THE SCRIPT®

Volume XV, Number 3 April, 1985

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION. 1772 VALLEJO ST., SAN FRANCISCO, CALIFORNIA 94123

Board minutes NCHCA

Special Issue on the Eric Berne Fund for the Future

Members Consider Implications of ITAA Development Fund

Today the Eric Berne Fund for the Future is a reality. Over the last two years, the Development Fund Committee has worked quietly and with great dedication to ensure that the initial "good idea" for having an ITAA development fund was carefully and thoughtfully nurtured through months of planning and organization. The development campaign was designed to establish a $1.5 million endowment fund for ITAA in which money will be collected for investment in insured and secure equities. The investment income will then be made available for grants, thus building a perpetual source of funds for projects related to the the use of TA worldwide.

We are aware that both the Fund itself and the concept behind it are relatively new to many members. Therefore, we have designed the articles in this Script to provide you with background information as well as to encourage your participation in this exciting project. We begin with the following article highlighting the comments of eight ITAA members. They found the potential of such a project for our Association both interesting and provocative.



Richard Erskine



Lucy Freedman



Norman James



Vann Joines

★ ★ ★ ★ ★

What interests you about ITAA having a development fund?
How do you want to see the money from the Fund used?
What problems or concerns might arise in connection with a development fund?

These are the questions we put to the following eight members of ITAA:

Richard Erskine, PhD, CTM, Vice-President (USA)

Lucy Freedman, MA, CSFPTM, President-Elect (USA)

Norman James, PhD, CTM, Past-President (USA)

Vann Joines, MDiv, CTM, BOC member (USA)

Rosa Krausz, PhD, SFTM, Board of Trustees member (Brazil)

Pam Levin, RN, CTM, *Script* Editor

Salomon Nasielski, PhD, CTM, Board of Trustees member (Belgium)

Claude Steiner, PhD, RM, one of the first transactional analysts and a leader in the Radical psychiatry movement (USA)

Possibilities

In answering the first question, many of those responding emphasized one of two points: on the one hand, that a development fund can potentially ensure financial stability and thus survival for the organization and, on the other, that it offers a means of enhancing the work of the Association and members' participation in it. For example, Lucy Freedman commented that, "The fund can provide a sense of continuity and security so that people who care about TA and the ITAA don't need to be scared that it won't continue," and Vann Joines pointed to the connection between survival and enhancement when he said, "If we had a source of operating capital not so tied to membership, we'd be a lot more free to be creative as an organization." Others, such as Norman James, appreciated how the establishment of the development fund provides members with "another means of participation in the programs and goals of ITAA."

A development fund could be very useful in helping achieve a vision in which the promise of TA makes a difference in the world.

Additional responses focused on what Rosa Krausz described as "the great contribution TA has to make to the well-being of people around the globe" and how a development fund can support this process. Pam Levin summarized this view in saying, "We already have the knowledge, the tools and an organization which circles the globe. With these we can do great work. Now we need to get clear on what we want to create with them and to become committed personally and organizationally to that work. A development fund would be very useful in helping achieve a vision in which the promise of TA makes a difference in the world — to transform culture, for example, a process we've already begun."

Richard Erskine cautioned that "a volunteer organization such as ITAA has as its greatest asset the energy and time members devote to the operation of the Association and I would therefore hope that the first and most important contribution members make is the volunteering of their skill and time . . . . Once we have full membership involvement, then contributions to the Eric Berne Fund for the Future are an additional way we can support the worldwide development of TA."

Finally, several people were enthusiastic about a development fund for ITAA because of the potential for funding research. While Claude Steiner expressed his concern that the fund be administered in a non-political way, he suggested that if "a serious effort was made to take political influences out, then this fund could be used to support research."

Promises

Responses to question number two, "How do you want to see money from the fund used?", varied widely as our eight respondents reflected on their hopes and dreams for the future of the organization and the world at large. Each one listed several options, including projects in areas such as those listed below.

Training and Credentialing

- Making exams more reliable and consistent by determining what a transactional analyst is and how to test for this (Joines, Freedman)
- Advertising certification to the public (Joines)
- Getting Level I certification recognized at a national level (Joines)

Research

- Doing an outcome study of the effectiveness of TA in psychotherapy (Erskine)
- Carrying out basic research on strokes (Steiner)
- Improving the quality of services provided by TA practitioners by supporting research programs (James)
- Offering substantial rewards to encourage research (Nasielski)
- Supporting research on competency-based education and testing and on a mechanism for applying that to both training standards and certification (Freedman)

- continued on page 2



Claude Steiner



Salomon Nasielski



Rosa Krausz



Pam Levin

Index:

What If? 2
Keeping In Touch 3
Development Fund Case Statement 4
Summary of Board Minutes 6
Ads 7
Dilemmas for the Development Fund 8

Development Fund (continued)

- Seeding market research on public needs and interests in TA (Freedman)
- Studying those in TA training to find out how they feel about TA because many of them may feel they are subject to ITAA rules that they don't like and which make them feel powerless and unhappy (Steiner)

Communications

- Paying for small monographs and brochures describing innovative TA programs around the world (James)
- Supporting translation of TA materials into multiple languages and other means of reducing language barriers (Freedman, Steiner)

Education

- Developing the equivalent of a University without walls that can provide high-quality training in the use of TA in psychotherapy, education and organizations (Erskine)
- Teaching TA to new parents or prospective parents (Levin)
- Getting the living TA philosopy into the schools (Levin)

Social Action

- Providing support for those who might not otherwise have the money to get training or treatment (Levin, Steiner, Nasielski)
- Promoting the use of TA information to provide children with what they really need the first time around (Levin)
- Projects to take TA into the ghettos (Levin)
- Using TA's empowering knowledge to assist poverty-level women and mothers get beyond their poverty circumstances and into the abundance which is everyone's birthright (Levin)
- Supporting projects that address the emotional needs of people which, when not met, lead to racism, violence, sexism, nuclear suicide and the hoarding of goods by one culture at the expense of another (Levin)
- Projects on intergroup relations, specifically in conflict resolution (Krausz)

Potential Problems

The final of our three questions dealt with potential problems or concerns that might arise from having a development fund. As might be expected, the possible problems mentioned most often had to do with the allocation and use of funds. Claude Steiner and Richard Erskine were both concerned that funds not be used for superficial or non-productive research. Steiner put it this way, "I would not like to see support for short-term fads in non-scientific research or studies without an adequate research design. I would wait until an approach gained a certain amount of recognition."

Another concern about fund allocation was voiced by Rosa Krausz when she said, "Funds might be used for purposes which are not declared (eg, political ideologies) . . . and ITAA might become involved in political, ideological and social issues in various countries." She suggested that it is important to develop objective criteria for fund allocation so as to not jeopardize the internationality of ITAA. Vann Joines echoed this comment when he said, "We need to have safeguards built in so that funds are actually used as originally envisioned," and Lucy Freedman's comments reflected another side of the problem when she noted that "funds could be under-utilized due to inadequate planning."

How the fund would be administered and by whom was a second and equally important area of concern for many of the respondents. Several people (Levin, Steiner, Freedman) indicated their concern about the fund being "taken over by a special interest group and used to promote their own political power at the expense of other groups," as Pam Levin put it. She said further, "This could happen within TA — one school of TA gaining large power — or on a larger scale with the fund being used to further the political power that promotes the oppression I want to see ended. For example, I'm concerned that we might support a facade of professionalism via academic degrees and support of academic research to the exclusion of supporting high-quality, competency-based professionalism."

Claude Steiner shared Pam's concerns: "I'm afraid that a particular school of TA would get too much influence. I feel that TA is sectarian and has political groupings vying for power. I want to be sure that the money would be administered by people above any political struggle." Norman James also indicated that he thought it was important to have people administering the fund who were not caught up in the "current problems with regard to the organization's business" and who might therefore have less difficulty "conceptualizing how a futuristic development fund would fit into the organizational structure."

Both respondents from outside the USA were very conscious of problems related to the fact that ITAA is an international organization. Salomon Nasielski was aware of the "difficulty of getting contributions from regions where raising funds is harder" and Rosa Krausz was concerned about the problems of transferring funds from the USA to other countries once they had been raised. Rosa also suggested that, in countries where economic problems make it difficult for members to contribute money, "the Eric Berne Fund for the Future accept contributions also in the form of work." Lucy Freedman raised the possibility of misunderstandings arising about the solicitation of funds due to "concerns with people's personal and cultural money scripts."

Nasielski also raised the point that "people could use this as a justification for dissatisfaction and separation. It will be important to have contact between similar structures in the European TA Association and other TA organizations; we need regular contact in order to avoid the proliferation of duplicating structures. He also indicated that it would be important to him to know that his contributions were being used "in different channels than the present programs of ITAA."

The issue of keeping track of funds coming in and going out was raised by Nasielski when he said, "I assume that the raising and use of funds will be done on an honest basis with regularly published accounting of the funds" and Krausz raised a related concern in suggesting that she would like to see a careful evaluation of the results attained from projects supported by the Fund.

Finally, Vann Joines raised some provocative points in his comments: "One of the things I'd be worried about is whether we would get lax about membership dues and recruiting if we had an endowment to operate from and the importance of not using capital from the Fund for operating expenses. Another danger is that we could put in a lot of energy for little return. Enthusiasm gets deflated if the return is too low, so I think we need to have consultant help so that our energies can be directed effectively."

These eight members have shared their thoughts about the possibilities they see for ITAA through the establishment of the Eric Berne Fund for the Future. Now we want to hear from you. Your comments and thoughts are especially important at this time since the Development Fund is in its formative stages. Please send your dreams for and reactions to the Development Fund to Ted Novey, PhD, Chairperson of the Development Fund, at 815 Indian Rd., Glenview, IL 60025. And, watch future *Scripts* for updated information about this exciting project as the Eric Berne Fund for the Future takes off!

Want to Receive Your Script Faster? If you send us the cost of postage ($3.50 USA/Canada/Mexico; $10 all others) we will send you your copy of the newsletter by air mail. Please include your current mailing address and send to ITAA Publications Coordinator, 1772 Vallejo St., San Francisco, CA, USA 94123.

The Script®
(ISSN 0164-7393)
Newsletter of the International
Transactional Analysis Association
1772 Vallejo Street
San Francisco, CA 94123
(415) 885-5992

Editor . . . . . Pam Levin, RN
Publications Coordinator . . . . . Robin Fryer, MSW

Deadlines: receipt in ITAA office on first of month prior to month of publication: e.g., Jan 1 for February.

The Script is published monthly (except Jan., May and Sept.) by the International Transactional Analysis Association. The subscription rate is $2/yr. as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office (address above). Second class postage paid at San Francisco, California. POSTMASTER: send address changes to *The Script*, 1772 Vallejo St., San Francisco, CA 94123.

© 1985 International Transactional Analysis Association, Inc.

The editors reserve the right to edit material submitted for publication for taste, accuracy and length. Letters to the Members Forum should be limited to 400 words. Editing will be done responsibly and in such a way as to preserve the intent of the author.

What If . . . . ?



By Tom Nissley, MDiv, Chairperson of the Fund Distribution Committee

"What could happen if . . . . ?" Looking into the future has a special interest for those of us who have pledged to support the Eric Berne Fund for the Future. We already know that interest earned from the money we provide will be used to establish research grants or teaching positions related to the use of TA theory. It may begin with a few thousand dollars, growing someday to perhaps many thousands of dollars; it holds the promise of building bridges with transactional analysis to places not yet found (or funded).

The first gifts have been received. The process for distributing the money has been put in order. Soon applications for grants will be submitted. Before long, a distribution plan will be determined. But what if . . . . ?

What if tomorrow morning an insurance company representative called the ITAA office to inform us that a deceased member had named the Eric Berne Fund as the beneficiary of a $100,000 policy, to be paid later this month?

What if four people who joined ITAA in 1985 and who had never before heard about the Eric Berne Fund gave fifteen thousand new dollars to the cause?

Am I hoping for the impossible? Not at all. Some people see the Fund as a real opportunity to put their assets to work beyond the reach of their government's tax system. The Fund is a possible tax shelter, a place where, on the one hand, money can be invested and can grow without concern for taxes and, on the other, benefits can accrue for the growth of TA research and education.

To excite your curiosity, I offer a few more "what if's."

What if the Eric Berne Fund became, in addition to an endowment fund, a TA foundation through which donors could designate funds for specific purposes. That would mean if I wanted to fund the teaching of TA in Tasmania, I could. And if you wanted to set up a TA fund for orphans in Chicago, you could. Keep in mind, once money is given to a foundation, it is allowed to grow without being taxed. In the United States (where ITAA funds are managed), 5% of a foundation's funds must be paid out each year in order to retain foundation status. Well-managed funds have an income-plus-growth of 8-10% per year. That means in 16 years, $100,000 can pay out $100,000 and still be worth $100,000; in 27 years it can pay out $200,000 and still be worth $100,000 . . . . So, the member whose insurance company pays us $100,000 this month will fund programs worth $100,000 by the year 2001, and the original gift will still be busy working and growing.

What if many advanced members decided to take out $10,000 life insurance policies with ITAA named as beneficiary?

What if an "Eric Berne Foundation" received gifts in lieu of flowers, etc. when a well-loved advanced member dies and the fund named for his/her memorial turned into a major amount? What if you or I, in writing our wills, designated some assets that we didn't think our children needed to underwrite a chair in Family Therapy?

"Well, what if this isn't everybody's cup of tea?" you might be saying. OK. Of course it isn't. Everyone doesn't have big assets or insurance; certainly most of us don't have spare policies made out to ITAA. And besides, there are plenty of other foundations eager and willing to receive our money.

But, if you want your money used in a meaningful way, and if a fund or foundation administered beyond the reach of taxes and used for developing the influence of TA in the world sounds good to you, then maybe you are also thinking, "What if . . . . ?"

KEEPING IN TOUCH

All Regions

Special Issue of Script on Social Action

We are excited to announce an upcoming special issue of the *Script* focusing on the use of TA in Social Action. If you, or someone you know, is using TA to make a difference in the world, we'd like to hear about it. Send us a brief paragraph or two (about 100 words) describing your involvement with any social action activities or projects, large or small. We are interested in hearing from members all over the world, including those who work in rural areas that would not ordinarily come in contact with TA. The deadline is May 10, 1985 (or sooner if possible), so don't delay.

First Annual ITAA Photo Fest — Help us construct an ITAA Photo Album on Thursday, August 8 (7-8pm in the Connector Room) by bringing your favorite photographs of ITAA events and/or people to the Summer Conference in Toronto, either to share temporarily or to add to our permanent collection. We are particularly interested in photos of early ITAA events such as conferences and other gatherings. If you choose to contribute photos, please make sure to bring copies to the conference; if you are unable to attend in person, please mail copies ahead to Brenda Schaeffer, 8741 Black Maple Dr., Eden Prairie, MN 55344. Please identify all photos by event, date and name(s). If you have slides, videos or movies you'd like to present, please contact ITAA Conference Coordinator Megan Englander *in writing* about equipment you need.

"The Hand that Rocks the Cradle also Rocks the Boat" — This sentiment was echoed by voices from many lands during the meeting of the international community of women in ITAA (Women's Caucus) held during the 1985 ITAA Winter Congress. A number of women committed themselves to carrying the "torch" to other TA conferences to be held in the next year.

1985 EATA Summer Conference, Barcelona, Spain - Emily Ruppert and Conchita de Diego Morales
1985 ITAA Summer Conference, Toronto, Canada - Adriana Arzac
Third Annual Renewed Mountain States TA Conference, Salt Lake City, Utah, USA - Laura Root
First International Redecision Conference, Pacific Grove, California, USA - Muriel James
New Directions in Education and Psychotherapy, Chicago, Illinois, USA - Sandra Landsman

Update on Network for Educational/Organizational Applications of TA — Gloria Balbona reports that Jorgen Bendtsen, an independent organizational consultant in training with Dick Underhill, has agreed to be a convenor for Denmark. People in that region can contact him at Sesam, Kurser, Dansk Transaktions-analyse Center, Viekaer 17, DK 2950 Vedbaek, Giro 4 12 08 17, Denmark.

At the ITAA Winter Congress in San Antonio, a breakfast meeting for people interested in educational/organizational applications of TA was attended by Jean Illsley Clark, Ginger Reese, Laura Root and Gloria Balbona. Gloria says, "Laura is the President of Transactional Analysis of Utah, a nonprofit organization providing TA courses and therapy in the Salt Lake City area. She can be reached at 3568 Eastwood Dr., Salt Lake City, Utah, USA 84109. Jean Illsley Clarke is involved in adult education and can be contacted at 16535 9th Ave., North, Plymouth, Minnesota, USA 55447. Jean, along with Brenda Schaeffer, Russ Osnes and Ted Harrison, has started a TA Institute in Minneapolis. Ginger Reese is working with the American Productivity Center and her trainer turns out to be my former boss, Dr. Elliott Danzig, who was director of Dando S.A. here in Mexico."

Gloria indicates that she is pleased to be hearing from people who have interests in educational, organizational and other non-clinical areas of TA and hopes that others will write to her at Lomas del Anahuac 26, Lomas de Tarango, Mexico DF.

The Statement of Ethics and Procedures for Handling Ethics Complaints are available on request from the ITAA office.

Region I (Pacific) - *Script* contact person still needed

New Translations of TA Books into Japanese include *Breaking Free* by Muriel James, translated by Michiko Fukazawa, and *Transactional Analysis for Moms and Dads* by Muriel James, translated by Yoshitaka Moronaga. Other TA books already available in Japanese include: *Born to Win*, by James and Jongeward; *Winning with People*, by James and Jongeward; and *The OK Boss*, by M. James.

Fifth Australasian TA Conference Gearing Up — The Avon Hotel in Christchurch, New Zealand will be the site for the Fifth Australasian TA Conference, October 17-20, 1985. TA enthusiasts who are interested in attending or in presenting may contact Margret Paul at PO Box 21260, Christchurch, New Zealand.

Region II (Europe) - *Script* contact person: Ian Stewart

Important Event for the Future of TA in Austria — on December 8, 1984, 21 people (20 grown-ups and a one-year-old child) met in Salzburg to found the Oesterreich-



ische Transaktionsanalytische Gesellschaft (Oe. TAG - Austrian TA Association). An increasing number of people training, practicing and teaching TA in Austria and the importance of having TA represented in the Austrian Association of Psychotherapeutic Organizations stimulated this decision. At the meeting, trustees, officers and those to be responsible for training standards were elected. The officers include: Gerhard Springer, President; Ernst Kornfeld, First Vice-President; and Almut Rottenbacher, Second Vice-President. Next the members of the new association plan to contact people in Austria who are interested in TA, to contact EATA and ITAA about obtaining representation and membership and to develop training standards based on those of ITAA. Dr. Klaus Dejkora, Trustee of OeTAG says, "We send friendly greetings to ITAA and are looking forward to a productive and cooperative relationship between our organizations and our members." Contact: OeTAG, Muhlstr. 10, A-5023 Salzburg, Austria.

Region IV (South/Central America - contact person needed)

Roberto Kertsz, MD, PhD of Buenos Aires, Argentina sends word that the Third Argentine TA and Behavioral Sciences Congress was a big success, with 370 people attending presentations based on two main topics, Multimodal Management of Stress and The Couple in Contemporary Society.

Region V — United States (contact person needed)

Good News on Champus Regulations — transactional analysis, previously excluded from government insurance in the United States under Champus (Civilian Health and Medical Program for Uniformed Services), is now considered an accepted form of psychotherapy for purposes of reimbursement. Richard Erskine, PhD, CTM of New York, reports that members of the American Psychological Association worked to see that the new regulations, which went into effect in November, 1984, included coverage for both TA and Gestalt therapy when used as standard therapeutic techniques by eligible practitioners. Further details about the new Champus regulations were published in the December, 1984 issue of the *APA Monitor* (page 2).

New Members

New Members	Sponsors
Baez-Dickreiter, Gladys	Adriana Arzac
Cole, Meredith	Michael Brown
Delbec, Michele	Nelly Micholt
Ellis, Kathryn	William Cornell
Gardiner, Andrea	Gail Broady
Hand, Barbara	—
Ivanovic, Stanka	—
Kostera, Gail	Jeffery White
Lui Hah Wah, Elena	Jeffery White
McWilliams, James	Charley Harnest
Penazzo, Marolga	Gianni Fortunato
Renfrey, Rhonda	Jeffery White
Riebeling, Mahlia	Mary Goulding
Rouzie, Mitchell	Lucie King
Smith, Keny Anne	—
Subrahmanyam, S.S.K.V.	—
Turino, Sergio	Giacomo Magrograssi
Wiechmann, Brian	Ron Lawrence
Wheat, Phillip	Taibi Kahler

EXAM CALENDAR

Exam	Exam Date	Location	Application Deadline
Level I (CM/SFM) Exams	July 7, 1985 August 7, 1985	Barcelona, Spain Toronto, Canada	April 8, 1985 May 10, 1985
Level II (CTM/SFTM) Exams	July 7, 1985 August 7, 1985	Barcelona, Spain Toronto, Canada	April 8, 1985 May 10, 1985
Level I (CM/SFM) Written Exam	July 12 or 13, 1985 November 8 or 9, 1985	Location to be announced Location to be announced	April 12, 1985 August 8, 1985
Training Endorsement Workshops*	July 14-17, 1985 August 11-13, 1985	Barcelona, Spain Toronto, Canada	April 15, 1985 May 15, 1985

*Please contact Jackie Ward-Flaggs at the ITAA headquarters for more information.

All fees are due by the application deadline. All exam fees are non-refundable, but will be kept as credit in your account (except for oral application fee which must be paid each time a trainee applies for an oral exam) if at least 30 days written notice is given for cancellations. Otherwise, fee is forfeited. Fees: written exam - $90 US/Canada (a $10 administration fee will be deducted for cancellations received prior to the 30 days deadline); all other countries pay a $15 written exam recording fee to the BOC and $35 to the reader/scorer. Orals application: $75, non-transferable. Oral exam - $50. Contract filing fee: $30. All fees must be paid in US funds.

Case Statem

ERIC BERNE FUND FOR THE

A case statement is a document prepared by fund raisers at the beginning of a fund campaign. The following "Case Statement" for the fund raising campaign for the Eric Berne Fund for the Future is a statement of who, what, when, where, how, and perhaps why. It is a basis of information from which brochures and presentations to individuals and organizations are made as a way of supporting the case for financial contributions.

The case statement was written by the Development Fund Committee with consultation from fund raising consultants and was reviewed by a number of ITAA officers. Although it should not be considered as a consensus document, it gives a reasonably clear picture of who we are and what we do, especially that we are a competent, responsible and professional organization.

ITAA IS . . .

The International Transactional Analysis Association (the ITAA), a non-profit educational corporation, is approaching the twentieth anniversary of its founding in California by Dr. Eric Berne and his collaborators. The event followed by eight years the publication of the first article on ego states in 1957 and by seven years the publication of "Transactional Analysis, a New and Effective Method of Group Therapy and the establishment of the San Francisco Social Psychiatry Seminars in 1958.

Transactional analysis, also known as TA, is a system of social psychiatry, including theory and practice, which has helped revolutionize the field of human relationships and the relationship of human beings to themselves. It is applicable to situations as diverse as psychotherapy for mild to severely mentally disturbed individuals, couples and families; education for children and adolescents; and consultation and management training in government, military, and business organizations for facilitating problem solving and humanizing work relationships.

The ITAA has grown from a group of fifteen to twenty people meeting in Eric Berne's study once a week to an international organization of some 5,000 members, more than 35% of whom live outside the United States. In turn, those members each represent a minimum of twenty to perhaps several hundred more people who are involved with TA but who aren't ITAA members. It has offices in its own building in San Francisco where an executive director and a staff conduct day-to-day operations under the direction of a president and a Board of Trustees consisting of twenty-four elected members meeting twice a year. The ITAA published a quarterly *Bulletin* until 1971 when the *Transactional Analysis Journal* was founded. The *Journal* is published quarterly as a scientific journal for articles recording the growth and development of TA theory and applications. The ITAA also publishes a newsletter, the *Script*, which is sent nine times a year to its worldwide membership. It has operated a bookstore to make literature and teaching aids available to its membership, the behavioral science community and the public. Its members have written and had published more than one hundred books on various aspects and applications of TA.

ITAA has organized and sponsored more than thirty national conferences in the United States and international conferences in Canada, Mexico, and Switzerland in cooperation with other national and regional TA organizations.

ITAA has awarded the Eric Berne Memorial Scientific Award since 1971 to distinguished Transactional Analysts for original scientific contributions to the development of Transactional Analysis.

The organization experienced rapid growth in its early days, ie, growing from a seminar of 15-20 people in 1958 to a worldwide organization of close to 12,000 people in 72 countries in the early 1970's. A period of maturing and consolidation has followed during which the organization has become more limited in its total membership and has instead concentrated on developing quality, expertise and professionalism in the practice of TA so that many people who are interested in TA but not dedicated to full-time practice are not currently active members.

ITAA is dedicated to creating and promoting conditions in which all individuals shall have the opportunity to live autonomous and socially responsible lives, to respect the individuality and common humanity of all people, and to relate with others from I'm OK - You're OK positions without discrimination on the basis of race, color, creed, nationality, socio-economic status, sex or age.

ITAA IS AN INTERNATIONAL ORGANIZATION . . .

Beginning with 18 non-U.S. members in 1964, the international membership of ITAA has grown to some 1800 members outside of the U.S., about 37% of the total membership in 1984. Of the advanced membership, there are 260 certified members outside the U.S., 24% of the total.

ITAA members and advanced members have been instrumental in organizing national and regional TA organizations around the world. These in turn are linked to the ITAA by common membership. The current trend is toward more connection by cooperative ties through publications, joint international conferences, common certifying examination processes, and formal contact between officers and governing bodies.

Certifying examinations are given around the world many times a year. For example, in 1984 there were 6 examination sessions held in 6 countries. These examinations are coordinated by the training standards committee and the new Board of Certification, and are conducted as part of regional and national TA organization conferences as well as at the ITAA winter and summer conferences.

Teaching members and other advanced members frequently travel to different areas of the world to teach and train professionals interested in learning about TA. The administrative office of the ITAA coordinates this training through registering training contracts and disseminating information. A concerted effort is now being made to provide this information in a number of languages, beginning with English, Spanish, French and German.

The ITAA is dedicated to being responsive to the needs of the various cultures which it encompasses. It seeks to support networks established in various countries and regions of the world so that consistently high standards of training can be maintained. Since the organization deals with the varying income levels of different countries and problems of currency devaluation, the ITAA seeks to establish a balanced dues structure with which it can maintain its services and also allow members from countries with much lower dollar income levels to participate in the TA world community.

As the training of TA specialists progresses in various countries, the use of this new modality must be integrated ethically and legally into local communities.

The Board of Trustees is also studying various types of organizational structures. The goal is for the ITAA to be a worldwide unifying organization for TA and at the same time to allow national and regional organizations responsibility for members in their areas and for maintaining desired standards of training, ethics and professional responsibility.

ITAA IS AN EDUCATIONAL, RESEARCH, AND SCIENTIFIC ORGANIZATION . . .

Eric Berne organized the San Francisco Social Psychiatry Seminar to emphasize the importance of TA as a discipline directed to understanding and solving relationship problems in society. The cognitive and educational aspects of TA begin with the basic educational course, TA 101, which is still taught around the world as the introduction to transactional analysis. ITAA as an educational organization is committed to educating and training psychotherapists, counselors, health professionals, educators, and organizational consultants and to furthering the use of TA in all types of educational and re-educational systems.

Many books and articles have been written by TA specialists on the application of TA in schools at all educational levels to help in student-student, teacher-student, and teacher-teacher relations and to improve the quality of education. ITAA's Education Committee is charged with expanding the applications of TA in educational systems.

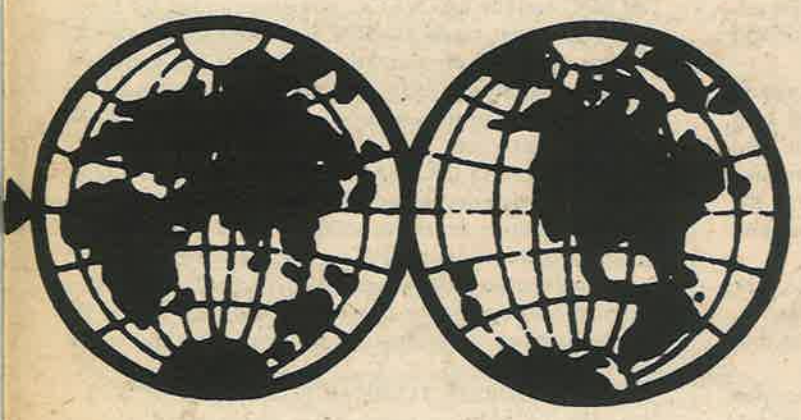
One early principle established by Eric Berne was that of scientific inquiry into TA methods and practices. TA's development was based on clinical experience. It presents a theoretical model for understanding human personality and behavior. The theory has been both studied and experimentally validated. Some of the early research involved comparing the methods of TA and other therapy modalities in order to measure their relative effectiveness. TA was shown to be at least as effective as behavior modification procedures that have been extensively verified. TA proved also to be less costly to introduce. In another well-known study, a non-TA researcher measured the effectiveness of a series of group treatment methods and a TA-oriented team ranked first in effectiveness in this research.

Research has also been done on such basic concepts as recognition of the ego states, stroking theory, life positions, redecision therapy, egograms, miniscript, time structure, games, personality development, and effectiveness of TA approaches. From 1963 to 1980, 124 doctoral dissertations related to TA were reported. The TA *Journal* regularly includes a section devoted to research articles. One of the basic purposes of the organization is to "support the development, clarification, simplification, and evaluation of TA theory and methods." ITAA is committed to scientific research.

The clinical, educational and organizational applications of TA and the ideas, advances in methods, integration with other methods of human relations theories, and evidence for effectiveness of TA have far outstripped the scientifically tested theory and procedures. There is a great need for further scientific testing of our assumptions and clinical evidence in order to either establish and extend or limit the validity of TA theory and practice. This testing will ultimately determine whether or not transactional analysis will remain as a major paradigm for human behavior or whether it will be unrecognizably changed and/or integrated into future theoretical developments. Pragmatic evidence and real-life practice sug-



...ent for the



FUTURE

...ur Way!

Pledges to
Date: $65,000

gests that experimental validation will be forthcoming.

ITAA IS DEDICATED TO PUBLIC SERVICE, ACADEMIC STUDIES, TRAINING OF COMPETENT THERAPISTS, EDUCATORS AND CONSULTANTS, AND TO INTERDISCIPLINARY INTEGRATION OF ALL METHODS LEADING TO THE IMPROVEMENT OF THE QUALITY OF LIFE . . .

ITAA is a service organization dedicated to public welfare and professional improvement. It seeks to provide the highest quality practitioners for therapy, education, business and public service. As the services offered by its certified members are experienced as competent by clients as well as other professionals, TA is being accepted as a valid addition to the helping professions.

The ITAA has certified, by examination, some 1500 advanced members and there are at present in the organization about 1100 advanced members, including 150 teaching members. These certified transactional analysts have undertaken from two to eight years of training, experience and supervision followed by one or two sets of written and oral examinations by their peers to develop and establish themselves as competent practitioners of TA.

They work in counseling, psychological, psychiatric, educational, academic, and organizational settings. They represent a cross section of the helping professions throughout the world. They are usually not only transactional analysts but also experts in many other allied disciplines. TA is known for its integrative and inclusive theory and practice within which many disciplines reinforce one another.

TA professionals work and teach in universities, hospitals, schools, private businesses, corporations, legal structures, colleges, and research institutions, integrating their knowledge of transactional analysis in their teaching and research, and seeking the highest effectiveness in helping people in all areas to be aware, spontaneous, autonomous, and effective in their lives and professional and social interactions.

ITAA has recently reorganized its training standards committee to establish an independent Board of Certification for examination and certification of transactional analysts. It has worked with and has been accepted provisionally as a member of the U.S. National Commission for Health Certifying Agencies. This alliance of the ITAA with the credentialing bodies of other professional organizations will also join us with UNESCO as part of the movement to make competency-based credentials valid across national boundaries.

Advanced members certified in non-clinical areas of TA include not only educators but organizational consultants who use their knowledge of transactional analysis and allied disciplines to aid in reorganizing, restructuring, management training and other crucial human relationship areas in organizational life. They have carried their consulting into governmental organizations of many nations at the national and local levels. They have assisted numerous business organizations as well as nonprofit organizations and foundations to make better use of their human resources.

ITAA IS A PROFESSIONAL ORGANIZATION

The ITAA has traditionally been a professionally based organization with the desire and ability to include non-professionals or aspiring professionals. The founding members were mostly psychiatrists, psychologists or social workers. The membership quickly spread to all levels of the helping professions based on the principle that to be a competent therapist, consultant or educator, academic degrees were not the deciding factor, although they could offer important background education for this work.

Examinations for advanced status were established early in the organization's history. Clear procedures for training requiring knowledge of TA and other personality theories, supervised experience, peer group training, and personal therapy were developed at the outset. These help trainees to reach goals of personal awareness, spontaneity, and autonomy which aid them in helping others. This combination of knowledge and personal therapy has formed the cornerstone of the professional capability of the certified transactional analyst.

ITAA conferences enable professionals and non-professionals to share new knowledge, exchange ideas, train each other, give educational courses and share joy in authentic and non-manipulative human contact. All of this has not been done without some of the struggle and pain that seems to characterize the human search for caring and creative human contact. The organization has continued to grow in its maturity and understanding of methods of problem solving.

The systems for advanced training and certification of advanced members as professionals in transactional analysis have evolved through the work of many committed members. Training members have traveled throughout the world in response to requests from various countries to lead treatment groups, training groups and other types of educational and corrective experiences. The interest and excitement around this expansion of TA in the world perhaps best attests to the quality of its teaching members.

As local groups form and get trained, they become a part of the international organization or perhaps set up their own local or regional organization and continue the local teaching and training programs as part of their own private or institutional professional practice. This adaptability and applicability of the theory of TA as it is translated into many languages and cultures is a measure of the power and utility of this approach to human relationships. There is a clear drive among the membership to make the ITAA a truly international organization meeting the needs of its members around the world and maintaining common bonds among them.

Each advanced member arranges where and how she or he wishes to work, within the guidelines set down by the organization. The ITAA sets uniform standards and validates the work of individuals. In many countries of the world certified members work together in organized centers where intensive treatment and training programs are made available to clients and trainees.

ITAA IS AN INFORMATION SOURCE . . .

One of the early actions of Eric Berne and his collaborators was to found the *Transactional Analysis Bulletin* in 1962. The *Bulletin* evolved in 1971 into the quarterly *Transactional Analysis Journal*, a scientific journal publishing articles on the theory and practice of transactional analysis. In the subsequent twelve years it has published high-quality articles at the rate of some 50 per year. It is distributed to over 5,000 members and subscribers including hundreds of college and university libraries and to other educational organizations.

Since 1971 the ITAA has published a newsletter, the *Script*, which reports on developments around the world including information about the organization, information about examination schedules and results, reprints of talks given by keynote speakers at conferences, talks given by the presidents of ITAA, acceptance speeches by winners of the Eric Berne Awards, and notices and information about training programs. This newsletter is a bond linking the worldwide membership. Some letters and articles are published in languages other than English and future plans call for an expansion of multilanguage publication.

ITAA prepares and distributes information on TA training programs and training contracts for the various levels of certification as well as information on ethical standards and guidelines for professional practices.

Through the Trans Pubs bookstore ITAA makes available at conferences and by worldwide mail service a complete set of publications in transactional analysis.

- An Invitation to Join -

The International Transactional Analysis Association, Inc.
1772 Vallejo St., San Francisco, CA 94123
415-885-5992

New Affiliate Membership

Benefits - quarterly *Transactional Analysis Journal; Script* newsletter 9x/year; membership directory; reduced conference registration; car rental discounts; for US members only, group life and health insurance plans.
Dues - $45/year (Please send check or money order in US currency payable on a US bank if applying from outside the US)

Name and Degree

Address

State/Country Zip

Phone Amount Enclosed

☐ Please send me information about membership categories leading to possible certification in Transactional Analysis

Members: please pass this Script on to a friend or non-member and invite them to join you in ITAA!

Summary of Board Minutes

January 1985 Meeting in San Antonio, Texas

NEW BOARD MEMBER APPOINTED - Gaby Ferreira of Portugal was elected to complete the remaining one-year term of Trustee Vincent Lenhardt, who resigned in June.

TREASURER'S REPORT - The 1984 budget report is extremely positive, thanks to good management by the staff and Finance Committee. ITAA finishes 1984 with a surplus of $15,000. Since this represents only 3% of the budget, we are in a cautious but positive frame of mind for 1985. The 1985 budget was approved with a projected year-end surplus of $6,000.

NEW PRESIDENT-ELECT - Lucy Freedman won the election for the first ITAA President-Elect. She will serve in this capacity during 1985 and become ITAA President in January, 1986.

INTEREST AREAS LISTED IN ITAA DIRECTORY - Interest areas, defined as clinical, organizational, or educational, will be listed in the new ITAA Membership Directory.

TAJ SUBSCRIBERS SOUGHT - A campaign to attract new subscribers and gift subscriptions is taking place. Gift subscriptions will be acknowledged with an attractive gift card. A letter campaign to increase library subscriptions is also planned.

TRAINING INFORMATION - A new "General Information on Training" brochure was mailed to Teaching Members and PTM's and is available to members on request.

INTERNATIONAL TRADEMARKS - The Board approved funds to continue current US and international trademark registrations which protect use of the ITAA logo.

ROLE DELINEATION STUDY APPROVED - To better define *who* transactional analysts are and *what* they do, the Board approved first-year funding for a role delineation study, one of the requirements for ITAA's continued membership in the National Commission of Health Certifying Agencies (NCHCA). Funding for the second year will be considered at a later date.

LONG RANGE PLANNING REPORT - (See February, 1985 *Script*). Long Range Planning Task Force Coordinator Bill Cornell will work with Board consultant Frank Edwards to consolidate information gathered by seven functional and regional coordinators into a comprehensive report to be presented to the Board in Toronto.

PROGRAM COMMITTEE REPORT - The new, innovative, educational format of the San Antonio Conference, led off by James Masterson's all-day seminar, was a great success. The registration of fifty non-members indicates that we drew heavily from the local community.

Orlando 1986 Winter Congress - January 8-11 (Pre-Congress January 6-7) at the Court of Flags Ramada in Orlando, Florida. Lois Johnson is serving as local host.

San Francisco 1986 Summer Conference - January 13-16 (Pre-Conference August 11-12) at the Cathedral Hill Hotel.

Singapore 1987 Winter Congress - January, 1987 with the Western Pacific Association of Transactional Analysis, coordinated by Jeff and Maggie White, approved as co-sponsors.

Conference Change - the 1987 Summer Conference, previously planned for Europe, was changed to Chicago, Illinois. The Program Committee Chair and the President of EATA agree that, after the successful 1984 ITAA-EATA Conference in Switzerland, it is too soon to return to Europe.

SPECIAL COMMENDATION - Rosanne Lawson was commended for her devotion to ITAA conferences and for the fantastic job she has done during her two years as Program Committee Co-chairperson.

TRAINING STANDARDS COMMITTEE PROGRESS - Revised TA 101 course materials, revised Training Contracts for Certified Transactional Analyst Members and Certified Teaching Members, and a new Training and Certification brochure are now available from the TSC. Watch for TSC-sponsored conference workshops on TA specializations, and more Training Endorsement Workshops in areas geographically accessible to our membership. In 1985, TEW's will be held in Barcelona (July), Toronto (August), and Brazil (date to be determined).

PTM MONITORING PLANNED - After investigating the uncontrolled continuation of PTM status, the TSC presented plans for reviewing, limiting or — in some cases — terminating the PTM contract if training is not progressing in good faith.

Three provisions of the new Certified Teaching Member Training Contract are intended to assure the quality and active continuation of training; 1) a PTM must be endorsed at a Training Endorsement Workshop prior to initiating training; 2) a PTM will resign the contract if not actively training; and 3) after five years, if the contract is not complete, a PTM agrees to be reviewed and to follow recommended procedures.

DEVELOPMENT FUND PLEDGE OF SUPPORT - The Executive Committee unanimously supported the Development Fund as a vital addition to the future health and well-being of the ITAA.

MEMBERSHIP COMMITTEES MERGE - To expand committee membership, eliminate duplication, and help strengthen energy, the Membership Development and Membership Maintenance Committees have combined under co-chairs Judy Barr and Mary Ellen Frost. In the coming year they will be searching for a new co-chair and would like to find someone from outside the US.

COMMENDATION TO RESIGNING CHAIR - The Board commended Jonathon Wagner for his work as Co-chair of the Membership Committee. He is resigning, but will remain active on the Committee.

NOMINATING COMMITTEE - Mary Goulding was appointed new Nominating Committee chairperson, following the resignation of previous chairperson Jeff White.

REVISED PROFESSIONAL PRACTICES GUIDELINES - The advertising policy in the Professional Practices Guidelines has been revised and will be published in the *Script*.

INTERNATIONAL RELATIONS COMMITTEE TACKLES MONETARY CRISIS - In an attempt to acknowledge the international monetary crisis and to establish a dues equalization formula, the IRC researched economic situations and needs of ITAA members around the world. The Committee proposed reducing fees for members in less economically advantaged countries by a percentage determined by: 1) comparing the average cost of one hour of therapy in those countries and the USA; and 2) comparing the value of the US dollar to currencies in those countries. The Board supported this concept and asked the Committee to work with the Finance Committee on the proposal to ensure that any action will be fiscally sound and will fit into the long range planning of the Association. Current policy allows a member to request from the ITAA president a dues reduction based on individual hardship.

ADVANCED MEMBERS ASKED TO DONATE TIME - The International Relations Committee asked advanced members to either donate or offer for low fees institutes, workshops and other activities in economically disadvantaged countries who desire these services.

NEW TAJ EDITORIAL BOARD MEMBERS - Editor Rebecca Trautmann announced the six new members who will begin three-year terms: George Thomson (USA), Linda Thomas (USA), Margery Friedlander (USA), Ana de Borbon (Dominican Republic), Gaby Ferreira (Portugal), and Merle Friedman (South Africa).

TIMELY PRODUCTION AGAIN - The January issue of the *Transactional Analysis Journal* was mailed on time, a record in recent years. Robin Fryer took over *Journal* production in January, 1984 and was responsible in large part for making this possible.

NEW COLLECTION PLANNED - Due to popular demand, the Editorial Board will publish a book of selected *TAB* and *TAJ* articles.

NEW TAJ COVER DESIGN APPROVED - Carol Solomon, guest Editor for the January *TAJ*, worked with a designer to develop a new cover, designed as an improvement over our already colorful and attractive rainbow cover. While the rainbow cover reflects the Kid in us, the Board accepted Solomon's proposal for a more Adult design which changes color by year.

SCHOLARSHIP LOAN FUND NOW OPEN TO INTERNATIONAL MEMBERS - The Board reversed a long-standing policy restricting use of scholarship loan funds and approved opening the Fund to all ITAA members.

SFL GRANT POLICIES REVISED - Grants may now be made only from accumulated interest and will be made in response to the following kinds of requests: 1) applications from ITAA Committees and/or Boards for projects benefitting a reasonable portion of the membership and which do not relate to ordinary operating expenses; and 2) applications from candidates with special needs serving special populations who cannot repay a loan. Grants must be approved by the Board and can only be made at a conference.

PUBLIC INFORMATION AND PROFESSIONAL RELATIONS NEW CHAIR TAKES OVER - Peter Pearson turned the PIPR Committee over to new Chair Marye O'Reilly-Knapp.

BOARD OF CERTIFICATION AND EATA COUNCIL ON CERTIFICATION ACHIEVE EXAM AGREEMENT - The BOC and the EATA COC agreed on a plan for European exams that meets all BOC requirements. The COC will proceed with exams and the BOC and COC will grant mutual recognition to examinees who pass. Further discussions about this process will occur in Toronto during the Summer Conference.

SCRIPT PLANS INCREASED INTERNATIONALIZATION - We have developed an updated list of worldwide TA organizations and have solicited news from regional liaisons around the globe. We are also working to develop greater awareness of language usage, particularly in terms of sexism and international issues. In addition, we are reviewing options for a new format and for printing ten issues a year.

TA 101 COURSES TO BE LISTED IN THE SCRIPT - Since the TA 101 is a membership requirement, current courses (date, location) are being listed in the *Script*.

MEMBERS INSURANCE BENEFITS REVIEWED - Over 400 members take advantage of ITAA insurance programs such as Term Life Insurance, In Hospital Insurance, Catastrophic Major Medical Insurance, Major Medical Insurance, and our new Disability Insurance. These programs have proven to be a valuable membership service and we hope to add a health insurance policy that offers mental health benefits.

SPECIAL COMMENDATION - Jan Hennig, representing DGTA President Anne Kohlhaas to the ITAA Board, was given special recognition for devoting so much time and attention to the Board of Trustees and the Long Range Planning Retreat.

NEW INVESTMENTS CONSIDERED - The Board of Trustees approved exploring options for socially responsible investments of major ITAA funds.

ITAA PRESIDENT APPRECIATED - The Board commended Ellyn Bader for her hard work, dedication, and the terrific job she is doing as President. They recognized her for the efficiency and organization she brings to Board meetings and for the positive effect this has on cooperation among trustees. Her contributions to the Long Range Planning process are also well-recognized and appreciated, especially her efforts to organize the three-day Long Range Planning Retreat, an event which promises to be a historical turning point for the Association.

New 101 Listing in Script

Beginning in June, the *Script* will list, at no charge, TA 101's given by ITAA Advanced Members worldwide. This list will include actual date and contact address (no tentative or open dates will be accepted). This special service is now available to any Certified Teaching Member, Instructor; Provisional Certified Teaching Member, Instructor, in Training; and Certified Transactional Analyst Clinical, Organizational or Educational Member who has been certified to teach TA 101's.

The deadline for receipt of listings is the 15th of the month prior to the month of publication (April 15 for the June *Script*). This service will be in effect for a one-year trial period, after which time it will be evaluated by the Board of Trustees.

Suggestions for Conference Speakers Wanted — Is there someone you have always wanted to hear speak? Or someone you've already heard whom you think other ITAA members would also enjoy? The Program Committee is interested in hearing ideas you have for keynote and pre-conference speakers. Please send suggestions to Brenda Bary, Program Committee Chairperson, c/o ITAA office.

SUMMER 1985

Institute for Integrative Psychotherapy

announces

Two Professional Training Workshops

with

Richard G. Erskine, Ph.D. and Rebecca L. Trautmann, RN, MSW

July 26-Aug. 4, 1985—Comparative TA Theory and Oral Exam Preparation

This ten-day advanced workshop is an in-depth comparative review of Transactional Analysis theory and is taught to provide a thorough understanding of how various TA concepts and viewpoints are integrated in practice. The workshop is designed for people taking their ITAA/BOC Level I & II (CM & TM) written or oral examinations in the coming year. We will provide an opportunity to review therapy tapes, clarify theoretical concepts and take a mock oral examination.

Aug. 5-11, 1985 ITAA Conference in Toronto, Canada
Aug. 14-23, 1985—Integrative Psychotherapy Workshop

This ten-day workshop will focus on the theory and clinical practice of Integrative Psychotherapy. Concepts that may be covered include: treatment of Parental Introjects; regressive therapy and related developmental theory; group process; and our own unique treatment of *Body Script*. The workshop is designed for professionals in the mental health field who want personal work followed by an understanding of theory and treatment planning. An opportunity will be available for Supervision.

Cost: $995.00 for each workshop—tuition, room and meals included
(Both workshops $1900—$90 discount)
Deposit: $195.00 for each workshop: non-refundable
Location: Near New York City—The Old Chestnut Inn with spacious grounds and swimming.
For more information and to register contact:
Richard G. Erskine, Ph.D.
Institute for Integrative Psychotherapy
500 East 85th Street, New York, N.Y. 10028 • Tel. (212) 734-5291

New Directions in Education and Psychotherapy

PRESENTS THE

SEVENTH ANNUAL CONFERENCE and FIRST INSTITUTE DAY

THEME: "BODY/MIND INTERFACE"

Keynote Speaker:
Joan Borysenko, Ph.D.

Tuition: $95;
Members: $85

May 30-June 2, 1985

Chicago Illini Union
University of Illinois Medical Center
Chicago, Illinois

c/o Jan Elliott
431 S. Dearborn Street, #502
Chicago, Illinois 60605
312/469-2216

2nd ANNUAL CONFERENCE OF THE NATIONAL ASSOCIATION OF NLP

DENVER, COLORADO
JUNE 14, 15, 16, 1985

Keynote address and special workshop presentation by **VIRGINIA SATIR**

plus 25 workshops and special interest groups covering the latest developments and applications of NLP.

For more information write NANLP
496 LaGuardia Place, Suite 137,
NY, NY 10012 or call

(315) 472-9042 Rene Wilett, Ph.D.
President
(212) 473-2852 Anné Linden, M.A.
Program Chair
(919) 761-0650 Kathryn Williams, Ph.D.
Membership Chair

NANLP

James Institute
P.O. Box 356
Lafayette, CA 94549
(415) 283-6383

THE SUMMER OF '85

Personal Growth and Professional Training

with
JOHN JAMES and MURIEL JAMES

May 26-27	Write To Get Published	at Lafayette
June 20-23	Laughter, Play and Creativity	at Lafayette
July 22-26	Increasing Personal Energy	at Lafayette
July 29-Aug. 2	Scripts and Rescripting for Success	at Lafayette
Aug. 11-16	Self-Reparenting for the Pursuit of Happiness	at Lake Tahoe
Aug. 18-23	Reinforcing Your New Parent	at Lake Tahoe
Aug. 26-29	Self-Reparenting Leadership Training	at Lafayette

MURIEL JAMES, Ed.D., is certified as Instructor and Supervisor in Clinical, Organizational and Educational Fields, past President of the International Transactional Analysis Association, member of the American Group Psychotherapy Association and the International Group Pschotherapy Association, author of 15 books, international trainer and consultant.

JOHN JAMES, M.A., is Director of the James Institute, certified in Organizational and Educational Fields and certified Instructor and Supervisor in Clinical Fields, past Vice-President of the International Transactional Analysis Association; a licensed Marriage, Family and Child Therapist, author of numerous articles, international trainer and consultant.



Lafayette is 45 minutes from *San Francisco* by rapid transit.

Lake Tahoe is a one-hour flight from *San Francisco* on the California/Nevada border.

Write or phone for more information.

Combine a trip to Europe in 1985
with professional training

the non-profit

ODENWALD INSTITUTE

in West Germany is offering
5 workshops in English



Donna Ewy, Ed.D., May 1-5, "The nurturing Family - a Training Workshop for Persons Working with Expectant Parents and Young Families"

Judith Brown, Ph.D., May 24-29, "Feeling More Alive, Fulfilled, and Happy...as a Person and Partner" (Gestalt and Family Therapy)

Patrick Carnes, Ph.D., June 6-9, "Understanding Us: Family Development-ATraining Workshop for Group Leaders and Persons Working with Families"

Jean Illsley Clarke, PCTM, Sept. 16-20, "Self-Esteem: A Family Affair-A Training Workshop"

George A. Kohlrieser, M.A., CTM, Nov. 25-28, "Attachment and Separation: Loving and Letting Go"

Fees: up to $300 per workshop, depending on length; includes room and two meals a day (breakfast and dinner).

Center is located in Bad Kreuznach, a spa near the beautiful Rhine Valley.

Information: Odenwald Institute, Tromm 25, D-6948 Kocherbach, Federal Republic of Germany, Tel. 06207-5071

Three Boxes

Dilemmas for the Development Fund

By Ted Novey, PhD,
Development Fund Chairperson

The general design behind the Eric Berne Fund for the Future is to establish an endowment fund for ITAA which will provide an ongoing source of money for projects related to TA. While this does not preclude setting up part of it as a "capital" fund for gifts solicited for use on specific projects, the campaign's present goal is to raise $1.5 million for an endowment fund.

In arriving at this goal, ITAA officers, Development Fund Committee members and professional consultants agreed that this is an amount we can reasonably expect to raise based on estimates of the financial resources of our members and their motivation to give financial support to TA and ITAA. (These estimates were derived from initial phone and letter surveys of advanced members.) This amount will provide in excess of $100,000 in income each year.

Prior to soliciting the general membership, we are carrying out a two-stage pre-campaign solicitation to demonstrate, on the one hand, the support of the ITAA officers, Board of Trustees and Development Fund Committee and on the other, the support from a group of initial donors who form the Founder's Club.

The officers, trustees and committee members have pledged more than $60,000 over five-year intervals. Of this, $8500 has already been paid and is returning investment income. The Eric Berne Fund exists and is growing.

Solicitation for the Founder's Group will begin after we reexamine our fund raising procedures and criteria for fund use so that we are in tune with our members' sensitivities and needs for information about the fund raising process.

While this beginning phase has been exciting and rewarding for those of us on the Development Fund Committee, we have occasionally found ourselves in one of "three boxes" or areas of difficulty. To get out of them, these challenges require all our ingenuity. As you read the following description of these three boxes, make note of ideas you have for how we might handle them so you can send us your comments.

Box #1: Size of Gifts

While we appreciate fund contributions of any size and want members to contribute what they can afford, we also expect that the size of a gift will reflect a member's interest in and commitment to TA and ITAA. We also know that



to reach our goal, we need to encourage members to stretch their gifts to about 1% of what they earn over five years, if they get tax benefits from donating, or ½% if they do not get tax benefits.

The box we get in is, "How do we stimulate, encourage, and give special acknowledgement for large donations without: associating a sense of more or less OKness with the size of a gift; discounting the large contributions of time, effort and financial support many members have already made; and discouraging members from contributing the amount they want and can afford to give so that we fail to achieve 100% participation in this campaign?"

Box #2: How to Prime the Pump

Contributing members want to know how their money will be used. If we first ask for proposals, then evaluate and select those to support, and finally make grants, donors can know exactly how their funds are being used. However, those receiving grants may have to wait years while we collect funds and let investment income build up; by the time money is available, projects and ideas may be outdated or no longer interesting.

On the other hand, if guidelines describe areas or types of projects that will be considered for support and we solicit gifts based on these general areas rather than for specific projects, then members may not want to contribute because goals or projects remain vague.

The box we get in is, "How do we most effectively prime the pump to get money flowing in and out?"

Box #3: Quality Control

It is important to develop a highly qualified, ongoing proposal review board which will inspire membership confidence by maintaining a non-sectarian, non-political stance and by demonstrating the capacity to consider the future implications of today's decisions. Such a board is needed to make possible high-quality basic or applied research into areas such as TA as a personality theory, the effectiveness of TA for people and their relationships, and the effectiveness of training and exam programs for transactional analysts.

Members say they will donate funds if we can assure that they will be administered fairly and scientifically, without political or sectarian bias. The box is, "How can we reasonably guarantee a highly qualified and impartial review board that will not only encourage well-designed research, but will also make room for new, creative and perhaps untested ideas from either well-known or little-known members and researchers from all sectors of the academic and non-academic communities?"

These are some of the difficult issues that repeatedly arise as the members of the Development Fund Committee talk with ITAA members, officers and trustees. We hope you will have some suggestions for how to solve them. As is true for all ITAA activities and programs, your support and participation in the work of the Development Fund Committee is encouraged and welcomed. It is your ideas and personal involvement, as well as your financial support, that will move the Eric Berne Fund into its future.

Script Ads Get Even Better!

Beginning in July 1985, the *Script* will offer a greater variety of display ad sizes and rates so that our advertisers have even more options for reaching the over 5,000 ITAA members in 50 countries around the world. There will be seven sizes/shapes available instead of the current three and rates will vary from $75 to $350. In addition, classified ads will also still be available at the same rates.

So, plan your advertising strategy for 1985 now — rates and sizes will remain the same until June 1 (deadline for the July *Script*); after that date, the new ones will go into effect.

CURRENT AD RATES (Good for April and June 1985 Script Ads; deadline May 1)

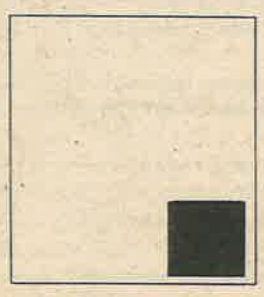
Eighth Page - $110
4-1/2" x 3-1/4"

Quarter Page - $195
4-1/2" x 6-1/2"

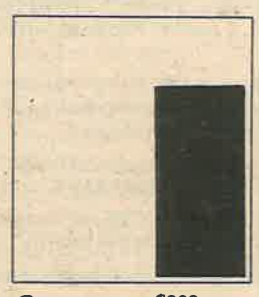
Half Page - $330
9-1/2" x 6-1/2"

Classified Ads: $7/line with three line minimum
75 characters/spaces per line

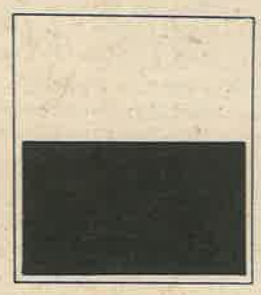
NEW AD RATES/SIZES (Effective beginning with June 1 deadline for July Script)



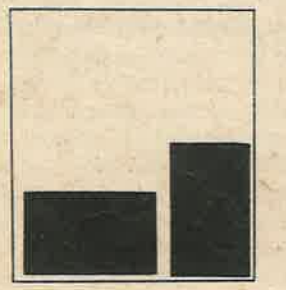
Twelfth page - $75
3-1/8" x 3-1/2"



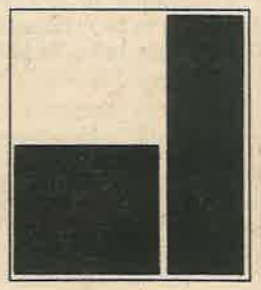
Quarter page - $200
vertical: 3-1/8" x 10-3/8"



Half page - $350
horizontal: 10" x 6-7/8"



Sixth page - $140
vertical: 3-1/8" x 6-7/8"
horizontal: 6-7/8" x 3-3/8"



Third page - $275
vertical: 3-1/8" x 13-7/8"
block: 6-5/8" x 6-7/8"

Guidelines: camera-ready copy only. Take into account second-class mail delays of up to two months in planning when to publicize an event.

Deadlines: first of month prior to month of publication (May 15 for July issue).



AQUAGENESIS TRAINING and PRENATAL DEVELOPMENT THEORY
with
SANDRA G. LANDSMAN, Ph.D., C.T.M.

- Training for therapists, trainees and professionals in the mental health field.
- Developmental theory will focus on pre and perinatal issues.
- Prenatal trauma, regressive and current treatment techniques for these issues will be explored.
- Training includes video tape and experiential work in the hot tub.
- Residential training and treatment available.
- For information call (313) 474-8467

- May 10-13, 1985
- Workshop Fee: $300 Deposit: $100
- Enrollment limited to 10

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE (OFFICE) ( ) _____ (HOME) ( ) _____

Please include your non-refundable deposit
with the enrollment form and mail to:
Sandra G. Landsman, Ph.D
34316 Thornbrook Drive, Farmington Hills, MI 48018
Balance due at the start of the workshop.