

Alternatives to Violence Project Newsletter

# the Transformer

for AVP Workshop Leaders  
Fall 1994

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## WHAT'S NEW IN AVP

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### Perspectives on Violence

A View from South Central by the International Conference Keynote Speaker

One of the keynote speakers at the conference was Dr. Boyd James of Los Angeles. Much of his work has been in the tense environment of "South Central." He has done research on interventions with gangs, emergency room patients and inmates on death row. Dr. James is on the faculty of the Charles R. Drew University of Medicine and Science and the Center for the Study of Violence and Social Change.

As an African-American social scientist, Dr. James brings a different point of view to the topic of violence. As a student of history, he sees violence in a broad historical context. Some of his comments were:

"Violence is a conquest problem... America's conquest and domination of the Black man. The problem is the same if we are talking about violence in Bosnia, Ruanda, Northern Ireland, Native Americans or Somalia.

"The problem in the inner city is that black youth have been left out of the social contract."

"The father is absent. The old men in the community are powerless... they are not elders... In the absence of the male, there is an imbalance in the society... The community without males is a dead community."

"I would do away with liquor shops and churches. The liquor shops sell the most bold alcohol in the inner city, 60-40 breeds violence. The ministers are sleeping with the fathers, the mothers, brothers and sisters."

"Drive-bys are not random violence. Drive-bys are revenge shootings. They are well planned and well ordered. With Latinos the revenge may go to three generations."

"The inner city schools are just preparation for the next stage of prison."

"The police were organized in the 17th Century to protect the integrity of the community. Today the police are a para-military organization. They are not connected with the community"

Some of Dr. James suggestions for dealing with the problem of violence are:

#### Elementary School

We start by screening five-year-olds. Children who have been physically, sexually or emotionally abused are 11 times more likely to become perpetrators or victims than those who have not. We focus resources and treatment on this group. In LA, 27% of elementary school children are drug babies.

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## WHAT'S NEW IN AVP

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### International Conference

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In our area there is a great deal of gang violence and it is not unusual to find a corpse on school grounds. In some schools this may happen more than once a year. The children may walk by the corpse and may know the victim. The corpse may not be picked up for a full day. The children and the teachers may develop Post Traumatic Stress Syndrome (PTSS) weeks or months later. It is critical that trained counselors debrief children and teachers right after the event.

"The child that does not know boundaries is a child that will become a predator... Children live by absolute laws." There is a lack of boundaries in the inner city. It is important for adults to set up consistent and realistic boundaries, not one set of boundaries for children and another set of boundaries for parents. The behavior of the adults is the most important learning tool.

Children need love, respect and support. In our programs we provide a mentor for each child. They connect children to the community support systems: the library, the hospital, the park and the beach. Mentors ask them what these things mean to them.

### Middle School Level

Working with the 13 to 15 year age group is a difficult and complex problem. Children have already seen a body of violence, abuse and estrangement. Therapy and counseling are needed for the youth at risk. It may take six months to two years.

This is the period when children begin to join adolescent gangs. Nobody has more influence on kids 13 to 15 than young adults

ages 22-27. They do everything for the kids; buy them sneakers, buy them clothes, give them the attention that their families have not given. If we could get the 22 to 27 year olds to lead the 13 to 15 year olds into positive activities rather than gangs it would have a positive impact on the problem of violence.

### High School

When youth drop out of high school they end up in adolescent gangs. This is the only place for them; they are not prepared for the workplace. 37% of Black youth and 39% of Latino youth drop out before age 16. They end up in drug gangs and racketeering gangs. Poor white kids join gangs also. In LA they are involved in handgun running and white kids control the amphetamine trade.

Keeping kids in high school is vital in reducing the control of gangs and reducing the cycle of violence in the inner city. In high school, we need to train young men to be fathers. By the time they are in high school, many young men have kids. We also need to train young women to be mothers. Most of the teenage mothers have never seen a doctor before they come to the emergency room in labor, they have had no prenatal care.

When kids get into trouble in middle class communities, people call the principal or a counselor. When kids get into trouble in the inner city, people call the police. Children need an opportunity to make mistakes and learn from them rather than paying for them.

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## WHAT'S NEW IN AVP

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### AVP-USA Plans for the Future

by John A. Shuford, Chair, AVP-USA

This is an auspicious time for AVP-USA as we begin to develop our national organization and our national identity. Purposeful and concerted efforts by the local and regional organizations are needed if we are to have the national organization we all envision. I look forward to working with all AVP groups in the coming years. To quote Margaret Mead:

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*"Never doubt that a small group of individuals can change the world. In fact, it is the only thing that ever has."*

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The hiring of Candace Mayer as our first Executive Director marks the transition into a new chapter of life of AVP. We have been working and planning this for several years, and I for one, am relieved that it is here. It is a very exciting time fraught with much challenge. The two immediate tasks I see are getting the national office functioning (Candace has made a great deal of progress on that) and energizing the national com-

mittees so that they become the driving force behind the national organization. Each committee should be a manageable size with a clear agenda and have a membership that represents the diversity of AVP. I feel this should be the priority at our January meeting.

AVP-USA, Inc. is beginning to take on some of the national functions previously handled by AVP-New York. For example, the ownership of the trade name "Alternatives to Violence Project, Inc." and "AVP" are in the process of being transferred to AVP-USA, Inc. Candace has been very involved in discussions with AVP-New York about which functions need to be taken over by the national body, and how best to proceed with the transfer.

While we are in the process of developing funding sources, AVP-Delaware has come up with a good idea. They are going to donate 15% of the income they receive for doing community workshops to the national organization. Thank you AVP-Delaware.

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### AVP-USA Opens National Office

The AVP-USA office opened its doors in the beginning of October and stands ready to serve AVP groups around the country.

Candace Mayer has been appointed as the first Executive Director. She served previously as the Chair of the AVP-USA Board; founded the first AVP chapter in Virginia and headed the Richmond Peace Center. She brings administrative and fund raising experience to the job.

The office is located in Liverpool, New York which is near Syracuse. Being located near the New York Office will help to aid the transition to the national organization. The address is:

AVP-USA, P.O. Box 2974  
 Liverpool, New York 13089-2974  
 Phone and Fax: (315) 453-7311  
 e-mail [candaceavp@aol.com](mailto:candaceavp@aol.com)

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## WHAT'S NEW IN AVP

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### International Conference

More than 70 AVPers gathered at LaSalle University in Philadelphia last August. They represented 15 states in the USA plus Canada, New Zealand, Colombia and Hungary. Some of the highlights of the weekend were:

The keynote speakers, Dr. Chukwudi Onwuachi-Sanders and Dr. Boyd James gave a broad overview of the problem of violence, from the traumas and abuse children experience when preschool age to the roles of young adults in gangs in promoting violence.

Sr. Margaret McKenna and residents from the One Day At a Time drug rehabilitation program in Philadelphia spoke about the important role that AVP plays in helping to create a therapeutic community.

The Town Meeting Exercise led by Caryl Sweet and Robert Eades was a large group role play exploring the conflicts within a community when trying to deal with a community problem such as violence or drugs.

In addition, the weekend included a meeting of the AVP-USA Board and an Executive Director was appointed. Plans for the future where the focus of many committee meetings ranging from Education to Finance to International Liaison.

High points noted by participants were: "On Violence by Dr. Boyd James, the film 'The color of Fear'; Lynn Fitzhugh's 'Sisters Advanced Workshops'; late night sessions; Luther Sanders' poetry; and unexpected insights at unexpected times." On a scale of one to ten, attenders rated the conference a 7.775.

John Shuford thanks all who helped to make the Third International Conference a success. Many people put in a lot of time prior to the conference, especially Fred Feucht, Dennis Wood and Hal Brody. A special thank to Mary Miller and Pat Remus for their extra effort during the conference; and to Linda Bailey and the AVP-Pennsylvania people who helped with transportation.

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### A Special Thank You

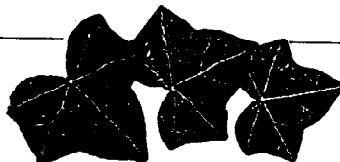
As the new national office is getting underway, we have been blessed with a gift of equipment and supplies from Ruth Stern, widow of one of AVP's founders Lee Stern. Ruth donated a number of boxes of supplies, and a Tandy computer which belonged to Lee in order to help set up the office. As the new Director, I have felt especially moved to

be able to write with some of Lee's papers with his scissors and other items knowing how much AVP meant to him during his life and how very much he meant to me as a mentor.

Again, a very big thank you to Ruth.

Candace

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## AROUND AVP

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### From the International Conference

# The Color of Fear

by Elaine Dyer

The "Color of Fear" — a 90 minute video made this year by Lee Mun Wah, documents a weekend discussion among nine men representing the main ethnic groups in the USA, as they explored together their perceptions and experiences of racism.

For me it was not comfortable viewing as it touched on issues of identity, power and privilege, rage, fear and accountability. Yet the intimacy and honesty that develops over their encounters and the resulting transformations of the individuals I found very moving and inspirational.

I recommend it as an important resource in challenging our own attitudes and beliefs — a view echoed by those who ran it at the International Conference in August. If, as AVP facilitators, we are able to be catalysts for change and healing in the areas of violence, surely getting conscious about our own racism is a good place to start.

The video can be purchased from "Stir Fry Productions" 1904 Virginia Street, Berkley, CA 94709. I think it costs about \$100.00. Phone 510-548-9465. Check it out!

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## AVP Now on the Internet

by Candace Mayer

You can now join in discussion with AVP facilitators from all over the country via the Internet. All you need is a modem, communications software and access to the Internet through either a commercial or educational service. Once you are able to receive e-mail through the Internet, you will be able to join the discussion list. A discussion list operates like a mailing list online. Any messages you send to the discussion list will go to the entire group, and you will receive a copy of everything sent by anyone on the list.

The AVP discussion list is open to certified trainers of AVP, and is designed to aid communication. Discussions centering around facilitation techniques, workshop exercises and other useful information relating to conducting AVP workshops. To

preserve the confidentiality of workshop participants, please do not use names.

In order to subscribe, you must send two e-mail messages. The first goes to Peter Hoover at [prh4@cornell.edu](mailto:prh4@cornell.edu) and should include information indicating where and when you obtained your AVP facilitator certification, where you currently train, and any other pertinent information you care to include. The second message should go to the list server at Cornell. Address it to: [listserv@cornell.edu](mailto:listserv@cornell.edu). Leave the subject blank, and in the message section write: subscribe avp-1 firstname lastname (with firstname and lastname being your own name). If you have any questions, contact Peter Hoover, the list owner at [prh4@cornell.edu](mailto:prh4@cornell.edu). See you in cyberspace. <vbg>.

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AROUND AVP

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## From the International Conference **Bias Awareness Workshop**

*by Mary Miller and John Shuford, AVP Delaware*

One of the mini-workshops at the International Conference focused on Bias Awareness and the outline of a six-session Advanced Workshop on the theme was presented. The workshop was developed in response to requests from prison and community workshop participants for AVP to do more work in prejudice reduction.

To supplement the bias related material in the AVP Advanced Manual, the presenters incorporated adaptations of exercises used in the Children's Creative Response to Conflict (CCRC) Bias Awareness seminars and the National Coalition Building Institute's (NCBI) Prejudice Reduction workshops.

As they talked through the outline, the presenters emphasized that this was a 'work in progress' since the Bias Awareness had been offered in its entirety on only two prior occasions. (A successful third workshop in prison has been offered as of this report.) The first presentation was to a pilot group consisting of AVP Basic and Advanced graduates, AVP trainers, and experienced trainers from NCBI and the National Conference of Christians and Jews (NCCJ). The feedback from this pilot group was most helpful and led to some significant changes in the format of the workshop.

Perhaps, the most important change centered around the facilitation and processing of the



Masks Exercise from the AVP Advanced Manual. 'Masks' is a pivotal component of the second day of the workshop. When the pilot group returned on the third day brimming with 'unfinished business' from the previous day's Masks Exercise, it became apparent that each participant needed to be de-rolled and the exercise needed further debriefing before attempting to begin the third day's agenda. This was done in the second offering of the workshop, which was in a prison. The result was that there was no 'unfinished business' and the participants reported that 'Masks' was the most important part of the workshop.

Mary and John cautioned other trainers who may be interested in offering a Bias Awareness workshop to offer it initially as an 'Advanced Advanced' to trainers and Advanced AVP graduates, because of the strong emotions that surface in the participants. In the third Bias Awareness workshop, the video, "The Color of Fear" was used, with very powerful results. Again, very strong feelings came up during the discussion after the video.

After offering the workshop a few more times, Mary and John hope to prepare a complete document to be submitted to the Education Committee.




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 WHAT'S NEW IN AVP
 

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A report from Costa Rica

## A community Organizes to Help Itself

by Martha Moss

For the past 21 years I have been fortunate to live in Costa Rica a large part of the time; and, like many others who have been there for a long time, it has been very sad to see the increase in violence and crime.

We talk about the days when the Guardia Civil carried only screwdrivers to remove the license plates of cars parked illegally, and one could walk safely after dark in most of the streets of San Jose without incident. Everyone, including taxi drivers, seemed eager to help when one was lost or having problems with a foreign (to them) language.

So now, when Costa Ricans themselves are concerned about violence and crime and experts and the highest government officials are searching for ways to change the present trends. I had the privilege of being invited to visit a community, Desamparados de Alajuela, which is attempting to get rid of violence in the community and replace it with peace.

My invitation was to the graduation of 29 community members — men, women and young people — who had given up every Sunday for the last three months to be trained in the Alternatives to Violence Project as well as the mediation process to resolve conflicts in their schools, homes and community.

This graduation was celebrated at a *Misa de Inaugracion* in the Catholic Church of Desamparados, Alajuela. Father Oscar Melendez, who had supported the project from the beginning, introduced the new

mediators to the community during the Mass.

There was one group to work with troubled children in the schools, another to work with married couples with problems, another to work with youth and teens, and still another to help with general conflicts in the community. And this is not a piecemeal program; the total community is involved to help wherever needed.

I will not forget the spirit in the church that night: over 300 people feeling empowered to make peace in their *pueblo*, not with experts from outside, but with well-trained and dedicated volunteer neighbors. Of course there was music and *abrazos* and many wishes for peace by all who were there. This, to me, is the spirit of Costa Rica.

My vision is of small communities around the world organizing themselves, sacrificing the time necessary to acquire the skills that take away the causes of violence.

The training in Alternatives to Violence and Mediation was done by Celina Garcia, director of the Fundacion CEPPA (Center for Peace Studies) in San Jose, and Karen Vargas, a lay missionary of the Catholic Church.

*Martha Moss, a longtime resident of Monte Verde, brought the Alternatives o Violence Project to Costa Rica. This program and Children's Creative Response to Conflict have been implemented by CEPPA since 1990 in schools, communities, battered women's shelters and prisons.*

## AROUND AVP

### AVP in New Zealand **Defeating Violence**

by *Penelope Carroll*

The words tattooed around Andrew McGlynn's throat read "NO CETO EN AMIGO" ("I don't believe in friends.") He doesn't know what language it is but he saw the words tattooed on a man who died in prison and he took them on after the death.

McGlynn, released this year, spent 12 of his 27 years in prison. He no longer believes the cynical "I don't believe in friends" statement. It belongs to his past.

"I've moved on from there." He's had plenty of time to reflect on the past and sees an inevitability about the unfolding of events which eventually led to murder and a life sentence — of which he served nine years — in Auckland Prison at Paremoremo.

Adopted as a baby and abused as a child, McGlynn was a ward of the state by the age of 10. He did rounds of welfare institutions, joined a gang and stole enough to get by before landing in Invercargil youth prison at age 15 for aggravated robbery.

Six months later he was transferred to Paparoa Prison for his part in a prison riot. Paparoa was a violent place.

"I was only 16 and 92 pounds among full-grown men. I had to survive and one of the ways was by not taking any crap from anybody. I fought to get some standing even though nine times out of ten I got a hiding."

He was released at 18 and three weeks later shot a man dead in a pub fight. Violence, he says, was the norm in his life. It was inflicted on him and he inflicted it on others.



*Elaine Dyer*

Now McGlynn is working with Alternatives to Violence Program coordinator Elaine Dyer teaching people through a combination of discussions, exercises and role plays how to solve conflicts without violence.

When the program arrived in New Zealand three years ago, Dyer, who had been doing similar work in prisons here, was asked to facilitate it. It has been adopted by the New Zealand Quakers as their peace project.

"I loved the program." but she says "I thought 'Oh no, not another voluntary organization... why can't I just roll in the dollars?'" Dyer's deep commitment to community building won out.

"I feel so concerned at the number of people in prisons who get completely isolated from society."

AVP is based on the premise that all of us are responsible for the violence in society and can do something to change it. "Weaving through is a belief in transformation — that we can transform violence into peace, fear into love," says Dyer.

The program recognizes that there is good in everybody and focuses on that, affirming the participants as good people capable of making good choices in their lives. It builds trust, develops cooperation and communication skills, and looks for strategies for conflict resolution.

Dyer's prison work grew out of role play and conflict resolution skills she developed for the public education side of Youthline in the early 80s. *continued next page*



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 AROUND AVP
 

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Drugs and alcohol were a major focus and she was approached to do appropriate role plays with inmates in the medium security wing at Paremoremo.

"A huge number turned up that first time — all three of them." Her next class attracted 11. Then 20, and numbers continued to grow.

"Through drama the prisoners could explore a huge number of role options, stepping outside their own experience into the shoes of women, of judges, of bank managers."

They also played out real-life situations, exploring different responses and options.

The program was "hugely successful" says Dyer, who then asked to work with inmates at the maximum security block at Paremoremo.

That's where McGlynn and Dyer met. He went to one of her classes in 1986

"It didn't do a lot for me at the time to be honest," he says. He was young, and like many he was more interested in the cup of tea and biscuit and a chance to see some women.

Later, though, it was to be a different story. McGlynn was one of those who signed up for the first three-day course at Paremoremo, Alternatives to Violence in May 1992.

"I'd been to various anger management and self-help courses but they weren't very effective even when you wanted to do something," he says. The usual two-hour anger management class did not go deep enough.

"I'd learned how to keep myself safe in prison and survive. But I didn't like the end result. I wanted to do more than survive — to have a life."

Dyer had encouraged McGlynn to do the Alternatives to Violence workshop.

"I didn't go in with a completely open mind," he says. "I wondered if it was another bunch of do-gooders telling us to count to 10."

But the process "snuck up" on him and found himself being opened, taking about things that had hurt him and showing emotions for the first time.

"It reaffirmed that there was some good in me, that I had choices about how I behaved. Violence is part of my past. I can't get rid of it and it is still an option. But when I walk into a situation I know now I have other choices than just 'I want to smash him.'

"I realized there are other ways of dealing with things than with violence. I realized it was going to be hard putting it into practice, being a man in prison."

He has found it difficult in the month since his release. Former criminals can face considerable harassment on the street.

McGlynn says that every day he faces conflicts that have the possibility of ending in violence. "but it gets easier all the time."

He waited 18 months to do the second three-day Alternatives to Violence workshop and since his release in February he has completed the training for program leaders and co-led two workshops in the community.

Apart from his program work, McGlynn is studying full-time at AIT. His goals are to keep growing and stay out of jail.

*Reprinted from the New Zealand Herald, June 1994*

AROUND AVP



Report from Germany  
**AVP/PAG is Alive  
and Well in Deutschland**

by Helen Taylor Crisp, *New Foundations*

I has the privilege in September of assisting with the very first Training for Trainers ever held in Germany. It was really exciting to be able to be part of such a landmark workshop, and to work with such terrific trainers as Anne Neddermeyer, Ellen Zitzmann and Antje Deickmann, all German and all trained in the U.S. or Canada. It is also exciting to know that the number of German trainers has more than tripled as the result of this workshop — with twelve new apprentice trainers. The dedication of the German trainers and the participants was impressive, as they must travel long distances — sometimes as much as six or eight hours by train — at considerable expense to do workshops.

Exciting things are happening there with AVP/PAG (Projekt Alternative zur Gewalt). Trainer Ute Caspers reports that two Lutheran prison ministers have participated in workshops and one has commissioned AVP/PAG to do an in-service training in his institution in October. Anne Neddermeier told me that a prison near Hamburg which is interested in workshops for inmates there, and Ellen Zitzmann is in the process of forming a nonprofit in Munich which will provide AVP training combined with programs for victims, and mediation and reconciliation services. She has a school and

Anne Neddermeyer

a prison both interested in AVP. However, she feels very strongly that she must be in a position to remunerate trainers before asking them to travel long distances to do workshops, and is working to that end.

I discovered first-hand that the interest in non-violence and conflict resolution is definitely there in Germany. When I spoke to Carolyn, the director of the English program at the German American Institute in Tübingen, she spotted the AVP on my c.v. right away and started asking questions. She expressed the opinion that there was a great need for that sort of thing in our modern world and said that she thought the Director of the Institute would be interested. She then brought him in to talk to me, the upshot being that they are interested in having an AVP presentation there. (Before I left, Carolyn suggested that we might do an AVP series at the Institute. I plan to do this when I return. Then, hopefully, Ellen and I and/or another trainer from southern Germany could interest them in some full-length workshops).

It is exciting to encounter so much interest in AVP and to see it take hold in so many parts of the globe. It gives one hope for a world at peace!

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## AROUND AVP

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### AVP in New Brunswick

*by Edith Miller, AVP Canada, Maritimes Area Council*

AVP Canada now stretches from coast to coast with the organization of the Maritimes Area Council in Dorchester, New Brunswick on August 21. This is not an minor accomplishment since in total area Canada is the second largest country in the world (after Russia). In the last year, Bill and Rosemary McMechan of Ontario have helped to train leaders in NB.

The AVP program has been introduced in two prisons, the Dorchester Institution and the Westmorland Institution. Inside coordinators have been appointed at each

prison and a Training for Trainers has been scheduled for Dorchester.

We have also begun to make the community aware of the AVP program. Recently I wrote an article on AVP for the local paper and I gave a 20 minute talk at the local Rotary Club. I told the two dozen Rotarians about the history of AVP, did an exercise with the AVP Mandala, talked about Transforming Power and passed out brochures. Hopefully the people were influenced by my presentation and AVP will have an impact in Eastern Canada.

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### Suggestions Anybody?

*by Helen Taylor Crisp, New Foundations*

The AVP trainers in Germany are encountering a phenomenon, which they believe may be cultural: A resistance to doing the Adjective Name Game. Since so few trainings have been done there (and the Adjective Name Game was not included in the Training for Trainers agenda) it is difficult to be sure whether it is truly a cultural problem or simply a matter of the way it was presented, or perhaps an idiosyncrasy of a couple of groups of participants.

However, participant feedback in German workshops has also been that there needs to be more community building. In the T for T, in spite of the fact that we put particular emphasis on community building, it built very slowly. My question is: Are the absence of the Adjective Name Game and the slow growth of community related? In the T for T, I did not learn many participants' names

until the end of the second day. It seems to me that one's name is an integral — and important — part of one's sense of self, and that being addressed by one's name and being able to address others by name is a vital component of community.

Which brings me to my question, if the resistance to the Adjective Name Game in Germany is cultural and if its absence is a deterrent to community building, do trainers have suggestions as to an alternative name exercise? (Name ball doesn't seem to be an effective substitute.) If you have ideas on this perhaps you can write something on it for *The Transformer*. You also might send suggestions to: Anne Neddermeyer, Imm-barg 25, 24558 Hennstedt-Rehn, Germany; and Ellen Zitzmann, Romerstr. 87, 82205 Gliching-Sternberg, Germany.

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AVP FORUM



An idea whose time has come?  
**Restorative Justice**

by Janet Lugo

We have been living with the Criminal Justice model as a way of dealing with the offenses committed against individuals and society in this country for more than 300 years. The Criminal Justice Model sees crime as a "sin" to be "punished." Today, there is a public outcry for "three strikes and you're out" and "lock them up and throw away the key." We are building more and more prisons at enormous expense to isolate "criminals" from society. The Criminal Justice Model doesn't seem to be solving the problem. We are finding that it doesn't work. Is there a better way?

The Restorative Justice Model sees crime as a "wound" that needs to be "healed." Physicians in the emergency rooms across the country treat the physical "wounds" of violence every day. In some ways the Restorative Justice Model is related to the Public Health approach which seeks to treat violence as a public health problem.

These are some of the concepts that I presented in September at a conference at Pendle Hill, Quaker retreat and study center near Philadelphia.

**CRIMINAL JUSTICE**

Crime is a **sin** that must be **punished**.

Punishment = **pain**

Pain **traumatizes**, so that people cannot get beyond it.

Therefore, no **healing** can take place.

The community becomes **fearful** and therefore **angry and vindictive**. The politics of vengeance escalates.

**More hurting doesn't help!**

**RESTORATIVE JUSTICE**

Crime is a **wound**, and must be **healed**.

Healing happens when all parties are **restored**, as far as possible, to their condition before the wound occurred, or better.

The parties are: the offender, the victim, and the community. **All are wounded. All need healing.**

The process is one of restitution and reconciliation. The goal is to meet the needs of all three parties — offender, victim and community — so that things are made right again as far as possible.

At the end, all three parties heal and become a community again.

**Forgiveness becomes possible!**

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 AVP FORUM
 

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## I Love My Enemy

I Love My Inner Me...

by Luther Sanders, AVP-New York

This poem is dedicated to racists and bigots. They, too, need love.

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I know it's wrong to hate, because while I hated you I lost my sanity.

I know it's wrong to hate, because while I hated you I stayed confused and hostile.

I know it's wrong to hate, because while I hated you I was destroying my inner me, and I was rotten to the core.

I know it's wrong to hate, because hate in itself is self defeating. It dissipates one's vital forces.

I know it's wrong to hate, because Jesus said it, Gandhi said it, and Dr. Martin Luther King, Jr said it, and I know that they were the spirits of truth for out of them came virtues that heal nations of people.

Now if I am still your enemy, love me and maybe you too can regain your sanity.

And we can live together like brothers and not die like fools.

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*Luther Sanders is an African-American and a retired railroad worker. He grew up in the depths of the segregated South on James Island near Charleston, South Carolina. His poetry tells the story of his personal journey and Transforming Power in his life.*

*You may order a book of Luther Sanders poetry, The Road to the Kingdom by writing to My Father's Business Press, 426 West 27th Street, 5-D, New York, NY 10001. The cost of the 110 page book is \$12.00 including postage.*

## A National Publicity File Being Developed

The AVP-USA office is currently in the process of developing an AVP publicity file. This fill will be used to develop a publicity package to assist all levels of AVP, (from local through regional to national) in publicizing our work, in fundraising and in networking with one another.

We need all local groups to send copies of any and all articles which have been printed about your work to AVP-USA, P.O. Box 2974, Liverpool, NY 13089-2974.

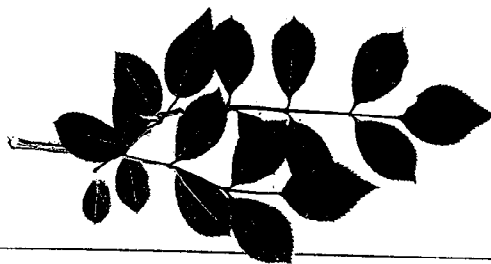
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## AVP and Income Tax

Expenses for unreimbursed services to AVP (Phone, supplies, child/pet care, etc) are tax deductible. Keep records.

Unreimbursed AVP travel is also tax deductible at actual out-of-pocket cost (gas, oil, tolls, parking or 12 cents per mile). A better deal: have AVP (USA, state or local) reimburse auto travel at 20 cents per mile and make a comparable tax deductible contribution to AVP.

All cash donations to AVP are, of course, tax deductible.



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**AROUND AVP**

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## **AVP as a Movement**

*by Jim Richards, AVP-NY Finance Committee*

At the annual Meeting of AVP-New York, there was an issue about conflicts of interest in fund raising between AVP-USA, AVP-New York and local area councils. This issue was resolved as a win-win through the realization that AVP is a World Movement with a common goal of promoting alternatives to violence.

In the financial area this means that fund raising activities will be fully disclosed and coordinated so that no part of AVP "gets in the way" of another part.

It is anticipated that, similarly, the fruits of fund raising will be shared. Guidelines on such sharing can be worked out by each local and regional group, but two examples of income sharing can be reported:

The Mid Hudson Area Council of AVP-NY has decided that when it conducts a workshop for an agency that pays a fee, that it will pass on one quarter of the fee to AVP-NY.

AVP-NY arranged for a workshop for a fee at the Central New York Psychiatric Center. AVP-NY shared one quarter of the income with AVP-USA.



## **Help Needed**

The AVP-USA Finance & Fundraising committee is looking for members with special expertise in the area of fundraising. If you are willing to serve, contact the AVP-USA office at the address to the right.

## **AVP in New Jersey**

With 26 Community Trainers, and regular workshops scheduled in both the state and federal prisons in New Jersey, the new, New Jersey AVP Group is off to a flying start. Sparked by the efforts of long-time trainer Marge Zybas along with Tom Truit, Sue Thorp and Al Thorp, Basic and Advanced Community Workshops were offered early this year.

The AVP program has been accepted at the Ft. Dix Federal Correctional Facility with over 2,600 inmates and at the Yardville State Prison. Yardville is the reception facility for all state prisoners and has an adjacent youth facility with 1,000 inmates.

The ambitious goals established the New Jersey Council are to conduct monthly workshops at Ft. Dix, offer the AVP program in the ten largest state prisons and to conduct ten workshops for high schools, staff groups and community groups by 1996!

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## **AVP-USA Needs You**

If you are a certified lead facilitator with the ability to travel occasionally, AVP needs to know about it! The most frequent call to the AVP-USA office is one that requests an outside facilitator to come and work with a new group. These groups normally pay travel expenses and offer hospitality with one of their members. If you are willing and able to be placed on a list to be called, contact Candace by phone, mail or Internet.

AVP-USA, Inc.  
P.O. Box 2974,  
Liverpool, NY 13089-2974  
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candaceavp@aol.com

## WHAT'S NEW IN AVP

### Call for New Exercises

Do you have a new exercise or light and lively? Have you developed new themes for the Advanced Workshop or a new approach for a talk or brainstorm? Have you improved an old exercise?

AVP plans to publish a supplement to the Basic and Advanced manuals in 1995. This will include new exercises and new approaches for talks, role plays etc.

If you have exercises, either for adults or youth which you have used successfully in AVP workshops, please send them to the national office, to the attention of the Education Committee. The address is:

AVP-USA, P.O. Box 2974,  
Liverpool, NY 13089-2974.

The deadline for new exercises to be included in the supplement is January 1, 1995.

### Information Needed for AVP International

Do you have information about plans for AVP programs in new countries? Bill McMechan, chairman of the International Liaison Committee needs to maintain contact with AVP groups around the world.

If you have information, please send it to: Bill McMechan, RR #2, Hastings, Ontario K0L 1Y0 Canada. Bill needs the name and address of the contact person and a description of the program.

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## **Perspectives on Violence**

### **AVP in Germany**

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### **AVP-USA Opens Office**

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## **AVP Publications**

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Two week rental	\$15.00

**AVP Brochures** \$10.00 per hundred

### **To order:**

Send your order to the AVP New York office:  
Alternatives to Violence Project Inc.  
3049 East Genesee Street  
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Phone: 315 449-0845

Postage will be billed in addition to the costs listed above. Make checks payable to AVP, Inc.

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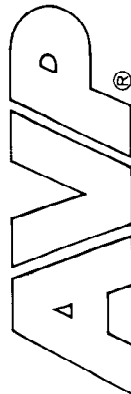
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Newsletter Mailing List: Janet Lugo

Send any suggestions for articles to Fred Feucht.

Please send any address changes to Janet Lugo.  
433 Clinton Ave, Albany, NY 12206

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