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

In Attendance	**Apologies**
	Ahmed Ait El Madani

Kim Olver
Denise Daub
Farida D'Silva Dias
Shruti Tekwani-left approximately 13:30 (state of emergency)
Kalikamurti Saraswati Suich
Lynn Sumida
Eun-Jin Kim
Hana J Alsane
Denzyl Witbooi
Sonia Munoz
Meenakshi Mhambre
Mohammed Ahmed Al Marhabi – left at
Fumiko Hamada- arrived 13:30
John cooper – arrived 13:55

Getting to know you breakout sessions

1. **Approve Minutes**
   a. January 2021
      - We have a quorum of voting members (7 members; 3 observers). 7 voted
      - Lynn-Is quorum supposed to be 9? Stages and quorum need to be ratified.
      - Stages not co-verified yet. MO committee needs to verify.
      - Kalika-only voting to accept minutes. Does not need to have to attended to accept, you are accepting the content of the minutes. Not about what is true, but if you accept what is written in the minutes.
      - Lynn moved that all present at today's meeting, even observers (Stage 1 MOs) accept minutes and Sonia seconded.

Kalikamurti Saraswati Suich	4
Fumiko Hamada	5
Sonia Munoz	4
Lynn Sumida	5
Hana J Alsane	5
Eun-Jin Kim (EJ)	4
Al Marhabi	5
Denzyl Witbooi	5
Meenakshi Mhambre	5

January minutes passed

b. February 2021
- Denzyl - voting by MOs at different stages not in minutes. Add the following to the February minutes: *Discussion about quorum, what was quorum. Question brought up about Level 1 MOs at meeting that didn't vote. Handed over to election committee to come up with proposal and bring back to following board meeting.*
- Lynn moved to accept minutes as amended and Sonia seconded.

Kalikamurti Saraswati Suich	4
Fumiko Hamada	4
Sonia Munoz	4
Lynn Sumida	4
Hana J Alsane	4
Eun-Jin Kim (EJ)	4
Denzyl Witbooi	5
Meenakshi Mhambre	5

February minutes passed

2. **Draft Budget**

- Kalika & Denzyl – Finance committee
- Kim-suggested Jan Moré from GIFCT to be part of committee.
- Lynn has also been invited to the Finance committee. Time issue may not make it possible.
- Reviewed all budgets. Cash budget that counts is what you have in the bank. Accrual is by invoice. WGI is a cash budget.
- EART is no longer part of WGI so we cannot look to them for monies anymore. EART conference not a WGI conference. No revenue.
- Financial information is always one month behind
- Reviewed budget line by line with explanations
- Kalika-how can we make up deficit of $16,000?
  - Kim - Suggested faculty symposium
  - Kalika- need to do something different because of Japan conference.
  - Sonia-Is one more online symposium enough money for WGI?
  - Kalika-hopefully we will get more people to attend and collect more money.
- Kim-we cannot pass a budget that is in the red.
- Sonia-we don't plan for failure.
- Going back to finance committee to adjust for deficient.
- Farida to introduce _____ to Kalika to be on the finance committee

Kim – Compliments to Finance committee on budget work.

3. **Agreement on "quorum" & voting.**

- Farida-Need suggestions from board on voting & re-validate MO stages.
- Kalika- Election committee to bring to the board and board is to discuss
- Proposed policy needs to be reviewed by board
- Election committee,-John, Kalika, Shruti & Fumiko
- Fumiko-previously it was ½ the total board members plus 1. For new board the same applies (9). It would be difficult to have 2& 3 levels always
- Quorum is legal if not less than 7 level 2 & 3 present.
- Kim-quorum is actually less than 6 level 2&3 present.
- Kalika-we looked at expectations of each MO. History-Thinking that led to the stages we didn't want to exclude organizations that were working toward becoming MOs. Wanted to include them in being part of influencing decisions, but they would not be voting members.
- Today only looking at quorum issue. Board needs to think about the proposal before voting on it today.
- Kalika-What happens if we don't have enough people for quorum, then it becomes a discussion and things discussed can be ratified at next meeting. Need process to capture discussion that can be a proposal for next board meeting. When there is no quorum, the question fades away. Record discussion and put that towards a proposal the next time. Board is more well informed.
- Kim-suggested – 50% plus 1 addition
- Kalika- diffculty is that stage 1s don't vote. Need a certain amount of stage 2 & 3 to vote
- Kim-50% plus 1 of full board members
- Lynn-proxy can attend to represent us on the board.
- Kalika-Can have a proxy but it isn't mandatory.
- Kim-Before we vote on proxies we need to check the bylaws to be sure they are not prohibited there.

Kalika motions:
The quorum: 50% of stage 2 and 3 MOs plus 1
- Vote is legal if the quorum is present.
- If 50% or less, that session becomes a "discussion" that could be ratified at next board meeting.

Seconded by Fumiko

Kalikamurti Saraswati Suich	5	Hana J Alsane	4
Fumiko Hamada	5	Eun-Jin Kim (EJ)	5
Sonia Munoz	5	Al Marhabi	5
Lynn Sumida	5		

Election Policy passed

4. **Youth position**

- Lynn-blended requirements & what the job entails. Possibly separate. Massive list of expectations. Considering we are sending to MOs and it is an overwhelming amount of work. Need to make it invitational and not oppressive.
- Farida & John-they will need to form a committee to complete tasks.
  - Additions to document:
    - Sonia-clarify that youth is under 30 and add that requirement under criteria.
    - Fumiko-add *at time of appointment* to "under 30"
    - John- we will require the person chosen be willing to form a committee that addresses the requirements (quality world picture) use our language per Kalika.
- Fardia – combine some requirements. We all agree that there needs to be a youth advisor.
- Lynn-question whether youth advisor will need to attend the entire meeting every month.
- Sonia-take to MOs for feedback.
- Kim-should we offer them certification training at a percentage off training? Who pays for the training. To be added to business arising.
- Kim-should we have a term limit?
- Kalika-right now make it as an expression on interest and we will go from there.

Kalika makes a motion that Youth Advisor to the WGI Exec Committee - Requirements and Expectations document be accepted.

Sonia seconded motion.

Kalikamurti Saraswati Suich	5
Fumiko Hamada	4
Sonia Munoz	4
Lynn Sumida	1
Hana J Alsane	4
Eun-Jin Kim (EJ)	4

Youth Policy passed

5. **Committees and assignments**.

- Kalika-was requested to write up on how committees would work. Reviewed proposal & list of committees. We can make new committees when we want or we can change them. No attachment to what is written. Taken out of the consultation document.
- Sonia & Denzyl- discuss the documents separately. Focus on "How Committees Work" first.

Lynn motioned to accept document as presented. Kalika seconded.

Kalikamurti Saraswati Suich	5
Fumiko Hamada	4
Sonia Munoz	4
Lynn Sumida	5
Hana J Alsane	4
Eun-Jin Kim (EJ)	4

How Committees work passed

Committee Assignment document review

- Agreed to combine program and training committees.
- Kalika-RT committee was most important to EART. Change to non-standing committee for now.
- Janet Morgan, previous board member, still wants to be on research committee.
- Conference & Online Symposium committee
    - Fumiko-separate into two committees. Interested in chairing conference, but not symposium.
    - Kalika same as conference, just a different medium. Agreed to separate into two different committees.
- Marketing & Branding its own committee.
- Technology committee.
- Discussion about MO and membership committees, should they be combined or stay separate? Staying separate for now as different committees.
    - Membership-how do we make membership more attractive.
    - MO committee-requirements & stages.
- Ethics/professional standard committee-do not have a policy, just a draft.
    - Kalika-keep as standing as long as we don't have PPM
- Combine Governance & Legal committees.
    - Kalika-always a standing committee.
- Election committee part of Governance & Legal
- Kim to add members of committees to the document.
- Send out expression of interest to MOs for committee assignments.

Lynn motion that the proposed working committees structure be endorsed.

Seconded by Fumiko

Kalikamurti Saraswati Suich	4
Fumiko Hamada	5
Sonia Munoz	4
Lynn Sumida	5

Hana J Alsane	5
Eun-Jin Kim (EJ)	5

The working committee document is approved to be sent to other board members and MOs to see if there is any expression of interest. The only people being sent to MOs are ones who have already agreed to serve on specific committees.

_____   _____

Farida D'Silva Dias, Chair   Kim Olver, President & Executive Director
William Glasser International, Inc.   William Glasser International, Inc.

WGI Election and voting processes. January 5, 2021

WGI definition of "democracy"
A democratic process consists of an agreed system for choosing and replacing board members through free and fair elections. The active participation of WGI members and protection of rights of all WGI members.
Active participation starts at the grass root level of each country's language and culture (MO) and engagement in the election processes are expected to be fostered by the Mos.

MO's need to demonstrate the "democratic and transparent way" they elect their representative and this is to be written into the MO agreement with WGI.

This definition allows for consensus decision making and maintains the current voting system, plus, the fall back voting possibility of majority decision making.
It aims to protect minority rights, and ensure transparent and open governance

How the board operates
The board operates with lead management processes and principles and each board member is expected to understand these principles.
The processes are to include encouraging each board member opportunity to speak and be heard.

Board Terms.
Board representatives are elected for No less than 3 years
- 2 x 3 years, 2 terms of 3 years in a row
- After 2 terms, if same person is to continue, the MO must give a rationale as to why.

Executive Members' Terms
The executive consists of the Chair, Vice Chair, Secretary, Treasurer and Immediate Past Chair

Executive members are elected for no less than two years.
To be eligible to be on the executive a board member must be a board member for one year prior to that and be a regular attender at meetings.

Contenders for the executive positions are requested to submit a written application for the executive position they seek outlining their skills and interest.

Having decided to run for an executive position, candidates are requested to
➢ talk with their MO members if they wish to stand for chair
➢ present information about themselves as a nominee to all board members and
➢ consult with MO members on how to cast their vote,
➢ c) reps may vote at their own will

Who can vote?
Level 1 reps

- Have a say in meetings but do not vote generally, they are perceived as observers, can join a committee but not be a chair of a committee.
- They do vote for the Chair, Vice Chair, Secretary, Youth officer and Treasurer

Level 2 and 3 are eligible to vote

Proxies

A person who attends meetings instead of the official rep.
- 2 reps maximum per country per board meeting is probably practical.
- Role of proxy:
  - can only vote on things asked by rep to vote on,\
  - will update rep with decisions made
  - proxy will not replace rep. and
  - It is the elected rep's responsibility to have the proxy always updated on issues to be discussed in board meetings.

WGI Board Record keeping

The WGI board as advised by the finance committee agree to how finance records be kept and that this remain the same when executive or committee members change unless the whole board votes for change.

Minute taking and agenda setting will follow the same protocols and remain consistent when executive members change.

Youth Advisor to the WGI Executive Committee

The WGI Board has recognized that some of our Member Organizations have difficulty attracting and maintaining youth in their organizations. We realize that at times we may be making decisions inadvertently that may discriminate against youth or go against the values that are important to them. To counterbalance some of this potential implicit bias, we are seeking a youth advisor (under 30-years-old) to serve as an advisor to the WGI Executive Committee that meets monthly for an approximately 2 hour meeting.

Requirements:

1. Become a liaison between WGI, the MOs and the Student Chapter of WGI.
2. Attend WGI board meetings on occasion, as requested.
3. Completed at least a basic intensive training.
4. Share ideas of how WGI could attract more youth.
5. Share ideas of how WGI could maintain the interest of youth.
6. Propose programs that would interest youth members.
7. Advocate for young people to become members of their local MOs.
8. Advocate for young people to complete certification.
9. Propose ways to funnel students of GQSs into membership in MOs.

WGI Committees
Committees have been a mainstay of the boards work.
It is hoped that by more MO's being represented and participating at the board level this will lead to more involvement in the work of the board.
The consultation process so far has demonstrated that many people want to be engaged and want to have a say which is wonderful.

There are two sorts of committees.
Standing committees, which are committees that always exist and have ongoing work and Non standing committees which are committees that need to exist but only meet when a need arises.

Membership of committees

The last board recommended that each committee has one board representative on it as that is the pathway of communication between the board and the committee.
This board rep does not have to be the Chair however they can be.
Each committee calls for, or looks for people who have some time, interest, skills, knowledge and passion about the role of the committee. Cals for committees could go out to MO's, reps could suggest people.
It is up to the committee how big or small a group is however experience of working in the committees has demonstrated 3-5 is perfect. Anymore and it is hard to meet, hard to have a good discussion via zoom or other video technology.
Committee participants except for board members are not bound to the length of time they sit on the committee.
Decision making within the committee. In the past this has worked by consensus and there where more than one point of view both of these were expressed to the whole board.
Accessing specialist advisors. Committees may access specialist advisors who are not WGI members however willing to work with WGI to reach its goals. It is hoped that these advisors will gain knowledge and understanding of CTRTLM. Specialist advisors would need to be willing to work within the parameters of the WGI philosophy.

Communication between Committees.

As the board is now bigger it is possible to achieve better communication, work with more people and represent more points of views and needs. Committees who are looking at actions that effect another committee would be asked to communicate with that committee first before bringing a proposal or discussion to the whole board. This is because communicating in smaller groups works better, smaller groups can allow time to clarify language and cultural perspective and make sure this is represented to the whole board.

Example
> The treasurer is responsible for the Finance and Business committee. Kalikamurti is the treasurer and the convenor of this committee. Through the board one rep has identified being interested in being on this committee. Other reps may also be interested. Board members and the ED have suggested some other people who might be interested in being on this committee. A request for members of this

committee could also go out through the MO's. This group would then work on issues relating to the budget, financial and business planning.

This group would also need to work with the Marketing committee, the Conference committee and the Governance committee from time to time and potentially other committees.

It is hoped that a lot of this communication can happen outside the board meetings so that the work is done, good thinking and discussion has taken place and that the recommendations from the finance and business development committee presented to the board have been informed by the work they have done with the aforementioned committees.

Meeting times

It is up to the committees how regularly they need to meet and when and how. Meeting schedules are to allow for the work to be completed in a timely manner so the work of the board can progress.

Reporting

Committee reports are a standard item in the board agenda. If a committee has a report to submit they will be asked to have their report ready to go out in the board pack that goes out to all board members one week before the board meeting.

Proposed Working Committees

Proposed Committees	Proposed Responsibility	Proposed Membership
Finance, Investment & Business Development – chaired by board treasurer	This group works with the treasurer, is abreast of all financial issues and advises and supports the work of the treasurer, monitors investments, prepares a business plan and actively engages in identifying business and money raising opportunities.	Finance and investment
Training: CT/RT/LM Program Standards, Program Development – chaired by senior faculty	Sets criteria and monitors for CT/RT/LM training, provides standards, receives and decides on requests for exceptions to training policies, handles all disputes or concerns re program standards, and responsible for preserving Dr. Glasser's legacy	Senior Faculty
RT Committee	Oversees and is responsible for the Reality Therapy training	Someone from Training and Faculty committees and ED and ED of EART
Conference and Online Symposium	Ensures a six-year calendar of conference locations and works with host MOs to ensure financial viability of conference and adherence to the International Conference Policy. Organises and or supports online symposiums, which includes recommending targeted symposiums and symposium content.	Specific Board members including host MO's for international conference. Board Treasurer
Marketing/Branding/Technology	Creates marketing plans, develops technology solutions to challenges, develops and monitors brand adherence and works with a marketing consultant when approved	And board reps, people with tech, marketing and brand experience and one member from Executive Committee
Research & Development	Oversees the compilation of the biannual CT/RT International Journal, assists MO's with gaining Evidence-based Practice designation, works with universities to have graduate students do	Journal Editor, peer reviewers, those who have done

	research into our programs and collates the living library of Choice Theory literature.	research themselves
Glasser Quality School	Keeps abreast of all the different ways that GQS is taught and approved; develops and promotes new materials & resources for GQS use; receives, approves and endorses GQS applications and renewals; promotes GQS programs; and arranges regular recognition and celebrations of GQS' accomplishments	Glasser Quality School members and board reps with school expertise
Member Organizations: Accreditation & Criterion	Collects the documentation required at each stage of member organization; ensures MO alignment with Dr. Glasser's concepts and teachings; evaluates the initial quality of WGI programs; ensures initial training protocols are met; when training doesn't follow protocols, refer the situation to the training committee; assist MO's to transition from one stage to the next as they request to do so; and provide global recognition and celebration of the new MO	People who belong to Stage 3 MO's and at least one board rep
Faculty including continuing education	Create standards for faculty and continuing education; oversee and develop opportunities and standards for faculty worldwide; and create opportunities for faculty to gather internationally, either in person or virtually	Five faculty members, including a mix of faculty levels and a board member
Youth	Actively promotes and increases youth participation in MO's and WGI, seeks to involve students from GQS; and transforms the teaching of Glasser for a more contemporary understanding	Youth advisor to the executive and supported by youth committee.
WGI Sustainability	Works with Conference and Faculty Committees to create ways to reduce the WGI's carbon footprint; and plans for the WGI's sustainability through succession planning; and promotes and plans virtual and online conferencing and events	Minimum of one board rep
Governance	Responsible for the research into the new legal structure. Ensures compliancy with bylaws and PPM; and updates Policies & Procedures, reviewing biennially at MO's.	All staff, Board Chair or their delegate + one from training committee

Membership Committee	Provides value-added ideas for membership and assists the MO's to increase their individual memberships	MO reps
Ethics/Professional Standards	Resolves conflicts regarding grievances, faculty who aren't following policies, MO's that are not getting along, are having problems with membership or are not following protocols.	Chairs of MO's, a board rep, Chair, ED, pull in members without any conflicts of interest as needed
NON_STANDING COMMITTEES		
Communication	Responsible for the website, communication with MO's, social media, all media, press releases, etc.	Board Secretary, organizational secretary plus people with skills in this area
Stakeholders	Develops relationships with other organisations, businesses, educational institutions and philanthropic organisations who want to register with WGI, forming protocols, criteria, policies and procedures for doing so	At least one board member
Scholarship	Distributes monies tagged for scholarship to applicants requesting assistance	At least three members with at one coming from the Board
Program Development, including Faculty, CTRTC Programs and new programs	Works with the Training and Faculty Committees to oversee the development of new programs created by individuals, groups, Nos or the WGI board, ensuring quality, adherence to CT/RT program standards; recommends programs for approval by the Board; manages all disputes or concerns; and makes recommendations to the Board	Innovators, at least one board member interested in creating new training and learning opportunities
Legal	Responsible for legal issues, e.g., incorporation, constitution, bylaws, lawsuits, and other legal concerns; and locates pro bono support when needed	Executive Committee and other board members with

| | | skills or interest |