

INTERNATIONAL FELDENKRAIS FEDERATION
12th ANNUAL GENERAL ASSEMBLY AND EXTRAORDINARY GENERAL
ASSEMBLY
MAY 29th – JUNE 1st 2003, SOESTERBERG, THE NETHERLANDS.

Present: See Appendix # 1

Apologies: Francois Combeau – Public Officer, Asociación Mexicana del Método Feldenkrais, Feldenkrais family,

Proxies: None received

Tellers: Andrea Wiener and Sabine Graf-Pointer were appointed. Ragi Zubler was appointed as a substitute teller if required.

1. Welcome

The Annual General Assembly opened and participants were briefly welcomed followed by an ATM led by Francesca White, Australian Feldenkrais Guild.

We then broke into 3 smaller groups, which rotated, to consider 3 questions:

1.1 What outcomes from the Assembly would be useful for you and your community?

1.2 What have you heard or read about the IFF Academy by now?
In what activities have you participated in?

What is your interest in the IFF Academy and its activities, and what would be of value to your community?

1.3 What were your interactions with other IFF member organizations during the last year?

Why did you make contact?

What was the nature of the interaction?

2. Presidents Address (see Appendix # 2)

Cliff Smyth addressed the history, functions, the roles of the members and Board and future direction of the IFF

3. Achievements (see Appendix # 3)

The achievements of the IFF during the 2002 – 2003 year were presented

4. Minutes from IFF Annual General Assembly 2002

Proposal:

'That the Minutes from the 2002 annual General Assembly be approved'

Moved: Victoria Swann

Seconded: Francesca White

Unanimously agreed.

5. Member Issues

Janie Randerson reported that we had kept contact during the year with Japan and Finland who continue to be interested in joining the IFF in the future. There had also been some enquiries from other interested bodies.

The Svenska Feldenkraisforeningen resigned their membership during the year due to decline in membership numbers and activity. They appreciated their time of involvement with the IFF.

The Assembly received application from Asociación Mexicana del Método Feldenkrais for admission as Full members of the IFF. It was confirmed that this Guild is in complete compliance with the current membership criteria and a short statement from their President was read.

Proposal:

‘That the **Asociación Mexicana del Método Feldenkrais** be accepted as Full members of the IFF by this Assembly’

Moved: Victoria Swann

Seconded: Francesca White

Unanimously agreed.

6. Member Organisation Survey

Ten member organizations had been able to complete the Survey advised in Update# 20. Some initial collation of data gathered was presented. Further examination, collation and reporting of the gathered data is planned in the coming year. Members complimented the Board on the usefulness of the Survey, which was very successfully organised by Janie Randerson and Rineke Brinkhof with the assistance of a consultant.

7. Educational Materials and Archives (see Appendix # 4 for the full report on the IFF Educational Materials program and Archives project)

Educational Materials Portfolio Holder, Cliff Smyth, gave an extensive report on this area of activity. The IFF recovered archival materials from the Feldenkrais Institute in Tel Aviv after the last Assembly. There are many tasks involved in cataloguing, identifying, copying and preserving these materials. This project will take a lot of human and financial support. Some materials will be suitable for publication.

In addition some volumes of Alexander Yanai were produced. A sale of bulk orders for the Alexander Yanai volumes produced the highest sales in the history of the IFF subsidiary, the IFF Distribution Centre Inc (DC). Cliff thanked again Michél Silice-Feldenkrais, nephew of Moshe Feldenkrais, for his continuing support for the IFF's role in publishing Moshe

Feldenkrais' materials. Cliff also thanked our Project Manager, Penny McCormack, who organises the day to day operations of the DC.

8. New Websites Presentation

Rob Black presented the culmination of our work in the past year to redevelop the Public, Member, and Practitioner websites. We now have the facility to have interactive areas for both maintenance and Academy pages which will allow more involvement of our members and their own members. An example demonstrated was how to easily correct contact information. Cliff Smyth thanked Rob Black for his enormous work on the websites this year.

The easiest way to gain access to the new sites is through:

<http://www.feldenkrais-method.org/iff/>

Passwords are required for entry into the interactive and collaborative parts of the website.

<http://www.feldenkrais-method.org> remains the address for the Public website.

9. Professional field.

Small groups formed to consider the following questions:

9.1 What do the terms "profession" and "professional" mean to me personally?

9.2 What is the difference of **my** understanding of the terms profession and professional and the understanding in my society of these terms?

9.3 Where is the Feldenkrais Community of my country on the way to a professional use of the Feldenkrais Method?

10. Search Committee Report (see Appendix # 5)

This Committee was formed during the year and distributed a report. They are still looking for potential candidates.

Discussion: One way to recruit people is for them to work around the Board in committees and working groups. There was discussion of difficulty of finding a Treasurer. The Board will look at the possibility of appointing a paid Treasurer. We would need to change Statutes and Internal Regulations. We would need to have someone outside to do complex bookkeeping and higher financial management functions. Ultimately responsibility for financial management lies with the President. Markus Riesen offered to stand on the Finance Committee to look at organising outsourced financial management.

11. Science Conference Announcement

Flyers from the FGNA announcing a Science meeting in Seattle in Aug 20-22, 2004 were distributed. Roger Russell talked about the conference in Paris in December 2002. The FGNA has taken up this idea and is organizing a conference. They engaged six well known scientists who talk about the sense of self, including Daniel Stern. Each speaker will be put together with a Feldenkrais teacher, trainer, who has a lot of experience to

prepare a session involving presentation, ATM and discussion. Out of this conference there will be made a document.

12. IFF Purposes and Means (see Appendix # 6)

Cliff Smyth introduced the new Statement of Purposes and Means. He indicated that it is usual for an organisation to change this statement after 12 years of actual functioning. Our French associations' lawyer also indicated that we needed to include a Statement of Means in the Statutes. Marianna Lacina, Uta Ruge, George Krutz and Cliff Smyth were a working group to develop the new statement of purposes. Each talked about the process of developing them and the thinking behind them. The group sought to develop high level statements that would allow for development over time. Compared with the original Statement of Purposes, the new Purposes are less formulated on a pragmatic level, instead capturing current functions of the IFF. The topic of basic training/education is excluded in the new version. The ethical guidelines were not included, as this has been achieved in all guilds. The emphasis is on visionary function, international co-operation, educational materials, the professional field and contact with other disciplines, institutions and society. Most important also was the development of a Mission statement within the Purposes. The IFF also has a symbolic role.

Proposal:

'That the new IFF Statement of Purposes be adopted.'

Moved: Daniel Clenin

Seconded: Richard Ehrman

Unanimously agreed

Statement of Means

There was some discussion of the grouping of some items and whether some should be subsumed in others. In the end there were no amendments proposed.

Proposal:

'That the new IFF Statement of Means be adopted.'

Moved: Francesca White

Seconded: Marianna Lacina

Unanimously agreed.

13. IFF Statutes

The working group of Glenice Hall, Bonnie Humiston, Leila Malcolm, Janie Randerson and Ragi Zubler reviewed both the Statutes and the Internal Regulations to make them more congruent, functional and readable. We had been advised by our lawyer that we were required under French law to make a number of additions to the Statutes. Changes to our Statutes require an Extraordinary General Meeting to be convened and require a 75% majority vote for approval.

The Annual General Assembly is adjourned.

The Extraordinary General Meeting is opened.

Proposal:

‘That the proposed changes to the IFF Statutes be adopted.

Moved: George Krutz

Seconded: Nadine Yasikoff

Proposal amendments:

The final sentence under article 19 Insurance “the end 2003 be removed”.

Moved: Janie Randerson

Seconded: Marianne Lacina

Unanimously agreed

Proposal:

‘That the new Statutes as proposed and amended are adopted by the Extraordinary General Assembly.’

Moved: Janie Randerson

Seconded: Marianne Lacina

Unanimously agreed.

Extraordinary General Assembly is closed and Annual General Assembly reconvened.

14. IFF Internal Regulations

The same working group reviewed this document and recommended some proposed changes. Some amendments (see Appendix # 7) were distributed and discussed. Most changes related to formatting and clarification of intent.

Proposal amendments:

‘That the amendments as circulated to the proposed changes to the IFF Internal Regulations be accepted’

Moved: Victoria Swann

Seconded: Ragi Zubler

Unanimously agreed.

Proposal:

'That the IFF Internal Regulations as amended be adopted by this Assembly.'

Moved: Paris Kern

Seconded: Nadine Yasikoff

Unanimously agreed.

15. Competency Project

Statements from Member organisations: Each member organisation was invited to make a statement about competency project. A second round of statements identified concerns about the project. These were recorded and collected. During the break these were grouped and representatives were invited to place dots on the items that were of most interest or concern to their organisation.

Overall there was support for the project. Some main points included: the belief that the process of exploring competencies is fundamental to our work. On any outcome the whole community needs to agree, therefore all need to agree on process and IFF is place it can happen and facilitate this process. It is considered too big a challenge for an individual member. The project should provide useful documentation for the larger society who wants to know what it is we do and also will be useful for reflecting on our practice of the Method. The competency profile will contribute to recognition and be an instrument of communication with other professions. It will provide solid support for national organizations. The process is more important than the product; process of exploring competencies is a tool for learning. There is respect for the value of work that has been done at a global level. Members are looking forward to the project happening more and involvement at the local level – processes that have results for practitioners and members. It is stimulating for members.

Concerns were that the project should look at differing ways that competency is defined in different cultural contexts, and that this be included into design of process. Some were not sure we would want a competency based certification of Practitioners. The project should include more people so learning occurs over a wide base. Fundamental understanding of Moshe's work should keep pace with profile. Also that external models of competency are not relied on too heavily. It is important that there is a continued cross pollination of the TAB / IFF processes. External perceived pressures should not distort or compromise the process. Variety of practitioners levels of experience be consulted. Concerns were raised about the cost of the project. Information to practitioners must be in digestible and broken down steps. It was expressed that information about the project must be clear and that it is not seen as being imposed. Discussion about process – some feel that not following what was outlined. Want concrete ideas how to get information about the project out to members.

Background: In 1999 there was a mandate to start process, in 2000 a Competency "thread" was established within the Academy idea and interwoven with a Quality "thread". In 2002 the Competency team realised the need to go out to get more participation from the community. The project action-research team is Rob Black, Rineke Brinkhof, Markus Riesen and Cliff Smyth. Vote proposed for Sunday for a Steering Committee of 4-6 people.

Discussion: Who oversees development, implementation and finances? A role description for Steering Committee was circulated in an Update before the Assembly. Status of the

current reflective group should be determined by Steering Committee. Concerns were raised about the role of the Steering Committee, mandate from the Assembly and responsibility to the Board. A Working Group will be formed later in the Assembly, and will discuss these issues.

16. Agenda items from Member Organisations

There was a short presentation of 3 member items, from Associazione Italiana Insegnanti Del Metodo Feldenkrais, Feldenkrais-Gilde Deutschland e.V and Feldenkrais Guild of North America, followed by discussion in groups and reporting back to the Assembly.

16.1 Associazione Italiana Insegnanti Del Metodo Feldenkrais Item

This group reported their discussion of ideas that could be pursued by the AIIMF. A number of European guilds offered support. It was suggested that the EuroTAB Council administer the gathering of information around complementary health legislation in Europe. Leila Malcolm agreed to follow this up.

16.2 Feldenkrais-Gilde Deutschland e.V. Item

This group reported discussion around service marks and training issues that are significant in this context. Would like to continue to have discussions with other members, particularly those who do not hold service marks and how they distinguish their members from non-member Feldenkrais teachers. Also wish to have this dialogue in the context of competency. The Guild will continue to build up political weight for the Guild members who adhere to codes of ongoing learning etc. (A report on the service mark lawsuit in Germany by Joerg Cezanne had previously been circulated in the Assembly).

16.3 Feldenkrais Guild of North America Item

There is good support for an International celebration of the centenary of Moshe Feldenkrais' birth – May 6 2004. Ideas included the global teaching of an Awareness Through Movement lesson that could be available as streaming video or audio, or available on CD or videotape. It was suggested this day of honouring Moshe globally coincide with the publication of his biography. An ongoing working group will be formed from this Assembly (see 28).

17. IFF Diploma

There was extensive discussion of the IFF Diploma. The Board clarified that under the proposal passed at the last Assembly, that they will continue administering a diploma signed by ED until June 30th 2003. No proposals were made in advance of this Assembly. This Assembly would have to make a decision if there is to be a continuance of this role.

Arguments against continuing the Diploma focused on the legal risk to the IFF and the fact that a Diploma issued by the IFF does not reflect the actual lines of authority in the community (that is, guilds delegating to TABS to Accredite trainings and Certify Trainers and Assistants, TABs authorising Educational Directors to graduate trainees). Membership of a guild is not dependent on IFF or international diploma.

It was argued that there is an interest in having an international diploma among trainees, especially in Europe and Israel. Some representatives expressed concern of the loss of

the symbolic commonality that is represented by the IFF Diploma. Ilan Jacobson argued that if the Diploma goes, the meaning of being together goes also. For the Israeli guild the question is if we have common piece of paper.

It was announced that EuroTAB and the EuroTAB Council are currently discussing the possibility of a standardised text for a certificate of training completion, which could be used in Europe. Leila Malcolm indicated all EU guilds in favour of having International diploma, signed by the Educational Director and organiser and administered by TAB for those training organisers to use. Tied into European identity. Wording could include: Person has met the international training accreditation standards in FM. The EuroTAB indicated that they could not sign such a diploma. The EuroTAB Council and the EuroTAB will discuss the options for them.

Proposal:

‘That this IFF Assembly acknowledges that the IFF will stop administering the Diploma as of 30 June 2003’.

Moved: Nadine Yasikoff

Seconded: Markus Riesen

For: 47

Against: 3. Israeli Feldenkrais Qualified Practitioners Association requested that it be noted that they opposed this proposal.

Abstentions: None

The proposal was accepted.

18. Financial report Non profit (see Appendix # 8)

Treasurer Rob Black presented this report and explained the implications of fee increases on the budget over the next two years. Details contained in the report were explained and summarized. A projected budget for 2003, 2004, and 2005 was presented with the possibilities related to varying percentages of fee increase.

Proposal 1:

‘That the membership fees stay the same until the next Assembly’

Moved: Nadine Yasikoff

Seconded: Victoria Swann

Unanimously agreed

Proposal 2:

‘That we accept the Financial Report for 2002’

Moved: Francesca White

Seconded: Uta Ruge

For: 48

Against: 0

Abstentions:2

The proposal was accepted.

Proposal 3:

‘This Assembly adopts the 2003 Budget, acknowledging that some areas will be rebudgeted’

Moved: Cliff Smyth

Seconded: Paris Kern

For: 48

Against: 0

Abstentions: 2

The proposal was accepted

19. Working Group Proposals

The following groups formed and met during the Assembly:

19.1 Steering Committee for Competency Project

Proposal:

1. The Assembly supports the continuation of the IFFs competency development project.

2. The Assembly mandates the Board of Directors to create a Steering Committee to oversee the Competency Development Project according to the following criteria:

A. Proposed Role Description

- Ensure the project proceeds in a way that is consistent with its mandate, aims and the needs of the IFF member organisations and the Feldenkrais professional community.
- Generate support for the project among member organisations and among practitioners
- Report about the project to the Board and to the Assembly
- Represent the project to the Feldenkrais professional community

- Continuous liaison with the IFF Academy

B. Proposed Criteria for Suitable Candidates for the role

- Knowledge of competencies and/or related fields, such as competency development,, assessment, professional development, and of the Feldenkrais professional community
- Experience in project management
- Ability (knowledge, skills and standing in the community) to represent the project to the Feldenkrais professional community and the community in the project
- Good written and verbal communications skills
- Access to e-mail and the Internet for communication and web based document development
- Ability to work in a team
- Support for the competency development process
- Ability to develop consensus among communities

3. The current working group will support the Board in the establishment of this Steering Committee. Members of this group are Markus Riesen, Marianne Lacina, Rineke Brinkhof, Sandra Sampietri, Victoria Swann, Allison Rapp, Andrea Wiener.

Moved: Markus Reisen

Seconded: Alison Rapp

Unanimously agreed

19.2 Moshe's Centennial

Proposal:

'That a Working Group be formed to develop plans for the international celebration of Moshe Feldenkrais' centennial, the working group be given space on GME Website and that the group would consist of 5-7 persons'.

Moved: Marianne Lacina

Seconded: George Krutz

Unanimously agreed

19.3 Schweizerischer Feldenkrais Verband Logo

The two proposals specified in the Agenda were discussed and a working group was formed. They returned with the following:

Proposal 1:

1. The Assembly expresses its principal readiness to adopt the current logo as an international logo of the Feldenkrais Method. The Assembly further expresses the wish that the logo will be made available to practitioners in all countries within a reasonable time- and a manageable financial frame.
2. In order to prepare a final decision by the Assembly 2004 a working group will be formed with the following mandate:
 - to examine all aspects of an international administration of the logo
 - to examine especially costs, liability issues, levels of legal protection, the implications of applying different criteria for the use of the logo in different countries, conditions of a possible transfer of rights and responsibilities from the SFV Schweizerischer Feldenkrais Verband to the IFF
 - to present several alternative models how the logo could be administered internationally by December 2003
 - to do a survey among the member organisations on which model they would prefer prior to the assembly 2004
 - to present to the Assembly 2004 a draft motion on how the logo will be administered in the future.

Proposal amendments:

1. Line 1:

The Assembly expresses it's readiness, **in principle**, to

2. That a maximum budget of 3000 Euro be allocated, with any total expenditure exceeding 1000 Euro, to be approved by the Board of Directors.

Proposal 2:

'That the amendments as proposed be adopted'.

Moved : George Krutz

Seconded: Sylvia Weise

Unanimously agreed

Proposal 3:

"That the logo proposal be accepted as amended"

Moved: Ragi Zubler

Seconded: Paris Kern

For: 49

Against: 0

Abstentions: 1

The proposal was accepted

- 19.4 Archives and Educational Materials Committee** Assembly Working Group of Richard Ehrman, Cliff Smyth, Ilan Jacobson and Ted Presland have had 2 meetings during the Assembly and have developed an active work plan for the year.

The Board has agreed to appoint Ilan, Richard and Cliff to be the Materials Committee of the Board for 2003-2004. We may need to recruit additional members, especially for a committee for the archive project.

Immediately they will look at priorities for publication – financial, historical, educational - and try to energise existing projects that have become stuck.

They will look at marketing options, such as releasing materials on subscription. They will develop a role description for an IFF Distribution Centre Board and advisory committee. They will try to form an archive Working Group with tasks as indicated in the Educational Materials report.

Alison Rapp indicated that many Trainers and Assistant Trainers wish to take a strong stance on the culture of copying educational materials in our community and will work together with the IFF to reduce this.

19.5 Finances

Proposal:

‘That a working group be formed to propose the fee increase needs of the IFF by the end of November 2003. The working group will develop a three year financial plan covering 2004, 2005, and 2006. The working group will consider several options of raising fees regarding percentage or fee structures.

Moved: Rob Black

Seconded: Uta Ruge

For: 48

Against: 0

Abstentions: 2

The proposal was accepted

19.6 Membership Development

Proposal:

‘That a working group be formed to investigate how IFF member guilds can increase membership, finances and viability’.

Moved: Paris Kern

Seconded: Sylvia Weise

Unanimously Agreed

20. IFF DC Inc. Finances (see Appendix # 9)

IFF Educational Materials portfolio holder, Cliff Smyth, reminded the meeting that the AGM of the wholly owned subsidiary, the IFF Distribution Center Inc, a corporation in the State of Oregon, USA, is at the post-Assembly Board meeting.

He presented the IFF DC Inc. financial report for April 2002 to June 2003 for the information of members. The overall cash flow was the best in the history of the organisation - over \$185,000 - due mostly to the special sale of bulk orders of the Alexander Yanai materials, along with the availability of new AY volumes. Despite this, due to accounting factors, such as taxes, the value of stock and subscriptions, the report shows an operating loss. However, the actual cash flow situation has left us with \$66,000 in the bank and available for producing new materials and paying our ongoing expenses in 2003-2004. The DC owes the non-profit about \$71,000 in loans (originally funds from the Feldenkrais Foundation) and this is similar to the total assets of the DC.

21. Mediation Report

There was nothing to report from this area.

22. Secretarial Report

Communication and connection with forming and interested groups reported in 5 above

23. Finance Committee

There was no report from the Finance Committee.

24. Representatives Report from the Assembly

A new initiative this year is to bring out an 8 page report as soon as possible. It is suggested to include:

1. Presidents Address
2. Academy Report
3. Report from Academy Day
4. Competency Project Report
5. Materials/ archives/logo/diploma/website
6. Board - new/old
7. Each member organisation's report of the Assembly

8. IFF year to come

Five representatives undertook this task with support from the Board. This will be in addition to, and not replace, the official minutes from the Board.

25. Elections

Board Size

Cliff Smyth reported on the Board's thinking on the size of the Board. It has agreed to 'slow down' this year. In addition there is shift in focus, with more work being carried by working groups and committees: The Materials Committee is being revitalised, we hope the Finance Committee will be more active, we have volunteers for Academy projects.

At the moment we have not been able to find a Treasurer to do the job fully, so we propose the minimal requirements only be met by the incoming Treasurer - and Markus Riesen has volunteered to fulfil this role, while we move towards professionalising the financial management. That person may also move in to some administrative tasks and eventually towards an Executive Officer position. We can also use some of the financial resources for administrative support applied on a task or project basis. Taking all this into account the Board proposed to reduce BOD size by one from 9 to 8.

Proposal:

'That the size of the Board of Directors be reduced by one from 9 to 8'

Moved: George Krutz

Seconded: Sylvia Weise

Unanimously Agreed

Nominations were taken from the floor.

There being no objections to a vote by acclamation, the following nominated Directors were elected unanimously by acclamation:

| | | | |
|-----------------------|------------|----------------------|----------------------|
| Vice President | 3yr | Rob Black | North America |
| Treasurer | 3yr | Markus Riesen | Switzerland |
| Director | 2yr | Daniel Clenin | Switzerland |

Nominations and successful election to the following positions were held:

Substitute Directors **1yr**

| | | | |
|------------|------------------------|--------------------|----|
| 1 | Marianne Lacina | Switzerland | |
| 2 | Uta Ruge | Germany | |
| 3 | Paris Kern | USA | |
| First vote | Marianne Lacina | Switzerland | 11 |

| | | | |
|-------------|-----------------|-------------|----|
| | Uta Ruge | Germany | 8 |
| | Paris Kern | USA | 3 |
| | Invalid | | 1 |
| Second vote | Marianne Lacina | Switzerland | 12 |
| | Uta Ruge | Germany | 11 |
| Third vote | Uta Ruge | Germany | 15 |
| | Paris Kern | USA | 8 |

There being no objections to a vote by acclamation, the following Substitute Director was elected unanimously by acclamation:

Associate Director Substitute 1yr:

Frances Schorer The Netherlands

There being no objections to a vote by acclamation, the following Committee Members were elected unanimously by acclamation:

Finance Committee

- | | | |
|---------|------------------------|---------------|
| 1. 2 yr | Eitan Sarig | Israel |
| 2. 3yr | Lena Brannstrom | Sweden |

Mediation Committee:

- | | | |
|--------|--------------------------|--------------|
| 1. 3yr | Giovanna Dolcetti | Italy |
|--------|--------------------------|--------------|

Nominations and successful election to the following substitute positions were held:

Mediation Committee Substitutes 1yr:

- | | | | |
|------------|----------------------|--------------------|----|
| 1. | Ragi Zubler | Switzerland | |
| 2. | Mette Ulsteen | Norway | |
| First Vote | Ragi Zubler | Switzerland | 18 |
| | Mette Ulsteen | Norway | 5 |

26. Future IFF Assembly Sites

Israel, Italy and Switzerland each proposed sites for the 2004 Assembly. Discussion included support for the Assembly to be held in different member countries. Support was also expressed for the Assembly to be held again in Soesterberg. After the initial Academy Day was integrated into the Assembly this year, many supported this happening again.

The Board of Directors will consider the details of all the proposals and advise the members of their decision.

We were advised again of the March 2005 European conference to be held in Berlin. Interest was expressed in bringing the IFF Assembly and Academy activities around this event.

27. Donation from Berufsverband der Feldenkrais-Lehrerinnen und Lehrer Schweiz

Daniel Clenin reported that as a result of the dissolution of the Berufsverband der Feldenkrais-Lehrerinnen und Lehrer Schweiz, a donation of 2,500 Euro has been made to the IFF. There is a request that this amount be applied to a specific project.

28. Working groups for the coming year

28.1 Logo

Ragi Zubler

Joerg Cezanne

Andrea Wiener

Rupert Watson

28.2 Membership Development

Paris Kern

Frances Schorer

Silke Bonardi

Victoria Swann

Nadine Yasikoff

28.3 Fee Planning

Rob Black

Lena Brannstrom

George Krutz

Leila Malcolm

Uta Ruge

28.4 **Moshe Feldenkrais' Centennial**

Nadine Yasikoff

Dietlinde Fritsch

George Krutz

Rupert Watson

Roger Russell

27.5 **Educational Materials and Archives**

Ilan Jacobson,

Cliff Smyth,

Richard Erhman

28.6 **Competency Steering Committee**

To be confirmed on proposal

29. Functional outcomes from the Assembly

The following achievements of the Assembly were confirmed:

FUNCTIONS

Academy

Competency

Finances

Maintenance

Communications

Materials

ACHIEVEMENTS

Further growth due to greater participation

Creation of Steering committee

Contracting of financial management

Major documents adopted

GME Website installed, professional support

Materials & Archives Committee established

30. Closing of the Assembly

We completed with another round of groups meeting with BOD members and considering the following questions:

30.1 How will the outcomes of the Assembly meet the needs of your community?

30.2 How will you further implement the Academy activities in your community?

30.3 What interactions did you have with other IFF member organisations during the Assembly that will continue?

Respectfully submitted,

Janie Randerson

Secretary for IFF Board of Directors, August 2003

Appendix #1 Participants IFF Assemblies 2003

The Australian Feldenkrais Guild

Francesca White

Feldenkrais Verband Oesterreich

Dietlinde Fritsch

Feldenkrais France

Silke Bonardi

Feldenkrais-Gilde Deutschland e.V.

Helga Bost, Sabina Graf-Pointer, Uta Ruge, Sylvia Weise

Israeli Feldenkrais Qualified Practitioners Association

Ilan Jacobson

Associazione Italiana Insegnanti Del Metodo Feldenkrais

Giovanna Dolcetti, Sandra Sampietri

Nederlandse Feldenkrais Vereniging

Frances Schorer

New Zealand Feldenkrais Guild

Rupert Watson

Norsk Forbund for Autoriserte Feldenkraispedagoger

Mette Ulsteen

Feldenkrais Guild of North America

Richard Ehrman, Paris Kern, George Krutz

Svenska Forbundet for Auktoriserade Feldenkraispedagoger

Lena Brannstrom

Schweizerischer Feldenkrais Verband

Marianne Lacina, Nadine Yasikoff, Ragi Zubler

The Feldenkrais Guild U.K.

Leila Malcolm

Australian Training Accreditation Board

Victoria Swann

European Training Accreditation Board
Ted Presland

North American Training Accreditation Board
Allison Rapp

IFF Board Members

Rob Black
Rineke Brinkhof
Daniel Clénin
Jutta Kojalek
Barbara Pieper
Janie Randerson
Markus Riesen
Cliff Smyth

ASSEMBLY HOST:
Marlies Hanebrink

ASSEMBLY GUESTS:

Feldenkrais Gilde Deutschlands e.V.
Joerg Cezanne

North American Training Accreditation Board
Andrea Weiner

Trainer
Roger Russell

OBSERVERS:

Ludmila Divkova Sooky, Slovakia
Boris Webler, Feldenkrais Network International e.V.

VOLUNTEERS:

Annemarie Bleeksma

Tjitske de Boer

Marlies Deckers

Monica Duynstee

Barbara Roodnat

Sytske Teeuwen

Barbara van Zoest

Appendix # 2 Opening Remarks by Cliff Smyth, President, to Representatives from Member Organisations

**12th International Feldenkrais Federation Assembly,
Soesterberg, Netherlands, 2003**

(Edited transcript)

I was thinking about how to give this talk as I was out walking in the woods behind this centre. It reminded me a lot of fairy tales out there for me – the woods with rows of trees and lanes through them. I remember in fairy tales often you come to a crossroads, or a bridge, and a wizard or a crone leaps out in front of you, and asks, “Where have you come from? Who are you? And where are you going?” I won’t presume to answer all those questions for the community, but I would like to just say a few words on those themes.

I am the only person who has been to all the IFF Assemblies, so I think it’s a good chance to reflect a little bit on where we’ve come from. I have the luxury of doing that a little bit. It’s also important to understanding where we’re going and who we are.

The IFF was founded in 1992. Thinking of our 12 year history now, there seems to have been three main periods. There’s the 1992 to 1994 period where we got established. There were a lot of conflicts in the community, conflicts between guilds and TABs, between types of guilds and types of practitioners... There was also fear that maybe we would split, and that the differences between us would become too great. People really wanted to have an international forum, for the guilds in Europe to be relating to the guild in America, and the new guild in Australia.

So the organisational model in those earlier assemblies was a quite political one. People were standing up, giving speeches, forming committees, putting forward resolutions and proposals... it was very conflictual sometimes. Daniel Clenin was there for some of those meetings and remembers how these meetings were. For me, as a new practitioner, to be facilitating sessions and to say to Yochanon Rywerant, ‘Okay, Yochanon, you’ve had your ten minutes now, sit down please.’ This was quite something!

This was also a world just after the fall of the Berlin wall. So there was this sense of optimism about improvement in the world and of political possibility, that there were political solutions to things. And sometimes there are.

To some extent, at that time, the IFF was a ‘good idea’, it was like, ‘We all believe in internationalism’, and so the IFF. A good idea to be together, and a good idea to share. This is still one of the main benefits of the IFF. Rob Black was saying the other day, that when he was on the FGNA Board, they had this sense that people would come to the IFF and come back a little changed in some way. That the sharing of different perspectives, and the different experience in different countries and different cultures, different practitioners, really did something. I think that benefit is really still very much with us.

We also started delivering some services to our members, in the forms of publishing materials, producing a newsletter and a journal, and that kind of thing. So there was also a model of service delivery to practitioners.

Then from 1995 to 1999 was a visionary period in IFF history. We started to really talk about the practitioner and the practice of the Method. Previously there had been a lot of focus on training programs. The question of whether we are a profession – which we’re talking about again at this Assembly – was first discussed in 1995 in Heidelberg. The first working group on ‘profession’ was there. We adopted the Standards of Practice as a recommended standard at that Assembly – and talked about ethics. In 1997, Sylvia Weise, you came to the Assembly bearing the Berufsbild – a

description of professional tasks in a new multidisciplinary field. (Subsequently Barbara Pieper, the other author of the Berufsbild, also came to visit us – and joined the Board!) I remember there was a lot of excitement about the Berufsbild – and also some people were a little astonished. What do you mean you can try and describe the practice of the Feldenkrais Method? And: Who are these two practitioners to write a document like this? But this interest – in starting to describe what we do in our work – also emerged in that period.

Our organisational models in that time were very much about doing visionary work, and our first vision exercise was in Heidelberg. It produced some results like this, this is what people wanted to have happened in the future: that the Feldenkrais Method is a recognised profession; that there are national and local guild offices; resource centres run by the guild; forums for the development of the Feldenkrais Method; forums to address research; networks of study groups; the quality of practitioners has increased; most practitioners have successful practices; many of Moshe's materials are available; more continuing education... So you can see that we've actually achieved some of the things in that vision and some of them we're still very much working on and thinking about – perhaps now in new frames. But it's interesting to go back see some of that some of our concerns then and now.

We also talked about visionary leadership and we did a lot of research into things: What did mentorship and supervision mean in different cultures? What does a successful practitioner need to do? These were some of the tools we used as a group.

However, even through this period, often the IFF was very much an Assembly-to-Assembly kind of organisation. The focus of the Board was on preparing the Assembly, and the focus of the membership was on the Assemblies. Meanwhile in the wider world, this period – 1995 to 1999 – was a period of economic expansion and relative peace in the world. It was a period that saw the expansion the idea of the European Union. A relatively stable, expansive period in the world, as well as in the IFF.

In the guilds in this time, there was a recognition, I think, of the value of the IFF Assembly in terms of modelling. Many guilds took home ideas from the processes that we did at the Assembly and created 'IFF Days' and similar events. That culminated in 1999 in Baltimore where Donna Blank and Bonnie Humiston brought the 'Appreciative Inquiry' process into the Assembly, and we really did a major visioning exercise there together. There was a set of really wonderful 'IFF Values' that came from that process and the beginning of the whole 'quality and competency' direction for the IFF.

From 2000 to 2003 we've really been grappling with how to implement a vision. The content of our discussions has been around quality and competence, and the Academy emerged from that process. One of the models we started to use at this time was to use the Assembly as a place for experimentation, for actually engaging with the practice of the Method and the content of the Method here in the Assembly. It was an experiential and participatory model – one that allowed new forms to grow. A shift more to a functional orientation, rather than a structural or visionary kind of orientation.

Of course, this new direction meant changes in the organisation. It meant that we had to start really doing project management. Also, that the organisation had to become less Assembly-to-Assembly. The Board started introducing phone meetings, electronic meetings, and our workload increased, as we started to manage more things. There was shift in the service delivery too: the IFF Distribution Center became an independent legal body for-profit organisation. Also in this time we stopped the newsletter. So there was less products or direct services going to practitioners. We have shifted from directly sending products to practitioners, to a more independent model for the education materials along with an emerging participatory model through the Academy.

In my experience the change from being a more political body to a more visionary body was mostly easy. There was less fighting. Visioning is much more option oriented – and as Feldenkrais practitioners we love options! I also think we love being positively oriented – trying to find big frames for our outcomes.

But the shift to implementation to action; of going from ideas to doing things creates some new

questions. Our members ask, quite rightly: What's really being proposed? How much will it cost? Who will make the decisions? These are very legitimate questions. And the Board asks: Who will help us? Are there enough resources? Are we really being supported in what we're doing? Another legitimate set of questions!

Then we all need to ask: What do people need to feel comfortable with these new ideas, these new projects, these new functions? How can we really work together as partners? How can we make this work with processes and with resources? We also need to ask: How can we go from small groups of people developing ideas to bigger groups – so that the bigger groups can engage with, accept or reject those ideas – to change them, to improve them, and to grow them... We also have to ask: How can we relate small groups involved in managing projects to the member organisations; to a larger group who want to make an input?

Finally, we need to think about: How can we integrate the need for expertise, and a really high level of dialogue about some complex issues, with the need for transparency and democracy and participation? These are real challenges.

Shifting from a more visionary organisation to more one that's doing stuff and running projects and taking action also has some deeper implications. You know, Moshe says, you can't do two things at once; a person can't do two things at once. (Organisations of course can sometimes – if they have the resources.) So often when you're doing something, you're making a choice not to do something else. It means that for a little while if you're doing something you don't have the option to do something else. This can be a little uncomfortable for us, as Feldenkrais practitioners, to not always have the full range of possibilities available. This is a bit of the 'shadow side' of the Feldenkrais Method, that we always want all the options open and sometimes are reluctant to take action. Taking action involves a degree of commitment. And, at least for parts of the process, you have to do something, and then you can stop and reflect what you did. If you're doing a Judo throw, you can't change feet in the middle of the throw. You have to think about your choices before the throw, then you make the throw, and then you see how it went. The same with Functional Integration. We need to be thinking about how we have these loops of action, and then reflecting on the actions that we've taken.

Action also implies that we will make mistakes. You know, there's no life without risk; there's no action without making mistakes. I think it's really important that we make mistakes – so that we can learn. The important thing is to be able to reflect on the mistakes. Taking action also brings up the fear of failure. Moshe has some interesting things to say about that – 'failure' being more an aspect of the self-image and how we interpret the mistake. Whether we interpret it for learning or interpret it as a failure in ourselves.

Change can damage trust; can destroy trust. Dr. Goetze, our competency consultant, gave us some very good feedback after the last Assembly through his discussions with Marcus Riesen. As we change, and make changes, and the community changes and we take action, aspects of the relationship are called into question. As we all know, in any relationship, if you change, the dynamics of the relationship change. With change there are gains and losses. There is more openness, perhaps, but more uncertainty. There is more innovation, but less stability. So it's very important to acknowledge that response, 'Oh, they're doing something. Do we trust them? Maybe we should, maybe we shouldn't!' Then we all need to make sure that the communication is good and that we can rebuild trust and check in on the trust issue.

Rebuilding the trust hopefully through the kinds of process that we're planning in this Assembly – through communication, connecting with each other, and learning together.

At the last Assembly the Board really heard some of the concerns about openness and input from members, and the need for information. We've tried through the year – through the Updates and the Competency Reflective Group, and in the design of this Assembly – to address some of those concerns about openness. I think it will take some time for the organisation to get it right, now that the role of the IFF is changing. This raises questions of: How to fit together the mandate from the

membership the management role of the Board; How to fit together the need to allow some projects to grow organically and not be too heavy on them, while still needing accountability. And all this in the context of the fact that we're all volunteers. The Board and the members, representatives here, are all volunteers. Actually have multiple roles. We're leaders and managers and thinkers and teachers and workers – unpaid workers – for the guilds and the IFF. (Sometimes these multiple roles are also tricky!)

Also the times have changed. The 'zeitgeist' of how we live now is, it's different than 1992. The economy is rocky, we live in a time of war and terrorism, of SARS.. So we have personal questions: Should I travel? How will my practice go? And also questioning of the value of international institutions: 'What good are international institutions and how do they relate to our national needs?' That's a very legitimate question. On the other hand, I think it's important for those of us who, in these troubled times, have vision to get together and really work together to do it. It's really important for those of us who believe in the awareness and the potential of people to be thinking and acting internationally.

So, who are we? We're organisers from guilds and we are practitioners which means we're explorers in the Method. It's very significant that so many of the Representatives here are also presenters in the Academy day. We're really a learning-based community, in all ways – organisationally, exploring the content of the Method...

Also, we're members of the IFF and we're a Board – and both those systems are vital and both of them need to be supported. The members need to be supported by the Board, and the Board by the members. The IFF is our investment in time and intelligence, in dues money, in travel time, in being here...

I was re-reading the Statutes and Internal Regulations because we're looking at them at this Assembly. There it says the President is the President of the Board and the President of the Assembly. I realised, even though the other Board members and I have made more contact with some of you and some of your Boards this year, that it's frustrating. Because of the organisational demands of our working Board, to manage the projects and initiatives, the IFF Board members don't have as much contact with you and your Board and your members as would be desirable – to make the connection and to make the communication. That's a challenge for us; how to keep that contact going?

As a Board, we're volunteers. That means some functions are carried forward more frequently and more fully than others because we tend to work in the areas that we're interested in. Some of the projects that people would have liked us to be more involved with this year, we have not necessarily delivered on. It's a strength, that we are passionate about the work, and it also means sometimes the work is uneven. We can't do everything that could be done, and I don't think that's a lack or a failure. On the other hand, this Board is really incredible. You know, I've been on a board or a committee since I was 18 years of age – sometimes two or three at a time! I can tell you that this is really the most magnificent Board I've ever worked with – it's truly an incredible group of people. If I look good occasionally, as President – I don't know whether I do or not – but if I do, then a lot of it is actually due to these folks and the incredible work that they do. So, thank you all.

Then we have this highly skilled membership. That's you folks. Because I tell you, it isn't easy to sit here and be the President of all these Presidents and ex-Presidents and future Presidents, and Secretaries, and Vice-Presidents, and Treasurers and all that!{laughter} We can't put too much past you – and we don't want to! We want to work with you, the Board and the membership, to really get this thing going. But it's an ongoing challenge, of how to relate these two vital parts of the organisation.

So, where are we going? The Board wants me to say, and I completely agree, that we can't continue with the current level of work that the Board is doing. [laughter and applause] I knew that you, the members, would want me to say that too – because many of you have said, 'Hey, come on you guys!' The work we've done represents the passion of this group, that for the last couple of years there are really some things they wanted to get started and going. We've done that, but we can't continue as a Board at the current level. So there will be some lowering of activity with the current level of resources. Or, if we get more resources, we can come up to the current level. Increased activity would require

significantly more resources. That's just how it goes. The Board does do a lot of administrative work that could be passed on to an Executive Officer, or we could get some other kinds of assistance. There will be dialogue about this need in this Assembly and maybe future Assemblies. It's great that so many of you come back and it really is just like being with the family here this week. When I'm preparing this talk, I have this abstract idea of "the Assembly group" – and then last night at the Aperó (opening) I realised, 'Oh no, it's not abstract, 'Assembly'. It's all these friends out here. So, thank you. It's great to see all of you. It's wonderful, and we really want to see you again. Let's also talk about how we can get some other people along, so we can recruit some more people for the Board and for other functions of the IFF. In the Assembly we'll talk some more about our volunteer needs. But it doesn't have to just happen here. The IFF has to become more than just an Assembly-to-Assembly organisation. We need to be much more in dialogue about the volunteer needs through the year – along with everything else.

One of the places that we're going, I think, is the Academy. Speaking personally, it's one of the best ideas that we've had. I know that some people don't like the name 'Academy', and some people hate the 'hands' and 'feet' metaphor. All I would ask is that you don't 'throw the baby out with the bath water'. Because the IFF Academy is a very progressive idea. It's action-research into the Method. It brings together different tools and different projects, and links them conceptually and on the web. We'll find out how things connect together with time. Just one example was a list of ideas of describing some of the tasks of practitioners from the PRISMA workshop run in Oregon. That list becomes part of the literature for the competency project. Immediately there are linkages.

The principles of the Academy are really important: teamwork, networking, that the information is open source. Also there are feedback loops and evaluation. Some of these principles are in our Method, and these are also the deep principles of learning organisations. The reality is that the Feldenkrais Method is very complex, and we need this continuous research – action – research into what we do to help us go deeper. If we were a corporation, doing what we're doing, contemplating what we're contemplating in terms of the Academy, we'd be seen as very progressive. An international organisation with 3000 employees spread around the world that was investing, as we are, in what the corporations would call our 'intellectual capital', we'd be seen as very at the leading edge. I think we should be proud of ourselves, this dispersed group of volunteers, are really developing ourselves as a learning community.

The Board's priorities for the next year communication with the members, and their Boards, and the practitioners. Also to reorganise the educational materials, and to create management for the archive project so that we can have that flowing more, to reduce the work load for the current Board. I think we might need to look at the whole Board organisation and find ways to streamline the work and to more rightsize the organisation and rightsize the work load. We will certainly continue with the Academy, including the competency project and the website – all of which we'll be hearing more about in the next few days.

Also at this Assembly we have a new Statement of Purposes, which was developed by George Krutz, Ute Ruge, Maryanne Lacina and myself. It's a wonderful document that sets a very broad frame for the future of the IFF. It's very appropriate that it comes to the 12th Assembly to really look again at what we're about.

The other thing that's happening in the next couple of years is that some members of the Board that you know well will be leaving. So there's a question of continuity. There will be important changes. I'll leave. Daniel Clenin will go sometime in the next couple of years – he hopes, or maybe not! What I wanted to say, as I said before with regard to volunteers, is that the Academy model, and its activities, and the committees and boards of the IFF, a structure where we can recycle old Board members... [laughter] ...that is, former Board members – you'll notice that this year I'm wearing glasses, so I'm feeling a little old myself! We're really starting to have a culture that some of the former Board members stick around and bring their experience.

We also have a very strong Board culture. In my 5 years as President, I think we've come to a situation where we have clearer policies, clearer systems. It's a much more a cleanly structured organisation. That was my intention from the beginning, when I realised the size of the tasks, that we needed

assistance to really meet them. We'll have the Purposes and Means, Statutes and Internal Regulations finished this year. By the end of next year hopefully some clear structures for the Distribution Center. So the IFF will be in good organisational shape when I leave.

I know when people leave, sometimes there's a fear that the style will change. The style of the organisation, and the leadership. And it will. That's a shame in some ways, and it is good in others. Because there are different tasks at different periods of Presidents, there's different zeitgeists for different periods of the history of the organisation. It's necessary. The tasks for François Combeau when he started were different from the ones when he finished. The tasks at the beginning of my term were different than the ones now. And tasks for the next President again will be different both at the beginning and the end of their term. I believe someone will come forward. I didn't decide to run for President until the November Board meeting before the Assembly. Sometimes people really need to see that the need is there, and that history is calling them, and to have a look at their self-image, and see whether they think they can do it. Actually quite a few people thought that I couldn't do the job. Really. I didn't know whether I could. But I did. So the next President will be different. He or she won't be François and won't be me. But they will be a good President I'm sure. So, not to have too much anxiety and not to pressure anybody who might be thinking of it too much. Just let them go through a process.

We will continue to develop our vision, that's an ongoing process – even though we've moved toward implementing some of the things that came from the visions all those years ago and more recently. Also, the role of leadership is to communicate the vision. I try to do that; the Board tries to do that. We also need you to communicate the vision to your Boards and to your members – and back yours and theirs to back to us all...

This Assembly is very much is about communication and connection. I hope we have a great time together. I'm looking forward to it. So that's my part. After the break we'll have lots of time to talk. Thank you.

Appendix # 3 Achievements of IFF 2002 – 2003

Academy

- ✓ Academy Day
- ✓ Multiple workshops world-wide
- ✓ Multiple Local Academy Feet
- ✓ Supervision Hand Pilot projects run in 3 countries
- ✓ Competency Pilot Questionnaire completed (German)
- ✓ Academy Websites (static and interactive)
- ✓ Coordination of Local Academy Feet
- ✓ Presentations to member organizations
- ✓ Developing the Documents relating to Professional Field

Maintenance

- ✓ Re-established IFF financial Reserve
- ✓ Successful review of Internal Regulations
- ✓ Successful review of Statutes
- ✓ Successful review of Purposes & Means
- ✓ Improved Assembly preparation

Educational Materials

- ✓ New AY 10 published
- ✓ AY 11 currently being translated and edited
- ✓ Recovered Archive materials from Tel-Aviv, Israel
- ✓ Well-subscribed sale of AY volumes
- ✓ Prepared contracts for researchers and documentary makers

- ✓ Tender process for translation of AY materials
- ✓ New financial systems for Distribution Centre

Information Bureau

- ✓ New Update process
- ✓ New website "IFF Portal"
- ✓ New Interactive website (GME/IFF)

Community Relations

- ✓ Meetings with many Boards and Guilds and visits to AGM's
- ✓ Member Survey
- ✓ New Update process
- ✓ New Interactive website (GME/IFF)
- ✓ Now have potential for all member organizations to know officials in each other organization
- ✓ Completion of a project in a second language (German)

Appendix # 4 Educational Materials and Archives Report

Report on the IFF Materials Projects, 2002-2003

1. Archive

As reported at the last Assembly, the IFF signed contracts with Michél Silice-Feldenkrais to take control of and develop an archive of many of the materials that were still stored in the Feldenkrais Institute in Tel Aviv. We recovered these materials after the last Assembly. A basic database of the materials has been created and they have been put into secure, temperature and humidity controlled storage in Portland, Oregon.

There are over eight hundred items – mostly of audio and video tapes, but also including articles, transcripts, and manuscripts – along with over 1,500 photographs, mostly of Moshe Feldenkrais doing judo.

For example:

- Audio cassettes of the question and answer session with Peter Brook's Theater Campesino in San Juan Bautista in 1973
- Reel-to-reel tapes of 80 lessons in Hebrew that were recorded before the Alexander Yanai lessons
- Videotape of a workshop Moshe Feldenkrais gave in Freiburg in 1981
- Newspaper articles about Moshe Feldenkrais from newspapers and magazines – covering both his judo teaching and the Feldenkrais Method from the 1930's to the 1970's in German, Danish, French and Hebrew
- Reel-to-reel tapes of workshops Moshe Feldenkrais gave to the public in Canada in 1972
- Audio tapes and transcripts in Hebrew of lectures Moshe Feldenkrais gave at the Psychology Department in Tel Aviv University between 1964 and 1966
- A transcript of an interview of Moshe Feldenkrais by Jean Houston in 1976
- Reel-to-reel tapes of 11 ATM lessons in French
- Black and white 35mm and colour 8mm short films of Moshe Feldenkrais doing judo
- Portrait photographs of Moshe Feldenkrais from 1957
- Reel-to-reel tape of interview between Moshe Feldenkrais and Aron Meskin from the national theatre of Israel
- Manuscripts, including changes and edits, of Body and Mature Behaviour, The Case of Nora, The Elusive Obvious and the Potent Self
- A large number of unidentified audio tapes...

...and many other materials, including the original source materials of many of some materials already published.

So there are a number of important and immediate tasks for these materials:

- Forming a group to organise and manage the archive project
- Fund raising to pay for the copying of materials – especially those that need to be done urgently
- Identifying which materials are a priority for preservation – from an educational, historical and preservation point of view
- Identifying which materials are a priority for publication – from an educational, historical and financial point of view
- Develop policies for protection of and access to the materials
- Identify volunteers and paid experts (eg. technicians) who can help with the assessment of the content, origins, value and physical preservation of the materials
- Identify volunteers or paid experts (eg. technicians) who can help with the preservation of the materials
- Find out which other bodies could help with funding (eg. grants, fundraising) or collaborate on the project (eg. FEFNA)
- Seeking out other materials in private hands that could be archived.

We need to form the basis of this group at this Assembly and begin work immediately on this project.

Also in the area of archiving, we have now completed the digitization of the 1,700 photos of Moshe Feldenkrais teaching in 1975-1977 at the San Francisco training which were donated by the photographer Bob Knighton. Thanks again to Bob for donating these materials to the Feldenkrais community and donating his fee back to cover the costs of duplication. These images will now be available to guild libraries that want them, and also to researchers – including Mark Reese for his upcoming biography of Moshe Feldenkrais.

2. Working with Researchers

Recognising the importance of having a high-quality biography of Moshe Feldenkrais for the professional field and the public, the IFF made a contract with Mark Reese this year to allow him to have access to materials for his research. We look forward to seeing the biography next year. In addition we have prepared a general contract for researchers wanting access to the materials and another for people wanting to use materials in publications or documentaries.

So we now have the tools necessary to legally protect the materials while allowing researchers and others to access the materials for research and documentary purposes.

3. Publications

Alexander Yanai #10 is now available (see the information attached). As we are not taking subscriptions for these volumes, ***we really need you to publicise this volume to your members*** at meetings, in your newsletters, on your websites, etc. Please use the information here – or you will receive it as an IFF Update when you arrive home.

ALEXANDER YANAI #11 HAS BEEN TRANSLATED AND IS BEING EDITED.

A number of guilds have bought the Amherst Training Video Tape sets for their national or regional libraries.

4. IFF Distribution Center (DC)

The IFF DC (which is our for-profit subsidiary registered in Oregon, USA) focussed on consolidation this year:

-We developed a new bookkeeping system that integrates sales, inventory and accounts. Our Project Manager, Penny McCornack, took on the bookkeeping role for us.

-We had a very successful sale of our stock of Alexander Yanai volumes (in bulk orders of at least 6 volumes). This improved our cash flow. It also reduced our inventory – on which taxes are calculated in Oregon. While we paid taxes in 2001-2, it looks like we will not have to pay them in 2002-3.

-The IFF DC will be able to pay back some of its loans from the IFF non-profit

-A new IFF DC web site is being designed and should be on-line very soon.

5. Translation of Alexander Yanai

We are in negotiations with a publisher to begin publication of AY into German. This has been a useful, if long, process that has helped us learn about the concerns and needs of publishers, how to go about assessing samples of translation, etc. We will have a working group at this Assembly on the translation of AY materials.

This project will also need either a co-ordinator or a small committee to organise the IFF's part in future translation projects. This will involve:

-discussion and negotiation with guilds or groups of practitioners who are interested in publishing (or a tender process if there are commercial publishers interested)

-informing them about the IFF Policy on the Translation of Educational Materials and about our contract requirements

-setting up a group/groups to assess sample translations

-monitoring the project(s).

6. New Materials

In the next six months the IFF DC will focus on producing new materials. At the moment we are considering what to include in AY volume #12, which may include previously unpublished AY lessons, lectures from AY and indexes (eg. alphabetical and chronological). We will also look at producing some more Amherst FI videos – taking into account the recommendations from the last Assembly. We will also look at possible materials coming from the Archive materials – such as the Tel Aviv University lectures.

We would welcome any feedback on what you think the priorities are for new materials, eg. lectures and interviews of Moshe Feldenkrais, more ATM lessons, videos of FI, etc.

7. Challenges

The IFF educational materials program faces a number of very important challenges in the next couple of years:

7.1 Management of programs

The workload for managing these projects, along with the IFF's other programs is high and it is too much for the current Board to manage them all. Therefore we need structures and processes that will allow us to recruit new volunteers to these projects and/or allow us to engage more paid assistance. At this Assembly we will discuss ideas of establishing a board for the IFF Distribution Center and committees for the materials projects.

7.2 Advice for publications

The IFF's Materials Committee (François Combeau, Michél Silice-Feldenkrais and Cliff Smyth) has not been functioning in the last couple of years. We need a small group of experienced teachers who know Moshe Feldenkrais' work to help us with advice on priorities of what to publish.

7.3 Archive Project

As identified above, we will need a committee to work actively to manage, fundraise, and seek advice and support for this project.

7.4 Training Transcripts: We are aware that a number of our training transcript projects are stalled or proceeding extremely slowly – we are looking at a number of options at overcoming these problems and it will be a priority in the next six months to get movement on these projects. The first half of the transcript of San Francisco Year 1 has been completed and checked, and we plan to publish this, possibly in digital format, in the next six months.

7.5 Cash flow, copying, marketing, etc.

It continues to be a challenge to sell enough materials to cover our costs of materials development and the costs of running the Distribution Center. We try to keep the costs down, but it is hard to market and ship to countries all over the planet, whose economies and currencies vary greatly in their strength. We continued to be hampered by the amount of illegal copying of IFF materials that we hear about and the whole culture of copying in our community. Please let us know of significant cases of copyright infringement.

With the end of the IFF Newsletter, ***we are asking member organisations to actively publicise our materials in your national and regional/state newsletters, websites, mailings and e-mailings to your members.***

FOR THESE PROJECTS TO CONTINUE WE NEED TO CONTINUE TO OPERATE IN A PROFESSIONAL MANNER AND TO MAKE PROFITS THAT CAN BE RE-INVESTED IN PRODUCING NEW MATERIALS.

We will also really need the help and support of all members in identifying people who could help with:

- managing projects such as the archive***
- advice on publishing, translating and archiving***
- assist with researching, assessing, cataloging, etc.***

8. Thanks

As always, our continuing and heartfelt thanks to Michél Silice-Feldenkrais and his family for making the materials of Moshe Feldenkrais available to us.

To François Combeau for his continuing advice on materials projects.

To Penny McCornack for all her work as our Project Manager and a member of the Educational Materials Team.

Rob Black for all his work as the other Educational Team Member, including overseeing the work on Alexander Yanai

Markus Riesen for his work on the AY Translation project.

Cliff Smyth, Educational Materials Portfolio, May 2003.

May 2003

Alexander Yanai Volume 10 is now available from the IFF Distribution Center

Announcing AY10 - A summary from editor Ellen Soloway

The Alexander Yanai Awareness Through Movement lessons chronicle how Dr. Feldenkrais evolved his thoughts and process of teaching over a span of years. The lessons in volume one are representative of his earlier thoughts and processes. Now, in the later volumes, you can "eavesdrop" on Dr. Feldenkrais' mature thinking about basic human functioning. Virtually all the lessons contain unique twists, turns and variations that build on the foundation laid in earlier lessons. Time after time, a few distinctive variations would artfully enhance whole families of lessons dealing with functional themes that are covered in earlier volumes.

How did Dr. Feldenkrais do this? By intertwining themes, positions, and commentary, the lessons systematically build skill. For example - early in Volume Ten, *AY #453 Eyes and Lines* seems to be just a useful companion or variation of the much earlier published, *AY #26 Pearls and Eyes*. Then, few lessons later, Dr. Feldenkrais started to teach some complicated twisting lessons where sophisticated

use of the eyes becomes a pathway improving the ability to twist. Then again, many lessons later, the subject is revisited in a much more difficult position [AY 484, *In standing, turning with the eyes*].

As the volume continues, lessons build on one another, surge forward in one direction or function, and then rebound with apparent redundancy to revisit an earlier theme. Then, as the lessons intertwine, a complex hologram image of related functioning emerges. This three-dimensional image of functional movement through space develops partially from lessons exploring the same function in a changing variety of positions. Alterations in orientation in space by working lying down, sitting, and standing lends special interest to this volume. By the second half of the volume, Dr. Feldenkrais explores issues of balance, posture and standing in a thoughtful, logical, sequence of lessons. These lessons explained the subtle dynamics of standing lessons that directly translate to giving FI Lessons in standing.

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How to order AY 10 and other AY volumes, FI videos and Gaby Yaron tapes:

To order online visit the IFF website

<http://www.feldenkrais-method.org/iff/>

Once at the site, click on IFF Educational Materials, then on Order Form at the top of the menu in the left column.

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Appendix # 5 Search Committee Report

In January 2003 the IFF BOD initiated the Search Committee which replaces the former Nomination Committee. The Nomination Committee worked principally right before and during the Assembly. The Search Committee will function year round to allow a more thorough process in fulfilling the long term needs of the BOD. The Nomination Committee also accepted nominations. Our lawyers advised us that it is more appropriate that nominations are taken by an official of the organization, in this case the Secretary.

The Committee was appointed at the end of March. The members are Ilan Jacobson, George Krutz, Silke Maier-Bonardi, Sylvia Weise

Sylvia agreed to coordinate the Committee initially.

As a first step we reflected on *how* and *where* we would search for candidates. We compiled lists of candidates, potential areas to search and means to inform the community of our search.

We are compiling information and requirements for the various positions. In addition to using the job descriptions we will interview Board Members about their work asking questions from a possible candidate's perspective.

The Committee has contacted several potential candidates.

The following positions are open this Assembly:

Vice-President, 3 years; currently Daniel Clénin

Treasurer, 3 years, currently Rob Black

1 Director, 3 years, currently Jutta Kojalek

1 Director, 2 years, currently Markus Riesen

1 Finances Committee Member, 3 years, currently Rainer Golombek

1 Mediation Board Member, 3 years, currently Glenice Hall

We are also looking for a presidential candidate for 2004.

May 27, 2003, George Krutz and Sylvia Weise for the Search Committee.

Appendix # 6 IFF Purposes and Means

1. DRAFT 25 November 2002, IFF Purposes and Means Working Group

2.IFF Statement of Purposes

Preamble

The IFF is an organisation founded out of the desire among its members to co-operate in a fruitful and positive way, in the spirit of the Feldenkrais Method.

Recognising the international community of students and teachers of the Feldenkrais Method, the IFF provides an international presence for the Method and its practice.

The IFF embodies a common international vision of the Feldenkrais Method.

The IFF pursues mutually respectful relationships between Feldenkrais organisations internationally, while recognizing the diversity of roles and interests in the Feldenkrais community. The IFF promotes awareness of mutual responsibilities, co-operation and co-ordination between member organisations.

The IFF, a federation of member organisations, acts in concert with its members. Each member of the IFF shall retain its existing functions unless that member agrees otherwise.

Mission

The mission of the IFF is to realize the full potential of the Feldenkrais Method throughout the world.

Purposes

To realize this Mission the IFF will:

1. Develop visions for the future of the Feldenkrais Method and its practice, informed by diverse cultures and ways of thinking

2. Provide forums for the international community to meet and develop through constructive dialogue, and facilitate and stimulate communication within the international community
3. Collect and archive the legacy of educational materials developed by Moshe Feldenkrais and make this heritage available to all teachers of the Method
4. Support research and development in the Feldenkrais Method, and collect and disseminate information about the development of the Feldenkrais Method and its practice
5. Support programs for the development of the professional field of the Feldenkrais Method and foster a culture of continuous learning among Feldenkrais teachers
6. Look for places of interface and interchange of the Feldenkrais Method with neighbouring disciplines, international bodies and society.

3.DRAFT Statement of IFF Means

The IFF will use the following Means to achieve its Purposes:

- o develop and support programs of co-operation, co-ordination, research, information, communication and education
- o publish, translate and distribute materials
- o document the Feldenkrais Method and its practice
- o collect and archive materials
- o organise and support forums for discussion and education
- o use the IFF Annual Assembly as a forum for discussion and preparation of decision making among members, in addition to the Assembly's decision making role
- o undertake common projects and programs with and through member organisations
- o support the development of mutually compatible policies and international agreements among member organisations
- o liaise with national and international bodies
- o raise funds
- o employ staff or obtain services under contract to carry out programs and services for the Association
- o other means compatible with the IFF's civil capacity.

Appendix # 7 Amendments to Proposed Changes to IFF Internal Regulations May 2003

Regulation 1. Membership.

1.4 Second paragraph Number as 1.4.1

Regulation 2. Annual General Assembly.

2.4 First line Change to read: Under Article **9** of the IFF **Statutes**

2.6 Line 3 Change beginning of sentence to read: Under Article **10** of the IFF **Statutes**

Regulation 4. Nominations for Elections.

4.3 Line 3 Remove **full** before members. Add **for at** after IFF.

Regulation 6. Voting on Issues other than Elections.

6.6 Line 2 Change beginning of sentence to read: In this event, the tellers appointed under **Regulation 5.1**

Regulation 7. Detailed Procedures for Proposing and Voting upon Resolutions

7.9 Line 5 Change end of sentence to read: as described in **Regulation 7.7** above.

Regulation 8. Changing IFF Internal Regulations.

8.3 Line 1 Change beginning of sentence to read: Statutes of the **IFF**

Line 2 Change Article reference from 14 to **10**

Regulation 10. Chairing of Meetings

10.1 Line 1 Change beginning of sentence to: By the **Statutes**

Regulation 11. Committees and Working Parties

11.7.2 Line 1 Change to include: At **least** 3 members

Formatting and grammatical changes as required.

Appendix # 8 Finance Report IFF Non Profit

May, 2003

Report to the Members

The income and expenses for 2002 is summarized in the following table. Of course, the first most important observation is that we have been able to show a positive balance of Income over expenses. This is the first year that this has happened in a very long time.

This balance is due to a number of factors: The first is the fee increase that was negotiated at the 2001 Assembly came into effect this past year. Secondly, the membership numbers increased. Third, the IFF reduced its costs significantly through the decision to move toward electronic publishing of IFF newsletters and away from print publishing. Fourth, the IFF found ways to reduce costs. Finally, and most significantly, a number of projects we planned to start in 2002 were deferred to 2003.

| Summary of Income & Expenses - 2002 | | | | |
|-------------------------------------|--------------------------------------|-----------------|-------------|----------------------|
| All figures in EUR. | | Actual Expenses | 2002 Budget | Actual Expenses 2002 |
| Expenses | | | | |
| | Administration | | | 19,092 |
| | Functions | | | |
| | Academy | | | 2,215 |
| | Info Bureau | | | 1,195 |
| | Materials Development | | | 263 |
| | Archive | | | 7,928 |
| | Assembly | | | |
| | -Expenses | | | 15,996 |
| | <i>Travel Subsidy</i> | | | 1,250 |
| | Other Functions | | | 124 |
| | Maintenance Functions | | | 6,635 |
| | Board of Directors- Meetings | | | 15,052 |
| | Subtotal | | | 69,749 |
| | Project: Executive Officer | | | 16,000 |
| | Total Expenses | | | 85,749 |
| | Income | | | |
| | Assembly Fees | | | 0 |
| | Member Fees | | | |
| | Total income | | | 99,061 |
| | Return to Reserve | | | 13,312 |
| | Balance: Income over Expenses | | | 0 |

Expenses 2002 - Discussion

Comments regarding expenses for 2002 and the Budget for 2003 are detailed below:

| Expenses | | Comparisons 2002 with Past |
|-----------------|--|---|
| | Administration | Administration costs have remained consistent over the past 3 years. |
| | Functions | |
| | Academy | Academy costs have remained remarkably consistent |
| | Info Bureau | 2000 & 2001 costs reflect publishing newsletters and other print material for practitioners. |
| | Materials Development | Expenses for 2002 significantly lower, reflecting the DC taking on greater role, and the Non-Profit being less active (with the exception of the Archive) |
| | Archive | The Archive, just a vague possibility in 2000, suddenly became possible in 2002. The expenses reflect the cost of Cliff going to Israel, packaging them and sending to Portland for long-term storage in special environment. |
| | Assembly | |
| | -Expenses | Assembly costs vary considerably according to location. The final costs at Skottevig were significantly lower than expected. |
| | -fees | In 2002 the IFF did not charge Assembly fees. |
| | Travel Subsidy | On budget |
| | Other Functions These functions include: IFF Diplomas, Graduation packages, and so on. | The amounts for 2002 do not reflect actual costs - they costs were apparently absorbed within other categories. |
| | Maintenance Functions | All functional expenses of the President, Secretary and Treasurer are here. There is considerable variation between years. Significant cost savings were realized in last half of 2002 for telephone. |
| | Board of Directors-Meetings | - all Board meetings, including the Board meetings before and after Assembly, the mid-year meeting and telephone meetings. Surprisingly, the 2002 costs are lower than in the past. |
| | Project: Executive Officer | For the first time, we budgeted for an "Executive Officer". These funds were not used in 2002 and have been moved to 2003. |
| | Total Expenses | Overall, the Board kept expenses to a very minimum for 2002. |

| Income | | Comparisons 2002 with Past |
|---------------|--------------------------------------|--|
| | Total income | Income from Member fees increased substantially due to the Fee Increase that came into effect in 2002. |
| | Balance: Income over Expenses | For the first time in many years, the IFF did not post a loss. The amount of "gain" seems large until taken in the context of losses of over double the amount in previous years. This hardly allows the IFF to adjust itself after so many years of losses. |

2003 Budget

We do not collect and summarize our expenses mid-year. However, the Board can make adjustments to the 2003 Budget based on new circumstances. The current Budget was approved at the 26-Jan 03 Board meeting.

For 2003, projects that were waiting in 2002 will come forward:

- ✓ IFF Journal - Research
- ✓ Competency Project - Steering committee meetings; analysis meetings
- ✓ Academy organizational meetings
- ✓ Executive Officer (approximately 6 months, part-time)

With these important projects happening in 2003, we predict a loss of approximately 13,000 Euros -- approximately equal to the amount returned to the Reserve in 2002! Projecting forward into 2004, we find we can gain significant saving in Administration as the Executive Officer takes on some of these activities.

Budgets: 2002, 2003 and 2004

All figures in EUR.

| | | Budgets | | | |
|-----------------|---|---------|---------|------------------|---------------------------------|
| | | | 2003 | 2004 | comment |
| Expenses | | | | | |
| | Administration | 21,500 | 18,000 | 5100 | Reduction |
| Functions | | | | | |
| | Academy | 8,000 | 17,500 | 17,500 | 2003 increase 2004 No change |
| | Info Bureau | 4,425 | 12,440 | 12,440 | 2003 increase 2004 No change |
| | Materials Development | 0 | 0 | | |
| | Archive | 6,300 | 4,600 | 4,600 | No development |
| | Assembly | 15,996 | 17,138 | 17,138 | Same |
| | - Academy Day (Net) | | 1,000 | 1,000 | Same |
| | <i>Travel Subsidy</i> | 0 | 1,500 | 1,500 | Same |
| | Other Functions | 2,100 | 2,200 | 2,200 | Same |
| | Maintenance Functions | 8,500 | 8,700 | 8,700 | Same |
| | Board of Directors- Meetings | 12,600 | 9,600 | 9,600 | 2003 reduction 2004 Same |
| | Subtotal | 79,421 | 92,678 | 79,778 | |
| | | | | one-third | one-half |
| | Project: Executive Officer | 16,000 | 27,000 | 36,000 | 48,000 |
| | <i>Salary: 60,000E Full-time Equivalent</i> | | | | |
| | Total Expenses | 95,421 | 119,678 | 115,778 | 127,778 |
| | Assembly Fees | | 4,956 | 4000 | 4000 |

In the Income and Balance sections of the predicted budgets, we begin to see the impact of the Project Officer. If the IFF hires an Executive Officer one-third time, then in 2004, there will be a loss of 10,000 Euros. If the Executive Officer is half-time, then we see a loss of 22,000 Euros.

| Member fee (increases) and Project Officer | | | | | |
|---|--------------------------------------|--------|----------------|------------------|------------------|
| | | 2002 | 2003 | 2004 | |
| | | | | One-third | Half-time |
| | Member Fees | | 101,634 | 101,634 | 101,634 |
| | Total income | 93,330 | 106,590 | 105,634 | 105,634 |
| | Balance: Income over Expenses | -2,091 | -13,088 | -10,144 | -22,144 |

Thus, it is prudent to raise the income in order to avoid losses. The following table shows a comparison of the balance for three rate increases: 5%, 10% and 15%. As can be seen, even a 5% increase results in losses. The IFF can hope to reach an unstable even balance at 10% fee increase if the Executive Director is one-third time.

| | | Project Officer: | one-third | one-half |
|--|----------------------------|------------------|------------------|-----------------|
| | Member Fee Increase | | | |
| | 5% Increase | | 106715.7 | 106715.7 |
| | Balance | | -5,062 | -17,062 |
| | 10% | | 111797.4 | 111797.4 |
| | Balance | | 19 | -11,981 |
| | 15% | | 116879.1 | 116879.1 |
| | Balance | | 5,101 | -6,899 |

Now the Treasurer has finished his role identifying possibilities for the Members. At the same time, we are also aware that the current Treasurer is leaving and we have yet to find a candidate who will agree to stand for election. One possibility that has been suggested is to hire a professional to take the responsibilities of Treasurer. Of course, the Executive Officer could take this responsibility.

The Members have the very challenging opportunity to discuss how the Treasury role can be continued through the next years (presumably with the help of an Executive Officer), and at the same time consider how this affects their own finances.

Sincerely,

Robert Black, Outgoing Treasurer

Appendix # 9 Finances - IFF Distribution Centre

IFF/DC

3611 SW Hood Ave., Suite 100
Portland, OR 97201

Profit & Loss Statement 4/1/02 through 2/28/03

3/21/03
9:09:19 AM

Income

Invoiced Sales

| | |
|-----------------|------------|
| AY Volumes | 239,938.50 |
| FI Videos | 4,700.00 |
| Yaron Videos | 1,880.00 |
| Publications | 3,990.00 |
| Training Videos | 8,125.00 |
| Sales - Other | 407.00 |

Total Invoiced Sales **259,040.50**

| | |
|-------------------------|-------------|
| Invoiced Shipping | 18,355.10 |
| 15% Non-Member Charge | 137.25 |
| Sales Discounts | (89,208.00) |
| Refunds and Adjustments | (837.80) |

Total Income **187,487.05**

Cost Of Sales

| | |
|----------------------------|------------|
| Printing & Production | 35.96 |
| Product cost to make sale | 114,591.13 |
| Materials Development | 9,833.53 |
| Royalties | 5,918.07 |
| Purchases - Other | 1,027.86 |
| Inventory Change | (5,000.00) |
| Complimentary Distribution | 505.39 |

| | | |
|--------------------------------------|-----------|--------------------------|
| Shipping Cost | | 15,399.50 |
| Shipping Materials | | 223.62 |
| Purchase Returns & Allowances | | 20.00 |
| Total Cost Of Sales | | <u>142,555.06</u> |
| Gross Profit | | <u>44,931.99</u> |
| Expenses | | |
| Professional Services | | |
| Accounting Fees | 2,661.50 | |
| Legal Fees | 830.91 | |
| Merchant Services/Bank Charges | 5,280.20 | |
| Total Professional Services | | <u>8,772.61</u> |
| Administrative/Fiscal Expense | | |
| FGNA Contract | 16,500.00 | |
| Health Insurance Benefit | 1,871.00 | |
| Federal Corporate Tax | 6,793.00 | |
| State Income Tax | 1,475.00 | |
| Office/Overhead | | |
| Computer Supplies & Software | 73.02 | |
| Contract Services | 1,663.75 | |
| Licenses & Fees | 20.00 | |
| Office Supplies | 507.23 | |
| Marketing | 274.00 | |
| Postage & Delivery | 1,288.90 | |
| Printing & Photocopy | 170.20 | |
| Repairs & Maintenance | 105.90 | |
| Stipends | 3,575.00 | |
| Storage for Inventory | 1,337.00 | |

| | | |
|------------------------------|------------|--------------------------|
| Telephone & Internet | 1,253.52 | |
| Travel & Lodging | 1,241.50 | |
| Total Office/Overhead | | <u>11,510.02</u> |
| Total Expenses | | <u>46,921.63</u> |
| Operating Profit | | <u>(1,989.64)</u> |
| Other Income | | |
| Other Expenses | | |
| Inventory Adjustment Default | (1,178.60) | |
| Unidentified Transactions | 7.00 | |
| Total Other Expenses | | <u>(1,171.60)</u> |
| Net Profit/(Loss) | | <u>(818.04)</u> |