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ALTERNATIVES TO VIOLENCE PROJECT

2008

INTERNET FACILITATOR SURVEY

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1.0 INTRODUCTION

1.1. Background

The Alternatives to Violence Project (AVP) began in 1975 in Green Haven Correctional Facility in New York. . It has grown and changed over the years, but the organization does not have a sense of the current members, their needs and desires. To this end, AVP conducted an internet survey to obtain member feedback to better frame future goals, learn how to recruit new people, and how to better serve those currently involved.

1.2 Objectives

The primary objectives of this research are twofold:

I. Profile and attitudes of AVP facilitators.

- a. Obtain demographics of AVP facilitators, including age, education, geographic area and gender.
- b. Identify participants by level of training and participation.
- c. Ascertain sources of awareness of AVP by years in AVP and participation.
- d. Delineate the decision process involved in AVP participation.
- e. Discover committee participation at the national and regional level, and pinpoint areas of potential involvement.
- f. Determine the importance of current and prospective activities to AVP participants.
- g. Establish awareness of and satisfaction with the *Transformer*.
- h. Identify their preferred means of receiving the *Transformer*.

II. The Annual Conference

- a. Profile attendance at national conferences.
- b. Assess likelihood of attending the 2009 Conference in New York.
- c. Evaluate the likelihood of attendance in various venues.
- d. Identify leading factors that influence attendance or non-attendance.
- e. Obtain feedback on the timing and structure of the Conference.
- f. Determine the areas likely to attract the most participants.

1.3 Methodology

The methodology utilized for this research was an internet study with participants for who email addresses were available. An email invitation was sent, on September 19, 2008, under the auspices of AVP, using an AVP logo and an AVP “sent from” email address. A follow-up email was sent out September 29th, and a third and final email was sent on October 6, 2008. Emails were initially sent to 811 prison and community volunteers. Of these, 60 (7%) were returned as undeliverable. Two follow-up emails were sent, resulting in a total of 287 completed questionnaires, or 38%.

The chart below is a review of emails sent, and the status of each email.

	Sent	Undeliverable	Delivered	Viewed	Started	Completed	Drop outs
#	811	60	751=100%	484	368	287	81 of 368
%		7%		64%	49%	38%	78%

The emails were as follows:

First: September 19, 2008

Dear AVP Participant,

Jackie Labatt-Simon has volunteered to serve AVP/USA (the national umbrella organization for Alternatives to Violence Project local councils) by conducting a survey of participants and facilitators in AVP workshops.

The Alternatives to Violence Project (AVP) began in 1975. It has grown and changed over the years. We now want to obtain your feedback to determine what our goals should be, how to recruit new people, and how to better serve those involved. To this end, we ask each of you to respond to this survey – we hope for 100% participation. We hope each of you will share your thoughts regardless of your level of participation.

Please be assured that your responses will be kept strictly confidential – it is the consensus of responses that is important. We will post a summary of the results on the AVP website as soon as the analysis is complete. The survey will take about ten minutes.

Second: September 29th 2008

Dear AVP Participant,

Jackie Labatt-Simon has volunteered to serve AVP/USA (the national umbrella organization for Alternatives to Violence Project local councils) by conducting a survey of participants and facilitators in AVP workshops.

The Alternatives to Violence Project (AVP) began in 1975. It has grown and changed over the years. We now want to obtain your feedback to determine what our goals should be, how to recruit new people, and how to better serve those involved.

To this end, we ask each of you to respond to this survey – we hope for 100% participation. Please share your thoughts regardless of your level of participation. If you have already completed the survey, thank you for your input – since we do not require names, it is impossible to know who has or has not responded. If you have not, or have started and stopped, please take a few minutes now to complete it.

Your responses will be kept strictly confidential – it is the consensus of responses that is important. We will post a summary of the results on the AVP website as soon as the analysis is complete. The survey will take about 10 minutes.

Third: October 6, 2008

Dear AVP Participant,

This is the third, and last, invitation to participate in the survey AVP/USA is conducting to discover what YOU want from AVP. This is the first time AVP/USA has conducted a national survey to define its goals, and to learn how to recruit new people and better serve those already involved.

More than 200 facilitators and participants have already submitted their views. Take a few minutes to add your responses, regardless of your level of participation.

If you have already completed the survey, thank you for your input – since we do not require names, it is impossible to know who has or has not responded. If you have not, or have started and stopped, please take a few minutes now to complete it.

Your responses will be kept strictly confidential – it is the consensus of responses that is important. We will post a summary of the results on the AVP website as soon as the analysis is complete. The survey will take about 10 minutes.

Research

Complete your survey by October 14th, or lose the chance to have your opinions included.

Each email was signed by Jackie Labatt-Simon and included contact information, as did the actual survey.

1.4 Analysis

The research is projectable to the entire universe at the 95% confidence level. That is, if the research were to be replicated the results would be statistically the same 95 times out of 100. The sampling error is about 3.5 percent. Thus, in analyzing the data differences of 3.5 in either direction are statistically the same. The error for smaller subgroups is larger.

All questionnaires were fully coded to provide usable analysis of every question. Each and every open-ended question was reviewed, and individual codes were built for each. Then, each questionnaire with a response to that question was coded, with multiple codes used when multiple responses were given.

The responses were then analyzed by key sectors, such as level of workshop completed, site of Basic Workshop, length of AVP involvement, past and future conference attendance, gender and age.

Unless otherwise specified, all figures shown are percentages. Percentages do not always add to one hundred percent due to machine rounding or multiple responses. Values of less than one percent are, for the most part, included in the "All Others" category.

NOTE: This information is for the sole use of the Alternatives to Violence Project, and cannot be reprinted, quoted, or used without written permission from AVP.

2.0 EXECUTIVE SUMMARY

2.2 Key Findings and Recommendations

- AVP is at a turning point. The facilitator pool includes few under 35, and the schedule is difficult for full-time workers. Religious groups and word-of-mouth tend to be the major sources of awareness.
 - ❖ **Promote AVP at colleges, universities and the workplace with mini-workshops and tables at school events promoting volunteer or intern activities.**
 - ❖ **Encourage participation by former inmates.**
 - ❖ **De-emphasize the Quaker roots to attract a more diversity.**
 - ❖ **Create shorter prison workshops to provide greater flexibility for outside facilitators.**
 - ❖ **Offer special T for F workshops on the outside for former inmates and as a refresher for participants not involved recently.**
- More people are interested in involvement than those who have been on a board or committee.
 - ❖ **Use the Conference and the Transformer to encourage more participation in national and regional governance.**
 - ❖ **Focus on restorative justice, re-entry , youth , international and education committees in recruiting new participants.**
- Almost all are aware of the Transformer, but less than one-third receive it. Cancelled subscriptions are due to lack of awareness, “nothing interesting,” cost and apathy.
- More than half prefer receiving it via email.
 - ❖ **Consider email only subscriptions at no cost to reduce overhead and expand readership.**
 - ❖ **Use the newsletter to promote the Conference.**
 - ❖ **Include information about the Transformer with Basic Workshop completion certificates.**
- Re-entry is far and away the most important area of interest.

- Also of interest are restorative justice and domestic abuse .
- Only about half consider men's, women's, and international issues very important.
- Non-violent communication is another area of interest, but it is unclear if respondents were referring to Marshall Rosenberg's NVR, or to speaking in a non-violent manner as suggested by some of their explanatory comments. (4.9).
- Respondents very and/or somewhat likely to attend the 2009 conference desire programs focused on re-entry, domestic abuse ,
- Adhere to AVP's original mandate: concentrate on prison workshops.
- Also desired are increased public advocacy and lobbying to urge help for the formerly incarcerated and reduce recidivism, as well as programs for gangs, drug rehab programs, corrections, and single families.
- Some interest is expressed for dealing with subjects such as racism and class in workshops.
 - ❖ **The major focus of AVP should be re-entry and prison workshops.**
 - ❖ **Encourage individuals to utilize AVP in other programs where anger is a potential issue.**
 - ❖ **Government advocacy is best used to work for the betterment of current and former inmates.**
- National Conference attendance does not include many new facilitators.
- New York is likely to attract many who have never attended a national conference. Many of them:
 - ❖ Have not taken T for F
 - ❖ Have facilitated less than six workshops
 - ❖ Need a scholarship
- Many choose not to come because of the Memorial Day dates.
- In deciding whether to attend, travel costs are considered first. Conferences costs are not a key determinant.

Research

- ❖ **Consider alternative dates and obtain feedback using The Transformer.**
- ❖ **Attract new participants by offering workshops and activities appealing to less experienced people.**
- ❖ **Consider a T for F mini-workshop to attract lapsed facilitators.**
- The most important mandate revealed by this research is the need to attract new and younger people as facilitators.
 - ❖ **Email the Transformer to as large a universe as possible.**
 - ❖ **Encourage newer people to join national and regional committees.**
 - ❖ **Ensure that the Conference focus meets the needs of those “somewhat likely” to attend, as they are potential new facilitators.**

GOING FORWARD

- ❖ **The major focus of AVP should be prison workshops and re-entry issues.**
- ❖ **Convert the Transformer to a free e-newsletter.**
- ❖ **The Conference is a n opportunity to attract new AVP participants – if the topics of greatest interest are emphasized.**

3.0 DETAILED FINDINGS

3.1 Respondent Profile

A. Demographics

The mean age of respondents is 52 years. This includes 59% who are over 55, and only 16% under 45. Respondents are two-thirds female and one-third male. Two-thirds have a graduate degree, and all but 11% are college graduates. Respondents are almost evenly split among those who work full-time, work part-time or are self-employed, or are retired. Students account for 4% of the sample.

AGE	
Under 25	2%
26-35	6%
36-45	8%
46-55	24%
56-65	31%
66 or older	28%
MEAN AGE:	52
GENDER	
Male	34%
Female	66%
EDUCATION	
High school or less	2%
Some college	9%
Completed college	24%
Graduate degree	65%
EMPLOYMENT STATUS	
Student	4%
Work full-time	31%
Work part-time	14%
Self-employed	17%
Retired	30%
Unemployed	3%

Research

While the Western and Mountain states comprise the highest percentage by region (32%), New York is the state with the most respondents (37%), with California next at 17%.

LOCATION

NORTHEAST	12%	NORTHWEST/MOUNTAIN	9%
Massachusetts	5%	Washington	5%
Connecticut	3%	Oregon	2%
Maine	2%	Colorado	1%
New Jersey	1%	Wyoming	1%
Vermont	1%		
New Hampshire	*0%	INTERNATIONAL	2%
		Australia/New Zealand	1%
MID-ATLANTIC	38%	Europe	1%
New York	25%	Africa	*0%
Pennsylvania	6%		
Maryland	6%		
Delaware	1%		
Virginia	1%		
SOUTH	6%		
Florida	3%		
North Carolina	1%		
Tennessee	1%		
Georgia	*0%		
Kentucky	*0%		
Louisiana	*0%		
Alabama	*0%		
MIDWEST	12%		
Iowa	3%		
Missouri	2%		
Minnesota	2%		
Nebraska	2%		
Indiana	1%		
North Dakota	1%		
Illinois	*0%		
Ohio	*0%		
Wisconsin	*0%		
WEST/SOUTHWEST	20%		
California	17%		
Nevada	1%		
Texas	1%		
Arizona	1%		

B. AVP Profile

The average number length of time respondents have been involved with AVP is seven years. Almost four in ten (37%) report involvement of 11 or more years, while 41% started AVP in the past five years. The majority took their basic workshop in a prison setting (59%). Most of the respondents have completed all three levels of AVP (77%), and more than half are lead facilitators (56%). A small percentage is facilitators but has not taken either the Advanced or Training for Facilitators. On average, they have completed 24 workshops.

OF YEARS IN AVP

One year or less	8%
2-5	33%
6-10	22%
11-15	16%
16 or more	21%
MEAN YEARS	6.93

WHERE TOOK BASIC

Prison	59%
Community	41%

LEVEL COMPLETED

Basic	85%
Advanced	82%
Training for Facilitators	81%
Basic and Advanced	80%
All 3 levels	77%

FACILITATOR LEVEL

Apprentice	65%
Regular	70%
Lead	56%
Facility coordinator	30%
HIPP	2%

WORKSHOPS FACILITATED

None	10%
1-5	20%
6-10	15%
11-20	10%
21-50	20%
51-100	14%
100 or more	10%
MEAN # WORKSHOPS	24

3.2 Member Retention and Awareness

A. Level of AVP Completed and Retention Rates

The research includes 85% who have taken the Basic Workshop, 80% who have taken the Basic and Advanced, and 77% who completed all three levels. This suggests an overall attrition rate of about 8% between those who took a Basic workshop and those who completed all three levels. Where the Basic Workshop was taken correlates with the attrition rate: 11% for those who took it in prison compared to only 4% who took it in a community workshop. The older the respondent, the more likely that he/she has completed all AVP workshop levels.

LEVEL OF WORKSHOP COMPLETED						
		TOOK BASIC IN		AGE		
	TOTAL	PRISON	COMMUNITY	35 OR LESS	36-55	56 +
Total	(287)	(118)	(168)	(28)	(93)	(171)
Basic	85%	86%	83%	87%	82%	86%
Advanced	82%	81%	83%	83%	77%	85%
Training for Facilitators	81%	78%	83%	83%	77%	83%
Basic and Advanced	80%	81%	80%	78%	76%	83%
All 3 levels	77%	75%	79%	74%	73%	80%
Attrition Rate:	8%	11%	4%	13%	9%	6%

B. Awareness of AVP

Community workshop participants tend to learn about AVP from a religious organization (42%) and one-third by word-of-mouth. Prison workshop participants learned of it from a friend or other person (55%). Publicity appears to have had little success in creating awareness of AVP. Respondents older than 55 are more likely than other age groups to have learned of it from a religious organization (37% compared to 26%). One source of awareness cited was not listed – exposure to a mini-workshop at a conference, school or religious organization.

HOW LEARNED ABOUT AVP						
		TOOK BASIC IN		AGE		
	TOTAL	PRISON	COMMUN- ITY	35 OR LESS	36-55	56 +
A friend or other person	44%	55%	36%	43%	40%	46%
A religious organization	33%	20%	42%	26%	26%	37%
Newspaper/magazine/ internet	4%	6%	3%	4%	5%	4%
Poster invitation for workshop	4%	2%	6%	4%	4%	4%
An inmate	4%	9%	-	-	10%	1%
As a volunteer in a prison	2%	2%	2%	-	2%	2%
A member of prison staff	1%	3%	1%	9%	-	1%
A therapist/counselor	1%	1%	1%	-	1%	1%
Community mini-session	1%	-	1%	1%	-	-
Other	6%	3%	9%	12	12%	3%

C. Most Important Reason for Taking a Basic Workshop

The salient reasons for taking an AVP Basic Workshop are a desire to playing a role in stopping violence (31%) and that the concept seemed moving enough to want the experience (25%). These reasons stand out regardless of where the workshop was taken. Community participants also went because they participated with others from their religious organization (11%). Younger people appear much more motivated by a desire to help stop violence (48%) than other ages, whereas older participants were more likely to be motivated by the emotional aspects of the experience.

MOTIVATION FOR TAKING AVP BASIC WORKSHOP						
		TOOK BASIC IN		AGE		
	TOTAL	PRISON	COMMUN- ITY	35 OR LESS	36-55	56 +
Wanted to help stop violence	31%	28%	33%	48%	23%	33%
Found idea moving	25%	29%	22%	4%	30%	25%
Went with others from religious org.	8%	3%	11%	13%	6%	8%
Curious	7%	5%	8%	-	11%	6%
Wanted to do more prison work	7%	8%	6%	-	3%	9%
Help better control my anger	5%	5%	5%	-	5%	6%
Went with a friend	5%	4%	5%	4%	3%	5%
Get certificate for parole help/visit	2%	5%	1%	9%	4%	1%
Required	1%	2%	1%	9%	-	1%
Enjoyed mini-workshop	1%	-	1%	1%	-	-
Other	11%	10%	11%	13%	14%%	8%%

D. Motivations for Continuing AVP

Most people continue with AVP for a variety of reasons. These include self-improvement, helping others improve themselves, a desire to make a difference and/or be a facilitator, and satisfaction with the Basic Workshop. Their reason for continuing appears to have little impact on the level of workshops completed. There are significant difference, though, related to gender and age. Men are slightly more interested in helping others improve (54%), whereas women place more emphasis on improving themselves (51%). Women were also more eager than men to volunteer in a prison (38% versus 29% of men).

MOTIVATIONS FOR CONTINUING WITH AVP									
		LEVEL COMPLETED			GENDER		AGE		
	TOTAL	BASIC	BASIC & ADVANCED	ALL THREE	MALE	FEMALE	35 OR LESS	36-55	56 +
Helps me be a better person	50%	53%	56%	55%	48%	51%	70%	55%	44%
Help others improve themselves	48%	52%	54%	54%	54%	46%	70%	44%	48%
Exciting to feel I can make a difference	48%	52%	52%	52%	45%	49%	43%	42%	52%
Be a facilitator	46%	49%	50%	50%	45%	47%	78%	53%	39%
Basic great/wanted to continue	44%	47%	48%	48%	42%	45%	35%	53%	41%
Volunteer in prisons	35%	37%	39%	38%	29%	38%	57%	32%	33%
Friend/someone I know	12%	13%	13%	14%	15%	11%	9%	14%	12%
Other	16%	16%	16%	16%	12%	18%	13%	17%	16%

Many comments were put forth to explain their inspiration for continued participation in AVP. Some focus on how AVP has worked to transformed them.

- “AVP HAS BEEN MOST USEFUL IN MY LIFE. AND IF I HAD THE TIME AND THE MONEY I WOULD INVOLVE MYSELF TO THE FULLEST CAPACITY.”
- “I have immense gratitude for AVP -- my involvement has changed my life immeasurably for the better (and it pays my bills).”

Research

- “AVP is one of the greatest things that happen to me and I hold it dearly. I'm a former prisoner and AVP is what kept me above the high tides. I've seen many things while in prison.”
- “My main focus in AVP is in Peaceful parenting. I believe that peace begins at home and I am interested in promoting AVP and its principles to families in my community and all over the world. I talk to so many parents who just want to share a home with their kids without so much yelling, time-outs, etc and I think AVP offers so many tools to help people tap into that creative, transforming power within them.”
- “I always get a lot out of participating in AVP and it improves my own outlook and ability to stay focused on being aware of the opportunities to use transforming power.”
- “AVP is my guide to becoming more genuine. In becoming more genuine I can better understand what being genuine encompasses. Then I can better lead a group and share with each individual, then be open to what others may offer me.”

For some, the schedule has prohibited continued involvement.

- “We must recognize that workshop times and schedules have to add up to the 3 day total, but may have to be done in smaller increments to attract facilitators who work full-time jobs.”
- “I'd like to find ways to be involved with AVP without having to be at full weekends, as I have a problem with chronic fatigue and need a couple of days of sleep to recover after a full weekends. I'm NOT about to jump in and become deeply involved right now as I am busy as I need to be these days.”
- “All the workshops I heard about were too long and conflicted with my work schedule, so I never did any! I didn't feel qualified enough (and didn't have time then) to try to schedule shorter workshops.”

Others praise the workshop structure.

- “The process of AVP workshops is brilliant. The model is the best I've worked with and find that I strengthen my own skills along with the participants. I have learned wonderful ideas from my participants.”
- “It's a great program, especially in the way it can create a feeling of trust and community in the space of a weekend.”

Asked for additional comments, the process of AVP and Transforming Power is highlighted as is greatest attribute.

- “Transformation is the Magic, so any and all experiential exercises that deepen understanding on transformation are valuable.”
- “I am honored to be involved with AVP. I see the power of the work AVP does, and the people who are steadily involved in it are the best.”

E. Continued Training

AVP might consider regular workshops for facilitators to update, hone and improve their skills.

- “I worry that there are some well-intentioned not so good facilitators out there, I wonder how we make sure this program is helping and not hurting.”
- “I am only peripherally active in Oregon AVP because of their lack of emphasis on facilitator development. I think this has a significant impact on the quality of the workshops.”
- “I have a concern that people can do AVP for a long, long time and still stay hidden (gain a whole lot, but still maintain enormous blind spots). I wonder what might help (us) -- if there's a deeper level we could be getting at.”

3.3 Involvement with and Attitudes about AVP

A. Committee Participation

In total, 37% have been involved on a board or committee nationally or in their region, leaving 64% who have never been involved. Conference attendees tend to be the same people who are involved nationally and/or regionally. Respondents involved in AVP for sixteen or more years are also more likely to be involved nationally (22%) and/or regionally (29%).

Others, however, appear to be interested in becoming more involved in AVP. Asked about interest in becoming a national officer or joining a national committee 8% responded affirmatively, and 7% did so for becoming a regional officer. Committees that spur the highest level of potential for attracting new members who have never been involved in AVP governance are restorative justice (25%), re-entry (18%), youth (15%), international (15%), and education (10%).

CURRENT OR POTENTIAL INVOLVEMENT IN AVP COMMITTEES							
	TOTAL	ATTENDED A CONFERENCE		YEARS IN AVP			NEVER INVOLVED ON COMMITTEE
		YES	NO	1-5	6-15	16+	
AVP-USA officer, national committee							
National	9%	25%	1%	3%	9%	22%	-
Regional	9%	18%	4%	6%	6%	20%	-
Interested in joining	6%	2%	9%	7%	5%	9%	8%
Regional Officer							
National	2%	6%	1%	-	3%	7%	-
Regional	13%	29%	5%	5%	14%	29%	-
Interested in joining	6%	2%	8%	6%	6%	5%	7%
Restorative Justice							
National	6%	14%	2%	6%	8%	3%	-
Regional	6%	9%	4%	4%	7%	7%	-
Interested in joining	19%	12%	23%	25%	16%	15%	25%
Re-Entry							
National	3%	8%	1%	1%	3%	9%	-
Regional	6%	9%	4%	2%	6%	14%	-
Interested in joining	14%	5%	19%	17%	14%	9%	18%
Youth							
National	3%	8%	5%	2%	5%	3%	-
Regional	6%	10%	4%	3%	5%	17%	-
Interested in joining	13%	5%	17%	17%	10%	10%	15%
International							
National	6%	14%	2%	1%	6%	15%	-
Regional	2%	6%	1%	-	1%	10%	-
Interested in joining	14%	9%	17%	19%	13%	7%	15%
Education							
National	3%	10%	-	-	4%	10%	-
Regional	5%	10%	2%	3%	3%	14%	-
Interested in joining	9%	2%	12%	11%	6%	10%	10%
Conference							
National	10%	20%	1%	3%	11%	24%	-
Regional	9%	21%	3%	3%	12%	17%	-
Interested in joining	3%	1%	5%	6%	2%	2%	3%

CURRENT OR POTENTIAL INVOLVEMENT IN AVP COMMITTEES							
	TOTAL	ATTENDED A CONFERENCE		YEARS IN AVP			NEVER INVOLVED ON COMMITTEE
		YES	NO	1-5	6-15	16+	
Finance							
National	3%	8%	1%	2%	3%	7%	-
Regional	3%	4%	3%	3%	2%	5%	-
Interested in joining	2%	1%	3%	2%	3%	2%	3%
Fundraising							
National	2%	7%	-	1%	2%	7%	-
Regional	6%	11%	3%	4%	5%	12%	-
Interested in joining	1%	-	2%	3%	-	-	1%

B. Areas in Which AVP Should Be Involved

1. Workshop Type

Overall, about three-fourths deem it very important that AVP is involved with youth and community workshops, and 67% feel the same about school workshops. All sectors consider youth workshops important. Members involved at the national level, however, consider community workshops of lesser important (mean of 4.8) compared to other members (5.1).

IMPORTANCE OF HOLDING WORKSHOPS IN DIFFERENT VENUES (Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers) (Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)											
	TOOK WORKSHOP IN:			LIKELY TO ATTEND 2009 NY CONFERENCE			GENDER		AVP INVOLVEMENT		
	Total	Prison	Communi-ty	Very	Somewh-at	Not	Male	Femal-e	Nat'l	Reg'l	None
Community Workshops											
Top 2	76%	69%	79%	73%	80%	76%	80%	75%	74%	78%	76%
Bottom 2	4%	7%	3%	9%	4%	4%	1%	5%	6%	5%	3%
MEAN:	5.1	4.9	5.2	4.9	5.3	5.1	5.2	5.0	4.8	5.1	5.1
Youth Workshops											
Top 2	77%	78%	77%	78%	84%	74%	77%	78%	83%	77%	77%
Bottom 2	3%	3%	3%	3%	3%	3%	4%	3%	3%	2%	2%
MEAN:	5.1	5.2	5.1	5.1	5.4	5.1	5.1	5.2	5.1	5.1	5.1
School Workshops											
Top 2	67%	70%	76%	59%	77%	66%	72%	65%	63%	66%	69%
Bottom 2	7%	12%	4%	9%	3%	8%	3%	9%	8%	9%	9%
MEAN:	4.8	4.9	4.8	4.6	5.2	4.8	5.0	4.7	4.6	4.7	4.9

2. Issues

The area respondents believe most deserves AVP involvement is re-entry -- 82% consider re-entry very important, giving it a mean of 5.2. This is significantly higher than the next most important areas: restorative justice (4.8) and domestic abuse (4.48). Compared to other issues, just about half consider men's, women's, and international issues very important for AVP. Non-violent communication is also considered very important, but it is unclear if respondents were referring to Marshall Rosenberg's NVR, or to speaking in a non-violent manner as suggested by some of their explanatory comments. (4.9).

Choice of issues varies by sector. Members who took their Basic Workshops consider re-entry (88%) and non-violent communication (75%) much more important than other groups. Among those most likely to attend the 2009 conference, re-entry (5.1 mean), domestic abuse (4.7), international issues (4.6), non-violent communication (4.5) and restorative justice (4.%) are the top five issues warranting AVP involvement. Respondents somewhat likely to attend rank re-entry (5.4), domestic abuse (5.1), non-violent communication 4.9), and restorative justice (4.9) highest among the choices given. Those unlikely to attend judge re-entry (5.1) and non-violent communication (4.9), and government policy making regarding prison issues (4.8) more important than any other issues. National and regional board members place much less importance on all topics except re-re-entry compared to non-board members.

IMPORTANCE OF AVP INVOLVEMENT IN SELECTED ISSUES											
(Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers)											
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)											
	TOOK WORKSHOP IN:			LIKELY TO ATTEND 2009 NY CONFERENCE			GENDER		AVP INVOLVEMENT		
	Total	Prison	Community	Very	Somewhat	Not	Male	Female	Nat'l	Reg'l	None
Re-Entry											
Top 2	82%	88%	77%	71%	86%	79%	82%	81%	81%	76%	85%
Bottom 2	4%	3%	4%	5%	2%	4%	5%	3%	4%	4%	3%
MEAN:	5.2	5.4	5.1	5.3	5.2	5.1	5.2	5.2	5.2	5.2	5.1
Non-Violent Communication											
Top 2	70%	75%	68%	61%	83%	69%	70%	70%	53%	62%	77%
Bottom 2	6%	8%	5%	9%	3%	6%	4%	7%	11%	6%	6%
MEAN:	4.9	5.0	4.9	4.7	5.3	4.9	4.9	5.0	4.5	4.7	5.1

IMPORTANCE OF AVP INVOLVEMENT IN SELECTED ISSUES											
(Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers)											
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)											
		TOOK WORKSHOP IN:		LIKELY TO ATTEND 2009 NY CONFERENCE			GENDER		AVP INVOLVEMENT		
	Total	Prison	Communi-ty	Very	Somewh-at	Not	Male	Femal-e	Nat'l	Reg'l	None
Restorative Justice											
Top 2	64%	66%	63%	59%	69%	64%	57%	68%	53%	55%	70%
Bottom 2	6%	9%	4%	7%	3%	7%	9%	4%	6%	7%	5%
MEAN:	4.8	4.8	4.8	4.7	5.0	4.7	4.6	4.9	4.5	4.5	5.0
Domestic Abuse											
Top 2	64%	68%	62%	70%	77%	57%	62%	65%	59%	52%	71%
Bottom 2	7%	5%	8%	7%	5%	8%	8%	6%	14%	10%	4%
MEAN:	4.8	4.9	4.7	4.9	5.1	4.6	4.7	4.8	4.4	4.4	5.0
Government policy making on prison issues											
Top 2	59%	66%	54%	48%	66%	60%	50%	63%	40%	43%	67%
Bottom 2	12%	11%	14%	22%	8%	12%	18%	11%	27%	20%	9%
MEAN:	4.5	4.8	4.4	4.1	4.8	4.6	4.3	4.7	3.8	4.0	4.8
Women's Issues											
Top 2	52%	57%	49%	56%	61%	48%	53%	55%	50%	48%	57%
Bottom 2	12%	14%	10%	9%	9%	15%	12%	11%	14%	13%	10%
MEAN:	4.4	4.4	4.3	4.5	4.6	4.2	4.4	4.5	4.1	4.2	4.6
International Issues											
Top 2	51%	53%	49%	56%	58%	46%	49%	52%	48%	41%	55%
Bottom 2	12%	13%	11%	5%	11%	14%	10%	12%	11%	12%	12%
MEAN:	4.4	4.4	4.4	4.6	4.6	4.2	4.4	4.4	4.3	4.2	4.5
Men's Issues											
Top 2	51%	59%	47%	49%	61%	47%	46%	53%	41%	49%	54%
Bottom 2	12%	14%	10%	7%	9%	15%	14%	11%	14%	10%	11%
MEAN:	4.3	4.5	4.2	4.4	4.7	4.2	4.2	4.4	3.9	4.2	4.5

C. Comments

A common theme of the unsolicited comments is adherence to AVP's original mandate: to concentrate on prison workshops. Along with this is a desire for increased public advocacy and lobbying to urge help for the formerly incarcerated and reduce recidivism.

Research

Some other areas cited include: extending AVP to working with gangs, the “corporate arena,” working with organizations with similar goals, single families, drug rehabilitation programs, training for correction officers, parole, probation, police departments, alternative schools, girls’ and boys’ clubs, teachers, principals, and school administrators.

Additionally, interest is expressed for dealing with subjects such as racism and class in workshops., and to include participants of all ages, from children to adults, in the same workshops.

Workshops conducted in prison present their own challenges.

- I also know how important to have this program in prisons and want and need this to work. The world that I lived in is and can be very misleading for our civilian facilitators. Sometimes they may even have to see through eyes shut wide open for the program to survive which can impede some very good people. That problem should be addressed in the open honestly.”

One respondent suggested, “Assisting new councils to begin by identifying traveling AV Areas in Which AVP Should Be Involved facilitators to invigorate councils who are in the doldrums.”

3.4 The Transformer

A. Awareness and Readership

All national and regional officers and committee members are aware of the *Transformer*, with awareness increasing with age – the older the person, the higher the awareness.

Awareness among those not involved in AVP governance is 85%, lower but still the vast majority. Among those aware of the *Transformer*, one-third currently gets the newsletter. This includes 72% involved at the national level, but only 64% involved at the regional level and 61% who are not involved in any committees or boards.

THE TRANSFORMER										
		LIKELY TO ATTEND 2009 NY CONFERENCE			AVP INVOLVEMENT			YEARS IN AVP		
	Total	Very	Somewhat	Not	Nat'l	Reg'l	None	1-5	6-15	15 +
Aware of:										
Yes = 100%	90%	95%	83%	92%	100%	99%	85%	83%	94%	98%
No	10%	5%	17%	8%	-	1%	15%	17%	6%	2%
Currently Get:										
Yes	63%	71%	60%	61%	72%	64%	61%	56%	60%	81%
No	37%	29%	40%	39%	28%	36%	39%	44%	40%	19%

B. Satisfaction with the Transformer

Just under half are extremely or very satisfied with the *Transformer*, while half are somewhat satisfied. Satisfaction is highest among those most likely to attend the 2009 conference (4,9) and those involved with the AVP national board (4.7).

Some favorable comments about the *Transformer* include:

- “I enjoy reading the 'Transformer'. The new format is attractive and the articles are interesting.”
- “I especially appreciated the latest *Transformer* content on Empathy and wish all issues could have such substance.”
- “I will continue to read the *transformer*, facilitate and offer suggestions when I can.”

SATISFACTION WITH TRANSFORMER (Among Respondents Aware of and Currently Get Newsletter = 163) (Six-point scale with 6=Extremely satisfied and 1=Not at All Satisfied)										
		LIKELY TO ATTEND 2009 NY CONFERENCE			AVP INVOLVEMENT			YEARS IN AVP		
	Total	Very	Somewhat	Not	Nat'l	Reg'l	None	1-5	6-15	15 +
Very Satisfied	47%	70%	41%	39%	46%	46%	67%	43%	49%	47%
Somewhat	49%	28%	50%	59%	28%	40%	59%	7%	2%	2%
Not Satisfied	4%	3%	3%	3	4%	6%	3%	55%	72%	73%
MEAN:	4.4	4.9	4.7	4.3	4.7	4.4	4.3	4.3	4.4	4.4

C. Reasons for Not Getting Transformer

Non-readership is attributed most to lack of information and/or apathy. Cost and lack of interest are the other reasons cited most often.

Never received subscription form	12%	Used to get but never read	2%
Forgot to subscribe again/moved	8%	Not worth the expense	2%
Intend to subscribe/haven't gotten around to it	5%	Read other's copies	2%
Can't afford	4%	Variable quality	2%
Not involved with AVP anymore	3%	Other	1%
No time for it	2%		

Research

D. Preferred Delivery Method

Half of all respondents would prefer to receive The Transformer via email, with little difference related to current readership. This compares to 37% that prefer regular mail, while 12% have no interest in the newsletter.

PREFERRED DELIVERY METHOD FOR TRANSFORMER (All Respondents)												
	Total	LIKELY TO ATTEND 2009 NY CONFERENCE			AVP INVOLVEMENT			YEARS IN AVP			CURRENTLY GET	
		Very	Somewhat	Not	Nat'l	Reg'l	None	1-5	6-15	15 +	Yes	No
Email	51%	48%	53%	51%	61%	61%	45%	51%	48%	54%	55%	58%
Regular mail	37%	42%	28%	38%	36%	36%	37%	29%	42%	42%	45%	33%
No Interest	12%	6%	15%	11%	3%	3%	18%	20%	10%	4%	10%	9%

3.5 CONFERENCES

A. Past Conference Attendance

About two in three respondents have attended at least one conference. Attendance is most common among those who are on the USA board or committee. Respondents not in leadership position at the national or regional level rarely ever attend conferences – 81% have never attended a national conference. The same holds true with those newer to AVP – 89% say they have never attended a conference at the national level. Some participants have had wonderful experiences at a conference.

- “I admire so much all the leadership I have seen in AVP, the two conferences I have attended were inspirational, reasonably priced and with good food. The workshop offerings were so outstanding it was extremely difficult to make a choice between them.”

Some negative feedback related to conferences is important to note:

- “To take care to not 'exoticize' ex-offenders within sessions, by not having them identified by name tag or show of hands, etc.-- only if they volunteer that, and for a reason they choose. Then if they volunteer that info, not probing for testimonial details. I was told that this became an issue between ex-sex offenders and other ex-offenders and community AVP facilitators at one national conference.”
- “Comments from 2 other regional facilitators who have attended different conferences, it seems that many of the participants have been more interested in meeting individual ego needs than learning or sharing insightful, educational tips or tools.”

PAST CONFERENCES ATTENDED										
	Total	LIKELY TO ATTEND 2009 NY CONFERENCE			AVP INVOLVEMENT			YEARS IN AVP		
		Very	Somewhat	Not	Nat'l	Reg'l	None	1-5	6-15	16+
2008 Bellingham WA	13%	27%	14%	7%	42%	26%	4%	7%	15%	20%
2007 Tampa Bay, FL	11%	29%	13%	4%	41%	24%	2%	2%	15%	22%
2006 Boston, MA	13%	39%	9%	5%	47%	29%	3%	2%	17%	29%
2005 San Francisco, CA	12%	25%	11%	8%	41%	25%	5%	2%	20%	19%
2004 Minneapolis, MN	5%	20%	3%	-	22%	13%	-	-	5%	14%
2003 Minneapolis, MN	7%	-	-	2%	25%	14%	1%	-	8%	17%

Research

PAST CONFERENCES ATTENDED										
	Total	LIKELY TO ATTEND 2009 NY CONFERENCE			AVP INVOLVEMENT			YEARS IN AVP		
		Very	Somewhat	Not	Nat'l	Reg'l	None	1-5	6-15	16+
2002 Colorado Springs, CO	6%	19%	2%	4%	19%	14%	1%	-	7%	17%
2001 Richmond, VA	6%	17%	3%	3%	19%	10%	2%	-	9%	12%
2000 Green Haven, NY	3%	13%	3%	-	9%	7%	2%	-	5%	8%
1999 or earlier	10%	27%	8%	5%	36%	22%	3%	-	5%	39%
Never attended	65%	39%	66%	74%	14%	39%	81%	89%	55%	36%

B. Preferred Venues

AVP-USA board and conference participants are fairly likely to attend regardless of region. Locations likely to attract the highest percentage of this group are New York, Northern California, Massachusetts, and the Mid-Atlantic region. Others are interested in attending a national conference only if it is held in their area of the country.

LIKELIHOOD OF ATTENDING A CONFERENCE IN SELECTED VENUES (Six-point scale with 6=Extremely Likely and 1=Not at All Likely)												
		ATTENDE D OTHERS		AVP INVOLVEMENT			MAIN RESIDENCE					
	Total	Yes	No	Nat'l	Reg'l	None	New Eng.	New York	Mid- Atlantic	South	Mid west	West SW
New York 2009												
Likely	21%	36%	12%	52%	33%	14%	34%	32%	20%	24%	18%	8%
Somewhat	22%	22%	23%	24%	22%	23%	28%	30%	37%	38%	12%	15%
Not	57%	42%	65%	25%	45%	71%	38%	47%	44%	38%	70%	77%
MEAN:	2.7	3.4	2.3	4.1	3.3	2.1	3.4	1.7	2.0	2.1	3.5	2.9
Southern California												
Likely	21%	33%	14%	42%	31%	14%	25%	6%	15%	10%	12%	42%
Not	62%	44%	72%	33%	49%	71%	53%	78%	76%	71%	76%	24%
MEAN:	2.5	3.2	2.1	3.7	3.0	2.1	2.7	1.7	2.0	2.1	3.5	2.9
Northern California												
Likely	26%	42%	18%	48%	33%	21%	28%	6%	17%	10%	24%	53%
Not	55%	37%	65%	25%	40%	64%	56%	78%	63%	57%	61%	25%
MEAN:	2.8	3.6	2.3	4.0	3.3	2.4	2.7	1.8	2.3	2.5	2.6	4.1
Minnesota												
Likely	15%	30%	8%	39%	23%	10%	31%	3%	12%	14%	49%	8%
Not	67%	47%	78%	36%	55%	76%	56%	85%	73%	57%	30%	68%
MEAN:	2.3	3.1	1.8	3.6	2.8	1.9	2.8	1.6	2.0	2.7	4.0	2.1
Massachusetts												
Likely	21%	36%	12%	52%	33%	12%	62%	16%	22%	24%	12%	9%
Not	59%	40%	68%	22%	48%	68%	19%	58%	54%	52%	67%	76%
MEAN:	2.6	3.4	2.2	4.1	3.2	2.2	4.4	2.6	2.8	3.0	2.2	2.0
Florida												
Likely	15%	33%	5%	42%	28%	7%	28%	6%	15%	62%	12%	8%
Not	76%	58%	86%	44%	64%	85%	56%	86%	68%	38%	88%	84%
MEAN:	2.3	3.1	1.8	3.5	2.8	1.9	2.7	1.8	2.4	4.1	2.0	1.9
Mid-Atlantic												
Likely	24%	44%	16%	43%	30%	13%	44%	12%	66%	38%	15%	10%

LIKELIHOOD OF ATTENDING A CONFERENCE IN SELECTED VENUES (Six-point scale with 6=Extremely Likely and 1=Not at All Likely)												
		ATTENDEE D OTHERS		AVP INVOLVEMENT			MAIN RESIDENCE					
	Total	Yes	No	Nat'l	Reg'l	None	New Eng.	New York	Mid- Atlantic	South	Mid west	West SW
Not	51%	36%	59%	36%	49%	69%	38%	56%	10%	33%	58%	73%
MEAN:	2.9	3.7	2.5	4.2	3.5	2.5	3.5	2.5	4.8	3.5	2.5	2.0
Oregon												
Likely	20%	35%	13%	58%	39%	16%	24%	4%	10%	10%	24%	38%
Not	61%	46%	67%	25%	40%	59%	59%	80%	73%	57%	67%	38%
MEAN:	2.5	3.2	2.1	3.7	3.0	2.1	2.6	1.6	2.0	2.5	2.6	3.4

3.6 2009 CONFERENCE IN NEW YORK

A. Likelihood of Attending NY 2009

As stated earlier, New York is one of the areas with the strongest appeal., particularly for potential participants located in New York, New England, the Mid-Atlantic region and the South. Respondents unlikely to attend the New York conference next year were asked the chance of their participation with a scholarship. The offer of help increases attendance likelihood for all sectors. 12% who have never attended another conference are very likely to come to New York, including 67% who are very likely to attend if they receive a scholarship.

LIKELIHOOD OF ATTENDING THE 2009 CONFERENCE IN NEW YORK												
(Six-point scale with 6=Extremely Likely and 1=Not at All Likely)												
		ATTENDE D OTHERS		AVP INVOLVEMENT			MAIN RESIDENCE					
	Total	Yes	No	Nat'l	Reg'l	None	New Eng.	New York	Mid- Atlantic	South	Mid west	West SW
Overall												
Likely	21%	36%	12%	52%	33%	14%	34%	32%	20%	24%	18%	8%
Somewhat	22%	22%	23%	24%	22%	23%	28%	30%	37%	38%	12%	15%
Not	57%	42%	65%	25%	45%	71%	38%	47%	44%	38%	70%	77%
MEAN:	2.7	3.4	2.3	4.1	3.3	2.1	3.4	1.7	2.0	2.1	3.5	2.9
With a Scholarship for Those Unlikely to Attend												
Likely	64%	71%	62%	75%	59%	67%	67%	77%	61%	38%	61%	61%
Somewhat	16%	10%	29%	19%	26%	14%	17%	9%	11%	25%	17%	23%
Not	19%	19%	19%	19%	15%	19%	17%	15%	28%	38%	22%	13%
MEAN:	4.6	4.7	4.5	4.9	4.5	4.6	4.8	4.8	4.3	3.8	4.5	4.5

B. Importance of Selected Motivators in Deciding to Attend

The most significant factor, overall, that is considered when deciding whether to attend an AVP conference is distance (5.4 on a 6-point scale and 62%). Related to distance is the cost of traveling (4.3 and 57%). Both these factors are most influential among those somewhat likely to attend New York 2009 who are, also, less likely to have taken Training for Facilitators, as well as respondents who have facilitated less than six workshops. The cost of meals, room and the conference itself is a lesser influence on their decision (45%), although this increases for those somewhat likely to attend New York (53%) and newer facilitators (55%). The availability of scholarships is also very important to those somewhat likely to attend (45%) and newer facilitators (43%). The Memorial Weekend timeframe most influences those somewhat likely to attend (47%) and more experienced facilitators (38%).

COST RELATED FACTORS THAT INFLUENCE DECISION TO ATTEND										
(Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers)										
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)										
		ATTENDED OTHERS		LIKELY TO ATTEND 2009 NY CONFERENCE			TOOK T FOR F		# WORKSHOPS FACILITATED	
	Total	Yes	No	Very	Somewhat	Not	Yes	No	5 or less	6 plus
Distance										
Top 2	62%	62%	63%	52%	70%	63%	54%	64%	76%	61%
Bottom 2	18%	18%	18%	20%	6%	22%	20%	18%	12%	19%
MEAN:	5.4	4.5	4.4	4.2	4.8	4.4	4.2	4.5	5.0	4.4
Cost of traveling										
Top 2	57%	57%	57%	49%	67%	56%	48%	59%	66%	55%
Bottom 2	20%	17%	21%	17%	9%	25%	22%	19%	16%	27%
MEAN:	4.3	4.4	4.2	4.2	4.7	4.2	4.0	4.3	4.5	4.2
Costs for meals, room and sessions										
Top 2	45%	47%	50%	41%	53%	50%	48%	49%	55%	47%
Bottom 2	14%	18%	21%	17%	8%	26%	24%	19%	17%	21%
MEAN:	4.1	4.1	4.1	4.1	4.5	3.9	3.9	4.1	4.3	4.0
Scholarship availability										
Top 2	34%	29%	38%	29%	45%	33%	37%	34%	43%	32%
Bottom 2	46%	55%	42%	56%	30%	49%	47%	35%	43%	32%
MEAN:	3.2	2.8	3.4	2.9	3.8	3.0	3.3	3.2	3.7	3.0

COST RELATED FACTORS THAT INFLUENCE DECISION TO ATTEND (Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers) (Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)										
	ATTENDED OTHERS			LIKELY TO ATTEND 2009 NY CONFERENCE			TOOK T FOR F		# WORKSHOPS FACILITATED	
	Total	Yes	No	Very	Somewhat	Not	Yes	No	5 or less	6 plus
Dates (Memorial Day weekend)										
Top 2	36%	39%	35%	37%	47%	32%	33%	37%	25%	38%
Bottom 2	28%	23%	31%	24%	11%	36%	28%	28%	31%	28%
MEAN:	3.7	3.8	3.6	3.8	4.2	3.4	3.6	3.7	3.5	3.7

Research

When deciding to attend a conference, these respondents look first for a program with new exercises (47%), the workshops offered (46%), and the chance to learn what is being done in other countries (38%). All these offerings are most important to those very and somewhat likely to attend, and the first two affect the decision of newer facilitators. They also look at who the speakers are. Entertainment does not play a role in their decision.

PROGRAM FACTORS THAT INFLUENCE DECISION TO ATTEND										
(Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers)										
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)										
		ATTENDED OTHERS		LIKELY TO ATTEND 2009 NY CONFERENCE			TOOK T FOR F		# WORKSHOPS FACILITATED	
	Total	Yes	No	Very	Somewhat	Not	Yes	No	5 or less	6 plus
Learn new exercises										
Top 2	47%	45%	49%	54%	61%	40%	57%	45%	60%	44%
Bottom 2	19%	14%	21%	14%	6%	26%	22%	18%	19%	18%
MEAN:	4.0	4.2	4.0	4.3	4.7	3.7	4.3	4.0	4.2	4.0
Workshops										
Top 2	46%	43%	47%	56%	61%	36%	57%	43%	52%	42%
Bottom 2	18%	13%	21%	12%	3%	26%	19%	18%	19%	18%
MEAN:	4.0	4.2	3.9	4.4	4.7	3.6	4.3	4.0	4.0	4.0
Learn what is being done in other countries										
Top 2	38%	34%	41%	44%	53%	31%	48%	36%	38%	38%
Bottom 2	23%	23%	23%	14%	8%	32%	26%	22%	24%	22%
MEAN:	3.7	3.8	3.8	4.1	4.3	3.4	3.9	3.7	3.7	3.8
Hear well-known speakers										
Top 2	20%	19%	20%	24%	22%	17%	28%	18%	19%	19%
Bottom 2	32%	32%	33%	25%	17%	41%	39%	31%	29%	34%
MEAN:	3.2	3.2	3.2	3.4	3.6	2.9	3.3	3.2	3.3	3.1
Hear inspirational speakers										
Top 2	35%	34%	48%	36%	31%	30%	37%	34%	31%	35%
Bottom 2	27%	19%	17%	18%	19%	34%	30%	27%	22%	29%
MEAN:	3.6	3.8	4.2	3.9	3.7	3.3	3.7	3.6	3.6	3.6
Hear speakers involved in the correctional system										
Top 2	28%	27%	27%	27%	47%	21%	33%	27%	29%	27%
Bottom 2	24%	24%	25%	17%	9%	33%	24%	25%	28%	24%
MEAN:	3.5	3.5	3.6	3.6	4.3	3.2	3.6	3.5	3.6	3.5
Hear former inmates as speaker										
Top 2	44%	40%	46%	49%	58%	36%	44%	43%	43%	41%
Bottom 2	19%	16%	21%	12%	5%	27%	22%	19%	22%	19%

Research

MEAN:	3.9	4.0	3.9	4.2	4.5	3.6	3.9	3.9	3.8	3.9
Entertainment										
Top 2	5%	7%	3%	5%	8%	3%	3%	5%	3%	5%
Bottom 2	71%	62%	73%	53%	55%	84%	65%	73%	83%	68%
MEAN:	1.2	2.2	2.2	2.3	2.5	1.6	2.0	1.9	1.8	2.0
AVP-USA officer or member of national committee										
Top 2	10%	19%	5%	25%	14%	2%	7%	10%	2%	13%
Bottom 2	73%	63%	78%	49%	58%	87%	69%	73%	86%	69%
MEAN:	2.01	2.4	1.8	3.0	2.4	1.5	2.1	2.0	1.5	2.2

Research

All respondents, but particularly those somewhat likely to attend New York, are motivated by the chance to spend time with others in AVP and to share ideas.

SOCIAL FACTORS THAT INFLUENCE DECISION TO ATTEND										
(Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers)										
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)										
		ATTENDED OTHERS		LIKELY TO ATTEND 2009 NY CONFERENCE			TOOK T FOR F		# WORKSHOPS FACILITATED	
	Total	Yes	No	Very	Somewhat	Not	Yes	No	5 or less	6 plus
Spend time with others in AVP										
Top 2	49%	60%	44%	72%	69%	34%	54%	49%	41%	53%
Bottom 2	16%	13%	18%	10%	2%	24%	20%	16%	22%	15%
MEAN:	4.1	4.5	4.0	4.0	4.7	3.6	4.2	4.1	3.7	4.3
Make new friends										
Top 2	25%	31%	23%	37%	31%	19%	24%	26%	16%	29%
Bottom 2	31%	25%	34%	18%	14%	42%	33%	31%	31%	31%
MEAN:	3.4	3.7	3.2	4.0	3.9	2.9	3.2	3.4	3.1	3.4
Share ideas										
Top 2	55%	66%	49%	64%	75%	43%	52%	55%	47%	60%
Bottom 2	12%	7%	15%	7%	-	19%	15%	12%	12%	12%
MEAN:	4.3	4.7	4.1	4.7	5.0	3.9	4.3	4.3	4.1	4.4

Conversely, seeing local attractions and combining a vacation with the conference do not impact the attendance decision.

LEISURE RELATED FACTORS THAT INFLUENCE DECISION TO ATTEND										
(Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers)										
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)										
		ATTENDED OTHERS		LIKELY TO ATTEND 2009 NY CONFERENCE			TOOK T FOR F		# WORKSHOPS FACILITATED	
	Total	Yes	No	Very	Somewhat	Not	Yes	No	5 or less	6 plus
See local attractions										
Top 2	7%	6%	8%	7%	16%	4%	4%	8%	9%	7%
Bottom 2	60%	64%	58%	48%	46%	71%	57%	61%	57%	62%
MEAN:	2.3	2.3	2.3	2.7	2.9	2.0	2.4	2.3	2.4	2.3
Combine with vacation/other travel										
Top 2	24%	19%	24%	27%	33%	19%	28%	23%	36%	20%
Bottom 2	40%	43%	39%	29%	25%	50%	35%	41%	35%	43%
MEAN:	3.1	3.1	3.1	3.5	3.6	2.7	3.2	3.1	3.5	2.9

There is a direct connection between distance from New York and the decision of whether or not to attend.

LEISURE RELATED FACTORS THAT INFLUENCE DECISION TO ATTEND								
(Scale of 6=Extremely Important to 1=Not at All Important - Excludes No Answers)								
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)								
		MAIN RESIDENCE						
	Total	New Eng.	New York	Mid-Atlantic	South	Mid west	West SW	
See local attractions								
Top 2	7%	6%	7%	10%	14%	3%	8%	
Bottom 2	60%	69%	62%	59%	43%	64%	57%	
MEAN:	2.3	2.3	2.2	2.4	2.8	2.1	2.5	
Combine with vacation/other travel								
Top 2	24%	18%	21%	22%	48%	15%	27%	
Bottom 2	40%	41%	48%	42%	14%	36%	39%	
MEAN:	3.1	3.0	2.8	2.9	4.1	3.1	3.2	
Distance								
Top 2	62%	63%	53%	54%	71%	70%	71%	

Research

Bottom 2	18%	19%	29%	15%	10%	15%	10%
MEAN:	4.5	4.4	4.1	4.4	4.7	4.6	4.9
Cost of traveling							
Top 2	57%	53%	48%	48%	71%	61%	63%
Bottom 2	20%	19%	27%	20%	14%	21%	17%
MEAN:	4.3	4.3	4.0	4.1	4.8	4.2	4.5

3.7 PROGRAMMING

A. Conference Schedule

About half do not care when the conference sessions begin. Among those with a preference, Friday evening is chosen as the preferred commencement of the conference (16%). The exceptions are members of the C of C, who are divided between Thursday evening (16%) and Friday evening (14%).

- “The holiday weekend plan is the biggest thing I object to-making me very unlikely to attend a conference. I feel I could learn a lot from attending and inspire me to do more, but I really do not feel I can give up time with my family to come then. A time later in the spring when us upstate NYers yearn for some excitement/positive experience would be better for me. “

FAVORED TIME FOR CONFERENCE TO BEGIN									
		LIKELY TO ATTEND 2009 NY CONFERENCE			AVP INVOLVEMENT			ATTENDED OTHERS	
	Total	Very	Somewhat	Not	Nat'l	Reg'l	None	Yes	No
Thursday afternoon	4%	5%	5%	4%	9%	6%	3%	7%	3%
Thursday evening	8%	10%	14%	5%	16%	10%	6%	11%	6%
Friday morning	7%	14%	11%	3%	13%	14%	4%	8%	6%
Friday afternoon	5%	7%	6%	4%	6%	7%	4%	7%	4%
Friday evening	16%	27%	20%	13%	14%	14%	17%	15%	17%
Don't care	50%	42%	34%	58%	33%	38%	57%	40%	55%
Not on Memorial Day/holiday weekend	4%								
Other	5%	-	9%	12%	8%	10%	9%	10%	9%

Research

B. Day Preferred for Various Activities

Among those with an opinion, their preference for Friday over Thursday for all activities confirms the above findings. The only activities that might attract Thursday participants are sightseeing and visits to prisons or transitional centers.

PROGRAM TIMING PREFERRED												
	Total	LIKELY TO ATTEND 2009			AVP INVOLVEMENT			ATTENDED OTHERS		YEARS IN AVP		
		Very	Some what	Not	Nat'l	Reg'l	None	Yes	No	1-5	6-15	16+
Special topic all day workshops												
Thursday	8%	10%	11%	7%	9%	10%	8%	11%	8%	7%	10%	10%
Friday	27%	37%	28%	22%	31%	36%	22%	30%	25%	29%	26%	23%
Not all day	60%	49%	58%	65%	58%	48%	56%	54%	64%	62%	50%	56%
Two hour workshops												
Thursday	7%	12%	3%	7%	11%	12%	5%	8%	6%	9%	6%	5%
Friday	26%	36%	31%	20%	22%	30%	25%	29%	24%	28%	26%	22%
Don't care	65%	54%	61%	70%	69%	58%	67%	64%	65%	64%	65%	64%
Meetings												
Thursday	7%	16%	3%	6%	14%	10%	6%	10%	6%	9%	7%	5%
Friday	19%	39%	22%	10%	23%	29%	14%	25%	15%	18%	16%	25%
Don't care	69%	46%	73%	75%	66%	58%	74%	63%	72%	70%	71%	63%
Sightseeing												
Thursday	13%	22%	17%	7%	25%	23%	8%	22%	8%	12%	14%	12%
Friday	92%	90%	86%	96%	93%	89%	93%	92%	93%	92%	95%	90%
No interest	75%	64%	69%	82%	72%	66%	79%	71%	78%	74%	77%	71%
Visits to prisons or transitional facilities												
Thursday	9%	17%	8%	7%	16%	14%	7%	15%	6%	9%	11%	5%
Friday	17%	17%	19%	17%	11%	20%	17%	14%	19%	21%	15%	14%
Don't care	69%	64%	64%	70%	75%	64%	70%	68%	70%	68%	68%	73%

C. Workshop Facilitation

While it depends on the nature of the workshop, a team of facilitators is definitely preferred to a single facilitator. More than half of each sector favors team leadership.

“A team is the AVP model”

“Team work is at the heart of AVP”

WORKSHOP FACILITATION PREFERENCE												
		LIKELY TO ATTEND 2009			AVP INVOLVEMENT			ATTENDED OTHERS		YEARS IN AVP		
	Total	Very	Some what	Not	Nat'l	Reg'l	None	Yes	No	1-5	6-15	16+
Teams	56%	51%	55%	58%	52%	58%	56%	53%	57%	47%	61%	64%
Single facilitator	1%	-	1%	1%	2%	2%	1%	1%	1%	2%	-	2%
Depends on workshop	50%	59%	47%	68%	64%	49%	48%	60%	44%	56%	46%	46%
Other	9%	5%	9%	4%	13%	13%	7%	14%	6%	4%	9%	19%

D. Committee Meetings

Given a choice of learning about committees by visiting information tables that describe the committee’s function and goals, and attending an actual committee meeting, one in three opt for information tables. However, more than half (54%) prefer having both options – learning about a committee by speaking to a committee member at a table, and then choosing which committees to attend based on awareness of its function.

Information tables hold greatest interest for those not currently involved in national committees and those who have never attended a conference. Another suggestion is that committee work be done separately from the rest of the conference -before or after – to relieve stress for those interested in the national work and make the conference more enjoyable for all.

PREFERRED METHOD OF CONDUCTING COMMITTEE MEETINGS												
	Total	LIKELY TO ATTEND 2009			AVP INVOLVEMENT			ATTENDE D OTHERS		YEARS IN AVP		
		Very	Somewhat	Not	Nat'l	Reg'l	None	Yes	No	1-5	6-15	16+
Committee tables	33%	24%	27%	40%	20%	31%	36%	24%	39%	34%	33%	33%
Going to meeting	12%	17%	9%	12%	19%	13%	10%	17%	10%	9%	16%	12%
Both	54%	59%	64%	49%	61%	56%	54%	59%	52%	57%	52%	54%

E. Topics with Greatest Appeal

Three topics are rated 4.3 or higher. The single topic that would produce the most participants is re-entry. More than half (59%) are very likely to participate in a re-entry themed workshop or panel. Re-entry compels the most interest among newer facilitators (63%) and those very (71%) and somewhat (64%) likely to attend New York. Restorative justice and non-violent communication tie for second place. (It must be noted that non-violent communication is misunderstood by many who perceive it to mean transforming power.) All other topics are given ratings of 4.00 or less: anger, empathy, youth, ethics and international workshops. However, each of these appeals to at least 40%. Additionally, those somewhat likely to attend New York are significantly more interested in sessions focused on anger, empathy, youth and ethics. In general, the fewer years as a facilitator and the younger in age, the higher the level of interest in most topics. The exceptions are anger and empathy, both of which appeal more to older respondents. Re-entry, empathy and ethics are most likely to attract AVP facilitators who are involved at the national or regional level as officers or committee members.

“I do want to continue in AVP and love to hear that it is branching out to include non-violent communication and Restorative justice. I have been doing readings in such areas for years and personally use such information to guide myself in the workshops I participate in and in my personal life to continue personal healing.”

TOPICS IN WHICH THEY ARE LIKELY TO PARTICIPATE (Scale of 6=Extremely Likely to 1=Not at All Likely - Excludes No Answers) (Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)													
	LIKELY TO ATTEND 2009				AVP INVOLVEMENT			YEARS IN AVP			AGE		
	Total	Very	Some what	Not	Nat'l	Reg'l	None	1-5	6-15	16+	Under 35	36-55	56+
Re-Entry													
Likely	59%	71%	64%	53%	52%	52%	63%	63%	56%	56%	56%	55%	62%
Unlikely	11%	7%	9%	13%	9%	12%	10%	6%	15%	14%	13%	13%	9%
MEAN:	4.5	4.9	4.6	4.3	4.4	4.4	4.6	4.7	4.3	4.3	4.4	4.4	4.6
Restorative Justice													
Likely	50%	46%	48%	52%	36%	40%	55%	64%	42%	36%	52%	51%	49%
Unlikely	1%3	9%	5%	18%	11%	12%	14%	9%	15%	19%	9%	13%	14%
MEAN:	4.3	4.4	4.5	4.2	4.1	4.1	4.4	4.7	4.1	3.9	4.5	4.3	4.3
Non-Violent Communication													
Likely	53%	48%	70%	49%	45%	48%	56%	61%	46%	51%	57%	59%	50%
Unlikely	13%	14%	3%	17%	20%	13%	13%	9%	16%	17%	9%	14%	14%

Research

TOPICS IN WHICH THEY ARE LIKELY TO PARTICIPATE													
(Scale of 6=Extremely Likely to 1=Not at All Likely - Excludes No Answers)													
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)													
		LIKELY TO ATTEND 2009			AVP INVOLVEMENT			YEARS IN AVP			AGE		
	Total	Very	Some what	Not	Nat'l	Reg'l	None	1-5	6-15	16+	Under 35	36-55	56+
MEAN:	4.3	4.2	5.0	4.2	4.1	4.3	4.4	4.6	4.2	4.2	4.5	4.4	4.3
Anger													
Likely	42%	51%	44%	38%	45%	40%	41%	46%	35%	49%	30%	43%	43%
Unlikely	13%	12%	5%	17%	13%	13%	14%	9%	16%	17%	9%	15%	13%
MEAN:	4.1	4.2	4.4	3.9	4.1	4.1	4.0	4.3	3.8	4.1	3.9	4.0	4.1
Empathy													
Likely	44%	48%	56%	38%	53%	43%	42%	46%	39%	49%	35%	42%	46%
Unlikely	11%	5%	5%	16%	8%	9%	13%	11%	13%	9%	13%	15%	9%
MEAN:	4.1	4.3	4.5	3.8	4.5	4.1	4.0	4.2	3.9	4.2	3.8	3.9	4.2
Youth													
Likely	42%	36%	55%	38%	41%	36%	44%	44%	40%	39%	39%	48%	38%
Unlikely	20%	17%	11%	24%	19%	18%	21%	16%	26%	14%	9%	20%	21%
MEAN:	4.0	4.0	4.5	3.9	4.1	4.0	4.0	4.2	3.8	4.1	4.1	4.2	3.9
Ethics													
Likely	41%	54%	44%	35%	56%	51%	35%	42%	37%	46%	30%	41%	42%
Unlikely	15%	12%	6%	19%	11%	12%	15%	11%	18%	15%	9%	16%	15%
MEAN:	4.0	4.4	4.4	3.7	4.4	4.3	3.9	4.1	3.9	4.1	3.9	4.0	4.0
International													
Likely	40%	44%	45%	36%	41%	33%	41%	45%	36%	36%	52%	43%	36%
Unlikely	20%	15%	14%	24%	13%	21%	21%	19%	20%	24%	8%	24%	20%
MEAN:	3.9	4.1	4.3	3.7	4.2	3.8	3.9	4.1	3.8	3.8	4.5	3.9	3.9

Shown a list of topics related to the conduct of AVP, about 60% are likely to attend sessions on transforming power ideas, as well as single-themed advanced workshops. The lowest level of interest is expressed for how to start an AVP project. There are no major differences among the various sectors.

- “I am most interested in organizational issues when I go to a conference.”
- “I’d like something that shares new twists on old exercises & new exercises and lite & livelies as well as copies of agendas with explanation for flow.”

SESSIONS RELATED TO CONDUCT OF AVP IN WHICH THEY ARE LIKELY TO PARTICIPATE													
(Scale of 6=Extremely Likely to 1=Not at All Likely - Excludes No Answers)													
(Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)													
		LIKELY TO ATTEND 2009			AVP INVOLVEMENT			YEARS IN AVP			AGE		
	Total	Very	Some what	Not	Nat'l	Reg'l	None	1-5	6-15	16+	Under 35	36-55	56+
Transforming Power Ideas													
Likely	60%	70%	72%	52%	48%	61%	59%	66%	53%	61%	39%	58%	64%
Unlikely	7%	5%	2%	9%	3%	3%	8%	5%	7%	9%	4%	11%	5%
MEAN:	4.6	4.8	4.9	4.4	4.7	4.7	4.5	4.7	4.5	4.5	4.2	4.5	4.7
Advanced Workshop Themes													
Likely	59%	73%	66%	51%	69%	64%	55%	58%	56%	68%	57%	58%	60%
Unlikely	9%	5%	2%	13%	5%	7%	10%	8%	8%	12%	9%	5%	11%
MEAN:	4.5	4.9	4.8	4.2	4.8	4.6	4.3	4.5	4.4	4.5	4.3	4.5	4.4
Problems with Facilitators													
Likely	39%	49%	47%	33%	48%	49%	36%	39%	38%	42%	35%	37%	42%
Unlikely	15%	12%	13%	18%	11%	12%	17%	10%	17%	22%	43%	19%	15%
MEAN:	4.0	4.2	4.3	3.8	4.3	4.3	3.8	4.1	3.9	4.0	4.4	3.8	4.0
What's being Done in Other Countries													
Likely	43%	49%	53%	37%	55%	44%	42%	47%	41%	41%	31%	44%	40%
Unlikely	20%	14%	16%	23%	14%	17%	21%	17%	21%	22%	8%	20%	21%
MEAN:	4.0	4.3	4.3	3.8	4.4	4.1	4.0	4.2	4.0	3.9	4.6	4.0	4.0
Roots of Violence													
Likely	41%	48%	47%	36%	33%	33%	45%	53%	30%	36%	44%	50%	36%
Unlikely	18%	14%	9%	23%	22%	21%	17%	9%	23%	25%	9%	16%	20%
MEAN:	3.9	4.1	4.3	3.7	3.8	3.8	4.0	4.4	3.6	3.6	4.0	4.1	3.8
Light and Livelies													
Likely	37%	37%	48%	32%	47%	45%	33%	35%	37%	39%	30%	36%	38%
Unlikely	14%	5%	9%	18%	8%	7%	17%	11%	16%	15%	22%	14%	12%

SESSIONS RELATED TO CONDUCT OF AVP IN WHICH THEY ARE LIKELY TO PARTICIPATE (Scale of 6=Extremely Likely to 1=Not at All Likely - Excludes No Answers) (Top 2=Rating of 5 or 6; Bottom 2=Rating of 1-2)													
	LIKELY TO ATTEND 2009			AVP INVOLVEMENT			YEARS IN AVP			AGE			
	Total	Very	Some what	Not	Nat'l	Reg'l	None	1-5	6-15	16+	Under 35	36-55	56+
MEAN:	3.9	4.1	4.2	3.7	4.1	4.2	3.8	3.9	3.9	3.9	3.6	3.9	3.9
What's being Done in Other States													
Likely	35%	41%	52%	26%	45%	46%	29%	34%	39%	29%	30%	34%	36%
Unlikely	19%	10%	9%	25%	9%	13%	23%	17%	19%	20%	22%	24%	15%
MEAN:	3.8	4.2	4.3	3.5	4.2	4.1	3.6	3.9	3.8	3.7	3.6	3.7	3.9
How to Start An AVP Project													
Likely	26%	32%	33%	21%	27%	22%	28%	31%	24%	20%	30%	36%	21%
Unlikely	39%	34%	31%	43%	38%	34%	40%	27%	48%	44%	13%	30%	47%
MEAN:	3.2	3.4	3.5	3.0	3.2	3.1	3.2	3.6	2.9	2.8	3.9	3.6	2.9

1. I am most interested in organizational issues when I go to a conference.
2. I'd like something that shares new twists on old exercises & new exercises and lite & livelies as well as copies of agendas with explanation for flow.
3. Well, I would like to see AVP bring a video cast of their meeting Nationally. Need, I go any further with the obligation of all that are there. please tell me what is going on with video issue or if there is presently some going on.
4. I do want to continue in AVP and love to hear that it is branching out to include non-violent communication and Restorative justice. I have been doing readings in such areas for years and personally use such information to guide myself in the workshops I participate in and in my personal life to continue personal healing.
5. I have found the conferences to be too costly to consider, and then there is also the issue of the time involved. While I think the conferences would be beneficial, all things considered, such as time and money and energy, I would rather put my efforts into a 3-day workshop.
6. To take care to not 'exoticize' ex-offenders within sessions, by not having them identified by name tag or show of hands, etc.-- only if they volunteer that, and for a reason they choose. Then if they volunteer that info, not probing for testimonial details. I was told that this became an issue between ex-sex offenders and other ex-offenders and community AVP facilitators at one national conference.
7. While I have not personally attended a national conference because of timing & costs, based on our bad hosting experience and the comments from 2 other regional facilitators who have attended different conferences, it seems that many of the participants have been more interested in meeting individual ego needs than learning or sharing insightful, educational tips or tools
8. I admire so much all the leadership I have seen in AVP, the two conferences I have attended were inspirational, reasonably priced and with good food. The workshop offerings were so outstanding it was extremely difficult to make a choice between them.

3.8 ADDITIONAL COMMENTS

At the end of the survey, respondents were asked for suggestions and/or comments. For some, it was an opportunity to thank AVP. Others used the space to make suggestions for improvement and or change. These fall into several categories.

A. MAINTAINING A POOL OF FACILITATORS

1. I would like to see an emphasis on the development of leaders at local levels.
2. Since AVP is in need of many more facilitators, they should consider offering community workshops and then have an orientation lined up. The background check shouldn't take as long as it did with me (over three months) to not scare people off!
3. One way I've attracted people to AVP is to do mini-workshops for human service organizations... or related conferences and directing them.
4. It seems there could be natural problems with sustaining flexibility to recruit and retain new participants in local/regional units of AVP. To the extent that senior organizers may (humanly) tend to resist change and surrender of control, opportunities to diversify and extend the mission may suffer. Organizational features that recognize progressive change as integral to AVP goals might aid in dealing with such hurdles. (An organization that incorporates some features of this kind in its fabric is Toastmasters.)
5. We are finding it increasingly difficult to fill community workshops although those who come say AVP is valuable. I believe it's not good to have to cancel workshops--makes us look unreliable. This lessens the pool for creating new prison facilitators.
6. Suggestion for topic I would be interested in: Outreach--how other regional and state organizations find potential facilitator candidates?
7. Wonderful, under appreciated program. I would like to learn how the most successful programs recruit new participants in the community and prison volunteers.
8. We need more outside facilitators in order to accommodate all the inmates who'd like to come and more opportunities for inmates to facilitate.
9. I'd like to have a couple (2) of Community Workshops in a year to try to recruit more Facilitators. I've tried contacting churches, but - nothing. How else can I prompt a Community Workshop?

B. SUGGESTED CHANGES TO THE AVP MODEL

1. AVP is at a critical time in its development - leadership is transitional and new ideas could take root at this time or fail to find fertile ground. As inmate facilitators come home, their voices and expertise are available to the organization. New sources of funding are required to take the organization into a configuration that can service more than prisons. Remaining small - 'just' about prisons - may not be an option.

Research

2. I am attracted to what works...to expand my tool chest; not getting bogged down in meetings where 2 years in a row the same stuff is discussed with still no progress because of needed consensus. I am not a Quaker so am not used to the slowness/patience towards progress; it seems imbalanced to the other extreme. Things get talked to death.
3. Well, we need AVP to go to the next level.... in that we need to appeal to the young folks in a more appealing and outreach manner. I think that all that is needed is to visit and have involvement once a month at a Makor University like USC and Berkeley or UC Davis or UCLA...until we pursue those arena and venue places we will reflect the older crowd and become somewhat boring....we need more LIFE!!!
4. AVP has a huge generation gap.. if we do not encourage youth , 20. 30 year olds to join us we will not survive,, we need to stop dragging our feet and get ourselves out of the mud of rules and 'old style' of thinking and include people who are not yet retired to become facilitators.. I think it is great that we get together and have conferences but, look around where is the new blood ,, we are struggling in my town and getting younger people excited about AVP only to lose them in delaying trainings and unwritten rules.. please .. let us let go of our EGOS and embrace the need for new excited ideas and desire to promote nonviolence.. thanks for asking
5. The current form of what we call AVP-USA needs to be reformed, or if not reformed, needs to be discarded. It needs to return to the original idea of being a communication, support and sharing mechanism...and needs to stop being the hierarchy it claims not to be. It needs to have removed all forms of facilitators controlling the behavior of other facilitators (even at the cost of a prison program if necessary). It needs to eliminate the practice of trying to protect the integrity of 'AVP' as though 'AVP' were something in particular or special...as it is not. The foundation of AVP is so fluid and alive that it cannot be boxed in by self-righteous ideas about how people 'should' be, allowing that living foundation to move freely in all, expressing as each individual sees fit. If problems develop (and likely they will), then those problems are simply ways to be nudged into broader understanding. Using excessive planning by experienced people, somewhat subverts this natural process.
6. I went into Sing-Sing for about 9 years (a lot of that was for Wednesday discussion groups which were open to anyone who completed a Basic workshop and was looking for an alternative to the dangers of "the yard"). But during that time I also did quite a few weekend workshops, often serving as the lead facilitator. So after 9 years it is my opinion that AVP should focus its efforts on those who are motivated enough to sign up for workshops without coercion. That may not be politically correct, in the spirit of AVP, etc., but it's my opinion that the return on time invested is insufficient to just doing business as usual. The quality of the insiders commitment and training is often poor; the role plays often demonstrate that the men have not inculcated the messages, the techniques, the tools, etc. They very much enjoy the discussions, the exercises, and the Light and Livelies, but the core messages are not really being learned. So, what's the point...For years I said, it was to sow a seed and hope that in time it would germinate, but after awhile that just isn't enough.
7. Our communities and families need the resources of nonviolent communication, community building and transformative power. I would like for AVP to grow more into the community so that Basic community workshops are not some sort of step-child of prison work. I would like community workshops to be more than a supplier

Research

of people and funds for the prison work of AVP. I think community workshops need to have their own identity and to be actively validated and promoted by AVP-USA. I would like to see the workshop guidelines become more flexible so that trained facilitators are empowered to conduct mini-workshops of 1 or 2 hours length on a particular skill in settings such as workplaces, schools, and churches. The weekend, or two Saturdays, workshop in the community presents scheduling hurdles for many who work and have families. We can reach more people by being more flexible and adaptive to community needs and resources. This would allow AVP to partner better with peacemakers locally and would allow awareness

8. I am discouraged after so many workshops that were painful, physically and emotionally. Some exercises seem irresponsible without a qualified psychotherapist facilitating. (E.g., mask, childhood violence.) The long hours feel cult-like, and especially hard for anyone with ADD, which I have and I'll bet a lot of folks in prison do, too. I live by the Guidelines, which are genuinely life-altering, but the exercises don't seem to be related to them most of the time. I desperately want AVP to work -- what else is there? -- but so far, in person, I haven't seen it.

C. WORKING WITH PRISON ADMINISTRATION

1. AVP needs to provide more training in recruitment, and working with prison staff at the facility level, and especially at the prison policy level.
2. I would like to see a broader and deeper acceptance of AVP among prison administrators.
3. DOCS policies are more restrictive and personnel less willing to make things work (there are exceptions). There seems to be a negative attitude throughout our maximum prison about AVP; they aren't signing up or they sign up and don't come.
4. The Public Relations or other methods of getting support by communities and prison officials seem as if it could be improved. Better community and prison appreciation would lead to expanded programs and additional committed volunteers.

D. RE-ENTRY AND CONTINUED INVOLVEMENT

1. I'd love to see ways we can work with folks to continue their involvement and support outside of prison.
2. I also wish there were ways of emotionally etc supporting parolees during their initial re-entry. It seems we can only do that in the context of AVP and there are so many places where there is no AVP.

E. AWARENESS AND PUBLICITY

1. I would like to see AVP become better known to the general population and work for a constituency among all wide world changers.
2. AVP needs to make it more visible in the community.
3. AVP is as Fred Feucht has repeatedly shared, the best kept secret in Westchester County-but it needs to be announced from the hilltops-so that people can see there is

Research

- a better way and that we can do some major work in the lives of people whether they are incarcerated, headed that way or in need of good communications skills.
4. Marketing and public relations are obvious needs. Related to that, some of the language used by AVP ('light and livelies') seems old-fashioned and may be off-putting to younger participants.
 5. I think that there may be a lack of local communication about AVP work outside of our prisons because I have not been contacted about additional opportunities. As a result, I become less and less involved/engaged as time passes. Ongoing communication with facilitators and those who have completed basic AVP training is a critical aspect of remaining a vital force for good.

F. OTHER

1. Have a place on the website where groups can post the need for facilitators for particular workshops in their area and where it is easy for facilitators who would like to facilitate in other areas to volunteer to do that.
2. AVP is a powerful approach to learning and it would be helpful to have culturally relevant literature to promote the project
3. Well, I would like to see AVP bring a video cast of their meeting Nationally. Need, I go any further with the obligation of all that are there. please tell me what is going on with video issue or if there is presently some going on.
4. I am also interested in learning more about research that has done to show the long term effectiveness of the AVP, for inmates as well as community members. Thanks!
5. I've been to various meetings in support of AVP and really didn't enjoy them. I'm not sure why. I wonder if there's some way to bring even more AVP into their formats. That's all I can think of at the moment.
6. I sense that many of our local groups are stretching to provide the workshops that they are doing. I feel that the focus ought to be on the prison system workshops and the community workshops that dovetail with that work. I think that some other organization could better serve schools and youth. All of the areas are important--youth, schools, international, but it seems that there is so much work to do locally and in this country that we can't begin to touch, so I wonder about over expansion, especially if expansion into these other areas depends on the rather thin ranks of volunteers we already have.
7. any way we can do mini programs (in the evenings) to keep the AVP experience alive for those interested?
8. I think it would be beneficial to develop more information about how locals support themselves financially and energetically. How many have an active local Council? (In our case, yes, it meets every other month in the homes of members; about 20 members currently) Is there any fund-raising going on? (In our case, yes, we have done two book sale/garage sales at the Friends Meeting with another coming up at the St. Petersburg UU Church. Also we have an (high quality) art exhibit and sale at 'Studio 620' in St. Petersburg that will open January 26th and be open for one week. We will have entertainment and AVP talk on Sunday and AVP folks there every day

Research

to talk about AVP locally, regionally, nationally, and internationally. Artists are being invited by the curator and others, receiving 50% of the price received for

G. THE SURVEY

Respondents appreciate AVP's communication with them, and the chance to put forth their own views. The survey is perceived as a method of communication.

1. Thank you for doing this. I hope you will be able to walk that fine line between helping to organize/actualize on the one hand and being institutional, controlling or inert on the other.
2. Hooray for this survey. Hope it brings some good info. to the AVP committees.
3. I think this is a good survey.
4. Thanks for doing this survey!
5. Thanks to those who are doing the work of developing this survey so that AVP continues to prosper.
6. I appreciate the thought behind the survey yet it may lead to inaccurate conclusions. I felt boxed in by my choices w/no place to elucidate.
7. Well designed questionnaire. Good questions. Easy to use. Will be interested in feedback. Thanks!!!!!!!!!!!!
8. I'm very pleased you are communicating with me. I look forward to more. Many thanks.

APPENDIX
(Comments)

Research

Q. 1 What levels of AVP have you experienced? (Check all that apply)

both in the correctional setting and in the community

But haven't been in a full workshop for 15 years or more.

well, i want to complete my facilitator on hand classes and make it happen for me in Los angeles area.

HIPP facilitator

I worked for AVP for 11 years while I was a prisoner at a number of correctional facilities though out the state of New York. I'd say I was involved in about 90 workshops.

Will lead facilitate in October 2008.

Read both manuals

Community coordinator

Regional coordinator

I'm not sure what the difference is between a "Regular" Facilitator and a "Lead" Facilitator. I've been facilitating for 17+ years, beginning with my mentor, the late "Lucky" Lloyd Bailey. I don't think he ever explained the difference to me.

At age 82, I don't feel qualified or moved to pursue the training for Facilitators, but am very pleased to continue participating as a volunteer in Basic and Advanced as long as Jill McClellan will allow me. I feel very privileged to do so, and my life is greatly enriched thereby.

At my facility we did not use the term "lead facilitator"

on team that took AVP to Hawaii. Workshops in UK in Grendon prison, a woman's prison. Canada workshop (Walkworth).

community organizer for AVP, started the Flight Path To Freedom AVP Project in New York.

Worked to get AVP going under the name PAVE in Rondout Valley High School for grades 9 - 12 and participated for 6 years. Use it as the basis for trainings for mental health providers. Have done it in various settings (a boys home, a three day training for human service workers, etc.)

Leader of HIPP/AVP weekend workshops for youth

Mini-workshop leader

volunteer for Scholarships committee AVPUSA

Volunteer for AVP/HIPP study group

At a workshop given by the Chicano Correctional Worker's Association in Chino, CA helped out with administrative things.

But I have not been in a full AVP workshop for over a decade.

Community coordinator (in Tallahassee, FL, then Quaker youth of western NY, now Alfred, NY and Aceh.N. Sumatra Indonesia)

Coordinate community programs in Texas, Latin America

I have worked at many homeless shelters in the 20 years i have been with the catholic worker and at times held abbreviated workshops on certain topics that were appropriate to relationships in the shelters. I have done these by myself and did my best to keep with the AVP program as I learned it from Anne Richard.

Support Group first in prison in Minn. then outside.

training and development coordinator for New Zealand when it first started here, as well as introducing the project to South Africa, Kenya and Uganda (with Steve Angell initially) Tonga, Hong Kong

soon to be experienced in apprentice facilitator.

Research

Susan was sick once so I had to go into Coleman Women's camp by myself. Supposedly I had an experienced team inside but when I got in I had only 1 first time facilitator. I had been in before but never lead. All went well as my inside facilitator was wonderful and we worked well together.

Worked with others to initiate AVP programs in various Latin American countries.

HIPP AVP with youth

Community coordinator and other council roles.

Coordinator of Peace Between People (AVP in Washington State)

community coordinator

I have been through both the AVP and HIPP trainings. I have co-led HIPP workshops.

Proselytizer toothier states and nations

HIPP (AVP for youth)

workshop organizer/coordinator

Level II Course Developer: "Aiki-AVP" accepted by NYS Ed. Committee as Level II in 1994.

Q.2 How did you FIRST learn about AVP?

Attended a conference where an AVP mini was provided to the participants.

AVP mini was provided at a conference

as a member of my church, I met with Diana couch and had a good time with her and learning the experience of AVP with her and her husband Doug.

Steve Angell attended the Quaker meeting I attended and gave a presentation.

attended a community mini-session

A flyer at Fresno City College

Their organization was in the same building as the peace organization I was coordinator for. I was interested in the AVP program.

I was national coordinator for HIPP

I saw a workshop being conducted while in the Auburn C.F., after having served 2 years in S.H.U. and felt in my spirit I should see what all the ruckus was about.

It was part of an organization I joined, "The Nonviolence Project" I joined to participate in a group studying alternatives to war.

At a workshop I took in Chino, CA

college professor

Staff member at regional Mediation center

a professor of peace education put me in touch with a friend who was involved in AVP

I came to work for Friends for a Non-Violent World, and saw this thriving program. I'd vaguely heard of AVP prior to that, because I'm also a trainer/facilitator with Quaker-inspired roots.

I don't recall at this point.

I was an inmate in the prison system who took the opportunity to attend then continued on in becoming involved as a trainer, lead etc.

Richmond Peace Education Center

In Africa while doing a workshop withAGLI i met a facilitator who invited me to a training..

Working with the African Great Lakes Initiative in Rwanda. Rwanda AVP held a workshop for us as it does for all work campers.

request by friend to help her bring program to our state

From a colleague at a Genessee Ecumenical Ministries Program in Rochester, New York

Research

Q,3 What made you FIRST decide to attend a basic workshop?

Loved the mini, and was dealing with the recent arrest of one of my students who had killed two people. I wanted to learn how to teach the skills of non-violence to at-risk youth.

Loved the mini and was dealing with the recent arrest of one of my students who killed two people

Working with youth who were interested in getting nonviolence training, so I organized a workshop series for them to advance to becoming trainers themselves

looking for a place to give

curiosity and hoping that it would "change me" as others had said it did them. I hoped it would help me to be less angry and to solve problems better.

married to facilitator

Never attended, but read a lot about AVP and its founders.

Lee Stern encouraged me to host a basic and other workshops in Virginia because the organization I was working with had started a CCRC team and we were being requested to do workshops in many locations including in a prison

Attended a mini-workshop

A leading

I wanted to volunteer work with a needy group, and this fit my schedule

As a prison volunteer, I had the opportunity to attend an annual AVP program, and was extremely impressed by what the inmates said about their AVP experience.

I went to a couple of mini work shops and liked them.

As I was doing a process workshop for AVP facilitators, I wanted to see what AVP's process was about.

I was interested in community building and had paid an arm and a leg attending something developed by the guy who wrote *The Road Less Traveled* (I forget his name at the moment)... Diane Neubert who facilitated at Green Haven at the time told me that AVP was a great community building opportunity and FREE. I was chicken, but I went. to meet obtain credit for course work(choices other than AVP were available).

Interest and fulfilled requirement for Cont. Ed for mediators

Was working with a justice and peace organization that was doing jail and prison work and wanted to develop a program in that organization that would do a better job of relating jail and prison work to peace ' nonviolence

Training to provide "pinch hitting" facilitation when small team failed to materialize for local group.

Jean Houston saying at her Mystery School that there is no more important place to spend your time volunteering than in prison.

at a friend's suggestion.

I had been through an experiential training (Life Spring) and had continued as a small group leader and wanted to become a trainer in the same kind of training.

I attended a Mini workshop done by the area Quakers and found it interesting.

To learn more about the organization.

A close friend from our (Quaker) Meeting had been encouraging me to become a facilitator for years. However, my son first participated in part of our Quaker h.s. youth program; I was very impressed by the impact that AVP made on that cohort of youth --- and he asked me to come to a subsequent intergenerational AVP workshop.. at that point I couldn't resist.

partner had become facilitator

I was developing a program on nonviolence at work.

Research

I was using the experience as part of my educational requirements

I was asked by my dean to teach a class in conflict resolution and wanted students to have hands-on understanding to go with the theory and historical examples I was going to use. I met the woman who was co-ordinating the prison program and we figured out how to bring students on to the yard to take part in workshops.

Interested in learning more about conflict resolution and nonviolence.

the bulletin board notice spoke to me, saying, "Chia, You need to do this workshop!"

I didn't at first think that I would be helpful to any inmates, but I went because friends that I highly respected talked about how valuable it was and encouraged me and others to go.

I was a political activist during the Vietnam War, getting angrier and angrier. A friend recommended AVP training as help with civil disobedience.

Proposed an aikido based "AVP course" to Larry Apsey and Steve Angell in 1985.

Q. 4 What encouraged you to continue with AVP? (Check all that apply)

Because AVP put me in touch with men who, in prison, were hungry for a chance to express their humanity and healthy masculinity. As an American man I hunger for the same things, even though I've never been in (a physical) prison.

I wanted to improve my skills and the best way to do this is to stay involved.

Took advanced because i had so much fun in basic. took t4t only because the facilitator suggested i should. I didn't initially sign up after advanced

I was in workshops with Fred Feucht, Training for Trainers with Ellen Flanders and, I think, Janet Lugo. I did workshops at Fishkill with Steve Angell and Larry Apsy and I met Rob Martin there and worked with him. I loved those weekends. But I got really depressed afterwards and finally gave up trying.

Paul Busby while taking the advanced workshop.

to use AVP with youth programs

My spouse was extensively involved and I wanted to complete the training.

Would like to have started AVP in the prison where I volunteer. Other associates developed good programs using some AVP material.

It was clear from the basic on that it help address many of my personal issues.

Took my Advanced as an outside participant in prison, and saw the amazing transformations visible in the inmates present.

I had done another workshop in the County Prison, but it wasn't as effective as I hoped it would be (can't remember the name at this moment). But AVP appeared to really make a difference!

felt that it was important and that i could bring my experience in training and development to bear in helping

My past experience in experiential learning helped me to understand how effective AVP is for those who want to change for the better.

Had originally intended to work in a prison but then got a full time job and no longer had the time, so I never went beyond the basic.

Am interested in inmates and others find/experience options to violence in their lives.

I knew before I was released I would go back in to the system to help others by giving them a hand up out of their particular hell hole and I felt it is much needed in our communities and wanted to facilitate in communities.

The connection I made with the women in the prison where I did my training was more motivating than I could have imagined.

My best friend in high school was incarcerated.

Research

I recognized it as a calling.

AVP became the main focus of my life.

AVP transformed my life!

Hours meet internship requirements

It seemed like a good way to practice my Quaker faith.

learned so much about myself and others - saw that we are all the same

I was very fortunate to be able to work inside Fishkill with Steve Angell, Larry Apsey and Rob "Marvelous" Martin who was an inside facilitator at that time. Problem was that the whole experience was such a high that I would crash for days afterwards and had to stop. My involvement since then has been occasional contributions and cheerleading. I have volunteered to prepare food for local trainings but that seems not to be remembered. Perhaps they get enough from the host meeting. (I am not a bad cook!)

I found myself and my children in very violent settings and needed to figure out how to respond, personally and as a community.

1. Rather than "Helps me to be a better person" (because that is not possible)... "helps me to be more satisfied with my behavior"; 2. Because the foundation of AVP, beneath what we call TP is the only thing anyone ever needs to know (not "know about" but actually know)

Wanted to learn an approach that could help prevent genocide, victimization of prisoners by other prisoners, child abuse, and other forms of violence.

It helps me do my job of coordinating AVP workshops better.

Liked the experiential style, and saw AVP as a valuable tool to teach nonviolence.

I saw how effectively it touched other peoples and how easily I could train others to participate in safely holding the process...

To gain a better understanding of prison life from an insider's perspective and not from a stereotypical one. How could I be proactive in sharing my knowledge and skills to help someone better their chances of living a more productive life inside as well as outside a prison? AVP!

I was seeking volunteer work that I felt has meaning and that is meaningful.

feeling of community that we create

Trusted the process

Others around me were preparing and I wanted to be part of the group preparing to be facilitators. Joe Paquette was a key.

The community of the workshop.

I was initially more interested in community AVP, I have subsequently also volunteered in prisons

I think the fundamental reason I did AVP for 10 years was the L&Ls. While the other personal and professional growth and service to others mattered, what sustained my coming back over and over was the joy of playing with other adults.

Difficult to choose because some reasons apply to time immediately following my Basic and some are more relevant to my current involvement.

I work in several Latin American countries and see such a need for this work there. I am now scheduled to help facilitate in Mexico and Bolivia.

Wanted to get a HIPP program started in CA.

The pedagogy is one of the best I have seen for an experiential workshop. It allows participants and facilitators to take responsibility for their own learning while encouraging and supporting others.

I believe prisons are archaic and cruel, they are instituted within our social order for wrong reasons and fail to achieve intended ends. By taking AVP into these institutions I can effect part of the solution.

Research

Have chosen not to continue

I believed in it, felt it really worked and could make a difference!

This is the way that I contribute to a peaceful planet one person at a time. Our collective minds set on peace and justice.

I believe in the process, the structure and the outcome

Never got an opportunity to do more than attend meetings. Those became difficult due to my odd work schedule. Total time was maybe three years, followed by waiting.

Now, I'm helping my parents. But remain interested.

Develop Level II physical/verbal Aiki-AVP

Research

Q.9A What other areas would you suggest?

I'm struggling with the definition of 'involvement', because I think we impact these things by the programming we already do, and I'm not sure we need separate initiatives to address these - it might dilute this particular program. But do we need to be conscious of these things? Absolutely.

Thank you for including Men's Issues! There are precious few forums for these powerful and important concerns.

publicity related to prison rehabilitation that works and research and documentation into AVP long-term impacts

Don't think AVP should be involved in the political directly

to help me and myself and I get a better understanding overall!!! and help others get involved...

workshops for prison guards

veterans returning from Iraq & Afghanistan

gang violence, teachers

Prison programs are the core business of AVP

Peacemaking groups benefit from the community building skills acquired at a Basic.

All of these areas are important but not necessarily by AVPUSA (thus the lower scores for community and school workshops, those are for local councils to deal with, not national. I'm mixed about AVPUSA involvement in government policy making but it is an important issue. Men's issues, women's issues, and domestic abuse are also things that happen within workshop settings and it is helpful to have education involved with appropriate exercises, etc.

soldiers, particularly returning from Iraq and Afghanistan

Community building

Peak oil

Environmental crisis response

working with children and families of prisoners

There have been no African-American Facilitators involved in AVP that I have been involved with. I believe, and hope, getting ALL churches exposed to AVP would help with Facilitators and Re-entry. I have to use the word 'hope' because I did get an Episcopal church to do a Basic and an Advanced workshop - but no one became a Facilitator except the Pastor and his wife, who then retired to North Carolina. They are presently involved in helping released inmates. The only area of Women's issues I feel is important is the cultural acceptance of abusive treatment of wives who 'get off on it' as one inmate put it. When friends or relatives try to intervene, they suffer for it. The women seem to feel more loved when treated with violence.

School to prison pipeline

data collection and reporting

i've come to believe as a result of my experience in life, that it's important for organizations to stick to the knitting - to stay with and continue to evolve and improve on what it was designed to do and what it does best

Prevention is most important. Teaching these skills not just to the youth -teach to families, neighborhoods, and larger communities working from the ground up. If we work at prevention and intervention I believe we can reduce the number of people ending up in prison.

Research

AVP workshops are good for everyone who is interested and we learn much that might be useful in the areas you mention but my focus is on workshops in our prisons, training folks in the community to help and to follow up with released prisoners. I don't think we should dilute our efforts as an organization.

people with disabilities

I think it's important to do a few things well, to follow our original mission and concentrate on prison workshops. This is an organization of volunteers and I think there are enough areas listed above to work on.

Corporate Arenas are so in need of team building.

Combining efforts with organizations that have similar interests and tools and working infrastructures so that AVP can share in the visibility and growth it is due e.g. Berkana Institute, Art of Hosting and Harvesting Conversations, World Cafes, Appreciative Inquiry.

I feel that our focus out to be narrow enough that we can actually make a difference.

government policy making involving prisons is extremely important but with the agreement signed to get into prisons, such involvement is curtailed.

community advocacy beside those of us who have run the gamut of prison to freedom and are concerned with what is going on in our country-in terms of the soaring incarceration rates, the unforgiven attitude we encounter whenever we seek gainful employment and the lack of substantial resources that can help those formerly incarcerated gravitate back in to the mainstream of our great society.

Mental Health System Transformation... Training for C.O.s, parole & probation, Towns

We need to keep a focus on recognizing the demons that cause us to act out in self interest because we want what we want when we want it. Our common condition, a poverty of spirit, that of those in and out of prison, is what must bring us together, seeking Transforming Power.

Gang prevention

Like the ant holding up the elephant, do what we can do.

police departments, alternative schools, boys and girls clubs

PRISON WORKSHOPS!

Community workshops should encourage people ages 13+ and we should focus on whole communities of people all ages, rather than age segregated workshops. If people want to do them fine, but as an organization we should be focusing on age integration.

Any community setting

On an individual basis, more involvement in direct knowledge of the underlying basis for what we call TP, at least to the extent where people realize that no one anywhere at any time is actually transformed, but instead rediscover the reality of self, and through that discovery (in self and others) regain understanding...leading to spontaneous sharing and more. This is as far ahead of ideas such as RJ as RJ is ahead of the more punitive so-called criminal justice.

Continue the prison work

More clear and active addressing, in workshops, of racism & classism. These structural violence systems are huge in the lives of AVP participants who are in the criminal justice system. I would want our approaches on racism and classism to also apply to sexism, ageism & other structural violence when circumstances make it appropriate.

International work in regions of lethal conflict

relationships in general as human beings trying to come to terms with their equality with self and their higher power.

I think AVP should continue doing what it does well - workshops - and not get spread too thin trying to attend to many areas which are related to violence, but aren't related to reaching as many people as possible with Transforming Power.

Research

Prison workshops

ongoing personal development and then encouragement to take personal interests forward

Mindfulness education & skills training

having resource materials to give to prisoners when asked. The ability to be a support person or group to parolees

supporting regional councils and assisting new councils to begin. Identifying 'traveling' AVP facilitators to invigorate councils who are in a doldrums.

PRISON workshops. It's why it was created.....

I think that if teachers and principals attend a Basic workshop that they will see that this can and will change the insight of so many lives.

Businesses and School Administrations

Political arena

School workshops need to be organized by local AVPs. They are vital to the continuation of AVP and non-violence work/behavior in the world.

juvenile justice camps and schools and local jails

The Latin American workshops are important. I have helped get AVP started in Bolivia. interfaith groups or areas of social unrest or those one parent families having difficulty caring for children and working, too.

Actually, all are important - I find it difficult to prioritize

Drug rehabilitation programs- I have seen AVP work very well in conjunction with 12 step programs for addicts.

Working with prison staff at their conferences, in-services, staff meetings, etc.

Link with child sexual abuse - see www.generationfive.org. Extraordinary 5 generation vision to end child sexual abuse. Learn from their sophisticated planning, transformative justice model and link the organizations' work.

1) Unclear what 'involved in' means: organizational contact? facilitator awareness of the topic to raise appropriately in workshop? exercises for workshops?

2) School/youth workshops need on-going follow-up to 'keep the spirit alive.'

I said that youth workshops are not important, because I feel a workshop is best when it is diverse, age diversity is essential.

Do you mean AVP-USA should offer workshops on the above topics or should work on the issues outside of workshops? I put down my preferences for topics of workshops.

Male-female issues (sexual attraction and relationship issues) need to be woven in and incorporated as part of the workshop curriculum....to help open our eyes

assistance in organizing community training groups in this country

Outreach to homeless shelters, other non-profit organizations to get participants for the community workshops.

Culture wars, drug wars, war on terrorism -- all war is wrong/bad; we must teach nonviolent alternatives

I would like to see AVP further address the questions of nonviolent self-defense and nonviolent defense of others in response to attack.

Prison Workshops

Anti racism.

SUPPORT GROUPS FOR AFTER RELEASE!!!!

Displacement/Resettlement issues abroad

Prison workshops!

racism, systemic and individual. variations in abuse - societal, environmental...

Martial-Arts and Street Organizations outreach, training. follow up and support.

Research

Q.10D - Why don't you get The Transformer?

usually not that interesting
others pass theirs on to me
Used to but didn't much like it
Haven't received yet, but will be
cost. Do sometimes get older issues from local Council.
Insufficiently relevant
when I moved I neglected to send new address
been meaning to subscribe
too much paper
no longer facilitator
Haven't signed up for it yet, but intend to
Failed to send in T4F graduate names from MN, including my own!
retired and can't be involved
moved, not connected
Variable quality when I did read others' copies
Supplied by local umbrella group but discontinued due to lack of funds
I did subscription but you never completed my subscription, that was in 2003 I
think?
I'm not sure
Already get too many newsletters and magazines...
Never thought about it
Read others' copies
I have a problem with the editor and his opinions
Intend to subscribe
i'm in canada

Research

Q.16 The AVP-USA national conference is usually held over the Memorial Day weekend, opening Friday night and ending Monday morning. Many people have expressed a preference for a different schedule. When would YOU prefer the Conference to begin?

another time of year

Saturday morning

Memorial Day Weekend is not good for me.

I have to care for family at this time and it would depend on such needs

NOT on a holiday weekend!!!

This conflicts with another yearly conference

Leave meetings and administrative stuff to before general conference or

after...interspersed makes too many valuable people missing from workshops

not Memorial day weekend

not that weekend

I don't go to conferences largely because I'm currently too busy. I don't read the Transformer for the same reason (there wasn't a box for that!)

not May

N/A - unlikely to be going

the same as usual

Establish a mobile AVP Center, develop positions/committee to woman/man the Center...and take AVP to the facilitators...AND...to the public. It's TIME for this...and very much needed.

it doesn't seem relevancy for me to comment from New Zealand, but know that the longer you are together, the more valuable it is... balanced with the respect for people who have to travel and return quickly to work

Friday night and Saturday-not on a holiday weekend when I prefer to spend it with my family

Different Weekend

Wouldn't attend no matter when.

Saturday/Sunday

I can't attend that weekend

Not on Memorial Day weekend

Another weekend

not on a holiday

weekend ok- would like it NOT to be a Holiday Start Thursday night to Sunday aft.

Meeting Retreat Conflict

I don't know yet.

Research

Q,19 Still thinking about workshops, do you prefer:

it really depends on what's most appropriate for the workshop content, but i prefer those modes with a certain amount of spontaneous informality while staying on track - often it helps to have two facilitators to achieve this - often with different strengths or experience levels

Since co-facilitation is an AVP art, it is good to see the process work. And, if it is to instruct on a new technique or exercise or L&L, it doesn't require co-facilitation.

Sometimes the team confounds things if each is not prepared carrying their necessary weight.

Depends of facilitator! (Safety to avoid ego glitches in numbers)

Team work is at the heart of AVP.

AVP does not do workshops with a single facilitator, but I guess you are talking about interest groups at the gathering. It would still be best to model the team as much as possible. At the same time you should look at who can afford to go. One person comes from a particular work or geo. area, they will have to do it themselves.

We need to also develop self-help materials. While not nearly as effective, they can provide a segue of interest...a bridge toward taking full workshops and facilitating.

Could be used in lieu of mini-workshops when these are not feasible for a variety of reasons.

For software field validation purposes, the next question does not offer "neither"...please ignore the answer given below.

it can be very valuable to witness teams working together, but with limited time, sometimes a solo presenter is just as good

I like either one or team.

Some workshops work better with a team and others with just one facilitator

I thinking have two facilitators, or a team with apprentice facilitators is very helpful as it brings multiple perspectives and styles to the workshop.

A diverse team doing each workshop

What AVP_ does best is facilitate adult learning in an experiential, AVP mode; do that and do it well--don't try to improve the formula-it ain't broke (yet)

I think doing a workshop with a single facilitator isn't in alignment with AVP values. I mean full workshops in particular. If you mean conference presentations, I think it's ok for there to be a single presenter for a session if a team isn't available.

Greatly depends on workshop.

Regarding 2nd questions (learning about committees) - depends on time. Tables may be better if time is short. But meeting goes in greater depth.

Research**Q.27 Please use this space for any suggestions or opinions you would like to share about AVP.**

1. Thank you for doing this. I hope you will be able to walk that fine line between helping to organize/actualize on the one hand and being institutional/controlling/inert on the other.
2. I am most interested in organizational issues when I go to a conference.
3. How about a name change from Alternatives to Violence to something more positive
4. I'd like something that shares new twists on old exercises & new exercises and lite & livelies as well as copies of agendas with explanation for flow.
5. My main focus in AVP is in Peaceful parenting. I believe that peace begins at home and I am interested in promoting AVP and its principles to families in my community and all over the world. I talk to so many parents who just want to share a home with their kids without so much yelling, time-outs, etc and I think AVP offers so many tools to help people tap into that creative, transforming power within them.
6. The concept and outline of the program appears to be quite effective. Public Relations or other methods of getting support by communities and prison officials seems as if it could be improved. Better community and prison appreciation would lead to expanded programs and additional committed volunteers.
7. well, I would like to see AVP bring a video cast of their meeting Nationally. Need, I go any further with the obligation of all that are there. please tell me what is going on with video issue or if there is presently some going on.
8. I admire so much all the leadership I have seen in AVP, the two conferences I have attended were inspirational, reasonably priced and with good food. The workshop offerings were so outstanding it was extremely difficult to make a choice between them. Unfortunately, I feel I have become too old to contribute any leadership on this level. It seems to take all my energy to keep up with our local efforts here in San Diego. But I do so appreciate all the work that is done to 'pull off' such wonderful national conferences. Thank you all SO much!!
9. I love AVP and it has enriched my life tremendously. Am grateful to Susan and Darrell Hefte for bringing AVP to Tampa Bay in 2001.
10. I really love being part of the group of facilitators at Jessup Correctional Institute in Jessup, MD. I learn a lot about myself and am honored to be able to encourage others.
11. I have been involved with AVP for almost 15 years. I did my workshop at 17 years old in Bedford Hills CF in spanish. I did my advanced and apprenticeship at Bayview Correctional Facility. It was the outside facilitator that showed me AVP could use me as a instrument of its peace.
Landing strip was a solid rock for me to begin my journey back into the 'real world'. I was able to share the stories i needed to say, the feeling was almost instant-feeling better about myself, feeling proud. Thank you.
12. Wonderful, under appreciated program. I would like to learn how the most successful programs recruit new participants in the community and prison volunteers.
13. On August 14, 2007, I was released from prison after having served 37 1/2 years for a robbery in which three people were killed. While in prison, I obtained two masters degrees along with many other accomplishments, but finding employment has been a struggle since my release. In spite of that, life is great. I have been in touch with the AVP group here in Buffalo, but have been unable to help with any workshops because of my financial situation. I'm working on a number of projects, so I feel its only a matter of time before things start going the way I've always dreamed that they would.

Research

14. great program, extremely effective for the weekend but need some follow-up programs for inmates other than becoming facilitators..
any way we can do mini programs (in the evenings) to keep the AVP experience alive for those interested?
15. Well designed questionnaire. Good questions. Easy to use. Will be interested in feedback. Thanks!!!!!!!!!!!!
16. Our communities and families need the resources of nonviolent communication, community building and transformative power. I would like for AVP to grow more into the community so that Basic community workshops are not some sort of step-child of prison work. I would like community workshops to be more than a supplier of people and funds for the prison work of AVP. I think community workshops need to have their own identity and to be actively validated and promoted by AVP-USA. I would like to see the workshop guidelines become more flexible so that trained facilitators are empowered to conduct mini-workshops of 1 or 2 hours length on a particular skill in settings such as workplaces, schools, and churches. The weekend, or two Saturdays, workshop in the community presents scheduling hurdles for many who work and have families. We can reach more people by being more flexible and adaptive to community needs and resources. This would allow AVP to partner better with peacemakers locally and would allow awareness
17. I would like to see AVP continue in the same direction it is going.
I would like to see AVP become better known to the general population and work for a constituency among all wide world changers. I would like to see a broader and deeper acceptance of AVP among prison administrators. I would like AVP to support a change in educational goals, working to enlarge the arena of creativity in education. working to open up an understanding of human potential in all walks of life. I would like AVP to confront the despair that has come to rule the human presence on this planet and circulate the vision of life as the highest good and human beings as co creators in a cosmic endeavor. I would like to see an emphasis on the development of leaders at local levels. I would like to see a single key on my computer spell AVP.
18. I think it's good that facilitators can choose who they would like to work with, but it's wonderful for learning when highly skilled 'master' facilitators can work with various newer facilitators from time to time. Could there be a mechanism in place so facilitators could deal with interpersonal difficulties on the spot rather than sweeping them under the rug and letting them grow. Breaks, check in times and end of workshop evaluations with each other seem like perfect vehicles already in place. Of course we're always focused on the workshop in progress. Are there ways to go deeper, particularly at the beginning, or end and at longer breaks? My sense is that safety is a big issue. What if, for instance, each facilitator met briefly with a skilled 'up-line' person routinely at the end, confidentially. Then that person met with the facilitator group to give a general evaluation. consensus. Probably too unwieldy and tricky... what if that skilled person simply led the final facilitator. group Evaluation.?
19. I think this is a good survey. I have served nationally, regionally, and locally on our Council. Right now, I am very busy locally and do not plan to work on the national level this year or next.

I think it would be beneficial to develop more information about how locals support themselves financially and energetically. How many have an active local Council? (In our case, yes, it meets every other month in the homes of members; about 20 members currently) Is there any fund-raising going on? (In our case, yes, we have done two book sale/garage sales at the Friends Meeting with another coming up at

Research

- the St. Petersburg UU Church. Also we have an (high quality) art exhibit and sale at 'Studio 620' in St. Petersburg that will open January 26th and be open for one week. We will have entertainment and AVP talk on Sunday and AVP folks there every day to talk about AVP locally, regionally, nationally, and internationally. Artists are being invited by the curator and others, receiving 50% of the price received for
20. I will forward this to others in local AVP group.
 21. AVP IS DOING A GREAT JOB.
 22. I believe that the focus on helping others that many AVPers share is significantly problematic.
I am only peripherally active in Oregon AVP because of their lack of emphasis on facilitator development. I think this has a significant impact on the quality of the workshops.
I am only peripherally active in AVP-USA for similar reasons. The community that is represented at the national gatherings is not one in which I feel particularly safe. I don't think this is unusual for a group of relative strangers getting together for a weekend, but given our work, goals, and principles, I think it could be significantly different.
- The work I've done in weekly Adult Children of Alcoholics meetings (12 step) since I moved to Portland, has filled in a bunch of holes left by my decade of experience with AVP in California.
23. I enjoy reading the 'Transformer'. The new format is attractive and the articles are interesting.
I think the Annual Conference is a wonderful idea. Its just that I drive north each year on Memorial Day Weekend to my lake house in Vermont and this is important to me and time/energy consuming.
 24. I would like our meetings and workshops to pay more attention to coming to consensus as a decision making process including each person and valuing each contribution as well as coming to a unity without divisiveness.
 25. I would be willing to conduct a workshop on grant writing and sustainability for non-profit organizations. I do not always receive information from AVP anymore. Please change my contact information to the following email:
crystalclearcandace@yahoo.com
 26. Getting Community involved some way with parolees might help a great deal. The best way I can think of would be through churches. Getting teachers involved would be good. My oldest daughter just received her 3rd Degree and is teaching Social Studies. She has several teachers interested in doing the workshop, but has had a hard time coordinating their free time with prison workshops. Hopefully, we'll be able to do a Community workshop if I can find other Facilitators (she's in NJ.)
 27. i am looking forward to the advanced workshop. although i do not have much outside time to commit to AVP, I have found it to be a great experience.
 28. AVP is at a critical time in its development - leadership is transitional and new ideas could take root at this time or fail to find fertile ground. As inmate facilitators come home, their voices and expertise are available to the organization. New sources of funding are required to take the organization into a configuration that can service more than prisons.
Remaining small - 'just' about prisons - may not be an option.
 29. Great program considering it is run by volunteers.
A session on how to avoid burnout would be helpful and interesting at a conference or in the Transformer.

Research

30. It seems there could be natural problems with sustaining flexibility to recruit and retain new participants in local/regional units of AVP. To the extent that senior organizers may (humanly) tend to resist change and surrender of control, opportunities to diversify and extend the mission may suffer. Organizational features that recognize progressive change as integral to AVP goals might aid in dealing with such hurdles. (An organization that incorporates some features of this kind in its fabric is Toastmasters.)
31. Can the work of the committees be done separately from the rest of the conference - before or after? This can relieve stress for those interested in the national work and make the conference more enjoyable for all.
32. I love doing workshops but I am no longer so interested in doing things other than on the local scene.
33. a suggestion would be to have AVP Polo shirts to wear during trainings. It would Identify us and our program more and the prisons could also identify us better especially if we all had on the same color.
34. Currently I am trying to work full time and am care giver for my disabled husband on nights and weekends. He is under Hospice care but could live another year + or -. My ability to participate as a facilitator or to attend a conference is severely limited by my current circumstances. I hope to be able to be more active when my husband 'goes to higher ground'. This is a wonderful program and I would like to see it spread here in Nashville, TN to prisons and schools as well as more community workshops. I always get a lot out of participating in AVP and it improves my own outlook and ability to stay focused on being aware of the opportunities to use transforming power.
35. I have loved AVP from my first workshop in a way but am also constantly afraid of each and every workshop. I have come through so much in my life and each relationship i enter into during a workshop brings forth so much that aches in me. I have tried to be involved while in geographic areas that have AVP workshops, though I am currently caring for my parents who are going through some tough health issues currently.

I do want to continue in AVP and love to hear that it is branching out to include non-violent communication and Restorative justice. I have been doing readings in such areas for years and personally use such information to guide myself in the workshops I participate in and in my personal life to continue personal healing.

Currently I am in a geographic area that has no close workshops, there are several prisons around the area but I have not had the where/with/all personally to try and create an AVP workshop locally... but I so want to keep learning and building relationships in AVP.

36. I find it really difficult to do this work. It is emotionally draining, and it's hard for me to come to a place of peace within myself. I see the prison population in a really bad place presently, but also many of whom have missed so much of their formative years. I see it as incredibly difficult for the inmates, who primarily come from non-supportive or abusive backgrounds, and have been involved with criminal activity for their adolescent and adult years, so that they haven't learned the basic skills to be functional in society or the workplace. It's heartbreaking to me.

Anyway, what I'd like to convey is that I feel the need for some sort of forum where I can voice these issues and find support, and I haven't found it in AVP. I wonder if others feel the same??

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37. AVP needs to make itself more visible in the community.
Training closer to prisons and to communities that serve the prisons.
38. AVP is one of the very most wonderful things in my life. I love being part of the hope & vision that AVP will continue to multiply and multiply. I am active with AVP in my community, and also I support & LOVE the work of African Great Lakes Initiative, of Friends Peace Teams. The AVP work and the HROC (Healing and Rebuilding our Communities) trauma healing workshops, modeled after AVP but with awareness about needs when there has been group or individual trauma, are SO encouraging, in the African Great Lakes region. I wonder about HROC for people in the U.S... maybe a step for the next decade. Maybe that would divert us, in the U.S., but maybe it would simply lead to additional multiplications of AVP ... (?) Hooray for this survey. Hope it brings some good info. to the AVP committees.
39. I appreciate the thought behind the survey yet it may lead to inaccurate conclusions. I felt boxed in by my choices w/no place to elucidate. It felt like answers were sought to justify a position instead of creating w/o expectations. Also re: the Transformer, I haven't ever read it to say how I liked it and I couldn't NOT answer this or any other question. Confusion with the difference between international vs. other countries. Prison work was not an option. I found out at the last conference that International meant only planning the next conference internationally. I've worked one national and attended another. I am attracted to what works...to expand my tool chest; not getting bogged down in meetings where 2 years in a row the same stuff is discussed with still no progress because of needed consensus. I am not a Quaker so am not used to the slowness/patience towards progress; it seems imbalanced to the other extreme. Things get talked to death or until
40. I sense that many of our local groups are stretching to provide the workshops that they are doing. I feel that the focus ought to be on the prison system workshops and the community workshops that dovetail with that work. I think that some other organization could better serve schools and youth. All of the areas are important-- youth, schools, international, but it seems that there is so much work to do locally and in this country that we can't begin to touch, so I wonder about over expansion, especially if expansion into these other areas depends on the rather thin ranks of volunteers we already have.
41. The process of AVP workshops is brilliant. The model is the best I've worked with and find that I strengthen my own skills along with the participants. I have learned wonderful ideas from my participants.
Transformation is the Magic, so any and all experiential exercises that deepen understanding on transformation are valuable.
42. It's a great program, especially in the way it can create a feeling of trust and community in the space of a weekend.
As someone who has been familiar with nonviolence for most of my life, I feel that those with a different background may be better facilitators.
43. Having been involved with AVP for over 20 years, I am strongly a believer in its message and experiential process. I tried to initiate AVP in my area -- there is interest -- it is a good thing -- but not much participation. After a workshop I did for the Yearly Meeting (Quakers) in 2007 for 8 participants, one person in Memphis has pursued training. So it seems I am also retired from AVP but still interested, of course.
44. AVP is as Fred Feucht has repeatedly shared, the best kept secret in Westchester County-but it needs to be announced from the hilltops-so that people can see there is

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- a better way and that we can do some major work in the lives of people whether they are incarcerated, headed that way or in need of good communications skills.
45. I don't have anything at this time. I began doing AVP in Maine and moved to New Jersey two months ago. My main concern currently is finding a program to continue my work with that is near where I live and preferably accessible by public transportation from Jersey City.
46. I have immense gratitude for AVP -- my involvement has changed my life immeasurably for the better (and it pays my bills).
I have a concern that people can do AVP for a long, long time and still stay hidden (gain a whole lot, but still maintain enormous blind spots). I wonder what might help (us) -- if there's a deeper level we could be getting at.
One way I've attracted people to AVP is to do mini-workshops for human service organizations... or related conferences and directing them.
I've been to various meetings in support of AVP and really didn't enjoy them. I'm not sure why. I wonder if there's some way to bring even more AVP into their formats. That's all I can think of at the moment.
47. We must recognize that workshop times and schedules have to add up to the 3 day total, but may have to be done in smaller increments to attract facilitators who work full time jobs.

- Also, I run a small business offering anger management classes for probationers in Philadelphia, providing part-time work for people who also volunteer regularly for AVP. This is a model that keeps folks involved who might otherwise be unable to be because of financial pressures.
48. I'm just beginning in AVP and am excited to grow into a contributing worker in the program.
49. Have a place on the website where groups can post the need for facilitators for particular workshops in their area and where it is easy for facilitators who would like to facilitate in other areas to volunteer to do that.
50. Make it easier for people to join. It was very difficult for me to get in, meaning to take part in an orientation and then to understand what the schedule is like.
Since AVP is in need of many more facilitators, they should consider offering community workshops and then have an orientation lined up. The background check shouldn't take as long as it did with me (over three months) to not scare people off!
51. One of your questions was about regional participation, but I did not know if that includes state participation. I am on the board of AVP MA, but I did not include that information.
I also teach a re-entry skills course at MCI Shirley Medium facility two days a week as a volunteer, but not through AVP
52. Marketing and public relations are obvious needs. Related to that, some of the language used by AVP ('light and livelies') seems old-fashioned and may be off-putting to younger participants. Thanks for doing this survey!
53. AVP is a wonderful program in which I miss participating. Due to taking care of a terminally ill parent I'm afraid I haven't been of much help lately. I look forward to the day I am able to be involved at a higher level again.
54. I would like the availability of training to work with youth to be more accessible in my area (Albany NY)
55. This is one of the finest programs I know of that is run almost entirely by volunteers. I talk up and promote AVP wherever it fits in. This past summer I gave our interns an opportunity to participate in an AVP mini that went over really well with all of them and with the trainers.

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- I'd like to find ways to be involved with AVP without having to be at full weekends, as I have a problem with chronic fatigue and need a couple of days of sleep to recover after a full weekends. I'd love to be part of a leadership team again, but I can't see how I could do it. I can make food for the meals for some workshops, offer hospitality to participants from a distance and would enjoy participating occasionally in AVP activities that don't involve full weekends. I'm NOT about to jump in and become deeply involved right now as I am busy as I need to be these days
56. I think we should work on making our workshops a warm and welcoming place
57. Well, we need AVP to go to the next level....
in that we need to appeal to the young folks in a more appealing and outreach manner. I think that all that is needed is to visit and have involvement once a month at a Makor University like USC and Berkely or UC Davis or UCLA...until we pursue those arena and venue places we will reflect the older crowd and become somewhat boring....we need more LIFE!!!
58. Thank you for all the work you are doing. I am doing workshops at home in Alfred, NY and in Aceh, North Sumatra, Central Java and West Java. It is hard to make it to all the various circles of AVPers. Just because I cannot be there, does not mean I don't think it is very valuable and worthwhile. In faith, Nadine Hoover
59. The current form of what we call AVP-USA needs to be reformed, or if not reformed, needs to be discarded. It needs to return to the original idea of being a communication, support and sharing mechanism...and needs to stop being the hierarchy it claims not to be. It needs to have removed all forms of facilitators controlling the behavior of other facilitators (even at the cost of a prison program if necessary). It needs to eliminate the practice of trying to protect the integrity of 'AVP' as though 'AVP' were something in particular or special...as it is not. The foundation of AVP is so fluid and alive that it cannot be boxed in by self-righteous ideas about how people 'should' be, allowing that living foundation to move freely in all, expressing as each individual sees fit. If problems develop (and likely they will), then those problems are simply ways to be nudged into broader understanding. Using excessive planning by experienced people, somewhat subverts this natural process.
60. I am discouraged after so many workshops that were painful, physically and emotionally. Some exercises seem irresponsible without a qualified psychotherapist facilitating. (E.g., mask, childhood violence.) The long hours feel cult-like, and especially hard for anyone with ADD, which I have and I'll bet a lot of folks in prison do, too. I live by the Guidelines, which are genuinely life-altering, but the exercises don't seem to be related to them most of the time. I desperately want AVP to work -- what else is there? -- but so far, in person, I haven't seen it.
61. I was involved with AVP/CA this past summer when I was home for the summer and had an amazing experience! Hope to reconnect when I return to the States.
62. I loved all the workshops I attended at the NYC Quaker center. I never was able to work in a prison, but I think whatever can be done there with the AVP process should be continued. Good luck !
63. I am honored to be involved with AVP. I see the power of the work AVP does, and the people who are steadily involved in it are the best. Though I've spent my life in social change work, this is my first in-depth exposure to prison work, & it's very compelling to me.
- I have some concerns: The percentage of people of color who are incarcerated does not match the percentage who elect to take AVP inside. One reason I see is that AVP as currently structured seems to be culturally narrow, at least in MN. I would like to see increase in the skillfulness of facilitators working cross-racially and cross-culturally. I'd support, as I said earlier in the survey, more focused content on the

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- impact of structural violence such as racism, classism & sexism on the lives of incarcerated participants. This would help AVP be more obviously relevant to a broader range of inmates, I believe.
- I have no doubt these issues have been raised & discussed thoroughly already; I would like to be part of those conversations.
64. I think AVP is a great project. I would like to become more involved; however, unable to at this time due to other outside responsibilities. I will continue to read the transformer, facilitate and offer suggestions when i can. Thanks for keeping me in the loop!
65. Would like to see some development of 'best practices' esp. in regard to community workshops.
66. AVP is my guide to becoming more genuine. in becoming more genuine i can better understand what being genuine encompasses. then I can better lead a group and share with each individual, then be open to what others may offer me.
67. good to see that you are working on keeping the project alive and relevant. It is still a huge part of my heart land... and I am still involved in occasional workshops... running an advanced this weekend.
blessings to my AVP family and friends
Elaine Dyer
68. 1)To take care to not 'exoticize' ex-offenders within sessions, by not having them identified by name tag or show of hands, etc.-- only if they volunteer that, and for a reason they choose. Then if they volunteer that info, not probing for testimonial details. I was told that this became an issue between ex-sex offenders and other ex-offenders and community AVP facilitators at one national conference.
2)I have been put off by regional committee members who we invited for an exchange / sharing of ideas, but who were imperious, not helpful (one) or (the other) slept most of the weekend around expecting to be fed, housed, and entertained.
3) While I have not personally attended a national conference because of timing & costs, based on our bad hosting experience and the comments from 2 other regional facilitators who have attended different conferences, it seems that many of the participants have been more interested in meeting individual ego needs than learning or sharing insightful, educational tips or tools
69. I like the conferences on Memorial Day Weekend. I work full time during the school year; which has ended for me by then. I would find it difficult to attend a conference from Mid August through the end of April.
70. The roots of AVP were about prison workshops. I don't think that should be abandoned but emphasized. International groups are doing amazingly well. It reaches the disenfranchised. Spread it where it needs to be. Don't morph it into a cure for all ills. Maybe committee members and officers should attend a full three day AVP workshop to work on cooperation and community led by former inside and international facilitators. Quietly listen to what is being said. Then decide if there needs to be a national bureaucratic structure to govern AVP or a national gathering for sharing ideas and successes. Just my 2 cents...
71. I really appreciate the strong state network in California. It is generally enough for me.
72. I will be doing my first apprentice facilitation at a prison, so far I totally stand for what AVP stands for and I only hope to be involved for years to come.
73. AVP HAS BEEN MOST USEFUL IN MY LIFE. AND IF I HAD THE TIME AND THE MONEY I WOULD INVOLVE MYSELF TO THE FULLEST CAPACITY

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74. SORRY, BUT I'VE STOPPED DOING AVP, MAINLY BECAUSE OF MY POOR HEARING.
75. The holiday weekend plan is the biggest thing I object to-making me very unlikely to attend a conference. I feel I could learn a lot from attending and inspire me to do more, but I really do not feel I can give up time with my family to come then. A time later in the spring when us upstate NYers yearn for some excitement/positive experience would be better for me.
76. AVP is a powerful approach to learning and it would be helpful to have culturally relevant literature to promote the project
77. AVP has a huge generation gap.. if we do not encourage youth , 20. 30 year olds to join us we will not survive,, we need to stop dragging our feet and get ourselves out of the mud of rules and 'old style' of thinking and include people who are not yet retired to become facilitators.. i think it is great that we get together and have conferences but, look around where is the new blood ,, we are struggling in my town and getting younger people excited about AVP only to loose them in delaying trainings and unwritten rules.. please .. let us let go of our EGOS and embrace the need for new excited ideas and desire to promote nonviolence.. thanks for asking
78. I do not know how helpful this has been. I did my basic in Rwanda in 2005, my advanced in Rwanda in 2006 and my T4F in Westchester County in Apr. 2008. I did a mini-workshop with a group of interns and two experienced co-facilitators in July 2008. I just moved for a year to Kenya and hope to do a workshop or two here. One of the hard things about deciding to take this job was knowing I would not get to continue to work with Mark Graham and the Redemption Center in Brooklyn, NY a place for formerly incarcerated people transitioning to life on the outside. It was wonderful to work with Mark for the time that I did.
I am from Indiana and wish that we could do more AVP in my home town.
Unfortunately I am not sure that I will live there again anytime soon.
I worry that there are some well-intentioned not so good facilitators out there, I wonder how we make sure this program is helping and not hurting.
I am new to AVP and when I am in the US, I will try to become more involved with AVP-USA.
79. How might the results of the question asking about interest in joining AVP/USA standing committees be made available to the Nominating Committee?
Donn Kesselheim Clerk, Nominating Committee
80. Please keep up the great work! I am also interested in learning more about research that has done to show the long term effectiveness of the AVP, for inmates as well as community members. Thanks!
jessica.arends@gmail.com
81. I'd love to see ways we can work with folks to continue their involvement and support outside of prison.
82. We are finding it increasingly difficult to fill community workshops although those who come say AVP is valuable. I believe it's not good to have to cancel workshops--makes us look unreliable. This lessens the pool for creating new prison facilitators. It's also hard for me to do all the backup administrative work in our area. DOCS policies are more restrictive and personnel less willing to make things work (there are exceptions). There seems to be a negative attitude throughout our maximum prison about AVP; they aren't signing up or they sign up and don't come. I especially appreciated the latest Transformer content on Empathy and wish all issues could have such substance.

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83. I'm not too likely to attend conferences since I haven't been very active facilitating, so I feel my input regarding the conference should not be weighed as heavily as that of those who are likely to attend.
84. On the question about whether or not I would attend a national gathering depending or not on scholarship assistance, that is not important to me, but I didn't have the choice of saying that.
85. Would be interested in facilitating workshop(s) in Spanish in the Upstate NY area - if another outside facilitator is available..
86. I have just started serving as a US Peace Corps volunteer in St. Kitts, West Indies & am exploring the possibility of introducing AVP here either in the prison or community or schools. I have completed apprentice facilitation in the past 12 mos. with Stan Zarowin in Plainfield Re-entry Education Facility near Indianapolis. Hence my inability to attend the 2009 or 2010 AVP-USA conferences. My e-address is mfallahay@hotmail.com
87. Because I'm currently at Pendle Hill, in PA, as a resident student, I'll be on the mainland and can attend the AVP/USA conference next year. However usually the cost is prohibitive because of distance and air travel. We have a number for facilitators in St. Croix and now St. Thomas who may be interested in giving info too. Is there time for me to send you the addresses so you could get some more input in the short time left?
Thank you for your persistence. As I was in transition to Pendle Hill couldn't get time till this one.
Thanks for your work on this important area.
88. I have found the conferences to be too costly to consider, and then there is also the issue of the time involved. While I think the conferences would be beneficial, all things considered, such as time and money and energy, I would rather put my efforts into a 3-day workshop.
89. Because I am involved at the national level, I will attend the annual gathering. This is why I did not put any reason down as to what will determine whether or not I attend a national conference.
90. Thanks for all your work!
91. Great program! Very popular in Mass. prisons. We need more outside facilitators in order to accommodate all the inmates who'd like to come and more opportunities for inmates to facilitate.
92. Suggestion for topic I would be interested in: Outreach--how other regional and state organizations find potential facilitator candidates?
93. My orientation and training was almost non-existent before entering a maximum security prison, therefore I have not wanted to continue my involvement with AVP
94. I'd like to have a couple (2) of Community Workshops in a year to try to recruit more Facilitators. I've tried contacting churches, but - nothing. How else can I prompt a Community Workshop?
95. Thanks to those who are doing the work of developing this survey so that AVP continues to prosper.
96. Enjoy my association with AVp very much. Am finding that my life has recently changed - bought a house, moved, new job - and I am doing less work than before. I want to AVP to remain strong so that when I retire I will be able to begin volunteering again.
I would suggest that another weekend for the national meeting be tried. You never know who is NOT coming because it is on a holiday weekend. It does make a

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- difference to me somewhat, as that is a family weekend traditionally for us.
Thanks for all your work! Appreciatively,
97. I love being a part of this wonderful program. Thanks to all that keep us going.
 98. I think AVP has so much to offer the stages of pre- and post-conflict in our world. I would like to see AVP further emphasize what it can contribute to emergent crises. I have worked with AVP in the US, Rwanda and South Africa -- I think it is universally transferable (with some cultural/situational adjustments) and I feel really dedicated to that effort. Always more AVP!
 99. AVP needs to provide more training in recruitment, and working with prison staff at the facility level, and especially at the prison policy level.
 100. I have 'taken a break,' I guess, from AVP for over a year now. I am very busy in my work life, and I have not felt called to go back into the prison for 3-day workshops. My last workshop was at a university. It went well, but I think that there may be a lack of local communication about AVP work outside of our prisons because I have not been contacted about additional opportunities. As a result, I become less and less involved/engaged as time passes. Ongoing communication with facilitators and those who have completed basic AVP training is a critical aspect of remaining a vital force for good.
 101. I am just an old man that is helping AVP grow
 102. I'm very pleased you are communicating with me. I look forward to more. Many thanks.
 103. I am interested in participating in AVP more. I participated in Minnesota when transportation to facilities was easy (for college students) and weekend/day workshops were relatively easy to schedule. When I moved to Kansas City, I did try to pursue AVP connections somewhat, and got in touch with a few coordinators, but all the workshops I heard about were too long and conflicted with my work schedule, so I never did any! I didn't feel qualified enough (and didn't have time then) to try to schedule shorter workshops.
Now that I'm in British Columbia, Canada, I am interested in pursuing something similar here, but haven't yet taken time to explore what's here.
 104. Not sure having workshops situated within chaplain's office in prison is a good idea... it competes with too many other religious programs -- I don't view AVP as a religious program