



William Glasser International
WGI Board Meeting 105 Minutes
Monday, November 11th, 2019 at 1300 UTC

Zoom information: 275-698-2209
<https://zoom.us/j/2756982209>

In Attendance:

Kim Olver, Executive Director
John Cooper, Chair
Jean Seville Suffield, Vice Chair – (Left at 15:50 UTC)
Janet Fain Morgan, Treasurer
Shruti Tekwani, Recording Secretary
Nancy Herrick
Farida D’Silva Dias
Jae Park
Fumiko Hamada
Dubravka Stijačić

Apologies:

Kalikamurti Suich
Boba Lojk
Juan Pablo Aljure

1. Faculty Summit:
 - a. Syrian Refugees: Farida proposed that WGI sponsor the Syrian refugees so they can attend the Faculty Summit. Farida and Bayshayer usually do their trainings for free and this time Farida is requesting that WGI waive their registration fees for the summit since they won’t be able to afford it. Jean didn’t think this needed to come to the board. Kim clarified that she asked for it to come to the board. Farida will ask if the refugees can pay for their meals. Nancy had a question about their faculty training and Farida clarified that Bashayer pays the \$20 per person for them. Farida will ask the refugees to pay for their meals and the WGI board agreed that the registration fee will be waived.
2. Finances:
 - a. We have about \$23,000 in the operating account. We are a bit ahead this month because of the registration coming in for the faculty summit. Janet would like 15 minutes allocated to her during the December board meeting to go over the finance report and 2020 budget.

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- b. Kim also reported that she has heard from Ireland and South Africa, who are working out how to pay. Jean also reported that Canada just sent about \$3500 to Denise.
- 3. Celebrations:
 - a. Qatar is going to be listed as an MO. Kim asked if anyone knows why they're incorporated in the United States. Jean explained that it's more of a region because they have different branches worldwide.
 - b. Another school in Australia has now become a Glasser Quality School. Nancy suggested giving them a plaque. Janet reminded the board that we voted on this a long time ago and we had agreed that we would get them a plaque. Nancy recalls the amount allocated is \$125. Juan Pablo already had a plaque for his school which WGI offered to pay for after the fact and he declined since he already had it.
 - c. The "Take Charge of Your Life" book was translated to Arabic successfully. Dr. Asmaa Chroqui and her husband have worked on this and they have sold 15,000 copies successfully.
- 4. Approve October Minutes

Nancy moves and Janet seconds the motion to approve the October 2019 meeting minutes as corrected by an email sent by Nancy Herrick.

Nancy 5
Janet 4
Jean 4
Dubravka 4
Jae 4
Fumiko 4
Farida 4
Shruti 5

The motion was approved.

- 5. Approve Finance

Janet moves and Fumiko seconds the motion to approve the financial report.

Nancy 4
Janet 5
Jean 4
Dubravka 4
Jae 5
Fumiko 5
Farida 4

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Shruti 5

The motion was approved.

6. Consultation document: Kim is waiting to get feedback from people. She is hoping the feedback will be in Microsoft Word. Janet clarified that she is done with the finance part. Kim would like us to look at the roles and responsibilities and finances. Jean suggested a timeline. Kim reminded us that the entire board may not agree on one way of doing things. In that case, we can present both ways. Nancy asked for a list of items that have not been assigned as yet. Kim asked about how we want the document to read: like a legal document or with user-friendly ease? Janet has prepared a PowerPoint presentation about finances that she has sent to John and Kim for feedback. Jean will send everyone what Canada has done so we can look at the model.
7. Online course approval process: Jean and Nancy sent a copy to Shruti, Dubravka, and Jae. Shruti asked for it to be resent since the recipients didn't get it.
8. Attorney updates: Nancy sent the executive board the statement from the attorney. She then sent it to everyone. A complete audit would be \$5000-\$7000. Jean stated that we need a full audit. Fumiko had some questions and Kim clarified Carleen's initial concerns and reported that the U.S. hired a lawyer to write a letter saying we are not doing anything wrong.

Nancy moves and Jean seconds that the WGI board hire an auditor to look at the 990 IRS forms for accuracy regarding the 5 points of concern as mentioned in the attorney, Mr. Bryant's letter on November 4th, 2019.

Results of the vote:

Jean 5
Nancy 5
Janet 1
Farida 5
Fumiko 1
Jae 3
Dubravka 1
Shruti 1

Given that there are 4 members who voted "1", the motion doesn't carry.

After the vote, Nancy asked everyone's thoughts. John asked what we would like Nancy to do. Kim suggested an introduction email between Nancy and the accountant and asking the accountant to fix the discrepancies. Kim stated that if the accountant got the inconsistency from Kim, then they will fix it together.

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Jean: You know, I'm looking, Kim, at the rules of voting and it doesn't say what you said.

John: Yeah, you have to have enough 4's to get it through.

Jean: Where does it say it?

John: When you get down at the very bottom, where you do an average thing when you can't get clear...

Nancy: Yeah, you do an average

Jean: It says here that a "1" means I have objections but I won't stop the process or block the group from continuing forward

John: read the very last part

Nancy: we didn't have an average to pass. I'm fine with that. If Kim will send me the connection, I will be glad to um, send him this letter and talk with him and see what we can-

Jean: Well I don't believe it's the proper way and I'll always have a doubt. Sorry.

Kim: You're going to have a doubt no matter what.

Jean: No, I mean it's not the way an organization should run after it pays to have advice and we don't follow the advice I'm sorry.

Kim: But we would be. We'd be asking him to correct the errors-

Jean: You know, Janet, nobody was worried about the monies that we spent in South Africa. Nobody was worried about the monies we spent anywhere when we went well over budget. And suddenly because we say not more than 4000, we could say not more than 3, but it would give her a guideline to do it within line. But it's just...this is a really strange organization I must say. He's right...just friends

Dubravka: In your view, Jean, in your view

Jean: It's always our view, it's always our view. And I don't want to hear the word it's your perception. Of course we know it's all perception. But if you go from logic it's not logical. It's not logical

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Kim: It doesn't seem logical to pay \$5000 for an audit, either

Jean: Well we may not, you didn't put a feeling. You could have said to said to Nancy to find an auditor up till the amount of \$3000

Janet: You know what, I would-

Jean: You mean to say this organization cannot pay \$3000 for an audit

Janet: I would like that to be something that we do. We do need to look for an auditor for the restructuring for the future. Some-

Jean: Well though Janet are you putting an amount of money on it or do you want to go with our accountant who didn't do it right

Janet: I'm trying-

Jean: I don't know the accountant, I'm sorry. I have no trust in the accountant. I don't know her, I don't know if it's a he or a she

Janet: Done, Done, done talking because if you're going to talk over me I'm not going to-

Jean: Alright, so I'll just I'll just leave the meeting right now, thank you. Cuz I don't want to talk over you Janet. Certainly don't want to do that.

Jean left the meeting at this point (15:50 UTC; 2 hours and 50 minutes into the recording).

Since we don't have a quorum anymore, Nancy will get some estimates for an audit to discuss next month.

Nancy suggests that we look at the other 2 issues in her letter:

1. Creating a strong contract for anyone we employ.
2. We should have a conflict of interest policy

Kim clarified that she and Denise are not employees; they are consultants. This way WGI does not need to pay taxes and benefits.

9. WGI Summit: Shruti gave updates on the summit
10. Dubravka gave updates on the 2020 conference
11. Business arising:

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- a. Juan Pablo's strategic plan. Kim wanted to clarify that Juan Pablo sent us a document that highlighted a strategic plan and wants to know if it's something the whole board wants. The board talked about this and the general feeling was that board members don't have the time to work on this. Some of the things can be worked on by a board member heading a committee that has members that are not on the board. There was some discussion about what committees we could add to get tasks done.
 - b. Kim brought up Juan Pablo's frustration with the Glasser Quality School being approved in Australia. Nancy stated that they did everything they were asked to do. Kim stated that we don't have the money to send someone there to verify their steps. The idea of doing it virtually was discussed. Nancy has been to the school and talked to the teachers and students.
12. Future board meetings:
- a. December: Wednesday, December 18th at 20:00 UTC
13. Following Up from past meetings:

Future Events and Conferences:

- a. WGI Faculty Summit in Istanbul, Turkey
Arrival on December 3rd
"Your Life, Your Choice" on December 3rd
Summit from December 4th-7th
Training from December 8th-11th
Basic Training will be on December 3rd, 8th, 9th, and 10th
- b. Sibenik, Croatia in 2020 (this would be a EART conference in Croatia)

Board meetings: June 21st, 22nd, 23rd, 24th
Welcome Party: evening of June 24th
Conference: June 25th, 26th, 27th
Faculty Day: June 28th
- c. Japan in 2022:

Conference: Wednesday, July 27th-Saturday, July 30th
Faculty Day: July 31st
WGI Board Meeting: August 1st
Theme: Quality Living with Choice Theory - in family, education and business
The hope is that Satoshi will do a keynote in Croatia inviting people to Japan
- d. USA in 2024
- e. Australia in 2026

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John Cooper, Chair
William Glasser International, Inc.

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