

Alternatives to Violence Project Newsletter

the Transformer

*for AVP Workshop Leaders
Summer 1992*

WHAT'S NEW IN AVP

AVP 2

Labor Day Weekend in Maryland

The AVP Second International Conference is nearly filled at this point with 70 AVPers registered. Representatives are expected from 17 states as well as from Canada, Aotearoa (New Zealand) and Australia.

The conference will begin at 7:00PM on Friday with a supper which will be followed with sharing and community building.

More than 20 mini-workshops are planned for Saturday morning and afternoon. The topics will range from "How to Adapt AVP Exercises to Youth" to "How to Put Out a Newsletter."

On Saturday evening there will be a special presentation and workshop on the topic of "Diversity." The workshop will include

Strategy Exercises, Drama Circles and Stereotyping Exercises.

Sunday morning and afternoon will be devoted to a special workshop on Organizational Development led by Ken Jones of the Peace Development Fund. Participants will learn tools and strategies to help their local AVP groups deal with structure, fund raising and planning.

On Sunday evening, there will be an opportunity for all to learn more about conducting role plays as Elaine Dyer shares her special approach to facilitated role plays.

Monday morning will be devoted to committees and action groups focusing on building a National/International AVP Organization.

AVP Down Under

By Steve Angell, AVP New York

Workshops in Australia

I had a most rewarding time in Australia and Aotearoa. I feel both countries are now in a strong position to develop AVP for themselves. In Australia, we did a Basic in Sidney, New South Wales with many participants from other parts of the country, even as far as Tasmania. The workshop was

packed to overflowing with 23 participants. This was the second Basic in Australia since we had done a Basic in Brisbane last October. I then went to Brisbane in Queensland where we first conducted a Second Level and then a Training for Trainers. Again, participants attended from various areas of the country.

Continued on next page

WHAT'S NEW IN AVP

AVP Down Under

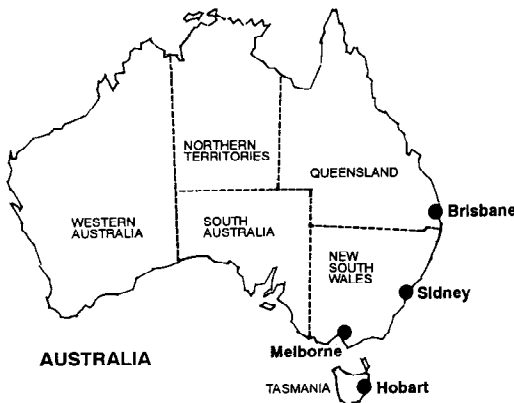
Continued from page 1

Finally we did a prison Basic in a three level prison outside of Brisbane. The prison included three security levels, Maximum, medium and low level, and we had participants from all three levels. We were a bit disappointed because we did not have any aboriginal individuals in the workshop.

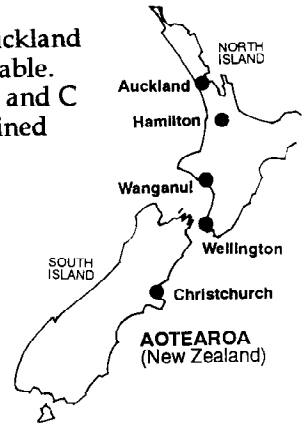
There was much enthusiasm among the community workshop participants and a commitment to developing the AVP program and many willing to lead prison workshops. Also, while in Australia, I was invited to address the Fourth International Conference on Prison Education and I spoke on the topic, "Educating for Behavioral Change." The address was well received and planted many seeds with prison educators. In addition I held half a dozen meetings with prison officials and justice department personnel as well as radio interviews and one TV appearance.

Workshops in Aotearoa

In Aotearoa, New Zealand, we conducted seven workshops. Robert Martin of New York was able to join me and Elaine Dyer on the workshop team. The prison workshop



we did outside Auckland was especially notable. Inmates from A, B and C blocks were combined in one workshop. This had never been done before because prison officials felt that these men could not be combined without violence



erupting. When I was at the prison last October, and told the officials that it was my vision to have men from these rival gangs participating in AVP workshops, they looked at me in disbelief. The workshop developed an excellent sense of community with men talking and sharing together even though they were in rival gangs. One of the participants had announced on the day following in an excited tone of voice, "I learned I have a choice, I don't have to be a criminal any more." In a conference with prison officials after the workshop, they said the workshop had brought about profound changes in many participants.

Next Elaine Dyer and I started our tour through the country starting in Wellington, then to Christchurch in the South Island, then back to Wanganui and Hamilton on the North Island. Wherever we went the program was exceedingly well received. Fortunately in Aotearoa we were able to involve many Maori people and they found it was a very exciting experience. Many who participated see AVP as being able to help heal relationships between Maori and non-native peoples. *Continued on next page.*

WHAT'S NEW IN AVP

AVP Down Under

Continued from page 2

Half of our prison workshop were Maori. One Maori man who came to one of our community workshops said that before experiencing the workshop, if someone had handed him a gun and told him to go out and fight for Maori rights he would have done it, but now he saw there was a better way.

After the tour, our final workshop was a Second Level in Auckland with drew participants from around the country. Many who attended want to facilitate in the prisons and there is much eagerness to move ahead with AVP in Aotearoa.

I made many individual contacts and in addition, a presentation to New Zealand Yearly Meeting of Friends. The New Zealand Quakers adopted AVP as a Yearly Meeting project and assumed responsibility to raise the necessary funds. The barrier now faced in both Aotearoa and Australia is the development of lead facilitators so that the burden of leading workshops does not fall on one or two people. Both countries have indicated that they would welcome visits from qualified lead facilitators from North America. Both countries are beautiful to visit and I found their hospitality outstanding. If you would like to find out whom to contact, just call me.

AVP Canada Creates National Organization

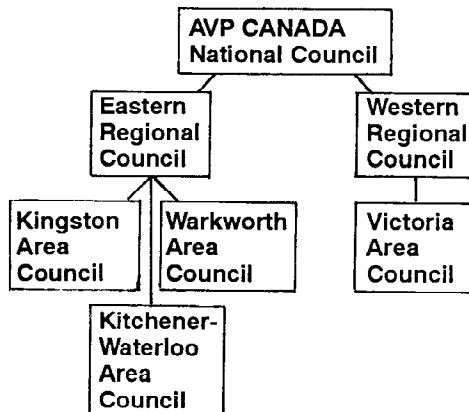
In the last three years, AVP Canada has been thriving and a regular prison program has been established.

Meeting in Toronto in March, AVP members from both Eastern and Western Canada sat down to build a national structure. The goal was to prepare for future growth and to find a way to deal with the great distances between east and west.

A national council was established which meets annually. The national has two regional councils, Eastern and Western, which meet semi-annually. Within the regions are area councils, three in the East and one in the West. (See diagram.)

Financing and funding for AVP Canada was also discussed. A standard fee schedule was established for community workshops and

it was agreed that 50% of workshop income after expenses will be contributed to AVP Canada. Another step was to publish a newsletter to improve communication throughout AVP Canada.



WHAT'S NEW IN AVP

AVP in Israel and Palestine

By John Shuford, AVP Delaware

I am continually amazed at what a powerful tool AVP is in a variety of situations. I recently returned from two and a half weeks in the Middle East, where I led a team of trainers (Andy Mager, Dot Walsh and Luke Janusz) providing two basic workshops. The purpose was to test if AVP was appropriate for the Israeli and Palestinian cultures, but I learned much more than that. Unfortunately we were not able to do a basic in Beit Sahour, a Palestinian village with a long history of nonviolent resistance to the Israeli occupation. From this, I learned to be very flexible when beginning a program in a foreign country, especially in such a volatile situation. Several months ago, I made what I believed to be final arrangements for the Beit Sahour workshop, only to find when I arrived that virtually nothing had been done.

This was the consequence of a division which had developed within the group organizing the workshop concerning the Israeli - Palestinian peace process. It was impossible to make any arrangements after I arrived because an Israeli soldier shot and killed a 22 year old Palestinian college student walking on the street, resulting in a curfew followed by a strike followed by a curfew. There were soldiers on every corner and all activity stopped that wasn't related to the situation. There is still a strong interest in Beit Sahour for an AVP workshop, but it will have to wait for another time.

I coordinated with an Israeli peace group to do a workshop at Kibbutz Shomrat, one of 280 communes which were a major ideological component of the Jewish state.

Although the Kibbutz movement represents only 3% of the population, they provide 40% of the agriculture and 10% of the industry. There are three divisions within the overall Kibbutz movement; the United, Artsy and Religious, and all three are declining in numbers. This decline is due in large part to the policies of the Likud government, but there is also concern that the Kibbutzim are not dealing with internal conflict effectively. that they are far to rigid in a time of major change. One such change is that all children used to live in the Children's House together rather than with their immediate families. More recently the children have been living with their families, which is a major change in upbringing practices and the source of many conflicts. The participants in the two day basic were teachers, social workers and peace workers. The workshop went very well and we were asked to return the next weekend and do a one day basic with seventeen year olds about to go into the military. That workshop was also successful. Some comments were: I feel very calm, like I'm high without drugs. I wish I could bottle it up." "If you would have told me our kids would have said what they did at the end, I wouldn't have believed you. It was incredible, it is a miracle." "They shared what they felt. She learned that was more than one solution to a problem. She learned to listen, to think again about things." And finally, "I hate workshops, but I came because it was on nonviolence... We have too much violence here. I feel (Israel) will blow up."

Continued on next page

*AVP Trainers in Israel
John Shuford, Andy Mager,
Luke Janusz and Dot Walsh*



The trainer dynamics were also quite interesting. Of the four trainers, two knew each other and none had worked together. Three were experienced trainers and the fourth was inexperienced and had been released from prison two weeks earlier after serving thirteen years. None of us knew Hebrew and were for the first time working through a translator. We had very little time to get to know each other and plan for the weekend. But, I believe, through the excellent design of AVP, with us learning and growing from our differences rather than competing. In fact, one of the participants, and experienced nonviolence trainer himself, stated he was very impressed with how well we were able to work together. He is now very excited and taking on the task of organizing AVP in Israel. He is talking about doing more workshops in Kibbutzim, with the police and with retired military.

Some valuable lessons I learned are as follows: it's best to get a translator with training experience, who can translate not only the language but also the cultural variations; have translator translate into his/her native tongue rather than into his/her non-native language; do a full translation rather than partial even if everyone understands most of what is being said; establish a primary and back-up translator and request all other bilingual; people to respect the translations provided; translator should not be a participant because his/her experience will be greatly compromised; bilingual participants are likely to get bored with translation; it is easy to misread body language in another culture; the most

resistant participants often become your strongest supporters after the workshop; establish a clear lead trainer even though your team may work well together; be yourself, errors are easily forgiven because you are a foreigner; trust your own judgment and risk, even though locals disagree, yet still be sensitive. And finally, the existence of the AVP manual sets AVP apart from other trainings because of its flexibility, adaptability and teamwork facilitation.

The future of AVP in Israel and Palestine looks very positive. Before we left, Andy and I met with a high level person in the Institute for Social and Organizational Counseling for the United Kibbutz movement and he was very interested. Several others are also interested in helping out with organizational efforts. A leader at Kibbutz Tsuba has requested us to offer workshops there. The potential is probably unlimited due to the tension, their militaristic approach to resolving conflict and the existence of a significant domestic violence problem, which people are beginning to acknowledge. Several trainers have expressed an interest in doing trainings in Israel and Palestine, and one trainer has moved to Tel Aviv. Anyone else who is interested in training in this area should contact me at the address in the Directory of Trainers. It looks like an exciting program is going to be developed in the Middle East.

John Shuford plans to take AVP to Moscow in September. If you would like to be part of the team please call 302 697-2566.



AVP FORUM

Diphthongs

By Jay Lieske
AVP New York Diversity Committee

Speaking to the issue of diversity, I'd like to pose the question, "Is AVP a diphthong?" Kinda makes you wonder doesn't it? What exactly is a diphthong, and could AVP (as it currently exists) be analogously characterized as one?

Perhaps only an English scholar or a neologist would know what a diphthong is, and I make no such claim to either. But I will humbly try to explain anyway...

When we combine two vowels in a word and create a new sound from this combination, we have a diphthong. For example, if we combine the letter "o" with the letter "i" we get a sound is neither "o" or "i". Instead we get an "oy" sound as in *boil*. Now mind you, this doesn't ignore the "o" or "i" sounds, rather it melds them together in a melodious, harmonic way.

Now, what of AVP? Are we making all our best effort to use all the letters in our alphabet? Do we need to create more diphthongs? Are we fooling ourselves into believing we have diphthongs because it appears that way? (e.g., the letter "e" and the combinations "ee" and "ea" still make the "ē" sound.)

Of course by now you understand the analogy I've been trying to make. And you've also noticed that I've only posed questions without offering answers. (That's because I have no answers. I'm only one "I" making "I" sounds.) But I do think that if every "I" were to join together with an "A", "E", "O", or "U", and truly diphthongize, then the richness of the AVP language, the AVP experience, and the AVP mission can only benefit.

More Spanish Workshops in New York

For years, one of the greatest needs has been Spanish language workshops in prison. More than a third of all prison inmates are Latinos and many do not understand English.

In 1991 only three Spanish language workshops were held in New York State Prisons. So far in 1992, six workshops have been held including the first Advanced Workshop in Spanish. These workshops have been held Bedford Hills, Sing Sing and Washington prisons. In July, the first Training for Trainers for Spanish Speaking leaders will be held at Sing Sing.

A small core of dedicated bi-lingual trainers including Nidia Gonzalez, Gloria Messemer and Janet Lugo have made these workshops possible. If you speak Spanish and would like to train with these talented leaders please call Fred Feucht or Allison Dench.

In addition, the Spanish Team has developed simple handouts in Spanish covering the concepts of Transforming Power, I Messages, Ground Rules, Guidelines for Roleplays etc. Copies of these materials may be obtained from the AVP office in New York City.

AVP FORUM

Other thoughts on Diversity:

AVP Diversifying Ideas...

by Inmate Facilitators at Sing Sing Correctional Facility

The following suggestions were made in a meeting of twenty five facilitators at Sing Sing on March 7, 1992. The gathering used was:

"A way that I would like to see AVP become more culturally diverse is..."

"More cultural groups aware of AVP."

"More awareness of other people's culture."

"Revise curriculum. Be sensitive to ethnic groups, especially the culture of New York City."

"More commonalty within group."

"In a recent (Spanish) workshop we had poetry in Spanish. This was very successful and brought out emotions. Develop exercises designed for specific cultures."

"Need more diversity in age."

"It really helped to bring in trainers (to Sing Sing) from other cultures, for example, the blind trainer from Ohio and the three trainers from Canada."

"Become more familiar with the history of members of the group."

"Bring AVP to other countries."

"Diversity has got to start here (with the inmates) — when we get out."

"Recruit more inmates from prison graduates (parolees)."

"Get out into the streets — Start programs in projects."

"Contact more culturally diverse organizations in the street."

"Start with the kids. Kids are treating each other as things. We've lost our humanity."

"I'm concerned about kids killing kids. Start AVP in the schools. Make a proposal to the Board of Ed."

"Work with children — Pass on something positive."

"Get into the schools, especially the elementary schools. Set up play groups to show another way (cooperation rather than competition). Use volunteers. Kids learn the most between the ages of 5 and 12."

"AVP should put more money into outreach. Quakers are too laid back and wait for people to come to them."

"Get into the media. Offer an alternative. We need to make a change in society. Ask the media to come to Sing Sing for interviews (of groups like this)."

"Show the AVP video to let people know what AVP is."

"The media is asking who will be the Willie Horton of this election. Expose the media to examples of successful prison graduates. Instead of Willie Horton, Jay Leiske."

"Radio and TV advertising."

"Go to cultural groups in colleges and universities."

"I will go to my family... my roots."

"Get spouses involved. Have joint husband and wife workshops in prison."

AVP FORUM

Why Speak-Outs?

by Elana Levy, AVP New York Diversity Committee

PREFACE

At the New York Statewide Meeting at Owego, NY this year, the Diversity Committee used the exercise called Speak-Out as their committee report/sharing with the Statewide Council. Four members of the committee spoke out as members of target (oppressed) groups within the U.S.: an African-American, a Latino, a single mother and a person with disabilities. I, Elana Levy was the facilitator of the four speak outs and the support person for the person speaking out. The sharing caused much turmoil in the council. The following article is an explanation of the purpose of a speak-out.

Speak-outs are a form used by people who are targets of oppression* in the U.S. to tell those who are not targets of the same oppression what it feels like, how it's been to grow up as a member of a target group in the United States of America. It allows time so those that are not targeted in the same fashion to listen so they can better understand what targeting means in practice. What it means to live as an African-American day by day; or a Latino day by day; or someone physically different day by day. Whoever does not belong to the group does not know what it is like. We can only learn from members of the targeted group. The more openly a member of the group shares with us their anger, their fears and their hopes for allies, the better off the listeners are, because the more we can grow and learn and conduct ourselves as true allies to people who are systematically oppressed in the U.S.

The only way a person can even think of speaking openly if they know that after they have spoken out they will not be questioned or confronted by those who are listening. A persons feelings are not up for questioning. Feelings are what they are. We may think something different or feel differently, that does not detract or diminish the validity of the speaker's feelings. We in the dominant group, the untargeted group (whites do live with white skin privilege, that's a fact whether we wish to acknowledge it or not; that does not mean we may not be a member of a target group, i.e. women, poor, disabled etc.) do not need to share what we think at that time. Any targeted group in the U.S. knows what the dominant group thinks, how they live and what they value (the best example is a domestic who works in a white household). It is the dominant group, the non-targeted group who produces the news, publishes the newspapers and magazines, and produces the ads. We know what is considered a beautiful woman in this society, what we know less is how that affects women who do not fit that definition. We need to listen to them.

People who are targeted do not need to hear: "But two of my friends are _____" (Fit in the name of any oppressed group). One speaks by one's actions day by day, just as one speaks by one's inactions day by day. A speak-out is not a time for arguing or defending or presenting another perspective. A speak-out is a a time to listen to something one doesn't often hear so that one can understand better. What one does with that *Continued on next page.*

AVP FORUM

Continued from previous page.

information, how one processes that is one's individual responsibility, not the responsibility of the people who have been brave and caring enough to share their feelings as members of an oppressed group.

For a moment I will speak from the perspective of a Jewish person within the largely non-Jewish organization, AVP. (I have been asked to speak from an "I" position as if I were doing the "Speaking from I" AVP exercise. I find the request unsuitable, but I am complying to it for this part of the article). If people in AVP want to invite (Jews) (use that word as a zipper word) to feel welcome, then the responsibility rests with members who are of the untargeted group and dominant within AVP to learn how to do that. If someone has developed a friendship, a trust with members of the targeted group, that is certainly one source of learning, but nonetheless the responsibility for creating a welcoming environment rests with the dominant group.

It was not and never is the responsibility of those who speak out to make it better for those that listen to the speak out, that is neither their role or an appropriate request. I am not not the person to fix anti-(Jewish) sentiments (again I'm forced to use that zipper word to maintain the "I"ness). In fact, that would be completely inappropriate. Of course, I want the friendship within as well as outside any particular group I identify with, as does every human being on earth. People choose each others company because they appreciate each other, not because they need to prove or defend themselves. I don't want the defensiveness. The U.S. illness, the number two U.S. export: me first-ism. (Number one is stealing others labor and resources).

So yes there was discomfort after the speak-outs. Discomfort is good. It indicates that something new and different was encountered. It may be OK to feel uncomfortable. That's always true for growth, real growth' one that's not just a bigger size but also a more flexible shape.

The person who speaks out, exhausts. It is one of the most difficult exercises. The more honest and searching one is, the more difficult and exhausting and enriching the speak-out becomes, for the person speaking out as well as those listening.

Perhaps one of the many attitudes in ourselves which we must question is whether we need always question what others say. Oh no, what a horrible idea. Perhaps truly new information. What we never before considered. What seems most outrageous is exactly what we should let lie unquestioned: "Okay, that's how you feel. Let me adsorb that information. Let me understand what you feel. I already know what I feel. What's new here is what you feel. I welcome that input. I will let it seep through my system to see how I will then be nourished from this new vitamin I had never known or perhaps never seen advertised. How exciting. How lucky I am."

** Oppression is the systematic and pervasive mistreatment of individuals on the basis of their membership in various groups which are disadvantaged by the institutionalized imbalances in social and economic power in this society. It includes the non-recognition of the complete humanness of those who are members of the targeted group.*

(Thanks to Ricky Sherover-Marcuse)

WHAT'S NEW IN AVP

More on Role Plays with Elaine Dyer from New Zealand

by Ellen Flanders

GATHERINGS

Word-at-a-time Story: Each person gives one word around the circle, making a story as they go. Don't try to make sure the story ends at the point of the end of one go-around; let it end naturally. It should have a beginning, middle and end.

Story in Pairs Variation: Get people in pairs. have each pair complete a story, alternating words. Give them one minute.

How do you Feel: In body, feelings, mind spirit. Ask for one word for each, and go quickly around.

Exercise Circle: (Good as break) Each one in turn does exercise movement, five times. Everyone joins in. Next person comes up with another exercise.

CONTINUUMS

Continuum on Experience: This is a good way to find the range of experience of a group. Define one end of the room as "1", and the other end as "10". For any category, ask people to place themselves where they think they belong on the continuum. Ask them why they placed themselves on that spot. Get them to talk to someone in a different spot. One way: break group in half and have them select a person in the other half to talk to. Or: leader may choose pairs who might benefit from talking together.

Continuum on Big Wave Variation: Describe enormous wave coming to shore. Divide space in room into boat (one end), water, beach, grass, hill, woods, meadow beyond hill (other end). Place people on the

continuum, and ask them to describe how the wave appears to them. Make analogy to chosen subject (we were working on drug use and culture). Have people place themselves in relation to that subject. They can play themselves or take role of person they wish to understand. If too many are bunched together, move them around; ask them to fill missing places. Ask them to describe themselves, then talk to someone in another place.

LISTENING

Get people in pairs. Then use following sequence, always giving 30 seconds of silence for reflection at start of each segment. Give 30 seconds for people to think about what they heard and what they said, then take turns reflecting back to partner. Then ask for comments to whole group (staying in place).

1. Both talk at once. Use simple non-threatening subject. One minute, freeze.
2. Talk in turns; listener has "stony face" (no non-verbal communication, but maintain eye contact). Simple non-threatening subject. One minute. Freeze.
3. Talk with true subject, and follow rules of reflective listening. Three minutes.

THOUGHT SCULPTURE

Purpose: exploring mind-set of person (our subject: person offered drugs).

Place empty chair before group. Define it as the person in the situation described. People come up, sit in the empty chair, and offer what might be going through that person's mind. Get different points of view.
Continued on page 16

AROUND AVP

New Topics for Quick Decisions

Suggested by Betty Cypser, AVP New York

Your group enters a small local store to make a purchase, and while you are looking over the item you think you want to buy, the police come in to make a raid. It turns out that the store is a drug selling place. What does your group do?

Your group is made up of parolees gathered together (illegally) in an apartment. Suddenly, the apartment owner's parole officer comes to the door to make a surprise visit. The apartment has no back door and is ten stories up. What does your group do?

Special Workshops with Elaine Dyer

Facilitated Role Play Workshops

- San Diego, CA on August 21-23
- Sandy Spring, MD on August 28-30
- Chappaqua, NY on September 11-13

Learn new approaches to role plays such as:

- Learning a way of working with role play that gets everyone involved, explores the issues of concern to the group while providing an opportunity to consolidate personal conflict resolution skills.
- Improving your confidence in dealing with role plays.
- Developing your processing techniques to maximize learning from group experiences.

Some of the role play techniques covered will be:

- Facilitated Role Plays
- Sociodrama
- Pairs and Small Group Work

The workshop is open to all that are interested, and is not limited to AVP facilitators. Elaine Dyer is traveling all the way from New Zealand to conduct these workshops. The fee for these workshops will be \$140.00. Some scholarship help may be available.

Registration for Role Play Workshops

Name _____

Street _____

City _____ State _____ Zip _____

Phone: Home _____ Work _____

I would like to register for:

- San Diego, CA – August 21-23
 Sandy Spring, MD – August 28-30, 1992
 Chappaqua, NY – September 11-13, 1992
 Enclosed is my deposit of \$40.00

I need hospitality Yes No

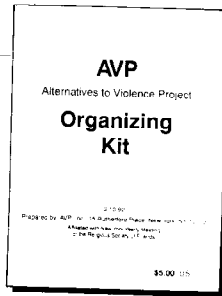
If so, which nights Friday Saturday

Please send your registration to ...

For San Diego Workshop: Karen Cauble, 4350 Adams Avenue, San Diego, CA 92116

For Sandy Spring Workshop: Lee Stern, 17307 Quaker Lane, Sandy Spring, MD 20860

For Chappaqua Workshop: Debby Wood, 291 Bear Ridge Road, Pleasantville, NY 10570



Organizing Kit Available

For New AVP Groups

A special fifty page organizing kit has been prepared to help new groups in starting an AVP program. It includes step by step information on how to put a program together. Some of the topics covered are:

- Description of the AVP program.
- How to recruit community leaders.
- How to set up the first community workshops.
- How to deal with the Department of Corrections and set up the first prison workshop.
- How to organize a continuing prison workshop program.

The manual contains sample letters, procedures and tips that have helped many groups get their program off the ground. The cost of the manual is \$5.00 and a copy may be ordered from AVP Inc. at 15 Rutherford Place, New York, NY 10003.

AVP/YouthLab

YouthLab is a pilot project designed to engage youth in the AVP process. It is a joint compact between a committed core of young people and trained AVP facilitators to introduce and adapt the tools and principles of AVP to meet the needs of New York City youth. The initiative involves training young people between the ages of 14-21 in the three levels of the AVP workshops with the objective of developing a viable youth training model, as well as nurturing a core of youth facilitators which can be called upon as peer facilitators.

The leaders are seeking youth input through YouthLab's development and are ultimately committed to turning over YouthLab's growth and direction to young people. For more information, contact the New York AVP office.

Northern Philadelphia

The North Side of Philadelphia is the most violent part of the city and many fear to venture into this "combat zone." A drug-rehab facility in the area has invited trainers from the Catskill area to conduct AVP workshops for their residents. The program is held one night a week for six weeks and the trainers drive from the Catskills to Philadelphia weekly.

Northern New York State

John Blanchard, who is leading the Northern Prison Expansion Program, reports that he is receiving a lot of support and that the facilitator group is growing. In April, the first workshop was held at Franklin Correctional Facility in Malone, NY. A new volunteer celebrated his 80th birthday on Sunday and the facility baked a big cake and supplied ice cream for everyone.

Help Wanted Photographer to catch the spirit and personalities of the AVP International Conference. Call Fred Feucht at 914 769-1720.

Help Wanted Lawyer to assist in the incorporation of the AVP National/International Organization. Call Fred Feucht at 914 769-1720.

1992 AVP NEW YORK WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Jul 8-10	Holy Cross (c)	Basic	MH	Angell	Angell Tuttle
Jul 9-10	Wyoming	Adv	GV	Halley	Halley
Jul 10-12	Eastern	Basic	CA	Sheehan	??
Jul 10-12	Washington	T/T	A	McGrath	McGrath & ?
Jul 10-12	Green	Basic	A	Beetle	Beetle & ?
Jul 10-12	Green	Basic	A	Beetle	??
Jul 10-12	Wende	Basic	NF	Mang	??
Jul 10-12	Shawangunk	T/T	MH	Legg	Angell
Jul 10-12	Shawangunk	Basic	MH	Legg	P. Wood
Jul 17-19	Sing Sing Hill	Basic	WF	Feucht	Schlitt Busby
Jul 17-19	Sing Sing Tappan	Basic	WF	Feucht	Dunsmoir Murray
Jul 17-19	Fishkill	Basic	MH	Angell	??
Jul 21-23	Groveland	Basic	GV	McEvoy	McEvoy Halley
Jul 21-23	Shawangunk	Adv	MH	Angell	Angell & ?
Jul 24-26	Sing Sing Hill(S)	T/T	WF	Feucht	MacBain Gonzalez
Jul 24-26	Eastern	Basic	CA	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 6-7	Attica	Adv	GV	Halley	??
Aug 7-9	Washington	Basic	A	McGrath	??
Aug 7-9	Sullivan	Basic	CA	Sheehan	??
Aug 7-9	Collins II	Basic	NF	Mang	??
Aug 14-16	Eastern	Basic	CA	Sheehan	??
Aug 14-16	Sing Sing Hill	Adv	WF	Feucht	Feucht Coulet
Aug 14-16	Sing Sing Tappan	Adv	WF	Feucht	MacBain Lippman
Aug 14-16	Green	Adv	A	Beetle	Beetle & ?
Aug 14-46	Green	Basic	A	Beetle	??
Aug 15-17	Shawangunk	Basic	MH	Legg	Sutter
Aug 15-17	Shawangunk	Basic	MH	Legg	Legg
Aug 18-20	Groveland	Basic	GV	McEvoy	McEvoy Halley
Aug 21-23	Fishkill	Basic	MH	Angell	West & ?
Aug 21-23	Orleans	Basic	NF	Mang	??
Aug 21-23	Taconic	Basic	WF	Cypser	??
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	CA	Sheehan	??

? = 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.

1992 AVP NEW YORK WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC COORDINATOR	LEADERS
Sep 4-6	Sullivan	Basic	CA Sheehan	??
Sep 3-4	Wyoming	Basic	GV Halley	??
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	CA 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 11-13	Shawangunk	Basic	MH Legg	??
Sep 11-13	Shawangunk	Basic	MH Legg	??
Sep 13-15	Sing Sing Theo	Special	WF Feucht	B.&D. Wood
Sep 15-17	Groveland	Basic	GV McEvoy	Kelley Straub
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 Angell	Blunt Tuttle
Sep 25-27	Fishkill	Basic	MH Angell	??
Sep 26-28	Cayuga	Basic	CE Mager	??
Sep 26-28	Cayuga	Basic	CE Mager	Mager & ?
Sep 26-28	Eastern	Basic	CA Sheehan	??
Oct 2-4	Sullivan	Basic	CA Sheehan	??
Oct 2-4	Collins II	Basic	NF Mang	??
Oct 2-4	Auburn	Basic	CE Kerniski	??
Oct 2-4	Auburn	Basic	CE Kerniski	??
Oct 2-4	Auburn	Adv	CE Kerniski	??
Oct 9-11	Eastern	Basic	CA Sheehan	??
Oct 9-11	Washington	Adv	A McGrath	??
Oct 9-11	Green	Adv	A Beetle	Beetle & ?
Oct 9-11	Green	Basic	A Beetle	??
Oct 9-11	Shawangunk	Basic	MH Legg	??
Oct 9-11	Shawangunk	Basic	MH Legg	??
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	Stinchcomb
Oct 20-22	Groveland	Adv	GV McEvoy	McEvoy Abraham
Oct 23-25	Eastern	Basic	C Sheehan	??
Oct 23-25	Fishkill	Basic	MH Angell	Runningdeer & ?

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

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

1992 AVP NEW YORK WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Oct 23-25	Fishkill	Basic	MH	Angell	??
Oct 23-25	Green Haven	Basic	MH	Doumbe	??
Oct 23-25	Green Haven	Basic	MH	Doumbe	??
Nov 5-6	Wyoming	Basic	GV	Halley	??
Nov 6-8	Sullivan	Basic	C	Sheehan	??
Nov 6-8	Wende	Basic	NF	Mang	??
Nov 6-8	Rochester (C)	Adv	GV/NF	Reixach	Reixach & ?
Nov 13-15	Eastern	Basic	A	Sheehan	??
Nov 13-15	Washington	Basic	A	McGrath	McGrath & ?
Nov 13-16	Green	Basic	A	Beetle	Beetle & ?
Nov 13-15	Green	Basic	A	Beetle	??
Nov 13-15	Owego (C)	Basic	ST	O'Connell	Demick Trumbull Shriver
Nov 13-15	Sing Sing Hill	T/T	WF	Feucht	Feucht & ?
Nov 13-15	Sing Sing Tappan	T/T	WF	Feucht	??
Nov 13-15	Albion	Basic	NF	Mang	??
Nov 13-15	Shawangunk	Basic	MH	Legg	Tuttle
Nov 13-15	Shawangunk	Adv	MI	Legg	Legg
Nov 17-19	Groveland	T/T	GV	McEvoy	McEvoy Kelley Dickerson
Nov 20-22	Fishkill	Basic	MH	Angell	Blunt & ?
Nov 20-22	Fishkill	Adv	MH	Angell	Angell & ?
Nov 20-22	Green Haven	Basic	MH	Doumbe	??
Nov 20-22	Green Haven	Basic	MH	Doumbe	??
Nov 27-29	Eastern	Basic	C	Sheehan	??
Dec 4-6	Collins II	Basic	NF	Mang	??
Dec 4-6	Sing Sing Hill	Basic	WF	Feucht	??
Dec 4-6	Sing Sing Tappan	Basic	WF	Feucht	??
Dec 4-6	Taconic	Basic	WF	Cypser	??
Dec 11-13	Cayuga	Basic	C	Mager	??
Dec 11-13	Cayuga	Adv	C	Mager	Mager & ?
Dec 11-13	Fishkill	Basic	MH	Grunebaum	??
Dec 11-13	Fishkill	Basic	MH	Gruenbaum	??
Dec 11-13	Shawangunk	Basic	MH	Legg	??
Dec 11-13	Shawangunk	Basic	MH	Legg	Legg
Dec 15-17	Groveland	Basic	GV	McEvoy	McEvoy Abraham Straub
Dec 18-20	Orleans	Basic	NF	Mang	??
Dec 18-20	Green Haven	T/T	MH	Doumbe	??
Dec 18-20	Green Haven	T/T	MH	Doumbe	??
Dec 28-29	Attica	Basic	GV	Halley	??

Area Councils (AC)

A = Albany

C = Catskill

CE = Central New York

GV = Genesee Valley

Met = Metropolitan

MH = Mid-Hudson

NF = Niagara Frontier

PC = Perry City

ST = Southern Tier

WF = Westchester-Fairfield

More on Role Plays

Continued from page 10

Then have discussion. Or play around. Put people with "do" thoughts on one side and "don't" thoughts on the other. Have them shout at each other all at once. This can be quite effective, done around a major character in role-play (perhaps an inmate going home for the first time).

TIPS FOR TRAINERS

Do breathing exercises as discipline each day, particularly when doing a workshop.

Move around as a facilitator. Maori: we talk with our whole bodies. Move to help you find what happens next. Use your body to direct attention. Follow your body's needs. Move, sit. Also follow the participant's needs. Stand behind the person you are derolling. Use your body to bridge gap.

As role-play facilitators, don't just let things happen. Make clear that you will intervene. It may be better not to mention Transforming Power in the beginning. Let them play it out. Freeze when needed. Ask for what could have made a difference. Let audience be part of the thinking about Transforming Power.

Keep on asking questions: Is there another way? Validate their steps. Someone will come up with different steps.

Remember: always validate! Use "yes" as gold. Don't say: "that's wrong." Say: "yes, how can it be made real or useful." Transforming Power is "yes."

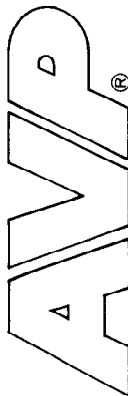
Newsletter Editor: Fred Feucht
Newsletter Mailing List: Janet Lugo

Send any suggestions for articles to Fred Feucht.

Please send any address changes to Janet Lugo.

The Transformer is published quarterly and subscriptions are \$8.00 per year. Please make out your check to AVP and send subscriptions to Fred Feucht, 88 Mountain Road, Pleasantville, NY 10570.

Non-Profit Organization
U.S. Postage
PAID
Purchase, NY 10577
Permit No. 4



ALTERNATIVES TO VIOLENCE PROJECT, INC.
Purchase Friends Meetinghouse
Purchase & Lake Streets
Purchase, NY 10577