

SECTION

6

Neighborhood
Women, Inc.

S.W.O.T. ANALYSIS:
NEIGHBORHOOD WOMEN, INC.
STRATEGIC PLANNING DAY
AT VANDERKAMP
JULY 17, 1993

***WHAT IS NEEDED & FEASIBLE
IN YOUR NEIGHBORHOOD?***

FORCE OUTSIDE THE ORGANIZATION:
**NEEDS OF NEIGHBORHOOD WOMEN
& OTHER STAKEHOLDERS**
• COMPETITORS & ALLIES
• SOCIAL, ECONOMIC, POLITICAL
& TECHNOLOGICAL FORCES

OPPORTUNITIES & THREATS

MISSION/PURPOSE/GOALS

"THE FIT"

STRENGTHS & WEAKNESSES

WHAT DO YOU INTEND TO DO?

FORCES INSIDE THE ORGANIZATION
• RESOURCES
• CAPABILITIES

WHAT ARE YOU CAPABLE OF DOING?

STEPS IN STRATEGIC PLANNING

.....

STEP 1 GET ORGANIZED

STEP 2 SITUATION ANALYSIS

STEP 3 DEVELOP A STRATEGY

STEP 4 DRAFT & REFINES THE PLAN

STEP 5 IMPLEMENT THE PLAN

***NEIGHBORHOOD WOMEN, INC.
STRATEGIC PLANNING DAY
AT VANDERKAMP
JULY 17, 1993
WITH CHRIS CLAMP, NHC***

PRESENT MISSION:

***TO DEVELOP & SUPPORT THE
LEADERSHIP POTENTIAL OF
NEIGHBORHOOD WOMEN AND
THEIR FAMILIES.***

TASK #1

- **IS THIS CLEAR ENOUGH?**
- **SHOULD IT CHANGE?**

MISSION...GOALS...OBJECTIVES

***NEIGHBORHOOD WOMEN, INC.
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MISSION

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.

***NEIGHBORHOOD WOMEN, INC.
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TASK #2

GOALS

- 1. TO SUPPORT WOMEN TO EMPOWER THEMSELVES***
- 2. TO DEVELOP A STRONG ORGANIZATIONAL CAPABILITY; A RESOURCE BASE OF MONEY, STAFF, VOLUNTEERS, AND MEMBERSHIP***
- 3. TO DEVELOP PROJECTS, PROGRAMS, AND RESOURCES THAT SUPPORT NEIGHBORHOOD WOMEN'S MISSION.***

***NEIGHBORHOOD WOMEN, INC.
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HERSTORY OF NEIGHBORHOOD WOMEN, INC.

- 1981 WOMEN IN POVERTY CONFERENCE; BARB FIORAMONTI ATTENDS
- 1982 NATIONAL WOMEN'S LEADERSHIP CONFERENCE TRAINING]
LEARN WHAT OTHER WOMEN ARE DOING IN COMMUNITY
LEADERSHIP SUPPORT GROUP TRAINING
BARB FIORAMONTI ATTENDS
BARB BROUGHT BACK IDEAS TO SYRACUSE
- 1984 ORGANIZING WITH STACY SMITH; LATER BETSY
RECRUITMENT OF OTHERS; 15 WOMEN
2 DAY TRAINING AT CATHOLIC CHARITIES; 33 WOMEN
STARTED MONTHLY MEETINGS AND HAD A PAID ORGANIZER (F/T)
SAW A NUMBER OF INDIVIDUAL SUCCESSES
- 1985 STACY LEFT
6 GROUP COALITION, MAYORAL CANDIDATES NIGHT
- 1985-6 BETSY THEN FLO -- STAFFING NEEDS MORE SUPERVISION,
THINGS BEGAN TO FLOUNDER
STRUGGLE TO MAINTAIN DIVERSITY; CORE LEADERSHIP WAS WHITE
MEETING AT CHURCHES/COMMUNITY CENTER
- 1988 MEETINGS OUT OF PEOPLE'S HOMES
- 1989 TENANT MANAGEMENT TRAINING
GROUP SIZE VARIED BETWEEN 3 - 12
- 1990 BEGAN WORK ON INCORPORATION
- 1991-2 INCORPORATION COMPLETE
- 1992 501(C)(3) FILED AND GRANTED
- 1993 ACQUIRED OFFICE AT ROSE CENTER
STILL DOING MONTHLY MEETINGS
3 ACTIVE BOARD MEMBERS, 2 OFFICERS
TERI SERVES AS STAFF TIL JAN '94
6 - 8 OTHER MEMBERS
DIVERSITY: AGE & INCOME/CLASS
ABILITY TO PRODUCE GOOD MATERIALS W/DTP
HAVE BEEN DOING TRAINING

B: LESS EFFECTIVE ON SUPPORT, MORE TASK (RETREAT, WORKSHOP ORIENTED)
L: NOT ORGANIZED & THAT LOOSES PEOPLE
B: SAME OLD STUFF
D: SUPPORT ATTRACTS MEMBERS
T: ACKNOWLEDGE NEED FOR 2 TYPES OF MEETINGS
L/B: SUPPORT IS VERY IMPORTANT; CONFUSION IS OCCURRING
T/B: LEADERSHIP SUPPORT PROCESS IS AN IMPORTANT AND UNIQUE OFFERING
D: NEED TO BE MORE VISIBLE; NEED MORE OUTREACH

TASK #4

OPPORTUNITIES & THREATS

CLIENTS, CUSTOMERS, STAKEHOLDERS

1. WOMEN FEEL VERY ALONE / 3
2. WOMEN NEED RESOURCE INFO / 2
3. GIRLS / 2
4. ORGANIZATIONS WHO WOULD BENEFIT FROM NW'S PROJECTS, TRAININGS, ETC. / 4
 - CHURCH, NON-PROFITS, GOVERNMENT, SMALL/LARGE BUSINESS
 - PUBLIC & PRIVATE
5. WOMEN WHO HAVE NO BELIEF/HOPE THAT THINGS CAN IMPROVE / 3

COMPETITORS & ALLIES

6. MEN THREATENED BY WOMEN'S GROUP / 1
7. SOCIAL SERVICE GROUPS ARE WELL ORGANIZED AND DIVIDED BY RACE/ETHNICITY
(EX: LA LIGA GETS \$; ANCLA GETS WOMEN) / 3
8. TRADITIONAL SOCIAL SERVICES GET MONEY;
MALE MODEL, TOP DOWN, CREATE DEPENDENCY
9. COMPETING COALITIONS OF AGENCIES; NBA, WESTSIDE COALITION, ETC. / 1
10. OTHER WOMEN WHO SHARE SIMILAR VIEWS / 3
11. OTHER OPPRESSED GROUPS; NATIONAL CONGRESS OF NEIGHBORHOOD WOMEN
12. WOMAN SENATOR, IN COURTS, AND OTHER POLITICAL POSITIONS
13. TO RECRUIT WOMEN IN OTHER RACIAL/CULTURAL GROUPS WHO RECOGNIZE THEY
ARE NOT INCLUDED IN THEIR CULTURAL ORGANIZATIONS AS MEN ARE.

EXTERNAL; SOCIAL, CULTURAL, ECONOMIC, POLITICAL OR TECHNOLOGICAL FORCES

14. NO POLITICAL SUPPORT
15. CED HAS A CLEAR APPEAL WHICH CAN BE CAPITALIZED ON.
16. ABLE TO RELATE/SPEAK EFFECTIVELY W/ CULTURALLY DIVERSE GROUPS OF WOMEN.
17. SEEN AS CREDIBLE REPRESENTATIVES OF GRASSROOTS WOMEN

KEY WEAKNESSES:

NO MONEY, SPREAD TOO THIN / DISORGANIZED

KEY STRENGTHS:

UNIQUE; COMMITMENT TO SELF-DEVELOPMENT

STRENGTHS & WEAKNESSES

STRENGTHS & ASSETS

1. NEIGHBORHOOD WOMEN IS ONE OF THE PETALS
2. MORE KNOWLEDGEABLE OF FUNDERS AND HOW TO GET SUPPORT
3. COMMITMENT TO SELF DEVELOPMENT
4. UNIQUENESS -- WHAT WE DO IS NEW
5. STRONG COMMITMENT OF SMALL CORE GROUP
6. COMBINED VERY GOOD EXPERIENCES
7. WILLINGNESS TO WORK THROUGH PERSONAL DIFFERENCES
8. PERSONABLE, TEAM-BUILDERS
9. STRONG SENSE OF COMMON VISION/VALUES
10. GOOD LISTENERS
11. GOOD ANALYTICAL SKILLS
12. GOOD COOKS
13. ENVIRONMENTALLY AWARE
14. ALMOST 10 YEARS OLD

WEAKNESSES & LIABILITIES

1. FUNDERS DON'T LIKE TO GIVE TO WOMEN ONLY
2. DON'T TAKE ENOUGH CARE OF INDIVIDUAL NEEDS
3. SPREAD TOO THIN; JOBS, WORK, SCHOOL, COMMUNITY, FAMILIES
4. PEOPLE TEND TO DO WHAT THEY FEEL COMFORTABLE DOING --
NEED TO BE MORE STRATEGIC IN WHO DOES WHAT
5. DISORGANIZED
6. LACKS DIVERSITY
7. NO MONEY
8. NO "REAL" STAFF
9. LACK A CLEAR TRACK RECORD
10. NEED TO HAVE A MORE POSITIVE SENSE OF ACCOMPLISHMENTS

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CRITICAL ISSUES FOR THE FUTURE

**WHAT IS IT THAT YOU NEED TO DO? AND
HAVE THE ABILITY TO DO?**

- I. REASSESS THE NEEDS OF NEIGHBORHOOD WOMEN**
- II. DEVELOP A FUND-RAISING PLAN**
- III. GET MORE WOMEN TRAINED TO PROVIDE MORE
SUPPORT GROUPS.**
- IV. BUILD CAPACITY AND DIVERSITY OF MEMBERSHIP
AND BOARD.**
- V. WORK TO DEVELOP STAFFING**
- VI. REVIEW NW'S CACHEMENT/CATCHMENT AREA**
- VII. OUT OF THE NEEDS ASSESSMENT, TO IDENTIFY
ONE PROJECT THAT CAN BE IMPLEMENTED**

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Neighborhood Women, Inc.



STRATEGIC PLANNING DAY
AT VANDERKAMP
JULY 17, 1993





LINDA S. W. HAGGER
July 1993
PROFESSOR: CHRIS CLAMP
ANNUAL CALENDAR

[illegible]

LINDA S. W. HAGGER
July 1993
PROFESSOR: CHRIS CLAMP
ANNUAL CALENDAR

Tasks	Who	When: time-line
		J F M A M J J A S O N D
16) Plan Prgms	Linda/ Board Adv.Bd	-----x--x--x--x
17) Co-sponser other women's/Bd support groups	NHWP	-----x--x--x--x

Syracuse Neighborhood Women's Pot-Luck

JUNE 8, 1993

AGENDA

Facilitator -

1. Opening Circle
2. Planning our "Summer Get-Away" to Vanderkamp. Central Square
July 16 - 18th. Friday through Sunday.
Purpose: to renew our stressed out bodies and to

review our mission statement, our goals and objectives and,

To do a SWOT analysis, we will be looking at our
organizations strengths, weaknesses, opportunities and
threats and what do we want to do about this.
3. Supplies, what we need to bring.
 sleeping bag,
 pillow or
 sheets and blankets
 warm clothes for chilly evenings
 rain gear (just in case)
 clothes for three days
4. Food, We need to plan for

 Friday meal (optional)

 Saturday's breakfast,

 Saturday's Lunch

 Saturday's Supper

 Sunday breakfast

 Sunday lunch (optional)
5. mailing (membership) fee or pass the hat
6. Others input
8. Melody (next month's Guestspeaker) Stress reduction
7. Appreciations

Chris Clamp
Linda Westervelt Hagger
September 18, 1993
Project

Neighborhood Women, Inc.

Agenda

Facilitator: Melody Dence

1. Go Around, each member said something positive or negative that was going on in their life since the last meeting.
2. Melody went over the agreements of the group.
3. Seneca Falls, Women's Hall of Fame, is having an induction on Saturday, October 9. Gloria Steinheim, and Ruth Colvin (who started Literacy Volunteers) in Syracuse are being honored among others. Cost is \$75 for the luncheon, and \$35 for the ceremony. If we can get a reduced rate, who would like to go?
4. Legislation, the Stalker bill is up for vote, write your representative, Congressman Walsh, and Alfonse D'Amato, senator for this to become a federal crime.
5. Exercise group - Arleen. Be-Limber.
6. Sharing, support.
7. Other topics.
8. Appreciations

Chris Clamp
Interim Report
Project, Rose Center,
Syracuse Neighborhood Women's Project Involvement
January - April 1993

DECEMBER - Checked with Deborah Bowman our Secretary-Treasurer, Teri and her worked on filing a tax statement to the IRS. This was completed the end of December.

I worked with Teri on logistics of our January Diversity Workshop. Scheduling between our New Hampshire classes and Robin Smith's schedule, must be Handicap accessible, the date agreed upon was January 31, 1993 at the Native American Indian Club.

I spoke with Marta Rodriguez at the Spanish Action League, she apologized for not getting back to me sooner. We talked about people who make rude remarks to her on the phone because she speaks with a heavy accent. We talked about police brutality (random shakedown) of Latinos in the neighborhood. How the Spanish Action League was addressing this issue to the police department. She said that they were in the process of starting a domestic violence support group for women and I sensed that she was overwhelmed. I told her I did a piece of testimony for the mayoral forum in 1985 addressing that same issue. I offered her help if she needed it, she thanked me but, never asked for help. I spoke about Rose Center and Neighborhood Women and she said it sounded like it would be a good place for the women to go for support.

Secretary - Treasurer to hand out a in-kind receipt for books worth \$4,500 which we will donate to Rose Center's Resource Room.

Meet or talk with Teri at least once a week on different issues regarding Neighborhood Women and Rose Center.
Provide feedback to each other on issues.

JANUARY - Worked with Teri on the mailing for our Diversity Workshop, whom to invite. Also check out the flyer for final input. Had ongoing discussion with Teri on who she would enroll into our workshop and, who I would seek out. I worked on getting representatives from the Spanish Action League, I spoke with Marta Rodriguez and

she suggested that I call Theresa Pagano, director of Manos and showup at ANCLA meeting (all city and county officials the next day were to be at the meeting). I called Theresa and spoke with her and stated it was too short notice for me to get off from work and would it be ok for me to send Teri Cameron as my representative

to make the announcement about our diversity workshop, and to invite neighborhood people and handout out flyers which I had translated into Spanish. Theresa said it was ok with her.

I stopped by Teri's house and gave her the details and she agreed to the assignment. The next evening Teri could be seen on the 6:00 p.m. news speaking about Rose Center at the ANCLA meeting.

A Syracuse Neighbor's reporter, Maureen Nolan happened to be covering the ANCLA meeting. Picked up on the story of Rose Center and wanted to do an interview regarding Neighborhood Women and Rose Center.

Facilitated the monthly pot luck. Teri and I both spoke with regard to the upcoming Diversity workshop, invited our members to assist in planning and to participate. Problem - low turnout at this month's pot luck, our membership is dwindling. Three of our four board members are going to school, three have lost jobs, and the fourth may be about to lose her job after November election. Either the women are struggling with teenagers or adult children, most of whom currently seem to be experiencing turmoil in their lives.

Also instructed our secretary to call current members and former members to monthly pot luck. Also asked her to send a thank you to Native American Club for letting us use their place for our Diversity Workshop. I also called a few members and had ongoing conversations with them on where they were at in their lives.

One of our board members can only come occasionally due to job commitments. Other members are also going back to school and raising grandchildren alone, etc. Some of our members are having ongoing health problems.

Engaged in conversation with Rosetta Wash a counselor at Chadwick House (a resident house for women in transition). Teri and I both enrolled her to bring some of the residents with her. The director, Bonnie Winfield, a former Neighborhood Woman instructed all staff members to attend.

I reiterated to Rosetta that we wanted residents to attend also. Five staff members and two residents attended our diversity workshop. The women of Chadwick House said they liked it.

The positive aspect of the diversity workshop, is that we had two people of color, two visible handicap, others not so visible, one male, and women from late 20's to 50's. Different religious beliefs, Jewish, Catholic, Protestant and Other. From different socio-economic backgrounds, and the group ranged from lacking a high school diploma to working on their doctoral degree.

The negative aspect is that there was no one from the local neighborhood that attended the meeting except for Teri. After Teri and I purposely tried to enroll local neighborhood women. I felt let down.

I asked Maria Baquer, a friend and bilingual person if she would assist with translation at the workshop. She said yes. But got sick and couldn't make it at the the last minute. Luckily, no one from the Spanish speaking community attended.

Mrs. Baquer has agreed to help us out in the future when she retires from her county job as translator for the Spanish speaking people.

I assisted the facilitator with setup of the diversity workshop, provided snacks, cleanup and contributed to the cost of the workshop.

January I found myself in a new position at work. It was a difficult first month. My first reaction is that I am working in chaos and not thriving on it.

Checked in with Teri on the status of renovation of Rose Center. I was annoyed with the leaders of the city program, "Year round Syracuse" (this is youths work for a year and get money for college). There was no quality leadership for the students on "How to" renovate correctly. The program teens did substandard work, and they left paint stains all over the floor and rugs. I wished they were not selected to do the work. In my opinion they were more of hindrance than a help. I felt discouraged.

Provided ongoing counseling to a Board member who was having a hard time with one of her disruptive teenage son.

I started taking a fundamentals class in Reevaluation Counseling. Off to a slow start, the facilitator is new at this, I am impatient, but I like the weekly co-counseling session.

FEBRUARY - Also instructed our secretary to call current members and former members to monthly pot luck. I also called a few members and had ongoing conversations with them on where they were and also talked about Neighborhood Women and Rose Center.

The February Potluck Neighborhood Women's meeting low turnout, again.

Met with reporter for interview and picture taking of Rose Center. I had nice private conversation with Maureen about going to New Hampshire college in the CED program, she inquired about the program. We also spoke on the Westside

Intercity Preservation Assoc. and how the association is possibly in danger of losing their preservation status because they have an inactive leadership, who are not doing diddley squat in the neighborhood with regard to housing. They were again, looking for a new director. She said if I heard anything to let her know. I stated if I wasn't so busy with my new job, education, project and my family that I would take on the task of attempting to motivate them to do housing. (Idea, ask someone else to do it.) I think housing is a very important issue that still needs to be addressed in a neighborhood which is 80% absentee-landlord. Noreen stated that she always liked interviewing Teri and I because she came away vitalized.

I asked an experience grant writer to assist me when I have to write grants for neighborhood women's project. She agreed.

Sought out advice on what was happening to neighborhood women members, low attendance, non-participatory. I identified the problem as an "organization with no organization". It was suggested that our group go back to the basics and work on just organizing ourselves again and then when we're organized go out and recruit. She said the biggest turnoff to potential members is not being organized. Good advice. The trouble is that the busiest people are doing the vast amount of the work.

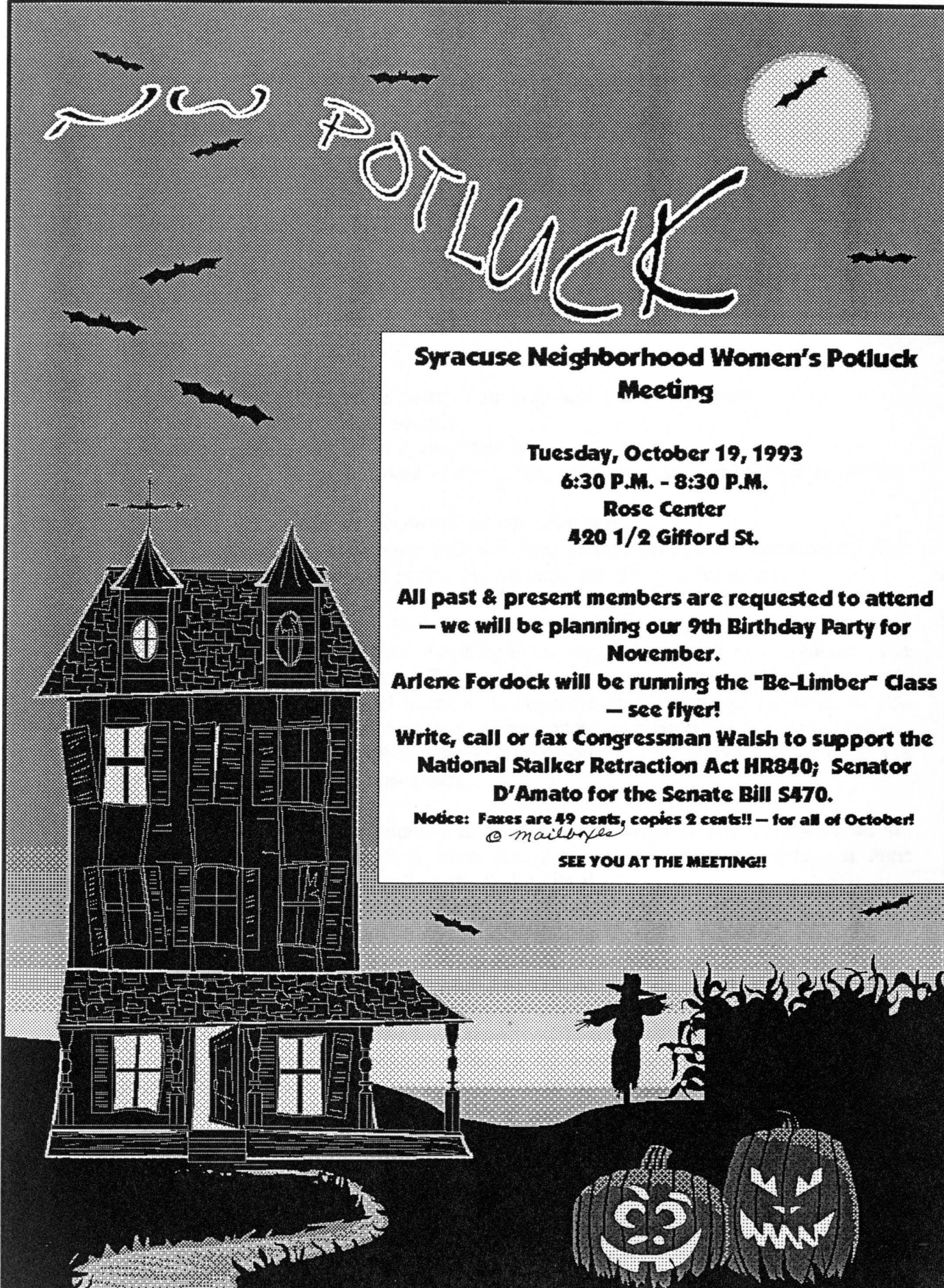
Checked with Teri on the status of Rose Center (slow but coming along). I also provided input on our press releases,

and donation letter. Also mentioned to her about grant writing for Neighborhood Women, she agreed, where and when was not defined at this time. There is still much to do.

Offered support to members who can't attend due to health problems.

Engaged in conversation with a potential new member, speech therapist, who works in the neighborhood, who wanted to attend our Diversity Workshop on Relationships but couldn't due to time constraints. I suggested that she come to our monthly potluck instead. She came and told her story. She stated that the needs in the neighborhood are so profound that she can no longer do her present job anymore. She doesn't feel that anything she is currently doing to help children improve their speech will make a difference in the childrens' lives. She states that there is too much else in their lives that they have to overcome. I sense the frustration and hopelessness in her voice. The women in the group listened to Christin and offered her their support. She hasn't been back, I sense that she is discouraged in her job and can't bear to come back to the neighborhood for a night meeting.

NEW POTLUCK



Syracuse Neighborhood Women's Potluck Meeting

Tuesday, October 19, 1993

6:30 P.M. - 8:30 P.M.

Rose Center

420 1/2 Gifford St.

**All past & present members are requested to attend
— we will be planning our 9th Birthday Party for
November.**

**Arlene Fordock will be running the "Be-Limber" Class
— see flyer!**

**Write, call or fax Congressman Walsh to support the
National Stalker Retraction Act HR840; Senator
D'Amato for the Senate Bill S470.**

Notice: Faxes are 49 cents, copies 2 cents!! — for all of October!
@ mailbox

SEE YOU AT THE MEETING!!

ELIMINATING PREJUDICED ATTITUDES AND BEHAVIOR

WORKING PREMISES
by Robin M. Smith, M.A.
c1991

1. **Deep change occurs rapidly in a relaxed and joyful atmosphere, free of judgments and guilt, where people feel safe to experiment, explore, and share their thoughts and feelings.**

Individuals work effectively in pairs or small groups when they agree

- 1) **To share time equally,**
- 2) **To avoid interrupting each other,**
- 3) **To keep confidential everything of a personal nature that is spoken, and**
- 4) **To allow no putdowns of self or others.**

The act of listening to each other with delighted aware attention and encouragement is powerful in building trust and promoting personal and group intelligence.

2. **There is no human enemy. Each human being is born completely good, intelligent, cooperative, loving, and zestful. Anything in the way of being that way as adults is due to being hurt as a young person. The hurts that young people suffer include damage to self esteem, to their emotional integrity, to cognitive functioning and social skills. The result is our rigid patterns of behavior and are caused by mistreatment, misinformation, accident, or oppression, or other factors. It is important to remember that the pattern is not the same as the human underneath.**

3. **Prejudice and oppressive behavior is a set of rigid patterns and is installed on the feeling level by misinformation, conditioning and/or traumatic incidents. It must therefore be released or changed on the feeling level:**

It is not enough to "know better". We must let go of the old feelings that have been locked in by early hurts, disappointments and misinformation. Failure to do this will result in patterns of discrimination remaining even after we have changed our attitudes.

4. **Loving others requires that we love ourselves. This includes, in the case of prejudice, in taking pride in the backgrounds in which we were raised (religious, racial, ethnic, gender, etc.). By acknowledging what each of us has to offer the world by virtue of our own rich heritage, we increase our ability to open to the gifts that others bring us from their backgrounds, and to reach out, listen, and make close friendships.**

5. **We are all experts in oppressive conditioning.** Rather than experience guilt about the negative aspects of our upbringing, we can come to understand the unique ways that our conditioning and misinformation happened in our lives and communities. We come to understand our value as experts in that conditioning, and that we are specially suited to help others of our background overcome their prejudice and change their behaviors.
6. **Internalized oppression is the taking on, by the targeted group, of incorrect messages** caused by oppression. Behaviors resulting from such self-stereotyping limit us in our abilities to think clearly in certain areas. Our ability to develop close warm relationships with people within and outside our own communities is impaired. Young people are universally mistreated. People in target and non-target groups are subject to this phenomena.
7. **You must have been hurt in order to consent to hurt someone else.** Looking at how we were hurt and how we resisted being hurt builds pride and self confidence in our ability to stand up for others.
8. **Sharing successes and practicing strategies** for interrupting oppressive behaviors and remarks increases our effectiveness and creativity in this area.
9. **Networking and the forming of support systems** for change on the personal, social and community (law, policy, power imbalance, etc) also multiplies effective change.
10. **Everyone is eager to become a trusted friend and ally.** When people in non-target roles do the work of eliminating racism, sexism, and handicapism, etc. among themselves, change is more rapid and effective. The key work of integration is the overcoming of isolation. Attitude change must be accompanied by structural change.

NOTICE OF PUBLIC HEARINGS

SENATE STANDING COMMITTEE ON CHILDREN AND FAMILIES

SENATOR STEPHEN M. SALAND, CHAIRMAN

SUBJECT: Revision of New York State's laws pertaining to domestic violence, including how the statutory law can better protect victims of domestic violence and prosecute violent family offenders. Testimony concerning Senate Bill 5881A sponsored by Senators Saland, Marino, Goodman, Skelos and others, enacting the Family Protection and Domestic Violence Intervention Act of 1993, will be solicited.

DATES & PLACES:

November 29, 1993

Albright-Knox Art Gallery
1285 Elmwood Ave.
Buffalo, New York 14202

January 13, 1994

Hempstead Town Hall
1 Washington St.
Hempstead, New York 11550

November 30, 1993

Monroe Co. Office Bldg.
Legislative Chambers
39 Main St. (West)
Rochester, New York 14614

January 27, 1994

CUNY Graduate School
& University Center
33 West 42nd Street
New York, New York 10036

December 15, 1993

Dutchess Co. Legislative
Building
22 Market St.
Legislative Chambers
6th floor
Poughkeepsie, New York 12601

February 2, 1994

Council Chambers City Hall
Room 334
233 E. Washington St.
Syracuse, New York 13202

February 8, 1994

Legislative Office Bldg.
Hearing Room A
Albany, New York 12247

TIME: 10:00 A.M. - 2:00 P.M.

PURPOSE: Intra-familial violence impacts upon every segment of our society and occurs with startling frequency in every community across New York State. Serious concerns have been raised regarding the adequacy of our State's statutory treatment of domestic violence victims and those who would harm them. The Committee on Children and Families acknowledges that the incidence of domestic violence has not abated, but rather has increased under the current law. The Committee will consider changes in the law which can reshape the involvement of our courts and law enforcement agencies in preventing, intervening in, and prosecuting family violence.

Senate 5881A, the Family Protection and Domestic Violence Intervention Act of 1993, contemplates numerous substantive statutory changes, which include:

- eliminating the "right of election"/choice of forum requirement of current law which bars access to the criminal court once a family court proceeding has been commenced;
- extending the duration of orders of protection from a maximum of one year to a maximum of three years;
- adding certain "stalking" crimes (harassment in the first and second degrees) within the definition of family offense;

- requiring the family court to issue an immediate arrest warrant upon a finding of probable cause that a domestic violence victim suffered a physical injury or serious physical injury, or that deadly physical force was used against the victim. An arrest would also be mandated if children in the family were similarly victimized;
- providing that, upon an offender's arrest, a family court may set bail with the same powers as a criminal court;
- authorizing a family court, upon a violation of an order of protection, to hear the violation as a contempt proceeding and transfer the underlying criminal conduct to the criminal court for prosecution;
- providing for additional training for State police and local law enforcement authorities in the intervention and prevention of domestic violence;
- requiring law enforcement officers to arrest offenders in domestic violence cases under certain circumstances; and
- making procedural changes in the Criminal Procedure Law to allow criminal courts to hear and enforce family court orders of protection.

TESTIMONY:

Oral testimony will be received by invitation only. Written testimony is welcomed from all interested parties and may be submitted to the Senate Committee on Children and Families until January 31, 1994. Oral testimony will be limited to ten minutes duration. Ten copies of any prepared testimony should be submitted at the hearing registration desk. For further information, please contact Margie H. Van Meter at (518) 455-2411.

REPLY FORM

Persons wishing to attend and/or submit testimony should complete and return the reply form below, as soon as possible, but in no event later than ten days prior to the published hearing date, to:

Margie H. Van Meter
Administrative Director
Senate Committee on Children and Families
Room 946
Legislative Office Building
Albany, New York 12247
(518)-455-2411

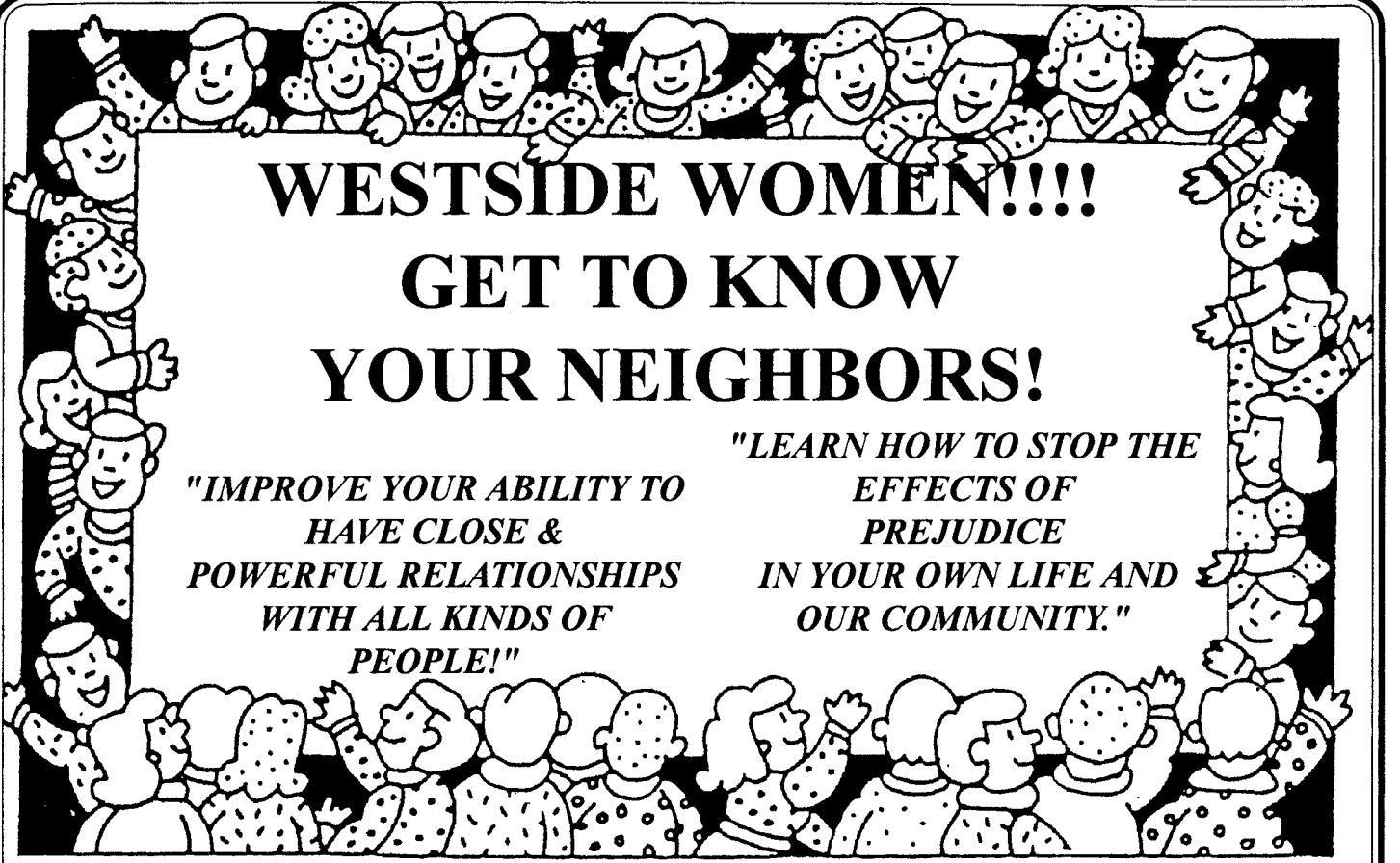
- | | |
|---|---|
| <input type="checkbox"/> I plan to attend the public hearing(s) in _____
(indicate city) | <input type="checkbox"/> I have enclosed a statement for inclusion in the record. |
| <input type="checkbox"/> I do not plan to attend the hearing(s). | <input type="checkbox"/> I will send a statement for inclusion in the hearing record. |

Name: _____ Title: _____

Organization: _____

Address: _____

Telephone: _____



WESTSIDE WOMEN!!!

GET TO KNOW YOUR NEIGHBORS!

**"IMPROVE YOUR ABILITY TO
HAVE CLOSE &
POWERFUL RELATIONSHIPS
WITH ALL KINDS OF
PEOPLE!"**

**"LEARN HOW TO STOP THE
EFFECTS OF
PREJUDICE
IN YOUR OWN LIFE AND
OUR COMMUNITY."**

DATE: SUNDAY, FEBRUARY 28, 1993

TIME: 1 P.M. UNTIL 5 P.M.

**PLACE: NORTH AMERICAN INDIAN CLUB
210 FABIUS STREET
CORNER OF WYOMING AND FABIUS STREETS**

COST: \$5.00 - \$35.00 (sliding scale-- pay what you 'can!)

**CONTACT: TERI CAMERON at 422-3426
ON 2/28/93, CONTACT TERI AT 476-7425**

CALL IF YOU NEED CHILD CARE OR A RIDE!!!

**Sponsored by
NEIGHBORHOOD WOMEN**

**Facilitator:
ROBIN SMITH**

**NO ONE WILL BE TURNED AWAY IF THEY CAN'T PAY!!
SCHOLARSHIPS MAY BE AVAILABLE - PLEASE ASK!**

GET ALONG BETTER WITH EVERYBODY!!!

GET ALONG BETTER WITH EVERYBODY!!!

GET ALONG BETTER WITH EVERYBODY!!!

BYLAWS
NEIGHBORHOOD WOMEN, INC.

ARTICLE I

NAME, PURPOSE

Section 1.01 Name of the Corporation.

The name of the Corporation shall be the Neighborhood Women, Inc.

Section 1.02 Purpose of the Corporation.

The purpose of the Corporation is to assist low-income families in improving the quality of their lives.

ARTICLE II

MEMBERS

Section 2.01 Members.

The Corporation shall have no members.

ARTICLE III

BOARD OF DIRECTORS

Section 3.01 Powers and Duties.

Subject to the provisions of the Certificate of Incorporation, the activities, affairs and property of the Corporation shall be managed, directed, and controlled and its powers exercised by and vested in the Board of Directors.

Section 3.02 Number, Election, Term of Office, and Special District.

(a) The number of directors shall be not less than 3 nor more than 15, the number to be fixed from time to time by resolution adopted by a simple majority of the entire Board of Directors, as defined in Section 702 of the New York Not-For-Profit Corporation Law. Any newly created directorship shall be initiated in accordance with Section 704(c) of the Not-For-Profit Corporation Law.

(b) The terms of all directorships shall be three years. The directorships shall be divided into three classes of as nearly equal number as possible for the purpose of staggering their terms of office. The terms of office of the directors initially classified shall be as follows: that of the first class shall expire at the next annual meeting, the second class at the second succeeding annual meeting, and the third class at the third succeeding annual meeting. After such initial classification, directors to replace those whose terms have expired shall be elected to hold office for a full term in accordance with the classification of that directorship.

Section 3.03 Nominations.

All candidates for election as directors shall be nominated as follows:

(a) At the regular meeting immediately preceding the annual meeting, the Board of Directors shall establish a Nominating Committee to recommend one or more candidates for each position to be vacated.

(b) At least 15 days before the annual meeting, the Nominating Committee shall inform the entire Board of Directors of its recommendations along with a description of each candidate's

qualifications for a directorship. This description may be supplemented by any material which the Nominating Committee deems relevant and appropriate.

Section 3.04 Vacancies.

Any vacancy in the Board of Directors arising at any time and from any cause, including the authorization of an increase in the number of directors, may be filled at any meeting of the Board of Directors, shall be filled by an action of the persons entitled to vote thereon. Each director so elected shall hold office until the election at the annual meeting of the Board of Directors and the qualification of his or her successor.

Section 3.05 Compensation.

Directors shall not receive any compensation for their services to the Corporation, directly or indirectly, in such capacity, but may receive reasonable compensation for other services provided to the Corporation as an officer or employee.

Section 3.06 Initial Appointment and Terms.

Notwithstanding the above, the initial Board of Directors shall be appointed by the incorporators of the Corporation. The initial number of directors shall be four. All of the appointed directors shall have terms of office lasting until the first annual meeting.

Section 3.07 Resignation.

Any director may resign at any time by giving written notice to the President of the Corporation. Such resignation shall take effect at any time specified therein or, if no date is specified therein, ten days from the date of delivery of the resignation. However, in no event shall such resignation be effective without acceptance until after the next regular meeting.

Section 3.08 Organization.

The President of the Corporation shall preside at all meetings of the Board of Directors or, in the absence of the President, the Vice President or another director designated by the President shall preside.

Section 3.09 Special Meetings.

Special meetings may be called for any purpose by official action of the Board of Directors, by the President, or by written

demand of not less than 1/5 of the entire Board of Directors delivered to the President. The persons calling the special meeting shall set its time, date and location, provided at least seven days written notice is provided to all directors.

Section 3.10 Notice; Waiver.

(a) Any director may waive notice of any meeting. The attendance of a director at any meeting shall constitute waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called.

(b) At any meeting the President shall announce the time, date, and location of the next meeting, specifying whether it will be a regular or special meeting. Written notice of such meeting shall be mailed out to all members of the Board of Directors no later than one week before such meeting with a copy of the minutes of the previous meeting, if available.

(c) A consensus of the directors present, whether or not a quorum is present, may adjourn any meeting to another time and place. Notice of any adjournment to another time and place shall be given to the directors who are not present at the time of the adjournment and, unless such time and place are announced at the meeting, to the other directors.

Section 3.11 Location of Meetings.

All meetings of the Board of Directors shall be held in Syracuse, New York, or at another place convenient to all members of the Board of Directors.

Section 3.12 Quorum; Adjournments of Meetings; Voting.

A simple majority of the directors then in office shall constitute a quorum for the transaction of business. In the absence of a quorum, the meeting may be adjourned from time to time by a consensus of the directors present until a quorum is obtained, without giving notice other than by announcement at the meeting. At any such adjourned meeting at which a quorum is present, any business may be transacted which might have been transacted at the meeting as originally called.

Unless otherwise provided by these Bylaws or by the Certificate of Incorporation, all matters shall be decided by a consensus vote of the directors present. In the event that a consensus cannot be obtained, all matters shall be decided by a simple majority vote of the directors present.

Section 3.13 Committees.

(a) The Board of Directors by resolution adopted by a consensus of the entire Board of Directors, as defined in Section 702 of the New York Not-For-Profit Corporation Law, may designate from among its members an executive committee and other standing committees, each consisting of three or more directors, and each of which, to the extent provided in the resolution, Bylaws, or Certificate of Incorporation, shall have all the authority of the Board of Directors, except that no such committee shall have the authority as to the matters in Section 712(a)(1-5) of the New York Not-for-Profit Corporation Law.

(b) Standing Committee members who have been designated as members by resolution adopted by a consensus of the entire Board of Directors, may appoint persons who are not members of the Board of Directors to serve as committee members to their respective committees, provided that these appointed non-members do not at any time comprise more than half of a committee's total membership.

(c) The Board of Directors will create standing committees. The President, with the consent of the Board of Directors, shall appoint the members of such committees. Permanent committees will be: (1) Rules/Judiciary; (2) Finance/Maintenance.

(d) The Board of Directors by resolution adopted by a consensus of the entire Board of Directors may create an advisory committee which must be comprised of at least one member of the Board of Directors who would be appointed by the Board. The Board of Directors shall appoint a minimum of one other person to the advisory committee who are not members of the Board of Directors to provide advice, information or help with fundraising, or to work on any other matter the Board may empower it to handle, but at no time will this committee have authority to bind the corporation.

(e) Each committee shall serve at the pleasure of the Board of Directors. The designation of any such committee and the delegation thereto of authority shall not alone relieve any director of his or her duty to the Corporation under Section 717 of the New York Not-For-Profit Corporation Law.

Section 3.14 Action Without Meetings.

Any action required or permitted to be taken by the Board of Directors or any committee thereof may be taken without a meeting if all members of the Board of Directors or the committee consent in writing to the adoption of the resolution authorizing the

action. Such a resolution and the written consents shall be filed with the minutes of the proceedings of the Board of Directors or committee. Participation by conference telephone or similar communications equipment allowing all persons participating in a meeting to hear each other at the same time shall constitute presence in person at a meeting.

Section 3.15 Proxies.

The Directors shall not be able to vote by proxy or to grant to any person a proxy to cast the Director's votes except as specifically provided for in these Bylaws.

ARTICLE IV

OFFICERS

Section 4.01 Titles and Qualifications.

The officers of the Corporation shall include a President, a Secretary, a Treasurer and such other officers as may from time to time be appointed by the Board of Directors or pursuant to a delegation of power in accordance with these Bylaws. One person may hold more than one office in the Corporation, except that one person may not hold both the offices of President and Secretary or President and Treasurer. No instrument required to be signed by more than one officer shall be signed by one person in more than one capacity. The officers shall have the authority to perform and shall perform the duties prescribed by these Bylaws and by the Board of Directors.

Section 4.02 Election and Term of Office.

The officers of the Corporation shall be elected at the annual meeting of the Board of Directors immediately following the election of the directors.

(a) Any member of the Board of Directors may nominate the President, Secretary and Treasurer. Each such officer shall serve a one year term and shall receive only such reasonable compensation and benefits as determined by the Board of Directors.

(b) New offices may be created and filled at any meeting of the Board of Directors. The duties, terms and reasonable compensation of these offices shall be determined by the Board of Directors.

Section 4.03 Resignations.

Any officer may resign at any time by delivering a written resignation at least two weeks in advance of the termination date to the President.

Section 4.04 Removal.

Any officer may be removed at any time without cause by a vote of two thirds of the entire Board of Directors, as defined in Section 702 of the New York Not-For-Profit Corporation Law. The notice or waiver of notice of a meeting at which such action is taken shall specify that the proposed removal is to be considered.

Section 4.05 Vacancies.

The Board of Directors shall fill any vacancy in office by appointing an individual for the unexpired portion of the term of office.

Section 4.06 President: Powers and Duties.

The President shall preside at all meetings of the Board of Directors and shall keep the Board of Directors fully informed. Subject to the control of the Board of Directors, the President shall be the principle executive officer of the Corporation and shall, in general, supervise all the business and affairs of the Corporation. His or her powers and duties shall include but not be limited to:

(a) the power to countersign with the Treasurer in the name of the Corporation all contracts, deeds, mortgages, bonds, or other instruments authorized either generally or specifically by the Board of Directors;

(b) the power to countersign with the Treasurer all drafts, checks, notes, orders, or other undertakings for the payment of money on the corporate treasury as authorized by the Board of Directors;

(c) the serving of all notices of the Corporation;

(d) the approval of all circulars, communications and correspondence issued and financial transactions made in the name of the Corporation.

Section 4.07 Secretary: Powers and Duties.

The Secretary shall act as secretary of all meetings of the Board of Directors, and shall keep the minutes of all such meetings in the books proper for that purpose. The Secretary shall perform all duties incident to the office of Secretary, subject however, to the control of the Board of Directors, and such other duties as shall from time to time be assigned to him or her by the Board of Directors.

Section 4.08 Treasurer: Powers and Duties.

The Treasurer shall have the custody of all funds and securities of the Corporation which may come into his or her hands. The Treasurer shall keep or cause to be kept complete and accurate accounts of receipts and disbursements of the Corporation, and shall deposit all moneys and other valuable

effects of the Corporation in the name and to the credit of the Corporation in such banks or depositories as the Board of Directors may designate. Whenever required by the Board of Directors, he or she shall render a statement of his accounts at least but not less than once per year at the annual meeting. The Treasurer shall at all reasonable times exhibit his or her books and accounts to any officer or director of the Corporation, and shall perform all duties incident to the office of Treasurer, subject however, to the control of the Board of Directors, and such other duties as shall from time to time be assigned to him or her by the Board of Directors. The Treasurer shall, if required by the Board of Directors, be bonded in such amount as is determined by the Board of Directors at the expense of the Corporation.

Section 4.09 Records.

Officers of the Corporation shall make available for inspection at reasonable times to the Board of Directors all official records of the Corporation for which they are responsible. Upon leaving office, each officer shall turn over to his or her successor in good order such moneys, books, records, documents, and other property of the Corporation as have been in his or her custody during his or her term in office. An independent audit by a Certified Public Accountant shall be performed at the end of each fiscal year and, if appropriate, when there is a change of office.

ARTICLE V

CONTRACTS, CHECKS, BANK ACCOUNT, INVESTMENTS, ETC.

Section 5.01 Checks, Notes, Contracts, Etc..

The Board of Directors is authorized to select such banks or depositories as it shall deem proper for the funds of the Corporation. The Board of Directors shall determine who, if anyone, in addition to the President and the Treasurer, shall be authorized from time to time on the Corporation's behalf to sign checks, drafts or other orders for the payment of money, acceptances, notes or other evidences of indebtedness, to enter into contracts, or to execute and deliver other documents and instruments.

Section 5.02 Investments.

The funds of the Corporation may be retained in whole or in part in cash or be invested and reinvested from time to time in such property (real, personal, or otherwise), or stocks, bonds or other securities, as the Board of Directors in its discretion may deem desirable.

Section 5.03 Bonding of Officers and Employees.

The Treasurer and other officers and employees handling funds for the Corporation shall, if required by the Board of Directors, be bonded in such amounts as are determined by the Board of Directors at the expense of the Corporation.

ARTICLE VI

OFFICE, BOOKS, RECORDS, AND INSPECTION OF RECORDS

Section 6.01 Principal Office.

The initial principal office of the Corporation shall be c/o Teri Cameron, 127 Grace Street, Syracuse, New York, 13204. The principal office thereafter shall be located at such address as the Board of Directors may from time to time determine.

Section 6.02 Books and Records.

The Board of Directors shall keep correct and complete books and records of account and shall also keep minutes of the board of advisors, and shall keep a list of record containing the names and addresses of all the directors, board of advisors, and officers of the Corporation.

Section 6.03 Inspection of Records.

Any director or former director who shall have been a director within six months immediately preceding his or her demand under this section shall, upon at least five days written notice, have the right to examine in person or by agent or attorney, during the usual business hours, the minutes of proceedings of the Corporation and the list of record of directors, board of advisors, or officers, and to make extracts therefrom.

ARTICLE VII

INDEMNIFICATION AND LIMITED LIABILITY

Section 7.01 Indemnification.

The Corporation shall, to the extent of the proceeds of any insurance policy it may procure for this purpose and to the extent required by law and as set forth in Section 8.02 below, indemnify any person made, or threatened to be made, a party to any action, suit or proceeding by reason of the fact that he or she (or a person of whom he or she is the legal or personal representative or heir or legatee) is or was a director, officer or employee of the Corporation, against judgments, fines, amounts paid in settlement and reasonable expenses, including attorney's fees.

Section 7.02 Insurance.

The Board of Directors may purchase and maintain insurance against any liability whatsoever of the Corporation or any director, officer, employee, except that such insurance shall not provide for any payment, other than the cost of defense, to or on behalf of any director, officer, employee, if a judgment or other final adjudication adverse to the insured aforementioned party establishes that his or her acts of active and deliberate dishonesty were material to the cause of action so adjudicated, or that he or she personally gained in fact a financial profit or other advantage to which he or she was not legally entitled.

Section 7.03 Limited Liability.

Except as provided in Section 719 and 720 of the New York Not-For-Profit Corporation Law, and except any action or proceeding brought by the Attorney General, no director, officer, employee or agent of the Corporation due to his or her conduct and no person serving without compensation as a director or officer of the Corporation, while the Corporation is qualified under Section 501(c)(3) of the United States Internal Revenue Code of 1986, shall be liable to any person based solely on his or her conduct in the execution of his or her office, unless the conduct of such aforementioned person constituted gross negligence, bad faith, or was intended to cause the resulting harm to the person asserting such liability.

ARTICLE VIII

AMENDMENTS

Section 8.01 Amendment of Bylaws.

These Bylaws may be amended at any meeting of the Board of Directors by a simple majority vote of the entire Board of Directors, as defined in Section 702 of the New York Not-For-Profit Corporation Law, provided that a copy of the text of the proposed amendment shall have been delivered to each director at least seven days prior to the meeting.

ARTICLE IX

MISCELLANEOUS

Section 9.01 Fiscal Year.

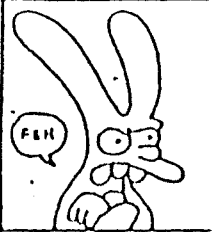

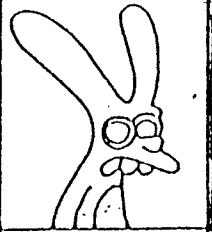
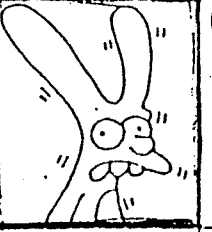
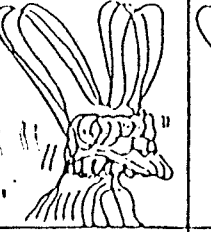

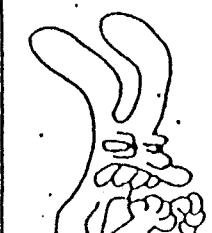
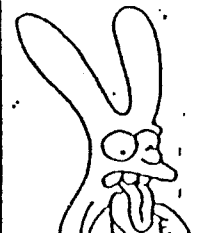
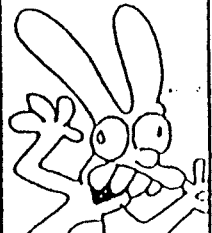
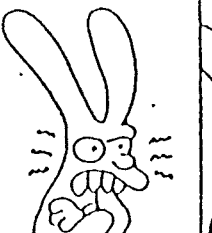
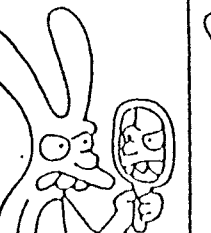

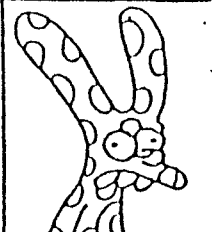
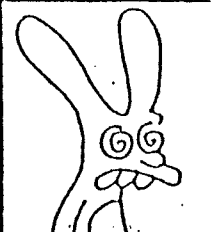
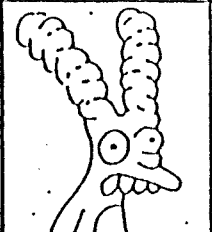
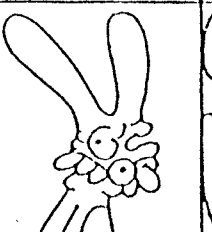


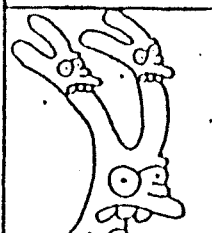
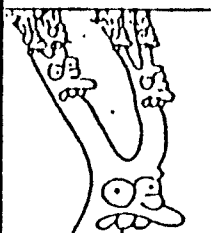
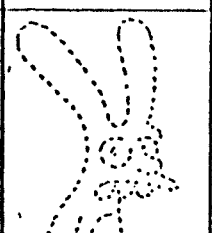
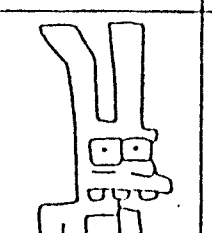
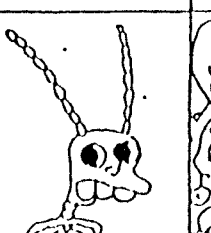

The fiscal year of the Corporation shall be established by resolution of the Board of Directors.

Section 9.02 Corporate Seal.

The Corporate Seal of the Corporation may be of a form and design determined by resolution of the Board of Directors.

LIFE IN
HELL©1990
MATT
GROENI

THE 24 WARNING SIGNS OF STRESS

					
LINGERING ANGER	COLD SWEAT	ENLARGED PUPILS	TREMOLING	THE SHAKES	URGE TO BITE SELF
					
EXCESSIVE BODY LANGUAGE	DRY MOUTH	PANIC ATTACKS	HATRED	SELF-HATRED	STRANGE NEW CLOTHES
					
ODD RASHES	TWISTY EYES	TWISTY EARS	TWISTY HEAD	BOXED-IN FEELING	INCREASED APPETITE
					
WEIRD DREAMS	VERY WEIRD DREAMS	FEELINGS OF INSUBSTANTIALITY	STIFF MUSCLES	OVERALL STIFFNESS	ALL OF THE ABOVE

Tension - Stress Test

	Many times a week	A few times a week	Rarely
I feel anger or frustration at home or work	2	1	0
I feel tension or anxiety	2	1	0
It is difficult to concentrate because of worrying about other things	2	1	0
In conversation, I find myself finishing what the other person is about to say or interrupting	2	1	0
My work involves deadlines/time pressures	2	1	0
People at home/work make me tense	2	1	0
I take tranquilizers (or other drugs) to relax or sleep	2	1	0
Thoughts races through my mind when I try to relax or sleep	2	1	0
It is difficult to find enough time to relax	2	1	0
I eat/drink/smoke in response to tension	2	1	0
I have tension or migraine headaches	2	1	0
I find it difficult to sleep or sleep is not refreshing	2	1	0
I perspire during ordinary conversation or perspire excessively	2	1	0
Annoyances tend to build up during the day	2	1	0

TOTAL SCORE

SCORE	TENSION-STRESS LEVEL
18-30	Considerably above average
10-17	Above average
6-9	Average
0-5	Below Average

THE MAJOR STRESSORS

- Overwork & Fatigue
- Fear & Hate
- Exposure & Injury
- Hurry & Tension
- Expectations & Pressures
- Values in Conflict
- Lack of Clarity



Rate the following as stressful or not stressful - on a scale of 1 to 3.
(1) very stressful, (2) somewhat stressful, (3) not stressful.

- _____ A family fight
- _____ Anticipated surgery
- _____ Talking over personal problems
- _____ Work
- _____ Tests
- _____ Automobile driving
- _____ X-rated movie
- _____ Having a cold
- _____ Cutting your finger
- _____ Uncertainty and doubt
- _____ Entering a new group
- _____ Crowds
- _____ Disorder
- _____ Things people say about you
- _____ TV programs
- _____ Cold weather
- _____ My home
- _____ Bringing up children
- _____ Rules and regulations
- _____ A disagreement with a friend
- _____ Middle age
- _____ A promotion or election to an office in an organization
- _____ Noise
- _____ Traffic
- _____ Taxes
- _____ Changes in routine
- _____ Indigestion
- _____ Reading this list

Others:

STRESS

GENERAL INFORMATION: Stress can harm us both emotionally and physically. This can block productive behavior. The unrest caused by stress can make our everyday lives miserable. Stress can also influence the way we treat our physical health. We do not always recognize that we are experiencing stress. The habits and attitudes that may develop become so familiar that we do not notice the signs.

To help you become aware of your stress level, read each of the statements given below. Check YES or NO to each statement, as it applies to you:

<u>I frequently:</u>	YES	NO
1. Neglect physical exercise.	_____	_____
2. Treat people rudely.	_____	_____
3. Set goals which are unrealistic.	_____	_____
4. Do not get enough rest.	_____	_____
5. Put off doing things.	_____	_____
6. Rush through my day.	_____	_____
7. Take sleeping pills, tranquilizers and similar drugs without a doctor's approval.	_____	_____
8. Neglect my diet.	_____	_____
9. Do not see the humor in situations that others find humorous.	_____	_____
10. Have trouble making decisions.	_____	_____
11. Try to do everything myself.	_____	_____
12. Exaggerate and "make a big deal" out of things.	_____	_____
13. Keep things inside.	_____	_____
14. Complain about how disorganized I am.	_____	_____
15. Get angry easily.	_____	_____

YOUR CURRENT STRESSORS

DESCRIPTION	MAJOR MINOR	ENERGY SPENT	WHAT DO YOU FEAR?	IN CONTROL	POSITIVE VIEW
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Current Stressors

Major/Minor	What are you afraid of?	Energy spent	Importance	Control	Positive label	Priority
1	2	3	4	5	6	7

8 Comments & Observations: _____

Symbol Key

- 1. Major = ★ ★ ★ ★
- Minor = ★
- 3. Little Energy = €
- Moderate = \$
- A lot = \$\$\$
- 4. Not Important = €
- Important = \$
- Very Important = \$\$\$
- 5. Control = Yes
- No Control = No
- Don't Know = ?

Coping

Favorite Copers

	Direct/Indirect	Efficiency

Negative Copers	Positive Copers		
Indulging	Spiritual	Mental	Family
Revenge	Commitment	Time management	Balancing
Tantrums	Prayer	Problem-solving	Togetherness
Fault-finding	Faith	Life planning	Flexibility
Worrying	Surrender	Relabeling	Networking
Denial	Valuing	Organizing	Esteem-building
Illness	Worship	Imagination	Conflict resolution
Tobacco			
Withdrawal			
Alcohol	Physical	Diversion	Interpersonal
Eating	Relaxation	Learning	Affirmation
Passivity	Nourishment	Music	Contact
Stubbornness	Self-care	Work	Expression
Drugs	Exercise	Getaways	Linking
	Stretching	Hobbies	Assertiveness
	Biofeedback	Play	Limits
Comments:			

One copier I'd like to drop: _____

Two copiers I'd like to add: _____

My overall coping style is: _____

Coping Strategies

Check the strategies below which might be effective in helping you cope with stress.

- Develop a network of friends or professional colleagues
- Find one close friend to share the details of life
- Save myself (conserve energy) for the "big" things
- Get more rest
- Develop a sense of self confidence, an "I know I can handle it" attitude
- Work on optimism and hope
- Seek only pleasurable experiences
- Have more money
- Have more love
- Have more sex
- Feel free to say and do the things I want to do
- Understand my role as a wife, husband, mother, father, wage-earner, woman, person better
- Establish priorities
- Exercise regularly
- Choose more of these activities -- sport, hobby, music, reading, walking (safety-valve activities)
- Relax
- Meditate
- Convince myself that this stress is useful or necessary
- Try to arrange the situation so that I have control of whatever is causing the stress
- Take a tranquilizer or sedative
- Remain calm
- Look to others for guidance or support
- Remind myself that it will pass
- Take a stiff drink
- Take long slow breaths

ANGER IN MYSELF

KEYS TO HEALTHY WAYS OF HANDLING IT:

1. TAKE OWNERSHIP
2. TAKE STOCK
3. CHOOSE:
 RELEASE IT: "LET IT GO"
 REPRESS IT: STUFF IT
 CONSCIOUSLY EXPRESS IT (DESTRUCTIVELY OR
 CONSTRUCTIVELY)
4. GET HELP IF IT'S CHRONIC

ANGER IN OTHERS

KEYS TO HEALTHY WAYS OF HANDLING IT:

1. ALLOW OWNERSHIP AND DON'T BUY
2. OFFER HELP IN EXPRESSING AND "GOING DEEPER"
3. GET CLEAR ON YOUR RESPONSE
4. SUGGEST HELP IF IT'S CHRONIC

EXPRESSING ANGER CONSTRUCTIVELY

Fourteen Guidelines

1. THINK BEFORE SPEAKING. Practice aloud before entering the situation.
2. KEEP TO THE POINT AND BE BRIEF. Avoid rambling and repeating.
3. BE SPECIFIC. If someone's behavior is offensive, give clear examples.
4. SPEAK SLOWLY AND SOFTLY. Talking fast and/or loud adds tension.
5. BREATHE DELIBERATELY. Holding your breath increases discomfort.
6. KEEP EYE CONTACT. Looking at the person will help restore trust.
7. IF YOU START TO FEEL DEFENSIVE, SAY SO. "I feel defensive when..."
8. LISTEN WITHOUT INTERRUPTING. Give the other a chance to talk.
9. STICK WITH YOUR OWN HONEST FEELINGS AND PERCEPTIONS.
10. AVOID GIVING ADVICE ABOUT WHAT THE OTHER SHOULD DO.
11. IF TEMPER FLARE, STOP. Avoid a shouting match; set another time.
12. BEFORE DEPARTING, ASK THE OTHER PERSON HOW HE/SHE FEELS.
13. TRY TO MAKE JOINT DECISIONS ABOUT FUTURE ACTIONS.
14. BEFORE FINISHING THE SESSION, THANK THE OTHER PERSON.

REDUCING STRESS BY DEVELOPING CLOSE RELATIONSHIPS

KEY CONNECTION -- *Close friends and intimate relationships nurture our self-esteem by providing outlets for relaxation, belonging, trust and honest feedback about our thoughts, feelings and behavior. Without such relationships, we are vulnerable to isolation and the self-deception that comes from trusting only ourselves.*

HOW WELL DO YOU KNOW YOURSELF?

HOW DO OTHERS PERCEIVE YOU?

WHAT DO OTHERS SEE THAT YOU DON'T SEE?

ACTION PLAN: Name three persons with whom you'd like a closer relationship. For each person, come up with one action step you can take to deepen that relationship.

PERSON	ACTION STEP
1. _____	_____
2. _____	_____
3. _____	_____



STRESS MANAGEMENT STRATEGIES

- 1 Be Responsible for Yourself!
- 2 Use Your Support System
- 3 Practice Rational Thinking
- 4 Relax
- 5 Be Balanced
- 6 Be Positive
- 7 Strengthen Your Body

RATIONAL THINKING STEPS

1. AWARENESS

Identify what is irrational

2. FREEZE

Attempt to curtail the irrational behavior/communication

3. REPLACEMENT

Use the following to replace the irrational behavior/communication

- * Questioning Why am I doing this?
 Why am I saying this?
 How could I react:
 -more positively?
 -more reasonably?

- * Self-Talk

Example

Irrational Thought: "That person's look tells me he
 doesn't like me because I smoke"

Rational Self-Talk: "That person seems unfriendly--he's
 probably having a bad day"
 ("I have bad day's too")

DECISION MAKING

An Opportunity to Control Your Life

1. The values you choose should depend upon the situation you are facing.
2. Your values should be the things important to you, not those important to your family and friends.
3. When establishing your values, you must be totally honest with yourself.
4. You need to evaluate a goal according to how it satisfies your values.
5. Good decisions will move you closer to your goals.
6. Short term goals should lead toward long term goals.
7. The alternatives you devise with which to address your problems are the heart of the decision making process.
8. The more alternatives you come up with, the better your chances of making a good decision. Use your imagination to expand the number of alternatives.
9. Identify the elements within the situation and devise alternatives to address each one of the elements.
10. Collect as much information as you can about each of the alternatives.
11. Keep an open mind as you gather information; other alternatives might appear.
12. Be alert to the fact that information sources often lead to other sources.
13. The more facts you have, the better your chances of knowing your alternatives. Don't make assumptions.
14. Separate fact from opinion; be a critical listener.
15. There will be no perfect alternative. You are looking for the best choice.
16. Predict outcomes for various alternatives, considering the desirability and probability of each along with the less favorable aspects of each alternative.
17. Go through all your alternatives before narrowing them down.
18. Every choice is risky. The future is unpredictable.
19. Take an opportunity to involve the emotional, intuitive, imaginative left side of your brain in your decision making.
20. Once you choose your best alternative, form a plan of action and prepare to see that choice through to the end.

Essentials of Decision Making

1. Know your values.
2. Establish goals.
3. Expand your alternatives.
4. Seek Information on each alternative.
5. Predict outcomes for the alternatives.
6. Take action.

1. To identify and explain the key ingredients in making decisions.
2. To explain that making good decisions is a matter of skill, not luck.
3. To replace the fear of indecision with the confidence of competent decision making.
4. To encourage students to exert control over their lives by showing them the need for good decision making techniques.
5. To encourage students to trust their own abilities by showing them how to make their choices the best ones possible.

Objectives

Decision Making Opportunities

1. Buying a car
2. Choosing a college
3. Taking a part-time job
4. Choosing a career
5. Choosing what classes to take
6. Getting high on the weekend
7. Whether to end a friendship



805V

Decision Making

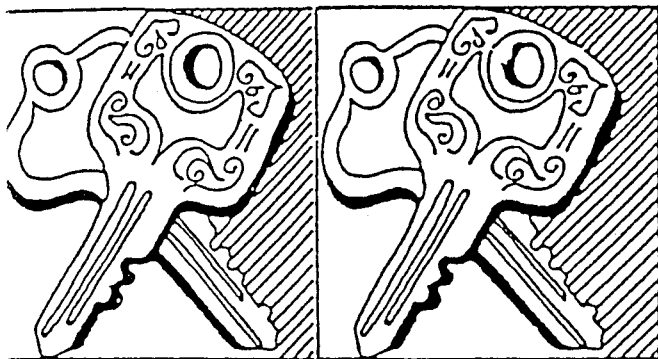
Because the future is unpredictable, there is no such thing as a perfect choice. But some options are better than others, and finding the right choice for each situation can make life less stressful and more successful.

1.
Get up 15 minutes earlier every morning. The inevitable morning mishaps will be less stressful.

2.
Prepare for the morning the evening before. Set the breakfast table, make lunches, put out the clothes you plan wear, etc.

3.
Don't rely on your memory. Write down when you have appointments, when to pick up the laundry, when library books are due, etc. ("The palest ink is better than the most retentive memory." - Old Chinese proverb)

4.
Do nothing which, after having been done, leads you to tell a lie.



5.
Make duplicates of all keys. Bury a house key in a secret spot in your yard, and carry a duplicate car key in your wallet.

6.
Practice preventive maintenance. Your car, appliances, home, and relationships will be less likely to break down and fall apart "at the worst possible moment."



7.
Eliminate caffeine or restrict the amount in your diet.

8.
Procrastination is stressful. Whatever you want to do tomorrow, do today; whatever you want to do today, do now.

9.
Plan ahead. Don't let the gas tank get below one quarter full, keep a well stocked "emergency shelf" of home staples, don't wait until you're down to your last bus token or postage stamps to buy more.

52

proven stress reducers

10.
Don't put up with something that doesn't work right. If your alarm clock, wallet, shoelaces, windshield wipers—whatever—are a constant aggravation, get them fixed or get new ones.

11.
Allow 15 minutes of extra time to get to appointments. Plan to arrive at an airport one hour before domestic departures.

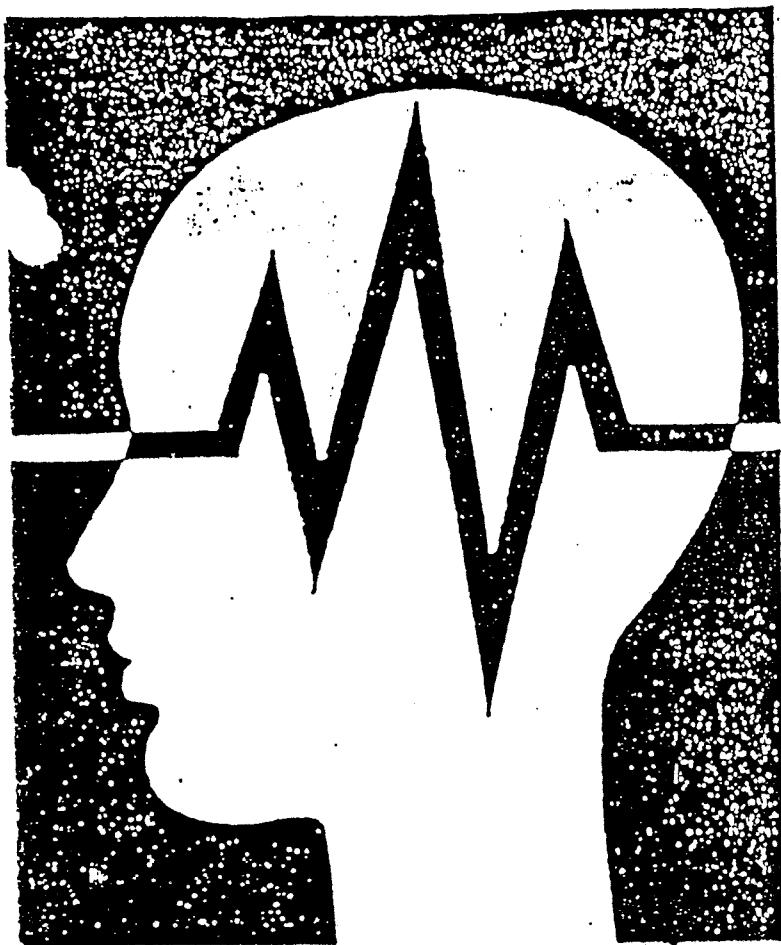
12.
Be prepared to wait. A paperback can make a wait in a post office line almost pleasant.

13.
Always have contingency plans "just in case." ("If for some reason either of us is delayed, here's what we'll do. . . ." "If we get split up in the shopping center, here's where we'll meet. . . .")

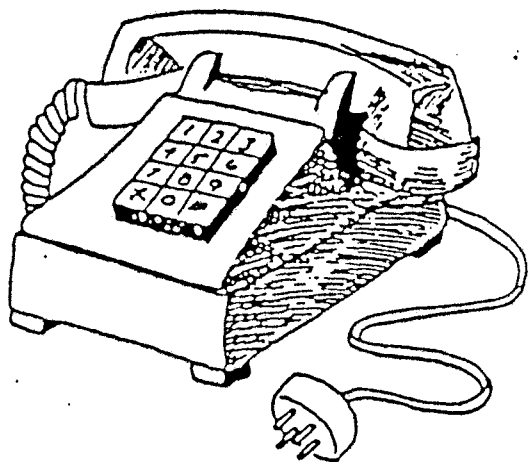
14.
Relax your standards. The world will not end if the grass doesn't get mowed this weekend, or if the sheets have to be changed on Sunday instead of Saturday.

15.
Pollyanna Power! For every one thing that goes wrong, you probably have 10 or 50 or 100 blessings. Count 'em!

16.
Ask questions. Taking a few moments to repeat directions or what someone expects of you can save hours. (The old "the hurrieder I go, the behinder I get" idea.)



17.
Say "No!" Saying "no" to extra projects, social activities, and invitations you know you don't have the time or energy for takes practice, self-respect, and a belief that everyone, every day, needs quiet time to relax and to be alone.



18.
Unplug your phone. Want to take a long bath, meditate, sleep, or read without interruption? Drum up the courage to disconnect temporarily. (The possibility of a terrible emergency in the next hour or so is almost nil.)

19.
Turn "needs" into preferences. Our basic physical needs translate into food, water, and keeping warm. Everything else is a preference. Don't get attached to preferences.

20.
Simplify, simplify, simplify.

21.
Make friends with nonworriers. Nothing can get you into the habit of worrying faster than associating with chronic worrywarts.



22.
Take a hot bath or shower (or a cool one, in summertime) to relieve tension.

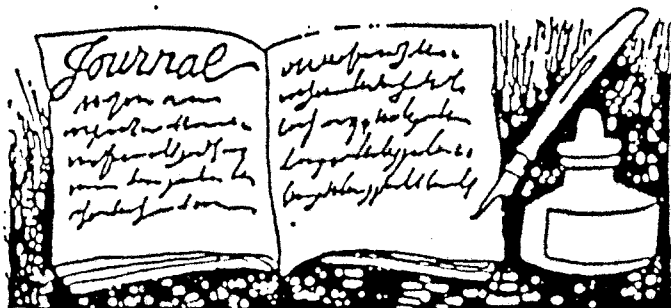
23.
Wear earplugs. If you need to find quiet at home but Junior must practice the piano, pop in some earplugs (available in any drugstore) and smile.

24.
Get enough sleep. If necessary, use an alarm clock to remind you to go to bed.

25.
Create order from chaos. Organize your home and workspace so that you always know exactly where things are. Put them where they belong, and you won't have to go through the stress of lost possessions.

26.
Watch your breathing. When feeling stressed, most of us tend to breathe in short, shallow breaths. When you breathe like this, stale air is not expelled, oxidation of the tissues is incomplete, and muscle tension frequently results.

Check your breathing throughout the day, and before, during, and after high-pressure situations. If you find your stomach muscles are knotted and your breathing is shallow, relax all your muscles and take several deep, slow breaths. Note how, when you're relaxed, both your abdomen and chest expand when you breathe.



27.
Record your thoughts and feelings (in a journal, or on paper to be thrown away); it can help you clarify things and give you a new perspective.

28.

Try the following yoga technique whenever you feel the need to relax: inhale deeply through your nose to the count of eight. Then, with lips puckered, exhale very slowly through your mouth to the count of 16, or for as long as you can. Concentrate on the long sighing sound and feel the tension dissolve. Repeat 10 times.

29.

Innoculate yourself against a feared event. Just as a vaccine containing a virus can protect you from illness, if you expose yourself to one or more of the dreaded aspects of an experience beforehand, you often can mitigate your fears.

For example, before speaking in public, take time to go over every part of the experience in your mind. Imagine what you'll wear, what the audience will look like, how you will present your talk, what the questions will be and how you will answer them. Visualize the experience the way you would have it be. You'll likely find that when the time comes to make the actual presentation, it will be "old hat" and much of your anxiety will have fled.

30.

When the stress of having to get a job done gets in the way of actually getting the job done, diversion—a voluntary change in activity or environment—may be just what you need.

31.

Get up and stretch periodically if your job requires that you sit for extended periods.

32.

One of the most obvious ways to avoid unnecessary stress is to select an environment (work, home, leisure) which is in line with your personal needs and desires. If you hate desk jobs, don't accept a job which requires that you sit at a desk all day. If you hate to talk politics, don't associate with those who love to.

33.

Learn to live one day at a time.

34.

Every day, do something you really enjoy.



35.

Add an ounce of love to everything you do.

36.

Talk it out. Discussing your problems with a trusted friend can help clear your mind of confusion so you can concentrate on problem solving.

37.

Do something for somebody else.

38.

Focus on understanding rather than on being understood, on loving rather than on being loved.

39.

Do something that will improve your appearance. Looking better can help you feel better.

40.

Schedule a realistic day. Avoid the tendency to schedule back-to-back appointments; allow time between appointments for a breathing spell.

41.

Become more flexible. Some things are not worth doing perfectly, and some issues are well to compromise on.

42.

Eliminate destructive self-talk: "I'm too old to...." "I will never be able to...." "I'm too fat to...."

43.

Use your weekends for a change of pace. If your work week is slow and patterned, make sure there is action and time for spontaneity built into your weekends. If your work week is fast-paced and full of people and deadlines, seek peace and solitude during your days off. Feel as if you aren't accomplishing anything tangible at work? Tackle a job on the weekend which you can finish to your satisfaction.

44.

"Take care of the pennies and the dollars will take care of themselves." That's another way of saying, take care of the todays as best you can, and the yesterdays and the tomorrows will take care of themselves.

45.

Do one thing at a time. When you are with someone, be with that person and concentrate on nothing else. When you are busy with a project, concentrate on doing that project and forget about everything else you have to do.

46.

Allow yourself time—every day—for privacy, quiet and introspection.

47.

If an especially unpleasant task faces you, do it early in the day and get it over with. Then the rest of the day will be free of anxiety.

48.

Learn to delegate responsibility to capable others.

49.

Don't forget to take a lunch break. Try to get away from your desk or work area in body and mind, even if it's just for 15 or 20 minutes.

50.

Forget about counting to 10. Count to 1,000 before doing something or saying anything that could make matters worse.

51.

Have a forgiving view of events and people. Accept the fact that we live in an imperfect world.

52.

Have an optimistic view of the world. Believe that most people are doing the best they can.

1990 Census Of Population And Housing

Summary Tape File 1A

040 New York
050 Onondaga County
140 Tract 30

PERSONS

Universe: Persons

Total..... 2,284

1990 Census Of Population And Housing Summary Tape File 1A

040 New York
050 Onondaga County
140 Tract 30

FAMILIES PgDn/PgUp-Page

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Universe: Families

Total..... 483

90 Census Of Population And Housing

Summary Tape File 1A

040 New York
050 Onondaga County
40 Tract 30

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1990 Census Of Population And Housing

Summary Tape File 1A

40 New York

050 Onondaga County

140 Tract 30

URBAN AND RURAL	
Universe: Persons	
urban:	
Inside urbanized area.....	0
Outside urbanized area.....	0
Rural.....	0
defined for this file.....	2,284

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1990 Census Of Population And Housing

Summary Tape File 1A

40 New York

50 Onondaga County

140 Tract 30

SEX	
Universe: Persons	
male.....	1,058
female.....	1,226

990 Census Of Population And Housing

Summary Tape File 1A

New York

50 Onondaga County
40 Tract 30

RACE

iverse: Persons

ite.....	1,352
Black.....	692
merican Indian, Eskimo, or Aleut.....	72
sian or Pacific Islander.....	7
Other race.....	161

0 Census Of Population And Housing

Summary Tape File 1A

40 New York

0 Onondaga County
0 Tract 30

DETAILED RACE

iverse: Persons

ite (800-869, 971).....	1,352
Black (870-934, 972).....	692
merican Indian, Eskimo, or Aleut (000-599, 935-970, 973-975):	
American Indian (000-599, 973).....	72
Eskimo (935-940, 974).....	0
Aleut (941-970, 975).....	0
sian or Pacific Islander (600-699, 976-985):	
Asian (600-652, 976, 977, 979-982, 985):	
Chinese (605-607, 976).....	3
Filipino (608, 977).....	0
Japanese (611, 981).....	0
Asian Indian (600, 982).....	0

990 Census Of Population And Housing

Summary Tape File 1A

40 New York

0 Onondaga County
0 Tract 30

PERSONS OF HISPANIC ORIGIN

Inverse: Persons of Hispanic origin

otal..... 254

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1990 Census Of Population And Housing

Summary Tape File 1A

040 New York

050 Onondaga County

140 Tract 30

HISPANIC ORIGIN

inverse: Persons

of Hispanic origin..... 2,030

Hispanic origin:

Mexican..... 0

Puerto Rican..... 201

Cuban..... 3

Other Hispanic..... 50

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1990 Census Of Population And Housing

Summary Tape File 1A

040 New York

050 Onondaga County

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HISPANIC ORIGIN BY RACE

inverse: Persons

Not of Hispanic origin

White..... 1,260

Black..... 666

American Indian, Eskimo, or Aleut..... 72

Asian or Pacific Islander..... 7

Other race..... 25

Hispanic origin

White.....	92
Black.....	26
American Indian, Eskimo, or Aleut.....	0
Asian or Pacific Islander.....	0
Other race.....	136

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1990 Census Of Population And Housing

Summary Tape File 1A

40 New York
50 Onondaga County
140 Tract 30

GE	
Universe: Persons	
Under 1 year.....	46
and 2 years.....	81
and 4 years.....	100
5 years.....	58
years.....	33
to 9 years.....	142
10 and 11 years.....	82
12 and 13 years.....	82
4 years.....	36
5 years.....	34
16 years.....	32
years.....	35

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1990 Census Of Population And Housing

Summary Tape File 1A

40 New York
50 Onondaga County
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TAB P012 Universe: Persons
PERSONS
FAMILIES
HOUSEHOLDS
URBAN AND RURAL
SEX
RACE
DETAILED RACE
PERSONS OF HISPANIC ORIGIN
HISPANIC ORIGIN
HISPANIC ORIGIN BY RACE
AGE
 CE BY SEX BY AGE
 EX BY AGE

P001
P002

White males
White females
Black males
Black females
American Indian, Eskimo, or Aleut males
American Indian, Eskimo, or Aleut females
Asian or Pacific Islander males
Asian or Pacific Islander females
Other race males
Other race females

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1990 Census Of Population And Housing

Summary Tape File 1A

SE	
verse: White males	
der 1 year.....	13
1 and 2 years.....	12
3 and 4 years.....	19
5 years.....	10
6 years.....	8
7 to 9 years.....	31
10 and 11 years.....	21
12 and 13 years.....	20
14 years.....	13
15 years.....	7
16 years.....	8
17 years.....	9

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1990 Census Of Population And Housing Summary Tape File 1A

40 New York
50 Onondaga County
140 Tract 30

verse: White females	
Under 1 year.....	7
1 and 2 years.....	17
3 and 4 years.....	25
5 years.....	14
6 years.....	7
7 to 9 years.....	31
10 and 11 years.....	20
12 and 13 years.....	12
14 years.....	9
15 years.....	8
16 years.....	11
17 years.....	6

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1990 Census Of Population And Housing Summary Tape File 1A

40 New York
50 Onondaga County
140 Tract 30

niverse: Black males	
Under 1 year.....	10
1 and 2 years.....	19
3 and 4 years.....	22
5 years.....	8

6 years.....	7
7 to 9 years.....	22
10 and 11 years.....	13
12 and 13 years.....	15
14 years.....	1
15 years.....	11
16 years.....	5
17 years.....	9

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1990 Census Of Population And Housing

Summary Tape File 1A

040 New York
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140 Tract 30

AGE

Universe: Black females

Under 1 year.....	8
1 and 2 years.....	17
3 and 4 years.....	20
5 years.....	15
6 years.....	8
7 to 9 years.....	34
10 and 11 years.....	19
12 and 13 years.....	23
14 years.....	7
15 years.....	6
16 years.....	4
17 years.....	6

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1990 Census Of Population And Housing

Summary Tape File 1A

040 New York
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AGE

American Indian, Eskimo, or Aleut males

Under 1 year.....	1
1 and 2 years.....	0
3 and 4 years.....	0
5 years.....	1
6 years.....	0
7 to 9 years.....	4
10 and 11 years.....	2
12 and 13 years.....	3
14 years.....	1
15 years.....	0
16 years.....	1
17 years.....	1

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40 New York
50 Onondaga County
140 Tract 30

3E	
merican Indian, Eskimo, or Aleut females	
Under 1 year.....	0
1 and 2 years.....	1
3 and 4 years.....	1
5 years.....	2
6 years.....	2
7 to 9 years.....	0
10 and 11 years.....	1
12 and 13 years.....	0
14 years.....	0
15 years.....	0
16 years.....	0
17 years.....	0

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1990 Census Of Population And Housing Summary Tape File 1A

40 New York
50 Onondaga County
40 Tract 30

3E	
sian or Pacific Islander males	
Under 1 year.....	0
1 and 2 years.....	1
3 and 4 years.....	0
5 years.....	0
6 years.....	0
7 to 9 years.....	0
10 and 11 years.....	0
12 and 13 years.....	0
14 years.....	0
15 years.....	0
16 years.....	0
17 years.....	0

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1990 Census Of Population And Housing Summary Tape File 1A

40 New York
50 Onondaga County
40 Tract 30

3E	
sian or Pacific Islander females	
Under 1 year.....	

1 and 2 years.....	0
3 and 4 years.....	0
5 years.....	0
6 years.....	0
7 to 9 years.....	0
10 and 11 years.....	1
12 and 13 years.....	0
14 years.....	0
15 years.....	0
16 years.....	0
17 years.....	0

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1990 Census Of Population And Housing

Summary Tape File 1A

40 New York
50 Onondaga County
40 Tract 30

AGE

Other race males

Under 1 year.....	5
1 and 2 years.....	2
3 and 4 years.....	8
5 years.....	2
6 years.....	0
7 to 9 years.....	12
10 and 11 years.....	2
12 and 13 years.....	5
14 years.....	1
15 years.....	2
16 years.....	1
17 years.....	1

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1990 Census Of Population And Housing

Summary Tape File 1A

040 New York
50 Onondaga County
40 Tract 30

AGE

Other race males

Under 1 year.....	5
1 and 2 years.....	2
3 and 4 years.....	8
5 years.....	2
6 years.....	0
7 to 9 years.....	12
10 and 11 years.....	2
12 and 13 years.....	5
14 years.....	1
15 years.....	2
16 years.....	1
17 years.....	1

1990 Census Of Population And Housing

Summary Tape File 1A

40 New York
Onondaga County
40 Tract 30

AGE

Other race females

Under 1 year.....	2
1 and 2 years.....	12
3 and 4 years.....	5
5 years.....	6
6 years.....	1
7 to 9 years.....	8
10 and 11 years.....	3
12 and 13 years.....	4
14 years.....	4
15 years.....	0
16 years.....	2
17 years.....	3

1990 Census Of Population And Housing

Summary Tape File 1A

000 New York
050 Onondaga County
140 Tract 30

AGE

Universe: Males of Hispanic origin

Under 1 year.....	6
1 and 2 years.....	5
3 and 4 years.....	10
5 years.....	6
6 years.....	0
7 to 9 years.....	12
10 and 11 years.....	4
12 and 13 years.....	7
14 years.....	0
15 years.....	2
16 years.....	3
17 years.....	3

990 Census Of Population And Housing

Summary Tape File 1A

040 New York
050 Onondaga County
140 Tract 30

TAB P013 Universe: Persons of Hispanic origin

PERSONS
FAMILIES
HOUSEHOLDS
URBAN AND RURAL
SEX
 CE
 TAILED RACE
PERSONS OF HISPANIC ORIGIN
HISPANIC ORIGIN
HISPANIC ORIGIN BY RACE
AGE
RACE BY SEX BY AGE
SEX BY AGE

P001
P002
P003
P004
P005
P006
P007
P008
P009
P010
P011
P012
P013

Persons of Hispanic origin males
Persons of Hispanic origin female

Scroll PgDn/PgUp-Page JEnter-Select

Esc-Reset End-Quit

1990 Census Of Population And Housing

Summary Tape File 1A

040 New York

50 Onondaga County

40 Tract 40

PERSONS

Universe: Persons

Total..... 2,384

Scroll PgDn/PgUp-Page

Browse Print CopyFile Esc-Reset End-Quit

1990 Census Of Population And Housing

Summary Tape File 1A

040 New York

050 Onondaga County

140 Tract 40

FAMILIES

Universe: Families

Total..... 485

Scroll PgDn/PgUp-Page

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1990 Census Of Population And Housing

Summary Tape File 1A

New York

50 Onondaga County
40 Tract 40

HOUSEHOLDS

iverse: Households
otal.....

879

Scroll PgDn/PgUp-Page

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90 Census Of Population And Housing

Summary Tape File 1A

040 New York

30 Onondaga County
40 Tract 40

URBAN AND RURAL

iverse: Persons
rban:

Inside urbanized area.....	0
Outside urbanized area.....	0
ural.....	0
ot defined for this file.....	2,384

Scroll PgDn/PgUp-Page

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1990 Census Of Population And Housing

Summary Tape File 1A

40 New York

30 Onondaga County
40 Tract 40

SEX

iverse: Persons

ale.....	1,234
ale.....	1,150

Scroll PgDn/PgUp-Page

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1990 Census Of Population And HousingSummary Tape File 1A

040 New York

050 Onondaga County

40 Tract 40

RACE

iverse: Persons

ite.....	1,349
Black.....	730
American Indian, Eskimo, or Aleut.....	85
Asian or Pacific Islander.....	4
Other race.....	216

-Scroll PgDn/PgUp-Page

Browse Print CopyFile Esc-Reset End-Quit

1990 Census Of Population And HousingSummary Tape File 1A

040 New York

050 Onondaga County

140 Tract 40

TAILED RACE

iverse: Persons

White (800-869, 971).....	1,349
Black (870-934, 972).....	730
American Indian, Eskimo, or Aleut (000-599, 935-970, 973-975):	
American Indian (000-599, 973).....	83
Eskimo (935-940, 974).....	2
Aleut (941-970, 975).....	0

Asian (600-652, 976, 977, 979-982, 985):

Chinese (605-607, 976).....	0
Filipino (608, 977).....	4
Japanese (611, 981).....	0
Asian Indian (600, 982).....	0

Scroll PgDn/PgUp-Page

Browse Print CopyFile Esc-Reset End-Quit

1990 Census Of Population And Housing

Summary Tape File 1A

040 New York
050 Onondaga County
140 Tract 40

PERSONS OF HISPANIC ORIGIN

Universe: Persons of Hispanic origin

Total.....	501
------------	-----

Scroll PgDn/PgUp-Page

Browse Print CopyFile Esc-Reset End-Quit

1990 Census Of Population And Housing

Summary Tape File 1A

040 New York
050 Onondaga County
140 Tract 40

HISPANIC ORIGIN

Universe: Persons

Not of Hispanic origin.....	1,883
-----------------------------	-------

Hispanic origin:

Mexican.....	22
Puerto Rican.....	406
Cuban.....	16
Other Hispanic.....	57

Scroll PgDn/PgUp-Page

Browse Print CopyFile Esc-Reset End-Quit

1990 Census Of Population And Housing

Summary Tape File 1A

NEIGHBORHOOD WOMEN
Mailing List
Updated 11/93

Debbie Bowman
219 Ashworth Place
Syracuse, NY 13210

Rosemary Collins
621 Fellows Ave.
Syracuse, NY 13210

Dolly Daniels
203 Green Street
Syracuse, NY 13203

Melody Dence
2310 Midland Ave.
Syracuse, NY 13205

Lora Lee Buchta
113 Hiawatha Trail
Liverpool, NY 13088

Arlene Fordock
205 Lancaster Ave.
Syracuse, NY 13210

Sr. Rose Gregorio
100 Roberts Ave.
Syracuse, NY 13207

Barbara Harroun
201 Roberta Dr.
Liverpool, NY 13090

Dotti Barraco Hetnar
216 Stonehedge Dr.
Camillus, NY 13031

Elaine Horton
615 Gifford Street
Syracuse, NY 13204

Sharon Lathrop
110 Putnam Street
Syracuse, NY 13204

Sr. Lenore McAllister
1240 Teall Ave.
Syracuse, NY 13206

Peggy Paye
917 Madison Street
Syracuse, NY 13210

Nancy Rhodes
315 Kensington Rd.
Syracuse, NY 13210

Pat Sher
207 Oak Street
Syracuse, NY 13203

Stacey Jo Smith
316 Maple Street
Syracuse, NY 13210

Noreen Walker
3685 Snowdrop Lane
Baldwinsville, NY 13027

Rosetta Wash
221 Warner Ave.
Syracuse, NY 13205

Linda Westervelt-Hagger
217 Markland Ave.
Syracuse, NY 13207

Bonnie Winfield
150 Cambridge Street
Syracuse, NY 13210

Peri Cameron
127 Grace Street
Syracuse, NY 13204

Valerie Woods
254 Primrose Ave.
Syracuse, NY 13205

Caroline Blakely
315 Onondaga Ave.
Syracuse, NY 13204

NEIGHBORHOOD WOMEN, INC. OF SYRACUSE

BLAKLEY	CAROLINE	315 ONONDAGA AVE.	SYRACUSE	NY	13204	474-3530		NW/SUN
BOWMAN	DEBBIE	219 ASHWORTH PLACE	SYRACUSE	NY	13210	425-8995		NW
COLLINS	ROSEMARY	621 FELLOWS AVE.	SYRACUSE	NY	13210	475-6496		NW
DANIELS	DOLLY	203 GREEN STREET	SYRACUSE	NY	13203	428-8786	471-4139	NW
DENCE	MELODY	2310 MIDLAND AVE.	SYRACUSE	NY	13205	423-9794		NW/HOME
FIORAMONTI	BARBARA	805 HAWLEY AVE.	SYRACUSE	NY	13203	476-7551	448-8623	NW
GREGORIO	SR. ROSE	100 ROBERTS AVE.	SYRACUSE	NY	13207	475-5113	424-0023	NW/LUCY'
HARROUN	BARBARA	201 ROBERTA DR.	LIVERPOO	NY	13090	475-6340		NW
HETNAR	DOTTIE	216 STONEHEDGE RD.	CAMILLUS	NY	13031	468-6699		NW
HORTON	ELAINE	615 GIFFORD ST.	SYRACUSE	NY	13204	422-6479		NW
LATHROP	SHARON	110 PUTNAM AVE.	SYRACUSE	NY	13204	428-0672		NW
MCALLISTER	SR. LENORE	100 ROBERTS AVE.	SYRACUSE	NY	13207	475-5113		NW/LUCY'
PAYE	PEGGY	910 MADISON AVE.	SYRACUSE	NY	13210	425-7859		NW
RHODES	NANCY	315 KENSINGTON RD.	SYRACUSE	NY	13210	479-8283	442-3707	NW
SHER	PAT	207 OAK ST.	SYRACUSE	NY	13203			NW
SMITH	STACEY	316 MAPLE ST.	SYRACUSE	NY	13210	425-7680	424-1800	NW
WALKER	NOREEN	3685 SNOWDROP LN.	B'VILLE	NY	13027	622-9704		
WASH	ROSETTA	321 WARNER AVE.	SYRACUSE	NY	1321	424-8190		
WESTERVELT-HAGGE	LINDA	217 MARKLAND AVE.	SYRACUSE	NY	13207	478-5446	435-5683	NW
WINFIELD	BONNIE	150 CAMBRIDGE ST.	SYRACUSE	NY	13210	426-0127	476-6554	NW/CHDW
WOODS	VALERIE	254 PRIMROSE AVE.	SYRACUSE	NY	13205	425-8987	428-4633	NW

CONTACT TERLCAMEL TO UPDATE OR ADD

SECTION
7

Flyers / Activities



GEORGE W. FOWLER HIGH SCHOOL
227 Magnolia Street
Syracuse, New York 13204

*Rose Center
TC attended
all day*

March 8, 1993

Dear Participant,

We are delighted that you have accepted our invitation to participate in Fowler High School's first Human Services Fair. Please note a correction from our original letter. The date, March 30, was correct. However the day of the week is Tuesday rather than Thursday.

The doors to the Magnolia St. entrance will be open from 6:30 a.m. on. Parking is available in the lot next to the football field (corner of Seymour and Wilbur). Please feel free to park temporarily on Magnolia St. in front of the building to unload your materials.

We are very excited to be sharing in this community event and are looking forward to seeing you.

Please do not hesitate to call us with questions or if you have special installation needs. Calls should be directed to the Fowler Social Work office at 435-4679 or myself at 435-4366.

Sincerely,

Ron Spadafora
Principal
G.W. Fowler H.S.

ROSE CENTER RAFFLE



Buy tickets here
\$ 1.00 EACH

Drawing to be on March 31st.

WE NEED MONEY TO PAY for utilities and Telephones
at the new center for Women and Social Justice!

THANK YOU!

Our Community in Hard Times

A Regional Conference on the Economic Crisis



Artwork by Karen Kerney; Full scale poster available from the
Syracuse Cultural Workers, POB 6367, Syracuse NY 13217.

Guest Speaker:

Jemadari Kamara

Dean, College of Public & Community Service, University of Massachusetts, Boston
Professor of Community Planning and African & Afro-American Studies

Community Speakers:

"The Problems We Face"

Discussion Groups on What We Should Do About:

Jobs

Health Care

Education

Children and Youth

Neighborhoods

Ecology

**Workshops on Alternatives for
Progressive Taxes**

Fair Trade

Sustainable Environment

Peace Conversion

Neighborhood Empowerment

Economic Democracy

March 12-13

**7:30 to 10:00 pm, Friday; 8:30 am to 5:00 pm, Saturday
Fowler High School, 227 Magnolia, Syracuse**

*Sponsors include Economic Alternatives Project of the American Friends Service Committee, CommonWorks, Eastside
Neighbors in Partnership (ENIP), Heritage Newsmagazine, Sane/Freeze, Syracuse Cooperative Federal Credit Union,
Syracuse Greens, Syracuse Peace Council, W.E.B. DuBois Consumer Cooperative, Welfare Watchdogs*

For more information, please call:

Howie Hawkins at CommonWorks, 475-4822 or Diane Swords at Sane/Freeze, 479-5658

Conference is free and open to the public.



REBUILD SYRACUSE
City of Syracuse / Tom Young, Mayor

THE FOURTH ANNUAL
WESTSIDE FESTIVAL
PROGRAMMING FORM

DATE: June 5, 1993
TIME: 11:00 a.m. to 2:00 p.m.
WHERE: Westend Skiddy Park
CONTACT PERSON: Kristin Smith, Rebuild Syracuse, Inc. 473-2616

AGENCY NAME ROSE CENTER
CONTACT PERSON TERI CAMERON
ADDRESS ~~127 State St.~~ 420 1/2 Gifford St.
Syracuse NY 13204
PHONE NUMBER 478-5534

What type of activity will your agency provide (A SMALL GAME, FACE PAINTING, DRAWING ACTIVITY ETC.)

Undecided if will be doing any activity other than Sno-Kones + information
How much space will you require? about ten feet (wide) about center

What equipment will you be bringing (i.e. tables, chairs)? SNO-KONE machine
coolers

Will your event require ELECTRICITY? _____

Do you need tables and chairs? YES; ONE table (8') and 4 chairs

Are you planning on providing/selling food? YES If yes, what? SNO-KONES
(*If you are providing food a permit must be obtained, your agency will be responsible for obtaining all permits.)

Are you planning on providing entertainment? No If yes, what? _____

If you have any questions please contact Kristin Smith at Rebuild Syracuse.

Note: Would it be a problem if a simple game, or possibly face-painting were decided on by one of the groups? Would you need to know ahead of time? Thanks, Teri

Annual Neighborhood Festival

Westside-Together

CELEBRATION

sponsored by:
Westside Coalition and City of Syracuse!

Start the day with a

DUNK YOUR JUNK
Neighborhood
Clean Up
9am - 11am

(Before the Festival)

Children must be accompanied
by an adult

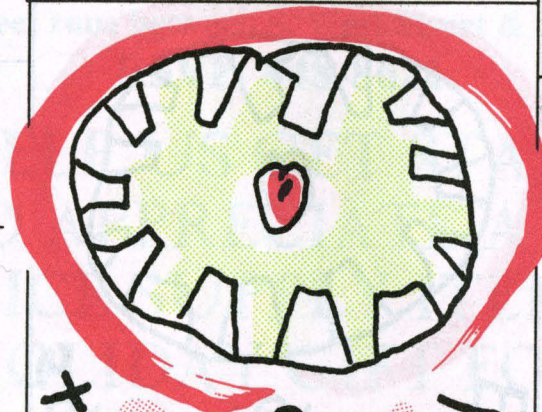
Volunteers needed

Assemble at 9 a.m.

Saturday
June 5th
9am - 2pm

Westside
Quilt
to be displayed

FREE
Activities
and games



The Westside - together!

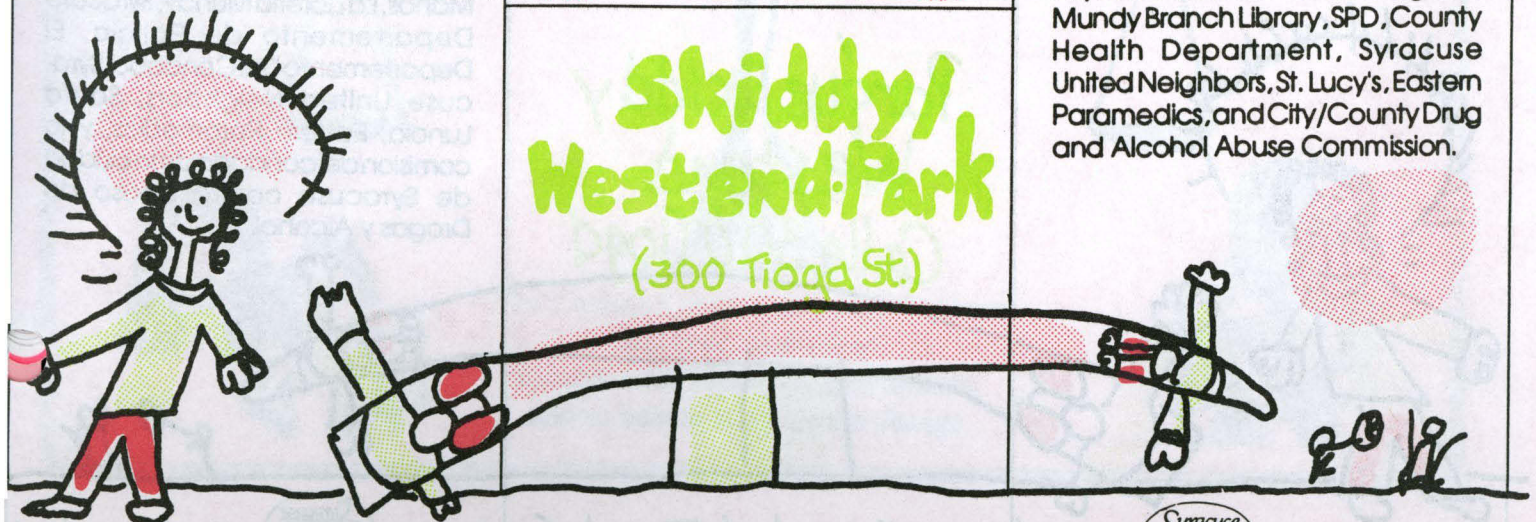
Sponsored by: Westside area neighborhood and community organizations, including Crouse-Irving Chemical Dependency Treatment, Cooperative Extension, Vincent House, NAIC, ANCLA, Spanish Action League, WIA, Huntington Family Center, Syracuse Housing Authority, Boys' and Girls' Club, Rebuild Syracuse, Neighborhood Watch, Seymour School, Manos Program, Mundy Branch Library, SPD, County Health Department, Syracuse United Neighbors, St. Lucy's, Eastern Paramedics, and City/County Drug and Alcohol Abuse Commission.

Entertainment
including talent show
11am - 2pm

Refreshments,
balloons, games,
face-painting, and
much more!

**Skiddy/
Westend Park**

(300 Tioqa St.)



Illustrations by Martha Dimeida - student at Seymour School



Tom Young, Mayor

Festival Anual Del Vecindario

Lado Oeste (Westside) Unido

CELEBRAND

Auspiciado por:

LA Coalición del Westside y la ciudad de Syracuse

Comenzando el día con:

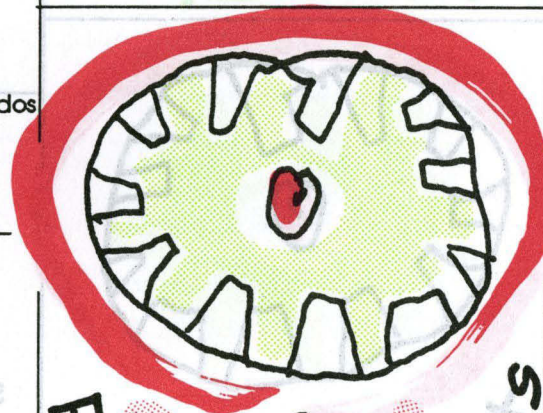
DUNK YOUR JUNK
Limpieza del
Vecindario
9am-11am.
(antes del Festival)

Los niños tendrán que ser acompañados
por un adulto.

Se necesitan voluntarios
Reunion a las 9 a.m.

Sábado
5 de Junio
9am - 2pm

Colcha del oeste
estará en
demostración



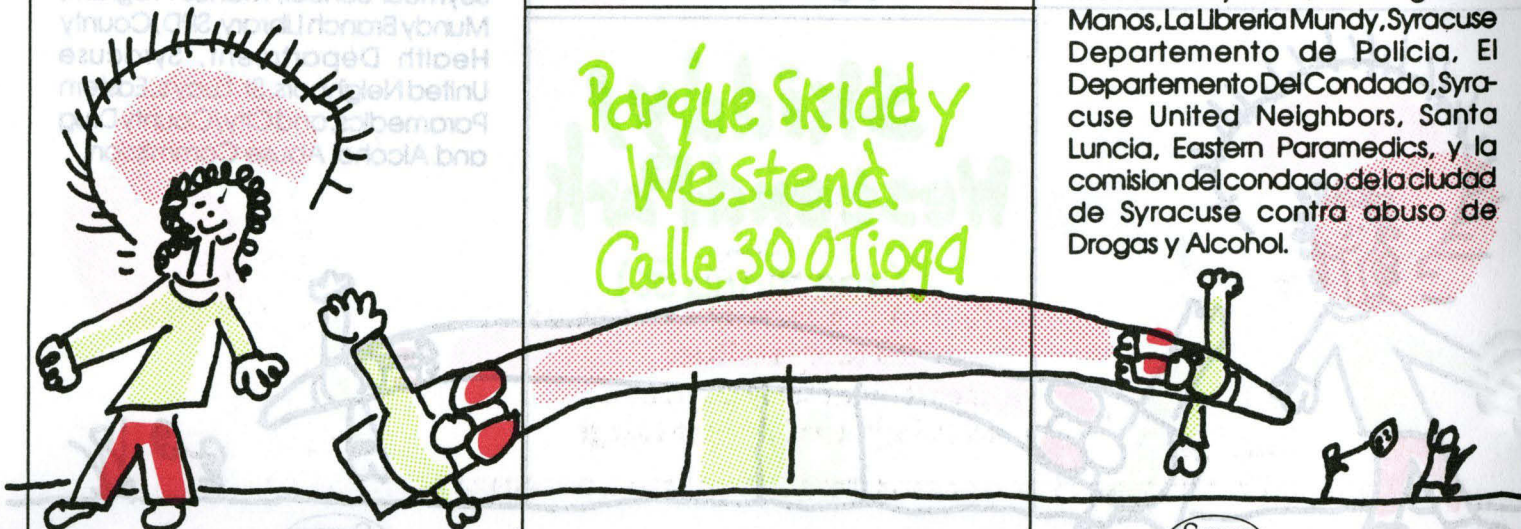
**Actividades y
Juegos Gratis**

**Entretenimiento
incluyendo
Activaciones de
Talento**

Refrigerios, globos,
pintado de caras, y
mucho mas.

Auspiciados por el vecindario del
lado oeste (Westside) y las diferentes
organizaciones de la comunidad,
Crouse-Irving tratamiento de
dependencia química, Coopera-
tive Extension, Vincent House, NAIC,
ANCLA, LA LIGA, Hispana, WIA, Hun-
tington Centro de la Familia,
Autoridad de la vivienda (Housing),
Club de nonos y ninas, Rebuild Syra-
cuse Inc., Neighborhood Watch,
Escuela Seymour, El Programa
Manos, La Librería Mundy, Syracuse
Departamento de Policía, El
Departamento Del Condado, Syra-
cuse United Neighbors, Santa
Luncia, Eastern Paramedics, y la
comisión del condado de la ciudad
de Syracuse contra abuso de
Drogas y Alcohol.

**Parque Skiddy
Westend
Calle 300 Tioga**



Ilustraciones por Martha Simoda - Estudiante de la Escuela Seymour



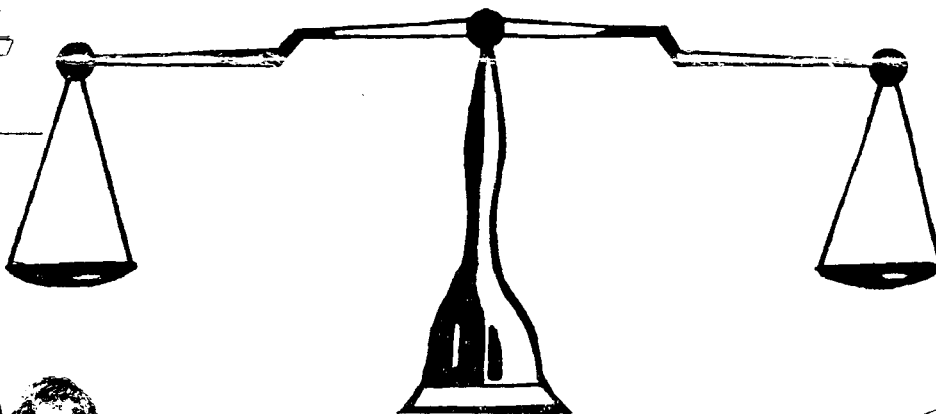
Tony Young, alcalde



YOU ARE INVITED
to an Open House to
celebrate the start of the
Citizens Committee on Court Abuse

DATE: SATURDAY, DECEMBER 4, 1993
TIME: 12 NOON - 4 P.M.
PLACE: ROSE CENTER
420 1/2 GIFFORD STREET
(Gifford Street runs between S. West Street & S. Geddes St.)
RSVP 448-8621

TO HELP US GET STARTED,
WE WOULD APPRECIATE A DONATION
OF OFFICE SUPPLY ITEMS AND
A SMALL HOLIDAY GIFT FOR A CHILD.



The Citizens Committee on Court Abuse
has been established
to monitor the Family Court System,
and to initiate and propose change.

SATURDAY WITH ST. NICK IS COMING ON DECEMBER 18, 1993!!



This is a respite day for parents on the near Westside of Syracuse. People from St. Lucy's, Rose Center, Christ the King, St. Charles, Neighborhood Women and others try to give parents a much needed "day off" in order to make last minute Christmas preparations, or even to rest--whatever they need! Since the children (up to age 12) will be with us from 10 a.m. until 2:30 p.m., we make it a wonderful Christmas event.

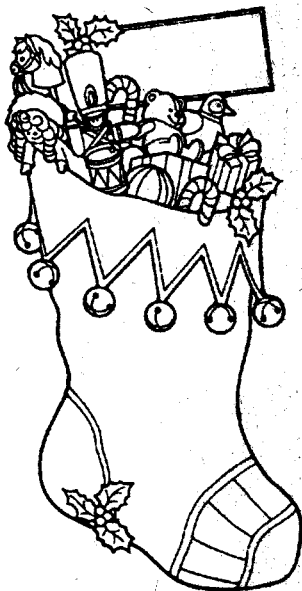
HOW?

By getting lots of good food donated, videos, gifts for kids to pick out and give to their parent(s), gifts for the children, arts & crafts, fun & games, even St. Nick visits with the children! This will be our 9th year, and we need your help to make this wonderful event the best it can be.

We need :

- VOLUNTEERS -- TO BE GROUP LEADERS,
- ADULT GIFTS, MALE & FEMALE,
- GIFTS FOR KIDS, ALL AGES

(USED GIFTS ARE FINE IF THEY ARE IN GOOD
CONDITION!!)



IF YOU CAN HELP
IN ANYWAY,
OR MAKE
CONTRIBUTIONS
(GIFTS OR CASH),

PLEASE CONTACT
TERI CAMERON AT
422-3426 OR 478-5534.



SECTION
8

Mayoral Campaign
'93/articles

TERI CAMERON

*127 Grace Street
Syracuse, NY 13204*

May 4, 1993

TO ALL WARD CHAIRS, VICE-CHAIRS AND COMMITTEE PERSONS:

I am writing to convey my candidacy for Mayor of Syracuse in the November, 1993 elections.

I, too, am a committee person (10th Ward). I have had your endorsement in another race in the past, but Ed Carni ran in my place due to a conflict with the Hatch Act. I am no longer affected by the Hatch Act. I am moving ahead with what seems to be a necessary course of action on my part. I am convinced that most people in the City, including myself, want a drastic change. The "old politics" just do not seem to work for the average citizen. Control, cronyism and corruption are killing our communities. People do not trust politicians (in general) -- and with good reason!

I believe in government "of, by, and for the people" -- just as I was taught! Yet, I see little of it. I am NOT a politician; I do not wish to become one. However, I am a person who cares about my community--our community--and I am willing to work for what I believe to be right for ALL of our community! I can hardly believe the vast numbers, in fact the real majority, of people in our communities who are excluded from participating in the political process. Politicians and their "backers" have contributed to this by causing politics to become so ruthless, controlling and unpalatable that most people would not even accept money to run for office! The average person seems to run anywhere BUT for office! I consider myself to be an average person, but one who has decided to try to deal with the situation by going after it. I can no longer stay on the sidelines and wait for someone else to do what needs to be done. Policies must change. In order to do this, it seems that I will have to work to become in a position to effect change.

With the Party's backing, and our efforts, I certainly feel I have every reason to be optimistic of our mutual success. I hope that you will see fit to support me in my efforts. Feel free to give me a call to discuss any issues at 422-3426 or 478-5534. I shall be working to reach you all in the near future. Thank you, in advance, for your support in this matter.

Sincerely,

TERI CAMERON

'CAUSE CAMERON CARES!

What's Shakin'

Cameron Running On Roots

When Republican Syracuse mayoral challenger Teri Cameron read the financial scoreboard for the race she hopes to join, she was both frustrated and amused. The current front-runner, Democratic designee Joe Nicoletti, had \$106,678 in his coffers, and Joe Fahey, seeking to challenge Nicoletti in a Democratic primary, had \$36,970. While frustrated by the big money needed, Cameron could chuckle at the seeming lack of support her party's designee Roy Bernardi had drawn. Although Bernardi had not really gotten into the race until the first week in June, and updated campaign finance reports are due this week, the published figures showed him starting with \$857. Cameron, who, along with about a dozen supporters, is trying to amass enough petition signatures to qualify for a primary challenge to Bernardi, wasn't even listed.

If she meets the 1,000-signature requirement this week and survives the inevitable challenges to her nominating petitions, she will hold fund-raising events for her campaign. But compared to the other three candidates, she will be running on pocket change. Most of her events will probably take place at venues like Billee's Fun-Time Pizza on South Geddes Street, where she announced her intention to run. At the time, acknowledging the uphill battle she faced bucking the party and the electoral process with no money, she mused, "I have nothing against winning, I'm all for it. There's a possibility I might not win, but I won't waste the opportunity to address the issues."

The process itself, she said, was one of the issues. "Between 128,000 and 130,000 people in the city are eligible to vote," she observed, "and only 67,000 are registered. In the last two mayor's elections, the turnout was a little under 50 percent in one and a little over 50 percent in the other. So the governmental system is controlled by a very few, a select club, and candidates are elected by a minority of a minority of a minority. Deals are made behind closed doors, and the people who get to run for office belong to an elite club."

Cameron said she would also circulate petitions for an independent line on the ballot if her primary challenge failed. While she had been approached by the Green Party, a national network of environmental activists which will be running a slate of candidates for local office this November, she decided against running under that banner. "I'm going into this with a lot of baggage, anyway," she said. "I don't want to be divisive. I don't want to take extreme positions. I can sense a lot of people out there chompin' at the bit for change. I want to be a real viable alternative."

Many of her positions will be based on the experience of her neighborhood, that part of the West Side contained in the Economic Development Zone. "The neighborhood has a mean per capita income of less than \$6,000," she said, "with 47 per-

cent. There are half a dozen agencies that have been on the West Side for 20 or 30 years, and I'm sure that they've done some very good things. But over the years, people using those services have become emotionally and literally dependent on one or a combination of those institutions. We need to involve those people in the solution to their problems. They know the answers. We have to help them gain the confidence to get active in solving those problems."



MICHAEL DAVIS PHOTO

GOP mayoral candidate Teri Cameron announces at Billee's Fun-Time Pizza: "I want to be a real viable alternative."

cent of the residents on public assistance. People don't want to see it, but this is mostly a neighborhood of women and children. You've got almost a whole neighborhood without a high school education." Job creation, she maintains, is not the immediate panacea other mayoral candidates contend. "What kind of job can you get with no education," she asked. "And they're letting people graduate with fourth-grade reading levels." For Cameron, boosting self-esteem and the confidence to succeed must come first, and the social programs she has observed in the neighborhood often run counter to that need.

"We need more social justice, not more social services," she said. "Social services tend to create dependen-



CARL J. SINGLE/The Post-Standard

As of Thursday, all people entering the Public Safety Building pass through a metal detector.

Public Safety Building launches steps to live up to its name

From now on, walking into the Onondaga County Courthouse or the Syracuse Public Safety Building might feel like a trip to the airport.

That's because walk-through metal detectors were installed Thursday as part of a new security effort at the two buildings.

Earlier this week, court administrators said the devices were going to be installed by the end of the summer. They deliberately avoided an exact date, said James Lutz, an executive assistant with the Office of Court Administration.

"I think you get a better flavor of the problems you're going to have if you don't give a warning," he said.

Thursday, sheriff's deputies manning the "magnetometers" confiscated a single knife from a visitor to the courthouse, Lutz said. The knife was legally owned, and was returned to the visitor at the end of his stay.

Even that, a few people but "bent out of shape" Lutz said, especially attorneys, attorneys are making attempts to obtain attorney Lutz said.

Leans will New Orleans this weekend

Leans will come to the Onondaga Lake this weekend. Wegmans French churing the Onondaga k's Mid-Summer Celebration, which runs 11-11. Decorated in a Mardi ajun motif will be set events at the Willow of Onondaga Lake Days for kids are Saturday and Sunday n. to 7 p.m. Clowns, g, Kid Karaoke and a mobile show are featured. Admission is \$3.

Little Georgie and the Shufflin' Magicians, a 10-piece blues orchestra, will play from 6:30 to 9:30 p.m. Saturday, with a \$5 admission.

Activist Mounts Run For Mayor

Teri Cameron will challenge City Auditor Roy Bernardi for the Republican nomination.

By GLORIA WRIGHT
The Post-Standard

The field of mayoral candidates rose to four Thursday, with neighborhood activist Teri



Cameron

"controlled by a few people who belong to a special club.

"We must take government and politics back to the people," she said. "The city belongs to all who live here."

Cameron is mounting a primary against fellow Republican Roy Bernardi. But if that effort is unsuccessful, she is circulating petitions to run as an independent candidate.

As an independent, she'll also be running against the winner of the Democratic Party primary, either Joseph Fahey or Joseph Nicoletti.

She's running without much money, but with a circle of about 15 to 20 volunteers, she said.

"We're definitely a low-budget operation. This is about as grass-rootsy as you can get," she said.

Cameron announced her candidacy at Billee's Fun-Time Pizza, 1017 S. Geddes St.

"This is a neighborhood small business. I don't know about you, but I think it's a pretty neat little business," she said.

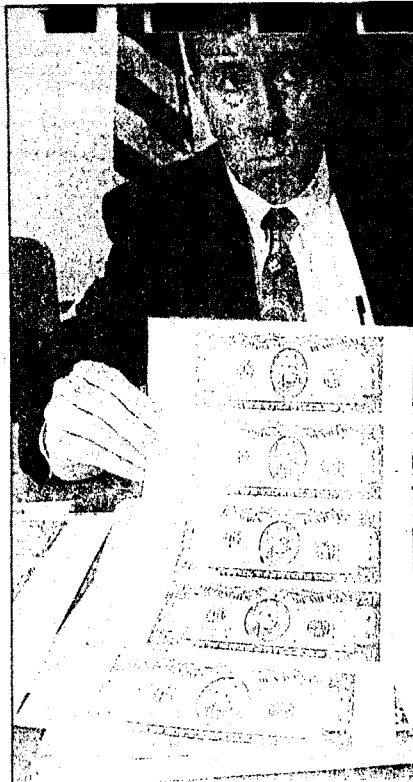
"The future of Syracuse's economy is small business. Big business is not usually local business. Local business tends to have roots in the community, vested interest in the community, and remains in the community. Local people get the jobs," she said.

Cameron, of 127 Grace St., is volunteer coordinator of The Rose Center, a resource for women at 420 1/2 Gifford St. The center acts as a source of information to enable women and families to become self-sufficient.

She knows she's facing an uphill battle.

"I have nothing against winning. I'm all for it. I'm the eternal optimist," she said.

"But my goal is getting more people involved, no matter what the outcome."



STEPHEN D. CANNARELLI/The

U.S. Secret Service Special Agent Tom McCarthy show of the fake money confiscated Thursday at a Kwik Kopy in Syracuse.

If You Dig a Canal, W

One councilor's "intriguing" idea is another man's "crock."

By GLORIA WRIGHT
The Post-Standard

Councilor Rick Guy would like to rip up the concrete and asphalt of Erie Boulevard downtown and refill the Erie Canal that lies beneath.

"The canal is the history and future of this city," said Guy, who represents the city's 2nd Council District.

Guy is organizing a committee of government, business and community leaders to look into the possibility of reopening a section of the canal in Clinton Square, filling it with water from Onondaga Creek and turning the area into a federal park.

Vehicles would either be detoured around the square or pass through a tunnel dug beneath the 7-foot-deep canal.

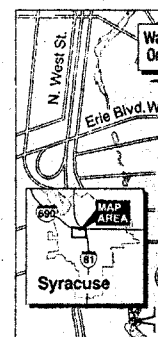
Guy said he would like the project to be done as a "community barn-raising," using sweat equity instead of tax dollars.

"I will not support it if it becomes a total government boondoggle," he said.

Although he said many questions

Digging up the I

Syracuse Common t Erie Boulevard arou federal park. The cal Onondaga Creek. Vi tunne between Fran



remain to be answered Davis, chairman of the itan Development Ass called the idea "intriguing

"Anything that bring ment and interest is wort

VOTE! VOTE! VOTE! VOTE!

TERI CAMERON FOR MAYOR
CAMERON
CARES!

CAMERON CARES

Cameron cares about...

our city & our community

all people

social justice

fairness

equity

community economic development

jobs for all

decent, affordable housing

new sources of revenue

reducing administrative costs

safety/reduced crime

and true democracy -- inclusion of all!

CAMERON for MAYOR '93

PRESS RELEASE FOR IMMEDIATE RELEASE PRESS RELEASE

CONTACT: Teri Cameron

PHONE: 422-3426

I am Teri Cameron. I am formally announcing my candidacy for Mayor of Syracuse. I am circulating petitions for the Republican nomination and am preparing to run a primary. Since I am not the endorsed candidate of the Republican Party, my committee and I are carrying petitions on our own. We need 1000 "good" (registered republican) signatures just to have my name on the ballot for the primary! We need all the help we can get.

I have a 10 year history of involvement in neighborhood issues. I have long been an advocate for the "average person". Now, my campaign for Mayor advocates for the same. I am compelled to be involved because our political and governmental systems have become controlled by a few people who belong to a "special club". This system has become ineffective at best, and corrupt at its worst! It is literally killing our community. It MUST stop! We must take government and politics BACK -- Back to the people! When the people who live in our city and participate in our community take back our OWNERSHIP, we can change the way things are done. No more "business as usual". We can make it work for ALL people -- a real democracy!

The city belongs to ALL who live here. It does not work well to have only a few people controlling matters! We must include all people, at all levels -- with fairness and equity. The community must be involved in our economic development. After all, it is the community which creates and sustains a successful business.

The future of the Syracuse economy is in small business. Big business is not usually local business. Local business tends to have roots in the community, vested interest in the community, and remains in the community. Local people get the jobs. Dollars spent in such a business tend to stay in the local community longer. Small businesses, owned individually or cooperatively, deserve our support. It may also be one piece which contributes to our ability to make jobs available for all people.

Housing is an issue which remains a concern for many in our city. With greater than 85% of properties in some neighborhoods being owned by absentee-landlords, we must focus on ways to support the good ones and eliminate the bad ones. We must also be committed to providing decent, affordable housing for all people -- even the very low-income! Further, we must provide supports to those who struggle to maintain their homes.

Money. It is said to be the root of all evil -- but it is still the key topic at all levels of life! We have to make the budget work. There must be administrative costs that can be cut. There has to be a commitment to maintain services, provide safety, and reduce crime. I will work to find a way to accomplish these goals.

Much energy and money is spent providing "services" to people. That tends to create dependency. I want to create a way to provide support and encouragement to people to go beyond "social service" to social justice. That is to find out the causes of the problems and make it different -- but make it different by getting people to find their own solutions and become self-sufficient. The city can work to facilitate self-development!

The bottom line is that we have lost our democracy in a morass of party and other politics. We need to return to the original ideals and make our government and community of, by, and for the People!

**TERI CAMERON
FOR MAYOR OF SYRACUSE IN 1993!**

'Cause Cameron CARES!



CARL J. SINGLE/The Post-Standard

Grace Guy, left, and her husband, Carl Guy II, right, are the parents of Syracuse Common Councilor Rick Guy, center left, Patrick Guy and Teri Cameron.

A CLOSER LOOK

Political Roots Run Deep in Guy Family

■ Teri Cameron and her brother Rick Guy sometimes face each other from opposite sides of the political spectrum.

By PAUL RIEDE
The Post-Standard

You could say it all started at the Yates Hotel, the political watering hole that once stood across the street from Syracuse City Hall.

That's where Carl Guy met his future wife, Grace Popp, the hotel proprietor's daughter. And that's where the couple's eight children would later go to visit their grandparents — and soak up the political at-

mosphere.

Now, 22 years after the demolition of the legendary hotel, the Guy children are creating some political waves of their own.

The second-eldest daughter, 38-year-old Teri Cameron, is a community activist trying to put together a grassroots, independent campaign for mayor. The second-eldest son, 32-year-old Rick Guy, is a two-term common councilor attempting to ride his conservative, values-laced politics into a citywide position as a councilor at large.

Their younger brother, Patrick, lost to longtime Onondaga County Legislator Ed-

Religion Shapes Politics for the Guy Family

ard Ryan by a narrow 26 votes in the last attempt at public office two years ago. The oldest brother, Carl, who has dabbled in politics, running an unsuccessful school board campaign in a district outside Binghamton. Another brother, Mike, is Rick's campaign manager.

But the most intriguing pair in this campaign has to be Teri and Rick, who are both running for citywide office for the first time. For both, who had a common upbringing in a household steeped in both politics and religion, they are ten miles apart politically.

"I love my sister, I do," Rick Guy says. "I just politically disagree with her. We have a lot of common ground in principle, but in specific application of principles we have a lot of disagreement."

Cameron, like the rest of her family, is a registered Republican, although you'd never know it by her rhetoric.

"I still see a political machine that has people on top who tell people on the bottom what to do," she said. "There's some dynamic that says people to move to the top or and a lot of it has to do with money."

Guy and Cameron clearly have at least one thing in common: They are not shy about expressing their views.

Cameron boycotts Carousel Center because she believes the city gave developer Robert Congel too sweet a tax deal while ignoring the plight of small businesses. Just before the Persian Gulf War, she encouraged her teen-age children to put on record — in a letter to the Catholic bishop — their opposition to war.

She says society should take a closer look at the imposition of jail sentences for "victimless" crimes such as prostitution and drug abuse, citing those issues as "moral judgments." A practicing Catholic, she is open to the installation of female and married priests.

Guy has tried to block Syracuse's annual gay pride rally, stating unequivocally that "homosexual behavior is inherently wrong." He has led a campaign against nude bars in the city, labeling them "commercialized sex," one step this side of pimping.

He has frequently attacked the city schools for what he calls wasteful spending, and ties the growth of that spending to the elimination of moral and religious teaching.

"Until we allow values back into schools we're just going to continue to churn out individuals who haven't got our value systems, who require policing, who will become dependent on government and who will get involved in faulty marriages," he said.

Trees and politics

Cameron and Guy both speak fondly of their childhood, first on Stinard Avenue on the city's west side and then in a Geddes farmhouse across Fay Road from Bishop Ludden High School, which both attended.

"The Woodlawn Reservoir was like our back yard growing up (on Stinard)," Cameron said. "We had trees to climb and we had lots of neighborhood kids around."

Cameron and Guy both have

vivid memories of the Yates Hotel, where they would visit their grandparents often — and bear witness to the political hobnobbing that went on there daily. Cameron's defining memory is walking into the bar with her father and seeing "this big round guy with a stooge hanging out of his mouth. That's a flashback to the Yates — that's exactly what it looked like."

Part of growing up was going door-to-door with their father, Carl — at one point president of the Young Republicans Club — to pass fliers or put up signs for GOP candidates.

The elder Guy, a conservative attorney who says he's been accused of being "to the right of Attila the Hun," was also active in the Greater Syracuse Anti-Pornography Commission and the national anti-pornography group, Citizens for Decency through Law. In the 1970s, he helped in the fight to keep the film "Deep Throat" out of Syracuse and in an unsuccessful campaign to keep the play, "Oh! Calcutta!" off the stage of the county civic center.

He finally retired from those campaigns, but is clearly amused by his son's current battles against nude bars.

Cameron said that although she is wary of censorship, she must have inherited some of her father's tendencies. One night when she suspected that a few of her children had snuck into a showing of the R-rated "Silence of the Lambs" at a Carousel Center theater, she stormed into the theater in search of them.

She didn't find them, but did lambaste the theater manager for allowing young teen-agers to enter R-rated movies, and then fired off a letter of complaint to the state attorney general.

"I was irate," she said. "I don't want my kids exposed to things that could hurt them."

Religious roots

The Guys agree that the religious rock of the family is the mother, Grace, a devout Catholic who goes to Mass every day and "never passes a church without crossing herself," Cameron said.

Both Cameron and Guy remain practicing Catholics, with each one — naturally — interpreting their religious missions in different ways.

Cameron recently completed two years of study to become a social justice minister at St. Lucy's Church. Part of that work is the opening earlier this year of Rose Center at 420½ Gifford St. She envisions the center as a place where neighborhood residents can learn from each other how to take control of their lives rather than remaining dependent on social service programs.

Guy's faith has taken him to Medjugorje in Yugoslavia, a place of pilgrimage for Catholics who believe visions of Mary have been seen there. He said the chains on half the rosaries he carried up the hill to the religious site turned from silver to gold.

That experience, along with his marriage, encouraged him to move deeper into his faith. For three years, he said, he fasted every Wednesday and Friday, eating only bread and water on those days. He stopped doing that a few years ago, but says he still practices self-denial at every meal, both as a religious observance and to strengthen his self-discipline.

Politics in the blood

■ **Names:** Teri Cameron and Rick Guy

■ **Ages:** 38 and 32

■ **What they do:** Cameron volunteers as coordinator of the Rose Center, a neighborhood resource center at 420½ Gifford St. Guy is a private practice attorney and Syracuse common councilor.

■ **Getting there:** Both attended parochial schools and graduated from Bishop Ludden High School. Cameron is long-distance on a degree in community economic development at New Hampshire College, Manchester, N.H. Guy is a graduate of Brown University and Syracuse University Law School.

■ **The families:** Cameron and her husband, Jim, have four children: James Jr. "J.C.", 18; Justin, 16; Jolie, 15; and Joshua, 14. Guy and his wife, Alycia, also have four children: Matthew, 5; Marysa, 4; Grace, 3; and Joseph, 7 months.

■ **Off the job:** Cameron works on several community boards, including Neighborhood Women and CommonWorks, and sings in the Syracuse Community Choir. Guy enjoys reading, mainly archaeology, history and haglography — the lives of the saints. His participation in athletics is limited due to knee injuries sustained as an All-American lacrosse player at Bishop Ludden.

■ **Philosophies:** Cameron borrows a quote from Eleanor Roosevelt: "You must do the thing you think you cannot do." Guy sums up his views this way: "The individual practice of Judeo-Christian principles in ordinary life is the surest, most effective way to achieve a just society."

"I don't plan it, but every meal it's something," he said. "My attitude is that if I feel like having two sandwiches I have one. If I feel like eating a cheeseburger I have a hamburger. I don't necessarily follow every appetite. I'm not an animal. My reason should dictate my ifection."

'Cynic' or 'bogeyman'?

In Guy's view, that same sort of self-discipline could be a solution for people born with a "predisposition" toward homosexuality.

"I don't believe that a person who is born with a predisposition to homosexuality has to engage in homosexual behavior any more than a person who's born with an alcoholic predisposition has to drink," he said.

That's the kind of statement that pushes all the wrong buttons for gay activists like Harry Freeman-Jones, who accuses Guy of purposely playing to people's prejudices.

"I find his whole political life to be one of really cynical manipulations," Freeman-Jones said. "I think he's a real intelligent person and he knows better."

Bill Fisher, a high school classmate of Guy's and chief number-cruncher for his political campaign, said Guy's political enemies have their own agenda in trying to make a "bogeyman" out of someone with clearly defined and long-held views.

And he said his own research has found that Syracuse's registered

voters — more than half of whom are Catholic — appear to be receptive to Guy's message, despite the bad rap Guy says he has received from newspaper editorial writers.

"People have more conservative social values than the media have," Fisher said.

Cameron, for the record, disagrees with Guy on the gay rights issue.

"I'm very close to a lot of people who have different sexual preferences," she said. "My own experience tells me that we have to make room for everybody."

Cameron's travels

Cameron says if there is any one reason for her philosophical differences with her brother, it's the 10 years she spent away from Syracuse.

After graduating from Bishop Ludden, she spent time working in Ireland, Belgium and Germany, where she married her high school boyfriend, Jim Cameron. They later moved to San Antonio, Texas, where Teri began her social activism in a protest against cuts to a publicly funded child-care program.

Upon returning to Syracuse the Camerons, now with four children, moved into the city's southwest side, and Teri became active with Syracuse United Neighbors, a grassroots organization fighting unfair property tax assessments and other neighborhood issues.

Guy maintains his life experiences have been just as diverse as his sister's.

"I don't think anybody could have had a more cosmopolitan experience than I had at Brown University and in law school," he said.

Despite their differences, Cameron praises Guy's diligence as a common councilor, particularly his sponsorship of a law to empower the city to shut down drug houses by declaring them public nuisances.

She says she'll likely vote for him, despite her disagreement with his decision to try to move from district councilor, where he has to be responsive to specific constituent requests, to councilor at large, where he is free from such responsibilities.

"I really think the councilor-at-large positions are cop-outs," she said. "They don't do anything. It's kind of a way of not being accountable."

Her brother, of course, disagrees, saying that councilors at large are free to look at issues objectively without having to advocate for one area of the city or another.

For his part, Guy won't say whether he will support his sister's long-shot, independent run for mayor or back the Republican nominee, city auditor Roy Bernardi.

"We're concentrating on our own campaign right now," he said.

SECTION
9

Fundraising Plan/
Rose Center

Teri Cameron,
Coordinator

(315) 478-5534



A Women's Center & A Social Justice Center --

*A place for women and their families to get
good information, resources and support!*

420 1/2 Gifford St., Syracuse, NY 13204

**TERI CAMERON
FUND-RAISING PLAN
FOR ROSE CENTER
AUGUST 1993**

FUNDRAISING PLAN FOR ROSE CENTER

FUNDRAISING GOALS:

FOR BALANCE OF FISCAL YEAR 1993, ROSE CENTER WILL --

Raise \$2,300 to cover utilities, telephone, supplies and postage;
Raise \$15,000 for salaries & benefits of coordinator;
Raise \$7,500 for salaries of office support person(s);
a total of \$ 24,800 is to be raised for the remainder of FY1993.

This will be
accomplished
through a
combined
effort of:

direct mail(\$4,800),
face-to-face solicitation(\$5,000),
phone solicitation(\$3,000),
special events(\$3,000),
grant writing (\$5,000),
our newsletter(\$4,000)
and promotional activities. *(Total: \$24,800)*

Increase our membership to 100(from 14) and
Develop a dues schedule to coincide with membership/giving categories.

.....

IN FISCAL YEAR 1994, ROSE CENTER WILL --

Raise \$ 4,600 for utilities, telephone, supplies & postage;
Raise \$30,000 for salaries/benefits of coordinator;
Raise \$20,000 for salaries/benefits of office support person(s);
Raise \$15,000 for renovations/accessibility(ramp & bathroom);
Raise \$ 5,000 for printed materials/promotion;
Raise \$10,000 for computers & related office equipment;
a total of \$89,600 is to be raised for FY 1994.

This will be
accomplished
through a
combined
effort of:

grant and proposal writing(\$40,000),
direct mail(\$9,600),
face-to-face(\$9,000)
and phone solicitation(\$7,000),
special events(\$8,500),
dues(\$1,500),
earned income{includes DTP, fees for service, etc.}(\$14,000)
and promotional activities. *(Total: \$89,600)*

Increase our membership to 250
Increase our enrollments in our "Friends of Rose" to 15.
Elevate prior donors to "Friends of Rose" and Major Givers to 25.
Develop and promote our desktop publishing service for earned income;
projection of \$10,000 .
Develop/promote one annual, major event; projection, \$5,000.

**TERI CAMERON
FUNDRAISING PLAN
AUGUST, 1993**

ROSE CENTER: RESOURCE & INFORMATION PROJECT

PROBLEM	If no solution is found in the low-income, near Westside of Syracuse, the loss of any sense of a cohesive community and a growing reluctance to take leadership will continue to worsen over the coming year until the existing community is predominantly regentrified and displaced.
GOAL	<i>"HUMAN DEVELOPMENT -- NEIGHBOR TO NEIGHBOR!"</i>
OBJECTIVE	Increase the number of women and their families who take leadership on larger issues in the community & in their own lives, including personal, employment &/ or small business development. Reduce the financial vulnerability of women and their families and increase their abilities to sustain and develop themselves.
METHOD	1 Coordinator and 1 Assistant will open Rose Center, train a minimum of 12 volunteers and bring a minimum of 4 groups/organizations to occupy and maintain their own offices while sharing the support and maintenance of the overall center. The Coordinator will reach out to the greater community, create an Advisory Board, and assist the Board in the further development and stabilization of the center. This includes the incorporation, application of non-profit status, mission, objectives, goals, and fundraising plan. Further includes the development of leadership training and support systems/programs to enable neighborhood women and their families to meet the needs of the low-income community and develop meeting places, offices, classes/support groups, individual counseling, resource and referral programs.
EVALUATION	The Coordinator, Assistant, & volunteers will maintain records, cases, and reports to track the calls, visits, and uses of the center. Surveys will be conducted with neighbors & participants to gauge the interests and needs of the community as well as the ability of the center to address them.
FUNDING	The first year funding for the center will be \$24,800. Of that, \$1,000 had already been donated by individuals.

ROSE CENTER

HISTORY

Founded in 1993, Rose Center is a Women's Center and a Social Justice Center which provides resources and support to groups/organizations, low-income women and their families on the near Westside of Syracuse, NY.

I am the founder and currently coordinate the Center on a volunteer basis. Although we are not yet incorporated, it is part of our immediate plan to do so and apply for our 501(c)(3) status. One of our primary "resident groups", Neighborhood Women, Inc., presently enjoys that status and is prepared to work with us, jointly, to meet our present fund-raising needs.

The concept of the center is to create a space where groups and individuals can be provided private and shared, office and meeting areas -- somewhat of a community "incubator" for good things to happen in our very depressed neighborhood. Facing imminent displacement and regentrification spurs us to developing ways of sustaining ourselves and improving our quality of living.

Knowing that we needed "physical space" to move ahead with our plans, we were open to the opportunity when it presented itself. Half of the old convent at our neighborhood parish church was vacant. I was laid off. I was working on developing a project for my CED course. Idea! Why not see if we could use the space? I did so and pursued the pastor and Board of the group who was leasing the building. I wrote a proposal, met with them and negotiated. Ultimately, we agreed to a year-to-year contract calling for Rose Center to pay \$100 per month towards utilities and desktop publish their bi-monthly newsletter. Further, we accepted all responsibility for improvements and maintenance on our half.

Once this place was committed, I went to many people, groups, churches, and so on -- with printed material and prepared to speak about what Rose Center was to be. I invited everyone to sign up for our mailing list and to select, for themselves, their area(s) of interest -- including Advisory Board, volunteers, fund-raising,

and more. The response was excellent and people were very receptive. Part of the process involved stating clearly that we needed many items, equipment, furnishings, supplies and money as well. I made up poster boards and "wish lists" using neon colors. On the poster boards, I attached index cards with one small item or group of items each -- indicating that people were welcome to take one or more of the cards and provide the items to us. It did seem to help break things down for people so that it was not so overwhelming. After spending much time patching and painting, we decided to have the "Grand Opening" and announce the Center. Letters and invitations were mailed to all the media, those who had signed up in any capacity, and a mailing list of individuals and groups we had decided MIGHT support us (ie. all women's groups and churches in the area). The opening was a success and we had excellent media coverage -- TV, radio, newspaper -- even an article in the paper a couple of weeks in advance to promote the opening. Donations were accepted at the reception and we were on our way.

A place was acquired, a deal was made, volunteers came forward, an Advisory Board was formed, donations were requested and obtained, clean-up and fix-up was accomplished, publicity was generated and groups and individuals have come forward to utilize the Center. In our 13-room brownstone, we now have a few groups taking residence: Neighborhood Women, Inc., The Social Justice Committee and Resource Room, Westside Community Board -- and soon, Habitat for Humanity (Local and Regional) will be our office "residents". "Rose Center" is taking on its own activities as a central support office for these groups, other neighborhood groups, and neighborhood people. Currently, these resident groups are working on an agreement which all of them will sign. It will delineate policies and procedures, rules, responsibilities, and ultimately define how the groups will work together to support each other and the Center in cooperative ways. One of their commitments, considering that each group has very limited funds, is to work cooperatively and jointly to develop and support fund-raising for Rose Center. In return, Rose Center will continue to provide the physical space, phone, general supplies, some equipment and services.

MISSION STATEMENT

"HUMAN DEVELOPMENT -- NEIGHBOR TO NEIGHBOR!"

After a series of "brainstorming" and working sessions, the Advisory Board (14 members) arrived at the above mission as a succinct summary from many other items. Further, they settled on two categories of objectives: "Family/Community" and "Education /Employment". In the first category, the following objectives were established:

- To put neighborhood control in the hands of neighborhood people.
- To help one another by providing community resource, information, shared meeting space, etc.
- To address neighborhood problems/advocacy: improve housing, be a voice for the community, services, etc.
- To provide community connection.
- To foster a sense of community: bring people together, improve race/diversity issues.
- To foster/support the development of neighborhood groups.
- To train and prepare support staff; recruit volunteers.
- To pool resources--financial & material; foster cooperative ideals.
- To offer a safe place for children.

In the second area:

- 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 (ie. voter registration and 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.

Since the Board has only recently developed this mission statement and these objectives, the group is very pleased with how they feel these articulate the purpose and intentions of the group. It does seem to be appropriate at this time. The Board is aware that it is subject to review and modification as needed in the future. They have committed to reviewing the mission and objectives on an annual basis, minimally. Since we are a new group, we are planning to remain flexible to see how we progress. Further, part of our plans are to perform

outreach in the neighborhood. Part of this outreach will be to do on-going needs assessments with the people in the neighborhood and evolve our work around such needs. These needs will be the basis for future programs and projects.

GOVERNANCE

As the opportunity for Rose Center was taking place, dialogue and outreach took place in various circles. People from the neighborhood and people committed to the neighborhood were invited to “sign-up” and indicate their areas of interest. One such area was “Advisory Board”. Several people did so and were gathered to meetings. Some others, who were known to people in this group, were also invited to join the Board. About fourteen people made a final commitment and have shown regularly for gatherings, meetings, work sessions, and more. The key criteria for being on the Board at Rose Center was, and is, INTEREST. We wanted people who wanted to be a part of it all. Their enthusiasm has been appreciated -- and necessary! We have been busy with some “nuts & bolts” work, such as policy development, planning, and fund-raising. Basically, the Board gave the Residents the responsibility for negotiating an agreement to stipulate how they will interact with each other. The agreement will also lay out the way the groups will work together to support, sustain, and maintain Rose Center. It must be a collective effort. (Draft attached). Essentially, the Board supports the concept that the Residents will take on the responsibility of “joint governance” of the Center, using the Board for oversight and resolution of issues which may not be able to be settled between themselves. The Board, in addition to other members, will always consist of at least one member of each resident group. The groups will meet regularly to handle the management of the Center. Much of the work that has been done will be the groundwork for our incorporation and by-laws.

MANAGEMENT

As cited above, management of the overall center will be a joint effort between the resident groups. The Coordinator of the Center will have defined roles to facilitate the maintenance (physical, programmatic,

organizational, etc.) of the Center. Although each group will be autonomous in the running of their own organization, mission, goals, and so on, they will also share the tasks of supporting and running the Center. For example, the groups are free to use their own space and build/run their own organization. Yet, they agree to meet regularly, review scheduling, work collectively on fund-raising activities, share chores, maintenance and necessary work in the building, provide personnel (volunteers) to do work for the Center, and work cooperatively with the Coordinator. Day-to-day decisions can be made by the Coordinator based on policies which are developed by the Board in conjunction with the residents, and then, established and accepted by the Board. Decision-making is generally accepted by utilizing a consensus method. The Leadership Support Process is employed in all of our meetings and adherence to the principle, values and agreements is consistent. These methods/processes serve to enable the Board and Residents to work together in clear, positive and supportive ways.

Since our management and fund-raising will both be done in cooperative ways, it may certainly have an effect on our fund-raising efforts. Already we are seeing that this tends to create unity and support for whatever work needs to be done. Little will be done in isolation. Members seem to be enthusiastic.

***NEW AND INCREASED SOURCES...
FROM INDIVIDUALS, FOUNDATIONS, CORPORATIONS,
GOVERNMENT GRANTS, & EARNED INCOME***

While we are researching and applying for grants (foundations, corporations and government), our primary focus has been to develop a base of individual donors. I have asked for each boardmember to develop a list of 10 - 20 (minimally) friends, family and associates who can be approached for contributing to the Center. I developed materials for them to use in mailings along with personal letters from themselves. They have agreed to do so and are in progress. Brainstorming about various fund-raising ideas, events, products and more have been on-going. A committee is forming to work on these ideas and develop them. Some of the suggestions have included: developing a membership structure and having annual membership drives/

campaigns; establishing a "Friends of Rose" group with a annual donation/pledges, create and market products such as: rose lollipops, silk screened shirts w/logo, rose logo keychains, dried flowers/roses, wreaths, potpourri, Rose Logo -- banner, poster, stickers/bumper stickers, magnets, pins, silver roses, pins, jewelry, calendar; developing a "Rose" catalog, developing a 50/50 club, schedule raffles and auctions, participate in "charity funding" program; holding events such as circus ice-skating, talent shows, "chinese auctions", retreats, seminars, dinners; developing newsletter, setting up phone and personal requests for support, doing special appeals and "non-events".

Everything is a "new source" for us. Thus far, individuals have been generous, but we recognize the importance of consistent contributions to provide a stable base of income.

Earned income is a category we are planning to cultivate. I had already had the idea that we could provide desktop publishing services and charge a fair price to the general public and reduced rates to our residents and members. Doing the newsletter for our "landlord" is really an opportunity to market and promote our services since each newsletter is produced with an "advertisement" or acknowledgement of our service and our logo. It is also an activity we can teach to neighborhood people as a hobby and a work skill.

We are planning to set up fees for any and all of our other services, as we develop them, on a sliding scale basis. Further, we will be accepting "donations"/rent from groups who utilize our building. Currently, a Narcotics Anonymous group, which meets daily, has begun "donating" monies contributed at their meetings (\$2 --\$7 avg. per week). We plan to schedule additional "Anonymous" Groups. At this point, we have no way to gauge what we might anticipate to raise from any of these methods. We will be making decisions based on records we will keep during our first year. Therefore, since these amounts are currently determined to be negligible, I am not including potential proceeds from these in our budget.

(BUDGET/GOALS ATTACHED)

*(Note: the monies anticipated from the following activities are reflected in the budget under face-to-face, direct mail, and phone solicitations.
Total: \$12,800 FY93 & \$25,600 FY94)*

We will establish a volunteer-driven, annual giving program. First, the Board will set the tone by contributing, 100%, to a Board Fund by the end of each calendar year. Each member will decide the amount for themselves, according to their ability. The fact that each contributes will demonstrate their commitment to the Center.

A Friends of Rose Campaign: To increase giving on an annual basis, this campaign will focus on identifying and soliciting a number of individuals with relationship to Rose Center for gifts less than \$250. Goals will be to raise money and increase the number of donors through a combination of direct mail and phone-a-thons.

Major Gifts Campaign: To be started in FY1995, we will identify, cultivate, and solicit prospective donors who are capable of giving \$250 or more. To succeed, this must be carefully planned as our goal will be to increase the number of donors giving \$250 and more on an annual basis.

A system of managing records of all Rose Center contributors is to be created. In addition to the database currently in use, this records management must be cultivated. A donor's history reflecting how much was given, who made the solicitation, any designation of the gift, and previous giving records must be sustained in order to assess when the donor will be ready for requests of increased support, planned giving, or capital gifts. Further we want to measure the effectiveness of the program, methods and activities to evaluate and work to produce maximum results.

Volunteers from outside the Board will be sought to participate in fund-raising. They may assist in selling sponsorships and tickets to events while simultaneously increasing personal contact and allow us to cultivate a greater pool of potential board members.

A Committee for Special Events is to be created. This group will help determine feasibility of an event, recruit volunteers, and organize the event(s) after they are suggested by the Board.

Planned Giving and Capital/Endowment Campaigns will be longer- ranged plans for the Center. It is generally felt that Rose Center is still in its infancy and will need to establish a solid name for itself and a track-record before embarking on such campaigns. Nonetheless, we will work towards these as being worthwhile as soon as we deem ourselves to be ready -- or rather deem that the community is ready to perceive us in that status.

MARKETING/PR

Rose Center's market could be extensive. It includes women and families in the neighborhood, as well as the broader Syracuse Metropolitan Area -- and our allies. Our "allies" are partners who share our principles and commitment. Each group will require its own approach to gain their on-going support. Many of our participants will be very low-income residents of the neighborhood. Most will have little education and may be suspicious of any "programs"-- probably with good reason! Most of the residents/potential participants are renters, on public assistance or working poor, are dependent upon "programs" to survive, are female, with or without children, lack a high school education and are dissatisfied. They may want to find a way to become "independent"/ "unstuck" and/or find "something better in life". Some will be men who are involved with these women, some men will be looking for something for themselves. All of them will not only be looking for someone to listen to them, but also, they will want good information with resources and supports to enable them to use and follow through on the information provided. Good source of members/volunteers.

Men and women from diverse backgrounds and throughout the greater metropolitan area will be drawn to supporting this work and opportunity in such a difficult neighborhood. Suburbanites who are involved with programs and activities seeking to benefit low-income people are keenly interested in finding ways/ opportunities to interact with inner-city neighbors. Many know the needs well enough to know that Rose Center is greatly needed, unique in our area and they want to be a part of Rose Center. Good source of members, donors, and volunteers.

Elected Officials are showing keen interest in the formation and development of the Center. Some of them have become contributors. As Rose Center grows, their interest will grow since the Center is an agent for positive change and much needed in an area where previous efforts have failed to address to whole need. Good source of members, donors, and supporters.

Other neighborhood groups and non-profits are supportive of the Center since we can enhance many of their efforts and bring them closer to achieving their stated goals. They are open to learning more about the Center and eager to become more inter-connected. Good source of members, volunteers and supporters.

Women's groups and churches/religious groups who support the advancement of women, minorities and the low-income, disenfranchised /oppressed people in our neighborhoods support efforts against social injustice at all levels. Good source of members, volunteers and supporters. Particularly those who attend the local parish and their "twin" suburban parish will have a strong motivation and commitment to support the Center.

Rose Center is presented as a new, grassroots effort designed to fill in pieces which have been missing in "social service" efforts to work with low-income people. We are able to provide resource through accurate information and be available for on-going support and encouragement as needed by the participant. Further differentiating us is the commitment to involve neighborhood people as equal partners in all areas. We advocate for empowerment and self-development in a "bottom-up" approach. Our newsletter will enable us to stay in touch with donors, members and supporters. A good rapport with the local media will enable us to obtain coverage for our activities as appropriate -- currently, a news feature story is being developed about the Center. In addition to regular outreach through door-to-door surveys and "visits", regular phone and mail campaigns, and presentations, a plan for regular events is being developed. We will maintain and expand a "Donor Recognition" System. When donations are received, we will immediately thank the donor. In addition to acknowledgment letters, we will list special donors in annual reports and newsletters.

Recognition may be provided permanently in some areas of the Center. This may serve to increase our donor base and their frequency of giving.

CONCLUSION

OVERALL STRENGTHS & WEAKNESSES OF THE ORGANIZATION AND HOW REMEDY?

Strengths included: cost effective, low overhead, established mission and goals, unique in our area, an interested Advisory Board, our own space/building in a central location and having a variety of services to offer our neighborhood community.

Weaknesses included: Lack of money and paid staff, no track record /fledgling, being unique in our area also means some fail to comprehend our intentions and they are “cautious”, limited skills, unincorporated, and at that time, we had not yet defined our mission. To remedy the weaknesses, we have defined our mission as stated earlier in this plan:

“HUMAN DEVELOPMENT -- NEIGHBOR TO NEIGHBOR!”

The process itself was very powerful and enlightening. The Advisory Board made a big time commitment to develop it. All agreed it was worth it. It also seemed to bond and energize the group. The next step was to share our mission with others and request their support. Each of the board members committed to making up lists of their friends, families and acquaintances to add to our ever-growing database. They also each received materials to send a personal note with a fund-raising letter I had done. Armed with the mission statement and goals, they seemed far more self-assured! Remedy for lacking funds will be in our successful fund-raising. We are in the process of incorporating and will remedy that as well as obtain our 501(c)(3) status. Skills are being acquired and shared as we go along. I will look at assessing our needs in this area and develop a plan to address them. Time and consistent effort at achieving our mission statement and promotion of our activities will help us overcome our lack of a track record. With all the information and planning ability I am learning and sharing with the Board, I sense that we are well on our way!

APPENDIX

CONTAINS ADDITIONAL MATERIAL REGARDING ROSE CENTER

- 1. ANNUAL TIMELINE**
- 2. PUBLICITY PLAN/TIMELINE**
- 3. PUBLISHED MISSION STATEMENT AND OBJECTIVES**
- 4. FUNDRAISING LETTER**
- 5. INFORMATIONAL FLYER**
- 6. DRAFT / RESIDENT GROUP AGREEMENT**
- 7. NEWS ARTICLE**

TERI CAMERON PUBLICITY PLAN FOR ROSE CENTER[illegible]



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.*

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.*

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.

Moir 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.

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

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 \$5,755 -- 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 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!!! 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!

I WANT TO WORK TOGETHER TO CREATE CHANGE!!

I CAN CONTRIBUTE THE FOLLOWING:

MONEY \$ _____ TIME _____ ITEMS _____
ENCLOSED ☐ PLEASE MAKE CHECKS PAYABLE TO ROSE CENTER/ST. LUCY'S (to be tax-deductible)
Rose Center is non-denominational -- all are welcome!

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

NAME _____ PHONE _____

ADDRESS _____

MAIL TO or CALL:

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

Attention: TERI CAMERON, COORDINATOR

THANK YOU!

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

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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!

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

- Cindy Struck
- Dan McCann
Stanley
Fuchs
- Painter's Union

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.

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 420 1/2 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."