

AVP/CA Fall Gathering 2006, Los Osos, CA November 11, 2006

IN attendance – List from Stephen Matchett. [see last page]

Agenda Preview – Pat Hardy Throughout the day drawings for door prizes were interspersed between business items.

**Gathering** –Ann Boone

Something I have learned from AVP...

Workshop Activity Report from George Ramos. Attached

Film Report from George Ramos – After a careful selection by the filmmaker and vetting by the department, AVP facilitator and noted documentary filmmaker Noel Schwerin filmed AVP at CTF Salinas for four days and will be preparing the footage for a film for PBS.

**Nominations report** by Vicki Rumbaugh

Nominations were posted on the wall upon arrival to the meeting. Appointments are year to year.

**Decision:** Re-appoint to the Steering Committee the following: Mark Thomas, Katherine Youngmeister, Alice Waco, Stephen Matchett, George Ramos, Pat Hardy, Vicki Rumbaugh, Bob Barns and Steve Birdleough. Appoint as new members Ann Boone and Kenya Williams.

**Prison Orientation** Pat Hardy

AVP/CA has arranged with CDCR to allow our volunteers who are facilitating in more than one or two prisons to apply for permission to use their brown card from one prison in other locations where they might facilitate. A letter and list of those approved is at the front gates of all the prisons. This particular privilege gives us a greater burden for appropriate behavior than ever. Materials are on the website for Leads and first timers to better understand this responsibility.

Group broke into small groups to develop skits to show ways to creatively handle the no touch rule under which we are functioning in the CDCR.

**Staff Training** by Ann Boone, Pat Hardy, Katherine Youngmeister, Vicki Rumbaugh

Teambuilding and Conflict Transformation Training in the workplace was introduced with the following agenda:

This training will be for custodial and non-custodial staff.

AVP/CA has been asked to offer training in CDCR at different times by individuals and in Sacramento. A group of 12 experienced facilitators were trained in September by John Shuford who has been doing this for 15 years in the East.

Proposed plan for introduction:

Year 1- Functioning: Use trained facilitators in only facilities where AVP prisoner workshops are already in place. Vicki Rumbaugh will be the primary contact

Money: \$6,000 for Teambuilding and conflict transformation in the workplace

\$6,000 for Teambuilding T4F

\$1,000/day for mentoring staff facilitators

Expense reimbursement at CDCR rate

The request from the Steering Committee was that this be a project of AVP for a three-year trial period, reporting annually and evaluating the relationship after three years.

**Decision:** The above recommendation was accepted.

In John Shuford's model the trainers are paid to do these workshops, so the Steering committee then asked for input on how to distribute the fees collected from these staff trainings.

The following suggestions to the Steering committee **for how to distribute the fees collected from these staff trainings:**

Call the training something other than AVP

All programs are good whether paid for or not. This is paying the debt for already trained people.

How will you add to the group of present facilitators that are trained.

We are asking to do things that AVP hasn't done in the past

Bring in others offering staff training in the outside world.

Pay people facilitating the workshops; half fees collected go to AVP/CA, half to Facilitators

Pay by the hour or the session,

Scholarships to future facilitators- to keep trainers trained and upgraded; pay a stipend to Less(?)

Continuing education units for officers

Increasing capability of AVP by having money for PR

Reimbursement to other facilitators

>Concern about creating two tiers of facilitators, about becoming "professional"

It is important for staff trainers to stay with AVP to preserve AVP-ness

Go about this slowly and carefully,

Invest in image consultants for this team to succeed

AVP is different because its volunteer

Impacting and transforming CCPOA is important

What AVP does is "we" maybe doing it for pay isn't great – Need to look at this!

Are we saying those people are valued more because they are paid?

Is this where we want to put our energies? Shouldn't we develop communities first?

Should we merely encourage COs to take community workshops

Consider salaried staff

Create a separate entity

Break money down in smaller chunks

Make a cooperative under a separate name

**STAFF NEED THIS**

What is AVP's mission?

Who are our clients?

Can we serve our clients?

Will this detract from our core work?

Will it bring in money to better services?

Need a method to give others this experience who are experienced facilitators.

Break for lunch

**Gathering:** What I can commit to do for AVP/CA...

**Local Outreach** proposal to CDCR was presented by Pat Hardy: Through CDCR Partnership Grant we plan to hire 6 employees over the next three years to be Outreach Coordinators recruiting volunteers for Basic workshops in Susanville, San Joaquin Valley, Desert (Blythe, El Centro, Palm Springs) Great North near Pelican Bay State Prison, greater Sacramento area. This application is being written by Pat Hardy and will be submitted December 5. Pat will supervise this grant and the employees with local prison's facilitators.

**Financial Report** Stephen Matchett, Treasurer

The budget with the newly assigned categories and the year-to-date Income and Expense Statement was handed out. Most facilitators are not claiming reimbursements for anything but lodging and some do not even request this. Financial information attached,

**Fundraising letter** was circulated and those in attendance were asked to write their own and send it out to friends. Those sending out letters this year has increased six-fold.

The group broke up into the following discussion groups:

- Lead development

- Spanish workshops

- New exercises and Light and Livelies

Opened for questions....

Closing

Minutes compiled as a team effort by Pat Hardy and whoever else sends me ideas.....

AVP/California Fall Gathering Attendance List, Los Osos, 11/11/2006

Jay Adams	Paso Robles CA 93446
Barbara Babin	Redwood City CA 94061
Bob Barns	Nevada City CA 95959
Ann Boone	Healdsburg CA 95448
Helen Bruner	Berkeley CA 94707
Diana Couch	Lancaster CA 93534
Doug Couch	Lancaster CA 93534
Joan Cowan	Encino CA 91316
Alan Edgar	Soquel CA 95073
Mimi Edgar	Soquel CA 95073
Sandy Farley	Redwood City CA 94061
Tom Farley	Redwood City CA 94061
Liz Hamm	San Jose CA 95126
Pat Hardy	Santa Barbara CA 93105
Gay Howard	Los Osos CA 93402
Arlene Jeanneret	(guest of Ria Manetta)
Robin Keeler	Pacific Grove CA 93950
Terrill Keeler	Pacific Grove CA 93950
Mark Koenig	Visalia CA 03292
Maria Manetta	Marina del Rey CA 90292
Stephen Matchett	San Francisco CA 94117
Linda McCue	Aromas CA 95004
Don Nason	Goleta CA 93117
Tara NcHenry	Sunnyvale CA
Ruth Persky	Los Angeles CA 90035
George Ramos	Nipomo CA 93444
Janet Riley	Los Osos CA 93402
Vicki Rumbaugh	Torrance CA 90503
Christine Sauer	Sacramento CA 95831
Kary Shender	Salinas CA 93906
Mark A. Thomas	Oakland CA 94605
Elizabeth Thompson	Pasadena CA 91101
Jim Williams	Kingman AZ 86401
Margaret Willits	Sonora CA 95370
Katherine Youngmeister	Berkeley CA 94079