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INTRODUCTION

PSYCHODRAMA AUSTRALIA

As a training institute we seek to awaken and strengthen the abilities of people in many settings to express themselves relevantly, responsively and creatively in the ordinary here and now situations in which they live and work.

Psychodrama Australia is the training institute in Australia accredited by the Board of Examiners of the Australian and Aotearoa New Zealand Psychodrama Association (AANZPA) to conduct training in role training, sociometry, sociodrama, psychodrama and group work. AANZPA is a member association of the Psychotherapy and Counselling Federation of Australia (PACFA).

PHILOSOPHY AND THEORY

The philosophy of Psychodrama Australia is located within a humanistic perspective. There is a focus on growth and the capacity for expanded consciousness and life experiences. Change at the individual or group level is human-centred, embracing the intelligence and wisdom of both the mind and the body.

The development of spontaneity is central to the active group work methods taught. Spontaneity is an ability to respond to people and situations with immediacy, vitality and thoughtfulness. Increase in spontaneity can culminate in a fresh response to everyday events and an informed response to unfamiliar or unexpected situations.

The action and group work approaches taught by Psychodrama Australia, collectively known as the psychodrama method, were originated by Dr. J.L. Moreno (1889-1974). This work has been further refined in many institutes around the world including in the United Kingdom, Central and Eastern Europe, USA, South America, Japan, Australia and New Zealand. The training also draws significantly on the work of personality theorists, sociologists, psychotherapists, group workers and system theorists, and on the original work and writings of Wilfred R. Bion, Eric Berne, Dorothy Stock Whitaker, Morton A. Lieberman and others.

WHO THE TRAINING IS FOR

Training is pertinent to people interested in enlivening personal, interpersonal and group functioning in the fields of health, education, organisational development and creative arts. There are a number of certified practitioners applying these methods in medical, legal and educational institutions; organizational change and management training programs; self-transformation and 'well-being' fields; innovative community development projects; and in the creative arts. Those practising as team leaders, health practitioners, counsellors, psychotherapists, teachers, managers or community resource workers will find the training beneficial.

The training deals with the experiences of the individual in groups and emphasises a systems approach to living. Trainees can expect to develop greater sensitivity and proficiency in interpersonal, group and inter-group relations.

OVERVIEW OF THE TRAINING

MAJOR ELEMENTS

There are four key areas of focus in the training: role training, sociometry, sociodrama and psychodrama. In addition, the theory and practice of group work is viewed as essential to the successful application of these four approaches. Attention to the life of the group is consistently interwoven into the ongoing training.

Role training aims to develop interpersonal effectiveness through a specific focus on the development of one aspect of a person's role or role system, or one defined aspect of their personality. Role training utilises the breadth of the psychodrama method while lending itself particularly to brief interventions.

Sociometry highlights the two-way relations between individuals. It holds within its view both formal and informal relationship networks. Value is given to the investigation and assessment of visible and invisible links, the strength and weakness of these links, and the personal and cultural factors associated with attraction, neutrality and rejection in relationships. The aim of sociometry is to bring about a greater degree of mutuality between people, furthering group objectives for collaboration.

Sociodrama opens up new perceptions of organisations and groups and involves practicing new solutions to group and intergroup conflicts. It focuses on the identification of values and relationship dynamics expressed within group and wider cultural settings. It aims to stimulate greater social awareness, individual flexibility and creative relationships.

Psychodrama explores universal themes as expressed in the life interests and concerns of individuals. Emphasis is given to strengthening the abilities of an individual. This may involve repair and rejuvenation of relationship dynamics established throughout life. Psychodrama actively explores real-life situations using dramatic enactment, analysis of the roles of the system presented, and enables more adequate, flexible and creative interactions for the future.

TRAINING PROCESS

The training is conducted on a part-time basis in evening sessions, weekend workshops and longer residential and non-residential workshops. Sessions usually involve demonstrations, supervised practice, mini-lectures and participation in group interaction.

The training is based on experiential learning principles that emphasise both the personal and professional development of trainees. This approach to learning aims to integrate conceptual and analytical functions in a context where the trainee is actively experiencing the emotional and sensory impact associated with participation and involvement in a situation.

The training is highly engaging with opportunities for development through participation as a protagonist, director, auxiliary, group member and group leader. A spirit of

experimentation and playfulness is encouraged in the learning process.

Trainees learn to conduct groups with a specified purpose in a context-sensitive manner. They also learn to conduct groups which explore 'live' group concerns in the here-and-now. Attention is paid to recognising and working with subgroups and unconscious forces emerging in the group. Emphasis is given to developing centeredness and creativity in the leader.

From time to time trainees are encouraged to attend other related development opportunities which will assist them to better integrate and fulfill the objectives of the training.

CERTIFICATION AND QUALIFICATION

Completion of the training results in certification as a Role Trainer, Sociometrist, Sociodramatist or Psychodramatist and normally requires at least five years of training. The training is viewed as a post-graduate course and therefore trainees must have a graduate degree in a field relevant to their area of practice or an acceptable equivalent. The training comprises a minimum of 800 hours of training in accredited training seminars and workshops, along with approximately 1600 hours reading, preparation of written papers, supervised practice, and allied activities and training seminars that contribute to fulfillment of the training requirements.

Psychodrama Australia records completed training hours for all trainees and will ensure these are recorded on the training database.

After a period of training, trainees begin to identify aspects of the method they see as most relevant to their work, reflect their own personal interests, or which call to the fore their individual abilities. On this basis they will be encouraged to make a more in-depth commitment to one of the four approaches - role training, sociometry, sociodrama or psychodrama.

Certification involves:

- Development of the abilities set out in the AANZPA Training and Standards Manual
- Completion of a short paper
- Completion of a thesis exploring the application of the method in a professional setting
- Conducting a practical assessment session.

ADMISSIONS

Trainees come from a range of professional backgrounds. Many are already proficient in some field of endeavour as a result of their training and life experience. For example they may have an undergraduate degree (or equivalent) in a relevant field such as psychology, social work, nursing, psychiatric nursing, medicine, psychiatry, occupational therapy, youth work, community development, counselling, teaching, welfare, pastoral care arts therapy, drama therapy, human resources and management.

ENTRY CRITERIA

Applicants for the training are required to:

- Possess relevant professional qualifications.
- Demonstrate the presence of some fundamental human capacities as a pre-requisite for beginning training in psychodramatic methods, such as:
 - A relational capacity in one-to-one and group settings.
 - Being able to see the world through another's eyes.
 - Being able to reflect on their relationships with others.
 - Being able to reflect on and learn from experience, including being open to positive and challenging feedback.

These capacities can be demonstrated through one to one interviews, observing the applicant's participation in an experiential group and through written references.

- Understand and practice ethical behaviour and be prepared to follow a code of ethics, which is an integrated part of the training program.
- Have relevant employment or community experiences and contexts outside the training group that will assist them to integrate the learning.
- Be willing work with their own life experiences as part of the training and take personal responsibility for the level of their interactions and self-disclosure.
- Provide confirmation of suitability from personal and professional referees.

The process of trainee selection is non-discriminatory on the grounds of gender, class, ethnicity, sexuality, culture, religion or any disability or belief that does not directly interfere with the capacity of trainees to competently fulfill their trainee role.

ADMISSIONS PROCESS FOR CORE CURRICULUM TRAINING

Applicants send their contact details together with:

1. A resume of work experience and professional history (maximum of 2 pages)
2. An overview of any prior experiences or training in action methods, psychodrama, group work and/or related areas
3. A brief statement that elucidates your interest in this training program

Applications are processed upon receipt. You will be booked in and provided an individual interview time. Early application is advised. Acceptance into the course is communicated within 7 days of the interview and followed-up with an enrolment package. Applicants confirm their place by signing the training contract and paying the training fee as arranged.

DISCUSSING YOUR REQUIREMENTS

Feel free to contact the Director of Training at your local Campus to discuss your training needs and anything you want to clarify.

Adelaide Campus	Dr Tony Densley	0408 853 867
Brisbane Campus	Peter Howie	0411 873 851
Melbourne Campus	Jenny Hutt	0419 001 691
Perth Campus	Dr Kevin Franklin	(08) 9271 0986
Sydney Campus	Rollo Browne	0417 682 085

TRAINING CONTRACT

PURPOSE OF THE TRAINING

The purpose of psychodrama training is to build your capacities in assisting groups and individuals to develop their spontaneity, including adequacy, vitality, flexibility, originality and creativity, as they deal with complex challenges and everyday situations.

AANZPA's vision for training is 'able men and women expressing themselves relevantly in the ordinary here and now situations which they live and work in. This expression may be in silence, in building, in planning, in negotiating, in teaching or in play, but it will be a responsive and creative expression, an expression that brings joy to the human spirit, that uplifts the soul, that makes us feel part of the universe again.'

INSTITUTE OBLIGATIONS

As a training institute Psychodrama Australia agrees to:

- Provide a training program that accords with the standards of AANZPA Inc, detailed in its Training and Standards Manual and curriculum; and with the AANZPA code of ethics.
- Provide training and supervision by suitably qualified and accredited trainers.
- Provide trainees with reasonable access to staff.
- Respond to queries, concerns and complaints from trainees in a sensitive and timely manner.
- Maintain the confidentiality of trainees, except when a duty of care or legal requirements overrule that duty of care as in the code of ethics, or when you give permission for information to be passed on to a third party. Trainees' progress will be discussed at trainers' meetings within the institute.
- When it becomes apparent that the trainee is experiencing some difficulty related to the training program, refer trainees to suitable personal development or supervision.
- Establish and maintain records of training and supervision hours and of the assessments specified in the Training and Standards Manual.
- Provide trainees with access to information regarding policies and procedures.
- Have a documented grievance procedure and disputes resolution process.

TRAINEE OBLIGATIONS

As a trainee you are asked to agree to:

- Commit yourself to taking part in training sessions and to engage in writing assignments.
- Communicate clearly with the trainer and the training group about absences, both single occasions and more extended.
- Be familiar with, and abide by, the spirit and content of the AANZPA Code of Ethics.
- Respect the confidentiality of your training colleagues during and after each training

event, by not discussing any personal information pertaining to any group member with anyone who is not a member of the group.

- Inform Psychodrama Australia of matters that may affect the training or the institute. These include criminal convictions, mental health or addiction concerns, or any other matter that may affect training.
- Seek assistance when obstacles are encountered.
- Seek regular supervision for applications of the method in your work.
- Not advertise as, nor imply that you are, a Psychodramatist, Sociometrist, Sociodramatist or Role Trainer prior to certification. Specific statements of the level of training may be made to prospective employers and such.

As a trainee you are asked to show you understand and accept that:

- The training is experiential and will involve a range of learning opportunities, including the direct application of various forms of the psychodramatic method and group work. These activities will at times elicit strong responses and challenge your abilities and your attitudes towards others and yourself. You understand that this aspect of the work is necessary and central to this training and you will need to explore these responses as learning opportunities. While the training staff anticipate you will participate in all activities, participation in all aspects of the training group is voluntary, and you may object and refuse to participate in any particular activity. If you become aware that you may encounter some difficulty in participating in particular learning experiences or activities, you will endeavour to bring this to the trainer's attention.
- You are responsible for your own self-care including your physical and mental health.
- You are responsible for your conduct in relating to other trainees, and may consult with the training group and with trainers if interpersonal problems with group members arise.
- Significant personal development is essential and integral to the training and from time to time may require additional assistance. Consultation with a trainer will be helpful in creating a workable plan for further work, which could include counselling, personal work, education or travel.
- When continuing training beyond approximately 100 hours/or the equivalent of a first year of training, you will apply to become an associate member of AANZPA.

COMPLAINTS POLICY AND PROCEDURES

POLICY

INTRODUCTION

The Institute aims to offer high quality training and supervision which generates valuable learning for trainees. To this end we are committed to continuous learning and transparency in our dealings with trainees, trainers and in other matters. Our complaints policy and complaints procedures reflect this commitment.

WHO FOR

All trainees of Psychodrama Australia or those seeking to enroll in a course of study with Psychodrama Australia are entitled to access the Complaints Procedures set out in this policy.

NATURE OF THE COMPLAINT

The Institute recognizes that complaints can be of an academic or non-academic nature.

Academic-related complaints may involve issues such as admissions, credit for prior study, trainee assessment, curriculum and other course-related matters. All trainees of Psychodrama Australia can use these procedures to submit a complaint about an academic matter.

Non-academic complaints may involve the following:

- Administrative matters such as institutional practices, financial issues, resources, marketing and access
- Issues of public behaviour and the relationships that develop between and among colleagues, trainees, and members of the public which may be covered by the AANZPA's Code of Ethics (included in this handbook).
- Professional practice and other ethical or practice issues covered by AANZPA's Code of Ethics.

VICTIMISATION OR DISCRIMINATION

The complainant and the respondent will not be victimised or discriminated against at any stage of addressing a complaint.

SUPPORT FROM A THIRD PARTY

The complainant and/or the respondent in a complaints process may be accompanied and assisted by a third party such as a family member, friend, counsellor or other professional support person if they so desire at any stage throughout the process.

COSTS

Each stage of the complaint procedure outlined below is free of cost to the parties involved. Psychodrama Australia will not bear the cost of any external consultant that the complainant invites to join her/him in this process.

RECORDS

Records of complaints and their outcomes will be kept strictly confidential and be filed in a separate file (not kept on the trainee or staff file) and stored in a Psychodrama Australia campus office for a period of five years. Parties to the complaint will be allowed supervised access to these records.

COMMUNICATION OF THE POLICY

This policy is communicated to teaching staff and support staff. The Director of Training at each Campus of Psychodrama Australia is responsible for the training of staff in the application of the policy. Each member of staff has been informed of Psychodrama Australia's complaints procedures in writing and has been directed to inform the trainee or potential trainee of Psychodrama Australia's complaints procedures in the event of a trainee or potential trainee expressing a complaint about any element of the program or their treatment within the program.

LEGAL RESPONSIBILITIES

The procedures set out in this document do not replace or modify procedures or any other responsibilities which may arise under statute or any other law.

STATEMENT REGARDING COMPLAINTS RELATING TO THE TRAINER/DIRECTOR-TRAINEE RELATIONSHIP

In a training institute the most common form of complaint may result from a breakdown in the relationship between the trainer/Director of Training and the trainee. Psychodrama Australia acknowledges that such a relationship breakdown needs to be addressed in a sensitive and comprehensive manner and that resolution strategies recognise power issues that are inherent in the trainer – trainee relationship.

Trainers and directors of training have a position of authority within the training program, in that they observe, assess and give feedback to trainees on their progress within the training. They support and give guidance in a variety of ways. They also make recommendations as to a trainee's suitability for entry to and progress within the program.

Accordingly the Institute makes known to its trainees its willingness to address trainees' concerns in a supportive and professional manner. It does this verbally when working with trainees and in written form in the trainee handbook. The Institute also makes public the trainee's right to take their complaint to Psychodrama Australia's formal complaints procedure.

Firstly, the local Campus of Psychodrama Australia works towards the resolution of conflict through an informal resolution of difference process. Trainees are invited to bring their complaints to the person involved or if this is difficult to another trainer or the Director of Training.

When a trainee has approached a trainer/Director of Training with a complaint the trainer/Director of Training encourages the trainee to voice his or her complaint. When this is difficult for the trainee, a trainer/Director of Training other than the person to whom the complaint is directed may assist the trainee to voice the complaint.

A trainer/ Director of Training who is involved in a breakdown of relationship with a trainee is supported by another trainer and/or the Director of Training in order that this trainer/Director of Training may work appropriately towards conflict resolution and not become isolated or defensive or over-protective.

Appropriate time will be put aside for the communication and resolution of the conflict. Resolution of the conflict may involve a process of facilitation of communication between the persons involved by another trainer/Director of Training. The person chosen must be an agreeable person to both persons involved in the conflict.

The trainee and trainer may bring a third party with them to the resolution process. If the breakdown in relationship between the trainer/director of training and trainee cannot be resolved through the above informal resolution process the trainee and/or trainer will be asked if they wish to enter into the formal Complaints Procedure and both will be given a copy of Psychodrama Australia's Complaints Policy and Procedure and information as to how to activate a formal Complaints Procedure.

COMPLAINTS PROCEDURE

OVERVIEW

The complaints procedure has four stages at which a complaint may be addressed. Complainants and/or respondents will also be provided with reasons and full explanations in writing for decisions and actions taken at every stage of the complaints process if they request this.

COMPLAINTS PROCEDURE IN DETAIL

Informal Resolution of Difference

- If a person has a complaint about any aspect of the training or how he or she has been treated, they are encouraged to talk directly with the person involved.
- However, if this is impracticable, the complainant should communicate his/her concerns with a trainer who is delivering the program or the Director of Training.
- The Director of Training, trainer or staff member is to listen to the complaint from the person and to respond using the tools of conflict resolution. Directors of Training, trainers and staff members are requested to work towards a resolution of the process. They may need to draw on further resources to do this. Towards the end of this informal process, the Director of Training, trainer or staff member will ask the person who has made the complaint if he or she is satisfied with the resolution. If the person expresses that they are not satisfied then the Director of Training, trainer or staff member will invite the person into the formal complaints process as described below.
- Every effort will be made to make a decision within fourteen days.
- A person may wish to skip this Informal process and move immediately into the formal complaints process.

Formal Complaint STAGE 1

- The Complainant communicates his/her concern in writing to a staff member, trainer or Director of Training stating that he or she has entered into a formal complaints process. The complainant will describe the nature of the complaint.
- The Director of Training (or in their absence the Acting Director of Training) is informed that a complaint has been made formally. The complainant and the staff member, trainer or Director of Training work towards a resolution of the complaint. They may need to draw on further resources to do this.

<ul style="list-style-type: none"> • The Director of Training will make every effort to make a decision within fourteen days. This decision will be communicated to the complainant together with an invitation to take the next step.
<p>Formal Complaint STAGE 2</p> <ul style="list-style-type: none"> • If unsatisfied with the response to the complaint or the time taken to resolve the matter, the complainant may submit the complaint in writing to the Executive Director Psychodrama Australia (or if the complaint is with this person then with the Deputy Chair of Psychodrama Australia) and ask that the matter be dealt with at a meeting of their committee. • On receiving such a letter the Executive Director will call for a meeting of the Deputy Chair, Treasurer, Secretary, and Program Coordinator, within a reasonable time, normally within 30 days of receipt of the complaint. Every effort will be made to make a decision within 30 days. • The Executive Director will communicate the decision to the complainant together with an invitation to take the next step. • This committee may elect that the matter goes to the third stage in order that the matter is dealt with closer to the ground.
<p>Formal Complaint STAGE 3</p> <ul style="list-style-type: none"> • If not satisfied with the decision as communicated from the Executive Director the complainant may request that the matter be dealt with through an external dispute resolution process by a person/body appointed by Psychodrama Australia to investigate the complaint issues fully. They may be people of standing within AANZPA, within PACFA or individuals who specialise in handling complaints and mediation. The choice of person available must be acceptable to both parties. • The external dispute person will be contracted to interview the trainee or potential trainee and representatives from Psychodrama Australia who are involved in the complaint. They will be contracted to write a report on the matters at hand and to make a recommendation as to how the complaint can be resolved. The result of the external investigation will be communicated to the trainee or potential trainee within 30 days. • If the external review person makes recommendations in relation to a complaint they have reviewed, they will forward their recommendations to the Director of Training within 14 days. The Director of Training will ensure that the recommendations are implemented within 30 days.

ASSOCIATION

Psychodrama Australia is the Australian training institute accredited by the Board of Examiners of the Australian and Aotearoa New Zealand Psychodrama Association Inc. to conduct training in role training, sociometry, sociodrama, psychodrama and group work.

PURPOSE OF AANZPA

The purpose of AANZPA Inc is to provide an organisation for the following:

- To promote spontaneity in the members of the association and through them the spontaneity and co-creation of progressive relationships that strengthen the health and well-being of society in Australia and New Zealand and in our relationships with those in other countries.
- To establish and maintain a professional association of those qualified in the areas of psychodrama, sociodrama, sociometry and role training.
- To establish and maintain adequate standards for psychodramatists, sociodramatists, sociometrists and role trainers through a Board of Examiners.
- To develop a means for certifying individuals as psychodramatists, sociodramatists, sociometrists or role trainers through a Board of Examiners.
- To develop means for accrediting institutes for training in psychodrama, sociodrama, sociometry and role training.
- To promote the establishment and reputation of psychodrama, sociodrama, sociometry and role training in Australia and New Zealand by:
 - Encouraging research, evaluation and dissemination of information by individuals and training institutes, or through publication of journals and other relevant publications
 - Establishing and monitoring a code of ethics for members of the association practicing psychodrama, sociodrama, sociometry and role training
 - Working for recognition of psychodrama, sociodrama, sociometry and role training by other professional bodies and relevant private and government agencies
 - Establishing liaison with similar groups and societies overseas

MANAGEMENT OF AANZPA

AANZPA Inc is managed by an elected Executive which:

- Appoints a Board of Examiners
- Organises an annual conference and annual general meetings through the regions
- Appoints an Ethics Committee and has established a code of ethics and a complaints procedure
- Appoints an editor and publications committee to provide regular communications and Journals
- Sends notification of meetings to all members

PROFESSIONAL ASSOCIATIONS AND INTERNATIONAL LINKS

AANZPA Inc. is a member association of PACFA (Psychotherapy and Counselling Federation of Australia). Trainees who have received certification with AANZPA are eligible to apply to enrol on the PACFA national register, a credible source for those seeking well-qualified counsellors and psychotherapists.

AANZPA Inc. is a member of the International Association of Group Psychotherapy (IAGP) which aims to serve the development of group psychotherapy as a field of practice, training and scientific study.

MEMBERSHIP OF AANZPA

AANZPA Inc. (The Australian and Aotearoa New Zealand Psychodrama Association) is the professional association for those who have completed certification as a psychodramatist, sociometrist, sociodramatist or role trainer in the AANZPA-recognised training system. There is a category of associate membership open to trainees who have completed a minimum of six months training and who have a sponsor's letter from a full member involved in their training. Trainees are encouraged to participate in the life of the association by attending annual conferences and becoming involved with their local regional association of AANZPA.

AANZPA offers a range of membership categories outlined on the AANZPA website <aanzpa.org> . All members receive communications about AANZPA conferences and meetings along with occasional newsletters and our annual journal. Membership of AANZPA also brings automatic membership to the AANZPA regional association in your area.

AANZPA Inc maintains a membership database of addresses and relevant details. It is a member's responsibility to notify the Membership Secretary of changes to these details. Up to date records permit the easy dissemination of notices and material as well as maintaining an accurate membership directory, which is published on the AANZPA's website for members only.

Ordinary Membership

Is open to practitioners who hold a current practice certificate issued by the AANZPA Inc Board of Examiners on payment of a fee. Ordinary Members are eligible to be nominated and elected to the AANZPA Executive and to vote at the AGM.

Associate Membership

Is open to those who have a demonstrated commitment to the Association and its goals and principles through undertaking ongoing training with an AANZPA accredited institute for at least 6 months. Their application must include a sponsor's letter from an Ordinary or Distinguished Member who is involved in their training and be accompanied by the relevant membership fee. Associate Membership is a requirement for advanced trainees. Associate Members are not eligible to stand on the Executive Committee of AANZPA Inc or vote at its general meetings; otherwise

they have the rights and responsibilities of Ordinary Members.

AANZPA offers a reduced fee to Associate Members during their first two consecutive years of membership. AANZPA offers a reduced fee (\$95) for Associate Members during their first two consecutive years of membership.

OTHER MEMBERSHIP CATEGORIES

AANZPA may also appoint Ordinary Members as Distinguished Members and may admit any person as an Honorary Distinguished Member. Categories of non-practicing membership may also be made available to Ordinary Members in certain circumstances such as retirement from practice.

PRESIDENT'S MAILING LIST

The President's mailing list is available to people who are not eligible for membership to AANZPA Inc and who wish to be assured of receiving publications and notices of events. These people may include those with overseas qualifications who are resident in Australia or New Zealand and waiting for certification by AANZPA Inc, international applicants, professional associations and other interested professional people.

APPLICATIONS FOR MEMBERSHIP

Applications for AANZPA membership or to be listed on the President's Mailing List, please complete the application form on line at aanzpa.org. Your application will be reviewed by the AANZPA Membership Secretary who will make arrangements with you about payment of the membership fee.