



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

In Attendance

Denise Daub
Kim Olver
Farida D'Silva Dias
Shruti Tekwani
Fumiko Hamada
Sonia Munoz
Bette Blance
Hana J Alsane
Gymy Lim
Lynn Sumida
Eun-Jin Kim (EJ)
Mohammed Ahmed Al Marhabi
Denzyl Witbooi

Apologies

Kalikamurti Saraswati Suich
Meenakshi Mhambre

1. Take attendance to check quorum requirements.

We have a quorum.

2. Approve April 2021 minutes

Lynn moved that minutes be accepted.
Bette seconded the motion.

Shruti Tekwani	3
Fumiko Hamada	4
Sonia Munoz	4
Hana J Alsane	5
Gymy Lim	4
Lynn Sumida	4
Eun-Jin Kim	4

Minutes Accepted

3. Financial Report

Denzyl-there was already discussion around the financial report last meeting, but we didn't have a quorum to vote on it.



Shruti moved to accept financial report
Seconded by Fumiko

Shruti Tekwani	4
Fumiko Hamada	5
Sonia Munoz	4
Hana J Alsane	4
Gymy Lim	4
Lynn Sumida	4
Eun-Jin Kim (EJ)	5

Financial report accepted.

4. Report; income taxes

Income tax was filed.

Kim-asked board members to please, in the future, respond to email regarding voting. Check spam and add the board@wglasserinternational.org email address to your contacts.

*Introductions to Gymy from board members.

Small groups of three conversations (Someone please take notes and send to Denise to compile)
–15 minutes.

- What is your understanding of an umbrella organization?
- What do you see as the picture/purpose of us as the umbrella organization?
- How do you want it to work?

Breakout groups:

Denzyl, Lynn & EJ (Group 1)

Similar understanding of the overview of an umbrella organization. Picture of leadership that promotes growth and awareness of applications. Surprising how much we have not grown globally. WGI should not be just a regulating body but also and connecting body promoting global growth. Balance of Lead management, choice theory & RT and perception in the world. Important to have all elements presented not just CT, LM and RT need to also be represented.

Kim-regarding balance of RT, CT & LM. CT is really the overarching theory as it informs the other pieces. RT is the application to counseling and coaching, QS application to schools & LM application to leadership.



In the US – 3- or 4-day trainings. When 3-day trainings, LM is often left out. Lynn concurred.

Fumiko, Shruti & Denise (Group 2)

What happened to the visual image of what an umbrella organization would look like? MOs are the members of WGI, not individual members. Individual members belong to the MOs of each country.

Farida, Hana & Gymy (Group 3)

Like the coordination of activity and pooling of resources. Still getting used to the idea of working together. Happy to be represented at the board and carry back ideas to their organization. Picture (purpose) need more relationship building part and working committees. Would like to be more involved in the working committee. Liked the transparency and sharing with other members. Looking forward to contributing their ideas and work with other MOs in working committees.

Kim, Sonia, Bette & Mohammed (Group 4)

Lots of organizations in one with umbrella covering one purpose, initiate activities that cannot be done alone, connection, creating an organization that people want to belong to, providing direction to MOs. What is their part? Encourage MOs to be self-sustaining, and provide opportunities to self-evaluate. Quality word picture is for WGI to recognize limitations. Ask what MOs need and come together to network to see how we can help each other.

Any disagreements about what an umbrella organization?

All in agreement that we serve the MOs, not the individuals.

How dynamic is the relationship? Maintaining or growing. More conversation about that. Growth is our goal, not maintenance. How do we do that?

How do we support MOs and help them grow?

How do we operate?

5. 2021 budget table

Motion: That the budget template currently being used by WGI be sent as a template to all MO's as part One of the governance pack.

Moved by Kalikamurti Suich

Seconded by: Sonia

Shruti Tekwani	4
Fumiko Hamada	5
Sonia Munoz	4
Hana J Alsane	4



Gymy Lim	4
Lynn Sumida	3
Eun-Jin Kim (EJ)	4

Motion passed.

Denzyl-governance documents are something that we can propose to MOs, they can choose, not required. It is a guideline.

Kim-we voted in Croatia to be a guideline organization.

6. Online Symposium

Motion: That WGI hold one more online symposium this financial year

Moved by Kalikamurti Such

Seconded by: Shruti

Denzyl-propose that WGI considers a symposium bearing in mind the themes of Europe and Japan and that the themes do not overlap. A way of raising funds.

Australia and the Middle East also have conferences.

- Kim-suggestion to poll the audience to see who would be interested in being on the committee.
- Denzyl-don't we already have a committee?
 - training committee willing to take care of online symposiums.
- Kim-could fall to the training committee or we can create a conference committee
- Farida-willing to be a part of the conference committee.
- Fumiko does not want to be on the online symposium committee, she is on the international conference committee.

Ali, Lynn, Farida, Kim & Sonia – training committee

Denzyl-

Kim-no one at the meeting wanted to serve on this committee

Shruti Tekwani	5
Fumiko Hamada	4
Sonia Munoz	4
Hana J Alsane	4
Gymy Lim	4
Lynn Sumida	4
Eun-Jin Kim (EJ)	4

Motion Passed



7. Ireland request to lower the price of senior faculty status

Motion: That the Senior Faculty Fee be reduced to \$600 US for stage 1 & 2 MOs. Stage 3 sets their own fee based on their current market and sends at least \$100 US to WGI.

Moved by Sonia

Seconded by: Lynn

- Current fee is \$950.
- \$500 to Pat Robey
- \$100 to WGI
- Significant drop in income
- Reduction in cost may inspire more faculty training.
- Stage 3 can set their own pricing & approve senior faculty.
- Japan approves their own faculty because of language.
- Need to possibly create parameters & guidelines on the price point.
- Want to avoid having members going to other MOs for cheaper training.
- Kim-suggestion that if a member wants to go to another country they still having to pay the fee that their country charges.
 - Takes the money issue out of the equation.

Lynn training committee will review the costs for senior faculty across the MOs and considering setting guidelines for the pricing.

Shruti Tekwani	4
Fumiko Hamada	4
Sonia Munoz	4
Hana J Alsane	4
Gymy Lim	4
Lynn Sumida	5
Eun-Jin Kim (EJ)	4

Motion passed

8. Edward Jones accounts

That Nancy Herrick be removed from access to the Edward Jones Account

Motion moved by Kalikamurti Suich

Rescinded by Kalika

Denzyl explains - after an inquiry to the broker, it was clear that it can only be a US citizen. Jan More put in place. Kalika wants viewing access. Jan suggests that there should be another person on the account in the US, not just her. Also concerns around the current broker, lack of ability to communicate



with her & response time. We are an international organization – sent a request to the broker about how the account is being managed. How is it that we cannot have international access to the account as an international organization?

Kalika rescinds because we need to maintain two people in the US.

Kim clarified that she has access and Denise has viewing.

- What safety protocols are in place in account management?
- Why is there no international access?

Finance committee is still considering.

9. MO Stages Status

Motion: That MOs be given until 2022 to meet the requirement of providing a budget, strategic plan, business plan and annual report.

Motion moved by Kalikamurti Suich

Seconded by: Shruti

Kim explanation - reached out to stages 1&2. Letters of intent, if approved, will be sent.

Challenges getting the governance documents from MOs. MOs are requesting examples and we do not have that prepared yet. Suggested that we suspend the requirement for documents until 2022 giving us time to provide templates and allowing MOs to proceed to advance in stages.

Shruti Tekwani	5
Fumiko Hamada	4
Sonia Munoz	4
Hana J Alsane	4
Gymy Lim	4
Lynn Sumida	4
Eun-Jin Kim (EJ)	4

Motion passed

10. Letters of Intent for the MO Stages

Motion: WGI Board approves the three Letters of Intent defining the relationship between MOs and WGI, along with the corresponding changes in red to be made to the list of MO Stages and Benefits.

Motion moved by Farida D'Silva Dias

Letter of intent created by Farida & Kim. Added some changes that need to be approved. All changes in red.

Lynn-key piece because this is about relationships with MOs.

Letter of intent stage 3:

- Review of changes in document.
- Denzyl-#7 clarify 20 members that are **registered** with the MO?
 - Yes, will add “registered”.
- Lynn-What is meant by “seamless” from #13. No definition for “seamless”.
- Change to “collection and transfer”.
- Add “quarterly”
- Add “independently”
- Lynn-these are requirements, not intentions.
 - Need to lead by example.
 - Kim-current board is doing that.
- Kim-these are definitions of what is needed for each stage.
- Denzyl - issues with wording as it is reading like requirements and not suggestions and encouragement.
- #15..change the wording to “embody the principles of CT”
- Lynn suggests that this goes to training committee for review.

Kim & Farida to get together to make changes on all three documents and then put to training committee.

11. Occasional committee be formed to address ethical issues.

Motion: That the occasional committee be formed to address ethical issues that have arisen
Motion moved by Kalikamurti Suich

- To create rubric for embodying CT principles
- Need volunteers to work on that document.
 - Who would like to serve?
 - Not a standing committee.
 - Need some with competencies in creating rubrics and International presence.
- Kim to do a letter to MOs
 - Also bring up at MO meeting
- Gather information & feedback and collate the information with someone who knows how to put a rubric together

Tabling motion for another time.

Sonia concern about QS committee



- Committee members can choose their own leader.
- Kim-Meet and discuss where the QS needs to go. There are no tasks currently in place.
- Sonia-Does not know who the members of the committee are.
- Farida- update the committee documents with the members on the committees.

12. TCoYL fees/Certificates

Motion: That MOs will oversee the administration of the TCoYL program.

Motion moved by Farida D'Silva Dias

Seconded by: Lynn

- Review of document.
- Sonia made changes as per discussion and feedback.
- Bette-good idea to have the information done locally and collect the data.
- Two-month grace period.

Fumiko Hamada	4
Sonia Munoz	5
Hana J Alsane	4
Gymy Lim	4
Lynn Sumida	5
Eun-Jin Kim (EJ)	5

Motion Passed

13. Youth Position

Motion: That WGI elects Lauren Joyce from the US for the position of Youth Advisor to the Executive Committee.

- Need to set a term.
- Don't have a quorum, but can send an email for more votes.
- Don't need to be knowledgeable about CT, but about youth and how we attract youth.
- Denzyl didn't receive an email.
- Kim will send another email and talk about it at the MO meeting.

- Kim-schedule of board meetings only through June. What do we want to do going forward. Maybe it could be committee meetings instead of monthly board meetings.
- EART is willing to continue to pay membership fees going forward as an affiliate fee. They want to stay a part of WGI.
- Farida-need to have a list of committees and members before making changes to the schedule of board meetings.



William Glasser International
WGI Board Minutes of Meeting #122
May 28, 2021 1300 UTC

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

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

Changes to the “Take Charge of Your Life” Program

MOs will oversee the administration of the “Take Charge of Your Life” (TCoYL) program:

1. WGI will provide MOs with a template to issue TCoYL certificates to anyone who takes the Take Charge program.
2. The cost of the program can be determined by each MO.
3. MOs will also maintain the data of the people who have taken the course.
4. It is understood that facilitators will charge participants for this program. Ten percent of the charge from each course offering will be sent to MOs to forward to WGI as a royalty for using the course and those monies will be put into the Endowment Fund, the fund that was created to ensure the longevity of William Glasser’s legacy.
However, if a facilitator wishes to donate their time and not collect any monies from participants, it is understood the facilitator will still donate their choice of \$10/\$20/\$50 or more USD/class for the use of the program.
5. The facilitator will send the monies to their MO who will then forward them to WGI for the Endowment fund.
6. MOs will provide the total number of TCoYL participants in their annual report.

Finance, Business Development and Investment Committee WGI Board report May 25, 2021

- Recommend Nancy Herrick be removed from access to Edward Jones account
- Admin fee for Senior Faculty be changed to \$100 US as long as this covers all costs of admin including changes to how many trained-on web site.
- Recommend that the budget template the board uses be sent as Part One of the Governance pack to all MO's with some basic information as to how it used it and that it enables boards to have a budget of intent.
- The Finance committee aims to finalise either the Strategic Plan and/or Business Plan templates at their next meeting on June 21. The committee recommends templates to assist MO's to know what information is to be included, however recognises that MO's also have the choice to develop their own templates and or plans. The templates are to be offered as guidelines to support MO's rather than compliancy reporting.
- The committee is also working on annual reporting expectations and is working towards developing a template. Information that is considered relevant so far is
 - Provide financial information that is compliant with legal obligations
 - Overview of activities of the organisation including
 - Training at different levels
 - Any fundraising activities
 - Conferences Seminars
 - Publications
 - Current board membership
 - Strategic/ Business Plan and whether goals were met.
- Consideration of Jeff Steedman proposal. The committee recognises the professionalism of Jeff Steedman course and proposal and wishes the board to acknowledge that to him. The finance committee advises that the ethics committee needs to be formed to look at setting the scope, vision and parameters for how WGI develops relationships with affiliates, businesses, organisations in a strategic way that ensures the new relationships fir with CTRTLM. The quality of Jeff's proposal has provided WGI with the opportunity to deeply consider this step and this needs to be acknowledged as it will take time to develop policies and protocols in this area.
- The committee has on their agenda to look at some existing templates for affiliates so as to be able to inform the ethics committee and board.
- The Finance committee agrees that apart from the agreed to governance packs, it is not viable offer WGI services for free. A tiered level of donation options is considered to be an effective way to move forward.
- While it is not in the current budget the Finance committee recommends that WGI hold a second online symposium this year to raise some revenue. Relevant committee need to consider the European Conference in June 2021 and the International Conference in Japan in 2022.

Proposed Motions

Motion

I have already sent a motion re the proposed budget, and it should come up as business arising as we did not have a quorum at the last meeting.

Motion moved by Kalikamurti Saraswati Suich

That Nancy Herrick be removed from access to the Edward Jones Account

Motion

That the Senior Faculty Fee be reduced to \$600 US

Moved Kalikamurti Saraswati Suich

Motion

That the budget template currently being used by WGI be sent as a template to all MO's as part One of the governance pack.

Moved Kalikamurti Saraswati Suich

Motion

That WGI hold one more online symposium this financial year

Moved Kalikamurti Saraswati Suich



Kalikamurti Saraswati Suich

Treasure/ Chair of Finance Committee WGI

I would like to thank the members of the Finance Committee who are: Denzyl Witbooi, Ahmed Alshatti, Jane More.

WILLIAM GLASSER INTERNATIONAL, INC.

Letter of Intent Stage One

between

William Glasser International

and

This Letter of Intent is designed to clarify the relationship between William Glasser International and Member Organizations entering Stage One of Development and, for the benefit of both, to promote the ideas of Dr. William Glasser.

Once an organization promoting the ideas of Dr. William Glasser and William Glasser International has completed the policy process on becoming a Member Organization, the following is the understanding between the two entities:

**RIGHTS AND RESPONSIBILITIES OF
OFFICIAL WGI MEMBER ORGANIZATIONS**

[Name of Member Organization] shall:

1. Create a relationship with WGI's MO Committee to help mentor you through the process.
2. Create a constitution and bylaws consistent with WGI vision, mission and values.
3. Registered as a non-profit or NGO.
4. Elect one non-voting representative through a democratic process to observe and serve on the WGI board. Only due-paying members can vote for board delegate. WGI can help with this process, if needed.
5. Register at least five (5) members.
6. Operate by the Policies and Procedures of WGI which are posted on the WGI website.
7. Hold regular board meetings at least quarterly, proving transparency through public minutes.
8. Prepare a preliminary strategic plan and budget.
9. Create an organizational email address to communicate with your members.
10. Establish a data base with members' contact information and training status

11. Collect and pay WGI membership dues and training fees to WGI or make arrangements to pay through another MO.
12. Ensure all members are current with their dues.
13. Begin exhibiting behaviour consistent with Choice Theory Lead management principles and practices, connecting behaviors and communication underpinned by the theories of William Glasser; ask questions when unsure.

RESPONSIBILITIES OF WILLIAM GLASSER INTERNATIONAL

William Glasser International, Inc. shall:

1. Place the name and contact information of the Representing member for the official Member Organization on the WGI website.
2. Maintain open communication via email and other forms of communication.
3. Invite a representative of the Member Organization to quarterly meetings with representatives of the WGI Board.
4. Provide the Member Organisation with the official logo of WGI for them to include on their website and publications.
5. Publish official WGI training and local Choice Theory events on the WGI website, as requested.
6. Provide endorsement of Senior Faculty.
7. Send official WGI certificates for all training completed to training participants.
8. Post the names of current dues-paying faculty approved by the local organization, to the WGI website.
9. Provide official PDF of "How the Brain Works" charts designed by Dr. Glasser, as requested.
10. Listen to, and consider input from, Member Organizations regarding any changes to existing policies, the development of new policies, and the creation of new programs.
11. Maintain a current database of all official certification and Faculty training.
12. Provide current and relevant Policy & Procedure information, reflecting the official Policies and Guidelines of WGI as changes are introduced.
13. Enable a process for complaints and grievances to be heard and mediated.
14. Create expanded opportunities for new teaching and new programs around the world.
15. Coordinate biennial international professional development for faculty.

William Glasser International may withdraw at any time due to any behavior that is incongruent with WGI's values and/or policies. Each Member Organization may also withdraw its affiliation with WGI at its own request for any reason. There are no refunds in the case of withdrawal by a Member Organization.

[Member Organization Name]

William Glasser International, Inc.

President

Executive Director

(Print Name)

(Print Name)

Date

Date

WILLIAM GLASSER INTERNATIONAL, INC.

Letter of Intent Stage Two

between

William Glasser International

and

This Letter of Intent is designed to clarify the relationship between William Glasser International and Member Organizations entering Stage Two of Development and, for the benefit of both, to promote the ideas of Dr. William Glasser.

Once an organization promoting the ideas of Dr. William Glasser and William Glasser International has completed the policy process on becoming a Member Organization, the following is the understanding between the two entities:

**RIGHTS AND RESPONSIBILITIES OF
OFFICIAL WGI MEMBER ORGANIZATIONS**

[Name of Member Organization] shall:

1. Maintain a Non-Profit or NGO status.
2. Demonstrate less reliance on WGI's MO committee but maintain the relationship in case you need help.
3. Follow own constitution and bylaws aligned with the Vision, Mission and Values of WGI.
4. Communicate with WGI in English, the official language of WGI.
5. Establish a democratic election process for nominations and voting procedures for eligibility to serve as a voting board delegate on the WGI board.
6. Register at least ten (10) members, annually.
7. Create a Policies & Procedures Manual and Guidelines for your MO, aligned with WGI's policies.
8. Have regular board meetings at least quarterly, providing transparency through public minutes.
9. Prepare and share annually a Strategic Plan, Budget, and Annual Report with members of the MO and WGI.

10. Establish an automated system to communicate with MO members.
11. Maintain a database of members and people trained, with status of training, and provide this information to WGI at least quarterly.
12. Collect and transfer monies for dues and training fees to WGI.
13. Have a process for reminding and collecting dues from members.
14. Exhibit behavior consistent with Choice Theory.
15. Have a minimum of five [5] practicing faculty members, with at least three [3] practicing practicum supervisors and two [2] practicing instructors.
16. Submit an article to one of the two Journals published each year.
17. Hold a national conference for your MO membership.

RESPONSIBILITIES OF WILLIAM GLASSER INTERNATIONAL

William Glasser International, Inc. shall:

1. Place the name and contact information of the Representing member for the official Member Organization and their board on the WGI website.
2. Maintain open communication via email and other forms of communication.
3. Invite a representative of the Member Organization to quarterly meetings with representatives of the WGI Board.
4. Provide the Member Organisation with the official logo of WGI for them to include on their website and publications.
5. Publish official WGI training and local Choice Theory events on the WGI website, as requested.
6. Provide endorsement of Senior Faculty.
7. Send official WGI certificates for all training completed to training participants.
8. Post the names of current dues-paying faculty approved by the local organization to the WGI website.
9. Provide official PDF of "How the Brain" Works charts designed by Dr. Glasser, as requested.
10. Listen to, and consider input from, Member Organizations regarding any changes to existing policies, the development of new policies, and the creation of new programs.
11. Maintain a current database of all official certification and Faculty training.
12. Provide current and relevant Policy & Procedure information, reflecting the official policies of WGI as changes are introduced.
13. Enable a process for complaints and grievances to be heard and mediated.
14. Create expanded opportunities for new teaching and new programs around the world.
15. Coordinate biennial information professional development for faculty.

William Glasser International may withdraw at any time due to any behavior that is incongruent with WGI's values and/or policies. Each Member Organization may also withdraw its affiliation with WGI at its own request for any reason. There are no refunds in the case of withdrawal by a Member Organization.

[Member Organization Name]

William Glasser International, Inc.

President

Executive Director

(Print Name)

(Print Name)

Date

Date

WILLIAM GLASSER INTERNATIONAL, INC.

Letter of Intent Stage 3

between

William Glasser International

and

This Letter of Intent is designed to clarify the relationship between William Glasser International and Member Organizations entering Stage Three of Development and, for the benefit of both, to promote the ideas of Dr. William Glasser.

Once an organization promoting the ideas of Dr. William Glasser and William Glasser International has completed the policy process on becoming a Member Organization, the following is the understanding between the two entities:

RIGHTS AND RESPONSIBILITIES OF OFFICIAL WGI MEMBER ORGANIZATIONS

[Name of Member Organization] shall:

1. Function independently from WGI's MO Committee.
2. Follow own constitution and bylaws aligned with the Vision, Mission and Values of WGI.
3. Maintain a Non-Profit or NGO status.
4. Communicate with WGI in English, the official language of WGI.
5. **Maintain official website and indicate its official membership.**
6. Hold a democratic election for our WGI delegate to the board, held independently from WGI.
7. Register at least twenty (20) members, **annually.**
8. Review and revise your Policies & Procedures Manual every three years.
9. Have regular board meetings at least quarterly, providing transparency through public minutes.
10. Prepare and share annually a strategic plan, business plan, budget, and annual report with members of the MO and WGI.
11. Utilize an automated system, independent of WGI, to communicate with our MO members.
12. **Maintain a database of members and people trained, with status of training and provide this information to WGI, at least quarterly.**
13. Provide seamless collection of transfer of monies for dues and training fees to WGI

14. Remind members and collect dues independently from WGI
15. Function consistently with Choice Theory with regular self-evaluation.
16. Have a minimum of twelve [12] practicing faculty members, with at least six [6] practicing practicum supervisors, four [4] practicing instructors, and two [2] practicing senior faculty members.
17. Contribute to the Choice Theory body of knowledge through published research or the development of a new program.
18. Establish a program for faculty contributing education and re-certification.
19. Use the official WGI logo on its website and publications when offering WGI official programs and/or materials.
20. Willing and able to host an International conference.

RESPONSIBILITIES OF WILLIAM GLASSER INTERNATIONAL

William Glasser International, Inc. shall:

1. Place the name and contact information of the Member Organization and their board on the WGI website.
2. Maintain open communication via email and other forms of communication.
3. Invite a representative of the Member Organization to quarterly meetings with representatives of the WGI Board.
4. Provide the Member Organisation with the official logo of WGI for them to include on their website and publications.
5. Publish official WGI training and local Choice Theory events on the WGI website as requested.
6. Provide endorsement of Senior Faculty.
7. Send official WGI certificates for all training completed to training participants.
8. Post the names of current dues-paying faculty approved by the local organization to the WGI website.
9. Provide official 'How the Brain Works' charts designed by Dr. Glasser, as requested.
10. Listen to, and consider input from, Member Organizations regarding any changes to existing policies, the development of new policies, and the creation of new programs.
11. Maintain a current database of all official certification and Faculty training.
12. Provide current and relevant Policy & Procedure information, reflecting the official policies and Guidelines of WGI as changes are introduced.
13. Enable a process for complaints and grievances to be heard and mediated.
14. Create expanded opportunities for new teaching and new programs around the world.

15. Coordinate biennial international professional development for faculty.

William Glasser International may withdraw at any time due to any behavior that is incongruent with WGI's values and/or policies. Each Member Organization may also withdraw its affiliation with WGI at its own request for any reason. There are no refunds in the case of withdrawal by a Member Organization.

[Member Organization Name]

William Glasser International, Inc.

President

Executive Director

(Print Name)

(Print Name)

Date

Date