training for Trainers**
Purchase Friends Meeting

Newsletter Editor: Fred Feucht
Newsletter Mailings: Janet Lugo

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