



William Glasser International
WGI Board Meeting 119 Minutes
Saturday, February 27, 2021 at 1300 UTC

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

In Attendance

Farida D'Silva Dias
Eun-Jin Kim (EJ)
Lynn Sumida
Bette Blance
Denzyl Witbooi/Mirinthia – joined at 1316 UTC
Sonia Muñoz (left 1622 UTC)
Kalikamurti Saraswati Suich
Shruti Tekwani (left 1612 UTC)
Kim Olver
John Cooper
Hana Alsane
Asmaa Chroqui (did not stay-in and out of meeting-was not present for at least last hour)
Denise Daub

Apologies

Fumiko Hamada

1. Welcome and Introductions.

Bette introduced herself. – Rep for New Zealand, Basic Instructor. Passion Glasser Quality Schools

2. Approve January 2020 minutes

- Lynn Sumida – minutes not complete. Lynn wants a better clarification of what Sonia & Lynn declined.
- Confusion on Election policy
- John wants to add to bottom of Election policy voting the following to clarify:
 - *This decision enabled the election to proceed. The information needs to be recorded and become part of the information for the Constitution / Governance Committee.*
- Kalika – wants statements made for position in the January minutes
- Lynn-Add motion made to add two more positions to Executive board
- Send minutes to John for changes and additions

Youth Director position discussion:

Lynn concerned about putting a youth in a position on Executive board. We will not let elected MOs on the board unless they have been on the board for a year because they don't have enough experience, and yet we will put a youth who is not elected from an MO on the Executive board with no experience. Not comfortable on the board, odd to be put on Executive board.

Kalika – will come back to this because it is on the agenda.

Kalika – “will only attend for 2 hours” – not accurate remove from minutes

Farida suggested timeline for meetings so they don't go on too long.

Kim suggest a time frame for each item on agenda and postpone if needed to next meeting



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Kalika – move to accept minutes with all changes. Bette seconded.

Lynn – clarify that changes need to be made on mentoring document.

Kim – Changes were made, wrong document sent. Kim will send new mentoring document with changes to board

Kim-Kalika will clean up the Election Policy & Kim to do the Mentoring policy.

Kalika-withdrew motion to approve minutes until all changes are made and approve them in March.

3. MO Stages – where does everyone see themselves?

Kim-through self-evaluation what stage are MOs at? MO committee (Farida & Kim) will co-verify the self-evaluation

****Not using the word “level” but “stages” instead****

Lynn (Canada) -3

Bette (New Zealand) -1

Kalika (Australia) -3

Sonia (Colombia) -2

Hana (Kuwait) - 3

EJ-doesn't understand. Kim explained and come back with Korea's stage at next meeting

Denzyl (So. Africa) - 1

Shruti (USA) - 3

Farida (India) -1

Kalika expressed concern to Chair about allowing MOs until the next meeting to self-evaluate due to concerns on quorum of people who can vote at board meeting. Need information before next board meeting.

Farida-Any other MOs who informed Kim (ED) about elections & self-evaluations?

Kim- yes there are MOs who have not had elections, no self-evaluations have been submitted.

By-laws currently say that there are 16 board members, stage one are observers (not voting members). Quorum number is 9

Of the people present at the meeting. We don't have 16 voting members now, max that we can have. 19 MOs.. not all stage 2 or 3. Still below the number 16.

Kalika- would like the information before the next meeting.

Kim-Yes, will work on it

Discussion about quorum, what was quorum. Question brought up about Level 1 MOs at meeting that didn't vote. Handed over election committee to come up with proposal and bring back to following board meeting



4. Executive Elections

a. Lauren Joyce – Youth Member

Kim-If we choose not to have a youth member on the executive committee we will need to do a motion because we passed a motion in South Africa to have a youth on the board.

Shruti-confirmed that it was on the executive board because she believes it is important that the youth have a voice.

John- his understanding that there would be an election and he does not believe it was determined how they would be elected. He assumed that they would be regular election.

Kalika-Addresses Lynn's concern about having to be on the board for the year, but allowing a youth on executive with no experience at all and other people can't be on the board. Suggested that they be youth advisors instead of a board member.

Lynn-MOs should have an opportunity to put forth youth as representatives

Denzyl-What is the age requirement for this position

Shruti-Under 40.

Kim-Suggested that there be a requirement that they be a member of the student chapter

Farida-We should have basic requirements for the position.

Youth Committee: Shruti-Chair & John

Tasks:

- Come up for requirements & qualifications for the position
- To figure out if they will be a member of the board or an advisor
- To work out the process for choosing or electing position

5. Finances

Kalika thought that Janet was going to present the new budget for this year. Has not done the budget for 2021. Will meet with Denise.

- Treasurer is only a year position and suggests that the term be extended because you spend about 9 months learning.
- Standardize the budget so that it is the same no matter who is the treasurer.
- Treasurer should be supported by finance committee because that group should be thinking about the big picture how WGI can not only survive but thrive.

Will submit a draft of budget before next meeting. To be on committee you do not need to be on the board, can be any person in a MO who has interest. Finance committee will be responsible for recommending all the policies and procedures.

Lynn-there is proposed budget in the documents received, but no January numbers

Denise – Error, January numbers are there but in the wrong column. Will resend corrected document for budget



Kim- If you know anyone in your own organization that would be good on the finance committee that you could recommend. Recommended Jan More from US.

Farida-volunteered Dr. _____ who set up budget for faculty summit.

Kalika- Finance committee can review proposed document that she submitted

6. Global Symposium

Kim- not as many people as she would have like attend. Between 50-60 participants. Confusion with global time schedule and challenges with monitoring multiple presentations. Received positive feedback. Quality of presentations was very high; people were excited to connect with other people again.

John-no way to give feedback for conference

Kim-do a survey for the conference to send to all participants.

Farida-form with a thank you letter along with copy of recordings. Certificates for participants and presenters.

Kim-no certificates for participants, but for presenters. Certificates to be issued as CEs, however, US may no longer be able to issue CEs. Janet is following up with NBCC regarding credentialing.

John-send draft of survey so that he can assist in the questions.

Kalika-Would like a report about how the presenters were chosen, what topics were, the aims, who it was targeted at. Needs to come out of your head onto paper.

Lynn-Acknowledge that it was a major feat to pull off. Complexity was astonishing. | |

Farida-Echo what Lynn said and it was great.

Kim-Awesome venue to bring faculty together to talk about the concepts. Possible an international forum to have instructors get together.

7. Board Business

Farida-time not good for many people. Are you happy with this time and is Saturday a good day

Lynn-Could a Friday work?

Lynn-Friday or Saturday

Sonia-prefer Friday, Saturday ok

EJ-Friday or Saturday

Denzyl-Saturday – Friday would be difficult

John-either day

Kalika-wants 2 hour meeting, Friday, Saturday or Sunday is fine

Bette-either day

Hana-either day but prefers Friday

Farida-either day

Kim-Friday better day

Shruti-Saturday is no good

Kim-suggestion to switch between 2000 and 1300 UTC to accommodate different countries.

Farida-Would like a fixed schedule for the next 6 months. Suggested last Friday of the month at 1300UTC.



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Board Meeting Schedule: March 26th, April 30th, May 28th, June 25th, July 30th, August 27th

Monthly board meetings for 6 months and then review again in August

MO Meetings Quarterly

- Issue that many board members are also MO representatives so it is an additional meeting.
- MOs can send a proxy to the meetings.

Farida-Do we want to continue to the quarterly meetings?

Unanimously agree on MO quarterly meetings

8. Committee Assignments

Kalika-Consultation document has proposed working committees. Have not decided on proposed committees and how they might work.

Priority Committees:

- Legal & Governance- new legal structure of the board. The legal structure doesn't meet our needs anymore. What is the best legal organizational structure to have, what country, etc.
- Policies & Procedures
- All committees as set forth in board agenda

Kim-need a board member to sit on every committee, don't need to necessarily chair.

Farida-Send consultation document out to everyone in draft (Hana & EJ have not received it)

Kalika requested that chair ask if anyone is interested in sitting on any of the committees.

- Legal & Governance – Farida, Kim, John & Kalika
- Finance & Business-Denzyl
- Send Kim an email by next week as to what committee you want to sit on

Kalika & Kim will work on how the committees will work and communicate with each other.

Kim-would like to see who would be interested in sitting on committees that have items to be worked now instead of waiting.

- Ethics – no ethics policy (draft in works)
- Price of senior faculty training – Ireland has questions

Have people start working on these committees and bring proposals to next meeting on these issues.

- Sonia & Bette both want to be on Quality School Committee
- Lynn interested in possibly the Training committee
- EJ interested in Membership committee
- Hana will let Kim know

Training committee-Kim & Lynn to address Ireland's questions



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John-wants policies on a framework so they will all look the same and recognized as a WGI policy. Two pages and as many appendices as we like. Template for policies will go to Governance committee Bette-on Research committee and suggests that a research person be on the different committees where necessary.

Kim suggests that EJ may be interested in Research committee

Ethics committee-there is already a draft of policy. Shruti will work with John.

Kim-most challenging for committees to meet at a time that works for everyone. Suggested that committees try and find a time that works for everyone

9. Confirmed next MO Quarterly Meeting: March 12th – 1300 UTC & 2000 UTC

10. Next Board meeting – Saturday, March 26, 2021 1300 UTC

11. TCOYL Certificates -Denise suggests that certificates be awarded by MOs instead of by WGI. Further recommends that someone take over Bette's previous job collecting data for TCOYL as there is no one doing this work at this time. Denise inputs data into the database, that is all. Kalika-Australia running TCOYL workshops for free. Japan questions why Australia has free workshops. TCOYL is not meant to be free. TCOYL designed to raise money and give people an introduction to CRT. If not paying for workshops then we are not collecting data. To go to the Training committee for consideration.

Kim-Question: Does Denise need to continue to issue certificates or can she give the template to the MOs to issue it themselves.

Lynn-Bigger question-do we want it to a global WGI program or a MO run program? What is the priority? Needs to be standardized.

Kim-first year was supposed to be free, but after that it was supposed to be a paid program Training Committee will address and if they can come to a resolution, they will present a proposal at March board meeting

Need a policy that is clear for everyone. To also be brought up at MO meeting for feedback.

Denise clarified issue with certificates not being received by participants.

Farida-Training committee will come up with a solution and present at next board meeting

Bette will join the Training committee for the TCOYL part.

12. Committee Reports-deferred to next meeting.

13. Executive Director Renewal

14. Corporate Secretary/Finance Manager Renewal

Lynn wants some clarification on background information. When there is a review there is usually directions, what are the considerations? Not clear.



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John-no process except what we put forth. They followed from the previous predecessors. During Brian and John's time there was never a contract. Kim does a job that she is not given instruction on, which we don't hold her accountable, and she probably works for more than we pay her for, Denise is in the same boat.

- Are they able to do what we want?
- Are they doing what we want?
- Enough time to do what we want?

Needs to be part of one of the committee's work

Suggest that we keep Kim and Denise on and that we work out the process before the year is up so we will have a framework when the review comes up again.

Kim's statement: When I first started the job the question as to whether I would be an employee or contracted employee. The decision was that it be a contracted employee position to save WGI money, no taxes are being taken out and I have to pay taxes out of the money paid, as does Denise. We are in charge of our own schedule and determine what work we do at the pleasure of the board. WGI don't need to pay certain insurances, workers compensation & social security. We should have a 1099 job contract. Important to know that what Denise and I get paid is not what we put in our pockets.

15:20 Kim & Denise left the meeting

Farida D'Silva Dias, Chair
William Glasser International, Inc.

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