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The Pied Piper Phenomenon

Family Systems and Vulnerability to Cults



By Marjory Zerin, MFCC, PTM

Two years ago, while looking for a PhD dissertation topic (Fielding Institute, 1982), I ran into a program to assist frantic families who were seeking word of children who had simply vanished from college campuses, later to turn up on the streets (or not turn up) selling flowers and candles and recruiting members for off-beat religious cults.

Personality Changes in Cult Members

These families reported gross and frightening personality changes in their young people, the kind that were associated in World War II and the Korean War with brainwashed prisoners of war. Many psychotherapists poohpoohed these reports as the wild imaginings of parents eager to get their children back. Others were not so sure.

Psychologist Margaret Thaler Singer, of UC Berkeley and UC Medical School, and L. Jolyon West, Director of the UCLA Neuropsychiatric Institute, who had studied brainwashing in Asia, supported the contention of relatives that the young cult members were exhibiting personality transformations which had been induced through sophisticated methods of coercive group persuasion. Dr. John Clark, of Harvard Medical School's Department of Psychiatry, and others in the mental health field, agreed. Dr. Singer reported that the subjective and behavioral transformation of young people coming out of cults conformed to the DSM III description of Traumatic Stress Disorder (formerly known as the Prisoner's Syndrome).

The average "target" of cult recruiters is between 18 and 28 years old, Caucasian, with some college education, idealistic, naive and away from home. I became intrigued by the oft-repeated statement in the literature about cults that **anyone** who conformed to the criteria for the typical cult recruit would be vulnerable, especially in time of transition and personal stress (e.g., exam or graduation time, the end of a romance, etc.).

Without discounting for a moment the power of mind control once recruits are gathered together in a camp or other isolated setting for a few days and subjected to coercive indoctrination, low protein diet and sleep deprivation, I wondered about the thousands of people who, while they may attend a dinner at a cult-house, don't stay around long enough to be brainwashed. How are they different? Could it be that they were less vulnerable to cults because of subtle and previously unidentified family factors?

These families reported gross and frightening personality changes in their young people.

Twelve California Families

Thus was born a complex, two-year investigation into the structure, dynamics, style and values of 12 California families, each of which contained at least one ex-cult member. The families lived all over the state and did not know each other. In talking with families with a history of cult-related problems, I found that most of them were not eager to dredge up the past. They were defensive about the suggestion of family factors in vulnerability to cults and, although I explained my family systems approach and emphasized that I was not on a fault-finding expedition, I encountered a wall of resistance. In addition, besides the psychological issues, the task of assembling two or three generations in one house at one time was insuperable, especially where, as is so often the case, family members were scattered throughout the country.

However, after about 150 contacts, I obtained the cooperation of 12 family units, including 16 index (ex-cult) people. Altogether, 70 people participated in the study, including siblings, spouses and even grandparents. Eleven of the 16 ex-cult members were "Moonies," although three of them technically never joined the cult, but just explored it briefly. Two young people were in the Divine Light Mission (DLM) and the rest belonged to miscellaneous religious cults.

Families Evaluated

In the 12 four-hour family interaction sessions, I asked the families to complete a battery of questionnaires and personality assessments and then to discuss six assigned interactional topics. Their discussions were tape-recorded and observed by at least two independent raters. Later the material was transcribed and evaluated on a series of scales devised by the Timberlawn Psychiatric Foundation, Dallas and by W. Robert Beavers, principal researcher at Timberlawn. The families were assessed as systems on global scales of competence, style (whether they were "binding" or "expelling"), and ability to cope with loss. These assessments, together with the pencil-and-paper data were studied for evidence of family factors in the vulnerability of the ex-cult member to cults.

One of my major interests was to see whether the scripts of these young people called for them to get involved in exploratory operations that could lead to disconnecting with their families. To find this out, I included Ed Zerin's Q-Model Check List in the battery of questionnaires and personality assessments that I gave to each family. This allowed me to evaluate the ex-cult members specifically in TA terms.

Major Findings

A major finding of the study was a correlation between dysfunctional family system factors and cult involvement. Of the 12 sample families, 11 were evaluated by the raters as mid-range dysfunctional to severly dysfunctional on the Beavers-Timberlawn Global Scale. One family was rated as almost optimal on the Global Scale. Interestingly, the son and his wife in this latter family had attended a couple of dinners at the "Moonie" house and had resisted pressure to become further involved.

However, another index person who also had resisted recruitment, in the face of intense pressure to join the "Moonies," came from one of the most dysfunctional families in the entire sample. Thus, it was clear that ex-cult members in this sample who resisted indoctrination were as likely to come from a dysfunctional as a functional family. On the other hand, those who joined a cult came from families whose functioning predominantly was in the mid-range of dysfunction. While relationships in these families were stressful in some ways, they do not conform to the strongly pathological family portraits painted by people who still remain in the cults.

Here are some of the family factors identified in these dysfunctional family systems.

1. A chronic undercurrent of often-unacknowledged marital disharmony in the parental relationship.

2. The "absent father" syndrome — father may be physically present and still "not there," so that there was a missing father Rescuer in the individual's childhood leading them to look for "True Father" later in a cult.

3. Lack of preparation of the young for independence — kids were allowed to "decide for themselves" before they learned *how* to make choices and decisions. They were given a prescription (first driver) but not the pattern (Here's How To Do It) for making it happen. The cult gives them a way out of this script dilemma.

Families of these young people failed to provide direction, guidance, structure and limits.

4. Lack of unconditional positive strokes — too much stroking for performance, not enough for just being.

5. Double binds (injunctions) like think/don't think, feel/don't feel (especially anger), grow up/don't grow up, hurry up/take your time.

6. A big switch in family style at the time of high school graduation — from centripetal (binding) to centrifugal (expelling) instead of fine-tuning the style to the developmental needs of the individual child.

7. Lack of a **meaningful** religiosity — membership in a church or synagogue notwithstanding.

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Pied Piper (continued)

8. A shallowness (banal scripting) of values and goals in the family interaction.
9. Lack of training in values clarification.
10. Lack of boundaries.

Q-Model Data

Additional data from the Q-Model profiles of the 16 index persons suggest that, as a group, they were outgoing, active, open, inquisitive, trusting and idealistic young people. They tended to be hard workers who wanted to please others. For some, a primary driver was to be perfect. For others, "Be Perfect" was a secondary. For most, however, it was not a major driver. Their life scripts gave them permission to explore, but provided little information about possible consequences. They also had permission to feel; however, they were not in touch with most feelings and avoided acknowledgement of anger or resentment. For most of them, intimacy was problematic.

The index people might well be described as "frustrated explorers." These findings support conjecture that the families of these young people failed to provide direction, guidance, structure and limits.

Lacking an adequate "internal guardian" (authority), most of the sub-sample were scripted to be "good," if not "perfect," boys and girls and to seek excitement through game playing. When one is reinforced for high performance and good behavior, but without direction or goals, one's exploration in search of purpose may take on an aimless character. When one is rewarded for placating and denying negative affect, a predictable frustration can lead the youthful explorer into unanticipated predicaments.

Although this was a phenomenological, rather than an experimental, research design and did not include matched comparison samples or a control group, some interesting contrasts were made between the 13 index people who actually joined the cults and the three who explored but didn't actually join. I learned that these three were indistinguishable from the rest of the ex-cult member sample in just about every way except when it came to their drivers. They were not "Please Me" people. They could, and did, say no.

Anyone's Child

It should be noted that most of these young people were not pathologically disturbed, although some suffered from trauma-induced problems upon leaving the cult. In the end, it does look like almost anyone's child — away from home, in transition, under stress, idealistic, naive, between 18 and 28, college educated, Caucasian, with all the normal ups and downs of late adolescence — would be vulnerable to the cults. Why? I suspect it is because my sample families are pretty much like the rest of us. And, if that is true, it means the normative American family system may actually be dysfunctional. Surprised?

Marjory Zerin, PhD Candidate, PTM, is a licensed Marriage, Family and Child Counselor in Southern California. She and her husband Ed are the directors of the Westlake Center for Marital and Family Counseling, and are both clinically certified sexual therapists.

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Excerpts from Board of Trustees Minutes

January 1982 - Monterey, California

Treasurer's Report - see page 8 of this issue.

Committee Chairpersons - the following persons were recommended by President Norman James and accepted by the Board as committee chairpersons: Rebecca Trautmann (Scholarship Loan Fund), Harry Corsover (Professional Practices), Bob Goulding (Archives), Tom Gibson (By-laws), Muriel James (Organizational Affiliation - Ad Hoc), Alan Jacobs (Social Action - interim chair), Laura Cowles-Boyd (Ethics), Claudette Hastie-Beahrs and Bill Cornell (Training Standards), Ted Bruce (Nominating), George Barnitt (Finance), Felipe Garcia and Jonathon Wagner (Membership), Tom Nissley (Program), Penee Field-Orfila (Public Information and Professional Relations), Lucy Freedman (Long Range Planning), Ted Novey (International Relations - Ad Hoc), Edie Bogusky (Connections - Ad Hoc), Jean Clarke (Education - Ad Hoc), Len Campos (Winter Congress - Ad Hoc).

Board of Certification - the Training Standards Committee (TSC) is now responsible for determining what constitutes a "good training program" and what makes a "good TA therapist." TSC will then transmit that information to the Board of Certification (BOC).

Duties of the BOC will be to make up an exam, conduct it, interface with the National Commission for Health Certifying Agencies and TSC to make sure that testing fulfills the standards of each. The 12 BOC members will carry out details of setting up an exam process, but they will not be examiners.

By January, 1983, the BOC will be self-supporting. The ITAA Board of Trustees will have influence over it through the power of election of two new members each year.

BOC members elected in January 1982 include: for three-year terms: Valerie Chang and Emilie Ruppert; for two-year terms: Erika Stern and Vince Gilpin; for one-year terms: Les Kadis and John Gladfelter. First alternate: Vann Joines; second alternate: Harry Corsover; third alternate: Margaret White. Les Kadis was designated as the interim chairperson of the BOC. Since they cannot serve concurrently on the BOC and the ITAA Board of Trustees, Les Kadis and Valerie Chang resigned as trustees.

Board Vacancy - Felipe Garcia was elected to complete the unexpired term of office created when Ellyn Bader was elected Vice-president.

Executive Committee Members-At-Large - Laura Cowles-Boyd and Gloria Balbona were elected by the Board for two-year terms on the Executive Committee.

International Consultant - a motion was passed to add the position of International Consultant (a non-US ITAA member) to each committee except Scholarship Loan in order to facilitate the consideration of international issues on all committees.

Social Action Committee - the Board accepted the following statement and asked that it be published in the *Script*: "The ITAA supports the release of prisoners of conscience held throughout the world and encourages their governments to do so."

Members' Rights - the Board failed to pass a motion to send the Members' Bill of Rights to the By-laws Committee for possible inclusion in the by-laws. The Board accepted the points outlined in the Members' Bill of Rights as principles for operation by elected officers and committee chairpersons of the ITAA. The list of principles will be printed in an up-coming *Script*.

1983 Winter Congress in Mexico - the ITAA Program Committee has worked with the Executive Committee and the Ad Hoc Committee on Winter Congress to establish a structure by which the ITAA can co-sponsor, with ALAT, the January 1983 meeting in Mexico. An Ad Hoc Committee has been established which includes two Presidents of ALAT, the Program chairpersons from both ITAA and ALAT, four Mexican members of ITAA and ALAT, and John James, ITAA Vice-President.

Programs will be separately sponsored by ITAA and ALAT, but will overlap in some ways. Expenses will be shared equally by ITAA and ALAT; any surplus will be divided in proportion to the number of members each organization has in attendance. Watch up-coming *Scripts* for further details of the conference.

ITAA Summer Conference

International Transactional Analysis Association · 1772 Vallejo St., San Francisco, CA 94123 (415) 885-5992



Marilyn Ferguson Featured Speaker

Marilyn Ferguson is editor-publisher of of two influential, international news-international newsletters based in Los Angeles. *Brain/Mind Bulletin* has reported on breakthroughs in neuroscience and consciousness studies since 1975. *Leading Edge Bulletin*, launched in 1980, tracks trends and innovations in social institutions.

Her first report on breakthrough science and its implications for social renewal was *The Brain Revolution* (1973, Taplinger and 1975, Bantam). That book and the first newsletter made her a lightning rod for news from researchers and social change agents.

Ferguson's most recent book is *The Aquarian Conspiracy: Personal and Social Transformation in the 1980's*. Attacked for its optimism and seized upon for the same reason, the book is now being translated into 11 languages. The hardback edition sold more than 100,000 copies in the first 18 months after its release.

Ferguson is currently working on two books: *Awakening: The Aquarian Conspiracy Papers*, a collection of seminal writings by various authors, due to be published in the winter of 1982-3. A mostly-new version of *The Brain Revolution* will appear in fall 1982.

She is a member of the Governor's Council on Wellness (California) and the advisory board of the National Mental Health Association.

CREATING THE FUTURE

Fifty years ago the world was mired in the great depression. Forty years ago marked the advent of both television and the splitting of the atom. Thirty years ago stereophonic sound and the computer entered the scene, and television changed from black and white to color. In this same half-century air travel became a reality and then a commodity. Telephones reached every home and then spread to every room. Bathrooms multiplied. Dishwashers became a "necessity". The family car developed into a fleet of cars.

And in the same time frame, women left the career of full-time housemaking by the thousands and entered the workforce, dramatically and successfully. These women became a political and economic force in the society. There was what some persons would call an epidemic of divorce. The family became decentralized, isolated, transient, single-parent, and step . . .

In that same fifty years, the world's population grew from 2.4 billion persons to 4.5 billion persons. The functions of governments increased a hundredfold. But the quality of education and the other goods and services provided by those governments dropped through the bottom of the scale. Traditions changed overnight, hence over and over. The United Nations, the World Council of Churches, and for that matter the ITAA were born. The single common denominator among most of the world's institutions became one familiar and often scary word, CHANGE!

The theme for the ITAA Summer Conference in 1982 is "Creating the Future". As I think about it, I consider that we have chosen a grandiose title. We might be better off to respond to the future like the brokerage house that promises its clients it will stay "one step ahead of this changing world". For the future is rushing at us so fast that it threatens to roll over us, to roll on by with the strongest of us grabbing hold of some piece of the action and rolling with it. We may believe in accelerated change, but none of us understands what kind of acceleration is suddenly upon us, or knows the reality of life after the 1980's.

The Program at Snowmass will not attempt to solve that mystery. We will recognize it, stroke it, admire it, pastime about it. And in that process, presumably, use the idea of the future to enrich the here and now.

Although it is somewhat difficult to get to, Snowmass is so beautiful and so full of fun things to do that it makes a perfect place to hold a conference. There are commercial kinds of fun and staged recreation events, and there are trout streams and camping areas, and there are mountain trails for hiking, wild flowers for admiring, pin-ball and computer games, small cafes and fine restaurants and shops. Only a grunch could be at Snowmass and have an unhappy time.

The conference activities begin on Monday, August 2, with the pre-conference Institutes, and continue through the dessert-dance Saturday night, August 7. Committee meetings will be scheduled on Tuesday, examinations Wednesday, and the actual conference days will be Thursday through Saturday, August 5, 6, 7.

The institutes this year will include four treatment presentations by **John Beahrs, Carlo Moiso, Alberto Rochas Tavares** with **Ana Borbon, Pam Leven-Landheer;** one organizational development presentation by **Abe Wagner;** and two training presentations by **Bob and Mary Goulding,** and **Bill Cornell** with **Marilyn Zalcman.**

The speakers for the main program as still to be confirmed. As of this moment we expect to have three different theme speakers, one each morning, followed by short sessions of cluster groups to react to the address and provide a contact group or support system for all registrants. Morning workshops will begin at 10:30 A.M. each day, and lunch will be available at a low cost at the Wildwood Inn, around the pool between morning and afternoon sessions. Afternoon workshops begin at 2:00 P.M., and they will be of varying lengths on Thursday and Saturday. Friday afternoon workshops will be short ones. Papers or panels will be held on Thursday and Saturday afternoons.

The youth and family program seems well planned and is described elsewhere in this insert. Parents will, I hope, pay special attention to the meeting of parents and children and students of all ages on Wednesday evening before the opening party. Aspen is not a big city but its influence over the entire area, of which Snowmass is a part, makes parent planning and workable communication rituals very worthwhile. The parents network becomes a bigger and better support group each year, and we plan to make it an efficient group at Snowmass. There will be planned activities for children of all ages, and we plan now to involve the kids in the Saturday evening entertainment once again, in a short but oh-so-special magic show, orchestrated by two master magicians (and maybe more) deep within the ranks of the association.

And so, we invite you to be at Snowmass for a fabulous summertime experience. What we need most of all to guarantee that the conference is a success is for you to come. Bring your T.A. friends and trainees. Come early to get used to the surroundings in a relaxed way. Plan to share a condominium with friends. Do the mountains. Do the streams. Do the workshops and institutes, and join us all in creating the future. One that includes all of us in the ITAA.

Sincerely
TOM NISSLEY
Chairperson of the Program Committee



LET'S KEEP CONNECTING!!!!

Connect With Old and New Friends

In our third successful year we'll be connecting in a central cozy room right in the middle of the Wildwood Inn where the main conference activities take place. The Connector Room will be open 24 hours a day, all conference week from Monday through Saturday, and connected to the adjoining Stroke Room.

The Connector Room is a place to just plain "hang out", have a cup of coffee or herbal tea or a great snack in between workshops and meetings, meet U.S. and international members, entertain and be entertained. We'll have a massage network, resource center, an information network for joining groups to explore Aspen, for dinner dates and dates for dances, jogging and swimming partners, etc. No one needs to ever feel alone, burned-out or stroke deprived at this conference!

Everyone is invited — open house at all times! This year we'll have movies with Alan Jacobs, an afternoon with Muriel James ("Everything You Always Wanted to Know About Muriel James and Aren't Afraid to Ask"). Reversing the Aging Process with Mary Boulton, a night (Tuesday, so come early!) for Single People to Connect for fun and laughter and companionship during the conference, a joke night and much, much more — oh, much, much more!

If you have a skill, talent, hobby, musical instrument or discussion topic to share in the Connector Room, a free hour to be host or hostess, or just ideas of things you would like to have happen, please let me *(Natalie)* know as soon as possible by mail or phone.

The Colorado person coordinating hospitality in the Connector Room is Chris Poker, 2855 S. Monoco Parkway, Bldg. 3-#308, Denver, CO 80222.

I'm looking forward to connecting with all of you! Do stop in and share the Warm Fuzzies, laughs, and information and just sit awhile.

Love and See You in the Mountains

Natalie Garber
Connector Room Chairperson
520 Amherst Road
Belchertown, MA 01007
413-256-0549



YOUTH AND FAMILY PROGRAM

The youth program will begin on Thursday and continue through Saturday from 9:00 — 6:00 all three days. There will be groups for children ages 3-5; 6-10; 11-14; and 15-18. Each group will have an adult leader for the three conference days.

The program will be varied with recreation, activities, workshops and discussions. The registration fee for children and youth will be $30. Expenses for field trips will be extra. Parents enrolling children in any of these programs are expected to volunteer as an aide in the program for a two hour segment of time during the conference.

During the conference, children, youth and families will have an opportunity to spend time together and apart in both recreation and program events. In addition to all the recreational activities available at Snowmass, the ITAA is planning 3 White Water Raft Trips, or you can make independent arrangements for a raft trip at a time convenient to you.

There are fifteen swimming pools at Snowmass, so swimming will be daily activity. Children and youth are also invited to the event that are scheduled in the evenings.

On Wednesday evening from 6:00 — 7:00 pm all children, youth and parents are asked to be present at a "Family Get-Together". This an opportunity to meet the adult leaders of the program, learn about the planned events, and clarify all areas of responsibility.

Snowmass is a perfect setting for an exhilarating time together and we think the Youth and Family Program will be excellent this year.

Mary Urban
Youth and Family
Program Chairperson



1982 SUMMER CONFERENCE SCHEDULE

Monday, August 2nd

9:00 - 5:00	Pre-conference Institutes and 101 Course
9:00 - 5:00	Executive Committee and Committee chairs for Long Range Planning

Tuesday, August 3rd

9:00 - 1:00	Pre-conference Institutes
9:00 - 5:00	101 Course
9:00 - 6:00	Committee meetings
2:00 - 6:00	White Water Raft Trip (optional)
3:00 - 6:00	Examiners Training Workshop
7:00 - 8:00	CM/SFM Examiners Meeting
8:00 - 9:00	TM Examiners Meeting

Wednesday, August 4th

8:00 - noon	Executive Committee Meeting
8:00 - 5:00	Exams
9:00 - 4:00	White Water Raft Trip (optional)
6:00 - 7:00	Family Get-Together
7:00 - 8:00	"Ten Year Member" Party
8:00 - midnight	Western Ho-Down

Thursday, August 5th

9:00 - 10:15	Morning Theme Address and discussion
10:30 - 12:30	Workshops, Panels and Papers
12:30 - 2:00	Lunch Break (Bar-b-que available around the Wildwood pool)
1:00 - 2:00	Networks Get-Together
2:00 - 6:00	Workshops, Panels and Papers
6:30 - 10:00	Pool-side Party with Western snacks

CONFERENCE FEES

Conference fees are based on "one fee for everything". There will be no added fees for workshops. The Wednesday night Western Ho-Down (which includes beer, soft drinks and pretzels); the Thursday night pool-side party (which includes Mexican style punch and snacks); and the Saturday night Dessert-Dance will all be included in this one fee. There will be a separate fee for pre-conference Institutes and the 101 course, however.

	Pre-registration (prior to July 24th)	On-site Fee
Member	$135.00	$185.00
Non-members	$185.00	$185.00
Students (full-time)	$85.00	$125.00
Youth	$30.00	$40.00
One day only	$65.00	$65.00
Two days	$130.00	$130.00
One day (student)	$45.00	$45.00
Institutes	$95.00 or $75.00 for students	
101 Course	$85.00 or $50.00 for students	

CALL FOR TRICKS. The Program Committee is seeking magicians of all ages who own magic paraphernalia or have experience performing magic tricks before an audience.

We're looking for men, women and students. We especially want to know if you have productions suitable for stage presentation that are large enough to be seen from a distance and/or make a **splash.**

So — if this means you, please respond today to Magic Tricks, c/o ITAA, 1772 Vallejo Street, San Francisco, CA 94123. Give your name, address and phone number and little description of the magic tricks you have. Remember, we need you.

NETWORKS. One of the most pleasant things there is to do at an ITAA conference is to connect informally with other people — get ideas, find new friends. At large conferences it isn't always easy. Now it is! Time and space has been arranged for people who share common interests to meet together informally. From 1:00 - 2:00 on Thursday some Networks will be scheduled and on Friday from 1:00 - 2:00 other groups will be scheduled. There will be a covener for each group who will take responsibility for structuring the time.

RECREATION

Horseback Riding . . . take a scenic ride into the surrounding mountains on well-groomed trails. There are hourly, half and full-day rates; overnite pack trips are also available. Hours are from 8:30 am to 5:00 pm. Further information is available from Snowmass Stables.

Golf . . . Snowmass Country Club boasts a championship 18-hole golf course. As any true golf enthusiast will testify, there's more enjoyment in the game than chasing a white ball into a hole; there's the aesthetic value which can overshadow your playing ability or score. Because of the setting, a round of golf in Snowmass can offer the opportunity for an unforgettable golfing experience.

Recreation Area . . . the Snowmass Recreation Center offers guests the use of its facilities: shuffleboard, Ping-Pong, pool table, pinball, electronic games, Olympic pool, hot therapy pool, locker rooms, and children's playground. Many kinds of sporting equipment may be checked out for use.

Parcours . . . Snowmass Village has its own physical conditioning course. Called a "parcours", the trail is patterned after the famous Swiss jogging course which combines jogging and various exercises. The course is 2½ kilometers long and has twenty exercise stations.

Breakfast Ride . . . a great way to start a day! Treat yourself to an early morning horseback ride to a lovely meadow in the high country. Enjoy juice, coffee, bacon, eggs, and hot cakes — all you can eat — cooked over an open fire. Departs at 8:30 am and returns at 11:30 am. Reservations must be made and paid for at least one day in advance at the Recreation Office.

Hayride Barbecue . . . ride in an open horse-drawn wagon to a secluded mountain cabin where you will enjoy a delicious barbecued dinner followed by live Western entertainment. Departs 7:00 pm and 7:45 pm, returns 10:00 pm and 10:30 pm. Reservation must be made and paid for at lease one day in advance at the Recreation Office.

Tennis . . . the Snowmass Country Club has eleven Laykold tennis courts for guest use. Hours are from 7:00 am to 8:00 pm daily. The Country Club is approximately one mile from the Village Mall; shuttle buses run to and from the tennis courts to the Village Mall.

Jeeping . . . the Aspen-Snowmass area offers some of the most exciting and beautiful jeep trails in Colorado. Explore some of the remote reaches of the Rocky Mountains. A variety of guided tours are available. Reservations must be made and paid for one day in advance at the Information Booth on the Village Mall, or at the Snowmass Recreation Center.

Hiking . . . a beautiful network of trails surrounding the mountains of Snowmass makes hiking a pleasant change of pace. Free guided hikes begin daily at 10:30 am. If you've just arrived in Snowmass its best to take a short hike in order to become acclimated the 8,600 foot altitude. The ideal beginning trail is the Snowmass Nature Trail. Within its one-mile length is a wide variety of plants, trees and other vegetation.

Relaxation . . . a cool drink on the patio of the Tower . . . or, watching the slim dancers of the Ballet West School as they limber up at the exercise bars before class . . . whichever you choose, is an important part of enjoying Snowmass.

Whitewater Raft Trip . . . excitement for the whole family! Enjoy a guided whitewater raft trip down the Colorado, Roaring Fork, or Arkansas Rivers. Shoot South Canyon Rapids, take in the beautiful scenery Glenwood Canyon, or just relax and enjoy the Colorado sunshine . . . you choose between oar rafts, paddle rafts, or inflatable kayaks. The guides are trained in whitewater rafting techniques and will help make this adventure one of the highlights of your stay at Snowmass. The price includes lunch, beverage, and transportation. Reservations must be made and paid for one day in advance at the Recreation Office or the Information Booth on the Mall. The ITAA will have three group rafting trips that you can choose from, and register for ahead of time. Tuesday, August 3rd, an afternoon trip from 2:00 — 6:00; Wednesday, August 4th, an all day trip from 9:00 — 4:00; and on Sunday, 8th, (after the conference) a morning trip from 9:00 — 1:00.

Rodeo . . . for some real Western cowboy action you'll want to attend the Snowmass rodeo on Wednesday evening at 7:30. Snowmass provides transportation to and from the rodeo and you can return to the village in time to get in on the opening night "Western Ho-Down". Tickets for the rodeo can be purchased at the Information Booth.

WHAT TO EXPECT IN SNOWMASS

Snowmass resort is a small incorporated city extending up the mountain side from the Roaring Fork Valley near Aspen, Colorado. There are lodges and condominiums for rent on a daily, weekly and monthly basis.

Each lodge and condominium is independently owned and operated. There are no bellmen and there's no room service.

The conference headquarters will be in the Wildwood Inn near the Village Mall. Workshops, panels and papers will be presented in various facilities throughout the village. We will all be doing a lot of walking getting from one place to another, much of it up and down steep hills.

Clothing . . . Snowmass is a very informal setting. Casual clothing (perhaps something festive for the Saturday night desert-dance), comfortable walking shoes, warm sweater or jacket for evenings is the best attire. Remember to bring your bathing suit, sunglasses, tanning lotion and camera.

Altitude . . . Snowmass is located 8,600 feet (2,621.28 meters) above sea level. Adjusting to this altitude takes time. We highly encourage you to plan to come early before you begin conference activities, to give your body the time it needs to acclimate, and to orient yourself to the layout of Snowmass Resort.

Weather . . . in August the days are generally warm with temperatures in the 70's and low 80's F (22 to 27 centigrade). The evenings are cool. Thunder showers can be expected.

Stores . . . Snowmass has a selection of shops centrally located in the Village Mall. These include restaurants, a general store with a complete line of cosmetics, toiletries and groceries; several gift shops; a cheese shop; a liquor store; beauty shop (men's and women's haircuts); a bank; clothing stores; and a couple of sporting goods shops which carry sportswear and equipment. A couple of miles from the mall (bus service is available) there's a large grocery store and gas station.

A 20 minute bus ride from Snowmass, the city of Aspen has numerous shops and restaurants to be explored.

Credit Cards . . . most of the lodges and condominiums take recognized national credit cards. However, the restaurants and shops are independently owned and operated and therefore bills can't be put on the room bill from your hotel or condominium. Be prepared to pay in cash or credit card at these places.

SCHEDULE (cont.)

Friday, August 6th

8:00 - 1:00	Board of Trustees
9:00 - 10:15	Morning Theme Address and discussion
10:30 - 12:30	Workshops, Panels and Papers
12:30 - 2:00	Lunch Break (Bar-b-que available around the Wildwood pool)
1:00 - 2:00	Networks Get-Together and Women's Caucus
2:00 - 4:00	Workshops, Panels and Papers
4:30 - 6:00	Business Meetings
6:00	Free evening

Saturday, August 7th

8:00 - 1:00	Board of Trustees
9:00 - 10:15	Morning Theme Address and discussion
10:30 - 12:30	Workshops, Panels and Papers
12:30 - 2:00	Lunch Break (Bar-b-que available around the Wildwood pool)
1:00 - 2:00	Women's Caucus
2:00 - 6:00	TM Network Meeting
2:00 - 6:00	Workshops, Panels and Papers
8:30 - 12:30	Dessert-Dance (no banquet) to conclude the conference

Sunday, August 8th

9:00 - 1:00	White Water Raft Trip (optional)

Transportation to Aspen . . . regular bus transportation for 8 mile trip to or from Aspen is available, leaving from the Snowmass Bus and Rubey Park in Aspen. Pick up a complete bus schedule at the information desk.

TRANSLATION. The Program Committee checked about possible ways to provide translation for persons who don't speak English. Because of the overwhelming expense of translation equipment, the committee is asking non-English speaking people to come to the conference with a person who can give individual assistance. The responsibility, unfortunately, is going to have to be on the person needing translation. We regret whatever inconvenience this causes.

TO NON-U.S. MEMBERS OF THE ITAA

If you would like to experience being a guest in an American home in the state of Colorado 2-3 days before or following the I.T.A.A. Conference at SNOWMASS, please write June Greiner, International Placement Chairperson. We need to know how many host families to arrange for, as well as scheduling transportation to and from your host family. Please send the following information no later than July 1st (the sooner the better). Your Name, Your Address, Number of people in your group, Airline and flight number, Arrival time and place, (It would be helpful if you are arriving at Denver's Stapleton Airport),

Send To: June Greiner
8195 N. 81st Street
Longmont, Colorado 80501
U.S.A.

ACCOMODATIONS:

Lodges:

Lodges are comparable to hotel rooms for single or double occupancy at $42.00 per night. The cost is the same whether you use a single or double. There is also an 8% tax added to that. Rooms are comfortable ; a limited number of suites are available; the lodges have a pool, a sauna, a restaurant and bar and comfortable lounge area.

Condominiums:

The Condominiums are privately owned apartments that are complete with linen, towels, bedding and fully equipped kitchens. If you want to share a condominium with others, and prepare some of your own meals, you can rather inexpensively do so at Snowmass. Snowmass will not group people together. If you want to share a condominium you will need to make arrangements with others yourself. The rates are:

Type of condo	Number of people	Cost per night
Studio	1 or 2	$47.00
Studio with loft	4	$58.00
1 bedroom	2	$59.00
1 bedroom with loft	4	$75.00
2 bedrooms	4	$90.00
2 bedrooms with loft	6	$102.00
3 bedrooms	6	$110.00

There will be an $8.00 per night charge for any person over the maximum listed above. Children under 6 are free. If you stay seven nights the seventh night is free.

Camping:

There are no camping facilities at Snowmass. Using recreational vehicles for accomodations is not permitted. There is a National Campground nearby. However, since reservations are not taken, there is a risk involved in planning to stay in the camp.

The Aspen K.O.A. Kampground is 18 miles away — a 25 minute drive from Snowmass. The cost is $8.50 per night for 2 (with no hook-ups); $1.00 for each person over 2 years of age. Electricity hook-up is $2.00 per night and sewer hook-up is $1.50 per night. There are hot showers, bathrooms, laundry facilities and a game room. There is horseback riding, fishing and a heated pool. Be sure to make reservations ahead: Aspen Basalt K.O.A. Kampground, Aspen Highway 82, Box 880, Basalt, CO 81621. Phone (303) 927-3532.

Program book with registration forms will be mailed early April.

Plan Ahead • Register Early
July 23rd deadline*
for prereistration
*Registration fee increases July 24th

Register Early!
Fees increase the 24th of July

SNOWMASS RESORT • RESERVATION FORM

ITAA Summer Conference, August 4th-7th, 1982

Name _____

Address _____

City _____ State _____ Zip _____

Country _____ Phone _____

ACCOMODATIONS DESIRED

LODGE ___ single room ___ *double room*

CONDOMINIUM ___ studio ___ studio with loft ___ 1 bedroom ___ 1 bedroom with loft ___ 2 bedroom
___ 2 bedrooms with loft or den ___ 3 bedrooms with loft or den ___ *4 bedroom*

NUMBER IN PARTY ___ adults ___ children ___ ages of children

SPECIAL REQUEST/INSTRUCTIONS _____

_____

Arrival Date _____ Departure Date _____

Confirmation will come to you directly from the hotel or condominium management.

PLEASE FILL OUT IN FULL AND RETURN BEFORE JUNE 21 TO SNOWMASS

Snowmass Resort Association • Central Reservations Box 5566 • Snowmass Village
Colorado 81615 (303) 923-2000

GETTING TO SNOWMASS . . . NEAR ASPEN

Snowmass is located 210 miles from Denver, Colorado: 110 miles from Grand Junction; and 250 miles from Colorado Springs.

If you choose surface travel there are passenger buses available from the three gateway cities as well as rental cars. Driving to Snowmass can be a pleasure, for you will enjoy some of the most beautiful scenery on the continent. From Denver, it's a 4 hour drive via Eisenhower Tunnel and Interstate 70; from Grand Junction a 2 hour drive; and from Colorado Springs a 5 hour drive.

By air you can fly into one of the three gateway cities: Denver, Colorado Springs or Grand Junction. There are connecting flights which take 35 minutes to Snowmass from these cities. The ITAA has made arrangements with GTU to assist us with travel. Below is their information about how you can save money in airfares.



DISCOUNT AIRFARES

GTU DOMESTIC MAKES IT EASY — GTU will coordinate your air travel from your home city to Aspen, Colorado and return. The special GTU Meeting Fares are available from all cities served by United Airlines. These special fares are not available from any other source other than GTU DOMESTIC. If United Airlines does not serve your home city airport. GTU will provide you with the lowest available airfare on another carrier. First Class and Coach Class are also available.

TO MAKE RESERVATIONS

Simply call toll-free 800-424-5468.

In Washington, D.C. metropolitan area, the number is 202-842-3155.

You will be sent a confirmation and invoice payable by either check or credit card (any credit card accepted by the airlines such as American Express, VISA, MasterCard, etc.) Once your payment has been processsed, you will be GUARANTEED the airfare current on the date your ticket is issued, regardless of subsequent increases (unless you change your reservation at a later date).

SO MAKE YOUR RESERVATIONS EARLY!

ABOUT THE SPECIAL DISCOUNT AIRFARES

GTU MEETING FARE #1 — GTU DOMESTIC has negotiated this special fare with United Airlines for members and guests to attend the meeting. No stopovers are allowed. Reservations must be made and tickets paid for at least 30 days prior to departure. This fare is only available through GTU DOMESTIC.

SUPERSAVER — This fare requires a special booking class . . . seats are limited! The fare requires that you stay over a Saturday night and reservations must be made and tickets paid for at least 14 days prior to departure.

GTU MEETING FARE #2 — GTU DOMESTIC has negotiated this special fare with United Airlines for members and guests to attend the meeting. No stopovers are allowed and you must stay over a Saturday night in order to qualify. Reservations must be made and tickets paid for at least 30 days prior to departure. This fare is only available through GTU DOMESTIC.

GUARANTEED GTU FARES — Through a special agreement with United Airlines, the GTU #1 and GTU #2 fares are guaranteed until April 15, 1982 and will not change even if there are increases in the First Class, Coach Class and Supersaver fares.

IT'S EASY TO $AVE MONEY BY BOOKING AND PAYING FOR YOUR AIRLINE TICKETS NOW THROUGH GTU DOMESTIC!
GTU DOMESTIC WILL ALSO ASSIST YOU IN MAKING YOUR RENTAL CAR RESERVATIONS.

GTU DOMESTIC, operated by PTMI TRAVEL, a wholly-owned subsidiary of GTU, INC., the nation's leading convention coordinator.

Membership Maintenance Committee

The Membership Maintenance Committee is developing a network of contact persons to serve as local representatives of ITAA. These people will be provided with names of new members and members who have dropped. They will be responsible for organizing meetings, coffees, seminars and local networks of caring, concerned ITAA members. The national and international local coordinators will then form an information exchange group to learn from local groups that are already in place and working.

We need state and national volunteers. If you are willing to serve as a local, state or national coordinator for a one, two or three year term, please contact Maryln Crossen, 905 Oak Branch Ct, Ft. Wayne, IN 46824, Felipe Garcia, Rt. 15, Box 234C, San Antonio, TX 78228, or your regional coordinator listed below.

TA is just as effective, potent and innovative as it was in 1964 when the ITAA began to develop. If anything, it has matured into a well-respected theory of personality and treatment modality. For the ITAA to reflect this vitality, we need local involvement as well as national and international coordination.

We hope to hear from you and, if you are in Snowmass, do plan to attend the Membership Committee meeting.

Felipe Garcia
Chairman, Membership Maintenance Committee

Regional Coordinators

Region I - New Jersey, New York, Pennsylvania, Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, Delaware, Maryland, Virginia.
Coordinator: Marcia Rosen, 174 New Mark Esplanade, Rockville, MD 20850.
Region II - Illinois, Kansas, Missouri, Ohio, Indiana, Michigan, Nebraska, S. Dakota, Iowa, Minnesota, N. Dakota, Wisconsin.
Coordinator: Maryln Crossen, 905 Oak Branch Ct., Ft. Wayne, IN 46824
Region III - Arizona, Oklahoma, New Mexico, Texas and if you live outside the USA.
Coordinator: Felipe Garcia, Rt. 15, Box 234C, San Antonio, TX 78228
Region IV - California, Oregon, Montana.
Coordinator: Valerie Batts, SF Center for Counseling and Psychotherapy, 1329 Seventh Ave., San Francisco, CA 94122
Region V - Colorado, Idaho, Washington
Coordinator: Elaine Childs-Gowell, 1211 E. Boston St., Seattle, WA 98102
Region VI - Nevada, Utah, Wyoming
Coordinator: Stephanie Griffin, 335-30th Ave., San Francisco, CA 94121
Region VII - Alabama, Georgia, Mississippi, Tennessee, Arkansas, Kentucky, N. Carolina, W. Virginia, Florida, Louisiana, S. Carolina.
Coordinator: Eileen Scholl, 1218 Shady Bluff Dr., Charlotte, NC 28211

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Los Angeles, July 17-18
Chicago, October 23-24
Los Angeles, November 20-21

Fee $200.00

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TRAINING WORKSHOPS IN HAWAII 1982

JUN 25-26 "BREAKING FREE" WORKSHOP *by MURIEL JAMES, CTM,* in Honolulu. For laypersons and psychotherapists. Tuition $200.
TREATING THE ABUSING FAMILY (VIOLENCE & SEX) *by BLAIR JUSTICE, Pb.D., and RITA JUSTICE, Pb.D.,* in Honolulu. Tuition $100.

JUN 25 - JUL 1 NATIONAL CLERGY CONFERENCE IN TRANSACTIONAL ANALYSIS with outstanding TA faculty of *ART GREER, GEORGE McCLENDON, GEORGE BARNITT, JACK LANDRUD, CHARLEY HARNEST, RITA & BLAIR JUSTICE, RON & BETTY CHING.* At Pagoda Hotel (all rooms with kitchenettes, color TV, air conditioning – studios, 1 & 2 bedrooms). Conference fee $150 (clergy spouses $75). Open to clergy and non-clergy.

JUL 2-3 TRAINING IN REDECISION THERAPY *by MARY GOULDING, CTM,* in Honolulu. Tuition and lunches $220.

AUG 23-29 TRAINING IN HAPPINESS WEEK *by ART GREER, CM, and RON CHING, CPTM,* in Makaha, Oahu. Tuition, lodging, meals (breakfasts & lunches) $500.

Advanced registration and $50 non-refundable deposit required.
VISA and MasterCards accepted (please add 5% service fee).
Make checks payable and send to: Ronald F.K. Ching
5290 Kalanianaole Highway, Honolulu, HI 96821. • Phone (808) 373-4593.

Treasurer's Report to Membership on ITAA Financial Situation

1981-82 Financial Picture

The purpose of this report is to share with all ITAA members the financial information given to the Board of Trustees at Monterey in January, and the related decisions made at that meeting. While the final 1981 audit is not yet complete, it appears that our income was **$451,000**, as compared with an income projected one year earlier of $433,700. Our 1981 expenses totalled about **$442,000**, against a projected budget of $448,000. Thus, we should have entered 1982 with about $9,000 in cash assets. Personally, I have great respect and appreciation for our staff, particularly Bob Andersen and Phil Messier, for managing our Association affairs in so responsible a manner.

However, when the Finance Committee viewed 1982, a different picture emerged. In order to simply maintain the 1981 level of membership services, it would cost the Association $459,843. Due to continuing membership decline, we could project only $424,110 of income, meaning a deficit of **$35,733**. Clearly, we were faced with only three choices: go with a deficit budget and hope it would all work out; increase income by increasing membership fees, which is presently our only way to quickly increase income; or balance the budget by reducing expenses.

Historical Context of ITAA Finances

Before making a decision, I asked the Board to consider the historical context of the finances of ITAA. Our worldwide membership has declined over 50% in five years, from 10,765 in 1977 to 5,021 in 1981. During that same time, our income and expenses remained relatively constant. Our 1976 income was $489,000 with $545,000 in expenses, while our 1981 income was $451,000 with $426,000 in expenses. Since the bulk of our income comes from dues and fees for services, the organization has existed in a tight squeeze between having to raise dues on the one hand (500% for TM's) while cutting costs (membership services) on the other.

In 1977 it cost us $482,000 to conduct the affairs of the Association. Using an average inflation figure of only 10%, it "should" have cost us **$706,000** in 1981 just to do exactly what we did in 1977. It actually cost us $426,000. In this light, previous Boards, and particularly our staff, are to be commended for doing such a great job providing as much service as possible with less money. However, the days of "cutting fat" from the budget are over. Balancing the budget for 1982 requires painful cuts in important services, services which have been highly valued in the organization. And that is not the end of it.

If the trends of the last five years continue, we will have a world-wide membership of 2,652 in 1987. During that same period, at an annual 10% inflation rate, it will cost us $684,000 in 1986 to do what we did in 1981 for $426,000. Clearly, we cannot go on as we have. Healthy finances are symptomatic of a healthy organization. Our "money-problems" are the result of other problems facing us and any attempt to solve this year's financial crisis without addressing those conditions that produce the crisis is irresponsible and, organizationally, suicidal.

Being At Cause With Finances

It is the tendency of most leaders to pay attention to a variety of on-going, pressing issues and not "have time or energy" to create financial and business plans that work. The purpose of a financial plan is to allow an individual or organization to be at **cause** regarding finances instead of at the **effect** of finances. Without a clear plan, including specific goals and strategies, we operate in a condition of "hope": hope that someday it will be different; someday, even soon, things will be better. This is a condition of unworkability. When one is at the effect of finances, it never "gets better" because the condition is the same even when there is more money.

As I attended various committee meetings and other functions during the Winter Congress, I observed that many in ITAA are caught in a mentality of limitation and scarcity: not enough money, not enough members, not enough people in training, etc. I suggest that the basic

The purpose of a financial plan is to allow an organization to be at cause regarding finances instead of at the effect of finances.

choice facing the ITAA now is: shall we go on with more of the same, which looks like effort and struggle to turn things around, or shall we come from sufficiency and responsibility by defining our future and making that future *our* reality.

ITAA Financial Plan Needed

The Board of Trustees, in a bold move to be at cause regarding the finances of ITAA, charged the Finance Committee to present a three year financial plan prior to its meeting at Snowmass in August. Such a plan would include basic fiscal policies by which the organization functions; an appropriate dues structure; alternate sources of income, such as a Development Fund, grants, increased rental/investment options; and appropriate information and feedback mechanisms for more effective management and control.

The plan will also include strategies for three different scenarios: membership continues to decline; membership stabilizes at the current level; membership increases. This financial plan will be received by the Long Range Planning Committee, along with similar plans from other major committees, and forwarded in an integrated form to the Executive Committee. Once an over-all plan for the entire organization is adopted by the Board, the Finance Committee will plan a strategy to support our future.

Painful Decisions for 1982 Budget

In light of this commitment, the Board went on to make the painful decisions necessary to balance the 1982 budget. Their actions are as follows:

1. The Program Committee was instructed to make "breaking even" a primary objective for the next Winter Congress, thus reducing the deficit by **$5,000.**
2. The *Script* was told to reduce its budget by 12%, saving **$5,600.** The publication can restore all or part of this cut by creating "new" income from increased advertising.
3. The Membership Directory for 1982 was eliminated, which saves **$7,500.**
4. Trans Pubs was told to greatly reduce its scope in such a way that, for 1982, the net loss from its operations will **not** exceed $5,000. This will be accomplished by reducing both personnel and inventory so that present space can be rented out. This year, it will cost upwards of $10,000 to prepare the space for renting, so we will still have a net loss from Trans Pubs. In 1983 and thereafter, a positive cash flow should be generated. The over-all savings from this action will be about **$12,000** in 1982.

With these moves, our budget for 1982 is essentially balanced. Our income is projected at **$429,960** and our expenses projected to be **$434,728**, with the difference to be covered by our cash balance of $9,000 at the beginning of the year.

These decisions were not taken out of panic or despair. As a poster on a friend's bathroom mirror says, "The situation is critical - but not significant." We do have the power and the intention to create our future. We are willing to be responsible **and** successful. The ITAA has a founding vision of people and organizations as winners. There **is** enough money. There **are** enough members. There **is** a healthy future for our Association.

Respectfully submitted,
George Barnitt, PhD, CTM, Treasurer

Effects of Budget Cuts on Script

The major effects of the 12% cut in the *Script* budget are fourfold. First, there will be one less issue printed this year (nine instead of ten). Second, there will no longer be a *Script* staff representative at conferences. Third, we will no longer be using color in the *Script*. Fourth, the managing editor will be picking up additional duties previously handled by outside professional personnel.

We still want and intend to put out a quality newsletter for ITAA, but to do that, now, more than ever, we need your help. You can:

1. Use the *Script* to advertise your programs, conferences, publications, etc. If you publish a book, get your publisher to take out an ad in the *Script*. If we can increase revenue from ads, we may be able to restore services to the members.
2. Keep in mind when preparing material or ads for the *Script* that the dark months are January, May and September. Plan accordingly.
3. Be our eyes and ears whenever ITAA members meet — send us articles, brief write-ups, letters, photos, etc.
4. Tell us what you think of the new graphics.
5. Be patient. We have more work to do and less staff and money with which to do it. We need your support, feedback (positive and negative) and most of all, your involvement. Remember, it's **your** newsletter.

Robin Fryer, Managing Editor

Effects of Budget Cuts on Trans Pubs

Trans Pubs budget cuts will make a reduction in services necessary. We will be operating with 1½ staff positions (previously we had 3) and about 40% less space. Titles are being reduced from 270 to 130 by eliminating non-TA titles, most "TA-related" titles and some slow-selling TA titles.

Services that will be cut include: special orders, most wholesaling, reference and author/publisher advice, consignment storage, and orders for non-TA books. The catalog will be our basic marketing tool, so new TA books may not be publicized as quickly as in the past. For the time being, we will continue conference bookstores.

I recognize that many of our loyal customers will be disappointed in some of these changes, but Trans Pubs will remain the best single source of TA literature. I welcome your continued support and feedback.

Norm Shea, Trans Pubs Manager

Keeping In Touch

Immediate Vacancy for Psychiatrist - responsibilities include assisting in the development of a comprehensive mental health program for a resident population of 1,500 backed by a full support staff plus a complete medical unit. Forty hours per week on-site and rotating on-call. Should be Board certified or Board eligible in Georgia. Very attractive contract for a 49-week year plus malpractice insurance, housing and other compensations. Location: Georgia State Prison, Reidsville, GA. For information, contact Charles Lockyear, Correctional Medical Systems, 970 Executive Parkway, St. Louis, MO 63141. Phone: 1-800-325-3982.

The Statement of Ethics and the Procedures for Handling Ethics Charges Within the ITAA are available upon request from the ITAA office.

Laurent Mermet works on environmental issues, especially conflicts, using a TA framework. He is interested in making contact with other persons in this field. Contact him at 8713d Suchet, 75016 Paris, France.

The 5th Brazilian Congress of Transactional Analysis on the theme of "Interaction and Growth" will be held May 26-30, 1982 at the Bahia Othon Palace Hotel in Bahia, Brazil. It is sponsored by the Uniao Nacional das Associacoes de Analise Transactional (UNA-AT) with the collaboration of the Federal University of Bahia. For more information, contact Alameda Capimirim, 14-Graca, 40.000 — Salvador, Bahia, Brazil. Phone: (071) 235-9949.