

| 1970                                        | 1975                                                | 1978                                                                 |
|---------------------------------------------|-----------------------------------------------------|----------------------------------------------------------------------|
| EVENTS                                      |                                                     |                                                                      |
| Milton practicing in Hawai                  | Milton asked to show his work in Esalen             | Milton appointed Instructors, starting with Betty                    |
| Medical practice<br>Focus on rehabilitation | Betty convinced Milton teach her                    | Classes spread                                                       |
|                                             | Milton taught Betty to do a session                 | Training had no levels                                               |
|                                             | 1976 Betty organised the first training in her home | Trainings were large                                                 |
|                                             |                                                     | 1978-1980<br>Betty and Don ran the organization from Betty's bedroom |
|                                             |                                                     | Milton presented his work at conferences                             |
| Policy shifts<br>Ways of organizing         | Desire to be recognized by medical world            | Betty's policy: "spread it!" (Betty was a teacher)                   |
|                                             | One on one free style                               | "Check in people" approval pract. Candidates and practitioners 1983  |
| Mental model<br>Beliefs<br>World View       | Milton knows<br>Spread the work                     | FAMILY relations<br><br>There are Black Sheep in the family          |
|                                             |                                                     | Milton in full control<br><br>Push pull    Rocking and shaking       |

|               | 1980                                                           | 1983                                                                                                                      | 1987                                                                                     |                                                                                    |
|---------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| EVENTS        | 5 instructors appointed by Milton                              |                                                                                                                           | 1st Interenational conference 1987                                                       |                                                                                    |
|               | Trager institute established                                   | Swedish NA born                                                                                                           | Director hired (Carlos ) early/mid 1988                                                  |                                                                                    |
|               | Milton taught in France 1980?                                  | 1st National conference                                                                                                   |                                                                                          | IC mid '88                                                                         |
|               | First handbook                                                 | Tutors born                                                                                                               | Board of directors born (1990-1994? (outside expertise)                                  |                                                                                    |
|               | Board of directors born (outside experts)                      |                                                                                                                           |                                                                                          | First "Instructor Committee" prototype 1989<br>Instructors suggest Milton sign off |
| Policy shifts | Tutor policies developed                                       | 1980 ->1999<br>Instructors negotiated \$ agreements with each sponsor (within general parameters)<br>Instructor agreement | 1980-1997 10% from classes went to Trager Trust<br><br>Class prices fixed at \$125 a day | Instructors and others were class organisers                                       |
| Mental model  | Not recognized by the world                                    | It was an honor to organize a training (and maybe get paid)<br>"instructors are happy to serve"                           | It was a honor to assist in classes (and not get paid)                                   | Becoming a practitioner is only to <u>begin</u> the work                           |
| Beliefs       | Spiritual?                                                     | Instructors were expected to enjoy serving without pay                                                                    | European and US beliefs about money were different                                       | Trager training is expensive + long time                                           |
| World View    | We have to protect ourselves within & outside the organization | Everything we create should be shared by all                                                                              | We should try to include everyone                                                        | We will try to "rehabilitate" people who don't follow rules (not fire them)        |

1990

1997

1999

| EVENTS |                                |                                                                        |                                                     |                                               |
|--------|--------------------------------|------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------|
|        | Japan joined 1990              |                                                                        | Death of Milton 1997                                | European Tea Party sept. 1999<br>Mid 90s-2000 |
|        |                                |                                                                        |                                                     | Fulda 2000 (fall)                             |
|        | Service mark reg. Before 1990? | 1996 TI board canceled Education Conference                            | 1997: TI board demanded that the IC define the work | New handbook 1999                             |
|        |                                | 1994 first time that Milton was not involved in appointing instructors | 12 % went to Trager Institute 1997-2006             | Don Schwartz untill 1997-1999                 |
|        |                                |                                                                        |                                                     | Three levels in training                      |
|        |                                |                                                                        | Bequest 1997-1998                                   |                                               |

| Policy shifts<br>Ways of<br>organizing | Class organization changed by decision of Institute office                             | NA's in Europe + Quebec (not in US)                    | 1994-2006<br>IC operated by consensus                 |
|----------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------|
|                                        | Students and practitioners pay tutors who pay Instructors for training and supervision | Instructors choose future instructors – And train them | Not allowed to list Trager with any other work you do |

| Mental model<br>Beliefs<br>World View | Becoming a practitioner means making a living at the work                          | Instructors “competing”for trainings                                    | It is bad to mix other work with Trager (it would dilute The work) |
|---------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------------------|
|                                       | Instructors = “stars”<br>Envied, respected, inaccessible, working for own interest | The “organization”is expected to provide me with clients + do marketing |                                                                    |
|                                       | C.E. is valuable and necessary for all of us                                       | Trager is “THE” WORK (that will save the world)                         |                                                                    |

2001

2006

2008

## EVENTS

USTA founded  
2001

International Education  
conference 2003

Death of Betty  
Fuller 2006

2007 Montreal World  
symposium

Sept. 2008 facilitated  
CoT meeting

new executive

Spring 2001 Italy:  
First instructor class TES

Practitioners are allowed to  
teach mentastics to the  
public

September 2001  
TI Bylaws

All instructors can teach  
every level

ICMT

## Policy shifts Ways of Organizing

TI gave NA's  
permission to use  
service marks

1st meeting +  
foundation of CoT

ICMT established to answer requests  
that IC answer quick (MTO only once a  
year) 2006

CoT meets 3x/yr 1  
face to face, 2  
Skype 2008

Practitioners allowed to teach  
mentastics in groups.  
Mentastic leader no longer a status  
2006

2008 Seeham AGM  
Group asked exec to  
step out Facilitator  
hired because  
instructors knew and  
liked her.  
Fighting/nothing  
happened.



## Mental model Beliefs World View

1st TES From tutors & up-  
The feeling that to become  
an instructor is not so  
difficult. It was attainable  
without being "blessed by  
God" 2001

Every country has  
administrative  
autonomy

No changes made in  
education, thus pracs  
don't start teaching  
mentastics

Model of governing The Org. To  
have same language of CoT +  
organization 2007

Need to run this org. More  
professionally

| 2009 | 2011 | 2012 | 2013 | NOW |
|------|------|------|------|-----|
|------|------|------|------|-----|

|        |                                                                           |  |                                  |                          |
|--------|---------------------------------------------------------------------------|--|----------------------------------|--------------------------|
| EVENTS | 2010 Celebration for 15 years TVD, 30 yrs Trager Germany (70 yrs Siegrit) |  | Symposium in Italy<br>World Café | Death of Fabienne Hirsch |
|        | New teacher training documentation                                        |  |                                  | Bettenburg 2013 (sept)   |

**Policy shifts**  
**Ways of**  
**Organizing**

|                                                                        |  |                                                      |
|------------------------------------------------------------------------|--|------------------------------------------------------|
| Finance comm<br>Oversight comm created with control of bequest \$ 2009 |  | CoT decided on new percentage split to start in 2015 |
| IC decided to allow NA's to choose their own CE                        |  |                                                      |

**Mental model**  
**Beliefs**  
**World View**

|                                                                        |                                                                                                                             |                                           |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| Org. needs more accountability from instructors + education activities | World café 1st time<br>Instructors + admin sat together<br>Students also involved – everyone sat together “no need for CoT” | You can’t make a living just doing Trager |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|