The Script

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

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1995 Was Quite A Year!

Moving On: Reflections on Being ITAA President

by Servaas van Beekum

As he completes his term as ITAA president, we asked Servaas van Beekum of The Netherlands to share his perspective on the last two years. Here are his comments.



Reflecting on the highlights—both positive and negative—of my two-year term as ITAA president (1994-1995), I am aware that there are many of both. Being president has been a joy and a load, enlightening and a burden. I am reminded of the metaphor I used at the Minneapolis conference in 1993 when I said some words to Robin Maslen, who was then finishing his term as president. Coming from the Netherlands, one of my hobbies is biking, and during the time I was president elect, I realized how much I could develop and prepare for the job because Robin, as president, kept me "out of the wind." As in bicycling, traveling in someone else's wake is comfortable. Things change when you take over the lead yourself.

Taking up the role of president has been an act of excitement and responsibility for me. I have been aware during these years of wanting to act in role, to be seen in role, and therefore to use my role. In a president elect statement in *The Script*, I wrote that one of my goals was "to focus on the containing role and function of the ITAA for the global TA community." I remember people questioning the word "containing," which is a term from group relations theory, not from transactional analysis. It refers to the function of an organization to hold people, visions, diversity, conflict, and projections so that the primary task of the organization—to develop and disseminate transactional analysis—is possible. Elected officers have a special job regarding this containing function which makes their roles meaningful, interesting, and also difficult. I experience my role as president in all those ways.

"Being president has been a joy and a load, enlightening and a burden."

Transformational and Entrepreneurial

I have been lucky to have had a supportive executive committee. Because we worked well together, we developed as a powerful

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Looking for the Silver Lining

by Susan Sevilla



At times 1995 felt like Mr. Toad's Wild Ride at Disneyland. (For those of you who don't know, this was a fast, crazy ride, with quick turns and a surprise around every corner.)

The major event to color 1995 for the ITAA actually occurred in December 1994 when the buyer under contract to purchase the Burr House defaulted just two weeks before the building sale was to close. Stress levels among the ITAA staff, already high from the move, skyrocketed. We had already evicted two rent-paying tenants and signed a five-year lease on new office space. The staff had worked hard to clear out 22 years of accumulated stuff at the Burr House and moved the ITAA offices to sparkling new quarters across town. We had held a massive "yard sale" to sell off tons of surplus furniture, including eight room-sized oriental carpets, desks, stuffed furniture, and hundreds of books. We had said our good-byes to the Burr House with a big farewell party on 11 December which brought about 100 members into San Francisco, many from out of state and two from Japan! Suddenly, instead of unpacking and getting on with life in our new location, we had the building back on our hands again.

"We've been through one of the hardest years in ITAA history."

In many ways, living through all that was worse than living through the earthquake of 1989. The earthquake was over in a minute. The damage from the defaulted contract went on and on. Obviously, since we had no choice, we dealt with it. We handled issues of insurance, increased building security, and selection of a new realty agent to put the building back on the market. We reentered the marketing phase of the real estate process, all the while fielding questions about whose fault it was.

The ITAA board and officers were great, but it is human nature to want to point a finger when things go wrong. We tried our hardest to find a target for blame, but in the end, it didn't make a difference. The ITAA was still left with a million-dollar building on its hands.

As if that weren't enough, it became increasingly clear at the March conference in Singapore that there were serious problems

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European Members Invited to Join ITAA as Direct Members

In 1996 ITAA members residing in Europe will receive individual billings for their membership dues. For the last five years, European members have been affiliate or indirect members, paying dues to their local association, which in turn paid group dues to the ITAA. By being a member in their national or local organization, they were automatically a member of both the European Association for Transactional Analysis (EATA) and the ITAA. On 1 January 1996, this automatic membership in the ITAA will cease because ITAA and EATA leaders decided to end the affiliation agreement.

Your representatives (EATA) and chosen officers (ITAA) in the negotiations came to the decision that involuntary membership is fundamentally contrary to the principles of autonomy and choice. This insight was strengthened by the realization that it is impossible for ITAA and EATA to meet each other's financial needs. EATA wanted to pay

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The Liberation of Love and the Emotions

by Claude Steiner

This article is the text of the Eric Berne symposium presentation given by Claude Steiner at the San Francisco MITAC conference. We bring it to our readers as a sample of the outstanding program offerings at the conference.

According to Berne, "People are born princes and princesses, and their parents turn them into frogs." The implication, which I took seriously, was that a transactional analysis therapist's job was to return the masses of nobility-turned-frogs to their blessed, original state.

To recreate how the damaging messages that turned people into frogs and kept them there were transmitted, I drew the structural diagrams of the three protagonists—mother, father, and offspring—in a diagram. I then tried a number of possible transactional scenarios, starting with the obvious one in which parental messages were simply passed from the Parent in mother and father to the Parent of the offspring. But the Parent ego state, instinctively disliked by Berne and intuitively thought to be the culprit, was in fact found to be a potentially positive influence: the source of nurturing on one hand and the source of counterscript messages on the other. (The counterscript is what I called the temporary, usually short-lived and brittle Parent programmed remissions from the script. These counterscripts were especially dramatic in recently sober alcoholics.) The responsibility for scripting eventually fell to the Child ego state (P_2, the Parent in the Child, to be exact).

Using the script matrix offered the opportunity to clarify the nature of the Parent in the Child (the witch mother, ogre, Pig Parent, or Enemy as it was successively called), which transmits harmful, oppressive family injunctions and attributes down through the generations. The script matrix diagram also helped to clarify the function of the Nurturing Parent and, in addition, turned out to be a diagram illuminating power relations and control patterns in children's lives and subsequent adult relationships.

Having clarified the mechanism of script transmission, it felt important to find a real-life, significant example. The platform for my research into scripts was a tragic script—alcoholism. Because of its visible, dramatic nature, it generated many insights such as the counterscript, the mythical hero, injunctions and attributions, the gallows transaction, and so on.

But continuing interest in scripts led me to a less dramatic but more frequent banal script: lovelessness. The (Adult generated) stroke economy theory and its mythical doppelganger, the (Child-generated) *Warm Fuzzy Tale*, followed on the script matrix's heels to explain how we are scripted in one of the most important realms of human existence, our love life. It explained that people are, and (on the whole) remain, stroke hungry



"The task of social psychiatry goes beyond the empowering of selected individuals and should include empowering larger groups of individuals."

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EDITORIALLY YOURS

by Laurie Hamilton

The Challenge of Health Care

Did your family give you an allowance when you were a kid? My parents used to give me twenty-five cents a week. Some kids got as much as a dollar a week. Of course there were those kids who didn't get an allowance at all. I didn't notice much difference in how motivated other youngsters were to do odd jobs for extra cash (babysitting, mowing lawns, that kind of thing).

When my sons were younger, they started receiving an allowance too. But theirs was determined somewhat differently from their friends' in a couple of ways. They received a more generous amount of money, but they had to pay for whatever games, snacks, clothing, etc. that they wanted. I figured that this would (1) keep me from being bugged every time they wanted something; (2) give them freedom of choice, as well as the responsibility of choice (i.e., if you've spent all your money, you can't buy something more); (3) subtly teach them that they (and not their parents) were in charge of getting what they wanted.

Talking about kids' allowances is my quirky introduction to the topic of third-party payers, medical insurance companies, and managed health care companies. The cycling of attitudes and behaviors when it comes to payment for health services, in particular psychotherapy, is rather interesting. As I recall, 25 five years ago in the United States there were few managed care companies. Kaiser-Permanente was the first and was called an HMO or health maintenance organization. Other companies offered major medical coverage, which essentially paid for hospitalization. Our health insurance at that time certainly did not pay for routine services, such as physical exams or outpatient psychotherapy. In fact, the health care associated with our childrens' births was paid for entirely out of our own pockets.

Visiting friends in London during this time, I was quite impressed that a doctor there made a home visit and gave out antibiotics when one of our kids developed a nasty case of bronchitis. All this at no charge to us. Of course, I was forgetting that someone always pays for medical care, even if it is not the patient or family members. Managed health care is the euphemism for medical, dental, and mental health care services that are mainly paid for by a government (national, state, or local) or an insurance company. In the former case, they collect taxes; in the latter case, they collect premiums. Either way, the burden of paying for medical services is spread from the individual to the collective. It then becomes the responsibility of the collective group to determine which services are most essential and/or desirable.

The pressure that a group brings to bear on medical care has both beneficial and negative aspects. On the positive side, medical providers are urged to be thorough and effective. An example of this with regard to psychotherapy is the increasing pressure for brief and focused solution therapy. Transactional analysis as a psychotherapeutic model of treatment can be cost-effective and efficient, making it desirable for third-party reimbursement.

A negative aspect of managed care, however, is that it leaves consumers believing that "they can't afford it" if it is not covered by insurance. The logical next step emotionally then becomes anger that the insurer "won't give me what I want" in the way of covered services. Although there are many people who don't end up with that attitude, there are some who do. In my view, it is similar to the parent-child allowance struggle. I would like to see a health care system in which each person paid into a health account (by taxes or premiums) according to income level. For any given condition, there would be a scheduled amount that could be paid out. All items related to physical, mental, and emotional health would be included whether routine (eyeglasses, dental work, educational therapy for learning disabilities, etc.) or major (cancer treatment, heart surgery, etc.). A person would know exactly what amount would be granted and then could make decisions about where to go and whom to go to for services. Certain catastrophic situations, with very open-ended treatment, might be more suitable for a yearly maximum grant.

Trying to achieve a balance between sharing the burden of the cost of health care while at the same time encouraging an attitude of individual responsibility and self-caring appears to me to be an ideal challenge for people who think in terms of transactional analysis. I would like to encourage a dialogue on this issue. □

The Script ITAA

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SILVER LINING

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with renewing the ITAA/EATA affiliation agreement. Talks in person at that meeting and in August in San Francisco, in addition to much correspondence, resulted in the historic decision to end the affiliation contract effective 31 December 1995.

Another significant result of the Singapore meeting was the adoption of a new ITAA logo and letterhead. After quite a bit of work by members and staff, the logo is now in place on our stationery and in the newsletter.

The other big challenge for the staff in 1995 was preparing for the first Major International Transactional Analysis Conference in San Francisco in August. That was the highlight of our year. Gaylon Palmer and her team of dozens of volunteers—not to mention the hundred or so presenters—really put on a fine show for us all. Over 500 international delegates attended. ITAA staff member Elizabeth Ott, whom many of you got to know at the Aruba Conference in 1994, devoted most of her time to this and pulled off a tremendously successful event. And thanks to *Script* editor Laurie Hamilton, we had approval for American Psychological Association continuing education unit credits for conference attendance.

During 1995 ITAA membership held steady at about the 6,000 members. International direct membership jumped by 15%, which offset the nearly 10% decline in US members. We were sorry to loose our affiliate, the Canadian Association of Transactional Analysis, at the end of 1994 when CATA entered a dormant phase administratively. We were pleased, however, that Canadian members rejoined the ITAA as direct members in even greater numbers than before. Instead of the 66 members we had via affiliation, we had 83 Canadians as direct members in 1995. EATA affiliation held at 4,078, and our Indian affiliate (ICTA) boasted 137 members. We welcomed 139 long-time members into the ranks of our 10-year members, and 14 as 25-year members in 1995.

As the months rolled by, the urgency of selling the Burr House grew greater. Without the steady income of our tenants, the ITAA was growing short of cash. In August, after analyzing our cash flow projection, we decided that we had to cash in some certificates of deposit to pay bills. The association was in and out of contract to sell the Burr House three times and negotiated on half a dozen other contracts, but each time the sale fell through. The Burr House was gaining a "problem property" reputation.

Our six-month real estate listing was due to expire when we received word that the Burr House sale was going through to a San Francisco attorney who plans to convert the property into a home for his family. Finally, on 15 September the ITAA received $1.3 million in cash. Our challenge now is to find suitable and safe investment vehicles for the cash so that the ITAA can use the interest to minimize its reliance on dues revenue.



Long-time ITAA staff member Ken Fogelman and Executive Director Susan Sevilla enjoy showing off the sign for the new office on Pacific Avenue

1995 was a year of many good-byes. We said good-bye to the Burr House. Five-year staffer Judy Luu of the Training and Certification department moved to a new job at the end of March, leaving a large gap in our hearts and a big pile of work for those of us left. Our 22-year staff member, consultant, trusted adviser, and friend, Phil Messier, ended his service at the end of June. And now at the end of 1995, we must say good-bye to Servaas van Beekum, who has served well and long for the ITAA. Not many in the association appreciate fully how much Servaas has done for the ITAA. Servaas, you've done a wonderful job these last three years, and I will greatly miss you.



ITAA will miss the services and the warm smile of long-time staff member and finances consultant Phil Messier, who left the ITAA for full retirement in June 1995

The year ends with much anticipation about the future. What will 1996 bring? The end of the ITAA/EATA affiliation will certainly bring a change. We will not know for several months how many EATA members will choose to join the ITAA directly. Partially for this reason, the board decided in August to postpone the printing of the 1996-1997 ITAA Membership Directory until early 1997, when our membership will have settled into a more regular pattern.

We look forward in anticipation to many pleasant new things: 1996 will see the beginning of Gloria Noriega's term as ITAA president. She will bring her priorities and agendas to the job. The ITAA is endorsing two splendid conferences: 14-16 March 1996 in Amsterdam, Holland, and 14-18 August 1996 in Calgary, Canada. We have a new e-mail address and are receiving more electronic communications every day (to e-mail the ITAA call 76734.2974@compuserve.com).

One thing is certain: We've been through one of the hardest years in ITAA history. But at this point, after all the struggles, things are looking up. So, in 1996 we look forward with great anticipation to seeing the silver lining behind the clouds. □

JOURNAL ENTRY

by Ted Novey

Bob Goulding Memorial

The October issue of the *Transactional Analysis Journal* is dedicated to the memory of Robert L. Goulding, M.D., TM, and to the legacy of his work with Eric Berne, Dave Kupfer and Mary Goulding. Mary and Bob together built the internationally recognized system of redecision therapy and the Western Institute for Group and Family Therapy in Watsonville, California. Mary Goulding is guest editor for this issue and has assembled a fine collection of articles on past and current developments in redecision therapy.

I first met Bob at the introductory 101 course that he and Dave Kupfer gave for the Chicago TA Seminar in 1967, which was just getting started. I could not believe the speed with which he and Dave moved into the therapy process and the speed with which I was invited to be a client and a leader in the group and to learn by doing.

The goal for this issue was to invite papers on current developments in redecision therapy to see how various people involved with the Western Institute are currently applying redecision therapy. There are many papers covering these developments.

There are also several papers that look back to what it was like to work with Bob and Mary at Mt. Madonna and that present personal experiences of this process. Also, there is an extensive interview with Bob Goulding conducted by Michael Hoyt in 1990. Mary Goulding also presents a collection of therapy samples from tape recordings that demonstrate how she and Bob set contracts and worked as cotherapists and that show redecisions. Mary also presents a collection of mini-lectures from tape recordings of Bob's teaching and supervision sessions.



"I could not believe the speed with which Bob and Dave moved into the therapy process."

This issue gives a brief look into this important "school" of transactional analysis that developed due to the commitment and consistent high-quality work of the Gouldings over a period of more than 25 years. The core principle of redecision therapy (in addition to setting the contract for change, which is a basic principle from transactional analysis itself) is to assist the client in experiencing the Adapted Child and then in experiencing the Free Child and making a healthy decision rather than another adapted decision. However, who can measure the importance of establishing a beautiful, stroking, nurturing, and supportive environment within which the therapy process is carried out and reinforced?

The work of Bob and Mary Goulding began when other modalities such as Gestalt therapy were beginning to be integrated with transactional analysis. By now there are over 100 transactional analysis and . . . articles in the *Journal*, and I have studied and integrated many approaches into my style of therapy. I know that this has also happened with the vast majority of transactional analysts around the world. To me, one of the most appealing parts of transactional analysis is its ability and freedom to include a wide range of approaches. Certainly one approach does not work with everyone, and the more flexible I am in tuning into the system of my clients and selecting an approach that meets with the least resistance, the faster clients can reach their stated goals.

I am ever surprised at the ingenuity of humans to both resist and avoid change and to find creative ways to change their lives for the better. I have accompanied clients and trainees on some amazing voyages. Bob, with Mary, gave his guidance to thousands of such voyages. □

RESEARCH FILE

by Elana Leigh

Are You Already Doing Research?

by Elana Leigh and Gordon Hewitt

Should research be part of the training of a transactional analyst? This is one of many questions being asked in the field of research development. Apparently it is an emotional and provocative question. It appears to worry some members because they do not realize that they and their trainees are already doing research. Therefore, they think that they will have to do a lot more than they are doing already.

Research by Observation

Most research has to be carried out by careful observation, and many areas of human endeavor do not lend themselves to experimental research. Astronomy and evolutionary biology are examples. Most of the research in these areas has had to be carried out by careful observation and the checking of hypotheses against continued observation. Even in fields in which experimentation is possible, it must usually follow a period of careful observation. For instance, observation of falling objects preceded experiments on gravity. The practice of transactional analysis has very much to do with creating hypotheses and testing them through observation. Having done this, we make treatment contracts that are linked to these hypotheses.

Experimental Research

One example of experimental science is the process used to test a drug. One group of people with an illness is given the test substance. Another group is given a harmless substance called a placebo (often sugar pills or saline injections). A theory is put forward (usually that the drug will have no effect compared to the placebo). The person giving the pills and collecting and analyzing the results has no way of knowing which patients are getting the pill and which are getting the placebo; thus the results will not be influenced by that person's perceptions. The effects of both the test substance and the placebo are then compared, and the test substance will only be approved if it is found to have more good outcomes and as few or fewer bad outcomes as the placebo. The placebo itself will have effects. Some people feel much better both because of the sense that something is being done for their illness and because of the attention (stroking) they get from the person who administers the placebo. Some people expect pills to have side effects so they become nauseous or get headaches and attribute these symptoms to the placebo.

For quite some time, in many parts of the world, researchers in psychology based most of their research on the experimental model and tended to give less credence to the other form of research: observation.

Research in Counseling and Psychotherapy

In counseling and psychotherapy, experimental research is possible. Careful comparison of outcomes of different treatments are of great value to us as practitioners (see, for example, Bergin & Garfield, 1994). However, there is a stage before this. To even know what questions we should ask, we need to have careful observations. One form of observation is the case study. *Case studies are valid research.* In addition, those who answer the 38-question written exam give examples to illustrate their use of theory. Again, these observations are the result of exactly the kind of research that is required to lay the basis of psychotherapy as a science.

"The practice of transactional analysis has very much to do with creating hypotheses and testing them through observation."

Where To From Here?

For transactional analysis to be fully accepted in some parts of the world, we need a more thorough research base. We also need to think through the ethical implications of our research (such as informed consent and ensuring that the research does no harm). To extend our research base, we need to encourage members to recognize and value the research they already do and to think about how research in transactional analysis may be furthered. One option is to have a more explicit research component in the assessment process.

The vice president for research, Elana Leigh, would love to hear from anyone interested in this and/or any other area of research related to transactional analysis. Write to her c/o this column with information or questions regarding research. And remember that funding is available for those needing assistance with research projects (see Tim Schnabel's article, page 4). □

EUROPEAN MEMBERS

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less to the ITAA, and the ITAA needed more money from EATA.

Some people are sad about the loss of cohesion and fearful for the future. Many other members have expressed relief and excitement about the future, with hope for a new and positive outcome ahead.

One thing is certain: The ITAA and EATA (and other transactional analysis associations) share the core framework of transactional analysis. They also share their commitment and dedication to advanced training in transactional analysis. The Training and Certification Council of Transactional Analysts (T&CC) and its committees (the Board of Certification and the Training Standards Committee) continues to be recognized as the institution that covers worldwide containment of transactional analysis theory, ethics, training, and certification.

Now, as a result of the decision to end the EATA affiliation, transactional analysts all over the world can be direct members of the ITAA. The ITAA will provide central services, and local services will continue to be provided by local associations. In addition, regional transactional analysis associations, such as EATA, will continue to provide regional services that are in line with T&C and ITAA regulations.

We hope that you agree with and approve of the decision made by your leaders. European members should be free to choose international membership or not. Most Europeans want to belong to the worldwide transactional analysis community. Direct individual membership in the ITAA starts on 1 January 1996. Europeans who join at that time will receive the following services and benefits directly:

* Quarterly ***Transactional Analysis Journal*** ($22 subscription price)
* ***The Script*** **Newsletter**, nine times a year, included in your fee
* The **International Membership Directory**, to be revised in late 1996 and released in early 1997; will include complete alphabetical and geographical sections
* Two exciting and stimulating **conferences** per year (March 1996 in Amsterdam, Holland, and August 1995 in Calgary, Canada)
* International **networking, training, camaraderie**, and contacts
* **Professional practice** guidelines, an international **code of ethics**, and a forum for resolution of ethical concerns
* **Certified Transactional Analysts** are included on special informational lists made available by the ITAA to those seeking experienced transactional analysis practitioners
* Money-saving discount programs on conferences, car rentals, and group travel
* Access to ITAA staff services, library, and information

European services (e.g., COC exam sites, contract filing, conferences, publications) will continue to be available to EATA members.

The ITAA and EATA agree that it is a strong hope that all those who are under contract for Certified Transactional Analyst or Teaching and Supervising Transactional Analyst (CTA or PTSTA) and all who are Teaching and Supervising Transactional Analysts (TSTA) will become direct members in the ITAA, though of course this is not compulsory.

If you have not received your notice about 1996 membership by the first of the year, please contact the ITAA for an application form. The ITAA cordially invites you to continue your individual membership in the ITAA. We look forward to your commitment to and active involvement in both ITAA and EATA in 1996 and beyond. □

ITAA News

Powerful Allies: Resources Within Fund Distribution

by Tim Schnabel

One of the pleasures I have had these past two years as chair of the Fund Distribution Committee is helping folks obtain financing with which to enhance and benefit themselves, the theory of transactional analysis, and the ITAA. On the other hand, one of the frustrations has been dealing with the effect of limited information available to you, the membership, on the scope of ITAA's grant funds. In this article I attempt to describe these funds as well as to invite members to consider applying either because of need or desire. Recent changes approved by the board allow greater flexibility for member use while protecting the long-term interests of the organization.

Fund Distribution is actually comprised of two separate funds: the Eric Berne Fund for the Future (EBFF) and the Scholarship Grant Fund (SGF). Each has its own committee which reviews and votes on applications. The chair serves on both committees.

Eric Berne Fund for the Future (EBFF)

The EBFF is now nine years old. Early planning began in 1983 with the remarkable energy of original committee members Ted Novey, Abe Wagner, and Ed Zerin. The purpose of the fund is "to establish into perpetuity funds for the sponsoring of research, the promotion of the use and teaching of transactional analysis, building worldwide unity, and supporting professional standards." In other words, it is one way for us and our theory to live on abundantly.

The fund goal was to raise $1.5 million. While we did not accomplish that, many people contributed generously so that we currently have $108,536 invested. Only the interest accrued each year is awarded. On the wise advice of Ted Novey, we reinvest 5% of the spendable interest each year back into the fund (both EBFF and SGF). In this way we take into account inflation while steadily increasing the principle. On your annual dues notice there is an opportunity to contribute to the EBFF. If you have not done so, perhaps you might make a tax deductible contribution this January.

For 1996 we anticipate having between $5,000 and $7,000 to award. Although applications are received throughout the year, **1 June is the priority deadline for applying.** All applications are reviewed by the committee by the end of July, and the results are announced at the board meeting in August as well as in the September-October *Script*. Written information and details about how to apply may be obtained through the ITAA office.

I am deeply appreciative of the members of the EBFF committee: From Brazil, Rosa Krausz; from Great Britain, Katherine Murphy; and from the United States, Valerie Batts, Lois Walker, and Ilka Peck.

Scholarship Grant Fund (SGF)

The SGF was established during the peak of ITAA membership in 1975 by increasing the annual dues by $5. As the then Scholarship Loan Fund, its purpose was to offer loans and grants to members with financial need seeking training. However, this fund has undergone a significant transformation the past two years.

First, we got out of the banking business and changed the name of the fund from scholarship loan to scholarship grant. A review of the records unveiled a large number of loan recipients that had not repaid the ITAA. While a few folks simply disappeared, the larger reality is that the ITAA was not set up to function as a lending institution—tracking monies, affixing interest, sending regular statements, etc. If my mortgage company did not supply me with payment coupons, due dates, envelopes, and detailed penalties for late payment, I could see myself over time coming to believe I either did not owe them as much as I actually did or that the house was all mine!

Currently in the SGF we have $131,757 invested. In addition, the ITAA owes this fund some $36,000 it borrowed to pay operating expenses during part of 1976 and 1977. With the sale of the Burr House, the board agreed to repay this debt at the rate of $1,000 a year. I respect the members of the board for their commitment to doing this. In 1996, anticipated interest for distribution to members based on both need and commitment is between $5,000 and $7,000.

"Recent changes in fund distribution allow greater flexibility for member use while protecting the long-term interests of the ITAA."

Secondly, through the years the ction of the fund has expanded. Money is now awarded for the following: fees directly related to training (tuition, filing, and exams), conference registration (one time only based on need), and dues waivers and reductions. For training, applicants may apply for a grant of $1,200 annually, which is paid in two installments of $600. This arrangement has a maximum of three years or $3,600.

A review of the records of trainees receiving grants revealed a significant number joined the ITAA immediately before making application for financial aid and then let their membership lapse shortly after receiving their last grant check. It was generally agreed we needed more than just "need" for eligibility. The majority of the committee and board did not want to fund individuals and thus trainers for their respective benefits, but to ensure the long-term benefit for the ITAA, the granting institution.

New Change Affecting Future Trainees

In an attempt to attract new trainees, support the efforts of international trainers, and maximize the utilization of our monies, the board recently approved the following: "Any [ITAA] member applying for a training grant will be a member for a minimum of one year, or if applying with less than one year's membership, agrees to remain a member of ITAA for a minimum of three years following the receipt of their last grant disbursement. Should an individual let their membership lapse prior to that time, s/he would agree to reimburse the ITAA in the following manner: Lapse immediately after receiving final disbursement—full amount of grant; lapse after one year—2/3 of grant; lapse after two years—1/2 of grant; and lapse before the third year—1/3 of grant."

In this way the expectation is clear and the arrangement is not entered into lightly by the trainee, the trainer, or the organization. There is the explicit expectation that trainees will look beyond their own personal and professional development and the meaningful relationship established with their trainers. Since trainers or sponsors indirectly receive money from the ITAA, there is also the expectation they will discuss the notion of commitment with trainees, thereby both modeling and protecting the long-term interests of the ITAA. While commitment and integrity cannot be legislated, we can provide a clear structure in which the process is openly discussed and agreed upon, leading to the realization of one of our fundamental tools—a clear contract. The objective is straight forward win-win-win!



Tim Schnabel announces 1995 grants during the membership meeting at MITAC '95 in San Francisco

Conferences

Grants for conferences are limited to conference registration only. No monies are awarded for transportation, lodging, or meals. Eighteen members received registration grants to attend MITAC.

Sensitive Board Responds to Needs of Aging Membership

One of the most heartbreaking aspects of these past two years for me was discovering the number of long-term members who let their membership lapse because of their loss of income due to retirement or illness. While each of us strives toward autonomy, I have learned that autonomy or not, some former members simply decided not to ask for help and quietly faded away. My predecessor as chair, Chellie Martin-Joines, first brought this issue to the attention of the board four years ago.

This year I am proud to have been a small part of a monumental change honoring long-term members in financial need by respecting their changing financial status and affording them an opportunity to remain active with the passage of the following: "The ITAA offers retired members (with a minimum of 15 years membership) who would be willing, if they were able, to pay their dues at their current level (RM, CM, or TM), to remain active in the organization by offering them membership dues in the category of 'Life Member' at the 1995 annual dues rate of $62. The Life Member dues will be adjusted to the equivalent of the amount paid annually at the AM dues level. Life Members who are certified will maintain all rights and status appropriate to their certification (CM-L or TM-L), which will be duly noted in the directory. It is understood that 'retired' is defined as someone who no longer works to earn a living (and who has limited financial resources)." I want to express my gratitude to Muriel James and Ilka Peck, who helped with the wording of this new membership category. Final wording for the ITAA bylaws will be completed by Robin Maslen.

Long-term members who may find themselves in financial crisis due to illness or other reasons and who simply cannot afford to pay their dues are invited to apply for a partial or full dues waiver. The message is simple: Regardless of your changing financial situation, we want you to stay. You have been with us a long time; you have given us your energy, membership, and companionship. Don't leave because times are tough! Tell us what's going on and what you want. Your request remains private with the SGF committee.

If giving to the EBFF does not appeal to you, then please consider a tax deductible donation to the Scholarship Grant Fund when you pay your dues.

Application Forms

New forms with the title, "Scholarship Grant Fund Application for Financial Aid," are now available through the ITAA office. Trainers are especially encouraged to request an ample amount for your prospective trainees. Any member wanting to apply for any type of grant will need to complete the NEW FORM. **Again, the priority deadline for filing is 1 June.**

I deeply appreciate the SGF committee members, all from the United States: Chellie Martin-Joines, Tom Paul, Chris Spooner, and Rebecca Trautmann.

I welcome hearing from any of you who would be willing to contribute two years of your time to become a member of either committee. It was my privilege to inherit this job from Chellie through the presidency of Servaas van Beekum, and I have said "yes" to our new president, Gloria Noriega, for an additional two years.

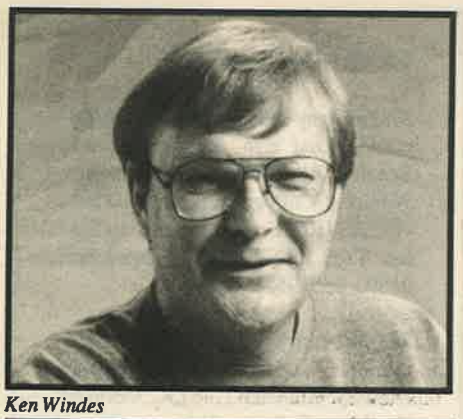
Last, I express my gratitude to our executive director, Susan Sevilla. Not only has she been a gracious tutor, but she has been an effective problem solver with me whether I have been all smiles or an angry bull in a china shop. □

1995 Election Results

Congratulations to the following members, who will begin their terms of office on 1 January 1996:

Secretary: Denton Roberts, USA
Treasurer: Robert Massey, USA
Vice President, Research and Innovation: Elana Leigh, Australia
Vice President, Operations: Charlotte Daellenbach, New Zealand
Vice President, Development: Curtis Steele, Canada
Vice President, Training and Certification Council: Gordon Hewitt, New Zealand
Board of Trustees: Carlo Moiso and Isabelle Crespelle

Members Forum



Ken Windes

Help Urgently Needed

Jon Weiss sent us a copy of a letter he received regarding long-time ITAA member Ken Windes. He thought, and we agreed, that members would want to know about Ken's situation, so we reprint excerpts of the letter here for your information.

Dear Friends:

I recently found out that Ken Windes, creator of The Game and an old friend from the early 1980s in California, is in dire need of a liver transplant. This is a life-and-death situation. After more than a half-dozen emergency treatments in hospital in Australia, he and the people around him are no longer able to cover the astronomical medical expenses. Therefore, he is being treated only when he is "in crisis." Not knowing much about liver diseases, I didn't realize all the accompanying symptoms and effects, such as internal bleeding and life-and-death rush visits to hospitals.

Because of his condition, Kenny is not able to work his usual trade, nor does he have the energy or ability to take care of himself. He also does not have the money to pay for the transplant. But if we all contributed, it would be easy. Every part of me says, "Why not ask our good friends to support him?" At first I figured that if 40 of us contributed $1,000, this would "buy" him a new liver ($40,000 being the cost of the procedure). Since the emergency treatments are also costly, the actual bill is between $60,000 and $80,000.

I want, therefore, to ask you to give him $1,000. If that amount is not possible, give as much as you can. If we all contribute, we can possibly buy a person that has made a tremendous contribution to others another chance for life. I know $1,000 can be a large amount to some of you, but consider it an early Christmas/holiday tithe and your chance to share your prosperity and good health with someone in major need.

Suggesting this letter to Ken has put him into an amazing process of allowing love and support. Your financial support and possible communication to him directly will make a huge difference to him.

The situation is urgent. Ken was scheduled to be evaluated for suitability for transplant in November and placed on a queue. His doctor says there will be no problem getting on the list, that he is an obvious candidate. But a substantial deposit is needed to get on the list, so your contribution is needed immediately.

Please wire funds directly into his account in Sydney: Ken Windes, Commonwealth National Bank, 205 Glebe Pt. Road, Glebe, NSW 2035, Australia; account number: 06-2172 1004 3460. (The 06 in front of the account number serves as the routing number.)

If you have questions, please feel free to call me at (808) 247-2747. If you wish to communicate or talk to Ken directly, his number is CompuServe 100252,404 or phone: 61-2-764-1411.

D. C. Harrison

The Golden Pages of Transactional Analysis

Dear Editor:

I am one of those lucky people who went on line with the Internet this summer, two months ago to be precise. It is so exciting to be able to dial all over the world for the cost of a local phone call. I was sure I would easily find people interested in transactional analysis, but it hasn't proven that easy. In fact, I found only one or two. So, I was delighted to see the e-mail address for the ITAA in the last *Script*.

That's what put the idea for an e-mail directory into my head. I wrote to Susan Sevilla to asking if such a thing existed and volunteering to start one if there was none already.

It would be simple, really. Anyone who wants to be listed can e-mail their address to me; I will update the list accordingly and send it back to you. When it gets unwieldy, I will divide it.

I also thought it might be an idea if people wrote one long sentence about themselves: what stage they are at with regard to transactional analysis, their special interest area, and maybe something personal like their hobbies, likes, and dislikes. Finally, those who wish to can include their postal address and phone number.

The idea of a directory is to encourage communication for those who want it. It would be valuable if the main ITAA directory included this kind of information, but with so many entries, that isn't feasible. However, if a database is begun while the number of people on-line is still manageable, it is the kind of service that would be invaluable for years to come.

As for me, I am Elizabeth Cleary, 8 Seskin View Ave., Tallaght, Dublin 24, Ireland; e-mail: cleary tai@internet eireann.ie. I am in my golden decade, though not for much longer, a book student of transactional analysis, founder member of transactional analysis in Ireland, gardener, mediator, computer operator, and MITAC '95 visitor to San Francisco.

Looking forward to hearing from some of you.

Elizabeth Cleary, Dublin, Ireland

Spiritual Issues Considered

We offer the following two contributions in the spirit of the season. They consider spiritual issues from two points of view.

Blind Girl in Church

No darkness can negate the
Truth she sees
Beyond her meaningless
unseeing eyes.
Alone and unafraid, she
mystifies
All others' vision with her
prophecies;
Her murmured prayer
transcends the euphonies
Of choral glory rising to the skies;
Her sins ere they are born she
crucifies;
Faith burns eternal in her rosaries.
Light upon light, pure upon
pure, her soul
Retains the whiteness of the
Host she takes
And in her heart's surrender to the
whole
Her spirit with the Blood of
Him she slakes.
Forever blind to analytic flight,
Her inspiration gives her
perfect sight!

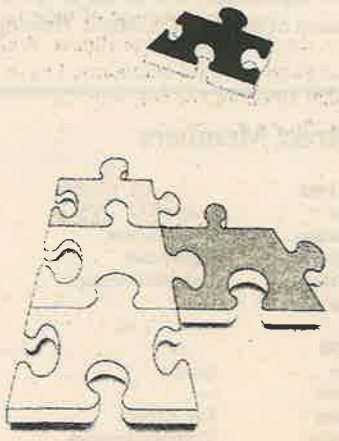
Robert Pelletier, Norwalk, Connecticut, USA

When

When we can see the world with eyes other
than our own . . .
When we can accept it that our elders
themselves are sometimes scared or lost
children, and can forgive them for being
who they are . . .
When we can recognize that we are not
entitled to what we wish for and that
responsibilities come with liberties . . .
When we can say, "Enough"
When we check out facts, if in doubt, rather
than stick to our own answers . . .
When we can mourn our childhood illusions
and set our prejudices to rest . . .
When our words truly match our thoughts
and feelings . . .
When we let go, rather than clutch, and
allow our unconscious to be our ally,
trusting the trickling flow of time . . .
When we can pursue elusive secrets without
being disloyal and can thus finally belong
while being different . . .
When we can seek meaning before comfort
and search for gifts hidden in misfortunes
and adversity . . .
When we can involve ourselves in the
pathway rather than focus on its
destination . . .
When we can share time, care, and attention
tenderly and tolerantly with friends,
children, or clients and let them partake of
whatever craftsmanship and wisdom we
have acquired . . .
When we can recognize that with their
differences all human beings are our
brothers and sisters since the beginning of
time . . .
When we can be alive instead of only
existing, when we can be loving instead of
coveting, wishful instead of forcibly
wanting to satisfy our cravings, believers
without having beliefs . . .
Having thus opened our hearts, we shall be
citizens of this world.
Then, my brothers and sisters, we can go
through the last four doors and can relin-
quish without fear
the yearning for protection,
the yearning for omnipotence;
When the time comes we can untie the knot
of identity;
And then, finally, let our soul be disen-
tangled from ordinary time and space,
allowing us to immerse ourselves serenely
and luminously into the universe.

Alain Crespelle, Jerusalem, June 1995
with sisterly assistance in translation from Fanita English, San Francisco, August 1995

Celebrating Wholeness



"Putting the pieces together"

CALL FOR PROPOSALS

The Calgary Conference
August 14 - 18, 1996

Come to the beautiful Canadian Rockies and "Celebrate Wholeness" with colleagues and friends from around the globe. Muriel James, Mary Goulding, Nancy Porter-Steele, Dr. Curtis Steele, Jean Illsley Clarke, Suzanne Robinson, Emily Hunter Ruppert, Jack Dusay, Richard Erskine, Vann Joines, Vince Gilpin, Abe Wagner, Taibi Kahler and Denton Roberts are just some of the outstanding presenters coming to Calgary, Alberta, Canada next August.

Half-day workshop proposals based on the wholeness theme are welcome. Suggested topics for presentation include: families and parenting, relationships, spirituality, native spirituality, physical health, culture, geriatrics, education, management, business and gender. Please send program proposals to:

ITAA Program Co-ordinator
Dr. Jim Bews
1603 - 20th Avenue N.W.
Calgary, Alberta, Canada T2P 3G3
Fax: (403) 289-8269



PHONE (403) 282-4044

Training News

San Francisco Exam Results

Congratulations to the following individuals, who passed their Board of Certification oral exams on 9 August 1995 in San Francisco:

New CTAs
Phil Barkley (C)
Margaret Bowater (C)
Mary Etherington (C)
Katerina Gildebrand (C)
Lynne Goddard (C)
Sarah Greening (C)
Gillian Hand (E)
Marjory Homer (C)
Rhae Hooper (E)
Melanie Lewin (C)
Ragnhild Moberg (C)
Keith Reed-Jones (C)
Peter Hugh Sanders (C)
Victoria Smith (C)

New TSTAs
Sr. Annie Maria (C)
Joanna Beazley-Richards (C)
Giorgio C. Cavallero (C)
José Grégoire (C)
Marijke Arendsen Hein (C)

New TTA
Evan Sherrard (C)

Exam Coordinator: Ed Perkinson
CTA Exam Supervisor:
Katherine Murphy
TSTA Exam Supervisor:
Charlotte Daellenbach

The Board of Certification wishes to thank the following people who served as examiners in San Francisco:

CTA Examiners
Lasse Ahnby
Brenda Bary
Suzanne Boyd
Ted Bruce
Helen Campbell
Beatrice Conroy
Mary Cox
Jenni Hine
Sheena Hudson
Sharon Kalinko
Sissel Knibe



Christine Lister-Ford (left) and Jennie McNamara of England were two of the many examiners who gave generously of their time and expertise to examine in San Francisco. Thanks to them, and to all the examiners, for a job well done!

Jutta Kreyenberg
Geraldine Lakeland
Elana Leigh
Joan Lourie
Ainolie Martin
Charles McFarren
Carolyn Murray
Sue Perkinson
Dulce Maria Piñeyro
Sue Phillips
Peter Reid
Margareta Robinson
Lise Small
Charlotte Sills
Barbara Traynor
Carole Turner
John White
Pamela Dickson White
Maryke Wursten

CTA Process Facilitator
Ted Bruce

TSTA Examiners
Jim Allen
Henrique Austregesilo
Peg Blackstone
Annika Björk
Ted Bruce
Bill Cornell
Mary Cox
Isabelle Crespelle
Tom Frazier
Landy Gobes
Jan Grant
Julie Hay
Gudrun Hennig
Gordon Hewitt
George Kandathil
George Kohlrieser
Adrienne Lee
Christine Lister-Ford
Bruce Loria
Jennie McNamara
Nelly Micholt
Gloria Noriega
Gaylon Palmer
Georg Pelz
Ed Perkinson
Emily Ruppert
Sheryn Scott
Charlotte Sills
Alice Stevenson
Diana Shmukler
Rebecca Trautmann

TSTA Exam Supervisees
Margaret Bowater
Gudrun Hennig
Rachel Hewitt
Sheena Hudson
Sissel Knibe
Geraldine Lakeland
Elana Leigh
Alice Stevenson
Sigrid Wagner
Houdji Wilwertz

TSTA Exam Interpreters
Pio Scilligo
Anne Marie Scherrer
Nelly Micholt

TSTA Process Facilitator
Robin Maslen

BOC Bridging Process
Helen Gee (CTA-C) □

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC COC COC BOC BOC	Jan. 21 , 1996 April 14, 1996 July 6, 1996 Aug. 15, 1996 Nov. 9, 1996	Cochin, India Rome, Italy Budapest, Hungary Calgary, Canada Sydney, Australia	Oct. 20, 1995 Dec. 1, 1995 Mar. 1, 1996 May 15, 1996 Aug. 9, 1996
TSTA Oral	COC BOC	July 6, 1996 Aug. 15, 1996*	Budapest, Hungary Calgary, Canada	Mar. 1, 1996 May 15, 1996
CTA Written (Essay)	All Regions (Non-Europe)	Your choice	To be submitted to Regional Exam Coordinator after payment of $50 recording fee to T & C Council	Your choice
Training Endorsement Workshops	TSC TSC TSC	Jan. 25-26, 1996* Aug. 9-11, 1996 Nov. 11-13, 1996	Cochin, India San Francisco, USA Sydney, Australia	Nov. 15, 1995 April 1, 1996 July 1, 1996

*subject to availability of examiners

To make arrangements to take a BOC exam, contact the T&C Council,450 Pacific Ave., Ste. 250, San Francisco, CA 94133-4640, USA. **To arrange to take a COC exam,** contact your EATA Language Coordinator. Check with the EATA office or the *EATA Newsletter* for the name of the appropriate Language Group Coordinator. **TSC Training Endorsement Workshop fee:** $395 payable in US dollars to T&C Council, c/o the T & C Council office, 450 Pacific Ave., Ste. 250, San Francisco, CA 94133-4640, USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.

New TSTA Exam Eligibility Requirements

Beginning January 1997, all candidates for TSTA exam will have these additional requirements:

1. documented—Attended at least three (3) EATA or ITAA Training and Certification Council Exam sites and
2. examined at least five (5) times during his or her training contract.

This new requirement will be stated in the 1996 revision of the T & C Council Training Manual. □

New Direct Members

September 1995

New Member	*Sponsor*
Caldwell, Vanessa	Sheena Hudson
Jensen, Elizabeth	Curtis Fisher
Mitamura, Takashi	Yoshitaka Moronaga
Schultz, Joan	—

October 1995

New Member	*Sponsor*
Crapper, Robin	—
Dieser, Rodney	Kay Jacobson
Iwasaki, Osamu	Yoshitaka Moronaga
Kettenhuber, Regina	—
Lynch Mary Catherine	—
Parkin, Fran	Gordon Hewitt
Rouse, Robyn Rosemary	Evan Sherrard
Slater, Stuart Keith	Gordon Hewitt
Zegelbone, Irini S.	Kozo Rokkaku

TA 101 CALENDAR

3-4 January 1996: Crowborough, England. Cost £94. Leader: Joanna Beazley Richards, TSTA. Contact: Wealden College, 2 Quarry View, Whitehill Rd., Crowborough, East Sussex TN6 1JT, England; phone/fax: 01892 655195.

7-8 February 1996: Hastings, England. Cost: £94. Leader: Joanna Beazley Richards, TSTA. Contact: Wealden College, 2 Quarry View, Whitehill Rd., Crowborough, East Sussex TN6 1JT, England; phone/fax: 01892 655195.

24-25 February 1996: London, England. Cost: £80. Leader: Geoff Mothersole, PTSTA. Contact: The Metanoia Trust, 13 North Common Rd., Ealing Common, London W5 2QB; phone: 0181-579-2505.

11-12 March 1996: Salisbury, England. Cost: £94. Leader: Joanna Beazley Richards, TSTA, Contact: Wealden College, 2 Quarry View, Whitehill Rd., Crowborough, East Sussex TN6 1JT, England; phone/fax: 01892 655195.

23-24 March 1996: Cleveland, England. Cost: £90. Leaders: Christine Lister-Ford, TSTA, or Jennie McNamara, TSTA. Contact: Stockton Centre for Psychotherapy & Counselling, 77 Acklam Rd., Thornaby-On-Tees, Cleveland TS17 7BD, England; phone: 01642 611292.

1-2 April 1996: Crowborough, England. Cost: £94. Leader: Joanna Beazley Richards, TSTA. Contact: Wealden College, 2 Quarry View, Whitehill Rd., Crowborough, East Sussex TN6 1JT, England; phone/fax: 01892 655195.

11-12 April 1996: London, England (in conjunction with the ITA conference). Cost: part of conference registration. Leader: Val Cunningham, PTSTA. Contact: Marsha Lomond, phone: 01279 413716.

27-28 April 1996: London, England. Cost: £80. Leader: Barbara Traynor, PTSTA. Contact: The Metanoia Trust, 13 North Common Rd., Ealing Common, London W5 2QB; phone: 0181-579-2505.

28-29 May 1996: Salisbury, England. Cost: £94. Leader: Joanna Beazley Richards, TSTA. Contact: Wealden College, 2 Quarry View, Whitehill Rd., Crowborough, East Sussex TN6 1JT, England; phone/fax: 01892 655195.

11-12 June 1996: Crowborough, England. Cost: £94. Leader: Joanna Beazley Richards, TSTA. Contact: Wealden College, 2 Quarry View, Whitehill Rd., Crowborough, East Sussex TN6 1JT, England; phone/fax: 01892 655195.

MOVING ON

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team of leaders. I am proud to have been part of this group. At our first meeting (Nürnberg, 1994), we constituted a solid group that turned out to be a good, cooperative team. Our diagnosis of the ITAA as an organization, which we shared with the board, made it clear to us how important it was to make a new start, to be really transformational and entrepreneurial. We needed to do something about the downward spiral of membership and about the lack of zeal among members. We had to develop new plans and create new tasks for the ITAA, which we did.

Matthias Sell, vice president of development, was the creative source for new tasks for the ITAA in terms of communication and consultancy, for a new category of membership for organizations and institutions. He also developed the idea to adapt the ITAA world logo to the DGTA logo, which turned out to be a good example of influencing from the bottom to the top in an organization.

Elana Leigh, vice president of research and innovation, introduced the idea of broadening the question of transactional analysis research to the base of our training. Only with a broad base doing small research projects can we create the mental base for top-notch research in other places. She also supported technological development and the ITAA's entrance into cyberspace.

Charlotte Daellenbach, vice president of operations, was the thinker behind the idea of supporting a variety of conferences for different groups and on as local a level as possible (think globally, act locally).

Frances Bonds-White, vice president of the Training and Certification Council, actually brought divided worlds together. The creation of *one training manual* for the whole transactional analysis world was a powerful innovation.

It was a joy to work with these creative minds. They believed in what they supported and took any idea seriously. Past president Robin Maslen, treasurer Tony Metcalf, and secretary Bob Massey also acted creatively and cooperatively in developing these ideas, as did the board of trustees as a whole.

In the two years of my presidency, many issues came before the ITAA, but I want to focus here on two that were particularly special.

Sale of the Burr House

Although the decision to sell the Burr House was made before I took office, the load of selling was heaviest during the last two years. You all know how hard it was to have sold the house and then to find that the buyer withdrew at the last moment. Perhaps 10-15 serious and less serious buyers considered the property during this time, and handling all of that was an act of balance for the ad hoc committee, which consisted of Jack Dusay, Tony Metcalf, Robin Maslen (chair), Susan Sevilla, and myself. Selling the building was not only a financial issue. It triggered a process of loss for the organization at large. The grief that was felt, as I said in my Aruba speech, reflected the end of an era for the organization. An area of relative stability, one that had begun with Eric Berne and had been symbolized by the stability of the building after his death, was over. It was time to say good-bye to that and to accept that the ITAA exists in a dynamic world in which it has to prove itself anew, to compete or cooperate with other approaches openly, and to deal with new internal power divisions (e.g., the division of power between the four fields of application).

Relations Between the ITAA and EATA

The most unexpected of all issues that came our way in these past two years was the decision regarding the affiliation between ITAA and the European TA Association, our largest affiliate. In Aruba a new contract was to have been negotiated. The EATA delegation, which had been put under pressure by their general assembly at the Maastricht conference in the summer of 1994 (I was there, so I know of what I speak), proposed reducing EATA payments to the ITAA by more than 40%. The ITAA, under pressure from a deficit budget, calculated that the costs of the services provided to EATA and European members were such that fees should be increased substantially. The current EATA payment was $14; EATA wanted to lower it to $9; ITAA wanted to increase it to $20. We were going in 180-degree opposite directions.

In a lot of turmoil, accompanied by many emotions, I formulated the motion to start thinking about ending the affiliation in its current form. This was a very hard moment. It was necessary to do it: It would have been bad management to keep the split as it was and to pretend that we were united. We had to get out of the catch-22 position in which we held each other. But I felt sad and I choked up when I formulated the motion.

After the motion carried, we all knew that we have a lot to do: inform people, deal with their feelings and concerns, communicate options, handle anger and fear. This process continued in Singapore and again in San Francisco. In Singapore I discovered the powerful metaphor of the ITAA being like the Asian food markets; the relationship between the global marketholder and the small shopkeepers, how they all belong to and depend on each another. The San Francisco meetings were directed toward solutions. The fear of not having a solution was very powerful and took over some of the decision making. That is one of the reasons that the solutions that were accepted were not, in my view, ideal. But the basic idea was accepted, and I support it: The ITAA and European members are working on a new relationship. We created a form that exists for one year. In Calgary (summer 1996) we will work it through again. Although the ITAA is downsized, we are now an organization in which every member wants to be a member, which is a much healthier basis than it was under affiliation.

Final Remarks

The communicative way of dealing on the board of trustees has, for the most part, been a joy. In Aruba the board meeting was observed by several people, one of them being Mary Goulding. She complimented the board for dealing with the issues in such a game-free way. Unfortunately, transactional analysis people do not always follow the principles of transactional analysis, and that includes members of the board. In San Francisco, the board process was often painful and reflected what I call "management by gossip," a destructive way to operate and one that can spell death for an organization if it becomes too prevalent.

My predecessor, Robin Maslen, wrote two years ago in *The Script*: "Communicate, communicate, communicate." I could not agree more. Gossiping is not communication. Maybe that is why we were so creative over the last two years on the board. Most of the time we communicated internally and externally. That made this team of officers joyful and powerful. I feel proud to have worked with so many people who shared these tasks with me during the last two years. Thank you all. □

THE LIBERATION OF LOVE

continued from page 1

and why we will accept and even seek negative strokes rather than go hungry.

This clarified why we play games when we cannot get our strokes directly. In my opinion, a game always starts as a honest attempt to obtain positive strokes. In games this attempt gets thwarted and delivers instead negative strokes, as well as harmful social and existential side effects. This suggested that the most effective method to help people stop playing games is to teach them how to get positive strokes in a direct manner.

The first example that was used to illustrate the way the stroke economy functioned was offered by Hogie Wyckoff in her paper, "The Stroke Economy and Women's Scripts" (*TAJ, 1*[4], 16-20) about the especially oppressive stroking patterns in the intimate relationships between men and women, which were embedded in the sexist scripting of gender roles. These roles condemned men and women to ultimate lovelessness. While men withheld strokes and became cold and heartless, women squandered them and became stroke-starved and depressed.

Seeking a practical, transactional analysis remedy for the distortions in the stroke economies of people, I began to teach the specific permission transactions (giving, asking for, accepting, and refusing strokes plus giving one's self strokes) that directly challenge the script directives of the Pig Parent and its enforcement of the lovelessness script. The practical application, in cooperative groups, of permission transactions generated a technique—"stroke city"—that enabled participants to obtain positive strokes and thereby resist alienation and depression. In these groups we refined the techniques of stroke permission hand in hand with the development of cooperative group contracts. These contracts were necessary because we knew that it is not possible to effectively give Permission without attendant Protection against the Pig Parent's frequently punishing reaction.

In a group, to feel sufficiently safe and protected to be able to violate the dictates of the Pig Parent, there has to be a prearranged trusting, cooperative relationship between all members of the group as well as with the therapist. As a spin-off of the stroke city exercise, we developed the "Pig Parent exorcism," which itself went though a series of changes and improvements to reach its present form.

As the stroke city exercise was refined, it developed into "emotional literacy training" (EmLiT),which consists of a series of additional graded, permission-giving, transactional exchanges (from stroking to pleading for or granting forgiveness) which, when practiced within the safety of a cooperative contract (no power plays, lies, or Rescues,), educates the person away from an emotional experience of numbness or chaos (where many participants begin) to the capacity for emotional awareness and eventually emotional interactivity.

These three ideas—the script matrix, the stroke economy, and emotional literacy training—complete a cycle of transactional analysis theory and practice that brings into focus the scripted nature of powerlessness and suggests opposing, love-centered, cooperative transactions to reverse powerlessness. These cooperative transactions allow people to find liberation from scripts that control them and cause them to control others.

Emotional literacy contributes an empowering platform for the expression of autonomy, spontaneity, and intimacy, the three qualities attributed by Eric to the unencumbered Child.

As transactional analysts—experts in transactions and their analysis—we are uniquely knowledgeable and skilled in helping find the nurturing powers of the Parent, the rational powers of the Adult, and the emotional and intuitive powers of the Child. However, it must be remembered that the task of social psychiatry goes beyond the empowering of selected individuals and should include empowering larger groups of people. That is where the concept of interactivity becomes crucial.

Interactivity, the last step in the development of emotional literacy, is also the first step in the next level of human development, which begins with the capacity to exchange information and make use of the benefits of feedback at both the rational and emotional levels of communication. In the Information Age, interactivity is already a buzzword; the fully developed skills of interactivity can only be imagined. In the vocabulary of cyberspace and the information highway, interactivity represents the opposite of one-way communication in which one side has all the power and information and the other passively accepts the information that is proffered. Interactivity implies the full participation and productivity of every person and will require the installation of viable democratic institutions within which information is available to all and used by all, while disinformation, misinformation, and lies are highlighted, isolated, and rejected.

This will require a citizenry trained to be both info-literate and emotionally literate, a goal to which transactional analysts can contribute richly. With our skills in analyzing transactions we can detect both high-tech and banal, everyday, subtle psychological power plays and lies. It is my belief that the political and social soil has never been as suitable as today for the full development of interactivity (the highpoint of emotional literacy), and transactional analysis is poised to make a vital contribution to its attainment.

Claude Steiner, PhD, is a Teaching and Supervising Transactional Analyst and one of Berne's early colleagues. He has twice been honored with the Eric Berne Memorial Scientific Award: once in 1971 for his work on script and counterscript and again in 1980 for his work on the stroke economy. He divides his time between Berkeley and Ukiah, California, as well as traveling worldwide to teach. He is the author of numerous articles and several books. □

Reminders . . .

Eric Berne Memorial Award nominations are due 1 January 1996. See the November *Script* or contact the ITAA office for details.

Continuing Education Provider Status now available for TA 101 courses. Contact Laurie Hamilton (phone: 704-687-8741) at least three months prior to course date to make arrangements.

***TAJ* Call for Papers:** Manuscripts for theme issues are due as follows: 15 January 1996 for "Integrative Transactional Analysis" and 15 July 1996 for "Postmodernism, Constructivism, and Transactional Analysis."

E-Mail Address for ITAA: The ITAA has two e-mail accounts: 76734.2074@compuserve.com and ITAASF@AOL.com.

MITAC Souvenirs: Children's Tshirts are $9 or 3/$24 (size 10-12, 6-8); cloisonné pins: $4; baseball caps with conference logo: $7 or 3/$18.

Keeping In Touch

Region I—Asia, Africa, The Pacific

The 23rd Annual Conference of ICTA (Institute of Counselling and Transactional Analysis) will be held 20-24 January 1996 at Santigram in Cochin, India. The theme of the meeting is "TA: Indian Saga." For more information, contact Fr. George Kandathil, Director, Institute of Counselling and Transactional Analysis, Santigram, Changanpuzla, Nagar PO, Cochin–682 033, Kerala, India.



P. K. Saru after receiving her law degree, which she hopes to combine with transactional analysis in her work with women

P. K. Saru of India sent congratulations to ITAA executive director Susan Sevilla and the ITAA staff on the success of MITAC '95. She wrote, "It was a great experience for me, and the objective of the conference—to bring together all TA stalwarts and associates of Eric Berne—was fulfilled. For me, connecting with all the transactional analysis people from around the world and being part of the global transactional analysis community was a great feeling to take back home." P. K. is a lawyer who uses her skill mainly as an extension of her transactional analysis practice to help her clients, especially women, who have legal problems.

Region IV—Central and South America



Henrique Austregesilo brought to our attention in a straight-forward but gracious way that we had incorrectly identified him in one of our MITAC '95 photos in the September-October Script. Our apologies, Henrique!

Region V—United States

Improved Disability Insurance Available: All US members and/or spouses under age 60 are eligible for a new disability income insurance plan with monthly benefits up to $2,000. Applicants must have been actively working (at least 30 hours a week) for the last 90 days and not hospitalized in the last six months. The plan provides a choice of $1,000, $1,500, or $2,000 monthly benefit payable for up to five years when the insured is disabled by a covered accident or up to one year if disabled by a covered illness. The benefits received will coordinate with any other income sources to pay up to 70% of one's monthly salary.

This new policy has more benefits and a lower premium than our existing disability policy. Individuals who are currently insured are eligible to apply for this new plan. Please contact Albert H. Wohlers & Co., 1440 N. Northwest Highway, Park Ridge, IL 60068-1400, or call 1-800-323-2106.

Ernie Brawley, husband of Muriel James for 30 years, died 14 November 1995 of cancer. He encouraged Muriel in her research and writing (including *Born to Win*), and they were often first and last on the dance floor at ITAA conferences. Together they have been in 26 countries where Muriel had lectured, led workshops, and enjoyed the people. Between the two of them, they have 7 children, 17 grandchildren, and 5 great-grandchildren. In addition to his zest for people, Ernie loved golf, football, gardening, and swimming. Our condolences go to Muriel and her family. Ernie was a wonderful guy, and we'll all miss him.

All Regions

Call for Proposals: On 12-13 August 1996, in conjunction with the Calgary Conference, John M. Dusay, MD, and Taisaku Katsura, MD, will cochair a preconference institute on "Egograms: Research, Clinical Application, and Energy Theory." The two-day institute will consist of presentations by Drs. Dusay and Katsura followed by a number of presentations by other individuals interested in the subject. Also included will be critiques of the presentations and a final "bright idea" session on the second day. If you are interested in submitting a proposal, please send it to John M. Dusay, MD, 2709 Jackson St., San Francisco, CA 94115 or fax him at 415-346-0639.

Possible Upcoming Topics in *The Script* include a focus on group psychotherapy worldwide, neurolinguistic programming and its integration with transactional analysis, dream work and its pjycisal antecedents, and healthcare systems worldwide. If you have information to contribut on any of these topics, and/or if you want to suggest other topics, please write Editor Laurie Hamilton, c/o the ITAA office.

Amsterdam 1996

"Advanced Working Conference on Ego States in Transactional Analysis"
14-16 March 1996 * Hotel Novotel * Amsterdam, The Netherlands

An Invitation to Participate: All members interested in the advanced theory and application of ego states in transactional analysis are invited to attend. The minimum training level required is Certified Transactional Analyst (BOC, COC, or ALAT). However, those who consider themselves advanced but are not CTAs may add a letter of endorsement from a Training and Supervising Transactional Analyst. Please rush your registration as attendance is limited to 150 participants. This conference is also the designated site of ITAA business meetings, which begin 12 March.

Keynotes: Keynote speeches will be offered by Maria Gilbert, TSTA, clinical psychologist and head of Integrative Psychotherapy Training Course at Metanoia, London, and by Renate Höfer, a clinical psychologist from Germany.

Conference Hotel: The Hotel Novotel offers double/single rooms for a reduced rate of *f*165 per night, including breakfast. This rate is available 10-17 March for conference participants only. If you come earlier or stay later, please mention this rate (it is normally *f*260 per room). Triple rooms are available for *f*195. The hotel is accessible by a direct train connection from Schiphol Airport (20 minutes). Contact the hotel directly to make reservations. Hotel Novotel, Europaboulevard 10, NL-1083 AD Amsterdam. Telephone: 31-20-5411123; fax: 31-20-6462823.

The Schedule

Thursday, 14 March

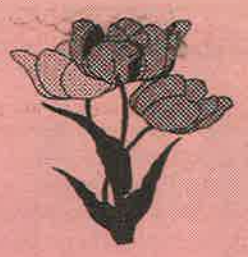
7 pm	Opening Plenary
8 pm	Standing Buffet

Friday, 15 March

9 am	Keynote Speech
10 am	30-Minute Presentations followed by Small Group/ Plenaries
12:30 pm	Lunch (included)
3 pm	30-Minute Presentations followed by Small Group/ Plenaries
7 pm	Canal Tour & Dinner

Saturday, 16 March

9 am	Keynote Speech
10 am	Group Discussions
12:30 pm	Lunch (included)
2-4 pm	Final Plenary



AMSTERDAM CONFERENCE REGISTRATION

(One form per registrant; please type or print; keep a copy for your records)

Full Conference Registration includes: 2½ program days, Thursday opening event and buffet, coffee breaks, 2 lunches, 1 copy of the conference proceedings, Friday evening canal tour plus dinner, and administrative expenses.

Three Ways to Register

By Mail:
Amsterdam Designated Conference
IAS International
Westerhoutstraat 48
NL 2012 JS Haarlem
The Netherlands

By Fax:
31-23-420942

By Phone:
Drs. Jindra Kessener
31-23-420979

Name (first/last): _____

Address: _____

City/State/Postal Code: _____

Telephone: _____ Fax: _____

Registration ITAA Member [ ] *f*650 Guest Package: [ ] *f*250

TOTAL AMOUNT OWED = *f* _____

Payment in Dutch gilders only. Payment by bank transfer is preferred. If paying by check, payee must pay for all bank charges. No credit card facility.

[ ] Check enclosed [ ] Bank Transfer Sent on _____ (date)

Make registration payments by bank transfer directly to the conference bank account. Make checks payable to "Congres TA-Amsterdam, ABN/AMRO Bank Haarlem, Account Number 46-07-20-872." Bank address is: P.O. Box 5, NL 2000 MB, Haarlem, Netherlands. **Cancellation Policy/Refunds:** Full fee is refundable (minus a *f*50 administrative fee) if cancellation is received in writing by 10 February 1996. After 10 February 1996 a *f*100 fee retention applies. After 1 March 1996 there will be no refunds.