THE SCRIPT®
INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION, 1772 VALLEJO ST., SAN FRANCISCO, CALIFORNIA 94123 December 1985

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Fulfilling ITAA's Promise



By Lucy D. Freedman

Next month Lucy D. Freedman will become the tenth president of ITAA. In the following article she outlines her views on the most important challenges facing the organization during the next two years and some of her ideas about how to meet them.

As the first ITAA president-elect, I have had the benefit of spending a year to learn more about how ITAA works, to connect with people who care about this association and hear from them what visions they hold for its future, and to define some exciting and reachable goals for my administration.

Healthy organizations regenerate and redefine themselves periodically, and ITAA is doing just that as it goes through an organizational change process and makes conscious choices about how to exist and operate in the world. Just as in the healthy growth of an individual, the challenge is to learn how to get needs met in OK-OK relationships.

Our current capacity to meet this challenge and to grow as an organization in healthy, exciting, stimulating ways is largely due to the foundation laid during Ellyn Bader's term as president. Building on a Board of Trustees' resolution, as well as on the worldwide ambassadorship of the two presidents before her, Ellyn had the vision to bring in an experienced organizational consultant, to convene meetings of delegates from all national and regional TA associations, and to lead the Board into a much-needed long-range planning process.

No one knows exactly how ITAA will look in a few years in terms of organizational structure. However, most of us are not involved in ITAA because of its form, but because it serves a function for us. ITAA is a vehicle through which we share the theory and practice of TA; the purpose of reorganizing the association is to see that it does a better job of linking professional practitioners of TA.

I envision strong initiatives in three interlocking areas over the next several years: 1) regeneration of TA theory and practice; 2) restructuring the organization to fully promote effective use of TA; and 3) reaching out to colleagues in the helping professions.

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I see this association as a pilot project for world cooperation.

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First, and most important, is the state of the art of TA. It is time to clean house. What original theory still stands? What have we learned from research on the effectiveness of various TA schools? What are the results of combining TA with other approaches? What have we learned about training and measuring competency? How is the material that received the Eric Berne Memorial Scientific Award being used? What new ideas from the TA *Journal* are helpful in practice? How do TA practitioners keep their skills and knowledge updated?

TA practice has evolved dramatically in the last fifteen years. Many members now integrate TA with other healing techniques, therapies, and communication models. Many practitioners benefit from using TA even though they are not members of ITAA. Transactional analysis is utilized in scores of organizational training programs and has long been part of in-service teacher training in many school systems. It is time for ITAA to provide wider leadership in these areas.

During my administration, I will encourage and support efforts to build our knowledge and skill wherever TA people are in communication with each other. ITAA conferences and publications will be focal points for regenerating theory and for the intensive exchange of ideas. We will pursue such projects as translating articles into English and

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Bader Reflects on Joys and Frustrations of Presidency

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We need to continually commit ourselves to sorting things out together from a position of respect and goodwill.

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In the following interview out-going ITAA President Ellyn Bader talks with ITAA Publications Coordinator Robin Fryer about what it has been like to lead this international organization during the last two years of growth and change.

Robin Fryer: When you took office we talked about what you hoped to achieve during your presidency. Looking back, what do you think has or has not been accomplished during your term?

Ellyn Bader: I think we've made important progress in several crucial areas. For instance, one of my goals was to get people working together rather than fighting each other either individually or organizationally. It became clear that for cooperation to occur, communication had to improve, so we held several delegates' meetings and I corresponded extensively with the leaders of TA organizations worldwide. This, plus the work of the Task Force for Long Range Planning and including members from various countries on committees, has helped us be more responsive. Although I think my efforts in this area have been one of my major contributions as president, I think we still fall far short of achieving optimal communication and cooperation.

RF: So you think the issue of cooperation is really an issue of poor communication?

EB: I hesitate to use the phrase "poor communication," because the one thing I learned most thoroughly as president was how difficult it is to communicate clearly with people in so many different cultures. For example, earlier

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ELECTION RESULTS

As we publish the results of the recent ITAA election, we want to congratulate the winners and to thank all the candidates who ran for officer and trustee positions.

Vice-President: Marilyn Zalcman, MSW, CTM
Treasurer: Bruce Loria, EdD, CPTM
Secretary: Rosa Krausz, PhD, EOTM
Trustees:
Region I (Pacific) - one opening:
Robin Maslen, MAASW, CTM
Region II (Canada) - no openings
Region III (Europe) - two openings:
Concepcion De Diego, PhD, CM
Kaspar Wolfensberger, MD, CPTM
Region IV (Latin/Central America) - no openings
Region V (United States) - five openings:
Valerie Batts, PhD, CTM
Bill Cornell, MA, CTM
Muriel James, EdD, CEOTM
Barton Knapp, PhD, CPTM
Ronald Ohlson, PhD, CM

Response to Long Range Planning Summary:
75% - I believe the time has come for ITAA to evolve to a new model.
10% - I believe the ITAA should retain its present organizational structure.

Call for Nominations for President-Elect and Trustees

The Nominating Committee is now accepting nominations for the 1986 election for the following positions:

President-Elect

Trustees:

Region I (Pacific) - no openings
Region II (Canada) - one opening
Region III (Europe) - two openings
Region IV (Central and Latin America) - no openings
Region V (USA) - five openings

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. Please use the form provided. Send nominations to the Nominating Committee, c/o ITAA **by March 1, 1986.**

1986 ITAA Election Nominations

Name of Nominee

Position Nominated For

Signature of Nominee

Person Making Nomination (include address & tel. #)

Person Seconding Nomination

Date



Help!
Examiners Needed!

Northeast Conference, Stamford, Connecticut
March 20, 1986

We need qualified examiners who have or will complete the Board of Certification examiner training workshop before March 20, 1986 for Level I (CMs & EOMs). Please contact Jackie Ward-Flaggs at PO Box 3932, San Francisco, CA 94119 or phone 415-885-5992 by January 30, 1986 if you can help.

EBMSA Nominations Wanted Now

December 31, 1985 is the deadline for nominations for the 1985 Eric Berne Memorial Scientific Award. Each recommendation must include a one- to three-line statement showing how it qualifies as new theory, the nominee's name, and the publication reference. Send to the Editorial Board, c/o ITAA office.

Orlando Update

We are pleased that **two former ITAA Presidents** will be presenting in Orlando: **William Holloway, MD**, will give a Saturday workshop titled "Anxiety and Depression: Therapeutic Options," and **Muriel James, EdD**, will present a Tuesday pre-conference institute titled "Happiness and Other Human Rights: A Developmental Approach."

Errata: The Mosak all-day workshop will be on Friday, January 10 (not January 9) and Muriel James' institute will be on Tuesday, January 7 (not Monday, January 6).

Fulfilling ITAA's Promise (cont)

from English to other languages, encouraging presenters to write up their ideas, discussing TA applications in the newsletter, and exchanging information with other professional groups.

You, the active practitioners of TA, are the people who keep TA alive and increase its value. Your energy, interests, learning, and ideas are the basis for the TA of the future. I encourage you to actively contribute to this process, in your local area, through the TA organizations to which you belong, and through ITAA activities.

The best place to start is to reach out to ourselves, to ask how we are living the values of TA in our own lives, in our relationships, and in our work.

The second major area in which I believe important developments will occur in the next two years is the restructuring of the organization. As the restructuring process unfolds, my hopes are: that we will facilitate adequate communication within the TA community so that everyone can participate in creating an organization responsive to their personal and professional needs; that we will continue to provide training and credentialing services in a practical, accessible way to professionals worldwide; and most importantly, that we remember that the association is not an end in itself, that it only thrives by contributing to our mutual growth and learning.

My third focus during the coming two years will be on reaching out to more helping professionals who can benefit from exposure to TA through training, reading, and professional interaction. Transactional analysts practice TA because it works, because it helps them explain the intricacies of human behavior in practical terms, and because it embodies a basic respect for the individual. These are qualities of value for everyone who works to promote learning, personal growth, or organizational development. We need to find more ways to make these values accessible to other professionals.

Of course, the best place to start is to reach out to ourselves, to ask how we are living the values of TA in our own lives, in our relationships, and in our work. The more TA is alive for each of us, the more others will be attracted to learning about it. Please join me and the relevant ITAA committees in making TA connections within your other professional circles. We have a lot to offer and a lot to learn.

As I take on the presidency, I am aware that there is much to do and also much to be excited about and committed to. I hope each of you will be centrally involved in our organization, that you will take advantage of this historic time of regeneration for ITAA to grow both personally and professionally in the context of your organization.

A major attraction for me in running for ITAA president was that I see this association as a pilot project for world cooperation. If we who embrace the principle that people are born OK can form a worldwide organization where we meet and learn from each other and contribute creatively to peace on the planet, then we have genuinely acted on our beliefs and demonstrated the usefulness of our tools. I welcome the challenge and the privilege of serving ITAA as president as the organization evolves toward the future. Together I believe we can fulfill its promise.

TA Conferences Worldwide

December 6-8, 1985. Buenos Aires, Argentina. Fourth Annual Argentine Congress of Transactional Analysis and New Behavioral Sciences. Contact: Roberto Kertesz, MD, IPPEM, San Jose de Calasanz 431, 1424 Buenos Aires, Argentina.

January 8-11, 1986 - Orlando, Florida, USA. International Transactional Analysis Association Winter Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

January 17-21, 1986 - Calcutta, India. Ninth Indian Transactional Analysis Conference. Contact: Mahrouk Vevaina, 6, Raleigh Court, 32/F, New Road, Alipore, Calcutta - 700 027, India.

February 7-9, 1986 - Helsingborg, Sweden, Fourth Nordic TA Conference. Contact: Thomas Ohlsson, Flygarevagen 6D, S-243 00 Hoor, Sweden. Phone: 0413/24138.

March 20-23, 1986 - Stamford, Connecticut, USA. Eastern Regional TA Conference. Contact: Gloria Wax, 168 Howard St., Dumont, New Jersey. USA, 07628. Phone: 201-385-4656.

March 21-22, 1986 - Calgary, Alberta, Canada. Canadian TA Association, Alberta Branch, Conference. Contact: Betty Alford, Box 5456, Station A, Calgary, Alberta, Canada T2H 1X8.

May 23-25, 1986 - Bad Soden (near Frankfurt), West Germany. DGTA (German TA Association) Conference. Contact: Jurgen Schlaegel-Prochaska, Am Elisabethenbrunnen 2, 6380 Bad Homburg, West Germany, Phone: 06172 49626.

July 6-13, 1986 - Noordwijkerhout, The Netherlands. European Association of Transactional Analysis Summer Conference. Contact: Ger Heester, Postbus 47, 2870 AA Schoonhoven, The Netherlands.

July 24-27, 1986 - Vancouver, British Columbia. Canada. Eleventh Annual Canadian TA Association Conference. Contact: Margaret Angus-Daubin, 677 West 28th Ave., Vancouver, British Columbia, Canada V5Z 2H4. Phone: 604-872-1576.

August 13-16, 1986 - San Francisco, California, USA. International Transational Analysis Association Summer Conference. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

October 30-November 2, 1986 - St. Louis area, Missouri, USA. Midwest TA Conference. Contact: Kathy Farr, 2821 N. Ballas Rd., Suite C-37, Town and Country Medical Center, St. Louis, MD, USA, 63131.

1986 - Alicante, Spain. Federacion Espanola de Asociaciones de Analisis Transaccional Conference.

January 21-24, 1987 - Singapore. International Transactional Analysis Association - Western Pacific Association of Transactional Analysts Joint Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

August 1987 - Chicago, Illinois, USA. International Transactional Analysis Association Summer Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

January 1988 - Site to be determined. International Transactional Analysis Association Winter Congress. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

August 1988 - Brazil. International Transactional Analysis Association Summer Conference. Contact: ITAA, 1772 Vallejo St., San Francisco, CA, USA 94123; phone: 415-885-5992.

If you are going to the ITAA Winter Congress in Orlando this January, take advantage of the special free day offer available to ITAA members who rent a car from Alamo. See the coupon for more information, and remember: Make your reservation 24 hours in advance, use your association ID number (93069), and request plan BY.

Orlando Winter Congress Car Rental Discount

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- Effective December 1-20, January 2-31, 1986

ID # 93069
ASSOCIATION ID # REQUIRED

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KEEPING IN TOUCH

Region I (The Pacific)

The following reports from Australia were excerpted from the August 1985 issue of the newsletter **TA Network,** *edited by John Stephenson.*

A TA training group was formed in Adelaide, South Australia, in June 1984 by Anne Barkaway, John Stephenson, and Robin Maslen. Twenty-six people completed phase I of the training, and 15 are now in on-going training. Many of this group are working toward certified membership in ITAA. In addition, another group of 12 is completing the second phase I training program with Anne. The training group, while based on redecision theory and practice, will offer broad training by providing exposure to various approaches by using local and visiting TA trainers.

The Gestalt and Transactional Analysis Seminar of Western Australia, begun in 1976, now boasts 250 members, with an average of 80 to 90 people at each monthly meeting. For more information, contact GATASWA, 17 Lifford Rd., Floreat Park 6014, Western Australia.

Region II (Canada)

Calgary, Alberta has an active group of people interested in TA activities. Vince Gilpin leads an on-going training group there which meets four times yearly and a small clinical case supervision group. In addition, a TA Study Group meets once a month for self-directed study of TA theory and related ideas. Camillia Clark reports in the April 1985 newsletter CATA-LOG that these activities in Calgary are enriched by the participation of people from Lethbridge (Alec Lawson and his group) and Edmonton. For more information about Alberta activities, contact Camillia Clark (Study Group and case supervision), at 403-281-5946, Eve Goodall (on-going Training Group) at 584-2719, or Jean Kuijt (other activities) at 329-4559.

Yukon and Northwest Territories - Donna Dupuis reports that a TA training group is starting in Yellowknife, Northwest Territories. For more information, contact her at (403) 873-2335.

Region III (Europe: Liaison - Ian Stewart)

The Institute of Transactional Analysis (ITA) in England has appointed **Juliette Pollitzer** as their international relations officer. She will keep track of international events and news. If you are going to England or elsewhere in Europe, Juliette is available as a liaison.

First TA Program Sponsored by Italian Government - A three-year TA oriented training program for social workers began in April 1984 at San Benedetto School near Bari, Italy. This is the first program to be legally and economically sponsored by the Italian government. Program Coordinator is Enrico M. Brescia, RMEOT, who leads groups with Vincenza Del Vecchio, RMEOT. Michele Novellino, CPTM, leads the advanced TA course provided by the program.



Namitha and Babita, social animators, apply transactional analysis to their work with land reform among the tribal people of Orissa, India.



A few of the over 150 people who attended the open house celebrating the new location of the International Education Institute, a training and consulting institute in Aruba, Netherlands Antilles, directed by Jaap Beaujon, RM, and co-directed by Edie Bogusky, MSW, CPTM. Edie (second from right), who is now living in Aruba, and Jaap (third from right) will have even more to celebrate when they are married on December 28! Our congratulations and best wishes to them both.



(From left) Mac McDevitt, Anne Graham, Ivy Freeman, Suzanne Dunn, Annabelle Westling, and Patricia Brown demonstrate that TA is alive and flourishing in Vermont, USA. Mac, Anne, Ivy, and Annabelle are newly certified as Transactional Analysts, and Pat is endorsed as a Provisional Teaching Member in Training as an Instructor/Supervisor. Suzanne is a Certified Teaching Member and sponsor to the group.

Region V (United States: liaison - Bill Krieger)

Stephen Lankton, MSW, announces the recent publication of *Ericksonian Monographs: Number One* (Edited by S. Lankton; an official publication of the Milton H. Erickson Foundation, Inc., published by Brunner/Mazel). He is also the co-author, with his wife, Carol Lankton, of *Enchantment and Intervention in the Family: A Seminar on Ericksonian Family Therapy* (Brunner/Mazel, 1986, in press). In October, 1985, Steve was among the invited faculty of the International Congress on Hypnosis and Family Therapy: Eighth Congress of the Italian Society of Clinical Hypnosis in Rome.

The Albuquerque Transactional Analysis Seminar (ATAS) holds monthly dinner meetings which provide a time for warm sharing among people in the TA community there. Recent guest speakers discussed such topics as "How to Speak to Your Kids and Others About Sexual Abuse" and "Private Practice and the Profit Motive." On December 14 they will have their annual Gala Festival and Pot Luck Dinner. For more information, contact ATAS, Southwest Counseling and Human Development Services, 401 Louisiana S.E., Suite D, Albuquerque, New Mexico 87108.



Mahrouk Vevaina passed her EOM exam in New Delhi, India last April with special application in women's issues. She has started her own TA Center in Calcutta and is convenor for the Ninth Transactional Analysis Society of India conference to be held in Calcutta in January 1986.

All Regions

Tapes of Eric Berne Available - Thirty-three reel-to-reel audio tapes of fifty-one sessions of the San Francisco Social Psychiatry Seminars led by Eric Berne between 1963 and 1969 have been donated to the University of California, San Francisco, Medical School Library Special Collections. A list of the contents of the tapes is available through ITAA. For information on listening to the tapes, contact or visit the UCSF library, Special Collections, 257 Medical Sciences Bldg., San Francisco, CA 94143.

Directory Corrections Wanted - in an upcoming *Script* we will print corrections to the 1984-85 ITAA International Membership Directory. If you have a correction to your listing, please send it to Ken Fogelman, c/o ITAA, by *January 1, 1986.*



Participants from seven countries who attended the first Organizational Institute, held in Niagara Falls, Canada, following the 1985 ITAA-CATA Summer Conference in Toronto. The Institute, directed by Abe Wagner, Emily Ruppert, and Ted Novey, was such a success that a second one is planned for after the 1986 ITAA Summer Conference in San Francisco.

Richard Erskine and Rebecca Trautmann surprised the ITAA staff in mid-November with a beautiful bouquet of flowers and a lovely note thanking us for our help during the year. Thank you, Richard and Rebecca — your thoughtful gesture brightened our office for days and our hearts for much longer!

BOARD HEARS LONG RANGE PLANNING REPORT

Summary of Minutes - Toronto, August 1985

The Long Range Planning Task Force, established in January 1985 to examine possible options for restructuring ITAA, presented a comprehensive report on its work. Task Force Chairperson Bill Cornell prefaced the report by emphasizing he was asking for approval of basic principles and directions, not for policy decisions.

The three task force coordinators gave brief reports: Jenni Hine (Operations) discussed surveying organizations and individual members on how other organizations function and what services they offer; Bruce Loria (Quality Assurance) described the need to recognize members for their work for ITAA and to infuse the organization with quality from the ground up; and Pete Pearson (Marketing) presented marketing as a way to identify consumer needs, to develop products or services to meet these needs, and to generate income in the process.



Long Range Planning Task Force Chairperson Bill Cornell describes evolutionary organizational model to Board

The Task Force compiled the information gathered by five regional coordinators into an evolutionary organizational model.

Phase I represents the way ITAA now operates: as a centralized association serving individual members.

Phase II would combine individual membership and organizational membership (demonstrated by the organizational affiliation agreement ITAA already has with the German TA Association).

Phase III would see ITAA as the hub of a wheel, with other associations relating to it while maintaining more local autonomy. Local, regional, and national associations would relate to their continental association, which would in turn relate to ITAA. While some associations might also relate directly to ITAA, it remains unclear whether individual membership would still be available.

Phase IV would be like Phase III, except that the organizations affiliated with ITAA would be based on professional specialties (clinical, educational, organizational, psychiatric, Gestalt, reparenting, developmental, etc.) rather than on geographic regions.

President Ellyn Bader indicated that Phase III represents the organizational structure other TA organizations prefer, with ITAA continuing to provide services such as an international ethics code, international training and certification standards, international conferences, access to international data (publications, mailing lists, etc.), international recognition, validation of TA theory and practice, cross-cultural fertilization, and social connections.

In response to the report, the Board took the following actions:

- The Task Force, the President and the President-Elect were asked to communicate the findings, recommendations, and Board's support of the Task Force Report to TA associations and ITAA members.
- The Board went on record in support of the principle and concept of the evolutionary model.
- The Board authorized the Task Force to continue its work under Chairman Bill Cornell and to return in January 1986 with a report on implementing the phases, including budgetary and operational considerations and an indication of membership response.
- The memo prepared by Bruce Loria on enhancing the frequency and quality of membership recognition was approved as a working document.
- The marketing component of the task force, coordinated by Pete Pearson, was authorized to identify two pilot projects that can both represent ITAA in the professional marketplace and generate income.
- The Board expressed its deep appreciation to the following people for their outstanding work with the Long Range Planning Task Force: outside consultant Frank Edwards, Chairman Bill Cornell, Jenni and Mervyn Hine, Bruce Loria, and Pete Pearson.

ITAA Is Fiscally Strong as indicated by mid-year statistics. The 1986 budget will be presented to the Board in January for final approval.

Dual Listings in the ITAA Membership Directory are now available to members for a $50 fee.

Scholarship Loan Fund use has declined, although access to it was expanded to include non-USA members and repayment statistics are good. The Committee recommended that the future direction of the Fund be examined next year.

The TA in Organizations Committee has expanded its activities to include advising the Training Standards Committee on curricula for certification in organizational applications of TA, organizing a bibliography on organizational theory and practice, and preparing a list of books on TA in organizations.

A Combined TAJ Index is being considered for the *TAJ* rainbow series (1971-85).

Increased Computer Networking by ITAA members for personal and professional communication will be the subject of study by a special task force.

Membership Committee Activities include writing new members when they join and contacting them twice during their first year; preparing regular articles for the *Script* on membership issues; developing Professional Exchange groups to promote TA in local communities; sending packets to PTM's, TM's, and 101 instructors urging them to cultivate new members; and organizing a campaign to encourage members to invite colleagues to the San Francisco Summer Conference.

The Committee Coordination Council (formerly known as the Long Range Planning Committee) brings together chairpersons of ITAA committees to discuss information about and the coordination of committee activities.

TMs and PTMs Are Eager to Donate Training in countries around the world, and the International Relations Committee is now looking for associations wishing to invite trainers to their countries or regions.

A Library of TA Literature (including out-of-print books) will be established at the ITAA office.

New Program Committee Co-chair Brenda Schaeffer was approved to serve with current Chair Brenda Bary.

The San Francisco Summer Conference theme is "She/He/Us," and the keynote speaker will be Jungian analyst Jean Bolen. In addition to the conference headquarters at the Cathedral Hill Hotel, low-cost residence hall accommodations will be available at a nearby campus.

The Singapore Winter Congress Program will consist entirely of TA presenters, with an emphasis on cultural differences between East and West and joint presentations.

The South American Conference is now scheduled for August 1988, and negotiations are under way with the Latin American and Brazilian TA Associations to determine the site and financial arrangements.

The Ethics Committee is researching possible ethical guidelines for out-patient reparenting contracts.

Social Action Committee Co-Chair Peg Smith was approved to serve with current Chair Pearl Drego. Committee plans include compiling a bibliography of TA literature on social action; holding social action forums at regional, local, and national conferences; developing educational packets on TA and social action issues; and encouraging members to write articles on social action for the *Script* and the TAJ.

Script Newsletter current projects include continuing to internationalize the newsletter, redesigning the format and graphics, and preparing a one-page annual summary of *Script* highlights for possible translation by TA organizations worldwide. Editor Pam Levin was also pleased to report that ad revenue for the first half of the year went up by over 100%.

The Training Standards Committee Is Following Up On PTMs With Contracts That Have Or Will Expire to determine their intentions regarding further training.

The New Training Manual developed by the Training Standards Committee and the Board of Certification is due out in early 1986.

The Eric Berne Fund for the Future has received approval to continue soliciting funds, and is now working to establish a Founder's Group of about a hundred donors who will make large pledges and then solicit additional people. Over $10,000 has already been invested in a high-yield account. Currently the Committee is concentrating on increasing and diversifying its membership, finding a co-chair to work with Ted Novey, and following up with people who have been solicited to make sure they feel good about the solicitation process.



Operations Coordinator Jenni Hine (right) accepts special thanks from President Ellyn Bader

The Board of Certification, Faced With A Possible Budget Deficit in 1986 because exam fees provide its only income, is looking at ways to handle the problem.

Mutual Recognition of Exams in Europe is the subject of negotiations between the Board of Certification and the European Council on Certification.

The Board Said Farewell and Thanks to outgoing President Ellyn Bader, Past-President Norman James, and trustees Felipe Garcia, Gaby Ferreira, Abe Wagner, Richard Erskine, George Thomson, Eleonore Fawaz-Kamber, Rosa Krausz, and Barbara Mueller.

MEMBERS FORUM

Members Safe After Mexico Quake

The following letter was received by ITAA President Ellyn Bader from Emilio Said and Gloria Noriega of Mexico City.

Dear Ellyn,

Thank you for your concern about us and our family. We are very grateful for the support you and other ITAA people have shown us in the difficult days and weeks since the terrible earthquake here.

Thanks to God, our children, family, and close friends are well, as is our house and material property. Nevertheless, we are still sad and afraid.

As far as we know, everyone here from ITAA is alright, although Roberto Villegas had problems because his office building collapsed and his son is now recovering after being trapped for eight hours in the rubble of the hospital where he was working when the quake hit. Fortunately, things are now improving for Roberto and his family.

We are planning to write an article for the upcoming *Script* on death and dying. There are some things we want to share with our friends in ITAA after this disaster; even in the midst of such tragedy, many positive things (like intimacy) happen.

We will let you know if there are ways other members can support members here during this time. We are working with our training group to develop techniques to use in responding to such disasters. We would be grateful for any information others can share about what they have learned about using TA in such situations.

We hope to see you in Orlando, and thank you again for your support.

Warm regards,
Emilio Said and Gloria Noriega

Hope Exists Because People Care

Dear Editor:

Thanks for offering to print responses to Steiner's article on Nicaragua in the July 1985 *Script*.

After seeing the film "Rambo," the President of the United States remarked (off-camera, to terrorists who hijack airplanes), "Now I know what to do next time." I find the idea of the president continuing to play cowboys and Indians for the final three-and-a-half years of his reign both frightening and painful.

Steiner's letter could have focused on Star Wars, the renewed production of poisonous gases, apartheid, covert CIA operations, far-right patriotism, school prayer, abortion, or MX missiles. No matter what the crisis, the President flashes his "John Wayne solutions," and multitudes of Americans cheer. After the Grenada invasion, one citizen rejoiced, "We finally have a *man* in the White House!"

A *man* in the White House? I believe we have someone so obsessed with anti-Communism that he sees nothing else. Instead, he lives in deep illusion about reality. The president hides his fears with anger, name-calling, and the one-liners of a stand-up comic. I am not laughing. His hardline rhetoric relfects what many frustrated, frightened Americans want to hear. I have never heard Reagan admit his fears, mistakes, biases, or lies.

Reagan occasionally couches his remarks in tears and "traditional values" statements. Many want to believe that complex problems have simple solutions and are thus drawn to him. His oratory lends itself to the self-justifying, self-deluding rationale that insists that "they" are evil, and "we" are good; "they" are Satan's army, and "we" are God's chosen. Therefore, any method used to destroy God's adversaries is legitimate. Anyone disagreeing with or challenging Reagan's interpretation of life gets tagged as a Commie sympathizer and anti-American. Such a mindset will ultimately destroy our democratic republic, because the administration's policies result in atrocities similar to those the President criticizes and condemns. When pushed far enough, both the Left and the Right come out at the same place — anarchy and dictatorship. Both seek to justify their thinking and behavior, but lies are lies, deception is deception, and death is death.

However, I have hope. Recently I expressed similar feelings and views to Al Swift, 42nd District Representative to the US House of Representatives from Washington State. He wrote of his frustration with administration policies in general. Then he offered this encouragement:

"I take some heart in the fact that even though (the President) remains enormously popular, most of his policies are not approved by a majority of Americans. That anomaly itself is also frustrating, but it does indicate that there is a chance to recapture some common sense when the Reagan personality is no longer over-balancing everything."

Hope exists because people care.

- About 2000 USA Presbyterians have signed a "Presbyterian Commitment to Resist" petition. (I'm one.) In addition, our Presbyterian Peacemaking Program invites us to become advocates, people on call to respond specifically to the world's trouble spots through letters, phone calls, and non-violent protests.
- We can write to members of Congress. My local representatives always respond, even when they disagree with me. (No so with the president.)
- Finally, I invite us to join and support groups that seek to bring wholeness and healing such as Amnesty International, Common Cause, the League of Women Voters, SANE, Union of Concerned Scientists, etc. Many others exist; they need our financial and emotional support.

As citizens we have no right to entrust the government of the people to the politicians and self-interest groups. As concerned persons, we need to confront lies, terror, and death in whatever form they take.

I abhor the excesses of leftist governments. I also abhor the excesses of our government when it commits the same atrocities it condemns. We in the US are no better than the Soviets, or anyone else, if and when we adopt the policies of repression, manipulation, and hatred in order to "preserve" our form of government.

I'm glad to serve in a church denomination that accepts and treats people as people. I'm glad to be part of ITAA, as together we continue to confront both the personal and social demons of our day.

Wayne Keller, CM

US Members Urged to Write Representatives

Dear Editor:

Thank you, Claude Steiner, for your insightful article on propaganda against Nicaragua. Other well-respected ITAA members have also visited Nicaragua and have come to the same conclusion — that the Reagan administration seems committed to an unrealistic doctrine. The USA government wants to back the Contras and overthrow a government elected by a higher percentage of voters than voted in the last US national election!

I have not been to Nicaragua, but I heard US Central Intelligence Agency agent David MacMichaels, who was sent to Nicaragua to document arms shipments to El Salvador rebels, report that no arms were being shipped to El Salvador. And yet these supposed arms shipments were the justification for mining the Nicaraguan harbor.

The United States is a democracy, and it can be made to work once the people are informed. I am writing this to help empower all US citizens who have not yet done so to write their representatives:

Senator ---, Senate Office Building, Washington, DC 20510

Congressperson ---, US House of Representatives, Washington, DC 20515

President Reagan, The White House, Washington, DC

If you do not know who your elected officials are, your local registration office can tell you.

As Denton Roberts makes clear in *Able and Equal* (1984) and Jean Clarke describes in her article on "Parenting Practices as Social Action" (July 1985 *Script*), when parents and other citizens define their own needs and attempt to get them met, they are in a precious position to act with integrity in changing the world around them.

If you are interested in renting/borrowing a videotape of one of David MacMichael's speeches, please call 415-849-1649 and ask for Carla or leave a message.

If you are interested in receiving notice of important issues before Congress to facilitate writing or calling your elected representatives, write The Quickie Patriot, 5108 Manila Ave., Oakland, CA 94618.

Carla Haimowitz

TEW's for CMs, PTMs, and TMs

Dear Friends:

I want to share with you what a good experience I had at the Barcelona Training Standards Endorsement Workshop led by Marilyn Zalcman, Salomon Nasielski, Antoinette de Mol, and Thomas Ohlsson. We seventeen candidates worked hard in a close and caring atmosphere; no positive criticism was spared, we received abundant and specific information about our work, and loving strokes poured as generously as the pink Spanish champagne we drank at the party preceding the last day.

To people who might view the TEW as a test, I say, "Yes, it is a test." However, it was much more than that because it provided us with a great opportunity to evaluate our work and to share ideas.

I wish this kind of workshop would be extended to all therapists so that CMs, PTMs, and TMs would attend a TEW every five years or so. I think this would be preferable to an exam and would give us all a chance to have our skills and knowledge assessed and validated in a supportive way.

What do you think?

Juliette Pollizer



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

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Bader Reflects (continued)

this month I sent the same packet of material to several different people and this week I received back two opposite responses: One person found the material helpful and thanked me for it, while the other said none of it made any sense. And interestingly, both people are English-speaking, so the problem was not even due to translation difficulties.

I think along with cultural differences, there are also differences in such areas as political process. For example, while ITAA's election of its trustees and officers by general election conforms to political norms in the United States, other countries with different norms might find that process discriminatory.

RF: So when something is unclear, it is really important for individuals and organizations to approach each other, not antagonistically, but by saying, "I am not sure what this means; tell me more."

EB: Exactly. We need to continually commit ourselves to sorting things out together from a position of respect and goodwill.

RF: I know another area of concern for you when you took office was to clarify the structures and functions of the Board and committees, and especially to help make the Executive Committee more available for long-range planning.

EB: I think we have made important steps in this area, too. The Board meetings are more effective and efficient because we made a commitment not to do and re-do committee work. We also instituted the President-Elect system to provide the new president with time to learn and to prepare for what is a very time-consuming job.

One of the most difficult things about being president is having enough time to do the work of the organization, to head the Executive Committee, and to also do long-range planning. The president is usually the person most knowledgeable about all aspects of the organization, and is therefore in the best position to do long-range planning, but it is really a full-time job to do both. I think establishing the Task Force for Long Range Planning is a partial solution, but I also think we need a way to bridge the gap between the presidency and long-range planning, perhaps by having the past-president or the president-elect be in charge of that area.

RF: It seems that putting the past-president in charge of long-range planning might be particularly effective because that person has the perspective, knowledge, and experience that comes with having already served as president.

One thing I learned as president was how difficult it is to communicate clearly with people in so many different cultures.

EB: Yes, and I think it is important for this organization to find a way to better utilize the talents of its past-presidents, that is, if they have the energy left over to be that involved.

RF: What, for you, was the most difficult or disappointing aspect of being president?

EB: My biggest difficulty was coming to terms with my own naivete about the complexity of the international situation. When I began, I think I believed that if we created cooperative processes and good communication, we could get together and solve our problems. I thought problem-solving and goodwill would do it. Actually it is much more complex than that.

RF: That reminds me of how some therapists believe if you just care or love people enough, they will get better. They fail to appreciate how complicated human beings are and how solid theory and good technique are also necessary, along with love and caring, if we are going to really help people grow and change.

EB: Yes, I agree.

RF: What are some of your personal and professional plans now that your term as president is ending?

EB: Well, right now I am in the midst of moving to a new house in the hills. Once that is over, I plan do to a lot of walking in the woods and relaxing. Professionally, I look forward to continuing to develop the Couples Institute with my husband, Peter Pearson.

RF: Do you have any advice for Lucy Freedman as she takes office?

EB: I wish her luck and I trust she will be able to realize more quickly than I did the complexity of the international situation and the high level of sensitivity required. I guess the main thing I want to communicate in this interview is that we are all involved in a complex process together — one that requires a high level of health and a minimum of projective blaming. In order to create a successful international association we must keep trying to get through to each other, to explain the differences between us, and to work them out. I think part of what needs to happen in the restructuring process is the same thing that happens in good therapy. It involves the therapist letting go and supporting the developing autonomy in the client while they both work to find a way to relate to each other.

RF: It sounds like you are saying that separation-individuation, or autonomy, is not in itself the ultimate goal. The actual goal is not independence, but an interdependence that allows autonomy and also contact and interaction. This kind of interdependence requires even more development and maturity than does autonomy.

EB: That's right. We are aiming for creative, healthy interdependence, not detached independence and not maintaining a symbiotic type of dependence.

RF: Is there anything else you want to add in closing?

EB: I just want to thank those people who helped me so much during my presidency. Susan Sevilla and the office staff have been fabulous. I also want to thank the Board and committee chairs who worked very hard and consistently over the two years. Bill Cornell and the members of the Task Force on Long Range Planning deserve special thanks, particularly for the work they did between last January and August. I also want to express my appreciation to Frank Edwards, who, although not a member of ITAA, has given generously of both his time and even expense, to support our organizational growth and development. Finally, I want to thank Pete for his support and for going through the last two years with me with dignity and humor.

RF: And since we are ending on a note of thanks, let me take this opportunity to thank you, on behalf of the ITAA staff and ITAA members the world over for all you have given this organization. It's been a pleasure working with you.

EXAM CALENDAR

Exam	Exam Date	Location	Application Deadline
Level I (CM/SFM) Exams	December 2, 1985 January 9, 1986	Perth, Australia Orlando, Florida, USA	September 6, 1985 October 11, 1985
Level II (CTM SFTM) Exams	January 9, 1986	Orlando, Florida, USA	October 11, 1985
Level I (CM SFM) Written Exam	March 7 or 8, 1986 July 11 or 12, 1986 November 7 or 8, 1986	To be announced To be announced To be announced	December 5, 1985 April 11, 1986 August 8, 1986
Training Endorsement Workshops*	January 12-15, 1986 July 13-16, 1986 August 17-20, 1986	Orlando, Florida, USA Noordwijkerhout, The Netherlands San Francisco, California, USA	November 12, 1985 May 13, 1986 June 17, 1986

* 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 applications: $75, non-transferable. Oral exam - $50. Contract filing fee: $30. All fees must be paid in US funds.

October 1985 New Members

NEW MEMBER	SPONSOR
Axhausen, Monika	DGTA
Beamer, Lane	Vann Joines
Beilfuss, Hartwig	Ute Hagehuelsmann
Bjorsvik, Bjorg	Alice Stevenson
Bonnet, Jean Marie	Michel Guichard
Christopher, Margeret	Foster Williams
Clark, Ellen	—
Crysdale, Catherine	Sonja Tran
Czechanowski-Schwartzkopff, I.	DGTA
Diehl, Martin	Ute Hagehuelsmann
Erb, Winfried	DGTA
Ewald, Ulrike	Ute Hagehuelsmann
Geyer, Guenther	DGTA
Gowling, David	Petruska Clarkson
Harmon, Sandra	Felipe Garcia
Hoffman, Timothy	—
Holmes, Lisabeth	Vince Gilpin
Holtermann, Firoz	DGTA
Joheis, Claudia	DGTA
Jukich, Robert	—
Magner, Valerie	Petruska Clarkson
Marquardt, Dieter	Ute Hagehuelsmann
Mirka, Dhirley	Carol Allison-Burra
Montavon, Olivier	—
Muller, Annette	DGTA
Noble, Lloyd	—
Ohlson, Jackie	Sonja Tran
Pender, Debra	—
Peters, Heidrun	Ute Hagehuelsmann
Plank, Gudrun	DGTA
Pogson, Myra	—
Radtke, Mandfred	Helmut Harsch
Rueegg, Werner	DGTA
Schmidt, Ulrich	DGTA
Schwartzkopff, Stephan	DGTA
Vogt, Joel	Michael Ryser
Volterscheid, Katharina	DGTA
Wagner-Speigel, Miriam	DGTA
Williams, Rob	Anne Barkaway
Wonnesberger, Klaus-Dieter	DGTA
Zalkin, Makr	—
Zimmer-Schenk, Wilheim	DGTA

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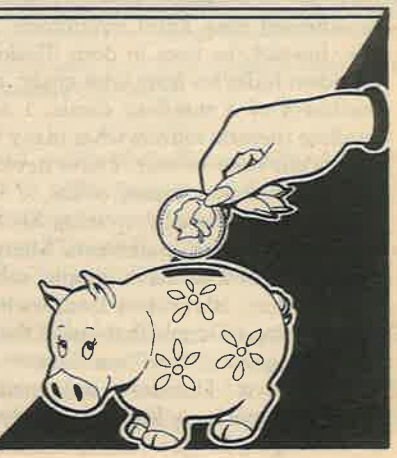

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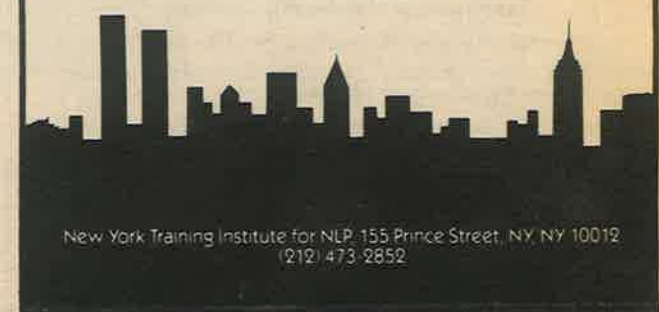

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European Summerconference of Transactional Analysis
Noordwijkerhout
The Netherlands
6 - 13 July 1986

What did we say after ERIC's Hello

developments in T.A. since BERNE

Deadline for Workshop/Paper Proposals - January 15, 1986.
For proposals form, contact Ger Heester at address below.

European Association of Transactional Analysis (EATA)
Dutch Association of Transactional Analysis (NVTA)

[redacted]
Information
Ger Heester, conference-coördinator
Postbus 47
2870 AA Schoonhoven, The Netherlands
tel. 01823 - 5404

About the accommodation

The 1986 summerconference of T.A. will be held at the Leeuwenhorst congresscentre in Noordwijkerhout, a small village at the Dutch coast between Amsterdam and The Hague. In the centre of Western Holland it is an oasis of peace and quiet, surrounded by woods, beaches and dunes. The grounds cover 17 acres and the recreational facilities include 2 tenniscourts, a volleyball pitch, a park, and fitness-rooms. There are single- and twobedded rooms; all rooms with shower and toilet.

Arrangements in the congresscentre:

We can offer you two kinds of arrangements in this congresscentre, from your arrival at Sunday 6th before dinner, until departure on Sunday 13th after breakfast:
1. all-in arrangement: congress-participation, bed and breakfast, lunch, dinner and coffee or tea
2. congress arrangement: like 1, minus bed and breakfast.

PLEASE REGISTRATE AND PAY BEFORE FEBRUARY 1, 1986. IN THAT CASE WE CAN OFFER YOU VERY SPECIAL PRICES AND YOU WILL PROMOTE THE SUCCES OF CONFERENCE.

Campings

Participants who prefer to stay at a camping will get a list of campings in the neighbourhood. (Make your reservations early because of the holiday period.)

NOTES:
- Bookings are transferable but not refundable (in special cases please contact the co-ordinator).
- A confirmation of this reservation will be sent on receipt of both registration form and first deposit.
- Registration will take place in sequence of coming in.

REGISTRATION FORM (in capitals please)

Name : _____

Address : _____

_____

Telephone : _____ / _____

Please registrate me for:

1. The all-in arrangement in the Leeuwenhorst congresscentre — YES / NO

I pay dfl. 600,- before February 1, 1986 and dfl. 550,- before April 1, 1986 — YES / NO

I pay dfl. 1265,- (in case of registration after February 1, 1986) — YES / NO

I prefer a single room — YES / NO

I prefer to share my room with .....
(please write the name of another congress-participant here)

I have no objections to share a room with another person — YES / NO

Note: If the congresscentre is fully booked, we will contact you about hotelfacilities in the neighbourhood of Noordwijkerhout, for (mostly) higher prices.

2. The congress arrangement — YES / NO

I pay dfl. 400,- before February 1, 1986 and dfl. 350,- before April 1, 1986 — YES / NO

I pay dfl. 865,- (in case of registration after February 1, 1986) — YES / NO

I want information about campings — YES / NO

I pay by bank tranfer — YES / NO
to: RABO-bank Schoonhoven, The Netherlands
Bankaccount: no. 33 71 64 045
att. Ger Heester, Summerconference

I pay by check in Dutch guilders — YES / NO
to: Ger Heester, conference co-ordinator
Postbox 47
2870 AA Schoonhoven, The Netherlands

Note: Be sure that your name is on check or bank transfer.

date: _____ signature: _____

Please return this form to the conference co-ordinator (adress above).

1985 Sees Increased Internationalization of ITAA

By Susan Sevilla, ITAA Executive Director

The past eighteen months, and especially the last year, have been an exciting time for ITAA. From the August 1983 Board-approved motion "to develop formal relationships with TA associations around the world by the summer conference in 1986," to the trustees' January 1985 long-range planning retreat, to the Board's acceptance in principle of the Task Force's proposed evolutionary model of growth toward organizational affiliation, the theme has been an exploration of future possibilities. While there is much work yet to be done, the events of this past year have demonstrated ITAA's commitment to finding the best possible organizational structure for meeting the needs of its worldwide membership.

International Membership Increases

Long-range planning is clearly a product of ITAA's increased internationalization, a major theme of Ellyn Bader's presidency. Membership outside the USA continues to increase. We now have almost 600 members in West Germany alone, and in Asia we have fast-growing TA communities in Hong Kong, Singapore, and Thailand. In 1985 new TA associations were formed in Yugoslavia and Martinique. I am also pleased to report that overall membership has stabilized.

In addition to valuing our new members, we also enjoy the loyalty of those members who have been in ITAA for over a decade. This year 345 additional members were added to the 1335 other members who have been in ITAA for ten years, bringing our total ten-year membership to 1660. We also had 100 Affiliate Members choose to upgrade to Regular membership, thereby becoming professional, committed voting members of the association.

Organizational/Educational Applications Promoted

An important trend in 1985 was the increased promotion of organizational and educational applications of TA. Workshops in these areas are now offered at every conference, and our newest committee — TA in Organizations — joins the long-established TA in Education Committee in providing information and networking channels for members using TA in these special fields. Related to this, a major accomplishment this year was to add codes to the 1985-1986 Membership Directory indicating which members work in organizational or educational areas.

TA 101 Calendar

December 6-7, 1985 - Buenos Aires, Argentina. Leader: Roberto Kertesz, TM. Contact: Roberto Kertesz, OPPEM, San Jose de Calasanz 431, 1424 Buenos Aires, Argentina.

February 4, 1986 - San Diego, California, USA. (Two-and-a-half-hour sessions for five Tuesday evenings.) Cost: $60. Leader: Gotfred C. Jacobsen, MA, CPTM. Contact: Gotfred Jacobsen, 13910 Lyons Valley Rd., Suite L, Jamul, CA USA 92035; phone 619-462-4320.

Certified Teaching Members and Certified Provisional Teaching Members of ITAA are invited to list free of charge information about TA 101s they are presenting. To be listed, please send the following information to ITAA Publications Coordinator, 1772 Vallejo St., San Francisco, CA, USA 94123: dates of TA 101, location, cost, leaders names, and how to get more information. Deadline: first of the month prior to the month of publication. **Note:** *we cannot accept tentative or open dates; please be specific.*

TA Conferences Span the Globe

International conferences are one of the most exciting ways for TA practitioners to get together and share developments in the field. The ITAA Winter Congress in San Antonio, Texas, USA, brought together over 200 members and non-members who gravitated toward the normally warm climate and found ten inches of snow instead! In keeping with our commitment to joint sponsorship of international conferences whenever possible, the 1985 Summer Conference in Toronto, Canada, was co-hosted by the Canadian TA Association. A resounding success with over 350 participants from 22 countries around the world, the conference's "Richness Through Diversity" theme highlighted the international flavor of the meeting, while the spirit of togetherness was fostered by the university environment.

The theme of 1985 has been an exploration of future possibilities.

Other TA conferences and congresses around the world were also highly successful. A notable, although not all-inclusive list includes: the May Brazilian Congress in Salvador-Bahia (657 participants), the July European TA Association conference in Barcelona, Spain (250 participants), the October German TA Association Conference (600 participants), and the November 1984 Australasian TA Conference in Sydney, Australia (200 participants).

ITAA is now gearing up for the Orlando Winter Congress in January 1986, and after that attention will turn toward the August 1986 San Francisco Summer Conference, which promises great international appeal due to its location and program. The focus for future conferences is definitely international: ITAA will co-sponsor the January 1987 Winter Congress in Singapore with the Western Pacific Association of TA, and the August 1988 Summer Conference in Brazil will be co-sponsored by the Latin American Association of TA.

Berne's Sons Visit Headquarters

Among the many visitors from around the world who dropped by the ITAA office this year were two of Eric Berne's children. Terry Berne, who now resides in Mallorca, Spain, and Rick Berne and his wife, Ann, from Fairbanks, Alaska, were searching for a videotape of a Johnny Carson TV show with their father. (If any of you know about such a tape, please contact Susan Sevilla at the ITAA office.)

Hardworking, Creative ITAA Staff

To conclude this year-end wrap-up, I want to reintroduce the ITAA staff. I'm very proud of their hard work and creative efforts on behalf of the association. Without them, many of the accomplishments of the past year would never have been realized. Phil Messier, our comptroller, officially "retired" in January 1984, but we are fortunate to have him continue as a part-time consultant. Ken Fogelman, Membership and Billing Coordinator, has twelve years of ITAA service under his belt, and Jackie Ward-Flaggs, Director of Credentials, has been with the organization for eleven years. Publications Coordinator Robin Fryer is nearing completion of her eleventh full-time year with ITAA. (In July Robin married long-time partner, Steve Cochrane.) Relative newcomer Ingrid Mezquita has just finished her first year as full-time Executive Assistant (see the staff profile on Ingrid, this page). Mail Clerk and Publications Assistant Ben Fernandez has also completed one year with ITAA. Megan Englander, who served as Conference Coordinator, resigned in October in order to pursue a Master's Degree in Psychology. We are pleased that JoAnn Holley has joined our staff as Conference Coordinator and is quickly learning the ins and outs of ITAA conferences.

As for your Executive Director, I am busy contemplating how to merge a demanding career with an enlarged family life as my husband and I await the arrival of our first child. (Some say I will go to any lengths to increase ITAA membership!) I plan to take a short maternity leave and to return with the New Year to face the challenges of 1986. I look forward with anticipation to the coming year and to the advancement and development of the ITAA as a professional organization.

Staff Profile: The Person of First Resort



When you call or write the ITAA office, Ingrid Mezquita is probably the first person with whom you will make contact. As Executive Assistant, she performs the important public relations functions of answering the phone and sorting the daily mail. In addition, Ingrid answers all general inquiries for information about TA and ITAA and sends lists of certified TA members to individuals or organizations seeking therapy, training, or consultation. When visitors drop by the office, it is usually Ingrid's smiling face they will encounter first as they climb the stairs to ITAA's offices. Her position actually makes her a crucial gatekeeper for information coming into and going out of the ITAA office.

Ingrid came to ITAA a year and a half ago while a psychology student. After working part-time for six months as a student helper, she applied for and was hired as the full-time Executive Assistant. In addition to performing her public relations duties, she also serves as the primary resource and support person to the ITAA Executive Director and staff. She also has special responsibility for helping ITAA committee chairpersons fulfill their obligations and plays a primary role in ITAA preparations for winter congresses and summer conferences.

Originally from El Salvador, Ingrid's fluency in Spanish has been invaluable as our international membership grows. She also provided an important addition to our staff "family" when she gave birth to daughter Veronica in February 1985. Ingrid's many talents have helped her integrate being a mother and full-time staff member while still leaving time for such favorite pursuits as stamp collecting, working out at a nearby health club during lunch hours, teaching Sunday school, and crocheting.

Ingrid says that what she appreciates about working at ITAA is the spirit of team work, cooperation, and open communication. We are glad to have Ingrid as part of our staff team, and we hope the next time you contact us, you'll make a special point of saying "hi" to our person of first resort.