

*Alternatives to Violence Project Newsletter*

# the Transformer

*for AVP Workshop Leaders  
January-February-March 1992*

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## WHAT'S NEW IN AVP

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### **AVP International Conference Labor Day Weekend in Maryland**

The second AVP International Conference is scheduled for the Labor Day Weekend in 1992 and will be held in Maryland. This will be a bigger and better three day conference as AVPers around the country have requested. We expect AVP leaders from around the world to attend.

This conference will include learning new exercises, sharing of tips and ideas for trainers, coordinators and area leaders. One day will be devoted to mini-workshops which will cover everything from fundraising to the new Training for Trainers Curriculum. It will also be the kickoff event for the new National AVP Organization.

On the second day, We will focus on diversity and an organizational development workshop. This will help local AVP groups deal with their organizational problems and help with the national structure.

The good news is that the cost of this three day conference will be about the same as the two day conference held in 1990. We also plan to have a travel pool to equalize the travel costs for all participants.

The conference will be held at Skycroft Conference Center in Middletown, Maryland about 60 miles north of Washington, D.C.

The conference center is situated on the top of 1,100 foot South Mountain with a spectacular view of the woods and rolling hills of the rural Maryland countryside.

Skycroft has comfortable, airconditioned, motel style rooms that will accommodate 64 people in double occupancy. The Maryland AVP group has made the arrangements and has generously agreed to serve as hosts for the conference.

For those in New York State that may think this is a long way to travel for a conference, Middletown, Maryland is closer to New York City than Rochester, New York and it is about the same distance from Buffalo, New York to Middletown, Maryland as it is from Buffalo to New York City.

So keep Labor Day free in 1992 and register for this exciting conference. Enclosed is a registration form and since we only have 64 airconditioned rooms reserved, it is wise to register early. There is a special discount for early registration.

If there are special topics you would like to see covered, please list them on your registration form. If you would like to lead a workshop on a special topic, please include that information also.

## AROUND AVP

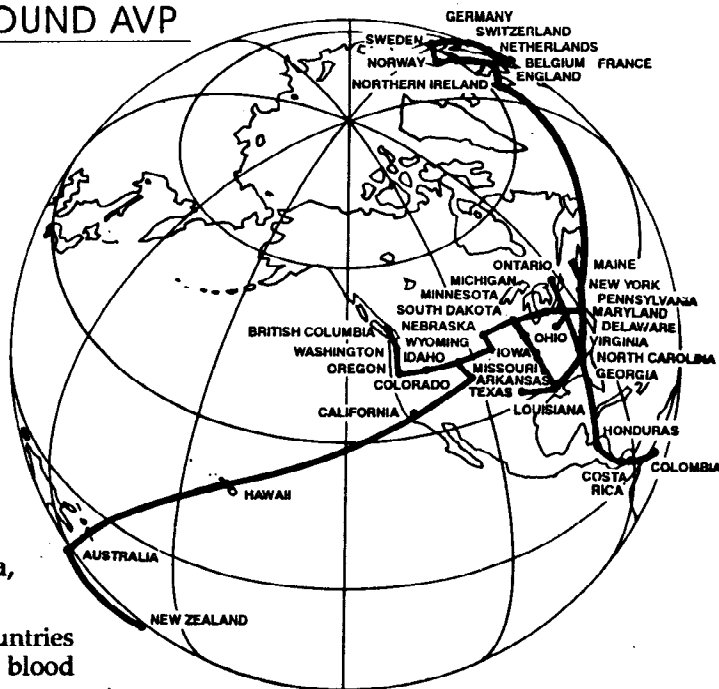
### Planting the Seeds of Change Around the Globe

It has been an exceptional year for the expansion of AVP as Steve Angell has traveled around the globe planting the seeds of AVP. His journey in 1991 included 16 countries and 28 states. He brought the AVP message to police officers and ex-guerillas in Colombia, Protestants and Catholics in Northern Ireland, and corrections officers in New Zealand, as well as well as leading prison workshops in Canada, England, California and Virginia.

Colombia is one of the most violent countries in the world with people shot in cold blood daily, family members of judges and prominent officials are kidnaped and killed. Police "clean up" neighborhoods by shooting suspected or known criminals.

An AVP community workshop in Bogota, Colombia was attended by a remarkably diverse group including a police lieutenant, prison guards, a prison administrator, social workers, a judge, an ex-inmate and an ex-guerilla. The group saw the AVP program as "A seed that can be planted to bring about change."

After an AVP workshop at Pentonville Prison in London, an inmate wrote to the First Governor (Warden) as follows: "Miracles do not happen overnight and it would be folly to suggest that none of the inmates attending this course will ever again think or act violently. However, it is a fact that all those who did attend over those two days learned not only a good deal about themselves and



their motives, but were also fortunate enough to be introduced to the 'Transforming Power' which enables people to act for the purpose of good rather than evil."

In both Australia and New Zealand, the AVP program was greeted with enthusiasm. With the help of local facilitators, Steve conducted Basic Community Workshops in both countries. The workshops included a significant number of prison staff. After his return, Steve received a letter from Australia which said "We realize there are many skills to be mastered, but with the willingness from a sufficient number of people, we can make AVP happen here in Queensland." All the Friends meetings in New Zealand have eagerly approved getting into the AVP project. On January 1, Steve left for a second trip to Australia and New Zealand. He will be spending a month in each country training leaders.

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## WHAT'S NEW IN AVP

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### Help!!! Coordinators Needed

A coordinator is needed for both Green Haven and Fishkill Prisons if the AVP program is to continue. There are long waiting lists for AVP at both facilities.

Green Haven Prison, east of Poughkeepsie, is the birthplace AVP and it has a strong group of inside facilitators to carry on the program. Veronique Doumbe is retiring as coordinator since she is about to have a baby. However, she has already set up a schedule of 24 workshops for 1992, so part of the work has been done for the new coordinator.

Fishkill Prison, near Beacon, New York, has also had an outstanding AVP program for years which is supported many experienced inside facilitators. Mike Grunebaum is retiring as coordinator because of other commitments in his life. He has arranged a schedule of 21 workshops for 1992 and has already invited all trainers who led workshops at Fishkill in 1991 to sign up for 1992.

Any trainer living in the Hudson Valley, Westchester or Fairfield Counties would be within reach of these facilities. Coordinating the program involves organizing training teams and writing to prison administrators

to schedule workshops. It is not necessary to be a Lead Trainer to handle this task. A little organizational skill is all that is required. Taking on this job would be a great gift to AVP and the prison inmates.

Please call Jay Lieske at the AVP Office in New York City if you are interested in helping, would like to learn more and would like a copy of the job description.

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### New York State AVP Meetings in Owego in February

The Owego Area Council has graciously agreed to host the New York Statewide Council and Board Meetings on February 15 and 16. The Statewide Council Meeting will be held on Saturday morning and the Board Meeting will be held on Sunday afternoon. Friday evening, February 14 will be reserved for committee meetings. All AVPers are invited to these meetings and it is important that all area council representatives and board members attend. More information is available from the AVP office.

In order to plan meals and hospitality for the group, registrations are required. Please send in the registration form below before February 6.

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#### Registration for Meetings in Owego – Deadline: February 6

Name \_\_\_\_\_

Street \_\_\_\_\_

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

Phone: Home \_\_\_\_\_ Work \_\_\_\_\_

I need hospitality  Yes  No  
If so, which nights  Friday  Saturday

I will be driving

Others riding with me are \_\_\_\_\_

I will be riding with \_\_\_\_\_

I need driving directions

Please send your registration to Sharon Truesdail, 100 Paige Street, Owego, NY 13827

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AROUND AVP

## AVP West Expands in California & Alaska

by Karen Cauble

### Womens Prison in Alaska

The Alaska AVP group which calls itself Hands of Peace held its first workshop in a womens prison at Meadow Creek Prison near Anchorage. Regular workshops continue at the Fairbanks Correctional Center and a workshop was held at Higland Mountain facility. The Alaska AVP group is also interested in working with teenagers. They have provided a Basic Workshop for dyslexic youth and have scheduled a workshop for teenage dropouts.

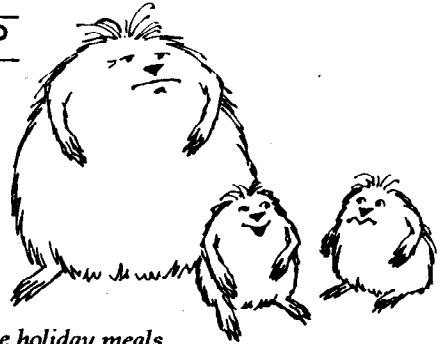
### San Quentin

An AVP group has been organized in the Bay Area and they now have two lead trainers and other talented facilitators who will soon be capable of serving as lead trainers. They are now providing monthly workshops at San Quentin Prison as well as conducting more community workshops to train leaders.

### Donavan

The San Diego AVP group begins its third year at the giant Donavan Prison with 17,000 inmates. Two workshops are held each month and a third is scheduled when possible. In addition, support groups are held three times a month. This ambitious program is only possible because of a group of exceptionally dedicated facilitators both inside and outside of prison as well as a mutually respectful relationship with inmates and staff.

AVP West now has 61 trained outside facilitators and approximately 60 inside facilitators. It has three well established



*After  
all those holiday meals...  
Herman is expanding faster than AVP!*

regional groups and has started community workshops in the Los Angeles/Santa Barbara area. AVP West looks forward to a year of further expansion and growth in 1992.

## AVP Groups Formed in Five New States

The AVP program has truly been catching fire in the last year and there are now 22 AVP groups around the country and around the world. The following groups were begun in the last year.

### Idaho

Hugh Hanson, Boise, Idaho

### Lousiana

Gwen Gow, ARK-LA-TEX AVP Group, Shreveport, Lousiana

### Pennsylvania

Lloyd Bailey, Gwynned, Pennsylvania

### South Dakota

Lila Rucker, Vermillion, South Dakota

### Wyoming

Hugh Hanson, Laramie, Wyoming

Addresses and phone numbers of contact people for these new AVP groups will be found in the 1992 AVP Directory of Trainers which you can expect to receive soon.

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 WHAT'S NEW IN AVP
 

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## Special AVP Workshop on Role Playing

with Elaine Dyer from New Zealand

Have you ever wanted the role plays in your workshop to be more effective?

Do the role plays in your workshops look more like mass confusion than learning experiences?

Elaine Dyer has come all the way from Auckland, New Zealand to lead this workshop. Elaine draws from years of experience as a facilitator and workshop leader in New Zealand. She will share her experience and give participants the opportunity to present and debrief roleplays under her direction. Learn new approaches and a variety of new ways to conduct role plays.

The two day session will be held at:  
**Albany Friends Meetinghouse**  
**February 29 & March 1, 1991**

Meals will be provided by Ellen Flanders and hospitality will be provided by Albany Friends. There will be a charge of \$20.00 to cover the meals. To reserve your space, please fill out the form below:



## A Wink to the Wise

An AVP Trainer at Green Correctional Facility near Albany, New York was in the yard recently when he observed a fight developing. Green is a facility with many youthful offenders and has a reputation for frequent violent incidents. The fight had been initiated when one inmate insulted the other person's mother.

The trainer noticed that the person that made the insult had been in his workshop the previous weekend. He then caught the inmate's eye and winked at him. This was enough to help the inmate remember his AVP training. The inmate then apologized for the insult and walked away. Something as small as a wink can lead to Transforming Power.

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### Registration for AVP Role Playing Workshop – Cost: \$20.00

Name \_\_\_\_\_

Street \_\_\_\_\_

City \_\_\_\_\_

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

Phone \_\_\_\_\_

I will be staying overnight:

Friday Night

Saturday Night

Enclosed is my check for \$ \_\_\_\_\_

I need scholarship aid

Please make your check out to AVP, Inc. and mail the registration form to:  
Janet Lugo, 433 Clinton Street, Albany, NY 12206

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AVP FORUM

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## On Women Volunteers and Convicts

by Raven of Peace Between People  
(AVP of Washington State)

I've been thinking for a long time about the contribution I have to make to the collective light surrounding the relationships between women volunteers and convicts. The recent article by Chris Malmgreen in "the Transformer", July-August-September, 1991 helped me to bring clarity to my thoughts. For me, clarity comes from spiritual-based reflection. That is the basis for the "Gathering of Women Friends in Prison" section of the AVP Basic Manual. That is why "Gathering..." provides us such rich material an infinite possibilities to assess our own experience, rather than simple answers.

When I began doing prison work, I was often asked "Why?" The truth was that I felt a strong spiritual leading to prison work. "Why", I could not answer. I met Ken, a convict in my first workshop. As the months passed, it became clear to me that my leading was, indeed, to a life's commitment to a relationship with Ken and to continue my prison witness with him. I was terrified and fought the leading with logic and reason, reading the "Gathering..." pages daily — fighting with God and the truth Spirit had revealed to me. Ultimately, however, my commitment is to leading a spirit-led life and that leading was clear to me. Once again, I had been called to go where angels and I, alike, feared to tread!

Ken and I were married in prison "after the manner of Friends," using the Quaker clearness process to test the clarity of our leading to marry. Our clearness committee was made up of Friends from "outside",

including one longterm AVP facilitator, and one Quaker convict from "inside," also and AVP facilitator. At that time, Ken had a life sentence with no set parole date.

Ken is home now. He was released on Thanksgiving, 1990. His reentry to the outside world after 13 1/2 years of incarceration and growing up in the juvenile system has been difficult at times. We often wonder how others without love and support survive. It is easy to see why they frequently don't. I won't say it's been easy, but then what relationship is? The foundation, though, of our relationship comes from God and we both know this is our greatest challenge and our greatest gift from Spirit.

Robert Martin's article in the Jan-Feb-Mar, 1991 issue of "the Transformer," raises the concern that forming a relationship with a single inmate removes one from the larger witness to many inmates and undermines the program as a whole. It has been my experience that God does indeed move in mysterious ways. And that it is my responsibility to be open and responsive to God's leadings in my life, trusting that God will open the way for our continued witness.

Ken is also an AVP facilitator and we have continued to lead workshops training new facilitators in the community. As a team, we offer something unique and special. We are working with the probation/parole office to

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## AVP FORUM

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offer ongoing support groups, teaching communication skills, in a pilot project in this state. We are awaiting the new materials for sharing AVP with teens. The local juvenile drug/alcohol drug treatment facility and the juvenile detention center are both eager for our program. We are even hoping to return as a couple to the adult prison system to lead workshops. Prison witness is a lifelong commitment to us. And our contributions are no less profound than had we continued to lead AVP workshops separately in the prison system.

I am deeply sorry for the pain I hear in the relationships Robert has seen between prisoners and volunteers. It is important not to deny these possibilities. Just as it is important that we be aware of some of the dynamics and generalizations presented in the "Gathering..." However, it is central to AVP that we respect the humanity in each individual equally, without prejudice, without stereotyping, speaking always to that of God (the humanity) in others. Speaking to that of God in others means being open to unprecedented beauty and possibility. If we teach this in AVP, yet are unwilling to practice it in our lives, the truth of our actions will speak louder than our words.

In my life the power in transforming power is spiritually defined. When that power moves in my life, whether it is in a conflictual situation or otherwise, I try to listen and be open to its direction. I trust that that power (which I choose to call God or Spirit) will open a path for all my true

leadings. As a community, we must not allow the prison system and its sometimes inhumane restrictions come between us and our true leadings. Paths for change in the prison system will also open for those leadings, perhaps on God's timetable rather than our own. Likewise, we must not stand in the way of true leadings among us. Rather, we must assist each other in coming to clarity as to the direction that power is leading each of us. It is imperative that we neither judge or restrict each other from following to which we are each uniquely led. It is the diversity of our collective experiences and leadings that bring about the true beauty of life and the profound nature of our witness.

May we all walk in beauty,

Raven – Cle Elum, Washington  
October, 1991

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From AVP Owego...

### How AVP Has Helped Me...

"AVP has helped in a lot of areas in my life. Right now it is helping with the emotional violence inside of me."

"It has helped me with my parents — a lot!"

"The violence in my life is mostly verbal and self-directed. Sometimes it is silent... I think the thing I got hold of here this weekend is that I must be more assertive in overcoming my passivity and procrastination."

"It taught me that everybody has feelings."

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AVP FORUM

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## AVP and Self Image

We live our self-image. Our self-image is in both the conscious and the unconscious mind. Our self-image is formed from many life experiences reaching back into our earliest childhood. Our self-image is who we think we are, what we think we can do and can't do, our aspirations for ourselves or lack thereof, how we compare ourselves to other people, how we think other people see us and how we see ourselves in relation to the total process of Creation.

When children are abused this is a contributing factor to the formation of their self-image. Praise or put downs from people we trust or admire help to form our self-image. How our peers treat us, how we feel about our bodies, our successes and failures all contribute to our self-image. The role models in our lives play an important part in helping to form our self-image. Everybody has a self-image and this self-image is constantly open to being changed or altered by new experiences. Self-image is not self-esteem, the latter being the feelings we have about who we are, what we are and what we do or don't do.

In AVP, we are very much involved in getting people to redefine themselves because negative images tend to produce negative behavior. Someone who has the self-image that other people are out to get him/her is apt to treat others with hostility or suspicion or to withdraw. A person who sees the world as owing him/her a living is likely to be very dependent on others and show little initiative. If someone has the self-image of being macho, he is likely to be very aggressive, particularly in situations where he feels he is under attack.

Consequently in AVP, we start immediately to try and get individuals to define themselves in positive terms. In the adjective name exercise, we have them select a positive adjective to put with their name and we have them use it frequently in identifying self and have others use it in addressing them. We have a ground rule of "no put-downs". And we do the affirmation exercise where they have say only things they like about themselves. Throughout the workshop we emphasize affirmation of one another.

How often have we heard participants say that in the workshop they learned that there are many similarities amongst us. When someone is thinking they are different from others because only they have faced certain difficulties in life, this is part of their self-image. When they find that others have had similar experiences, it can help alter and soften the negativity this experience may have contributed to their self-image. The concentric circles exercise can be very helpful in dispelling some of the notions of being different from others.

The "Sharing a conflict I solved non-violently" exercise also can contribute to assisting people see 1) that they have had a successful experience in resolving conflict without violence and 2) getting a feeling for the commonality in life's experiences. The Empathy exercise also can have a powerful impact in this regard. While the concept of Transforming Power may be difficult to grasp at first, once someone grasps it, it has a very empowering effect because they realize, perhaps for the first time, that they have this creative power to call upon.

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 AVP FORUM
 

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The emphasis in AVP on empowerment, is in itself a self-image changing force in that individuals begin to see that they can indeed do something about aspects of their lives which heretofore they viewed as unchangeable. Empowerment is emphasized in many ways:

- 1) Letting participants know that the workshop belongs to them and reinforcing this by regular evaluations and, as possible, responding to the suggestions they bring up in the evaluations.
- 2) Maintaining a separation between the workshops and the prison system so that they can indeed feel the ownership.
- 3) Having inmates as facilitators working with those who come in from the outside on an equality basis.
- 4) Having the facilitators participating in exercises along with everyone else and stressing the point that we are all learners and all teachers of one another.
- 5) And finally the experiential learning process itself which demonstrates that collectively we can teach ourselves.

The "Who Am I" exercise can be a powerful integrating experience drawing together for the individual many of his/her self images and viewing these in relation to things that have been learned in the workshop. Particularly helpful in this regard is having participants prioritize their self-images and at the end of the exercise consider whether they would change the order in any way. In all these many ways we are helping participants to redefine themselves and hopefully to change negative self-images into positive ones and in so doing to find different and more satisfying ways of living their lives.

From AVP Delaware...

## I Know I Found Friends

by Kevin Moss

From the first day I met you,  
I knew I found some friends,  
For you gave me a special feeling,  
A feeling or love within.

I really wanted to tell you just the other day,  
But since I had just met you I didn't know  
the way,  
But then I felt that feeling, that you put off  
of love,  
And I'm so glad I met you, so here I give a  
hug.

You're very special ladies and I wanted you  
to know  
I'm sorry that time goes by so fast, for now  
it's time to go.  
So I'll send you off with all my love, wishing  
you farewell,  
Hoping that we'll meet again with some  
more stories to tell.

I wish you both safe trips home, going your  
separate ways,  
And thank you for all your help, in giving  
us these days,  
I hope and pray that one day we can meet  
and do it all again,  
For as I said from the start, I knew I'd found  
some friends.

*This poem was written by an inmate at Sussex Correctional Institution in Delaware for the two outside facilitators at the final session of the Basic Workshop.*

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AROUND AVP

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## AVP in D.C.

New mayor, Sharon Pratt Kelly, has made a commitment to dealing with the problem of violence in Washington, D.C. As part of this effort, the Department of Corrections is seeking to offer the AVP program in every one of it's seven prisons.

The first workshop was recently held in a Washington D.C. prison and community workshops are being organized to train outside facilitators. A special effort is being made to recruit African-American leaders.

Seventeen participants recently attended a Basic Community Workshop sponsored by a Black church in D.C. Most of the participants want to become become facilitators. The workshop was led by Lee Stern, Carletta Allen and Richard Cunningham, and Lee Stern was the only white face in the workshop.

The Maryland AVP group is planning another Basic Workshop in February followed by a Training for Trainers shortly thereafter.

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## AVP Reaches Two New Prisons In Northern New York

Some exciting things are happening in the Northern Tier of New York. Through the hard work and dedicated effort of John Blanchard, AVP has begun at two of the ten prisons that requested the program. Recently, the first two workshops were held at Gouvernor Correctional Facility and two workshops are scheduled for January 15 to 17 at Ogdensburg Correctional Facility. The next prison where they plan to introduce the program is Malone. The regular AVP

program is continuing at Watertown Correctional Facility.

The Watertown group is also organizing community workshops in nearby towns and a Catholic Sister who trains people in lay ministry is helping to guide them to become AVP trainers.

if you would like to help with this new frontier, Just call John Blanchard and ask to be on a workshop team.

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## Letter About Payment of AVP Trainers

Dear Editor:

...The whole point of the program is dependent on the utter selflessness of the trainers in giving of themselves and of their time. I feel that paying trainers seriously compromises the integrity of the program. Let's not let AVP get out of hand just because there are increasing opportunities for its growth. Better that it should stay small and "grass-rootsy" and never become slick and too darn efficient, even if it means reaching as many people as "optimally" possible....

...This volunteer quality is not just an important and noteworthy aspect of AVP — it is the important and noteworthy and essential aspect of the program. Without it, you're losing the core, the channel through which transforming power for peace can flow through unimpeded...

Russ Bush  
Bethel, Connecticut

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 AROUND AVP
 

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## Workshop Leaders Needed for 1992

More than 185 workshops have already been planned for 1992. And the schedule on the following pages does not even cover a number of prisons where workshops are only planned on a month to month basis, such as Arthurkill, Auburn, Bayview, Bedford Hills, Camp Beacon, Elmira, Green Haven Annex, Shawangunk, Watertown and others. Please look over the workshop list on the next two pages. Workshop leaders are urgently needed to staff this ambitious program for 1992.

To sign up for a workshop, just call the coordinator for the facility at the phone number listed in the AVP Directory of Trainers.

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## Oversight Committee For Traveling Trainers

As AVP leaders feel called upon to travel out of the New York AVP area to conduct workshops, there is a need for clarity of purpose and a clearness of direction. Taking AVP into new areas can involve problems, policies and politics.

To help to deal with these issues, the New York AVP Board has appointed an oversight committee for Traveling Trainers and the members of the committee are Vicki Cooley and Nancy Nothelfer. If you have any concerns about these issues, please communicate with this committee.

## Community Workshops Scheduled

Perhaps you have friends who would like to get involved in the AVP program. A number of community workshops are being offered in New York this winter. Please urge your friends to register. Addresses and phone numbers for the registrars are listed in the AVP Directory.

### BASIC WORKSHOPS

DATE	PLACE	REGISTRAR
Jan 10-12	New York, NY	Lane
Jan 17-19	Owego, NY	O'Connell
Feb 7-9	Washington, NY	McGrath
Feb 14-16	Buffalo, NY	Mang
Mar 13-15	Rochester, NY	Anderson
Apr 17-19	Middlebury, VT	McGrath
May 8-10	Owego, NY	O'Connell
Jun 19-21	Rochester, NY	Anderson

### ADVANCED WORKSHOPS

DATE	PLACE	REGISTRAR
Jan 24-26	New York, NY	Lieske

### TRAINING FOR TRAINERS

DATE	PLACE	REGISTRAR
Jan 17-19	Rochester, NY	Anderson
Feb 21-23	New York, NY	Lane
Mar 14-15	Owego, NY	O'Connell

Prison workshops are offered nearly every weekend of the year and outside participants are usually welcome. If you would like to attend a prison workshop near you, the New York Office can tell you who to contact.

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## 1992 AVP NEW YORK WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Jan 3-5	Sullivan	Basic	C	Sheehan	??
Jan 6-8	Attica	Basic	GV	Halley	??
Jan 6-8	Attica	Adv	GV	Halley	??
Jan 10-12	Manhattan	Basic	Met	Lieske	??
Jan 10-12	Washington	Basic	A	McGrath	McGrath & ?
Jan 10-12	Wende	Adv	NF	Mang	Dziekonski & ?
Jan 10-12	Sing Sing Hill	Basic	WF	Feucht	Knight Dunsmoir Casabona
Jan 10-12	Sing Sing Tappan	Basic	WF	Feucht	Griffin Weingast Carlsten
Jan 10-12	Green	Basic	A	Beetle	Beetle & ?
Jan 10-12	Green	Basic	A	Beetle	??
Jan 17-19	Green Haven	Basic	MH	Doumbe	??
Jan 17-19	Green Haven	Basic	MH	Doumbe	??
Jan 17-19	Rochester (C)	T/T	GV/NF	Reixach	Reixach & ?
Jan 17-19	Albion	Basic	NF	Mang	??
Jan 17-19	Owego (C)	Basic	ST	O'Connell	O'Connell Graham Trumbull
Jan 18-20	Sing Sing Hill(S)	Basic	WF	Feucht	MacBain Gonzalez
Jan 24-26	Eastern	Basic	C	Sheehan	??
Jan 24-26	Fishkill	Basic	MH	Grunebaum	??
Jan 24-26	Fishkill	Basic	MH	Gruenbaum	??
Jan 24-26	Manhattan (C)	Adv	Met	Lieske	??
Feb 7-9	Washington(C)	Basic	A	McGrath	McGrath
Feb 7-9	Sullivan	Basic	C	Sheehan	??
Feb 7-9	Collins II	Basic	NF	Mang	??
Feb 14-16	Eastern	Basic	C	Sheehan	??
Feb 14-16	Buffalo (C)	Basic	NF	Mang	??
Feb 14-16	Taconic	Basic	WF	Cypser	Weingast?
Feb 14-16	Green	Adv	A	Beetle	Beetle & ?
Feb 14-16	Green	Basic	A	Beetle	??
Feb 21-23	Manhattan	T/T	Met	Lieske	??
Feb 21-23	Sing Sing Hill	Adv	WF	Feucht	Feucht Franklin
Feb 21-23	Sing Sing Tappan	Adv	WF	Feucht	Pagel & ?
Feb 21-23?	Washington (Sp)	Basic	A	Mcgrath	Lugo & ?
Feb 21-23	Orleans	Basic	NF	Mang	??
Feb 21-23	Eastern	Basic	C	Sheehan	??
Feb 21-23	Green Haven	Basic	MH	Doumbe	??
Feb 21-23	Green Haven	Basic	MH	Doumbe	??
Feb 21-23	Fishkill	Basic	MH	Grunebaum	??
Feb 21-23	Fishkill	T/T	MH	Gruenbaum	??
Mar 6-8	Sullivan	Basic	C	Sheehan	??
Mar 6-8	Wende	Basic	NF	Mang	??
Mar 13-15	Eastern	Basic	C	Sheehan	??
Mar 13-15	Washington	Adv	A	McGrath	McGrath & ?

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

## 1992 AVP NEW YORK WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Mar 13-15	Rochester (C)	Basic	GV/NF	Reixach	Reixach & ?
Mar 13-15	Green	Basic	A	Beetle	Beetle & ?
Mar 13-15	Green	Basic	A	Beetle	??
Mar 14-15	Owego (C)	T/T	ST	O'Connell	O'Connell Bennett
Mar 14-16	Cayuga	Basic	C	Mager	??
Mar 14-16	Cayuga	Basic	C	Mager	Mager & ?
Mar 20-22	Albion	Basic	NF	Mang	??
Mar 20-22	Green Haven	Basic	MH	Doumbe	??
Mar 20-22	Green Haven	Basic	MH	Doumbe	??
Mar 20-22	Sing Sing Hill	Basic	WF	Feucht	Scanlon Attanasio Weikart?
Mar 20-22	Sing Sing Tappan	Basic	WF	Feucht	Yizar Kates?
Mar 27-29	Eastern	Basic	C	Sheehan	??
Mar 27-29	Fishkill	Basic	MH	Grunebaum	??
Mar 27-29	Fishkill	Basic	MH	Gruenbaum	??
Apr 3-5	Sullivan	Basic	C	Sheehan	??
Apr 3-5	Collins II	Basic	NF	Mang	??
Apr 10-12	Eastern	Basic	C	Sheehan	??
Apr 10-12	Washington	Basic	A	McGrath	??
Apr 10-12	Green	Adv	A	Beetle	Beetle & ?
Apr 10-12	Green	Basic	A	Beetle	??
Apr 17-19	Middlebury (C)	Basic	A	McGrath	McGrath
Apr 24-26	Orleans	Basic	NF	Mang	??
Apr 24-26	Sing Sing Hill	Basic	WF	Feucht	B.&D.Wood
Apr 24-26	Sing Sing Tappan	Basic	WF	Feucht	MacBain? Kuennen?
Apr 24-26	Taconic	Basic	WF	Cypser	??
Apr 24-26	Eastern	Basic	C	Sheehan	??
Apr 24-26	Green Haven	Adv	MH	Doumbe	??
Apr 24-26	Green Haven	Adv	MH	Doumbe	??
Apr 24-26	Fishkill	Basic	MH	Grunebaum	??
Apr 24-26	Fishkill	Adv	MH	Gruenbaum	??
May 1-3	Sullivan	Basic	C	Sheehan	??
May 1-3	Wende	Basic	NF	Mang	??
May 8-10	Owego (C)	Basic	ST	O'Connell	Bennett Demick Shriver Graham
May 8-10	Eastern	Basic	C	Sheehan	??
May 8-10	Green	Basic	A	Beetle	Beetle & ?
May 8-10	Green	Basic	A	Beetle	??
May 15-17	Washington	Basic	A	McGrath	McGrath & ?
May 15-17	Sing Sing Hill	Adv	WF	Feucht	Feucht & ?
May 15-17	Sing Sing Tappan	Adv	WF	Feucht	??
May 15-17	Fishkill	Basic	MH	Grunebaum	??
May 15-17	Fishkill	Basic	MH	Gruenbaum	??
May 15-17	Collins II	Basic	NF	Mang	??

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

## 1992 AVP NEW YORK WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
May 22-24	Cayuga	Basic	C	Mager	??
May 22-24	Cayuga	Adv	C	Mager	Mager & ?
May 22-24	Green Haven	Basic	MH	Doumbe	??
May 22-24	Green Haven	Basic	MH	Doumbe	??
May 22-24	Eastern	Basic	C	Sheehan	??
Jun 5-7	Sullivan	Basic	C	Sheehan	??
Jun 5-7	Albion	Basic	NF	Mang	??
Jun 12-14	Eastern	Basic	C	Sheehan	??
Jun 12-14	Washington	Adv	A	McGrath	??
Jun 12-14	Green	Adv	A	Beetle	Beetle & ?
Jun 12-14	Green	Basic	A	Beetle	??
Jun 19-21	Sing Sing Hill	Basic	WF	Feucht	??
Jun 19-21	Sing Sing Tappan	Basic	WF	Feucht	B. & D. Wood
Jun 19-21	Taconic	Adv	WF	Cypser	??
Jun 19-21	Green Haven	Basic	MH	Doumbe	??
Jun 19-21	Green Haven	Basic	MH	Doumbe	??
Jun 19-21	Orleans	Basic	NF	Mang	??
Jun 1921	Rochester (C)	Basic	GV/NF	Reixach	Reixach & ?
Jun 26-28	Eastern	Basic	C	Sheehan	??
Jun 26-28	Fishkill	Basic	MH	Grunebaum	??
Jun 26-28	Fishkill	Basic	MH	Gruenbaum	??
Jul 10-12	Eastern	Basic	C	Sheehan	??
Jul 10-12	Washington	T/T	A	McGrath	??
Jul 10-12	Green	Basic	A	Beetle	Beetle & ?
Jul 10-12	Green	Basic	A	Beetle	??
Jul 10-12	Wende	Basic	NF	Mang	??
Jul 17-19	Sing Sing Hill	Basic	WF	Feucht	??
Jul 17-19	Sing Sing Tappan	Basic	WF	Feucht	??
Jul 24-26	Eastern	Basic	C	Sheehan	??
Jul 24-26	Green Haven	Basic	MH	Doumbe	??
Jul 24-26	Green Haven	Basic	MH	Doumbe	??
Jul 24-26	Albion	Basic	NF	Mang	??
Aug 7-9	Washington	Basic	A	McGrath	??
Aug 7-9	Sullivan	Basic	C	Sheehan	??
Aug 7-9	Collins II	Basic	NF	Mang	??
Aug 14-16	Eastern	Basic	C	Sheehan	??
Aug 14-16	Sing Sing Hill	Adv	WF	Feucht	Feucht & ?
Aug 14-16	Sing Sing Tappan	Adv	WF	Feucht	??
Aug 14-16	Green	Adv	A	Beetle	Beetle & ?
Aug 14-46	Green	Basic	A	Beetle	??
Aug 21-23	Orleans	Basic	NF	Mang	??
Aug 21-23	Taconic	Basic	WF	Cypser	??

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## 1992 AVP NEW YORK WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC COORDINATOR	LEADERS
Aug 21-23	Green Haven	Adv	MH Doumbe	??
Aug 21-23	Green Haven	Adv	MH Doumbe	??
Aug 21-23	Fishkill	Basic	MH Grunebaum	??
Aug 28-30	Eastern	Basic	C Sheehan	??
Sep 4-6	Sullivan	Basic	C Sheehan	??
Sep 11-13	Owego (C)	Basic	ST O'Connell	O'Connell Demick Bennett Schriver
Sep 11-13	Wende	Basic	NF Mang	??
Sep 11-13	Eastern	Basic	C Sheehan	??
Sep 11-13	Washington	Basic	A McGrath	McGrath & ?
Sep 11-13	Green	Basic	A Beetle	Beetle & ?
Sep 11-13	Green	Basic	A Beetle	??
Sep 13-15	Sing Sing Theo	Special	WF Feucht	B.& D. Wood
Sep 18-20	Sing Sing Hill	Adv	WF Feucht	??
Sep 18-20	Sing Sing Tappan	Adv	WF Feucht	??
Sep 18-20	Green Haven	Basic	MH Doumbe	??
Sep 18-20	Green Haven	Basic	MH Doumbe	??
Sep 18-20	Albion	Basic	NF Mang	??
Sep 25-27	Fishkill	Basic	MH Grunebaum	??
Sep 25-27	Fishkill	Basic	MH Gruenbaum	??
Sep 26-28	Cayuga	Basic	C Mager	??
Sep 26-28	Cayuga	Basic	C Mager	Mager & ?
Sep 26-28	Eastern	Basic	C Sheehan	??
Oct 2-4	Sullivan	Basic	C Sheehan	??
Oct 2-4	Collins II	Basic	NF Mang	??
Oct 9-11	Eastern	Basic	C Sheehan	??
Oct 9-11	Washington	Adv	A McGrath	??
Oct 9-11	Green	Adv	A Beetle	Beetle & ?
Oct 9-11	Green	Basic	A Beetle	??
Oct 9-12	Rochester (C)	Basic	GV/NF Reixach	Reixach & ?
Oct 16-18	Orleans	Basic	NF Mang	??
Oct 16-18	Sing Sing Hill	Basic	WF Feucht	??
Oct 16-18	Sing Sing Tappan	Basic	WF Feucht	??
Oct 23-25	Eastern	Basic	C Sheehan	??
Oct 23-25	Fishkill	Basic	MH Grunebaum	??
Oct 23-25	Fishkill	Basic	MH Gruenbaum	??
Oct 23-25	Green Haven	Basic	MH Doumbe	??
Oct 23-25	Green Haven	Basic	MH Doumbe	??
Nov 6-8	Sullivan	Basic	C Sheehan	??
Nov 6-8	Wende	Basic	NF Mang	??

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

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

Articles inside...

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**AVP  
INTERNATIONAL  
CONFERENCE  
Labor Day Weekend**

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**ON  
WOMEN VOLUNTEERS  
AND CONVICTS**

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**NEW YORK  
AVP MEETINGS  
February 15 & 16**

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**AVP AND  
SELF IMAGE**

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**AVP  
AROUND THE  
GLOBE**

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**Mentors Needed for Parolees**

Women Care needs mentors, advocates and friends for women who are leaving prison. The program focuses on the Metropolitan New York area and the director is an AVP trainer. For further information contact:

Women Care, Inc., 236 West 27th Street  
New York, NY 10001 - 212 463-9500

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Newsletter Editor: Fred Feucht  
Newsletter Mailings: Janet Lugo

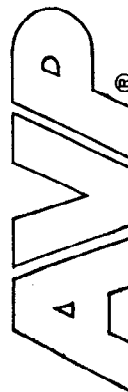
We would like to hear from you. Please send any suggestions for articles to Fred Feucht.

Please send any changes of address to Janet Lugo.

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