

2023 ANNUAL MEETING

SAN FRANCISCO CENTER FOR PSYCHOANALYSIS



ANNUAL MEETING NEWSLETTER

Saturday, June 24, 2023

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Opening Remarks and Board of Trustees Report

Opening Remarks

Welcome to our Annual Meeting of Members!

I am Paul Sorbo, Chair of the SFCP Board of Trustees - I am excited to be chairing this Annual Meeting in person. It's so good to be back in our building for this event!

I am pleased to have such a large audience in person at our Natoma Street Center as well as welcoming those of you on Zoom.

Let me briefly review today's agenda to let you know what we will be covering in this morning's meeting. Next, I would like to introduce the 2022-23 Board of Trustees (I ask Board members to please stand up and/or wave on Zoom if in attendance.)

Board of Trustees Report

I'd like to share some highlights:

I joined the SFCP Board in October 2017. I was recruited by then Co-Presidents Mike Smith and Walt Beckman. While I had some previous Board experience, I learned quickly about the uniqueness of this volunteer populated membership organization and I spent my first year getting oriented. While I had retired in 2017 after a successful 40-year career in nonprofit and public children's mental health services, SFCP required a different leadership focus - the art of persuasion and personal relationship building was never more important. I remember Mike, Walt, Steve Goldberg and Brett Penfil were very supportive during this time.

Much to my surprise, the Board Chair at the time resigned in September 2018 and Mike and Walt began recruiting me to become the next Board Chair. Again, Mike, Walt, Steve and Brett were very supportive and I was encouraged by the talents of the interim Administrative Director, Marcia Hodges. I was elected as the new Board Chair in January 2019.

My first Annual Meeting was held on June 27, 2019. SFCP tradition dictated that the Annual Meeting was held on the last Thursday of June at the Center with dinner at 6:30pm to be followed by the "business meeting" at 7:30pm focused primarily on the SFCP budget and the Distinguished Service Awards. I should note there were approximately 25 members in the audience, mainly curious SFCP friends and Board members.

One of my early goals as Chair was to use the Annual Meeting to highlight and acknowledge the efforts of our many volunteers throughout the organization and to expand each year the presentations from different committees of the Board and SFCP. In particular, I wanted to highlight the change efforts to improve our organization.

For example, in June 2019, the recommendations of the Ken Eisold, MD Consultation held at SFCP that previous March were highlighted. Dr. Eisold made three recommendations; psychoanalytic training needed to become more affordable and less burdensome to candidates; SFCP needed to become a more welcoming and inclusive community and SFCP needed to address a certain "looseness" in our administrative practices.

In June 2020, the Annual Meeting of Members, due to the Covid-19 pandemic, was held on Zoom on a Saturday with over 100 members in attendance, largest in memory! The agenda was expanded to include acknowledging graduating candidates and psychoanalytic psychotherapy trainees; our Annual Giving Campaign Report and the announcement of the inception of the Enrico Jones Fund. The theme of our

Opening Remarks and Board of Trustees Report cont.

meeting was surviving and thriving as individuals and an organization during this pandemic and period of social unrest. Gary Grossman, PhD, Chair, PED announced revised Supervising Analyst fee guidelines. The Inclusion/Exclusion Workgroup which had evolved out of the Eisold Consultation and authorized by the Board to address themes of inclusion and exclusion was struggling to get a foothold.

In June 2021, the Annual Meeting was held on Zoom on a Saturday morning. The agenda was expanded again to include an update on the PED Anti-Racism Task Force by Karim Dajani, PsyD, updates on the year-old Enrico Jones Fund and the new Facilities Committee created to address the needs of our Natoma Street Center. In addition, I reported that the Board revised the membership criteria for Full Members, creating a fourth group, Associate Members, through a Bylaws Amendment.

As I reported in June 2022, Beth Steinberg, PhD presented to the Board in April 2022, the next steps for addressing DEI issues at SFCP on behalf of the Core DEI Task Force which included Debora Fletcher, PhD, Marcia Hodges, and Beth. After providing a historical context building upon past SFCP efforts, Beth shared the following statement: “The Core DEI Task Force believes that SFCP needs an organizational-wide DEI Consultation. The purpose of this consultation is to work with the SFCP membership in a deep and sustained manner in learning and reflecting about racism, bias, inclusion, and diversity in order to create a more equitable, inclusive and anti-racist culture. We request the Management Team and the Board endorse the Core DEI Team to initiate this process. “The Management Team and the Board subsequently approved this request.

As Beth has reported, over the summer of 2022, the DEI Core Team conducted extensive research that yielded fifteen consultants and requested proposals from six. In the winter of 2022/23, the DEI Core Task Team expanded into the Search Team designated to conduct the selection of a consultant. The Search Team included Beth Steinberg, Debora Fletcher, Inti Flores, Karen Mu, Clara Kwun, Chuck Fischer, German Cheung, Cindy May and Marcia Hodges. The Search Team interviewed four consultants. After careful consideration, the Search Team recommended David Luna as the consultant that can best help SFCP.

This consultation will last two years. The DEI interventions will include educational efforts aimed at faculty and learners and consultation to SFCP leadership, faculty and the general membership. Educational activities will be didactic as well as experiential and will address organizational and structural issues at SFCP.

SFCP has attempted to improve in these areas on its own with limited success. These efforts began in 2019 for example with the Ken Eisold consultation and his recommendations for change, the development of the Inclusion/Exclusion Task Force and an Anti-Racism Task Force, as well as organized town halls and other reports. The Core DEI Task Force strongly believes that SFCP needs specialized, expert DEI Consultation to achieve its mission and reach its key strategic goals of maintaining the relevance and viability of analytic training, in addition to remaining financially sustainable.

Earlier in June the Board approved this proposal to hire a DEI Consultant believing this project is an important investment in the future viability of our organization. The Board asked Marcia to contract with David Luna for this purpose. The Board approved the funding for a two year contract with matching financial assistance from the Windholz Fund. David Luna will work with the Search Team this summer to create a DEI Steering Committee to lead this effort at SFCP.

Given the arrival this week of the Holmes Commission report, I believe the time is right for this consultation as the Holmes Commission encourages us to commit “to doing the difficult work of making psychoanalysis as diverse, equitable, inclusive, open, and vibrant as it can be.”

Opening Remarks and Board of Trustees Report cont.

I am proud of the manner in which SFCP has continued to embrace creative change during these challenging past few years. I believe most members realize the organization needs to embrace change in order to thrive as a membership organization. The ongoing Strategic Planning Process, the Mission Statement update next October and the upcoming DEI Consultation with David Luna are important opportunities for you to be actively involved in shaping the future of SFCP! I invite you to join these efforts. Please contact Marcia Hodges to learn more.

As you know this is my last meeting as the Chair of the SFCP Board of Trustees. It has been my honor and privilege to serve the Board and our members. Thank you for this opportunity!

It is my pleasure to present the next Chair of the SFCP Board, Brett Penfil, MFT, MPH, to update you on our Strategic Planning Process.

Acknowledgements

I would like to acknowledge each of the following Board members who have completed their 3 year terms and are currently rotating off the Board. It should be noted that each member extended their term per my request to serve the Board.

1. Henry Massie, MD - In additions to your many contributions to the Board and SFCP, thank you for your participation on the Annual Giving Campaign Committee.
2. Suzanne Klein, PhD - In addition to your many contributions to the Board and SFCP, thank you for your participation on the Annual Giving Campaign Committee and hosting the May SFCP Wine & Cheese event in your home.
3. Deborah Weisinger PsyD - In addition to your many contributions to the Board and SFCP, thank you for Co-Chairing the Nominations and Governance Committee.
4. Cathy Witzling, PhD, LCSW - In addition to your many contributions to the Board and SFCP, thank you for Co-Chairing the Nominations and Governance Committee.
5. Cheryl Goodrich, PhD - In addition to your many contributions to the Board and SFCP, a special thank you for serving as a SFCP President, a member of the Finance Committee and a founding member of the Enrico Jones Fund.

I would like to acknowledge Susan Kolodny, DMH, who for the past two years has served as the SFCP Ombudsperson.

Closing Remarks

It is important to note that no one successfully leads any organization by themselves. A special thanks to the many Board members I have worked with these past six years - you made me look very good! I am grateful to have worked closely with and be supported by Mike, Walt, Cheryl and Maria - SFCP is fortunate to have such talented and committed professionals as their President - I know somewhere in this audience the next President sits waiting patiently, for his or her term! The PED Chairs, Gary Grossman, PhD and Beth Steinberg, PhD, are two of the hardest working and most committed SFCP leaders I have had the pleasure to work with.

Opening Remarks and Board of Trustees Report cont.

I Thank you for your leadership and willingness to take on the difficult issues. A special “shout out” to Marcia Hodges, our Administrative Director, who works very hard to provide fiscal leadership, organizational accountability and support to all the SFCP leaders and volunteers. It’s been my pleasure to partner with you!

In closing, I want to acknowledge the tremendous talent, passion, and commitment of our members who willingly and enthusiastically volunteer countless hours to create this unique community of many voices - thank you!

Strategic Plan Report

Good morning and thank you for joining today's Annual Meeting. For those of you who don't know me yet, my name is Brett Penfil. I am a PPTP graduate and have a private practice in San Francisco. I also work in leadership development and organizational consulting primarily in the health care field. I served on the SFCP Board of Trustees from 2017 through 2022. Since then, I have continued to serve as a member of the Strategic Planning and Implementation teams. I rejoined the Board in April of this year and was honored to be approved as the next Chair beginning July 1. Thank you to all the SFCP leaders who have been welcoming and supportive of my engagement with SFCP over the years. I want to especially thank Paul Sorbo, Marcia Hodges, and Steve Goldberg for their early, steadfast, and continued support.

Today I am pleased to share the work that many SFCP members have contributed to in the creation of our strategic plan. Strategic plans are essential to the functioning of successful organizations. They not only provide guidance for the work of the organization, but also cohesion for its members.

As a reminder, in the Summer of 2021, Paul recognized the need for a new strategic plan. SFCP had not updated its strategic plan in over 10 years. The Board approved a task force to seek a strategic planning consultant. That task force, comprised of Paul, Marcia, Cheryl, Chris Thompson, and me created criteria by which to evaluate consultants, sought potential applicants, met with three finalists, and ultimately chose the Center for Strategic Facilitation, in part due to their expertise facilitating and engaging large groups. The Board approved the consultation in the Fall of 2021.

From Fall 2021 through Summer 2022, the Strategic Planning Design Team – comprised of the original task force plus Beth Steinberg, Cathy Witzling, and Deb Fletcher – worked with our consultants Robert Quintana Hopkins and Ren Daraio – to design the process. This included conducting all-member online surveys and focus groups both to gather information as well as to engage members early in the process.

The Strategic Planning sessions, which built on the feedback from the surveys and focus groups, were conducted in the Fall of 2022. Over 70 members contributed to the process, which identified four Strategic Directions.

- Energizing the membership to co-create the life of the organization
- Promoting an inclusive, reflective organization
- Re-envisioning and building a sustainable organizational structure to support prioritized programming
- Developing and supporting leaders

Members volunteered to join teams to work on each direction. A Strategic Planning Implementation Team – comprised of Paul, Marcia, Maria, Cathy, Ari Bachrach, and me – started work immediately following to clarify lines of authority for the teams to ensure that current work – such as that of the DEI task force – was not overridden or duplicated. This work took careful thought. Once completed – in Spring 2023 – the Implementation Team oriented the Strategic Direction Teams.

We are thrilled that the teams are now working!

Current members of the “Energizing the Membership” team are Meryl Botkin, Mary McMillan, Neil Brast, and Susan Hamlin.

Current members of the “Promoting an Inclusive, Reflective Organization” team are Jennie Merovick, Ari Bachrach, and Cindy May.

Current members of the “Developing & Supporting Leaders” team are Ania Wertz, Paul Sorbo, Laura Coleman, Deb Fletcher, and me.

Strategic Plan Report cont.

The Organizational Structure team is waiting to determine what SFCP's needs will be as implementation of the strategic plan proceeds.

Each team would like to expand and include more SFCP members with their ideas and commitment to the work of strengthening and evolving the organization. Please contact Marcia Hodges with any questions or interest in Strategic Planning.

A last part of the Strategic Planning process is developing SFCP's mission statement. Our consultants, Robert and Ren, will facilitate this session on Sunday, October 22, 2023. Time and venue will be determined and announced in the late Summer or early Fall. We hope to see many members present to contribute to this important element of the organization.

Thank you to all members who have contributed thus far to the Strategic Plan and its implementation. I look forward to serving and working with you as SFCP's Board Chair.

WRITTEN BY BETH STEINBERG, PHD
CHAIR, PED
PRESENTED BY WILLIAM GLOVER, PHD
VICE CHAIR, PED

Recognition of Graduates of the Psychoanalytic Education Division & Updates

Good morning everyone-

I would like to start out by acknowledging our graduates this year, our incoming candidates, and the PED Committee, and then I would like to share some of my reflections about as well as the accomplishments of the PED over the past year.

First I want to congratulate our graduates – Laura Coleman, Stacie Degeneffe, Maureen Kurpinsky & Eric Miller. Psychoanalytic training is challenging enough without doing it in the midst of a pandemic, so I want to especially appreciate them for all the hard work, commitment, time and energy they have put into their training, as well as all of the creativity and life that they bring to the Center!

Please join me in welcoming our incoming class of first year candidates: Thomas Adams, Lucas Broster, Maria Renu Cappelli, Lauren Cardillo-Geller, Megan Goodwin Germano, Garrett Howard, Cindy May & Tua Mulligan.

I am extremely grateful to the efforts of all of the many people whose hard work and dedication makes the psychoanalytic training program work and thrive. First, I want to thank the SFCP volunteer faculty and the Training and Supervising Analysts. I also want to acknowledge the hours of volunteer time by the PED Committee Chairs: Vice-Chair, Bill Glover; Dean, Leora Benioff; Secretary, Catherine Mallouh; PGC Chair, Karen Johnson; Curriculum Committee Chair, Maria Longuemare, and Associate Chair, Adam Goldyne, who also serves as the PED Outreach Chair, Admissions Committee Co-Chairs, Dena Sorbo & Maureen Ruffell; Training Analyst Chair, Michael Donner; Supervising Analyst Committee Chair, Holly Gordon; Mentor/Advisor Committee Chair, Suzanne Klein; Committee on Psychoanalysis Across Disciplines, Naomi Janowitz; Child and Adolescent Program Co-Chair, Marsha Silverstein; and our Candidates Association Co-Chairs, Doug Slakey & Juliette Kelly. I would also like to thank the former Chairs who were on the PED Committee when I first took over as Chair (who subsequently stepped down) for their service: Ann Martini, Laura Dansky, Helen Schoenhals Hart, and Jan Mill. Lastly, I want to thank the former Dean, Clara Kwun, and my predecessor, Gary Grossman, for all of the incredible work he did to lay a foundation that we have been building on this year.

When I took over as chair of the PED from Gary Grossman a year ago, we were in the midst of an intensive and controversial process of engagement within the PED Committee and with the membership triggered by the release of the Anti-Racism Task Force Report – and the many subsequent meetings, town halls, letters, and three additional proposals that followed it – as we grappled with how to increase diversity, equity and inclusion. I have tried to shepherd us through the challenges of this year, but I know the pain of what we have been through will likely never be fully resolved. We on the PED Committee continue to reflect on and learn from these experiences, and I feel that the PED is now well positioned to focus attention on developing the psychoanalytic training program to serve the needs of everyone involved.

As promised in last year's Business meeting, in August 2022, the PED created the PED Survey on Diversity and Accessibility in Analytic Training, an anonymous survey soliciting input on the recommendations from each of the four proposals. In December 2022, the PED voted to approve a motion to put the proposed changes that received majority support in the survey to a ratification vote. In January 2023, the Board sponsored the ratification vote. The five proposed changes were ratified by the majority of both Analyst and Candidate Members. These included changes in the minimum required frequency for supervised control cases and for candidates' personal training analyses from 4 times per week to 3, as well as the provision of ultra-low fee analysis and supervision for candidates who identify as a POC's or meet a financial needs assessment. Establishing candidate training grants for candidates who identify as a POC or meet a financial needs assessment was not put to a vote but is being implemented by a task force of the Board of Trustees, since it requires legal and financial review per non-profit law. The changes to the minimum required frequency for supervised control cases and for personal training analysis from 4 to 3 times per week went into effect immediately.

WRITTEN BY BETH STEINBERG, PHD
CHAIR, PED
PRESENTED BY WILLIAM GLOVER, PHD
VICE CHAIR, PED

Recognition of Graduates of the Psychoanalytic Education Division & Updates cont.

Holding a ratification vote when we did – after a multi-year process of engagement with the membership and conducting a survey – adhered closely to the precedent of the 2016-2018 PED Institute Choice Task Force, through which changes to Training Analyst/Supervising Analyst requirements and procedures were decided democratically via a vote of Analyst and Candidate Members. In addition, changes to the training requirements to make them less onerous have been desired by the majority of analysts and candidates consistently since 2017 as shown from the survey from that time. Most importantly, through these changes, we are excited to be able to offer more accessible, affordable training to people who may be interested in psychoanalytic training.

In February, the PED voted to formalize this decision-making process, specifying that the PED Committee's role in decisions that involve potential changes to major Psychoanalytic Training Program requirements and policies is to initiate and support an orderly and transparent democratic process that follows the 2016-2018 Institute Choice Task Force precedent, consisting of submission of formal proposals, a period of formal discussion within the SFCP membership, a survey of the membership, and an anonymous vote by the analyst and candidate members to ratify or reject any proposed change to major policies and program requirements.

In other PED accomplishments this year:

- The PED curriculum revision that began several years ago to include a systematic study of the evolution of the psychoanalytic literature, including previously marginalized contributors as well as contemporary issues in the field, has been working very well, based on feedback from candidates and instructors. We have also added Reflection Groups into the PED curriculum, which is also working well.
- We updated the [Psychoanalytic Training Program Portal](#) on the SFCP website as well as the Candidate Handbook (also accessible on the website) to bring them up to date and to include all of our new policies and procedures.
- We voted to approve a motion that in order to increase accessibility of training at SFCP by providing candidates the widest possible choice of analysts and supervisors, we no longer require TAs and SAs to be members of APsA.
- We conducted a Survey on Cohort Size in Analytic Training, and based on the results of the survey, the PED passed a motion to increase class size for incoming Year 1 class to 9 candidates.
- We conducted a Graduation Paper and Writing Seminar Survey, and we are planning to run a pilot program to provide a forum for candidates to present their graduation papers. Stay tuned to hear more about this!
- We are in the process of developing the Visiting Professor Program as well as the post graduate education program, and we will be in touch with further developments about these!

Last but not least, the May 13 graduation ceremony and dinner celebration were deeply meaningful and a sorely needed opportunity to be together and celebrate all the hard work of our graduating candidates. Over 110 people attended the ceremony as well as the dinner celebration. (I am told that the last time we had this many people at a graduation dinner was 2005!) Please see the June Newsletter for links to the Commencement Speech, as well as the multiple other introductory speeches, a video of the ceremony, and pictures of the party!

We are ending the year with the Psychoanalytic Training Program in a strong position. We will have approximately 30 candidates in seminars next year. We also have an outstanding group of faculty committed to teach next year; and we have an incoming first year class of 8 candidates.

Recognition of Graduates of the Psychoanalytic Psychotherapy Education Division

Three weeks ago, on Saturday, June 3, the Psychoanalytic Psychotherapy Education Division (PPED) held its graduation in person here at the Center. It was a warm and uplifting event highlighted by Louis Roussel's thoughtful graduation speech and the heartfelt comments of the seventeen psychotherapy students who received certificates of completion. They spoke of their appreciation for their training programs and their classmates in these programs.

The three psychoanalytic psychotherapy training programs have had an enormous impact on the Center. They encompass the largest number of students in any training program at the Center. We provide high quality psychoanalytic education for hundreds of trainees over a wide geographic range -- from the Bay Area in the west, Santa Cruz and San Luis Obispo Counties in the south, and east to Sacramento County.

Here are the seventeen graduates. The June SFCP Newsletter has excellent vignettes about them.

From the Child and Adolescent PPTP were five graduates, as follows:

Rachel Gordon of Berkeley
Rula Razek Klee of Oakland
Stacy Eever Levy of Los Gatos
Sarah Rosenbaum of Stanford
Christine Tam of Burlingame

From the Palo Alto PPTP the Graduates were:

Megan Goodwin of San Carlos
Cindy May of Scotts Valley
Swapnil Mehta of Menlo Park and Stanford

For the San Francisco PPTP, the graduates were:

John Barhart of San Francisco
Zoe Barnes of Oakland
Kimberly Benton and Fei Hu of Berkeley
Blair McElroy of Corte Madera
Alison Hwong, Cynthia He, and Ying C Li of San Francisco

Let's congratulate these graduates with a round of applause.

Extension Education Division Report

- The primary roles of the Extension Learning Division are to organize and oversee the various Extension Learning Programs, such as the East Bay and SF Yearlong programs, PPTP, and CCSW Clinical Evenings, as well as to put out the yearly Extension Learning Brochure. In order to produce the brochure, we solicit, gather, and compile the necessary information from each of the Extension Learning program chairs.
- Over the past couple of years, we have moved the brochure from print format to an online-only format, saving the Center money in the process.
- We have changed the timing of the compilation of brochure information to coincide with the annual budget so that there is a clear picture of how much money will likely be coming into the Center through the various Extension Learning programs each year. This has helped the Center to better plan for the following year.
- In the fall of 2022, we started what will be a yearly meeting with Extension Division program chairs in order to brainstorm, receive feedback, and as a way of building positive connections and collegiality amongst the program chairs, as well as between the program chairs and ourselves.
- We hope to solidify and build on these plans for the upcoming year.

Treasurer's Report

Overview

SFCP is expecting to end this fiscal year in a strong financial position, primarily because our operational expenses have been lower than budgeted due to the building not being open at pre-pandemic levels yet. We have also been successful at achieving higher Annual Campaign contributions than were budgeted for. Of course, our investment portfolio has not performed as well this year, as I'm sure is true for all of you.

Next Year - FY23/24

Aaron is sharing a couple pie charts [MH1] that provide a big picture of the budget the Board just approved for next year.

What's the story behind these budget numbers for 23/24?

- We have strong revenue due to full classes, consistent membership renewals, the return of many programs, and annual campaign donations.
- We are looking forward to having more programs and classes in the building in the "post-Covid" era.
- Line staff are receiving a 4% increase.
- The building is being well stewarded with important upgrades.

Revenue

The Annual Campaign will be entering its sixth year. The Campaign Committee has agreed to budget \$110,000 for next year since we've been able to achieve that in the previous five years.

In the fall of 2022, a decision was made by the MT and Board to increase all programs' tuition and membership fees by 5% for FY23/24, so that has been implemented effective 1/1/23. But starting January 2024, we will return to the usual 3% increase for membership fees and tuition.

Expenses

The Windholz Fund will continue to support Marcia's increased hours at 30 per week for the next year to help the organization implement the strategic plan.

The Finance Committee has studied salary survey data to ensure competitive salaries and benefits for our employees to address staff retention. As a result, we are implementing 4% salary increases for all line staff, as well as continuing to contribute 4% of their salary into a retirement fund for each of them.

You may have noticed that the expenses total is about \$90,000 more than the income. That is attributed to depreciation, which we have to budget for, but is a non-cash item.

Conclusion

In general, the overall operating expenses for the Center in 23/24 are expected to be higher than in 22/23 given we are planning to have more programs returning to the Center. In the past three years during the pandemic, the expenses that were greatly reduced were security, utilities, and cleaning. These savings were invested into the building with new windows and HVAC systems.

Audit Report

For FY21/22, a Financial Review was completed by the audit firm, Crosby & Kaneda. To summarize the results, the Firm has concluded the books are a fair and accurate representation of the financial reporting of the organization. This is an unqualified audit opinion, which is the highest rating an audit can achieve. As a result, anyone reading the financial statements of the organization can trust the data and make accurate interpretations of the sustainability of the organization. If anyone would like to receive a copy of this audit, please feel free to contact Marcia Hodges.

Crosby & Kaneda is no longer working with nonprofits the size of SFCP, so the Finance Committee has hired a new firm to conduct the audit for this year we are closing now. That firm's name is Mullins, PC, based out of Maryland. Our accounting firm, Nonprofit Suites has worked extensively with them and highly recommend them. Since the accounting world is regulated by the IRS, not the state of CA, a Maryland firm is just as well versed in nonprofit accounting as one based in California. And their pricing was more competitive. We look forward to reporting on their work at next year's Annual Meeting.

Nominating and Governance Committee Report

Good morning, I'm here on behalf of the Nominating and Board Governance Committee along with my co-chair, Cathy Witzling. You may not know this, but our BOT is supposed to have an equal number of analyst and non-analyst members, with a Community Member as the chair, in order to have a balanced representation of the whole of SFCP. We work closely with our president, Maria Longuemare, and our Board Chairman, Brett Penfil.

We will cover our efforts this year to add Board members, provide demographic data on our current Board (although a number of members are rotating off at the end of June) and emphasize the need for analyst Board Members.

Our current Board attributes are based upon a self-report of 16 members:

Our ages range from 35-50 to over 65. 10 members are over 65, 5 are between 51-65 and 1 is 35-50 years old.

The Board is comprised of 6 men and 10 women, 1 of whom identifies as a LGBTQ+ person. 12 identify as white, 2 identify as mixed (white &...) 1 as Asian American and 1 as Hungarian/Czech.

Our years of involvement with SFCP ranges from 6-45 years, with an average of 21.5 years.

This past year in our recruiting efforts we reached out to a diverse population. We contacted 36 people, 16 community members, 2 associate members and 18 analyst members.

When this current Board membership expires, there will be 3 analyst members.

We are very much in need of analyst representation on the Board. As a retiring member, I will say that being a board member has been extremely rewarding and a lot of fun. I better understand the many programs and priorities that are a part of SFCP and certainly have learned a great deal about finance, and building maintenance. I also have had the pleasure of meeting and working with members that I probably wouldn't have met otherwise and that I count as my friends. I truly have appreciated the opportunity to be involved in my professional home in a way that I never expected.

Cathy:

I joined the Board after years on committees because I wanted to have an impact in making SFCP a more user-friendly place. It just so happened that was right before the pandemic—that was an unusual time. People were looking to the Board. But what I've learned is—it's always an unusual time, and there's always something that comes up. Like Deb, I've enjoyed the Board personally, and I've learned so much more about SFCP, this flawed organization I care so much about.

SUZANNE KLEIN, PHD

2022-2023 Annual Giving Campaign Update

We've had a successful fundraising year and I want to thank our committee: Neil Brast, Steven Goldberg, Marcia Hodges, Megan Kelly, Nicole Lee, Mary McMillan, Paul Sorbo and all of the BOT members who made phone calls to members and everyone who has donated.

To date and with one week still left in this year's campaign, we have received donations totaling \$109,030 towards our goal of \$130,000. Which includes two anonymous matching gifts (one for \$25,000 and one for \$10,000). A total of 143 members have donated which represents 21% of our membership. Although the numbers for this year are a little lower than we'd hoped at this point, we are very grateful to all of our members who have donated and care so deeply about our organization and it's well-being.

AMY WALLERSTEIN FRIEDMAN, LCSW
FORREST HAMER, PHD
PRESENTED BY
CHERYL GOODRICH, PHD
CO-CHAIRS

Enrico Jones Fund Annual Report

Who knew 3 years ago, when we had this idea to respond to the call for greater equity and inclusion for people of color that by June 2023 SFCP members and some non-member friends, would respond by contributing to the continuing psychoanalytic education of 71 psychotherapists of color?! Your response is a facet of SFCP members' efforts to listen, recognize, and include.

Let me quote several recipients (with their permission):

I must say that the EJ fund made it feasible for me to attend [SFCP program]...especially as a recent ... graduate ... without the EJ fund, I would have had trouble accessing this fantastic resource.

I strongly believe that as a psychoanalytic community, we all benefit from the Enrico Jones Fund's implicit and explicit recognition of the painful racism in our community in need of acknowledgement and repair. And for that I am the most grateful.

Here's a brief summary of the quantitative aspect of this effort:

In 2021, 15 students received tuition credits provided by contributions of \$28,000.

In 2022, 25 students received tuition credits provided by contributions of \$41,000.

And in 2023, 31 students are receiving tuition credits provided by contributions totaling \$46,000.

The EJ Fund committee, Forrest Hamer, Amy Wallerstein Friedman and I want you to know that all the funds collected to date have been allocated for tuition credits.

We send special thanks to the Jenerosity Foundation and Windholz Funds.

And since we have successfully assigned all contributions, we have no funds in the account so will happily start in July from zero in anticipation of continued strong applications. When you hear from us this summer, please join us again or for the first time and contribute. Thank you

Facilities Committee Report

This is the annual report for the facilities committee.

In 2019 the board commissioned a total building evaluation of our Natoma building. This is like a house inspection one might do when one is buying or selling a home. The idea is to truly understand the inner workings of the building, and to know what might need to be done to continue to maintain the building and keep this asset strong and resilient.

At the time we had a few areas of concern, and the building committee took the report and proceeded to develop a 4-7-year plan to address all the pending issues. It is important to note that when the purchase and remodel of the building was completed in 2012, the work then focused on creating our reusable space and did not have money to address most of the aging internal workings of the building.

Since that we report we have completed a few major projects. We replaced 3 of our oldest and noisiest heating systems, we have continued to repair our roof, and created a lovely rooftop area. We have replaced all the exterior windows. We have sound proofed the board room. We replaced the failing external rolling gate. We have responded to and hopefully fixed our plumbing problems that originated from very old and buried pipes. We have created a wonderful relationship with a local contractor that gets us immediate attention and high-quality oversight. We have established quarterly maintenance on our HVAC system with a new company. We regularly service our fire extinguishers. And most importantly we have created a working chart to continue to be aware of our building, to do planned maintenance, instead of having things break. We have worked with the finance committee to find ways to plan for these expenditures within our annual budget.

For the next year our plan continues forward. We just replaced the remaining aging HVAC systems. This will again lower the overall sound of the system. Yes, the system will be quieter, but it will not be silent. We will replace a loud very old exhaust fan hopefully in the coming year. We will assess and update a few pieces of our IT hardware system. And hopefully in the fall/winter when we are truly back in regular use of our main hall we will begin our assessment of our audio sound system, that is well over 7 years old, and plan for a replacement. The hope is to have a clear recommendation for an improved sound system by 2024.

I invite any SFCP member who would like to join us in this task to please contact the committee. We so need more members on this committee to join us in keeping our building healthy and functioning well for all of us to enjoy.

Administrative Director's Report

My report this year is all about the staff. Each and everyone of them have been instrumental to so much of all that has occurred this past year. Everything from making sure the owls and all hybrid learning tools were working well, to attending all the fall Strategic Planning sessions, to dealing with way too many plumbing and leaky roof issues.

As you know, Megan Kelly resigned last fall. We were very sad to see her move on. And, we are delighted that Nicole Lee was ready for a change to a new role at SFCP and has stepped into the Office and Membership Services Manager position SO well. Plus, she was instrumental in helping hire and now supervise her replacement for the Education Coordinator position, Tina Phu. Tina is just as pleasant, detail-oriented and diligent as Nicole. She has been a wonderful addition to this team.

Dimitri Jenkins is our loyal and reliable welcoming presence at the front door. And Rashmita Sriram, has greatly increased the enthusiasm and demand for library services in just 6 hours per week! Once per month we have been sharing lunch together and it feels great to say that we all enjoy spending time catching up on each other's lives and drinking Boba tea.

Aaron, I'd like you to join Maria at the podium. I am delighted to be able to provide a special recognition to Aaron this year for having just completed his 15th year of continuous service to SFCP! I'd like to ask everyone in the auditorium to stand and all others to unmute yourselves to honor Aaron.

In the 15 years Aaron has been with the Center, he has had multiple titles as he has helped SFCP evolve and grow. Aaron started in accounting. But he was not happy in that role because everything was done on paper. Plus, each position had a different emailing list. So when it was time to email the whole organization, they had to combine their lists and make sure there were no duplicates. Of course, Aaron made many changes to those systems, which brought SFCP into the world of technology. Over the years, he has had the titles of web developer, IT coordinator and is now the Communications Manager, but we all know he's the one that helps SFCP thrive.

Bill Glover was the Board President when Aaron was hired 15 years ago. Bill says, "Aaron is an unsung hero. His contributions to SFCP are innumerable, and invaluable. He is the rock group we rely on. It's always a pleasure to work with him and we are fortunate to have Aaron with us."

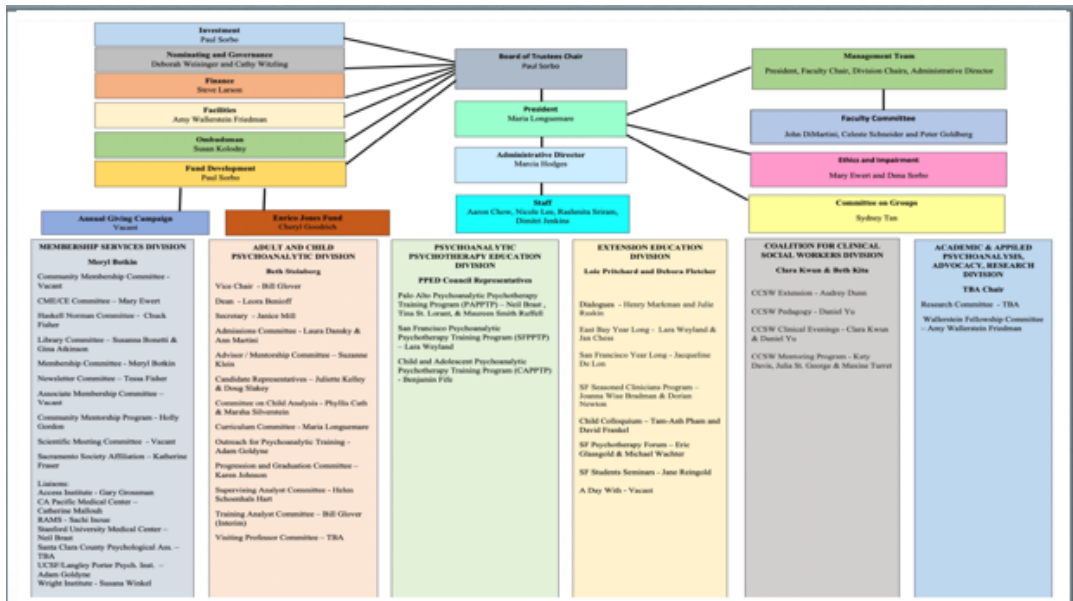
I truly wish I could be with all of you in-person as it would feel much better to be honoring Aaron from there. I just want to say that I know Aaron is one of the most dedicated employees I've ever had the pleasure to work with. He does not hesitate to be at the Center at any time of the night or day and responds to way too many emails in the middle of the night and on his too-few vacations. We all truly appreciate your desire to always do an exceptional job and certainly know it would be impossible to run SFCP without you, Aaron.

Thank you!

President's Report



I want to start this report by acknowledging the incredible work of so many people that goes into keeping this organization of 520+ members going. So much work. It is a marvel really, the depth and breadth of which is challenging to grasp from one's individual vantage point.



Here's the org chart, and it's a lot to take in. Since becoming President in November, I have come to feel that many of us exist in relationship to SFCP in a *part-object* way, so to speak. What I mean by that, is that I think most of us interact with the *parts* of SFCP with which we primarily identify, and this often includes a circumscribed set of people with whom we join in a common cause. And all of the other parts of the organization, and all of the other causes, are largely kept out of our conscious awareness. At a practical level, this makes sense, of course, and in the best version of this relationship, many of us have found parts of SFCP that we find meaningful and generative, and the work of the organization gets done through multiple part-object relationships of this kind. AND, it is a huge contribution to the field of psychoanalysis in the Bay Area and beyond!

President's Report cont.

Now as a field we have come to recognize other, less awesome aspects of part-object relationships, and we know that in the worst versions, this type of relating is often ripe for projection and destructive splitting, as well as over-idealizing what is most important to us, and unknowingly devaluing others. And it is very easy to forget that much of the meaningful work that we enjoy doing would not be possible without the infrastructure of the organization, and the dedicated effort of those that take care of the business of SFCP, day in and day out.

From a wider vantage point, SFCP plays a crucial role in keeping psychoanalysis alive in the Bay Area, and I invite all of you to consider for a moment how it would feel to live and practice somewhere where there was no active multi-generational psychoanalytic community – no Center to anchor us. I think many of us would feel this as a huge loss, though we do not always challenge ourselves to cultivate a whole object relationship to SFCP – one that recognizes and appreciates its many parts and many people, including all of the attendant failings and conflicts and fears that have to be managed by all of us working together, collectively, in order for the Center to hold.

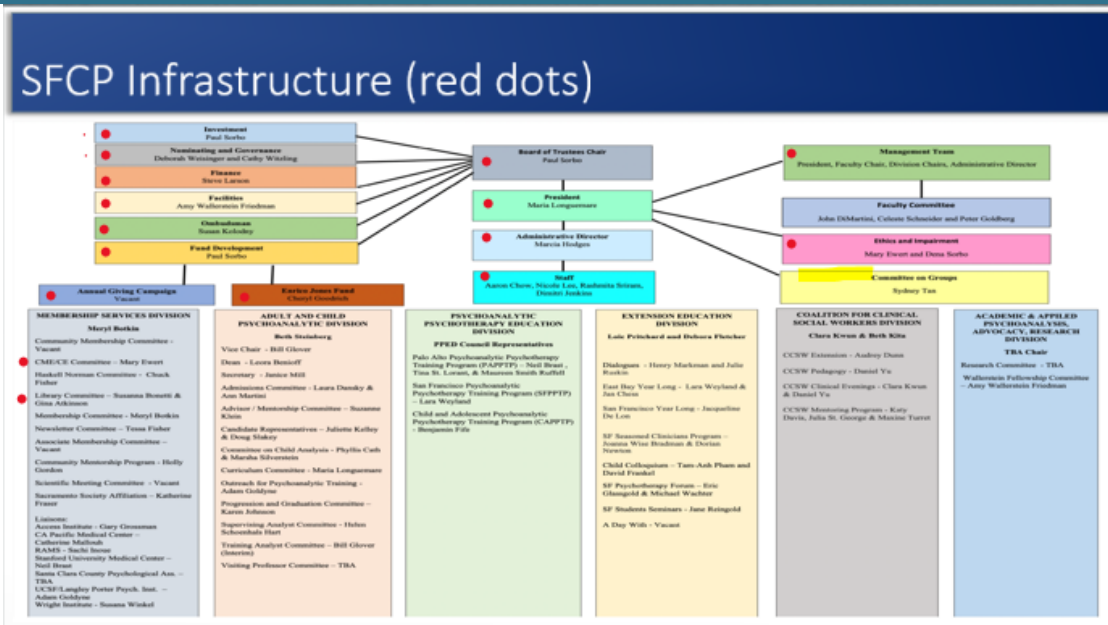
SFCP Collective : Our Present & Our Future

Sustainability and renewability rely on tending to the SFCP collective:

- **Infrastructure** (spaces, processes, resources)
- **Community** (group culture that values our differences)

In this Presidents' report, I plan to focus on this notion of SFCP *as a collective*, and to highlight the ways in which the sustainability and renewability of the organization relies on an infrastructure and a community, both of which need tending to by all of us from this broader, whole-object perspective. I will try to sketch out a picture of where the SFCP collective presently stands, and my sense of where we need to go in the future if SFCP is to remain viable and vital. There are some important data at the end of this presentation that I would like for all SFCP members to be aware of and consider.

President's Report cont.



Beginning with **organizational infrastructure** – here is the SFCP org chart again. Highlighted with red dots are all of the different people and groups that tend to the infrastructure of our organization, which is the backbone of our collective. Now, infrastructure is one of those things that most of us tend to take for granted in our day to day lives, and only when something stops working does it become apparent how dependent and interdependent we are on people and things we rarely think about. I will take a moment to highlight just a few of these elements, starting with...

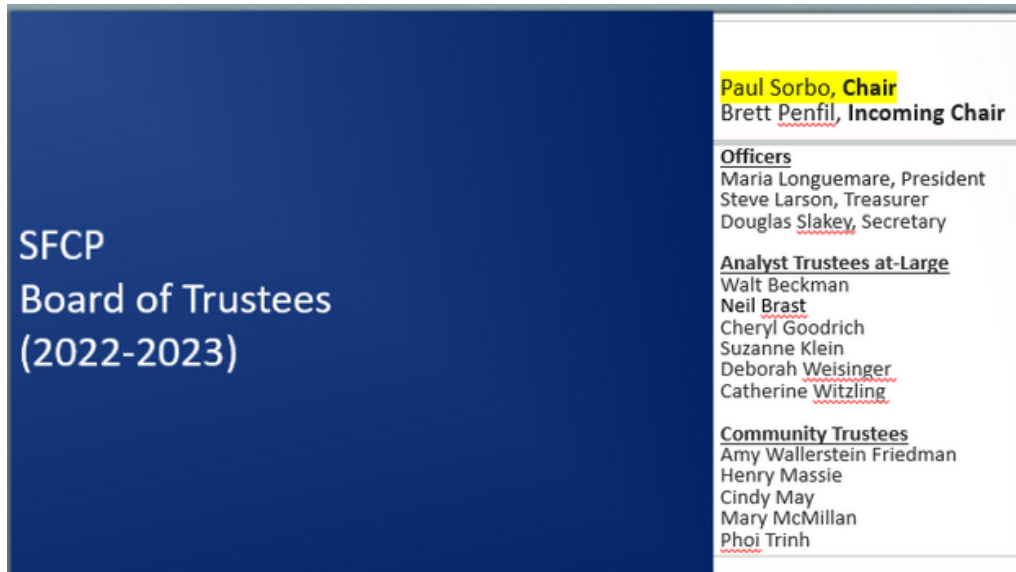
SFCP Staff
(2022-2023)

Marcia Hodges, Administrative Director

Communications Manager	Aaron Chow
Facility Assistant	Dimitri Jenkins
Membership & Administrative Services Coordinator	Nicole Lee
Educational Programs Coordinator	Tina Phu
Librarian	Rashmita Sriram

...our truly exceptional SFCP staff who form the hub of our infrastructure, who work their magic behind the scenes with endless patience and competence. **Aaron Chow, our Communications Manager; Nicole Lee, in her new position as Membership and Administrative Services Coordinator; Rashmita Sriram, our librarian; Dimitri Jenkins, our Facility Assistant; and Tina Phu, our Educational Program Coordinator.** Finally I want to recognize our **Administrative Director Marcia Hodges** who brings her depth of experience as well as her heart and soul to the work of improving SFCP at all levels. Thank you very much to our outstanding staff.

President's Report cont.



Since becoming President, my eyes have been opened to the work of the many unsung heroes on the SFCP Board of Trustees, all of whom serve on multiple essential subcommittees under **Paul Sorbo's** phenomenal leadership, to ensure the soundness of our finances, our governance, and our compliance with the multiple laws that govern a non-profit educational institution in the state of California. I am going to go through some of this work, and I should also mention that **Marcia Hodges** participates on all of these subcommittees and coordinates their efforts.

One essential function of the Board is to ensure the stability and integrity of our physical and virtual spaces. And as we heard in Walt's report, our building has certainly been fighting to not be taken for granted this year – to the tune of \$175,000 in necessary maintenance and repairs! So between the plumbing eruptions, the leaky roof, and the banging fans and HVAC, and the technical challenges of managing a hybrid learning environment due to the pandemic, we have gotten a taste of the importance of our physical space in creating a container around our psychic space for community building and learning. Through the stunningly efficient work of **Amy Friedman**, the staff, and **Walt Beckman** from the **Facilities Committee**, multiple contractors were coordinated to complete this work such that we can continue to hold classes, graduations, and this meeting here today.

On that note, I have heard from so many people how restorative and heart-warming it felt to be back in touch with our SFCP community at the recent PED & PPEd graduations. It also marked for me something that I think we have barely begun to appreciate, which is the impact of the pandemic – and the isolation and anxiety this produced – and the toll that has taken on our Center, particularly this *community* feeling. So I am very grateful to Amy and the Facilities Committee for tending to this crucial piece of our infrastructure.

Of course it would not have been possible to undertake any of those repairs and upgrades without the careful longrange budget planning by the **Finance Committee**, under the diligent leadership of our **Treasurer Steve Larson**. The Finance Committee includes **Paul Sorbo, Cheryl Goodrich, Walt Beckman**, and past-Treasurer **Michael Harrington**, and of course **Marcia**. I have witnessed first-hand the rigorous attention that the Finance Team devotes to anticipating and preparing for these and other operating expenses, and to dealing with the complexities of the nonprofit accounting laws and auditing processes. Thank you Steve and others for keeping us on such a solid financial footing. Thank you also to **Cheryl, Paul, Michael and Marcia** for your additional work on the **Investment Advisory Committee** and **Fund Development Committee**.

President's Report cont.

I want to acknowledge our **Annual Giving Campaign Committee** members (**Paul Sorbo, Neil Brast, Suzanne Klein, Hank Massie, Mary McMillan, Megan Kelly, Steve Goldberg, and Doug Slakey** who chaired the Annual Giving Campaign until he entered analytic training and became a Chair of the Candidates Association!). These contributions are essential to our operations, so thank you to all who donated and to all of you on the committee for doing the work to make that happen.

An additional essential fundraising effort is the **Enrico Jones Fund for Equality and Excellence spearheaded by Cheryl Goodrich**, along with **Amy Friedman** and **Forrest Hamer**. Together, they have developed this innovative way to support BIPOC students and candidates in their psychoanalytic education. As Cheryl reported, to date the EJ Fund has supported 70 trainees across the analytic training, psychotherapy, and CCSW programs - which has greatly enriched our community. Thank you to this group and to all of you who have donated.

One important action taken by last year's Board was to authorize the Strategic Planning Process which took place in the fall of 2022. I want to acknowledge the work of the **Strategic Planning Team**, currently led by **Brett Penfil** and including **Paul Sorbo, Cheryl Goodrich, Cathy Wizling, Meryl Botkin, and Ari Bachrach as well as Beth Steinberg and Debora Fletcher** who have since rotated off to focus on their DEI Core Task Force work. As Brett reported, the Strategic Directions Teams have begun working toward the goals generated by the members, and all teams are welcoming members for anyone interested in participating! At a personal level, I am happy to say that one of the best things that has come out of the Strategic Planning process so far is that **Brett Penfil has agreed to become our next Board Chair** as Paul steps back this year. I am delighted that Brett is willing to bring her unique organizational expertise to this essential role.

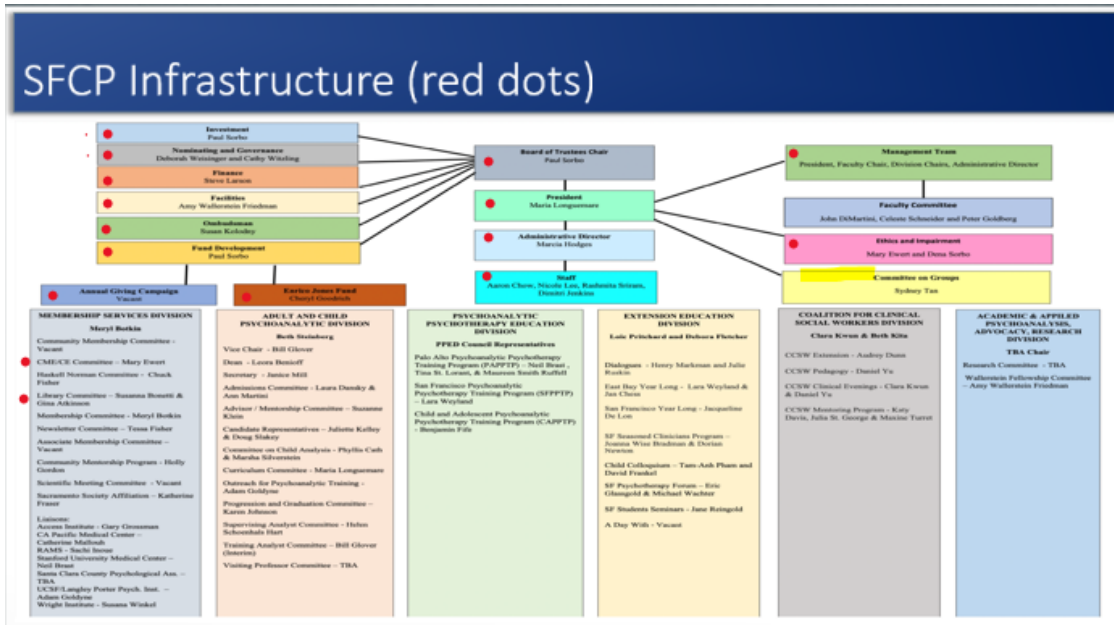
Finally, I want to acknowledge the outgoing chairs of the **Nominating and Governance Committee, Deb Weisinger & Cathy Witzling**, who - together with **Paul Sorbo, Steve Goldberg, Phoi Trinh**, and incoming candidate **Cindy May**, have recruited this wonderful Board, which is so crucial to the sustainability of SFCP.

Before moving on from the infrastructure, I want to highlight the work of several other individuals who are crucial to SFCP's continued operations. The first is **Walt Beckman** who serves as a liaison to a consortium of other psychoanalytic institutions in California to deal with the BPPE, which is the bureau that governs post-secondary education in the state. We are required to reapply to the BPPE this upcoming year, and we are very grateful to Walt for overseeing that process and for his work with the consortium and lobbying effort at the state legislature.

Because we are only allowed to operate by the BPPE on account of our status as a CE/CME provider, SFCP is literally required by law to offer continuing education for our programs. **Mary Ewert** has served as chair of the CE/CME committee for over a decade, and along with **Aaron** has navigated us through the onerous regulations that have allowed us to continue to operate and offer this benefit to our members. If Mary had not already received a Distinguished Service Award last year for this work, she would certainly be getting an award this year as she steps down from this position. We are eternally grateful to Mary for her years of dedication work on this program. This position is now open, and the Board has recently approved a \$5,000 stipend for it, so if anyone is potentially interested and willing, please contact me!

Finally, we are again grateful to **Mary Ewert** as well as **Dena Sorbo** for their important work chairing the Ethics and Impairment Committee and to **Sydney Tan** and the Committee on Groups, all of whom work to support our members and our group relations.

President's Report cont.



Ok, so back to the org chart. I appreciate your patience and attention as I went through the organizational infrastructure in some detail. As I said at the beginning, my goal is to fill in the picture, just a little bit, of all the different components involved in keeping SFCP running on a solid footing. And if we move on to include the Divisions & Programs side of our organization, the ones shown here without the red dots – the amount of labor is truly staggering. And inspirational, I think, if we are willing to step out of our silos and really take this in. To help with that, I want to take a moment to highlight some of the activity that has begun to germinate this past year in some of these groups.

As most of you know, all SFCP programs are housed in various Divisions shown in the bottom row, and the Division Chairs nominally oversee the work in their division and coordinate with one another across divisions in the Management Team; although the reality is that many divisions are really a loose agglomeration of many different programs all working independently. Complicating things further, there are no well-developed modes of communication and coordination across divisions, and in many cases the right hand doesn't know what the other 17 hands are doing, and our group life really suffers as a result. This was already the case pre-pandemic, but the pandemic restrictions forced us into even smaller, separate circles. This feeling of isolation and disconnect from the organization has of course had ripple effects, and many leadership vacancies went unfilled and some of our programs stopped running altogether.

President's Report cont.

SFCP Management Team (2022-2023)	President	Maria Longuemare
	CCSW	Clara Kwun
	Extension Division	Debora Fletcher <u>Loïc Pritchard</u>
	Faculty Committee	John Di Martini
	Membership Division	Meryl Botkin
	PED Division	Beth Steinberg
	PPED Council Representative	<u>Neil Brast</u> <u>Adam Goldyne</u>

Here is the **SFCP Management Team** which oversees this work, and I would say that one of our primary goals for this upcoming year on MT is to focus more deliberately on rebuilding our collective - this includes things like developing better processes for communication and mutual support of one another's efforts, and it also will include working on creating a culture that values the different parts of the organization and recognizes our interdependence on one another. As a step toward broadening our awareness of our collective, I want to briefly review some of what is going on in some of the divisions that many of you may not know about.

Coalition for Clinical Social Work (CCSW)
Co-Chairs, Beth Kita & Clara Kwun

- **2-year Extension program** (*Foundations of Psychodynamic Clinical Work in a Community Setting*)
- **Clinical Evening Series** focused on community work and building a diverse community of clinicians who may have previously felt on the margins
- **Mentorship Program** for early-career clinicians
- Developing a program on **gun issues in our communities** and applying for a **Sigourney Award** to fund this work

The **CCSW, chaired by Beth Kita and Clara Kwun**, has actually been thriving during the pandemic and the Zoom platform has increased the reach of their Clinical Evenings series to upwards of 100 participants on some occasions. The CCSW plans to continue all of their programs, including their **2-year Extension Program classes, their Mentorship Program, and their Clinical Evenings series**, to which all members are encouraged to attend! In addition, Beth Kita and Clara Kwun recently took a seminar on Gun Studies through the **Brooklyn Institute on Social Research**, and the CCSW is in the process of developing a program on gun issues to fund speakers on this topic and to support community work on these issues. They are also applying for a Sigourney Award.

President's Report cont.

Extension Division	
Co-Chairs, Debora Fletcher & <u>Loïc Pritchard</u>	
San Francisco Yearlong	Jacqueline de Lon
East Bay Yearlong	Jan Chess Lara Weyland
Seasoned Clinicians	Joanna Wise Bradman Dorian Newton
Dialogues in Contemporary Psychoanalysis	Henry Markman Julie Ruskin
Child Colloquia	Steven Frankel Tam-Anh Pham
SF Student Seminars	Jane <u>Reingold</u>

The **Extension Division** is chaired by **Debora Fletcher and Loïc Pritchard**, and they had their first ever meeting as a Division this past year to encourage sharing of information and support amongst the various programs shown here. Be on the lookout for the Extension brochure coming soon. Thank you to all involved in planning and running these programs!

Faculty Committee
Co-Chairs, John Di Martini, Peter Goldberg, Celeste Schneider
<ul style="list-style-type: none">• Faculty-wide Pop-ups focused on 'class consultation'• Individual Consultation to teaching faculty• Mentorship and Support to junior faculty

The **Faculty Committee** continues under the leadership of **John Di Martini, Peter Goldberg, and Celeste Schneider**. This past year, they have been focused on offering consultation to the SFCP faculty in the form of pop-ups focused on class consultation, as well as individual consultation to faculty members. For this upcoming year, they are hoping to focus on development and support for junior faculty who are looking to develop their approach to teaching. We are very grateful for their efforts to support SFCP faculty development! I'll have more to say on our current challenges in the teaching setting later in this report.

President's Report cont.

Membership Division	
Chair, Meryl Botkin	
Scientific Meetings	Cheryl Goodrich Hank Massie
Newsletter Expansion	Ric Almond
Referral Service	Emily Brewer
Online Referral List (members)	Management Team

The **Membership Division** has been chaired by **Meryl Botkin** for a very long time now, and Meryl let me know she is looking to step down from this position after 10+ years of very dedicated work. So please let me know if you are interested. The Membership Division was hit harder than most by the pandemic restrictions, but fortunately there has been a lot of activity starting back up in recent months.

Firstly, I am delighted to report that **Cheryl Goodrich and Hank Massie** have taken on the project of restarting the **Scientific Meetings** beginning next year. Their plan is to phase this back in gradually, and they are in the process of recruiting other members to join their efforts, so please consider joining them.

In other great news, **Ric Almond** has stepped into the role of editor for the **SFCP newsletter**, and is hoping to build an editorial team to expand the newsletter over time. This new effort will involve significantly expanded creative content such as essays on current issues in psychoanalysis as well as information about member's publications, presentations, and community work, and significant life events for members.

I am also very grateful to **Emily Brewer** who has agreed to take over as **Chair of the Referral Service** which fields calls from the general public seeking psychoanalytically-oriented treatments. Emily is in the process of reaching out to members to get to know your clinical interests, so please contact Emily if you are interested in receiving referrals. Tina St. Lorant will continue to support the Referral Service in the South Bay/Peninsula region.

In addition, the Management team is in the process of setting up an **online Referral List** available to SFCP members who are interested in making referrals to other SFCP members. This project is temporarily paused while we sort out some technical issues which are linked to some bigger decisions about various tech upgrades in the office, but we are hoping to get this launched over the summer. Stay tuned.

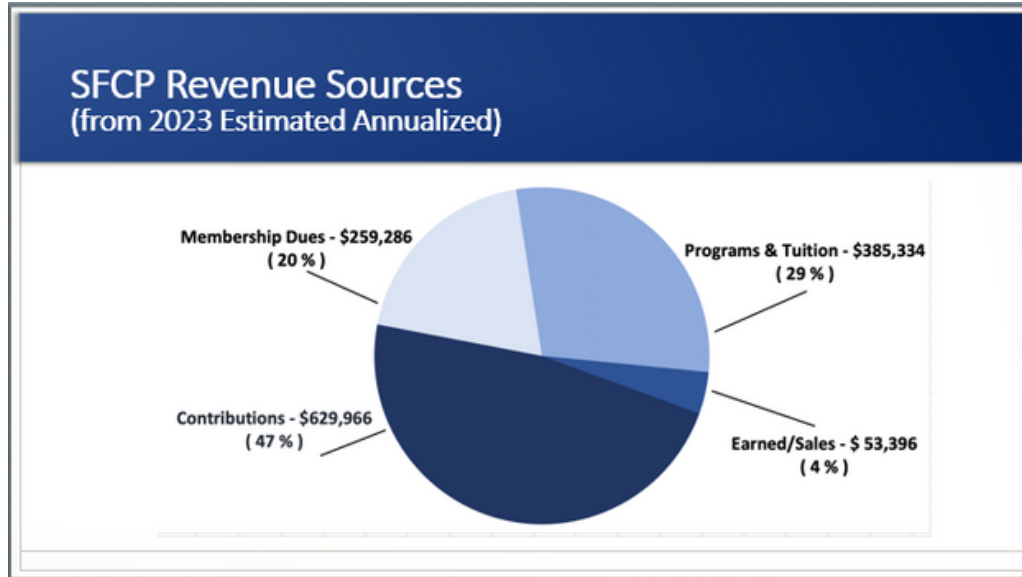
President's Report cont.

SFCP ManagementTeam (2022-2023)	President	Maria Longuemare
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	PED Division	Beth Steinberg
	PPED Council Representative	<u>Neil Brast</u> <u>Adam Goldyne</u>

As we have already heard reports on the PED and PPED, I will not report further on those divisions except to recognize the tremendous work of **PED Chair Beth Steinberg** and all of the **Psychoanalytic Training Program Chairs: Benjamin Fife from CAPPTP; Neil Brast, Maureen Ruffell, and Tina St. Lorant from PAPPTP; and Adam Goldyne and Lara Weyland from SF-PPTP**. As was mentioned, strong enrollment is in process for these programs next year, and both the analytic training program and the SF-PPTP are making a concerted effort to transition back to in person classes to facilitate greater bonding within the learning groups. So we are going to once again have a full house here at Natoma in the fall!

Hopefully, this high level overview of some of what is going on conveys some sense of the current state of affairs within the SFCP collective at present. The very good news is that despite all of the challenges of recent years, the organization currently rests on a solid financial footing, and our program offerings remain vital and voluminous. I have the deepest respect for the contributions of so many of our members that make all of this happen on a volunteer basis. But for this last part of my report, I want to shift the focus to the future and call attention to some sobering realities that are looming on the horizon, as it will take all of us working together, collectively, to address these challenges.

President's Report cont.



As I have repeatedly emphasized here today, keeping SFCP alive and thriving requires a lot of resources, both financial and human. There are presently over 520 members in SFCP and an annual budget of about \$1.3 million. As shown here, about half of our income comes from contributions, and another 29% comes from tuition and program fees, and 20% comes from member dues. All of our revenue is member driven in one form or another, either *directly* from dues and donations, or *indirectly* through member-labor on programs.

Financial Sustainability & Program Viability

Financial sustainability for SFCP

- (New) Member enrollment = Member retirement

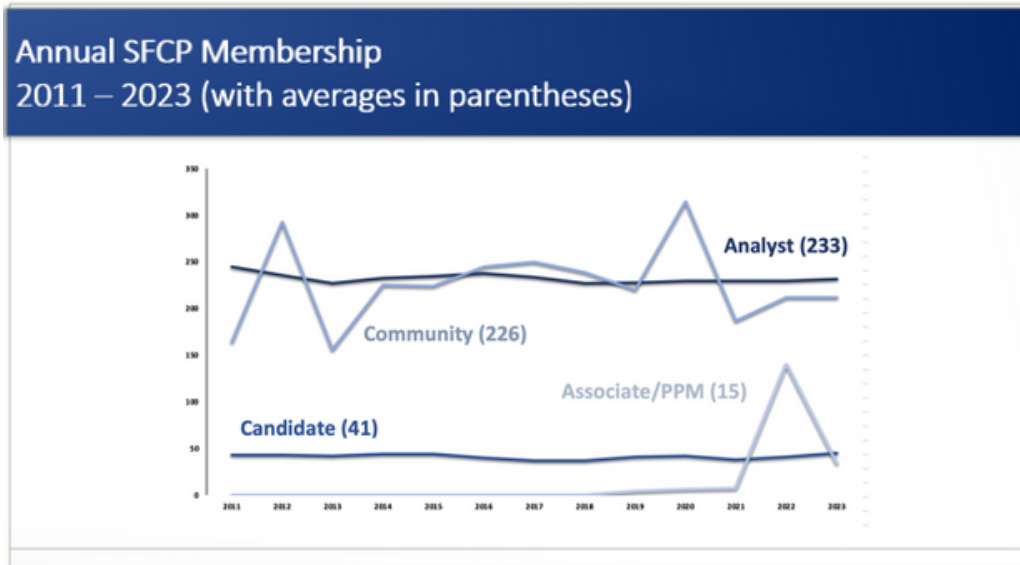
Viability of SFCP programs

- Incoming faculty = Retiring faculty
- Program leadership (& committees) must be renewed

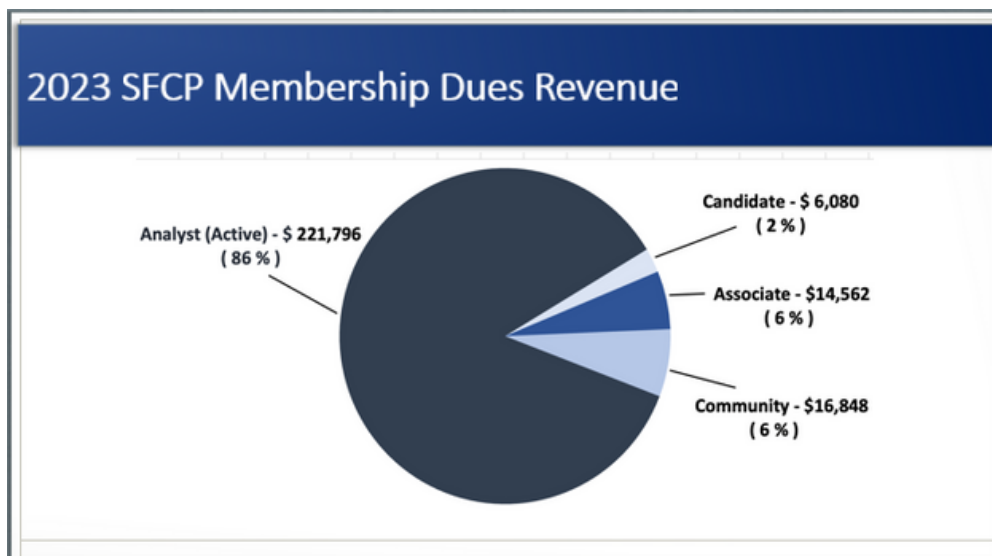
So what this means, then, is that to achieve **financial sustainability** for SFCP into the future - new member enrollment rates must balance member retirement rates.

And for our **programs to remain viable**, incoming faculty must balance retiring faculty.

President's Report cont.

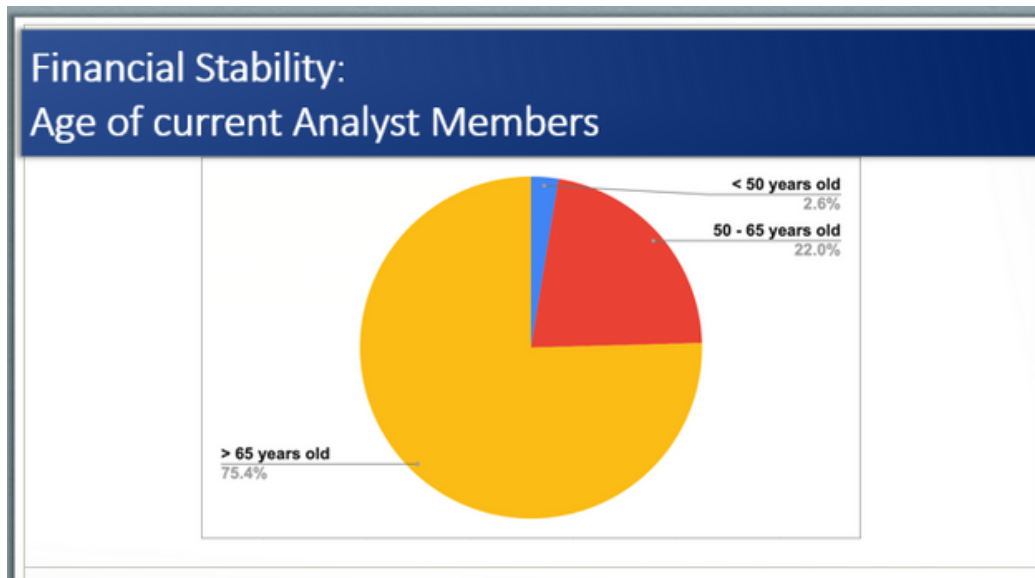


So how are we doing on this balancing front? This slide shows annual member enrollment by category from 2011 - 2023, and at first glance it looks pretty good. Analyst and candidate member enrollment hold remarkably steady around an average of 233 analysts and 41 candidates, and the combined Community and Associate member categories also hover very closely to their combined average of 241, for the most part. So again this slide would suggest that we are in good shape on the sustainability front.

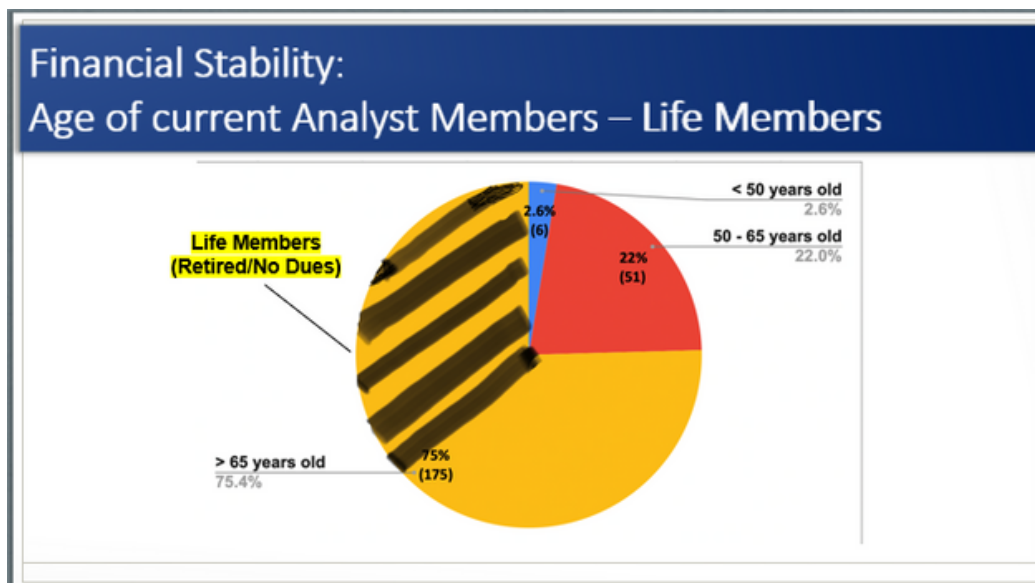


Unfortunately, if we dig a little deeper, the situation gets more complicated. This slide shows the breakdown of Membership Dues Revenue by member category. And because of the differential fee structure, 84% of the dues revenue comes from analyst members, despite the fact that analysts make up less than half of the membership (232 out of 523). Dues revenue from the combined candidate, associate, and community categories (291 members) generate 16% of the dues revenue. This means that *the entire system is way more sensitive to fluctuations in the analyst membership balance* (incoming vs retiring), and that is exactly where we have a significant problem on the horizon.

President's Report cont.



At the moment, SFCP has 232 Analyst members. Only 7-8 of them (2.6%) are under the age of 50. Another 22% are between the ages of 50 - 65, and the overwhelming majority (75%) are over the age of 65.



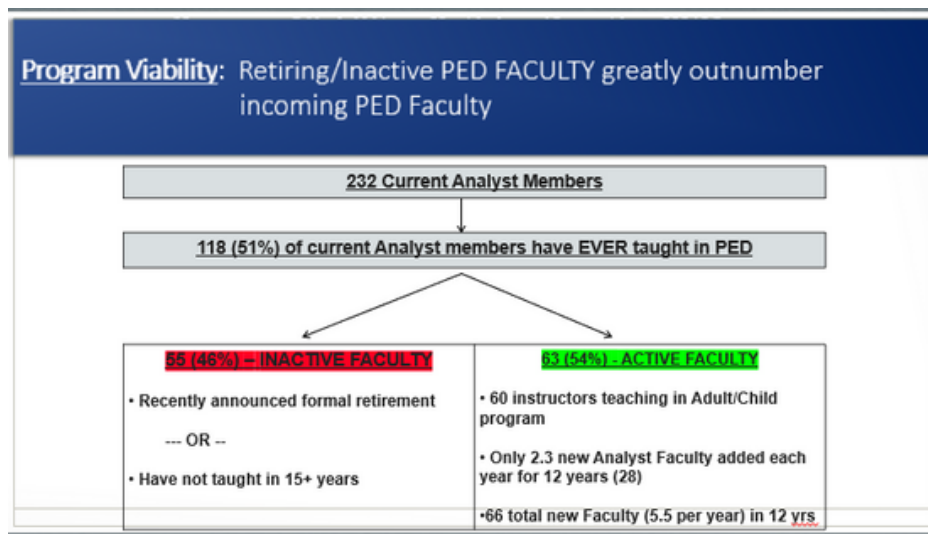
Of these analyst members over the age of 65, almost half are life members who do not pay dues and are either retired or moving toward retirement. This is not being matched by incoming Analyst members. I am told by the Annual Giving Campaign folks that though the Life members are not paying dues, they are extremely generous with their donations, which is very welcome. So things are holding steady for now from a financial perspective, but it is not going to remain so forever, as more and more of our analyst members retire. If this trend is not reversed, this situation will eventually reach a tipping point and potentially jeopardize the **financial sustainability** of SFCP.

President's Report cont.

All Program Instructors in 2022 23 (% analysts)

Percent Teaching Faculty who are Analyst Members (2022-23 programs):		
SF Yearlong & Case Conference	7 / 10	70%
EB Yearlong	5 / 6	83%
Seasoned Clinicians	4 / 4	100%
CCSW	3 / 7	43%
CAPPTP	6 / 11	55%
PAPPTP	14 / 14	100%
SF-PPTP	25 / 34	74%
TOTAL (without PED)	64 / 86	74%
PED	58 / 60	97%
Child Analytic Training Program	5 / 5	100%
TOTAL (all programs)	127 / 151	84%

Unfortunately, where we are already starting to feel the impact is in the **teaching setting**. All SFCP teaching programs are struggling to find instructors right now, and one of the primary reasons for this is the retirement of many analyst faculty. This chart lists all of the teaching programs in 2022-23, and the percentage of instructors who are analysts. With the exception of the CCSW, all other teaching programs rely on analysts and analytic candidates for the majority of the teaching – 74% for all programs excluding the PED. If the PED is included, analysts teach 127 of the 151 courses offered by SFCP each year, for a total of 84%. Again, the conclusion from this is that at present, our teaching situation and program viability is disproportionately sensitive to any imbalance between retiring and incoming analyst faculty members, and nearly all programs are starting to feel that crunch.



The situation is particularly acute in the PED which is a big teaching program that relies primarily on analyst instructors. Just to take you through it:

Of the 232 current Analyst members - only half have EVER become faculty and taught in the analytic training program at any point in their careers. Of those 118 PED faculty, 46% have either not taught in the past 15 years or more; OR they have recently announced their formal retirement. That leaves 63 active PED Faculty (and we currently have 60 instructors teaching in the program, only a handful of which are outside instructors). This is not enough of a margin.

President's Report cont.

Why is there an Analyst Faculty shortage?

	Admitted Candidates	Graduated Candidates
1995 - 2008	7.1 / year	7.0 / year
2009 - 2018	4.2 / year (- 41 %)	2.6 / year (- 63 %)
2019 - 2023	7.8/year	5.0/year

- 10-year drop in admission/graduation rates has created an imbalance between incoming and aging/retiring analyst members
- # of teaching programs has increased
- Though admission/graduation trends are improving, analyst retirement is also expected to accelerate in near future

A primary reason behind the depleted pool of new analyst faculty is the staggering drop in admission and graduation rates from the analytic training program between 2009 - 2018.

Prior to 2008, there was a fairly steady average of 7.1 candidates admitted each year, and 7 candidates graduating each year. Unfortunately, from **2009 - 2018** there was a 41% drop in admissions, and more concerningly – there was a **63% drop** in the graduation rate (that's less than 3 candidates per year for 10 years!!). Again, this is the period where we needed more candidates to be graduating, so that they would be eligible to teach starting now, and replenish our pool of retiring analyst faculty.

Compounding this problem, the number of teaching programs has dramatically increased during this same period due to the formation of the Center in 2011, which is when the psychotherapy training programs and Extension programs got going at full strength. The good news about the Center formation is that the potential number of eligible faculty members has greatly expanded, and indeed 38 new faculty have been added from the community/associate membership pool. But as long as the majority of the teaching in the Center continues to be done by analysts, our teaching situation will be disproportionately impacted by the shortage of analyst faculty.

Fortunately the trend is improving, and the PED is once again approaching prior admission and graduation rates. But there's a lot of catching up to do to recover from this very fallow decade, and catching up will take time. So the bottom line is that for the foreseeable future we are going to be significantly out of balance relative to an ideal replacement equilibrium for our retiring teaching faculty.

President's Report cont.

Program Viability/Financial Sustainability - Summary

In 2022-2023:

- **78 faculty members taught 151 courses across all programs**
- **Most active faculty members taught at least twice (many taught 3 or 4 courses)**
- **84% of courses taught by analyst (or candidate) members**
- **84% of dues revenue from analyst members**

In summary, people are working very very hard. Of the 151 courses taught at SFCP in 2022-23, a pool of 78 faculty members did all of that teaching. Most faculty are teaching twice, and many are teaching in 3 or 4 programs each year. 84% of that teaching was done by analyst faculty and 84% of the dues revenue was generated by analyst members. And given member demographics, the analyst member category is where we are poised to take the biggest hit in the very near future due to the anticipated retirement of many of our analyst members. In addition to teaching and revenue issues, the consequences of this shift also extend to the issue of filling vacant leadership and committee positions, as many long-time members retire and step back.

Now there are many elements that are impossible to foresee regarding how this will all evolve. But one thing that is certain is that it's going to get worse before it gets better in any event, and it's going to get very much worse pretty darn quick if we do not heed the writing on the wall, and start preparing for these inevitable shifts in our demographics, and start considering what changes in our organizational culture and practices are necessary to ensure the financial sustainability and the viability of our programs in this new phase.

President's Report cont.

Looking Ahead for SFCP . . .

Q: How to create financial and programmatic sustainability into the future?

A: Cultivate an organizational culture where people feel like they belong and that their contributions are valued, and a Center that people want to belong to and contribute to!

What sorts of changes might be needed? That is of course an issue that I hope all of us in all of our roles will begin to sift through and start discussing together, pronto. My personal sense of what is needed is a change in our organizational culture. Nearly all of our programs have undergone substantial updating and revision in recent years, and for the most part they are quite strong and very well-received. We have a lot of younger generation clinicians interested in the field of psychoanalysis and signing up for our programs, so enrollment is strong as well.

So I think our most urgent task is to address our **group life**, and *cultivate an organizational culture where people feel like they belong and that their contributions are valued, and a Center that people want to stay and contribute to!*

President's Report cont.

Organizational Culture Change (Strategic Directions). . .

- We need to figure out how to **talk and listen** to one another, across our differences
- **DEI work** (conceptual and integrated into our lived experience):
 - Report from the **Holmes Commission** on Racial Equality in American Psychoanalysis
 - **SFCP DEI Organizational Consultation** [Beth Steinberg, Debora Fletcher, Marcia Hodges and the DEI Search Team]
- Focus on pathways to support **development of new members and trainees** to become teaching faculty and participants/leaders in the life of the organization
- **Longstanding members:** stay a bit longer if you can and share your expertise!
- **Newer members:** there is an incredible opportunity to get involved and shape the future direction of SFCP and its programs!

Here are some of my personal thoughts about what needs to happen, which also happen to be very much in line with the Strategic Directions generated by the members during the Strategic Planning process last fall.

First and foremost, I think we need to figure out how to talk and LISTEN to one another, especially across our differences. The DEI work is an important part of that. We have made several attempts to address these issues as an organization, and despite everyone's earnest intentions, many of these discussions have left everyone involved feeling misunderstood, hurt, and accused. I think the recently released Holmes Commission Report and its recommendations will help us a lot; and I am so grateful to the Board and to the Windholdz Foundation for authorizing and funding the organizational DEI consultation with David Luna that Paul reported on earlier. I am especially appreciative of the work of the DEI Core Task Force (Beth, Deb, and Marcia) as well as the DEI Consultant Search Team for making this happen. This is actually a very exciting time to be in the field as we work through and integrate the clinical and theoretical aspects of these issues – we just need to figure out how to do this together!

In this context, I think we also need to focus more deliberately on developing pathways to support new members in feeling welcome upon their entry into the organization, and in becoming teaching faculty and organizational leaders. I am grateful to the Strategic Directions teams who are already at work on this.

In wrapping up here, I would say to our **longstanding members**, please stay a little longer if you can, and continue to share your expertise to help get us through this crunch period. And to our **newer members** – you have an incredible opportunity right now to shape the current and future direction of the Center and its programs by getting involved!

President's Report cont.

SFCP honors members who died in 2022-23:

Phillip Erdberg, PhD, APBB

Edmund Levin, MD

Jeffrey Yost, MFT

President's Report cont.

**Thank you to everyone
for all that you do for SFCP!**

Distinguished Service Award Presentations

This year's DSA awards represent a small sampling of the many SFCP members who deserve recognition, and we regret that we are not able to honor everyone who contributes so much to the work of the organization. The DSAs are chosen by member nomination, and everyone who was nominated this year is receiving a DSA, with the exception of those who already received the award within past 3 years. The Management Team has a practice of not repeating awards within a 3-year period; however, those that were nominated but ineligible this year did receive a Letter of Recognition letting them know their work was appreciated.

We are sorry we cannot honor everyone. If you have someone in mind who you think should receive a DSA, please be on the lookout next year when we solicit nominations!

Nancy G. Beckman, PhD - Celeste Schneider
Phyllis Cath, MD, Christina A. Lapidés, LCSW, Marsha Silverstein, PhD - Maria Longuemare
Jan Chess, PhD, MFT - Deb Fletcher
James Dimon, MD - Steve Purcell
Debora Fletcher, PhD - Lara Weyland
Elizabeth Kita, PhD, LCSW - Clara Kwun
Catherine Mallouh, MD - William Glover
Michael Pastor, PhD, LMFT - Benjamin Fife
Lara Weyland, PhD - Maria Longuemare
Daniel D. Yu, LCSW - Clara Kwun
Paul Sorbo, LCSW - Neil Brast

Nancy Beckman (Written by the Faculty Committee; Presented by Celeste Schneider)

Nancy Beckman has made invaluable contributions to the Faculty Committee over her 7 years of service. She served as the faculty application chair as well as the liaison to the curriculum committee during her time on the committee. Nancy brought to our group a wealth of knowledge born of her experience as a clinician, teacher, and supervisor. Her many years of instrumental work with PPTP and the PED, among her other contributions to the Center, informed her work with us as a Faculty Committee in our efforts to facilitate faculty development. Her enthusiasm for psychoanalysis, teaching and welcoming students into our field was infectious. She brought a bright, creative perspective to the planning and implementation of numerous faculty retreats and "pop-ups.". What Nancy brought to the group was irreplaceable: her compassionate, deliberate, and clear thinking is greatly missed. Thank you, Nancy.

Phyllis Cath, Tina Lapidés & Marsha Silverstein (Written and Presented by Maria Longuemare)

Phyllis Cath, Tina Lapidés, and Marsha Silverstein are being honored today for their collective work on the Child and Adolescent Analytic Training Program, their collaborative work with Curriculum Committee in overseeing the Development sequence and the Child/Adult Case conference in the Adult Analytic Training Program, as well as their multiple individual contributions to SFCP over the past several decades!

Those that know their work with the Child Analytic Training program first-hand describe how they have grown and sustained a unique and thriving child analytic training program that offers the opportunity to learn alongside a renowned visiting lecturer panel, while also participating in an intimate and generative group process. All involved comment on the generosity and the humility with which they have established a climate of collegiality and safety, and their attention to the balance in the group process. As a result, candidates and faculty alike feel free to share vulnerable clinical moments and in a way that brings the inner world of the child to life. The program is felt to be theoretically and clinically rich in a way that deepens the work. Jan Bauerlin and Shala Cherazi are also acknowledged for their contributions to this program.

Distinguished Service Award Presentations cont.

Phyllis and Marsha chaired the Development track the analytic training program back when there was a track system in the curriculum. Currently, I can speak directly about how grateful I am for the collaboration between the Curriculum Committee and the Child Analytic program, and their work to design the Development sequence and Child/Adult case conferences which have been extremely well-received in recent years. I particularly want to acknowledge Marsha's tireless efforts to recruit instructors for these sequences in the Adult Curriculum as well as case presenters for the conferences. I am also grateful to Tina for the many years she served as liaison between the Adult analytic training program Curriculum Committee and the Child Analytic program.

Of course the contributions of Phyllis, Tina, and Marsha over the years extend well beyond these programs. In 1989, Phyllis and Shala Cherazi, co-founded the Child Development Program (CDP) which offered a seminar for childcare professionals and preschool teachers entitled "The Mental Health Issues in Child Care." Phyllis, Tina, Marsha and Shala were all involved in creating the Child Psychotherapy Program in 1995 which is thriving to this day at SFCP under new leadership Phyllis and Shahla started the preschool consultation program working with experienced preschool directors. They created a Preschool Directors support group that met for many year and supported the establishment of the Preschool Consultation Project which Era Loewenstein has carried forward for over 20 years.

In addition to all of this, Marsha serves on the PED Committee, and chairs the Sophia Mirviss Committee which supports analytically informed consultation with child and adolescent community mental health organizations, such as Friends of the Children, and educational programs for child and adolescent clinicians, such as the Child Colloquium series at SFCP.

Phyllis, Tina, and Marsha have all served in many other roles – too many to name really, – they have all served on the Curriculum Committee at various points, Phyllis was chair of the Faculty Committee when the Center was first formed; and they have devoted countless hours of teaching and supervising. They have touched so many peoples' lives through their work. And we are very happy to honor them today with a Distinguished Service Award.

Jan Chess (Written and Presented by Deb Fletcher)

Jan Chess has been involved with SFCP for 10 years, starting with her enrollment in the Seasoned Clinicians Program. She then entered Candidacy and was the Candidate Co-Chair for a year and served on the Candidate Intercession committee for 4 years. Jan has taught in PPTP for 3 years as well as teaching for 3 years in the East Bay Year Long Extension Program. She's been on the East Bay Year Long committee for 4 years and has been the EBYL committee chair for the last year and a half. She has also been the east bay referral contact for the low fee referral service for six months.

As an analyst trained through SFCP Jan says that she has a sense of identity and belonging in the community and that she's continued to be active in teaching because she enjoys the teaching process and enjoys the generative aspect of giving back at this point in her long career.

Jan has been described by a colleague as a caring, curious committed clinician who envisions community collaboration and then invests the time and heart to make the practicalities a reality. She has been described as always pushing herself to learn more and has been especially robust in learning about Balint groups. And, the greatest complement from her colleague- that they are confident in referring LGBTQIA2T+ patients to her because Jan provides a receptive, psychoanalytically thoughtful space in which those struggling with identity acceptance can reach towards healing and growth.

Congratulations on the award and thank you for your service to the SFCP community.

Distinguished Service Award Presentations cont.

James Dimon (Written and Presented by Steve Purcell)

I'm very happy to be presenting this award today to my good friend Jim. During the forty-plus years of our relationship, Jim has been the person on whom I have most relied for professional companionship. His intelligence, depth of knowledge, integrity, clinical skill, sensitivity, reliability, and willingness to help have been incomparable. The gift of all these attributes, packaged in different combinations, also comprises a big part of what he has given to SFCP in both tangible and symbolic forms. His presence here has added something invaluable: someone to count on, to look up to, and to anchor us. Who he is is one of his major contributions to our community; and he is most deserving of an award recognizing this and all his other service.

In addition to being who he is, Jim has also done a great deal for SFCP. He has served on committees too numerous to list. He has taught and supervised scores of candidates and graduate analysts. My guess is that he probably holds the record for the number of people he has supervised; I don't know anyone else who has been so in demand and so willing to provide. And Jim has been one of the few among us who has taught and written about supervision. A final contribution I will mention was long ago and, though extremely important, might be unknown to many. In the nineties, our Extension Division was truly on its deathbed; Jim stepped in with energy and vision and innovation and single-handedly revived it, making it healthier than ever. He created almost from scratch a smoothly functioning, exciting, highly valued, and financially profitable set of programs—he is the forefather of the many successful Extension Division programs sponsored by SFCP today.

So, Jim, it's a pleasure to present you with this Distinguished Service Award. It is deeply deserved. Congratulations!

Deborah Fletcher (Written and Presented by Lara Weyland)

Debora Fletcher has been a longtime community member with SFCP. She has contributed time, energy and effort for over 20 years. Her work for the Center has manifested in many ways over the years, including most recently as a dedicated—very dedicated—member of the Committee on Groups, a member of the Management Team, and as co-chair of the Extension Learning Division. The work Deb has done over the years is so woven into the fabric of the Center that it's impossible to account for all of it, especially given Deb's humble and self-effacing relationship to her own contributions.

But what truly stands out about Deb is the warmth, thoughtfulness, and openness she brings to her work. The latter two qualities, along with Deb's willingness to challenge herself, are what have allowed her to work dynamically on behalf of the Center. She isn't content to rest on her laurels (in fact, she didn't even want these laurels!) and continues to take on new work at the Center. Deb is a person truly committed to this work and to giving so much of herself for SFCP.

Perhaps Deb has demonstrated the intersection of all these qualities and commitments most clearly in her DEI work for the Center—being intimately involved in both DEI-oriented group process and working tirelessly on work vital to the critical task of improving SFCP on the level of diversity, equity, and inclusion. Throughout this work, Deb has been willing to examine her own thinking and to bring this self-reflectiveness to bear in a way that has been invaluable to this work.

It is undeniable that Deb has made SFCP a better place in her time here.

Distinguished Service Award Presentations cont.

Elizabeth Kita (Written and Presented by Clara Kwun)

Beth Kita is a true innovator and a genius. She participated on the Inclusions/Exclusion task force, serves on the community psychoanalysis consortium, is one of the original members of the CCSW steering committee members/founders and is currently the co-chair of the CCSW. She has been working in the carceral system since the beginning of her career and has published papers about this work. This is just one example of how she has brought psychoanalytic ideas to many agencies and populations in a new and exciting way. Similarly, she has helped us at CCSW to develop a program that speaks to many early career, frontline, BIPOC clinicians. Her broad reach, and depth of thinking and creativity have brought many to SFCP who would not have otherwise been here. She has been instrumental in making SFCP a clinical home for clinicians new to psychoanalytic thinking. In addition, she has seamlessly folded in culture and race into our work. Her passion for using psychoanalytic ideas to think about our work in settings where psychoanalytic thinking was not previously used, her engaging enthusiasm and passion for questioning, thinking together, and activism are contagious and continue to bring people to CCSW to find a clinical and theoretical home. She is a true visionary whose down to earth questions about how we connect with each other, how we keep each other in mind always centers a liberatory spirit. Thank you, Beth, for all you bring to SFCP.

Catherine Mallouh (Written by Beth Steinberg, Presented by William Glover)

Catherine is a truly invaluable member of the SFCP community, having made such significant, numerous and far reaching contributions in multiple areas of the organization over the last 10 years that it is difficult to name them all!

Catherine served as the Chair of the Outreach and Services Division for **two terms from 2011-2018**, serving on the Management Team during that time as well. During that time she was Interim Chair of the Referral Service for 2 years.

Catherine Chaired the Day With Program (and as part of that was on the Visiting Professor Committee) for **9 years from 2010- 2019**.

Catherine has also served on the SFCP Board for 2 years, and has been the liaison to the CPMC training programs for several years.

She was a member of the SF Yearlong Committee in the Extension division from 2012-2019, and in 2016 she co-chaired, and from 2017-2019 she **chaired** that committee.

Catherine has been on the Faculty since 2012, and has taught in the SF Yearlong Program since 2012, and in the PED and the PPTP since 2015. In nominating her for this DSA, one of her former students wrote: "Dr. Mallouh quietly holds the community and various teaching responsibilities with grace, acumen and kindness. In an era of fractious interpersonal strain where this is invaluable, her quiet elegance shines through."

Catherine became a Training Analyst in 2021, and she became Secretary for the PED in 2022. She is also currently working with me to try to re-enliven the Visiting Professor Program.

I have worked with Catherine closely in many of these roles, and I concur with her former student in describing her grace, acumen and kindness. She brings a quiet but persistent and passionate dedication and conscientiousness as well as keen intellect to all of her work, making wonderful programs happen each year for the entire community.

Thank you for all the work you have done, Catherine!

Distinguished Service Award Presentations, cont.

Michael Pastor (Written and Presented by Benjamin Fife)

Michael Pastor has chaired the CAPPTP admissions committee since 2016.

In addition to reviewing applications and interviewing students Michael has been a dependable and respected teacher in the program, teaching foundations in child psychotherapy with great sensitivity to the developmental needs of our diverse training cohorts. Students have recognized and valued his ability to do the difficult work of introducing psychoanalytic concepts without losing sight of the social and cultural world we live and work in.

Michael has been instrumental in developing curricula for the foundations class that introduce students to discussions of diversity and difference in clinical work with children.

Michael has been a member of CAPPTP's diversity study group, and is cochairing the steering committee's new faculty support committee.

He has worked psychoanalytically in private practice with children for over 25 years.

Lara Weyland (Presented by Maria Longuemare)

A defining feature of Lara is that she is someone who says “yes!” – always willing to pitch in to help, always thinking of ways to work through a problem or issue, and always giving people the benefit of the doubt. Her work for SFCP began as a candidate when she joined the Curriculum Committee (CC) as a Candidate Representative for her class. She continued as a Post-Seminar Candidate Rep and then as a Faculty Rep for the CC upon graduation, and then joined Jan Chess as a co-Chair for the East Bay Yearlong. On top of that she agreed to take over as Chair of the SF-PPTP program and joined the Committee on Groups (COG) out of an increasing sense of the importance of group work to our organization. Lara’s responsibilities with COG are increasing as she is taking over organizing the Reflection Groups for the psychoanalytic training program, and seeking further training in group work for herself. In conjunction with that, she is shifting her role in the SF-PPTP program to Associate Chair and assuming the role of Supervision Chair. Needless to say, Lara has contributed so much to SFCP through all of these roles and responsibilities, for which we are profoundly grateful. And alongside that, what I appreciate the most about Lara is her bright spirit, her openness to continuing to , and her extraordinary generosity. We are so fortunate to have her, and at a personal level, I feel fortunate to have gotten to know Lara through these years of working together.

Daniel Yu (Written and Presented by Clara Kwun)

It gives me such great pleasure to honor Daniel Yu today in receiving the distinguished service award. He has served on CCSW’s steering committee for over 10 years, has been my co-chair for the clinical evening series, and is the chair for pedagogy. He is known for being a rigorous instructor who always keeps culture in mind. To my mind, one of his greatest strengths, among many, is that he brought such a creative culture change to clinical presentations. Danny is always telling attendees not to passively listen to experts, but rather to participate fully by bringing personal examples, associations, and feelings to their participation. He has worked painstakingly to change the culture at SFCP clinical events to something more intimate, tender and personal as well as psychoanalytically informed. We have heard so many people begin their comments or questions with the phrase “I usually don’t speak up at these events, but.....” This is exactly the kind of participation that we seek to bring to our events, to make them more inclusive and more inviting to more people. Danny works tirelessly to cultivate new presenters and participants. Once we have secured speakers, he works closely with panelists on their presentations. He is thoughtful and sensitive in the way that he helps each presenter find her voice and her point of view. His sensitive clinical ear listens for what the presenter wants to share- sometimes to the surprise of the presenter. Can you all join me in a boisterous, warm, reception for Danny? Thank you, Danny, so much for all your generosity, scholarship and heart.

Distinguished Service Award Presentations, cont.

Paul Sorbo (Written by the Management Team and Presented by Neil Brast)

I'm Neil Brast, a member of the Board for the past year and a half.

It is a privilege to recognize the contributions of our next Distinguished Service Award recipient, Paul Sorbo, MSW, who has led the Board of Trustees for the past four years.

After 24 years with San Mateo County Behavioral Health and Recovery Services Paul Sorbo retired in 2017. His wife and our colleague Dena Sorbo encouraged him to join the Board of Trustees of SFCP. He became chair four years ago.

Paul completely turned around the board. He led the board in:

1. Becoming more transparent to our member through improved communication;
2. Becoming more organized with a strong committee structure to lighten the load on any single individual;
3. Expanding the Board beyond eight members to include those from all the constituencies of the Center and the community at large;
4. Stabilizing the Center's financial affairs and developing the Annual Giving Campaign with the help of Susmita Shah.

More recently, Paul has been an ardent supporter of the Strategic Planning Process and SFCP's DEI initiatives.

Paul is appreciative and sensitive to the fact that SFCP is a membership organization whose functioning is dependent on volunteers. He strongly believes that our leaders must be accountable to our members.

Paul is exceptional in managing groups. He is genuinely respectful of all members, enormously patient, accessible, funny, and blessed with optimism. He is the embodiment of grace under pressure. He has shepherded the Board through very rough times in an open, calm, and generous manner that has acknowledged and encouraged the expression of competing points of view. Under his leadership the Board has become a successful working group infused with camaraderie. He brings out the best in everybody.

Paul will continue serving on Board Committees and working with Bret Penfil, the new Board Chair, for a successful transition.

Paul is a gem. We would do well to emulate him as we fill leadership roles at the Center.

In closing, I will quote Paul: "I enjoyed my time. I loved every minute of it. I believe in the strength of the organization to accomplish good. ... We are all problem solvers."

MARIA LONGUEMARE, MD, PHD
PRESIDENT

ROOM: A Sketchbook for Analytic Action - Honoring Karim Dajani, PsyD

Dear SFCP colleagues,

I am delighted to share the news that SFCP colleague **Dr. Karim Dajani** will be honored by ROOM: A *Sketchbook for Analytic Action* for his outstanding contributions, and will be speaking at the **ROOM GALA** on Thursday, July 13th (see invitation below).

Comments from a ROOM founder and chief editor Hattie Myers, PhD announcing Dr. Karim Dajani's recognition:

In our upcoming GALA, we have chosen leading lights in the field of activism, art, and psychoanalysis who have contributed to ROOM significantly over the years. Dr. Karim Dajani's writings on the individual and culture embody ROOM's mission, and his energy and commitment have added significantly to ROOM's success. His literary essays in ROOM have poignantly illustrated how our personal experience gets woven into our psychoanalytic understanding. Last fall Dr. Dajani was our first guest on this year's new podcast **Voices from ROOM** (link to podcast: [Culture and The Unconscious with Karim Dajani](#)). As a soliciting editor he has also been an ambassador encouraging colleagues and candidates to add their voices. We are thrilled to be able to honor him at this year's virtual GALA.

About ROOM:

ROOM: A *Sketchbook for Analytic Action* is a free online magazine that was conceived as an independent grass-roots agent of community-building and transformation, founded following the US 2016 presidential election. Psychoanalysis understands that the connections between the present, the past, and the future provide a valuable framework for thinking about social change and informed action. ROOM's unique curation of psychoanalytically-informed essays and memoir, creative writing, poetry, art, design, and online media brings a new lens to the complex societal problems facing us today. The global theme of each magazine is unplanned and is derived organically from ROOM's open submission cycles with the result that each issue reflects a particular window in time. It received the **2018 NAAP Gradiva award for Psychoanalysis in a New Media** and has now been read in over 160 countries. This year, ROOM will be awarded the **2023 IPA in the Community and the World first place prize** for its "effective and invaluable contribution to culture". (Link to [ROOM website](#)).

Congratulations to Karim for this very well-deserved honor!

Sincerely,

Maria Longuemare
SFCP President