

## HERSTORY OF NEIGHBORHOOD WOMEN, INC.

In 1981 Barbara Fioramonti, our founder attends a Women in Poverty Conference, at this conference she meets Jan Peterson, the Director of the National Congress of Neighborhood Women from Williamsburg/Greenpoint section of Brooklyn, New York. Barbara networks with women "movers and shakers" from various areas of New York State. Barbara Fioramonti discovers the National Congress's Leadership Support Group Model to be a catalyst for moving women forward out of the poverty chain.

The National Congress of Neighborhood Women had come together as a result of women taking a stand for a traffic light in their neighborhood. This was a grassroots issue, the safety for their children going to school. The women from the Williamsburg/Greenpoint were diverse, along race, class, ethnic lines. The women at the National Congress recognized that if diverse women were going to continue to meet, they needed a process that would empower everyone equally. Thus was borne the Leadership Support Group Model which provides honest listening and support, something that women have not been accustomed to. Barbara F. continued to travel to the National Congress for one year to take instruction in the Leadership Support Group Model (LSP). The LSP is based on Reevaluation Counseling (RC) and peer education. Barbara became inspired and brought the concept back to Syracuse.

In 1982 Barbara Fioramonti was then the director of the Salina Civic Center in Mattydale, NY, a small suburb just outside

of Syracuse's northside. Barbara starts off the initial meeting at Salina Civic Center with a group of 15 women who really liked the concept of Leadership support, and grassroots organizing, women speaking from their own experience, being listened to, and no put downs for what they say.

In 1984 at Catholic Charities, a nonprofit Social Service Agency, hosts a two-day workshop on Women taking Leadership in their Neighborhoods. Barbara Fioramonti invited Jan Peterson and Linda Gray from the National Congress in Brooklyn to Syracuse and they facilitated the workshop and 33 women attended and participated in the Leadership Support Group Model. The workshop was an overwhelming success. There was something different about this group of women, they were a mixture of different ages, early twenties to early sixties. They were also diverse along ethnic/class/racial lines, as well as economically, politically and educationally. This group of women demonstrated how a diverse group of women can come together and through the leadership process, get in touch with their dynamic energy and address a number of issues affecting women. At the closing circle on the last day, there was much appreciation expressed for the workshop and its participants. The Leadership Support Group process actually brought tears to some of the participants, it was that moving and powerful, at last someone was listening to them.

The 33 attendees chose to keep the momentum going and it was from this point on, Neighborhood Women's Project began to meet once a month at different sites around the City mostly on the westside and southside of Syracuse.

Our Neighborhood Women's Project in Syracuse, New York has been an all volunteer, grassroots organization. Our meetings begin with a pot-luck dinner hour, followed by a one hour meeting, once a month. We are a support group for women, who are trying to improve the quality of our lives and our childrens' lives and our neighborhood.

Our neighborhood, the Westside of Syracuse is a very depressed area. This area of Syracuse has the highest rate of unemployment, the highest number of residents receiving Social Services, one of the highest rates of teen pregnancy and Infant Mortality in the United States among women of color. The near westside is also one of the ten worst places to live in the country for Hispanics according to Association Neighborhood Coalition of Latino Americans (ANCLA), and advocacy group addressing the needs of Hispanics. There is a high incident of crime, alcohol, drug and domestic violence. It is a "war zone" in an urban area. It is quite commonly called "the Land of the Dim" by policemen. Since 1984 Neighborhood Women have been addressing these issues to politicians, city government and county government, state assembly, and federal government. Census Tract 30 has been designated an Enterprise Zone. In this zone, various government agencies, federal, state and local governments have been trying to push economic development by building new houses and creating new business which have tax and utility incentives. Rebuild Syracuse is the City's administration agency that has been working on rebuilding the near Westside of Syracuse since 1986.

Our city fathers have focused their energies on building houses, apartment houses and creating new business, what they have failed to do is focus their energy on "people development".

Our Neighborhood Women's Project main goal is to empower women to take a leadership role in their neighborhood. To take a stand for something that is important to them. Our goals are to support women on issues that affect their daily living, such as the feminization of poverty, child care issues, education, welfare reform, housing, domestic violence, job skills, relationship issues, health and safety, political, legal issues, environmental and religious issues, in other words self-development. These goals were selected from brain storming sessions, workshops and monthly meetings where women contributed what they felt these issues were important to them. Women said these issues impact on them, on a daily basis. Every year we take an assessment of where we have been and where we are now and what we want to tackle in the future.

Our planning process is democratic. It is very loosely structured. We have a four member board. We are now in a permanent site since March. Each woman in our group has equal voice in what we want to take on. People work on issues that they feel strongly about. With encouragement and support from the group, they take on an issue that is troubling them or calls to them. It usually comes from this "shouldn't be", or "to right a wrong" that has occurred to them. The group members provides honest "feed back" to its members, in the form of their own

experience and knowledge. Our group has always played an advocacy role in the social, political and religious issues that affect women.

Our organization operates from a "supportive role", really listening to its members and a "relationship" perspective. This occurs in the listening and the sharing a "female perspective". Women strengthening relationships with one another and others, admitting our mistakes when we mess up, no blaming of self and others and going to a differing member when we have a difference of opinion and get the differences handled. Sticking to our rules of how we conduct our meetings. This insures that everyone gets a chance to speak. Speaking up positively when the rules are not adhered to. Also allowing for the human factor. No one is perfect, and, acknowledging and appreciating each other for themselves.

In April, 1992 Neighborhood Women's, Project, Inc. received its Incorporation papers. In March, 1993 we currently have permanent address at Rose Center which is located at 4201/2 Gifford Street.

## CHRONOLOGICAL TIMETABLE OF ACCOMPLISHMENT

1984 DECEMBER - negotiated with Our Lady of Lourdes Parish to purchase Chadwick House. Chadwick House is second stage housing for homeless women and their children. It is a two-year program designed to assist women to obtain working skills, or educational training to become self-sufficient. It was originally designed to assist homeless women and their families. Currently, the residents have seen an influx of women recovering from addictions. It is open to women 17 years to late 50's. Barbara Fioramonti and Stacy Smith worked on this with assistance from the membership.

1985 SPRING - encouraged and supported women testifying on hearings of the Feminization of Poverty conducted by New York that were being held in New York State. Results - regarding what happens in divorce, child support, battered, poorer, displaced homemaker, retirement, these issues were addressed.

Neighborhood Women's Project co-chaired with the Child Care Council a mayoral forum and elicited 10 different women's group to come and ask the candidates questions with regard to women's issues. Result - The candidates finally started talking about child care, and the lack of affordable child care, where before no one was talking about child care. Also issues of domestic violence, receivership of tax delinquent properties from absentee landlords, that the tenants get an opportunity to purchase the property rather than another slumlord taking over. Linda Hagger spoke for Neighborhood Women.

1986 NEIGHBORHOOD WOMEN supported the Child Care Council going to Albany, NY to help Lobby for Child Care. Again in 1986, 1987, 1988. Elaine Horton, Pat Sher, Peggy Paye and Linda Hagger attended.

1986 BARBARA FIORAMONTI AND TERI CAMERON CALLED THE MAYOR OF SYRACUSE - on his campaign promise to have a Women's Commission. Result - Within two months the Syracuse Women's Commission was in operation.

ENCOURAGED AND SUPPORTED women to testify at hearings on Domestic Violence and Housing shortage for women. Teri Cameron, Chris Sessler, Pat Sher, and Linda Hagger.

1986 Neighborhood Women's Project sent three representatives to assist our affiliate the National Congress to work on separating the National Congress into two groups, local and national. Barbara Fioramonti, Teri Cameron and Linda Hagger attended.

1986 Two Neighborhood Women worked on the National Congress's first National Housing Conference, Housing Options for Women. UN sponsored and HUD co-sponsored, it was held in Camden, New Jersey, the poorest city in the United States to call attention to substandard housing and lack of affordable housing in this City. Teri Cameron, Co-Chair and Linda Hagger, recorder worked on this for one year. Conference held October of 1987. Teri, Elaine, Barbara and Linda of NHW attended the Housing Conference. Three hundred women from 40 states and seven countries attended, also one man attended from Scotland.

1986 SYRACUSE NEIGHBORHOOD WOMEN'S PROJECT through the efforts of Barbara Fioramonti worked to get an abandoned house donated and rehab. It took more than two years from start to completion. This house is a two-family house, three bedrooms each, that is rented out to women raising children alone and at the basic cost of what public assistance currently allows. We named it the Madelene Sullivan House, after a woman in the community who had helped many women "in need" to find housing. Christopher Community of Syracuse currently manages it.

1986 HOUSING COALITION CONFERENCE - Barb F., Teri C., Caroline B. and Linda H. attend housing conference at Silver Springs, Maryland to learn about different types of housing and economic development.

1986 NEIGHBORHOOD WOMEN - receives the Social Justice Award from Syracuse University School of Social Work. Elaine Horton is our spokesperson, we received a certificate and a hammer.

1987 NEIGHBORHOOD WOMEN - Barb. F., Teri Cameron, Pat Sher, and Linda H. attend the National Congress of Neighborhood Women, Brooklyn, NY for a six month follow-up meeting of the Housing Conference, we met with 28 members from KENYA, also.

1987 NEIGHBORHOOD WOMEN - managed Bingo once a month for one year for fund raising, Linda Hagger, Chair, with Teri Cameron and family assisting. Monies paid for air fare to conference related to housing.



1987 NEIGHBORHOOD WOMEN - women conduct a workshop for 35 neighborhood women group along class, ethnic, race lines in the LSF model. Lisel Burns and Linda Gray facilitated the meeting. It was a follow-up meeting to the National Congress's Housing Options for Women conference. Linda Hagger, Chair. Teri Cameron assisted.

1988 NEIGHBORHOOD WOMEN - assist the women of Hilltop Housing development to take a leadership role in improving their rundown rental property. Roberta Stallings came from Harlem, New York to share her housing experience to the members of Hilltop. Barbara F. was responsible for inviting Barbara Humphrey of Economic Development, City Hall who came and listened. Thanks to Barbara Fioramonti's invitation and got our City Hall to take some action. Results the women from Hilltop have secured the services of Bertha Gilkey of Cochran Gardens, from Missouri to assist them in taking back their neighborhood. A recent 1993 summer report shows that Hilltop housing has been renamed, Rolling Green and Sunset Terrace. The conditions have improved, clean hallways, clean elevators, monitored cameras, security entrances, a safe laundromat. Unruly and unwanted visitors do not have access to the buildings or the grounds, it is no longer a haven for drug dealers.

1989 Plan Spaghetti Dinner as a fund raiser to assist Neighborhood Women who were having financial difficulty paying their utility bills. Teri Cameron, Chairman.

The Neighborhood Women's Group attended classes in Conflict Resolution for three months from Resolve.

1990 Six Neighborhood Women attended Reevaluation Classes from Elena Levy for six months once a week. Teri Cameron, Valerie Woods, Margaret Matthews, Linda Hagger.

1991 Two of the four women who started ANCLA, a Latino advocacy group who addressed the issue that Syracuse was one of the 10 worst places for Latino's to live in the Country, were Dottie Hetnar and Bea Gonzalez members of Neighborhood Women's Project.

1991 Three Women from Neighborhood Women's Project assist the Syracuse of Social Work for one semester in grassroots organizing and attend lobbying efforts on behalf of Homeless and to lobby for increase welfare benefits. Teri Cameron, Valerie Woods and Linda Hagger.

1991 Teri Cameron goes to Portugal to learn about collectives and cooperatives with Lisel Burns and Carma Halterman.

1991 Neighborhood Women's Project assisted Sr. Rose from St. Lucy Food Pantry in Crop Walk in October to raise monies for the food pantry. Neighborhood Women managed a resting spot and solicited sponsors.

1992 Syracuse Neighborhood Women become host families for eight teens from the Basque Country four girls and four boys to enable them to practice their English speaking skills. Teri Cameron, Dolly Daniels, Carol F. and Linda Hagger.

1990-92 We engage the Syracuse University Law Clinic to help us incorporate. Sr. Rose, Dolly Daniels, Elaine Horton and Teri Cameron assisted.

1992 is spent on working on Articles of Incorporation and By-Laws. Deb Bowman, Teri Cameron, Dolly Daniels and Linda H. assisted.

1992 Assist Chadwick House in the Leadership Support Group Model to overcome some areas of conflict the residents were having. Teri Cameron and Linda Hagger co-facilitated.

1993 JANUARY Robin Woods facilitated a half-day workshop that was attended by 12 women and one man on Getting Along/Reevaluation Counseling/Leadership Support Group Model. It was attended by neighborhood women, women residents and the staff of Chadwick House. Teri Cameron and Linda Hagger worked together to put this on.

1993 JULY STRESS WORKSHOP - guest lecturer, Melanie Dence assisted.

1993 MARCH moved into Rose Center, a social and justice center for women and their families located on the Westside of Syracuse at 420 1/2 Gifford Street. Teri Cameron is the founder. Neighborhood Women's Project has an office there, thanks to the efforts of Teri Cameron. Neighborhood Women offers training in the Leadership Support Group Model and has on-going support groups for women and their families who seeks Rose Center's assistance.

1993 JULY    STRESS WORKSHOP - guest lecturer, Melanie Dence assisted.

1993 SUMMER    - the Board goes on retreat to Vanderkamp to work on our Mission Statement, goals and objectives and do a SWOT analysis.

1993 FALL - Capacity building. Neighborhood Women is currently trying to seek out women of color to become members. Also Neighborhood Women has offered to share their office space with a legal rights groups called Concerned Citizens for Court Abuse Reform. This group is trying to address the inequities in the legal system which punishes the mother when she tries to address issues of sexual molestation of her children by the other parent, to a court that refuses to listen and allows unsupervised visitations to the perpetrator's home. The judges in many of these cases have jailed the mothers with contempt charges when they attempt to get medical assistance or addresses the court for her child/children. The judge in some cases reduces the child support as a form of control. The women in this group are diverse. Ann Douglas from Broxville, NY was seeking CCCA's assistance when she was brutally murder in January. Ann had an "Order of Protection", which was less than 24 hours old and the police would not order him out of the house. Her husband beat her senseless with a tire iron with the couples three year old child present in the house.

## MISSION STATEMENT

Neighborhood Women, Inc. is a membership organization committed to supporting women in their taking on Leadership Roles, through the use of support groups and development projects to strengthen their social, economic and political participation for the benefit of themselves and their families.

GOVERNANCE: The board consists of President, Linda Hagger, Secretary-Treasurer, Deborah Bowman, and Barbara Fioramonti. They are nominated and voted on by the members, elected by a two-thirds majority, for a term of three years according to the By-laws. Our group decision is by consensus. The board members meet and decide what business they need to work on and take it back to the membership for their input and then we agree to accept, reject or amend it. This has worked well for us presently. However, as we continue to grow and get permanent staffing, we will have to evaluate and implement changes where appropriate.

MANAGEMENT - In the past we were managed by our founder, Barbara Fioramonti, consensus, and participatory leadership. We also had the assistance of a social service intern, Stacy Smith, 1984-85, who did a excellent job of on-going contact with members. Betsy F. of Indiana, another intern, replaced Stacy S. and did not work out well. This impacted on us and we started to lose members. Flo G. assisted us in 1987-1988 and she was good, she got us a temporary office at Vincent House and steered us toward incorporation. This process was excellent in some areas with recognized drawbacks in other areas. The group recognized

that we were limited at that time because we were not incorporated, we could not receive grants monies. We also did not have a permanent home. In 1987 to 1988 we had an office across the street from Vincent House. Since 1988 we continued to meet in each other's homes. Our group decided to incorporate and find a permanent home.

Since 1990 we worked with the Syracuse Law Clinic to incorporate, in April of 1992 we became incorporated. Teri Cameron was elected President and I was elected Secretary - Treasurer, and Barbara Fioramonti, board member-at-large to the board of directors for purposes of incorporation. We still continue to manage by group consensus. Since October of 1992 we changed leadership, I became president, and Deb Bowman became Secretary - Treasurer, Barbara Fioramonti, board member-at-large assisted by our Hud Intern, Teri Cameron. We continue to take Leadership from the Board and from our members and manage by group consensus. This serves us and works well for our group.

FUNDING SOURCES - Our funding sources have been our members and our friends on an as-needed basis. Teri Cameron, Barbara Fioramonti, Deb Bowman, Peggy Paye, and Linda Hagger have either solicited others or contributed or both.

FUTURE FUNDING SOURCES - We are having a joint fundraising event with Concerned Citizens for Court Abuse Reform on December 3rd. We are inviting all past and present Neighborhood Women to a reception for Concerned Citizens and to see our new office. Concerned Citizens is inviting their members to celebrate their

sharing of office space with Neighborhood Women. We are asking people to contribute towards the start-up of office supplies. The press and media will be invited.

Teri Cameron has been our chief fund raiser with some assistance of our members and our board. Actually everyone on the board and has made substantial contributions. Our Neighborhood Women's group has had to focus on our goals and objectives, mission statement and strengths, weakness, opportunities and threats before we could do any fundraising. Now that we have completed this phase, we have been currently concentrating on furnishing our office. Our next phase will be a combination of fundraising and other start-up office equipment. One of the disadvantages of being an organization not having much money over the years is that we got use to operating without money.

WHAT'S POSSIBLE - with regard to individuals, we have been talking about trying to reach women who are currently no longer coming to meetings. To set-up a friends of Neighborhood Women Group to occasionally help us with fundraising. Another area is that we are going to ask our members to solicit from people in their address book, direct appeal. Foundations and Corporations. We have just received a grant for \$1,000.00 from Chemical Bank, we applied for a \$5,000.00 grant and they sent us \$1,000.00. Government grants, we have not gotten that far to-date. Earned income...eventually we would like to market our Leadership Support Group Process/Diversity Training to the business

community, the public and private sector (the market). There does not seem to be much of this in Syracuse. Yet we have a diverse community. Sensitivity to people's cultural heritage is not being addressed and needs to be, if we are going to live and work in this community. With regard to marketing we haven't gotten that far yet. In public relations we have a reporter that has always liked writing about Neighborhood Women. Maureen Nolan came to the Housing Conference in Camden, New Jersey and has written good articles about us. See recent article about Rose Center and Neighborhood Women.

With regard to planned giving or capital or endowment campaign, we are not at that level yet. ANALYSIS...it is my understanding that we as a group are going to have to take a more aggressive approach to fundraising. We need to do it in such a way that it becomes fun and not work. Even though it is work.

CONCLUSION...Our organization is committed to the self-development of women and their families. Our Leadership Support Group Model is unique. We have a strong commitment of small core group. We have strong sense of common vision/values. We are good listeners. We have good analytical skills. We care about our neighborhoods and our environment.

OUR WEAKNESS...We can be disorganized, although we are getting better. The key members are spread too thin, between jobs, work, school, community and families. We have operated without money for a long time. We do not have paid staff, everyone is volunteer, and we lack diversity. WEAKNESS of the Board, the



President has on occasion let another strong member take over the meeting while she is facilitating, this has since been addressed. The secretary-treasurer has some problems taking minutes, she can not write the minutes fast enough, she has some motor skills problem due to an accident. When we remember, we ask another member to take the minutes. Another member of our board is a very strong leader and can be over powering, but no longer is she like this and she has adjusted her style to conform to our agreements. Another board member was also pessimistic, she didn't want to bring in new members as she didn't want them to see our vulnerability. She has since changed her mind and is responsible for Concerned Citizens for Legal Reform sharing an office with Neighborhood Women.

*"It's not that neighborhood women don't dream; so many of their dreams aren't voiced because they don't think anyone is listening."*

*-Jan Peterson, NW Director, 1978*

*The National Congress of Neighborhood Women (NCNW) began in 1976 in Brooklyn, New York in an effort to convene low-income, grassroots women and encourage development of their leadership potential. They developed a support process to facilitate them to relate to themselves and each other on various issues. They call it the "Leadership Support Process".*

# LEADERSHIP SUPPORT PROCESS (LSP)

## HERSTORY OF LSP

By 1980, as we worked with the network of low-income women we had met through the HUD project, we used our newly-developed methods for giving leadership support, nurturing participation, and dealing with diversity with growing confidence. These techniques had evolved from our peer-counseling training in our college program, personal experiences with consciousness-raising, and methods used by self-help and re-evaluation counseling groups. They were a new amalgam of various techniques because we knew that if we took either a traditional feminist or a traditional neighborhood movement approach we would lose our real and deep commonality. The neighborhood ways can submerge women's issues; the traditional feminist focus can focus exclusively on woman-as-individuals -- ignoring community social issues.

Our methods involved the use of small groups in which women could express some of the exhaustion, fear, confusion, hurt, pride, and hope they felt as leaders in the community. The groups also provided a safe, structures, and helpful setting for deepening women's awareness. They began to see themselves in terms of gender, class, ethnic, racial identity groups, and as people with opinions.

We had learned early in our work that, if asked in standard discussion settings how they felt about being a woman, or poor, or black, or Italian, many neighborhood women of all backgrounds, would respond: "I never thought about it", or "fine". Similarly, if asked in such settings what they thought about issues such as what kind of housing would meet their needs, they often fell silent or echoed the stereotypes pictured in women's magazines or on television. To get beyond these responses, our support group leaders used what we call "vision questions" that bring out what people feel, know, and what, but do not easily articulate. Working up to the present by evoking past experiences is one approach we used. For instance, if we asked women to talk about what they liked or did not like about the housing they grew up in, we began to tap the stream of feelings and ideas about housing that lies beneath the surface. Our "dream sessions" which focus on what women would like to have if money were no object are particularly effective in getting to new visions—some of the most imaginative ideas we have heard anywhere about housing design and community development have come in such sessions.

We introduced the leadership support process to our network members in workshops around the country, and we trained them in forming and leading "leadership support groups." The immediate effects were so energizing to the participants and so conducive to communication breakthroughs among women initially wary of each other that we introduced them into our large conferences. In combination with issue and skill

building work, the leadership support groups proved unifying and liberating. They led over and over again to something we had not initially expected. They inspired women to express deeply held feelings about their faith in God, their hope for a loving community, and their joy in finding others who shared their feelings. This had been very moving for all of us.

We have continually experimented with applications of the LSP using them in different combinations and settings, observing their strengths and weaknesses. While they are not a solution to all our interpersonal, inter-group and public policy problems, we feel (and participants regularly confirm) that they help to bring diverse people together. We feel they are indispensable to finding out what women have really experienced and what they really want. They are essential to our strategies for making communities work for women.

*"I am a Puerto Rican mother of four children. After I had to leave my husband, I was raising my children alone, here in Williamsburg. Because of the National Congress College program, I went back to school, got a good job and became active in my community, particularly at the Congress where I became Chair of the Local Board for several years. But we need our leadership support methods to back us up. Even now, when serving on the National Board or at a meeting with big shots or women with a lot of education. I feel like I haven't anything to say. Yet when we have the questions, and it is my turn to speak, I can go on forever."*

*-Mary Guzman, NW Williamsburg, Greenpoint, Brooklyn*

## KEY COMPONENTS

We need our own vision, social analysis, culture and values system as a small oasis from the reduction of almost everything in our society to the economic values of the marketplace.

LSP functions as the holding environment, or what the Hopi people would call the "cup of our culture" against the larger culture's prevailing winds. They hold the values and visions selected by NW as important. Leadership Support Processes (LSP) are not meant to be used as rigid formulas but rather as guidelines to strengthening and sustaining grassroots women leaders in their work to improve their lives and their communities.

Key LSP components include:

### A. Vision Questions.

Bottom-up participatory community development is enhanced by using structured "vision" questions that elicit every participant referencing her own experiences and thereby owning her own authority, for example:

*What is a positive experience of leadership that you have had?*

*What has held you back?*

*What would it look like/be for you to exert your full leadership potential?*

## **B. Basic Agreements.**

1. Beginning and ending on time.
2. No put downs.
3. No blaming of self or others.
4. Speak from own experiences.
5. Confidentiality (what is said here is left here.)
6. Only one person speaking at a time/equal time.
7. Participation by all.

## **C. Redefining Women's Leadership.**

In order for every woman to claim her leadership, we need to examine the myths of leadership that we have accepted. Women's leadership, mutual support, and self-care can be redefined to overcome prior social conditioning and oppression. Meetings function best when we recognize the importance of delegating oversight to a leader who takes responsibility for using meeting methods consistent with our principles.

## **D. Honoring Diversity/Social Identity.**

We make a commitment to use our time to bring out each other's richness of experiences and insights. Race, class, religion and ethnicity provide valuable traditions, cultural values, and social perspectives that must be incorporated into comprehensive community development. We use a panel of "allies" to learn how to take everyone's social identity issues seriously and combine honoring diversity with resisting oppression.

## **E. Forming Leadership Support Groups.**

Women leaders need each other. NW support groups have proved successful in helping women leaders nurture, sustain and regenerate their energy. Women cannot give what they do not have. If exchanges do not exist, if it is all giving and no receiving, the inner well will dry up and the outer wall will break down. Deliberate appreciations of ourselves and each other can be a source of renewal -- as can celebrations, songs, and other creative expressions of our shared visions and values.

## **F. Using LSP in Various Settings.**

Leadership Support Processes can be integrated into different settings, such as: meetings, workshops, conferences, and family groups.

## **USING VISION QUESTIONS**

*"We use vision questions and the values underlying them to remind us who we really are, where we really came from, what we are really capable of, why we have a hard time getting there, and why we are going to get there with each other's support. They serve as reminders of the vision that NW has of neighborhoods that work to reflect and empower our best selves."*

*-Lisel Burns, NW Vice President, 1991*

A vision in the Lakota Sioux tradition is said to be a dream plus commitment. NW resonates with this concept of vision because it has a sense of the future at the same time as it provides direction for the present by shaping goals and strategies to make the dream a reality.

At most NW meetings, we ask structured questions that grow out of our premise that society's lack of calling forth women's ideas about community development or providing community to support them is what stops women from generating, expressing and realizing their visions rather than their "not being up to it". We call our kind of questions, "vision questions". Each question carries its own vision and asks for the respondent's vision.

NW's dream of a community of support is at the center of our vision questions. Our core premise is not "What do you want to do?" but "If we would support you (and your organization) in your deepest hopes for a better life for you, for your family, for your community, what would you do?" "What if..." can release dreams, hopes and values that many women, particularly those who are not college-educated, have not felt invited to express ("dreams" are for professionals). We try to phrase our questions so that they embody the vision of what could be, as well as the recognition that both inner and outer obstacles may be holding it back.

## DESIGNING VISION QUESTIONS

Don't impose conclusions, but rather remind of the values, expectations, and the insights of the community. Engage participants in a genuine dialogue. The question provides a social context with participants as powerful subjects, even if they are out of touch with that power.

- a. Elicit women's experiences
- b. Contradict resignation, self-defeating patterns, and the status quo.  
*Identify the situation and the forces restraining a positive potential, and through questions, contradict those forces. Paying attention to what stops people from speaking their vision often liberates their capacity to find solutions.*
- c. Make questions open-ended.
- d. Set limits on response time.
- e. Plan questions appropriate to situation and participants. Be flexible.

## WHEN TO USE VISION QUESTIONS

- For opening circles, leadership support, planning, and evaluations.
- To focus on common topics or issues.

*We want to balance a personal approach with the need to take a stand on public issues. We use vision questions to develop our own understanding of issues. By listening to each woman answer in a personal way, and speak to the issue, we can discuss the topic without assumptions about what people mean by the topic as it relates to them and to their lives.*

- To build a consensus on a topic: The Conversation Method.
- To explore social identity issues.
- To resolve a conflict.
- For one-to-one conversations.
- For one-on-one "mini" sessions.

Through these leadership support group methods, we propose the following agreements:

1. We will support each other by remembering that each of us is basically good, is trying their best, and that each should be treated with respect and caring.

2. We will treat each other, and others with whom we ally, with full respect even when we disagree strongly. We will remember that it is the issue we disagree about. Feelings may come up, but should not be acted upon. When we disagree, we will state why we disagree, being careful not to denigrate the person individually, and never call names.

3. When differences between us threaten to hurt our alliances, we will make every effort to resolve those differences, or agree to disagree without resentment while we work together on issues

4. We will not expect our individual leadership support group members to either agree with us on community issues, or take action outside the group to show that they support us.

5. Members who get involved in supporting someone outside the group, do it as individuals, not as representatives of the support group and that member must not pressure others in her group to be involved against their will.

6. We are not perfect, so please do not give up on us. We may break these rules, but we are open to being reminded of them and will work hard to follow them.

We can build a coalition of women who are working to improve their neighborhoods as individuals, backed by leadership support group networks that are safe for them, even when they are taking a position that is not popular, or is in conflict with others in the network. Only in this way can we offer for women, the safety they need and deserve - to think for themselves, without worrying about displeasing others. We will make mistakes, but we can trust each other to use the safety of the group to work out these mistakes, rather than get punished for them

Historically women have been pitted against each other. Through leadership support group training, NCNW is helping this to change,

## **BASIC AGREEMENTS**

*Confidentiality*

*Listening*

*No putdowns*

*Speak from your own experience*

*One speaker at a time /Equal time*

*Everyone participates*

*No blaming of self or others*

*Begin and end on time*

*One smoker at a time*

*(or no smoking, as group agrees)*

The Syracuse Neighborhood Women's Project has been meeting on the 2nd Tuesday of each month from 6:30 - 8:30 p.m. Our meeting consists of a potluck dinner for the first hour, and business/support meeting in the second. All who are interested are welcome to attend. Next meeting will be: December 11, 1990 from 6:30 - 8:30 p.m. at 448 Gifford Street. For more information, please call Teri Cameron at 422-3426/435-2280.

# WHAT IS LEADERSHIP SUPPORT?

*First written by Lisel Burns and Jan Peterson, edited by Ann Glordano and Elisabeth Roberty-Bardet, and final writing by Helen Johns-Richardson*

## NCNW LEADERSHIP SUPPORT GROUP METHOD

The "leadership support group method" is used by NCNW (National Congress of Neighborhood Women) to develop women's talents to become leaders in their communities. We expect, in this article, to explain how this is accomplished, and how the support method enables us to solve both personal and organizational conflicts.

In our community work, we are going to be watched to see how we handle conflicts. the question is being asked, "Does the leadership support group method work?"

Most women leaders are not prepared for the political dynamics that occur in community struggles. We get involved because we want to help someone (a child, or relative), or help make our community better, not because we want to get involved in politics. Since it is our "family work", family loyalty codes operate. Issues get lost. We often get personally hurt when people differ with our issues. We are not experienced with politics or looking at things from a political perspective and we are surprised when people treat us as if we are political. Men are often so involved in the political aspects that they lose personal involvement. What is good about this, is that they know that one may be fighting someone on one issue, supporting them on others, and the differences that arise are taken for granted and accepted.

We, at NCNW, propose a new way of building alliances - - one based on honesty and mutual respect. We, as women leaders, have to learn how to build networks of support. We must take ourselves seriously, as leaders, and believe that we will be involved over a period of time, not just temporarily with an issue at hand.

We will get a lot more done if we stop fighting for things alone or with only two or three others - - and if we stop fighting each other. Building and maintaining a network of allies will help us to become a lot more effective. Learning how to provide real leadership support, the way we wish to define it here, will make us the kind of leaders that other women will respect.

## *What does leadership support mean?*

To some, leadership support means going along with each other on every issue. For women, the "personal" often gets confused with the "political", and instead of taking a political position, we stand with our friend(s), no matter what politics are involved. This should not be.

Secondly, often our concept of leadership support means giving advice, but not providing space so the other person can figure out things for themselves. Advice usually has to do with our own experiences, and does not consider the other person as being capable, in themselves, we make them seem weak and incapable instead. Leadership support has often meant saying what we think the person wants to hear. We need to stop doing this. How can we grow if we cannot get space to think and to hear clear, honest, and direct feedback?

The final issue regarding leadership support is to learn that providing support to another's growth doesn't mean that we will stop growing ourselves or that we will be less strong. All too often, women help each other in personal crisis, but hinder when another woman wants to obtain power, or a new leadership position. To enjoy watching another woman grow, and seeing that every woman takes a step forward, means that more of us can do it. Women who learn successfully how to utilize the tools of power will open a lot of possibilities for all of us. We must get over past hurts and internalized ideas that say that women can't stick together and be powerful.

By using leadership support group methods, we can change these "negatives" by training ourselves to change attitudes and build mutual trust. We can learn how to deal with how we have personally hurt each other. The best support that we can learn to offer, is "to listen." As each one speaks, they receive full attention, are not interrupted and no comments are made about what they say. We learn to communicate our acceptance of each other, by listening, and by exchanging experiences; remembering always to follow the support group rules of trust, confidentiality, respect, and by learning to act as model for others to copy. The more we know ourselves, the better leaders we will be.

# PRINCIPLES OF THE NATIONAL CONGRESS OF NEIGHBORHOOD WOMEN

## -VALUES-

In organizing and assisting women to improve their lives and neighborhoods, we are committed to processes which build individual dignity, mutual respect and trust, and which affirm the importance of spiritual values.

## -EMPOWERMENT-

We are committed to building women's consciousness of their power and potential, of their right to self-realization, of their right and capacity to define and solve their own problems, and to doing this by stressing recognition of their strengths and by offering education and skill-building in a manner that does not alienate them from themselves and their roots.

## -ECONOMIC SELF-DETERMINATION-

We believe that freedom is built on economic self-determination. We are committed to becoming economically self-sufficient as an organization, to helping women find ways to support themselves and their families, and to working with neighborhoods to promote economic development compatible with neighborhood values and with the continued existence of those neighborhoods.

## -WOMEN'S LEADERSHIP-

We believe that women's input and leadership is essential to the building of healthy community life, and we assert women's responsibility to lead. We believe in supporting this leadership with public recognition and rewards. We accept the responsibility for developing new women leaders and believe that other women, including women leaders, have the same responsibility.

## -NEIGHBORHOODS-

We affirm that ties to local institutions, places, and people are important sources of personal strength, and we respect and promote the preservation of the neighborhoods of others, as well as our own.

## -FAMILIES-

We recognize that families come in ever-changing forms; but whatever the form, we affirm the importance of families to the healthy development of the adults and children alike. We are also committed to strengthening family life and to helping families function well for all their members.

## -SUPPORT GROUPS AND NETWORKS-

Because of multiple and conflicting demands made upon women which often lead to feelings of inadequacy, isolation, illegitimacy and self-denial, we believe in the importance of women's support groups and supportive networks. We are committed to fostering support groups and networks as sources of personal comfort and growth and as organizing tools for action. We believe that support groups should promote the honest sharing of feelings, information, and aspirations in an atmosphere of caring and confidentiality where difference is both recognized and respected.

## -GOVERNMENT-

We favor self-determination and self-help for ourselves and our communities, but we believe that government has a responsibility to assist people to help themselves. While we are non-partisan and non-ideological, we encourage political involvement and the use of political activity to accomplish our goals.

## -COALITIONS-

We believe in working with other groups to accomplish our goals. Our participation in a coalition working on particular issues does not mean that we endorse the positions of other coalition members on issues different from the ones for which the coalition has been formed. We accept as Affiliate organizations, however, only those groups which share our goals and principles and whose actions are consistent with those goals and principles.

## -DIVERSITY-

We are committed to fostering understanding and respect for personal and group diversity, especially class, race, and cultural differences, and to the use of consciously adopted methods to accomplish this. We are convinced that these and other differences must be made visible and celebrated for true tolerance and community to exist.







# CED/HUD REPORT TO CHRIS CLAMP/NHC

## HUD WORK STUDY REPORT APRIL, 1993 TERI CAMERON

My work study continues to be a growing experience. I have pursued the development of the new Center as I reported to you in December.

We have had a series of meetings, established lists of individuals interested in the development of the Center, collected contributions exceeding \$500, completed our first fundraising mailing which netted some money, commitments of volunteers and donations of items.

Physical improvement of the space continues with several groups joining the effort. A name has been agreed upon -- Rose Center. A Latino group in the neighborhood has been invited to join the Center -- to take an office and to share meeting space. The Advisory Board is in formation, having their first formal meeting this week. One of the primary items on their agenda is the incorporation and 501(c)(3) application of the Center in addition to developing policy and planning for the Center. An agreement of the resident groups will be worked out. The groups: Neighborhood Women, Westside Community Board, and the Social Justice Committee/Resource Center are in the process of selecting their offices and determining their roles in the Center. Volunteers are to be organized and trained to provide support and information at the Center as well as outreach in the neighborhood. A telephone has been installed and the Center is being listed in local human service and community directories.

Primary activities currently focus on completing the physical improvements, forming the Advisory Board and Volunteer Groups, setting up relationships between the residents, and fundraising.

We had a "Grand Opening" and press conference on March 28, 1993. It was well-attended and received excellent coverage in the local media.

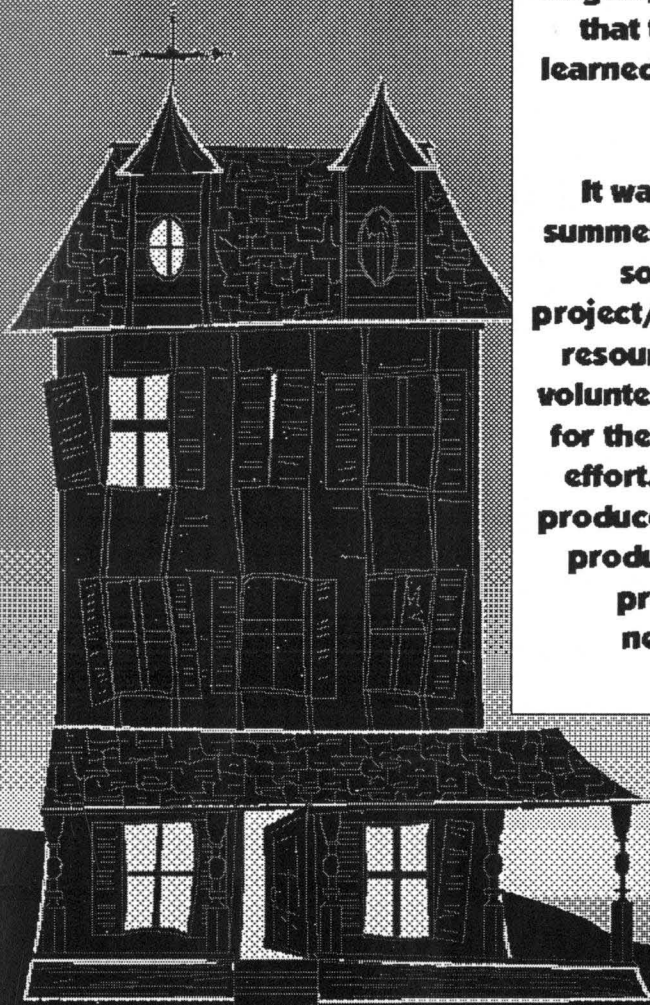
Plans continue to progress.

# HAND GRANT SUMMER REPORT

**This past term was slower, in some respects. People who had faithfully been working on the Board suddenly disappeared. A few came around, off and on. I tried to get some volunteer training going in August, but there was no interest. Several indicated that they would participate in the fall. I guess I learned an important lesson — it is hard to get much activity in the summer.**

**It was not wasted, however, because I used the summer to research and write some grants, develop some fund-raising plans, to develop some project/program plans for the Center, organize some resource materials, and to pull together plans for volunteer training and materials. We are gearing up for the fall and mounting a direct mail fund-raising effort. Someone recommended using cable TV to produce a show locally — I am locating people to do production and gathering information on how to proceed. We are thinking of a grassroots, neighborhood issues-oriented talk show.**

**September, 1993**



TERI CAMERON  
HUD WORK STUDY REPORT  
DECEMBER, 1993  
TO: CHRIS CLAMP

The past four months have been very productive. I have successfully written the first grant (Chemical Bank for \$1,000) ever awarded to Neighborhood Women, Inc. We have set up the office and even brought in another group to share the office. The Citizen's Committee on Court Abuse was received with much appreciation and a reception which invited the public and media to help us welcome them. The news coverage was excellent and we have had many people calling for information and support.

Rose Center is progressing well. The new group also gifted us with a donated copier and small refrigerator. In addition, they decorated the bathroom and are bringing in additional supplies.

The annual respite day is being planned for December 18th. Much effort is going into requesting and obtaining donations for the day. I have made presentations to groups to invite their participation and assistance in the project.

I have also been very busy providing desktop publishing services to the resident groups and related organizations, small businesses, etc. We are developing a plan to charge for these services as a means to sustain the center. We are also preparing to initiate a needs assessment/skills assessment of the neighborhood.

SECTION

3

Leadership  
Support Process  
& Principles/  
National Congress  
of  
Neighborhood  
Women

TERI CAMERON  
JULY, 1993 CED PROJECT  
CHRIS CLAMP, ADVISOR

Hard to believe that another month has gone by. As I prepare for class this weekend, a valiant group of volunteers continue to paint and repair Rose Center. I say "valiant" because the "hot, hazy, and humid" weather has scared off all but the very committed. It really is beginning to look nice. I even spoke to the fellows who said they'd refinish the old oak floors. They agreed to schedule us in during the next couple of weeks!

The Board has continued to work hard to press ahead with some of the more mundane, yet essential, issues. They hammered out a mission statement along with many objectives and goals in the process. We followed a group process and brainstormed on the "purpose of Rose Center". After much effort, they arrived at, "Human Development — Neighbor to Neighbor!" as the actual statement. They also decided to group goals and objectives under two main categories: Education/Employment & Family/Community. We are in the process of finalizing the Resident's Agreement. The Board is reviewing what the residents put together.

I had a visit from our local "Habitat for Humanity" group. They are looking for an office and have expressed an interest in joining Rose Center. They will be letting me know next week. Unfortunately, the Latino group "ANCLA" has failed to respond again. My last conversation was with one of the leaders of the group. She wanted to discuss it more with the group and agreed to get back to me. Too bad — the space will have to go to those who act first. We have waited for them to decide for over 3 mos.

Donations continue to come in. I just picked up a wonderful bundle of office supplies. More are slated to be contributed. Cash contributions continue as well. I am trying to nail down a potentially regular contributor which could help us cover basic costs. One of our Board members bought a coffee pot and supplies — of course, the next day temperatures soared to almost 90 degrees! The same person also

organized a “NA” meeting in the center at noon, M-F. The group plans to donate to Rose Center monthly.

We completed our first Desktop Publishing assignment. There is an association of Black Postal Workers in our area and they needed a brochure. We did one for them and they were very pleased. They, too, will be making regular contributions to the center.

We have been spending a great deal of time discussing fund-raising and are moving ahead with developing a plan. People have great ideas. The nice thing is that it fits in so well with classes!

TERI CAMERON  
AUGUST 1993 PROJECT IN CED  
ADVISOR: CHRIS CLAMP

Since July, Rose Center has been moving along a bit more slowly than I would like. However, I do realize that it is summer and many people are vacationing or just "taking time off". So, I am hoping that we can move ahead with renewed vigor as fall approaches.

After completing the mission statement and goal/objective identification processes last month, we have spent time focusing on fund-raising. We have been talking and brainstorming on different possibilities. I also spent some time discussing the Board's role in fund-raising — even direct mail, phone and personal solicitation. The board members agreed to write down 10 - 20 potential donors. I produced letterhead, return slip/envelopes, and a fund-raising letter. When I gave the members their materials, I explained how to put it together and we discussed their personal, hand-written notes that will go with each. We even had some discussion about personal approach. They are willing and eager to support the center.

Physical work seems to have stopped over the summer, not surprisingly. Habitat for Humanity contacted me and indicated they were interested in joining our center. We will meet next week.

I am still waiting to hear on the "tithing" commitment. It would be helpful.

I scheduled Volunteer Training, but no one could come. Again, I think we need to gear up for the fall and do more promotion.

I am currently taking advantage of the lull by organizing paperwork. I did mail out several initial letters to potential donors and will be following up by phone and seeking personal meetings with a few.

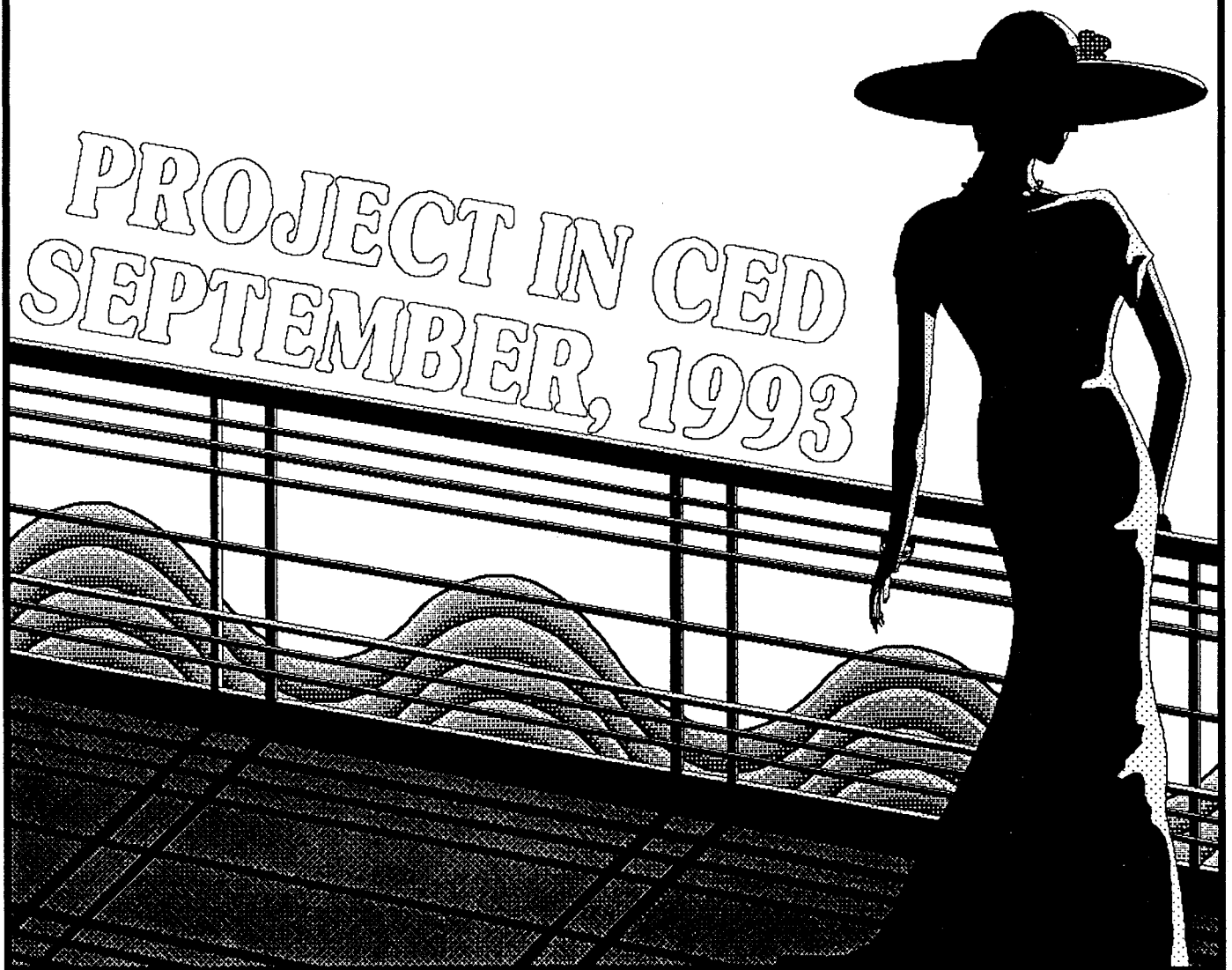
The Narcotics Anonymous group continues to meet and we are planning more such groups. They have started contributing "rent" to the center — an average of \$7 weekly so far. More as the group builds since they are giving us all they collect during their meetings.

Syracuse United Neighbors are having their annual garage sale. I had discussed the possibility of their allowing us to sell our wooden desks there. I will pursue this upon my return.

*This past month has been slow in some ways. Nobody seemed to want to do anything. I ended up focusing on sorting and organizing resource materials, writing a few grants, working with a couple of other groups, checking into Cable TV and the possibility of doing our own program, checking out some other funding possibilities, following up on plans and previous connections.*

*I also spent a lot of time trying to get signatures for my mayoral petitions — unfortunately, I ended up about 200 short of the required 1500! Well, there is always next time! One thing is painfully clear, we need election reform! I hear that has to happen on a state level, possibly at a constitutional convention which is due. One of our local state assemblymen just won the democratic primary for mayor — he is projected to be the next mayor. Maybe I'll look at his old seat!*

PROJECT IN CED  
SEPTEMBER, 1993





## Project in CED Report for October, 1993 Teri Cameron

This month saw a little more activity. Habitat for Humanity is in the process of moving in. We met with the pro bono lawyers I was able to obtain from the local Law School. They are going to be helping us with the incorporation of Rose Center! They will also be assisting with the 501(c)(3) application. Now, we just have to raise the money to cover our expenses -- about \$600 to do the incorporation and tax application.

We have been progressing with our fundraising plans. We were looking at having a benefit "musical" event at a downtown theatre -- some local talent has agreed to donate their time! Looks like it's going to have to wait until after the new year since it is so close to the holidays.

I am also beginning arrangements for our annual "Saturday with St. Nick" -- a respite day for parents on the near Westside. Crazy, but lots of fun!

Good news! One of the grants I wrote with another group did get funded! We will be training neighborhood people to run classes with young people about the legal system -- the goal is to educate them and convince them to avoid getting caught up in it! Should be interesting.

Just completed a couple of desk-top publishing jobs for theCenter -- hope to start bringing in some income with it! No new information on the Cable TV idea. Will have to focus more on it next month. That's about all for now!

TERI CAMERON  
CED PROJECT NOVEMBER, 1993  
CHRIS CLAMP

Rose Center is moving along -- slower than I would like, but it seems to be working. Habitat for Humanity indicates that they would like to have an office with us. The Citizen's Committee on Court Abuse has been invited to share an office with Neighborhood Women. Both groups are enthusiastic and have expressed a willingness to work to support and provide donations to the Center. In fact, Habitat is working on some office equipment and CCCA is trying to get a copier and refrigerator for us.

A grant I had written to Chemical Bank for Neighborhood Women, Inc. was awarded. We received \$1,000. It was less than the \$5,000 we had requested, but they indicated that everyone got smaller amounts than requested. We are very pleased and see it as a start.

Donations continue to come in from time to time. We received several drapes/curtains, some money, paper supplies, etc. Some repair and paint work has yet to be done on two of the rooms. Someone from Christ the King Parish is checking into volunteers to complete the work.

Meetings continue at the Center. The Narcotics Anonymous Group meets daily, Neighborhood Women meet once or twice a month, Rose Center Advisory Board meets bi-monthly, Exercise Classes have been running on Saturdays, and so on.

Our 9th annual respite day for parents on the near westside, "Saturday with St. Nick", is being planned for December 18, 1993. As always, we expect it will be popular with the neighbors and between 200 & 300 children, up to age 12, will spend the better part of the day with us. Our hope is that it is an opportunity for parents to either rest or do what they need to -- without children! I have many letters to get out and calls to make. There is no money for the event -- everything is donated. Lots of food, snacks, ice cream, adult gifts for the kids to give to their parent(s) and gifts for the kids.

I've been busy working on a few desktop publishing jobs for the parish, resident groups, small businesses, etc. Am getting good feedback on the work and hope to start charging for it as a means to make money to support the Center. We would also like to see it become a training opportunity for neighborhood people ( Basic Computer, Word Processing and Desktop Publishing -- maybe even maintenance and repair)

TERI CAMERON  
CED PROJECT DECEMBER, 1993  
CHRIS CLAMP

With much sadness, I had to retrieve the Rose Center keys from the teens who had been allowed to use the Center — three of them had been my own! Upon my return in November, I learned that the Exercise instructor had arrived on Saturday morning for class only to find the Center strewn with empty beer bottles all over — and a bra! The instructor became infuriated and stormed out —complaining irately to my husband, Jim. At first, they thought the teenage residents from the home on the other side of the building had done this somehow, but it became apparent they had not since they were all accounted for the night before. In fact, my own sons and their friends had taken advantage of my absence, thinking no one would be in the Center until Monday. I share this experience because I see it as learning something about the kinds of occurrences which can happen — especially with teens. This was not the first incident, but it was the worst and the last. As I explained to them, we have a responsibility to the other resident groups NOT to allow this kind of behavior. With groups moving in, setting up offices, conducting business, etc. we must maintain the Center better and ensure the safety of their possessions. I still hope to have a teen room — but it will have to be used with adult supervision only.

Citizen's Committee on Court Abuse moved in and we had an extremely successful reception to welcome them. It was well attended and received excellent coverage in the media. Rose Center received attention as well.

Saturday with St. Nick has been moving along. I've been making presentations and inviting people to volunteer and/or donate. So far, things are moving smoothly and people are being very affirming and supportive. I hope we have enough adult supervision to handle the crowd this year — it makes all the difference. One of our donors has made an exceptionally large contribution this year. A wholesaler for books just delivered over 80 boxes of assorted new books, from children's to adult reference. Some will be great to give as presents, some for the Center and even some to sell to support the Center!

Habitat notifies me that they have received office furnishings and equipment and are prepared to move in! CCCA's office with Neighborhood Women, Inc. is very attractive. CCCA has given a slightly used Panasonic copier to the Center. It works well, but we need toner. The small refrigerator comes in very handy as well.

Finally, I have resolved to use the wooden desks which were donated to us. The nice, older metal ones are all committed to other cooperative organizations and will be cleared out by mid-December.

SECTION  
2

HUD Quarterly  
Reports  
(December, 1992 –  
December, 1993)

# CED/HUD REPORT TO CHRIS CLAMP/NHC

HUD WORK STUDY REPORT  
DECEMBER, 1992  
TERI CAMERON

I began my work study this fall with the Neighborhood Women's Project of Syracuse, NY. The primary focus of this group is to support low-income, neighborhood women in achieving their leadership potential through teaching and using the Leadership Support Process which the National Congress of Neighborhood Women had developed. Currently, the Syracuse Group is focusing on capacity building within the low-income, Westside neighborhood, designated as an Economic Development Zone. I have been working to establish an office and meeting place to enable the group to formalize the Leadership Support Group and training which they have been running monthly since group formed in 1984. The plans include the development of a peer education program which would address issues ranging from life skills to micro-enterprise development. NW is also supporting the creation of a Westside Community Board which would eventually work to develop a Cooperative Community Center, owned and run by Westside Neighbors. I have been organizing and facilitating meetings, working with neighbors, negotiating for and acquiring a location for a center which could provide a base of support, cooperatively, for the above-mentioned groups and others. It appears we have been able to obtain a location and I am embarking on clean-up, repair/improvement, and fund-raising efforts. In December, we had the annual respite day for Westside parents on the last Saturday before Christmas and took care of about 275 children for the day. For now, everything seems to be moving ahead.

# APPENDIX

## TO THE FINAL REPORT ON ROSE CENTER



### SECTION

- 1 Interim/Monthly Reports (April, 1993 - December, 1993)
- 2 HUD Quarterly Reports (December, 1992 - December, 1993)
- 3 Leadership Support Principles/National Congress of Neighborhood Women
- 4 News articles about Rose Center/Neighborhood Women, Inc.
- 5 Rose Center:
  - Proposal (9/92)/Notices, Press Release, Agendas/meeting notes, Board List, Mission
  - Process notes & Statement, Draft of Group Agreement, Logo & Literature
- 6 Neighborhood Women, Inc.
- 7 Flyers/Activities
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- 9 Fundraising Plan/Rose Center
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# SECTION

## 1

Interim/Monthly  
Reports  
(April, 1993 –  
December, 1993)

# INTERIM REPORT

***TERI CAMERON  
PROJECT IN CED***

***APRIL, 1993  
CHRIS CLAMP, ADVISOR***

At the beginning of the term, the project was still in the negotiation and planning stages only. We were in the process of agreeing on the terms of acquiring tenancy of one half of the former convent at St. Lucy's on the near Westside of Syracuse for a small, cooperatively-run Women's Center and Social Justice Center. The Center was to provide shared office and meeting space to groups and activities which formerly had no space of their own. In addition, the Center was to provide support and resources to neighborhood people in a wide range of services and areas. Support groups, peer education, information, support, and more were being incorporated into the project.

Finally, in the first week of January, 1993, a verbal agreement was tentatively reached and the key was provided to a large space with a variety of rooms (approximately 14), and 2 bathrooms. The place was built in the late 1800's and needed some repair. Contacts were cultivated in the community for assistance in making the necessary improvements.

A new youth group agreed to purchase the paints and materials needed to paint the inside rooms. They began work in late January. In the course of their work, it became apparent that the old plaster walls were going to require greater expertise to repair — in fact, before I knew what was happening, they had torn down one whole wall of old plaster! As you may imagine, it was very messy! The wall then had to be sheetrocked. Fortunately, a generous contractor made an evaluation of the structure and reassured me that the rest of the plaster did not have to come down, but rather, could be patched up. This went beyond the skills of the youth and required efforts to find skilled volunteers, which we did. We also located someone who agreed to re-finish the old oak floors, upon completion of the walls, at no expense to the Center. Sufficient to say, that the physical work has taken considerably longer than we would have liked. It continues to date, with much progress.

Ultimately, a team of retirees with excellent skills and an enthusiastic group of local college students had offered their assistance and it is hoped that by the end of May, 1993, the first floor patching, painting, and floor-



refinishing will be complete. This actually seem to have been one of our biggest hurdles to date. Other physical improvements are planned — upstairs bathrooms, bookshelves, and installation of an accessible ramp and first floor bath will be forthcoming.

The physical work has definitely impeded progress of the program planning, but has not prevented the groups from moving ahead. We have had a series of interactions with potentially supportive groups/organizations/agencies, etc. Fund-raising and informational pieces were developed. Mailings in excess of 300 were sent to all local women's groups/programs/organizations. Personal outreach, presentations, networking with other groups and attendance at a local Human Services Fair provided a large base of supporters. Over 130 individuals signed up requesting to be kept informed of our activities, to join the Advisory Board, Social Justice Committee, Volunteer Group, and/or to make contributions of items, supplies, and money.

The physical work seemed to be delaying progress — we hesitated bringing in furnishings, equipment, supplies, etc. due to the white dust and general disorder created by the work. In addition, it seemed that those items would get in the way of the work. With all the outreach, however, people were excited. They wanted to know what was happening, when; how they could help/get involved; when we could receive the many items being offered to us, and so on. It became clear that we had to move ahead or risk losing the interest and commitment of these people.

We decided to have our “Grand Opening” and scheduled it for March 28th, a Sunday afternoon. A press conference was also planned at that time. Press releases and public service announcements went to all of the local media. Interest was keen. A few newspapers wanted to do “advance” stories and we cooperated.

Consequentially, over a period of a few weeks, Rose Center was prominent in the local news. Actually, the television and radio coverage ran constantly for a day; feedback was ubiquitous and very positive. One or two people called to complain about helping women, but the majority were clearly supportive and excited about the possibilities.

One of our goals in having the Reception and making our announcement was to allow people to see what we

were trying to do. We hoped that they would want to get involved and assist us in completing some of the work. Happily, this is what has happened. A very competent group of skilled retirees committed to working consistently at the needed improvements. They have installed a beautiful mailbox, continued the patching and prep work, repaired some plumbing and electrical items, and so forth. They have worked with the college students as well — even providing guidance and training for some of the work! Several groups have offered to provide needed items; one group is planning a “shower” for us, another is committing funds to buy needed items, and another is working to raise funds for us!

Probably encouraged by the media attention, several contributions were mailed to us in response to our mailings — over \$500. We held a 50/50 raffle and raised \$50. These are small amounts, but to us, it is a great start.

Our phone was installed and we have been able to keep our overhead down. Since we negotiated “no rent”, the phone and our utilities will be our primary expenses. Our contribution towards the cost of utilities is in the process of being negotiated. Ultimately, additional sources of funding should be developed as our goal is to hire a coordinator and support staff. We are working on a grant with Chemical Bank as well as researching any other potential sources of funding. We also plan to write a grant proposal, incorporating a site analysis, to pay for the cost of making the Center accessible.

We had scheduled planning meetings as a means to initiate the various Boards/Committees, etc. Unfortunately, the “Storm of ’93” struck and attendance was minimal. However, we did develop a working group which assisted with the mailings we were doing at the time. At the Reception, people signed up for subsequent planning meetings which were better attended. About 18 people committed to either joining the Advisory Board and to taking on other specific tasks. The Board, a precursor to the Board of Directors which will be created as we proceed with our incorporation process, is a working board. They have committed to meeting at 4 P.M., on every Wednesday, for as long as it takes to hammer out initial policies and planning. A representative from each of the “resident groups” (those groups which will have an office and share space in the Center) is on the Board. The Board directed the residents to meet and discuss policies between

themselves first, and then, to bring them to the Board for discussion and confirmation. So far, these have been stimulating and productive meetings. All seem to agree that progressing “slowly, but surely” is preferential to rushing ahead. We are striving to be clear with each other and to create a sustainable organization/structure.

While doing the mailings and building lists of “interested people”, it became clear that we needed to create some databases. We are doing this work and it is coming along well. Our Advisory Board has created a “phone committee” to keep in touch with each other and notify one another of meetings. Several people are taking leadership in different areas and the Social Justice Resource Center is coming together. The groups have identified their “offices”, and as previously indicated, they are developing their own agreements for interacting in and maintaining/running the Center. Neighborhood Women has been meeting regularly in the Center for the last few months.

An area where I failed to consider the potential complications has made itself known — DONATIONS!!! At the time of the Reception, the place actually looked quite nice, despite the needed repairs! We leaned up, decorated with posters, streamers, flyers, balloons, and such. I think we were all very pleased and a bit surprised at what a nice place it really was! Then, soon after the opening, donations started flowing in. In one day, we obtained a large truck and picked up 9 large wooden desks, a bookshelf, a sofa, a chair, a sideboard, a TV., a cabinet, a bench, and other various and sundry items, bout 2 big loads! Mind you, I can’t complain because the items were, generally, in very condition and usable in the Center. Nevertheless, with all the physical work being done, it does seem to have made things a bit crowded. We already had four large metal desks. I went ahead and accepted the wooden ones because I had been told the teachers in the school had wanted to swap their smaller ones for bigger ones. When I followed up to make the swap, they decided they only wanted to swap ONE desk! The upstairs rooms are fairly small and even if we could get the big desks in there, we would not want them since they would take up too much space. Oh well, live and learn. I have listed the desks in our local paper and offered to swap them for other items we still need. Until then, I’ve begun to feel as if I’m working in a warehouse!

I think the group and the program can continue to help me in staying focused and organized. I am interested

in cultivating my planning and fund-raising skills, as well as learning to design and maintain a meaningful timeline and fund-raising strategy.

I am still working to revise my timetable as suggested in class last month. Generally, I see several items on my formerly proposed timeline that can be grouped into broader classifications, i.e.. Planning, Fund-raising, Organizational Development, Task management, and so on. I am not sure that I am clear on how broad the representations should be on the timeline in order to remain meaningful. I am not aware of the generally accepted or recognized methods for developing a timeline and I would still appreciate further input and advice.

For the next term, plans include:

- Finalizing a timeline
- Supporting the work of the Advisory Board
- Solidifying an agreement with the Resident Groups
- Initiate incorporation/501(c)(3) proceedings
- Completing first floor improvements to the walls and floors
- Setting up working offices for the Center
- Expanding the time schedule for the Center's standard hours
- Building and training a base of volunteers to staff the Center and perform neighborhood outreach
- Develop "Peer Education" Programs
- Follow-up on Fund-raising; develop a strategy and a plan
- Pursue "accessibility" for the Center
- Organize scheduling procedures for the Center
- Plan a "Thank You" Celebration
- Support the development of the Social Justice Resource Center and Committee
- Continue to promote and advertise the Center
- Run for Mayor to create a forum to address neighborhood issues

**TERI CAMERON: PROJECT IN CED**  
**APRIL 1993**  
**CHRIS CLAMP**

Over the last month, many things have transpired. I have worked to develop a proposed timeline and struggled with a format for expressing it; one is attached.

Fund-raising efforts have brought in over \$500 in cash, numerous items (desks, microwave, TV, sofa, chairs, folding tables, bookshelf, sideboard, typewriter, etc.), as well as volunteers (for physical improvements as well as program). I coordinated a Grand Opening Reception and press conference which resulted in further donations and excellent media coverage on TV, radio, and local papers. I also staffed a table at a day-long, local Human Service Fair to disseminate project information and activities. I have made presentations about the Center to local groups.

Two planning/Advisory Board meetings were held and attended by a total of 18 people. These groups scheduled a subsequent meeting to pursue the development of policy and planning for the Center including: developing a resident agreement, initiating incorporation and application for our 501(c)(3) status, a volunteer committee, and a fund-raising committee.

Progress continues in effecting the physical improvements to the building; local college students and retired handy people have been contributing time, materials and expertise to accomplish the work.

I have searched out some potential grant sources and am working on a grant to Chemical Bank, due by 5/3/93. I am also working to obtain a site-analysis from a Disability group to assist in making the site accessible. I have learned of a potential grant source for this expense. I am following up on the 300 fund-raising letters which were mailed out prior to the grand opening by calling and arranging appointments to discuss the project in depth.

I have committed to being physically present in the Center minimally from 10 a.m. - 12 p.m., Monday through Friday -- other times by appointment or as meetings/activities are scheduled. I have been working to develop an outreach plan, the Resource Center, picking up donations, and developing a database for mailings, committees, etc.

I am continuing to pursue a fourth resident group -- ANCLA, a Latino group in the neighborhood but without an office/base. My contact person with this group has agreed to come to the Center to discuss the opportunity.

Most of these activities will need to be on-going for the foreseeable future.

# PROPOSED-TIMELINE

APRIL

MAY

JUNE

JULY

AUGUST

CONTINUE TO IDENTIFY SPECIFIC TASKS

CONTINUE FUNDRAISING EFFORTS

CONTINUE FUNDRAISING EFFORTS

CONTINUE FUNDRAISING EFFORTS

DRAFT TIMELINE

FINALIZE TIMELINE

UPDATE TIMELINE

STAFF ADVISORY BOARD

WORK WITH ADVISORY BOARD

SCHEDULE MEETINGS

DEVELOP RESIDENT AGREEMENT

FINALIZE/SIGN RESIDENT AGREEMENT

INITIATE INCORPORATION/501(C)(3) APP

CON'T INCORPORATION/501(C)(3) APP

COMPLETE INCORPORATION/501(C)(3) APP

INITIATE VOLUNTEER COMMITTEE

WORK WITH VOLUNTEER COMMITTEE

INITIATE FUNDRAISING COMMITTEE

WORK WITH FUNDRAISING COMMITTEE

CONTINUE REPAIRS/CLEAN-UP

COMPLETE REPAIRS/CLEAN-UP

PLAN "THANK YOU" CELEBRATION

HOLD "THANK YOU" CELEBRATION

LEMOYNE STUDENTS/WORK DAY

SCHEDULE LIVERPOOL RETIREE WRKRS

SCHED. ACCESSIBILITY SITE ANALYSIS

USE ACCESSIBILITY SITE ANALYSIS

BUILD ACCESSIBLE BATHROOM/RAMP

EXPLORE ROSAMOND GIFFORD GRANT

WRITE ROSAMOND GIFFORD GRANT

DO GRANT FOR CHEMICAL BANK/BARB ✓

SUBMIT GRANT FOR CHEMICAL BANK ✓

FUNDRAISING LETTERS

FOLLOW-UP ON FUNDRAISING LETTERS

STAFF TABLE AT HUMAN SERVICE FAIR ✓

MAKE PRESENTATION(S)

MEET WITH ANNUAL 4TH MEMBER

DEVELOP OUTREACH PLAN

ACTIVATE OUTREACH PLAN

WORK TO DEVELOP RESOURCE CENTER

DEVELOP RESOURCE CENTER

MAINTAIN RESOURCE CENTER

STAFF CENTER, MIN. 2 HRS DAILY

INCREASE CENTER STAFIFING

CULTIVATE/PICK-UP DONATIONS

DEVELOP PEER EDUCATION PROGRAMS

BEGIN PEER EDUCATION PROGRAMS

BEGIN SUPPORT GROUPS/LSP

DEVELOP/MAINTAIN DATABASE

TL  
FR  
TL

FR

FR  
NOV 10, 2015  
10:00 AM

MAY, 1993 REPORT TERI CAMERON PROJECT IN CED/CHRIS CLAMP

During the past month, I had completed and mailed the Grant application for Chemical Bank -- literally at the last minute. The application was made by Neighborhood Women, Inc. as they have their 501(c)(3) status. We indicated that we wanted to use the \$5,000 we requested as General Operating Funds and use it for the purchase of equipment and to provide stipends to 6 neighborhood people to do a door-to-door "survey" in our neighborhood over a 10-week period. The survey would assist us in getting a current focus on what the people in the neighborhood see as their issues, needs, and skills/strengths. This information would be helpful in strategic planning as well as provide us with an opportunity to visit with the neighbors and do outreach. We should be receiving an acknowledgment postcard from Chemical within three weeks.

Work progresses on the rooms at Rose Center and we are very close to priming and painting! Hooray! Now maybe I can keep my desk uncovered and really start "setting up shop"! Well, maybe after the floors are finished?

The Advisory Board is being very faithful and most are demonstrating a real commitment to setting up meaningful policies for the Center. It is very encouraging. They continue to meet every Wednesday. The resident's group met to hammer out such topics as "Behavior Policy", "Scheduling and use of space", "Process for resolving differences" -- with many more on our list. Some of the topics on our agenda for future discussion are: Maintenance of Center, Offices, Playroom, etc., Fund-raising; Individually and Collectively, Resident's Responsibilities in attending meetings, Resident's contribution to the Center, "Private" space vs. "Shared" space, and more. These issues are seen to be crucial in that they must be clearly stated and agreed to in order to minimize conflicts, confusion, and discord later on. It is heartening to see the earnestness with which these matters are being addressed!

Neighborhood Women, Inc. continues to meet in the Center. Items continue to be donated -- a beautiful Hammond organ, a carpet, some coffee mugs and serving dishes, 2500 business size envelopes, 500 large envelopes, \$2.00.

A county-wide mailing went out as part of a "Valuable Coupon Directory" Booklet -- an attractive "coupon" announcing Rose Center with information to call, or mail in their name/info to be placed on our mailing list &/or contribute. Several responses have been received.

We have also signed our "Subtenancy Agreement". We committed to \$100 per month towards utilities, payment due from April 1993. Further, we have agreed to publish a 4 page, bi-monthly newsletter for them. Overall, this is a great deal and it allows us to keep our "overhead" under \$200 per month!

CED PROJECT UPDATE  
TERI CAMERON    JUNE, 1993  
ADVISOR: CHRIS CLAMP

Over the past month, Rose Center continues to develop. I received a call from our local paper last month. They wanted to do a news feature on the center. I said great, but give us another month since we are still in the midst of painting. She agreed.

I had targeted the end of May for completion of the first floor patching and painting. Unfortunately, my best workers went out of town. While we did make progress, I must admit I was disappointed that it was not done. Nonetheless, we have accomplished so much over the last week -- including this weekend, that I am confident that it will be done this week. Now, we only have to refinish the floors! Never a dull moment.

I was very excited this month when a young, latina woman in the neighborhood walked in and inquired about training information. She had heard about us and DELIBERATELY sought us out! This may not seem like a big thing to someone else, but to me, it is our "raison d'être". She exemplified exactly what my hopes were in establishing Rose Center. Frequently, I have people stopping in, mistakenly, looking for another nearby program. Maria specifically came in for US -- and I had never even known her before. Wow! We must be doing something right. Not even that, but she has returned several times and attended our Advisory Board meeting last week.

Another exciting occurrence was Theresa Pagano's/ANCLA visit to the center. She popped in, unexpectedly, just as I was getting ready to leave. This was important to me because I had been trying to get her to respond to me for a few months, unsuccessfully. She has a leadership role with ANCLA, a wonderful group of Latinos in the neighborhood. I knew they had no office of their own and had invited them to consider coming in to Rose Center. I had a hard time understanding why she repeatedly failed to return my phone calls. In fact, I had decided to just write one last letter to the group and give it up. We are committed to diversity, both in Neighborhood Women and Rose Center, and it has been difficult to develop a sustained interaction with our local Hispanic community. Having them as part of our center would help facilitate this goal (I hope!).

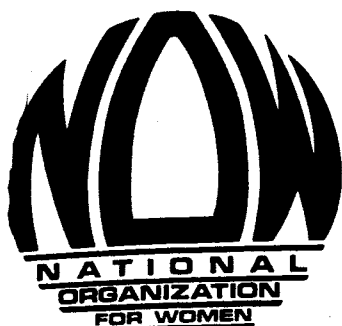
I published the first newsletter for our "landlord" this month as part of our "sub-tenancy" agreement. Donations continue to be made. Resident group meetings and Advisory Board Meetings continue weekly. We are prioritizing the formation of our Mission Statement and incorporation. Neighborhood Women continues to meet here. The Social Justice Resource Room is being put together. We spent a rainy Saturday at our table at the Westside Festival; We had a good time in spite of having to change our plans. I am looking at focusing on fund-raising efforts & training volunteers (and my birthday 7/13!).



SECTION

4

News Articles  
about  
Rose Center/  
Neighborhood  
Women, Inc.



## TIMES

Vol. XXVI, No. 4

April 1993

Syracuse, NY

### Oswego Loses Three Women Leaders

Three women academics, all former administrators at SUNY-Oswego, have taken advantage of early retirement options offered at the end of 1992. They include Dr. Elizabeth Moody—CNY NOW, Dr. Virginia Radley—UH'82, and Dr. Marion B. Schoenheit. They represent many years of experience in public schools and higher education and service to the larger community.

### A Women's Center Is Born

A building at 420 1/2 Gifford Street in Syracuse is on its way to a new life as a women's center.

Local women are refurbishing the former St. Lucy's Convent in time for the grand opening of Rose

Center at noon March 28.

The prime mover behind the center is neighborhood activist Teri Cameron, who secured the space rent-free.

Cameron said the building will be home to a grass-roots organization called Neighborhood Women Inc. and a neighborhood group called the Westside Community Board.

The goal is to make Rose Center a home for activities and groups that support women, Cameron said.

Academy of American Poets' fellowship for "distinguished poetic achievement," Adrienne Rich is a passionate feminist and has received many honors, including the Brandeis University Creative Arts Medal, the Ruth Lilly Poetry Prize, and the National Book Award.

General admission to the event

will be \$10 and \$8 for students and seniors.

### Pooler to Review Capitol Games

On Wednesday, April 28 at 12:15 p.m., State Supreme Court Judge Rosemary Pooler will review *Capitol Games: Clarence Thomas, Anita Hill and the Story of a Supreme Court Nomination* by Timothy Phelps and Helen

"Women on the Ropes"—June 26, July 25—Sign up for one or two days of challenges on and off the ropes course. June 26 will be a general introduction to cooperative games and the ropes course. July 25 will build on that day and have more of a high ropes focus for you to re-challenge yourself on ele-

# Women's center to open in Gifford Street convent

By MAUREEN NOLAN  
The Post-Standard

**I**F ASPIRATIONS took up space, the red brick building at 420½ Gifford St. would be full.

As it is, the women who furnished the vision for the fledgling women's center are working to equip it with tangibles, everything from tables and chairs to a microwave oven and portable playpens.

They are also working on painting, plastering and otherwise refurbishing the former St. Lucy's Convent in time for the grand opening of Rose Center at noon March 28.

The prime mover behind the center is neighborhood activist Teri Cameron. She arranged with St. Lucy's Catholic Church, which owns the building, and an adjoining group residence, which leases the building, to secure the space rent-free.

Cameron said the building will be home to a grass-roots organization called Neighborhood Women Inc. and a neighborhood group called the Westside Community Board. Cameron is active in both.

The goal is to eventually make Rose Center a home for activities and groups that support women, Cameron said.

"And really make it a place for women to hang," she said.

Linda Westervelt-Haggen, president of Neighborhood Women, said her group of about 15 members has never had an office but exists out of members' homes.

The former residence with big windows overlooking Gifford Street, in a visible spot next to St. Lucy's, will make Neighborhood Women

more accessible to neighborhood women, Westervelt-Haggen said.

She thinks having a permanent base will give the non-profit organization a better shot at securing funds. And with money, she said, it could conduct leadership training for women at the new center.

That dovetails with Rose Center's goal of empowerment rather than social services, she and Cameron said.

So does the social justice center Cameron plans to establish at Rose Center. That's "social justice, not social services," said Cameron.

Cameron and Westervelt-Haggen said the near west side needs a women's center even though it is filled with social-service organizations. Help from the organizations is not enough, the women said.

Social services give to people — and keep them dependent, Westervelt-Haggen said.

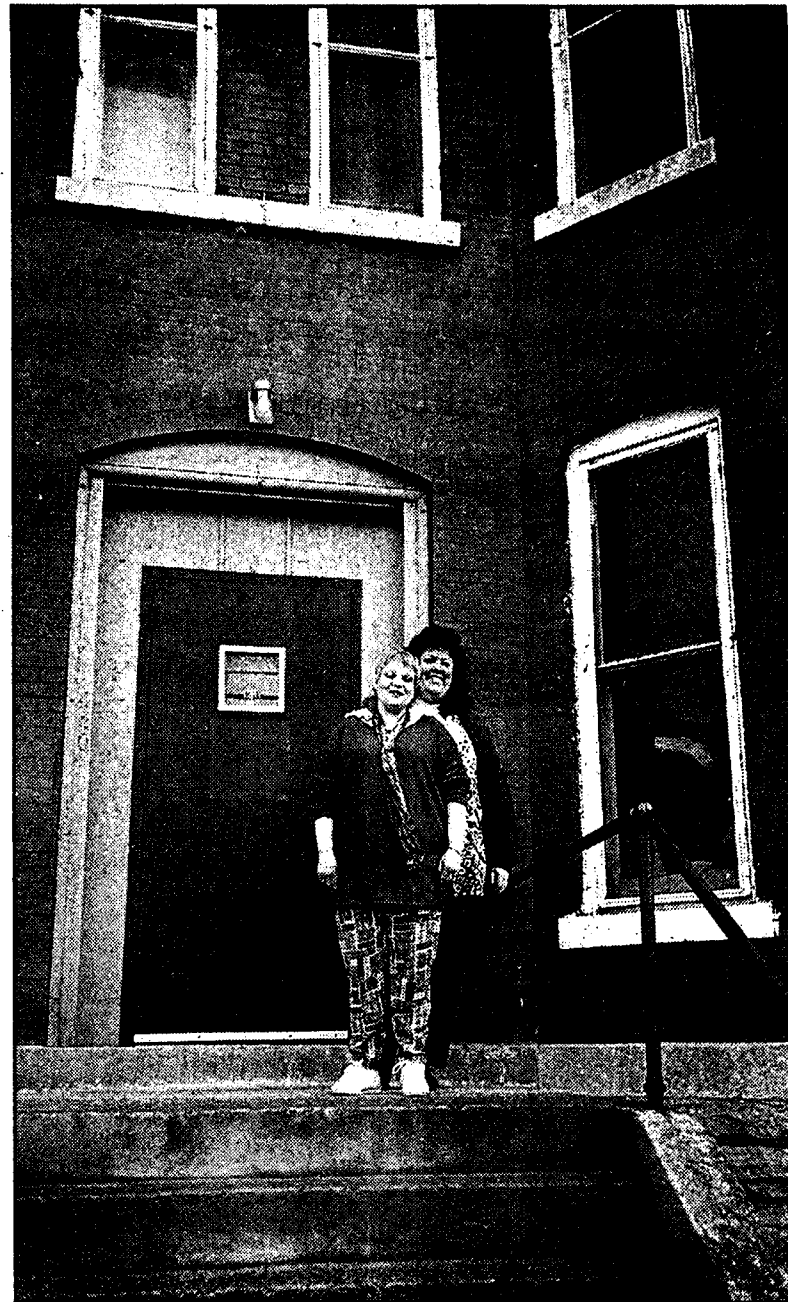
The idea of Rose Center is to foster independence by providing the support women need to succeed, whether in educating themselves, ending an abusive relationship or finding a job, she said.

"We do a bottom-up approach. It's empowerment," she said.

With the aspirations in hand, Rose Center volunteers are scouting for donations of money, equipment and labor to get the neighborhood center up and running, Cameron said.

She said she chose the name Rose Center for the image the flower conveys to her.

"It's very symbolic of love and miracles," Cameron said.



MAUREEN NOLAN/The Post-Standard

Linda Westervelt-Haggen, president of Neighborhood Women, front, and neighborhood activist Teri Cameron in front of the former St. Lucy's Convent on Gifford Street.

# Rose Center Works to Sow Seeds of Hope

■ The center acts as a support system and social justice advocate for low-income women.

By TERESA NOVELLINO  
Contributing Writer

Women living on Syracuse's west side will have a haven in which to learn leadership skills and work toward social justice this spring.

The Rose Center, a new resource for women, is located at 420½ Gifford St., where St. Lucy's Church and the 420 Gifford Street Program for homeless boys have provided space.

It will be a place for low-income women and their families to obtain support, caring and information on how to improve their lives by working together as a community, according to Teri Cameron, the center's coordinator.

"We will help connect people with what they need immediately and what they need to get ahead," Cameron said. This might mean assistance with social services, education, employment, housing or child care. Or, it could be information on how to find a job or start a small business. Cameron described the center as an "incubator" for growth.

Father James Mathews, the pas-

tor of St. Lucy's Church, said Cameron is an advocate for the neighborhood's poor and that the center and the neighboring Gifford Street Program will maximize space that was formerly a convent. "It's nice to think that the other side of the wall is for homeless boys," Mathews said. "I know the center will be a great resource for women here."

Staff members will offer "a base of support . . . not just a list of things to do," Cameron said. Many people find themselves at a dead end after getting assistance from social services agencies which tend to give people instructions, then dismiss them, she said.

The Rose Center, by acting as a continuing source for information rather than a quick fix for specific problems, hopes to help people surmount obstacles and become self-sufficient.

Right now the center is a purely volunteer organization — there's no money for staff members. Cameron said they'll be seeking grants to support their operations and will charge its clients on a sliding-scale fee basis. "If we can collect fees, we will," Cameron said. "We won't turn anyone away."

The Rose Center will also incorporate a social justice center, for "the pursuit of social change to bring about justice," Cameron said.

To explain the center's function she told a story of a village of people who live beside a river.

In the village, residents found babies floating down the river, one after another, and kept scooping them up to save them. Finally, someone decided to find out where the babies were coming from.

Similarly, the social justice center will go up the river in seeking the origins, rather than the aftermath of women's problems.

"If you live on the west side," said Cameron, "you'll see we have a lot of babies coming down the river."

**Rose Center Opens  
3/29 on West Side**  
A new Women's Center and a Social Justice Center is opening on the west side of Syracuse.  
St. Lucy's and the 420 Gifford Street Program have made space available for the development of Rose Center.  
Teri Cameron will be coordinating the Center which will house Neighborhood Women, Inc., the Westside Community Board, and a new Social Justice Resource Center and Office.  
There will be shared meeting, class, and small group spaces. Resources and support will be developed and available for the neighborhood.  
One of the primary goals of the Center will be to assist the neighbors in obtaining the support, encouragement, and resources to accomplish the things which are important to them — getting an education, training, employment, adequate housing, child care, advocacy, to start small businesses, and to develop cooperative ways to work together to improve their quality of living.  
422-5724

# REGIONAL

## NEWS



Teri Cameron, volunteer director of the Rose Center for women, outside the Syracuse center. The building was a convent at St. Lucy's Church.

## Birth of a community center

### St. Lucy's Rose Center to meet women's needs

By Barbara Forster  
SUN contributing writer

Barely a week old, the West Side's brand new baby, the Rose Center, is off to a healthy and determined start.

Housed at 420 1/2 Gifford St. in part of the former convent of St. Lucy's Church, the center is designed as a resource for West Side women and their families. In the planning stages for over a year, the center has several goals, according to Teri Cameron, the center's volunteer coordinator.

"We want to create a base of support," she said, "provide a peer educational program, and train community volunteers to connect people with the wealth of county services that already exist, so that they can improve their own lives."

Father James Mathews, pastor of St. Lucy's, is enthusiastic about the new program's aims to assist low-income women, and he is enthusiastic about coordinator Cameron, too.

"Teri is a great activist for people who are hurting," he said.

Father Mathews is convinced that the center's presence is a positive influence in this multi-ethnic neighborhood.

Cameron pointed out that the majority of neighborhood residents are women, either single or with dependent children, on public assistance or among the working poor earning less than \$6,000 annually.

"Trying to plan ahead when you're poor isn't easy," she stressed, noting that inadequate access to correct

information complicates the process.

Cameron, a former employment and training counselor for the Onondaga County Department of Social Services, cited the rules regarding education and public assistance.

"People on public assistance can go to school for up to two years, but many do not realize the program is a one-shot deal. If someone wants to eventually become a registered nurse, but takes a two-week training course in order to get a job immediately, that's it. The educational benefits are exhausted."

But at the Rose Center, residents of this multi-ethnic area will be more than mere beneficiaries of assistance.

Defined, planned and operated by the community, the Rose Center is designed to truly reflect the needs and desires of residents. With plans already underway to establish peer support and educational groups led by neighborhood women, Cameron is confident that the center's focus on women as leaders will be a catalyst for effective change.

According to Cameron, the Rose Center is a "micro" version of a larger community center — currently on hold. The city's Rebuild Syracuse program has designated the area an economic development zone, targeted for growth. But, said Cameron, that's the future and the Rose Center is here — now.

During the planning stages, Cameron accidentally "discovered" St. Lucy's. "I drove past the convent and suddenly realized this building could be our center," she said. "Father Mathews was open to the idea

immediately."

"It was a perfect fit," agreed Father Mathews. "Not only was space available in the convent, but Teri is a dedicated and capable advocate." He added that the former convent, now divided into twin two-story sections, is fully occupied. The 420 Gifford Street Program for homeless young men shares the building.

For Father Mathews, the Rose Center is an extension of St. Lucy's own outstanding record of achievements in the area.

"St. Lucy's offers stability and permanence in this changing world," he said. "The parish has its own long history of community and a great sense of caring," which he felt would also be reflected at the Center.

"Even when people move out of the neighborhood," he said, "many maintain their ties with the parish."

Under the agreement with St. Lucy's, rental fees are waived, but the center pays telephone charges and utilities. Cameron, who is at the center from 10 a.m.-noon daily, spends most of the day looking for volunteers and donations.

Although decidedly optimistic, Cameron admitted that the facility could be described as a "preemie." However, she is adamant that tremendous opportunities — particularly those for leadership among women from the community — are ahead for the infant center.

"I can't wait to see the kind of leaders who emerge!" she said.

## Mission at Assumption

A common practice several decades ago — a parish "mission" — is today a rarity. But at Assumption Church in Syracuse, a visiting priest will provide a mission this week on "Different Techniques and Different Prayer Forms."

Father Bart A. Karwacki, OFM Conv., will preach at all Assumption Masses this weekend and conduct evening sessions the following weekdays on prayer. Father Karwacki resides at St. Joseph Cupertino Friary, Ellicott City, Md.

"This is to help the people re-energize their faith," said parish secretary Glenna Sobol. "You offer your parish the opportunity to get in touch with their faith and bring it to a new peak."

The evening sessions — "Teach Us to Pray," Mon., April 19, 7-8 p.m. and "Personal Prayer," Tues., April 20, 7-8 p.m. — are open to all and are free of charge.

Wednesday at 7 p.m. the church will offer a healing service, and on Thursday at 7 p.m., the parish will celebrate a Mass of Thanksgiving.

All services will be held in the "upper church." Assumption is at 812 N. Salina St. in Syracuse.

— Bill Preston

# SECTION 5

## Rose Center:

Proposal (9/92)/Notices,  
Press Release, Agendas/meeting notes,  
Board List,  
Mission Process notes & Statement,  
Draft of Group Agreement,  
Logo & Literature

# **Proposal for The Women's and Social Justice Center at St. Lucy's**

**September 25, 1992**

**This proposal is to request support for the development of a Center to be located at St. Lucy's. The Center's primary goal would be to work with women and their families in the near westside to develop their leadership potential and to simultaneously address issues of social injustice. Social injustice can best be improved by the neighbors in our community who feel empowered and supported to identify, address and work to right them.**

**It seems essential that we locate a place where a sense of "ownership" and stability can be established. Ideally, the Center should be highly visible and easily located. It should be large enough for meetings, support groups, small classes (including: leadership support, life skills, education & training options, word processing/intro to computers, welfare & other advocacy, peer-counseling, financial management and self-development, spirituality/healing workshops, etc.), office work, a child's play area (inside), a resource center/library, and so on. Although no money is currently available, the commitment would be to focus on grant and proposal writing in the first year to cultivate the financial resources with which to sustain ourselves. If acceptable, a "barter" exchange could be arranged -- perhaps involving the publishing of a bi-monthly newsletter in lieu of rent/utilities. The details could be discussed later.**

**The initial objective, aside from financial development, will be human development. In order to foster a sense of community and support for individuals and their issues, the Leadership Support Process of Neighborhood Women will be employed and taught through workshops, training, on-going support groups, and daily use. The Process adheres to several basic principles and values which create a "safe" place where one is respected. Experience has shown this process to be very healing and empowering. Through this, it is hoped that cohesive groups of strong neighbors will form and in addition to enhancing their personal lives, they will be able to also enhance the quality of life in our community in and around St. Lucy's.**

**Moving into a place such as I previously mentioned would enable Neighborhood Women, Inc., the Westside Community Board, and a Social Justice Committee to grow and hopefully, to multiply. It appears that the half of the old convent which Huntington was using for "Lucy's House" has been vacant for some time. The layout could be ideal for the proposed use. General clean-up and superficial improvements could be provided. It is hoped that some arrangements can be made for the use of the indicated side of the Convent. It has been indicated that the 420 Gifford St. program has long-term plans to expand and eventually to utilize the other half of the building. Nevertheless, if the proposed Center could be initiated there, with the knowledge that within some specified time period another location would have to be developed, it would still provide a valuable opportunity for the Center. Plans could be made accordingly.**

**St. Lucy's has been a bastion of Christianity, striving for social justice and serving the needs of the people on our community for more than one hundred years. The initiation of 420 Gifford Street is evidence of this commitment. It would be very exciting to see a Women's and Social Justice Center providing support and fostering empowerment as a means for improving the quality of life in our neighborhood. It would also be an interesting adjunct to the activities of 420 Gifford St. and might attract the interest of some of the residents. It would seem to be a proper use for the old Convent. Thank you for your interest and support.**

The project discussed in this proposal has the potential of being a tremendous undertaking and opportunity. It would require a major commitment on the part of , at least, one individual. Preferably someone with well-rounded connections and activities and an understanding of the Parish and the Neighborhood. The more individuals and groups who can ultimately become a part of such a center will enhance the overall effectiveness.

Teri Cameron has recently been commissioned as a Social Justice Minister for the Diocese at St. Lucy's. She has also been heavily involved in the Parish and the Neighborhood. (Please see resume. ) She has recently begun a 17-month Master's Degree Program in Community Economic Development at New Hampshire College. This program, while full-time, requires her attendance in New Hampshire approximately one weekend per month. In addition, notification of proposed layoff (effective December 5th) from her employment at Onondaga County has been received. As a supporter and former volunteer at 420 Gifford Street, she has an awareness, understanding , and appreciation of the program and it's goals. Teri is willing to take on the role of Coordinator/ Director for the proposed Center.

A more in-depth plan will be developed, however, upon a commitment of the Center's availability, an initial timeline would be the following:

<b>NOVEMBER, 1992</b>	<b>Start cleaning and fix-up</b>
	<b>Diversity &amp; LSP Training, Workshop</b>
<b>DECEMBER, 1992</b>	<b>Saturday w/ St. Nick, Respite Day</b>
<b>FEBRUARY 1, 1993</b>	<b>Open Center to the Public --</b>

Schedule hours -- Day & Night  
Organize volunteers  
Put out notices, flyers, etc.  
Do public relations(news articles, media, etc.)  
Research grants, proposals & funding opportunities  
Do outreach -- in cooperation with Kevin, Sr. Rose, etc.  
    -Door-to-door  
Speak with other groups  
    -Join advisory boards of NBI, Health Center, etc.  
Organize speakers, presentations, classes, workshops, etc.  
Establish library/resource center  
Continue to publish "Community Gatherings", newsletter for St. Lucy's  
Other publications  
Research options for further planning and development  
    - Center  
    - Neighborhood

**SUBMITTED BY:**

**TERI CAMERON  
127 GRACE STREET  
SYRACUSE, NY 13204  
422-3426 (HOME) OR 435-2280 (WORK -- FOR NOW!)**





**A WOMEN'S CENTER  
A SOCIAL JUSTICE CENTER**

***A PLACE WHERE HUMAN DEVELOPMENT HAPPENS IN A  
SUPPORTIVE ENVIRONMENT ON THE WESTSIDE THROUGH:***

**ROSE CENTER IS ...**

- ***Leadership Support Training***
- ***Leadership Support Groups***
- ***Life Skills Classes through Peer Education***
- ***Small Business and Cooperative Skills and Support***
- ***Shared Office and Meeting Space***
- ***Information and Assistance on a Variety of Issues***
- ***Self-Esteem, Communication, & Survival Skills; Cultural Diversity***
- ***Education and Training Options within the Community***
- ***Advocacy with Social Services, Benefit Programs, and others.***
- ***Resource Center***  
***(Social Justice, Women, Families, Economic Development)***
- ***Alternative Economic Activities -- Food Co-op/Buying Club, Savings Club***
- ***Homeownership & "Good Tenant" Workshops***
- ***Explore Land Trusts, Cooperative, and Co-Housing***
- ***Children's Play Area***

***We will be limited only by our efforts and imagination!***

The half of the old convent which is not currently in use by 420 Gifford has been made available. Starting on Monday, January 25th, 1993, the Year Round Syracuse Program will begin refurbishing, patching, painting, weatherization, and more to prepare the building for Rose Center. By March 1, 1993, we will be "open for business" which will include, but not be limited to the activities listed above. Not surprisingly, we have no money for this project and need to raise money for our expenses. Initial expenses will include utilities, telephones and supplies -- eventually, we hope to provide salaries for key positions. All contributions will be welcome and should be directed to "Rose Center/St. Lucy's" or given to Teri Cameron. Teri is coordinating the formation, development, and management of the Center. She is also embarking on fund-raising efforts including requests for contributions, grant and proposal writing, and contractual agreements. Currently, Neighborhood Women, Inc., the Westside Community Board, and a Social Justice Office will occupy the Center.

We will be inviting people to become members of our Advisory Board and a Social Justice Committee. In addition to cash contributions, we need a variety of items and furnishings as well as volunteers. Please see and sign the appropriate sheets indicating your interests and offerings. If you have any questions or concerns, please contact Teri Cameron at 422-3426.

**Thank you for your interest and support!**



## **A WOMEN'S CENTER A SOCIAL JUSTICE CENTER**

**A PLACE WHERE HUMAN DEVELOPMENT HAPPENS IN A  
SUPPORTIVE ENVIRONMENT ON THE WESTSIDE THROUGH:**

- **Leadership Support Training**
- **Leadership Support Groups**
- **Life Skills Classes through Peer Education**
- **Small Business and Cooperative Skills and Support**
- **Shared Office and Meeting Space**
- **Information and Assistance on a Variety of Issues**
- **Self-Esteem, Communication, & Survival Skills; Cultural Diversity**
- **Education and Training Options within the Community**
- **Advocacy with Social Services, Benefit Programs, and others.**
- **Resource Center**  
(Social Justice, Women, Families, Economic Development)
- **Alternative Economic Activities -- Food Co-op/Buying Club, Savings Club**
- **Homeownership & "Good Tenant" Workshops**
- **Explore Land Trusts, Cooperative, and Co-Housing**
- **Children's Play Area**

***We will be limited only by our efforts and imagination!***

The left half of the old convent at St. Lucy's has been made available. Since our "Grand Opening" on March 28th, we have been working to finish fixing up the center, meeting with our Advisory Board, and working with the groups that will have offices in the center. We are also starting to meet with neighborhood people who want to know about education, training, getting jobs, and providing support /getting support groups together. We want to be a place where people in the neighborhood can get good information, support and resources for almost anything. What we don't do, we can tell you about places that can help you. Not surprisingly, we have no money for this project and need to raise money for our expenses. Initial expenses will include utilities, telephones and supplies -- eventually, we hope to provide salaries for key positions. All contributions will be welcome and should be directed to "Rose Center/St. Lucy's" or given to Teri Cameron. Teri is coordinating the formation, development, and management of the Center. Currently, Neighborhood Women, Inc., the Westside Community Board, a Social Justice Office and Habitat for Humanity will occupy the Center. We are also available to neighborhood people who want to use the Center for other meetings.

People are welcome to become members of our Advisory Board and a Social Justice Committee. In addition to cash contributions, we need a variety of items and furnishings as well as volunteers. If you have any questions or concerns, please contact Teri Cameron at 478-5534. Walk-in hours from 1 P.M. to 3 P.M., Monday - Friday and by appointment or scheduled meeting.

**Thank you for your interest and support!**



***Press Release...FOR IMMEDIATE RELEASE...Press Release***

***Contact: Teri Cameron 422-3426***

***Date: March 8, 1993***

***A new Women's Center and a Social Justice Center is opening on the near Westside of Syracuse. St. Lucy's and the 420 Gifford Street Program have made space available for the development of ROSE CENTER. Teri Cameron will be coordinating the Center which will house Neighborhood Women, Inc., the Westside Community Board, and a new Social Justice Resource Center and Office. There will be shared meeting, class, and small group spaces. Resources and support will be developed and available for the low-income residents of the neighborhood. One of the primary goals of the Center will be to assist the neighbors in obtaining the support, encouragement and resources to accomplish the things which are important to them -- getting an education, training, employment, adequate housing, child care, advocacy, to start small businesses, and to develop cooperative ways to work together and improve their quality of living.***



***You are invited to attend our press conference:***

***DATE: SUNDAY – MARCH 28, 1993***

***PLACE: 420 1/2 GIFFORD STREET***

***TIME: 1 P.M.***

***WE LOOK FORWARD TO SEEING YOU THERE!***



PLEASE FILL IN YOUR INFORMATION AND  
CHECK THE COLUMN(S) TO SHOW YOUR  
INTEREST AND HOW YOU CAN HELP!

NAME ADDRESS PHONE

ADVISORY BOARD

SOCIAL JUSTICE COMMITTEE

VOLUNTEER

HELP W/FUNDRAISING

CASH CONTRIBUTION

OFFICE EQUIPMENT

FURNISHINGS

SUPPLIES

Sally Daughton 488-1032  
120 Pharis St.  
SYRACUSE NY 13204

Joan/Tim Rosbrook  
1668 W. Colvin 426-8152  
SYR 13207

Spanish Speaking  
R. Griffin Nolan -0750  
168 Parkway Dr 471-4953

Helen Mahapatra  
622 James St 13207-2256  
Syracuse N.Y. 426-8901

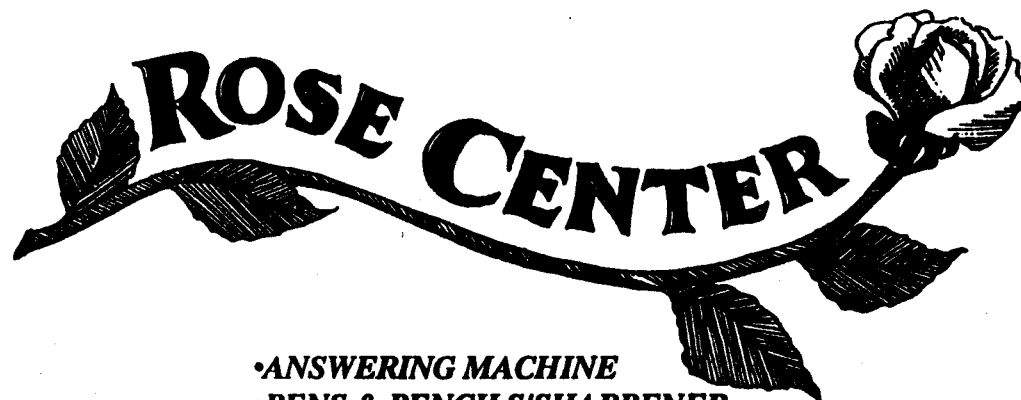
CYNTHIA 112 4th State St  
BAKER SYR NY 13208  
422-6541

Heather Brown  
164 SEYMOUR ST 13202

Ann Borowski (NO PHONE)  
628 Helen St.  
Syracuse, NY 13203

MARY JANE O'CONNOR  
301 HILLSIDE ST  
SYR 13208 455-6161

Mary Jeschke \*a Delaware Soc Worker.  
900 S. Geddes St  
-04 435-4540



## SUPPLIES LIST

## ROSE CENTER NEEDS...

- ANSWERING MACHINE
- PENS & PENCILS/SHARPENER
- BOND PAPER/COPY PAPER (WHITE & COLORS)
- WRITING TABLETS
- FILE FOLDERS
- STAPLERS/STAPLES/STAPLE PULLERS
- PAPER CLIPS
- RUBBER BANDS
- THREE HOLE PUNCH
- THREE-RING BINDERS
- STATIONARY/ENVELOPES
- SCISSORS
- WASTEBASKETS
- INDEX CARDS & BOXES
- COMPUTER FLOPPY DISKS
- PAPER CUTTER
- CALCULATORS
- LEDGER/JOURNAL BOOKS
- DESK ACCESSORIES/RACKS
- SURGE PROTECTORS
- EXTENSION CORDS
- BUSINESS CARDS
- FLYERS/NOTICES/POSTERS
- MAGIC MARKERS
- TAPE & DISPENSERS
- NOTEBOOKS
- WHITE OUT/LIQUID PAPER
- POSTAGE STAMPS
- POSTAGE PAID POSTCARDS
- TYPEWRITER RIBBONS (IF HAVE TYPEWRITER!)
- MESSAGE PADS/SCRATCH PADS
- WALL CALENDAR & SCHEDULE KEEPERS (DRY ERASE)
- WHITEBOARD/DRY ERASE MARKERS

THE ABOVE ITEMS ARE SUPPLIES WHICH WE FORESEE NEEDING AT ROSE CENTER AS SOON AS POSSIBLE. NEXT WEEK, THERE WILL BE POSTERS WITH INDEX CARDS LISTING THESE ITEMS SEPARATELY. WE INVITE PEOPLE TO TAKE A CARD OR SELECT AN ITEM OR ITEMS WHICH YOU MAY PROVIDE. CONTACT TERI CAMERON AT 422-3426 FOR INFORMATION. YOUR HELP IS MUCH APPRECIATED!



## **"WISH LIST"**

### **ROSE CENTER NEEDS...**

- 40 FOLDING CHAIRS
- 6 FOLDING TABLES ( 2 @ 6 FEET, 4 @ 8 FEET)
- 5 DESK CHAIRS
- 2 SOFAS, 1 LOVESEAT, 6 COMFORTABLE CHAIRS
- 6 FILING CABINETS (4/5 DRAWER)
- 10 LAMPS (4 FLOOR, 6 TABLE/DESK)
- 6 AREA RUGS (BRAIDED, ORIENTAL-STYLE, ETC.)
- 10 BOOKSHELVES, WOODEN
- 1 TYPEWRITER
- 4 COMPUTERS (386 & UP PREFERRED)
- 1 LASER PRINTER WITH SWITCHER OR FILE SERVER
- 2 VCRS
- 2 COLOR TELEVISIONS
- 2 VCR/TV PORTABLE STANDS
- VARIOUS SOFTWARE PACKAGES
- 1 COPIER
- 1 FAX
- TELEPHONES
- 1 35MM CAMERA
- 1 VIDEO CAMERA
- 1 REFRIGERATOR
- 1 MICROWAVE (700 WATT OR HIGHER)
- 2 COFFEE MAKERS ( 6 CUP & 36 CUP)
- CURTAINS THROUGHOUT
- 2 PORTABLE PLAYPENS
- 2 HIGHCHAIRS
- 1 INFANT SWING
- 2 INFANT CHANGING TABLES
- VARIETY OF TOYS
- 1 EXPANDING DOOR GATE
- 3 STORAGE/SUPPLY CABINETS

THE ITEMS LISTED ABOVE WILL ULTIMATELY ENABLE US TO RUN AND MAINTAIN THE PROJECTED PROGRAMS. ITEMS NOT IMMEDIATELY AVAILABLE WILL BE SOUGHT THROUGH GRANTS, ETC. PLEASE CONTACT TERI CAMERON AT 422-3426 TO ASK QUESTIONS AND TO MAKE CONTRIBUTIONS.

THANK YOU!



## *3/28/93 GUEST LIST*

*NAME*

*ADDRESS*

*PHONE*





# ***VOLUNTEERS***

***FIRST  
PLANNING  
MEETING:  
MONDAY,  
APRIL 5th  
or  
TUESDAY,  
APRIL 6th  
7 P.M.***

***NAME***

***ADDRESS***

***PHONE***



## ***FUNDRAISING***

***NAME***

***ADDRESS***

***PHONE***

***FIRST  
PLANNING  
MEETING:  
MONDAY,  
APRIL 5th  
or  
TUESDAY,  
APRIL 6th  
7.P.M.***



## ***ADVISORY BOARD***

***FIRST  
PLANNING  
MEETING:  
MONDAY,  
APRIL 5th  
or  
TUESDAY,  
APRIL 6th  
7 P.M.***

***NAME***

***ADDRESS***

***PHONE***

## ROSE CENTER ADVISORY BOARD 4/93

[illegible]

TERI CAMERON  
ROSE CENTER/CED PROJECT

ANNUAL CALENDAR

Tasks	Who	When:	time-line											
			J	F	M	A	M	J	J	A	S	O	N	D
1) Negotiate Center	Teri		-----x											
2) Start PR	Teri		---x---x----->											
3) Cultivate Volunteers	Teri		----->											
4) Raise Funds	Teri		----->											
5) Open Center	Teri/ NW				x									
6) Form Adv.Bd.	Teri				----->									
7) Est. Mission	Board					-----x								
8) Obtain Residents	Teri		----->											
9) Train Volunteers	Teri		----->											
10) Develop FR Plan	Teri/ Board						----->							
11) Setting Objectives	Board/ Volunteers							----->						
12) Designing Program(s)	Residents/ Board/Vol							----->						
13) Outreach/ Promotion	Board/Vol Residents							----->						
14) Plan Spec Events	Board/Vol Residents							----->						
15) Monitoring Evaluation	Board/Vol Residents							----->						

**AGENDA**  
**ADVISORY BOARD MEETING**  
**APRIL 14, 1993**  
**AT ROSE CENTER**

- **OPENING CIRCLE**
- **REVIEW LSP/PROCESS**
- **DISCUSS POLICY/PLANNING REGARDING:**
  - RESIDENT AGREEMENT**
  - VOLUNTEERS**
  - FUND-RAISING**
  - USE OF SPACE**
  - FORMATION OF SOCIAL JUSTICE COMMITTEE**
  - FORMATION OF RESOURCE CENTER**
- **DISCUSS LEADERSHIP/FACILITATION**
- **DISCUSS MEETING TIMES/DAY/FREQUENCY**
- **DEVELOP "TELEPHONE COMMITTEE"**
- **OTHER BUSINESS** (see pg. 52, (b))
- **CLOSE/APPRECIATIONS**

# ***ROSE CENTER ADVISORY BOARD***

## ***AGENDA***

***MAY19,1993***

***Introductions***

***Review Agreements***

***Opening Circle/Go-Arounds***

***Review Resident Group Progress***

***Remain after meeting to continue?***

***Review NW Principles/LSP***

***Mission Statement***

***Goals, Objectives***

***Incorporation/501 (c)(3) application; Board?***

***Westside Fair: June 5, 1993, Saturday***

***Booth? Sell Sno-Kones?***

***Fundraising: Board's Role***

***Committee***

***Develop membership?***

***Identify people, provide names, addresses,  
phones***

***plan to survey donors***

***demographic/psychographic surveys***

***publish bulletin, newsletter***

***Closing Circle/ Appreciations***

*Fundraising Ideas; Rose Center*

*May 19, 1993*

*Friends of Rose; 25 -200+*

*Rose lollipops/Alice*

*silk screen shirt/Alice*

*Roses painted on keychains/Viola*

*Dried flowers*

*wreaths*

*popurri*

*Rose Banner/Syracuse Cultural Workers*

*Poster, stickers/bumper stickers*

*magnets, pins, silver roses/pins/jewelry*

*Bread & Roses poster*

*Develop Rose Catalog*



## *Mission Statement:*

### *Empowerment*

*To provide a place where...*

*People feel safe*

*empowerment*

*support*

*sense of community*

*personal growth for individuals*

*self determination for neighborhood and individuals*

*community development that includes people from the community*

*self-development*

*respect & support of individuals spiritual paths*

*to focus attention on community for what they need and want*

### *LSP*

### *Community Action Projects*

# **ROSE CENTER ADVISORY BOARD**

## **AGENDA**

**MAY26,1993**

***Introductions***

***Review Agreements***

***Opening Circle/Go-Arounds***

***Review Resident Group Process***

***Schedule next meeting***

***Mission Statement of Rose Center***

***review & further discussion/brainstorm***

***work towards estab. goals & objectives***

***Incorporation/ 501(c)(3) application:***

***Board -- Judy, Alice, Viola, Linda***

***Westside fair: June 5, 11 a.m. - 2 p.m.;***

***Westend Skiddy Park***

***Apply for permit to sell sno-knoes?***

***Activities? Suggestions?***

***Volunteers? Coordinate?***

***Fundraising: Board's role***

***Identify people, provide names, addresses, phone #***

***Standing Committee***

***Develop membership(s); "Basic Neighborhood", pays less as a member for events. We talked of a sliding scale fee of \$5 -\$15 a year***

***List potential donors, members, etc.***

***plan to survey donors***

***demographic/psycographic surveys***

***publish bulletin, newsletter, updates?***

***Closing Circle Appreciations***

# **ROSE CENTER ADVISORY BOARD**

## **JUNE 16, 1993**

### ***MISSION STATEMENT – BRAINSTORMING***

#### **GROUP 1:**

1. To help one another. 1
2. To help the neighborhood to know their rights. 2
3. To help improve the neighborhood. 3
4. To show support to the neighborhood. 4
5. To be there for other people. 5
6. To show people we care for each other. 5
7. To show children there's a place for support. 6
8. To be open to other's opinions; be accepting of neighbor's ideas. 7
9. To help people find work. 8
10. To help in any way we can. 1
11. To help with child care when they are here. 1
12. To show that we are hand to hand in friendship and help. 5
13. To show people how to handle their money. 9
14. To be open for what they want in the neighborhood. 7
15. To help people know their rights and how to use them. 2
16. ROSE is the best name for this place. 10
17. To help people help each other and themselves. 10

# ROSE CENTER ADVISORY BOARD

## JUNE 16, 1993

### *MISSION STATEMENT – BRAINSTORMING*

#### GROUP II:

- |  |      |
|--|------|
| 1. Unite the neighborhood.   | 5    |
| 2. Address neighborhood problems.  | 3    |
| 3. Foster voting/political empowerment.  | 11   |
| 4. Address social issues.  | 2    |
| 5. Provide information/advocacy on accessing community services; coordinate services.            | 2    |
| 6. Access 12-step recovery programs.   | 9    |
| 7. Provide parenting information.  | 10   |
| 8. Address educational needs: job training, resumes/applications, HS Equivalency, job club, etc. | 8    |
| 9. Coordinate with NYS Employment Agency.  | 8    |
| 10. Improve local housing.   | 3    |
| 11. Provide activities for teens to impact on gangs.   | 6    |
| 12. Foster drug education.   | 6/10 |
| 13. Foster better race relations.  | 5    |
| 14. Teach parents how to get involved with schools.  | 6    |
| 15. Teach nutrition/cooking.   | 10   |
| 16. Have sewing classes.   | 10   |
| 17. Get people together -- i.e. arts and crafts.   | 5/10 |
| 18. Support sports leagues for little kids.  | 6    |

To empower individuals to foster education, social skills, employment and technical skills to design their life that empowers them to take on anything that makes a difference in their life and their family/children's life.

# ROSE CENTER ADVISORY BOARD

## JUNE 16, 1993

### *MISSION STATEMENT – BRAINSTORMING*

#### GROUP III:

- |   |      |
|---|------|
| 1. Community Resource.  | 1    |
| 2. To help families/women.  | 6    |
| 3. To offer support.  | 4    |
| 4. To educate/advocate.   | 2    |
| 5. To foster communication.   | 2    |
| 6. To act as a voice for the community.   | 2/6  |
| 7. To provide clear information.  | 1    |
| 8. To offer a safe place.   | 6    |
| 9. To improve the quality of life for people in the neighborhood.                         | 12   |
| 10. To be a bridge between gov't, professionals, officials, etc. and neighborhood people. | 2    |
| 11. To foster a sense of community.   | 5    |
| 12. To bring people together.   | 5    |
| 13. Offer a meeting place for various community groups.                                   | 1+   |
| 14. Foster the development of neighborhood groups.  | 13   |
| 15. Train/prepare support staff.  | 1/14 |
| 16. To recruit volunteers.  | 1/14 |
| 17. Support the development of peer education/support.                                    | 10   |
| 18. Act as liaison for the community.   | 2    |
| 19. Foster support within the community.  | 4    |

20. Pool resources/ financial and material.	15
21. Foster cooperative ideals.	15
22. Start economic opportunities for people in the community.	8+
23. Coordinate w/ other services in community (be a connection).	2
24. Foster a sense of community.	5
25. Develop new ways of dealing with social needs that foster self sufficiency/self development.	16
26. Promote and encourage individual independence.	10
27. Build self-esteem and counteract internalized oppression.	16
28. Facilitate empowerment and leadership in neighborhood people.	16
29. Be committed to processes that support our goals.	14
30. Cultivate relationships with people and groups who share our principals and goals.	17
31. Develop alternate systems and make new systems where traditional systems have failed.	18
32. Identify the interests and needs of people in neighborhood and develop ways to work with them in meeting them (goals).	7
33. Work toward stable housing and employment.	3/8
34. Provide a drug-free community and foster a reduction in crime.	6
35. Put neighborhood control in the hands of neighborhood.	11

## **THE PURPOSE OF ROSE CENTER ADVISORY BOARD MEETING OF JUNE 16, 1993**

1. To help one another: community resource, information source, shared meeting space, etc.
2. Address neighborhood problems/advocacy: improve housing, voice for the community, services, etc.
3. Provide community connection.
4. Foster/offer support.
5. Foster sense of community: bring people together, improve race/diversity issues.
6. Offer a safe place for children.
7. Seek new ideas from neighborhood people.
8. Assist with education/employment goals.
9. Promote/encourage financial independence and ability.
10. Develop peer education and support.
11. Put control in the hands of the people (i.e. voter registration and participation, etc.).
12. Improve the quality of life for all people.
13. Foster/support development of neighborhood groups.
14. Train and prepare support staff; recruit volunteers.
15. Pool resources -- financial and material; foster cooperative ideals.
16. Develop new ways of dealing with social needs that foster self sufficiency and self development in order to enhance self-esteem and counteract internalized oppression; facilitate empowerment and leadership in neighborhood people.
17. Cultivate commitments with people and groups that support our goals.
18. Develop alternate systems and make new systems where traditional systems have failed.
19. Support and cultivate entrepreneurial activities.
20. Develop projects which enable neighborhood people to cultivate good work skills.

**ROSE CENTER**  
**RESIDENT GROUP MEETINGS**  
***DISCUSSIONS ON POLICY/AGREEMENTS***

There is to be a representative from each resident group on the Board and in attendance at all meetings.

There is to be a representative from each resident group actively participating in group meetings.

There will be volunteers from each group to assist in the general running of the Center.

There will be a year-to-year renewable contract between the Center and Resident Groups.

**Behavior policies:**

There will be no smoking, drinking, drug use, obscene language or behavior in the center.

**Scheduling Procedures:**

Each group will prepare an annual schedule to be submitted to the Coordinator by January 15th of each year. Adjustments may be arranged in consultation with the other groups at regular meetings, according to space available. A master calendar/schedule will be maintained by the Coordinator.

Whomever uses a room (or rooms) will be responsible for ensuring clean-up upon completion. Rooms which are re-arranged to suit a particular purpose will be returned to their original arrangement.

**Playroom:**

For meetings or appointments, each group must plan, as much as possible, for the number of children to be cared for and adequate supervision. Children should not be left in the playroom unsupervised. The Playroom must be cleaned and straightened after each use.

**Financial Responsibility for Building, Maintenance and Supplies:**

Initially, groups may need to borrow from Rose Center's main supplies. Depending in the items borrowed, they may be returned "in kind" or a barter system may be developed. Ultimately, the groups may have more of their own supplies, still relying on Rose Center for those supplies which are obtained and maintained in common.

Each group is responsible for their own area. Each area is to be kept neat and clean.

In addition to being cleaned after each use, shared meeting areas are to be cleaned regularly. Possibilities for dividing up regular chores are: Residents meet as a group to do the chores at one time; each group contributes a member or members to pairs or teams to perform chores; list all chores/responsibilities and agree to divide up -- by groups or teams; hire someone to do the



work or to coordinate/oversee it; obtain volunteers, friends, etc. to help with or to do the chores. Must include outside maintenance.

#### Fund-raising:

All pitch in and help raise money for the General Fund at Rose Center. Plan to keep the fund to a minimum of 3 months ahead of anticipated expenses. Any monies provided to groups by Rose Center are to be paid back to the Center per written agreement as arranged with the Coordinator. When resident groups fundraise, they will commit a percentage to Rose Center (minimum of 10%) with higher amounts to be negotiated (possibly "in kind"). There must be some commitment to contribute to shared well-being within the Center.

A Ways and Means Committee is to be established and charged with the responsibility of developing a fund-raising plan (Special events are to be included, i.e. the "Drug Awareness Program", etc.)

All Board members must participate in fund-raising.

A representative of each resident group is to be an active participating member of each Board, committee, and fund-raising activity.

#### Conflict Resolution:

The resident groups will strive to resolve differences between themselves first. If deemed necessary, the groups may turn to the Board for assistance. As determined by the Board, the groups may be directed to participate in a mediation process (i.e. New Justice) by whose decisions they will abide. Our commitment is to consensus and mutual agreement in all matters.

## ***RESIDENT GROUP MEETING OF 7/12/93***

### ***ADDITIONAL FUND-RAISING DISCUSSION***

1. Circus / Ice Skating

David to talk to Bill Moore by 7/19/93

2. Talent Show / Dance; Entry Fee

Prize: Cut cassette/\$100/Send to Star Search

2nd, plaque; 3rd, trophy

Sell: Soda, pizza, popcorn, tee shirts

Advertise: News media, TV/Radio

Adv/prm book

Linda, Viola, David

3. Chinese Auction/Auction

See Viola -- they made \$300

4. Christmas in July (25th)

Call people/make appointment, solicit off Christmas Card list/address book

5. Phone Call soliciting from personal lists/friends

6. Monthly newspaper/ADs

7. Too hot to do anything: Invite to help Rose Center

Stay home, be cool, Go to the movies, go to the beach,

Don't bother to get dress/ed

Just send money ! Thank You!

8. Thanksgiving Turkey Raffles

Plan six weeks in advance

9. Rose-a-thon

Have roses for Sweetheart day, Boss's Day, Grandparent's Day, Christmas, Valentine's Day, Secretary's Day, Mother's Day, June 1st (first day of summer), May Day, etc.

10. Walk-a-thon

Pledge \$ per mile, Walk on poverty, walk for social justice, etc.

11. Retreat, seminar, buffet.



## ***MISSION STATEMENT***

JUNE 23, 1993

***"Human Development -- Neighbor to Neighbor!"***

### **2 AREAS OF OBJECTIVES:**

#### **FAMILY/COMMUNITY**

- To help one another through community resource, information source, shared meeting space, etc.
- Address neighborhood problems/advocacy: improve housing, voice for the community, services, etc.
- Provide community connection.
- Foster a sense of community: bring people together, improve race/diversity issues.
- Foster/support development of neighborhood groups.
- Train and prepare support staff; recruit volunteers.
- Pool resources -- financial & material; foster cooperative ideals.
- Offer a safe place for children.
- Put neighborhood control in the hands of neighborhood people.

#### **EDUCATION/EMPLOYMENT**

- Foster/offer support.
- Assist with education/employment goals.
- Develop peer education and support.
- Seek new ideas from neighborhood people.
- Promote/encourage financial independence and ability.
- Support and cultivate entrepreneurial activities.
- Develop projects which enable neighborhood people to cultivate good work skills.
- Put control in the hands of the people (i.e. voter registration & participation).
- Improve the quality of life for all people.
- Develop new ways of dealing with social needs that foster self sufficiency and self development in order to enhance self-esteem and counteract internalized oppression; facilitate empowerment and leadership in neighborhood people.
- Develop alternate systems and make new systems where traditional systems have failed.

An urgent message from:



## **THREE WOMEN WHO CHANGED THEIR LIVES...**

*Maria\* was a wreck. At 30 years old, her husband had left her alone with two small girls. The house was in shambles and needed numerous repairs. The creditors were calling constantly. Worst of all, Maria felt abandoned and depressed. She cried all the time -- even visibly shook from her nervousness.*

*She did have a 4 year degree. She was intelligent and attractive. She was talented and creative. She was a good mother. Trouble was, because she was so distraught, she could barely function. She felt confused and useless. She felt de-valued and dehumanized as she did what she had to do to survive -- she applied for and received Public Assistance.*

*Her ex-spouse evaded child support. Maria took some catering/waitress jobs when she could. Basically, it was all she could do to just "hold on".*

*Karen\* was a black, single mother of 3, without a high school education and struggling with addictions. She was on Public Assistance, in and out of rehabilitation programs, and trying to keep her children out of foster care.*

*Moira\* was a 28 year old mother of four young children. She was alone since her family had thrown them out. They had no money, few possessions and no place to go. Her two years of college, but no degree, limited her ability to locate adequate employment. Complicated by homelessness, no income, and no child care, she faced a grim picture. She too, finally ended up receiving Public Assistance.*

*These were three of the women we met around 1984. Now it's 1993 and we can update you on the stories of Maria, Karen, and Moira:*

*Maria is employed full-time and successfully raising her teen-age daughters on her own. Maria has taken a key role in a social service agency and is highly respected for her work. She still has her home on the near Westside and has been successful at maintaining it to suit their needs.*

*Karen is recovering from her addictions, having been substance-free for more than 4 years. She is in the process of completing her degree to become a registered nurse. She continues to raise her children, and now grandchildren, in their rented home on the near Westside.*

*Moira finally found an apartment, and eventually bought a house on the near Westside. She entered Civil Service, got off P.A., and moved up the ranks to a upper-level, professional position. She became active in the neighborhood and is completing her education. Moira and her husband were reunited and they are raising their teenage children together.*

*\*Names have been changed to maintain confidentiality.*

**THE QUESTION IS, HOW DID THEY DO IT??** All three women attribute their ability to improve their lives to a supportive, caring process which was available to them on a regular basis. They all live on the Westside of Syracuse. Each month they would meet. They would talk about their lives, problems, successes, issues, and more.

Not only would they talk and be listened to, but also they would listen. Real sharing, in confidence. Something miraculous seems to happen to people when they know someone is *really* listening and supportive. **Empowerment.** Empowerment is not something one can "give" to another. It is something that one can get for oneself in the right environment and with good support. When someone feels empowered and encouraged, as did these three women, they can create change.

The near Westside of Syracuse is changing. New houses, new zoning, new development, and the result is rising property values. Over 80% of the houses are owned by absentee landlords. When property values go up, taxes tend to go up. Properties get sold for higher prices. Net result is higher rents.

The people on the near West side are not changing so quickly. We are mostly women -- with and without kids. High mixtures of White, Black, Hispanic, Native American, Arab, and others. The mean per capita income is \$5,777 -- half of the greater Syracuse Area. Most of us do not even have a high school education. Most of us are working poor, receiving public assistance, or receiving some disability benefit.

We have lots of social service programs. Most of us use them to get what we can to get by. But getting by is not good enough anymore. We need change. Otherwise, we won't be able to continue to live here. The next question is, if we can't live here, **where** do we live?

*The answer is that WE have to create change.* WE, the residents of the near Westside must no longer get by on just "social service." No longer accept "community development" without "human development." The reality is that "human" development means working with the people in the community, not just the buildings and infrastructure. We ARE the community. We want to live HERE -- in our neighborhood.

*How do we do this?* The process that helped Maria, Karen, and Moira is the Leadership Support Process \*(LSP) of Neighborhood Women. Formed in Syracuse in 1984, the group has a proven track record -- as these women, and others indicate. Neighborhood Women is part of the new ROSE CENTER. A Women's and a Social Justice Center located at St. Lucy's on Gifford Street. The Center will be able to incorporate a number of activities, but most importantly, it is a place where women and their families (including men) will be able to find support, resources, encouragement, and more. Rose Center is fertile ground for creating change.

\* For more information about the Leadership Support Process, please contact Teri Cameron.

**WE NEED YOUR HELP!!!** There is no money for Rose Center. We have no money. We have the building which we are fixing up. We have lots of interested people. We do not have to pay rent, but must cover the utilities and phone. We have some of the things that we need, but need many more (see list). Teri Cameron is coordinating the Center and will be available to meet with you or to discuss the plans and our progress. We hope that you can contribute either money, equipment, furnishings, supplies, time, or expertise.

.....

**I WANT TO HELP YOU TO CREATE CHANGE AND IMPROVE YOUR LIVES!!**  
**I CAN CONTRIBUTE THE FOLLOWING:**

**MONEY \$** \_\_\_\_\_ **TIME** \_\_\_\_\_ **ITEMS** \_\_\_\_\_

ENCLOSED ☐ PLEASE MAKE CHECKS PAYABLE TO ROSE CENTER/ST. LUCY'S

*Please contact me to pick up or receive my contribution(s):*

**NAME** \_\_\_\_\_ **PHONE** \_\_\_\_\_

**ADDRESS** \_\_\_\_\_

**MAIL TO or CALL: TERI CAMERON at 420 1/2 Gifford St., Syracuse, NY 13204 (315)478-5534**

**THANK YOU!**

*A "ROSE" is a symbol of love and a sign of miracles -- let's create both -- together!!*

An urgent message from:



## THREE WOMEN WHO CHANGED THEIR LIVES...

*Maria\* was a wreck. At 30 years old, her husband had left her alone with two small girls. The house was in shambles and needed numerous repairs. The creditors were calling constantly. Worst of all, Maria felt abandoned and depressed. She cried all the time -- even visibly shook from her nervousness.*

*She did have a 4 year degree. She was intelligent and attractive. She was talented and creative. She was a good mother. Trouble was, because she was so distraught, she could barely function. She felt confused and useless. She felt de-valued and dehumanized as she did what she had to do to survive -- she applied for and received Public Assistance.*

*Her ex-spouse evaded child support. Maria took some catering/waitress jobs when she could. Basically, it was all she could do to just "hold on".*

*Karen\* was a black, single mother of 3, without a high school education and struggling with addictions. She was on Public Assistance, in and out of rehabilitation programs, and trying to keep her children out of foster care.*

*Moir\* was a 28 year old mother of four young children. She was alone since her family had thrown them out. They had no money, few possessions and no place to go. Her two years of college, but no degree, limited her ability to locate adequate employment. Complicated by homelessness, no income, and no child care, she faced a grim picture. She too, finally ended up receiving Public Assistance.*

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420 1/2 Gifford St., Syracuse, NY 13204 (315)478-5534

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*\* For more information about the Leadership Support Process, please contact Teri Cameron.*

**WE NEED YOUR HELP!!!** Rose Center has no committed source of income. We are in the process of becoming incorporated and applying for our 501(c)(3), not-for-profit status. This alone will cost about \$600. We plan to be a model which can be replicated in other neighborhoods and communities. We also wish to remain independent. Consequentially, we are relying on individuals, small businesses and corporations to provide us with regular and sufficient contributions to supplement our earned income from fees for services in order to keep us going. We need to raise a minimum of \$3000 to cover our initial overhead for the next year. If we can raise \$63,000, we can pay two staff people and provide benefits in addition to overhead.

We need volunteers (office & outreach), equipment (i.e. computers, folding/stacking chairs, flip chart/stand etc.), supplies & services (i.e. postage, copying, printing, paper, etc.), furnishings (rugs, curtains, refrigerator, etc.). We are making great progress with the physical repairs -- we still hope to be able to refinish the ask floors soon. The patching and painting are almost done. We are working to make Rose Center fully accessible and are making plans for a ramp and first floor restroom.

Together, we can make Rose Center a place where personal growth and change can take place in a supportive and resourceful environment -- probably the only way it will happen! Work together for a change...a change for the better!

Please send your contribution using the enclosed slip and envelope.  
Call to make arrangements for pick-up or delivery of donated items! Thank You!

P.S. Volunteer training sessions are being planned -- please call for information!

Note: Rose Center is non-denominational -- all are welcome!

# ***A WOMEN'S CENTER & A SOCIAL JUSTICE CENTER***



**A PLACE FOR WOMEN, THEIR FAMILIES, & NEIGHBORS  
TO GET GOOD INFORMATION, RESOURCES, LOTS OF SUPPORT,  
AND A CHANCE TO MAKE A FRESH START BY HELPING EACH OTHER TO HELP OURSELVES!!**

**OPEN: MONDAY - FRIDAY  
10 A.M. - 12 P.M.  
AND BY APPOINTMENT**

**MEETINGS SCHEDULED SEPARATELY  
CALL TERI CAMERON, COORDINATOR  
AT 478-5534 OR 422-3426  
TO SCHEDULE APPOINTMENTS OR  
TO FIND OUT ABOUT MEETINGS!**

***ALL  
ARE  
WELCOME!***



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**WALK IN HOURS, OPEN: MONDAY - FRIDAY  
1 P.M. - 3 P.M.**

**AND BY APPOINTMENT**

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ARE  
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**QUICK REFERENCE SHEET -  
FOR FURTHER INFORMATION ABOUT SPECIFIC  
EDUCATION, TRAINING, AND SUPPORT PROGRAMS,  
PLEASE CONTACT:**

ROSE CENTER

TERI CAMERON

478-5534/422-3426



**DSS/JOB:**

CHILD CARE  
ADC JOBS COUNSELORS,  
GENERAL INFORMATION

PAT CONBOY  
PAT CONBOY / LUCIA BEEKS  
BOB BROWN, MANAGER

435-2149  
435-2149/479-3204  
435-2196

ABC (CITY SCHOOL DISTRICT)	PAT MCGRATH	435-4111
ACCESS	PAT REDMORE, KATHY SMITH	453-4455
BOCES	LINDA DOLAN, DICK STRINGHAM	453-4455
CEOSC	PAT DEACON	473-8279
E.O.C.	MR. PETERSON	472-0130
EOP/OCC	BONNIE BELCHER	469-7741x2428
HEOP/ SU & LEMOYNE	B.GONZALEZ(SU)/ CARL THOMAS(LEMOYNE)	443-3257 445-4198
JTPA (Syracuse)	LIBBI STANTON	473-8250
NBI/NBA	MAGGIE RIVERA	472-8745
OCC	ADMISSIONS	469-7741x2201
OCETA (County)	INTAKE	476-JOBS
OVESID	INTAKE	428-4179
PACE	JANICE MAYNE	469-7741x2261
REFUGEE PROGRAM (CITY SCHOOL DIST.)	BOB HUSS	435-4984
REGIONAL LEARNING SERVICE	JEAN KORDALEWSKI	435-5252
SU	ADMISSIONS	443-2514
SUNY HEALTH SCIENCE CNTR	ADMISSIONS	464-5540
ST. JOE'S / CROUSE-IRVING (NURSING)	ADMISSIONS	448-5040/ 470-7481
WESTSIDE LEARNING CENTER	THERESA PAGANO	435-4013