



The mission of the IAF is to promote, support, and advance the art and practice of professional facilitation through methods exchange, professional growth, practical research, collegial networking, and support services. This is accomplished through peer-to-peer networking, professional development, and annual conferences which are critical means for fulfilling the mission and reflecting our core values.

IAF 2009 BUSINESS PLAN

In January, the IAF Board of Directors approved the Association's 2009 Business Plan. Here are the highlights of this year's plan in our six major areas of focus.

We have set ambitious 2009 targets for global membership growth (20%) and retention (80%). While the retention goal stays steady for 2010 and 2011, membership growth has been targeted at 25% and 30%, respectively, for those years. (One mechanism that the Board is actively discussing is the introduction of a "chapter" model to enable members in our various Regions to take more advantage of the programming and networking opportunities available through IAF, and to give potential members a local "face" to the Association.)

Historically, IAF has had three main revenue sources: memberships (by far the largest stream), the professional certification program, and conferences. In 2009, our aim is to diversify our revenue sources and to generate up to \$30,000.00 from those new streams. This will be the beginning of a movement to lessen our dependence on membership-based funding.

IAF's professional certification is, in many ways, our defining program. The core competencies on which certification is based are recognized worldwide, even by organizations offering their own internal programs. By the end of 2009, our goal is to have certified 850 practitioners worldwide. (To give you some idea of the baseline from which we are working, in late February 2009 some 383 active IAF members held certification. However, our informal estimate is that about half as many additional people have also received their certification but are no longer members of IAF.) Besides increasing the number of "IAF Certified Professional Facilitators", by the end of 2009 the Recertification process will be fully implemented, and a lower-level "Practitioner" program defined and ready to roll out.

As a global organization almost wholly dependent on volunteers, structural coherence, operational clarity, role definition, and succession planning are absolutely essential. These are difficult issues even for more tightly-managed associations than IAF. But various Boards have been chipping away at them for some years. By the end of 2009, we plan to have implemented our current restructuring effort, completed a fully-documented operations and policy manual, and put ourselves in a position to hire a full-time Executive Director to begin work early in 2010.

Communications within and among our members (and potential members) in the various IAF Regions (Africa, Asia, Australia and New Zealand, Canada, Europe, Latin America and the Caribbean, the Middle East and North Africa, and the United States) need to be strengthened. By the end of 2009, we plan to be able to use the IAF web site as a more effective and efficient portal for global and regional access to web pages for each Region.

Finally, IAF recognizes that there are many organizations in other fields that have close relationships to, and whose practitioners frequently use the skills of, facilitation. Our goal in 2009 is to increase the scope and quality of our partnerships with such organizations.

By any definition of the term, these are undoubtedly "stretch" goals for IAF and its Board. And we have chosen to reach for them despite the global economic downturn and uncertainty. But even if we are not able to achieve them all, they do express the determination of the Board to do its best to extend the reach and effectiveness of IAF in order to better serve the facilitation profession as a whole and our members, who are the most recognized representatives of our profession.

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CONFERENCE UPDATES

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Each IAF Region hosts an annual Conference. These typically attract members from around the world, who take advantage of the opportunity to travel and share in professional development workshops, networking, social events, and local activities. Up-to-date information on our annual Conferences is available on the IAF global web site (www.iaf-world.org).

North America (April 20 – 25)

So who hasn't yet heard that the IAF North America Conference Week 2009 will take place in Vancouver on April 20 – 25? Enough said. If you have not yet registered, or if you have friends and colleagues who have not yet registered, you can easily do so by going to "www.iafna.org". As an IAF member, your registration access code is: imiafna.

Africa (October 28 – 30)

But if British Columbia in April is not exotic enough for you, how about South Africa in October? The 4th IAF Africa Facilitators Conference and the 2nd Africa Facilitator Certification Event will take place at the Ocean View Hotel, just outside Cape Town, on October 28 – 30. This Conference has been popular among Canadians. You might recall Esther Schvan's and Helene Lamoureux's September IAF Canada Newsletter article, "Facilitators in the Mist", on their adventures at the 2008 Africa Conference. The call for workshop proposals has just been published (submissions are due by April 30). You can access the call and other information on this year's Conference by going to the IAF global web site and clicking on the link under "IAF Conferences".

The IAF Board will be meeting just prior to the Africa Conference, on October 26 – 27, to work on the 2010 Business Plan and Budget. The Africa Conference will also be the site of the 2009 IAF annual general meeting of members.

Australia/New Zealand (November 23 – 27)

Nelson, New Zealand will host the Australasian Facilitators Network Conference 2009 on November 23 – 27. Nelson is known as "The Sunshine Capital of New Zealand", and is in the heart of one of the best wine-making regions of the country. It is also recognized for its seafood, mountains, and water sports. And everyone knows about this IAF Region's famous hospitality. The Conference's professional development program is always very strong, and the call for workshop proposals will be out soon. The Conference web site is accessible via the IAF home page. New Zealand is one of the world's most beautiful and charming countries (and one that shares many features of history and politi-

cal culture with Canada, including a very large neighbour that owns much of its economy and that casts a very large cultural shadow). This year might be your opportunity to combine a top-notch professional event with an unforgettable vacation.

Europe (September 16 – 20)

This year's IAF Europe Conference will be held at Keble College in Oxford, United Kingdom on September 18 – 20 (with an accompanying IAF professional certification event and pre-conference seminars on September 16 – 17). Our December 2008 IAF Canada Newsletter carried a story by Crystal Thieringer on her experiences in Groningen, Netherlands, while attending the 2008 Europe Conference. Keble College is one of the largest and most impressive self-contained colleges at Oxford University. IAF Europe will have exclusive access to the entire campus for the duration of the Conference. So save the dates, and look for more information either directly from the IAF web site's home page, or by clicking on the IAF Europe Regional web site and following the thread.

Latin America and Caribbean (September 24 – 26)

This Conference will be the first ever organized by the Latin America and Caribbean Region of IAF. Look for a small, intimate event in Bridgetown, Barbados. The Conference will be preceded by a professional certification event on September 22 – 23. We hope to give the Conference team plenty of support to ensure a successful launch to its own series of Regional Conferences and professional development sessions. The IAF web site will have all the details as they emerge.

Asia (August 29 – 31)

The IAF Asia Conference will take place in Taipei, Taiwan, on August 29 – 31. The program is currently being planned, and the Conference team will soon have information up on the IAF global web site. A certification event will be held on August 27 – 28.

Looking Ahead North America 2010 (April 18-25)

Now that the new President of the United States has put Illinois and Chicago back on the front pages, you might want to mark the dates of the 2010 North America Conference in your calendar. The Conference will take place at Chicago's Hyatt Regency McCormick Place. If you would like to become involved in helping to plan this event, please contact the 2010 Conference Chair, Jan Means, at janmeans@aol.com. The call for workshop proposals will be published at the Vancouver Conference.

WELCOME NEW MEMBERS

A very warm welcome to IAF to our newest Canadian members, who have joined (or re-joined) since our last Newsletter in December 2008:

- *Carlo Aiello, Ottawa, Ontario*
- *Raphael Amato, Ottawa, Ontario*
- *Julie Rae Ashley, Kitchener, Ontario*
- *Richard Bolus, Vancouver, British Columbia*
- *Adrian Camfield, Ottawa, Ontario*
- *Daphne Cant, Surrey, British Columbia*
- *Kerrienne Carrasco, Ottawa, Ontario*
- *Diana Chan, North Vancouver, British Columbia*
- *Dawn Comfort, Calgary, Alberta*
- *Sarah Cunningham, Prince George, British Columbia*
- *Valerie Anne Delaney, Ottawa, Ontario*
- *Francine Deroche, Winnipeg, Manitoba*
- *Alexandre Dubaime, Montreal, Quebec*
- *Thomas Egdorf, Toronto, Ontario*
- *Michelle Forman, Regina, Saskatchewan*
- *Chris Freeman, Winnipeg, Manitoba*
- *Dan George, Prince George, British Columbia*
- *Melissa Hadley, Victoria, British Columbia*
- *Mike Hill, Halifax, Nova Scotia*
- *Marilyn Hnit, Edmonton, Alberta*
- *Anne Kaye, Vancouver, British Columbia*
- *Alexis Leclair, Edmonton, Alberta*
- *Andrea Legros, St-Jean-sur-Richelieu, Quebec*
- *Pat Loxam, Richmond, British Columbia*
- *Diane McGeachy, Kelowna, British Columbia*
- *Laurie Nadler, Regina, Saskatchewan*
- *Joanne Nakonechny, Vancouver, British Columbia*
- *Shari Lee Nickle, Mississauga, Ontario*
- *Dave Page, Bethany, Ontario*
- *Abbey Panchmatia, Edmonton, Alberta*
- *Lorraine Plummer, Vancouver, British Columbia*
- *Mary Quartarone, Toronto, Ontario*
- *Darlene Marie Redenbach, Vancouver, British Columbia*
- *Bill Reid, Nelson, British Columbia*
- *Monique Renaud-Gagne, Gatineau, Quebec*
- *Dave Robertson, Calgary, Alberta*
- *Brian Ross, Toronto, Ontario*
- *Michelle Sharp, Vancouver, British Columbia*
- *Joy Shears, Amherst, Nova Scotia*
- *Nora Sheffe, Kanata, Ontario*
- *Sherri Taylor, Kingston, Ontario*
- *Chris Turner, Dartmouth, Nova Scotia*
- *Jacques Violette, Warren, Ontario*
- *Dan Wall, Edmonton, Alberta*
- *Jennie West-Correia, Nepean, Ontario*
- *Faye White, Bowen Island, British Columbia*
- *Tricia Wilkerson, Stratford, Ontario*

... And Finally

..... Thank you, Beth Ann Kenny, for again creating the design and graphics for this issue of the Newsletter.

..... The IAF Canada Monograph Series is always looking for new material. If you have an original or a previously published 5 – 7 page article on an issue in facilitation that you feel will interest your colleague members, please send it to John Butcher (jbutcher@magma.ca). Or if you would just like to discuss an idea for a Monograph, please give John a call at (613) 725-2280.

..... And if you have a Newsletter article, ideas for articles, or opinions on articles, please be in touch.