

FEPTO-NEWS

NEWSLETTER OF THE FEDERATION OF EUROPEAN PSYCHODRAMA TRAINING ORGANISATIONS

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FROM LEFT TO RIGHT: Marcia, Dorothy, Pierre, Jutta, Gábor, Judith, Chantal, Eva and Maurizio. Renée and Antonio are not present at this picture.

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Pierre Fontaine EAP / FEPTO minimal training standards

Comparing our EAP document with our FEPTO minimal standards (See separate Excel paper):

1. Personal psychotherapeutic experience. Our minimum is 200 hours, but we have 200 hours of training for conducting inside the advanced training group. In these groups there is also a personal psychotherapeutic experience by being directed by a pair of trainees, so we evaluate it as 50 hours.
2. Theory and techniques. We mention 120 hours for the part given in a specific Theory and techniques Seminar. An important part is given during the 200 hours of training for conducting inside the advanced training group. We take 150 h. A large part is due to individual study: 230 hours. These 230 hours are not exaggerated. At Stipo for 200 hours of Courses there are 1400 h of individual study. In our guidelines we mentioned these hours without

quantification and recommended: "reading on the subject, writing down one's experience, looking at videotapes of one's directing, and discussions with peers are important"

3. Clinical Practice. EAP mention 300-600 h. with clients / patients. The practice is larger. We ask 160 h. of Practice of PD. So we have to add minimum 140 h. of clinical practice or we can say of Mental Health Care.
4. Supervision. They ask 150 h. We ask for 80 contact Supervision hours. This supervision requires to be prepared, notes of the problems and of the advices after the Supervision must be taken. We propose 70 hours for this necessary part.
5. Choice. If we add all the minimal hours, we don't get the 1400 proposed hours. But there was a possibility to do more in "Theory and Methods" and in "Clinical Practice". We had also a possibility of choice "120 h. to be decided freely by the training Organization or by the trainee, as supplements of these 4 sections." so we propose 120 contact hours and 80 h. of individual study. These hours have, for EAP, to be taken in "Theory and Methods" or in "Clinical Practice".
6. Total is 1400 hours. These are our 880 hours plus 520 h of individual study.





Pierre Fontaine

Training Standards Questionnaire Provisional Results

We prepared a questionnaire to see if the implementation of the Minimal Training Standards are provoking special problems and if amendments are necessary. The questionnaire was prepared for publication in FEPTO News of January, but our newsletter appeared later and we send also an electronic version. We thank all the people who filled it in so conscientiously and sent it back. We but we are still waiting for the answers of everyone, they are precious for us.

At this moment (April 19th) the answers are really coming in and we can give a first impression.

Provisional Results. There are no big problems. Nobody till now asks for a real amendment.

Quantitative part. Our members are adapting their training if necessary. Everybody will be (Sept 2004) near or over, or largely over our minimal standards. There are only large differences in practice.

Supervision of practice
min. standard 80 h – extremes 32/300 h

Own supervised practice
min. standard 160 h – extremes 60/600 h

Some have much more practice, others (more than one) only a reduced number of practice hours and of supervision, but they write “*we are willing to increase own supervised practice ... and include it in the advanced level.*”

For the other parts of the training, the differences with the standards and between the members institutes are not so important

Theory and techniques
min. standard 120 h – extremes 102/494 h

Self experience
min. standard 200 h – extremes 204/800 h

Training in conducting
min. standard 200 h – extremes 160/350 h

Qualitative part. Here also there are differences with the standards but not as much intention noted to

comply on these standards. I thought at first it is as if the qualitative is not as strict as a number of hours, but it is probably because the quantitative is planned for the group, while these qualitative standards are more linked to the individual persons, their admission and evaluation. Do we have to accept some equivalencies and genius exceptions, consider the individual life experience? Probably but we have to do it on a serious way, putting the things on paper, taking the decision with a team, a jury. Build a jurisprudence.

Some say also “I accept people without the required degree but they come only during some years not to become a psychodramatist but to learn to become more creative in their relationships or to become a psychodrama assistant”

Guidelines. They are not mandatory. Some are criticised or questioned:

- “7 times” some say “no, they need to be 100 times auxiliary” others “no, the choice of an antagonist depends on tele, we can not impose it” or “it is the task of the trainer to stimulate action in the trainees”
- “usefulness of training in individual PD” We find question marks
- “10% absence” for some “no, absence has to be compensated”

The questions and their rationale were perhaps not always clear; so people ask “What is the sense of this free choice?”; others don’t remember that our hours are *contact* training hours. I phoned to some people to hear more about some points. We need to speak more about our training standards, to speak more with each other in group, and construct a common training culture, not only an agreed number of hours, but a common understanding and spirit. And it takes time.

Pierre Fontaine

FEPTO PUBLICATIONS Report 2004

1. Psychodrama Training: A European View

Ed. P. Fontaine 330 pp. (First Edit. 1999, 2d 2001). Our second edition is sold out. We have only about ten copies. Fepto Price 20 Eur. If there is a strong demand (100 copies) we can make a reprint of the second edition on 200 copies and even lower the price. But I do not feel this demand at the moment.

2. FEPTO Directory

It was planned two years ago before Sofia. Content:

- International Organisations: FEPTO, IAGP & Psychodrama Section.
- The different countries with their PD History and present situation.



- Inside each country the accrediting and the training organisations each presented in 2 pages: one with addresses, history and team; and another with the training.
- In alphabetical order the main trainers' who's who with photo.
- European psychodrama books and journals.

We are waiting with this project because the implementation of our minimal training standards will bring changes in the training curricula till 2005 and will bring more unity. Publication will be possible in 2006.

3. Supervision of Psychodrama Practice

Supervision was the subject of our last meeting in Estoril. It was also the subject of a FEPTO colloquium at the IAGP conference in Istanbul last summer. Our chairperson proposed to make a booklet on the subject. We wish to focus on supervision of psychodrama and not on the use of psychodramatic techniques in the supervi-

sion of other mental health or management practices. Till now 13 authors proposed 20 subjects. This is good but till now we received only 7 papers. These are interesting and some are sent back for complementation. Others are promised in the summer. You can still join us. We have also to bring more unity in the presentation.

4. A European Psychodrama Journal?

There are minimum 15 PD Journals (not only newsletter) in Europe. This creativity is a strength. They are published in a minimum of 9 languages, this is a handicap. Can we bring representatives of these journals together and let them agree to translate in English, our lingua franca, one of their best articles of the year or of the last two years? We can try to contact more editors and to investigate the interest and the possibility to publish next year a test issue number 0 and see the reactions. If you are interested contact pierre.fontaine@psp.ucl.ac.be

Jutta Fürst *chair of the membership committee*



Report of the membership committee

Members: Horatiu Nil Albin, Inci Doganer, Ildico Mävers, Yaacov Naor, Jutta Fürst (chair)

In the last newsletter I presented some ideas concerning procedures within the committee,

voting procedures in the G.A. for applying institutes and the support of new members.

The feedbacks supported these ideas. Inci proposed that the helping member should be selected by the executive board among volunteers.

APPLICATIONS:

The following institutes applied for membership:

INSTITUTO DE RELACIONES HUMANAS
VITORIA-GASTEIZ – **Spain**

PSYKODRAMASKOLAN – **Sweden**

INSTITUTE OF PSYCHODRAMA AND SOCIOTHERAPY (IPS) OF
THE OPEN PSYCHOTHERAPY
CENTRE (OPC) – **Greece**

KIVUNIM-INSTITUTE OF PSYCHODRAMA
AND GROUP WORK, LTD – **Israel**

According to our new procedure for applying institutes they were invited to send a representative to our next Fepto meeting in Kauniainen/Finland.

There we planned to give the representatives some time to present their institutes. After talking and working together it will be much easier for the GA to decide in the following year than by reading a written description about the applying organisation.

Description of the applying institutes

The Institute de Relaciones Humanas Vittoria-Gasteiz has already been introduced in the last Fepto newsletter.

Here a short description of the psychodrama institute "Psychodramaskolan"

The President/Vicepresident (Director/Codirector) are Kerstin Jurdell, Per Henriksson.

The school was founded 1st of May, 2001 in Stockholm as a non-profit association with the objectives to pursue education in the theory and methods of psychodrama, sociometry and group psychotherapy based on the principles of J.L.Moreno.

They have three maintrainers: Kerstin Jurdell, Per Henriksson and Eero Julkunen. In the last three years they had three training groups but up to now no certified psychodramatist. They are planning to start an advanced programme spring 2005.

Difference between minimal standards and own training programme.

For assistant director of psychodrama

Basic training: 500 hrs (self experience 360 hrs, theory and method 140 hrs)
during 2 years



For *psychodrama leader*

Advanced training: 700 hrs (Self experience 140 hrs, 60 hrs Sociometry, 300 hrs Theory and method, 100 hrs Supervision and 100 hrs Clinical work (leading your own group), Thesis, during 3 years,

For *director of psychodrama*

Further practical training including supervision, 600 hrs clinical work, 200 hrs supervision,

Total hours of all levels 2000 (1 hour = 45 minutes)

The *Institute of Psychodrama and Sociometry (IPS) of the Open Psychotherapy Centre (OPC)* has already applied last year where the GA asked for clarification of some questions. You find the description in the membership report 2003

The Kivunim- Institute of Psychodrama and Group Work, LTD. reapplied after having been rejected by the GA in 2002 in Sofia.



Michael Weiser

favored, we can understand psychodrama as action method, so it is also process-directive or process-guiding. To explore the therapist response mode the authors write:

Using a post-session therapist intervention style questionnaire, Lietaer & Dierick (1999) compared three samples of experiential group therapists (client-centered, Gestalt and psychodrama) with a sample of behavior group therapists and a sample of psychoanalytic group therapists. While the three experiential suborientations were highly similar on the dimensions "Facilitating experiential exploration," "Meaning attribution," and "Personal presence," large differences were found on "Executive function," with psychodramatists and Gestalt therapists being more structuring and using more procedures. The psychoanalytic group was lowest on all dimensions except for "Meaning attribution" and highest on the subscale "Psychodynamic interpretation." Behavior therapists were lowest on the subscale "Psychodynamic interpretation" and highest on the subscale "Direction, advice, procedures." (p. 22)

The significant results for the efficacy of the Gestalt empty- or two-chair dialogue in the treatment of simple phobia (p. 9), childhood attachment injury (p. 10), and sexual abuse survivor (pp.10-11) are possible analogue for the psychodramatic empty chair technique. Perls gave credits to Moreno in his late autobiography. A partly good result for psychodrama is found in:

Ragsdale, Cox, Finn and Eisler (1996) tested 24 participants of a psychodrama-based inpatient posttraumatic stress disorder (PTSD) treatment program both immediately before and following completion of treatment. Responses were compared to a treatment/wait list comparison group composed of 24 clients awaiting entry

NEWS

Two Russian institutes changed their names:

"Moskow Institute of Gestalt and Psychodrama" of Nifont Dolgopolov changed into "Training Institute for Psychodrama and Sociometry"

and the institute of Vladimir Romek **"Don Society of Psychodrama and Sociometry/Rostov Association for Psychodrama"** changed into

"Rostov Institute for Training and Psychodrama".

I hope that we will improve permanently the application procedure and that our meeting in Finland will be full of enriching encounters as usual.

Research on Experiential Psychotherapies

(Elliott, Greenberg & Lietaer, 2003)

Psychodrama was considered as part of experiential psychotherapies and investigated mostly for the years 1993 to 2002. There were three assessment periods: post-therapy, early follow-up (less than a year) and late follow-up (a year or longer). To get more precise estimates the authors made standard corrections for small sample bias and sample-size weighting formulas. Controlled and comparative effect sizes were counted and equivalence analyses need .4 sd as the minimum clinically interesting difference (p. 5). Process directive therapies were significantly



into the program. All treatment and waitlist comparison group participants received weekly PTSD outpatient group therapy. Significant improvements were found in the inpatient treatment group in areas of hopelessness, feelings of guilt and shame, loneliness, and emotional expressiveness. Other indices of psychological functioning, including interpersonal skills, gender role stress, anxiety, anger, and PTSD symptoms did not change significantly in response to treatment. No positive changes in any area of psychological function occurred in the treatment/waitlist comparison group. (p. 10) (Tab. 1 and 3)

Table 1
Outcome Research on Humanistic-Experiential Therapies: Pre-post Effect Sizes

Study	Treatment ^a (length)	Population (n of completers)	Type of Measure ^b	Mean Change E.S. ^c
6. Other Experiential (focusing-oriented, emotive, psychodrama, or integrative): (n: 15; mES: .86; 1994: 5 samples; mES: 1.02)				
Ragsdale et al. (1996)	Adventure/Psy chodrama (26 days)	Chronic PTSD	CSy, Adj	Post: .41

^a Individual treatment unless otherwise noted; number of sessions given in parentheses; CC: Client-Centered Therapy; PE: Process-Experiential therapy; EFT: Emotionally-Focused Therapy.

^b Adj: social adjustment or interpersonal problems measures; CSy: clinician ratings of symptoms; Exp: measures of experiential functioning; Imp: estimates based on improvement ratings or percent recovered; PC: measures of personality and coping style; Rel: measures of relationship quality (e.g., marital); Scm: schematic/self image measures; SSy: self ratings of symptoms; Ind: Target complaint or individualized problem measures; Phy: health, physical status.

^c ESs for multiple outcome measures were first averaged within instruments (e.g., 8 scales of Freiberg Personality Inventory), then across instruments for each treatment group and each assessment period. FU: Follow-up (followed by time period in months or years; e.g., 3mo=3 months).

Out of Tab. 1, pp. 50-58.

Table 3
Controlled Outcome Research on Experiential Therapies

Study	Experiential Treatment	Control Condition	Mean Difference in Effect Size
6. Other Experiential: (n: 7; m ES: .68)			
Ragsdale et al. (1996)	Adventure/Psychodrama	Waitlist	+59

Note. Effect size values given are differences in change effect sizes (averaged across measures and assessment periods). Abbreviations: CC: Client-Centered Therapy; PrExp: ND+: Nondirective plus minor directive; EFT: Emotionally-Focused Therapy (for couples).

Out of Tab. 3, pp. 60-61.

The integrative process-experiential inpatient program reported from Mestel and Votsmeier-Röhr made large effect sizes and as the head of the clinic is a psychodramatist this is part of the program (Tab. 1).

Table 1
Outcome Research on Humanistic-Experiential Therapies: Pre-post Effect Sizes

Study	Treatment ^a (length)	Population (n of completers)	Type of Measure ^b	Mean Change E.S. ^c
3. Process-Experiential (Marker-guided): (n: 18; mES: 1.26; 1994: 6 samples; mES: 1.39)				
Mestel & Votsmeier- Röhr (2000)	Integrative Experiential Inpatient Program (6 weeks)	Depression (412)	SSy, Adj, Exp	Post: 1.11 FU22mo: .98

Out of Tab. 1, p. 53.

An Iranian-Indian study on low depressed men showed significant results in changing attitudes of the participants. The study should be cited as: Pour Rezaeian, Sen Mazumdar und Sen (1997).

Rezaeian, Mazumdar, and Sen (1997) examined the effectiveness of psychodrama in changing the attitudes of 54 depressed male Iranian clients. Participants were divided into 3 treatment groups of 18 clients each: a psychodrama group, a conventional psychiatric treatment group, and a combination therapy. Measures of depression and personal attitudes towards family, sexual matters, and so on were administered before and 24 weeks after treatment. The psychodrama group therapy was more effective than the conventional psychiatric treatment in changing the attitudes of the participants. The combination of both psychodrama group therapy and conventional psychiatric treatment, however, turned out to be the best treatment. However, the results from the combination of both psychodrama group therapy and conventional psychiatric therapy did not differ significantly from the psychodrama group therapy alone. (p. 13) (Tab. 1 and 4)

6. Other Experiential (focusing-oriented, emotive, psychodrama, or integrative): (n: 15; mES: .86; 1994: 5 samples; mES: 1.02)				
Rezaeian et al. (1997)	Intensive Psychodrama (60)	Depressed males (18)	Scm	Post: 1.51

Out of Tab. 1, p. 56.

Table 4
Comparative Outcome Research on Experiential Therapies

Study	Experiential Treatment	Comparison Treatment	Mean Difference in Effect Size
6. <u>Other Experiential</u> : (n: 12; m ES: +.18)			
Rezaeian et al. (1997)	Intensive psychodrama	TAU	+.74
Rezaeian et al. (1997)	Intensive psychodrama	TAU + Intensive psychodrama	-.16

Note. Multiple treatments for a given study listed separately. Effect sizes are differences in change effect sizes (averaged across measures and assessment periods). Types of experiential treatment correspond to main headings in Table 1. Abbreviations: CC: Client-Centered Therapy; EFT Emotionally-Focused Therapy (for couples); ND+: Nondirective plus minor directive; PrExp: Process-Experiential Therapy; Other: Other or unspecified experiential treatment; TAU: treatment-as-usual.

Out of Tab. 4, p. 62-65.

The study of Tschuschke and Anbeh is mentioned as naturalistic and uncontrolled (Tab. 1 and 4).

Table 1
Outcome Research on Humanistic-Experiential Therapies: Pre-post Effect Sizes

Study	Treatment ^a (length)	Population (n of completers)	Type of Measure ^b	Mean Change E.S. ^c
6. Other Experiential (focusing-oriented, emotive, psychodrama, or integrative): (n: 15; mES: .86; 1994: 5 samples; mES: 1.02)				
Tschuschke & Anbeh, 2000	Psychodrama (12)	Mixed outpatients (72)	Ind, SSy, Adj	Post(early): .44

Out of Tab. 1, p. 50-57.

Table 4
Comparative Outcome Research on Experiential Therapies

Study	Experiential Treatment	Comparison Treatment	Mean Difference in Effect Size
6. <u>Other Experiential</u> : (n: 12; m ES: +.18)			
Tschuschke & Anbeh, 2000	Psychodrama	Group analysis	+.00
Tschuschke & Anbeh, 2000	Psychodrama	Eclectic/integrative group	+.04

Out of Tab. 4, p. 62-65.

As a conclusion, we can see that there are quite good outcomes for psychodrama therapy but it is a pity that more psychodramatic literature was not reviewed.

References

- Elliott, R., Greenberg, L. & Lietaer, G. (2003). Research on Experiential Psychotherapies. Toledo: Manuscript. [published in M.J. Lambert (Ed.), *Bergin & Garfield's Handbook of psychotherapy and behavior change* (5th ed.) (pp. 493-539), New York: Wiley].
- Pour Rezaeian, M., Sen Mazumdar, D. P. & Sen, A. K. (1997). The Effectiveness of Psychodrama in Changing the Attitudes Among Depressed Patients. *The Journal of Personality and Clinical Studies* 13 (1-2), 19-23.



Renée Oudijk

Annual Report 2003 of Fepto Newsletter Committee

The Annual Report of the Newsletter Committee can be kept short.

In 2003 the Newsletter had three issues.

Thanks to the effort of writers, editor, secretary and printer, the deadline - 3rd week of January, May and September - could be met every time.

While the form and formula of the Newsletter remained the same as in 2002, the number of pages increased.

The topic of the January issue 4.3 was the preparation of the coming General Meeting : "Ways of Supervision" in Estoril.

CONTENT Fepto News 4.3 January 20	CONTENT Fepto News 4.4 May 200	CONTENT Fepto News 4.5 September 2
<p>Happy Ne Encounter in Portugal – Manuela M Research Committee – Michael Wies Developments in drama-Adam & A Good bye, be in peace and remembered Fepto council meeting in Lon Logo Cont Magic and Tragic – Eva Ro Report Mem Committee – Jutta Fürs Fepto History Rent for Stegreiftheat Brainstorming at 60th Annive ASGPP NY Questionaire Supervision Concept of Minimal Training Standards Bon Appetit -</p>	<p>Dear Fepto Members – Chairp Ways of Supervision – Mic Report of the Research Committee – Mich Minutes and Reports Annual Meeti Applica Audit / Membership fees/Annual Comm Membership Com Training Comm Europe an Affairs / Ethic Comm A.O.B./ Fepto will p How Eva broke Introduction New Members – Jut Participants Estoril pictu 11 points Report Newsletter Committee Introduction New Members (continuation) - Renewal application form –1 A logo for Fepto – Pi Report Chairper Call for Voting 14 Psychodramatists – Ann Bon Appetite</p>	<p>From FEPTO to IAGP - Manuela Maciel - 3 PD Research Design - Michael Wieser - 4 PD Master Thesis Eating Disorders - 5 PD Master Thesis on Drug Addiction - 6 Voices from Estoril - Eva Fahlström - 7-9 IAGP Election Results - 9-10 Announcement s – Conferences- 11 Brainstorming with FEPTO Publications - 12-13 Marcia Karp in Russia - 13-14 Training Committee - Results of the Questionnaire on Supervision - Pierre Fontaine - 14-16 Incoming Call from St. Elizabeth - 16 Incoming Call ECP holders - Nel Bax - 17 En route for Psychodrama Psychotherapy Hans Verdonschot -18-19 Incoming Message - Paul Holmes -19 Last Bon Appetit - 20</p>

The May issue 4.4 was filled with Reports and Minutes of the General Assembly. The list of participants to this meeting was also published along with the first Membership List.

Nesletter 4.5 contains a lot of information on working groups, especially of the research committee.

Namelist Participants Estoril	Fepto Membership List May 2003	Preparation Annual Meeting 2004

In Estoril the Newsletter Committee met for an Newsletter-Committee-Breakfast-Meeting. There, it was decided that Renée, who took care of the 2002-2003 Newsletter editing, would hand-over the editing work for 2004 to Wilma and Edmonda .



The “hand-over of the editor” transition process was not quite easy. To give the readers of this report some insight on the actual work that has to be done before they receive Fepto’s Newsletter, a sample of the handover correspondence will be given:

- a) The deal is to bring out 3 numbers yearly, in months 1, 5 and 9, so in January, May, September. The deadline for articles, information from the council etc. is 2 weeks before editing, so the first weekend in January, May and September I expect to get the info the council wants to publish and I keep the 3rd weekend and the evenings in the week after this weekend free to edit this information. In this planning at the half of the 3rd week I can go to the copy shop to copy 120 numbers and make the envelopes with the addresses ready and so I managed now 5 times to send the Newsletter out at the end of the 3rd week of the month and everybody could receive it in the 4th week.
- b) In spite of the short time of 2 weeks for the deadline, the council till now never succeeded to keep themselves to this deadline. (In fact I asked by the start for a deadline of 3 weeks, but Judith strongly resisted, so in order to make workable appointments, I compromised on 2 weeks). Nevertheless I start the edit on Friday evening of the 3rd weekend and as material I use all kind of psychodrama news I gathered during the last month from the website and from e-mails. Mostly during and sometime even Sunday evening or later the council send me information to publish. You may know that I often feel not too happy with that and also a little disrespected, but nevertheless, since I worked in my youth as evening correspondent by a newsletter, so I focus on seeing this as last minute challenge and try to concentrate on working as quick as can be done and make the best of it.
- c) I resist to write articles. When the council ask me sometimes to publish some news, I ask them to send me a text. Nevertheless I have to write too. For instance the connecting lines between one and other and in order to make news from what I pick up from the website and the general e-mails etc. And on the backside of FEPTO News I have that small column from my role as editor, seasoning the dish I want to serve by this particular Newsletter.
- d) The pictures is an other story. I find it very communicative to add pictures by the articles. So I am happy to have a scanner. I must say, when I started with the Newsletter, I did not really know how to use the scanner, but now I can handle it (most of the time) and from new and old pictures I can take sometimes a part and paste that in. But nevertheless I have now more experience, it takes sometime really a lot of time even to get one picture on its decent place.
- e) The layout is another thing. I had to find out how to do this, for Judith who manage the Newsletter before me, had a professional editor (costs lots of money), and he could or would not handed me the layout he made. With Microsoft Word and a lot of patience and persevering I manage more and more to find out how I can do this. Word has also a lot of different letter types to make up an attractive issue, you can work in columns and play text in cadres etc. I learn to use a head and foot text on each page etc.
- f) You can imagine that learning to handle all this take lots of work and is quite an effort. But I told myself, Renée, you can only learn it by doing. And learning by trying and error, step by step so to say, overcoming all kind of troubles, I really enjoyed the opportunity of this task and I know you can see that reflected in the five Newsletters I produced.
- g) So at home in many early and late hours of a long weekend, so to say from Friday evening till Sunday evening late and with some continuation on Monday and Tuesday evening I manage to make the original number of pages. Then at Wednesday (I learned to phone already to the copy shop around Monday to make an appointment for Wednesday so they can take care to have enough of the right kind and colour of paper) I bring this originals to the copy shop and they print it double sided on A3 paper (four pages on one sheet) and staple them together.
- h) At Thursday, sometimes in the evening I can take the Newsletter from the copy shop. In the meantime, when I have the time and often together with my secretary I copy the addresses on the sheet with the labels. We put the labels on the envelopes together with the right stamps and a blue sticker for priority mail (otherwise it takes very long and sometimes it does not arrive at all), I put the more than 100 Newsletters in the envelopes and bring them to the mail mostly on Friday.
- i) I can not work in acrobat and did not want to spare a lot of extra time to learn how to handle that. Probably it is worth the effort. It would be possible to put the newsletter in e-mail and all people with advanced computers can read it from there and that would spare on the stamps etc. But I thought I have already work enough in this way and personally I prefer the old-fashioned way to receive a Newsletter that I can hold in my hands, read in the train and lay on my students table etc.

When looking at all the work that had to be handed over, and in spite of some children’s diseases, the transition was rather successful. Wilma and Edmonda do a fine job. But about their work you can read in next year’s -2004 - Annual Report.

It still remains to say that the Newsletter committee in 2003 did their work within the allotted budget.

Many thanks to every one who contributed to the Newsletter.

Renée Oudijk – chair of the Newsletter Committee e-mail renoudijk@hetnet.nl

ANNUAL REPORT OF THE ETHICS COMMITTEE OF FEPTO

The ethical committee is in charge of:

- developing a theory of ethics and values in psychodrama practice and training;
- formulating a professional ethical regulation to be approved by the General Assembly of FEPTO;
- writing the procedure for action in case of complaint and sending mediators to solve conflict among trainers and FEPTO associations;
- the constitution of a Wise Man-Probiviri group of three members with an advisor role;
- quandery and cases;
- criticism of systems and institutions.



Maurizio Gasseau

Here below is attached the code of ethics which was written and approved in Estoril, Portugal with 35 votes pro, 0 abstained and 0 contrary and undersigned and countersigned by the honorary members Anne Anceline Schutzenberger, Pierre Fontaine and Grete Leutz.

The work on the Code of Ethics must be an ongoing process as Dorothy and Gordon Langley taught us. In the general assembly in Helsinki, several modifications will be proposed. A project of mediation to solve the conflict among the FEPTO associations and trainers will also be presented. The constitution of the Wise Man group with an advisor role will also be proposed. I wish to thank the members of the Ethical Committee for the “ongoing” work, in particular my colleagues Judith Tszary, Pierre Fontaine, Dorothy and Gordon Langley for their stimuli and their revision of the document as well as their precious suggestions.

CODE OF ETHICS AND PRACTICE OF FEPTO

The complexity of psychodrama settings and training in psychodrama calls for a strong ethical frame of reference shared with the scientific (& legal?) communit(ies).

This is the first draft of the FEPTO Code of Ethics and Practice, written after several meetings of FEPTO Ethics Committee. It is based on the Codes of Ethics of Training Organization that already belong to FEPTO and after consultation with psychodramatists, supervisors, and psychodrama trainers. I wish to thank all my colleagues for their ideas, collaboration and support.

The Code of Ethics and Practice of FEPTO is useful for students of psychodrama, and for clients and patients of psychodrama, but it is directed especially towards psychodrama trainers, supervisors and psychodramatists.

I have tried in this work with colleagues to find ethical principles that are valid among North European and Mediterranean Cultures.

One important principle in the organization of this Code is Principle 8 of “Code of Ethics For Group Psychotherapy and Psychodrama” by J.L.Moreno:-

“The Hippocratic Oath binds the physician to keep all matters of his professional practice secret. In the group psychotherapy the Hippocratic Oath

is extended to all patients and binds each with equal strength not to reveal to outsiders the confidences of other patients entrusted to them. Like the therapist, every patient is entrusted to protect the welfare of the co-patients”.

Communication of confidential information is permissible only under specific condition.

The Code is divided in two chapters one for psychodramatists and one for supervisors and trainers.

CODE OF ETHICS AND PRACTICE FOR PSYCHODRAMATIST

1 Professional conduct

1.1 It is good ethical practice for Psychodramatist to be clear with clients about professional and training.

1.2. Psychodramatists must ensure that they have adequate Professional Indemnity Insurance for their practice, at all levels. Primary Trainers should advise trainees when to take this out. All regular practitioners of psychodrama will have to provide proof of indemnity insurance with annual registration.

1.3. Psychodramatists do not use their professional work primarily to satisfy their own emotional needs.

1.4. Psychodramatists seek ways of increasing their personal and professional awareness and development.

1.5. Psychodramatists must maintain standards of practice by monitoring and reviewing their work alone, with peers and by seeking supervision from a supervisor.

1.6 Psychodramatists must openly and clearly explain the possible presence of observers, recordings and auxiliary-ego co-therapists.



1.7 Each Psychodramatist is responsible for deciding preventively if a single patient is (i) fit for a psychodrama and (ii) fit for the specific group in which it is proposed to place him. Alternatively, if he is not fit, the therapist must indicate therapeutic possibilities with other colleagues and orientations.

1.8 In order to be fit to practice Psychodramatists should maintain an adequate balance of emotional and physical health. This standard should be maintained as a model for other colleagues and trainees. They should not knowingly practice if their mental or physical poor health is liable to have a detrimental effect on their clients. This includes the misuse of substances that may be detrimental to professional practice.

1.9 Psychodramatists should be aware of and respect the cultural expectations of the community in which they work.

1.10 Psychodramatists should be aware of and respect the cultural mores of their clients, trainees and colleagues.

2 Relationship with the client

2.1 Confidentiality

2.1.0 The Hippocratic Oath binds the physician to keep all matters of his professional practice secret. In group psychotherapy and in psychodrama the Hippocratic Oath is extended to all patients and binds each with equal strength not to reveal to outsiders the confidences of other patients entrusted to them. Like the therapist, every patient is entrusted to protect the welfare of co-patients.

2.1.1 Psychodramatists shall treat as privileged all information received from the client whether this is during therapy sessions or during other situations when they might be in communication with a client, unless the client specifically agrees that this information is generally communicable. The psychodramatists should inform group members of the convention for confidentiality and draw the members' attention. Communication of confidential information is permissible only under specific conditions.

- A In discussion with the psychodramatist's supervisor.
- B When a group member has reason to believe that a breach of professional conduct has taken place. This matter should be taken up with the chairperson of the Professional Conduct Committee.
- C With other professionals directly related with the case of the client or their family, with the client's permission.
- D When writing or teaching others, the information should be presented in such a way that the client's anonymity is carefully preserved, and consent is sought wherever possible.

(Comment Confidentiality can also be lifted E. With the clients consent. F. If ordered by a Court (UK) G. In the public interest if there is knowledge of actual or proposed criminal offences or serious abuse of others - but take legal advice first!)

2.2 Remuneration

2.2.1 Psychodramatists in private practice must not offer a commission, fee or privilege to any person making a referral.

2.2.2 Psychodramatists must not use information received in the course of their relationship with clients or trainees for personal gain.

2.3 Contract

2.3.1 Psychodramatists undertake to set out clearly and without prejudice a written or verbal contract with their client before the onset of therapy. If the psychodramatist is in private practice, the contract must state clearly the terms of fees charged, the methods of payment, and any special conditions that apply. (A copy of the Code of Practice must be available for all students)

2.3.2 Psychodramatists must not misrepresent themselves in terms of their professional qualifications. The client and the psychodramatist must review the contract at regular intervals in order to ensure that the client's welfare remains paramount.

2.3.3 The Psychodramatist must ensure that appropriate time and attention is given to the conclusion of the contract for therapy. If the client wishes to terminate therapy the psychodramatist must decide whether this is a genuine desire or the product of a therapeutic crisis advise accordingly.

2.4 Boundaries

2.4.1 Psychodramatists will give attention to the physical environment in which they work with clients in order to provide a safe and secure space for therapy.

2.4.2 Psychodramatists should be aware of professional boundaries with clients and trainees.

Psychodramatists should be aware that role confusion is potentially harmful to the client and damaging to the therapeutic and training relationship.

2.4.3 At no time should a psychodramatist enter into a sexual relationship with a client. If any sexual relationship is likely to develop between a psychodramatist and a client who wishes to continue in treatment the psychodramatist is obliged to terminate his therapy and advise the client to work with another psychodramatist.

2.4.4 Psychodramatists should inform a client or trainee of the therapy that might affect the client



or trainee's participation. For example, use of videotape or other recording systems, or one-way mirrors, where it is possible such a factor could upset the nature of the confidential, psychotherapeutic relationship. At all times the psychodramatist is obliged to obtain clear, informed consent from all participants involved in the recorded or observed sessions and to inform them that they have a right to withdraw their consent at any time

3 Relationship with society

3.1 Psychodramatists are professionally trained individuals who practice in a competent manner. They take care to provide a safe environment for the client thereby ensuring that psychodrama is not brought into disrepute. Psychodrama practitioners will have completed a recognised training and will have their names on a professional register.

3.2 When dealing with psychosexual issues, psychodramatists should treat with appropriate caution the reenactment of those specific events where inappropriate sexual activity was involved. In particular, where there has been sexual abuse; any psychodramatic technique should be carefully selected to minimize the possibility of compounding the abuse.

3.3 When advertising, psychodramatists should present a clear unambiguous statement of intention of the professional service they offer.

3.4 Psychodramatists have the responsibility to acknowledge research and where appropriate initiate, assist or participate in this process. (Suggested addition - Clients used as research subjects should give informed consent to participating in the nature of the research being undertaken - DML)

3.5 Psychodramatists have an educative role in society as well as a therapeutic one and should seek to continue their own education.

3.6 Psychodramatists may use their skills to facilitate explorations of social issues outside those of therapy. The use psychodrama is not limited to clinical settings.

3.7 Psychodramatists have the responsibility to continue their own development through personal therapy, training and supervision.

3.8 Psychodramatists subscribe to the principles of anti-discriminatory practice, freedom of speech and human rights; they should take positive steps to promote them.

4 Code of ethics and practice for psychodrama supervisor and trainer

4.1 Supervisors and trainers have a responsibility to be aware of their own issues of prejudice and stereotyping and to consider how this may be affecting the supervisory relationship and training.

4.2 Supervisors need to be aware of any prejudices and assumptions which psychodramatists reveal in their work with clients and to raise awareness of these and to challenge the work of the supervisee if necessary.

4.3 Supervision and training are non-exploitative activities. Their basic values are integrity, responsibility, impartiality and respect and this applies whatever the mode of supervision and training, or whether any remuneration is given.

4.4 Supervision is a confidential activity and supervisors must clarify their limits of confidentiality with supervisees:

4.5 Supervisors and trainers have a responsibility to ensure the safety of supervisees and trainees and their clients where possible.

4.6 Supervisors and trainers have a responsibility to encourage competence in supervisees and trainees.

4.7 Supervisors and supervisees, trainers and trainees should agree a contract at the outset of their work together.

4.8 Supervisors must take steps to monitor their own competence including supervision of their supervision work.

4.9 Supervisors, trainers and school managers are responsible for setting boundaries to distinguish supervision from therapy, training or management.

4.10 Supervisors, and supervisees should ensure that personal or social contact between them does not adversely influence the supervisory relationship.

4.11 Supervisors, must not supervise psychodramatists who, at that time, are in therapy with them.

4.12 Supervisors, & trainers must not exploit their supervisees & trainees financially, sexually, emotionally or in any way. At no time should a supervisor or a trainer enter in a sexual relationship with a supervisee or a trainee.

4.13 Supervisors and trainers are responsible for advising supervisees and trainees when their personal functioning is impaired because of personal or health reasons or any other reasons and for ensuring that action is taken.



4.14 Supervisors and trainers are responsible for seeking to improve their professional development, practice and competence.

4.15 Supervisors and trainers are responsible for withdrawing from supervisory and training work if their functioning is impaired through personal difficulties, illness or any other reason.

4.16 Supervisors and supervisees should agree their contract, including fees, places and times of meetings, expectations, before the supervision commences.

4.17 Supervisors of trainee psychodramatists should clarify their accountability to their supervisees and their training course.

Manager of training organization and student should agree their contract including time of fees, place and times of meetings, expectation, programme before.

4.18 In general, supervisors must not reveal confidential information about their supervisees or their clients without the permission of all concerned. Exceptions are stated below:

- to protect a child member of psychodrama from child abuse
- when writing, or teaching others, the information should be presented in such a way that the anonymity of the client and the supervisee is carefully preserved, and consent is sought wherever possible.

4.19 Supervisors of trainees may speak about their supervisees work to their trainers according to their original agreement.

4.20 If in the course of supervision it appears that therapy is necessary for a supervisee the supervisor has responsibility to suggest this to the supervisee.

4.21 Where disagreements cannot be resolved between supervisors and supervisees the supervisor should consult with a fellow professional and, if appropriate, recommend that the supervisee be referred to another supervisor.

4.22 Where disagreements cannot be resolved between trainer and trainees, the trainer should consult with a fellow professional and if appropriate, recommend that the supervisee be referred to another supervisor.



WORKSHOPS AVANÇADOS EM PSICODRAMA 2004



Manuela Maciel

Os Workshops Avançados em Psicodrama seguem uma ideia existente em países como Austrália ou Estados Unidos ou Canadá, no sentido de aprofundar conhecimentos em áreas especializadas de Psicodrama para pessoas que já sejam Directores de Psicodrama ou de Sociodrama ou que ainda se encontrem a completar a sua formação em Psicodrama.

Estas acções de Formação adoptam critérios de selecção dos seus Didatas com sérias exigências de qualidade no domínio em causa. Trata-se de uma formação teórico-prática dada por especialistas com longa experiência profissional em Psicodrama.

Para o ano de 2004, temos o prazer de anunciar as seguintes Workshops:

**Psicodrama/Sociodrama pedagógico:
A utilização do psicodrama na Educação**

Data: 15 de Maio 2004

“Nas linhas e entrelinhas de Moreno. Compreender melhor Moreno: Conceitos e Técnicas”

Data: 26 de Junho 2004

Psicodrama a dois. “A utilização do psicodrama na terapia individual”

Data: 19 de Junho 2004

Psicodrama Junguiano

Data: 11 de Setembro 2004

Para mais informações contactar Bárbara Ramos Dias, email brd@inrnd.org ou barbara_ramos_dias@hotmail.com, ou para o telemóvel 91 923 29 84.



Istanbul Psychodrama Institute Istanbul International Zerka Moreno Institute

Summer Conference (Second Announcement)

Sociopsychodrama
Social Matrix and Personal Histories

Dr. MONICA ZURETTI
20-21-22 August 2004 (Friday-Saturday-Sunday)

Monica Zuretti M.D. Universidad de Bs As Argentina 1964



Chair person Annual report, 2003-2204

FEPTO Council had three meetings during the year 2003-2004. Two board meetings: Estoril: 12th April 2003; Rome: 24th-26th October, 2003 and one Executive meeting in Louvain: 26th-28th March, 2004.

When I am looking back the last two years of activities from Sofia to Estoril and from Estoril to Finland/Kauniainen I can see that quite a lot had happened since then. And if I look at the minutes of the earlier years, before I became a Council member/chair I can see that some of the themes are repeating themselves and some of them went through a major development. The Council have been quite stable during the years and that brings continuity and quality work. The goals of the year between Sofia and Estoril was:

- a. to clarify previous economic matters,
- b. to create new membership requirements,
- c. to establish minimal training standards and
- d. to create Code of Ethics and Code of Practice.

That was all done and voted on in Estoril.

After Estoril all these creations have been improved.

1. The treasurer has good control of the finances and worked out routines and rules for the accountancy. FEPTO economy is recovered and is in a good condition.
- 2.. Improvement of the membership requirements has been made with clarifying procedures.
3. The minimal training standard has been completed in order to correspond to those of EAP.
4. The Ethic Codes and Code of Practice has been amended.

You will find these documents in the file you get in Finland, and when these improvements are approved at the GA, they will be put on the web site.

5. The possible membership in EAP as a European Wide Accrediting Organisation (EWAO). Information material has been gathered and structured for presentation for the members. The economical consequences and the increased administration of what such a membership brings about have been discussed. An economic calculation has been made. A reorganising of the work of the Council might

be necessary if the GA vote for a membership in EAP. Even a separate accountancy for EAP membership administration is worth to think over.

FEPTO has been created to take care of and represent psychodrama on the European stage. **Article 2.1: The purpose of FEPTO is to support the wider recognition of psychodrama within Europe and Mediterranean area through the development of competence in those who practice it.**

To be a member of EAP can be the next step in the future development of FEPTO.

See the report of the European Affaires Committee and the Training Committee.

6. Regulation of the Annual meeting routines have been improved in details in order to be clear about the responsibility of the council and the responsibility of the local organisers.

7. By laws for the procedures of the Council meetings are proposed.

Future plans:

8. We have ideas to rich out and communicate the members ideas maybe through creating a European Psychodrama Journal and by publishing a booklet on Supervision in Psychodrama. We invite all the members to contribute with articles addressed to Pierre Fontaine. To create a yahoo group for direct exchange between members is an other way to meet between the Annual meetings.

9. The Council wishes to connect the post conference more to FEPTO annual meeting and make it to an opportunity for exchange between psychodrama trainees, trainers and practitioner of whole Europe.

10. Separate the annual meeting budget from the general accountancy of FEPTO to present a better overview of the finances.

11. Improve the communication with the web site and update it.

12. Put more effort into research.



Two Motions/Proposals from members were sent in the stipulated time.

My role this year as chairperson was very much of a coordinator of the activities and a speaking partner to the chair of the committees. I have been in contact with the local organisers to correspond over the annual meeting: economical frames, routines and desires. I have worked out the schedule of the meeting, updated the address list (mailing and post) of our members. I have been exchanged ideas and amendments of the Ethic Code with Gordon Langley, who helped us a lot. I had an intense cooperation with my Vice President Pierre Fontaine in creating all the papers. I have been in contact with Jutta Fürst in membership questions, with Dorothy Langley about the amendments of the minutes, talked to Maurizio by phone about the Ethic Codes and met with Eva Fahlström mostly

every second week to exchange ideas and to have support. I had contact with Wilma Scategni and Renée Oudijk concerning the News-letter.

I have been in correspondence with applying institutes and members of FEPTO. I have been invited to the Bergama- Turkey Conference by Inci Duganer and Arsaluys Kayir to represent FEPTO and to hold in a three days workshop on psychosomatics.

I have been giving information about FEPTO and minimal standards in the Swedes Psychodrama Journal.

I wish to thank you all and I hope I have been helpful and supporting in the work of the council and of the committees. A special thank to Renée for the excellent work of editing the News-letter and a warm welcome to Wilma Scategni as the new editor.

Judith Teszáry
chairperson

BY LAWS proposed for vote in Finland

INTRODUCTION

Officially there is one point missing in our statutes to be in agreement with the new Belgian law on International non profit organisations: We have to mention how a Council meeting is convened.

The lawyer said it is not so important to make an official Statutes change (we can wait till other Statutes changes are necessary), if we vote a by-law about these rules. By laws are official but can be changed through the GA by simple majority (I prefer more) and do not need a permission from the Ministry of Justice and a publication in the Belgian State Gazette. Art. 8.2 of our Statutes stipulates "Members of FEPTO can propose by laws changes to the general assembly. These proposals must be sent to the council in writing at least three months before the GA". What we have done by e-mail.

A second by law will be required by EAP: a clear separation between psychotherapists and other members of our association. This by law has not been proposed to the council three months before. We announce it as a requirement if we join EAP and make a provisional vote for a by law next year.

PROPOSED POINT

Council

The Chairperson of FEPTO convenes the Council. Minimum 50% of the Council members can also convene it.

Members

The organisational members have to differentiate in their training and/or their accreditation between psychodrama psychotherapists and psychodramatists with other professional fields of action.

The founding members have to declare if they are psychotherapists.

Pierre Fontaine



Registration of our manners and customs

It is useful to register our usual management, good practices and working habits. Otherwise we have to discuss them every time again. Jutta put on paper some rules about membership. After our Sofia meeting, I put on paper, for Manuela, rules for the Annual Meeting and more recently Judith and I we had a good discussion about these points. More recently also we brought together some good uses about the Council, the committees and General Assembly.

It seems important that we all know how the Council is used to work and that the members have the opportunity to feel in agreement or to question these habits, to renovate them by proposing alternatives or complements. So we start with Guidelines about the organisation of the Annual Meeting. Later we will deal with Council, Committees and General Assembly.

GUIDELINES FOR THE ORGANISATION OF THE ANNUAL MEETING

The Annual Meeting

Time. FEPTO Annual Meeting is usually in March-April-May. It is maximum 15 months after previous meeting (Constitution)

Duration. The meeting itself lasts usually 4 nights 5 days. It includes a week-end (Saturday night for APEX flights)

There can be a possibility of preliminary or subsequent organised tourist excursions.

There is a preliminary or subsequent workshop called FEPTO Conference to promote international trainees, practitioner and trainers encounter. It is organised by an other team than the Annual Meeting.

The general **goals** of our meetings are:

- Get to know other training institutes, their structure and training system. Exchange of experience, friendship
- Administration co-ordination of federal action: host GA / Council / Committees / Executive / Study / Training Standards.
- Development of psychodrama training.

Each meeting has a special **theme** on "Psychodrama Training" The last subjects were:

2000 Budapest: Training and values

2001 Grasse: Roots and wings: trans-generational aspects of training.

2002 Sofia: From training to practice

2003 Estoril: Ways of Supervision

2004 Helsinki: Trust, ethics and power in practice.

The Organisation

FEPTO annual meeting is arranged in a different country every year.

The GA is choosing the host arranging institute/country between the candidates at least 2 years ahead. The proposals to be an host country have to be introduced 3 years ahead.

The local organisers structures them selves as an Local Organising Committee.

This committee co-create the meeting with the FEPTO Annual Meeting Committee/Council. The annual meeting committee and the Executive should approve the suggestions and plans of the local organising committee.

The Local Organising Committee (LOC) is responsible for:

1. The **location** of the Annual Meeting in a conference centre and/or hotel.
 - A large conference room for 60 moving persons, 2 or 3 small rooms for group work. All with the needed facilities: white board, paper board, overhead, display boards, possibility for posters, ... Flowers, Photos,
 - Office facilities: printing, copying, faxing, phoning, access to computer / internet etc.
 - Coffee, tea, soft drinks and cookies at pauses.
 - Meals: minimum one warm meal / day . The other one can be free outside if restaurants in neighbourhood.
 - Night accommodation + breakfast in hotel and B&B (local psychodramatists?)
2. **Social program:** special evening and meal, excursion, meeting with regional psychodramatists.
3. **Announcements**, of which at least 1 by post, including:
 - *Invitation to FEPTO Nth annual meeting. Names, mail-address, tel numbers of the local organisers*



and of FEPTO

- Place (+photo) presentation and tourist info of the place and the environment. History and situation of Psychodrama in the country.

Name & address, tel, fax, e-mail of the hotel

Alternative ways to reach the place from the airport (train, taxi, boat, expenses)

Information about passport and visa-ing.

- Registration fee (early reg. and later). Name, address and account number of FEPTO (IBAN code) and name, address and identification code of FEPTO's Bank (BIC or Swift code). Hotel and B&B prices and way of reservation. Possibility of payment by credit cards.
- Theme. Provisional and later program table.
- Registration form.

4. - A **documentation file** or satchel for each participant with: their name badge, the last agenda of the meeting, a list of the participants with their phone, post and mail addresses, documentation about the country, the place (map) and neighbourhood, the more scientific and organisational documents given by FEPTO, tickets for meals and drinks, invitation for a reception, ... Also paper and a ball-point.

5. **Welcome** and guide the participants

6. **Finances.** The local organising committee is responsible to make the budget and the accounts. FEPTO has to introduce his planned costs (photocopies,...) and 10% for scholarships in the registration budget.

The meeting should carry itself. The budget should be based on 30 participants. The local organisers take the economic responsibility for possible loss. The Local Organising Committee has the right, in agreement with the Executive to cancel the meeting if less than 30 participants register. The possible profits go to a FEPTO Bridge Found for more scholarships the next years.

Income. The registration fee (to be approved by the Board), the hotel costs, and some sponsorship pay the above-mentioned services.

Sponsors can be local authorities offering for instance meeting rooms, an official reception at the town Hall, free passes on public transportation, city maps, but we can find sponsors also in the business world. For

these businesses there must be an agreement of the Executive if some form of name mentioning or advertising is required.

In each annual meeting there can be different balance between registration costs and hotel costs. Costs of meeting rooms and warm meals can be in the Hotel costs or in the registration fee. But it is important that the sum of both remains inside limits.

Expenses. The budget should include the costs of all above mentioned services and 10% for scholarships
FEPTO Executive/Annual Meeting Committee is responsible for:

- Advise and support the Local Organising Committee.
- The content of the meeting, schedule / time table, scientific program and theme, association meetings, GA, voting procedures, committee meetings, Council meetings.
- The invitation of guests, the scholarships.
- The evaluation of the meeting and facilitating the hand over of the organising to the next local arrangers

Participants.

The member organisations have the right to come with the by Constitution art 9 stipulated number of representatives. The same number of other interested trainers from their organisation can accompany them. The local host organisations have the right to double this total number.

Candidate members and interested organisations can be invited and are introduced as guests in our FEPTO world by a member or delegate standing as godfather.

Accompanying persons can participate to social activities on their cost price for FEPTO + 20% for administration costs.

The organisers of the Annual Meeting are expected to pay the normal registration fee. Expenses made for the Meeting, as phone costs, travel, photocopies, ... and included in the budget can be refund.

A limited number (10% of the participants) of scholarships (= registration fee) is available for representatives who otherwise can't participate. A part of their hotel or B&B accommodation can possibly be offered through the Bridge Found (benefit of the last annual meetings.)



Table: DIVISION OF RESPONSIBILITY

Item	Local Organ.	FEPTO Commit / Board
Pre-confer. publicity	responsible	Advises, reviews before printing
Programme		
professional	hosts	responsible
Organisational : GA /Board	hosts	responsible
Social Tours / dinner Special evening, dance Accomp persons	Responsible	approves
Conference documentation Printing Content Hosting Scient. & Assoc.	Responsible Responsible	approves responsible
Venue & Accommodation Conference centre + audio-v. Catering Hotel / B&B	Responsible	approves
Invitation of guests	hosts	responsible .
Scholarships		resp. selection
Finances Budget / Account Pre or Post Confer. Registration fee Fee collection Seed money	responsible responsible responsible	approves approves approves responsible responsible
Welcome & link with conference center and hotel.	responsible	
Registration	helps	responsible

PjFo 29.04.04 in Board

TIMING

- **2;6 years** - Candidate local organisers send in proposal (city, conference centres, period, provis. prices, arguments in favour)
- **2 years** - Selection of host country
- **2 years - 1;6 year** - Selection of place and hotels. Exploration and negotiation. Dates and their compatibility with other congresses. Exploration of public and private sponsors. Budget elaboration and discussion. Decision on registration fee and hotel costs.
- **1 year** - At the Annual Meeting Choice of the next theme. Promotion of next meeting. Announcement 1 page. Local Organisers present themselves, place, dates etc
- **8 - 6 months** - Announcement in FEPTO News (Sept issue) + ideas about the theme.
- **6 - 4 months** - Post mailing
More about time table, social programme etc
- **3 months** - E-mailing Recall ending of early inscription.
- **0** - At the Annual Meeting: Accounts
- **+ 1 week** Thanks

PjFo 30.04.04 Guidelines AM



Pierre Fontaine and Judith Teszary

CONTENT

EAP/FEPTO minimal training standards	1
Training Standards Questionnaire Provisional Results	1
FEPTO PUBLICATIONS report 2004	2
Report of the membership committee	3
Research on experiential psychoterapies	4
Annual report 2003 of FEPTO Newsletter committee	8
Annual report of the Ethics committee of FEPTO	10
Workshop avançados em Psicodrama 2004	13
Instambul Psycodrama Institute - Istambul International Zerka Moreno Institute	14
By Laws proposed for vote in Finland	15
Registration of our manners and customs	16
Finland - FEPTO Meeting - Change of program	20

ENIGMA

It is Sofia



It is FEPTO Council in Sofia
(in Anamorphosis)

It's all in the moment. Thank you for your attention.

Warmly Wilma Scategni-Editor in Transition

Thanks for the cooperation to Edmonda Episcopi, Roberta Giangrande, Stefano Cavalitto, Dorothy Langley

Edizione ANANKE S.r.l. - Via Lodi 27/C 10152 Torino, Italy



Finlandia - FEPTO Meeting

Change of Program

FEPTO XII Annual meeting program 2-6 June 2004
Finland/Kauniainen

WEDNESDAY, June 2nd	15.30 - 18.00	Registration
	18.00 - 19.00	Opening of FEPTO meeting
	20.00	Dinner
THURSDAY, June 3rd	09.00 - 10.30	Large group Gordon Langley on Ethics Pierre Fontaine on Trust
	10.30 - 11.00	Break
	11.00 - 12.30	Small groups on the topic
	12.30 - 13.30	Lunch
	14.00	Excursion in small groups (dinner include)
FRIDAY, June 4th	09.00 - 10.30	Small groups
	10.30 - 11.00	Break
	11.00 - 12.30	Large group Sociodrama on Power
	12.30 - 14.00	Lunch
	15.00 - 15.45	Large group on EAP/EWAO
	16.00 - 17.00	Small groups EAP/EWAO
	17.00 - 17.30	Break
	17.30 - 18.30	Large group Feed back
	18.30 - 20.00	Free time
20.00	Finnish Party (dinner included)	
SATURDAY, June 5th	09.00 - 11.00	General Assembly
	11.00 - 11.30	Break
	11.30 - 12.30	General Assembly
	12.30 - 14.00	Lunch
	14.00 - 15.00	Election
	15.00 - 16.00	Break
	16.00 - 16.45	New Board presentation
	16.45 - 19.00	Committee work
	19.00-20.00	Break
	20.00-21.00	FEPTO theatre
21.00	Dinner	
SUNDAY, June 6th	10.00-12.00	Evaluation and closure
	12.00	Possibility for lunch (not included)

GUEST INVITATION

Non-member Training Institutes or Accrediting Organizations, who are applying for membership or have the intention to apply, are welcome to send a representative to the Fepto Annual Meeting. The guests should be accompanied by a Fepto member.

