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Alternatives to Violence Project Newsletter

# the Transformer

for AVP Workshop Leaders  
Winter 1993

## WHAT'S NEW IN AVP

### 2nd International Conference

Elaine Dyer  
New Zealand



Tom Javins  
Montana

Paula Rogge  
Texas



Catherine Buckley  
Ireland

Robert Taylor  
New York



"Incredible enthusiasm, love sharing and Transforming Power!" was the comment of one participant at the Second International Conference. "We did it!" was the joyful comment of another in response to forming a new national organization, AVP USA.

100 AVPers attend conference in Maryland on the Labor Day weekend had a chance to share and network with people from 21 states, Canada, New Zealand and Ireland.

25 mini-workshops were held on a wide variety of topics such as Psychodrama, Aiki AVP, Gender Violence, Workshops in Low Income Neighborhoods, New Ways to Present Transforming Power and I Messages. Reports on some of these workshops are contained in this issue.

The Diversity Workshop, through a series of exercises provided an opportunity to examine our own attitudes, lifestyles and personal networks and how that affects the cultural diversity of our lives. It also provided an opportunity to get in touch with what we value in our backgrounds and to share those special differences.

In the Role Play Workshop led by Elaine Dyer of New Zealand, participants experienced how to set up a two person role play using her model. The whole group became involved in the process of deciding on the conflict, development of characters and as the role play progressed, suggesting alternative solutions to the characters. The process really showed alternatives to violence in action.

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## WHAT'S NEW IN AVP

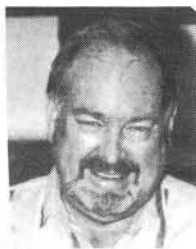
Bill McMechan  
Ontario, Canada



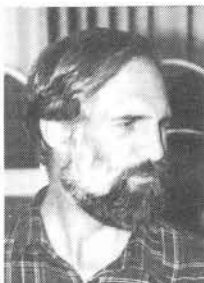
Gertrude Marshall  
Missouri



Joe McIntyre  
Ohio



Gloria Messemer  
New York



Bruce Thron-Weber  
Colorado



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In the Organizational Development Workshop Led by Kenneth Jones, the group learned about the anatomy of an organization and then began to deal with the organizational problems within AVP on a local, regional, national and international level. Small groups diagnosed the health of their local AVP organizations, and worked to review and revise the AVP mission statement.

In the large group, it was decided to establish national (AVP USA) organization rather than international organization. AVP in other countries such as Canada, Australia and New Zealand will be independent organizations within the overall AVP network. Timetables and goals were established for the interim board.

Five Task Groups met on Monday morning to deal with organizational development

issues such as quality control, national organization structure, site and staff for national office, etc. Giant strides were made on all of these issues in a two hour sessions and many important recommendations were made to the interim board.

The Closing Ceremony led by Larry Apsey & Lee Stern touched the hearts of all. Lee Stern, who helped to found AVP and was suffering from cancer, gave a moving talk about the beginnings of AVP and about his life work to create a nonviolent and peaceful world. For details, see his obituary on page 8. As AVPs tribute to Lee's work, Larry Apsey presented Lee with an engraved silver box expressing his lifelong dedication to peace. Larry declared that Lee was "the most lovable person I have ever worked with."

Dillon Sawyer of AVP Canada summed up the events of the weekend and reminded us that this was only the beginning of a long but exciting process.

WHAT'S NEW IN AVP

## AVP USA Formed

One of the most exciting events at the International Conference was the establishment of a national AVP organization for the USA.

AVP USA will coordinate and support the work of AVP groups around the country, provide information and referrals to inquiries about the program, distribute training manuals and other printed materials, publish a newsletter and network with AVP groups in other countries.

The Interim Board responsible for getting the organization off the ground in 1993 includes twenty-two people representing fifteen AVP groups. The AVP groups not present at the conference have been invited to send representatives to the interim board.

A committee structure was established including the following:

- |                      |                |
|----------------------|----------------|
| Finance/Fundraising  | Program        |
| Personnel/Search     | Diversity      |
| Long Range Planning  | International  |
| Publicity/Newsletter | Inmate Liaison |
| Quality Control      | Nominating     |
| Mission & Bylaws     | Licensing      |

Help is needed and AVPers are invited to get involved in these committees. Contact Candace Powlick if you are interested.



*Karen Cauble  
Alaska*



*Hugh Hanson  
Wyoming*



*Candace Powlick  
Virginia  
Chair*



*John Shuford  
Delaware, Asst. Chair*

*Deborah Wood  
New York  
Recording Secretary*



*Minga Clagget-Borne  
New England  
Corresponding  
Secretary*



*Leon Ray  
California  
Treasurer*

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 WHAT'S NEW IN AVP
 

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## Organizational Development

*A workshop with Kenneth Jones of the Peace Development Fund*

Kenneth Jones compares organizations to trees; some grow and branch out quickly, but don't have strong roots, others grow slowly, and put down deep, strong roots. He focused on how to build a healthy organization that will live to a ripe old age rather than dying of suicide, "founder's disease," hyperactivity or burn out.

Kenneth Jones, the featured leader at the AVP International Conference over Labor Day, is a specialist in organizational development with the Peace Development Fund. This is a foundation that not only provides grants for peace organizations, but also provides training for their organizational and fund raising problems.

The group found that Kenneth's leadership was dynamic, challenging and filled with humor. He helped AVP members face the difficult organizational issues nationally and locally.

Two key concepts which Kenneth presented were: The Healthy Organization as an Integrated and Balanced System, and the Five Stages of the Organizational Life Cycle.

### The Organizational Life Cycle

All organizations have a life cycle. We discovered that the stage in the life cycle for each of the AVP groups around the world was different. It may be helpful to mark the stage where you think your local AVP group is on the chart to the right.

The five Stages are:

**START UP** This is usually a brief period of

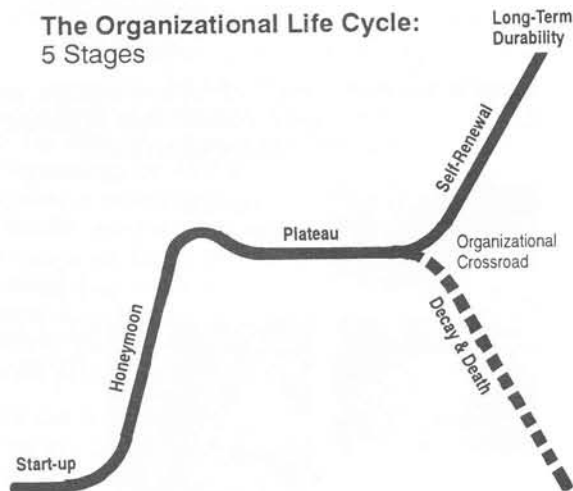
three to six months of getting organized and putting program together with people.

**HONEYMOON** The Honeymoon is a period of rapid growth that is fueled or driven by the commitment of the individuals involved. The organization has much of the energy and enthusiasm of a typical adolescent. The focus is on getting the job done. The focus is on individuals, not structures; on flexibility, not control.

**PLATEAU** In this stage the organization becomes a mature adult. Organizational structures such as committees are created, policies are written and procedures are established.

This is also a time when the organization may begin to run into problems such as "Founder's Disease," as the transition from

The Organizational Life Cycle:  
5 Stages



## WHAT'S NEW IN AVP

the first generation of leaders to the second generation takes place. Rigidity may set in. Leaders may fail to delegate authority as the organization grows. When founders burn out, there may be no one to step in to fill the gap. There is often conflict. The organization either solves its problems and moves on the path to self renewal, or the problems are not solved and the organization takes the road to decay and death.

**DECAY AND DEATH** are frequently a prolonged period where fewer and fewer people strive to maintain the program and burn out in the process. A few new faces may come in to slow the decline but their energy cannot change the momentum. However, there is always the possibility for renewal as long as the organization is alive.

**SELF-RENEWAL** is much like a second honeymoon with new enthusiasm and a growth spurt. Commitment is renewed and new structures are created to deal with changing problems. Sometimes the original mission of the organization has been achieved and a new or expanded mission must be created. For example, when polio was defeated, the March of Dimes had to change it's mission to birth defects.

**LONG-TERM DURABILITY** In this stage, structures to deal with change have become part of the organization and the organization has learned how to deal with problems. However, it is not a time for complacency, since beyond long term durability is another plateau and new problems to solve. The life cycle is continuous.

### The Healthy Organization An Integrated & Balanced System

A healthy organization is a system. It is like

a wheel with the program as the hub. But the wheel must be balanced to function.

**OUR APPROACH TO OUR WORK** This is a key factor that deals with our view of the type of organization we are and our primary goal or mission. Some of the types of nonprofit organizations are:

1. Advocacy Organizations
2. Service Organizations
3. Educational Organizations
4. Community Organizing & Development Organizations
5. Mobilizing Organizations

A question each group needs to answer is: "Who are we primarily?"

**OUTREACH & TRAINING** Everything must change and if the organization is not bringing in new people, the organization is decaying.

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### The Healthy Organization:

An Integrated and  
Balanced System



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## WHAT'S NEW IN AVP

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### Organizational Development

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Outreach and training have been the strengths of the AVP organization.

**FUND RAISING** A balanced organization has an effective fund raising program so the organization is not bouncing from fiscal crisis to fiscal crisis. It also includes a sound program of fiscal management to insure that funds are raised are used effectively.

**ORGANIZATIONAL ISSUES** This involves creating a structure that effectively and efficiently supports the program of the organization. It is neither a bureaucracy that restricts action nor a lack of structure that leaves individuals on their own and unsupported.

**ORGANIZATIONAL CULTURE** Along with the formal structure, every organization has a culture which may restrict action or limit growth. It is vital that all organizations, including AVP, become aware of their organizational culture.

**LONG RANGE PLANNING** It has been said that running an organization without long range plans is sort of like riding a bicycle blindfolded. Without planning, the organization finds itself just reacting to a series or crises. Long range planning is pro-active and is vital to the health of the organization.

If any of these six areas are weak, the organization will have a flat tire. We discovered that the AVP wheel has many flat tires, especially in the areas of fund raising, organizational culture and long range planning. You may wish to identify the flat tires of your local AVP group in the chart on the previous page.

### Listening

#### A voice from Australia

*by Terry Carstens*

*Please listen to me, hear what I am saying,  
Not just the words that come out of my  
mouth.*

*For I talk and not really say what I mean.  
Words can be a cover up, a mask.*

*So listen carefully,  
It takes courage to share with you,  
And let you see me as I am.*

*So stay quiet and listen,  
Listen until I've said what I ache to say.*

*If you rush me with good advice  
And tell me not to worry,*

*I'll clam up.*

*I'll think you really don't understand.*

*I'll sink deeper into myself and hide.*

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This poem was written by a 26-year-old prison inmate after he had attended an AVP workshop.

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*Before he was incarcerated, Terry Carstens was one of the "10 most wanted" criminals in Australia.*

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He is a product of a wild upbringing and his father is currently serving a life sentence for murder. He says that violence is "like something in the bloodline."

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 WHAT'S NEW IN AVP
 

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## AikiWorkshops at Skycroft

by Bill Leicht

At the Second AVP International Gathering around twenty people came to the AikiWorkshops mini-session at 8:30AM. Coming predominantly from outside New York State, this time they wanted to see for themselves what Alternatives to Violence Workshops might look like when (and if) they included physical responses to physical threat or attack: would the experience be in accord with their experience and belief in Transforming Power?

The exercise, "Unbendable Arm" demonstrated that nonresistance can actually be stronger than resistance. "Pop Finger" demonstrated that "just enough and just in time" allows a minimum of force to achieve a maximum of results. "Shake Hands with the Wrist" showed how communication takes place powerfully through body contact that is "just enough" and "nonresistant." "Moving In" connected with the assertions of "I Messages" with Aiki/TP by getting participants to move right into the center of an attack without themselves either attacking or becoming victims.

The Education Committee of the New York State Council of AVP has had the AikiWorkshops proposal before it since November 1991. It has decided to recommend that it remain in "research mode" until consensus is reached on its appropriateness within AVP. AikiWorkshops is currently available as an experimental second level workshop, but not as an authorized AVP offering. AikiWorkshops, meanwhile, has continued to refine its curriculum and is offering Aiki programs to non-AVP groups.

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He was jailed for a savage bashing and admits to having slapped people around in prison just for their crimes.

However, he now tries to reason through his problems and gives credit to AVP for making him look at things differently. "At the start of the program the other participants were people I didn't want to know, and because we didn't know what to expect we were all hesitant, but now I really respect the people involved"

He said that the program made jail a lot more promising for people in violent crimes to look at themselves and others. "I feel that now that I've done the course I'm a lot better. I don't judge a person just on their crime anymore."

"I want to give advise to the 15 and 16-year-olds who are on the same road as I was and to be able to tell them to face up to reality. You have to realize that jail is the dead-end of society and when I was put in jail, it destroyed my family and I lost my son."

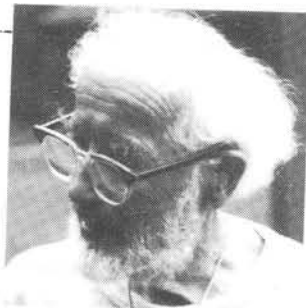
Terry Carstens is an inmate at the Moreton Correctional Centre near Brisbane, Australia. He has completed the Basic, Advanced and Training for Trainers workshops and is now an Inmate Trainer.

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*Transforming Power Works!*

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AROUND AVP



## Lee Stern

### A life dedicated to nonviolence

*Lee died in Sandy Spring, Maryland on October 9, 1992 at the age of 77.*

Born in Cleveland, Ohio, Lee Stern became a devoted student and later a teacher of the creative nonviolent principles of Mahatma Gandhi. He dedicated his life of nonviolence and peaceful conflict resolution. Lee believed profoundly in the power of God's love to transform and overcome hatred and violence. His reverence for life also led him to become a vegetarian very early in his life.

While a student at the Case Institute of Technology, he joined the Ahimsa Farm Nonviolence Training Center in rural Ohio. He helped organize a Food for Europe Pilgrimage, walking from Lancaster, Pennsylvania to New York City to raise awareness of the starving people in Europe.

In the early 1940's this same group worked to integrate public places in Cleveland. While a member of the Cleveland Christian Youth Council, he found that the Society of Friends (Quaker) was his real spiritual home. During World War II, Lee spent 37 months in federal prisons as a conscientious objector. During this time he helped to integrate federal prisons and used his skills in non-violence to help transform the lives of many inmates.

After prison, Lee spent two years in Paraguay with the Society of Brothers, a Christian pacifist community.

Lee was an active member of the Fellowship of Reconciliation for over 50 years. He was both a staff member and later active on the national council.

In the 1960's he was involved in many nonviolent actions including a lengthy fast to protest the bombing of North Vietnam. Lee became the Peace Secretary of New York Yearly Meeting (Quaker) and during this time he was active in the Quaker Project on Community Conflict. Through QPCC he trained hundreds of people that were active in the civil rights movements of the 60's in peacemaking and conflict resolution skills.

Lee was one of the originators of the Children's Creative Response to Conflict, a worldwide organization to teach children the ways of peace and cooperation, and also one of the creators of the the Alternatives to Violence Project, an internationally recognized program teaching nonviolence in prisons. He was also a founder of Peace Brigades international.

In 1988 Lee and his wife, Ruth, moved to Friends House Retirement Community in Sandy Spring, Maryland. Here he continued to work in these programs, bringing AVP to prisons in Maryland, Delaware, Pennsylvania and Washington D.C.

Lee died of cancer. His life work and witness remain a bright light reaching into the hearts of people far and wide. He is survived by his wife of 41 years, Ruth Hoeniger, daughter Aminda Stern Baird, son Christopher Stern and brother Alan Stern.

*Contributions in celebration of Lee's life may be sent to the Alternatives to Violence Project of Maryland, P.O. Box 322, Sandy Spring, Maryland 20860*



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 AROUND AVP
 

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## Turning things around on the planet...

Personal reflections on Lee Stern

by Candace Powlick

As a Quaker, I believe that there is God in everyone. Nearly fifteen years ago as a somewhat wild 20-plus-year-old growing up in Nyack, New York, I didn't know what I believed, but I clearly saw that of God in Lee. I remember asking him, "Where do you get that special quality of peace that radiates from you? It's like a shining light and I want some."

"Have you ever heard of the Society of Friends?" he asked.

Thus began, for me, a life long process of Transforming Power, with Lee Stern as the very clear channel through which that power operated.

I called him one night a few years later, after having witnessed the effects of child abuse in a family I was staying with. I said, "I know what I want to do with my life now, I want to dedicate myself to ending violence against children."

"Have you ever heard of Children's Creative Response to Conflict?" he replied.

Years later, again, when he discovered me (by now in Richmond Virginia) where we were using CCRC in a wide variety of settings, including a prison, he said: "Remember that I've been working in prisons since AVP was founded in 1975, and would be glad to help you with this too."

How many people did Lee shine his light for? Tens of thousands of inmates who have benefited from his part in helping to found AVP. A whole generation of children who have had CCRC and are now growing up with a different attitude toward violence.

And even before that, many people learned from his witness while he was imprisoned as a conscious objector during World War II. He introduced others— police, radicals, students, politicians — to nonviolence through the Quaker Project on Community Conflict.

And his light shone for so many of us.

This week someone said to me "Lee has a way of making you want to be as good as he thinks you are."

His way was a way of love — of speaking directly to that of God in each of the people he touched, and of doing it in a very human and real way. I have a folder of letters from Lee, usually about some specific AVP or CCRC business, yet often more than half the letter is spent about my family, reflecting on our spiritual connection, sharing news about mutual friends, affirming my work, and offering (always, always) help.

His way was a way of empowerment. At my first prison workshop, Lee asked me to give the TP rap. "I can't do this," I thought. Yet I realized that if Lee believes I can, then I can... And I did.

His way was the way of hope. Whenever I would share my vision for change of near-global proportions, he would take it very seriously. "Lee I need your help. I've moved to Virginia and they have corporal punishment in the schools..." He provided the inspiration and practical connections that helped Friends and others put an end to that form of violence in Virginia.

His way was a way of Transforming Power.

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## What is Psychodrama?

by Joyce Pagel

Clare Danielsson's workshop at the AVP International Conference, Using Psychodrama, was well received by those who attended. This workshop provided an overview of J. L. Moreno's work on psychodrama, sociometry and group psychotherapy.

Psychodrama is the use of the stage (fantasy reality) as a rehearsal for life. The main idea of psychodrama is that the group assists the individual in finding creative solutions to some unfinished business or situation. Work is done on the personal experience of one person and role reversal with significant others is key. The group assists that protagonist in this process. If several people in the group have experienced the same personal situation, then it is called sociodrama. This is closer to the role play as we do it in AVP. It is a drama of the group and no longer a solitary personal experience. The group members share similar personal experiences as the closure of the session.

Moreno thought that all significant experiences need to be done twice — the original experience being first and the second, performed as a drama or in storytelling form. This gives the individual with time to reflect and share the experience with others. The shared experience helps build community. Clare made it clear that psychodrama should not be used unless one is a professionally trained psychodramatist.



Clare Danielsson

Sociometry is the science of companionship. It involves taking a close look at who we chose to be with and why. Moreno felt that social reality was made up of two dimensions. There are the formal structures such as family, business, schools etc.; and there are the friendship structures, the personal choices of how people want to spend their time and with whom. When these two ways of organizing life are in harmony with each other, you have a creative, productive society. When they work against each other, then you have conflict. For example, in a school lunchroom, when a principal decided to divide the students alphabetically and put those with names starting with A-L in one room and M-Z in another, this created conflict in the lunch room because student friendships were broken up. Keeping the friendships intact would have led to a more peaceful lunchroom situation. Part of Moreno's contribution to society is that his system provides ways of organizing small groups so that people have their choice of personal friendships as well as being able to complete the assigned task.

The basic premise of group psychotherapy, as used in AVP and other self-help groups, is that every person in the group is the healing agent for the other.

There was such interest created in this mini-workshop that Clare has decided has decided to offer a series of more intensive workshops as outlined below:

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## AROUND AVP

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### Psychodrama Workshops

#### Workshop Dates:

March 19-21, 1992

June 19-21, 1992

September 17-19, 1992

Each day of the workshop will consist of three 2 1/2 hour sessions – one session of sociometry and two sessions of psychodrama. Workshops are open to persons with all levels of experience.

**Cost:** \$80.00 per day, this includes workshop, food and overnight accommodations which can be provided on a limited basis. Bring towels and linens. *Scholarships are available.*

**Location:** Boughton Place  
150 Kisor Road, Highland, NY 12528  
Phone: 914 691-7578

To register, fill out registration form below and return to Boughton Place, along with half the amount of the workshop fee. Reg-

istration and deposit must be received one week prior to the first day of the workshop.

Clare Danielsson, a certified Trainer, Educator and Practitioner in Psychodrama, Sociometry and Group Psychotherapy, served on the Executive Council of ASGPP 1980-86. She is currently the director of Ulster-Sullivan Mediation and is a consultant in group conflict resolution and community building. Clare will be assisted by Sr. Adrian Hofstetter, PhD, an Assistant Director of Psychodrama, a Dominican Sister and environmental scientist.

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### Art Exhibit Benefits AVP

Looking for fund raising ideas? An art exhibit may benefit both the artist and AVP.

Katie Feucht of AVP New York felt that her exhibit would attract more buyers if half of the proceeds went to AVP. Her exhibit at a local library in November was a grand success and more than 20 paintings were sold. AVP benefited by more than \$2,000.

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## Registration Form

Return completed form and deposit to above address

Name \_\_\_\_\_

Describe your people skills \_\_\_\_\_

Street \_\_\_\_\_

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

Phone \_\_\_\_\_

List AVP experience \_\_\_\_\_

Workshop dates \_\_\_\_\_

Amount of deposit \_\_\_\_\_

Make checks payable to: Boughton Place

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## The Importance of Gender Related Violence

by Peter Laughingwolf

Denny Dorsett (Grover) and I chose to lead a mini-workshop on gender related violence at the AVP International Conference. Everyone who attended assured us that it was valuable simply for drawing attention to the issues.

Violence directed at women and children is the most pervasive and hidden form of violence in this culture. This basic denial blinds us to more subtle forms of exploitation and acquiescence to power. These issues are often more obvious across gender lines, but they are basic to most of our same sex relationships as well.

All violence that is based in one-up/one down relationships (sexism, racism, cultural/religious persecution, etc.) is founded on our earliest training in the relationship between our parents. In the nuclear family this is the infant's whole world. I used to honor my father for never striking me through the many challenges I made to his authority. It wasn't until I was nearly forty, that I realized that I learned from my mother at an age too young to remember, not to push him that far.

In the mini-workshop, participants seemed unprepared unprepared for the impact of the topics we presented in the concentric circles exercise. These were:

1. "Messages my same sex parent gave me about my gender were..."
2. "Messages my opposite sex parent gave me about my gender were..."

3. "The man or woman I most wanted to grow up like was..."
4. "Things I would like about the opposite gender are..."

I intended the first question to be a gentler lead-in to the second. This wasn't the case for a number of participants. One thing I learned from the mini-workshop was how the lessons we learned from our parents was a dance we both participated in.

"Woman (which includes Man, of course)" from the Advanced Workshop Manual was our second exercise. Pacing is absolutely essential in making this exercise work. Denny suggests reading the whole exercise aloud to someone beforehand. For participants immersed in the fantasy, each line triggers an episode in a developing life experience. Long pauses between statements are essential and will seem much longer to the facilitator than the participants.

I'm not sure gender violence was an appropriate topic for an hour-and-a-half mini-workshop. These exercises need a lead-in that:

- a. gets us in touch with our feelings
- b. establishes enough trust in the group to expose the pain we carry from our childhood.

*Editor's note: Exercises to help groups explore gender issues may be found under the Man-Woman workshop theme in the AVP Second Level Manual.*

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 AROUND AVP
 

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## Tune Up AVP Support Groups

by Judy Halley

Several of us were unhappy about the abrupt ending to the Basic Workshop and felt that an "aftercare" which offered some continuity was appropriate and necessary. We had success at Attica Correctional Facility in setting up and maintaining a support group for AVP graduates. We call it AVP Maintenance; some call it "Tune Up."

Here's how we did it: Once the idea was approved by the facility, we wrote letters to all graduates inviting them to attend the monthly evening sessions. The purpose was to provide ongoing support for those seeking to search for the nonviolent alternatives, and to have fellowship with other AVPers.

No incentive was offered, such as food or certificates. The sessions are modeled after a Basic Workshop with a gathering, minis, one or two major exercises, a light and lively, an evaluation and a closing. The ground rules are posted and referred to as needed. The outside facilitators put together the agenda, but ask inside trainers who show up to lead whatever exercises they care to.

It is an opportunity to try new exercises, to introduce new outside facilitators to the prison scene, but especially to affirm and encourage one another in the spirit of AVP.

The callout list is longer than the attendance, and it takes some attention. For example, we have periodically sent letters to participants to let them know that they are missed and to see if they are still interested. We try to keep the callout to about twenty-five. It is not a reunion, because we draw from several previous workshops. And the group is not a

community as at the end of a Basic, so we steer away from "heavy" exercises. But, as we leave each time, we continue to say, "Yup, it's worth it!"

Now, in the Where Do We Go From Here rap at the end of each Basic Workshop, participants are invited to attend AVP Maintenance Group.

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## AVP Sprouts in the Prairies

You may not know that Canada is the second largest country in the world (Russia is the largest). And AVP Canada is stretched pretty thin to cover the two thousand miles between the established programs in the Kingston and Toronto area of Eastern Ontario and Vancouver in British Columbia. Dillon Sawyer and Bill McMechan of Ontario are dedicated to changing this by spreading the seeds of AVP across the western prairies.

Bill McMechan teamed up with Russell Loewen to conduct the first workshop in Manitoba in November.

In September and October, the first two workshops were held in Alberta at Bowden prison, A Basic and a Training for Trainers. Through the leadership of Dillon Sawyer, three inside and two outside facilitators, Rev. David Price and Leslie McMechan, have been trained to continue the work. The group is so excited about AVP that they just published their first 14 page newsletter and additional workshops are scheduled.

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AVP FORUM

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## Community Action A proposed program...

by David Grodsky

So here you are, on a Sunday afternoon, experiencing the "goodies" near the end of another community workshop: the warmth of feeling the community created, the faces looking so changed for having opened to each other and to Transforming Power, the sounds of sharing and hope.

Yet at this point, maybe there's a hidden let-down, a sense of "something" missing, when you get to a certain agenda item: "Where Do We Go From Here?" All too often, beyond recommending the Advanced and Training for Trainers workshops, there's not much to say. At the same time, communities are seeking ways to put our principles into action. How can we benefit these communities (and AVP as well)?

What's proposed here is a Community Action Component of AVP which would:

- Use AVP Workshops as the basis for an expanded visioning/strategizing process to articulate the wants and needs of the community.
- Identify and establish working relationships with resources relevant to AVP in general and specific communities.
- Develop AVP capabilities as an active partner in working with a community (be it as a catalyst, source of a project or a program coordinator).
- Set up an AVP-wide data base and communication structure so that we develop a range of resources and support systems available to each community and area council. This might be based on each project or council keeping a Project "Diary" so

that lessons can be learned and projects inspired and replicated.

In addition to satisfying an often deeply felt need in the communities we serve (and one expressed by many AVP facilitators), I believe this expand AVP's role and visibility in the community. By creating tangible successes "out there", we would end the problem of too few facilitators. Ongoing community projects would also be a natural place for former inside trainers to come to.

If you're interested in exploring this proposal, please contact David Grodsky. Let's turn the "Where Do We Go From Here?" gap into a rich opportunity.

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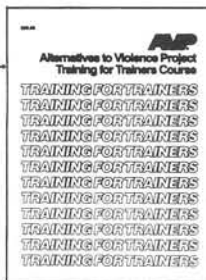
## AVP/USA Selects Office in Baltimore

AVP/USA has been offered three sites for the national office, two in Baltimore, Maryland and one in Wilmington, Ohio. The Interim Board has studied the benefits of all three sites. Because of space, cost and access to transportation and airports, the site at Homewood Friends Meetinghouse was selected at the Interim Board Meeting on January 16, 1993.

Located in an attractive colonial building on a tree lined street across from the Baltimore Museum of Art, The AVP Office will be located on a sunny room that is approximately 20 x 20 feet with access to another room of equal size for meetings. We are most grateful to Homewood Friends Meeting for making this space available to AVP at minimal cost.

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## WHAT'S NEW IN AVP

### Training for Trainers Manual Published

Everything you need to lead a Training for Trainers Workshop is contained in this 96 page manual. It is no longer necessary to learn to lead a T for T by word-of-mouth.

The handsome new manual emphasizes team building, Transforming Power and debriefing role plays. It includes sections covering structure, agendas, talks, exercises and a multitude of handouts for participants.

Debriefing roleplays, always a difficult task to learn, is made much simpler and easier by the step by step materials in the manual.

Outlines for talks and discussion guides cover a a broad range of the leadership skills needed to build strong workshop facilitators.

The manual is offered at a special discount price of \$7.50 for AVP facilitators. Write to the New York AVP office to order your copy.

### Transformer Subscriptions

Dear Trainer:

At the AVP International Conference in September, it was decided that the Transformer would become the national newsletter for AVP Trainers. It is important that every trainer subscribe to the Transformer to keep up on new ideas for workshops and what's happening around the country.

Because of rising costs, the Board of AVP/USA has found it necessary to increase the subscription rates. Individual subscriptions are \$12.00 per year and the group rate is \$10.00 per subscription per year. We

are especially encouraging group subscriptions and asking that each AVP group subscribe for all active trainers.

Each subscription will cover four issues of the Transformer plus the Annual Directory of Trainers. Inmate coordinators will be mailed the Transformer free.

Your subscription is not only a way to keep informed, it is also a small way to help to fund the national organization. The fee will cover costs of printing and mailing and any surplus will go to AVP/USA.

Thank you, Fred Feucht, Editor

### Subscription Form Subscriptions are due February 1, 1993.

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Make out your check to "Alternatives to Violence Project" and mail to: Fred Feucht, 88 Mountain Road, Pleasantville, NY 10570.

Articles inside...

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DEVELOPMENT**

**WHAT IS  
PSYCHODRAMA?**

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## **Transformer goes National**

This is the first issue published by AVP USA. Articles will be expanded to become national and international in scope. We will also publish a list of workshops scheduled throughout the country and ask that prison coordinators send us their list of workshops.

The Transformer is published quarterly. Individual subscriptions are \$12.00 per year and Group subscriptions are \$10.00 per year. Please make out your check to AVP and send subscriptions to Fred Feucht, 88 Mountain Road, Pleasantville, NY 10570.

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Send any suggestions for articles to Fred Feucht.  
Please send any address changes to Janet Lugo.

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