



Also in this issue:

View from the
Chair's Seat

Reader Survey

Letter to the Editor

Facilitation Library

Body Language in
Facilitation

Methods Database

IAF Europe
Conference

Upcoming IAF
Events

New CPFs

New Members

MEET YOUR ASSOCIATION MANAGEMENT COMPANY:

PEGGY BUSHEE SERVICES, INC.

From the Editor: Starting from the very early days of the IAF in 1995, Peggy Bushee Services, Inc., has provided us with our association management services. We thought it was time you learned more about the "back-office operations" that work so well for us they seem transparent and seamless. We asked Peggy Bushee herself to tell us about her company and what they do for us. This is her reply:

Founded in 1973, Peggy Bushee Services, Inc., based in St. Paul, Minnesota, is a professional management group specializing in association management, conference and event coordination, and database and content management solutions. We support over twenty not-for profit organizations. We are committed to providing personalized service and support. We listen carefully to your needs, when requested, and then add our insight and experience to create a strategy for you. We do it within your budget, your time constraints, and to your specifications.

Some of the services we currently provide for our clients include website administration; assistance in the development of new websites; vendor marketing; website advertising policy development; meeting venue location; coordination of certification processes and procedures; and making personal contact with lapsed members to market



member renewals/re-enrollment. Our existing database, currently being used by IAF, was developed from direction provided by IAF.

The Peggy Bushee Services, Inc. team includes six full time and three part time staff members; four of these team members interface with the IAF at different levels. This is a very dedicated group of people who have been working together for years to assist the IAF and all of the clients of Peggy Bushee Services, Inc. I wish you could stop in on occasion to witness how this operation moves through a day. Everyone juggles a number of balls simultaneously. My hat goes off to them.

Working on certification during the past two years has been a challenge and an absolutely wonderful, rewarding experience. We went into the administration of the certification program not realizing the amount of detail involved in each assessment. Both Beatrice and I have worked on the various programs from start to finish, and 2006-2007 was jam packed full of events. I had the pleasure of attending the event in Portland, Oregon just preceding the North American conference. I sat with the candidates and saw the nervousness,

International Association of
Facilitators
14984 Glazier Ave., Suite
550
St. Paul, MN 55124
office@iaf-world.org
globalflipchart@iaf-world.org
+ 1 800 281 9984
(toll free, US & Canada)
+1 952 891 3541
Fax +1 952 891 1800

Eunice Shankland
Chair
iafchair@iaf-world.org

The Global Flipchart is IAF's
monthly newsletter
James Troxel, Editor
globalflipchart@iaf-world.org

continued from page 1

chatted with them and got to personally wish each of them well. I met each

assessor and the process manager, learned a lot and got to see, first hand, how the process works. Everyone involved works extremely hard and is very dedicated to making the certification process work. It was fun seeing the assessors in action and listening to the reasoning behind all that goes into each event. Knowing how our part affects the entire process helps us in doing the best job possible.

Either I or my staff members have been attending IAF conferences since the middle of the 90's (Dallas, Texas) and have made many lasting friendships. In 2001, my entire staff and I assisted the local team with the North American conference held here in Minnesota. It was great fun showing off our city. We teamed with Sue Laxdal, Elsa Batica, and Cheryl Kartes. What a team! We had a very good experience. Since that time, we have worked with several of the local teams for the North American conferences.

In addition to doing our best to respond to the large volume of e-mails that come into the office from both members and non members, the following is the list of tasks we perform for the IAF. It is a long list, but I wanted you to get a sense of the extent of our services:

Send renewal notices: thirty days and sixty days

Download, extract, prepare, check, and send the thirty-day renewals to the regional representative

Divide the list and send each regional representative their individual lists

On the first of every month, send appropriate board members reports: new,

renewal, and current totals for each region

Forward all new member notices from the Web site

to the appropriate regional representative taking out the password and credit card information

Enter all new members/ renewals as required or assist individuals having problems

Send invoices or receipts as requested

Respond to all e-mails/phone, etc.

Assist with login problems and changing profile information

Send lists to regional representatives as requested. Lists are tailored to each regional representative's request

Post requested events/ information on website

Review and activate information/events posted by members

Enter all certification events and conference events on the calendar

Respond to all inquires regarding certification

Forward certification materials/attachments to inquiries as requested

Update general letter on IAF certification

Create a potential letter,

continued on page 3

continued from page 2

- welcome letter, and letter of invitation for each event
- Create an Excel file: referred to as a "Working Slate"
- Invoice each applicant when application is received
- Process credit card payment
- Send applicant a receipt
- Create an Excel file: "Conflict Slate," for assessors
- Create an Excel file: "Daily Slate," for the event, which includes assessor team and client
- Workshop Preparations:
 - Check participant list to ensure all to be invited are current members
 - Once invited, send e-mail on pending charge of \$950.00; once credit card is processed, send receipt
 - Follow up with candidates: all documents in order
 - Process manager forwards pass or fail and workshop assessment of each candidate to the office
 - Send out pass/fail notice along with their workshop assessment (PDF) when received from the process manager
 - Add names/addresses to our access database
 - Create individual certificates/ congratulations letter for passing candidates
 - Send congratulations letter and certificate to each new CPF
- Enter each person's record on the website; in the custom fields, make them a CPF. This is required for the membership directory
- Add their names to the appropriate CPF page
- Add their the names to the certification news page
- Keep the upcoming certification page updated
- Check for proper receipts
- Alert treasurer if required
- Prepare checks weekly
- Compile, prepare, and send monthly financial reports.
 - Checking account
 - Money market savings account
 - Credit card receipts to the bank statements
 - Incoming wire transfers
 - Misc. reports upon request
 - Enter all financial information into Quickbooks software
 - Enter online credit card payments for membership
 - Break down payments into seven different types of membership
 - Enter online credit card payments for all non-membership revenue and post to the proper income and class account

continued on page 4

continued from page 3

Enter manually charged credit cards into Quickbooks and post to proper income and class account

Enter checks that are deposited into Quickbooks and post to proper income and class account

Formulate and post regional allocation money for membership to the appropriate region. There are seven regions, and 25% of new membership revenue goes to the appropriate region

Receive vouchers and hold for treasurer's authorization

Prepare and print checks once they have authorization and proper backup information

Prepare vouchers as needed (PBSI created the voucher system in 2000)

Coordinate obtaining a credit card

Monitor credit card use and ensure authorizations are received before using it

Prepare and send outgoing wire transfer requests

Post incoming wire transfer in Quickbooks and post to proper income and class account

Coordinate Verisign services for online credit card processing

Ensure W-9 forms are on file

for appropriate vendors. Payments are not made to independent contractors (in the USA) until a W-9 is completed

Assist treasurer with budget preparation

Complete 1096s and 1009s for year's end

Assist CPA firm with the completion of tax return.

Discuss all incoming wire transfers with Beatrice to ensure proper credit to membership

Prepare and send certification reports upon request

Articles written for Global Flipchart

Pre-conference speaker packets prepared

The IAF Management Office is a virtual contact for all inquiries from around the globe about the IAF. We provide the history and the depository for IAF information, past and present e-mails are exchanged, and phone calls are answered and returned. The virtual office is the gateway to information about IAF!

VIEW FROM THE CHAIR'S SEAT



Eunice M. Shankland, IAF Chair

The August 2007 IAF Conference in Kuala Lumpur, Malaysia gave me a sense of pride in the accomplishments of our team in Asia. The theme “Gems and Jewels of Facilitation” was an intriguing way to highlight the decade long IAF presence in the region. It was a delightful experience to be part of such a vibrant and innovative team of colleagues, friends, and clients.

The conference sessions testified to the breadth and depth of skills our members possess. The conference-team members, who were all volunteers, were gracious hosts. The country representatives meeting before the conference gave me a sense of hope and excitement about IAF’s future in Asia. The dedication of those who were present from Malaysia, China, Indonesia, Cambodia, Taipei, Singapore, India, and Nepal was inspiring. Their conversations gave me a better understanding of their situations, challenges, hopes, and plans for the future. Some highlights of these conversations follow below:

Cambodia - Is anticipating an intensive membership drive in Asia

China - Is looking into city representatives instead of one country representative

Indonesia - Has a facilitator’s network of fifty people and is the site of the 2009 IAF Asia Conference

Japan - Has 1000 registered in a facilitator’s network; 99% Japanese speakers only

Malaysia - Conducts quarterly facilitator forums with forty to fifty attendees; they have organized eight out of ten IAF conferences in Asia

Nepal - Has seven IAF members and is the proposed location for the IAF Asia Conference in 2011

Philippines - There was a renewed interest among conference participants in forming a network

Singapore - Has a growing facilitator’s network; conducts facilitator training courses

Thailand - Has an active facilitator’s forum; 135 on the mailing list and is the site of the 2008 IAF Conference

I was honored to be installed as chair in Malaysia, at the first set of IAF annual and board meetings held outside North America. These events symbolized and practically grounded our global reality.

At the annual meeting, we celebrated and honored the work of our outgoing board members and welcomed new board members. We look forward to working with you: our members, our sponsors, our friends, and we hope that we will be in contact this coming year. I have a renewed appreciation for our volunteer board members who serve the association by giving of their time, energy, and skills. They turn their passion for facilitation into practical actions which contribute to the welfare and growth of the IAF. Visit our Web site

continued on page 6

continued from page 5

and read the Global Flip Chart article “[Meet your 2007-2008 Board of Directors](#)” to get acquainted with the new leadership team.

The first day of the two-day board meeting was devoted to the report of Kellen Company, an association management firm commissioned by the board in 2006 to assess the operation of IAF. Alfons Westgeest, of Kellen Company (Brussels), led the group in discussions of the current situation and presented four scenarios for the future. At the close of the day, the board reflected on the presentations and identified implications for the IAF. A task force of four people, chaired by Cameron Frazer, will review and design modifications to the present IAF structure including governance, financial resources and accountability, roles and responsibilities of consultants, and communications.

The second day was the official board meeting with new and out-going board members in attendance. It was a full day of planning and a time of recommitment to our IAF board responsibilities. The board identified five major indicators of success for 2007-2008:

1. New revenue streams
2. Organizational sustainability
3. Membership growth and association strengthening
4. Cross-regional support, exchange, and accountability

Certified Professional Facilitator initiative growth

The board also built an August to December, 2007, calendar, and board members agreed to be individually accountable for the task each has agreed to do. The RASCI process was helpful in developing an initial responsibility matrix:

R - Responsible - one who owns the task or issue

A - Accountable - responsible for approvals

S - Supportive - can provide resources or play a supportive role in implementation

C - Consulted - has information necessary to complete the task

I - Informed - must be notified of results

Laura Hsu and Larry Philbrook, IAF members from Taipei, facilitated and documented the meeting. We are grateful to them for their dedicated attention and for so generously sharing their facilitation skills with us.

We invite each of you to work with the board and task forces in creating the future of IAF. We would like to hear from you and work along with you in one of these ventures.

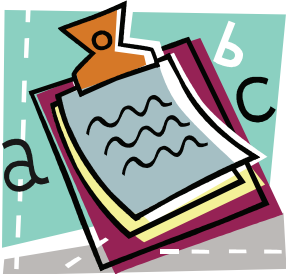
Best regards,

Eunice

iafchair@iaf-world.org

(+1) 703-503-5457

IAF Global Flipchart Reader's Survey



We need your help to continue to find ways to make the IAF's Global Flipchart a valuable resource to our members. Would you kindly take the time to complete this "Reader's Survey" in order for us to better understand your value of our e-newsletter? Please respond by going to: <http://www.iaf-world.org/i4a/survey/survey.cfm?id=20> or sent your thoughts to globalflipchart@iaf-world.org

Thank you.

1. How often do you read the Global Flipchart?
 - a. Every month
 - b. Occasionally, when I have time
 - c. I store them and refer to them as needed
 - d. I don't.
2. Do you prefer receiving the monthly Global Flipchart as:
 - a. A PDF
 - b. A link to the website
 - c. Both
 - d. Other
 - e. Don't know
3. How often do you print out the PDF version of the Global Flipchart?
 - a. Every month
 - b. Occasionally, when I have time
 - c. Never
 - d. Don't know
4. On a scale of 1 to 5 (5 being the highest), how much value do you gain from the Global Flipchart?
 5. What would make it of more value to you?
 6. Have you ever purchased a book based on its overview in the Facilitation Library in the Global Flipchart?
 - a. Yes
 - b. No
 - c. Not sure
 - d. Don't know
 7. Have you ever accessed the Methods Database or used a method as a result of reading about it in the Global Flipchart?
 - a. Yes
 - b. No
 - c. Not sure
 - d. Don't know
 8. Have you checked out the GRP_FACL listserv based upon a synopsis that appeared in the Global Flipchart?
 - a. Yes
 - b. No
 - c. Not sure
 - d. Don't know
 9. What would you like to see more of in the Global Flipchart? Why?
 10. Is there anything else you'd like to see included in the Global Flipchart on a monthly or quarterly basis? Why?
 11. Is there any feature of the Global Flipchart that you think we should consider deleting? Why?
 12. Is there anything else you would like to direct to us about the Global Flipchart?

Letter to the Editor

In the August issue of the Global Flipchart we reported on the UN report calling for quality facilitation in the formation of a more civil society.



Past Chair of the IAF, Gary Forbes, whose work is largely engaged with international activities, wrote us the following response to the article:

I read the article on the UN with interest, since international development work is my field. The UN system has long been a leader in supporting the facilitation practice. UNICEF uses community-based facilitators as the core of its health outreach efforts in developing countries around the world. The UN development program (UNDP) has also been in the forefront of using facilitation methods and approaches. I just returned this week from a UNDP consultancy in the Chittagong Hill Tracts of Bangladesh, where we used a participatory strategic planning and organizational assessment process for regional and district councils operating in a post-conflict situation. We trained twenty-five local NGO leaders as co-facilitators, and led the sessions using a dual language format (English and Bangla). Facilitation methods operate very well in such settings; participants feel they own the meeting, they find it easy to participate in small groups, the highly visual nature of the process gives

direction and stimulation to the event, and they are excited about a structure that delivers realistic results.

If you would like to reply to articles found in the Global Flipchart, send them to the editor, Jim Troxel, at globalflipchart@iaf-world.org

Facilitation Library

Monthly the Facilitation Library provides an annotated selection of book about facilitation. We will also post these briefs on the IAF website under the Facilitator Resource Center for our continued review. Over 100 such books are currently in our Library.

This month we feature IAF member, Bruce Williams of Chicago, IL, USA. Bruce has probably authored more books about facilitation than anyone – inside or outside the IAF membership. A browse of Amazon.com will find his name next to at least 10 listings. His IAF conference sessions are one of the most popular ones. If you don't know about Bruce and his work, now is your chance.

We offer two of his books for your consideration. They are:

More Than 50 Ways to Build Team Consensus (Second Edition, 2007)

By R. Bruce Williams

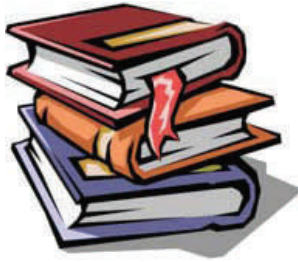
A second edition of this classic is now available through Corwin Press at 1-800-818-7243 or www.corwinpress.com. There are now seventy activities included in this edition spread throughout the overarching themes of Purposeful Vision, Participative Processes, Collaborative Teams, and Individual Commitment. Each of these four sections has activities built around simple things to do, things that take effort, and for the committed. Each activity holds a Description, a Did You Know? Section, Instructions for the Activity, Hints, and, finally, an Example, some taken from the education world, others taken from the company world. The Introduction has been expanded to include sections on current brain research, leadership, and updated insights on consensus.

36 Tools for Building Spirit in Learning Communities (2006)

By R. Bruce Williams

continued on page 9

continued from page 8



While this book is written with the educational community in mind, most of the 36 tools included in this book can be translated easily into other communities struggling with loss of motivation and energy. The seven chapters focus on: Implementing Participative Processes, Illuminating Visible Achievements, Developing Common Understanding, Leading Guided Reflections, Proclaiming Victorious Stories, Rehearsing Community-Building Rituals, and Creating Powerful Symbols. Each chapter has four or five tools for fostering the chapter's focus. The introduction features sections on Our Times, Our Challenges, A Word about Culture, and A Word about Spirit. At the back of the book are some templates to help people use several of the tools. Corwin Press has published this book. They can be contacted at 1-800-818-7243 or www.corwinpress.com.

If you have a book (or know of a book) you would like to have featured in the Facilitation Library, send your selection and annotation to the editor, Jim Troxel, at globalflipchart@iaf-world.org.

IAF Training Directory

If you've been looking for ways to advertise your services, what about the IAF [Training Directory](#)? For only \$400 USD, your company will get exposure world-wide to anyone looking for training on the IAF website for 12 months (plus up to 2 revisions of your listing at no additional charge). So [sign up now!](#)

Global Flipchart Thread for September 2007

Body Language in Facilitation

Wayne Vick WayneVick@COX.NET

Posted August 5, 2007 to GRP-FACL@listserv.albany.edu

I'd like to get your thoughts on how you use Body Language, aka Non-Verbal Language, in your practice as a facilitator. I'm interested in discussing what facilitators should learn or be aware of related to this, how different people use it, what specific knowledge has served you well, and where or how you build your knowledge and skills.

Books suggested by Wayne Vick and others on this topic:

Signals; How to use Body Language for Power, Success and Love by Allan Pease

How to Read a Person Like a Book by Gerard Nierenberg

Teach Yourself Body Language by Gordon Wainwright

The Definitive Book of Body Language by Allen and Barbara Pease

The Art of Profiling by Dan Koren

And an article in *Group Facilitation: A Research and Applications Journal*, Issue 7, 2006, <http://iaf-world.org/i4a/pages/index.cfm?pageid=4306>

“Exploring the language of facilitation” by Andrew Rixon, Viv McWaters, Sascha Rixon

A sampling of the responses to query about body language:

(Complete thread is in archives of GRP-FACL@listserv.albany.edu supported by IAF. Read about pink hair and red jackets (clothing) worn by facilitators

and lots more about posture and stance and related disciplines and study in which facilitators participate. This thread spawned another one about facilitation by phone and another conversation about myths and misconceptions—access these also from the archives.)

Deborah Levine Deborah@AMERICANDIVERSITYREPORT.COM

August 5, 2007

I generally go by a combination of experience and the study of men and women in non-verbal communication. I believe that gender is a major element in how body language is perceived. Also, my background includes time as a dancer and dance teacher and I draw on some of my on-stage habits.

Wayne Vick WayneVick@COX.NET

August 5, 2007

I agree that gender signals may be different but believe that is due to our cultural experience. Culture, at least western culture, teaches us that women and men carry and express themselves differently and that, I believe, leads to the differences in gender non-verbal perceptions. Since my culture is Western I am not very familiar with many of the other cultures around the world. However, since the world is flattening, and our Western culture is continually becoming much more diverse I believe that we need to expand our perceptions beyond our own culture.

Paula Beltgens pbeltgens@ENCO.CA

August 5, 2007

I'd say that the biggest knowledge-into-practice for me has been that while there are a whole bunch of non-verbal participant cues to notice and consider, the most important thing I've learned is to check them out with the person (or group). Something like crossed arms can mean anything from

resistance - to the room being too cold - to someone simply hiding their tummy rolls and lots of other possibilities in between. Culture, gender, comfort in our skins and in the actual physical space - there are so many things that can factor in. The body language might indeed indicate some kind of discomfort but not necessarily the kind that we're thinking.

Sally Murfitt sally.murfitt@BT.COM

August 6, 2007

I don't think it's just body language, I think there are all kinds of intangible elements which can contribute or demolish a good facilitation experience. I would include - for women particularly - the colour of the clothes you wear; whether you want to radiate authority, approachability etc.

How you use the room. I had a colleague who used to "walk" the problem down the room so that all problem statements, issues and concerns were placed towards the back of the room and then the group output on solutions and output was gradually placed closer and closer to the other end so at the close of the workshop they had literally distanced themselves from the problem and were physically closer to a solution.

Also how the facilitator places themselves in relation to flipcharts so they "point" the group towards and area of concern and/or conflict and don't become associated with it.

Ann Allen Ann.Allen@STND.COM

August 6, 2007

A lot of my early training as a facilitator concentrated on the need for the facilitator to be aware of their own body language as well as being aware of the body language of the participants.

The need at times to project the "blank canvas" can sometimes fly in the face of what we would normally consider good communication skills.

In my early days to discourage excessive eye contact from participants with me as the facilitator I used to employ the trick of immediately looking away from them when our eyes met thus forcing them to look to / engage with someone else in the group. This was very effective. However with a long time group my supervisor encouraged me to intervene in the group process and say that I was aware of people looking to me and get the group to reflect on that.....

I still use the old trick though when "facilitating" assessment centres to discourage candidates in say team building / group exercise trying to engage with me in my role as assessor rather than demonstrating their skills with the other members.

I always find that I dress down as a facilitator and overcompensate by dressing flamboyantly when I'm a group member.

As far as practising facilitation I'm a loner in my workplace these days - I used to work in a large management consultancy and we all talked a lot about what to do and what not to do to be effective.

One of the thorniest questions was what to do at break times - stay with the group or withdraw elsewhere? - Another was when you should "arrive"? very potent body language questions!!

Compiled by Ester Mae Cox, EMGA Enterprises,

Facilitator/Consultant, ToP^o Trainer, Madison County IA

Methods Database

By Jan Coerts, Peter Bootsma and Jon Jenkins

The Methods Database is a monthly feature of the Global FlipChart developed and written by the three people who created the database. In a few months we will be asking for suggestions about the name of the feature.

Method of the Month

Each month a method will be highlighted and links will be made to relevant sites.

Title: Meet the Peanut Exercise

Intent: Participants begin stretching their thinking about an everyday thing. This is used as preparation for a creativity exercise.

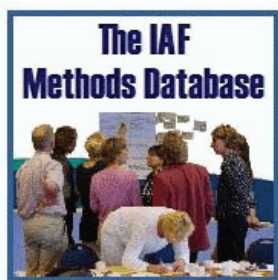
Procedures:

Introduce the exercise

Steps

1. Pass out peanuts in their shells
2. Study the peanut carefully. Try to make as many observations as you can in the next 5 minutes.
3. Have you really stretched? What have you really observed about the peanut? Several high school students we have known have made 50 or more observations-on just the outside of the peanut!
4. What kind of information can you get from...
...touching the peanut? – Texture – Shape -- Sharp/dull -- Temperature, etc.
...smelling it? ...listening to it? ... watching?
4. Look back at other kinds of information. What other means can you use to gather data about the peanut?
5. What other kinds of information will those means help you obtain?
6. List even MORE observations:
7. Give the group another 5 minutes to complete this brainstorm.

Conclusion



The IAF Methods Database is run as an independent organization under agreement between the IAF and the IAF Methods Database. If you have any questions about the Database, please contact editor@iaf-methods.org

4.
 - a. How did it feel to do the first part, the second?
 - b. What in the exercise stretches us?
 - c. What does this tell us about brainstorming?

You can then move to a idea generating process for the workshop

References

Meet the Peanut was developed by Maureen Jenkins for a client.

Do you have a story about your experience with strategic planning? The story could be funny, sad, inspiring, victorious, etc.?

The Tip of the Month

Each month we will suggest one or two ways of improving your ability to facilitate. If you have a suggestion for a topic please contact the editor@iaf-methods.org.

Sometimes it is important that we get a feel for the group and its environment you are facilitating. This process helps develop a tacit understanding of a community or organization.

Walk around and talk to people. Try to cover as much of the territory as possible, especially the out of the way places. Suspend judgement, have an inquiring mind and ask questions. Ask people what they do. Pay attention to things that strike you as strange, or wrong or funny and ask about them. You are not challenging the way things are done but trying to understand what is being done.

When you have time write down your observations in three categories, facts, your feelings about the facts and what could be done to improve. Be careful of the last one so that you don't become fixed to a solution.

Do you have facilitation "tips" that you would like to share with IAF members?

The IAF Methods Database is run as an independent organization under agreement between the IAF and the IAF Methods Database. If you have any questions about the Database, please contact editor@iaf-methods.org



Edinburgh, Scotland, is known around the world as the Festival City. Whether it is the experimentation of the Fringe, the Military Tattoo on the forecourt of the Castle, or a visiting world class symphony orchestra, Edinburgh Festival is renown as a celebration of human creativity and the cultural richness of our world.

In this spirit the IAF invites you to the 13th Annual IAF Global Conference in Europe. Everything about the conference will be a celebration of facilitation and the richness of its practice from around the globe. Some highlights are:

The Festival opening will be led by Toke Paludan Moeller. He facilitates organisations and group around the world—each in support of life affirming leadership, interactive learning, organisational and social transformation and self-organisation.

There will only be three hour sessions on Saturday ensuring that you have adequate time to engage with the presenters.

The Gala dinner and celebration will be a traditional Scottish Ceilidh with live music, instruction in Scottish country dancing and the possibility to celebrate your Scottish heritage by renting the appropriate dress.

Sunday morning, following a suite of ninety minute concurrent sessions, Sandra Janoff, a co-developer of Future Search, will lead the conference in a session around the future of facilitation.

Actually this will be a week long celebration of facilitation since earlier in the week the CPF Assessment will be taking place and there will be suite of one and two day Pre-Conference Sessions.

Join us for a Festival celebrating the power and richness of facilitation in one of world's most historic and beautiful cities. Visit www.iaf-europe.org/conference to learn more and to register.

**2007-2008 Board
of Directors**

Eunice Shankland, *Chair*

Gary Rusb, *ChairElect*

Cameron Fraser, *Past Chair*

Theresa Ratnam Thong, *Vice
Chair International*

Linda Mather, *Treasurer*

Stephen Thorpe,
Secretary

Tammy Adams,
*Communications &
Publications Strategic
Initiative Coordinator*

Mary Sue McCarthy,
*Community Outreach
Strategic Initiative
Coordinator*

Ann Epps, *Conference
Strategic Initiative
Coordinator*

Mark Pixley, *Membership &
Affiliations
Strategic Initiative
Coordinator*

Ruth Siguenza,
*Organization Futures
Strategic Initiative
Coordinator*

Michael Spivey,
*Professional Development Strategic
Initiative
Coordinator*

Jerome Passmore,
*Africa Regional
Representative*

Prabu Naidu, *Asia
Regional Representative*

Tom Schwarz & Keith
Rydel,
*Australia/New Zealand
Regional Representative*

John Butcher, *Canada
Regional Representative*

Jim Campbell, *Europe
Regional Representative*

Remedios Ruiz, *Latin
America Regional
Representative*

Michelle Golden, *USA
Regional Representative*

Upcoming IAF Events Conferences

5 - 7 October 2007 – Europe
Edinburgh, Scotland

28 - 30 November 2007 – Australia/New
Zealand
Adelaide, South Australia

10 - 12 April 2008 - North America
Atlanta, Georgia, USA

Certification Events

3 - 4 October 2007
Edinburgh, Scotland

22-23 October 2007
Santa Fe, New Mexico, US

26-27 November 2007
Adelaide, Australia

Congratulations to the new CPFs

Gian Carlo Manzoni, Milano, Italy
Gerardo de Luzenberger, Milano, Italy
Francoise Trine, Rome, Italy
Karin Nichterlein, Rome, Italy
Wulf Killmann, Rome, Italy
Kimberley Hare, Abbots Langley, Hert-
fordshire, UK

IAF Asia Conference 2008

Thailand has been selected to host the 2008 Asia IAF conference to be held in Bangkok, August 27 – 28, 2008. This marks the first time the International Association of Facilitators (IAF) Asia regional conference will be held outside of Singapore or Malaysia. The theme of the conference is “The Savory Spices of Facilitation”.

Welcome to New Members!

We extend a warm welcome to our colleagues from around the world who joined or returned to IAF from August 11th through September 10th. (We only list those members who have chosen to be listed in our online membership directory. If you are concerned about having been included in this list, please contact the office via email at office@iaf-world.org).

Australia

Jo Eady, Fairfield Gardens, QLD

Canada

Anne Marie Downey, Edmonton, AB
Cameron Tulloch, Hamilton, ON
Coleen Davidson, Amherst, NS
Daniel Dezainde, Gatineau, QC
Solange Belleforte, Kamloops, BC

China

Helen Fan, Shanghai
Jiaqing Ying, Shanghai
Mareen Chen, Shanghai
Mingjie Zhang, Shanghai
Rachel Deng, Shanghai
Wenjun Du, Shanghai
Yong Zhang, Cheng Du

Ireland

Teresa O'Hara, Co. Roscommon

India

Gopal Shrikanth, Chennai

Jamaica

Jeffrey Sealy, Kingston

The Netherlands

Franc Josquin, Haarlem
Francois Roumen, Den Haag
Monicque Jacobs, Den Haag

Norway

Ellen Gjerde, Trondheim

Serbia

Goran Pastrovic, Belgrade
Snezana Bucic, Belgrade

Singapore

Aditee Ghate, Singapore

Slovenia

Miha Granfola, Cerknica

South Africa

Brenda Scott
David Raath, Western Cape

Tunisia

Günther Feiler, La Marsa

United Kingdom

Andrew Hargreaves, London
David Shaked, London
Jeremy Wyatt, Ayrshire
Shona Kane, Dundee

United States

Angela Roseboro, Richmond, VA
Annette Butler, Riverdale, GA
Armida Vargas, Carson City, NV
Betty McGraw, Richmond, VA
BJ Vaughn, Richmond, VA
Bob Huebner, Richmond, VA
Bob Landwehr, Richmond, VA
Carolina Dewell, Richmond, VA
Charlene Phipps, McKenzie Bridge, OR
Clair Steenson, Richmond, VA
Claudia Cohen, Westfield, NJ
Dawn Metz, Richmond, VA
Deborah Born, Rex, GA
Deborah Western, Richmond, VA
Elizabeth Cole, Richmond, VA
Elizabeth Wentz, Richmond, VA
Erika Schaeffer, Richmond, VA
Eugene Koster, Richmond, VA
Gina Thomas, Richmond, VA
Gina Zielinski, Milwaukee, WI
Ginny Carroll, Indianapolis, IN
Gloria Pursell, Marietta, GA
Holly Dunning, Little Rock, AR
Jane Spriggs-Upasena, Richmond, VA
Janet Garrett, Richmond, VA
Jenne Griffin, Richmond, VA
Jennifer Huber, Philadelphia, PA
Jerry Larkin, Richmond, VA
JoAnn Rabitz, Richmond, VA
Joanne Loce, Richmond, VA
John Christman, Richmond, VA
John Dibattista, Hawthorn Woods, IL
John Godec, Phoenix, AZ
Julia Curtis, Richmond, VA
Kristin Gavin, Richmond, VA
Laura Luce, Little Rock, AR
Lee Lindsey, Richmond, VA
Linda Whitley-Taylor, Richmond, VA

Margaret Purvis, Atlanta, GA
Mark Doherty, Richmond, VA
Mary Buchel, Brookfield, WI
Mary Doddy, Richmond, VA
Mary Catherine Savage, Richmond, VA
Mary Kay Scully, Richmond, VA
Melissa Skottegaard, Richmond, VA
Michael Atkins, Red Lion, PA
Pamela Scott, Richmond, VA
Peter Luise, Richmond, VA
Rick Milczanowski, Shelton, CT
Robert Bostrom, Athens, GA
Rolf Smith, Fredericksburg, TX
Ryan Halverson, Richmond, VA
Sally Bonser, Richmond, VA
Sally Young, Richmond, VA
Savitri Ramsingh, Richmond, VA
Scot McCarthy, Richmond, VA
Shawn Lipscomb, Richmond, VA
Simon Bartle, Richmond, VA
Simon Crone, Richmond, VA
Stephanie Messier, Richmond, VA
Steve Tupper, Lebanon, OR
Tim Holtz, Richmond, VA
Tina Mertel, New York, NY
Trey McCampbell, Corpus Christi, TX
Trinh Dai, Richmond, VA
William Hedgepeth, Richmond, VA
William Wehinger, Richmond, VA

