



IDTA Newsletter

Volume 18 Issue 1

March 2023

Welcome to the final issue of this Newsletter.

- As we have told our members by email, we are closing down IDTA!
- We are sorry to do this but it makes no sense for us to still attempt to work with ITAA and EATA.
- Instead, we are going to put our energies in different directions - into WOTAA and ICTAQ so that we be contributing to something that is truly international.
- This means that we will be supporting ICTAQ initiatives that include IJTARP - the free, open access International Journal of TA Research & Practice; TAPA - the TA Proficiency Awards; and the TA Research Exchange.
- We explain our decision within the pages of this issue.

WOTAA is the World Online TA Association - IDTA was one of the first supporters of this initiative to bring us all together worldwide. We are delighted that there are now already members in 28 countries.



ICTAQ is the International Centre for TA Qualifications. Training and supervision can all be done online, and so can your practice. This, and adjusting fees per country, keeps it truly open internationally.

Contents

Why IDTA Council made this decision.....	2
What is WOTAA	4
What is ICTAQ	4
A Current Summary of what happened	5
An Account of what happened - written in 2020	8

Why IDTA Council made this decision

We very much regret the need to make this decision but we have decided that we can no longer ignore the way other TA associations have been behaving towards significant members of IDTA.

We are using this final Newsletter to explain our thinking in some detail but briefly we have become so concerned about the dynamics within the TA community that we want to put our energies into a different TA community. Our concerns have been building up over several years and have now come to a head when our delegate has been excluded from the EATA Council WhatsApp for mentioning the 2020 conference. This is a private forum for EATA Council members and we had assumed that it was for the delegates to be able to share their opinions with each other. At this point we have to accept that almost 3 years after the event, there is no possibility of the other TA associations telling the truth about what happened when they cancelled the 2020 conference.

Apart from what has been happening over a few years, we have also been influenced by the recent EATA decision to limit the hours of supervision that can be conducted online. We are developmental and have members in many different countries where the only options are psychotherapy trainers – and some countries do not even have that. We do not feel that our trainees should have to ask for exceptions, we cannot see why this

change is needed, and the decision has been made without any prior warning or consultation and without any EATA Council approval even though we are an affiliated association.

We have also been influenced by the way in which ITAA is intending to adopt a different legal status as a professional association. This means that the independence of IBOC about qualifications will end and we are concerned that the implications of this have apparently not been considered.

We have noted also that IBOC are now proposing to design staged qualifications but IDTA has had such stages for several years since we were influential in setting up ICTAQ.

These aspects have occurred more recently but in 2017 we observed with discomfort how Julie Hay was treated when she acted in line with an EATA Council decision that had been made in front of her when she was a guest at EATA Council in 2012, based on a proposal she had written in conjunction with the EATA President at that time and which was clearly shown in the Agenda. Julie had checked implementation of the prior decision with the current EATA President who then denied any responsibility and blamed her when someone else objected to the addition of Practice within the journal. Julie was encouraged to use an organisational complaint procedure which turned out never to have been approved by EATA Council, which resulted in a report by someone that contained numerous inaccuracies, and the result was then published in the EATA Newsletter as if it had

been an ethics issue that had found Julie culpable.

We also noted that contracts signed by successive EATA Presidents with Julie as the journal Editor were treated as non-existent, as was her award of the EATA Gold Medal for setting up the journal on behalf of EATA, and no attempt was made to find a new editor. EATA continued to provide financial support to the Transactional Analysis Journal even though ITAA has similar financial reserves.

We had moved on from the journal debacle when we volunteered to be part of the bid to run the World TA Conference 2020 in the UK. However, you can read in the rest of this newsletter what happened about that. In summary, the only UKATA volunteer to do any work was the person who had organised the hotel and was due to receive commission for that; three other UKATA volunteers consecutively did not complete their tasks so Julie Hay did them; the work of the two IARTA volunteers was only just beginning when the pandemic started.

On the basis of the information from the volunteer who had organised the hotel, Julie believed that the TA associations might be liable for a charge of GBP 300,000 so wrote for help to the Presidents who had signed the contract about the conference. She was fairly quickly accused of playing a psychological game and told there was no way that EATA would provide any money. IDTA President then attempted to explain the situation to the other presidents and they simply excluded her from emails and meetings.

You will see in the rest of this newsletter the Organising Committee had been told to plan an online conference, and subsequently were authorised to renegotiate and managed to get the hotel and most of the participants to agree that the conference could be run on-site in 2023. This was on the basis that those who did not want to do that could have refunds, and also that the online conference could go ahead and more bookings were being received for that from people who could never have come to the UK for the on-site option.

ITAA Treasurer was a UK accountant and the Presidents were all told that UK law required the company (set up to protect UKATA, IARTA and IDTA from legal liability) would have to declare insolvency unless the renegotiation was approved or unless the TA associations involved provided no more than GBP 30,000 to make refunds (by now it was clear that it would be much less than the GBP 300,000 originally expected). They were also told that if insolvency was declared, it would legally mean that insolvency practitioners took over and most of the remaining GBP 110,000 would be used as their fees. In spite of this, the Presidents (still excluding IDTA President even though she had signed the contract with them) announced that the conference was cancelled. GBP 77,000 of members money went into fees and people only received about 20% of what they had paid.

The associations issued statements that claimed that Julie Hay had cancelled the conference. Julie Hay and the rest of IDTA Council did not know that the cancellation decision had been made until they read the public announcements.

The Presidents then announced that even the free online conference was no longer supported by them; speakers then withdrew so that too had to be abandoned.

It has now been almost 3 years and new ITAA and EATA Presidents are still refusing to consider any correction to what was said before.

Hence, we have decided to close IDTA and put our support into WOTAA and ICTAQ.

We realise that there is a lot of information in this Newsletter but we have decided to take the opportunity to publish it because there has been so much inaccuracy put out by others. You will see as you read on that there is plenty of evidence to support what really happened - emails, contracts, meeting notes, etc.

The Presidents of ITAA, EATA, FTAA, UKATA and IARTA chose to cancel the conference even though they knew that it had been renegotiated with the hotel and most of the

participants to run in 2023, and even though they knew that most of those participants would lose their money.

We hope that you will agree with us that it is time for an alternative approach to TA community – one that is truly worldwide because it is online – and that it is time to have an alternative approach to TA qualifications as well.

What is WOTAA

see <https://wotaa.org>

The World Online Transactional Analysis Association is intended to be something that brings together everyone interested in TA around the world, in ways which allow them to be in connection and contact with each other, regardless of where they are, how much TA they know, and any other form of difference or diversity that may apply.

PPP x 4

WOTAA is based on combating four different privileges:

Physical Presence Privilege – Covid has demonstrated that we can eliminate the physical presence privilege – we no longer need to restrict our conferences, or our options for serving on international committees, to those who are able to travel to other countries.

Purchasing Power Privilege– WOTAA expects those involved to apply discounts based on www.numbeo.com (or allow donation amounts chosen by participant) so that fees for conferences, events, training and supervision will be adjusted to reflect the purchasing power of the recipient.

Professional Prerequisite Privilege – working online means that TA qualified professionals can provide their services more readily to those countries which lack accredited TA trainers and supervisors; there are also various TA qualifications that can be attained through online study and assessment.

Phonological Processing Privilege – we need to get away from the idea that you must

know English! Or that you must be in a country where they can afford to translate the English into your own language. There are several volunteer interpreters already associated with WOTAA and we hope there will be many more.

WOTAA has a membership list which can only be seen by other members, where people can show their country, language, TA status, TA interests, and various details about being contacted by other members. It is still early days for this association but we already have members in 28 different countries.

The other pages on the website are open to everyone and there are options to show TA programmes, TA workshops and events, TA journals and newsletters, and particularly TA groups which are set up by anyone.

Membership and entries on the other pages are all based on donations only – there are no fees because all of the work to maintain the website is done voluntarily.

This last issue of the IDTA Newsletter will shortly be followed by the first WOTAA Newsletter.

What is ICTAQ

see <https://ictaq.org>

The International Centre for Transactional Analysis Qualifications was launched to provide a way to offer more qualifications and to supplement the international TA qualifications of CTA and TSTA. ICTAQ offers qualifications as TA Practitioner, TA Advanced Practitioner, TA Master Practitioner, with optional specialisations. There is also a route to become a TA Manager, for those working with their own teams rather than 'clients'.

ICTAQ qualifications operate on the basis of ongoing assessment of professional practice (rather than essays), with certificate and diploma as stages on the way to an advanced diploma, which can also be converted to a Master's degree via accreditation of prior learning. Although hours of training and supervision with ICTAQ team are also recognised by EATA and ITAA, the ICTAQ process sidesteps the international

procedures whereby you get nothing if you drop out between your introductory TA 101 programme and the final examinations a few years later.

ICTAQ has an international network of TA trainers, supervisors, trainees, students and other interested parties, and invites any P/TSTAs who might like to offer any of these qualifications to contact them to discuss joining the team. ICTAQ also welcomes enquiries from those with CTA who might want to consider the ICTAQ route to TA Trainer/TA Supervisor certification.

ICTAQ responsible for the TA Proficiency Awards, which are run as a voluntary social action scheme and have covered a variety of groups that include children in Armenia, Croatia, India, Italy Macedonian, the Netherlands, Serbia, Turkey and the UK; unemployed people in Brazil; teachers in Guatemala, Japan, the Netherlands, South Africa, Taiwan, Turkey and the UK; and several groups of coaches in Turkey.

See <https://taproficiencyawards.org>

ICTAQ is also supporting the International Journal of Transactional Analysis Research & Practice as a free open access journal.

This has now been running since 2010, and independent of EATA since 2018, so like ICTAQ it relies on donations to cover the costs of production but all activities by the editor and the reviewers, and the authors, are voluntary.

see <https://IJTARP.org>

A Current Summary of what happened

Julie Hay

I am really sorry that I have needed to raise the profile of this conflict. However, I am getting older, many TA friends of my generation have died, and I worry that I might die while major TA associations refuse to admit they published lies that damaged my reputation - especially when they insist I stop telling the truth because they think it damages the reputations of those

associations. I have been threatened with ethics charges and legal action, and now I have been expelled from EATA Council WhatsApp even though I am an official delegate, for mentioning briefly what happened as they ask others to volunteer to run it next year..

It has now been almost 3 years since I asked for help for the 2020 Conference Organising Committee when Covid emerged, only to have it announced that I was playing a game. Having then renegotiated the conference to run in 2023, and organised an online conference in 2020, all with their written authorisation, they announced cancellation even though they knew it would lose members payments, and even though they also knew they could cancel and no money would be lost if they provided a small amount of funding for refunds (GBP 30000). At that time EATA had about €300 000 in the bank, and afterwards I have seen that ITAA had about the same in USD, and even UKATA and IARTA had enough to provide it on their own. IDTA had only about UKP 2000 in the bank.

I have demonstrated considerable commitment to the TA community over the years, evidenced by me receiving the EATA Gold Medal in 2012 for 'longstanding and outstanding services' and the SAATA Professional Excellence Award in 2014. I am accredited as Teaching and Supervising Transactional Analyst in all 4 fields of application. I have over 35 years' experience of teaching transactional analysis and supervising students in over 40 countries, including leading ongoing programmes as well as summer schools and conference presentations. In addition to being the originator of developmental TA, I have applied TA as a volunteer psychotherapist in a high security male prison, and as supervisor to rape counsellors. I have sponsored successful students to CTA and TSTA level in several countries and was expecting to continue to do so. I now run international webinars and supervision groups (I call them TA 707 and TA 909 respectively), and I am producing a series of free books that are critiques and reviews of TA literature over the years.

I am conscious that I and my TA colleagues are expected to have the competence to work in an OK-OK manner with our clients, who may be abusers, criminals, even murderers. I wonder what I could possibly have done that I was so difficult to work with that my colleagues opted instead to lose £77000 of their members' money.

If you wish to know the truth in detail, have a look at a chronological account which I drafted in July 2020 and which has links to many of the original documents and which is included below in this Newsletter.:

If you want a quick version of what happened, have a look at

<https://www.dropbox.com/s/t7lierqzsqv7n8w/my%20final%20attempt%20to%20prevent%20the%20insolvency.pdf?dl=0> which was my final attempt on 5 May 2020 to explain to them why they should accept what they had authorised me to do.

<https://www.dropbox.com/s/i3rdd5bpujz4ab/EATA%20Website%20June%202022.docx?dl=0> is what they issued afterwards on 8 May 2020. They already had the full financial information. They knew that their actions would result in insolvency - the ITAA Treasurer was a UK accountant. They knew I was only the sole director because I had allowed the other directors (from UKATA and IARTA) to avoid being named as directors of an insolvent company when we realised the associations were reacting so negatively. When they tell people to ask me about refunds, they knew I could not legally give them because they had refused to provide the £30000 needed to prevent insolvency.

You can read the IDTA explanation, published June 2020, of what really happened, including how they cut IDTA President out of the communication, at

<https://www.dropbox.com/s/Osmztvj618vhyug/IDTA%20News%20June%202020%20Who%20cancelled%20WTAC2020.pdf?dl=0>

And if you still have some doubts, read about the blatant lies included in the minutes of the ITAA AGM 2020 at

<https://www.dropbox.com/s/fsckmgi6wj7vymg/Damage%20to%20Julie%20Hay%20Reputation.docx?dl=0>

Or why not listen to what ITAA President told me - over 2 years later - when I had a meeting with her on 3 November 2022 after foolishly believing she wanted to resolve the situation; I agreed to her request not to share this only on the basis that she wanted to talk to BOT about what I said - they were all sent it anyway and took 3 months to decide not to proceed with an ethics charge against me <https://www.dropbox.com/s/svqaxe3u2fck7c/2022%2003%2011%20ITAA%20Pres%20etc.m4a?dl=0>

In case you wonder why I have been using social media, I made a public announcement on 9 May 2020 that included: *My commitment to TA over many years has been unfaltering. I am past president of both EATA and ITAA, a past VP of UKATA, founder and past president of IDTA, am qualified to TSTA level in all four fields of application, and have taught TA in 43 countries. I therefore regret needing to make this public statement and am doing so because I do not have access to the mailing lists that are now being used by ITAA, EATA, UKATA, and presumably other TA associations, to publicly vilify me with inaccurate information. I have been struggling with the personal and professional stress of the situation now for over two months and they are still refusing to cooperate with me to find a legal way around the problem and they have still given me no indication that they are willing to provide any financial support to avoid liquidation.*

In July 2020, when I tried, as IDTA Delegate, to explain what had happened to EATA Council, EATA President issued a statement that what I said would not be included in the Minutes. And when I have raised the matter again as they invite offers to run the World TA Conference in 2024, the current EATA President has excluded me from the EATA Council WhatsApp group and threatened legal action. I would of course welcome that because a Swiss Court would then review the

evidence, which clearly shows they cancelled the conference knowing they would lose the members' money, just because they didn't like working with me, even though I had done everything they authorised me to do.

I am doing this again now because it has been almost 3 years and I have suggested two possible statements that the 5 associations could issue and both have been ignored:

To ITAA and EATA Presidents I have proposed: *We wish to make it clear that there has been a major misunderstanding about the events that led to the cancellation of the 2020 World TA Conference. We very much regret that announcements appeared to indicate that the cancellation was done by Julie Hay – this was not the case.*

We now understand that Julie Hay has been very distressed about this and has been protesting about the inaccurate information for a long time. We are also aware research has shown that false accusations of wrongdoing lead to angry responses which are in turn interpreted as guilt rather than innocence. Hence, we are issuing this statement about what really happened.

Volunteers from UKATA, IARTA and IDTA agreed to become directors of a UK company to run the conference to protect those UK-based associations from legal liabilities in case anything went wrong. When Covid emerged, Julie and the conference committee negotiated a postponement of the conference until 2023, and set up an online conference in 2020. All of these arrangements had been authorised by the associations involved.

However, a decision was made by ITAA, EATA, FTAA, UKATA and IARTA to cancel. Costs had already been incurred so there was a shortfall of about £30,000 that prevented full refunds and a request for this from association funds had also been rejected. Legally, this meant that under UK law the company had to be declared insolvent, and had to use insolvency specialists who charged fees (which became £77,000), meaning that members received only 20% refunds.

In the original announcements, it was made clear that humans are fallible and decisions were being made at a time of global pandemic

with much fear, disruption and trauma. Everyone involved spent much time on these processes, feeling frustrated, angry and afraid. We now accept that the decision to cancel the conference was made by the five associations and that Julie Hay then had no option but to declare the company insolvent. We also want to recognise and commend her, and the committee, for all their hard work before and after Covid emerged.

Back in the past, I also suggested in June 2022, when ITAA BOT were still considering an ethics charge against me, that they could issue:

ITAA, EATA, FTAA, UKATA and IARTA wish to place on record their apologies to Julie Hay for misleading information about her that has been published in recent years. There were serious misunderstandings in the past and we now recognise that Julie has continued to contribute to the TA community over many years, and always in line with our ethical codes and within our procedures. When leading the Organising Team for the World TA Conference in 2020, every action Julie took had been approved beforehand by appropriate committees and/or officers within them. When she changed the name and content of the International Journal of TA Research to include Practice, that also had been approved by EATA Council and was done with the full agreement of her line manager within EATA.

Julie has been contributing to the TA community over many years. She has completed ITAA/EATA requirements to become TSTA in all four fields. She was EATA President 1987-1989 and ITAA President 1990-1991, and has served on TAJ Editorial Board. Over the years she has also served as Vice President of ITA (the old name of UKATA) and founded the IDTA (www.instdta.org). She became the first Delegate to EATA Council representing Special Interest Groups in 2019. Julie has been a regular presenter at conferences and a regular examiner, has run ongoing TA programmes in many countries (including China, Romania, Russia, Ukraine, Turkey), and continues to provide international webinars. She organised at short

notice the first online TEW after the floods in India and provided a 17-page report that was invaluable when we needed to repeat this when covid emerged. Julie also organised the first online World TA Conference in 2020 and we acknowledge her disappointment when our associations decided to cancel it.

Julie also set up and continues to run several previous EATA initiatives which have become international, including the TA Proficiency Awards (www.taproficiencyawards.org), and the TA Translations Dictionaries (<https://taresearch.org/ta-dictionaries/>). She was the inaugural Editor of the TA journal in 2009 (www.ijtar.org) and has single-handedly funded its continued publication (apart from a few donations) since 2017; with the help of volunteers she has also extended the number of languages of Abstract translations (<https://taresearch.org/ijtar-abstract-translations/>) to 15 (EATA paid for only 4). Her latest initiative has been to set up the World Online TA Association (www.wotaa.org) and she is producing a series of free books that are critiques and reviews of TA literature (<https://juliehay.org/free-downloads-books-workbooks/>).

Again, our apologies about the misunderstandings over recent years and we are delighted that Julie continues to contribute to the TA community.

To conclude, I have no real hope that ITAA, EATA, FTAA, UKATA and IARTA will issue anything that admits the inaccuracies they published before - they will continue to stand by their excuse that it was me playing a game (on my own!). At least this enabled me to write an article about a new game (TAMED, <https://doi.org/10.29044/v12i1p42>) and IDTA Council have agreed that we need to move on - by closing down IDTA as an affiliated association in EATA and as a Partner Organisation with ITAA, and to put our energies into the World Association of TA Associations (<http://wotaa.org>) and to the International Centre for TA Qualifications (<https://ictaq.org>).

We invite you to join us there.

An Account of what happened - written in 2020

Julie Hay

History of WTAC2020 and Coronavirus

indicates document available at <https://www.dropbox.com/sh/cli3ntb0quolfog/AACjT5d7wnzGVynySxp1SSj-a?dl=0>

I am intrigued that the presidents of several TA associations continue to refer to a complex situation when they expected me to distil it into bullet points for them.

I am disappointed, but not surprised, that they use their mailing lists and publications to put inaccurate and negative information out about me and do not offer me any opportunity to put my version of the facts. I am not surprised because EATA did this already, in the midst of the ITAA election, whilst ITAA refused to run positive news about the World TA Conference on the basis that it would have given me positive publicity during the election.

Here are the facts about the World TA conference – and if you want to see more, the documents can be accessed at <https://www.dropbox.com/sh/cli3ntb0quolfog/AACjT5d7wnzGVynySxp1SSj-a?dl=0>

I was asked to Chair the Organising Committee.

2019 01 07 # Association Meeting Notes: an Association Committee was formed by UKATA, IARTA and IDTA and met (once only). By then the hotel had already been booked for the conference by a UKATA volunteer. UKATA said they would provide 5 volunteers to the Organising Committee. (They provided 1, plus 3 others who each resigned before they had completed any tasks, including the one who had agreed to oversee the accounting – leaving me to do their tasks because they were urgent at the points at which they resigned).

2019 02 13 # The Organising Committee met for the first time and tasks were allocated.

2019 03 18 I set up a limited company

because the way UKATA wanted to operate would have left individuals or UKATA liable for any losses. The income from the conference would also have significantly changed the income levels of any of the UK Associations, and would have required them to register for VAT. The directors at that time were me IDTA, Susan Arslan UKATA and Carol Faulkner IARTA. Susan and Carol agreed to be removed on 12/04/19 so I could set up a bank account quickly in order to pay the Metropole.

UKATA, IARTA and IDTA are each a limited company in the UK; ITAA has an equivalent structure in California and EATA has it in Switzerland. I do not know what the FTAA is – the link on the ITAA website does not find a website.

2019 04 03 The bank account was confirmed in my name with Lynda Tongue as alternative in case I died.

2019 04 18 # A contract was finally signed between the 6 associations, with a clear authority diagram, the share of profits and losses, and the budget that had been used for the bid, clearly marked that it needed updating.

2019 04 23 # I signed the contract with the hotel as the director of the limited company, committing it to expenditure of UKP 164880. A 10% deposit was paid. By the time the booking was made, we were already within the cancellation period and therefore required to pay 90% (60% on food and beverages) if we cancelled (which ITAA/EATA/FTAA/UKATA/IARTA have now done without waiting to find out if the Metropole is open for business in July 2020).

2019 04 11 # I submitted a Progress Report to the Steering Committee, in which were contained the rationale about the use of the limited company, the explanation that Lynda Tongue would take over my role if I died, and the information that I had discovered that UKATA had omitted UKP 42,000 from the information provided in the bid.

2019 07 15 # emails showing communication with the Chair of the Steering Committee and concerns raised about power .

2019 07 22 # x 2 I signed contracts with the Metropole for the TA101 and the Post Conference workshops. Cancellation of these has never been announced by UKATA and IARTA but obviously they became irrelevant when the rest of the events were cancelled – these were for smaller numbers so the cancellation date was later but was still too late.

2019 07 24 # The Organising Committee met again – the meeting notes cover 7 pages. By now the 3rd replacement volunteer from UKATA had joined us but missed the meeting even though it had been scheduled to welcome him to the team.

2019 07 25 # I submitted a Progress Report to the Steering Committee, in which I reminded them about the existence and rationale for the limited company, confirmed that I now understood that they did not believe it was necessary to sign an updated conference contract with an updated budget, and sent them the Conference Activity Checklist, WTAC2020 Marketing Plan and the Metropole Floor Plan for Conference. I also advised that they would be receiving a separate email from the Organising Committee, prepared without my involvement, due to the concerns of the Committee about a letter received from the Steering Committee.

2019 07 29 # emails showing communication by the Organising Committee, deliberately prepared without my involvement, to address their concerns about the comments made by the Chair of the Steering Committee

2019 07 29 # response from Chair Steering Committee acknowledging reports and confirming that he now sees good teamwork

2019 09 15 # I emailed the detailed Progress Report to the Steering Committee

2019 10 30 # x5 I signed the contracts with the Metropole for the Exams, TEW, EATA Council Meeting, ITAA BOT Meeting and TAWCS Meeting. I was told by EATA and ITAA that these were cancelled only after the cancellation period had ended so again we owe 90% (60% for food and beverages).

2020 01 08 # The notes of the Organising Committee meeting cover 9 pages. In view of the number of tasks still not done by a UKATA volunteer, the Committee decided to invite him to resign.

2020 01 20 # A version of the 6-associations contract, with an updated budget, was finally signed. I have received legal advice that this contract is legal but cannot be enforced by the limited company unless we can prove the connection – this would involve spending money on lawyers and taking the associations to court – this would deplete even further any money available for refunds.

2020 02 25 I signed the contract for UKP 1400 for a band on the Gala Dinner evening, on the basis that UKATA would donate UKP 2000 to the conference provided I used that band. No donation has been received from UKATA.

2020 03 02# I emailed the Steering Committee with a copy to the Presidents, asking for urgent approval of a plan to deal with the threat of coronavirus. I offered to attend the meeting if necessary. This was immediately approved by all the presidents and I was thanked for my swift work on this. It was approved by the Chair of the Steering Committee a few days later. No one expressed any problem with understanding the 3 page document.

2020 03 07# I emailed the presidents, marking it urgent and extremely confidential, because I had realised that the limited company was insolvent and therefore, under UK law, I was obliged to take action to refuse refunds unless the associations were willing to cover the losses. I gave a detailed explanation in 1500 words, and added a further detailed section that I explained was about what would need to be done if they were able to guarantee that the losses could be covered.

2020 03 08# I responded with 6 bullet points when asked for a simplified version in point form of what needed a decision. In that I explained that I assumed that the other associations did not have enough money but I knew that EATA did have. (I have since found out from records at Companies House that UKATA and IARTA have more than enough in

the reserves to have covered their share of the losses).

2020 03 09# An example of my response to replies I was receiving. In spite of numerous emails, I clearly failed to communicate that I needed to BELIEVE that the losses could be covered as otherwise I was legally obliged to put the limited company into liquidation.

2020 03 10 # I sent an email explaining why I was being so careful about having decisions properly documented, having been publicly shamed by EATA on a previous occasion when I had relied on what I had been told to do during a EATA Council meeting, only to discover 5 years later that it had not been minuted.

2020 03 11# EATA President emailed that he agreed with the Chair of the Steering Committee that I was playing a psychological game, that EATA should not promise to pay the losses, and that the associations should do everything to escape it.

2020 03 12# Email from me apologising for being too busy to attend a meeting, restating what was needed as 4 bullet points; pointing out that I had only sent two sides of A4 in my original request.

2020 03 17# My reply, plus my comments added to a document sent to me on 16 March that reversed the previous decision by the Steering Committee, claimed that the problem had been exacerbated by having a limited company, stated that the Birmingham conference was no longer viable and that we should cancel the conference, exams and TEW, that they did not think an online conference would attract enough support and that online exams and TEW were not viable, that I should negotiate again with the Metropole, that hopefully the UK government would pre-empt the need for a decision, that the true financial position of the company was uncertain, that there was a conflict of interest because I was a director of the limited company, that all three associations stood by their original commitments, that they did not need the hotel for their meetings, and that I should be invited to attend a meeting – to which I responded that I would be happy to

join a meeting at some other time but I was not able to do so on the date they suggested.

2020 03 20# my reply to email on 19 March that advised that the 5 associations had had a fruitful discussion, fully supported me and the organising committee to continue to explore options, and wanted a meeting to strategise on the best way to continue discussions with the Metropole. I again attempted to make the point that this was not about the Metropole – it was about not having enough money in the bank to make refunds.

2020 03 21 # my preparation for the negotiation with the Metropole, which was also written for the log I had been advised to keep as the director of a company facing potential insolvency.

2020 03 22# email to presidents about how I was feeling – Julie has been dreaming

2020 03 22# Julie has been dreaming document

2020 03 22# my reply to email from ITAA Treasurer in which he confirmed that the associations would support whatever outcome could be negotiated with the Metropole - expressing my doubts that they would really do so.

2020 03 23# email from EATA President demonstrating that he did not appear to understand my concerns based on what had happened to me previously, even though he had been involved in that process.

2020 04 06# my email to advise the Steering Group and the Presidents of the results of the negotiation with the Metropole which removed the immediate financial threat and asked them to send out positive publicity about how constructive Hilton had been.

2020 04 08# my email in response to an email from EATA president, not addressed to me, saying he did not agree with what had been negotiated with the Metropole and setting up a meeting for the presidents – that email was passed on to me by IDTA President and I offered to join the meeting in my role as substitute IDTA President

2020 04 10# email setting out the agenda of the meeting. At the start of the meeting, I wanted to explain the situation about the contracts that were referred to in the email as part of the introduction to the meeting but I was told to move on. My update from the Organising Committee was on the agenda after EATA and ITAA, and both of those Presidents announced the cancellation of their on-site meetings and postponement of exams and TEW. I asked that this not be announced yet because it completely undermined the negotiation with the Metropole.

2020 04 11# email and my notes of the meeting sent to the Organising Committee

2020 04 15# The announcement issued by the associations, written as if I was somehow part of the decisions made and also telling people to contact me by name about refunds, even though I had made it clear that I cannot give refunds whilst the company appears to be insolvent.

2020 04 15# Minutes of the meeting on 10 April, received by me on 15th, in which the associations announced that the 6-associations contract was no longer valid, that exams and TEW were cancelled in the best interests of candidates and examiners but that they still expected people to attend an on-site conference, and that they disagreed with the advice I was being given by the insolvency lawyer. They also noted that I left after the first part of the meeting but I was there until 20 minutes after the meeting was scheduled to have ended, by which time others had also left the meeting.

2020 04 15 # information issued by me to everyone who had paid to attend the conference, advising them of the online option

2020 04 16# email from me to a mailing list of the EATA delegates that had been used to send out the minutes of the meeting on 10 April and asking them to send out the announcement. In my email I was protesting at the unfairness of the negative and

inaccurate announcement and pointing out particularly how unfair it was to give so little credit to the hard-working volunteers, to claim that a great deal of money has gone into it when minimal seed money was provided, and to claim that it was okay for them to decide they did not wish to invite people to come to the UK in July but to insist that we should do so for the conference. My intention of this email was to stop the associations sending out the announcement to their members. Included a clear statement that we had received about UKP 151000 in registration income and have spent about UKP 46,000 in setting up the conference, so even if the Metropole were to be closed in July we still did not have enough money for the refunds. I included comments on the inaccuracies in the minutes of the 10 April meeting.

2020 04 20# a personal email sent because I knew they were having a meeting and I was concerned that they might make another announcement; emphasising that even if the Metropole is closed in July, there is still not enough money to pay full refunds; and that the suggestion by ITAA Treasurer that we need give only 50% refunds would not be legal.

2020 04 22# Financial calculations re-Insolvency

2020 04 23# email to the Presidents advising them of the results of my conversation with an insolvency expert; attaching the Financial Calculations re Insolvency; reminding them that a successful negotiation with the Hilton Metropole was cancelled by their actions; stating again clearly in the final paragraph that what I needed was a confirmation that they would cover their share of the losses and that someone would work with me about how that could be done legally.

2020 04 24# my response to an email that confirmed that it was the intention of the presidents to honour the original contract, asking me to tell them how the problem might be solved, and requesting details of the financial situation; in my reply I restated that I needed confirmation that the associations would cover the losses indicated in the

contract and that they appoint someone to cooperate with me to find out how we could do that legally under the UK law; and I sent again the financial information.

2020 04 26# my reply to an email with an attachment that said that the Treasurers of ITAA and EATA had considered the emails but there was not enough time to delegate and authorise someone to cooperate with me, and stated that until the situation with the hotel has crystallised there is no requirement to put the limited company into administration - the Treasurers did not explain how they came to a different conclusion to the insolvency expert I have been consulting.

2020 04 26# the attachment that came with the email described above

2020 04 28# email to advise the Presidents and the Steering Committee that Susan Arslan and I had renegotiated with the Metropole and could carry everything forward to run the conference in 2023, and that if ITAA/EATA/FTAA agreed to do that we would no longer have to put the limited company into liquidation at this time, and that provided enough people agreed to the postponement, we could give refunds to the others. I also explained that, as I realised they would need a few days to discuss this, I was inviting those who had booked to let me know if they were willing to accept a postponement. I did not say it but I was becoming extremely anxious about my legal risk in terms of not having put the company into liquidation yet. I explained why 2023 and emphasised that this would mean that we would get 2020 prices then.

2020 05 04# cancellation announcement sent out by EATA, confirming also no postponement to 2023, but then saying that a bid to run the World TA conference in the UK in 2023 would be looked at favourably.

2020 05 05 # In desperation – an email sent only to those who signed the Announcement and the Organising Committee, as a final attempt to save the conference. I asked for a response within 24 hours, explained that we were wasting 110000, reminded them that they had authorised setting up the limited company, pointed out that they were using a

legal loophole, advised that 300 people had agreed to carry their money forward so that others could have refunds - and that we could only do that if we were allowed to postpone the conference. I also advised that I had no choice but to close down the bank account to prevent refunds now as to allow that for some creditors only would be illegal.

2020 05 06 # email from Susan Arslan, who had been invited to a meeting with the Presidents, and who was passing on a message from them.

2020 05 07 # response to an unpleasant email from DGTA - who are not any part of the contracting around the conference; DGTA had copied in what I assume to be the officers and delegates of EATA; I replied with 12 bullet points of information to match the €125000 that are being wasted. These provide a useful summary:

Without prejudice

I will keep this as short as this complex situation allows. The associations are wasting around UKP 110 000 of their members money, so I think it is reasonable for you to read 11 bullet points - one per UKP 10000 of members money that will now go towards liquidators' fees instead of back to those members. I urge everyone on the mailing list DGTA have used to consider their own responsibility in this and to alert your association leaders if you do not want the money wasted. You might also want to consider how the associations behave towards volunteers that do not please them.

- 1. There has been NO constructive cooperation offered to the Organising Committee by the Presidents of the TA associations of ITAA/EATA/FTAA/UKATA/IARTA since they have taken over the role of the Conference Steering Committee after I foolishly sought their support because it was a financial matter.*
- 2. I have now been at personal legal risk for 2 months trying to get constructive action from them.*
- 3. The associations authorised us to set up a UK limited company which means they can avoid any financial liability. I never*

expected they would use the arrangement to deny their members refunds and blame me for the result of coronavirus.

- 4. I agreed to be the only director of that company because the Organising Committee decided that there was no point in putting several of us at legal risk.*
- 5. The 6 associations contract was signed by me on the basis of trust - I would have paid them the profits and expected them to cover any losses. Obviously it was a big mistake on my part to rely on trust and OK OK behaviour from a TA association.*
- 6. When coronavirus emerged, bookings stopped and people began to ask for refunds, and it was clear that the limited company did not have enough funds and I was legally required to put it into liquidation. The expenditure had been as planned within the approved budget.*
- 7. On behalf of the Organising Committee, I asked for support from the association presidents and EATA President refused - and accused me of playing a psychological game. My request was sent as a confidential email expecting to have a conversation with them - they immediately shared the information more widely.*
- 8. I have been trying very hard to get the association presidents to change their minds so that our members do not lose their conference money as well as flights and hotel costs.*
- 9. The Organising Committee have offered 2 solutions, and both have been rejected, even though one option would have meant a shortfall of only about £20000 and the other resolved the issue completely. Almost 300 of those who have paid have already agreed with that option, which was to postpone the conference until 2023 for them so as to give full refunds to everyone else.*
- 10. I have no choice but to follow UK law, it will take months and everyone loses their money. I am so angry at the tone of your email and your failure to bother with the facts that I am tempted to sign the forms tonight. I will not do that because I know how few Germans booked to attend so*

you are not speaking on behalf of the majority, many of whom have appreciated my efforts to save their money.

11. *I have not sent out conflicting information - the conflicting information is that the 5 associations have announced their refusal to postpone the conference until 2023 but go on to say they will favour a new bid to run the conference in the UK in 2023. I have been open and transparent in an effort to get the association officers, the EATA delegates who are presumably supporting the EATA president's actions, and those who are losing their money, to understand this complex situation, in line with the legal advice I have had to follow.*

UKP 110000 is 125 000 euros - so here is a 12th bullet point:

12. *I am still working with volunteers to run an online conference with free places for everyone who paid for Birmingham, and with new bookings coming in from those who could/would never have travelled to an international TA conference.*

Julie Hay

2020 05 08 # cancellation announcement sent out by UKATA, attaching a statement from ITAA/EATA/FTAA/UKATA/IARTA, claiming inaccurately that the conference remains under the control of the limited liability company and that any decision about it is down to me, claiming that they still do not have the information about the financial liabilities even though I have sent them that information twice, writing for some reason about Charity Commission guidelines, claiming that they decided not to postpone the conference to 2023 because of issues about how the company is conducting business on their behalf, and that they have not been able to reach agreement with me on how to work together. The covering UKATA statement was signed by Susan Arslan, noting her title as the UKATA member of the Organising Committee, in spite of the fact that she and the other members of the Organising Committee have all been in full agreement throughout with the way the conference has

been organised and also our responses to coronavirus.

2020 0 08 5# cancellation announcement sent out by ITAA

2020 05 09# Profit and Loss Cash Accounting - this does not include VAT accounting, which presumably would balance out when we give refunds. It also does not include our liabilities, which were detailed in the 2020 04 22# *Financial calculations re-Insolvency* that was shared then with the associations. If the Metropole is open in July, we owe them another 111931.21 including VAT for the conference and another 21076.08 for associated events, plus 1400 to the band that UKATA insisted we book; we are therefore clearly insolvent.

If the Metropole had been closed we would have received from them a refund of 27229.17 excl VAT. That added to our net income/ what we have available for refunds (i.e. ignoring VAT) gives 114010.69 + 27229.17 = 141239.86 - whereas the refunds we need to give are 150907.67- 14510.37 (Talent discounts given) = 136397.30, leaving 4842.56, which might have just been enough to cover the ongoing costs, the 1200 payment to the band, and the additional costs of processing nearly 600 refunds. If I had chosen to behave like the associations and ignore the 6 associations contract, I would not have had to return the loan of 17569.63 that was the seed money from ITAA/EATA/FTAA, so we would have just about been solvent if the Metropole were to be closed in July.

Unfortunately, the associations have told all of their members that the conference is definitely cancelled and will definitely not be postponed until 2023. This means that they have undermined both negotiations with the Hilton Metropole. If the hotel is closed in July, Metropole no longer need to return the deposits. If they are open we can no longer run a smaller conference, even though I am confident that this would have been possible with social distancing. The cancellation and refusal to postpone the conference has meant that both negotiations with the Metropole cannot be applied and the limited company is

therefore insolvent.

Note: IDTA have always confirmed that they wished to fulfil their commitment in the 6 associations contract but they have insufficient financial reserves; they continue to cooperate with me about how we might most usefully apply funding from them.

Response about costs and fraud

There have been suggestions that what has happened has somehow benefited me financially. I want to point out, therefore, that as a director of a limited company in the UK, I have not taken any salary. I have done all of my work to organise the conference, manage the administrative, accounting and IT support, plus the work of the three UKATA volunteers who resigned from the Organising Committee before completing any activities, plus all the additional work to deal with coronavirus and the behaviours of the associations, as a volunteer. Once I put the company into liquidation, the liquidators take over the bank account and I have no more involvement

UKATA/IARTA/IDTA opted to use my own small company to provide administrative support because it was cheaper than using UKATA administration. This small company is a non-profit community interest company from which I take no salary. Furthermore, events have shown that had it been placed with UKATA administration, there would have been a major problem as well as that caused by coronavirus. Their administrator left suddenly, apparently without notice, and it has taken them some time to get even their own administration back into some kind of order. They have mentioned this in their announcement about the conference, when they write "... we are facing other difficulties as an organisation with the office change process."

A Statement to EATA Council 11 July 2020 from Julie Hay

Why have I been using social media

I would like this statement to be recorded in the minutes. *It was not - EATA President announced that what I said at Council meetings would not appear in the Minutes.*

I am aware that people are concerned because the arguments between me and EATA over IJTARP, and EATA/ITAA/UKATA/IARTA and the World TA Conference, have become public and this threatens the reputation of TA generally. My use of public announcements has only ever been as a last resort. I have always followed the usual TA practices of challenging an individual before saying anything to anyone else. I have been disappointed that my efforts to alert EATA Council members to problems have been ignored.

There have been several occasions over which I have felt it necessary to challenge a TA Association. I have only done that publicly when what I have complained about has been made public by others. A Manifesto was issued on social media, and published by EATA and ITAA, that claimed the entire TA community believed that refugees were playing a psychological game with politicians. Several other well-known TA people joined me in publicly protesting about that.

I have been criticised by name under the heading of Ethics in the EATA Newsletter, on the basis of an Organisational Complaint and not an Ethics issue; this criticism will now be permanently available on the EATA website for anyone to see - and which will show up if someone searches for my name. There was no mention of the information I had provided about significant factual inaccuracies in the Arbitration Report.

Announcements issued about the World TA Conference have criticised me by name and will also show up in searches. All of these announcements have contained inaccurate information. In addition to numerous unpleasant emails from individuals, the Boards of DGTA and STAF have also emailed to castigate me, without checking first about any facts, and ironically have copied in over 100 other addressees.

It has been particularly frustrating that I have been singled out by name when the decisions being criticised were being made by a group of people – the Advisory Board/Editorial Board in the case of IJTARP and the Organising

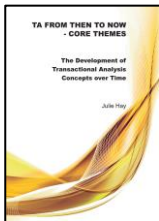
Committee/Steering Committee/Several Association Presidents in the case of the conference.

To me, it is unacceptable that negative announcements about anyone are made

publicly (as in the EATA newsletter or official announcements that are shared) without providing the individual any opportunity to accompany them with their own side of the story.

A free series of books - you can download them as PDFs or e-books, or you can get them via Amazon as paperbacks and for Kindle, where you will pay only Amazon's production and distribution costs.

TA from Then to Now is a series of books based on the TA training workbooks that Julie Hay has been providing as handouts for many years. The first book in the series was called *Core Themes*, and reviews the numerous ideas, frameworks, structures and developments of TA theory, from its Bernian roots to the present day, interspersed with critiques and developments.



There are now 3 more: *Professional Identity; Professional Intervention; and Contractual Consideration*. More will follow soon.

PDF (FREE) <https://juliehay.org/ttnpdfs> **epub (FREE)** <https://juliehay.org/ttnepubs>
Or go to your usual Amazon website for Paperback and/or Kindle (Amazon will charge their costs)

Contact details for Council are still

Executive Director : admin@instdta.org

Chairperson/President: chair@instdta.org

IDTA was set up to provide networking and professional development opportunities to practitioners applying developmental transactional analysis. The purpose of this newsletter was to update members and to invite and encourage participation in the institute and to enhance the application of developmental TA generally. We now hope that members will join WOTAA and consider ICTAQ initiatives including qualifications, TA Proficiency Awards, and the International Journal of TA Research & Practice.

Until we complete the procedures to close down as a UK Limited Company and a UK Charity, the IDTA Registered Office remains as

Registered in England Company No: 04727639

Institute of Developmental Transactional Analysis, Wildhill, Broadoak End, Hertford, SG14 2JA

www.instdta.org

email: admin@instdta.org