



**VOL. 41 NO. 11  
NOVEMBER 2011**

IN THIS ISSUE

If Counselors Are Not  
Merely Second-Rate  
Psychotherapists,  
What Are They?  
3

TAFSR: One Year Later  
5

Quality Assurance in TA  
6

2011 Board/AGM Summary  
8

ITAA Financial Report  
and Balance Sheet  
10

Chennai Call for Proposals  
11

TA Publications  
12

## Reflections on the First Counseling Symposium: A Challenge of Growth!

By Bea Verzaal

**T**his year in Bilbao was the first time a counseling symposium took place during a transactional analysis conference. Last year in Montreal was the first conference with symposia for the different fields, but to my surprise, counseling was missing as a separate field. My ego states responded with quite different reactions, and, I must admit, resulted in my doing nothing.

However, in January I was invited by the Bilbao conference scientific committee to become active by taking up the role of counseling symposium leader, an invitation I accepted.

*“As transactional analysis counselors, we are not focused on our clients’ specific problems or disorders but on re/discovering or remembering and strengthening that “spirit within” them, their own potency and unique abilities to solve their problems and use them as challenges for growth.”*

Although there was a smooth start in clarifying and coordinating with the scientific committee my intention and program proposal, it was not so easy to put together a team of presenters. Finally, with the great help of scientific

program chair  
Thorsten  
Geck, I  
formed a  
team with  
Liselotte

Fassbind-Kech and Sylvie Monin, both from Switzerland. Our intentions and goals coincided easily, as did our understanding of the characteristic core aspects of counseling. It was wonderful to feel so in sync that we could understand each other almost without having to speak.

The comparison with being homosexual comes to my mind. Day by day, that part of life is often not an issue, but when you’re with other “equals,” you suddenly feel what you had been missing. During the final day of the symposium, many of us transactional analysis counselors confirmed that we have struggled to form our identity as TA counselors, often without the comfort of (many) other “equals” around. These struggles quite often had or still have to do with feeling inferior or being treated as such in relation to psychotherapists. This is often expressed in terms of what counselors are not allowed to do and in stressing the boundaries between counseling and psychotherapy—or the opposite problem, by denying the differences. Again, this discounting-of-differences



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phenomenon reminds me of the homo/hetero, minority/majority situation I know so well as a lesbian.

The symposium was a great opportunity to focus on and share about who we are as transactional analysis counselors, distinguishing ourselves by our core principles and competencies. Because I think there is also a lack of information about our professional identity, I offer here an “appetizer” that will be more extensively elaborated on by Liselotte Fassbind-Kech in excerpts from her symposium keynote (see page 3). With compliments and appreciation to the people who formulated the counseling

core competencies and a definition of TA counseling, I start with this definition:

Transactional analysis counseling is a professional activity within a contractual relationship. **The counseling process enables clients or client systems to develop awareness, options, and skills for problem management and personal development in daily life through the enhancement of their strengths and resources.** Its aim is to increase autonomy in relation to their social, professional and cultural environment.

I added the bold print here because I want to focus on that part in the definition. It conveys an interesting assumption: that our clients are able to help/develop/solve their problems themselves and that what we counselors do is to enable them to do that! This suits my own and TA’s generally accepted philosophy, based on the humanistic tradition, that we all have the potency inside to think. It also fits with the concept of physis from the ancient Greek philosopher Heraclitus, which Berne (1972) symbolized with a vertical arrow passing through all three ego states to mean “change or growth that comes from the spirit within the person” (Tilney, 1998/2004).

So, as transactional analysis counselors, we are not focused on our clients’ specific problems or disorders but on re/discovering or remembering and strengthening that “spirit within” them, their own potency and unique abilities to solve their problems and use them as challenges for growth—in other words, as unique life experiences that stimulate them to reconnect with their true nature and resources in order to increase their develop-

ment and evolve their consciousness and autonomy.

Transactional analysis counselors’ guidance is conducted in a manner that consciously “leads by following.” This means they offer guidance, containing information, and techniques, but most importantly, they support the development of the client (system) in finding his or her own truth and understanding how to reconnect to his or her true nature and life forces. Of great value in this is the willingness and competence to recognize and acknowledge, see and hear, and meet the true nature of the client (system).

The same applies to recognition and acknowledging the true nature and identity of transactional analysis counseling! This first symposium was an important and stimulating step toward this goal.

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- Berne, E. (1972). *What do you say after you say hello?: The psychology of human destiny*. New York, NY: Grove Press.
- Tilney, T. (2004). *Dictionary of transactional analysis*. London, England: Whurr Publishers (Original work published 1998). 

## ITAA Award Nominations Sought

**Eric Berne Memorial Award**

Deadline: 1 December 2011

**Hedges Capers Humanitarian Award**  
**Muriel James Living Principles Award**

**Goulding Social Justice Award**

Nominations Deadline:

1 January 2012

See the ITAA Web site at [www.itaanet.org](http://www.itaanet.org) or contact the ITAA at [info@itaaworld.org](mailto:info@itaaworld.org) for details on making nominations for these awards.

## the SCRIPT

Newsletter of the International Transactional Analysis Association

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[www.itaaworld.org](http://www.itaaworld.org)

Editor: Laurie Hawkes, MA

Managing Editor: Robin Fryer, MSW

Desktop Publishing: lockwood design

**Deadlines**—12<sup>th</sup> of the month prior to the month of publication (e.g., 12 November for the December issue).

**Advertising:** Twelfth page: \$50; sixth page: \$100; third page: \$200; half page: \$300; full page: \$400. Publication of advertising in *The Script* does not imply endorsement by the newsletter, the editor, or the ITAA.

*The Script* (ISSN 0164-7393) is published monthly by the International Transactional Analysis Association. For information on membership, contact the ITAA at the above address. © 2011 International Transactional Analysis Association, Inc.



## If Counselors Are Not Merely Second-Rate Psychotherapists, What Are They?

By Liselotte Fassbind-Kech

**T**he following is excerpted from the keynote speech given by Liselotte Fassbind-Kech at the counseling symposium held on 8 July 2011 in Bilbao, Spain.

The title of my speech reflects the key question of this first counseling symposium. Since counseling is, in many countries, not yet legally recognized as a profession, nor is it widely understood or appreciated by the public, there are not many models on which to build one's identity as a transactional analysis counselor.

Looking back to the origins of transactional analysis, we find in the first editions of the *Transactional Analysis Bulletin* that all participants of the San Francisco Social Psychiatry Seminars were required to have a degree in psychotherapy. From 1968 on, it was possible to apply for either a Clinical Membership or a "Special Fields" membership in the ITAA. The first mention of field specification occurred in 1984 when the specific fields mentioned were clinical, organizational, and educational. The European Association for Transactional Analysis (EATA) finally proposed creating a counseling field. Interestingly enough, I was not able to discover its precise "date of birth."

As counselors we still struggle with contaminations that many "younger members" of a family have to deal with growing up. They see themselves as inferior because their elder brothers and sisters are much stronger and know so much more than they do. However, our transactional analysis predecessors left us a rich legacy. It is our choice to draw from their legacy, to compare ourselves to them, or even to get caught in a struggle to demonstrate our worthiness.

*"Since counseling is, in many countries, not yet legally recognized as a profession, nor is it widely understood or appreciated by the public, there are not many models on which to build one's identity as a transactional analysis counselor."*

It was a significant step toward a counseling field identity when in the early 1990s an EATA task force defined the core competencies. Of the then listed core competencies, #8 is the most precious in my view. It is presented here in slightly edited form.

### Focusing on Resources

The counselor:

- a) Is able to utilize and build on the client's strengths as the agent for change
- b) Identifies existing resources in the client and client's system and integrates them into the counseling process
- c) Has working knowledge of other local resources in the community that could be of support to the client or to which the client could be referred, including medical, psychiatric, psychotherapeutic, and other services

We are required to identify clients' existing resources. Clients might see in themselves unmet needs, frustrations, or developmental inhibitions and therefore perceive themselves in a minus-plus position, as people with no resources to meet the challenges of life. If clients begin to see and value the skills they have developed using their specific coping strategies, they might see themselves and the world through an enlarged frame of reference. Being aware of their own competency not only allows clients to meet the challenges of their lives, it also changes their identity in a posi-

*“If clients begin to see and value the skills they have developed using their specific coping strategies, they might see themselves and the world through an enlarged frame of reference.”*

tive way. On the axis of time, counselors have an enormous richness of opportunities on hand to detect and enhance clients’ resources.

**Resources of the present:** We are well aware that the present offers a number of methods for obtaining access to resources. A few examples are enhancing thinking/feeling/behavior of the Adult ego state, decontamination, transactional analysis models, bodywork, and many others.

**Resources of the past:** If we are reluctant to work with the client’s past because it might invite regression, we risk missing all of the resources that lie in the past, such as family resources, competencies developed by meeting difficulties in the family, the resources of drivers, past experiences of success, and others.

**Resources of the future:** Even the client’s future offers a vast array of resources that we can access through visions of future success, visions of a current problem as already solved, visions of a future identity, and many others.

Each of these resources represents a real treasure for our work as counselors.

### Case Example

The following example illustrates the use of resources from the past, present, and future. Mrs. A, an 85-year-old woman, came to my studio complaining about her hardships

and reporting that she had the impression of passing her days by waiting: waiting for the cleaning lady, waiting for meal service, waiting to die. At the same time, she mentioned that looking back on her life, she had always felt oppressed: by her parents, her late husband, her physical limitations. One of the first resources was her awareness of not being well and the impulse to change something.

I did not have anything to say other than to express my understanding. I was considering therapy or at least a strategy that might help her find another approach to her life when she presented me with a wonderful resource. She talked about how as she watched the recent royal wedding ceremony on TV, she had felt admiration for the Queen of England. She compared the gracious way the Queen accepted the honors she received with her own posture and attitude toward life. Mrs. A. had captured the value of this model, not yet knowing that she could build up a vision of her own future. She was able to distinguish the television scene from her own reality and attitude toward life.

She expressed her sadness and her longing, saying, “I wish I could have had just a shade of royalty in my life.” She valued the pain of her past and assumed responsibility for her part of the suffering, admitting that she might have had options that she was unable to choose at the time.

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I encouraged her to design her life with a royal outlook, and she soon realized what a big difference it meant. She would not wait any more but accept other people’s help as a sign of appreciation. She would also appreciate the merits of her past and find the energy to start a new piece of art. With this vision she started to explore her bodily reactions, her emotions, and her new posture.

By spending some time creating a vivid image of her new “royal” life, Mrs. A. gave her brain new stimuli, which formed a new pattern of activation. The more she experienced her various bodily reactions, the more she involved her limbic system and the associated cortical areas. She spent enough time to give her body, nervous system, and brain time to adjust so that she finally reached a new inner perception that included the image of the queen in herself. The time she spent imagining and observing her bodily reactions was well spent because awareness and change occur only if enough associated cortical areas are activated.

Mrs. A. decided to stop waiting and to start immediately living her own royalty. Putting on her hat, she said, “My hat no longer serves to conceal my sparse hair but as the symbol of my new royalty.” She left the room with the same walking sticks that she had used before, but they had changed from tools to help her support her weight to tools for walking with an upright posture and attitude. After a few weeks, I received a postcard from her saying she had bought a new hat!

### Conclusion

Mrs. A. teaches us, in a wonderful way, how it is possible to use a

vision of the future to enhance the quality of life in the present as well as to value the past, including its pain and the skills that were needed to endure it. We can follow her example to define ourselves as counselors rather than to compare ourselves and to live autonomously with respect to all four fields of transactional analysis as well as in relation to all human beings.

So, if we ask our initial question again, what would be your answer? If we are not merely second-rate psychotherapists, what else are we? **5**

## EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
<b>CTA Exams</b>	COC	10-11 Nov 2011	Louvain-la-Neuve, Belg	10 Aug 2011
	COC	17-18 Nov 2011	Neustadt, Weinstr., Ger	17 Aug 2011
	BOC	7-8 Aug 2012	Chennai, India	7 May 2012
<b>TSTA Exams</b>	COC	10-11 Nov 2011	Louvain-la-Neuve, Belg	10 Aug 2011
	COC	17-18 Nov 2011	Neustadt/Weinstr., Ger	17 Aug 2011
	BOC	7-8 Aug 2012	Chennai, India	7 Feb 2012
<b>CTA Written</b>	All Regions (Non-Europe)	Your choice	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
<b>TEW</b>	BOC	Aug 2012	Chennai, India	Apr 2012

For more information on BOC exams, see [www.ta-trainingandcertification.net](http://www.ta-trainingandcertification.net) or email [admin@ta-trainingandcertification.net](mailto:admin@ta-trainingandcertification.net). For more information on COC exams, see [www.eataneews.org/](http://www.eataneews.org/).

## TAFSR: One Year Later

by Leonard Campos

As you are probably aware, Transactional Analysts for Social Responsibility (TAFSR) was founded in August 2010 by a vote of the membership at the Montreal ITAA conference, with me serving as its first chair. It became an informal email support network after some attempt to form a worldwide steering committee failed. Calls were sent out to ITAA members to join the TAFSR, and network members were asked to send brief reports of their work promoting social justice. Although I was unable to attend, I convened a panel on social/cultural applications of transactional analysis for the Bilbao World TA Conference; this was chaired by John Monk-Steel (United Kingdom) with panelists Vladimir Goussakovski (Russia), Eva Sylvie Rossi (Italy), Marco Mazzetti (Italy), and Keith Tudor (New Zealand).

In line with our principle “think globally, act locally,” in September 2010 I selected the local Unitarian-Universalist Society of Sacramento (UUSS), of which I am a member, as a social/religious community in which to apply

transactional analysis principles to promote positive social change. I established a UUSS social responsibility network composed of leaders of various groups, advocating for solutions to violence, ethnic/racial prejudice, poverty, human rights abuses (such as intolerance to lesbian-gay-bisexual-transgender or LGBT rights), and other social problems. In addition to convening monthly meetings, I sent out “social action alerts” via email to community network members who might be interested in taking a more active role in a particular march, protest, rally, or event. During the year, by joining a leadership training program led by the minister, Doug Kraft, I was able to do a transactional analysis workshop to raise awareness of TA principles and

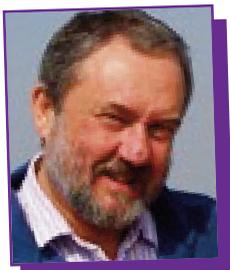
tools. By understanding the intrinsic OKness of people, interpersonal communication levels (overt versus covert), the drama triangle, stroke economy, and other processes, I encouraged the leaders to use a transactional analysis frame of reference in their advocacy efforts.

I hope others will also report on their use of TA in a social community of their choice, such as a local school or governance system. I do not expect busy practitioners to find time to engage actively in advocacy efforts at the local level. However, I want to encourage more awareness of the effects of unjust social environments on our clients and their relationships. I also want to encourage support for international nonpartisan organizations, such as UNICEF, Human Rights Watch, Amnesty International, Doctors Without Borders, and the Carter Center, just to name a few. I think we can all do our part in working together for a more just society. I look forward to hearing more from TAFSR members.

### REFERENCE

Monk-Steel, J. (2011). Panelists seek positive social changes. *The Script*, 41(8), 10-11. **5**

*Leonard Campos, PhD, is a Teaching and Supervising Transactional Analyst (psychotherapy) and the person who proposed the establishment of the TAFSR at the 2010 annual general membership meeting in Montreal. He can be reached at [lcampos@ulink.net](mailto:lcampos@ulink.net).*



## Quality Assurance in Transactional Analysis

by John Heath

**M**y focus this month is on issues of training and certification in transactional analysis. It is the theme of much of my board of trustees (BOT) work at present and so is definitely in the air for me. Some potentially big discussions are afoot. For any members interested in becoming involved in the debate about training and certification in TA, this is definitely a good time to speak out and get your voice heard. I and your other colleagues on the BOT and the Training and Certification Council (T&CC) will be happy to hear what you have to say to us so that we can factor it into our discussions.

In Bilbao we launched a new working party to look at the structures and systems that link the work of the BOT and the T&CC. This is long overdue. I think as successive post holders on the BOT have struggled in recent years with major issues of financial survival for the ITAA, we have probably neglected this most central of working relationships, and our systems are ready for an overhaul. Vladimir Goussakovski and I represent the BOT in this working party; Anne de Graaf will represent T&CC, and Lorna Johnston will represent the Board of Certification (BOC).

As a joint initiative with EATA, the BOT decided in Bilbao to set up a discussion forum in 2012, scheduled immediately after the Chennai conference in August, to look at accreditation and certification practices in transactional analysis around the world. All TA organizations offering accreditation need to make sure there is coherence between their systems, and at this meeting we will look at how we might move further toward that. The presidents of ITAA and EATA will jointly invite all worldwide transactional analysis organizations that run official TA exams to send representatives to the table. This is an opportunity for a global discussion, and hopefully the issue will be the subject of extensive consultation in membership and accrediting organizations during the months before the actual meeting.

High-quality accreditation and certification is part of how transactional analysis stays credible both as an academic pursuit and a professionally applied discipline. The other major part of that endeavor is, of course, carried by our journal, the *TAJ*. We have an excellent editorial process and first-class people running it. There is no doubt that the *TAJ* offers a key platform for open and wide-ranging debate. But,

however much we stroke creative and original thinking in our publications, a formal system of training and qualification will usually tend to support conformity with established ideas and can have a narrowing effect in a scholarly community. This is especially so if the community is small or the pool of knowledge to be mastered is protected and isolated from external influence. Formal training, and all the things that go with it, can open the mind, but it can also be a script that limits the

*“The ITAA must not step away from involvement in training issues, but we need to keep our allegiance wide and hold benchmarks of quality that do not favor an orthodoxy of thought.”*

way we think. We know about scripts in transactional analysis, and we know they operate outside of awareness. We need to heed our own theory, and, most importantly, we each need to keep listening to people who don't agree with us.

Some transactional analysis organizations are built pretty well exclusively around training programs of one kind or another. The ITAA is not such an organization. Our member-

ship is very diverse. We offer membership exclusively to individuals, and we do not have any system of organizational affiliation. No school or style of transactional analysis can claim endorsement from the ITAA. We do, of course, have many TA trainees and trainers among our members, and we also actively welcome people interested in TA to join with and think with us, whether or not they have any formal TA training. It is one of the things I like most about the ITAA, in fact. I think it gives us an edge because it means we welcome the very variety among members that we aspire to embrace in our theory.

All theories evolve, and this has to be true of psychological theories. To reach a fixed position on what is “true” theoretically is always an illusion. To me it seems self-evident that if we stay in dialogue across our various fields and schools we will minimize the possibility of becoming blinded by the limitations of our own individual positions. Graham Barnes, who won the Eric Berne Memorial Award in 2005, wrote convincingly about the need to stay open to new paradigms of thought and practice when he examined the potentially self-limiting circularities of theory and practice. An unchallenged loop between psychological theory and any application of it, whether it be therapeutic, educational, or consultative in intent, is certain to be limiting and can be dangerous.

Anyone taking an exam wants to pass it and so is likely to learn the “right” answers. They tend to learn these answers from people who are

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*“High-quality accreditation and certification is part of how transactional analysis stays credible both as an academic pursuit and a professionally applied discipline.”*

qualified and so have themselves been through the same system of evaluation. The pursuit of formal certification of competence does, in this way, have an homogenizing tendency. It may sound like I take an anti-training stance. I don’t in fact, though I do think that any serious study of human psychology will always be, to some extent, counter-cultural and have a radical edge. The ITAA must not step away from involvement in training issues, but we need to keep our allegiance wide and hold benchmarks of quality that do not favor an orthodoxy of thought.

If we are to attract people into our TA community and invite them to spend time and energy thinking with us, then for many that needs to be rewarded with a professionally advantageous qualification. I am a good example of such a member. There is no doubt that the effort and resources I put into studying transactional analysis and the qualifications I have gained as a result have been foundational in my career for more than 20 years. That is half my working life. I’m unlikely to be dismissive of the benefits of training. I think it is vital that the ITAA keeps its stake in the pursuit of high-quality training and certification. High quality will always be not only challenging to deliver but also challenging in its nature.

Therefore, I think it is time to move issues of training and qualification into the foreground of our ongoing debate in the ITAA. We have our Training and Certification Council

and a Board of Certification responsible for accrediting those who successfully complete training requirements. I say “our,” but in fact, both T&CC and BOC are independent of ITAA and not really “ours” at all. This is probably one of the best features of the way we arrange things in the ITAA. We value autonomy, and it is nowhere more important to have an autonomous voice than in the sensitive business of evaluating the outcomes of formal training experience, where a pass or a fail can have career implications. So our accreditation services are run independently of the membership organization. And yet we are in many ways really one organization. While we may be separate, we each lend meaning, definition, and purpose to the other. It’s a good way to hold the tension as we grapple together toward excellence.

*“Formal training, and all the things that go with it, can open the mind, but it can also be a script that limits the way we think.”*

I hope that by writing this column I’ve done something to put training and certification firmly on the agenda for discussion. As with all such weighty matters, there are controversial issues to unravel and work with, not the least of which is the dynamic tension between the twin benchmarks of scholarly excellence: the understanding of what others have said before and the capacity to express a new view. My own particular compass, as I enter into this arena of discussion, is that good TA training should help someone to learn how to think, not what to think. I want our training and examination systems to reflect that. It’s where the real quality lies. **5**

## ITAA Board of Trustees Meets in Bilbao

by Steff Oates

The ITAA Board of Trustees (BOT) met in Bilbao, Spain, on 4-5 July followed by a morning meeting postconference on 10 July. Members of the board completed a full agenda, and each left with specific tasks. There were also invited visitors, including Training and Certification (T&CC) representatives Lorna Johnston, Anne de Graaf, Trudi Newton, and Elana Leigh; *TAJ* and *Script* managing editor Robin Fryer on Sunday; and one observer, Thorsten Geck, for a short period on the first day.

The agenda covered a number of operational matters, including the relationship between ITAA and the T&CC, progress on the new ITAA website, managing the workload of ITAA staff, and future conferences. Important time was also given to strategic matters, such as a new organizational structure for the ITAA.

It was decided that formal appreciations were due to a number of people for their commitment to the ITAA and specifically for the role they had played in the year leading up to the meeting. These people are: Janice Dowson, Ken Fogelman, Robin Fryer, Niraj Singh, and Carol Solomon. Agreement was reached to set up a Ken Fogelman appreciation fund, which will provide a gift showing gratitude from members for his years of service to the ITAA.

Consideration was given to managing the number of back issues of the *TAJ* that are currently in storage. Steff Oates will liaise with Janet Chin to see if these can be shipped to training



ITAA board members present in Bilbao (from left): Milly De Micheli, Vern Masse, Sabine Klingenberg (ex officio), Susan George, Vladimir Goussakovski, Vann Joines, Kathy Laverty, John Heath, Erich Kosloski, Steff Oates, Karen Pratt, Mandy Lacy, and C. Suriyaprakash

organizations around the world that will be asked to pay only for shipping. When representatives from the T&CC joined the BOT meeting, an extremely fruitful discussion ensued regarding:

- The current psychological relationship between ITAA and T&CC, including reference to the consequences of the creation of a separate certifying body in 1987
- The ITAA position on a single global accrediting body announced in 2010
- The current operations of T&CC
- Planning a policy for future development of ITAA/T&CC operations

It was formally agreed that channels of communication be opened between

T&CC and the ITAA to establish some common goals and that a task force be set up to look at the as yet unsigned partnership agreement. The focus would be on the relationship between T&CC and ITAA as a cooperative venture. The group will be comprised of Anne de Graaf, Vladimir Goussakovski, John Heath, and Lorna Johnston. They are tasked to report back to the BOT by January 2012.

Consideration was given to the restructuring of the ITAA and updating the bylaws. Members of the BOT committed to reporting back on this restructuring, including an up-to-date report on where we are financially.

A task group is being established to promote the mission and work of the

ITAA through the use of up-to-date social networking, such as Twitter and Facebook. All members of the BOT agreed to involve themselves in the final stages of the new ITAA website: checking on the accuracy of content, finding someone to proofread it, and running Google analytics that would provide information about who is using the site and for what purpose.

Specialists in streaming DVDs for website purposes have been appointed to help us with this task. Contracts are being drawn up with other organizations that wish to post ITAA DVDs on their websites.

There was much discussion about the posting of translated *T&C* articles on other people's websites and the development of a policy concerning monitoring to make sure the translation is accurate.

The BOT expressed appreciation with regard to the relationship with Graeme Summers, the creator of the *T&C* disk. There will be discussions with him about uploading *T&Cs* on the ITAA website in a similar searchable format as a membership benefit.

With the closure of the ITAA office, the BOT trustees discussed an email from a concerned member regarding the lack of clarity about a contact point for members. Steff Oates agreed to manage inquiries through an email address. Members will be directed to send inquiries to [info@itaaworld.org](mailto:info@itaaworld.org).

Also in response to an email from members, there were discussions about the importance of the attendance and involvement of Robin Fryer at each major ITAA conference. It was agreed that the attendance of the managing editor of the *Transactional Analysis Journal* and *The Script* become a regular feature at ITAA conferences provided we can fund this. The conference registration of the managing editor should be

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negotiated and written into the conference contract. Verne Masse agreed to research how the ITAA could fund this and to present the BOT with a plan.

When the BOT meeting reconvened after the conference, EATA President Sabine Klingenberg (who is an ex officio, nonvoting member of the ITAA board) was able to attend. There was productive discussion about the importance of translation at conferences, the value of organizational membership in the ITAA, and a membership of associations such as the International Association of Relational Transactional Analysis.

It was agreed that John Heath and Sabine Klingenberg would invite delegates from regional associations and other groups such as the T&CC to a meeting to discuss a system of cooperative enterprise. It was agreed that the Transactional Analysis Certification Commission (TACC) should be reformed and made formal.

The formal motions that were voted on are listed below, including those made at the 2011 ITAA Annual General Membership Meeting.

### Board Motions

**I.** Vann Joines moved and John Heath seconded that the ITAA BOT invite donations for the Ken Fogelman Appreciation Fund, the proceeds of which will constitute a gift to be made to Ken at the October 2011 USATAA Conference in honor of his long service to the ITAA. The fund will close on 15 October 2011. Motion carried unanimously.

**II.** John Heath proposed that a public relations working group be formed under the leadership of Karen Pratt with the purpose of promoting awareness of the mission and work of the ITAA. This group will report back in the first instance to the BOT in Chennai 2012. Motion carried unanimously.

**III.** Erich Kosloski moved and C Suriyaprakash seconded that the BOT approve the equivalent of £2000 for the development of content for the website. Motion carried unanimously.

**IV.** Vann Joines moved and Erich Kosloski seconded that we discontinue

the membership cards. Nine for, 1 abstention; motion carried.

### Annual General Membership Meeting Motions

The Annual General Membership Meeting (AGM) of the International Transactional Analysis Association was held at 1:15 pm on Friday 8 July 2011 and was quorate. In the interests of time, board members did not give lengthy reports but offered their reports in a folder at the desk for anyone to view.

**I.** Diane Maki moved and Bill Cornell seconded that Jamie McDowell chair the 2011 ITAA AGM. Motion carried with a clear majority.

The record of the ITAA AGM in Montreal was approved with a clear majority.

It was agreed that there would be a formal vote of thanks to Carol Solomon for her invaluable work as staff liaison, particularly in regard to the recent office closure. Action John Heath

It was agreed that there be a formal vote of thanks to Robin Fryer, the managing editor of the *T&C* and *The Script*, for her hard work and devotion to the ITAA.

The 2011 Muriel James Living Principles Award was presented to Trudi Newton. The winner of the 2011 Hedges Capers Humanitarian Award was presented to Donna Marie Perry.

Elana Leigh offered a vote of thanks for the union between the ITAA and the T&CC, which is functioning well.

Felipe Garcia offered a vote of thanks to the ITAA BOT and to the chair of the AGM. 📍

### Contacting the ITAA

ITAA

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# ITAA Financial Report and Balance Sheet

by Vern Masse

As many of you know, the ITAA has had financial difficulties for many years. In particular, we have suffered a decrease in membership, and our investments were hurt by the current recession. At its meeting in Bilbao last July, the Board of Trustees (BOT) voted to make structural and financial changes to assure ITAA's financial viability and to align the association with its role in the worldwide transactional analysis community. In this article I want to offer a little bit of history and then an overview of where we are today.

After its earliest years in Carmel and then Berkeley, California, the ITAA moved in 1975 to the historic Burr House in San Francisco, where it had a full-time staff of up to 22 employees. After the European Association for Transactional Analysis withdrew its affiliation from the ITAA in the mid-1990s, there was not enough revenue to support the cost of operations, including the taxes and upkeep of the Burr House. The decision was made to sell the Burr House (the sale occurred in 1994) and use the income from the profits to help support the operational costs of the ITAA. As costs increased and membership declined, various BOTs looked for ways to bring in increased revenue, such as by pro-

**See page 11 for  
Balance Sheet.**

ducing and selling products, soliciting donations and endowments, and so on. None significantly increased revenue.

In addition, over the years, members from many regions aligned themselves with their local associations and felt less connected to the ITAA. To maintain the ITAA, the BOT voted at various times to spend part of the principle from the investment account. After many years, it became apparent that if costs remained as they were, there would be no principle to draw from and the ITAA would go out of business. Cost-cutting measures were implemented: The office size was decreased, and we moved to a series of increasingly less expensive locations; the staff was gradually reduced until Ken remained as the only full-time employee. However, even this was not enough to balance the budget and sustain the largest costs (the office, Ken's salary, *The Script*, and the *TAJ*).

In 2010 in Montreal and this year in Bilbao, the BOT looked at ITAA's mission and how best to serve the transactional analysis community. We created a new website, started sending *The Script* electronically, closed the physical office, and changed Ken from a full-time employee to a part-time contractor

who oversees our financial records. These moves put more responsibility on board members to fill in the gaps and to invite help from volunteers. The BOT committed itself to staying within budget and not drawing further from principle.

## Call for Volunteers to Serve on ITAA Committees

*We urgently need your help to breathe new life into the following ITAA committees:*

**The conference committee** has the inspiring task of organizing the 2012 Chennai Conference together with our colleagues from the South Asian Association of Transactional Analysts (SAATA). The conferences for 2013 and 2014 are also coming up, and initial preparations will begin once sites have been selected.

**The membership coordinating committee** has an important task, especially now that the ITAA office has closed. Help our members to feel connected.

**The scholarship grant fund committee** has not been active in the last few years. We need to reinvigorate it because our members need this kind of help.

*Your fresh ideas and energy are urgently needed. For all offers and questions, please contact ITAA Vice President of Operations Vladimir Goussakovski at [v.gusakovski@gmail.com](mailto:v.gusakovski@gmail.com).*

Vern Masse is ITAA Treasurer. He can be reached at [vernandruth@sbcglobal.net](mailto:vernandruth@sbcglobal.net).

The ITAA has three investment accounts: As of 30 September 2011, the general investment account has a balance of \$148,127.35; the Scholarship Grant Fund has a balance of \$38,997.29; and the Eric Berne Fund for the Future has a balance of \$131,766.59. Only the interest from the scholarship fund can be used each year. This has become murky because the money is in an investment-type account and so does not draw interest per se. I am writing a proposal regarding how to determine how much, if any, of that money is available each year.

In summary, the ITAA is not in any danger of going broke. The challenge now is to how to best serve the transactional analysis community and support worldwide TA. 📍



## 2012 International TA Conference in Chennai, India

**8-11 August 2012**

**GRT Grand, Chennai, India**

**Sponsored by ITAA and SAATA**

**Hosted by Poornam –  
Institute for Holistic Development**

**Preconference:** BOC Exams and TEW

**Postconference:** Institutes

**Theme:** “Life—Let’s Play”

**For details:** [www.itaaconference.com](http://www.itaaconference.com)

**Email:** [susangeorge51@gmail.com](mailto:susangeorge51@gmail.com) or  
[peopleandsystem@airtelmail.in](mailto:peopleandsystem@airtelmail.in)

**Call:** Susan @ +91 98401 23048 or  
Radha @ +91 98400 51715

### CALL FOR PROPOSALS

The program committee encourages proposals about innovative applications of transactional analysis as well as proven applications. Please design your presentations in keeping with the conference theme: “Life—Let’s Play.” For details about what is required to submit a proposal, see the September 2011 issue of *The Script* at [www.itaaworld.org](http://www.itaaworld.org). Proposals must be received online through [www.itaaconference.com](http://www.itaaconference.com) no later than 31 January 2012.

### ITAA Balance Sheet as of 30 September 2011

#### ASSETS

##### Current Assets

##### Bank Accounts

Petty Cash	50.00
ITAA Checking	19,923.67
SGF Checking Account	3,076.75
EBF Checking	3,101.33
ITAA Savings	719.43
UBS ITAA, Investments	82,116.07
UBS ITAA Change in Market Value	66,011.28

**Total UBS ITAA, Investments** **\$148,127.35**

UBS Eric Berne, Investments 107,893.55

UBS EBF Change in Market Value 23,873.04

**Total UBS Eric Berne, Investments** **\$131,766.59**

UBS SGF, Investments 23,820.92

UBS SGF Change in Market Value 15,176.37

**Total UBS SGF, Investments** **\$38,997.29**

**Total Bank Accounts** **\$345,762.41**

##### Accounts Receivable

ITAA Membership Accounts Rec 2,071.66

**Total Accounts Receivable** **\$2,071.66**

##### Other Current Assets

ITAA Accounts Rec. for T&C -878.16

SGF Loan to ITAA 36,725.00

Loan to Thomas Steinert 410.50

Journal Inventory 7,941.67

Misc Prepaid Expenses 730.00

Prepaid Bulk Postage 50.00

Prepaid Postage Meter 1,280.85

Prepaid Insurance 4,034.90

**Total Other Current Assets** **\$50,294.76**

**Total Current Assets** **\$398,128.83**

##### Fixed Assets

Furniture and Equipment 19,076.65

Accumulated Depreciation -19,076.65

**Total Fixed Assets** **\$0.00**

**TOTAL ASSETS** **\$398,128.83**

#### LIABILITIES AND EQUITY

##### Liabilities

##### Current Liabilities

##### Accounts Payable

Accounts Payable-ITAA 1,836.35

**Total Accounts Payable** **\$1,836.35**

##### Other Current Liabilities

Accounts Payable to T&C -200.00

Audit/Tax Return Payable 1,350.00

Accounts Payable to SGF 340.00

Accounts Payable to EBF 772.00

Note Payable to SGF 36,725.00

**Total Other Current Liabilities** **\$38,987.00**

**Total Current Liabilities** **\$40,823.35**

**Total Liabilities** **\$40,823.35**

##### Equity

Balance at Beginning of Period 532,545.50

EB Balance at Beginning of Period 150,083.21

SG Balance at Beginning of Period 182,487.29

Retained Earnings -445,771.27

Net Income -62,039.25

**Total Equity** **\$357,305.48**

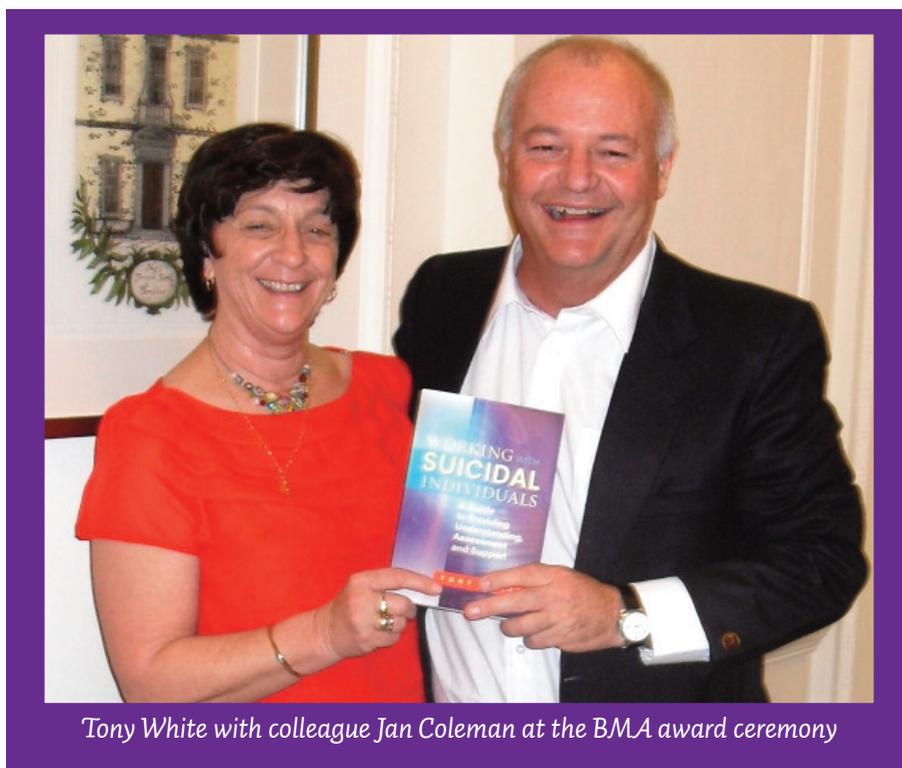
**TOTAL LIABILITIES AND EQUITY** **\$398,128.83**

## Articles & Books by Transactional Analysts

**Bill Cornell** has had two recent articles published. The first is "Searching in the Unsaid Seen: McLaughlin's Unfinished Reflections on the Place of the Body in Psychoanalytic Discourse," published in *American Imago: Psychoanalysis and the Human Sciences*, Vol. 67, No. 4, 2010, pp. 487-514. The second is "SAMBA, TANGO, PUNK: Commentary on Paper by Steven Knoblauch," in *Psychoanalytic Dialogues*, Vol. 21, No. 4, pp. 428-436.

**Tony White's** book, *Working with Suicidal Individuals* (Jessica Kingsley Publishers, 2011), was highly commended in the psychiatry category of the 2011 British Medical Association (BMA) Medical Book Awards and short-listed to win first prize in that category. Tony, along with Jan Coleman, attended the awards ceremony on 14 September at BMA House in London. Although Tony's book did not win first prize, the same publisher offered him another contract for a book about transactional analysis in counseling drug users. Since being released in May, the book has been added to the collections of over 100 (and counting) libraries. The BMA Book Award Committee said of the book, "[It] fills the gap in the current literature addressing suicide and self-harm behaviour." Tony writes, "Good, indeed, to see that they think a TA book fills a significant gap in the literature!"

**Richard Erskine** writes that *Integrative Psychotherapy in Action*, which he wrote with Janet P. Moursund, was rereleased this year as a paperback by Karnac Books, London (ISBN 978-



Tony White with colleague Jan Coleman at the BMA award ceremony

1-85575-830-8). It may be ordered online at [www.karnacbooks.com](http://www.karnacbooks.com). The book is an integration of the theories and methods of transactional analysis, gestalt therapy, client-centered therapy, and contemporary psychoanalysis. Through the use of transcripts of actual therapeutic sessions and explanatory comments, it provides an in-depth understanding of how to apply theory with actual therapy clients.

**George Kohrieser** is pleased to announce that his award-winning book, *Hostage at the Table: How Leaders Can Overcome Conflict, Influence Others, and Raise Performance*, has been released in Italian under the

title *La Scienza della Negoziazione*. This brings the number of translations to 15 languages, including French, German, Romanian, Hungarian, Russian, Chinese, Korean, and Vietnamese. 📍

### TA Conferences

**11-12 November 2011:**  
Singapore. 4th International TA Conference (TAAS). Contact: [www.staa.org.sg/conf2011.htm](http://www.staa.org.sg/conf2011.htm)

**8-11 August 2012:**  
Chennai, India. International ITAA/SATAA Conference. Contact: [www.itaaconference.com](http://www.itaaconference.com).