

This summer, July 2018, Robin Lunger invited Karel Henneberger and Barbara Diefenderfer, two of the founders of the CPGH's Guild Advancement Program, GAP, to share some of the historical details and context of the development of the program.

Below are highlights from their email correspondence. Robin's questions are numbered and the details that Karel and Barbara provided are outlined below each question.

Robin introduced her questions by saying: *What I would really love to have you write about are the details of developing the GAP program for CPGH so that we can further educate our members.*

1. Who was involved on the initial team?
 - a. Barbara Diefenderfer—Master Weaver from Potomac Craftsmen 1987
 - b. Mickie Schneider—Master Weaver from Potomac Craftsmen 1994
 - c. Pat Hudson—Master Weaver from Baltimore Guild of Handweavers
 - d. Karel Henneberger—Master Weaver from Potomac Craftsmen 1987

2. What did each member bring to the project?
 - a. Each had gone through the traditional Apprentice, Journeyman, Master advancement programs
 - b. Each had seen that both the Potomac Craftsmen and Baltimore Guild programs hadn't changed since the 1950s when they were initiated.
 - c. Each saw the need for updating those programs, but both guilds had exhibited resistance to change
 - d. We also considered the Boston guild program, which was very similar to the two we knew personally
 - e. Each saw a need to raise the weaving understanding of the guild
 - f. Each saw the need for an up-to-date program for our guild
 - g. We also felt the need to offer mentoring to Candidates as that had been forbidden by the guilds we worked with

3. What was the initial approach and the finished plan and how did it all evolve?
 - a. Initially, we compared the programs from other guilds, including Washington DC's Potomac Craftsmen, Baltimore Weavers Guild, Boston Weavers Guild, and HGA's Certificate of Excellence
 - b. We all agreed that many excellent weavers are not writers and that led to breaking the Master Weaver level into two—Advanced Journeyman for the weaving and Master for the college-level thesis and Masterpiece
 - c. Once that was decided, we initiated the Beginning Weaver level to enable Candidates to learn the method of display and submission records for this and future levels.
 - d. Secondly, the Apprentice level expanded to the next level of techniques and understanding

- e. As we decided what techniques and understandings should be included in succeeding levels—Beginner Weaver, Apprentice Weaver, Journeyman, Advanced Journeyman, and Master Weaver—the program evolved into a sequential developmental educational experience
 - f. The decision was made that any reference can be used as long as the Candidate can acceptably defend it
 - g. We decided early on to use two judges from outside our guild and to not use the same two in consecutive years
 - h. We tried having the mentors come from the guild at large, but that grew cumbersome. Candidates are encouraged to seek advice from guild members with expertise in the subject matter. Currently, most mentoring opportunities currently fall to the Committee members.
 - i. We all felt that having judges from the same guild as the Candidates could possibly cause some bad feelings and/or prejudice.
 - j. We also felt that judges/evaluators should have clear guidelines for judging
4. When did you start and when did it launch?
- a. Barbara Diefenderfer and I received our Master Weaver certificates in 1987 from Potomac Craftsmen in Washington DC
 - b. We proposed some changes to the Potomac Craftsmen advancement committee, but we realized that an entirely new program in a different guild was the solution
 - c. Prior to actually establishing a committee, we discussed with CPGH officers and some members the need for some kind of formal educational program
 - d. The committee was made official in 1994/95
 - e. The first (beta test) actual Candidates for the Guild Advancement Program (GAP) were in the 1998-99 guild year with eight people receiving the Beginner Weaver certificate
 - f. The program did need some tweaking over the years, though mostly in the packing/shipping/handling and cost areas
5. Where did the majority of the work take place?
- a. We met at Mannings following meetings
 - b. Most of the work was done via email
6. Why did you all feel a need to create a structured program for our members, and what impact has the program had on the guild over time. (I can provide numbers based on the list that Karel provided), and has the program been amended over time to reflect current technology and trends in the weaving community?
- a. While the four of us had completed Advancement programs in other guilds, we had found some of their requirements were outdated, some

problematic, and some important techniques were missing from the traditional programs partly due to more advanced equipment and changes in weaving knowledge. In spite of that, we had learned much from our experiences and felt that others would also benefit from such a program.

- b. Partly due to the GAP, CPGH current monthly programs, while providing some basic information, also explore more advanced techniques and structures.
- c. In the past, at least one program each year provided information that pertained to one or more requirements in the GAP, which was a big help to prospective and current Candidates and the guild as a whole.
- d. The GAP was set up with the proviso that it be carefully checked at least every five years to discover if any additions, alterations, or deletions might be beneficial. Some changes have been made over the years, mostly concerning the logistics of submission and shipping as well as costs to Candidates and honoraria to judges.
- e. Putting the GAP online has changed the format somewhat and made it easier for potential Candidates to check out the program and has interested potential new members.
- f. We have noticed an improvement in the weaving knowledge and skills of the majority of members as more have worked on the GAP, whether or not they have received certificates.
- g. Just having programs including skills required in the GAP has expanded the weaving knowledge of the guild at large.