

the TRANSFORMER

for AVP Workshop Leaders
July-August 1988

SPECIAL ADVANCED WORKSHOP ON POWER
AUGUST 12-14 IN ALBANY

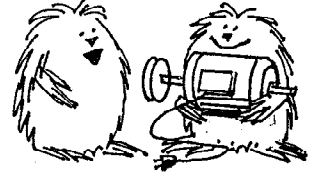
Would you like to understand your feelings of power and powerlessness? Would you like to know when to take control and when to let go? Would you like to tap the power within you? Perhaps you would like to transcend the victim/oppressor mentality?

We all have a need for power and this special community workshop will focus on personal growth, self esteem and power through non-violence. It will also provide an opportunity for you to learn some of the new advanced exercises such as the Power Inversion Ex-

ercise, Getting in Touch with Power Exercise or Symbols of Power Exercise. This workshop will enable facilitators to lead Advanced Prison Workshops on the topic of Power.

Please fill out the registration blank in the enclosed flyer to reserve your space in the workshop.

"I think they're talking about a different kind of POWER!"



AVP CALENDAR

Jul 19 Metropolitan Meeting
6:00-9:30 15 Rutherford Place, NYC

Jul 26 State Board meeting
3:00PM ? Silver Bay, NY

Aug 8 Westchester Fairfield Meeting
7:00-9:30 Purchase Friends Meetinghouse

Aug 12-14 Advanced Workshop on Power
Weekend Albany Friends Meetinghouse

Sep 9-11 AVP Annual Meeting
Weekend Camp Epworth, High Falls, NY

Sep 27 Metropolitan Meeting
6:30-9:00 15 Rutherford Place, NYC

Oct 21-23 Basic Leadership Training
Weekend Poughkeepsie Friends Meeting

LEADERSHIP TRAINING WORKSHOP
OCTOBER 21-23 IN POUGHKEEPSIE

This is a special opportunity for your friends to have the "AVP Experience" and take the first step toward becoming an AVP Workshop Leader. The Basic Workshop will be special because it will be led by Larry Apsey, the founder of AVP and Steve Angell.

Please speak to your friends, tell them how much the AVP Program means to you, and encourage them to register. We need more leaders so that we can provide programs for the thousands of prison inmates in New York that are on waiting lists to get into AVP Workshops.

The workshop will be held at Poughkeepsie Friends Meetinghouse on the weekend of October 21 to 23. Call Steve Angell or Larry Apsey for further details.

GENESEE VALLEY AREA COUNCIL

The AVP program has been growing in the Rochester area through the efforts of Karen Reizach, Donn Williams and others. A group of interested people has formed and they are focusing on training new leaders. Two Basic Community Workshops have been held so far this year and a Training for Trainers is scheduled for July. A prison workshop is planned for Groveland Correctional Institution in August. The group has decided to call itself the Genesee Valley Area Council and this will be the ninth area council in New York State.

NEW AVP LEADERS
COMPLETE TRAINING

On the weekend of June 17-19, fourteen people gathered at Purchase Friends Meeting to take the Training for Trainers Workshop led by Larry Apsey, Fred Feucht, Carmel Kussman and Herb Daniels. They worked hard learning new exercises and perfecting their Transforming Power talks.

The dedicated participants traveled from Rhode Island, Connecticut, New Jersey and upstate New York to take the training and they are interested in working on prison workshop teams. The new leaders are:

- | | |
|-------------------|-------------------|
| Maxine Baker | May Morris |
| Sherry Brabham | Alfred Mueller |
| Franklin Cortes | Kelly Mulliken |
| Doris Forsyth | Matthew Scanlon |
| Michael Grunebaum | Phillis Seelen |
| Louise Moed | Susan Vorchheimer |
| Therese Monaghan | Jennifer Wolff |

FIRST PRISON WORKSHOP
SCHEDULED IN RHODE ISLAND

The First AVP Workshop has been scheduled in Rhode Island's Adult Correctional Institution (ACI) on the weekend of Sep-

RHODE ISLAND WORKSHOP (CONTINUED)

tember 30 to October 2. The Leaders will be Bobbi Houllahan, Steve Angell and several of the newly trained leaders from the Rhode Island area. Much of the initiative for this ongoing program has come from Bobbi Houllahan who has organized leadership training workshops and worked with the Rhode Island Correctional System to set up the prison program.

FIRST PRISON WORKSHOP
IN MASSACHUSETTS PLANNED

On October 14 to 16, the first prison workshop will be held in the Framingham Correctional Institution for Women. The workshop leaders will be Steve Angell, Bobbi Houllahan and Zel Draz. Zell has been instrumental in organizing the AVP program in Massachusetts.

FIRST AVP WORKSHOP IN HAWAII

The AVP Program will be launched in Hawaii this summer. Through the special interest and efforts of Clifford Smith who is with the University of Hawaii, a Basic and a Training for Trainers workshop have been planned. Both workshops will be led by Steve Angell and Marge Zybas. The Basic will be held on August 27 and 28 with the Training for Trainers on August 30 to September 1. Aloha!!!!

AVP WORKSHOP IN TOKYO

An AVP Mini-Workshop will be held in Tokyo, Japan on August 19. The workshop is sponsored by Friends World Committee and will be held as part of the Triennial Meeting Session of Quakers from around the world. The leader will be Stephen Angell who is also a delegate to the meeting from the New York Quakers.



AVP ANNUAL MEETING
SEPTEMBER 9-11, 1988

All members of AVP are invited to spend a weekend together sharing ideas, playing, learning new exercises and setting goals and objectives for 1989. Spouses and friends are welcome.

Camp Epworth is a Methodist Conference Center set in the woods of Ulster County near Kingston, NY. The grounds include wide lawns and recreation areas so bring your play gear and be prepared for fun.

The program will include new exercises from the Advanced Manual, setting goals and policies for 1988-89, appointment of officers and sharing of workshop experiences. The Statewide Council and AVP Board will hold their sessions during the weekend.

Please reserve the weekend of September 9 to 11 on your calendar and send a \$10.00 deposit to Steve Angell to reserve your space.

AVP ANNUAL MEETING REGISTRATION FORM

- I wish to register for the AVP Annual Meeting at Camp Epworth on September 9-11.
- Enclosed is my \$10.00 registration fee. Please make checks payable to AVP.
- I need scholarship aid I plan to stay overnight Friday
- I am interested in carpooling I plan to stay overnight Saturday
- I am coming by public transportation
- Please meet me at the Rosendale Bus Stop at _____

Name _____ Male _____

Street _____ Female _____

City _____ State _____ Zip _____ Phone _____

Please mail to Steve Angell, Box 120, Bulls Head Road, Clinton Corners, NY 12514

PERSONAL NOTES

Jane Condliffe was married to Joe Alex Morris in Christ Church in Riverdale on June 21, 1988. Congratulations and best wishes for a joyful life together with no unresolved conflicts.

Mary Gray Legg and her cello are taking a trip to Poland where she is touring with a string orchestra. They will be playing in several cities. Perhaps she can also give conflict resolution workshops for the government and Solidarity?

Fran Salant and her husband are vacationing in their favorite spot on earth, Martha's Vinyard.

Corinne Moran and her husband are also vacationing on Martha's Vinyard and they like it so much that they've decided to stay. They have purchased a house and they plan to move there permanently next year.

Larry Apsey is taking a few weeks off from AVP to fly to California where he will be visiting his son, Peter.

Mary Attanasio is taking a tour of the European section of the Soviet Union with a goal of promoting greater mutual understanding at the individual level.

CERTIFICATE POLICY

At the last Statewide Council Meeting it was decided to make it a policy to give certificates to participants in community workshops rather than only giving certificates to inmates. It was also reaffirmed that Training for Trainers certificates will not be issued at the end of the Training for Trainers Workshop but only after the trainee has successfully helped to lead at least one workshop.



MINI WORKSHOPS AT SILVER BAY, NY

AVP is offering three mini-workshops at New York's Annual Meeting of Quakers in Silver Bay, New York on July 25-30. Silver Bay is a village on the northern end of Lake George. The workshops will focus on special concerns of the AVP program. The topics and leaders are:

AVP Teaches Love - led by Larry Apsey and Steve Angell

AVP and AIDS - led by Ann Goodgion

Avoiding Elitism in Non-Violence Training - led by Ann Goodgion

These mini-workshops are available to all. Call Steve Angel for the exact days and times each workshop is planned.

WORKSHOP REPORTS

Workshop leaders are reminded to complete workshop reports for every workshop and send a copy to Marge Zybas, R.D. 3, Box 426, Walton, NY 13856. The reports are our only means of keeping track of workshops completed, inmates trained and feedback to the Education Committee on exercises.

WORKSHOPS PLANNED BY KING COMMISSION

The New York Non-Violence Institute is planning a series of training workshops around New York State in the Fall of 1988. These workshops will be led by Bernard Lafayette and David Jensen. A tentative date of the week of November 13 has been set for Westchester County. Further information will be available from Peter Lawrence, Director of Wainwright House in Rye, NY.

WHAT DOES IT MEAN
TO BE A FACILITATOR?

"Think of yourself as a musician; this guide for running role plays as well as the manual are instruments that you play. The agendas are the score, the participants the choir. Practice is important and how well you listen and play determines the type and quality of the music made through the participants.

"Think of yourself as an artisan; this guide for running role plays as well as

the manual are tools. The agendas are the blueprints, the participants the building blocks to a great cathedral. Attention to detail, creativity and concentration on the task at hand determines the quality and long-life of the structure built.

"Think of yourself as an important and unique person... and think also, of every person in the room the same way..."

Chris Malmgreen

GUIDELINES FOR DEBRIEFING ROLEPLAYS

The guidelines below were developed by Chris Malmgreen as a tool for both new and old trainers in conducting role plays. The easy-to-remember acronyms she has developed are based on her experience in teaching CPR (Cardio Pulmonary Resuscitation).

For new trainers, just becoming familiar with role plays, just remember the five steps in conducting a role play, SCA-DO (pronounced SKAH-DUE!)

- S - START role play
- C - CUT role play when you HEAR it is time
- A - ASSESS action "OK, let's fine out what happened here."
- D - DEBRIEF Players - become the ADVISOR
- O - OPEN general discussion - so, was the conflict resolved?

How do I know when to cut a role play?
Just listen and you will HEAR the clues:

- H - HARMFUL outcome imminent.
- E - ENOUGH has been said!
- A - ACTION is dying, dying dead.
- R - RESOLUTION has been reached.

When I ASSESS and DEBRIEF the role play, I only need to remember that I am the ADVISOR.

- A - ADDRESS the players - How are you feeling?
- D - DECIDE who's the angriest
- V - VALIDATE feelings of all players
- I - IDENTIFY the T.P. which is turning point or Transforming Power.
- S - SATISFACTION level of players?
- O - OPENNESS at or to T.P.
- R - REMOVE players from their roles.

Now, after asking "So was the conflict resolved?" of the participants, sit back, take a deep breath and let the rest of your team members take over. Remember, it is the team's job to get VALUE out of each role play.

- V - VALID resolution - fair and non-violent
- A - Analogies and applicability to...
- L - LIFE
- U - USEABILITY - get out T.P. Guidelines
- E - EMPATHY

Good luck,
Chris Malmgreen

RECENT WORKSHOPS

Nettie West, along with inmate trainers, led an Advanced Workshop at Greenhaven on May 13-15.

Betty Cypser and Mary Gray Legg led an Advanced Workshop at Wallkill on May 13-15.

Fran Delahanty, Fred Feucht and Herb Daniels led a Basic Workshop at Purchase Friends Meeting on May 20-22. Thirteen people attended who were interested in becoming AVP Leaders.

Isabelle LaBelle, Elizabeth Lines, Billy Griffin, Carmine Cezario and Raymon Domingo led a Basic Workshop in Sing Sing in the Hill on May 20-22.

Virginia Floyd, Robin Ertl and inmate trainers led an Advanced Workshop in Sing Sing-Tappan on May 20-22.

Marge Zybas and inmate trainers led a Basic Workshop at Eastern on May 27-29.

Steve Angell and Naomi Greenberg led a Basic Workshop at Fishkill on May 27-29.

Barbara Yizar and Robert Martin led a Basic Workshop at Fishkill on May 27-29.

Carmel Kussman and inmate trainers led an Advanced Workshop at Arthurkill on May 27-29.

Manny Lindenbaum and Jenny Goodwin led a Basic Workshop at Otisville Federal on June 7-9.

Marge Zybas and inmate trainers led a Basic Workshop at Woodburne on June 10-12.

Pat Posner and Nancy McCormick led a Basic Workshop at Wallkill on June 17-19.

Larry Apsey, Fred Feucht, Carmel Kussman and Herb Daniels led a Training for Trainers at Purchase on June 17-19.

Chris Owens and Jenny Goodwin along with inmate trainers led a Basic Workshop in Sing Sing-Tappan on June 17-19.

RECENT WORKSHOPS (CONTINUED)

Aileen Steiner, Steven Bundy and other inmate trainers led a Basic Workshop in Sing Sing on the Hill on June 17-19.

Allison Dench led a Basic Workshop in Fishkill on June 24-26.

Susan Hesse led a Basic Workshop in Rochester on June 3-5 and eight people interested in becoming AVP leaders took the training.

Steve Angell and Nancy Thompson led an Advanced Workshop at Fishkill on June 24-26.

Carmel Kussman and inmate trainers led a Basic Workshop at Arthurkill on June 10-12.

Marge Zybas and inmate trainers led a Basic Workshop at Eastern on June 26-28.

Betty Cypser, Jennifer Goodwin and inmate trainers led a Basic Workshop at Taconic on June 28-30.

Allison Dench and inmate trainers led a Basic Workshop at Bedford Hills on June 27-30.

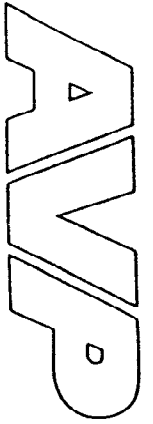
Carmel Kussman and inmate trainers led an Advanced Workshop at Arthurkill on July 1-3.

PRISON COORDINATORS NEEDED

If the AVP Program is to continue at both Otisville State Prison and Otisville Federal Prison, outside coordinators are needed to organize workshops. Serving as a prison coordinator would be a major contribution to AVP by making the program available to hundreds of inmates. Being a coordinator involves working with the prison in setting dates for workshops and organizing leadership teams. Call Steve Angell of the Mid-Hudson Area Council if you would like to learn more about the details and the prison officials that are sponsoring AVP at these prisons.

AVP WORKSHOP SCHEDULE

DATE	INSTITUTION	TYPE	AC	COORDINATOR	LEADERS
Jul 1-3	Arthurkill	Adv	Met	Kussman	Kussman
Jul 8-10	Bayview	Basic	Met	Floyd	Floyd
Jul 8-10	Woodburne	Basic	D	Zybas	Zybas
Jul 11-13	Camp Beacon	Basic	MH	Angell	Angell Doumbe Goodwin
Jul 15-17	Owego(c)	Basic	ST	O'Connell	O'Connell
Jul 15-17	Greenhaven Annex	Basic	MH	Angell	B&R Cypser Angell
Jul 15-17	Arthurkill	T/T	Met	Kussman	Kussman & ?
Jul 15-17	Rochester(c)	T/T	GV		Flanders, Bennett, Pacquette
Jul 22-24	Sing Sing Tappan	Adv	WF	Feucht	Feucht Grunebaum
Jul 22-24	Eastern	Basic	D	Zybas	Zybas
Jul 29-31	Sing Sing Hill	Adv	WF	Feucht	MacBain Sklar
Aug 12-14	Albany(c)	Adv	A	Wolff	Flanders Beetle
Aug 12-14	Colorado (prison)	Basic	CO	?	Angell & local trainers
Aug 12-14	Woodburne	Basic	D	Zybas	Zybas
Aug 19-21	Sing Sing Hill	Adv	WF	Feucht	MacBain Ertl
Aug 19-21	Sing Sing Tappan	Adv	WF	Feucht	?
Aug 19	Tokyo, Japan(c)	Mini	MH	Angell	Angell
Aug 22-25	Bedford Hills	Basic	WF	Dench	Dench & ?
Aug 26-28	Eastern	Basic	D	Zybas	Zybas
Aug 26-28	Groveland	Basic	GV	?	?
Aug 27-28	Hawaii(c)	Basic	MH	Smith	Angell Zybas
Aug 30-Sep 1	Taconic	Basic	WF	B.Cypser	?
Aug 30-Sep 1	Taconic	Basic	WF	B.Cypser	?
Aug 30-Sep 2	Bedford Hills	Basic	WF	Dench	Dench & ?
Sep 2-4	Hawaii(c)	T/T	MH	Smith	Angell Zybas
Sep 16-18	Fishkill	T/T	MH	Angell	Angell Moon Doumbe
Sep 16-18	Fishkill	Basic	MH	Angell	Malmgreen Pepler
Sep 23-25	Sing Sing Hill	Basic	WF	Feucht	Yizar Swalgen
Sep 23-25	Sing Sing Tappan	Basic	WF	Feucht	?
Sep 23-25	Greenhaven	Basic	MH	West	D.Wood & ?
Sep 23-25	Greenhaven	Adv	MH	West	West Swalm
Sep 30-Oct 1	R.I. ACI	Basic	RI	Houllahan	Angell Houllahan & ?
Oct 14-16	Framingham MA	Basic	MA	Draz	Angell Houllahan Draz
Oct 21-23	Poughkeepsie(c)	Basic	MH	Angell	Angell Apsey
Oct 21-23	Greenhaven	Basic	MH	West	West McCormick
Oct 21-23	Greenhaven	Adv	MH	West	Griffiths & ?
Oct 21-23	Sing Sing Hill	Basic	WF	Feucht	?
Oct 21-23	Sing Sing Tappan	Basic	WF	Feucht	?
Oct 28-30	Fishkill	Basic	MH	Angell	Chappman Beetle
Oct 28-30	Fishkill	Adv	MH	Angell	Angell Joffee
Nov 18-20	Greenhaven	Basic	MH	West	B&R Cypser
Nov 18-20	Greenhaven	Basic	MH	West	West Griese
Nov 18-20	Sing Sing Hill	Basic	WF	Feucht	?
Nov 18-20	Sing Sing Tappan	Basic	WF	Feucht	?
Nov 21-23	Camp Beacon	Adv	MH	Angell	Angell Carol Legg
Dec 6-8	Otisville Federal	Basic	MH	Lindenbaum	Lindenbaum & ?
Dec 27-29	Fishkill	Basic	MH	Angell	Angell Thompson
Dec 28-30	Taconic	Basic	WF	B.Cypser	?
? Additional leaders needed		(c) Community Workshop		AC Area Council	



ALTERNATIVES TO VIOLENCE PROJECT, INC.
Westchester-Fairfield Area Council

Purchase Friends Meeting
Purchase and Lake Streets
Purchase, NY 10577

Newsletter editor: Fred Feucht

The Transformer is published every other month and is mailed to all AVP Trainers in New York State. We need your help in furnishing information about workshop and meeting schedules. We would also appreciate any articles that would be of interest to other trainers, especially experiences with Transforming Power, new exercises and Light & Livelies etc.
