



William Glasser International  
WGI Board Minutes of Meeting #  
January 22, 2022 1300 UTC

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

**In Attendance**

Denise Daub  
Kim Olver  
Farida D'Silva Dias  
Kalikamurti Saraswati Suich  
Fumiko Hamada  
Sonia Munoz  
Ahmed Ait El Madani  
Meenakshi Mhambre  
Hana J Alsane  
Gymy Lim  
Lynn Sumida  
Eun-Jin Kim (EJ)  
Mohammed Ahmed Al Marhabi  
Denzyl Witbooi  
Maureen McIntosh-Canada  
Kaoutare Ben Abbou-Morocco  
Minkyung Suh-Korea  
John Brickell

**Apologies**

Shruti Tekwani  
Mirinthia Maasdorp

**Flying Motion**

That the two job descriptions and MOU's for Denise Daub and Kim Olver be accepted

Moved Kalikamurti Suich Chair Legal Committee  
Seconded Fumiko Hamado Secretary Legal Committee

Received 5 votes of yes, 3 non responses. The quorum for voting 8 MO's are eligible.  
I therefore declare the motion passed.

1. Take attendance to check quorum requirements -Farida  
Quorum established

2. Approve November 2021 minutes -Farida

Fix the date (dated September) should be November 26<sup>th</sup>.  
Motion by Lynn



Seconded by Denzyl

3. Kalika presented 2021 Annual Financial Performance powerpoint

Denzyl suggests that Kim contact Australia prior to next meeting regarding outstanding balance. EJ made comment that Kalika did a great job, all agree.

### **Motion to approve budget for 2022**

Kalika moved

Ej seconded

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

### **Motion passed**

Lynn moved to adjourn

Fumiko seconded

### **MO's admitted for strategic planning portion of meeting**

Farida introduction

Lynn & Denzyl

- How can we expand our vision and look for a vision that unites and inspires people?
- Denzyl presented ppt
  - Move forward from our big picture ideas from session two
- Lynn – consider in session 3 these 4 vision elements
  - Global
  - Human development
  - Effective engagement/relating
  - Well-being
- Explore and dreaming regarding these four elements
  - What are the possibilities
  - How the vision would be manifested
  - Don't worry about limitations
  - Share without criticism with your colleagues



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- Benefits & rewards
  - 10 minutes of private dreaming/20 minutes sharing

See attached notes of groups

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

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

Board/MO Strategic Meeting  
January 22, 2022

### **Group 1 Notes - Session 1**

Group 1 January 22 2022

Global, Human Evolution, Effective Engagement and Well being

WGI first reference globally when they look for wellbeing and they find a way of looking for help and finding a solution using psychology called CT.

CTRRLM seen as bona-fida wellbeing and training and supported by evidenced based research and is seen as equivalent to E.G CBT

WGI having a global presence and also caters to diversity of the nature of country's we have presence in Help people to reach their potential and people have effective engagement at all stages of their lives and that people can access the information

Constant research to demonstrate the effectiveness of CTRRLM

Taught in a way that is accessible to all so that it can be used as a self-help tool

Utilise the tons of research that has been done (small populations) bring that research to together and share that amongst us so that we can all use the evidence to support our endeavours where ever and however we are using it in our professional or lives

Need to focus on the most important areas to research and focus on areas that we need to be solid in focus on e.g. mental health or business, lead management. Consolidating in some areas rather than being spread to thin. E.g. coaching, counselling, psychotherapy and making them really cohesive and strong. Connecting human spirit with wellbeing and the development of that.

The pandemic has really highlighted mental health and there is a great thirst for spiritual/humanistic improvement. This is what CTRRLM can offer right now in terms of people being able to self direct their lives.

WGI having a major role in connecting us to the research available not us the board/faculty chasing it.

Financial viability to realise the dreams. More staff

### **Session 2**

Do we believe realising the QW of WGI is possible?

Be very clear about we are going after?? Education, counselling, coaching, addictions, psychotherapy. Lead management maybe drill down to 3 areas. What is it that we could really capitalise on.

Dream WGI as global first reference for spiritual and wellbeing where we can share information and education, psychotherapy and mental health and lead management organisations

WGI to be a global organisation through their well structured programs to empower individuals and professionals with tools to help people to achieve psychological wellbeing and understanding of themselves.

Belief that if we build it they will come, having a really good plan.

A bigger hub/office more staff people can go to for information.

## Group 2

Hana Alsane  
Kaoutare Ben About  
EJ Kim  
Denzyl Witbooi  
Fumiko Hamada

<dreams>

- Universal translator, as in star trek - WGI to develop the capability for participants to speak in their own native language, with technical intervention.
- Establish a brand new university that focuses on CTRT(lead management) and becomes famous.
- Covid free environment, no vaccines, free hugging
- We want everybody around the world, know and apply CTRT in order to connect with one another with warm hearts.
- (Engagement element)People to connect in many dimensions.
- Everyone to be using and connecting through CTRT in everyday life
- Everyone let's learn English!
- Love to meet face to face.
- CTRT to be implemented in every school, globally.
- CTRT be seen in every continent, see growth in membership, people getting to know CTRT.
- MO to function effectively and grow year after year!
- See growth of individual MOs and each to learn from each other
- Programs of WGI could lead general well-being within communities.
- That we have a planet without wars and living with love and happiness, no frustrations.

<mission statement> group 2

- Connecting the world towards every one's well-being

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<words/phrases from other groups that stood out>

- Financial stability
- Organization to be operational
- Globally

<words/phrases from other groups that stood out>

- everyday life
- Everyone
- Connect
- Universal translator
- general well-being provider
- Globally
- MO growth
- Covid free environment

<vision/mission statement> group 2

- Everyday go-to tool for everyone's well being
- Guideline for everyone, based on CTRT
- Guiding(empowering, connecting) the world towards well-being
- Connecting CTRT and MOs will help everyone to have good mental health
- Connecting the world towards every one's well-being

### Group 3

Farida

Maureen

Lynn

Bassam

Gymy

Global

Farida –

Why do we exist globally?

People globally believe in Glasser's work.

Bassam - have 2 things (one logo show everywhere and united messages reach each area we have to be our ideas work with all over the global, the human is the same every where

Maureen – We are all working together, in demand of new instructors

Lynn – No longer about individual happiness, about global challenges, human in this planet can work together to solve issues together

Farida – Journey, exploration of what is common amongst us – desires and needs

Lynn – Successful engagement at all level, solving problems

- Listening to the commonalities

- Need to move to higher lvl of engagement and get communicated to our global community, how to look after centres at community
- F – All about connections
- M – Huge challenge in the middle of pandemic
- L – What really matters
- Social media sends the world in a frenzy
- Cohesion of countries around the vision
- What if we were like united nations? Unified body?
- Understanding and connecting with the diversities of cultures
- Changes positive or negative will afflict the world

#### Human Development and Evolution

- How we do things, at different levels of training to suit practitioners
- Respect one another

#### Effective engagement

- Mindfulness, connect with positivity
- Purposeful
- Elevate the positive vibration
- Listening to understand and be changed

#### Well-being

M – Have choices,

L – Nurture others to encourage

#### **Session 2**

#### Statement

#### Commonality as a guiding light for well-being

1. Global organization dedicated to uplifting humanity by becoming a guiding light for peace and well-being
  2. Uplifting humanity by becoming a guiding light for peace and well-being around the world
- Logo needs to be updated or modernized?
  - Brand is not well known?
  - Make it more vibrant
  - Seeing all the logos lighted up like the UN

- Interesting that research was raised
- Research would reflect our work in the world, for it to be documented
- Using of the same logo around the world which reflects the international connectedness
- Have something to show that we are one global organization

#### **Group 4 Notes 01/22/2022**

##### **Dreaming:**

1. Penetrate school more.
2. World peace – US, North & South Korea, for example
3. Individual and global wellbeing
4. Household word
5. Partner in positive changes and peace in the world
6. Resolving mental illness
7. Students learn and teachers work in a need-satisfying environment
8. Parents communicate respect and negotiate differences with their children
9. Study RT and apply it to life to be happier and increase wellbeing
10. Every parent applies CT/RT with their children

##### **Vision Statements:**

WGI is a positive global force for increasing wellbeing.

WGI is a global organization designed to help others create inner, interpersonal and international peace, in that order.



Board/MO Strategic Meeting  
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# WGI Financial Performance 2021

*By*  
*Finance, Investment & Business Development Committee*

*Jan 2022*

# Introduction



The financial report of the William Glasser International (WGI) for the year to December 31, 2021.

The annual financial report, includes Income statement, Expenditure, Profit and Loss, Bank account and Endowment Fund Account. Discussed and analyzed in this report.

This is the annual financial report for WGI, we observed the decrease of membership dramatically from the beginning of the year, Q3 was the worst quarter of 2021.

# Income



1- WGI achieved 79 % of income target of \$94100 due to missing the Membership, Workshop, Business Development, Faculty Training and Donation items targets.

2-WGI Achieve \$ 6649 non planned item of Symposium

3- Certification program achieved 98% of planned target



# Expenditure



- 1- Met the spending planned in two big spending items, Executive Director and Financial Manager, which is normal
- 2- Overspending 55 % from planned items, the budget was \$9400 , spending on the items \$ 14549.75, overspending \$5149.75.
- 3- Underspend is only \$ 3583,17 (13%) of total planned of \$ 27000, either WGI manage spending or not spending (Slide 18 for detail items).

# Performance



## **Profit and Loss**

- 1- WGI recorded profit of \$ 589.08 , due to loss last three quarters.**
- 2- Q1 was the only profitable quarter.**

## **Bank Accounts & Endowment Fund**

- 1- Year opening was \$16,103.97, year closing \$ 14,369.04 difference of \$ 1734.93.**
- 2- Peek was May 2021 for \$ 29,289.35**
- 3- Investment Account opening of the year \$ 88,530.76 end of year closing \$ 99,074.53 gain of \$ 10,543.77**
- 4- Endowment Fund year opening \$ 218,182.87 end of year closing \$ 249,976.16 gain of \$31,793.29, makes 14.6%.**



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# Recommendations

- 1- To study best way to grow the income, specially WGI expenses almost fixed.
- 2- Encourage MO's to increase membership and Certification programs, which are the main revenue streams
- 3- Adopt growth strategy regarding new country/MO's.
- 4- Looking for new ways for marketing WGI and its products and services.



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		<b>2021 Budget</b>	<b>Actual Year to Date</b>	
<b>INCOME</b>				
Certification Programs	40%	\$37,500	\$36,590	98%
Faculty Training and Endorsements	4%	\$4,000	\$1,295	32%
Take Charge of Your Life	4%	\$3,400	\$2,150	63%
Workshops/Post-Certification Programs	6%	\$5,500	\$285	5%
Membership	35%	\$32,500	\$26,738	82%
Donations	6%	\$5,500	\$100	2%
Online Sales	0.1%	\$100	\$-	0%
Business Development - MO Governance Packs	6%	\$5,500		0%
WGI Merchandise Sales	0.1%	\$100	\$210	210%
Symposium			\$6,649	
Faculty Summit				
Miscellaneous income		\$-	\$5	
<b>TOTAL INCOME</b>		<b>\$94,100</b>	<b>\$74,022</b>	<b>79%</b>

# Certification Programs

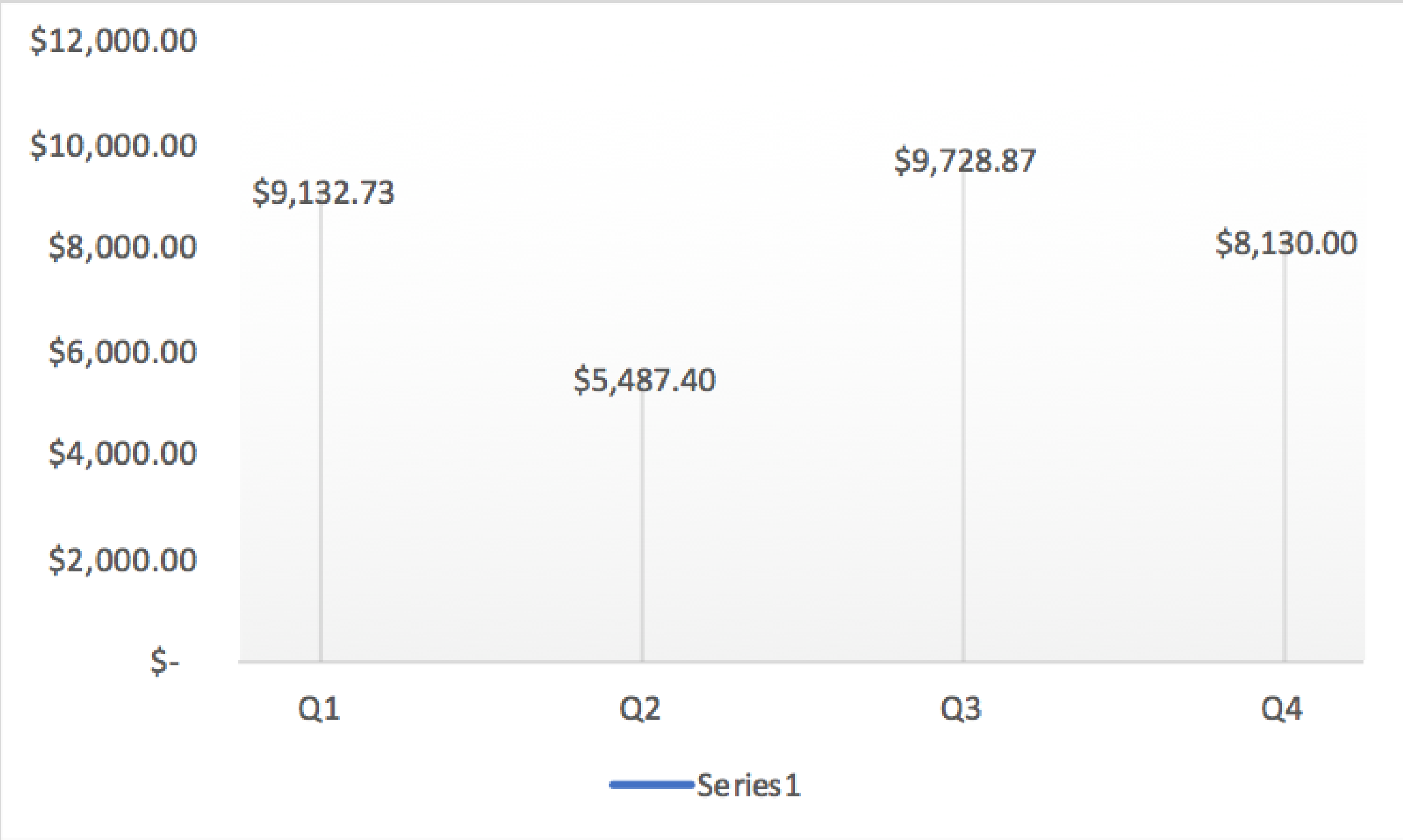


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	Jan.	Feb.	Mar.	April	May	June	July	Aug	Sept.	Oct.	Nov.	Dec.	
Australia		\$3,560	\$980	\$3,600			\$3,820			\$2,660		\$840	\$15,460
Canada			\$580							\$800			\$1,380
Colombia												\$310	\$310
EART													\$0
France													
India	\$1,200						\$180		\$680				\$2,060
Ireland								\$2,060					
Iran													\$0
Japan		\$280	\$840	\$780		\$540	\$340	\$80	\$600				\$3,460
Korea													\$0
Kuwait		\$100					\$380		\$140	\$280	\$220	\$620	\$1,740
Norway													\$0
N.Africa/ Morocco			\$1,040							\$200	\$440		\$1,680
Philippines													\$0
Saudi Arabia			\$480	\$640					\$460		\$160		\$1,740
Singapore		\$2,000											\$2,000
S. Africa													\$0
Turkey													\$0
U.K.													\$0
UAE										\$160	\$340		
USA		\$80			\$1,000			\$1,100	\$920			\$1,100	\$4,200
Indiv w/out MO													\$0
Foreign Exchange Rate		- \$893.7 5	- \$1,113. 52	-\$1,072.6			- \$1,031.1 3						
<b>TOTAL</b>	\$1,200	\$5,126. 25	\$2,806. 48	\$3,947.4	\$1,000	\$540	\$3,688.8 7	\$3,240	\$2,800	\$4,100	\$1,160	\$2,870	\$32,479

# Certification Programs Quarterly

Q1	Q2	Q3	Q4
\$9,132.73	\$5,487.4	\$9,728.87	\$8,130





# Certification Programs Monthly

## Certification Program





# Membership

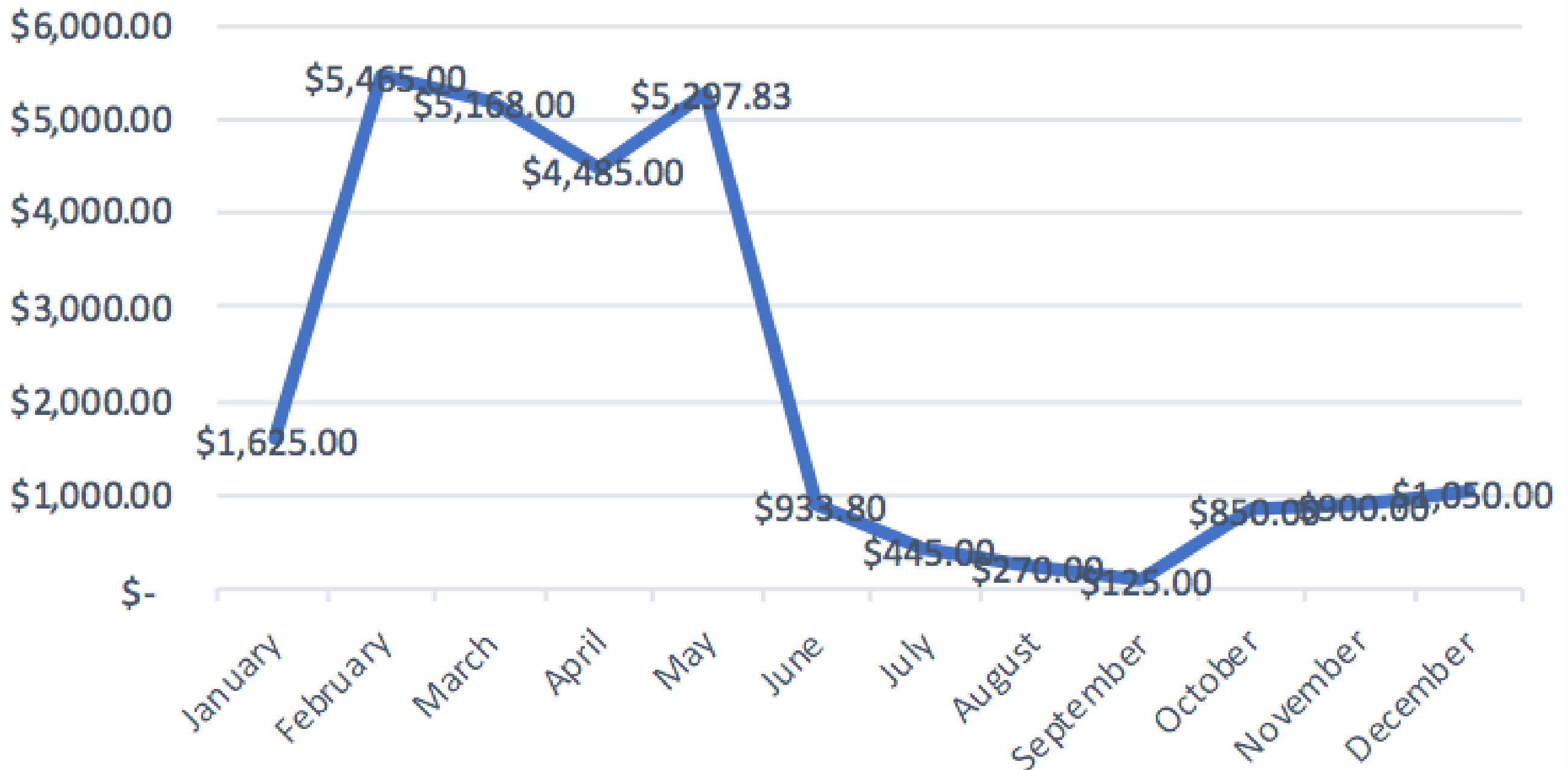
	Jan	Feb	March	April	May	June	July	Aug	Sep	Oct	Nov	Dec	
Australia			\$2,945	\$990	\$115		\$40		\$20	\$40			\$4,150
Canada			\$105								\$900		\$1,005
Colombia						\$800							\$800
EIRT					\$2,700								
France			\$210										
India							\$405						\$405
Iran			\$168										\$168
Ireland				\$1,635									
Japan		\$1,875		\$1,860									\$3,735
Korea					\$1,950								\$1,950
Kuwait	\$450											\$825	\$1,275
New Zealand	\$290												\$290
N Africa										\$715			\$715
Philippines		\$1,020											\$1,020
Saudi Arabia			\$225										\$225
Singapore	\$885	\$95			\$10					\$95			\$1,085
S Africa						\$150							\$150
UAE													
U K					\$30								\$30
U S A		\$2,475	\$1,515		\$600			\$270	\$105			\$225	\$5,190
													\$0
Foreign Exchange/ Fees					-107.17	-16.2							-\$123.37
<b>TOTAL</b>	\$1,625	\$5,465	\$5,168	\$4,485	\$5,297.83	\$933.8	\$445	\$270	\$125	\$850	\$900	\$1,050	\$26,614.63



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# Membership

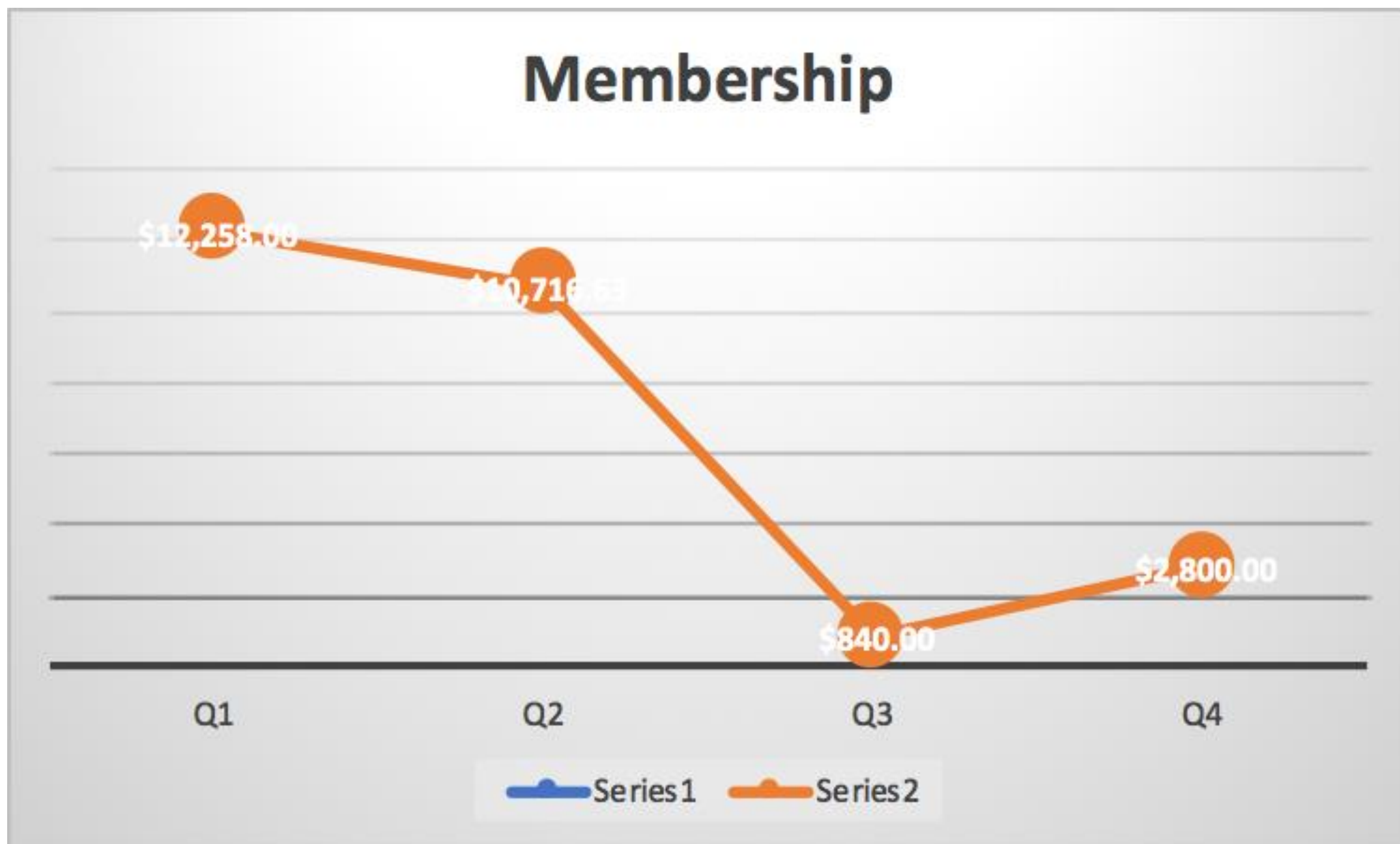
## Membership





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Q1	Q2	Q3	Q4
\$12,258.00	\$10,716.63	\$840.00	\$2,800.00





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# EXPENDITURE BUDGET



<b>EXPENDITURE</b>				
Executive Director	41%	\$37,200.00	\$37,200.00	100%
Financial Manager, Webmaster, Clerical & Data Entry	20%	\$18,000.00	\$18,000.00	100%
Legal services	2%	\$1,500.00	\$	0%
Accounting services	2%	\$2,000.00	\$1,930.00	97%
Journal	1%	\$500.00	\$	0%
Marketing and PR	3%	\$3,000.00	\$	0%
IT Investments & Expenses	3%	\$3,000.00	\$3,836.53	128%
Office Supplies	1%	\$500.00	\$402.75	81%
Printing	1%	\$750.00	\$200.37	27%
Banking charges/Paypal fees	2%	\$2,000.00	\$3,208.94	160%
Transaction Fees/Foreign Exchange Rate	0%		\$5,538.92	
Interest	0%	\$	\$	
Insurance	4%	\$4,000.00	\$4,082.00	102%
Telephone & Communications	1%	\$750.00	\$550.05	73%
Postage	0%	\$400.00	\$543.72	136%
Board Expenses	11%	\$10,000.00	\$	0%
Conference Expenses	0%		-\$2,749.36	
Research	1%	\$1,000.00	\$	0%
Senior Faculty Consultant Fees	2%	\$2,000.00	\$500.00	25%
Emergency Account	5%	\$5,000.00	\$	0%
Subscription/Dues			\$	
Faculty Expenses/Outside Consultant			\$	
Affiliate Commissions			\$189.00	
<b>TOTAL EXPENSES</b>		<b>\$91,600.00</b>	<b>\$73,432.9</b>	<b>80%</b>

# Overspending Items

<b>EXPENDITURE</b>				
IT Investments & Expenses	3%	\$3,000.00	\$3,836.53	128%
Banking charges/Paypal fees	2%	\$2,000.00	\$3,208.94	160%
Transaction Fees/Foreign Exchange Rate	0%		\$5,538.92	
Insurance	4%	\$4,000.00	\$4,082.00	102%
Postage	0%	\$400.00	\$543.72	136%
Conference Expenses	0%		-\$2,749.36	
Affiliate Commissions			\$189.00	
<b>TOTAL Overspending EXPENSES</b>		<b>\$9,400.00</b>	<b>\$14,649.75</b>	

# Underspending Items

<b>EXPENDITURE</b>				
Legal services		\$1,500.00	\$	0%
Accounting services		\$2,000.00	\$1,930.00	97%
Journal		\$500.00	\$	0%
Marketing and PR		\$3,000.00	\$	0%
Office Supplies		\$500.00	\$402.75	81%
Printing		\$750.00	\$200.37	27%
Interest		\$	\$	
Telephone & Communications		\$750.00	\$550.05	73%
Board Expenses		\$10,000.00	\$	0%
Research		\$1,000.00	\$	0%
Senior Faculty Consultant Fees		\$2,000.00	\$500.00	25%
Emergency Account		\$5,000.00	\$	0%
Subscription/Dues			\$	
Faculty Expenses/Outside Consultant			\$	
<b>TOTAL EXPENSES</b>		<b>\$27000.00</b>	<b>\$3,583.17</b>	<b>13%</b>





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# PROFIT/LOSS



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## Annual Profit \$ 589.08

### Quarterly

Q1	Q2	Q3	Q4
\$11,707.66	-\$203.06	-\$3,533.02	-\$7,091.50

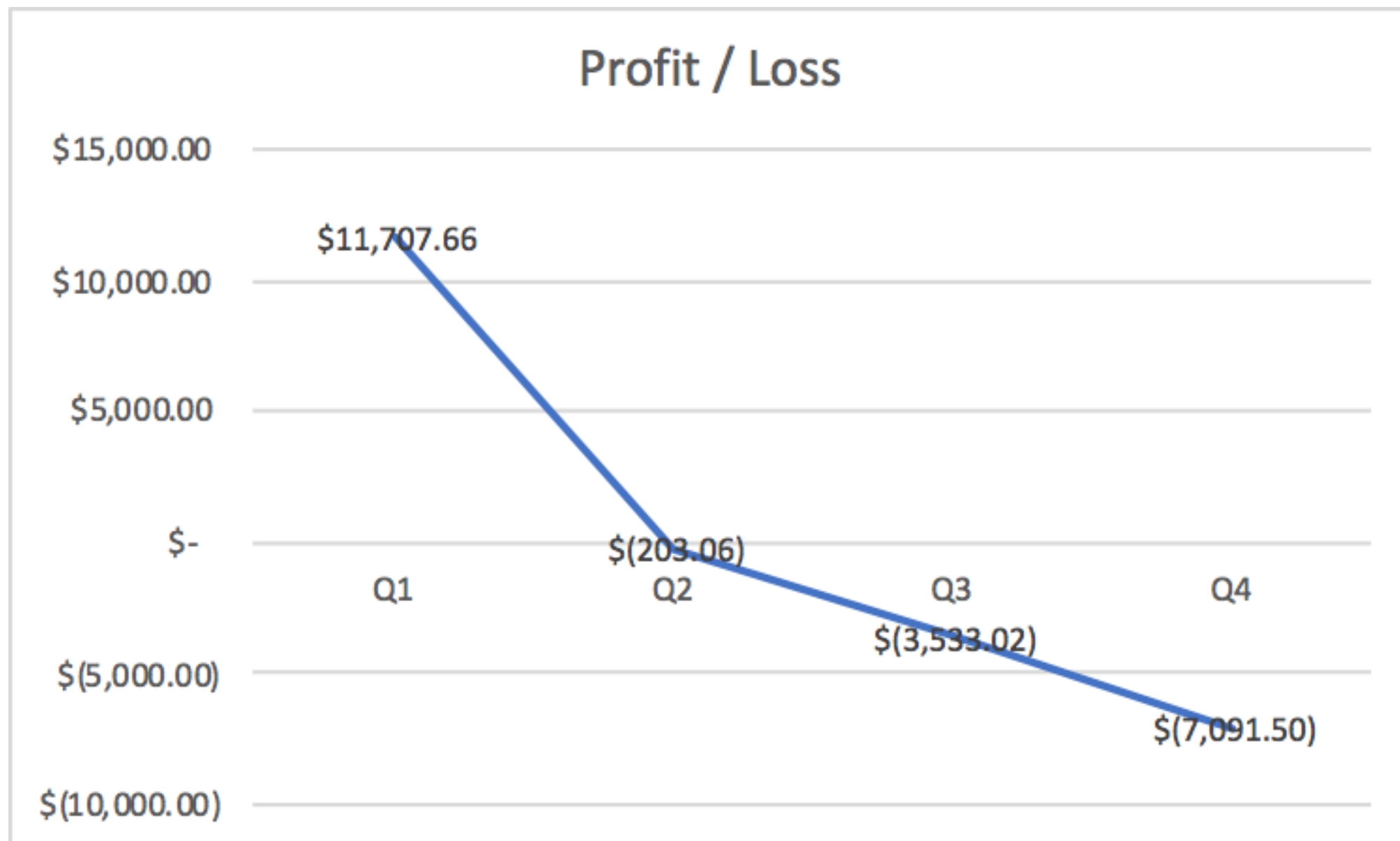
### Monthly

Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
\$1,656.27	\$8,050.67	\$5,313.26	\$2,399.34	-\$2.09	\$2,600.31	\$1,579.53	\$1,424.60	-\$528.89	-\$940.18	\$2,874.84	\$3,278.48

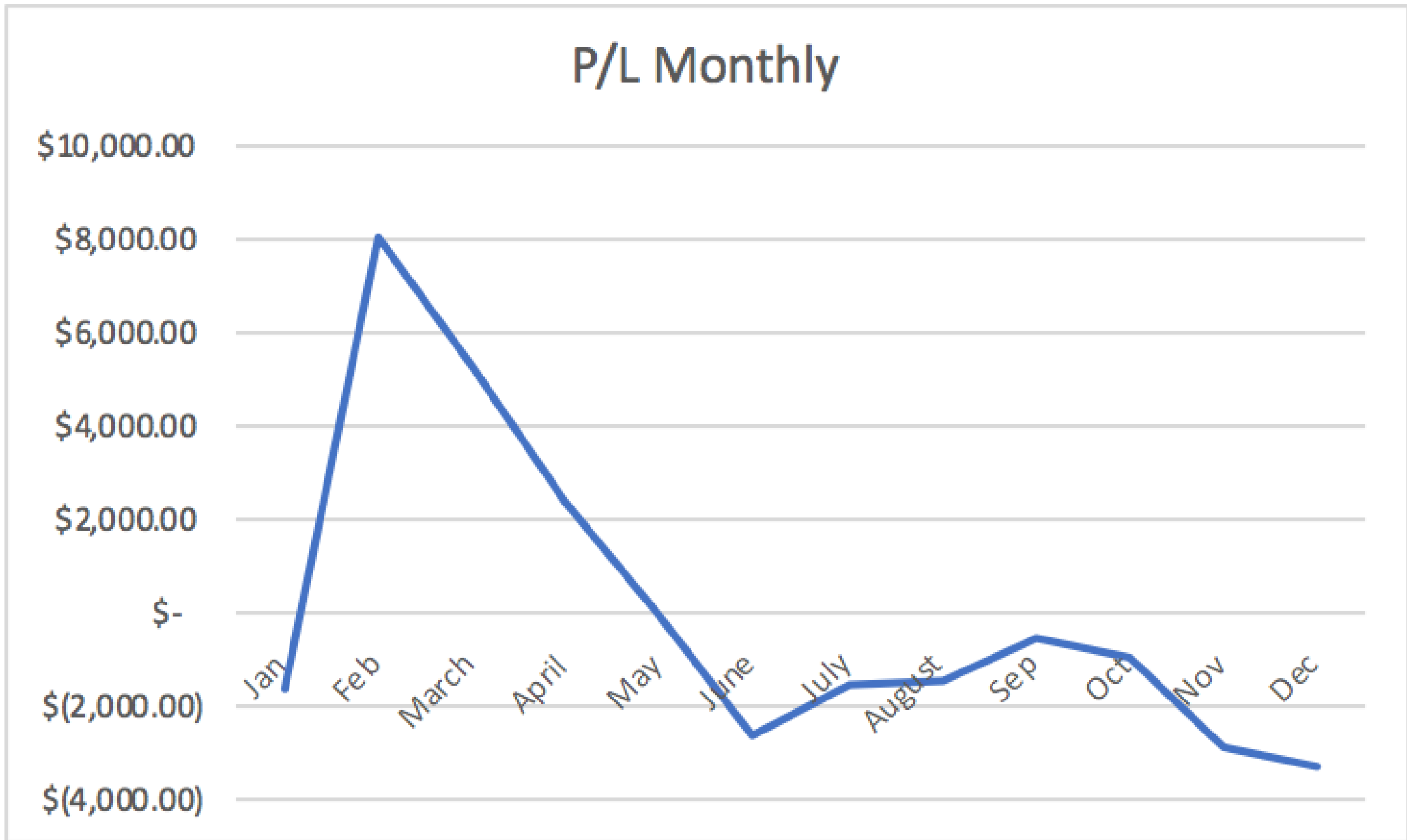


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Q1	Q2	Q3	Q4
\$11,707.66	-\$203.06	-\$3,533.02	-\$7,091.50



Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
\$1,656.27	\$8,050.67	\$5,313.26	\$2,399.34	-\$2.09	\$2,600.31	\$1,579.53	\$1,424.60	-\$528.89	-\$940.18	\$2,874.84	\$3,278.48





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# Bank Statement

### Account Status

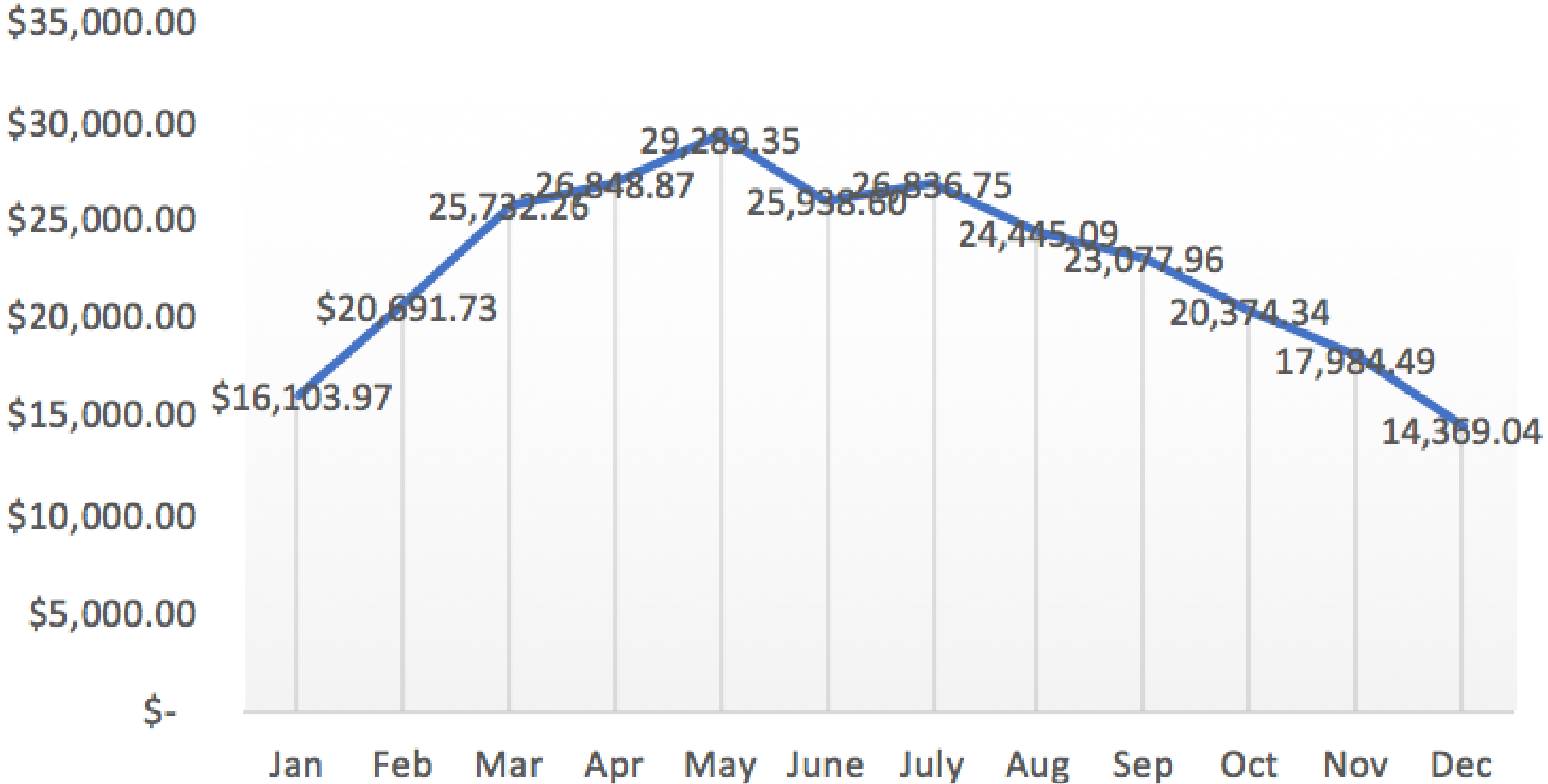
Account Number	Current Balance	Account Type	Interest	Bank Balance	Available Balance	Account Status
<a href="#">0000000000</a>	1245.00	Checking Account	0.00	\$124.10	\$124.10	Active
<a href="#">0000000000</a>	1245.00	Checking Account	0.00	\$ 0.00	\$ 0.00	Overdraw

Click on the Account Number to see details for an account.

# CHECKING ACCOUNT BALANCE



## CHECKING ACCOUNT BALANCE



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		Opening Jan 21	Closing Dec221	Diff.
<b>CHECKING ACCOUNT BALANCE</b>		\$16103.97	\$14369.04	-\$1734.93
<b>Endownmen t Fund donations</b>	<b>488.26</b>			
Edward Jones	2749.36			
Investment Account	73432.92	\$88,530.76	\$99,074.53	\$10,543.77
Edownment Fund		\$235,576.61	\$249,976.16	\$14,399.55



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