



FAMILY!

Reading Research

Adlerian Concepts Confirmed

by Betty Lou Bettner, Ph.D., LPC

It is always exciting to read research that follows what Adler and Dreikurs taught. When we are teaching our students or parents and teachers, it helps to have current research that verifies what Adler and his followers wrote sixty to one hundred years ago.

Effort Matters

One of the researchers who is worth following is Stanford's Carol S. Dweck, Ph.D., who talks about children who have a "growth mindset" which encourages a focus on effort rather than on intelligence or talent. She reminds us that many people

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Lost that Loving Feeling

Dear Addy...

Guest author is Tina Feigal, M.S., Ed.

Dear Addy,
When I became a parent, I was so thrilled, and overwhelmed with affection for my baby. Lately, at 3 years old, he has become a kid who opposes me at every turn. It's really hard to love him! I just don't know what to do anymore. How can I get back that loving feeling again?

--Worried

Dear Worried,
You know deep down that you love him, but on a day-to-day basis, the challenges seem to cover up the fond feelings you yearn to have.

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Conference Preview

Kind and Firm Parenting

by Jane Nelsen, Ed.D., author of **Positive Discipline**

A foundation of **Positive Discipline** is to be kind and firm at the same time. Some parents are kind, but not firm. Others are firm, but not kind. Many parents vacillate between the two – being too kind until they can't stand their kids (who develop an entitlement attitude) and then being too firm until they can't stand themselves (feeling like tyrants).

Opposites Attract: When One Parent Is Kind And The Other Is Firm

It is interesting to note how often two people with opposing philosophies about kindness and firmness get married. One has a tendency to be just a little too lenient. The other has a tendency to be just a little too strict. Then the lenient parent thinks he or she needs to be more lenient to make up for the mean old strict parent. The strict parent thinks he or she needs to be

more strict to make up for the wishy-washy lenient parent – so they get further and further apart and fight about who is right and who is wrong. In truth, they are both wrong. The trick is to be kind and firm at the same time.

Putting kind and firm together can be a challenge for parents who have a habit of going to one extreme or the other.

The Importance of "And" In Kind and Firm

One of my favorite examples of kind and firm at the same time is "I love you, and the answer is NO."

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Member Meeting, Special Parent Track presentations

FE Section Co-Chairs Report...

Dear Family Education Section Members,

We hope everyone had a great winter. In Saskatoon we got more snow in March than we had all the rest of the winter, which is unusual for us. However, the sun is shining and puddles are appearing so spring is on the way! Spring arrived early in the middle and eastern U.S., so our thoughts easily turn to working in the garden that is our Family Education Section.

It will soon be time for our NASAP conference in Atlanta from June 7 to 10, 2012. This year we have the exciting new addition of a "Parent Track" on Saturday, June 9. We are hoping to draw many parents from the Atlanta region as well as other parents from various locations who are interested in getting a taste of an Adlerian conference. We have some great sessions lined up for the Parent Track including our Family Education Co-Chair Patti Cancellier's session called *Why Don't My Kids Listen To Me?* Please encourage any and all parents you work with to attend, especially if you live in the Atlanta region.

We will be kick-starting the Saturday morning of the conference with our annual Section Meeting. We encourage everyone to come out to the meeting so that your voice can be heard as we discuss Section business. Since Patti's second term will be concluding, a new Co-Chair will be elected at that time. We generally have one Co-Chair from Canada and one from the United States; Patti will be vacating the United States position. We are so pleased that Marlene Goldstein has agreed to serve. Not having received other nominations called for in our last newsletter, we do hope members will show their support and appreciation to Marlene by mailing in a vote (details on page 5, "ballot" on back page) or doing so in Atlanta in person.

New Format for Section Meetings with Continuing Ed Credit

Section meetings at the annual conference in Atlanta will have a new format and a new benefit for attendees. For the first time, one hour of continuing education will be available to all attendees! That is because all Section meetings will be followed by an hour-long program presentation. For our Family Education Section, the half-hour business meeting will be followed by Mary Jamin Maguire and Pearley M. Jett addressing *Parent Education Across Lines of Class and Color*. This will be a great way to build on the theme of the conference, *Social Equality: Still the Challenge of Today*.

This edition of *FAMILY!* is full of interesting articles, including some from presenters at the conference. Read on and whet your appetite. Then go directly to the NASAP website and register for a thought-provoking, interesting, and educational conference.

Enjoy your Spring. We look forward to seeing you at the conference!

Your co-chairs,

Terry Lowe along with Patti Cancellier ■

Adlerian Wisdom

Children as Chattel

When we believe the myth that our children are a reflection of us, we end up treating them as chattel, as possessions that affect our worth in some way....That means that you're allowing your value as a person to be predicated on the actions of another human being. This is problematic.

-- from **Breaking The Good Mom Myth** (2007, John Wiley & Sons, Canada) by Alyson Schafer, M.A.

For more information, visit her website at <<http://alysonschafer.com>> or write to <Alyson@AlysonSchafer.com>.

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Dear Addy...continued from page 1

Here's a tip for finding that love again:

Stop right now and let the present moment be real for you. Relax everything, from toes to crown, and just breathe deeply into the now.

Think of a moment during which your child brought you delight. Yes, there are definitely those memories inside.

Now let the moment grow in your mind. Don't let hard times break through your reverie, and if they do, just lay them down. Allow the special feelings you had with your child to encompass your whole self. Let it last for 5 minutes.

Breathe deeply and let the experience live in you. The next time you see your child, even if he's crabbing, don't let your peaceful, loving thoughts be disturbed. Just allow yourself to radiate the memory you held, and give it to your child as a gift in your mind.

It's amazing how powerful thoughts can be! ■

—Addy

*Tina Feigal is the author of **The Pocket Coach for Parents** and a parent coach at The Center for the Challenging Child, LLC. As Associate Faculty at Adler Graduate School, Richfield, MN, Tina certifies parent coaches and teaches Developmental Psychology. Email her at <tina@parentingmojo.com> or visit <<http://parentingmojo.com>>.*

Periodic Feature

The Family Business

based on a contribution from Sonia Nicolucci

Toronto-based Beverley Cathcart-Ross, wife, mother, parent educator, trainer, and writer has been an impressive force for carrying the Adlerian message in Canada. How she moved from harried mother to successful business leader is a story other parent educators can learn from.

Beverley's desire to make a difference in her community did not start with grandeur or an inspiring vision. She started as a stressed mom with a spirited two year-old and baby whose pediatrician recommended a parenting course. She knew she had found something unique after attending just one evening workshop presented by Adlerian educator Stan Shapiro. She discovered that Adlerian concepts provided balance between the conflicting authoritarian and permissive parenting backgrounds she and her husband had experienced.

In the 1980s, parent education was not always an open conversation, and at times difficult to find. After reading Rudolf Dreikurs' **Children: The Challenge**, Beverley began to see her family grow closer together. Inspired by the works of Adler and Dreikurs, she sought out Adlerian workshops. Beverley attended workshops facilitated by Canadian practitioners Georgina Nash, Linda Page, and Marion Balla. Their relationships started as teacher-student, moved to trainer-trainee then to colleagues and friends. Beverley also learned from Lynn Lott and Jane Nelsen workshops, among others, in the United States.

With **Children: The Challenge** under one arm, a training manual under the other and a tremendous amount of encouragement from family and friends, Beverley started teaching her own parenting seminars in 1988 in her living room. In 1989, Beverley became one of the founders and the director of the Parenting Network in Toronto. During the early years, Beverley spent many hours teaching an array of workshops, discovering new written source material, and ultimately creating new curricula. She also implemented a certificate program to train others to become parent educators, spreading her knowledge and influence.

Parenting Network has grown over the years by embracing the use of social media and technology. Beverley plans to expand her community reach to those parents unable to come to seminars due to distance: tele-seminars, audio learning, and interactive workshops can not only serve the local community but also parents in rural areas. Webinars or Skyping with parents are internet-based methods Beverley is implementing. Parenting Network is launching a revamped website in 2012.

One source of the growing Parenting Network audience is generated by Beverley's many appearances on local media outlets. TVO (Ontario's educational TV), CTS, CBC, and Canadian Living Television programs have had her as a guest. Parents respond to her warmth and stories recalling triumphs and tribulations, which she does not hesitate to share. Listeners often, in turn, become new students.

Over the years, Parenting Network has adapted to meet the needs of the

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community by introducing new curricula, new trainers and utilizing new media. In the works are not only the internet-based teaching expansion, but also direct educational outreach to local high schools and colleges, along with partner Doone Estey.

As the co-founder and Chair of the Open Family Forum of Toronto, Beverley – along with Dan Dalton, Marion Balla and Stan Shapiro – is keeping alive the Adler-Dreikurs public family counseling method of teaching, as inspired by techniques of the late Oscar Christensen. This non-profit educational service gives the opportunity to various families to share parent counseling as education in an open forum. Families get the opportunity to connect, contribute, and relate to each other through the support of highly trained and respected professional counselors.

The Alfred Adler Federation is another non-profit organization where Beverley serves as director. The Federation's focus is to provide services and support to families who may not have the means to attend parenting workshops. Participants pay a nominal fee for attending parenting programs previously not accessible or not provided in their community.

Along with holding these active positions, Beverley has supported NASAP for many years. Attending, presenting or encouraging others to attend, Beverley is a great supporter of NASAP, its participants and members.

When asked about how her career impacted her family, Beverley's response was "My family learned along with me. I would post things everywhere in my house to help remind me of the tools."

Today, her children are each helping their communities, communicating, holding self respect and respect for others as key family values.

With their family grown, Beverley's husband expresses the hope that she will retire soon. However, her passion for making a difference with families remains strong. Retirement may have to wait. ■

For more information about Beverley Cathcart-Ross and Parenting Network, go to <<http://parentingnetwork.ca>>.

Contributor Sonia Nicolucci is based north of Toronto in Aurora, Ontario. She is a certified parent educator through **Positive Discipline**, a professional life coach, and an active member of NASAP. Contact Sonia at <sonia@rnrparenting.ca> or via her website, Responsible and Respectful Parenting (RnR) at <<http://rnrparenting.ca>>.

Conference Preview

FDR in a Wheelchair

submitted by Rob Guttenberg

One of the keynote speakers at the Atlanta conference will be Jim Dickson, Vice President of Organizing and Civic Engagement for the American Association of People with Disabilities (AAPD). Jim was with the National Organization on Disability when he contacted me about performing a protest song to advocate displaying FDR in his wheelchair at the FDR Memorial on the Mall in Washington, D.C. I will participate in Jim's keynote by joining him on stage to perform the song that I wrote, *FDR in a Wheelchair* (© Rob Guttenberg, 1996)

Chorus:

*We all need a vision to succeed
And this great man inspired us to believe
We all need a vision to succeed
And this great man inspired us to believe*

1st verse

*Franklin Delano Roosevelt
I have seen your message felt
In the eyes of those who cannot see
In the minds of those who cannot talk
And the 'souls' of those who cannot walk
You've given us your strength
and courage to succeed*

[Chorus]

2nd verse

*Franklin Delano Roosevelt
The world had changed since you were dealt
That fateful blow that left you in your chair
But have we changed enough to say out loud
That we have overcome, and we are proud
Or must we shame this generation
with our fear*

[Chorus]

Bridge

*So, sit down, and be counted
Let your voices ring out loud!
Tell the story to the children, and the youth
FDR led from his chair
So let his statue show him there
The time has come for us
to finally tell the truth*

[Chorus]

Contact Rob Guttenberg at
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Membership Matters

Co-Chair Vacancy

Patti Cancellier has generously served as Co-Chair for two full terms, and is ready to pass the leadership mantle to another United States member while Terry Lowe continues as our Canadian leader. Marlene Goldstein has responded to our call to serve as the next Co-Chair. She has provided us with a statement (below). Get acquainted with Marlene!

I am honored to be nominated for the position of Co-Chair of NASAP's Family Education Section.

I took my first parenting class when my youngest daughter Paige was 4 and my older daughter Brooke was 6 ½. (They are now 26 and 29 respectively.) I was introduced to a whole new world of Adlerian concepts that resonated strongly and led to profound shifts in the relationships within my family. I was invited into leader training and have been a Parent Educator with the Parent Encouragement Program (PEP), a NASAP affiliate, in Kensington, Maryland for over 20 years. I teach parenting classes; train leaders; lead seminars; and, serve on PEP's Board of Directors.

For the last 8 years or so, I have been actively involved and served on the board of MAPS (McAbee Adlerian Psychology Society), the local NASAP affiliate in Maryland. I am actively involved in the organization's operations and planning as well as organizing and coordinating our Fall Conferences and other periodic offerings.

For the past 3 years, I have had the privilege of being PEP's representative to NASAP's Council of Representatives (COR). I have been able to experience, first hand, the important work of NASAP in connecting the wider Adlerian community and revitalizing its growth. I am also aware of the important role the Sections play in keeping their members' interests ever present and considered. The Family Education Section provides a unique opportunity for us, as parent educators, to be part of a broader community and to connect and support one another. I am excited to get to know more of you in the Section and work to deepen our connections.

With a BS in Health Education from the University of Maryland; a Masters in Applied Healing Arts from Tai Sophia Institute in Maryland; and, many years of "on-the-job" parenting and parent educating, I bring a passion for building strong families to my work. I look forward to the opportunity to further this cause through my work with NASAP.

News from Members

Midwest-based member Dina Emser has been leading a very active life as a trainer of parent group leaders. In promoting her March training, for example, she enthusiastically writes "I'm going to share 10 things that experts in the field of leadership do regularly to bring their best game, inspire loyalty, and motivate others to get their most desired results, and they're doable and inspiring - you will want to put some or all of these in place yourself right now! These tips are all tested by some of my most successful clients, and I've been coaching business and education leaders for over 12 years. ...

"This is an hour you won't want to miss. Bring your note paper and a sharp pencil and meet me there!" Go to <<http://DinaEmser.com>>

We're talking M-O-T-I-V-A-T-I-O-N, Section members! ■

NASAP...International Adlerian Leadership Since 1952

Snippets

We're pleased to pass along some random thoughts to our readers, coming from our varied membership base. Thanks to all who have allowed us to reprint from their blogs or emails.

On Tantrums

from Tina Feigal

Just as with Daniel Siegel's research on thoughts forming the brain's structure, now scientists prove what I [and other Adlerians] have been teaching adults for years.

Giving no energy to tantrums is the quickest way to help them end.

Professor Michael Potegal from the University of Minnesota has recently completed research where the sounds of 100 children's tantrums were recorded. They found that anger and sadness co-existed during the tantrum, and that angry kids lash out, while sad ones come for comfort. The quickest way to get kids beyond the anger is to give no input. Potegal states that it's hard to let a tantrum go, and avoid asking the child questions, and yet learning to let go and waiting the tantrum out actually gets comfort to the child sooner! In other words, give no energy to what you don't want (and give tons of energy to what you want).

He also encourages parents to be scientific observers of their children, which is the same as my advice to be "clinical parents" just until you can get the situation under control.

ED: Those of us who were lucky enough to hear Dr. Siegel at NASAP 2009 also learned about brain studies often confirming Adlerian theory. Member Jody McVittie, MD contributed an exercise on our listserv about "mirroring" the response you hope to obtain: calm begets calm. What will you pick up at NASAP 2012? ■

Kind and Firm...continued from page 1

It helps to first get into the child's world and to verbalize understanding or validate feelings before stating what needs to be done. When possible, use other **Positive Discipline** tools such as offering a choice, redirection, or deciding what you will do. For example:

I know you don't want to stop playing (validate feelings), AND it is time for _____.

I know you would rather watch TV than do your homework (show understanding), AND homework needs to be done first.

You don't want to brush your teeth, AND we'll do it together. Want to race? (redirection)

I know you don't want to mow the lawn, AND what was our agreement? (Kindly and quietly wait for the answer – assuming you decided together on an agreement in advance.)

You don't want to go to bed, AND it is bedtime. Do you want one story or two stories as soon as your jammies are on? (Provide a choice.)

I know you want to keep playing video games, AND your time is up. You can turn it off now, or it will be put in my closet. (A choice and then follow through by deciding what you will do.)

Kind Is Not Always Nice

The mother bird knows instinctively when it is time to push her baby bird from the nest so it will learn to fly. If we didn't know better we might think this is not very nice of the mother bird. If the baby bird could talk, it might be saying, "No. I don't want to leave the nest. Don't be so mean. That's not fair." However, we know the baby bird would not learn to fly if the mother bird did not provide that important push.

Kind is not always nice. It would be very unkind to allow her baby to be handicapped for life by pampering – an unkindness practiced by many parents today.

I think we all know the mistakes made in the name of firmness without kindness. In a word, it is punishment. However, many do not know the mistakes made in the name of kindness such as:

Pleasing / Rescuing / Over-protecting / Pampering – providing all "wants" / Micromanaging in the name of love / Giving too many choices / Making sure children never suffer

All of these parenting methods create weakness.

You may be surprised to see "making sure children never suffer" as a mistake in the name of kindness. The following story of the little boy and the butterfly may help you understand how rescuing children from all suffering creates weakness.

A little boy felt sorry for a butterfly struggling to emerge from its chrysalis. He decided to help so he could save the butterfly from the struggle. So

he peeled the chrysalis open for the butterfly. The little boy was so excited to watch the butterfly spread its wings and fly off into the sky. Then he was horrified as he watched the butterfly drift to the ground and die because it did not have the muscle strength to keep flying.

Like the little boy, parents too often (in the name of love) want to protect their children from struggle. They don't realize that their children need to struggle, to deal with disappointment, to solve their own problems, so they can develop their emotional muscles and develop the skills necessary for the even bigger struggles they will encounter throughout their lives.

It is important that parents do not make children suffer, but sometimes it is most helpful to "allow" them to suffer with support.

For example, suppose a child "suffers" because she can't have the toy she wants. Allowing her to suffer through this experience can help her develop her resiliency muscles. She learns that she can survive the ups and downs of life – leading to a sense of capability and competency. The support part is that you validate her feelings, but avoid rescuing or lecturing.

It isn't helpful when parents engage in "piggy backing" – adding lectures, blame and shame to what the child is experiencing. "Stop crying and acting like a spoiled brat. You can't always have what you want. Do you think I'm made of money? And besides, all I got in my Christmas stocking was nuts and an orange."

Instead, parents can offer loving support. "I can see this is very upsetting to you. It can be very disappointing when we don't get what we want." Period. I say, *concludes on page 7*

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 “period” because some parents even overdo validating feelings – going on and on in the hopes that validating feelings will take away the suffering.

Validate a child’s feelings and then allow her to recover from those feelings. “I can see you are very disappointed that you didn’t get a better grade.” Then comes the tough part – no rescuing and no lectures. Simply allow her to discover that she can get over her disappointment and figure out what might increase her chances of getting what she wants in the future.

Kindness Without Firmness Is Permissiveness

Many people who are drawn to **Positive Discipline** err on the side of kindness. They are against punishment, but don’t realize that firmness is necessary to avoid permissiveness. Permissiveness is not healthy for children because they are likely to decide “Love means getting others to take care of me and give me everything I want.”

Have faith in your children that they can learn and grow from suffering – especially in a supportive environment. Understand that kind is not always nice, short term. True kindness and firmness together provide an environment where children can develop the “wings” they need to soar through life. ■

*Authors Jane Nelsen, Ed.D. and Lynn Lott, M.A., MFT will be presenting **Adlerian/Positive Discipline Tools for Helping Yourself and Others** twice at the conference in Atlanta. One session will be Saturday, June 9 from 4:15-5:45pm, the other an expanded version in a Post-Conference Workshop held from 8:00am to 12noon on Sunday, June 10, yielding 4 CEs.*

Conference in Atlanta! June 7-10, 2012

The annual NASAP conference this year is themed *Social Equality: Still the Challenge of Today*. The title refers to the final book authored by our founder, Rudolf Dreikurs, who strongly felt that the world would be a better place if only social equality were embraced and practiced everywhere.

You can do your part to make the world a better place by learning more and passing on more principles of Adlerian Psychology. And there’s no better place to acquire those principles – while having fun – than our annual conference.

This year, it is time for the Family Education Section to elect a new Co-Chair to replace outgoing Patti Cancellier. Patti has volunteered her time extensively for us, serving two terms as Co-Chair and before that, as Secretary-Treasurer, and will be missed! However, talent abounds among our membership, and we have found Marlene Goldstein willing to take on that role as the U.S. half of our leadership team. If you cannot attend our annual membership meeting to vote in person, please mail in your vote. See page 5 for her statement, and back page for a ballot. Do it right away!

Finances

As of March 31, our Section had on hand \$846.23. Income comes from Section dues. Expenses have gone towards offsetting some of the travel costs for our Co-Chairs to attend meetings, and to printing and mailing one issue of this newsletter. From some of the remaining funds, we will also provide two modest conference scholarships. Attend the meeting in Atlanta for all the details and to voice your opinions.

Don’t Miss These Presentations of Interest to Family Educators & Parents

- **From Despair to Resilience in Raising A Child with Disabilities** (Hartshorne & Schafer, conference brochure p.12)
- **The END Model of Encouragement** (Walton-McCawley, p.13)
- **Training Parents to Help Parents** (Emser p.14)
- **Social Equality in Parenting: Democratic Leadership in the Family** (Ferguson, p.14)
- **Parents and Teens Together at Last: Multi-Modal Parent Education for Parents, Teens, or Both!** (Popkin, p.15)
- **Three Practitioners Offer Techniques for Parenting Including Parenting in the Digital Age** (Walton, Agatston, Walton p.18)
- **Open Forum Family Counseling Demonstration** (Bitter & Duba, p.18)
- **Understanding Dignity, Creating Equality** (Ingber p.19)
- **Parenting Across Lines of Class & Color** (Maguire & Jett, p.23)
- **Why Don’t My Kids Listen to Me?** (Cancellier, p.24)
- **Protecting the Blind Side: How to Empower Children & Teens Through Great Parenting Education** (Popkin, p.26)
- **Family Structure: My Family’s Framework** (Wingett, p.27)
- **Business Strategies for Parent Educators and Coaches** (Schafer, Popkin, Jessup, Nelsen, p.28)
- **Four Absolutely Critical Essentials For Developing an Emotionally Healthy Individual** (Bettner, p.29)
- **Adlerian/Positive Discipline Tools for Helping Yourself & Others** (Lott & Nelsen, p.29)
- **Coaching Kids to Success** (Emser, p.30) ■

Adlerian Concepts...cont from page 1
 assume that superior intelligence or ability is a key to success, but more than three decades of research shows that an overemphasis on intellect or talent – and the implication that such traits are innate and fixed – leaves people vulnerable to failure, fearful of challenges and unmotivated to learn.

Adlerians know that talking with children and mentioning their effort or persistence is more encouraging than telling them how smart they are. A child is in charge of the effort put forth.

Mistakes Are Useful

Articles that have caught my attention recently are ones about making mistakes and teaching children that the mistake is not as important as what you learn from it. Sounds familiar to Adlerians.

An article by Sue Shellenbarger in the *Wall Street Journal* (online 9/27/11) was entitled *Better Ideas Through Failure: Companies Reward Employee Mistakes to Spur Innovation, Get Back Their Edge*. This article described a program about a company rewarding mistakes that were from innovative ideas even though they weren't successful. She quotes Gary Shapiro, author of a book on innovation in the workplace. He "tries to make it safe to fail by talking openly about screw-ups." Among his guidelines is "Mistakes are OK – hiding them is not."

These business leaders are aware that fear of failure interferes with creativity. Adlerians know that when that fear is removed, productivity increases.

In October, *Wired* previewed *Why Do Some People Learn Faster?* appearing in *Psychological Science* magazine. In a study led by Jason Moser, Ph.D., research experiments show there are distinct reactions to mistakes detectable using an EEG. Those subjects with Dweck's growth mindset (vs. fixed mindset) were significantly better at paying closer attention to and learning from their mistakes.

Several articles I've come across recently also quote Samuel Beckett who said "Ever tried. Ever failed. No matter. Try again. Fail Again. Fail better." ■

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The mission of the North American Society of Adlerian Psychology is to promote growth and understanding of Adlerian (Individual) Psychology, the work of Alfred Adler, and effective approaches to living based on his philosophy. NASAP membership includes educators, psychologists, psychiatrists, counselors, parents, business people, community organizations and other interested people. The Family Education Section applies Adlerian principles to the home. Members are professionals and nonprofessionals dedicated to understanding and improving family relationships between children and adults, with couples, and among individuals.

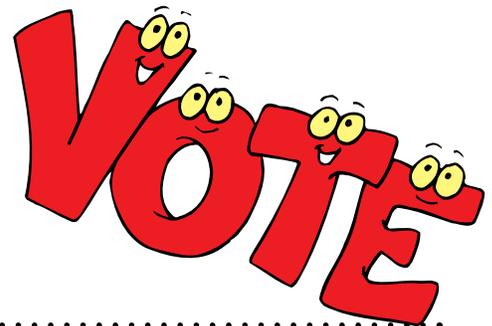
Meet in Atlanta!
Feel the warmth!
Find Energy, Fun, and Inspiration!

June 7-10
NASAP
2012



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• If you are not able to attend our meeting in Atlanta, please clip and
 • mail in this ballot endorsing the election of Marlene Goldstein as
 • Section Co-Chair. Your participation matters. Send it today!

• YES! I vote for Marlene Goldstein as FES Co-Chair

• Member Name _____

• Member Signature: _____

• Mail to: NASAP (address as above)

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