BYLAWS BALLOT.

The Script

ITAA

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

VOL. XXVI, NO. 7 SEPTEMBER-OCTOBER 1996

Membership Campaign Offers Many Rewards

What is a Regular Member?

Regular Membership is where we all started. Remember the enthusiasm and curiosity we felt then? We had taken an introductory course to transactional analysis that had given us a way of looking at human behavior, and it seemed to fit. Most of us came to the 101 seeking answers, not just techniques. Many of us laughed out loud during class and realized that learning this material was fun!

So, we joined the International Transactional Analysis Association, feeling the thrill of immediate contact with other transactional analysts worldwide. Although we might be separated by language, the three stacked circles gave us common understanding.

Who is a Regular Member?

It's us—you and me. We are the backbone of the ITAA—a friend, colleague, associate, trainer, intern. Someone who likes the energy of creativity and the solid thinking through process. Someone you respect because you know they are principled and encouraging.

In Calgary we launched the Every Member Campaign. The benefits are many for those of you who decide to invite a new member to join. We are offering a pretty blue star on which "ITAA" is printed in gold and a chance to win a $500 prize (one chance for each new member sponsored in 1997).

About a week ago an old friend came to town from Arizona for a visit, creating an opportunity for a get-together. In that room were four people who had been members of the ITAA and who still use transactional analysis in their professional lives. I asked all four to rejoin. We reminisced about our training group and how we all "turned out," but more importantly, all of us talked about the impact of our training on our lives.

Help people you know to become Regular Members or to renew their Regular Membership. There are rewards for all!

Gaylon Palmer, MSW, TSTA

VOTING MEMBERS TAKE NOTE

SEE PAGES 5-8 FOR ITAA ELECTION RESULTS AND YOUR OFFICIAL BALLOT FOR BYLAWS REVISIONS

Deadline for ballot: 31 December 1996

Outstanding Members Honored with Eric Berne Award



Peg Blackstone



Jean Illsley Clarke



Alan Jacobs

by Robin Fryer

In some of the most moving and significant moments of the conference, three long-time, well-known members of the ITAA were honored in Calgary as recipients of the Eric Berne Memorial Award: **Peg Blackstone** was given a bouquet of roses by her family, **Jean Clarke**'s daughter attended the ceremony as living proof of the effectiveness of her parenting model, and **Alan Jacobs** cried while acknowledging those who had helped him in his work.

However, sentiment aside, each of these award winners began as a nomination that was rigorously evaluated in terms of four basic criteria: (1) originality and innovation of the contribution within transactional analysis; (2) its relationship to previous work in transactional analysis and related theories or fields of application, including research where applicable; (3) evidence of critical thought and explanations for the value and need for the contribution; and (4) evidence of the impact the contribution has had on transactional analysis theory and/or practice. Each of the three winners was judged by the members of the Eric Berne Memorial Award Committee to have excelled in all four categories.

Peg Blackstone, MA, TSTA, received one of two 1995 awards for her work in the area of "comparison and/or integration of transactional analysis theory or practice with other theories or practices" for bridging transactional analysis and current developmental psychologies. In her nominating letter, **Mary Goulding** said of Blackstone's article, "The Dynamic Child: Integration of Second-Order Structure, Object Relations, and Self Psychology" (October 1993 *TAJ*), "Blackstone draws upon Berne's analytic roots, showing not only how he was originally influenced by emerging

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The Transactional Analysis Universe

by Gloria Noriega Gayol, ITAA President

The ITAA designated conference in Calgary, Canada, sponsored by the Alberta Transactional Analysis Guild, was a wonderful event. It was well-organized by Jim Bews and his team of warm, friendly people, all of whom did an outstanding job.

There we met with many of our transactional analysis colleagues and friends. We were particularly honored with the presence of 25 participants from Japan. We shared a joyful learning experience and were deeply moved by the speeches given by the keynoters and the Eric Berne and Hedges Capers Awards winners.

The theme of the Calgary conference was "Celebrating Wholeness." During this week we truly celebrated the integration of a whole. I want to share with you some of my remarks from the opening event as well as some other things that happened in Calgary, especially for those of you would like to have attended but could not.

"Every star has its own light—there are small and big ones, each shining with the theory and principles of transactional analysis."

To begin, I want to talk briefly about the stars as a symbol. For many people the stars have a romantic meaning; for me, watching the stars puts me in contact with a sense of belonging to a wider universe. Although for many watching a sky full of stars is an everyday experience, since I live in the cosmopolitan area of Mexico City, it is really unusual. One warm, beautiful night in Isla

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Dr. Taisaku Katsura

Japanese Play Major Role in Calgary

The theme of the Calgary conference—"Celebrating Wholeness: Putting the Pieces Together"—was meaningfully realized by the inclusion of an outstanding Japanese-focus program. Thanks to the early efforts of TSTA

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EDITORIALLY YOURS

by Laurie Hamilton

Not Far From the Source

An idea that has fascinated me for many years is the concept of "ecological synchronicity." I'm not sure where the idea originated; it may well have been with Aristotelian philosophy (if you have any insight about this, please let me know). At any rate, this concept suggests that a disease and its cure are to be found in the same place. It is the basis, to some extent, of homeopathic healing (like cures like). However, it differs in speculating that the actual cure occurs in the same vicinity as that of the origins of the disease agents.

One example of this phenomenon is the relationship of the foxglove plant—which contains digitalis—to the treatment of certain heart conditions which were common in inhabitants of Northern Europe . . . where foxglove naturally flourished. Now perhaps another plant containing digitalis occurred naturally in Italy and Greece, where the incidence of heart disease was considerably lower (possibly due to the inhabitants' copious use of olive oil), but no one made a connection because there wasn't a problem.

I have followed a similar, yet much more intense situation as reported in the pages of *Scientific American*, *Smithsonian*, and *Science* over the past four or five years. Apparently there is a fair amount of activity in the area of ethnobiology, the science of pharmacologically active plants. Several expeditions a year are formed around the world to collect various plant specimens and test them for their pharmacological potency. (As an aside, this is a primary reason for such concern over the rapid destruction of the world's rain forests: They contain the greatest numbers of both known and unknown pharmacologically active vegetation.) In one batch of specimens, the leaves of one plant were found to weaken seriously the HIV virus. There was great excitement in the laboratory, as you can well imagine. The labeling of the plant indicated that it was from the Amazon rain forest in Brazil. Another expedition went out. They searched and searched, but matches for this plant specimen could not be found. Then the original ethnobiologist wondered if it was possible that the labels had somehow been mixed up, as he had gathered specimens from various locations. As I understand the story, the specimen was finally determined to have come from East Africa, in the same area where green monkeys developed the virus and later transmitted it to humans. Now the questions are, can more of those plants be found and can their compound be strengthened so they will not only weaken the HIV virus, but destroy it?



"Often the 'cure' or solution is an intrinsic part of the problem or 'disease.' The challenge lies in identifying the source location."

I see a corollary to this ecological synchronicity in the development of various therapies. As many of you know, I am quite involved in the treatment of trauma, as are many members of the ITAA. Although trauma has always been a rather nasty part of the human experience, most people would agree that its frequency and magnitude have increased significantly in the last 30 years. The trauma therapies (such as critical incident stress debriefing, neurolinguistic programming, and eye movement desensitization and reprocessing) have appeared partly as a result of increased understanding about the human processing of experience, but also in response to the increased incidence of trauma. If we had a treatment for trauma, but no one was traumatized, we probably wouldn't think of it as particularly useful.

No doubt some of my thinking is simplistic in this regard. For example, no one would invent a mousetrap if there were no mice. The Gouldings would not have developed redecision therapy if there were no faulty decisions made on incomplete information that ended up having profoundly negative effects on people's lives. Eric Berne would not have worried about ego states and transactions if people communicated congruently and clearly.

But still, I find the concept of ecological synchronicity quite appealing in the sense that the solution is perhaps never far from the problem. Whether it ranges from organizational problems, such as those the ITAA and many other professional groups are experiencing, to personal problems, health problems, and the like, often the "cure" or solution is an intrinsic part of the problem or "disease." The greatest challenge lies in correctly identifying the source location. For that we will always need clear thinkers, adventurous explorers, and tenacious souls.

Editor's Note: You can now reach Script *staff by e-mail as follows: Editor Laurie Hamilton is at mlhphd@aol.com; Managing Editor Robin Fryer is at robinfryer@aol.com.*

The Script ITAA

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INSIDE VIEW

Calgary Success



Calgary Program Director Jim Bews and ITAA Executive Director Susan Sevilla

In this issue, you will find various reports on the 1996 ITAA conference in Calgary. We had an excellent gathering, attended by nearly 300 international delegates. The conference was a smashing success, both educationally and financially. Kudos and thanks in abundance go to organizers **Bob McLeay**, **Sharon Pearce-McLeay**, **Jim Bews**, **Joy Bews**, **Sandra Smith**, and **Sharon Ashton**, just to mention a few of the fine Alberta Transactional Analysis Guild organizers.

I normally make it a point to arrive early at ITAA conferences, and in Calgary the business meetings at the conference officially kicked off on 11 August with the board meetings of the Training and Certification Council of Transactional Analysts (T&CC). I was a bit late for that because I took the train from Vancouver to Calgary, through two ranges of mountains—the Cascades and the Rockies. We followed picturesque rivers the whole way, saw wildlife, river rafters, and snowy peaks. During the two-day ride, we ate cute little meals on seat-back trays when we weren't leaning out the space between the train cars trying to snap pictures. At the continental divide of the rockies, I watched carefully and tried to pinpoint the exact spot where the river began to flow east instead of west, just on the other side of a marshy highland meadow. I would recommend this train ride to anyone; it gave me an excellent introduction to the magnificent country that is Canada. Twenty-three other ITAA members (and one baby!) traveled as a group on the same train. **Flo Olivier** of Vancouver takes the hospitality award of the year for inviting us all to her place for supper before the train ride began. We stood amazed on her balcony overlooking the lovely view of Vancouver and the sound and the Pacific beyond. Thank you Flo! What a way to start off a journey.

- Susan Sevilla



Calgary Conference Chairman Bob McLeay



Calgary organizer (publicity) Sharon McLeay



Calgary organizer (registration) Sandra Smith

Member Input Sought Regarding Steamlining ITAA Operations

by Denton Roberts

The ITAA Board of Trustees has established a task force charged with developing a plan for creating a streamlined structure for the ITAA. The task force, which I am chairing, wants to hear your ideas on this important matter.

Given its current financial situation, the ITAA needs to: (1) prioritize the services we provide, (2) economize on administration, (3) develop ways to represent transactional analysis in the professional community, and (4) attract membership. Once we have accomplished these four tasks, we need to create a plan that will allow us to operate within our budget.

To begin this process, I am requesting that you, the membership, give us feedback on the following questions (answer from your personal perspective, not in terms of your organizational responsibilities, if any):

1. What ITAA services are absolutely essential?
2. How would you reduce the budget by 25%?
3. What are the best ways to present transactional analysis to other professional communities?
4. What is our best strategy for attracting membership?

The task force will use your input to design a plan for streamlining. Please feel free to share these questions with other members. Send your responses to the ITAA office by e-mail, fax, or post. Raise any concerns you might have that do not fit into the categories just listed.

The timetable for creating this plan is tight, so promptness is important. We will present a plan to the board for consideration at a special meeting on 10 January1997. Therefore, **please respond by 15 November 1996.** □

Historic English-Japanese Institute on Energy Theory

by John M. Dusay

While there have occasionally been presentations of scientific stature on the theory and techniques of transactional analysis, one of the preconference institutes in Calgary devoted a full day to rigorous, academic-level research focusing on the development of an egogram instrument that will have far-reaching use both in transactional analysis circles as well as in the general scientific community. The cochairs of this historic event were **John (Jack) Dusay**, MD, of the University of California Medical School, San Francisco, originator of the egogram, and **Taisaku Katsura**, MD, of Nihon University in Tokyo, Japan, president of the Japan Transactional Analysis Association.





The institute, entitled, "Egograms: Research, Clinical Applications, and Energy Theory," opened with an overview by Dr. Dusay on energy theory as symbolized by the egogram. He credited Robert Heyer as the first person to develop a valid rating scale for the egogram. Dr. Katsura then introduced the multiple efforts in Japan, pointing out that no less than 16 different instruments have been devised over the past several years, some having intratest reliability and others facing research problems.

The Self-Growth Egogram (SEG), developed by Dr. Katsura and standardized by more than 2000 applications, was introduced. Later in the program, Marika Saito expanded on this development, underscoring vital shifts in Free Child/Adapted Child during successful treatment of psychosomatic ailments. The following day Dr. Katsura presented material illustrating dramatic reduction in serum cholesterol levels and lowering of hypertension in a patient who had a concomitant egogram shift—the first *scientifically evaluated* study of such an occurrence. This was compared to Dr. Dusay's case of Mary, who demonstrated a shift by an *intuitively derived*, group therapy egogram shift. Professor **Takenori Kikuchi**, MD, a leading teacher and researcher at Tokyo Woman's Medical College, then compared the Tokyo University Egogam (TEG) with Type A and Type B personalities and illustrated the implications with a clinical case.

Professor Namura of Tokyo University demonstrate the TEG, which was standardized by 5,600 applications and is representative of the Japanese population as a whole. Significantly, he included a "lie" scale, similar to the one in the widely used Minnesota Multiphasic Personality Inventory (MMPI). Dusay commented that the utility of the egogram has stronger potential than the MMPI because it is based on a solid ego state and transactional analysis foundation—lacking in the empirical MMPI.

"A full day was devoted to rigorous, academic-level research on the development of an egogram instrument that will have far-reaching use."

Professor **Masanori Mizuna** of the Department of Educational Psychology of Okayamo University then presented TOAK, an intriguing combination of ego states and life positions together with treatment implications. Professor **Rishun Shinzato**, the original translator into Japanese of Dusay's 1977 book, *Egograms*, presented his work on PCF, which is an instrument expanded to include the permeability factor dealing with ego state contamination and exclusion phenomena.

Spirited discussion of these developments ensued, and Dr. Katsura expressed his concern that scientific instruments may decrease the humanism and warmth for which transactional analysis is famous. Dr. Dusay concluded that the very awareness of this pitfall would seem to ensure that these new tools are used to further the advances of the transactional analysis goals that "high tech" will be balanced by "high touch."

JAPANESE PLAY MAJOR ROLE

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Michiko Fukazawa in Tokyo, the initial program and publicity for this conference were translated into Japanese and widely distributed in Japan. As a result of the interest created, one of the preconference institutes was presented in Japanese and English, and three workshops were given in Japanese (one per day). In addition, all general sessions and the keynote speeches, as well as some of the English-language workshops, were translated into Japanese. Our grateful appreciation to **Michiko Fukazawa** and **Rishun Shinzato** for their able assistance in interpreting the English portions of the program. Thanks also to **Kazumi Fujimura** for early consultations with the office on setting up the program.

Regarding the Japanese-focus program, Drs. **Jack Dusay**, MD, of the United States, and **Taisaku Katsura**, MD, of Japan, presented a special all-day institute on "Energy Theory as Represented by the Egogram" (see this page). Later **Taisaku Katsura**, along with Dr. **Takenori Kikuchi**, MD, and **Kazuki Matsui**, MD, presented a workshop on "Egogram of Cardiovascular Disease." (An English description of this workshop is available from the ITAA office.) **Rishun Shinzato**, PhD, **Shinobu Nomura**, MD, and **Hiroshi Ishizu**, MD, collaborated in one workshop on three themes: transactional analysis approaches to current Japanese school problems (Dr. Shinzato), the cross-cultural consideration of ego states (Dr. Nomura), and a trial survey about the concept of "whole self" with an ecological viewpoint. Finally, **Michiko Fukazawa** presented on Japanese cultural script.

Thanks go to **Jim Bews**, Calgary program director and president of the Alberta Transactional Analysis Guild, for organizing this fine Japanese program.

Of great help to Japanese attendees and interpreters in Calgary was a fine transactional analysis "glossary" developed by **Michiko Fukazawa** and published in the Japanese edition of *TA Today* by **Vann Joines** and **Ian Stewart**. This glossary contains not only Japanese transactional analysis terms, but also a brief explanation of what each term means. Kudos again to Michi!

We also want to recognize and thank the 26 Japanese delegates who traveled to Calgary to attend the conference. Amazingly enough, roughly 10% of conference enrollment was Japanese! The ITAA is also very pleased to have eight new Japanese members as a result of the conference. (See list of new members, page 9.) We welcome them into the ITAA and into the worldwide transactional analysis community. □

OUTSTANDING MEMBERS

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object relations theory, but also his skill at presenting the idea of introjects creatively and clearly enough to be easily understood by clinician and lay reader alike. . . . The author brings alive the depth of Berne's concepts and shows how they can be used to illustrate . . . current thinking from other psychological schools." In a supporting letter, **Jonathon Wagner** wrote that Blackstone "retains the differences Berne had with psychoanalytic thought while at the same time showing how transactional analysis can and does explain the dynamics that ego psychologists talk about as self psychology. She does this while maintaining the OK-OK life position as the basic nature of the individual psyche."

"Blackstone, Clarke, and Jacobs are now members of the illustrious group of members who have been honored with the Eric Berne Award."

Jean Illsley Clarke, MA, CTA, was honored with the 1995 Eric Berne Memorial Award in the area of practice applications for her work on applied transactional analysis in parent education. Publications cited in the nomination included *Self-Esteem: A Family Affair* (Harper Collins, 1978) and *Self-Esteem: A Family Affair Leader Guide* (Harper Collins, 1981) by Clarke and "An Evaluation Study of Self-Esteem: A Family Affair" by D. J. Bredehoft (April 1990 *TAJ*). In nominating Clarke for the award, **Dr. Susan L. Clarke** and her committee wrote that Clarke's model "structures the application of transactional analysis to parenting in 'an emotional environment in which children can grow in healthy ways and in which adults can get their own needs met simultaneously' (Clarke, October 1982)." In letters supporting the nomination several people cited how Clarke's work facilitates healthy development and preventive measures that give children and parents the opportunity to do things well the "first time around," while also providing tools for healing childhood wounds for those who did not have that chance. **Eveline Goodall** wrote, "Jean Clarke has created a unique parent education and personal growth model that is firmly based in and adds to transactional analysis at the same time making transactional analysis widely available to a diverse population."

Alan Jacobs, TSTA, won the 1996 award in the area of theory for his body of work on the social applications of transactional analysis. Specifically named in the nomination were his articles on "Autocratic Power" (July 1987 *TAJ*), "Nationalism" (October 1990 *TAJ*), "Aspects of Survival: Triumph Over Death and Onliness" (January 1991 *TAJ*), and "Autocracy: Groups, Organizations, Nations, and Players" (October 1991 *TAJ*). In her nomination statement, **Sally Hyatt** described how Jacobs's work is an "original contribution to transactional analysis theory [in that] he delineated autocratic power by types and roles, applying transactional analysis to social psychology." In their supporting letter, **Richard Erskine** and **Rebecca Trautmann** wrote, "Although Eric Berne referred to transactional analysis as a social psychology and many of us have described various applications of a transactional analysis social psychology, it is in Alan Jacobs's well-researched, brilliant conceptualizations that transactional analysis has truly emerged as a social psychology. The consistency of his scholarly writings and their application to everyday life . . . place Alan's contributions among the most significant of the authors who have published on transactional analysis theory."



Past Eric Berne Award winners join 1995 and 1996 winners in Calgary (from left): Jean Illsley Clarke, Muriel James, Fanita English, Alan Jacobs, Mary Goulding, Peg Blackstone, Carlo Moiso, and Richard Erskine

In Calgary, each of the Berne award winners was honored with a standing ovation as conference participants celebrated the singular accomplishments and contributions to transactional analysis made by Blackstone, Clarke and Jacobs. (Their acceptance speeches will be published in the January 1997 *Transactional Analysis Journal*.) They are now members of the illustrious group of members who have been honored with the Eric Berne Award and, in turn, they honor Eric Berne's memory and his legacy with the breadth and creativity of their achievements. Congratulations to them all! □

EBMA Nominations Wanted for 1997

Eric Berne Memorial Award nominations are due in the ITAA office by 1 January 1997. For details on how to make a nomination, see the July 1996 *Script* or contact the ITAA office.

TA UNIVERSE

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Mujeres in the Mexican Caribbean I was watching the stars and thinking about the journey I was beginning as president of the ITAA. For a moment I felt that those stars were like the different people and groups who practice transactional analysis around the world. Even separated, those stars belong to the same universe. They are independent as well as connected to each other, and all of them join to make a beautiful universe.

I thought of the ITAA as the oldest star, the one that carries the canon and tradition of transactional analysis, the one that functions as the bridge to connect all the stars to each other. Yet every star has its own light—there are small and big ones, each shining with the theory and principles of transactional analysis.

As a consequence of the deaffiliation of the European Transactional Analysis Association (EATA), the ITAA lost connection with many of its stars and as a result is experiencing a crisis of lack of unity and consequent painful feelings of fragmentation and alienation. However, this crisis gives us the opportunity to grow and to redefine the place of the ITAA in the transactional analysis universe. We are living now through a difficult time of transition but one that is also characterized by exciting internal renewal. After a healing phase we are now starting a new, respectful, and friendly relationship with EATA. In



"Invite others to belong to the ITAA and motivate past members to rejoin. This will help keep our constellation brighter and stronger."

Calgary, the board established the ITAA-EATA task force, which will explore areas of mutual benefit and collaboration.

We also have many other stars in the ITAA constellation from regions such as the United States, Asia, and the Pacific, areas in which transactional analysis has been developed and which maintain a connection to the ITAA. Last month I went to the Asociación Latinoamericana de Análisis Transaccional conference in Puerto Rico, and I am happy to report that more people from Latin America are also becoming ITAA members.

In Canada, at the same time we were planning the present and future of the ITAA, we were honoring our roots, because Canada was the birthplace of Eric Berne. Our Canadian members are also valuable stars in the transactional analysis universe.

The theme for this conference was congruent with the reintegration process we are beginning in the ITAA right now. In Calgary we began the "Every Member Campaign" to bring new members to the ITAA while maintaining a proud feeling of belonging for those who are already members of this organization. Every member who brings a new member to the ITAA will receive a symbolic star pin in recognition of his or her efforts to help this association grow.

The ITAA needs your enthusiasm at this moment as well as your solidarity and loyalty. Invite others to belong to the ITAA and motivate past members to rejoin. This will help keep our constellation brighter and stronger.

If you were wishing on a star, what would you wish? My wish is that every member will invite a new person to belong to the ITAA so that we double our membership this year. Gaylon Palmer, our enthusiastic membership committee chair, says this is as easy as 1-2-3:

1. THINK about a colleague, friend, associate, or intern who would benefit from ITAA membership.
2. FEEL the affinity of having that person participate as a member in the varied activities offered by the ITAA.
3. DO invite him/her to become a member.

Before and after the Calgary conference the board and committees held intense meetings. It was not easy dealing with the situation we were facing. We felt the agitation of the membership and the tension inherent in getting the ITAA out of the critical situation it is in. I believe that what we are dealing with in the ITAA is part of the worldwide crisis that faces us all as we approach the end of this century and the beginning of the new millennium.

I felt relieved to be surrounded by the wonderful, intelligent, sensitive people who are our officers, board, and committee members. What one person did not think of, another did. They are all courageous people, brave enough to get through the swamp that is this transition stage, functioning like bright stars lighting the way for the future.

I believe that we are moving now, defining first who we are in order to develop a plan with a clear vision for the future. As a starting point, the board approved an identity statement for the ITAA that reflects the different frames of reference and the diversity of our members. The statement reads:

The International Transactional Analysis Association (ITAA) was founded by Eric Berne, the creator of transactional analysis. Today this organization sustains the canon, theory, and philosophy of transactional analysis and provides a worldwide umbrella for continuing development of the principles on which transactional analysis is based. The ITAA is an inclusive organization open to all individuals who are interested in transactional analysis and who wish to share this interest professionally and personally with people from other countries. As a membership association, the ITAA models how people from different cultures can respect and collaborate with others for mutual benefit.

The ITAA seems ready for change, but it also seems unwise to make drastic changes without knowing how to deal with the consequences. In Calgary we were all surprised at the board meeting when the proposal to establish a task force to study ways to streamline the ITAA was welcomed and approved unanimously. This task force will create a plan to develop a structure that allows us to operate within our revenues and in accordance with the established identity and mission of the ITAA.



New member Masayuki Ohashi enjoys winning a copy of redecision therapy videotape in Calgary.

In Calgary we experienced a general consensus for continuing with the existence of the ITAA. This is what we want and this is what we are doing. You can help by supporting the "Every Member Campaign." We are beginning to restructure our constellation and at the same time to celebrate our wholeness!

CASSETTE TAPES

Celebrating Wholeness

The Calgary Conference

Calgary, Alberta
August 12 - 18, 1996

❑ KN - 1 - $8 US	Claiming The Human Spirit, Muriel James	❑ F - 22AB - $16 US	Good Grief Rituals, Elaine Childs - Gowell
❑ KN - 2 - $8 US	Unity, Wholeness, Transformation, Vince Gilpin	❑ F - 23AB - $16 US	Perenting Each Other, Jon & Laurie Weiss
❑ T - 1AB - $16 US	Proceed With Caution, Laurie Kahn	❑ F - 24AB - $16 US	The Silent Voices of Dissociation, Marye O'Reilly Knapp
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❑ T - 3AB - $16 US	Developing Whole Persons, Robert Massey	❑ F - 26AB - $16 US	Cross-Cultural Egograms, Ishizu / Shinzato / Nomura
❑ T - 4AB - $16 US	Ancient Ways, Susan Smith	❑ F - 28AB - $16 US	Power, Gender & Relationships, Valerie Chang
❑ T - 5AB - $16 US	Team Building, Ginette Ayache	❑ KN - 4 - $8 US	30 Years of TA & Redecision Therapy, Mary Goulding
❑ T - 6 - $8 US	Cathexis Institute, Donna Marie Perry	❑ S - 29AB - $16 US	Therapy for the Family, Sharon Massey
❑ T - 8AB - $16 US	Sibling Script Resolution, Gloria Noriega	❑ S - 31AB - $16 US	Trans-Script and Family Secrets, Alain & Isabelle Crespelle
❑ T - 9AB - $16 US	Organizations and Groups, Jean Illsley Clarke	❑ S - 32AB - $16 US	The Specter of Sex and Gender, Dave Brittain
❑ T - 10AB - $16 US	Blue Ego States, Abe Wagner	❑ S - 33AB - $16 US	Teaching People Skills in Organizations, Sam Lloyd / Tina Berthelot
❑ T - 12AB - $16 US	Egograms, Katsura/Matsuie/Kikuchi	❑ S - 34AB - $16 US	Creating New Connections, Sheryn Scott
❑ T - 13AB - $16 US	Chronic Illness and Pain, Dennis Arbuthnott	❑ S - 35AB - $16 US	Coaching: Professional Redefinition, Jon & Laurie Weiss
❑ T - 14AB - $16 US	Inner Parent Healing, Dr. Curtis Steele / Nancy Porter Steele	❑ S - 36AB - $16 US	Parenting These Days: New Challenges, Michelle Delisle
		❑ S - 37AB - $16 US	The Clinical Strategies of TA, Carlo Moiso
❑ KN - 3 - $8 US	Contact, Relationships, Wholeness, Richard Erskine	❑ S - 39AB - $16 US	Fragmented Human Nature and Civilized Integration, Martin Groder
❑ F - 15AB - $16 US	Our Four Life Scripts, Russell Osnes / Carol Gesme	❑ S - 41AB - $16 US	The Japanese Cultural Script, Michiko Fukazawa
❑ F - 16AB - $16 US	The Psychotherapeutic Relationship, Richard Erskine	❑ S - 42AB - $16 US	In Search of Excitement, Jim McKenna
❑ F - 17AB - $16 US	Relationship in the Cycle of Psychotherapy, Gordon Hewitt	❑ S - 43AB - $16 US	TA Beyond the Cognitive, Tom Frazier
		❑ S - 44 - $8 US	TA and Social Psychology, Alan Jacobs
❑ F - 19AB - $16 US	TA and NLP in Organizations, Julie Hay	❑ KN - 5AB - $16 US	Closing Address, Dale Auger
❑ F - 20AB - $16 US	Ethics, Boundaries and Power, Grace McGrath		
❑ F - 21AB - $16 US	Boundaries, Joan Casey		

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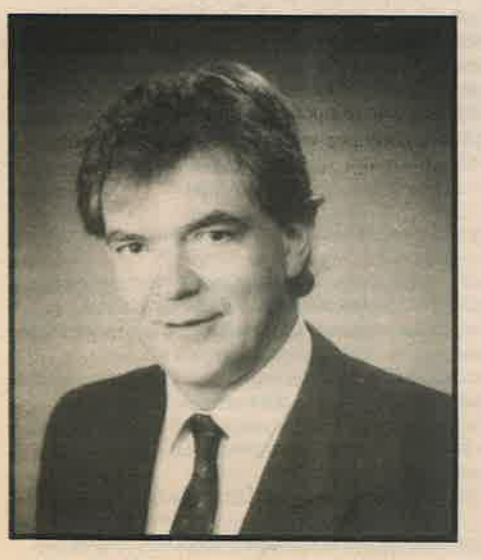
ITAA President-Elect and Board of Trustees Election

Voting Procedures: The following individuals were nominated by the nominating committee and presented to the membership at the annual business meeting in Calgary, Canada on 17 August 1996. One person was nominated on the floor of the business meeting by the membership, as provided for in the ITAA bylaws. There is only one candidate running for each elected position. Although there is not a contest of candidates and therefore these individuals are simply being announced here, ***we urge you to return your ballot because of the crucial bylaws election****. The president-elect serves a one-year term (followed by three years as president and one year as past-president). All board members serve a three-year term, beginning 1 January 1997.*



George Kohlrieser, PhD, TM (clinical), Italy/USA, President-Elect

I am honored and pleased to be nominated for the position of ITAA president-elect. I am a husband, the father of four children, an avid skier and scuba diver, and a psychologist working with clinical, organizational, and governmental clients with a special focus on hostage negotiations. I am American, and my wife, Cinzia, who is also a psychologist, is Italian. With our two youngest children, we live in Milan, Italy, while also maintaining a residence and office in Dayton, Ohio (USA). After actively working in some 35 countries around the world, I will bring a strong sense of cultural awareness to the dialogue, negotiation, and conflict resolution process in the ITAA.

I have been an ITAA member for over 25 years, and in that time I have seen and experienced the changing wave of influence and growth in transactional analysis around the world. During this ebb and flow, many of the core concepts of transactional analysis have moved into mainstream public and professional awareness throughout the world. Often this information spread without knowledge of either the origin of those ideas or the transactional analysis organizations that supported their members in developing the theory.

All along, the ITAA has been at best a secure base for the worldwide transactional analysis community and at worst perceived as an obstacle to the development of regional, national, and local organizations because of language, cultural, and economic differences. As a result, the identity, mission, and organizational vision of the ITAA has often been defensively reactive, confused in direction, over-adapted to too many special interests, and overly attached to a past form of existence.

The present crisis precipitated by the end of the ITAA-EATA affiliation agreement has created within the ITAA a renewed commitment and enthusiasm to change the organization as witnessed at the conference in Calgary. As ITAA president, I will focus on (1) clarifying the identity of the organization, (2) understanding our core competencies, (3) rethinking who we are and what our mission and role to the worldwide transactional analysis community, professional community, and general public can and should be, and (4) refining a practical structure to maintain financial stability and effective delivery of services. This will involve self-reflection, grieving what no longer is or will be, and rebonding to a new mission, direction, and role as we move into the 21st century based on a vision of service not only to our members, but to the international transactional analysis community and to the general public.

I want a sense of pride, a spirit of enthusiasm, and a feeling of honor to be in the heart of every transactional analyst. Even with the merging, blending, and integrating of many theories and techniques, there is something uniquely characteristic about transactional analysis. All too often we have let our identity be defined by others; this has led to insecurity, defensiveness, and competitiveness. We need to say to the world who we are and what we have to offer.

As president I will encourage, challenge, stimulate, and provoke ITAA members and staff to create new ideas and find innovative solutions to issues and problems. I am a bridge builder, and I hope to keep the international in the ITAA by finding ways to encourage belonging while respecting differences in our worldwide transactional analysis community. The impact of transactional analysis on popular and professional culture around the world affirms that the theory is based on some profound truths. The need to continue sharing these truths with the world is even stronger today. The question is: How do we create a viable vision, purpose, and structure to do that effectively for the reality of the 21st century?

Gloria Noriega, our current president, has already started the process of reengineering this organization, and I will continue it. I know that we have the resources and the will to do great things, and I will be proud and honored to lead this association toward the new millennium.



P.K. Saru, PTSTA, India, Board Appointee from ICTA, 1997-1999.

(No statement received.)



Roy Salole, MD, CM, Canada, Board of Trustees, Other Regions (Non-USA, Non-Europe)

My first Transactional Analysis 101 was in Moose Jaw, Saskatchewan, with Tom Marshall and Jim Ursin. It was a pivotal experience in my life. The concept of ego states helped me to understand the phenomena I saw in my medical practice as well as what I experienced in my personal life.

My subsequent development as a transactional analysis therapist has been intimately linked with my personal healing, and I pursued a parallel course in both. In 1986 I decided that preparing for and taking my certified member exam was necessary if I was going to practice psychotherapy at the level I wanted. I moved to Ottawa, signed a contract with Suzanne Robinson, and took my oral exam in Minneapolis in 1993.

Over the years I have integrated a number of non-transactional analysis concepts and psychotherapy approaches and techniques into my work. Nevertheless, I have repeatedly found myself coming full circle to the concepts of ego states and script. I am proud to say that at foundation I am a physician and a transactional analyst.

I want to be on the ITAA Board of Trustees because I think this association has a special position not only in the transactional analysis of the past but also in the future of transactional analysis. I think that the ITAA is challenged with facilitating the integrity of both the worldwide transactional analysis movement and the various national and regional transactional analysis associations. The recent agreement with the European Transactional Analysis Association to maintain a universal exam system is an example of maintaining this integrity. I think that the ITAA also needs to continue its support and nurturing of transactional analysis in countries like Canada, which because of geographic or population demographics cannot sustain a national association. This can be of mutual benefit as demonstrated by the success of the Calgary Conference.

I will join other trustees to nurture the growth of global transactional analysis and transactional analysis communities, and I expect to have fun in the process.



Gaylon Palmer, MSW, TM, USA, Board of Trustees, USA Region

I bring to the ITAA Board of Trustees 22 years of experience in private practice and 9 years teaching experience in public school. Two of the teaching years were as a Peace Corp volunteer in Malawi, Central Africa, answering President Kennedy's call in 1962 to ask not what our country could do for us, but what we could do for our country.

Currently I am in private practice in Sacramento, California. In the early 1970s I organized the Sacramento Area Transactional Analysis Winter Congresses and was responsible for the initial organization of the Clinical Experience Group, a place where beginning therapists could obtain intensive training as well as experience working with groups in convalescent hospitals. Most recently, I served as program chairperson for the 1995 Major International Transactional Analysis Conference (MITAC) in San Francisco and am now chair of the ITAA Membership Committee.

Because of my own volunteer activities I know the double payoff received when a person chooses to volunteer his or her talents. Personal commitment enhances feelings of OKness while contributing to an outcome which can only be greater than the individual member's efforts. I see the ITAA operating in this manner. Those of us who volunteer our time and talents receive many wonderful returns. There is room for everyone to be involved and plenty of recognition and rewards to go around.

With our recent entry onto the Internet and World Wide Web, we can be in touch with each other in a more constant and meaningful way. In fact, as an organization we are unusually well-suited to this new medium because we share the simplicity and clarity of transactional analysis as a common language. I think individual members' support of each other in this and many other ways will add strength to our organization. I look forward to serving.

Proposed ITAA Bylaws Revisions

To: All Voting Members, ITAA
Re: Proposed ITAA Bylaw Amendments

A complete revision of the Association's bylaws has been accomplished. The process commenced after the board meeting in Brighton, England, in March 1992 when an ad hoc committee consisting of Robin Maslen (Chair), Servaas van Beekum, Robert Massey, Tony Metcalf, Julie Hay, and Susan Sevilla was appointed. Consultations with heads of transactional analysis associations, past presidents, and the board of trustees, with articles in *The Script* from time to time, resulted in a draft copy which was reviewed by our attorney and alterations made to conform with California state law. The final draft was approved to be sent for a vote by the membership by the board of trustees at their meeting in Calgary in August 1996. Because of the extensive alterations to the layout and structure of the document it would be extremely difficult to present a paragraph-by-paragraph comparison with existing bylaws, and so you are being asked to cast a vote on the ballot below for the complete bylaw revisions. For reference, the text of the current bylaws is contained in the back of your 1994-1995 ITAA *International Membership Directory*, pages 81-87. If you wish clarification or a rationale for any of the changes, Robin Maslen is willing to respond to inquiries. He can be reached by e-mail at robmas@dove.mtx.com.au or by fax at 61-8-8377-0817.

In summary, the major changes are:

* A complete reorganization of the structure and layout to do away with duplication, place similar subject matters together, renumbering for reader friendliness, minor alterations to words without altering meaning, and to provide consistency throughout the document (e.g., reference to "summer conference" was only relevant to the northern hemisphere). Many paragraphs were rewritten to copy word for word the California Code where advised by our attorney.

* A section containing a brief history of the ITAA has been added.

* C.1—Classes of members are redefined or better defined, including affiliate association membership and organizational and institutional membership.

* C.3-4—Expulsion and suspension procedures will now conform with state law.

* D.1—The number of mandatory board meetings will be reduced to one a year.

* D.5—The quorum at membership meetings will be reduced from 5% of membership to 50 or 5% of the membership, whichever is less. (There has not been a quorum for many years.)

* E.2—The term of office for office bearers will be three years (except for immediate past president, the term for which was reduced from two years to one year).

* F.1—Staggered elections for trustees and office bearers will provide continuity.

* F.2—The term of president will be one year as president-elect, three years as president, and one year as past president

* F.5—Vacancies on the board will be filled for the unexpired portion of the term of office.

* G.1-8—The ballot process for board membership will be simplified. (Board meetings all over the world mean skewed membership at membership meetings if nominations from the floor are permitted. Conferences at various times later than August result in ballot results not being received before terms of office commence. The association could be without office bearers for up to six months.)

* N.13—Establishes a process for dissolution of the association.

Official Ballot for 1996 Bylaws Revisions

Deadline for Ballots: 31 December 1996
(Note: Only Regular Members and above may vote)

Name (please print)

Bylaws Revisions

☐ I hereby approve all of the revised ITAA bylaws as presented in this ballot section. The ITAA Board of Trustees recommends that you vote to approve the new bylaws.

☐ I do not approve the revised ITAA bylaws and vote to maintain the present bylaws document.

☐ I hereby approve all sections of the revised ITAA bylaws except the following sections (Please specify sections of which you do not approve; attach separate sheet if necessary):

Return to the ITAA by post (450 Pacific Ave., Ste. 250, San Francisco, CA 94133-4640); fax: (415-989-9343); or e-mail (itaa@itaa-net.org).

* N.14—Establishes a process for asset disposal in the event of dissolution.

I trust that you will be pleased with this final outcome, the result of a long and difficult process.

Robin Maslen
Chair, Bylaws Committee

Amended Bylaws of the International Transactional Analysis Association

HISTORY
In 1958 the founder of transactional analysis (TA), Dr. Eric Berne, began a series of meetings under the name of the San Francisco Social Psychiatry Seminars. On May 6, 1960, the State of California granted a charter for the organization as a nonprofit educational corporation, which later became known as the San Francisco Transactional Analysis Seminar. In 1965 this Seminar became known as the International Transactional Analysis Association (ITAA). In 1987 two of the ITAA committees, the Board of Certification and the Training Standards Committee, were independently incorporated as a separate corporation known as the Training and Certification Council of Transactional Analysts.

A. PREAMBLE

1. Definition: Transactional analysis (TA) is a psychological and social theory with mutual contracting for growth and change.
2. Purpose: The International Transactional Analysis Association exists to stimulate the growth and development of creative and useful theory and applications of transactional analysis.
3. Mission: The International Transactional Analysis Association is a nonprofit educational organization which facilitates international communication among people and groups who use transactional analysis. The ITAA works to build understanding, knowledge, and acceptance of transactional analysis and to sustain the historical body of knowledge. It provides theoreticians and practitioners—clinical, organizational, and educational—with techniques of proven value for enriching life, a forum for evolving new transactional analysis theory and methods, and an ethical framework.
4. Values: The values of the ITAA, which are the foundation and desire of all efforts and structures of the organization, are:
(a) All individuals shall have the opportunity to live autonomous and socially responsible lives.
(b) Respect is given to the individuality and common humanity of all people.
(c) Relationships shall be carried out without discrimination on the basis of religion, race, color, creed, disability, nationality, socioeconomic status, gender, age, or sexual preference.
(d) Physical, psychological, and social violence and oppression are opposed.
(e) Individuals are encouraged to be aware of their relationship to the world around them and to choose effectively their own responses and to be responsible in their behavior.
(f) These values and subsequent actions are to enhance the well-being of individuals and society.

B. OFFICE

1. Principal Office: The principal office of the Association shall be located in the City and County of San Francisco at an address to be established by resolution of the Board of Trustees.

C. MEMBERSHIP

1. Classes of Membership: The Board of Trustees may, by resolution, establish classes of voting, and nonvoting, life and affiliate membership, determine the eligibility requirements and the rights and obligations of each class of membership.
(a) Voting Member: ITAA voting membership is available in four (4) categories: a support category as a Regular Member; two competency- based categories, as a Certified Member or a Teaching Membe; and as a Life Member. Life Membership may be granted from time to time by the Board of Trustees to individuals of long-standing in the Association who meet the criteria as laid down in the Guidelines.
(b) Nonvoting Member: ITAA nonvoting membership is available in supporting categories as an Associate, Organizational, or Institutional member.
(c) Affiliate Association: ITAA Affiliate Association membership is available to members of approved regional, national, or multinational associations of transactional analysis. The individual members of the affiliate associations shall have voting and nonvoting status according to their membership level.
2. Termination of Membership: A member may resign from membership at any time, but such resignation will not relieve the member from his/her obligation to pay for dues, assessments, charges, or fees arising under these bylaws or under a contract, accrued through the date of the effective date of resignation, or for other benefits or services actually rendered to the member by the Association. Membership is terminated by resignation, death, nonrenewal, or for cause as prescribed under these Bylaws.
3. Expulsion & Suspension: The Board of Trustees or any properly authorized committee of the Board, shall have the exclusive right to initiate the process to suspend, for a period of up to 12 months, or expel a member from the Association, and only on rounds stated in C4 below. A member shall be given at least 30 days prior written notice of any proposed expulsion or suspension and the specific reasons therefore, and the same notice shall be delivered to all Trustees entitled to vote at the same time. The member may appeal the decision of the Board and shall be heard, orally or in writing, by each of the Trustees entitled to vote at least 5 days prior to the effective date of the proposed suspension or expulsion. All proceedings of this nature will be handled on a confidential basis in the manner as specified in the ITAA Procedures for Ethics Complaints, as may be amended from time to time.
4. Grounds for Suspension or Expulsion: A member may be suspended or expelled from the Association for the following reasons, but only in accordance with the procedure described in Section C3 above of these Bylaws:
(a) the member's uncured failure to comply with any applicable requirement or obligation imposed on members in these Bylaws or any duly adopted resolution of the Association or its Board of Trustees, or any governing rule of the Association or express agreement made between the member and the Association, of which failure the member has been given notice and a reasonable opportunity to correct;
(b) the member's serious breach of the professional rules of conduct adhered to and adopted by the Association, as set forth in the ITAA Statement of Ethics, dated March 1993, as amended and the ITAA Professional Practice Guidelines October 1993 as may be amended from time to time;
(c) the member's acts of moral turpitude, conviction of a felony, breach of fiduciary duty, or other conduct which results in prejudice to the interests of the Association, as determined in good faith by the Board of Trustees after diligent examination of the relevant facts and circumstances.

D. MEETINGS

1. Annual Meeting: A regular meeting of the voting members shall be held at least once each year, at such time and place designated by the Board.
2. Special Meetings: Special meetings of the Association may be called by the President or the Board of Trustees, or shall be called by the President upon the written request by at least 5% of the members of the Association entitled to vote.

3. Notice of Meetings — Notice of all meetings, whether Regular or Special meetings, shall be given or sent to all voting members at their address of record at least 30 days prior to the date of the meeting by the Secretary. The Secretary may either send a notice by facsimile or mail to each voting member at the address appearing on the books of the Association, or place a notice in the Association's newsletter, and to the Affiliate members in care of their Affiliate organization. The notice for a regular meeting must specify that a meeting of the ITAA will occur, the place, date, and time of the meeting, and, in addition, those matters which the Board, at the time of the mailing of the notice, intends to present for action by the members. If trustees are to be elected, the names of all nominees at the time of the notice must also be specified. Notice of a special meeting must specify that a meeting of the ITAA will occur, the place, date, and time of the meeting, and, in addition, the general nature of the business to be transacted. No other business may be transacted at a special meeting.
Notwithstanding the sufficiency of form or timing of the calling or notice given of any meeting of the members, the transactions of a meeting of the members will be valid as though had at a meeting duly held after call and notice if (1) a quorum of voting members is present in person or by proxy, and (2) either before or after the meeting the voting members not present or by proxy sign a written waiver or notice or consent to the holding of such meeting or approves the minutes thereof. All such waivers, consents, and approvals will be filed with the corporate records or made a part of the minutes of the meeting. Attendance of a person at a meeting will constitute waiver of notice unless such person's attendance is solely for the purpose of objecting to the manner in which the meeting was called and/or noticed.

4. Waiver of Notice — The transactions of any meeting of members, however called and noticed and wherever held, are as valid as though had at a meeting duly held after regular call and notice, if a quorum is present either in person or by proxy and if, either before or after the meeting, each of the persons entitled to vote not present in person or by proxy signs a written waiver of notice or a consent to the holding of the meeting or an approval of the minutes thereof. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meeting. Attendance of a person at a meeting shall constitute a waiver of notice of and presence at such meeting, except when the person objects at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened and except that attendance at a meeting is not a waiver of any right to object to the consideration of matters required by this part to be included in the notice but not so included, if such objection is expressly made at the meeting. Neither the business to be transacted at nor the purpose of any regular or special meeting of members need be specified in any written waiver of notice, consent to the holding of the meeting or approval of the minutes thereof, unless otherwise provided in the Bylaws.

5. Quorum — The quorum at regular and special meetings shall be (50) fifty voting members or 5% of the voting membership, whichever is the smaller. If the quorum, however, is less than one-third (1/3) of the voting membership, the members may act only on matters the general nature of which was mentioned in the notice of the meeting. Once a quorum is present, the members may take valid action even though members leave the meeting so that less than a quorum remains. A quorum includes proxies. If no quorum is present within 30 minutes of the announced starting time, then the meeting lapses, and no action may be taken without renoticing the meeting or waiver of same by following the procedure set forth in paragraph 7.

6. Action — The act of a majority of the voting members present at the meeting at which a quorum is present shall be the act of the membership. Voting members may vote in person or by a written proxy filed with the Secretary at least (30) thirty minutes before the notified time of the meeting.

7. Action Without a Meeting — Any action which may be taken at any regular or special meeting of the members may be taken without a meeting if the Association distributes a written ballot to every member entitled to vote on the matter. Such ballot shall set forth the proposed action, provide an opportunity to specify approval or disapproval of any proposal, and provide a reasonable time in which to return the ballot to the Association.
Approval shall be valid only when the number of votes cast by the ballot within the time period specified equals or exceeds (50) fifty voting members or 5% of the voting membership, whichever is the smaller, and the number of approvals equals or exceeds the number of votes that would be required to approve at a meeting at which the total number of votes cast was the same as the number of votes cast by ballot.
Ballots solicited shall indicate the number of responses needed to meet the quorum requirements and shall state the percentage of approvals necessary to pass the measure submitted. The solicitation must specify the time by which the ballots must be received in order to be counted. Written ballots may not be revoked.

E. BOARD OF TRUSTEES

1. Powers — Subject to any limitations in these Bylaws, as amended from time to time, all of the activities and the affairs of the Association shall be conducted and all corporate powers shall be exercised by or under the direction of the Board of Trustees.

2. Number of Trustees — The Board of Trustees shall consist of not less than 13 nor more than 20 Trustees. The Board shall be composed of three classes of Trustees:
a) corporate officers, as described in Paragraph F.1. below, b) "at large" Trustees, and c) Affiliate Association representatives. Regardless of the class in which a Trustee belongs, no Trustee shall serve more than two successive terms as a member of the Board. Other than the foregoing classifications, the rights, obligations, and duties of all Trustees shall be identical and shall be the rights, obligations, and duties assigned to "directors" of California nonprofit corporations as specified by the California Corporations Code.
(a) Corporate officers, who shall automatically be Trustees upon their election to corporate officers in the manner and for the terms provided by these Bylaws; an officer may not concurrently serve as an "at large" or Affiliate Association Trustee.
(b) "At large" Trustees shall be elected from the Association's membership in the manner prescribed by the Guidelines of the Association, which are incorporated herein by reference, for terms of (3) three years each. Subject to the Board's determination of the total number of Trustees in any given year, the Board of Trustees shall determine the number and qualifications for any vacant "at large" Trustee positions with a view to equitable regional representation of the members at large. Nominees for "at large" Trustees shall be selected from members who are not members of an Affiliate Association unless no such candidate accepts a nomination.
c) Affiliate Association representatives shall occupy no more than (1/3) one-third of the then total authorized number of Trustees and shall be selected by their respective Affiliate Associations. The Board of Trustees shall determine, in the event of a conflict, how many total Affiliate Association representatives may be elected as Trustees any year. Subject to the foregoing, an Affiliate Association may elect or otherwise designate (according to the procedures of the Affiliate Association) one Trustee for each (1,000) one-thousand members of the Affiliate Association provided, however, that no Affiliate Association may elect more than (3) three Trustees to serve on the Board at any time. Each Affiliate Association representative shall serve as a Trustee for a term of (3) three years.

3. Eligibility — Any voting member of the Association shall be eligible for nomination to the Board provided that no trustee shall be eligible after completing (2) two successive terms of office.

4. Term of Office — Trustees will serve for a (3) three-year term of office, except that in the first year after the adoption of these Bylaws all Trustees except the President in office and the President-Elect become eligible for reelection. The President in office will continue to serve for the period elected, and the President-Elect will serve for the new period as defined in these Bylaws. The terms of office for other office bearers and Trustees will be staggered to allow for elections that will provide some continuity for the Board. The staggering of these terms of office will be defined in the Association Guidelines to these Bylaws.

5. Office Commences — All Trustees and office bearers shall commence their terms of office beginning January 1st of the year immediately following their election.

6. Vacancies — A vacancy on the Board of Trustees shall be deemed to exist in the event that the actual number of Trustees is less than the authorized number for any reason. Vacancies may be filled by the Board for the unexpired portion of the term remaining.

7. Resignation and Removal of Trustees — Resignation of any Trustee shall be effective upon receipt of written notice by the Secretary. The Board of Trustees may remove a Trustee who has been declared of unsound mind by final order of court or convicted of a felony or found by a final judgment of any court to have breached the Standard of Care provided for in these Bylaws. A Trustee may be removed without cause prior to the expiration of his or her term only by a vote of a majority of the members in accordance with these Bylaws. Trustees who miss two consecutive meetings will be automatically removed from office unless they request and are granted exception by the Board.

F. OFFICERS AND EXECUTIVE COMMITTEE

1. Officers — The officers of this Association, who shall also serve on the Board of Trustees, shall be elected by the voting members of this Association. They are the President, President-Elect, four Vice Presidents, Secretary, Treasurer, and immediate Past President, and other officers as the Board of Trustees may determine. No person may hold more than one office. Officers will serve staggered terms of office.

2. Term of Office — Except for the President-Elect and the Past President, the officers shall serve for a period of three (3) years commencing January 1 of the year immediately following an election and shall not hold the same office for more than two consecutive terms. The President-Elect shall serve only one (1) year. All office bearers other than the President are eligible for renomination to the same office for one additional term of office.

3. Office Commences — All office bearers shall commence their terms of office beginning January 1st of the year immediately following their election.

4. Removal — Subject to the rights, if any, of an officer under any contract of employment, any officer may be removed, with or without cause, by a vote of two-thirds (2/3) of those Trustees at a meeting of the Board.

5. Vacancies — A vacancy in any office for any reason shall be filled by the Board of Trustees for the unexpired portion of the term.

6. President — The President shall be the principal executive officer of the Association. Subject to the control of the Board of Trustees, the President shall supervise and direct the Executive Director in carrying out policies set by the Board of Trustees. The President shall preside at all meetings of the membership, at all meetings of the Board of Trustees, and at all meetings of the Executive Committee.
The President with the approval of the Board of Trustees may sign on behalf of the Association all documents, contracts, and other instruments or may delegate, with Board approval, this authority to the Executive Director except when the signing and execution thereof shall be expressly reserved to the Board of Trustees, by these Bylaws or by statute, or to some other officer or agent of the Association.

7. Term of President — The ITAA President will serve a (3) three-year term of office. At the time of the adoption of these Bylaws, the incumbent President will remain in office to complete the term of office as elected.

8. Vice Presidents — The Vice Presidents shall have specific responsibilities as designated by the Board of Trustees and shall be provided with a copy of the policies, rules, and duties of the office. The Vice President with responsibility for Operations will perform the duties and exercise the powers of the President in the absence of or in the event of the death, disability, or unwillingness to serve of the President.

9. President-Elect — There shall be nominated and elected a President-Elect, who shall take office January 1 of the following year and serve for one (1) year, and who will succeed to the office of President commencing January 1 of the year following thereafter. There shall be no election of President. The President-Elect shall see to the orderly transition to President, including appointment of committees to serve after the President-Elect succeeds to President, and such other duties as may be prescribed by the Board of Trustees in the ITAA Guidelines Manual.

10. President Vacancy — In the event of the death, or the disability or unwillingness to serve, of both the President and Vice President (Operations), another Vice President will be appointed by the Board of Trustees to perform the duties and exercise the powers of President until a new election for President-Elect can be held and the duly elected President-Elect takes office and performs the duties and carries out the powers of the President for that (3) three-year term.

11. Secretary — The Secretary shall oversee and be responsible for a full and complete record of the proceedings of the Trustees, shall serve such notices as may be proper or necessary, shall supervise the keeping of the records of the Association, and shall discharge such other duties as pertain to the office or as prescribed by the Trustees.

12. Treasurer — The Treasurer shall do the following: oversee and be responsible for the keeping of the books, have charge and custody of all funds of the Association, deposit such funds in the manner required by the Trustees, keep and maintain adequate and correct accounts of the Association's properties and business transactions, render reports and accounts as required, serve as chairperson of the Finance Committee, and discharge such other duties as pertain to the office or as prescribed by the Trustees.

13. Immediate Past President — The immediate Past President shall serve for (1) one year and shall have such duties as prescribed by the Board of Trustees in the ITAA Guidelines Manual.

14. Executive Director — The Executive Director shall be the principal managing officer of the Association subject to the control of the President, the Executive Committee, and the Board of Trustees. The Executive Director shall execute resolutions of the Board of Trustees and shall supervise and direct the day-to-day business affairs and the staff operations of the Association. The Executive Director shall be a nonvoting member of the Board of Trustees.
A contract of employment will be established between the Executive Director and the Association to be signed by the President and the Executive Director.

15. Executive Committee — The Executive Committee of the Board shall consist of those Trustees who are the office bearers of the Association, namely, the President, the President-Elect, the Past President, the Secretary, the Treasurer, and the Vice Presidents.

G. ELECTIONS

1. Election of Trustees — An election for all vacant positions will be called by the Nominating Officers and Committee Chair each year. All voting members will be notified of the call for candidates via the Association's newsletter and by announcement to the Affiliates.

2. Closing Date — The closing date for all nominations to reach the Association's principal office will be May 31st each year.

3. Notice — At least (60) sixty days prior to the closing date for nominations, the Nominating Committee will call for an election and nominations for all vacant positions. Such notice will be given to all voting members via the Association's newsletter and by announcement to the Affiliates.

4. Ballots — Where there is more than one nominee for a position, a ballot shall be mailed to all voting members within (60) sixty days of the close of nominations.
In order to be counted, ballots shall be returned to reach the Association's principal office, or other location designated by the Nominating Committee, within (60) sixty days following the close of nominations.

5. Voting — Each voting member shall be entitled to cast (1) one vote for each vacancy but shall not be entitled to accumulate votes.

6. Election of Office Bearers & Trustees — The results of the election shall be announced within (30) thirty days after the election results are determined and to the voting membership as soon as practicable thereafter.

7. Election of President-Elect — The election of the President-Elect shall be by a majority of the voting members. Should the initial ballot not produce such a majority, the preferential system of voting as described in the Association's Guidelines to these Bylaws will be used to avoid a run-off election.

8. Election of Office Bearers — Each year a number of Trustees as defined by these Bylaws will be elected by the members as office bearers for three (3) years, except that in the first year after the adoption of these Bylaws, the Treasurer and two (2) Vice Presidents will be elected for (3) three-year terms of office, and the Secretary and the remaining Vice Presidents will be elected for (2) two-year

terms of office.

H. MEETINGS OF THE BOARD OF TRUSTEES

1. Regular Meetings — Regular meetings of the Board of Trustees shall be held at least once a year.
2. Special Meetings — Special meetings of the Board of Trustees may be called by the President or by any ten (10) trustees. Special meetings shall be held at the date, place, and time stated in the written notice.
3. Notice of Meetings — Written notice of any regular or special meeting of the Board of Trustees shall be given to each Trustee at least (30) thirty days before any such meeting. The notice shall be delivered by the fastest and most reliable means available at the time.
4. Waiver of Notice — The transactions of any meeting of the Board of Trustees, however called and noticed or wherever held, shall be as valid as though taken at a meeting duly held after regular call and notice if a quorum is present and if either before or after the meeting, each of the trustees not present signs a written waiver of notice, a consent to holding the meeting, or an approval of the minutes. The waiver of notice or consent need not specify the purpose of the meeting. All waivers, consents, and approvals shall be filed with the corporate records or made part of the minutes. Notice of a meeting shall also be deemed given to any Trustee who attends the meeting without protesting before or at its commencement about the lack of adequate notice.
5. Quorum of the Board — A majority of the Trustees in office shall constitute a quorum. The act of a majority of the Trustees present at a meeting at which a quorum is present shall be the act of the Board of Trustees, except as otherwise provided in these Bylaws. Trustees may not vote by proxy. A meeting at which a quorum is initially present may continue to transact business not withstanding the withdrawal of trustees, if any action present is approved by a majority of the quorum required for such meeting.
6. Board Action Without Meeting — Any action required or permitted to be taken by the Board may be taken without a meeting if all members of the Board shall individually or collectively consent in writing to such action. Such written consents shall be filed with the minutes of the proceedings of the Board. Such action by written consent shall have the same force and effect as a unanimous vote of such Trustees.

I. DUTIES OF A TRUSTEE

1. Standard of Care — A Trustee shall perform the duties of a Trustee, including duties as a member of any committee of the Board on which the Trustee may serve, in good faith, with fair dealing, honesty, loyalty, diligence, and due care in a manner such Trustee believes to be in the best interests of this Association and with such care, including reasonable inquiry, as an ordinarily prudent person in a like situation would use under similar circumstances.
In performing the duties of a Trustee, a Trustee shall be entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, in each case prepared or presented by:
(a) one or more officers or employees of the Association whom the Trustee believes to be reliable and competent in the matters presented;
(b) counsel, independent accountants, or other persons as to matters which the Trustee believes to be within such person's professional or expert competence; or
(c) a committee of the Board upon which the Trustee does not serve as to matters within its designated authority, which committee the Trustee believes to merit confidence, so long as in any such case the Trustee acts in good faith after reasonable inquiry when the Deed therefore is indicated by the circumstances and without knowledge that would cause such reliance to be unwarranted.
A person who performs the duties of a Trustee in accordance with the above shall have no liability based upon any failure or alleged failure to discharge that person's obligations as a Trustee, including, without limiting the generality of the foregoing, any actions or omissions which exceed or defeat a public or charitable purpose to which the Association or assets held by it, are dedicated.

J. TRANSACTIONS

1. Investments — Except for assets held for use or used in carrying out this Association's exempt educational and/or charitable activities, as recognized by the Internal Revenue Service under the Internal Revenue Code 501 (c) (3), the Board shall adhere to the following principles in investing, reinvesting, purchasing, acquiring, exchanging, selling, and managing its invested assets: The Board shall avoid speculation, looking instead to the permanent disposition of the funds, considering the probable income, as well as the probable safety of this Association's capital. No investment violates this section where it conforms to provisions authorizing such investment contained in an instrument or agreement pursuant to which the assets were contributed to this Association.
2. Loans — This Association shall not make any loan of money or property to or guarantee the obligation of any Trustee or Officer provided, however, that this Association may advance money to a Trustee or Officer of this Association for expenses reasonably anticipated to be incurred in performance of the duties of such Officer or Trustee so long as such individual would be entitled to be reimbursed for such expenses in the absence of that advance.
3. Self-Dealing Transaction — Except to the extent provided in paragraph 4 below, no corporate officer, Association staff member, or other "control person," as that term is defined in the US Internal Revenue Code of 1996, as amended, may engage in a self-dealing transaction with the Association. A "self-dealing" transaction is one in which a Trustee, corporate officer, Association staff member, or other "control person," or a spouse or immediate family member of such person (collectively referred to as "interested parties"), has a financial interest. Further provided, however, that even if the Board gives it approval in the matter specified in paragraph 4 below, no more than 49 percent of the Board members may be "interested parties."
4. Approval for a Self-Dealing Transaction — The Board of Trustees at a meeting may approve a self-dealing transaction if the Board determines that:
(a) the Association enters into the transaction for its own benefit;
(b) the transaction is fair and reasonable to the Association; and
(c) after reasonable investigation, the Board determines that it could not have obtained a more advantageous arrangement with reasonable effort under the circumstances.
Such determinations must be made by the Board, in good faith, with knowledge of the material facts concerning the transaction and the Trustee's interest in the transaction, and by a vote of a majority of the Trustees then in office, without counting the vote of the interested Trustee or Trustees.
5. Indemnity — This Association may provide to its corporate agents indemnification to the full extent allowed by law. The Board of Trustees may adopt a resolution authorizing the purchase of insurance on behalf of any agent of this Association against any liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not this Association would have the power to indemnify the agent against that liability under law.
6. Inspection — Every Trustee shall have the absolute right at any reasonable time to inspect and copy all books, records, and documents and to inspect the physical properties of this Association.
7. Compensation — The Trustees and committee members shall not receive any compensation for their services as Trustees or committee members. The Board of Trustees may, however, by resolution, reimburse any Trustee or committee member for all or any portion of the expenses incurred by such Trustee or committee member in attending any meeting of the Board of Trustees, provided that written evidence of all such expenses shall be filed with the Treasurer of the Association before such reimbursement shall be made. This section shall not preclude any Trustee or committee member from serving the Association in any other capacity and receiving reasonable compensation.

K. COMMITTEES

1. Committees — Subject to the limitations imposed by these Bylaws and applicable law, the Board may create committees of Trustees and/or committees of members to perform such functions, consistent with the purpose and mission of the Association, as the Board determines to be desirable and appropriate in the circumstances, provided, however, that committees of Trustees may be authorized to perform certain Board functions, but no Board authority may be delegated to a non-Trustee member, either individually or to a specially created committee of members. Moreover, no committee, whether composed of Trustees or not, shall be authorized to do any of the following:
(a) fill vacancies on the Board of Trustees or on any committee;
(b) fix compensation of Trustees for serving on the Board or on any committee;
(c) amend or repeal Bylaws or adopt new Bylaws;
(d) amend or repeal any resolution of the Board of Trustees which by its express terms is not so amendable or repealable;
(e) appoint any other committees of the Board of Trustees or the members of these committees;
(f) spend corporate funds to support a nominee for Trustee after there are more people nominated for trustee than can be elected;
(g) receive compensation for services as committee members.
2. Ad Hoc Committees — The President with the approval of the Executive Committee may appoint such Ad Hoc committees as may be required from time to time to assist the Board to carry out its responsibilities.
3. Meetings — Meetings and actions of committees shall be governed by and held and taken in accordance with the provisions of section H of these Bylaws concerning meetings and trustees, with such changes in the context of those Bylaws as are necessary to substitute the committee and its members for the Board of Trustees and its members. Minutes shall be kept of each meeting of any committee and shall be filed with the corporate records. The Board of Trustees may adopt rules for the governance of any committee not inconsistent with the provisions of these Bylaws.

L. TRAINING AND CERTIFICATION COUNCIL

1. The Council — The International Transactional Analysis Association will recognize the Training and Certification Council of Transactional Analysts to oversee the training, examination, and certification of Transactional Analysts. The Training and Certification Council is a separate corporation and shall be financially independent of the ITAA and any of its subcommittees or boards as required by law.

M. AFFILIATION

1. Affiliation — The ITAA may affiliate with other nonprofit TA organizations as specified in affiliation policies as established by the Board of Trustees.
2. Affiliate Council — ITAA may set up and participate in a Council consisting of representatives from the affiliated associations, or other appropriate structure, for collaboration with the Affiliated Associations. The terms of such collaboration, including representation on this council, will be specified in the affiliation agreement negotiated by the ITAA and its Affiliate Association.

N. ADMINISTRATION

1. Fiscal year — The fiscal year of this Association shall be the calendar year.
2. Contracts — The scope of authority of any Officer or agent of this Association shall not include the execution of any contract or instrument in the name of or on behalf of the Association or the power or authority to bind the Association by any contract or agreement or to pledge its credit or to render it liable for any purpose or in any amount unless such authority is specifically authorized by the Board of Trustees.
3. Checks & Drafts — The Board of Trustees may designate the persons authorized to sign or endorse checks, drafts, or other orders for payment of money, notes, or other evidence of indebtedness issued in the name of or payable to the Association.
4. Staff — The office staff of this Association shall be under the supervision of the Executive Director and shall consist of such employees as the Board of Trustees may authorize.
5. Compensation — The Executive Director and office staff members shall receive such compensation as the Board of Trustees may determine.
6. Audit — A certified audit of this Association's books shall be obtained on an annual basis.
7. Reports to Trustees — The President shall furnish a written report annually to all voting members of this Association by June 30, containing the following information:
(a) the assets and liabilities, including the trust funds, of this Association as of the end of the fiscal year;
(b) the principal changes in assets and liabilities, including trust funds, during the fiscal year;
(c) the revenue of this Association, both unrestricted or for particular purposes, for the fiscal year;
(d) the expenses or disbursements of this Association, for both general and restricted purposes during the fiscal year;
(e) any transaction during the previous fiscal year involving Forty Thousand Dollars ($40,000.00) or more between this Association or a subsidiary and in which any trustee or officers of the Association or subsidiary was a party. The report must disclose the names of the interested persons involved in such transaction, stating such person's relationship to the Association, the nature of such person's interest in the transaction, and, where practicable, the amount of such interest;
(f) the amount and circumstances of any indemnifications or advances aggregating more than Ten Thousand Dollars ($10,000.00) paid during the fiscal year to any officer or Trustee of the Association.
8. Parliamentary Authority — The parliamentary procedure by which meetings of the Trustees and members shall be conducted shall be that contained in the current edition of *Robert's Rules of Order*, Newly Revised, as may be amended from time to time.
9. Guidelines Authority — The Board of Trustees shall have the power from time to time alter, or rescind Guidelines to these Bylaws not inconsistent with these Bylaws which the Board may deem necessary or convenient for carrying out the purpose of the Association.
10. Bylaw Amendments — The adoption of any amendment to these Bylaws shall require approval by a majority vote of the voting members at a membership meeting or by written ballot.
All proposed amendments shall be reviewed by the Bylaws Committee. Any voting member may propose a Bylaw amendment(s) by submitting it in writing to the chairperson of the Bylaws Committee at least sixty (60) days before it is voted on by the membership.
The Bylaws Committee, in reviewing any proposed Bylaw amendment(s), shall determine the effect of the proposed amendment(s) and shall recommend approval or rejection.
The Bylaws Committee, at the direction of the Board, shall provide to the membership a copy of the proposed Bylaw amendment(s) together with the Bylaws Committee recommendations. All voting members will be notified of the written ballot via the Association's newsletter and by announcement to the Affiliates at least (60) sixty days before the closing of the ballot. A closing time and date for the ballot will be advised in the notification. To be counted all ballots must reach the principal office of the Association by the closing time and date. In the event that the Board of Trustees determines that the proposed Bylaw amendment shall be submitted to the membership at the next Regular or a Special meeting of the membership, the Bylaws Committee shall notify all voting members of the proposed amendments in the notice of meeting via the Association's newsletter or by direct mail and by announcement to the Affiliates. Such notification should reach voting members at least sixty (60) days prior to the date of the meeting.
11. Inspection — The voting members of this Association have the right to inspect the books, records, and membership lists of this Association, and consent will not be unreasonably withheld or delayed. Members have the right to inspect financial reports of this Association upon written request for a purpose reasonably related to their interests as a member.
12. Member's Liability — A member is not, as such, personally liable for the debts, liabilities, or obligations of this Association.
13. Dissolution — The Association may elect to adopt a plan to voluntarily wind up and dissolve in the manner prescribed by the California Nonprofit Corporation Law by the approval of either: a) a majority of *all* members entitled to vote, *or* b) the Board of Trustees and of a majority of a quorum of members entitled to vote.
14. Asset Disposal — After payment of all liabilities, the assets of the Association shall be disposed of to any recognized charitable organization decided by a Special meeting of the voting membership called for that purpose.

A Neophyte's View of the Calgary Conference

by Pat Baceda

The Calgary Conference began for me with a two-day Transactional Analysis 101 course taught by some of the most well-known, respected, and beloved members in the ITAA. As a newcomer to transactional analysis, I'd like to offer some of my perspectives on that course and others I attended during the week.

The TA 101 course was sequentially presented by **Muriel James, Jean Illsley Clarke, Jack Dusay,** and **Vann Joines,** with a special guest appearance by **Fanita English** (all Eric Berne Memorial Award winners!)—truly a power-packed experience! **Muriel**'s presentation was gentle, humorous, interactional, and very strong. She was clearly aware of each of the 68 participants in the class as



Muriel James

she discussed the purpose of the course, defined transactional analysis, and explained its philosophy and areas of application. She enriched her presentation with anecdotes about Eric Berne and introduced us to concepts such as contracts and ego states. Most of us left the room filled with joy and awe.

Who could follow this class act but another exceptional individual? **Jean Illsley Clarke**'s style is humorous and energetic. She used transactional analysis theory to teach us we communicate, a skill at which she is most proficient. She skillfully used individual and group participation as well as anecdotes to make her points as she led us into the realm of transactions, strokes, discounts, and time structuring.

The next day, **Jack Dusay** did not disappoint us, even though he confessed he has not taught a Transactional Analysis 101 for 27+ years. He used volunteers from the audience to demonstrate how transactional analysis can be used in therapy and how he looked for indicators of ego states at work. He used role play between ego states to effect interactional change and discussed games before inviting **Fanita English** to share his lectern and her expertise on rackets. After Fanita's comments, Jack resumed with game analysis and concluded by answering questions.



First-time presenters Maria Howard and Richard Flout

Vann Joines bravely came in to finish up the course and "put the pieces together" for us in life script analysis, existential life positions, injunctions, drivers, and attributions. By this point each of had sufficient knowledge to understand the basics of transactional analysis and to know we had many questions. Vann's open demeanor encouraged these questions, which he answered simply and thoroughly.

Among the conference workshops I attended later in the week was one given by **Richard Flout** and **Maria Howard** on a "survival script," which is a pattern of behavior of the Adapted Child designed to help the individual get noticed. Flout and Howard described the negative stroke system in terms of four levels of racket feelings until the bottom line is reached and the script repeats itself when it is next required. While I enjoyed the workshop, I needed more confidence in my new knowledge of transactional analysis to fully comprehend many of their ideas. I did appreciate their warmth and enthusiasm and admired what seems to be their pioneering work.

On Friday morning I enjoyed watching **Richard Erskine** work clinically as he illustrated the psychotherapeutic relationship and the eight relationship needs. A client could hide little from him as he commented on each step his "client" took and how he recognized her ego states. I hope that everyone who attended his workshop left with a clearer understanding of how much we need to know before we call ourselves transactional analysis therapists.

I next attended **Valerie Chang**'s presentation on "Power, Gender, and Relationships." These are significant issues for my clientele, and I wanted to learn how transactional analysis theory responds to them. I was disappointed, however, that while power and gender were discussed at length, they were not considered specifically in transactional analysis terms.

In her workshop, **Muriel James** delighted me once again with her leadership style. I found myself watching her connect with each person in the room, admiring her skill, and learning from it.

Finally, I was treated to **Mary Goulding** and what she does best. Her skill as a therapist was readily apparent as she asked for volunteers from the workshop and helped them through a redecision process. She expertly used humor to keep her subjects and their feelings at an acceptable level while presenting her theory. Her control of the



Mary Goulding



Part of the Mexican delegation to Calgary (from left): Dulce Maria Piñeryo and Gabriella Gonzalez

situation and the ease with which she presented proved how remarkable a great therapist can be.

I want to add that my learning about transactional analysis was not restricted to the classroom. My impression is that most transactional analysis people practice what they preach. The ITAA is a warm, open, and caring community—and I am hooked! Where do I sign up? □

Do You Need to Offer Effective Treatment in Less Time and at Less Cost?

Transactional Analysis Can Help!

Join Fanita English, MSW, TM, for a transactional analysis and Gestalt supervision and consultation group. The techniques of transactional analysis, when used competently, lend themselves particularly well to obtaining good results relatively fast, especially in the context of contractual group treatment.

When: Beginning 1 October 1996 * Tuesdays, 6:30-8:30pm

Where: 2, Townsend St., San Francisco (near Embarcadero/Bay Bridge)

Cost: $25/wk, 4-session minimum commitment (maximum 8 participants)

For information/registration: Call 415-777-1504

Congratulations to Successful Calgary Examinees!

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Julie Hay
Gordon Hewitt
Sheena Hudson
Sissel Knibe
Elana Leigh
Bob Massey
Russell Osnes
John Parr
Nancy Porter-Steele
Roy Salole

New Direct Members

New Members from Calgary Conference

New Member	*Sponsor*
Viella Conrad	—
Sandra Hayes Gardiner	—
Soon Gill Hwang	Jong Sam Park
Betty Kendall Haskins	—
Hiroe Iida	Naoko Kidokoro
Takanori Kikuchi	—
Sang Tae Kim	Jong Sam Park
Moon-Ja Lee	Jong Sam Park
Masanori Mizuno	—
Shizaka Ogawara	Naoko Kidokoro
Masayuki Ohashi	Naoko Kidokoro
Motoko Sato	—
Tetsuro Sato	—
Sandra Smith	—
Mikio Suzuki	—
Kimiyo Tanaka	Naoko Kidokoro
Young-Sook Woo	Jong Sam Park

A Personal Invitation to the

Coimbatore Conference

11-15 January 1997 * Coimbatore, India

Sponsored by the Institute for Counselling and Transactional Analysis
** Designated Conference of the ITAA **

You are cordially invited to come to Coimbatore, India, for an exciting few days in January 1997. The conference theme, "Awareness, Action, Integration," will be reflected in many workshops given by presenters from around the world. There will be four preconference institutes and a TA 101 as well as cultural programs and many social events. For details and a registration form, see the July 1996 issue of *The Script* or contact the ITAA office or conference convener P. K. Saru. We look forward to seeing you there.



Fr. George Kandathil
Founder/Director
ICTA



P. K. Saru
Conference Convener



C. Suriyaprakash
Conference
Coconvener



I. A. Mohan Raj
Conference
Coconvener

Transactional Analysis and the ITAA: Theory and Applications

The *Transactional Analysis Journal* is alive and well thanks to the continued creativity of authors. In fact, the backlog of accepted and as yet unpublished articles has grown to the point where I must consider delaying some of the special issues to speed up publication times.

We write much about the theory and applications of transactional analysis. I have always experienced transactional analysis as not just a theory and method that can guide my work with clients, but also as a philosophical approach to life—thinking, sensing, feeling, expressing, creating, solving problems, loving, stroking, being, doing, and so on.

Interesting challenges now confront the ITAA. The European Transactional Analysis Association (EATA), some 70% of the ITAA membership, has decided to operate cooperatively but independently of the ITAA, mainly for financial reasons. The diminished income is forcing the ITAA to look not only at its administrative costs, but also at what it has overlooked in recent years: namely, the decrease in membership, particularly student membership in the United States. The 40% of the remaining ITAA membership that is outside the United States is still growing. The balance, about 1,000 USA members, continue to drift away, and the availability of training programs continues to diminish.

While many USA trainers (including myself) were developing teaching and training programs in distant lands, the energy and popularity of transactional analysis in the United States was decreasing slowly but steadily. This has created an imbalance of growth that has led to the financial crisis of today. It is clear that we have neglected working on the establishment of college and university courses in transactional analysis. We have also neglected publishing our writings in other than the *Transactional Analysis Journal* and neglected giving consistently large contributions of transactional analysis-based presentations at other than transactional analysis conferences.

I do not experience that the freshness and effectiveness of transactional analysis theory and applications have been lost. Teaching about strokes, ego states, rules of communication, rackets and games, and script have not lost their fascination and power with my clients, who rarely have heard of any of it. They don't tell me that it is an old-hat, pop psychology. They use it in their lives.

In the last two years of the *Transactional Analysis Journal,* 70 out of 100 articles came from authors in the United States. There is still a large pool of creative work going on in the USA. Assisting our clients in solving problems in their lives is not essentially different from assisting the ITAA in solving the present problems in its life.

We need more people to take an active hand in redeveloping contacts with students in the helping professions, giving courses in academic settings, contributing to a variety of journals and conferences. In short, we need transactional analysis problem solving for the ITAA in the USA.

At the Calgary conference I was gratified to hear strong voices—Fanita English, Muriel James, and Marilyn Marx, among others—proposing ways to reestablish teaching programs in the United States, such as seminars, workshops, an Eric Berne transactional analysis school. Most of the energy supporting transactional analysis in the USA in recent years has come from the USA Transactional Analysis Association (USATAA) and the Eastern Regional Transactional Analysis Association (ERTAA). There are also a few active training centers that have worked hard to organize and support local groups. It does not seem to be enough to produce a growing body of interest in transactional analysis training and certification. Licensure and third-party payments in the United States, these days, depend mostly on graduate degrees and generalized licensure exams. These test for adequate clinical acumen and not for knowledge of any specific modalities. The need for high-quality training and supervision remain, especially as there is an increasing call for demonstrable competency in counseling and psychotherapy.



"Assisting our clients in solving problems in their lives is not essentially different from assisting the ITAA in solving the present problems in its life."

Transactional analysis is about at its half-century mark and in my view still provides a highly relevant and clear approach to working with people on their intra- and interrelational problems. Because its basic ideas are so solid, it integrates easily with a wide variety of other modalities, including constructivist, narrative, and other post-modern twists. Each new yearly crop of young people still face the same needs for contact, fulfillment, and love that don't go out of style. There is no more need for the basic concepts of transactional analysis to go out of style than for the need for knowledge about reading and writing and arithmetic to vanish. They all remain basic parts of human learning, even in this rapidly developing technological society in which we live.

The same creativity that I see each week arriving in the mail for the *Transactional Analysis Journal* can be used to reestablish a solid and growing development of transactional analysis in the United States. Pick a spot where you can teach some students what you know and how you have learned to work with people using transactional analysis. Then write an article for the *Transactional Analysis Journal* telling us what you did and how you did it. □

UPCOMING SPECIAL ISSUE OF THE *TAJ* ON

"Regressive Therapy"

Deadline for Manuscripts: 15 January 1997

For instructions to authors, see inside cover of the July 1996 *TAJ* or contact the ITAA office.

Announcing the Creation of a New Electronic Transactional Analysis Journal:

Journal of Transactional Social Psychology (JTSP)

Coeditors: Carlo Moiso and Alan Jacobs

Editorial Board

James Allen, Martin Haykin, Marian Weisberg, Richard Erskine, Margery Friedlander, Rebecca Trautmann, Bernd Schmid, Raimundas Milisiunas Rosa Krausz, Paul McCormick, Maria Gilbert, Pearl Drego, Erika Stern

First Issue: April 1997
Manuscripts Currently Being Accepted

It is a devastating principle—unfortunately shared as common sense in the Western world—that each individual has a primary right and duty to strive for his or her own achievements and success. Why is this devastating? Because if we think about individual well-being without stressing social well-being, we foster ideas that lead to egoism and the creation of small, closed systems. This leads in the long run to the implosion of these closed systems and to the anger and eventually the violence seen in the disadvantaged of the world. Recent history has proven that there cannot be individual happiness if it is not based on social security, and there cannot be social security if we do not have as a guiding principle the health and happiness (OKness) of large social systems. No one can be a real "winner" if he or she is surrounded by a majority of "losers": the poor, the sad, the lonely, the miserly. If our neighbors are pushed by the social system to continue reinforcing their not-OK scripts, and we do not do something not only to help them directly, but to intervene at a social-system level, we discount them in a major way.

Papers will be accepted in the following categories:
* Transactional Analysis and Social Systems
* Ethics and Morality
* Clarifying and Updating Transactional Analysis Theory and Practice
* The Corners: TA Talks; The Fact of the Month; Letters to the Editor

Please submit papers to either Alan Jacobs or Carlo Moiso:
- Alan Jacobs, 3724 Sheffield, Chicago, IL 60613, USA; e-mail: ajacobs@bravenewweb.com
- Carlo Moiso, Via della Pidaca 44, 00046 Grottoferrata, Rome, Italy; e-mail: carmoiso@microelettra.it

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC	Nov. 7, 1996	Sydney, Australia	Aug. 7, 1996
	COC	Nov. 16, 1996	Seeheim/Jugenheim, Ger.	Aug. 16, 1996**
	BOC	Jan. 13, 1997	Coimbatore, India*	Oct. 13, 1996
	COC	April 3, 1997	Keele, England	Jan. 3, 1997**
	BOC	July 30, 1997	Beverly, MA, USA	April 30, 1997
	BOC	Oct. 1, 1997	Caracas, Venezuela	July 1, 1997
	COC	Nov. 8, 1997	Paris, France	Aug. 8, 1997**
	BOC	Nov. 15, 1997	Christchurch, N. Zealand	Aug. 15, 1997
	COC	Nov. 15, 1997	Germany	Aug. 15, 1997**
	BOC	April 22, 1997	Philadelphia, PA, USA	Jan. 22, 1998
	COC	Spring 1998	To be determined	To be determined**
	COC	Aug. 11, 1998	Zurich, Switzerland	May 11, 1998**
TSTA Oral	BOC	Nov. 7, 1996	Sydney, Australia*	Aug. 7, 1996
	BOC	Jan. 13, 1997	Coimbatore, India*	Oct. 13, 1996
	COC	April 3, 1997	Keele, England	Jan. 3, 1997
	BOC	Oct. 1, 1997	Caracas, Venezuela	July 1, 1997
	BOC	April 22, 1998	Philadelphia, PA, USA	Jan. 22, 1998
	COC	Aug. 11, 1998	Zurich, Switzerland	May 11, 1998
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	Nov. 11-13, 1996	Sydney, Australia	July 1, 1996
	TSC	Jan. 16-18, 1997	Coimbatore, India	Sept. 1, 1996
	TSC	Oct. 12-13, 1997	Caracas, Venezuela	June 1, 1997

*subject to availability of examiners
** If COC CTA exam candidates are also doing the COC written case study, this must be submitted no later than six months ahead of the oral exam date. Full details and application papers can be obtained from the COC Language Group Coordinators.

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

Members' Forum

Calgary Memories

A Letter to Jim Bews, Program Director, and Bob McLeay, Chairman of the Calgary Conference:

As I returned home from the 1996 Calgary Conference, I reflected on the wonderful times I had during the week. Jim Bews, Joy Bews, Bob McLeay, and the planning committee for the conference did an incredible job. We were welcomed with love and openness. There was a wonderful balance of fun and reflection. Attention was given to detail.

Our seven-year-old grandson accompanied Bart and me to the conference. He returned home with so many wonderful memories—listening to every word of Muriel James's keynote speech "because she understands about kids!," dancing and singing on stage with Jim Bews, getting lots of hugs, going to the zoo, seeing a grizzly bear 30 feet from our car, the gondola ride at Lake Louise, the Columbia ice fields, and more!



Marye O'Reilly-Knapp's grandson Pendray with David Bews, one of Jim and Joy Bew's children, at the Calgary Conference

It was a joy to be present when Alan Jacobs was presented with the Eric Berne Memorial Award. He indeed belongs to that special group that has been given the award for the advancement of transactional analysis knowledge. I applaud Alan's achievement and his much-deserved recognition.

Our trip into the beautiful Canadian Rockies reminded me of the beauty and strength of the people who live in this part of the world. It also reminded me of the beauty, strength, and uniqueness that each of us brings to the other and how this must be safeguarded. Throughout the conference a sense of love and respect was perpetuated by the "down-home western hospitality" of the Calgarians who sent out the invitation to join them. I am so happy I did!

I carry with me incredible memories of the people and the conference—it was one of the best I have ever attended. Each presenter was given a book on the Rockie Mountains. I will cherish that book as I cherish my remembrances of the Calgary Conference. Yahoo!

Marye O'Reilly-Knapp, Devon, Pennsylvania, USA

Dear Editor:

Since the Calgary conference—at which I received the 1996 Eric Berne Memorial Award in the area of theory for my work on the social applications of transactional analysis—I have experienced a flood of memories about the people who were influential in the formation of my ideas. I would like to take this opportunity to thank them.

First there is my friend Charles Elias. He was my first contact with transactional analysis and did the first social analysis using transactional analysis as long ago as 1968 when we were discussing the violence at the Democratic National Convention in Chicago that year. I would not even be a therapist if it had not been for his encouragement.

Next is Zerka Moreno, that child of the cosmos, who taught me psychodrama and recognized my creative potential.

Next are Morris and Natalie Haimowitz, who accepted me into their training groups, encouraged, informed, confronted (either low-key, Morris's style, or with wit and humor, Natalie's style), and nurtured me into the beginnings of a competent transactional analyst.

I owe a lot to Dorothy Jongeward, who said to me at my 1972 CM exam, which I barely passed: "I expect great things from you." However short of her expectation I have fallen, her comment certainly has been a permission and a motivator to pursue excellence.

Then there were Jerry White, my primary PTM sponsor, and Jon Weiss and Claude Steiner, my secondary PTM sponsors, who gave me enough space and friendship to allow me to feel competent as a clinical teacher and supervisor.

And to Fanita English I owe the original ideas for an exploration of autocratic power. Her Eric Berne Award lecture in 1979 proved the inspiration for the first article I wrote. I owe her that and also gratitude for encouragement and support over many years.

Marian Weisberg, old friend, who understood the struggle from the start: I owe you much.

Next are Steve Karpman and Bob Goulding, who simply befriended me and talked to me equally, deeply, and personally. I also owe a lot to Steve's drama insights and to Bob's encouragement to keep going on this journey, even if others thought I was somewhat touched in the head.

Jack Dusay befriended me and became my running buddy. At conferences we had long, solitary, conversational runs: the Zoo in St. Louis, the Levy in New Orleans, Mt. Royal in Montreal, the Reservoir in New York's Central Park, the Embarcadero and Presidio in San Francisco, the river in Cincinnati.

Richard Erskine and Rebecca Trautmann deserve credit and thanks for encouraging me to submit the first article, "Autocratic Power," for publication.

Then there are my editors: Robin Fryer and Margery Friedlander. Robin has been simply invaluable. Her perspicacity, genuine interest in writing, and need to make the *TAJ* excellent are unparalleled. Margery, well, Margery thought worthy of publication the four articles for which I received the award. She saw the need for this kind of Bernian extension and was a important encourager and motivator.

Next I want to thank the late Auschwitz survivors Adolph Gawalewicz and Dr. Stanislav Klodzinski, in Poland. I owe these men so much. More than I can describe, these men who took me in and tolerated my American naivete and anti-Polish prejudice. They taught me to laugh—for real—and they gave encouragement to look into the reasons for genocide.

And I owe a great debt to a man I have never met, but whom I feel I know deeply, Elias Canetti, whose ideas in *Crowds and Power* and *The Conscience of Words* form the basis for my small contribution to this exploration.



Alan Jacobs shares a special moment with Fanita English after winning the 1996 EBMA

Finally, I want to thank former professor at the Jagiellonian University in Krakow, Poland, Krystyna Hnatowicz Jacobs, my collaborator, editor, critic, supporter, friend, and wife. She was with me when I walked into Auschwitz for the first time in 1979. She was there through the next four trips, the film, the nightmares, the coming to grips with it. She has seen all the trials, thoughts, theories, anguish, and finally a beginning understanding. She interpreted all the interviews with survivors, translated all the Polish writing into English, and corrected all the bad spelling my spellchecker and Fanita didn't catch. Thanks Krysia.

Alan Jacobs, Chicago, Illinois, USA

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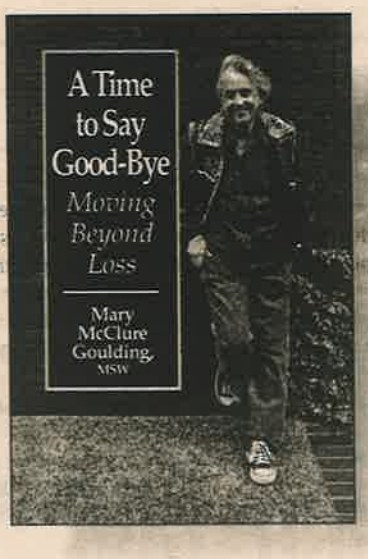

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6J07

Calgary Conference Puts the Pieces Together

by Robin Fryer

Many pieces must come together to make an outstanding conference: high-quality presentations, skillful and enthusiastic presenters, moving moments, top-notch organization, fun social events, a good venue, willing volunteers, and most of all, people who want to be together to learn and play and connect. The 1996 ITAA conference in Calgary, Alberta, Canada, on 14-18 August—"Celebrating Wholeness: Putting the Pieces Together"—had all those ingredients and more. The result was a week that furthered the development of transactional analysis and sent participants home with new skills, new friends, and glorious memories.

The week began with preconference events that included a ground-breaking English-Japanese institute on energy theory presented by **John Dusay**, MD, and **Taisaku Katsura**, MD; a classic Transactional Analysis 101 course given by some of the leading theorists in transactional analysis and attended by 66 newcomers (as far as we know, the largest TA 101 ever given in North America and the second largest in the world!); and preconference institutes with **Vince Gilpin**, **Denton Roberts**, and **Suzanne Robinson**, **Jean Illsley Clarke**, **Emily Hunter Ruppert**, and **Vann Joines**.



East-West rapprochement in Calgary: Carlo Moiso of Italy and Kazumi Fujimura of Japan

Then on Wednesday evening, Conference Program Director **Jim Bews** opened the conference with some brief remarks, in which he acknowledged the significant number of Japanese who were attending the conference, asking them to stand and receive the appreciation and welcome of everyone there. Then he introduced conference keynote speaker **Muriel James**, who was led into the hall to the stirring tones of **Alex Lawson**'s bagpipes. Muriel was honored with a standing ovation, and although tearful as she described how much she misses her late husband, Ernie Brawley (as were many in the audience as they cried with her), Muriel went on to give a stunning speech about "Claiming the Human Spirit." She talked about what makes people whole and ended by asking people in the audience to make eye contact with someone near them and to wordlessly communicate that they were there.

After Muriel's speech, other Calgary presenters were invited to the stage for a "White Hat Ceremony" in which each was given a white cowboy hat and made an honorary Calgarian. It was quite a sight to see them all decked out in their hats and "yahooing" their acceptance of the honor!

The following three days each began with a keynote speech: Thursday **Vince Gilpin** spoke on "Unity, Wholeness, Transformation," Friday **Richard Erskine** talked about "Contact, Relationship, and Wholeness," and Saturday saw **Mary Goulding** offering her special perspective on "Thirty Years of Transactional Analysis and Redecision Therapy." Each speech was followed by a day of workshops given by transactional analysis experts from eight countries who discussed their work in terms of wholeness, whether in clinical, organizational, or educational settings.

Given the wild west tone to the conference, it was no surprise that the week's social events involved a traditional western barbecue and line dancing, as well as a gala banquet at which each table was serenaded acappella by the group Standing Room Only, which then gave a half-hour concert and finally turned itself into a wonderful band for dancing. Another highlight of the banquet was **Joy** and **Jim Bews** giving out door prizes, including signed copies of major transactional analysis books. Finally, on Sunday the conference closed with a moving ceremony in which **Dale Auger**, a Cree elder from the Northern Alberta Big Stone Nation, told his life story in Indian terms which echoed for the audience transactional analysis concepts such as script and ego states.



Michiko Fukazawa and Denton Roberts in discussion in Calgary



(From left) Tina Berthelot, Sam Lloyd, and Sharon Ashton at the banquet

Credit for this memorable conference must go first and foremost to Conference Chairman **Bob McLeay** and his group of dedicated volunteers: Dr. **Jim Bews** (program); **Sharon Pearce-McLeay** (publicity); **Sharon Ashton** (treasurer and hotel liaison); and **Dr. Sandra Smith**, **Ethelle Patrick**, and **Ken Ashmead** (registration). Their helpful colleagues included **Joy Lawson** (registration desk), **Pat Baceda** and **Diane Trew** (social program), and **Joy Bews** (family program). Special thanks go also to the fine group of Japanese interpreters—**Michiko Fukazawa**, **Rishun Shinzato**, and **Kazumi Fujimura**—who helped make the program accessible to our honored Japanese guests. This was the first conference to use simultaneous translation, complete with headphones and translation booths that allowed Japanese participants to understand presentations without distracting speakers or other participants.

In addition, appreciation is due to ITAA President **Gloria Noriega** and the officers, trustees, and committee members who worked so hard during the week taking care of organization business. They spent countless hours, some of them frustrating and tedious, working out problems and developing plans for the future. We owe them all a debt of gratitude. Finally, many thanks to ITAA Executive Director **Susan Sevilla** and Administrative Assistant **Elizabeth Ott**, who also put in long hours in crucial support roles.

Not only was the Calgary conference a success in terms of its stimulating program, its delightful social events, and its bringing together of people from around the world, it was also an outstanding financial success, earning $15,000 profit for the ITAA! Congratulations and thanks to the conference volunteers and organizing committee for this achievement!

We wish you could all have been with us in Calgary to see and experience for yourself the stimulation and fun that goes with an ITAA conference. But you have another chance in January 1997 in Coimbatore, India, where the Institute for Counselling and Transactional Analysis annual meeting has been named an ITAA designated conference. And there are numerous other wonderful transactional analysis gatherings planned around the world in the next year. Pick one and join us—make your own memories!

□

** Upcoming ITAA Conferences **

Coimbatore, India
January 1997
(see page 9)

Caracas, Venezuela
Sept. 28–Oct. 5, 1997
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Standing Ovation at Eric Berne Award Ceremony (front row left): Curtis Steele, Nancy Porter, Emilio Said

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