

INTERNATIONAL FELDENKRAIS FEDERATION

THIRD ANNUAL GENERAL ASSEMBLY

TEL- AVIV 27, 28, 29 MAY 1994

MINUTES

Note from Secretary: Notes for the minutes were taken by an independent minuting secretary (Carol Cohen), kindly provided by the Feldenkrais Institute of Tel-Aviv; her help was most valuable. Since IFF minutes may be distributed to practitioners not present at the meetings, brief extracts from the agenda documents have sometimes been included and some essential editing undertaken by the IFF Secretary, where the context of the notes provided was particularly unclear. It is hoped that all constituent member groups will keep copies of the agenda attached to these minutes in their archives, as important reference material for their individual members. It would be difficult to grasp the full significance of the discussions which took place, without the background information provided in the agenda and its appendices. The numbers in brackets after each heading identify the corresponding agenda item. Where an item was discussed more than once the results have, in most cases, been minuted together for clarity, rather than in strict chronological order.

1. PRESENT

Board of Directors:

President: François Combeau, Secretary: Jean Conran, Treasurer: Nancy Schumacher, Directors: Patrice Auquier, Christoph Görtz, Bonnie Humiston, Cliff Smyth.

Representatives of Constituent Member Groups:

Australian Feldenkrais Guild: Lesley Balinski, Glenice Hall; Austrian Feldenkrais Verband Österreich: Daniel Rosenfels; Belgian Gilde Feldenkrais Belge: Renée-Jean van Galen; Dutch Foundation for Qualified Feldenkrais Practitioners and Education: Nancy van Eck; Feldenkrais Guild UK: Nicholas Conran, Robin Rudwick; French Association des Practiciens de la Méthode Feldenkrais: Claude Espinassier, Jean François Michaud; German Feldenkrais-Gilde e.V: Dr. Heitje Duhme, Sybille Mania; Israeli Feldenkrais Qualified Practitioners Association: Nomi Doron, Dan Liron; Italian Associazione Italiana Insegnanti del Metodo Feldenkrais: Franca Losi Recla, Raffaella Dalla Valle; North American Feldenkrais Guild: Avri Glick, Philippe Leblond, Susan Pinto, Michael Purcell; Norwegian Norsk Forbund for Autoriserte Feldenkraispedagoger: Kari Brøtmet, Elisabeth Gilbo; Swedish Svenska Förbundet för Auktoriserade Feldenkrais Pedagoger: Chrisfine Wessman-Rinman; Swiss Schweizerischer Feldenkrais Verband: Gregor Risi, Lea Wolgensinger; European Training Accreditation Board: Gareth Newell; North American Training Accreditation Board: Paul Rubin; Feldenkrais Family: Michél Silice; Trainers and Assistant Trainers Forum (European members only): Edward Dwelle. Apologies for absence were received from the Association Québécoise des Professeur(e)s de la Méthode Feldenkrais

Representatives of Groups applying for Associate Membership:

Berufsverband der Feldenkraislehrer Schweiz: Daniel Clénin; Nederlandse Feldenkrais Vereniging: Rineke Brinkliof, Anna Cremers; Svenska Feldenkraisföreningen: Jan Grönholm. Members of Unification of Membership Committee (who were not also representatives): Ruthy Alon. Apologies for absence were received from Yochanan Rywerant.

Observers:

Eilat Amigor, Bracha Renov from the Israeli Association.

Guests: Jerry Karzen, Bruria Milo, Chava Shelhav, Fanny Solomian-Loc, Gaby Yaron.

2. OPENING OF THIRD IFF ANNUAL GENERAL ASSEMBLY

2.1. The President, François Combeau, opened the Assembly with a welcoming address and short summary of the year's work. The IFF is still in process of formation and patience is needed in promoting further creative development. He warmly thanked Michél Silice for making available, on a worldwide basis, the lessons given by Moshe in Alexander Yanai Street, Tel-Aviv, between 1950 and 1971. He thanked Anat Baniel, as translator, and Bonnie Humiston and Nancy Schumacher for their work in producing the first volume. He and the Board of Directors would be working now with Michél on the publication of further material. The President expressed the hope that the Feldenkrais Community, which has grown in the past ten years from 300 to 3,000 practitioners, would concentrate on development of public awareness of the principles of the method, rather than on any drive for power or money. In this process, training policies and research play an important part and representatives were asked to contribute as many ideas as possible to the discussions. He reminded those present of how much has been achieved, since the first emotional meeting in Amsterdam eight years ago, and asked that the goodwill established at the last Assembly should be maintained. He thanked Michél Silice and Jean Conran for their work in arranging this meeting and all members of the Board of Directors for their work during the year. He opened the Assembly with a warm welcome to the representatives, guests and observers.

2.2. Cliff Smyth introduced the schedule and agenda. Michél Silice described the arrangements for the IFF Annual Dinner, the Moshe Feldenkrais Commemorative Event and the IFF Excursion to Massada and the Dead Sea. Nancy Schumacher (Treasurer) informed representatives that each would receive a T-shirt with a picture of Moshe, to commemorate the meeting and to express gratitude. Jean Conran (Secretary) summarised the proposed procedures, described in the *Internal Regulations*, for conducting the meetings, submitting proposals and voting. She read apologies for absence and good wishes from Yvan Joly (Quebec) and Yochanan Rywerant (Unification of Membership Committee). Patrice Auquier asked for nominations for election to vacancies on the Board of Directors and Committees to be submitted to the Nominations Committee (Michael Purcell and Christine Wessman Rinman). François Combeau (President) proposed, without dissension, the creation of a new office of Vice-President, to take the President's place when necessary and to assist particularly in maintaining close contact and communication with the constituent member groups.

3. INTERNAL REGULATIONS [2]

A draft of the *IFF Internal Regulations* had been written and distributed by the Secretary, for

consultation within Guilds, four months prior to the Assembly. Only two amendments were proposed by the Schweizerischer Feldenkrais Verband:- that voting members of the IFF should be national Guilds and the Feldenkrais Family only (clause 2.1) and that co-ordinators of working parties should be full members of constituent member groups (clause 8.3). It was agreed that the Board of Directors should set up a working party to meet during this Assembly to consider the position of the Training Accreditation Boards and the Trainers/Assistant Trainers Forum within the IFF. It was proposed by Christoph Görtz, on behalf of the Board of Directors, and agreed by the Assembly that clause 8.3 should remain as written. It was then proposed by Jean Conran, on behalf of the Board, and unanimously agreed that, with the exception of clause 2.1, the *Internal Regulations* should be adopted as written and reviewed next year in the light of experience.

4. MINUTES OF THE PREVIOUS MEETING [3]

It was proposed by Cliff Smyth, seconded by Nancy Schumacher and agreed that the minutes of the previous 1993 Paris Assembly were a correct record of events, after correction of one mistake, the accidental omission of "North America (5 votes)" from the list of voting members in paragraph 2.2. Voting: For: Majority; Against: Nil; Abstentions: 1. The 1993 minutes were signed by the President and Secretary. Matters arising from the minutes were covered by the agenda.

5. NEW MEMBERS [4]

The Board of Directors had received and considered three applications for associate membership of the IFF. These conformed to the agreed requirements for new members. It was proposed and agreed that, during ballots, abstentions should be counted. It was proposed by the President and agreed by the Assembly that the following should be accepted as associate members:-Berufsverband der Feldenkrais-Lehrerinnen und Lehrer Schweiz (a Swiss association with 43 full members trained by Mia Segal and represented at the Assembly by Daniel Clérin):

Voting:- For: Majority; Against: 1; Abstentions: Nil.

Nederlandse Feldenkrais Vereniging (a Dutch association with 32 full members - 29 trained by Mia Segal and 3 from TAB-accredited trainings; represented here by Rineke Brinkhof, Anna Cremers):

Voting:- For: Majority; Against: 1; Abstentions: Nil.

Svenska Feldenkraiföreningen (a Swedish association with 44 full members trained by Yochanan Rywerant and represented here by Jan Grönholm):

Voting:- For: Majority; Against: 1; Abstentions: 2.

Michél Silice (representing the Feldenkrais Family) explained that he voted against each proposal, because he wished these groups to be accepted as full voting members, not as non-voting associate members. The President expressed pleasure at this step forward in the process of unification and he and the Assembly extended a warm welcome to the new members.

6. REPORTS BY IFF OFFICERS [5]

The President, Secretary and Treasurer referred to their reports, which had been distributed to members with the agenda and in the Journal. Specific questions regarding the Treasurer's Report should be directed to Nancy Schumacher personally; at the present time there were sufficient funds available to cover the expenses of the IFF. It was later proposed and agreed

that the new Finance Committee (see paragraph 15.5 below) should in future also produce a report.

7. RESOURCES COMMITTEE [6]

7.1. Christoph Görtz (Chairperson of the Committee) reported that only two completed questionnaires and two photographs had been received in response to the Committee's request for information about resources. He acknowledged the hard work of the President and generosity of Michél Silice in completing successful negotiations over the Alexander Yanai Street lessons and endorsed the thanks already given by the President to those involved in the production of the first volume. It is hoped to involve national Guilds in later volumes; there are some six hundred lessons to be published in an estimated twelve volumes. Their purchase and distribution to members could assist Guild fund-raising. The President stressed the importance of honouring the contract with Michél and respecting the copyright on the Alexander Yanai lessons. There will not be sufficient money for further translations until 750 copies of the present English version have been sold through the three distribution centres (in Australia, Germany and North America). Copies of the first volume were available for purchase at the Assembly. Michél explained that the lessons existed in two forms:- as spoken by Moshe and as transcribed into Hebrew. If translations are made into other languages, the form of these basic lessons should not be changed. Future projects could be an English cassette version of a series of lessons given by Moshe in Hebrew to the general public and videotapes suitable for practitioners.

7.2. The President reported that the Directors of the Feldenkrais Foundation would be meeting in Paris in October; it was hoped that agreement could finally be reached on the future of the important videotapes and other resources which they hold. He stressed that the IFF had taken these initiatives over resources, because of the importance of the materials involved. It was not intended that the IFF should become a distribution business; this should normally be left to the Guilds.

8. REPORTS FROM WORKING PARTIES

8.1. *Journal/Newsletter* [9]. The Treasurer reported that the North American Guild had produced the IFF Journal this year, a commemorative issue containing personal reminiscences of Moshe. It was proposed that the task should be rotated annually amongst the Guilds and published in August, with newsletters published in August 1994, April 1995 and August 1995. Volunteers were requested for these tasks. The Assembly was later pleased to accept the offer of Lesley Balinski (Australian Guild) to edit the newsletters. Representatives were asked to send her their Guild reports on the Assembly by 1 July, for inclusion in the August issue. An article updating news should be submitted by 14 February for inclusion in the April 1995 issue. Lesley should be notified immediately of changes in name and/or address of the appropriate contact person within each constituent member group. No offer was received to edit the annual IFF Journal.

8.2. *Training Database/Design Styles* [17, 15]. Cliff Smyth requested annual updates for the Training Database, to be distributed to Guilds within three months of production. Work was still being undertaken on a corporate design and logo.

8.3. *Communications* [18]. Philippe Leblond would present proposals as to which B-Mail service the IFF should use by September 1994.

9. TRAINING ACCREDITATION BOARDS [10.3,26,25]

9.1. Feldenkrais Europa (successor to FEM, the Feldenkrais European Meeting) requested approval from the IFF for establishment of a EuroTAB Council, to act as the parent body of the European Training Accreditation Board, independently of Feldenkrais Europa. It was proposed by Christoph Görtz and agreed that the IFF should endorse this request. All European Guilds (with Israel) would be invited to participate; there would be no interference from the IFF.

9.2. The Australian Guild notified the Assembly of its intention to set up an independent AusTAB, with help from EuroTAB and NATAB. When established, application for membership would be made to the IFF.

9.3. It was agreed that the Assembly did not have the power to decide upon the Schweizerischer Feldenkrais Verband's proposal (see paragraph 3 above) that the TAB's and Forum should not be voting members of the IFF, since this would require a change in the Constitution, for which special rules apply. Discussions could take place during this Assembly as to whether or not an Extraordinary Meeting of the IFF should be called. Lea Wolgensinger and Gregor Risi for the time being withdrew the Swiss group's proposal.

10. UNIFICATION OF MEMBERSHIP COMMITTEE [10]

10.1. Paul Rubin, (chairperson), reviewed the work of the Committee; his written report on the processes of unification had been distributed to representatives with the agenda. He proposed that it should be a Guild's own decision regarding their membership and how to have their membership, not the IFF's. Guilds should be able to accept as full members graduates from trainings run by Mia Segal or by Yochanan Rywerant and remain as full members of the IFF, if these graduates did not form a majority within the Guild. During discussion, it was pointed out that in countries with small numbers of such graduates, there was no alternative group for them to join. The North American Guild supported the proposal, because it will lead toward further unification and a progressive process; a way to keep it in motion. The Nederlanuse Feldenkrais Vereniging, with its majority of Mia Segal graduates, would never be able to be a full voting member of the IFF; this position would be re-evaluated each year. One representative asked what is wrong with what we have now. It was emphasised that no provision is being made for anyone other than Mia and Yochanan graduates and that this proposal has no connection to the evaluation of training policy. There would be chances during this Assembly to meet with representatives of the Mia and Yochanan groups. Representatives were asked if they felt ready yet to vote upon this issue; it was agreed to vote upon whether or not a vote should be taken on Paul Rubin's initial proposal.

Voting:- For: 21; Against: 15; Abstentions: The Board of Directors conferred briefly and decided that further discussion was needed before proceeding to a vote.

10.2. After a short break for informal discussion, Lea Wolgensinger raised the question of whether fluctuations in numbers would require a Guild to change from full to associate membership and vice versa. It was pointed out that it was entirely left to the Guild to decide whether or not it wished to keep Mia/Yochanan graduates to a minority and so retain full membership of the IFF; it was not a decision for the IFF to make. The unification process would continue, with inclusion of new groups, communication, a sharing of resources and creation within the IFF of a forum which will fertilise this process and support development of common work. The proposed IFF Mediation Committee could assist in settling disputes. Following this further discussion and modification of the wording, it was proposed by Philippe Leblond, seconded, by Patrice Auquier and agreed by the Assembly that a vote

should now take place on the following two-part proposal:

(i) Membership in the IFF for National Organisations

A. National organisations with a majority of members who are graduates of TAB-Accredited Trainings (and whose minority members are training graduates of Mia and Yochanan) may be full members of the IFF.

B. National organisations which have a majority *of graduates of Mia or Yochanan* (and whose minority numbers are only graduates of Mia and Yochanan) may be associate members.

(ii) Where there is more than one national organisation within a country, the IFF will be available and willing to assist, to develop and encourage the quality of communication and cooperation which will enhance the development of our common work.

*Note from Secretary: The wording of these proposals is exactly as copied from the board by the independent minuting secretary, except for the words added in italics in (i) B, which are assumed to have been omitted accidentally, since the paragraph does not make sense without them. Both proposals were approved by the Assembly; **Voting:- For: 35; Against: 1; Abstentions: 3.** (Only Michél Silice voted against the proposal; see paragraph 5 above).*

11. EUROTAB/NATAB CROSSOVER POLICY [11]

11.1. It had been agreed at the last Assembly in 1993 that representatives should provide feedback from their Guilds on the EuroTAB/NATAB Crossover Policy, whereby graduates of Mia Segal and Yochanan Rywerant could undertake additional training and become recognised as accredited practitioners and receive an IFF diploma. This information would be passed to the TAB's for their consideration; no votes would be taken, because it was not the responsibility of the IFF to make TAB decisions. The North American Guild has adopted and used the policy; it is unlikely to change its membership criteria in the short-term. The Swedish Association of Yochanan graduates accepted it in principle, but it did not appeal and only one member had shown interest. The UK Guild drew attention to the expense of obtaining FI's overseas, for graduates in countries with no readily available trainers or assistants, and to the inequity of requiring twelve FI's for those who graduated at a time when those on accredited trainings received only eight; it was reported that the TAB's are modifying this policy, to allow four of the twelve FI's to be given by practitioners. Daniel Clénin reported that the Swiss Association of Mia graduates did not intend using the policy. The German Guild reported that only two Mia students had accepted it. Ruthy Mon reported that the Israeli Association is appealing against it and asked if it was compulsory. Ned Dwelle, for the Trainers/Assistant Trainers Forum, maintained that the crossover policy was not the business of Guild membership. Paul Rubin said the intention was to provide a crossover of standards with legal criteria differing in each country. Michael Schründer reported that the Mia Segal Network did not accept it as a basis for unification; meetings were being held with the German Guild to consider different solutions. Nancy van Eck for the Dutch Foundation agrees with policy. Anna Cremers, for the Nederlandse Feldenkrais Vereniging, drew attention to the practical difficulties of completing it in the Netherlands; some practitioners have already completed a lot of advanced training. Nancy van Eck suggested that the TAB's could provide small training blocks to make the crossover policy more available; a fifth Mia Training was to start in the Netherlands in January 1995. In the light of the above comments, the Assembly endorsed the view that there should be meetings and better communication between the associate member groups and those responsible for the crossover policy.

11.2. Attention was drawn to the decision at the last Assembly to recognise the Crossover Policy only for those who graduated from Mia or Yochanan Trainings prior to 30 May 1993. It was proposed by the Swedish Guild that, to have meaning, this policy should be extended to include all graduates from such trainings. Three views were expressed:- to retain the closing date and continue discussions until we have different training policies; to continue extending the closing date until common training standards have been agreed; to omit the closing date, since repeated discussion of it every year does not contribute to healing. Michael Purcell favoured a sunset clause; the crossover policy was not an end-solution. Following discussion, three proposals were put to the vote:-

Proposed by Christine Wessman-Rinman that the closing date for the crossover policy should be extended to 30 May 1994. Voting:- For: 14; Against: 15; Abstentions: 4.

Proposed by Gregor Risi that the closing date should be removed from the crossover policy. Voting:- For: 14; Against: 12; Abstentions 13.

Proposed that the IFF should be encouraged to inspire the development of common standards for all trainings. Voting:- For: Majority; Against: 1; Abstentions: 3.

As these were only recommendations for the consideration of the TAB's, it was agreed that these proposals and the voting should be passed to the TAB's without further discussion.

12. REVIEW OF TRAINING POLICIES [10]

12.1. The President opened the session with comments regarding his hope that training policies would "evolve" rather than "change". The Board of Directors had asked Paul Rubin to chair these discussions and Paul had asked Cliff Smyth to assist him; introductory documents written by Paul had been distributed to representatives with the agenda. The issue was subdivided as follows:-Introduction; Protocol for Changing Policy; Questions for Training Policy Survey; Presentations on Training Issues; Training Recommendations for Consideration by TAB's.

12.2. Introduction: The Chairperson drew attention to his previously circulated papers, introducing these discussions on training policy and evaluation of trainings. He welcomed the opportunity to gather views from the representatives of the national associations of teacher-practitioners, with the IFF acting as a catalyst for good communication within the Feldenkrais profession.

12.3. Protocol for the TAB'S to Change Training Accreditation Policies and Guidelines: The protocol was initiated by the NATAB two years ago and provides the profession with an existing means of participating in policy decisions. It was not intended that these IFF discussions should supplant the protocol.

12.4. Questions for Training Policy Survey:

Each representative. had been asked to bring to the ,Assembly a list of questions for the profession to consider. The Assembly divided into small discussion groups to share and generate questions relating to training policies. At the subsequent plenary session, the following questions were posed as a contribution to the questionnaire which, it was. intended, should eventually be sent out to all practitioners: -

- How can teachers feel freer to be themselves when they teach?
- How can the proximity between teachers and students be enhanced?
- How can the isolation students may feel during training be overcome?

- How can students be "number one" in training?
- What proportion of trainers to trainees is necessary?
- What is the role of the number of students in training?
- How can we promote creativity in training?
- What are sufficient prerequisites in a training policy?
- What is the role of the educational director in training?
- How do we develop ability to apply learning to practice in the real world?
- How do we ensure the need for following through between segments and after training?
- What is the best structure and length for segments?
- How do we cater for the need for individual one-to-one tutorials?
- How can more complete information about training profiles be established and made public, including information about the use of money?
- How can we promote more ideas and options after training?
- How can we find common standards for students from different backgrounds?
- How can we promote ongoing processes for individuals from outside the programme to observe?
- Do we recognise the need for "human excellence" (performance) during the training?

12.5. Presentations on Training Issues:

12.5.1. Dan Liron, on behalf of the Israeli Association, acknowledged the special contribution of Chava Shelhav to the work in Israel, but expressed concern that there were currently four trainings in Israel. The Association objected to so many trainings and asked what the process was for authorising courses. Garet Newell, on behalf of EuroTAB, replied that EuroTAB requests national Guilds to provide a letter of agreement to training programmes. It was understood that EuroTAB had taken steps to ensure better communication in future.

12.5.2. A personal contribution from Ruthy Alon to the IFF review of training policies had been circulated to all representatives with the agenda. In relation to the crossover policy, she emphasised the need to agree on common standards for practitioners, but to shift away from quantitative to qualitative criteria. In relation to training policy, she was concerned about the proportions of trainer teaching time and the size of trainings. Her first suggestion was that, instead of trainers teaching many different students for short periods, there should be a possibility for one trainer, to teach for longer, for example for as much as 2 years, with three more trainers contributing at least two weeks each. Her second suggestion was to develop many smaller trainings, instead of a few big and intense trainings. It was necessary for more personal contact in training; the educational director needs to know the "touch" of people. In her own trainings, she plans to have assistants working on a one-to-one basis with students learning FI's and suggests using practitioners to give FI's.

12.5.3. Christine Wessman-liniman (Swedish Guild) suggested that there was a need for an educational plan, curriculum or study programme for each new training, with wider consultation on the programme of studies. There was concern in Sweden about the development of new and unrecognised trainings for his graduates by Yochanan Rywerant. If he trains his own trainers who, in turn, train further trainers, the essence of the individual teaching method will be diluted instead of strengthened.

12.5.4. Paul Rubin suggested that we should consider how to broaden the scope of the course curriculum to include areas of knowledge and research. He drew attention to the request of the Israeli Association that all practitioners should be members of the

professional Feldenkrais organisation of the country in which they practice.

12.5.5. Christoph Görtz (President of the German Guild) and Michael Schründer (on behalf of the Mia Segal Network in Germany) made a joint presentation, accompanied by a seven-page consultative document. Germany had two practising organisations and they respected the issues which were important and of concern to each side. Michael said that it was essential that trainers should have autonomy and freedom to develop, create and change their training set-up. The Network agreed on the importance of the right form of basic training and recognised the difficulty of achieving a worldwide model. He acknowledged individual differences and had respect for each person's capabilities. He believed that we need to enlarge our "thinking frame" in seeking common ground for a solution for unification. This was the first time that a paper had been presented jointly by a Guild and students of Mia Segal and further meetings would be held between them. François Combeau pointed out that the success of the IFF is all about this kind of common work.

12.6. Training Recommendations from the IFF Working Groups:

The Assembly divided into small discussion groups to draw up training recommendations to present to the TAB's for their consideration. These recommendations are presented here as given by the groups and will be transmitted to the TAB's in this form. There has been no editing by the Secretary and there were no formal proposals or votes.

12. 6.1. Relationship of Trainings to Guilds. Training Organisers and TAB's:

- in the future suggest trainings will be approved through a system of checks and balances - no single organisation would give approval. (In Australia the State Divisions and the National Guild must both approve a training proposal before it comes to a TAB). Recommend we make a multifaceted training approval process.
- suggest in training proposals that they include a report regarding how the training will effect (impact) the area of the world (environmental impact report).
- the EuroTAB requires a letter of approval from Guilds. Suggest disagreements of the approval of new trainings should be handled by the IFF Mediation Board, not the TAB's.
- there is a view that the training gives you preparation for a profession (gives people the impression that they are going to have a job); suggest we be clear about this.
- request that local Guilds must approve a training as well as the TAB.
- suggestion that if Guilds don't approve training, that letters from the population of the country also be solicited to give balance.
- the important thing is the timing and quality of training.
- there needs to be give and take in all communications.

12.6.2. New Models for Training Programmes:

- how can students be given the opportunity to have practical experience in the fourth year under supervision?
- how could we develop teamwork in the trainings so that the work of the educational director and the team become more united?
- how can we ensure that the educational team oversees the learning process?
- how can we ensure enough flexibility within the frame of training formats for the trainers to express their own individuality and creativity?
- what is the optimal number of participants in a training?
- what are the consequences of bigger or smaller trainings - in group process? for the learning process? organisationally?

- what relation of the number of students and bringing up the potential of the students?

12.6.3. Models for Post-Training Support and Supervision:

- peer supervision, own groups getting together and offering different types of supervision.
- who gives supervision? trainers, assistants, experienced practitioners, other experts, psychologists, NLP, etc.
- how can communication be fostered or started in training to facilitate network building and a habit of communication afterward.
- apprenticeship - do advanced work after graduates - have lots of FI experience.
- do more FI work with public in the training - a "clinical" year.
- what's the role of trainers and assistant trainers in the geographical area where they are?

12.6.4. Unrecognised Trainers Teaching Trainings:

- Three groups identified:
 - (a) trainings by Mia and Yochanan students - encourage them to address the TAB's to get engaged in the process.
 - (b) non-recognised trainers - inform eventual students, the sooner the better, that programme is unauthorised.
 - (c) Training where trainers don't call it Feldenkrais but it is - can't do anything about this.
- Recommendation - work to get Feldenkrais recognised by authorities as an official profession so the law backs up the accreditation process.

12.6.5. Ways to Assess the Readiness of Practitioners to Practice:

- quality of practitioners to teach (competency).
- create our own standards of assessment before some outside group does it.
- criteria for assessment need to be defined, such as ability to do ATM and FI; suggest a shift in attitude (anxiousness) in doing ATM and FI in front of teachers, to feeling comfortable.
- consider timing of assessment - ongoing from the start of training? at the end? or combination?
- who evaluates? educational director? do by self-assessment? peer evaluation? or external - outside people? - suggest combination of evaluation by self assessment and trainer.
- how help with assessments? probationary period? apprenticeship? - possibly have a basic training then do an apprenticeship, not just as post-training.
- use martial arts model of evaluating competency.

12.6.6. Ways to Assess that Trainings are Following the Training Policy:

- compliance - there is concern about students completing graduation requirements and completing all make-up requirements before graduation - this has apparently been a problem in some trainings.
- suggest that Guilds be sent a copy of the completed compliance form from each training.
- have a formal written contract between the the TAB's and trainings outlining requirements for their accreditation.
- encourage involvement of students and Guilds from early in the training.

- establish a formal Guild liaison to trainings.
- make a division between trainings giving authorisation (or license) to practice and completion of the training. (Trainings give a 'completion of training' paper and another group gives the authorisation).
- give the IFF diploma only after ensuring the training and each graduate has completed compliance Qf all requirements.
- make a schedule of fines for violation of policy; recommend counselling and/or mediation for training organisers continuing to violate policy.
- suggest that Guilds have a role in inspection and verifying compliance of trainings, for example the Guilds in North America and Australia and the EuroTAB Council in Europe, together appoint a Review Committee with each Guild and the respective TAB's.

12.6.7. Report from the Trainers Group Meeting

The following trainers were present on the second day of the Assembly and formed their own working group: Ruthy Alon, Bruria Milo, Chava Shelav, Fanny Solomian-Loc, Gaby Yaron, with Eilat Amigor; their recommendations were that:

- we need to think again on the training format.
- change the first three years - end of third year all trainees have to give first approximation to outside person (whole programme of FI and ATM will be integrated); need to leave freedom for the trainers and educational directors to find their own way to build the programme; in the fourth year give more opportunity for practical work and specialisation; use more assistants to help trainees learn and specialise; consider opening a new fifth year for the practicum.
- allow educational director 60% - 80% teaching time; not have four different trainers as a requirement.
- add more days each year for learning; give diploma after the fourth year.
- building a teaching team - the educational director will work with a team to develop the same group as a continuous team throughout the programme.

12.7. Recommendations to the TAB's Regarding Specific Training Issues:

There were four specific issues arising from the review of trainings, min used above, which were formally raised on the final day of the Assembly, with a view to the Assembly reaching a consensus view which could be passed as a recommendation to the TAB's. They arose principally as a response to the suggestions put forward by Ruthy Alon (paragraph 12.5.2 above) and the Trainers Group (paragraph 12.6.7 above). The Assembly divided once again into working groups to discuss the four issues and reported back to the full Assembly with the following recommendations:-

12.7.1. Role of Educational Director and Proportion of Time Teaching:

It was proposed by the working group that the following recommendations should be sent to the TAB's:-

- that the educational director' be present in a training a minimum of 50% of the time and that the teaching time be increased; to be solicited through the protocol for changing training policy with the thought to increase of the time.
- that there be at least three additional trainers for a minimum' of two weeks (10 teaching days) each over the course of the training.
- that there be a maximum of six trainers within a programme.
- that there be constancy of the educational team and that they share in the continuity of the process.

- that in the interest of the student, we recommend that a team approach be taken into consideration by the educational director, trainers and assistants.
- that the compliance form contain a question as to what is the process provided for the student to have individual time with the educational director.

After considerable discussion of these recommendations, a vote was taken on three proposed amendments relating to the percentage of teaching time of the educational director. There was some confusion between the time the educational director should be present and the time he/she actually spent teaching. It was proposed that:-

- the maximum percentage of teaching time should be unstated, with a recommendation to increase allowable time. Voting: *For: 20; Against: Nil; Abstentions: 2.*
- the maximum percentage of allowed teaching time should be increased to 70%. Voting: *For: 6; Against: Nil; Abstentions: 2.*
- the maximum percentage of allowed teaching time should be increased to 80%. Voting: *For: 20; Against or Abstaining: 18*

The voting demonstrated that there was no consensus view on this issue. It was agreed that the recommendations and voting should be passed to the TAB's, without further discussion.

12.7.2. Common Standard of Training Policy:

It was proposed by the working group that an IFF working party should be set up to develop recommendations for an international standard for how and when one becomes a practitioner, an assistant trainer, a trainer, an educational director.

12.7.3. Size of Trainings:

It was suggested that there are many opinions; numbers are not really the issue; the concern is quality of training. This may be helped through postgraduate structure, continuity, security in training and students learning to trust their own process.

12.7.4. Use of Practitioners in Training Programmes:

It was proposed and agreed unanimously that the IFF supports the involvement of experienced practitioners in training programmes.

12.8. It was then proposed and agreed that all the above recommendations on specific training issues (contained in paragraphs 12.7.1,2,3,4 above), including voting results, should be sent to the TAB's.

Voting: For: 38; Against: Nil; Abstentions: 1.

12.9. Finally, it was proposed and agreed that an IFF working party should be set up to develop recommendations for an international standard for training programmes.

Voting: For: 37; Against: Nil; Abstentions: 2.

13. RECOMMENDATIONS FROM WORKING PARTIES ON PROFESSIONAL ISSUES

The Assembly divided into small working groups to consider and make recommendations on a number of professional issues remaining on the agenda or arising from earlier discussions. Several groups made proposals for the setting up of committees to continue the work of these groups. It was proposed by the Secretary and agreed that the IFF should not set up too many committees, which require a formal structure. These groups should be called working parties, as proposed in the already agreed Internal Regulations. Voting: For: Majority; Against: 1; Abstentions: Nil.

13.1. Developing Common Standards for Unification: co-ordinator Nancy Schumacher. It was proposed and agreed that a working party, with a European co-ordinator, should be created to consider ways in which the process of unification could be helped by determining common standards at all levels of the profession (practitioners, assistant trainers, trainers, educational directors). The working party should bring ideas to the next Assembly.

Voting:

For: Majority; Against: 1; Abstentions: Nil.

13.2. Service Marks in Countries with no Guild/Association; co-ordinator Bonnie Humiston. It was proposed and agreed that the IFF should seek to establish protection of the Feldenkrais terms by obtaining service marks in countries where there are no Guilds, wherever possible. These marks, if attained, would be given to recognised practitioner Guilds when established. The Board of Directors would determine the process and timetable for doing this.

13.3. Research [27]; co-ordinator Cliff Smyth. It was proposed and agreed that a research working party should be established for one year, to plan how the IFF could support research. Its tasks would be to:-

- identify what research has been undertaken and published or is in progress or being planned.
- develop a proposal for the next Assembly for a Research Committee, including membership and fund-raising.
- identify possible supporters for research in the Feldenkrais Method.
- send a letter to Guilds about this and provide an article for Guild newsletters.

The working party for this year would continue as: Jan Grönholm, Robin Rudwick, Cliff Smyth, Christine Wessman-Rinman.

13.4. IFF Code of Ethics [13]; co-ordinator Susan Pinto. It was proposed and agreed that the working party, consisting of Patrice Auquier, Heitje Duhine, Susan Pinto and Bracha Renov, should continue for the coming year. Each Guild would be asked to send in their current policies on ethics; the working party would review these and write a suggested international policy.

13.5. Continuing Education and Professional Enhancement [16]; co-ordinator Rani Brøtmet. It was proposed and agreed that the IFF should support the adoption of the Continuing Education Guidelines of the Australian Feldenkrais Guild (distributed with the agenda). It was suggested that to this might be added study of anatomy, psychology, philosophy and painting, with encouragement to attend courses in parallel holistic methods.

13.6. Recognition of Practitioner Experience; co-ordinator Avri Glick It was proposed and

agreed that the working party, consisting of Patrice Auquier, Glenice Hall, Jean François Michaud, Paul Rubin and Nancy van Eck, should create a process for the recognition of merit, experience, contribution and maturity amongst those who practice Feldenkrais work. The focus for this function should be to:-

- identify people for contribution and merit in the work, recognising experience and maturity,
- identify people who could supervise students in between training segments,
- identify for educational directors, local practitioners who might be able to provide FI' s at a training. It was proposed in later discussions and agreed unanimously that the IFF should also set up a working party to discuss another avenue of recognition for practitioners which is outside the training process.

13.7. Standards of Practice for Feldenkrais Practitioners [12]; co-ordinator Michael Purcell. The decision was made at the 1993 Assembly that the IFF should develop an internationally agreed code of practice for Feldenkrais practitioners. Copies of the North American Guild's Standards of Practice had been distributed to representatives prior to this meeting, with an invitation to discuss the document with their individual members and to bring to this Assembly any suggested amendments. It was proposed, by the working party, and agreed by the Assembly, that the North American Standards of Practice should be adopted as a working document and reviewed after three years.

Voting:- For: Majority; Against: 1; Abstentions: Nil.

13.8. Resources Committee [6]: Following his report (paragraph 7 above), Christoph Görtz (chairperson) convened a meeting of the Committee during the Assembly, at which it was proposed that members for the coming year should be Heitje Duhme, Christoph Görtz (chairperson), Franca Losi Recla and Daniel Rosenfels. Michél Silice announced that he was withdrawing from the Resources Committee, but would remain as a partner. The Committee would prepare a proposal for care of the Amherst videotapes, should the Feldenkrais Foundation pass them into the care of the IFF. An expert in videotape duplication would be needed and care taken to avoid copyright difficulties. Guilds will be asked to duplicate and distribute to their members details about the ordering of the Alexander Yanai Street lessons.

13.9. Internal Regulations [2]; co-ordinator Jean Conran. Decisions had been taken which necessitated modifications to the Internal Regulations, which had been endorsed by the Assembly earlier in the proceedings (see paragraph 3 above). An amendment was now required to clause 1.2 on IFF Membership, following the Assembly's approval of the proposal (see paragraph 10.2 above) that Guilds should be able to accept as full members graduates from trainings run by Mia Segal or by Yochanan Rywerant and remain as full members of the IFF, so long as these graduates did not form a majority within the Guild. It was therefore agreed that clause 1.2 of the IFF Internal Regulations, on Membership, should be reworded:-

"1.2. National Guilds or Associations of professional teachers/practitioners of the Feldenkrais Method qualify for membership of the IFF as follows:-

1.2.1. Guilds or Associations, the majority of whose full members graduated from a Feldenkrais Training accredited by the European or North American Training Accreditation Board, qualify for full membership of the IFF, so long as any minority of full members have been trained only by Mia Segal or by Yochanan Rywerant.

1.2.2. Guilds or Associations, the majority of whose full members graduated from a Feldenkrais Training run by Mia Segal or by Yochanan Rywerant, qualify for associate membership of the IFF, so long as any minority of full members are from TAB-accredited Trainings or from Trainings run by Mia Segal or by Yochanan Rywerant. Associate member groups may enjoy the services and facilities of the IFF and may participate in its meetings, but may not vote or stand for election to official positions."

To provide more time for the Nominations Committee to find candidates for vacant positions on the Board or on Committees, it was proposed and agreed that from clause 9.2 Nominations for Elections the words, "...up until noon of the penultimate day of the Annual Assembly", should be deleted. Michél Silice proposed, additionally, that a requirement should be added to the regulations that members of the Board of Directors should be free of other major Feldenkrais responsibilities (for example, the presidency of a Guild). The IFF was too important not to be managed by people who had time for it. The Assembly felt that there was no evidence to support the view that those currently on the Board who held other positions were not making a full contribution. It was possible that such experienced people were in a particularly good position to serve the IFF. The proposal was not supported.

Note from Secretary: Representatives are asked to make these alterations to the copies of the Internal Regulations which they already have. Because of the expense involved, just one new amended copy will be sent to each constituent member group, to keep for future reference.

13.10. Integrity of Feldenkrais Method/IFF Guidelines for Dealing with Medical Insurance [19,20]: Due to shortage of time, Gregor Risi was able to report only briefly that in Switzerland there were still problems over the use of the Feldenkrais Method by people who were not properly trained. Progress had been made over the question of clients covered by medical insurance; it was requested that the IFF should draw up guidelines for dealing with this difficulty.

14. IFF MEDIATION COMMITTEE [7]

It was agreed at the last Assembly that the IFF should set up a Mediation Committee. Draft proposals, prepared by Patrice Auquier (co-ordinator of the working party set up by the Assembly), had been distributed to all constituent member groups four months previously, with an invitation to submit comments and suggestions. The co-ordinator emphasised that the purpose of the Committee would be to bring together two parties in dispute, not to impose any solution. At least three members were required for the Mediation Board, which would be responsible for administering the ongoing system. The Board would be helped in its work by a Mediation Pool, consisting of people nominated by their Guilds and considered competent regarding education. Correspondence could be passed directly to a member of the Mediation Board or passed through the address of the Secretary (who would not read the letter and would therefore need to be given an indication of the subject contained). Information about

the Committee would be circulated through IFF and Guild newsletters. The Mediation Committee would at present handle only disputes which arose within the membership of the IFF. Consideration would be given as to whether or not the TAB's would wish the IFF to mediate for trainings and training organisers. It was proposed by Patrice Auquier, on behalf of the Board of Directors, and agreed unanimously by the Assembly that the Mediation Committee should be set up as proposed in the draft document.

Voting: For: Majority; Against: Nil; Abstentions: Nil.

15. ELECTIONS [21]

15.1. The Nominations Committee (Michael Purcell, Christine Wessman-Rinman) reported that candidate had been found for the new office of Vice-President (see item 2.2 above). It was proposed and agreed that for this year the choice of a Vice-President should be left to the Board of Directors.

15.2. The following officers and directors were appointed to the Board of Directors by acclamation, in the absence of alternative nominations:- Secretary for two years: Bonnie Humiston (North America); Treasurer for three years: Nancy Schumacher (North America); Director for three years:

Christoph Görtz (Germany); Director for two years: Christine Wessman-Rinman (Sweden).

15.3. Substitutes for the Board of Directors would continue from the previous year:- Marianne Eriksson (Sweden), Philippe Leblond (North America), Franca Losi Recla (Italy), Michél Silice (Feldenkrais Family).

15.4. Nominations for election to the Mediation Board were:- Kari Brøtmet (Norway), Olivia Cheever (North America), Edward Dwelle (Forum), Jerry Karzen (North America), Barbara Piepper (North America), Michél Silice (Feldenkrais Family). Following a ballot, Kari Brøtmet and Edward Dwelle were declared elected. Olivia Cheever and Barbara Piepper were elected as substitutes.

15.5. Nominations for election to the Finance Committee as sub-treasurers were:- Patrice Auquier (for the European account), Sam Nelson (for the North American account), Cliff Smyth (for the Australian account). *Voting: For: Majority; Against: 1; Abstentions: Nil.*

16. DATE AND LOCATION OF 1995 IFF ANNUAL ASSEMBLY [23]

16.1. It was proposed by the Board of Directors that the Assembly should accept the German Guild's offer to host the 1995 Annual General Assembly in Heidelberg. This would precede the European Feldenkrais Conference by a few days and enable representatives to attend both events. It was recognised that once a permanent IFF Office had been established, it might be possible to hold the Assembly in the same place each year. The Treasurer confirmed that there is not sufficient money available for the setting up and equipping of a permanent office [see agenda item 22]. The Secretary pointed out that there were positive advantages in asking Guilds to take it in turns to host the Assembly. The immense work involved in organising an international assembly could be shared and better understanding promoted through visiting each other's countries. This also provided an opportunity for practitioners in the host country to become more aware of the work of the IFF. It was agreed unanimously that the 1995 Assembly should take place in Heidelberg.

16.2. The Assembly divided briefly into working groups to generate ideas for the next Assembly. These were collected and passed to the Board of Directors to help them in their planning.

17. CLOSING CEREMONIES

The President, François Combeau, thanked the members of the Unification of Membership Committee for the valuable work they had undertaken during the past two years in moving forward the processes of unification; their original brief had now been achieved. Gregor Risi thanked the Secretary, Jean Conran, for her years as Secretary of the IFF and she received a standing ovation. Jean wished Bonnie Humiston well as her successor. Nomi Doron thanked Michél Silice for his generosity in hosting this Assembly. Christine Wessman-Rinman also expressed thanks to Michél and presented to Jean, to François and to Michél gifts from the Swedish Guild. Nancy van Eck presented Michél with a framed photograph that she had taken of Moshe during her training. Michél thanked the Assembly for coming to share the experience in Tel-Aviv. He expressed some disappointment with the Resources Committee and stated that he is looking for equality for everyone and that steps forward have been too small and too few. He stated that the Feldenkrais Family wishes to withdraw from the IFF for one year. François expressed his sorrow at this and hopes to continue working with him. Paul Rubin stated that he was confident that the IFF will progress and that Michél will be with the Assembly next year. François warmly thanked Michél for inviting the Assembly to Tel-Aviv and for arranging activities and facilities, which helped the meeting to succeed. He stated that there have been ten years of growth and much success. As a federation, it is important for the IFF to foster communication all over the world. Patrice Auquier finally thanked the President, François Combeau, for his fine leadership and work on behalf of the IFF. The President closed the IFF's third Annual Assembly with thanks to all those who had attended and contributed to this most successful Assembly; he looked forward to meeting again in Heidelberg.

Note from Secretary: It should not go unrecorded in these minutes that the IFF was able to hold its Assembly in Israel through the generosity of Michél Silice and the Feldenkrais Institute of Tel-Aviv. He bore the full cost of accommodating the Board of Directors and the representatives of the constituent member groups, together with the cost of the facilities made available for the meetings in the Ramada Hotel. Those attending the Assembly were also privileged to be invited as guests to the commemorative celebration of the life of Moshe, which was held in Tel-Aviv on 29 May.

R. Jean Conran, IFF Secretary until close of 1994 Assembly.