

Spring, 2015



## Administration Faculty and Staff Workshops at Franklin Central School

by Elzbieta Putrycz a.k.a.  
Elegant Elzbieta (right) and  
Noelle Granger a.k.a.  
Nurturing Noelle (left)

*"I will use the "I statements" when helping students resolve conflicts. Maybe I can hang the "I statements poster in my room!"*

*"I will be aware of potentially harmful words or actions in my classroom and in my personal life."*

*"I normally don't have to go to a conference day and I didn't have to come today but I chose to. I am glad I did."*

*"I think the staff needed something to perk them up and to be aware that there is hope when it seems like there is none. I think the transforming power is a strong tool to be used."*

On October 24, 2014 we held four simultaneous one-day mini workshops with the faculty, office staff, bus drivers and administration of Franklin Central School (FCS) in Delaware County, NY. Participation was voluntary of course and forty-five participants completed the full day workshop.

Florence McNeil (Free Flo) coordinated the AVP program at Walton Central School for twenty years. Noelle Granger took all three levels as a student under the leadership of Free Flo and trained student facilitators. When Noelle became a teacher at nearby Franklin School and heard that that the school was looking to find a conflict resolution program for the Dignity for All Students Act, she knew she wanted to bring AVP here. Elzbieta Putrycz also went through all three workshops as a student and currently supports the Franklin and Walton school programs.

For the past four years, we have held AVP workshops with middle and high school students. We currently run minis for 5th-8th graders and Basic, Advanced, and T4F workshops for student in grades 9-12. The student facilitators plan to reach out to grades K-4 in the near future. Student workshops have built community in the school by providing a space for students to get to know each other and build trust across grade levels, peer groups, economic class, and other identity backgrounds. After becoming facilitators, students help plan and lead workshops for their peers and spread positive messages and AVP ways throughout the school and hopefully at home too.

Just as inmates involved in AVP prison workshops call for youth AVP programs, student participants and facilitators in our workshops have consistently recommended an AVP workshop for teachers. Based on the insights the students gain, communication skills they learn, and positive community they build, they want teachers to also experience what AVP is all about. As team leaders, we wanted to find a way to make this happen. Through discussions with the school administration, we found that they were interested in exploring an AVP workshop as a means of meeting one of their district-wide goals—to "improve communication among stakeholders to foster a positive school climate." The administration approved the use of a faculty/staff conference day to meet these goals. We then formed a team to plan a full-day workshop, with the intent of inviting outside facilitators to help us run the workshop. We reached out to AVP/NY and six enthusiastic facilitators answered our call.

In crafting an agenda we focused on building community, seeking common ground, and finding positive ways to address community issues. Facilitators in each of the four workshops witnessed bonding, trust building, and transforming power (TP) throughout the day. Based on written evaluations, participants expressed a positive learning experience, citing AVP ways such as TP, conflict resolution, and feeling statements as tools they would use - both in their personal lives and in the classrooms, on the buses, and in other school contexts. Participants found the workshop to be a good mix of deep sharing, personal conversations, and light-hearted activities. For much of the day, laughter could be heard throughout the halls. In addition to TP and communication skills, we feel that participants came out of the day with increased trust and commitment to kindness, gratitude for the effect AVP has had on increased positivity in the school climate, and greater hope for the future of the school community. Please reach out to us (through the AVP/NY office) if you want more information on our school program model!



**Franklin Central School faculty, staff and administration participated in one-day mini workshops.** Shown here with facilitators: Bubba Bill Leicht, Eager Ed Stabler, Elegant Elzbieta Putrycz, Jumpin' Jill McLellan, Crunchy Karen Temming, Lively Lisa Mundy and Sure Shirley Way. Jazzy Jim Peppler (not pictured) also facilitated.



## Anger Management Workshop

by Fred Feucht a.k.a. Faithful Fred

**Anger Management Workshop Participants:** Grady Prittler, Demetrius Sampson, Michael Texidor and Calvin Washington.

How can AVP help people deal with their anger? How can AVP go beyond the Basic and Advanced Workshops and delve specifically into anger?

A basic structure for the workshop was developed by John Shuford of AVP Delaware around 2001. Additional exercises were drawn from various sources including Nick Fine of AVP Great Britain, along with Fred Feucht and Nancy Nothhelfer of AVP New York.

The workshop was designed to help individuals understand their own anger, deal with the anger of others and let go of the grudges and resentments that underlie their own anger. As with all AVP workshops, the learning is experiential. It engages the mind and the emotions. It provides practical tools for individuals to manage their own anger.

Workshop Content:

- ◆ Introduction to the Anger Management Program
- ◆ Community Building and Background on Anger
- ◆ Awareness of Our Own Anger
- ◆ Sources of Our Own Anger
- ◆ Responses to Our Own Anger
- ◆ Understanding and Dealing With the Anger of Others
- ◆ Letting go of Grudges
- ◆ Steps to Forgiving Self and Others
- ◆ Anatomy of an Apology
- ◆ Summary and Conclusion

The workshop was tested and refined in several community workshops in Westchester County in 2005 and 2006 and then we took the workshop into Sing in 2006. Next, we needed to put it all together with a manual for the workshop so we could train facilitators and spread the workshop to other prisons.

To provide each participant with a toolkit for managing anger, we created a little pocket-sized booklet that contains the key concepts and ideas of the program.

The Anger Management Workshop is now being offered on a regular basis at Sing Sing and at many other prisons in NYS as well as in communities. Therapists have found the materials helpful in conducting anger management groups.

The manual and toolkit are downloadable at [www.avpny.org](http://www.avpny.org) Click on "Downloads".



## Manly Awareness Workshop

by Fred Feucht a.k.a. Faithful Fred

Fred Feucht and Skip Clemente

Many young men come to prison while they are still teenagers and they are struggling with adolescent problems. They are still trying to grow up and become men. They are faced with many competing ideas about what it is to be a man. Competing ideas from their own fathers, from the street, from the movies and from gangs. Men are expected to be tough and strong. Popular role models are often associated with violence. Prisons also reinforce the "macho" culture.

Prison is a hard place to grow up. People are told when to get up, when to go to bed and what to eat. Rules are enforced with harsh punishments. In many ways, the prison system treats young men and women like children. People can get stuck in adolescent behavior patterns.

AVP offers an approach that is an alternative to the violent "macho" culture.

At the AVP-USA Annual Gathering in 2007, I attended a Manly Awareness Workshop that was created and led by John Shuford of AVP Delaware. This was one of three special topic advanced workshops they had been using in the Delaware prisons. Participants took the Basic Workshop, the Advanced Workshop, the Bias Awareness Workshop, the Anger Management Workshop, the Manly Awareness Workshop and finally the Training for Facilitators Workshop.

This workshop was really an eye-opener for me. I was able to get in touch with my strengths as a man but also some of the real burdens of being a man.

However, the Delaware workshop contained many of the same exercises as in the Anger Management Workshop and we needed to avoid the duplication.

In revising the workshop, Tom Kelley, Skip Clemente and I sought to keep the important goals of the original workshop: Emotional Maturity, Spiritual Growth and Social Responsibility. And we wanted to add a focus on the male life cycle and human development stages. This required some serious research including rereading the Gail Sheehy "Passages" books, studying the normal adolescent development stages that can lead to violence from Deborah Prothrow-Stith and incorporating the concepts of Eric Erikson, Lawrence Kohlberg and Abraham Maslow.





## Make a Difference

by Jeffrey Clemente  
a.k.a. Skipping Skip

There are those of us who want to change but must face the consequences of our behavior. It is a necessary step for change. Yet taking that step can be embarrassing, uncomfortable and even terrifying at times. I find that AVP's experiential workshops empower individuals to liberate themselves and others from the burden of violence.

I have been involved with AVP since 2010. Since then my life has transformed dramatically. I have developed self-awareness and self-confidence as well as many other skills. Other skills include communication, self-expression, problem solving, conflict resolution, teamwork, goal-setting and leadership. By developing these skills, I have enhanced my self-discipline, self-esteem and gained greater respect for myself and others.

AVP has helped countless men and women to find their voices to speak out against violence and courage to lead non-violent lifestyles. Since taking the T4F (Training for Facilitators), I have realized that my voice does matter and that I have been empowered with the courage and leadership skills to help transform the lives of others. My Dedication, Determination, and Desire to make a difference have not gone unnoticed. In 2012, only two years after taking the T4F, I was asked to become the AVP Special Topic Workshop Coordinator at Sing Sing. I gladly accepted the responsibility.

As the Special Topic Workshop Coordinator, I have assisted in creating and revising many special topic workshops. Together, Fred Feucht a.k.a. Faithful Fred and I (Jeffrey Clemente a.k.a. Skipping Skip) created a new version of the Manly Awareness Workshop which truly explores the realms of "manliness". The Manly Awareness Workshop addresses the questions. What is it to be a man? Manly Awareness truly proves to be an empowering workshop.

Currently, Michael Shane Hale a.k.a. Second Chance Shane and I are diligently working to create a 10-12 week fatherhood course, which will be called the "AVP Fatherhood Project." This course will help educate and empower incarcerated fathers, ultimately creating opportunities to build and strengthen healthy connection and bond between incarcerated fathers and their children. Fathers who are incarcerated may be locked up, but we do not have to be locked out of healthy relationships with our children.

Research shows that fathers who connect and maintain healthy relationships with their children (and families) are less aggressive and develop healthy attitudes. Further, a father's involvement in his child's life can reduce or even

prevent the child from harsh or abusive language, exhibiting aggressive behavior, risk of incarceration, suicide and mental health illnesses. The AVP Fatherhood Project encourages participants to understand that fatherhood is not only vital to fathers, but also to our children as well as our families and communities. For someday most fathers behind bars will reenter society, this time prepared to assume our roles as pillars or our families and communities championing the future of our children.

As AVP facilitators, we all have a voice and a responsibility to consider the many voices of our participants. Participants who are fathers express strong concern about becoming better role models and better fathers to our children. Therefore, let it be known that we, the AVP family, hear the voices of our participants loud and clear and will soon be kicking off our first ten week AVP Fatherhood Project Course with hopes that it will spread to other facilities. The AVP Fatherhood Project will assist fathers and their children in transforming power in their lives resulting in healthier relationships and stronger bonds.

As an AVP Facilitator and the Special Topic Workshop Coordinator at Sing Sing, it is my honor on behalf of the AVP Sing Sing family to present the first AVP Fatherhood Course. I believe that when you have the power to make a difference, you must make a difference or that power becomes useless.

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### Manly Awareness Workshop (*cont'd. from p. 2*)

Ten new exercises were developed dealing with:

- ◆ Male Role Models as a Child
- ◆ Seven Steps to Manliness – Adolescence and Youth
- ◆ The Manly Pathway of Life – Adulthood and Maturity
- ◆ Manliness in Prison–Family Relations and Fatherhood

The workshop also includes homework such as: writing about "My Personal Experience as a Man" and then writing "My Personal Mission Statement."

Before scheduling another workshop, we needed a manual, so we pulled all the material together in a 36-page manual with diagrams and charts. Then, to provide the participants with something that they could take and use after the workshop, we created a 16-page, pocket-sized booklet, the "Manly Awareness Toolkit" along with a mini booklet of inspiring poetry from an AVP facilitator, Luther Sanders, "The Journey to Manhood."

We tested the revised Manly Awareness Workshop at Sing Sing in July 2014. There was a great deal of honesty and depth in the workshop. When the workshop came to an end the participants were inspired and enthusiastic; many expressed gratitude for help in becoming better men. All the new exercises worked and the consensus of the group was, "Roll out the workshop." The manual and toolkit are downloadable at [www.avpny.org](http://www.avpny.org). Click on "Downloads".



As an administrator, I have seen the school community blossom since the founding of our AVP program for students here at Franklin [in 2010]. I have witnessed the development of leadership skills in our youth facilitators.

—James Harter, Principal  
Franklin Central School



Please support AVP!! Thank you very much!

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**2014 Workshop Summary Report**

Note: These statistics represent the workshops reported to the AVP/NY office.

<p><b>ALBION Prison (Women's)</b> Workshop count: 4 Participant count: 41 Apprentices trained: 3</p> <p><b>ATTICA Prison</b> Workshop count: 14 Participant count: 209 Apprentices trained: 11</p> <p><b>AUBURN Prison</b> Workshop count: 18 Participant count: 207 Apprentices trained: 10</p> <p><b>BEDFORD HILLS Prison (Women's)</b> Workshop count: 5 Participant count: 61 Apprentices trained: 11</p> <p><b>CAYUGA Prison</b> Workshop count: 7 Participant count: 62 Apprentices trained: 13</p> <p><b>EDNA MAHAN Prison (W's) (NJ)</b> Workshop count: 6 Participant count: 69 Apprentices trained: 20</p> <p><b>EASTERN Prison</b> Workshop count: 9 Participant count: 124 Apprentices trained: 14</p> <p><b>ELMIRA Prison</b> Workshop count: 8 Participant count: 109 Apprentices trained: 13</p>	<p><b>GARDEN ST YOUTH Prison (NJ)</b> Workshop count: 7 Participant count: 103 Apprentices trained: 14</p> <p><b>GREEN HAVEN Prison</b> Workshop count: 23 Participant count: 245 Apprentices trained: 25</p> <p><b>GREENE Prison</b> Workshop count: 3 Participant count: 27 Mini workshop count: 1 Mini participant count: 3 Apprentices trained: 6</p> <p><b>GROVELAND Prison</b> Workshop count: 11 Participant count: 138 Apprentices trained: 8</p> <p><b>OTISVILLE Prison</b> Workshop count: 4 Participant count: 75 Apprentices trained: 22</p> <p><b>SING SING Prison</b> English lang. workshop count: 27 Spanish lang. workshop count: 6 Participant count: 376 Mini workshop count: 1 Mini participant count: 9 Apprentices trained: 13</p> <p><b>SULLIVAN Prison</b> Workshop count: 5 Participant count: 79 Mini workshop count: 1 Mini participant count: 14 Apprentices trained: 8</p>	<p><b>WENDE Prison</b> Hearing workshop count: 4 Hearing impaired wksp count: 2 Participant count: 79</p> <p><b>WOODBOURNE Prison</b> Workshop count: 6 Participant count: 70 Apprentices trained: 9</p> <p><b>ALBANY Area Council</b> Workshop count: 1 Participant count: 8</p> <p><b>CATSKILL Area Council</b> Workshop count: 2 Participant count: 27 Mini Youth workshop count: 5 Mini Youth participant count: 81 Mini School staff wksp count: 4 Mini School staff part't count: 45 Youth apprentices trained: 16</p> <p><b>GENESEE VALLEY Area Council</b> Workshop count: 1 Participant count: 13</p> <p><b>MID-HUDSON Area Council</b> Workshop count: 3 Youth participant count: 31 Adult participant count: 12 Mini workshop count: 2 Mini participant count: 36 Apprentices trained: 12</p> <p><b>NYC Area Council</b> Workshop count: 2 Participant count: 16</p> <p><b>NIAGARA FRONTIER AC</b> Workshop count: 1 Participant count: 13 Mini workshop count: 4 Mini participant count: 47</p>	<p><b>WESTCHESTER Area Council</b> Workshop count: 6 Participant count: 74 Mini workshop count: 2 Mini participant count: 17 Mini Youth intro count: 24 Mini Youth intro part't count: 480 Apprentices trained: 14</p> <p><b>AVP / NEW JERSEY Community</b> Workshop count: 5 Participant count: 61</p> <p><b>AVP/NY &amp; NJ 2014 PRISON WRKSPs:</b> <b>Prisons served:</b> 17 Workshops in English: 158 Workshops in Spanish: 6 Hearing-impaired workshops: 2 All-facilitator workshops: 3 <b>Total workshop count:</b> 169 <b>Participant count:</b> 2,074 <b>Mini workshops:</b> 3 <b>Mini participant count:</b> 26 <b>Apprentices trained:</b> 200 <b>Inside facilitators:</b> 219</p> <p><b>AVP/NY &amp; NJ 2014 COMMUNITY WORKSHOPS:</b> <b>Community workshops:</b> 21 <b>Adult participant count:</b> 224 <b>Youth participant count:</b> 31 <b>Mini Youth workshops:</b> 6 <b>Mini Youth part't count:</b> 93 <b>Mini Adult workshops:</b> 11 <b>Mini Adult part't count:</b> 63 <b>Youth apprentices trained:</b> 16 <b>Adult apprentices trained:</b> 26 <b>Outside adult facilitators:</b> 110</p>
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