



2012

Feldenkrais Guild® of North America

Annual Report

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FGNA

Rob Black, President

The year of 2012 started with a sense of renewed energy, a sense that we had found our legs and were striding confidently. A number of initiatives were brought forward and there was a sense of working together toward a common goal. This was evident in the Annual Conference in San Mateo.

Overall, 2012 was a year with great changes and events:

- Formation of a 5-year Strategic Plan
- Implementation of the Continuing Competency policy—first significant change in practitioner continual development since the introduction of Continuing Education in 1995.
- Initiation of the Task Force to Separate Graduation from Certification
- Record-breaking attendance at Annual Conference, held in conjunction with Esther Thelen Research Symposium (see FEFNA Report, page 10)
- Major Bylaw changes, including a change in the way the President is selected (by Board members, from Directors elected by members, rather than directly elected by members)
- *Awareness Through Movement*® Teacher Certification proposal discussed internationally and reviewed by governing bodies of the TABs
- FGNA sponsors the first Revivify! Train-the-Trainer workshop in Chapel Hill, SC in November, made possible by a generous grant from the International *Feldenkrais* Foundation

Three other events that were noteworthy were:

- A complaint from a member that led to the “censure” of the President and a public apology from the President
- Suspension of the renting of e-mail addresses, leading to intense dialogue among members with divergent points of view
- Executive Director Susan Marshall, President Dwight Pargee, and Treasurer Tom Bode resigned, leading the Board to begin planning a process for assessing the Guild in 2013.

The following summary identifies the progress and activities of the Guild within the five areas of the Strategic Plan.

Engage Members

Engage members and involve them in a sustainable way

“If we are together, nothing is impossible. If we are divided, all will fail.”

Sir Winston Churchill, Prime Minister, Great Britain

Membership numbers increased slightly from 2011, but were still lower than their high point in 2007. FGNA has been supporting a number of initiatives small and large to build the membership. There were extensive member activities in 2012, not the least of which was the Annual Conference in San Mateo.

Regional meetings and advanced trainings continue to contribute to members feeling engaged and connected with other members.

Staff developed a membership program to retain current members and increase members.

The Board recognizes that there needs to be more and better communication between the Board and Guild members. The Board investigated ways to foster communication between all interest

groups, from students to beginning practitioners, to long time practitioners, to those in the training community. We want to find ways that make it easier for people to relate to, and with, the Guild and each other.

The future of the Guild requires practitioners.

The future of the Guild is the Members, their energy and their contributions.

Sustainable Practices

Support Members to develop financially sustainable practices by generating new income

“In general, sustainability means the capacity to endure. The business is profitable and efficient with a long-term horizon; and invests strategically in its sustainable future and innovation.”

wiki books, Sustainable Business Practice

For many years, members have called for assistance in developing their practices and thus this is one of the cornerstones of the Strategic Plan.

Business skills are important for practitioners. This covers all aspects of our personal businesses, from recruiting future students, to keeping them engaged in the process of learning through *ATM*[®] and *FI*[®] lessons. The best advertising is word of mouth, so we also want to provide the best service.

The Continuing Competency policy provides a structure to help practitioners intentionally develop their practices. The Board and staff are continuing to develop resources for practitioners to become familiar with this new system, which was designed by practitioners, for practitioners.

An overall map of skills identified from the IFF Competency Profile helps practitioners zero in on the skills they want to develop.

The Guild also provides a detailed list of recent conference recordings that reflect all of the areas of the Profile.

The Profile will help Regions and organizers of Advanced trainings coordinate workshops that zero in on areas that practitioners want to develop.

Feldenkrais Journal Issue #24 was, once again, one of excellent quality and content. Many thanks to Editor Katrin Smithback, the authors, volunteers, and staff for making this possible.

Mentorship opportunities are increasing. Mentoring workshops at each Conference have been very popular, and the Program Committee and staff continue to develop this part of the program.

Regions have also actively been sponsoring low-cost learning opportunities.

The future of the Guild depends upon practitioners having sustainable practices.

Public Campaign

Launch a campaign to expand the public practice of the *Feldenkrais Method*

“If you want to go fast, go alone. If you want to go far, go together.”

African proverb

A campaign to expand the public awareness of the Method has been a dream for years. Renewed discussions took place at the Annual Conference.

The current FGNA website continues to be enhanced, while development of the new website continues to progress.

The *SenseAbility* Newsletter (published by FEFNA) continues to provide the public with inspiring stories about the Method and how it enhances living.

International *Feldenkrais* Week, initiated by CORR, continues to be a low-cost yet effective way to build public awareness.

The future of the Guild requires increased public awareness of the benefits of the Method.

Improve Skills

Implement quality improvements in certification, accreditation and Trainer application processes

It is always the simple that produces the marvelous.
Amelia Barr

Considerable time was invested in this area. Examples include the formation of the Task Force for Separating Certification from Graduation; the initiative for the *ATM* teacher certification (which failed to win broad-based support in the community); international discussion on the Trainer application process; and NATAB looking at ways to streamline the processes.

Revivify! Train the Trainer workshop was held in Chapel Hill, SC in November, thanks to a grant from the International *Feldenkrais* Federation.

The future of the Guild requires changes in the way trainings are offered.

The future of the Guild requires new Trainers.

Financial Stability

Maintain and improve financial and organizational stability of FGNA

It is during our darkest moments that we must focus to see the light.
Aristotle Onassis

Part of the stability of the Guild rests on maintaining the integrity of the processes and keeping the Guild safe. For example, the Executive Director suspended the rental of the email lists because of risks that were associated with rentals, and because of the current limitations of our technologies. While some members supported this action, many who relied on the lists for their products and services railed against the suspension. A wave of controversy led to increased instability.

In previous Annual Reports, we have reported that FGNA paid off past debts. However, FGNA remains in a precarious financial position. Some of the programs that are important to practitioners are carried out through FEFNA and the costs are paid by FGNA. Although FEFNA has income, it does not have enough to fully repay FGNA, and so each year, FEFNA owes FGNA more. This past year, due to the high cost of the Conference, the accumulated debt that FEFNA owes FGNA comes to \$165,130.

In order to increase members' sense of transparency, we have provided the 2012 financials with information from the previous year. This had not been done before by FGNA but is common in many organizations.

The future of the Guild requires new ways to carry out Guild operations.

FGNA is moving forward. We have been developing a base for the organization and members in many ways. The possibilities for growth and enhancement are palpable.

Finance

Rich Goldsand, Treasurer

Balance Sheet

The Accompanying FGNA Balance Sheet as of December 31, 2012 and Profit and Loss Statement for the year ending December 31, 2012 were prepared from the books of FGNA.

Assets		12/31/12		12/31/11	
Cash					
	FGNA (General)	\$236,133		\$291,169	
	Regions*				
	Eastern	\$1,061		\$904	
	Midwest	\$3,958		\$4,510	
	Northern CA/NV	\$4,461		\$4,290	
	New England	\$3,146		\$3,076	
	Northwest	\$4,616		\$6,316	
	New York	\$21,449		\$21,187	
	Southern CA/NV & HI	\$3,191		\$6,194	
	Southeast	\$11,670		\$8,245	
	Southwest	\$9,584		\$11,380	
	Total Cash		\$299,269		\$357,271
	Dues and Fees Receivable	\$204,256		\$144,810	
	Equipment	\$44,747		\$42,399	
	Accumulated Depreciation	(\$39,127)		(\$36,061)	
	Total Assets		\$509,145		\$508,419
Liabilities					
	Accounts Payable	\$1,546		\$5,729	
	FEFNA Thelen Funds Held	\$75		\$135	
	Chase Business Card	\$4,916		\$10,299	
	Payroll Accrued	\$11,123		\$12,728	
	Payroll Taxes Accrued	\$1,357		\$1,552	
	2013 Prepaid Dues & Fees	\$414,662		\$408,795	
	2013 Prepaid Trainee Dues & Fees	\$6,270		\$5,940	
	Total Liabilities		\$439,950		\$455,178
Equity					
	Unrestricted Net Assets	\$63,241		\$86,830	
	Current Earnings	\$5,954		(\$23,589)	
	Total Equity		\$69,195		\$63,241
	Total Liability & Equity		\$509,145		\$508,419

*Canadian law prevents FGNA from having a Canadian Region account.

Profit & Loss Statement

Year Ending December 31, 2012

Income	2012	2011
Professional Dues & Fees	\$465,642	\$455,200
Student Dues & Fees	\$10,590	\$10,125
TAB Fees	\$53,609	\$40,786
Donations-Unrestricted	\$820	\$1,480
Donations-Restricted		
Hardship Dues	\$880	\$700
Sales, including shipping & handling	\$1,754	\$7,887
Conference	\$120,483	\$58,598
Conference Housing		\$5,620
Contract Services		\$680
Interest	\$292	\$563
Miscellaneous	\$6,032	\$2,917
Refunds	(\$200)	
Region Income	\$36,173	\$25,663
Total Income	\$696,074	\$610,219

Expenses	2012	2011
Personnel		
Wages & Salaries	267,957	268,987
Employer Taxes	29,082	29,868
Employee Benefits	37,961	32,172
Paid Service		
Contracted Services	56,243	55,344
Legal Services	2,550	10,888
Professional Services	8,237	8,322
Information Technology	18,096	23,266
Occupancy		
Rent	34,500	32,850
Utilities	1,785	1,794
Office		
Telephone & Email	5,426	6,340
Copying & Printing	10,939	7,929
Postage & Shipping	14,670	12,055
Supplies	13,989	10,036
Equipment, Leases, R & M	9,467	12,248
Insurance	5,877	5,550
Event Facility & Food	59,793	27,403
Advertising	897	150
Advertising/DVD Gifts	861	
Training	4,918	2,885
Travel & Lodging	32,294	25,282
Meals	3,879	2,318
Dues, Subscriptions, Pubs	33,896	36,250
Region Library	2,746	2,361
Taxes & Licenses	61	50
Merchant Services & Bank Fees	18,896	14,663
Online Processing Fees	1,099	544
Donations	10,935	
Depreciation	3,066	4,253
Total Expenses	690,120	633,808
Net (Loss)	5,954	(23,589)

NATAB

Ann Harman, Chair

The North American Training Accreditation Board (NATAB) is established by the FGNA Board of Directors to:

1. Uphold and further the international standards of the *Feldenkrais Method*[®] of somatic education through recommending policy and changes in policy for accreditation of training, certification of Trainers and Assistant Trainers, and other related policies.
2. Review for approval applications for accrediting training programs and certifying Trainers and Assistant Trainers, and approve other related positions (such as Trainer Candidate).

In striving to fill these roles in 2012, the NATAB volunteers met by phone approximately twice monthly. They met in person twice, once for a 3-day meeting in California in March, as well as having twelve hours of meeting prior to and during the FGNA Conference. During the Conference, the NATAB met with the Board of Directors as well as with Trainers and Assistant Trainers. In addition, Naffie Fischbacher, Co-Chair, met monthly by phone with members of the European and Australian training accreditation boards, to coordinate the actions of the three TABs. (Training policy recommendations, Trainer Candidate, and Trainer applications require agreement of all three TABs, while training accreditation and Assistant Trainer applications are decided by each TAB alone.)

The following trainings were accredited in 2012:

Training	Location	Educational Director
Baltimore	Baltimore, MD	David Zemach-Bersin
San Diego Hillcrest 3	San Diego, CA	Elizabeth Beringer
Argentina 3	Buenos Aires, Argentina	Katrin Smithback

The following individuals were approved in 2012:

Trainers	Trainer Candidate	Assistant Trainer
Anna Maria Caponecchi	Carol Kress	Karen Zindars
Ted Presland	Daniela Sinapi	Bob Hunter
Ilan Jacobsen	Ulrike Apel	Anastasi Siotas
	Zoran Kovich	

Policy Exceptions approved:

- Exception to seven year deadline for completing a training
- Variation to composition of guidance committee
- Exception to the requirement that Trainer applicants teach a minimum of forty days as an Assistant Trainer in each of the four years of an FPTP.

Protocols approved:

- Provisionally Approved the Gomez/Odessky Administrative Protocol Application
- Approved Katrin Smithback Educational Standing Protocol

A variety of topics relevant to trainings were discussed. Major topics included:

- Application review process
- ATM-only certification proposal

- IFF Assembly preparation
- NATAB composition
- Reconsideration of training fees for trainings in Latin America/third world countries
- Streamlining of process to become a Trainer
- Obstacles in the way of Assistant Trainers who wish to gain enough teaching experience to become Trainers.
- Process of reviewing Trainer, Assistant Trainer, and Trainer Candidate applications.
- Conflicts of interest
- FGNA Policy E2.2.1.5 Protocol for Changing Internationally-Approved Training Accreditation Policies and Guidelines (including Trainers and Assistant Trainer Certification)
- Policies and Procedures for certifying Trainers and Assistant Trainers
- E-mail from a Trainer proposing Educational Retreat for Trainers
- Communication with Trainers about ideas for policy change

2012 NATAB members

Name	Seat	Term Expires	Serving Since
Liza Weaver Brickey, Co-Chair	Member elected	December 2013	September 2012
Naffie Fischbacher	Member elected	December 2012	January 2007
Nancy Forst Williamson	Member elected	December 2014	January 2009
Ann Harman, Chair	Member elected	April 2014	April 2010
Hans Machado	Member elected	July 2013	July 2011
Ellen Soloway	Member elected	June 2013	June 2005
Donna Ray	Member elected	December 2012	December 2008
Arlyn Zones	Member elected	December 2013	March 2010

Donna Ray and Naffie Fischbacher left NATAB at the end of their terms in December, and Arlyn Zones resigned effective June 29, 2012. NATAB thanks them for their years of service and numerous contributions.

NATAB also wishes to thank Andrea Wiener, Executive Secretary. Without her tireless service and attention to detail, our job would be much more difficult!



CORR

Jane Johnston, Chair

The *Feldenkrais Guild*® of North America is divided into ten different regions. The Council of Regional Representatives (CORR) is comprised of Representatives each one of the Regions: Canada, Eastern, Midwest, New England, New York, Northern California/Northern Nevada, Northwest, Southeast, Southern California/Southern Nevada/Hawaii, and Southwest/Rocky Mountain. To see the states covered by each region please go to: www.feldenkrais.com/profession/fgna/about_fgna/

Here is the line-up of 2012 Regional Representatives:

Canada: Rosa Murnaghan, Katarina Halm

Eastern: Jane Johnston

Midwest: Stacey Grill-Ewing, Russ Hall

New England: Misha Forrester

New York: Barbara Abramson

Northern CA/Northern NV: Michele Westlaken, Virginia Yao

Northwest: Jennifer Yagos

Southeast: Brian Baraszu, Tara Carney

Southern CA/Southern NV/HI: Bridget Quebodeaux, Aviva Fields

Southwest/Rocky Mountain: Julie Kaogh, Tammy Rosen

For a line-up of the current Regional Representatives please go to:

www.feldenkrais.com/profession/fgna/2013_council_of_regional_representatives

CORR meets about 8 times a year. We generally meet by phone for two hours every two months, with an extra meeting before *Feldenkrais*® Week, plus a two day in-person meeting at the Annual Conference. We meet with the Board of Directors twice a year, once by phone, and once during our in-person meeting at the Annual Conference.

The job of the Regional Representative has many facets. Primarily, the Representative acts as a conduit of information between the Region's members and FGNA and its governing bodies, as well as with members of other Regions. Reps coordinate with other regional volunteers to ensure that:

1. An accounting of all monies spent and held by the Region has been communicated with FGNA
2. A budget is created for the Region and put out for vote by members
3. Elections are held in a timely manner
4. A Regional Annual Meeting is held each year
5. Regional activities are coordinated
6. An accurate inventory of each region's library and other equipment is published
7. Quarterly regional newsletters are sent out

Regional Reps also:

1. Attend CORR meetings
2. Host the Regional lunch at the annual Conference
3. Host one event at Conference
4. Facilitate *Feldenkrais* Week events in their region
5. Assist with the FGNA membership drive

In 2012 CORR was active with the following:

***Feldenkrais* Week**

Feldenkrais Week is a 10-day event hosted by the *Feldenkrais Guild* of North America and CORR for

the purpose of promoting the *Feldenkrais Method*®. There is a *Feldenkrais Week* web page hosted by FGNA with a place to list all *Feldenkrais Week* special events. It is located on the FGNA website.

For the third annual *Feldenkrais Week*, CORR made the following items available to all members: posters, press releases, sample of letters for Official Recognition of *Feldenkrais Week*, invitations for students, sample letter to the mayor or other government official, three flyers, a *Feldenkrais Week* Facebook page, a Yahoo group to network with colleagues, coordination with other colleagues around the world, and a website to list individual events. Also available were templates of coupons for classes and an ATM® on the FGNA *Feldenkrais Week* web page that you could download to put on your website or make available to your students by CD. All of these items were available on the *Feldenkrais Week* website or at the Yahoo groups website for FGNA members to download.

Volunteering

We have spent much time talking about volunteerism during our CORR meetings and how to increase the number of volunteers and thus decrease the amount of work that each volunteer must do. Each Region should have a representative, or better yet two Co-Representatives, a Secretary, a Treasurer, a newsletter editor and a librarian. Some Regions are operating with too few officers. Please volunteer to help your Regional Representative. FGNA is our organization and we need support from every member!

Meetings

After the FGNA Annual Conference in July 2012, CORR held its only in-person meeting of the year. We met for two days including a half-day with the Board of Directors. During the CORR meeting, we made plans for the rest of 2012 and worked on getting everyone comfortable with Google Docs, Yahoo Groups, and our new regional newsletter software My Newsletter Builder, so that we could communicate with our regions more efficiently. We discussed many ways to promote the *Feldenkrais Method* and explored putting ads on Google and writing grants to promote specific *Feldenkrais* programs. We wrote guidelines for grant writing and enlisted volunteer help to find and write grants.

Google Ads

Each year CORR votes to have group projects endorsed and paid for by all of the Regions together. In 2012, we wrote ads and funded their publication on Google. These ads were published in advance of *Feldenkrais Week* 2012 and have continued running since. At the initiation of these ads, the website received many more hits than normal. Many thanks to Tammy Rosen Wilbur for writing the ads and spearheading this advertising effort. We hope to expand these advertising efforts in 2013.

Please explore your volunteer skills and offer to help your regional representative! FGNA belongs to all of us.



FEFNA

Andrea Wiener, Interim Executive Director

“The *Feldenkrais*® Educational Foundation of North America is a charitable organization whose mission is to advance human development and learning through education and scientific research.”

-FEFNA Mission Statement

For FEFNA, the highlight of 2012 was the highly successful Esther Thelen Research Symposium, sponsored by the Esther Thelen Research and Education Fund under the auspices of FEFNA and the Esther Thelen Research Committee. Held in San Mateo, California, the Symposium attracted over 260 attendees, including participants from over ten countries.

Roger Russell, 2012 Program Committee Chair wrote: “Named for the developmental psychologist and *Feldenkrais* teacher, Esther Thelen, PhD, [the Symposium] began with the Esther Thelen Memorial Lecture by her mentor and friend, Dr. Michael Turvey, PhD, a professor at the University of Connecticut. Following up were lectures by a distinguished group of researchers covering the evolution of the human brain, human life span development in infancy and old age, research methodology and embodied philosophy. The symposium was topped out by Dr. Michael Merzenich’s keynote lecture which bridged the symposium and the experiential workshops of the conference on a topic that is at the center of neuroscience research today: brain plasticity and learning.” (*In Touch*, Fall 2012)

FEFNA also collaborated with FGNA in creating a unique *Feldenkrais Method* Conference with the unifying theme, “Embodying Neuroscience: the *Feldenkrais Method* in Human Development, Performance and Health.” The Conference was attended by over 400 participants. According to Pat Buchanan, Esther Thelen Research Committee Chair, “[the Conference and Symposium] reflect Esther Thelen’s commitment to principled scientific inquiry, professional and personal development, and translational actions that foster societal change,” (*SenseAbility*, Spring 2012)

FEFNA offerings at the 2012 Conference included an innovative “Public Day” (offered in collaboration with the Northern California/Northern Nevada Region of FGNA) and the ever-popular research poster session.

As Pat Buchanan wrote in the Spring 2013 issue of *SenseAbility*, “[In 2012] attendees at the record-setting *Feldenkrais Method* Annual Meeting “Embodying Neuroscience” had the opportunity to view nine research posters by *Feldenkrais* teachers/researchers from the US, Canada, and Australia. These presenters illustrated the range of research and scholarship activities recently completed or underway. Their abstracts are available for viewing as the current home page article “2012 Esther Thelen Research Symposium Poster Abstracts” on www.feldscinet.org.”

We give special thanks to Roger Russell, 2012 Program Committee Chair, the 2012 Program Committee and Proposal Review Subcommittee, Esther Thelen Research Committee, Symposium and Conference Coordinator Michelle Valentino, and Executive Director Susan Marshall, and the many more generous volunteers who made the Symposium and Conference events possible.

The Esther Thelen Research Committee was awarded the FEFNA Volunteer of the Year Award for their work on the 2012 Symposium. Congratulations and many thanks to members Pat Buchanan (Chair), Roger Russell, and Jim Stephens.

In 2012, the Thelen Fund awarded a research grant in the amount of \$1492.50 to Cindy Allison, a University of Canterbury doctoral student and *Feldenkrais* practitioner, in support of her research project entitled “The Impact of a *Feldenkrais*® Postural Control Programme on Pain, Spasticity and

Fatigue in Spinal Cord Injury: A Mixed Methods Study?

The Esther Thelen Research and Education Fund continues to promote networking and collaboration worldwide among members of the *Feldenkrais Method* community and interested scientists, scholars, and researchers through the *Feldenkrais Science Network*: www.feldscinet.org.

In 2012 FEFNA published four issues of *SenseAbility*, its newsletter of applications of the *Feldenkrais Method* of somatic education, under the skillful direction of Content Editor Lavinia Plonka and Managing Editor Carla Feinstein.

In 2012, the FEFNA bookstore moved to a year-round consignment system, in order to make a wider variety of products available. Visit www.feldenkraishop.org to see the latest offerings.

As of December 31, 2012, FEFNA reported assets of \$88,279 and liabilities of \$165,056. Sources of income included bookstore sales, Symposium and Conference registrations, donations, and generous support from FGNA. Liabilities consisted almost entirely of accounts payable due to FGNA, for costs of operations paid by FGNA.

In December 2012, FEFNA Executive Director Susan Marshall, President Dwight Pargee, and Treasurer Tom Bode resigned, which was a great loss to FEFNA. We thank Susan, Dwight, and Tom for their invaluable contributions to enacting FEFNA's mission.

2012 FEFNA Board of Directors

Dwight Pargee, President
Tom Bode, Treasurer
Peter Jenkins, Secretary
Rich Goldsand

2012 Esther Thelen PhD, GCFP Research Fund Committee

Pat Buchanan, PhD, ATC, PT, GCFT, Chair
Roger Russell, MA, CFT, PT
Jim Stephens, PhD, PT, GCFP

FEFNA Executive Director

Susan Marshall

