

ISAP ANNUAL REPORT 2004-2005

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ISAP ZURICH: ANNUAL REPORT 2004-2005

1 OFFICERS COMMITTEE

From the standpoint of the Officers Committee this first year of ISAP's existence was completely under the sign of start-up and development: The launching of this new training program has been by nature a very demanding and work-intensive job – if also an extraordinarily satisfying and motivating one, because so much is given back. In no time at all and out of nothing, we were faced with the challenge of bringing forth an institution that met the complex requirements of any Jungian training program. In the course we were repeatedly confronted with the need for quick decisions in the greatest imaginable variety of areas. The consequent demand for constant movement and strength of resolve – admittedly not always part of the therapist's natural equipment – kept us constantly learning.

1.1 The Complexities of the Job

To characterize the complexity of the job with a few key words, the following items either had to be found, realized or accomplished: a suitable building; an acceptable name for the institution; training regulations for international students and a Charta version for the Swiss; a program of lectures & seminars for the first winter semester; advice on the subject of a childrens' program; legal procedures with the Immigration Office to secure visas for international students; the establishment of a secretariat and employment of personnel; development of a bookkeeping system; the installation and maintenance of a web site; the launching of advertising and fund-raising drives; translation of all materials in German and English (Testatheft, registration forms, exam result forms, guidelines for supervised case work, ethics guidelines, a diploma); the production of an ISAP-logo and brochure as well as flyers for the Counseling Service; coordination with the team responsible for the planning of next year's Jungian Odyssey; build-up of a library; application for Charta membership, etc.

1.2 Officers Committee Meetings

To manage these and many other urgent jobs the OC held 33 regular meetings in the course of this fiscal year, always on Wednesday evenings from 7:00 – 11:00 PM.

To gain time for the discussion of fundamental orientation, the OC also went on two weekend retreats, from Friday through Sunday. The first took place at Haus St. Dorothea in Flüeli-Ranft, and the second at Eranos, Ascona.

1.3 Liaisoning with the AGAP ExCo

Also in the course of the year members of the OC participated in five different weekend meetings with the AGAP ExCo. In these sessions we found the ExCo members eager to hear about ISAP's progress, ready to provide constructive criticism and support where necessary, and prepared to report on ISAP to AGAP members at large. In the same context joint sessions with Marianne Müller furthered the purpose of ISAP's liaisoning with the SGAP.

1.4 Contact with Students

The OC met at regular intervals with the two representatives of the Student Association. We were thereby informed about student concerns, and able to appropriately respond.

In addition there were two meetings of the OC with the whole student body, which provided the chance for open questions and the mutual exchange of concerns and ideas.

1.5 ISAP Meetings

In the first year, four ISAP meetings were held for Participants and interested analysts. At these well attended events we began to practice the still unaccustomed democratic freedoms of co-creating our new program, co-determining its fate, and mutually carrying the responsibility – and all of this, with evident pleasure.

1.6 Down to Basics

ISAP's first year can be counted as a very successful and promising one. This has been above all thanks to the strong and palpable support of many colleagues who committed themselves with enthusiasm and selflessness as instructors, helpers, active committee members and generous donors – whereby among the latter we must count also friends from the outside who donated what amounts to be the larger part of our assets.

Yet we can not avoid the reality that much developmental work remains – and we must simultaneously ask how we can insure that, in the future, the burden on the colleagues involved remains within reasonable limits.

Paul Brutsche, President

2 ADMINISTRATION

ISAP opened its doors in October 2004 and immediately began a full schedule of classes and seminars. The organization of the front office and the logistics of managing the classes at that time was all done by volunteers. Despite the enthusiasm and high level of competence of the student and analyst volunteers, it quickly became apparent we needed a professional secretariat. The decision was made to hire an experienced secretary for a 60% position to supplement the 20% position filled by the admissions/director of studies secretary. We were very fortunate to find some one most experienced and capable, Franziska McSorely, who took up her position in March 2005. After the end of the summer semester 2005, it was again apparent that as the student body grew and the demands of the secretariat grew, we needed more capacity. The Officers Committee decided, therefore, to hire Karen Evers for a 20% position to work in the secretariat (due to the fact that she did not need any training and would be able to jump in immediately). This provides the secretariat an 100% position. Karen Evers functions in her position as director of administration in times outside this 20% position. In addition, we have been able to rely on the Hauswart, Herr Lee, to assist with opening and closing the main door in the evening and on weekends.

The secretariat began with a donated computer and a laptop. Once we had a professional secretary who took over the bookkeeping and other office duties, it was clear we needed a proper computer, and so we purchased a Dell desktop computer. In the past year we have also made a contract for a copier machine that is used for office work for routine copies and printing, as well as for producing all our programs and directories.

Students are assigned their own code for making copies so that we are able to keep track and bill the individual students for the copies they make.

The office system initially was not optimally networked and computers crashing or failing to log-on to the Internet was a problem. We were able to find a reliable and competent IT firm to organize our network. At present we are reviewing bids by two IT firms to reconfigure the office network to include a secure firewall, an offsite data storage system (for security and backup) and to integrate into the system our planned library software.

Other activities: We have a system in place now for collecting entrance fees for lectures outside office hours using a small number of students. Also, we began in SS 2005 to submit routinely open lectures titles to the NZZ and the Tages Anzeiger for inclusion in their weekly listings of Zürich activities. We have begun hosting the Jungian Seminars group twice/year.

2.1 Opening hours

Our secretariat is occupied from 8:30 to 16:30 every day (closed for lunch usually 12:30 to 13:30). Office hours for students are reduced in order to allow the secretaries time to work uninterrupted. These hours are posted on the main office door.

Karen Evers, Director of Administration

3 ADMISSIONS COMMITTEE

The Admissions Committee is made up of six members – currently one man and five women. We managed a total of 216 interviews, and in addition, 14 others with students requesting promotion in the training program. All in all the interviews were very satisfactory. We noted that our students are engaged and take their training very seriously.

Apart from the interviews we had five meetings in this first year; here the main theme was the students themselves. Further important tasks: We reflected on the manner in which we work together; we designed several new forms; we had to outline our strategy with respect to granting exceptions to the study regulations.

Above all in the first semester with the large number of applications our work was very intensive and open – due to which we quickly found ourselves to be a well functioning committee.

Doris Lier, Director of Admissions Committee

4 STUDY COMMITTEE

One year ago we began our first ISAP semester and had hoped for about 20 students. About the end of November we had finally 37 students registered, who all wanted to be individually advised and accepted. As is generally known, the majority were in the English program; from the beginning however there were also four German speaking candidates in the program. Many of the students who transferred from the CG Jung Institute wanted to take exams with analysts they knew. Therefore in the Winter semester

2004/05 there were fifty-nine (59) exams given, in the following semester forty-one (41), for a total of 100 exams this past year – 7 of which were case exams.

In the summer semester 05 we increased to fifty-four (54) students and now in the current winter semester 05/06, our second year at ISAP, we have enrolled 63 candidates and auditors. Since December 2004, Elena Eckels has been employed to work for the director of studies. Without her knowledge and ability it would not have been possible to manage the enormous work.

Semester	Nr. of students	women	men	Diplom-cand.	Train. Cand.	auditor	AJAJ	Language
WS 04/05	37	29	8	14	20	3		32 E, 5 D
SS 05	54	40	14	25	21	6	2	47 E, 11 D*
WS 05/06	62	46	16	29	21	9	3	50 E, 19 D*

* Bilingual taken into account

Some of the auditors are working toward applying to the training program or to complete the Certificate program. We expect we will be able to award the first diplomas at the end of next semester. Right now there are 8 active applications for summer semester 2006. We will no longer be so overrun as at the beginning of ISAP, which allows us to proceed at a calmer pace.

In the Jungian tradition, students from all over the world come to Zurich: in first place is the USA with 16 students, followed by Canada, Japan, Germany, and Switzerland. Other students come from Italy, Dänemark, Norway, France, England, Belgium, Brasil, India, Sweden, South Africa und Venezuela.

With that I would like raise an issue that comes with the high number of foreign students: many of the students have problems finding analysands here in Switzerland in a reasonable time period, or they are already psychotherapists and have their clients in their practice at home. Again and again I am asked in my capacity as the director of studies to find an individual solution for these candidates, which would allow them to spend only a part of the semester in Zurich without compromising the quality of their education.

Katharina Casanova, Director of Studies

5 COUNSELING SERVICE

5.1 Meetings with Diploma Candidates

As the Counseling Service began its services, the Director met several times with the Diploma Candidates. The purpose of these meetings was to get to know each other and also for the Director to learn of the questions and problems of the Candidates. The Candidates were also very helpful in establishing an advertisement plan for the Counseling Service, which included gathering names of different English language newspapers and clubs and creating diverse texts in English for the Internet site, for ads in English language press and for the flyer.

Between November 2004 and June 2005 eight meetings took place at ISAP with many email exchanges in between. Since the creation of the flyer, contact with the students has returned to normal and is conducted mainly by telephone.

I would like to express my heartfelt thanks to the Candidates who participated, for their patience and generous willingness to help.

5.2 Diploma Candidate Statistics

In the beginning there were seven, increased now to twelve diploma candidates, requesting client referrals and taking part in the Counseling Service. Eleven of these live in the Zurich area and one lives in Basel. Seven candidates have English as their mother tongue and are American or Canadian (1). Two are from Switzerland. The other four speak originally Spanish, Portuguese, Brazilian and Danish, but are also fluent in English.

5.3 Advertisement Campaign for the Counseling Service

At the very first a candidate suggested to advertise on the internet site XpatXchange.ch. In the meantime, the Counseling Service is also advertising its services on the Homepage of ISAP in English and in German.

There are 2,500 flyers or 'information cards' at ISAP, which advertise the Counseling Service in English and in German. These cards are available for Colleagues to make the Counseling Service known. They also serve to give the Candidates 'backing' when they offer their services within their personal spheres or among ex-patriots of their various countries of origin. From the initiation of the Counseling Service and running until Summer 2006, an ad appears in seven English language newspapers in the Zurich area and in Basel (1). Advertising is also planned in the local press (NZZ, Züritipp and Volkshochschule). In addition, Clubs and if possible international schools will be visited and informed of our services, by the Director and accompanied by Stacy Wirth or Sandy Schnekenburger.

I cannot thank enough, Marcus Baker, our House Designer and Photographer, for his generous professional help in creating the flyer and ads with tremendous style!

5.4 Inquiries

Between June and October 2005, five persons have consulted the Counseling Service and have been referred to a Diploma Candidate. Three of these came to the Service via the Internet; two were recommended to us from friends; one saw our ad in an English language newspaper. Two persons did not react to our response to their inquiry.

In the same time frame, four other inquiries were received from foreign countries or more distant regions. All of these requests, which came from Geneva, Portugal, Los Angeles (California) and Dallas (Texas), could be referred to colleagues in the local vicinity.

Lucienne Marguerat, Director of the Counselling Service

6 PROGRAM COMMITTEE

6.1 Program

The Program Committee (PC), consisting of nine analysts, three student representatives and led by the Director of Program, met nine times in this first year of ISAP's existence.

The committee's work included such tasks as writing minutes, proofreading the program, translating letters and drafting flyers for special occasions.

A special "Lecturers' Information" form was composed and sent to all lecturers, seminar and colloquium leaders with the purpose of creating a pool of information not only for the use of the PC but also for students wishing to acquaint themselves with the fields of expertise and interests of the teaching staff. A folder with this information will ultimately be kept in the library.

In order to present a clearer overview of courses as well as to facilitate preparation for examinations, the semester program is now divided into subject areas based on examination topics. In WS 05/06 the subject area "Child Psychology and Child Therapy" was added to their number.

The „Jungian Odyssey“, ISAP's summer intensive program, is presently being coordinated by a subcommittee under the leadership of Cedrus Monte. Although this function was originally a part of the PC, it was provisionally decided at a joint meeting of the OC and the JO sub-committee that the subcommittee should operate under its own organization and budget, and is directly responsible to the OC. The Jungian Odyssey 2006 is planned to take place in Flüeli-Ranft with a welcoming party ahead of time at ISAP. Later evaluation will help determine how this committee might best fit within our governing structures.

6.2 Library

Over ten analysts and students have been involved in setting up the library in this past year. A wish list in both German and English was made available on our website. In the first nine months donated books were received and ordered into provisional categories; some few books were bought.

A computer program was found that answered to our cataloguing needs, and the necessary software was purchased.

Book shelves went up in August, turning the storehouse of banana boxes into a (potential) library. Beginning with September, the acquisition of books went into a more active phase, that of searching and buying, mainly from Internet sources. Four analysts are presently devoted to this task and making very good progress.

It is anticipated that the books will soon be ready for cataloguing. After this, the library will be ready for use. There is, however, still a need for additional volunteers for cataloguing and for library duty.

The library committee wishes to express its gratitude for all donations, both monetary or in the form of books and hopes that ISAP will soon have a library for our students to use and for all of us to rejoice in.

Nathalie Baratoff, Director of Program

7 FINANCES, DONATIONS, ADVERTISING, PR, INTERNET

Thanks to the selfless engagement of many colleagues – and to the unexpectedly high rate of student enrollment – ISAP’s first fiscal year closed as per 30 Sept. 05 with a bank balance of CHF 714,392.10. CHF 165,000.00 was the original sum budgeted. This is a healthy financial basis for ISAP’s build-up phase. The sum of donations for this fiscal year was CHF 519,656.00. Expenditures reached a total of CHF 171,513.02, while the original amount budgeted was CHF 163,800.00.

Communications investments went specifically to a website, a brochure, advertising in the print media, and in a flyer and internet advertising for the Counselling Service. The ISAP website was visited about 2,500 times per month. For these measures we spent only CHF 2,750.00. Print materials have been generated primarily in the fiscal year 2005/6; their cost will correspondingly appear in that period.

The most important PR measure has been the weekly listing of ISAP’s public lectures in the culture calendars, “NZZ TICKET” and “TAGI ZÜRITIPP”.

Stefan Boëthius, Treasurer

8 DESIGN OF PRINT MATERIALS

Since October 2004 the OC has been working with Marcus Baker to evolve a design for ISAP’s print materials. The goal has been to come up with a logo and a basic layout that are re-recognizable. In the process great care has been taken to avoid replicating designs that could be associated with the CGJI. This is because good marketing dictates the need to project ISAP’s distinct and separate identity. Not last, materials that liken CGJI designs would stand to provoke justified legal claims that ISAP is attempting to capitalize on the CGJI “label”.

All of Markus Baker’s work up to October 2005 was done for ISAP on a pro bono basis. This has included, among other things: The layout of the Regulations for submission to the Migrationsamt; Testatheft & student ID card; four logo designs; the card and media ads for the Counseling Service; the ISAP brochure, enclosures & envelope. From November 2005 onward Marcus Baker will invoice his work, but in doing so he will continue, generously, to consider our financial situation.

Logo: A provisional logo emerged in connection with the production of our first brochure. Until the finances improve, the red-black version would have to be substituted with the black-black as it appeared on the enclosures to the brochure. The OC is pleased with the design, but before adopting it permanently, wishes a green light from ISAP participants.

Brochures: ISAP’s first brochure is intended to make ISAP known to prospective students and donors. An anonymous donor and partial sponsorship from Archivdruckerei enabled the full-color production. The brochure as such, with a printing limited to 2000 pieces, should be held as an experiment. The OC urges ISAP participants to give feedback on the design as well as on the content. Design of the brochure for the Jungian Odyssey was done in-house, in collaboration between the OC and the Odyssey committee. It is hoped that, in the future, finances will allow professional production. It need be said

here that the creation of the Odyssey website is also thanks to professional work of John Farr, who labored at practically no cost to ISAP.

Forms: All of ISAP's forms are currently being revised at the hand of Franziska McSorley. For the short-term this involves up-dating specific information and procedures. In the long-term, revision will require incorporating a logo and layout as mentioned above. Marcus Baker plans to create a data-base that will enable us to easily update old forms and also create new ones, as necessary. Parallel to all of this, we have experimented with a down-loadable form that can be filled out on the computer. We are informed that this system has glitches; it remains to be seen whether these can be fixed, or whether we will revert to forms that must be filled out by hand.

Regulations: In collaboration with the Admissions Committee, the OC is in the process of amending the international training regulations. This will entail changes to both content and layout. For the purpose of application for Charta membership, the OC has created a "*Charta*"-*Regulations* version. These were printed in a completely new layout consistent with the design that has been evolving in collaboration with Marcus Baker.

Stacy Wirth, Vice President

9 UPDATE ON THE LAWSUIT AGAINST AGAP

In June 2004, the CGJI Curatorium wrote to AGAP members worldwide announcing that a legal attack had been prepared in case the membership would approve AGAP's new Constitution. In October 2004 this threat was followed up by Curatorium President Brigitte Spillmann, Curatorium member Ernst Spengler and Robert Strubel (Head of Selection Committee), who acted jointly as AGAP members to file a lawsuit against our association. Legal proceedings went into full gear when an obligatory meeting with the justice of the peace in November 2004 failed to bring resolution. Between February 2005 and the end of October 2005, there followed the orderly exchange of legal briefs.

In the course, AGAP's trial attorney diligently examined the numerous claims and concluded that none of them hold up under the applicable law (Swiss Association Law, or *Vereinsrecht*). Indeed he determined that all the proposed constitutional changes were within the parameters of AGAP's founding purpose, and that all related voting procedures were correct. He argued moreover that – given the recent history of relations with the Curatorium – the Executive Committee acted in line with AGAP's duty to protect the members' professional interests when it presented the Barcelona motion to delegate training rights to a Zurich sub-group.

Claimants' neglect to persuasively oppose these legal arguments strengthens the original prognosis that the case will end in AGAP's favor. As per the end of October 2005 AGAP's trial attorney urged the judge to decide on the case in this sense, considering nothing more than the exchange of briefs. If the judge decides as requested, we can expect a conclusion in the court of first instance within the next several months. However, if the judge deems it necessary to conduct evidentiary hearings, the case could be drawn out for more than a year. Contingency plans for ISAP and its students are in the works for the unlikely event that the judge decides in Claimants' favor.

Throughout this year the Curatorium has repeatedly asserted the illegitimacy of ISAP's existence and questioned the legality of much of its activity. The aim is evidently to spread doubt and fear – and not last to dissuade colleagues worldwide from supporting ISAP as well as AGAP. When appropriate, the AGAP ExCo and ISAP Officers Committee have set the record straight in writing. At the same time the OC tries to insure that ISAP's communications and procedures are correct – and otherwise takes precautions to avoid unnecessary provocation. For a number of committee members these efforts have sometimes meant redoubled work and constrained personal initiative. Special thanks are due to these colleagues who bear with the frustrations of legalistic manoeuvring.

Stacy Wirth, Vice President

10 BALANCE 1 OCT 2004 - 30 SEPT 2005 / BUDGET 1 OCT 2005 - 30 SEPT 2006

Konto	Effektiv 30. Sept. 2005	Budget 2005-2006
ERTRAG		
1010 - Semestergebühren	263 676,00	220 000,00
1020 - Anmeldegebühren	6 495,92	1 000,00
1030 - Interviewgebühren	10 318,00	10 000,00
1040 - Examensgebühren	31 659,20	25 000,00
1060 - Mitgliederbeiträge	52 100,00	50 000,00
1070 - Spenden	521 656,00	50 000,00
Erträge Total	885 905,12	356 000,00
AUFWAND		
2110 - Honorare	0,00	60 000,00
220 - Administration	138 167,57	233 000,00
2210 - Saläre Administration	40 484,30	62 000,00
2215 -Raumkosten	49 560,20	60 000,00
2211 - Mieterkaution	12 000,00	0,00
2240 - Internet, Werbung	0,00	20 000,00
2245 - Büromaterial, Verpfl., etc.	13 994,25	15 000,00
2250 - Porti, Kopierer, Bankspesen	5 704,92	6 000,00
2255 - Telefon, Fax, Internet, Email	5 801,90	5 000,00
2257 - Anschaffungen, Bibliothek	7 871,60	50 000,00
2260 - Unterhalt, Reparaturen	0,00	1 000,00
2310 - Beratungsdienst (Werbung)	2 750,40	9 000,00
2510 - Personaladministration	0,00	5 000,00
235 - Jungian Odyssey	2 410,45	475,00
2350 - Einnahmen	0,00	65 600,00
2355 - Ausgaben	2 410,45	65 125,00
240 - Recht	30 935,00	40 000,00
2410 - Rechtsberatung	16 143,40	25 000,00
2415 -Arbeitsbewilligungen	0,00	0,00
2430 - Versicherung Studenten	2 791,60	3 000,00
2440 -Darlehen an Studierende	12 000,00	12 000,00
Aufwand Total	171 513,02	333 475,00
Überschuss	714 392,10	22 525,00
Überschuss kumulativ		736 917,10