

the TRANSFORMER

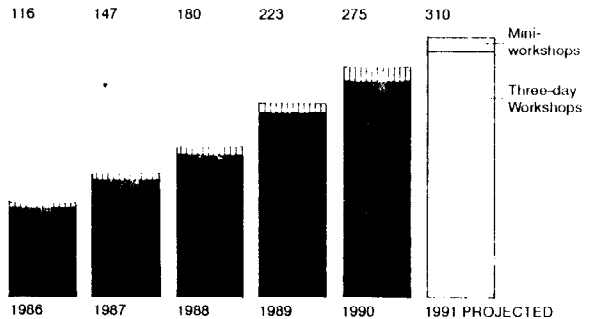
for AVP Workshop Leaders
April-May-June 1991

NEW YORK AVP SETS NEW RECORDS IN 1990

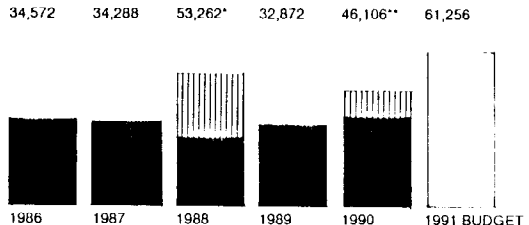
AVP continued to grow at more than 15 percent last year in New York State. Although the final figures are not in, the preliminary results indicate that there were 260 three-day workshops and 15 mini-workshops conducted in 1990. There has been a significant increase in the number of community workshops now that two area councils, Owego and Perry City, are focusing exclusively on community workshops.

The major problem that New York AVP faces is to increase its financial income so that it keeps pace with the growth of the workshop program. The Major Donor campaign is one method of solving this problem.

Workshops Conducted



Income & Expenditures



* Includes \$25,000 expenditure for AVP Video

** Includes \$10,000 expenditure for AVP International Conference

NEW YORK AVP PLANS MAJOR DONOR CAMPAIGN

Why does AVP need funds?

If AVP is a volunteer organization, why does it need funds in the first place?

The reason AVP needs funds is that all of those little things that it takes to make the AVP program work add up, manuals, newsprint, postage, brochures, volunteer

travel expenses, and most of all, someone in the office to call and answer questions, work out problems and provide information for trainers as well as the* people that call from all over the country. The New York office is swamped with work!

Continued on page 2

FUNDRAISING

MAJOR DONOR CAMPAIGN

Continued from page 1

AVP in New York has been trying to do more than 250 workshops a year with the same annual budget and staff as when it was doing only 100 workshops a year. Obviously, as our program grows, our budget needs to grow also.

What is a Major Donor?

What is a "Major Donor"? Is it a person who can give \$1,000 or \$5,000 a year to AVP?..

No... Wrong

A "Major Donor" is someone like you and me who can give \$50.00 to \$100.00 per year.

What is the goal of the campaign?

The goal of the campaign is to raise \$10,000 in 1991. Some of the things that this will be used for are to pay for the Spanish Manual, reprinting the Basic Manual and Transforming Power books, upgrading the computer in the New York Office and hopefully add a part-time staff person to focus on the national organization and coordinating out of state workshops.

How will the campaign work?

We are asking all members of AVP to consider becoming AVP Representatives/Solicitors for this campaign. Each representative will be asked to contact several personal friends and acquaintances

that may wish to aid the AVP program with financial support of \$50.00 a year or more.

Becoming a Representative/Solicitor is certainly not difficult compared to leading prison workshops. All it takes is a little training and adequate information to answer the questions people may have about the AVP program. A special AVP information kit is being prepared for the AVP Representatives and a statewide Major Donor Training Day is scheduled to kickoff the campaign in June. The training day will include the step by step process for the campaign as well as role plays of interviews with major donors.

We are asking each area council to help with the fundraising effort. Currently we are seeking a Statewide Campaign Manager and we are asking each area council to select a local campaign manager. It is important for each area council to have at least two representatives at the Major Donor Training Day in June. The representatives who attend the training day will then be asked to recruit a local team and hold a local Major Donor Training Day to initiate the campaign in their area.

Please help to make this important campaign a success. If you would like to attend the statewide training day, contact Paddy Lane in the New York office.

CORPORATE FUNDRAISING CAMPAIGN PLANNED

Through the efforts of Larry Apsey, a corporate giving campaign has been organized. Through Larry's contacts in the legal profession and the corporate world, representatives of corporations and law firms in the New York City area will be approached. They will be invited to a

special luncheon meeting in May. After the representatives have had the opportunity to hear a speech by Larry and see the AVP video, they will be asked to go back to their organizations and solicit contributions to the AVP program.

FUNDRAISING

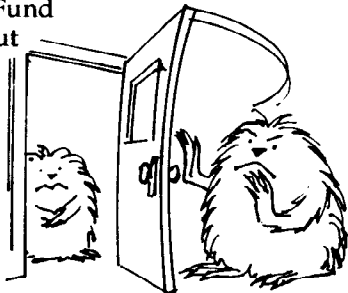
WHY DO PEOPLE HATE FUNDRAISING?

Most people love fundraising, right...
No. Wrong!

We all love having money and we don't
mind asking for it, right...
No. Wrong!

The reason most people hate fundraising is
that they have some myths about fund-
raising that are roadblocks in their minds.

In the Fundraising workshop in February
led by Joan Olssen of the Peace
Development Fund
she talked about
four myths.



MYTH ONE:
"People do not want to give money to AVP."

TRUTH ONE:
People feel good about giving to worthwhile
causes and they will even thank you for
asking them to give. If you doubt that this
is true, just think about one of the favorite
charities that you contributed to last year.
Did you feel good
after you gave to them?
I'm sure you did.



MYTH TWO:
"Most of the money is donated by

foundations and corporations."

TRUTH TWO:
Foundations and corporations only give a
small percentage of the total. The truth is
that the overwhelming majority of con-
tributions to non-profit organizations came
from individuals. The figures for 1989 are:

Individuals	84.1%
Bequests (wills)	5.7%
Foundations	5.8%
Corporations	4.8%



MYTH THREE:
"Rich people give the most."

TRUTH THREE:
Fifty percent of all contributions come from
families with incomes less than \$35,000 per
year. The truth is that the people with the
lowest incomes give the most. The per-
centage of their income that is given to
charitable organizations is as follows:

Less than \$5,000 per year	4.8%
\$10,000 - \$50,000 per year	2.5%
\$50,000 - \$75,000 per year	1.5%
\$75,000 - \$100,000 per year	1.7%
More than \$100,000 per year	2.1%

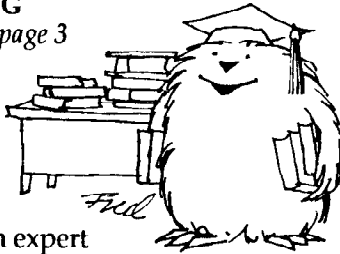
Teachers and social workers give the most.
Physicians and lawyers give the least.

Continued on page 4

FUNDRAISING

WHY PEOPLE HATE FUNDRAISING

Continued from page 3



MYTH FOUR:

"I need to be an expert to raise money for AVP."

TRUTH FOUR:

Personal commitment is all that it takes to be an expert. The truth is that your belief in the AVP program will make you far more effective than any professional fundraiser that is not committed. All the knowledge it takes is knowledge of the AVP program and plans as well as some understanding of the AVP budget.

The most important thing about fundraising is that people do not give unless they are asked. You have to ask for the money. As you might expect, churches get the most charitable contributions. Part of the reason they are so successful is that they ask for the money every week.

Perhaps you would like to find out about the truth of fundraising and help AVP find the financial support that will be necessary for the continued expansion and growth of the program.

NEW YORK AVP GRANTWRITING TEAM FORMED

by Paddy Lane

In this time of expansion for AVP, the need for an ongoing grantwriting effort has been recognized. A mailing was recently done in the New York City Metropolitan Area to see if we might be able to gather a group of individuals who would be willing to take on this somewhat daunting task, and could meet regularly face to face.

Our first meeting was held in March with an enthusiastic attendance of 11. We were delighted to have with us, a couple of people who, although they are somewhat new to AVP, have considerable experience in grant writing which they are willing to contribute. Tasks will be divided up: research, writing and reviewing.

Guidance is needed from the Long Range Planning Committee regarding what are priorities for funding for AVP. Research on potential funding sources has been done and the committee has scheduled two meetings in April to continue its work. You will be hearing more about this at the Statewide Council Meeting in May.

GOOD TIME BILL

A "Good Time Bill" was submitted to the New York State Assembly on January 9, 1991. This would provide earned time off on sentences and is especially sought by inmates serving life sentences. The bill is called the Earn Incentive Allowance Bill No. A-755. Although AVP does not take any

official stand regarding reform of the criminal justice system, individual members may wish to voice support. You may write to the sponsor of the bill, Assemblyman Arthur Eve, 1377 Fillmore Avenue, Buffalo, NY 14211.

WHAT'S NEW IN AVP

NEW YORK AVP VISION OF THE FUTURE

The Long Range Planning Committee is developing exciting plans to meet the challenges of the '90s. A few of the projects under consideration are:

Expand Prison Program

Currently AVP serves only 30 prisons out of the more than 60 correctional facilities in New York State. Two areas with heavy concentrations of prisons are the Plattsburgh Area and the Syracuse-Utica Area. The Plattsburgh area is completely unserved by AVP. The goal would be to introduce the AVP program in ten new prisons in the next two years. This would require setting up a new area council in Northern New York.

Pilot Project for Parolees

Since the largest number of ex-inmates live in the New York city area, the best place to start a pilot program would be in the New York metropolitan area. Weekly or bi-weekly meetings would be held to help ex-inmates to receive support and reinforcement for positive behavior. These meetings will focus on affirmation and goal setting to help them deal with the problems they face on the street. An informal pilot program is expected to begin in the summer.

Pilot Project for Youth

The goal will be to establish a pilot program in one or two area councils in the first year, develop educational materials and a manual for the program in the second year and begin to establish a youth program in each area council in the third year.

Recruit More Minority Trainers

Since the prison population is primarily Black and Hispanic AVP needs more African American and Spanish speaking trainers.

Although many Black and Hispanic groups are on the AVP mailing list, we will not make a breakthrough in this area until we begin to establish personal contacts, and set up AVP presentations to these groups. We need a Minority Recruitment Chairperson to make this program happen.

Develop Spanish Manual

This is a high priority project since approximately one third of all prison inmates are Hispanic. The translation is nearly complete at this time. The first goal is to raise the funds to pay for the translation. We should plan to pay for the translation by July and have a copy of the translation available for Spanish workshops. The next step would be to test the manual in at least six prison workshops. The third step would be to have it published. Our goal is to accomplish this in 1992.

Develop Training for Trainers Manual

Material for the manual has been gathered and we are starting the editing stage. It is our goal to have an edited draft available by fall. The next step is to test the draft of the manual in five or six workshops and publish the manual in 1992.

Establish National Organization

Move forward on the establishment of a National AVP Organization. Decide on a structure before the end of 1991. Add a part-time staff person to the New York office in the fourth quarter of 1991 to handle the coordination of AVP Groups across the country. Have the organization incorporated by the end of 1992 and open a national office in early 1993.

All these plans are dependent on obtaining funding to meet the increased costs involved.

AROUND AVP

**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.

**PRISON
COORDINATORS
WORKSHOP IN
ROCHESTER**

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 Rose-Marie Sheehan who has been responsible for starting the successful AVP program at Sullivan Correctional Facility.

She will share her 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 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.

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 GROUPS AROUND THE CONTINENT

More that 360 workshops conducted in 1990

Based on the responses to a questionnaire sent to AVP Groups in the U.S. and Canada, it is clear that that AVP program is growing and prospering. The statistics below

provide a snapshot of each group.

ACTIVITIES OF AVP GROUPS

The statistics reported by the twelve AVP Groups is outlined below:

NAME OF GROUP	PRISON WORK-SHOPS	COM-MUNITY WORK-SHOPS	TOTAL WORK-SHOPS	PRISONS SERVED	TRAINERS	LEAD TRAINERS
AVP New York	195	40	235	30	250	75
AVP West	9	3	12	1	20	3
AVP Canada	7	2	9	2	35	4
AVP Ohio/Indiana	0	4 mini	4	0	13	0
AVP Colorado- New Foundations	12	3	15	3	9	3
AVP Washington-Peace Between People	16	7	23	3	15	5
AVP Massachusetts	11	4	15	2	7	2
AVP Connecticut Valley	5	2	7	3	6	2
AVP Western North Carolina	4	2	6	1	8	4
AVP Missouri	10	1	11	2	4	2
AVP Maryland	9	10	19	2	14	3
AVP Virginia-Richmond Peace Center	3	1	4	1	20	3
Total	281	79	360	50	401	106

COMMON NEEDS OF AVP GROUPS

The survey discovered that local AVP Groups have many common concerns. Almost all groups are having problems recruiting the number of trainers that are needed to build a growing program and a number do not have enough lead trainers to give apprentice trainers the experience they need. Half or the groups are having difficulty with funding and need more financial support. Nearly half of the groups reported that they feel a pressing need to fill the demand for AVP workshops in more prisons.

Some of the most common items mentioned in the questionnaire are:

1. Need to recruit more trainers 10
2. Need of more funds and financial support 6
3. Meeting the demand from prisons for more workshops 5
4. Need for more lead trainers to train apprentices 3

Other items mentioned are dealing with burnout, starting-up problems, dealing with geographical distances (Canada) and operating in a rural area (Western North Carolina).

AVP AROUND THE WORLD



AVP WORKSHOPS EXPAND IN LATIN AMERICA

by Mark Chupp

The AVP program is prospering in Central America and has expanded beyond Costa Rica. The need for non-violence training is so great here, especially in El Salvador, Guatemala and Columbia. We find that one effective way of reaching people is to work through the churches.

El Salvador

The daily violence that exists in El Salvador is hard for people from other countries to even imagine. In February, with the help of the Baptist Church, we were able to conduct two Basic Workshops in El Salvador. These workshops were so well received that the group wanted an Advanced workshop as soon as possible and we were able to conduct an Advanced workshop in March. In addition we have found a leader, Barry Shelley, who will continue the program in El Salvador and plans to start a youth program. We look forward to a continuing program in El Salvador.

Guatemala

The terrorism by government troops in Guatemala continues with arrests, disappearances and killings. The churches are seeking some way of dealing with this violence. Through the assistance of church groups, we were able to conduct two workshops in Guatemala in March. The Mennonites asked us to conduct a workshop for their pastoral counselors who not only provide counseling in their communities but also act as social workers and deal with a host of community problems. The Catholic

Archdiocese also invited us to conduct a workshop in March for clergy. The program was enthusiastically received. We hope these workshops will lead to more work in Guatemala.

Costa Rica

AVP workshops continue in Costa Rica and it was a treat to have Steve Angell visit in February. Martha Moss and Steve conducted a workshop in English in Monte Verde, and then Steve and I conducted a workshop in Spanish in San Jose. I was able to act as both a facilitator and translator.

Columbia

Columbia is one of the most violent countries in the world. Every day, people are shot in cold blood. Police frequently go to crime ridden neighborhoods where they just shoot suspected or known criminals. Relatives of prominent officials are kidnaped or killed.

With the help of a translator, Steve was able to conduct a Basic Workshop in Bogota. The participants included people from both sides of the conflict: a ex-guerilla leader, a police lieutenant, prison guards, prison administrators, psychologists, and ex-inmate, a judge, a teacher, a social worker. The participants saw the AVP program as one of the steps that can bring about change.

Honduras

At the request of the Friends Meeting in Tegucigalpa, Steve and his cousin, Tim Wheeler, conducted a Basic Workshop in five evening sessions. The workshop included both adults and children. Starting with 23, the group grew each night until it ended up with 44 on the final night. This workshop was so successful that Steve and Tim went back to Honduras later to conduct a Training for Trainers.

Continued on next page

AVP AROUND THE WORLD

AVP IN LATIN AMERICA

Continued from previous page

Two of the problems we face here in Latin America are the lack of a Spanish Manual and finding trainers that have the time to conduct workshops. Although we have many people that want to be leaders, the economy is so poor that people have to work very long hours just to survive. They cannot afford to take off the time to lead workshops. Perhaps we need some funding to assist workshop leaders.

NEW ENGLAND AVP PROGRAM THRIVES

In Eastern Massachusetts

Operating from an office in the Peace Abbey in Shelburn, Massachusetts, Dot Walsh is a former Chaplain at Walpole Prison and an AVP trainer. Coordinating the AVP program in Eastern Massachusetts is one of her many tasks as director of the Peace Abbey. AVP workshops are held regularly at two Massachusetts Correctional Institutions, Walpole and Norfolk. At Norfolk, a new program of weekly support meetings conducted by the inside trainers has been instituted. Both the inmates and the outside trainers are finding the AVP program a very rich and rewarding experience.

In the Connecticut Valley

Beginning in August 1990, the Connecticut Valley AVP group led by Joan Mason has held monthly workshops at the Connecticut State Prison in Somers. They have just completed a Training for Trainers Workshop in the prison and are looking forward to building a strong AVP core in the prison. The Connecticut Valley Group has its

headquarters at Mt. Toby Quaker Meeting in Amherst, Massachusetts. Although most of the outside trainers live in Massachusetts, Somers Prison is just south of Springfield so that it is accessible to the training teams.

In Rhode Island

The AVP program has been operating longer in Rhode Island than in any other part of New England. Holding its workshops at the Adult Correctional Institution in Cranston, the Rhode Island group is led faithfully by Bobbi Houlihan. Bobbi has persisted in spite of the fact that some of her best trainers have moved away. Her small group would welcome anyone in Eastern Massachusetts or Eastern Connecticut that would like to get involved in the AVP program.

FIRST PRISON WORKSHOP IN OHIO



by Jana Schroeder

The AVP program is now rolling in Ohio with the first Basic Workshop held at Dayton Correctional Institution in February. A special team from New York and Maryland helped the Ohio AVP Group lead the workshop. The team included, Marge Zybas of Maryland, Chris Owens of New York and Jana Schroeder of Ohio. The inmates felt it was very special to be in the first AVP workshop in Ohio. They were so pleased with the program that all those that completed the workshop signed up for the Advanced. A second Basic Workshop was held at Dayton Correctional in March and a regular program is being scheduled. Ohio AVP also planning to begin workshops at a second prison.

WHAT TRANSFORMING POWER MEANS TO ME

*by William Griffin
Inside Coordinator at Sing Sing*

Transforming Power is not a power that I can use.

Transforming Power is a power that uses me.

An important experience of Transforming Power in my life was when I was locked up in solitary confinement in Rikers Island many years ago. I felt very isolated and the situation was very harsh. I could not have contact with any other prisoners and I was only given a fifteen minute exercise period each day by myself in the corridor in front of the cells. The cell doors were opened remotely at a guardpost around the corner at the end of the corridor. When I heard my cell lock click, I opened the door for my exercise period.

Next to my cell was a giant of a black man who was crazy and a sex maniac. He was locked up because he raped every man he could get his hands on. Before my exercise period was finished one day, I heard another cell door click and I knew something was wrong. Then this giant walked out of his cell and approached me. I was filled with dread. He laid his hand on my shoulder and said "Hey, you know, you're sort of cute!" I did not know what to do. There were no guards in sight and I felt I was going to get raped for sure. I did not know what to say. Then, in desperation and out of nowhere, some words came out of my mouth. I blurted out "Did you know that you can make money in jail?" This sidetracked his intentions for just a moment

and he replied "How's that? I said "You can make things here and sell them. You know, the craft lady comes around every day. The next time the craft lady comes around with her cart, check it out"

By this time, the guards who had expected me to be screaming and getting raped, peeked their heads around the corner to see why it was so quiet. I breathed an immense sigh of relief. Their game was over and I went back to my cell leaving the crazy giant standing the corridor scratching his head.

I did not see the giant again until years later when I was in Attica. I recognized this face in the yard and this was the last person I wanted to see. I quickly turned my back and tried to look as inconspicuous as possible, but unfortunately he has seen me. He yelled at me, "Hey, come here" and beckoned to me. My heart sank as he walked toward me. Instead of attacking me as I expected, he said "Hey, I want to thank you for what you did for me in Rikers Island. You taught me how to make money in jail."

Then he took me over to a corner to a corner of the yard and proudly showed me a lamp that he had made with popcicle sticks all glued together. It was a handsome and intricate design covered with layers of polyurethane so it shone in the sun. "I've been selling these for \$150.00 a piece. I've never had to worry about money since you told me about the craft lady in Rikers Island!!!"

WHAT'S NEW IN AVP

AVP NEEDED AT 10 MORE PRISONS

Superintendents at the ten New York prisons have expressed an interest in having the AVP program in their facility. The need for the AVP program is greater than ever due to the staff and program cuts in the prisons. New York AVP recently received a request from the Department of Correctional Services to start AVP programs at the prisons listed below.

Altona	Cape Vincent
Bare Hill	Chateaugay
Camp Gabriels	Lyon Mountain
Camp Georgetown	Ogdensburg
Camp Pharsalia	Riverview

Most of these prisons are in the St. Lawrence-Plattsburgh area or the Utica-Syracuse area. Camps are minimum security facilities. AVP has been supplied with contact persons and phone number at each of these prisons. If you would like to become a prison coordinator at any of these facilities, just call the new York AVP office.

PRISON COORDINATORS NEEDED

Washington and Wallkill Correctional Facilities have had a continuing AVP workshop program but the program cannot continue unless new prison coordinators are found. Wallkill is located in the Hudson Valley northwest of Poughkeepsie. Washington is located northeast of Glens Falls and Albany. A core of inside AVP trainers is established in both facilities.

Wallkill was previously coordinated by Mary Gray Legg who now organizes workshops at Shawangunk. Washington was coordinated by Christopher Owens who has taken a job near Buffalo.

If you live in the vicinity of either of these facilities, please consider becoming a prison coordinator. For further information contact Mary Gray Legg in Mid-Hudson or Jennifer Snow Wolff in Albany.

Coordinators are also needed in the Plattsburgh-St. Lawrence area as well as in the Syracuse-Utica Area. If you would like to find out more about what is involved in becoming a prison coordinator, please attend the coordinators workshop in Rochester on May 11.



SUPPORT GROUPS FOR PAROLEES

Jay Lieske is exploring the possibility of forming an informal support group for ex-inmates. The group would meet weekly or bi-weekly in a two hour session. The first hour would be a Network style three part meeting focusing on affirmation, problem sharing and goal setting. The part will deal with very practical problems of jobs, housing and families. The second hour will be educational in nature with a different topic each week.

Jay is looking for a small group who are willing to be committed to meeting on a regular basis. If this effort meets the needs of ex-inmates, it will then be expanded to other support groups. For further information, contact Jay Lieske at the New York office.

AROUND AVP

LEADERSHIP TRAINING WORKSHOPS

A series of community workshops are being offered around New York State this spring.

BASIC WORKSHOP IN WESTCHESTER

On April 19-21 at Purchase Friends Meetinghouse in Westchester County. Contact Fred Feucht to register.

BASIC WORKSHOP IN ALBANY

On April 26-28 at Albany Friends Meetinghouse. Contact Jennifer Snow Wolff to register.

BASIC WORKSHOP IN OWEGO

On April 26-28 in Owego, NY. Contact Pat O'Connell to register.

BASIC WORKSHOP IN PERRY CITY

On April 26-18 in Perry City, NY near Ithaca. Contact Peter Hoover to register.

BASIC WORKSHOP IN BUFFALO

On May 17-19 in Buffalo, NY. Contact Audrey Mang to register.

BASIC WORKSHOP IN PERRY CITY

On May 31 - June 2 in Perry City, NY near Ithaca. Contact Peter Hoover to register.

ADVANCED WORKSHOP IN OWEGO

On June 28-30 in Owego, NY. Contact Pat O'Connell to register.

TRAINING FOR TRAINERS IN LONG ISLAND

On April 12-14 at Lloyd Harbor in Long Island. Contact Jim Pepler to register.

TRAINING FOR TRAINERS IN WESTCHESTER

On May 17-19 at Purchase Friends Meetinghouse in Westchester County, NY. Contact Fred Feucht to register.

TRAINING FOR TRAINERS IN ROCHESTER

On June 21-23 at the Rochester Friends Meetinghouse in Rochester, NY. Contact Judy Halley to register.

EXPERIMENTAL AIKI-AVP WORKSHOP SCHEDULED

Can Aiki-AVP exercises extend AVP technique well beyond talking? When conflict becomes physical, can touch, body position and movement become a medium of Transforming Power and lead toward a peaceful resolution?

Aiki-AVP focuses on body language and movement and seeks to combine concepts and attitudes from martial arts like Aikido with the AVP philosophy of non-violence. Because of the popular association of the marital arts with violent conflict, AVP has decided that "Aikido" and similar martial arts terms should not be used with AVP.

Explore with us. Our aim is to learn to relax, mentally, emotionally and physically, so that T.P. can work through us more freely, even under physical attack. Our goal is to protect both attacker and intended victim from harm.

Aiki-AVP Mini-Workshop, June 15, 1991 from 9:30-12:30 at Friends House, 15 Rutherford Place, New York City

Experience required: Basic level AVP

For further information and registration call:
Bill Leicht

AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Apr 3-5	Groveland	Adv	GV	McEvoy	Kelley Straub
Apr 3-5	Groveland	Bas	GV	McEvoy	McEvoy Abrahams
Apr 5-7	Rochester (C)	Adv	GV	Halley	??
Apr 11-13	Greene	Basic	A	Beetle	Pelkey?
Apr 12-14	Sullivan	Basic	C	Sheehan	Sheehan & ?
Apr 12-14	Wende	T/T	NF	Mang	Dziekonski Irwin Mang
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	B. & R. Cypser Lally
Apr 19-21	Purchase (C)	Basic	WF	Feucht	Feucht Breen Yizar
Apr 19-21	Greenhaven	Adv	MH	Doumbe	Knight Draz
Apr 19-21	Greenhaven	Basic	MH	Doumbe	Doumbe & ?
Apr 22-24	Attica	Basic	GV	Halley	??
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	Feucht Stinchcomb
May 17-19	Sing Sing Tappan	Adv	WF	Feucht	Breen & ?
May 17-19	Purchase	T/T	WF	Feucht	D. & B. Wood Yizar
May 17-19	Buffalo (C)	Basic	NF	Mang	??
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 Nedermeyer
May 24-26	Greenhaven	Basic	MH	Doumbe	Knight Tehuti-Banks
May 25-27	Groveland	Basic	GV	McEvoy	Kelley Straub
May 25-27	Groveland	Basic	GV	McEvoy	McEvoy Halley
May 31-Jun 2	Perry City (C)	Basic	PC	Hassett	Burgevin & ?
Jun 7-9	Albion	Basic	NF	Mang	Garver Irwin
Jun 8-9	Camp Beacon	Basic	MH	Fritz	??
Jun 13-15	Greene	Basic	A	Beetle	??
Jun 14-16	Sullivan	Basic	C	Sheehan	Sheehan & ?
Jun 21-23	Sing Sing Hill	Basic	WF	Feucht	Perry Schlitt
Jun 21-23	Sing Sing Tappan	Basic	WF	Feucht	Eagleson Breen & ?

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

AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC COORDINATOR	LEADERS
Jun 21-23	Fishkill	Basic	MH Grunebaum	??
Jun 21-23	Fishkill	Basic	MH Grunebaum	??
Jun 21-23	Greenhaven	Basic	MH Doumbe	Doumbe Malmgreen
Jun 21-23	Greenhaven	Basic	MH Doumbe	Martin & ?
Jun 21-23	Rochester (C)	T/T	GV Halley	??
Jun 28-30	Shawangunk	Adv	MH Legg	??
Jun 28-30	Shawangunk	Adv	MH Legg	??
Jun 28-30	Taconic	Basic	WF B.Cypser	??
Jun 28-30	Eastern	Basic	C Sheehan	Sheehan & ?
Jun 28-30	Wyoming	Basic	GV Halley	??
Jun 28-30	Owego (C)	Adv	ST O'Connell	Bennett Kropp Talcott
Jul 12-14	Sullivan	Basic	C Sheehan	??
Jul 13-14	Camp Beacon	Adv	MH Fritz	??
Jul 15-17	Groveland	Adv	GV McEvoy	Halley & ?
Jul 15-17	Groveland	Basic	GV McEvoy	McEvoy & ?
Jul 19-21	Sing Sing Hill	Basic	WF Feucht	MacBain Jennings
Jul 19-21	Sing Sing Tappan	Basic	WF Feucht	Perry Eagleson
Jul 19-21	Greenhaven	Basic	MH Doumbe	Neddermeyer & ?
Jul 19-21	Greenhaven	Basic	MH Doumbe	Yizar & ?
Jul 26-28	Shawangunk	T/T	MH Legg	??
Jul 26-28	Eastern	Basic	C Sheehan	??
Jul 26-28	Owego (C)	Basic	ST O'Connell	O'Connell Hildebrandt Bennet
Jul 26-28	Perry City (C)	Basic	PC Hassett	Hassett Burgevin Demick Talcott
Aug 5-7	Attica	Adv	GV Halley	??
Aug 10-11	Camp Beacon	Adv	MH Fritz	??
Aug 16-18	Sing Sing Hill	Adv	WF Feucht	Feucht & ?
Aug 16-18	Sing Sing Tappan	Adv	WF Feucht	MacBain & ?
Aug 16-19	Sullivan	Basic	C Sheehan	??
Aug 23-25	Fishkill	Basic	MH Grunebaum	??
Aug 23-25	Eastern	Basic	C Sheehan	??
Aug 23-25	Greenhaven	Basic	MH Doumbe	Doumbe & ?
Aug 23-25	Greenhaven	Adv	MH Doumbe	MacBain & ?
Aug 23-25	Taconic	Adv	WF B.Cypser	B.Cypser
Aug30-Sep1	Shawangunk	Basic	MH Legg	??
Aug30-Sep1	Shawangunk	Basic	MH Legg	??
Sep 13-15	Sullivan	Basic	C Sheehan	??
Sep 20-22	Fishkill	Basic	MH Grunebaum	??
Sep 20-22	Fishkill	Basic	MH Grunebaum	??
Sep 20-22	Greenhaven	Basic	MH Doumbe	Doumbe Neddermeyer
Sep 20-22	Greenhaven	Basic	MH Doumbe	B. & R.Cypser
Sep 20-22	Groveland	T/T	GV McEvoy	McEvoy, Kelley Straub

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
Sep 21-22	Greenhaven Annex	Basic	MH Fritz	??
Sep 27-29	Shawangunk	Basic	MH Legg	??
Sep 27-29	Eastern	Basic	C Sheehan	??
Sep 27-29	Perry City (C)	Adv	PC Hassett	Hassett & ?
Oct 4-6	Wende	Basic	NF Mang	??
Oct 11-13	Sullivan	Basic	C Sheehan	??
Oct 11-13	Owego (C)	Basic	ST O'Connell	O'Connell Kropp Talcott
Oct 11-13	Perry City (C)	T/T	PC Hassett	Hassett Burgevin Finn Marshall
Oct 11-13	Rochester (C)	Basic	GV Halley	??
Oct 12-13	Camp Beacon	Basic	MH Fritz	??
Oct 12-14	Wyoming	Basic	GV Halley	??
Oct 18-20	Sing Sing Hill	Basic	WF Feucht	B.Cypser & ?
Oct 18-20	Sing Sing Tappan	Basic	WF Feucht	R.Cypser & ?
Oct 18-20	Fishkill	Basic	MH Grunebaum	??
Oct 18-20	Fishkill	Basic	MH Grunebaum	??
Oct 25-27	Shawangunk	Basic	MH Legg	??
Oct 25-27	Eastern	Basic	C Sheehan	??
Oct 25-27	Greenhaven	T/T	MH Doumbe	Doumbe & ?
Oct 25-27	Greenhaven	Basic	MH Doumbe	??
Nov 8-10	Sullivan	Basic	C Sheehan	??
Nov 8-10	Collins	Basic	NF Mang	??
Nov 9-10	Camp Beacon	Basic	MH Fritz	??
Nov 9-11	Groveland	Basic	GV McEvoy	Halley Straub
Nov 9-11	Groveland	Basic	GV McEvoy	Kellye McEvoy
Nov 15-17	Sing Sing Hill	T/T	WF Feucht	Feucht & ?
Nov 15-17	Sing Sing Tappan	T/T	WF Feucht	??
Nov 15-17	Fishkill	Basic	MH Grunebaum	??
Nov 15-17	Fishkill	Adv	MH Grunebaum	??
Nov 22-24	Eastern	Basic	C Sheehan	??
Nov 22-24	Greenhaven	Basic	MH Doumbe	Doumbe & ?
Nov 22-24	Greenhaven	Basic	MH Doumbe	Neddermeyer & ?
Nov 22-24	Perry City (C)	Basic	PC Hassett	??
Nov 28-Dec 1	Shawangunk	Basic	MH Legg	??
Dec 6-8	Taconic	Basic	WF B.Cypser	??
Dec 13-15	Fishkill	Basic	MH Grunebaum	??
Dec 13-15	Fishkill	Basic	MH Grunebaum	??
Dec 13-14	Greenhaven	Basic	MH Doumbe	Doumbe & ?
Dec 13-15	Greenhaven	Adv	MH Doumbe	??
Dec 13-15	Orleans	Basic	NF Mang	??
Dec 14-15	Greenhaven Annex	Adv	MH Fritz	??
Dec 27-29	Shawangunk	Adv	MH Legg	??

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

AVP CALENDAR

Community Workshops & Meetings

- Apr 5-7 Basic Workshop
Weekend Rochester, NY
- Apr 19-21 Basic Workshop
Weekend Purchase Friends Meeting
- Apr 26-28 Basic Workshop
Weekend Albany Friends Meeting
- Apr 26-28 Basic Workshop
Weekend Owego, NY
- Apr 26-28 Basic Workshop
Weekend Perry City, NY
- May 7
7:00-9:00 Westchester Fairfield
Meeting
Purchase Friends Meeting
- May 11
9:00-1:00 Statewide Council Meeting
Rochester, NY
- May 11
2:00-5:00 Prison Coordinators
Workshop - Rochester, NY
- May 12
1:00-4:00 New York Board Meeting
Rochester, NY
- May 17-19 Basic Workshop
Weekend Buffalo, NY
- May 17-19 Training for Trainers
Weekend Purchase Friends Meeting
- May 31-Jun 2 Basic Workshop
Weekend Perry City, NY
- Jun 21-23 Training for Trainers
Weekend Rochester, NY

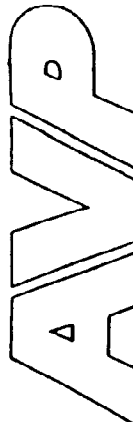
Newsletter Editor Fred Feucht
Newsletter Mailings: Janet Lugo

We would like to hear from you. Please send any suggestions for articles to Fred Feucht.

Please send any changes of address to Janet Lugo.

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