

RENAISSANCE

QUARTERLY NEWSLETTER OF THE ASSOCIATION FOR THE DEVELOPMENT OF THE PERSON-CENTERED APPROACH

VOLUME 6, NUMBER 1, 1989

"I have come to feel that the only learning which significantly influences behavior is self-discovered . . ."
Carl R. Rogers

POWER, DECISION-MAKING AND THE FUTURE OF ADPCA

BARBARA TEMANER BRODLEY: I strongly support the idea that several large group (full community) meetings at the Georgia ADPCA annual meeting be devoted to discussion of general organization, decision-making procedures, financial procedures, and specific questions (such as Carol Wolter-Gustafson's concerning sending additional newsletters and the financing of them).

I also like Carol's proposal that the *Renaissance* editors go ahead and use their own judgment, inform everyone else through a statement in the *Renaissance*, and ask for retractions. In general, in our democratic and open-hearted organization, I think it is good for people to go ahead and take initiative, perhaps after conferring with the members who are convenient to talk to for some feedback, and then make it clear to the rest of the membership what and why and ask for general reactions. In this way I feel very able to trust other people in the ADPCA. I value initiative and want to encourage it. I feel committed to engaging in an open dialogue about what someone (or some sub-group) may get going, with the idea that if others don't like it or want it *enough* it can be changed. If one has to wait for everyone else to agree, too much enthusiasm and initiatives get lost. So I want to support people acting with the understanding that they are seeking genuine reactions and are willing to be influenced in the next step. I don't think we are a group of people who want power over others, so, if someone is taking control in some way, I assume they are doing the best they know how and that they are *contributing*, and, if I don't like the way they are doing it it is possible to simply say so and explain my own point of view. I won't *attribute* a power-ploy to someone just because I don't happen to like their initiative in the particular. I hope we can discuss this at the May meeting in Georgia. •

JEROLD D. BOZARTH: The discussion on in *Renaissance* titled "Responses to power, decision-making and *Renaissance*" (V. 5, #3 & 4, 1988, p. 4) seemed to be one of the "in process" items that might stimulate some suggestions. Carol Wolter-Gustafson posed two specific proposals. These are: "1) to support the suggestion made in New York to dedicate several days to our Georgia ADPCA meeting for grappling with these political issues. 2) In the meantime we use *Renaissance* to declare any initiative that would have impact in the larger community." Elio Nacmias indicated that we should not fear our individual diversity in forms of either decision making or action "so long as we are motivated by the *essence* of the person-centered approach," and, Regina Stamatiadis-Reinhard expressed among her wishes that "ADPCA remain a *life enhancing, professionally enhancing, and spiritually enhancing* community." Let us know your wishes. Thanks. •

DAVID J. CAIN: The future of ADPCA looks bright. We have had two enormously successful annual meetings and our 1989 and 1990 meetings are in capable hands. Our membership has grown from 75 to approximately 250 in the last five years; gradual and steady growth. About 20% of our members reside

outside the United States, giving ADPCA strong international representation and influence. Our membership is diverse and talented, providing us with resources in literally every field of application of the Person-Centered Approach and in client-centered and experiential therapy. ADPCA chapters have been started in the U.S. and abroad. It appears, too, that our members are making significant contributions to the continued development and refinement of the Person-Centered Approach.

While ADPCA is growing, it is also still forming. Although its functions and purposes have been identified, they continue to evolve. As membership has increased, so has the active involvement of our members, the enormous cooperative efforts of Nat Raskin, Peggy Natiello, and Jerold Bozarth and their cast of helpful colleagues have made our Annual Meetings possible. Many persons have served as members of the Enabling Committee over the last two years. Over several years, many individuals have assumed various responsibilities for a period of time. Increasingly, members have become invested in ADPCA, involved themselves in its work and assumed responsibility for its maintenance and growth. This is as it should be. I hope and fully expect that more persons will assume significant roles in the ongoing development of our Association.

Managing Our Affairs

Although active participation has increased, we are still searching for the most effective and mutually acceptable ways to chart our future, make decisions and carry them out. For the last year and a half, we have been experimenting with a volunteer Enabling Committee which has been addressing a number of issues, through a multilogue or letter network. In brief, each committee member responds, in writing, to the issues at hand and send his or her responses to a coordinator who xeroxes the responses and sends them back to the committee members for further response. The process is repeated until some reasonable consensus is reached.

In my view, this approach has assets and liabilities. Its strongest asset is in generating ideas and solutions. Its greatest liability, in my experience, is that the process breaks down before consensus is reached. Consequently, we have become bogged down at a point where we have many good ideas but no decisions and no actions. Part of the problem is simply one of logistics. It is difficult to communicate effectively by mail when several correspondents are involved. There is no room for person-to-person dialogue so "discussion" becomes virtually impossible. Then, there is the problem of time and efficiency. While a round of communication could take place within one month, more often it takes 2-3 months. Responses are sent in late and, consequently, sent out late. In short, the promise of the multilogue as a communication system has only been partially realized in practice.

There are other problems with our attempts to communicate and make necessary decisions. Most of the Enabling Committee members volunteer to serve on the committee at our annual

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meeting. At that time their enthusiasm for ADPCA and desire to involve themselves in determining its course is high. At the 1988 Annual Meeting, about 20 people volunteered to participate in the multilogue. In fact, only three persons actually did. What happened? I'm not sure, but I suspect that when volunteers return to their everyday lives, reality sets in. They find themselves busy with work, family, and other responsibilities and activities. Responding to a multilogue, by a specific date, likely becomes a chore or responsibility whose priority drops relative to other daily demands and stresses. This is not hard to understand. Yet, it is a real problem without a current solution. This problem obviously extends beyond our multilogue experiment. On many occasions, well-intentioned volunteers do not follow through on responsibilities they assume. Consequently, some of our work doesn't get done or falls on the shoulders of a few who pick up the slack. Unfortunately for ADPCA, this means that fewer people are actively involved in the governance of the Association. These problems are, of course, common to any organization in which members are spread over a large geographic area. The more difficult it is to meet, the more difficult it is to address and resolve the issues at hand. Some of these issues are brought up at our large group business meeting at our Annual Meeting, but there is neither an adequate format nor adequate time to do the necessary work.

Some Possible Solutions

I would like to propose some solutions that I believe are practical, efficient and inclusive of anyone who has the desire and time to involve himself or herself in the planning and implementing of our work tasks. My proposal also has the goal of distributing the work and responsibilities in a manner which involves persons living in several regions of the U.S. and in other countries.

First, I would like to begin with a task analysis. There are several basic jobs that are critical to our functioning and progress. They are as follows: (1) ADPCA Coordinator — David J. Cain; (2) Editor of *Renaissance* — Carol Wolter-Gustafson and Curtis Graf; (3) Annual Meeting Coordinator — Jerold Bozarth-1989; Chuck Stuart-1990; (4) Membership Directory and Information — Patrick Lee; (5) Activities — David Alpert (U.S.) and Barbara Bradley (outside U.S.). Other useful functions might include: (1) State, Regional and Country Coordinators; (2) Secretary; (3) Financial Planner; (4) Tape Resource Library Coordinator; (5) Membership Coordinator; (6) Marketing Coordinator.

I think it would be desirable for each of these areas of responsibility to be coordinated by one person. That person would then form a small group or committee in the area which he/she lives. The committee could then meet as frequently as needed, face-to-face, to discuss the work at hand and how it might be best accomplished. The coordinator of the committee could provide a quarterly progress report which would be published in *Renaissance*. ADPCA members, then, are continuously informed about the activities of its coordinators. Each committee should have reasonable authority and autonomy in making decisions.

This group of coordinators could also serve as the Enabling Committee. The ADPCA coordinator, or possibly one of the committee coordinators could serve as Chair of the Enabling Committee. This committee would serve as advisors to the ADPCA coordinator and each other. Thus, each coordinator would always have available a small group of coordinators (6-8) with whom he/she could consult as needed or desired. The Enabling Committee would correspond by letter (possibly

using the multilogue) or by phone, and would meet prior to each Annual Meeting to report on its activities, attend to the tasks at hand, formalize proposals and recommendations to be made to the membership, and develop an agenda for the business meeting of the members as a whole. Members could, of course, add to the agenda created by the Enabling Committee.

There are several advantages to this "small committee" approach. First, I believe it embraces person-centered values. It is inclusive and encourages active involvement and participating in ADPCA. Therefore, an opportunity is provided for *anyone*, who has the desire and time, to participate in a meaningful, significant way in the running and development of ADPCA. I believe this approach will be more efficient and effective than the approach we have used to date. Consequently, we should be able to complete tasks that enable ADPCA to operate in a more optimal manner. It is an approach that encourages those who care most about ADPCA to actively involve themselves in its governance and development. I trust that those who self-select themselves for important responsibilities will provide considered, balanced, and wise counsel for ADPCA. Finally, the membership of ADPCA will continue to have considerable input and influence on all matters that substantially affect the development of future directions, goals, and the manner in which those goals are accomplished.

A Proposal

I propose that ADPCA try this small committee approach for the year between our 1989 and 1990 Annual Meetings. Although I fully believe other approaches would also work, I believe this one is sound. I might add, it is based, in large part, on many of the recommendations of members of the Enabling Committee and general membership. Therefore, I hope you will give it a receptive hearing and a trial run. If it doesn't work, or if we find something that works better, we can always try something different. •

FINANCIAL REPORT

DAVID J. CAIN

The financial state of ADPCA is, generally, quite sound. The balance in our account is usually in the \$3500-\$4500 range during the year. Our first two Annual Meetings have contributed approximately \$2800 (1986) and \$2350 (1988), plus a contribution of \$1500 seed money sent directly to the organizers of our third Annual Meeting. Listed below are our sources of revenue, expenditures, and balance as of January 1, 1989.

ASSETS

Membership Dues & Contributions	\$10,765
Profit from Second Annual Meeting	\$2,352
Balance from 1987	\$3,032
Total:	\$16,149

EXPENDITURES

Sage Publications (Journal Subscriptions)	\$3,558
Xerox, Typesetting, Printing (Approximately \$1200 expended on newsletter)	\$1,531
Typing (letters, labels, forms etc.)	\$369

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Postage	\$1,759
(<i>Renaissance</i> , membership recruitment)	
Compensation & Expenses for ADPCA Coordinator (400-450 hours work)	\$4,023
Phone	\$497
Office Supplies	\$181
Bank Charges & Unpaid Checks	\$230
Total:	\$12,148
ASSETS	\$16,149
EXPENSES	\$12,148
BALANCE (1-1-89)	\$4,001

REGINA STAMATIADIS-REINHARD: The most crucial feature in the last multilogue is for me the lack of responses. It is a response in itself from which I conclude that everything has become too bulky. I would very like to suggest that a person would condense the statutes as David Cain suggests, one person per section or even one person for an overall *draft*. Sometimes it is easier to give birth to a whole than to a part and the creation may gain in elegance.

I have made an attempt to shorten paragraphs in the last round so that this time I feel like giving priority to persons who have a full mastery of the English language. •

*Considering how dangerous everything is,
nothing is really very frightening.*

Gertrude Stein

OPPORTUNITIES

In-Depth Training Program in the Person-Centered Approach. For brochure, write to either Curtis Graf or Peggy Natiello at Center for Interpersonal Growth, P.O. Box 271, Port Jefferson, N.Y. 11777 or call (516) 331-2061.

The Carl Rogers Institute of Psychotherapy Training and Supervision. For more information, write to Norman E. Chambers, Center for the Studies of the Person, 1125 Torrey Pines Road, La Jolla, CA 92038 (619) 459-3861.

Fourth International Forum for the Person-Centered Approach. August 5-12, 1989, Rio de Janeiro, Brazil. For information write Marcia Alves Tassiari, Rua Fonte da Saudade, 87 Lagoa, 22471 Rio de Janeiro—RJ Brazil. Lower airfares to Brazil for our 4th International Forum next summer can be arranged by obtaining group rates. Ann Weiser has done some homework on group rates and is willing to do more if we provide her with some information. Drop a note to Ann Weiser, 5825 Telegraph Ave. #45, Oakland, CA 94609. Tell her (1) your departure point; (2) the number of people you expect to travel with you; (3) when you wish to depart. Thank you, Ann, for helping us out!

Centre for Cross Cultural Communication, 19th Annual Residential Workshop. "A Person-Centred Approach to Cross-Cultural Communication." July 2-9, 1989. For more information, write to Colin Lago, University Counselling Service, 205 Brook Hill, Sheffield S37 7HG, England. Tele: 0742768555, ext. 4136.

6th International Person-Centered Expressive Therapy Training with Natalie Rogers will be held June 22-28. For further information, contact PCETI, 726 Mendocino Avenue, Santa Rosa, CA 95401. (707) 523-0203.

LETTER TO CO-EDITORS

Dear Carol and Curtis,

I think your way of doing the *Renaissance* is terrific! I think you represent me well in the way you go about it (and not because something I wrote was in nos. 3-4). Some reactions follow:

I noticed that you did not include Joseph Telkes' address under his "personal news" communication."

Could you eliminate the sitting figures in the heading of *Renaissance*? I find the image unattractive and un-representative of the maturity aspect of pca. This image is being dropped from the *PC Review* after I raised my objection at the editorial board meeting of the *Review* in N.Y. As it turned out, *all* the board members present agreed with me, and David Cain, who had instituted the image, felt no attachment to it, so, in respect to that publication, it is being eliminated. If you feel the way I do, I think you could just ask around for reactions and if they are agreeable take it off the next one and then mention it in the issue asking for reactions.

Thanks again for your excellent work.

BARBARA TEMANER BRODLEY

*After the long letters have been written, read,
abandoned, after distances grow absolute
and speech, too, is distance, only listening
is left.*

*I have heard the dark hearts of the stones
that beat once in a lifetime.*

William Pitt Root

CO-EDITORS' NOTES

We lost our old typesetter and in the transition to working with a new person, we incorporated Barbara's preference (see letter above) for the elimination of the sitting figures in the masthead. What do you think? We continue to receive responses to the last two themes: "Client-centered/ Person-Centered" (to be continued in our next edition coming in May) and "Power, Decision-making and the Future of ADPCA" (in this edition). Hopefully, the dialogues around these themes will get us stimulated to deal further with these important questions in Georgia! P.S. Our new typesetter requests that material submitted to *Renaissance* be typed and double-spaced if possible.

Curtis Graf
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David Cain, Founding Editor

**Third Annual Meeting of the
ASSOCIATION FOR THE DEVELOPMENT OF THE PERSON-CENTERED APPROACH
May 25-28, 1989
Rock Eagle State Park, Georgia**

The theme for the meeting developed from comments of many who responded was that of the application of the person-centered approach in organizations; particularly, in this (The Association for the Development of the Person-Centered Approach) organization.

SCHEDULED PRESENTATIONS AND DISCUSSIONS

The PCA-Paradigm of Power — J. Bozarth	Non-Directiveness of Client-Centered Therapy — D. Cain
C. Rogers & H. Kihut: On the Importance of Valuing the "Self" — E. Kahn	Creativity and Personal Power — Mukti Khanna
Facilitating the Learning of Psychotherapy at Advanced Levels — D. Martin	Structuring the Unstructable — K. Newton
Actualization - Eastern and Western Views — R. Page	Theory as Autobiography: The Development of Carl Rogers — J. Seeman
The PCA and the Four Elements of Nature — Regina Stamatiadis-Reinhard	

*For more information:
Jerold D. Bozarth, 402 Aderhold Hall
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