



San Antonio
Professional Coaches Association

SAPCA

Next Month at SAPCA

2006 International Coach Federation Annual Conference Debrief

*What happened at the ICF Conference?
and
What does that mean for you?*

.....

A panel of coaches who attended this year's ICF Conference in St. Louis, will participate in a panel debrief of what happened at the conference.

You will hear about:

- ◆ The newly approved ICF Strategic Plan – that will impact ICF coaches and coaching around the world.
- ◆ The Big Audacious Goal.
- ◆ The 5 very specific goals for the next 5 years.

VISION
We are the premier home for South Texas coaches, creating a transformational environment conducive for being extraordinary coaches who enrich the lives we touch.

MISSION
We are a community of coaches with diverse backgrounds and skills whose purpose is to help our members bring out the best in their clients, our community, and ourselves.

VALUES
Service
Authenticity
Passion
Connectedness
Abundance

- ◆ Review of the Keynote Speakers:
 - o Dan Pink – *A Whole New Mind*
 - o Lynne Twist – *The Soul of Money: Transforming Your Relationship With Money and Life*
 - o Guy Kawasaki – *The Art of The Start: Rules for Revolutionaries and Selling The Dream*
- ◆ Breakout Sessions – *What did we learn?*
- ◆ Preliminary Results of the Global Coaching Survey.
- ◆ What does it mean to attend the Conference, from those who have attended earlier conferences and from one who attended for the first time?

And much more.....

**Next Meeting:
Second Thursday
December 14th-7:15-8:45am
Please RSVP to
Nora Fellows, Finance Chair at
fellows@gvtc.com
no later than
Saturday December 9th**

Message From The President



Michael Baker
President of SAPCA

Innovative Leadership

Innovative Leadership is not a new coaching program that someone has put together for coaches to utilize with their clients. It is a philosophy and activity that has been taking place within the San Antonio Professional Coaches Association for quite some time now. A brief definition might help one understand what the heck I'm talking about. To innovate is to "create something new". Leadership, when used as a verb is "the act of *leading*" and when used as a noun refers to "those in a *leadership* role". Your Board of Directors is providing just such Innovative Leadership, not only within SAPCA, but also within the ICF and the entire coaching community.

As your Chapter President, I have access to a Chapter Leaders Resource page that is part of the ICF website. It is a tool that all Chapter Presidents can use to distribute information amongst their ICF Chapters. The best tools, projects, processes and helpful ideas are posted there to assist chapters in their operations and growth. It is chocked full of ideas that have come from our Leadership over the years. Every time I view those pages I am reminded of all the hard work and efforts our Leadership provides. I am truly blessed to follow in some pretty big footprints left by previous SAPCA Board Members. That's Innovative Leadership and it is not something new to SAPCA.

At last week's ICF International Conference in St. Louis I was proud to attend a session with our new President-Elect, Angela Woodrow. The session was titled "If You Can't Make a Living, How Can You Make a Difference?" C.J. Hayden, author of Get Clients Now!, was the speaker for this session. The session and subsequent discussions were about how we, as coaches, could grow our businesses. We also talked about ways to promote the awareness of coaching in our local communities.

I was pleasantly surprised when I read in C.J.'s handouts about how SAPCA sponsors a Borders Book Store event every other month. She spoke about how it was a great collaboration that helped Borders sell books and helped SAPCA increase the awareness of coaching in San Antonio. I'll tell you for sure, I sat up just a little bit taller in my seat after that! She then went on to talk about how "some ICF Chapters" have even hosted Regional Coaching events to promote education and networking within our coaching community. By now I was sitting tall and had a big grin on my face. I was very proud to be a SAPCA member! It only got better when Angela stood up and addressed the three hundred plus participants, explaining an idea that she would like to implement in our local San Antonio chapter. Now I'm not going to let the cat out of the bag, but there were lots of people taking notes on what she revealed. That's Innovative Leadership!

Friday night our Innovative Leadership was recognized at the ICF Leadership Dinner. Over a hundred Chapter and ICF leaders were present when awards of excellence were handed out. SAPCA had submitted an application for "*Finding Our Voice*", an award that recognizes Chapter efforts to increase awareness of coaching based on the following criteria: Demonstration of Excellence; Contribution; Creativity; Chapter Participation; Developmental Stage of Chapter; and Completion of the Application Form. I am very pleased to say that Michele Henkle-Irelan, our incoming SAPCA President, graciously accepted this award on behalf of all members of the San Antonio Professional Coaches Association.

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A New Look for SAPCA



Ask yourself: Who are we as SAPCA coaches? What do we stand for? And, how do we get that across to potential members, clients, the San Antonio community, and the world... and do it without words?

The solution: We develop an easily recognizable logo that speaks for us!

We wanted it to demonstrate our core values of **S**ervice, **A**uthenticity, **P**assion **C**onnectedness and **A**bundance. We also wanted to express high energy, transformation, reaching for brilliance, being extraordinary, well-being, openness, synergy, partnership, alignment, possibility and generosity.

A committee of your peers, chaired by Michele Henkle-Irelan, has been diligently developing a new logo for our San Antonio Professional Coaches Association. Working in collaboration with Logoworks (www.logoworks.com), we met both virtually and in person over the past five months.

Special thanks to our Logo Committee Members: Michael Baker, Michael Bellomy, Janet Bonnin, Sue D'Ambrosio, David Flack, Susan Loveland, Chris Lucerne, Wendy Geisler, Michele Henkle Irelan, and Angela Woodrow for their time and effort in bringing this project to a wonderful conclusion.

So we are excited and thrilled to present the new logo to you and to our community.

Message From The President

Michele told me later that, "many Chapter leaders stood in line to ask her how we did "this and that" in San Antonio." That's Innovative Leadership!

We have a new Board of Directors that will lead our chapter next year. I feel quite confident that we'll continue to witness Innovative Leadership from them. We are always looking for innovative leaders to join this great team. I know there are many of you that can fill the role of innovative leader. I hear about the things you are doing in your business, your communities, in your schools and in your churches. Now is the time for you to get involved in SAPCA leadership, step up and provide your own style of Innovative Leadership for all of us. We'll all be better off for what you have to give.



Michele Henkle-Irelan, Michael Baker, Angela Woodrow

Coaches Spotlight Featuring Steve Varga



Steve Varga,
MPEC, SPHR

PAST

Originally, a Connecticut 'Yankee' eventually I found my way to Texas and San Antonio through earlier employer assignments. Before establishing Varga Associates, Inc. in 1988, I spent over 15 years first with Mobil Oil Corporation handling assignments in New York and Texas, then with Tesoro Petroleum Corporation in several leadership roles.

I have a Bachelor's and Master's degree in Communications, along with a Master of Personal and Executive Coaching (MPEC) designation. I also hold a lifetime certification as Senior Professional in Human Resources (SPHR) from the Society for Human Resource Management. I have been fortunate to work and serve on national, state and local boards. I was elected to the SHRM's National Board of Governors for its Consultants Forum; as well as serving as Director of the Texas State Council for the SHRM. Former Governor Bush appointed me Presiding Officer, on the Private Sector Prison Industries Oversight Board where I served for six years.

I also served on the Board of Directors for Goodwill of San Antonio, chairing the Mission Development Executive Committee as well as the Visiting Nurse Association and Hospice of South Texas Board. Currently, I serve as a Board Member of the ARC of San Antonio. Previously I was selected by the City of San Antonio serving on a committee overseeing the reorganization of the City's non-uniformed functions. I am an active member of North San Antonio Chamber of Commerce and

Past President of the San Antonio Human Resource Management Association and past member of Bexar County's Employee Incentive Committee.

I am a marathon fair marathon runner; a frustrated sailor; a novice kayaker, and a recreational hiker.

PRESENT

As President of Varga Associates, Inc., we have helped organizations and individuals throughout the United States restore purpose to their lives. Our business focuses upon helping individuals and companies assess competencies, identify new goals, take control and steer their way to greater business success, leadership and career/life satisfaction.

Our coaching and consulting services include: Professional and Executive Coaching, Outplacement & Career Management Programs, Peak Performance Leadership Development, Climate Surveys and Organizational Improvement Processes. Clients range from Fortune 100 companies to entrepreneurial start-ups as well as individuals seeking ways to enhance their leadership capabilities while achieving greater work/life balance.

The foundation of my coaching and consulting practice is based upon Charles Garfield's research regarding Peak Performers and Daniel Goleman's Emotional Intelligence (EQ). Peak Performers possess high EQ, they are optimists who excel at what they do; they approach work and life with balance and believe in themselves, they set goals; they build networks of positive relationships and find value in whatever they are involved.

In my coaching consulting practice we have helped infuse companies cultures leaders with these Peak Performance and EQ components. I believe we are all called to lead and when one finds passion, connection and commitment then the leader will emerge. My coaching is built on a business model for success; I regularly incorporate the lessons from proven leaders such as: Sir Earnest Shackleton, Jeff Immelt, Lance Armstrong, Ronald Reagan and others as role models.

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Coaches Spotlight

FUTURE

I feel energized and enthusiastic about the coaching profession. Looking forward I see the coaching profession becoming an ever more critical component in business leaders and individual success. My goal is to continue to refine my coaching skills hoping to improve my clients' return on their investment and truly impact greater individual and corporate performance. I believe strongly in what Charles Garfield said about people, they are *"more than goal seeking they are meaning seeking"*. If we, as coaches, can help our clients find meaning in their lives and live their intentions, then we have honored our profession and made a difference.

THREE THINGS I BELIEVE

- ◆ Studying and the practice of coaching has taught me more about myself than I could ever have imagined.
- ◆ The power and danger of the words 'never' and 'always' cannot be overstated.
- ◆ Character is a victory, not a gift.



San Antonio

Professional Coaches Association

ICF Survey - Please Participate

The ICF would like to invite you to participate in the first-ever global research study on personal, business, executive, internal and corporate coaches. PricewaterhouseCoopers has been commissioned by the International Coach Federation to conduct research on their behalf to provide a valuable insight into the coaching profession. Your response is vital as the findings from this survey will provide a benchmark for all future research in the coaching industry.

It is important that this survey is completed by as many coaches throughout the world as possible. Your participation will ensure that we produce a robust, comprehensive, "state of the industry" report. Specifically, the results of the survey will replace anecdote with hard evidence.

To thank you for taking the time to participate in this survey, PricewaterhouseCoopers will forward you a copy of the executive summary containing the key findings from this survey. You will receive this summary report in February 2007.

This survey will be conducted independently by PricewaterhouseCoopers in accordance with the Market Research Society Code of Conduct, which guarantees your confidentiality and anonymity. Your contact information or individual views will not be shared with anyone.

The survey should take approximately 15 minutes to complete. **We would greatly appreciate receiving your completed surveys by November 15, 2006.** To start the survey, please click on the link. <https://www.pwcresearch.com/uc/coachingsurveyregistration/>

If you wish to save your questionnaire and complete it at a more convenient time, please ensure that cookies are enabled on your computer before starting this survey.

Thank you for your contribution to this important research program.

What's Up With Our Own Coaches

Kimberly Smith-Martinez and Poonam Sharma

ALEGRIA, Health and Wellness Network Presents:

Coping with the Stress: A Holiday Survival Guide

Join us for a 1-1/2 hour complimentary presentation to learn how to sail smoothly through the holidays and enter the New Year in calm waters.

Presented By:

Kimberly Smith-Martinez, Ph.D.

Dr. Kim is a licensed psychologist, Life Coach and member of Alegria Wellness Network. She works with adults, couples and groups who are ready to make positive changes in their lives to move them forward toward greater fulfillment.

Poonam Sharma, Ph.D.

Dr. Sharma is a licensed psychologist and member of our Alegria Wellness Network. She offers psychotherapy and coaching services to help you take charge of your health and your life.

- ◆ Friday, November 17, 6:30-8:00pm
- ◆ Saturday, November 18, 1:30-3:00pm
- ◆ Friday, December 8, 6:30-8:00pm
- ◆ Saturday, December 9, 1:30-3:00pm

Alegria Bodywork and Day Spa

8331 Fredericksburg Road
210-348-7453

or register online at
www.alegriabodywork.net

David Flack

David Flack has been accepted into the Masters Leadership Program (MLP) which began in October and ends in April 2007 upon completion of over 100 hours of attendance at full-day sessions all over San Antonio. Similar to Leadership San Antonio, this forum covers the 10 major areas of San Antonio seeking leadership, but in the not-for-profit and community service sectors.

The key topics are delivered face-to-face by well-known political, academic, and corporate leaders in the areas of History and Municipal/County Government, Military Impact, Growth & Economics, Arts & Communication, Criminal Justice System, Education, Technology, Bioscience & Health Care, Environment, and Human Services. Corporate contributors include United Way, AT&T, HEB, Valero, USAA, and Clear Channel Communications. To date, only 80 people have been selected and completed the program, going on to 90 boards in 130 leadership positions with 1100 *monthly* hours of volunteer services provided. The MLP Alumni Club is a veritable Who's Who of San Antonio, continuing to offer 1/2 day sessions in areas not covered in the seven-month initial program.

Janet Bonnin

Get Organized & Get On With Your Life! The Busy Person's Guide

Life Coach Janet Bonnin is offering an Organizational Coaching class in Boerne. Participants will regain their potential by better organizing their daily lives and increasing personal and professional effectiveness. Over five powerful sessions, participants will learn to:

- ◆ Develop and execute their own "Get Organized" Plan.
- ◆ Better manage family and business schedules.
- ◆ Sort, categorize and file business and personal papers.
- ◆ Effectively pare down and organize the many things they own.
- ◆ Leverage their time and energy more effectively.
- ◆ Adopt a more positive attitude and take real action wherever desired.
- ◆ Align everything they do to better fit their goals and priorities.

Morning and evening sessions began October 17th at the local Namaste Retreat Center, just off I-10 at Ranger Creek Road in Boerne. Call Janet Bonnin at 830.249.9785 if you'd like to know more!

What's Up With Our Own Coaches

Michael Baker and David Flack

The 2006 Association of Professional Communication Consultants (APCC) Consulting Institute was held at the San Antonio Sheraton Gunter Hotel this year, concurrent with the 71st Annual Convention of the Association for Business Communication. APCC Members from all over the country were polled for their needs, and 1:1 Coaching was the *highest rated* topic of interest! On Thursday, October 26th, **David Flack** presented in the morning, and **Michael Baker** presented in the afternoon at this Members Only event - great representation of SAPCA to the world!

Kimberly Smith Martinez, Ph.D.

In addition to providing life and career coaching, I am expanding my private psychology practice. I work with individuals, couples and adolescents who are ready to explore the psychological issues that may be holding them back from achieving their personal and professional goals. If you have questions, I can be reached at 210-832-9076 or by email at kim@envisionyourdreams.com.

Michael Baker

Michael Baker has completed Level II Certification in Sales Performance Optimization with SellMasters. Baker recently facilitated training and coaching on Value and Negotiation Alchemy in Cedar Rapids at the Rockwell Collins Commercial Sales Conference.

SellMasters is the leader in sales performance optimization (SPO) services, providing sales training, deal coaching, content and technology designed around today's sales challenges and years of research. All SellMasters offerings can be customized around a company's existing sales practices and challenges, CRM system and methodology investments—and conveniently delivered to sales professionals through classroom instruction, real-time coaching via the Web and mobile devices. Headquartered in Boston, MA, SellMasters serves leading enterprise software and technology companies such as EMC, Symantec, Computer Associates, IBM and Rockwell Collins.

Opportunities for Exposure

The SAPCA Board of Directors continually looks for ways to get exposure for our coaches to the SAPCA Membership and to the San Antonio Community. Regular opportunities exist for you. Please consider the following:

Sapca Monthly Newsletter: (Sent to the SAPCA membership and is posted on the website. Contact Chris Lucerne)

- ◆ Spotlight Coach along with a favorite coaching tool
- ◆ Book Reviews
- ◆ Announcements about what you are up to

Be a Presenter: (Notices are sent to the SAPCA membership and the San Antonio Community.)

- ◆ Monthly Meeting Presentations (contact Wendy Geisler or Diane Cunningham)
- ◆ Bi-monthly Presentations in partnership with Borders in Huebner Oaks (contact Chris Lucerne)

Showcase Your Expertise: Include a tool, tip, or technique in the *Community Update*, the monthly publication that goes out to SAPCA's growing database of people who attended our past events and are interested in what we are up to. (Contact Chris Lucerne)

Chris Lucerne: chris@chrislucerne.com

Wendy Geisler: nutritionmaven@aol.com

Diane Cunningham: diane@dianecunningham.com

SAPCA CORE VALUES

Service

Service is making a difference in the well-being of our membership, community, and clients.

Authenticity

Authenticity is our "way of being" open, genuine and trustworthy.

Passion

Passion is the fuel that energizes us into being extraordinary.

Connectedness

Connectedness is the synergy of empathy, inclusivity and relatedness, which creates alignment, belonging and partnership.

Abundance

Abundance is our attitude that creates a variety of choices and possibilities through generosity and sharing.

The ICF Coaching Core Competencies

Over the next few months we will be showcasing the eleven current ICF Coaching Core Competencies. The competencies were developed to support greater understanding about the skills and approaches used within today's coaching profession as defined by the ICF. They will also support you in calibrating the level of alignment between the coach-specific training expected and the training you have experienced. Finally, these competencies were used as the foundation for the ICF Credentialing process examination.

We hope you will accept our challenge to evaluate your coaching sessions with your clients to make sure you are in alignment with the ICF Coaching Core Competencies.

Note: Each competency has a definition and related behaviors. Behaviors are classified as either those that should always be present and visible in any coaching interaction (in regular font), or those that are called for in certain coaching situations and, therefore, not always visible in any one coaching interaction (in italics).

CO-CREATING THE RELATIONSHIP

Establishing Trust and Intimacy with the Client

Ability to create a safe, supportive environment that produces ongoing mutual respect and trust:

- a. Shows genuine concern for the client's welfare and future,
- b. Continuously demonstrates personal integrity, honesty and sincerity,
- c. Establishes clear agreements and keeps promises,
- d. Demonstrates respect for client's perceptions, learning style, personal being,
- e. Provides ongoing support for and champions new behaviors and actions, including those involving risk taking and fear of failure,
- f. *Asks permission to coach client in sensitive, new areas.*

Coaching Presence

Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident:

- a. Is present and flexible during the coaching process, dancing in the moment,
- b. Accesses own intuition and trusts one's inner knowing... "goes with the gut",
- c. Is open to not knowing and takes risks,
- d. Sees many ways to work with the client, and chooses in the moment what is most effective,
- e. Uses humor effectively to create lightness and energy,
- f. *Confidently shifts perspectives and experiments with new possibilities for own action,*
- g. *Demonstrates confidence in working with strong emotions, and can self-manage and not be overpowered or enmeshed by client's emotions.*

Steve Varga Offers Fascinating Concepts Regarding “Flow”

I am curiously fascinated with the concepts and ideas regarding ‘positive psychology’ and ‘flow’. So, I have modified some notes that were used for a ‘Positive Psychology’ class I recently completed regarding ‘flow’. The exercise ESM can be a coach’s tool when working with clients.

Mihaly Csikszentmihalyi is Professor of Psychology at the Peter F. Drucker Graduate School of Management, Claremont (CA) Graduate University. He has been collaborating for years with Martin Seligman on topics related to Positive Psychology and exploring the conditions that can help create world peace. His theory of Flow is well known to sport psychology consultants and to a number of consultants in business. His research focus is the quality of human experience. As he has written numerous times, *“the excellence of daily life depends not only upon WHAT we do but HOW we do what we do.”*

He speaks of *human or psychological capital*, referring to one of the resources we possess as people. This psychological capital is the psychic energy that we can choose to devote to some task, pleasurable pursuit, or person. Csikszentmihalyi reminds us that this attention is limited, perhaps only 100 bits per second, meaning how much we can pay attention to one thing at any given time. He asserts that most people have the same ‘bandwidth’ or capacity for cognitive processing. Therefore, what we pay attention to, throughout our waking hours, becomes an important variable in how we experience our time and the quality of our lives.

After many years of studying human experience, he has come to the conclusion that what brings the greatest rewards in life is the consistent choice of goals that lead to personal growth and ‘social synergy,’ contributing to the greater good. This kind of goal would involve us taking on ever increasing challenges that help us develop skills useful to ourselves and to others.

He developed a measurement technique called the Experience Sampling Method (ESM) while he was at the University of Chicago in the 1970’s. The ESM is a way of asking a person—in the *present moment*—several questions to find out how he or she is spending time and how he or she

feels about the activity. Csikszentmihalyi asserts that ESM is a more reliable and accurate method than a diary which is retrospective and relies on memory for the reconstruction of a person’s daily activities. In the most well-funded of his research studies, subjects carried a pager that beeped them at random intervals.

The research subjects had been instructed, when the beeper sounded, to stop whatever they were doing and record their responses to the ESM inquiries below:

- ◆ At this moment, what are you doing? And with whom are you doing it (or are you alone)?
- ◆ How happy are you?
- ◆ How much are you concentrating on this activity?
- ◆ Are you feeling good about yourself right now?
- ◆ How motivated do you feel as you engage in this activity?

The results are tabulated over days, weeks, even months in many of his studies. Results of numerous studies done in the US and other countries in the developed world found three classes of activities in which people spend time during their waking hours:

1. Productive Activities—working to earn a living, studying, talking over a problem with others at work, or talking more casually with others at work, and daydreaming about projects while at work. Driving and commuting. (I personally would add volunteering to this list.)
2. Leisure—two types: passive and active. Passive leisure he defines as watching TV or videos, hanging out, resting or being idle. Active leisure is expressed in hobbies, playing sports, playing music, attending live theater or music concerts (more mental engagement than watching on TV or videos), socializing, and cooking.
3. Maintenance activities—grooming, shopping, cleaning, waiting in line, and ‘mindless’ food preparation.

San Antonio Professional Coaches Association (SAPCA) Roster

Lockhill Station Post Office Box 780114 - San Antonio, TX 78278-0114 ♦ www.sapca.org
Membership List (more details and photos at <http://sapca.org/members2.htm>)

LEADERSHIP

President: Michael Baker Michael@MoveToAction.com 830-537-3576
President-Elect: Michele Henkle Irelan, PCC Michele@SuccessWorks.com 497-7589
Secretary/Treasurer: Janet Bonnin janet@simplejourneys.com 830-249-9785
Director of Communications: David Flack DFlack@satx.rr.com 872-5490
Director of Membership: Gene Hildabrand gene@themasternetwork.com 481-2555
Director of Programs: Wendy Geisler nutritionmaven@aol.com 823-4363
Director of Resources: Sue D'Ambrosio sdambrosio@satx.rr.com 650-5470
Immediate Past President: Mike Bellomy ACC mbellomy@BellomyGroup.com 524-7790
Board Advisor: Chris Lucerne, PCC chris@chrislucerne.com 408-7699

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