

Zoom information: 275-698-2209

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

Password: choice

Attendance

Kim Olver
Fumiko Hamada
Sonia Munoz
Bette Blance
Lynn Sumida
John Brickell
Maira Oliver – left early
Kaoutare ben abbou
Asmaa Chroqui – left early
Eun-Jin Kim (EJ)
Chanel Van Louw-left early
Denzyl Witoobi – left early

Apologies

Denise Daub
Farida D'Silva Dias
Kalika Saraswati Suich
Meenakshi Mhambre

1. Take attendance to check quorum requirements – Kim

No quorum

2. Approve August minutes – Kim

Review minutes

Lynn moved to accept
Sonia seconded
Minutes approved

Kalikamurti Saraswati Suich	3 (flying motion)
Shruti Tekwani	4 (flying motion)
Meenakshi Mhambre	4 (flying motion)

3. New Executive Committee – Kim

Kim explains new committee process:

- Farida, Shruti, Kalika & Fumiko are leaving the executive committee
- Yearly we vote on new committee
- Chair and Treasurer serve for two years; everyone else serves one
- One year experience on the board is required
- Fumiko will be serving as a proxy for Aiko (Masaki's wife)
- Chair, Vice Chair, Secretary and Treasurer

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- This will be brought up again later under business arising

- 4. Organizational structure – Denzyl and Lynn
 - Reviewed vision, mission & goals
 - We are not growing as an organization, but in decline
 - In Japan we affirmed values, mission and vision
 - Not all MOs send reps to board meetings
 - Struggle with quorum and making decisions
 - Do not have the competencies we need on the board
 - Accountability not enforceable with a volunteer board
 - Finances and membership are down
 - Not getting engagement or growth we are looking for
 - What assumptions have we made?
 - Working board doing the majority of the work
 - Board responsibility for finances and growth on the board
 - Expertise from different MOs
 - What is the board's core role?
 - Governance & strategic planning
 - Policies
 - Fiduciary responsibility
 - MO relationships
 - Separate from operational role
 - Consider a different role
 - Assigning people to the roles
 - Need to be working full time
 - Relationships with MOs very critical
 - Not optimum to do it with one rep
 - Need staff whose role it is to do the work
 - Marketing most important
 - Separation of organizational management (cannot be volunteer positions)
 - Executive Director (full time)
 - Marketer
 - Administrator
 - Finance
 - Board
 - Chair
 - Vice Chair
 - President
 - Secretary not necessarily due to full time admin.

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- Regions
 - Split up MOs into regions (i.e. South America and North America could be one region)
 - Discussions between the regions
 - Each region would have a person on the board
- Committees
 - Would still stand
 - Broaden the inclusion on committees by bringing in more people from the Glasser community
- Board would continue to have contact with the committees, regions and staff
- Goal to trim down the board and make it more effective in terms of engagement
- We need to consider the following:
 - Policies regarding executive committee participants requirements
 - Criteria and competencies of the people serving on the board
 - Election procedures
 - Possible regional structure including elections and language
 - Geo-political issues
 - Legal requirements as a non-profit organization
 - How does our umbrella organization speak to the requirements
 - Possible new legal structure that will serve the needs of WGI better
- Questions to consider in breakout groups (20 minutes):
 - Don't focus on legal as there is not enough information for now
 - What do you think about the ideas of separating the operation and board governance?
 - What do you think about the ideas of working in regions where the conversations would be amongst the MOs with the region?
- Where would the money come from? – John Brickell
 - Putting a strategic plan together for going after funding

Group Feedback

- Group 1 (Lynn, John, EJ & Fumiko)
 - Agreed that it is a good idea for full/part time staff
 - Sharing information issues – cultural and language barriers
 - Japan has done a lot of training and can share what they know with other countries
- Group 2 (Bette, Denzyl, Kaoutare & Dr. Asma)
 - General support for regions
 - Support paid staff (Admin & ED especially)
 - Governance & Operations roles
- Group 3 (Kim, Sonia & Chanel)
 - Necessary to have an ED
 - Possibly can use the operating investment fund
 - Use what we have and do new things
 - Recruitment of experts that do not necessarily have CT training
 - Can train experts in CT

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- Marketer should have international experience
 - We are not hard sell people, we attract people
 - Financial burden of full time hired staff
 - Will MOs feel left out if they are part of a regional group as opposed to having the voting power as an individual board member
 - We just opened it up for them to have board representation and now we are talking about taking that away and going to regions
 - We have had regional representation, but not with engagement. Like the idea of regions meeting together taking into consideration cultural, language & political differences
 - Possibly hiring staff from out of the country
5. Committee report template – Kim
- To be completed every two months
 - Will divide committees into an even & odd months schedule

Sonia moved to accept the Committee report template

Kalikamurti Saraswati Suich	3 (flying motion)
Shruti Tekwani	4 (flying motion)
Fumiko Hamada	4
Sonia Munoz	5
John Brickell	4
Kaoutare ben abbou	4
Lynn Sumida	4
Eun-Jin Kim (EJ)	4
Meenakshi Mhambre	4

6. Certification Training Policy – Kim
- John Brickell-need to be flexible and how many people need to be involved in a certification process
 - Current policy is that there are suggested are 5 different people during your certification
 - Changed to be 3 faculty during certification
 - John suggests that 2 be acceptable in exceptional circumstances

Moved by Lynn: To send a draft of Certification Training Policy to the board and place on website.

Seconded by Fumiko

Update: the MOs received to the draft policy on the website for their review

Kalikamurti Saraswati Suich	3 (flying motion)
Shruti Tekwani	4 (flying motion)
Sonia Munoz	4
John Brickell	4
Kaoutare ben abbou	3
Lynn Sumida	5

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Eun-Jin Kim (EJ)	3
Meenakshi Mhambre	4
Fumiko Hamada	5

7. Australia's senior faculty policy

- Not overarching policy, just for Australia
- Australia accepted recommendations suggested by training committee
- Australia wants to announce their new senior faculty by the close of their conference

Not voting today, will vote at next meeting

Agreed to allow Australia to announce their new senior faculty at the conference

8. Business arising

- Bette – Glasser Australia board, new GQS school
 - Unique forms of both verbal and non-verbal communication
 - De-escalation of anxiety behaviors
- Australia will send school information to Kim to be placed on the website

Anyone interested in serving on the executive committee and if so in what capacity?

- Sonia nominated Bette
 - Bette did not accept nomination
- Lynn undecided

Board meetings last Friday of every month except December at 1300 UTC

Professional Development Day – Competency based training with Dr. Pat Robey
October 20, 2022

November 22nd summit geared towards research with Bob Wubbolding & Janet Morgan

Meeting adjourned 1620 UTC

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

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