INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION VOLUME XVIIII NUMBER 4 MAY-JUNE 1989

The Script

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ITAA To Showcase TA Talent


Ellyn Bader


Peter Pearson


Richard Erskine


Mary Goulding


Morris Haimowitz


Natalie Haimowitz


Muriel James


Brenda Schaeffer

An exciting new program planned for fall 1990—"Showcase TA"—will present major TA speakers to the public in large cities across the USA and Canada. The idea for this program was raised over the last few years by several people, including Bob Goulding, and it has now been adopted as an official project by the new ITAA Development Division, headed by Acting ITAA Vice-President Jim McKenna.

The new ITAA structure provides an entire division dedicated to the development of TA. As McKenna notes, "We recognize that there is a real need to develop the image of transactional analysis, not only within the Association, but outside our own organization and professions. Other professionals need to hear about the dynamic and exciting work being done by some of the top theoreticians and presenters in TA. When other psychotherapists experience the quality work some of our members are doing, they will see firsthand how potent TA can be and how TA can be applied to many areas and problems."

McKenna goes on to explain, "Because TA is effective and basic principles can be learned rapidly, many people think of TA as a pop psychology. However, becoming an effective practitioner—a Certified Transactional Analyst—requires about three years of study. When TA is presented in brief programs, participants often get excited and think of it as simplistic because of the brevity of the program. By presenting solid, quality material we will facilitate the altering and updating of TA's reputation and enhance the overall image of TA. Our real goal is to educate the misinformed about how essential TA is to the field of psychotherapy."

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McKenna concludes, "One way of doing this is to reach people at the grassroots level. For this program we asked a few top-name presenters to make commitments to donate their talent and time to do "showcase" workshops. The workshops will be presented in major cities in the US and Canada, according to local sponsorship."

The beginning pool of talent is impressive. Those who have agreed to contribute their time and skills include Muriel James, EdD; Richard Erskine, PhD; Ellyn Bader, PhD, and Peter Pearson, PhD; Mary Goulding, MSW; Natalie Haimowitz, PhD, and Morris Haimowitz, PhD; and Brenda Schaeffer, MA.

Because the Showcase TA program will be profit-generating, the program's secondary goal is to build revenue that can then be used for other research and promotional projects.

We are now looking for USA and Canadian members to sponsor or host these local Showcase workshops. The ITAA will design and promote the workshops and cover all expenses. However, we need members to assist in organizing local logistics such as arranging for rooms, volunteering assistance on site, and helping with local publicity. This is a chance for members and their

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No Berne Award Election in 1989

by Margery Friedlander, TAJ Editor

It is with a mixture of regret and excitement that I announce that the Editorial Board has voted not to hold an election for the Eric Berne Memorial Scientific Award this year. My regret, of course, is because I and the rest of the Board look forward to recognizing distinguished theoretical and scientific contributions to transactional analysis by bestowing upon some creative person the Association's highest and most esteemed Award. Although several nominations were submitted this year, the Editorial Board was unable to reach a consensus about which, if any, of these nominated works met the eligibility criteria for the Award. In fact, on a couple of the nominations the vote was almost exactly split for and against.

As we pondered this curious phenomenon—how half the Board could find a nomination eligible while the other half did not, and with equal conviction!—a consensus did begin to develop, but in another direction altogether. The Board realized that part of the reason for the discrepancy of opinion had to do with confusion and dissatisfaction with the process the Board went through to reach its decision.

As it stands, under the current Award process Editorial Board members are instructed to determine the eligibility of a nomination, not whether they would vote for it. Determining eligibility is different than judging the magnitude of a contribution. In addition, because something is a theoretical contribution it is not automatically scientific.

I think the time is ripe to reconsider and to grapple with the meaning and value of ITAA's most important Award.

As a result of questions this year surrounding eligibilty, the Board also began to consider the larger process of granting the Award. The result is a set of intriguing questions which, although difficult to answer, are nevertheless exciting in their implications.

1) In order the protect the Award from becoming a popularity contest with the winner determined by ITAA Certified Members, should the winner be chosen by a small group (not necessarily the Editorial Board), similar to the process used to select a Nobel or Pulitzer Prize winner?

2) Do we need an Award for technical contributions or clinical applications as well as for theoretical contributions? There certainly is material that merits attention in both categories.

3) If we are to take the EBMSA seriously, ITAA members need to make appropriate nominations. Should we require more extensive justification and documentation of a nomination's value in order for it to be considered for eligibility? Should the author of the nominated material be given a chance to defend the eligibility of his or her material once it has been nominated?

4) Should the Award be given every other year rather than yearly—perhaps alternating with the EATA Award—in order to provide time to complete a full and responsible nomination and election process?

5) If determining eligibility remains the responsibility of the Editorial Board, should a process be developed (conference call, computer networking, correspondence exchange, etc.) whereby Board members can communicate their ideas pro and con about a nomination's merit, or should the process be protected from peer influence by keeping each member's deliberations private? What if a Board member has expertise that makes him or her view a given nomination with more insight (e.g., knowledge that what appears to be new theory has actually been documented elsewhere in the field by someone else)? Should other Board members be apprised of such evaluations?

- *continued on page 5*

EDITOR'S COLUMN



by William Krieger

A World Without Lifeguards

I want to do away with psychotherapists!

I hereby attest that I am of sound mind and body, and I want to see the day when psychotherapists are a forgotten relic like elevator operators (at least elevator operators in the USA).

I have come to believe that an individual's basic character structure does not change. Psychotherapy can enhance effectiveness, increase autonomy, turn losers into winners, and bring about cure, but a mountain remains a mountain.

This is not to discount the importance and effectiveness of psychotherapy; it is to emphasize the importance of intervention during the formative years. Yes, it's never too late to have a happy childhood, but how much better to be happy while a child.

As a psychotherapist I sometimes see myself as a lifeguard pulling people out of the river—a glamorous image indeed. Perhaps it is time to walk upstream to see who is throwing them in and why no one is teaching them to swim.

In an ideal world we would have little need for lifeguards... or psychotherapists. My goal is to put myself out of business. As a service to members, the ITAA could publish guides for practitioners on how to develop a long-term plan to decrease their practices. When the plan is fully implemented we can then go swimming and laugh and giggle and play in the water with everyone else and not have to worry about the emotional waters being too deep. It might be more fun than sitting on the lifeguard perch imagining how admired we are.

* * * * *

Question for the Month: What would you do in a world without lifeguards?

A Response to "When You Don't Know What You Want—Do Something!"

Some when they don't know what to do
Bake a cake or fix a stew.
Others who don't know what to write
Gaze at the page into the night.
But a TA ed cuts through the vapor
(with little thought of wasted paper)
And writes a tome with nothing to say,
But "having learned" along the way.

Bill Weikel

Editor's Note: Dr. Weikel is the Editor of the American Mental Health Counselors Association newsletter, the AMHCA News. His poem is in response to my Editor's Column in the April 1989 *Script*.

PRESIDENT'S COLUMN



by Vince Gilpin

New Season Brings Hope for the Future

The long winter is just about over in Canada, and we are enjoying spring and the promise of summer as the daffodils and tulips blossom. These signs of new life and hope penetrate our consciousness, breathing fresh vigor and vitality into our beings and preparing us for the challenges of the next two seasons of effort and growth. This is certainly how I feel, and I assume many people in northern climes experience a similar surge of energy after the long winter.

The summer conference is the Association's major activity every year, and this year's theme—"The Art of Survival and Healing"—reflects the culmination of years of consciousness raising. As a social psychiatry, transactional analysis deals with psychological aspects of social survival, and as a therapeutic method it addresses the process of healing. Finally, as socially conscious and compassionate people, transactional analysts are concerned with social, ecological, and spiritual aspects of survival and healing.

Summer conferences are a wonderful time for welcoming new people, renewing old friendships, playing together, presenting some of our best transactional analysts and their work, and providing a place for TA people from around the world to meet and share ideas about TA.

One highlight at this year's conference will be workshops and events that reflect work done for the Global TA Action Project as well as a report on the Project as a whole. Since January 1988 TA people from around the world have been involved in this Project, which served as both a demonstration and a reminder of our solidarity. The Project helped raise our consciousness regarding issues of global significance and showed again the application of TA principles to social issues.

The conference theme and the Action Project are both timely because they address important issues of global significance. It is no coincidence that Time Magazine declared Earth "Planet of the Year." Many journals and newspapers are headlining ecological issues, and some governments are finally taking action to address such concerns: Governments in Canada and Europe have taken definitive action about the threat to the ozone, and the USA has finally acknowledged the environmental danger of acid rain.

As an international organization with members in many countries, we can make a difference in the race to save the planet. This essential task is the only way to truly demonstrate "The Art of Survival and Healing."

This summer's conference is indeed a celebration and an expression of hope for the future. Come and be part of this gathering; bring us stories from your local projects; renew your involvement with other TA people from around the world. Let's make the Oakland Conference a symbol of the revitalization of the spirit of TA as a socially conscious discipline that touches and heals lives in the four corners of the globe.

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EXECUTIVE DIRECTOR'S COLUMN



by Susan Sevilla

Exciting Conferences Ahead

This month I have focused much time and effort on some of our future conferences. In his President's Column (this page), Vince Gilpin highlights the upcoming Summer Conference in Oakland. In addition, we are busy with plans for meetings beyond this summer.

Arrangements for the 1990 Winter Congress in Oaxtepec, Mexico, are also nearly solidified. The Winter Congress, to be held January 18-20, 1990, will be jointly sponsored by the Association Latina Americana de Analisis Transaccional (ALAT) and the Mexican Association of TA (MEXAT). See the separate announcement on the Mexico Winter Congress in this issue, and watch your July *Script* for full details.



Nicole Duhamel

Right around the corner is the 1990 ITAA/EATA Summer Conference, which will be held in Brussels, July 22-26, 1990. In early April I had the opportunity to travel to Belgium to meet with members of the Comite Organisateur of the joint conference. Conference planning is in the able hands of EATA Vice-President Nicole Duhamel. Nicole is serving a dual role: She is also EATA President-Elect and will take office in July 1990.

The theme of the 1990 Summer Conference is "Common Heritage and Cultural Perspectives." We are thrilled to hold this event in Brussels, the capital of Europe. This is an exciting time for Europe and for TA in Europe. For us it represents the first joint conference since the ITAA/EATA affiliation agreement and a new beginning of working together. For Europe, it is significant that we will be in Brussels, the center of the European Community (EC) or Common Market, where 12 EC nations are working toward building a unified Europe, to go into effect by 1992. A bright future is ahead for us all. The full news on the Brussels Conference will be in your August *Script*. Watch particularly for the Call for Proposals; the deadline is December 1, 1989.



Almut Rottenbacher

On the same trip I had the chance to conduct a site inspection tour to Austria, cosponsored by the Austrian Tourist Board, Medical Meetings Magazine, and Luftanza Airlines. I was fortunate to spend three nights in Vienna and three in Graz, two of the most beautiful cities in Europe. In each city I met with some of our Austrian members, including Austrian TA Association President Almut Rottenbacher, Vice-President Werner Strauss, and EATA Council Representative Werner Vogelhauer. One could not ask for a nicer, more professional group of members than those we have in Austria.

The Austrian TA Association began in 1983 with about 14 members, largely thanks to the efforts of Gerhard Springer. Today they boast 89 members and are still growing! The Austrians are holding regular national conferences now, participating at EATA conferences, and seem keen to sponsor an international conference sometime in the future.

The Script

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ORGANIZATIONAL DEVELOPMENT COLUMN



by Abe Wagner

TA's Usefulness in Organizations

In this issue we are pleased to present our new TA in Organizations columnist: Abe Wagner. A longtime ITAA member, Abe travels widely throughout the world doing training and teaching in organizations. We think you will find his comments interesting and insightful.

As a former Clinical Member of the ITAA and now a Teaching Member specializing in organizations, I want to share some ideas about how to make the transition from a clinical to an organizational practice,.

Knowing how much transactional analysis has to offer the organizational field and how a number of you have thought about making a transition to part-time or full-time organizational work, I plan to devote this column and my next three to how to do that.

The success or failure of organizations is directly related to how people engage other people. "People skills" are an absolute necessity, and yet they are often neglected in organizations. Although there has been a lack of "people skills" training in many organizations, there is clearly a trend (and it appears to me to be worldwide) toward emphasizing such skills in organizations. Transactional analysis provides so many ideas related to "people skills" that, from my point of view, it provides the best skeletal framework. It is based on good psychology, it is practical, and if taught well, it is easily understood. Implementing TA ideas can be done by the executive as well as the blue collar worker.

Transactional analysis provides so many ideas related to "people skills" that, from my point of view, it provides the best skeletal framework.

In addition, when used in organizations, transactional analysis has a wonderful by-product—people take the ideas home and use them with their own families and friends. They make very significant changes in their lives, to say nothing about the terrific changes that occur within organizations, changes which ultimately affect the bottom line. And after all, organizations, especially businesses and corporations, are interested in the bottom line. The quality of people-to-people interaction in organizations is much improved when TA ideas are implemented.

TA can be used in planning, contracting, conflict resolution, problem solving, sales, marketing, management, customer relations, team building, and stress reduction. In fact, its applicability seems almost endless. Large corporations have their own training departments which focus on these areas and often use outside consultants and trainers. Additionally, there is an increasing demand for on-site training by outside trainers. Small corporations often send people to consultants and trainers to do the training.

What qualifications are necessary to be a consultant/trainer in transactional analysis? As I said earlier, I started as a Clinical Member. For twenty years prior to my clinical practice I was a manager. I found that TA easily related to the management and communications principles. Nevertheless, I decided that it was important for me to have organizational training in transactional analysis. People often fail when they think they can immediately apply clinical TA to organizations. They often make serious mistakes—to say nothing about the fact that they tend to fail miserably economically.

I strongly recommend that transactional analysts who are going to do training learn more about teaching, that is, develop platform skills. I have seen too many transactional analysts teach who lack such skills, and I am frequently chagrined that many clinical, organizational, and educational transactional analysts tend to stay in Adult when they train or do therapy. I cannot emphasize enough the importance of role-modeling the ego states about which you talk. Remember the old adage, "You can't move your clients beyond where you are."

In my next column I will talk about how to start an organizational practice. In the meantime, if you want to write me with comments, please send them to me at 10200 East Girard Ave., #B-330, Denver, CO 80231, USA.

Oakland Summer Conference Update

August 2-6, 1989

The keynote address by Dr. Robert Coles, MD, "Moral Energy in Young People," will be a discussion of the roots of "goodness" in people. His two-hour afternoon workshop on Wednesday, "The Relationship Between Culture and Personality," will focus on the ways in which class, race, and nationality influence psychological development.

Pre-Conference Institutes (July 31 and August 1): Robert Goulding, MD, on "Redecision Therapy;" John O'Hearne, MD, on "Putting It All Together;" Sandra Landsman, PhD, and Terri White, MA, on "Ancient Rites and Rituals;" and Carlo Moiso, MD, on "The Theory and Practice of Formal Game Analysis."

Full-Day Workshops: William Cornell and Karen Olio on "Working with Memory and Affect in the Treatment of Sexual and Physical Abuse;" Harry Boyd, Gloria Wax, and George Imperato on "A Comparative Diagnosis and Treatment of Personality Disorders: J. Masterson, O. Kernberg, and TA;" and Robert Massey, Peter Pearson, Ellyn Bader, Laura Boyd, and Landy Gobes on "A Medley of Couples Therapies: Theory and Treatment from Four Different Therapists."

Workshops Focusing on Specific Populations include (but are not limited to) addicts, survivors of suicide, invisible women veterans, victims of AIDS, helping therapists survive, adolescent sex offenders, men who batter, personality disorders, and couples.

Workshops Focusing on Methodologies and Skills: setting contracts for healing, healing through art, Ericksonian approaches to healing, preventing violence through stress management, bioenergetic and Gestalt approches to dreams and the body, and treatment of addictive relationships.

Special Interest Workshops: increasing options in supervision, and how to present a workshop so as to maximize participants' learning.

Four Theme-Focused Panels: The survival and development of organizations, the survival and healing of educational systems, psychotherapy and social consciousness, and survival and healing: making changes in consciousness.

There will also be workshops and panels for those in the organizational and educational fields.

Setting Up A TEW

Anyone wishing to set up a Training Endorsement Workshop (TEW) in a location where a TEW coordinator is not available may do so by 1) letting Jackie Ward-Flaggs at the ITAA office know six months in advance, 2) having been a staff member of a TEW, 3) getting a letter of recommendation from the coordinator of the TEW on which you served.

Members Forum

SEXUAL ORIENTATION MORE ACCURATE THAN SEXUAL PREFERENCE

Dear Editor:

I work in a mental health clinic for sexual minorities—gay men, lesbian women, transvestites, and transsexuals. For five years I have been the "token straight person" there. The persons I serve are who they are. So the word "preference" as in "sexual preference" seems inaccurate to me. "Orientation" would be more accurate.

I write in response to Mervin Hine's letter (March 1989 *Script*), which offends me. What I pick up is called "homophobia." I presume he does not know that the bulk of rapists and molesters in Western culture are heterosexual. However, that is hardly a reason to exclude heterosexuals from the protection of a nondiscrimination clause, is it?

"Discriminate" does have several meanings in English which can be clarified to the non-English-speaking person. There are words for lack of prejudice in most languages, if translation is the problem. We who speak English can discriminate between the various meanings of "discriminate," and I presume others can do that in their langauges. What I am angry about is the attribution of immorality to homosexuals as a class.

I thought the following questionnaire might be of interest.

Anne Steytler, Pittsburgh, Pennsylvania, USA

Heterosexual Questionnaire

1. What do you think caused your heterosexuality?
2. When and how did you first decide you were a heterosexual?
3. Is it possible your heterosexuality is just a phase you may grow out of?
4. Is it possible your heterosexuality stems from a neurotic fear of others of the same sex?
5. If you've never slept with a person of the same sex, is it possible that all you need is a good gay lover?
6. To whom have you disclosed your heterosexual tendencies? How did you react?
7. Why do you heterosexuals feel compelled to seduce others into your lifestyle?
8. Why do you insist on flaunting your heterosexuality? Can't you just be what you are and keep it quiet?
9. Would you want your children to be heterosexual, knowing the problems they'd face?
10. A disproportionate majority of child molesters are heterosexuals. Do you consider it safe to expose your children to heterosexual teachers?
11. With all the societal support marriage receives, the divorce rate is spiraling. Why are there so few stable relationships among heterosexuals?
12. Why do heterosexuals place so much emphasis on sex?
13. Considering the menace of overpopulation, how could the human race survive if everyone were heterosexual like you?
14. Could you trust a heterosexual therapist to be objective? Don't you fear he or she might be inclined to influence you in the direction of his or her own leanings?
15. How can you become a whole peron if you limit yourself to compulsive, exclusive heterosexuality and fail to develop your natural, healthy homosexual potential?
16. There seem to be very few happy heterosexuals. Techniques have been developed that might enable you to change if you really want to. Have you considered trying aversion therapy?

Organizational News

ITAA President-Elect Is Looking for You!



I am looking for a few good men and women to serve on committees or as committee chairs during my upcoming two-year ITAA presidency, beginning in January 1990. Your reward will be increased involvement in the ITAA, an expanding circle of networking contacts, and a sense of satisfaction.

ITAA policy dictates that new chairs and committee members be chosen by the president and approved by the Board of Trustees. I would like to hear from you now so we can meet in August at the Summer Conference. We need new people with new energy and ideas, and I also want to keep involved those existing people who have lots of experience to aid continuity.

The main ITAA committees are listed below. Write me directly (at my new address) of your interest: Julie Hay, 7 Oxhey Rd., Watford, Herts. WD1 4QF, England; phone: 923-22-4737

ITAA Committees: Finance Committee, Development Fund Committee, Grant and Distribution Committee, Organizational Development Committee, Affiliation Negotiation Committee, Nominations Committee, Membership Coordination Committee (with subdivisions Education, Organization, and Social Action), Conference Committee, Professional Practices Committee, Ethics Committee, Editorial Board (**TAJ**), **Script** Committee, Translation and Information Delivery, Research and Innovation Division, Development Division

Nominations for Officers and Trustees

The following people have been nominated by the Nominating Committee to run for officer and Board of Trustees positions in the fall 1989 election.

VP of Operations: Bill Cornell
VP of Research and Innovation: Sheryn Scott
VP of Development: Jim McKenna
VP in Charge of Training and Certification Council: Jan Hennig, Adrianna Arzac
Treasurer: Mervin Hine
Secretary: Robin Maslen
Board of Trustees
Region I: Yoshitaka Moronaga
Region V: Ken Windes

This is a preliminary list. Additional nominations may be made in two ways: from the floor of the Business Meeting in Oakland this August or by written petition accompanied by the signatures of ten voting members. If making a nomination at the Business Meeting or by petition, please confirm that the person being nominated has agreed to run.

If you are interested in nominating someone or in running yourself, please contact Nominating Committee Chairperson Jonathan Weiss, PhD, 506 W. Davies Way, Littleton, CO 80120, USA.

Election Campaign Guidelines

I. Preamble. These guidelines are intended to assist in maintaining a spirit of collegiality and essential fairness in all ITAA elections and to keep the amount of campaigning and electioneering for the offices of president-elect, vice-president, secretary, treasurer, and membership on the Board of Trustees within established procedures.

II. Endorsement of Candidates.

A. Individual members may endorse candidates for elected positions within the ITAA provided that such endorsement makes clear that it represents the personal view of the endorser.

1. If such personal endorsements are made by individuals holding an elected, appointed, or honored position within the ITAA (or related positions in affiliate organizations), such individuals may not mention their position within the organization as part of the endorsement.

B. ITAA affiliate organizations may not endorse any candidate for election.

C. ITAA resources or the resources of an affiliate organization may not be used for the purpose of supporting any one candidate over another.

D. The electioneering use of newspaper or journal advertisements is prohibited.

E. The Association's newsletter may be used to report the candidacy of members and election results provided that the report is included as a news article and all candidates for a nominated position are represented.

F. The executive director and staff of the ITAA are to refrain from electioneering in any form, including making personal statements regarding the qualifications of any candidate.

III. Campaign Statements

A. Candidates may make written statements to appear in the ITAA printed election booklet. Such statements will be confined to a discussion of issues facing transactional analysis and the ITAA, as well as a personal biographical sketch. Statements made by nominees for president-elect may not exceed 400 words; for other officers statements may not exceed 200 words; and for members of the Board of Trustees, statements may not exceed 150 words.

IV. Campaign Spending and Membership Appeal

A. Mass mailings on the part of a candidate for elected position or on behalf of that candidate by other individuals or organizations is prohibited. While it is appropriate for nominees to elected positions within the ITAA to communicate their platforms and qualifications to the membership, mass mailings are deemed inappropriate because they create the possibility of unfair economic advantage for some nominees.

1 Individual personal letters or phone calls to friends and colleagues are appropriate.

2. Form letters or "Dear Colleague"-type letters sent by an individual, a group of individuals, or an affiliate organization to a group of persons on a mailing list are not acceptable practice.

V. Dissemination of Information on Electioneering

A. The campaign procedures are to be published in the May-June issue of *The Script* newsletter at the same time and along with the announcement of the Nominating Committee's selection of candidates for election.

B. The ITAA central office will mail a copy of the election campaign guidelines to each candidate at the time his or her nomination is official.

January 1989 Board Meeting Minutes Summary

Long-Range Planning: The Board committed itself to doing long-range planning at every meeting and to an in-depth long-range planning retreat in 1990. An Ad Hoc Committee composed of Lucy Freedman, Vince Gilpin, Ellyn Bader, and Julie Hay will plan this retreat.

Dues Reductions: The President is authorized to designate certain economic regions and categories of persons as eligible for reduced ITAA membership fees until a flexible universal fee scale is established. Once granted, the reductions remain in effect until formally changed with due notice.

A Voluntary Eric Berne Fund Contribution of $20 will be added to each member's annual billing until the Fund campaign goal of $1.5 million is reached. It will be clear that this contribution is optional.

Retaining Members will be attempted through the Board canvassing resigned, retired, lost, and dropped members and encouraging them to continue their membership. In addition, an every-member-bring-in-a-member campaign will be implemented, and newcomers will be urged to join local or national TA associations in Europe, USA, Canada, New Zealand, and Australia, or the ITAA individually if they live elsewhere.

Conference Committee: The Board committed the ITAA to holding future conferences only at sites that are handicapped accessible. However, when planning conferences with affiliates outside the USA, circumstances sometimes make full handicapped-accessibility an impossibility; the Board therefore approved a motion to use what facilities are available and to place notice about such circumstances in *The Script* and all publicity to identify the possibilities for handicapped persons and to keep our contract clear. When ITAA conferences are held in places without adequate accessiblity for the handicapped, the Scholarship Loan Fund Committee is authorized to grant funds to facilitate the attendance and full participation of the handicapped, including paying for supplemental assistance, etc.

The EATA Affiliation aggreement, which went into effect January 1, 1989, was approved by the Board.

The 1988 Budget Deficit was about $35,000 (actual: $26,511), instead of the anticipated $13,000, largely because of the purchase and installation of the new IBM 36 mainframe computer with three linked workstations. The 1988 deficit was also necessary in order to fund services during a transition year. However, the Finance Committee pledged to operate on a balanced budget in 1989 and beyond. The Finance Committee recommended budget cuts, which were reviewed and approved by the Board, including conversion of *The Script* to desktop publishing (beginning with this issue) and delaying the new *ITAA Membership Directory* until 1990.

The Scholarship Loan Fund Guidelines Were Broadened to allow the ITAA President and the Fund Distribution Committee Chair to make grants from the Scholarship Loan Fund (within the guidelines) to help persons in economic need with conference registration and dues.

The New Professional Practices Committee Chair is Susan Young. Revised Professional Practices Guidelines were proposed and approved by the Board.

The Transition Team, which has completed its work, will be replaced by the Organizational Development Committee, which will be in charge of the 1990 Long-Range Planning Retreat in Belgium.

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Training and Certification

TRAINING AND CERTIFICATION COLUMN

by Ian Stewart



Attention PTSTAs and Sponsors

The Training and Standards Committee has made some decisions that will have important ramifications for PTSTAs (Provisional Training and/or Supervising Transactional Analysts) and their TSTA (Training and/or Supervising Transactional Analyst) sponsors.

PTSTA STATUS

When a PTSTA contract expires, the trainee has three options: 1) do nothing and return to Level I Certified Transactional Analyst status; 2) take a training endorsement workshop (TEW) to seek reendorsement and sign a new contract; or 3) request an extension by submitting the request to the Training Issues Subcommittee of TSC and completing the requested files. Extensions will be granted when a PTSTA candidate indicates ... he or she will be taking the Level II exam within two years from the expiration of his or her first contract.

Effective January 1, 1989, all PTSTA contracts signed after January 1, 1983, will last for seven (7) years. If at the end of that time a PTSTA fails to notify the TSC of their intentions (as per the above), the chairperson of the Training Issues Subcommittee will notify the PTSTA candidate that his or her contract will expire in three months, remind the candidate of the aforementioned options, and request a response within 60 days. If the PTSTA fails to respond, the chairperson will notify the PTSTA and anyone with whom they hold a training contract (both sponsor and trainees) and the applicable national/regional associations that the contract has expired, that the person is no longer a PTSTA candidate, and that he or she has returned to Certified Transactional Analyst status. The trainees under contract with the former PTSTA have the choice of having their contracts picked up by the TSTA sponsor of the former PTSTA or of signing a new contract with a new sponsor.

PTSTAs for whom the seven (7) year period has passed (contracts signed prior to 1983) and who have not requested extensions or who have not responded to requests from the Training Issues Subcommittee for needed information will be returned to Certified Transactional Analyst status.

PTSTAs with expired contracts (those operating on extensions of contracts) who are deferred on *either section of the Level II exam (teaching or supervision)* cannot sign training contracts unless a new extension of their contract is granted by the TSC or they are reendorsed at a TEW and sign a new PTSTA contract. If the PTSTA does not take up one of these options, the Chairperson of the Training Issues Subcommittee notifies the PTSTA's trainees and sponsor of the change in status and advises them to change their contracts.

TSTA SPONSORS OF PTSTAs SHOULD NOTE THAT THEY ARE RESPONSIBLE FOR ALL CONTRACTS THAT THEIR CANDIDATES SIGN AND ARE OBLIGATED TO HELP THE LEVEL I TRAINEES OF A PTSTA WHO IS DEFERRED OR DROPS HIS OR HER CONTRACT FIND NEW SPONSORS.

Eligibility to Sign Training Contracts: TSC has decided that, in order to sign Level I contracts, the sponsor (TSTA or PTSTA) must have both teaching and supervising status (previously only supervisory status was required). This decision goes into effect as of January 1, 1990).

EXAM CALENDAR

Exam	Exam Date	Location	Aplication Deadline
Level I & II Oral	July 2, 1989	Zagreb, Yugoslavia	April 2, 1989
	August 2, 1989	Oakland, California	May 2, 1989
	November 1989	Frankfort/Meins, W.Germany	August 14, 1989
	January 1990	Morales, Mexico	October 16, 1989
Level I Written	July 14/15, 1989	To be announced	April 14, 1989
	November 10/11,1989	To be announced	August 14, 1989
Training Endorsement Workshops	July 8-10, 1989	Zagreb, Yugoslavia	April 2, 1989
	August 6-8, 1989	Oakland, California	May 2, 1989
	January 1990	Morales, Mexico	October 16, 1989

** Please contact Jackie Ward-Flaggs at the T & C Council Headquarters for more information*

All fees due by application deadline. All exam fees are nonrefundable, but will be credited to your account (except oral application fees paid each time applying for oral exam) if at least 60 days written notice is given for cancellation. Otherwise fee is forfeited. Fees: written exam—$90 US/Canada ($20 administrative fee deducted for cancellations received prior to 60 days deatline); all other countries pay $15 written exam recording fee to BOC and $35 to reader/scorer. Orals applications: $75, nontransferable. Oral exam—$50. Contract filing fee: $40. All fees must be paid in US funds. Candidates must allow six months between taking the written exam and applying for the oral exam. Requests to hold BOC exams must be submitted early enough to allow for review by the BOC and, if approved, to allow for notice to be posted in The Script at least six months prior to the exam date.

EXAMINERS NEEDED

We need qualified examiners (individuals who have or will complete the Board of Certification examiner training workshop before exams) for Level I and Level II oral examinations in Oakland, California, on August 2, 1989.

Please complete this form and return to Jackie Ward-Flaggs, 1772 Vallejo Street, San Francisco, CA 94123 by July 4, 1989 if you can help. Examiners' meetings and workshops will be held on Tuesday, August 1, and we ask that you attend.

_____ Yes, I will serve as an examiner for the following exam and attend the Examiners' Meeting and Workshop on Tuesday afternoon: (check one):

____ Tues. Aug. 2, Oakland, Level I
____ Tues. Aug. 2, Oakland, Level II

I would like to serve as a supervisee in the supervision section of the Level II exam

_____
Name and Membership Status (Please Print)

_____
Address and Phone Number

NEW CERTIFIED MEMBERS

April 13, 1989, White Haven, Pennsylvania
Marie C. Vail, M.A., Clinical, Vincentown, New Jersey

BOC THANKS EXAMINERS

Special thanks to the following people for devoting time, energy, and skills to the Level I exams in White Haven, Pennsylvania: George Imperato, Exam Coordinator; Gloria Wax, Exam Supervisor; and examiners Fred Hufford, Joan Lourie, Francis Bonds-White, Lucy King, and Stan Tsigounis. The BOC looks forward to working with them again.

BOARD MINUTES

continued from page 4

A Continuing Education Unit Policy has been approved by the Training and Certification Council of Transactional Analysts. There will be a $25 registration and evaluation fee, and those fulfilling the CEU requirements will be included in a registry which will be available to the public.

Deferred Exams: Under a new BOC regulation persons deferred on either portion of the TM exam cannot sign new training contracts. They can sign a contract as a PTM, with the co-signature of a TM sponsor, but not as a TM. To qualify as a PTM sponsor, the person must go to a new TEW or extend his or her existing PTM contract. (A PTM contract automatically ends when a person takes an exam).

The Duration of Teaching Member Level II Contracts has been extended to 2-7 years, rather than the prior 5 years.

The Training Endorsement Workshop Requirement has changed to require a mandatory one-year waiting period between passing the Level I exam and taking the TEW (the TEW is a prerequisite to signing a Level II contract). TEW participants who are endorsed will be given recommendations.

NO BERNE AWARD

continued from page 1

In light of these crucial questions about the EBMSA process and because a consensus could not be reached about the eligibility of this year's nominees, the Editorial Board voted not to have a ballot in 1989. However, in so doing they simultaneously committed themselves to careful and energetic scrutiny of the Award process, especially at their meeting during the Oakland Summer Conference in August.

The Eric Berne Memorial Scientific Award is, in a way, a barometer of the health and vitality of our organization. During the recent past there have been several years in which no election was held or no Award given for lack of participation by the membership. Perhaps this nonresponse is tied in to some of the issues the Editorial Board will be addressing in August. And thus my excitement. I think the time is ripe to reconsider and grapple with the meaning and value of ITAA's most important Award. Just as we have been working to update TA theory in order to keep it alive and vital, it may be time to update the EBMSA. The Board welcomes and encourages your input on these questions and others you may raise yourself. Please talk among yourselves and then to us, either in person or by phone or mail. After all, in the final analysis, the Eric Berne Memorial Scientific Award is what we—you and I—make it. Let's continue to make it a reflection of the high standards and exciting innovation it has represented in the past as well as a recognition of the importance of developing transactional analysis in the future.

The Statement of Ethics and Guidelines for Handling Ethics Violations Within the ITAA are available on request from the ITAA office.

ITAA Showcase

continued from page one

local colleagues to attract top TA presenters and trainers to their areas for advanced education.

If you are interested in being a local sponsor, host of a workshop, or offering to contribute your services as a presenter, please write to Jim McKenna, Development Division, c/o the ITAA, 1772 Vallejo Street, San Francisco, CA 94123. Although at this time the pilot Showcase project is confined to the continental USA and Canada, McKenna states that "we are in the process of recruiting project managers on an international basis."

With membership support and the generous donations of the TA presenters, the Development Division will make substantial progress toward its three-fold goal: to present TA as an effective model for facilitating change, to present the ITAA as an organization of ethical and competent professionals, and to develop a new nondues sourse of revenue to help support other Association activities.

As McKenna says, "A picture is worth a thousand words. If we can just package what we do, we will have the perfect ad for TA!"



Jim McKenna

ITAA Balance Sheet—1987 and 1988

OPERATING FUND

ASSETS	1988	1987
Current Assets:		
Cash	$103,961	$ 87,274
Certificate of deposit		50,000
Accounts receivable, less allowance for collection losses (1988-$549; 1987-$572)	4,283	8,978
Inventories	7,311	6,733
Prepaid Expenses	25,917	26,360
Due from Eric Berne Fund for the Future	6,712	9,654
Total current assets	148,184	188,999
Equipment, less allowance for depreciation (1988-$52,394; 1987-$67,196)	39,478	9,781
	$187,662	$198,780

SCHOLARSHIP LOAN FUND

Cash	$ 22,244	$ 16,605
Certificate of Deposit	60,000	60,000
Due from Operating Fund	56,725	36,725
Scholarship loans	16,684	17,099
	$155,653	$150,429

ERIC BERNE FUND FOR THE FUTURE

Cash	$ 9,657	$ 3,712
Certificate of deposit	55,000	50,000
	$ 64,657	$ 53,712

BUILDING FUND

Due from Operating Fund	$ 347	$ 347
Property and improvements, less allowance for depreciation (1988-$125,917; 1987-$114,804)	$289,118	$300,231
	$289,465	$300,578

OPERATING FUND

LIABILITIES AND FUND BALANCES	1988	1987
Current Liabilities:		
Accounts Payable	$ 14,065	$ 27,772
Accrued liabilities	3,240	3,322
Due to Scholarship Loan Fund	56,725	36,725
Due to Building Fund	347	
Total current liabilities	$ 74,377	$ 67,819
Deferred income	37,19027,672	
Fund balance	76,095103,289	
	$187,662	$198,780

SCHOLARSHIP LOAN FUND

Fund balance	$155,653	$150,429
	$155,653	$150,429

ERIC BERNE FUND FOR THE FUTURE

Due to Operating Fund, for advance of expense	$ 6,712	$ 9,654
Fund Balance	57,945	44,058
	$ 64,657	$ 53,712

BUILDING FUND

Note payable, first deed of trust (Note 2)	$161,756	$162,439
Fund Balance	127,709	138,139
	$289,465	$300,578

We have examined the accompanying balance sheet of the International Transactional Analysis Association, Inc., at December 31, 1988 and 1987, and the related statements of revenue and expenses, changes in fund balances, and changes in cash flows for the years then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements mentioned above present fairly, in all material respects, the financial position of the International Transactional Analysis Association, Inc., at December 31, 1988 and 1987, and the results of its operations, changes in its fund balances, and changes in cash flows for the years then ended, in conformity with generally accepted accounting principles.

Wilbur M. Parker, CPA
Irene T. Jewell, CPA

STATEMENT OF REVENUE AND EXPENSE AND CHANGES IN FUND BALANCES

Revenue	Operating	Scholarship Loan Fund	Eric Berne Future Fund	Building Fund	1988	1987
Membership dues	$269,130	$	$	$	$269,130	$252,900
Conferences	47,819				47,819	117,165
Contributions	5	5,170	11,256		16,431	18,029
Interest	5,331	6,054	3,912		15,297	14,327
Sundry	28,709				28,709	32,007
Rent	48,010				48,010	45,022
	399,004	11,224	15,168		425,396	479,450
Expenses (Note 4)						
Salaries and outside personnel	144,713				145,233	140,265
Payroll costs and benefits	23,849		520		23,849	20,082
Occupancy (insurance, interest, utilities, and depreciation on building)	48,794			11,113	59,907	69,949
Printing (copying and reproduction)	63,122		69		63,191	77,890
Office (postage, supplies, equipment rental)	53,064		85		53,149	64,110
General (exam costs, data processing, meetings, mailings, and other)	91,973	6,000	607		98,580	94,582
	425,515	6,000	1,281	11,113	443,909	466,878
Excess (deficit) of revenue over expense	(26,511)	5,224	13,887	(11,113)	(18,513)	12,572
Other changes in fund balance:						
Principal payments on Note, First Deed of Trust	(683)			683		
Fund balance, December 31, 1987	103,289	150,429	44,058	138,139		
Fund balance, December 31, 1988	$ 76,095	$155,653	$ 57,945	127,709		

Notes to Financial Statements December 31, 1988 and 1987

1. **Accounting Policies:** The Association maintains its accounts on the accrual basis except that membership dues and subscriptions are recognized as income when collected. Inventories of publications and books are valued at cost on a first-in, first-out basis. Equipment, consisting of furniture and office equipment, is carried at cost less accumulated depreciation computed using the straight-line method. Furniture and office equipment are depreciated over an estimated useful life of ten years. Deferred income represents receipts for the winter conference to be held in early 1989.

2. **Property and Improvements:** During 1974, the Association purchased property in San Francisco for use as the Association headquarters. The purchase was funded by a cash payment of $92,412 and by assumption of a 5 1/2% note secured by a first deed of trust of $168,694. The note is payable in monthly installments of $800.00 including interest and principal, with any unpaid principal due in 1991. The Association has spent $153,929 remodeling and renovating the property. Depreciation of the building and improvements have been charged to operations in the amount of $11,113 for 1988 and $11,113 for 1987.

3. **Special Funds:** The Scholarship Loan Fund was established by the Board of Trustees in 1975. During 1988 loans were made to sponsored individuals in the amount of $600. Scholarship loans are interest-free for the first three years, after which a 9% rate applies. In addition to the loans, outright grants were made to approved applicants of $6,000 in 1988 and $4,000 in 1987. Loans and/or grants can be made to United States and international members.

4. **Discontinued Operation:** In accordance with the January 1983 Board of Trustees meeting, the Association discontinued its book store operation and entered into a licensing agreement with a former employee, Norman Shea. The agreement grants Norman Shea rights and privileges of utilizing the Association's name for sales of Transactional Publications (books, pamphlets, and tapes). The agreement was effective July 1, 1983, and a sale of inventory to Norman Shea was made. The agreement provides, among other things, for royalty payments of 3.5% of gross sales.

5. **Basis of Financial Statements:** Based upon Board of Trustees resolutions, the Board of Certification, Training Standards, and Training Endorsement Workshops of the ITAA have been spun off into a new corporation named Training and Certification Council of Transactional Analysts (T&C) as of January 1, 1987.

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July 31, 1989. Oakland.Ca.



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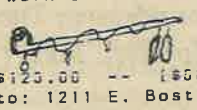

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94110
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Next Belgium Training:
Date: July 12-16, 1989
Contact: Erica Seynaeve (32/16) 233722
Antoinette DeMoe (32/2) 654.18.00

TWO NEW TA PUBLICATIONS

The Western Pacific Association of Transactional Analysts (WPATA) has just published its first TA Bulletin - 130 pages of state-of-the-art TA from the Australasian region in A4 format - great value at US$ 23 per copy (includes airmail postage).

'Talking TA' is a '101' level introduction to basic TA theory containing chapters by most of the TMs and PTMs in the region. 80 pages in A5 format. Price US$ 15 (includes airmail postage).

Order now from:
WPATA Publications,
136 Loftus Street, Leederville WA 6007,
AUSTRALIA

Bulk order prices on application. Visa/Mastercard accepted. Please sign your order, and include card type, number and expiry date.

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The Imperative Self model shows how the unique elements in an individual's deep personality interact to generate the emotions and behavior that characterize the individual and provides the basis for holistic personal transformation at the deepest level. The 24-day Imperative Self training teaches the necessary skills to elicit the Imperative Self from a person and to utilize this in powerful and respectful new ways to guide an individual towards thriving life fulfillment.

The New England Institute for NLP also offers full-length certification training in Neuro-Linguistic Programming as well as shorter programs for professional and personal development – for those who want excellence at the leading edge of communication and transformative change. Please contact the Institute for more information and **free introductions** to these or our many other programs.

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Keeping In Touch

REGION I - PACIFIC, ASIA, AFRICA

Amnaj Boonsirivibul of Bangkok, Thailand, writes that he is proud to be a part of the ITAA. He is an ITAA Certified Transactional Analyst and a PTM in the Western Pacific Association of TA specializing in education and organization development. Amnaj has been busy training professional people, from executives to ex-addicts, using TA as one of his principal tools. He reports that TA is increasingly popular in Thailand and that we can look foward to more Thai members in the future.

REGION V - UNITED STATES

Shirley Jaeger, LCSW, CM, writes that she had an article entitled "Healing the Inner Child: The Sexual Abuse Survivor" published in the *Journal of Religion and Applied Behavioral Sciences*, VIII:2, 9-11. Congratulations, Shirley!

Former ITAA President Ruth McClendon and her husband, Les Kadis, have been serving as co-editors of the International Section of the *American Journal of Family Therapy*. In conjunction with this work, they have been invited to be guest speakers at the University of Moscow and will also travel and speak in Lenningrad and Vilnius. They will be teaching about family therapy and family business.

Claude Steiner and a group of folks who edit the quarterly magazine *Propaganda Review* are holding a conference on "Propaganda and Post-Modernism" the weekend after the ITAA Summer Conference in August. It will take place at Fort Mason in San Francisco beginning Friday evening August 11 with a keynote address. Modern propaganda is a most sophisticated power play and an important social force which affects us and our clients alike. You are invited to extend your stay in the Bay Area to visit this important event. For information write: Claude Steiner, 2901 Piedmont Ave., Berkeley, CA 94705, USA, or call Claude at (415)843-9667.

Stephen R. Lankton and Carol Lankton are the coauthors of a new book entitled, *Tales of Enchantment: A Collection of Goal-Directed Metaphors for Adults and Children in Therapy*. The book has been chosen as the main selection for June 1989 by the Behavior Science Book Service (McMillan Publishers). It is published by Brunner/Mazel.

Transactional Analysis and Spirituality

August 7-12, 1989
A Five-Day Wilderness Horseback Pack Trip in the Sierra Mountains
Conducted by
Vince Gilpin and Denton Roberts

Pack Trips on Horseback



Denton Roberts will present the spirituality implicit in TA theory, the spiritual dilemmas in Berne's work, the spiritual appeal of TA, and problem solving from the spiritual perspective. Vince Gilpin will present the spiritual dimensions of OKness and its application in transactional analytic theory and practice. He will also conduct daily meditation and journal writing activities to facilitate daily spiritual practice.

Fees: $600 US, includes horses, meals, and basic trail needs. Participants should bring their own camping gear if possible.

Send applications with $100 deposit to Denton Roberts, Route #4, Box 455, Spokane, Washington 99204, USA; phone: (509) 796-2383 OR Vince Gilpin, 464 Somerset St. W., Ottawa, Ontario, K1R 5J8, Canada; phone: (613) 235-9493.

1989 Goulding Award of Excellence

In 1988 the Inaugural Award of Excellence was won by Tony White for his original and creative contributions in the areas of clinical and theoretical transactional analysis. Tony's Award was presented at the TA conference in Fremantle, Western Australia, in November 1988; he was a popular and worthwhile recipient of the inaugural Award.

The Board of the Western Pacific Association of Transactional Analysis (WPATA) is now inviting nominations for the 1989 Goulding Award of Excellence for members who have made outstanding contributions to the practice and/or theory of transactional analysis. Nominations are to be made in the form of a one-page argument for the nominee outlining the reasons for the nomination. This statement must also include the nominee's signed consent to nomination for the Award and must be received before July 17, 1989, to be eligible for the 1989 Award.

Four nominations will be selected by Mary and Bob Goulding to be circulated to all WPATA members for voting. The Award will be presented at a time to be announced later.

Members are invited to consider the criteria of excellence carefully as the Board is keen to avoid the Award becoming a popularity contest. Nominations should be forwarded to the Secretary, WPATA, 136 Loftus St., Leederville, 6007, Western Australia.

The International Transactional Analysis Association (ITAA), the Mexican Association of Transactional Analysis (MEXAT), and the Latin American Association of Transactional Analysis (ALAT) are proud to present the

1990 JOINT WINTER CONGRESS

Oaxtepec Conference Resort, Morales, Mexico

Theme: Expanding Boundries in Theory and Practice
Keynote Speaker: Robert Bly

Winter Congress, Thursday-Saturday, January 18-20
Pre-Congress Excursion to Mazatlan: January 14-16
ITAA Committee Meetings and BOC Exams: January 17-18
ITAA Board Meets: January 20

In 1990 we will return to Oaxtepec, scene of our highly successful joint 1983 Winter Congress. We are happy to offer a unique educational opportunity at this conference: Robert Bly will share with us material from his 40 years as a poet, translator, literary critic, conversationalist, public speaker, and prose writer. The influences of his own teachers, including mythologist Joseph Campbell and Jungian analyst Marie Louise von Franz, will be evident. Bly will present a 2 1/2-hour keynote address on Thursday, January 18, followed by an all-day institute on Friday, January 19. He will discuss new developments in male and female relationships and the process of liberating men, which in turn liberates women. Bly's expertise is in male ritual and male tradition incoporating Jungian theory. His engrossing and involving work will be of great value to advanced therapists looking for advanced theory and experience, and his ideas can be incorporated into therapy with both men and women.

There will also be a full four-day program of advanced TA workshops and events held concurrently and in addition to the Bly presentations.

Oaxtepec is a uniquely Mexican resort less than an hour from Mexico City—easily accessible by bus, but far away from the noise and smog of the city. It is nestled in the shadow of the volcanos Popocatepetl and Ixtaccihuatl, a few minutes from the archeological ruins and museums of the city of Cuernavaca. On-site attractions include a huge pool and nearby tennis and golf. Conference Center residents will enjoy four nights and a full meal package of truly Mexican cuisine. The newly built Hotel El Dorado offers more luxurious alternate accommodations within walking distance of the Conference Center, with nonresidents entitled to a lunch package.

Plan on joining us in Mazatlan prior to the Congress for a three-night excursion with TA colleagues. Located on the Pacific Coast, Mazatlan is a relatively unknown paradise with beautiful weather year-round. It is one of the world's leading deep sea fishing ports. The nearby rain forest and ruins of San Blas are other attractions. Our hotel, the Camino Real, located on the crest of the Punta del Sabalo north of the city (but only 10 minutes from downtown shopping) boasts its own secluded beach, pool, tennis, and many other facilities. The package cost is modest: $180 per person double occupancy ($299 single) for three nights, welcome cocktail, farewell dinner, and airport transfer. Mexicana Airlines offers Mazatlan as a free stop-off from many gateway cities.

For full details, watch your July *Script* newsletter or clip and return the following response form:

_____ Yes! Please send me more information on the January 1990 Joint ITAA/MEXAT/ALAT Winter Congress as soon as it is available.

Name: _____

Address: _____

City/State/Zip: _____

Send to: ITAA Winter Congress, 1772 Vallejo Street, San Francisco, CA 94123, USA.