



William Glasser International
WGI Board MEETING 96 Minutes
Monday, February 4th – Friday, February 8th, 2019
Cape Town, South Africa

Zoom information: 275-698-2209

<https://zoom.us/j/2756982209>

In Attendance:

Kim Olver, Executive Director

John Cooper, Chair

Jean Seville Suffield, Vice Chair

Janet Fain Morgan, Treasurer

Shruti Tekwani, Recording Secretary

Denise Daub. Corporate Secretary

Jae Park

Fumiko Hamada

Farida D'Silva Dias (with the exception of Wednesday, February 6th)

Nancy Herrick

Kalikamurti Suich

Dubravka Stijačić

Boba Lojk

Apologies:

None

Monday, February 4th, 2019

1. Human Bingo: welcome and ice breaker activity.
2. Guidelines for being with each other: the board talked about individual and group needs during this time together.
3. Approve January 2019 Minutes: Kalika moves to approve the January 2019 minutes and Boba seconds the motion.

Results of the vote:

Jean Seville Suffield - 5

Janet Fain Morgan –not present at the meeting

Fumiko Hamada – 4 (Fumiko had a spotty internet connection during the meeting)

Farida D'Silva Dias - 4

Nancy Herrick - 5

Kalikamurti Suich -4

Dubravka Stijačić - not present at the meeting

Boba Lojk - 4

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The January 2019 minutes were passed.

4. Summary and Updates:

- a. Kim updated that the Restructure Committee met several times. We have the documents from Stephanie and we worked on the different MO levels and benefits along with responsibilities at each level. 3 working committees were created and there is a leader for each committee (Shruti for CTRTC training, Gary Garnaut for Lead Management, and we need someone for the Glasser Quality School Committee). The leaders are supposed to review these documents and get back to us on what works, etc.
- b. Kim would like us to look at the Policies and Procedures manual. If we divide it up, we will all review 3 pages. That way we will have a new PPM when we leave Cape Town.
- c. WGI Copyright” The trademark is registered and the copyright belongs to Mrs. Carleen Glasser.

The board got into a discussion about whether we are restructuring or starting a whole new organization.

- d. Jean and Nancy worked on the communication skills for Reality Therapy intervention.
 - e. Janet is chair of the research committee and they met every month. They published the journal this past Spring and it was the largest journal published.
 - f. The conference policy has been updated.
 - g. The board agreed that we are working towards a restructure, not creating a new organization.
 - h. The board will work on a document with recommendations. We are calling it a consultation document. MOs can take these suggestions as they see fit.
5. Kim clarified what UTC time is so that everyone is on the same page.
 6. Kim showed the board the WGI website and how to access documents and the discussion board on the website.
 7. Committee brainstorm: we are trying something different with brainstorming. We will brainstorm and then later the committees will split up and talk about the ideas we brainstormed.
 - a. How to bring in money: (Janet)

-Marketing, bigger world

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-Funding? How do we make money?:

Investing in Faculty/Professional Development

Training manuals

Be evidence-based (so more people would take our training)

Membership fees

Glasser Quality school fees. Application for WGI fees?

Gofundme

Target audiences: medical, corporate, social workers

Attend conferences (booths and presentations)

Prepare 1, 2, 3 hour presentations for professors to teach

-Our endowment fund cannot be touched. We can be sued if we use it. We can take the interest out, but not the actual amount. We currently have about \$149,000 in it.

-Working with MOs

-Invest

-Promotion

b. Benefits of MOs (Shruti)

c. Certificates: (Denise)

Control and certificates

Does WGI stay in charge of handing out certificates or do the MOs do this?

Tuesday, February 5th, 2019

8. Morning brainstorm on the following topics:

a. Process for approving MOs at tiers 1, 2, 3, and maybe 4 (Jean will lead this group):

How do they get approved at the various levels?

What is the approval process?

Do they self evaluate?

Look at those who have been approved according to the old criteria and figure out where they stand.

Once they receive their status, what is the recognition?

When do we re-evaluate their tier/membership?

What happens when MOs don't follow the rules?

3 or 4 tiers?

Who decides what tier they fall into?

Their governance:

How do they choose their board members?

Financial plan for them

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Human rights

Language needs to be addressed

Are there translations?

Who does the translation?

Who owns the translations?

- b. Restructuring and the MO benefits and responsibilities (Shruti will lead this group):

Look at the document of how to become an MO and list of responsibilities and determine what works. It is under policies called “how to become a Member Organization”

What are the benefits for MOs (at each tier)

We have been talking about 3 tiers and Jean has a model for 4 tiers.

How to transition from one tier to the other (moving up or down)

A miscellaneous MO (areas that don't have MOs)/possibly a chamber for individual members

- c. Faculty Growth and Development (Boba will lead this group):

Recognition of what is

Process for becoming faculty

Role of faculty in our organization in WGI and MO

Faculty MO?

Continuous professional development

Faculty upgrade and continuing education

Reaccreditation

What degree, if any, should faculty have?

Who do the faculty belong to? Do the MOs set the criteria in their own area of does WGI set it? (How do we harmonize standards?)

Look at what is working/exists already?

Online capability/expectations

Supervision

Research

Collegial support

Wednesday, February 6th, 2019

Farida was not present this day.

The board visited the Paarl Girls High School in the morning.

9. Jean moves to pass the member organization criteria, benefits, and responsibilities document for the umbrella organization be adopted in principle. Kalika seconds the motion.

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Results of the vote:

Jean Seville Suffield 5
Janet Fain Morgan 5
Shruti Tekwani 5
Jae Park 5
Fumiko Hamada 4
Farida D'Silva Dias-absent
Nancy Herrick 4
Kalikamurti Suich 5
Dubravka Stijačić 5
Boba Lojk 5

The motion was passed.

10. The 2019 budget was discussed and Janet Morgan walked us through our finances. Janet moved to approve the budget as discussed and Fumiko seconded the motion.

Results of the vote:

Jean Seville Suffield 4
Janet Fain Morgan 5
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 5
Farida D'Silva Dias-absent
Nancy Herrick 4
Kalikamurti Suich 5
Dubravka Stijačić 4
Boba Lojk 4

The motion was passed.

11. Kalikamurti had an amendment to the conference policy: Kalikamurti moved that if the host MO of the WGI conference does not have English as its first language, it will make all attempts to communicate and include the WGI board members who are the chosen representatives of the WGI board.

Dubravka seconds this motion.

Results of the vote:

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Jean Seville Suffield 4
Janet Fain Morgan 3
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 5
Farida D'Silva Dias-absent
Nancy Herrick 4
Kalikamurti Suich 5
Dubravka Stijačić 5
Boba Lojk 5

The motion was passed.

12. Our website is currently password protected, so members need to login to have access to forms. Is this needed or can we get rid of the password? Other than the discussion board and the TCOYL program, we don't need to password protect the website. Denise suggested putting a "form package" together and giving it to the MOs. This way the MOs don't need to get on the website to get the forms. Denise will do this.

Jean moved to remove forms from the password protected area of the website and continue to require password protection only for TCOYL documentation and discussion boards. Janet seconds this motion.

Results of the vote:

Jean Seville Suffield 5
Janet Fain Morgan 5
Shruti Tekwani 4
Jae Park 5
Fumiko Hamada 4
Farida D'Silva Dias 5
Nancy Herrick 5
Kalikamurti Suich 4
Dubravka Stijačić 4
Boba Lojk 4

The motion was passed.

Thursday, February 7th, 2019

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13. WGI Conference 2020: Boba and Dubravka gave us an update on the conference.

Board meetings:

Sunday, June 21st, Monday, June 22nd, Tuesday, June, 23rd, Wednesday, June, 24th

Wednesday, June 24th: opening night of the conference

Conference: June 25th, 26th, 27th

Faculty Day: June 28th

Board meeting: June 29th

Conference fee includes conference fee, lunch, coffee breaks, and Friday evening dinner.

There will be a website that explains registration, presentation proposals, and accommodations.

The conference presentations will be in these 4 areas: Well-being, Reality Therapy, Lead Management, and Glasser Quality Schools. There will be poster presentations as well. Workshops will be 45-90 minutes and plenary presentations will be 60 minutes long. There are 4 plenary presentations scheduled.

They are expecting 350 people. The plenary rooms can hold up to 400 people. They believe limits will need to be put on attendance and at times there may be an extra cost.

Cost:

By October 31st: 300 Euros

From October 31st-February 28th: 350 Euros

After February 28th: 400 Euros

Student Rate: 250 Euros

The projection for the break even number is 260 people.

Jean suggested having a session in Arabic for the Middle East attendees. As of now the official languages are English and Croatian.

14. Restructure: different models were discussed. We talked about what we agree on:
-There will be committees (there needs to be more discussion about the function of the committees and how much work they do)
-There will be a governance board, an executive, and staff members (we need more discussion on how each of them function).
-All MOs will have a representative on the board (there needs to be discussion on how many representatives/votes for each)

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- The board will have an executive that is elected by the board
- You do not have to be faculty to sit on the WGI board
- Every board member must be at least certified
- The following committees should be included: Ethics, Research and Development Committee, Advertising and Marketing Committee, Finance Committee, CTRT Training Committee (Faculty Day)
- The board functions on consensus
- We want a Quality School Committee
- We want a Lead Management Committee
- Group of individual members that will be a Stage 1 MO. The representative would get a seat on the board but have no vote.

Dubravka moved that the group of individual members that will be a Stage 1 MO, with the representative getting a seat but not a vote. Boba seconds it.

Results of the vote:

Jean Seville Suffield 3
Janet Fain Morgan 5
Shruti Tekwani 4
Jae Park 5
Fumiko Hamada 4
Farida D'Silva Dias 5
Nancy Herrick 4
Kalikamurti Suich 5
Dubravka Stijačić 5
Boba Lojk 5

The motion was passed.

15. WGI-South Africa joined the WGI board for lunch and then had a joined meeting together. Several topics were discussed, including WGI-SA's difficulty with paying fees and the cost of training. WGI clarified that SA can charge any amount for training.

16. A counselling panel was hosted from 5-7pm where counsellors from the WGI board and 1 from the WGI-SA Board talked about applying Choice Theory in counselling.

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17. There was a discussion about whether there should be representatives or delegates on the MO board. The board agreed that the person representing the MO should be called a representative. A representative is defined as the person who the MO has chosen to represent them on the WGI board. Jean moved this motion and Nancy seconds it.

Results of the vote:

Jean Seville Suffield 5
Janet Fain Morgan 3
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 4
Farida D'Silva Dias 4
Nancy Herrick 5
Kalikamurti Suich 4
Dubravka Stijačić 5
Boba Lojk 5

The motion was passed.

18. The board discussed the new executive board. Janet moved and Nancy seconded that the recommendation of the executive of the board would include 2-3 paid staff, the Chair, Vice Chair, Chair of the Finance committee (Treasurer), Chair of the CTRT Training committee, and a Youth Representative. As needed, chairs from other committees may be invited.

Results of the vote:

Jean Seville Suffield 4
Janet Fain Morgan 5
Shruti Tekwani 4
Jae Park 3
Fumiko Hamada 4
Farida D'Silva Dias 4
Nancy Herrick 5
Kalikamurti Suich 4
Dubravka Stijačić 4
Boba Lojk 3

The motion was passed.

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19. The board discussed how many votes each MO would get. Jean moved and Jae seconded that WGI recommends that each MO would have 1 vote for stage 2 and stage 3 MOs.

Results of the vote:

Jean Seville Suffield 5
Janet Fain Morgan 3
Shruti Tekwani 4
Jae Park 5
Fumiko Hamada 3
Farida D'Silva Dias 5
Nancy Herrick 4
Kalikamurti Suich 3
Dubravka Stijačić 4
Boba Lojk 4

The motion was passed.

20. Fumiko moves and Farida seconds that WGI recommends that MOs pay the expenses for their own representative to support the work of the board and attend board meetings.

Results of the vote:

Jean Seville Suffield 5
Janet Fain Morgan 4
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 5
Farida D'Silva Dias 5
Nancy Herrick 5
Kalikamurti Suich 3
Dubravka Stijačić 4
Boba Lojk 4

The motion was passed.

21. Future board meeting times: Shruti will send out a Doodle for each month.

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22. Jean moves and Boba seconds that WGI will issue certificates for training by providing stage 3 MOs with certificate templates. Stage 1 and stage 2 MOs will get their training certificates from their stage 3 mentor. This will begin when we make the transition to stage MOs.

Results of the vote:

Jean Seville Suffield 5
Janet Fain Morgan 4
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 4
Farida D’Silva Dias 4
Nancy Herrick 3
Kalikamurti Suich 4
Dubravka Stijačić 5
Boba Lojk 5

The motion was passed.

23. The board recommends to add “protecting and preserving” to WGI’s vision statement. So, the vision would now read “To be a globally-recognized, worldwide, collaborative, connecting, organization committed to protecting and preserving William Glasser’s legacy by modeling, teaching, researching, and developing Choice Theory in all its applications.”

Results of the vote:

Jean Seville Suffield 4
Janet Fain Morgan 4
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 4
Farida D’Silva Dias 4
Nancy Herrick 5
Kalikamurti Suich 4
Dubravka Stijačić 4
Boba Lojk 4

The motion was passed.

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24. Committees were formed and the following topics were discussed:

- a. Committee to determine which committees are needed: Kalika, Farida, Jae, and Boba

4 Questions were discussed:

WORKING GROUPS

- EACH WORKING GROUPS HAS A CHAIRPERSON;
- MO REPS DIVIDE THEMSELVES ACCORDING TO WORKING GROUPS

CHAIR PERSON ...BOARD; ANY OTHER BOARD MEMBERS CAN BE ON THE WORKING GROUP

- EACH WORKING GROUP HAS A CHAIR PERSON ELECTED BY THE MEMBERS OF THE GROUP
- EACH GROUP MUST HAVE A MINIMUM OF ONE BOARD MEMBER
- WE SHALL HAVE PERMANENT AND ADHOC WORKING GROUPS
 - ADHOC GROUP EXISTS FOR AS LONG AS NEEDED.
 - CONFERENCE
 - TRANSLATION ADHOC COMMITTEE: PERMISSION, CO VERIFICATION; LEGALITY; MO'S RESPONSIBLE FOR TRANSLATION.
 - QUALITY BUSINESSES/ORGANIZATIONS ..SUGGESTED DURING DISCUSSION
- RECOMMENDED PERMANENT WORKING GROUPS:
 1. FINANCE (BUDGET TEMPLATES AND ETC)
 2. CURRICULUM TRAINING (FACULTY TRAINING PROGRAM) (STANDARDS OF FACULTY TRAINING PROGRAMS)
 3. ETHICS (DEVELOPING CODE OF ETHICS GRIEVANCES, PROCEDURES, PROTECTING CURRICULUM, CULTURAL DIFFERENCES)
 4. MEMBERSHIP : OVERSEE MO'S , LEGITIMACY, STAGES, DEVELOPMENT
 5. QUALITY SCHOOL (DEVELOPING QS), ENABLING, SHARING GUIDING, COLLABORATING,SUPPORTING QUALITY SCHOOL GROUPS;
 6. RT – DEVELOPING RT AS A PSYCHOTHERAPY COUNSELLING, COACHING MODEL; SUPPORTING GLASSER'S MODEL OF PSYCHOTHERAPY;
 7. RESEARCH AND DEVELOPMENT GROUP
 8. MARKETING AND ADVERTISING
 9. LEAD MANAGEMENT COMMITTEE

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OTHER ADHOC GROUPS WILL BE INITIATED BY THE BOARD ACCORDING TO NEED.

- EACH WORKING GROROUP DEFINES THEIR MANDATE
- EACH CHAIR REPORTS TO THE EXECUTIVE BOARD/BOARD REGULARLY (ONCE A MONTH OR AS AGREED); HOW? THE WHOLE BOARD NEEDS TO MEET PHYSICALLY ANNUALLY;

Kalika moves that all of the tabled information about working groups except for the election of the chair person be accepted as part of the consultation process document. Dubravka seconds the motion.

Results of the vote:

Jean Seville Suffield 4
Janet Fain Morgan 4
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 4
Farida D'Silva Dias 4
Nancy Herrick 4
Kalikamurti Suich 5
Dubravka Stijačić 5
Boba Lojk 5

The motion was passed.

Jean moves and Boba seconds that the current board recommends that the full MO representative board meets quarterly via zoom or another video conference portal, one time face to face annually, the executive meets monthly via zoom, and working groups meet as often as needed.

Results of the vote:

Jean Seville Suffield 5
Janet Fain Morgan 4
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 5
Farida D'Silva Dias 5
Nancy Herrick 5

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Kalikamurti Suich 4
Dubravka Stijačić 4
Boba Lojk 5

The motion was passed.

b. Faculty Training and Development: Janet, Denise, Dubravka, and Nancy:

1. Kalika moves and Dubravka seconds that the tabled information for faculty training and development be recommended as a responsibility of the CTRT working group.

Results of the vote:

Jean Seville Suffield 4
Janet Fain Morgan 4
Shruti Tekwani 4
Jae Park 4
Fumiko Hamada 4
Farida D'Silva Dias 4
Nancy Herrick 5
Kalikamurti Suich 5
Dubravka Stijačić 5
Boba Lojk 5

The motion was passed.

c. Day to day function of board, staff, and executive committee along with “what are the powers of the board?”: Fumiko, Shruti, John, and Jean

This committee still needs time to work on their task. They will continue to do so over email and then report back.

Kim has come up with a list that needs to be done moving forward. She is asking that someone take responsibility for the list and assign people as needed:

-Board power will be worked on by John, Jean, and Fumiko

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- How many reps can an MO have? Jean
- How are MOs accredited, approved, celebrated, and re-approved? Jean
- How are current MOs classified according to our stage system? John and Kalika
- What happened when MOs don't follow the rules? The ethical committee will deal with this.
- Who's responsible for translations? The MOs will be responsible for this, and they will need to have a co-verification process. This could be an Ad-hoc group.
- Janet, Kalika and Denise will come up with a financial viability plan by June 30th
- How are MOs approved at each level? This is the MO standards committee.
- What staff is needed?
- Website changes/database changes
- Templates: Financial committee (Jnet, Kalika and Denise)
- Training standards for all faculty: training committee
- Can working group chairs be non-board members?
- Are proxies allowed?
- Staggering of board...when do we plan to have this consultation document completed? John, Jean, Fumiko, and Shruti.
- How does voting happen? John will ask the MOs
- Developing a standard curriculum: CTRT committee

Kalika moved and Dubravka seconded that we have the consultation document complete by June 30th, 2019.

Results of the vote:

Jean Seville Suffield 3
Janet Fain Morgan 3
Shruti Tekwani 4
Jae Park 3
Fumiko Hamada 3
Farida D'Silva Dias 3
Nancy Herrick 3
Kalikamurti Suich 5
Dubravka Stijačić 4
Boba Lojk 4

The motion was passed.

Boba volunteered to create a visual to go with the documents.

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Future Conferences:

1. Sibenik, Croatia in 2020 (this would be a EART conference in Croatia)

Board meetings:

Sunday, June 21st, Monday, June 22nd, Tuesday, June, 23rd, Wednesday, June, 24th


Wednesday, June 24th: opening night of the conference

Conference: June 25th, 26th, 27th

Faculty Day: June 28th

Board meeting: June 29th

2. Japan in 2022
3. USA in 2024
4. Australia in 2026

DocuSigned by:

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John Cooper, Chair
William Glasser International, Inc.

Kim Olver, President & Executive Director
William Glasser International, Inc.