



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

In Attendance

Denise Daub
Kim Olver
Farida D'Silva Dias
Shruti Tekwani Kalikamurti Saraswati Suich
Fumiko Hamada (left at 1356 UTC)
Sonia Munoz
Meenakshi Mhambre
Omar Titki
Mohammed Al Zamel
Lynn Sumida
Eun-Jin Kim (EJ)
Denzyl Witbooi
Chanal Van Louw
Bette Balance

Apologies

Ahmed Ait El Madani

Absent

Gymy Lim
Niño Jose C. Mateo
Ruth Bradbrook

1. Take attendance to check quorum requirements - Farida

Quorum established

2. Approve October minutes – Farida

Moved Lynn
Denzyl seconded

Minutes approved

3. Financial report – Kalika

Kalika presented and reviewed PowerPoint

- We need to be thinking strategically
- Would be helpful if MOs can tell us when monies can be expected for planning the budget
- Omar: When is the best time to receive the membership?
 - Membership ends at the end of the year December 31st
 - Kim: Best if the money is received by April for faculty listing in directory
- Kalika: Finance committee can put together some suggestions for MOs for payments

Kalika made motion to accept the financial report with suggested adjustments.

Denzyl seconded

Shruti Tekwani

4



Kalikamurti Saraswati Suich	5
Sonia Munoz	4
Meenakshi Mhambre	4
Omar Titki	4
Mohammed AlZamel	4
Lynn Sumida	4
Eun-Jin Kim (EJ)	4

Motion passed

4. Next steps for new Executive Committee – Kim

Motion: We propose the current committee continues to function as the executive committee and will attend board meetings as available until no later than May 31, 2022.

Kalika moved

Shurti seconded

Shruti Tekwani	4
Kalikamurti Saraswati Suich	5
Fumiko Hamada	4
Sonia Munoz	5
Meenakshi Mhambre	4
Omar Titki	4
Mohammed AlZamel	4
Lynn Sumida	4
Eun-Jin Kim (EJ)	4

Motion passed

5. Vote for Omar – Kim

Motion to accept as the new board representative for North Africa

Lynn moved

Asmaa seconded

Shruti Tekwani	4
Kalikamurti Saraswati Suich	4
Fumiko Hamada	4
Sonia Munoz	4
Meenakshi Mhambre	4
Asmaa Chroqui	4
Mohammed AlZamel	4



Lynn Sumida	5
Eun-Jin Kim (EJ)	4

Motion passed

Conversation around the website and language translations.
To be tabled for a later discussion and added to strategic planning

6. Board meeting schedule for 2023 – Kim

- Fridays are not a good for Arabs
- Sundays are not good for Christians
- Saturday holy day for Muslims
- France can never do Fridays
- Kim suggested that we do even months on Friday & odd months are on a Sunday
- Kim: suggests 2 Fridays and one Sunday every quarter

Motion: That board meetings will be one Friday and one Sunday each quarter.

Moved by Denzyl

Sonia seconded

Shruti Tekwani	4
Kalikamurti Saraswati Suich	3
Sonia Munoz	4
Meenakshi Mhambre	3
Omar Titki	4
Mohammed AlZamel	4
Lynn Sumida	3
Eun-Jin Kim (EJ)	4

Motion passed

Kim will do a schedule for the entire year and send out

Next meeting: January 27, 2023 – 1300UTC

7. Next steps for training policy – Kim

- Feedback received and incorporated into the policy
- January 11th – new PD will be for faculty discussion about training policy
- Example: Kuwait wants to shorten training, Europe wants to lengthen it
- 13 points to go over

8. Next steps for new WGI structure – Lynn, Denzyl



- The goal is more robust communication between MOs which is really working
- Good turnout for MO meetings
- Discussion around the needs of MOs to be served
 - Feedback: needs to be a new model for WGI
- Process in putting a proposal for the board together for January
- Proposal will be sent to board with the agenda in January

9. MO Committee reports

- Reports were sent to board
- MO & Youth report will be sent to board
- Request to Omar & Jane to join a committee

10. Business arising

- The board has been apprised, in an in-camera session, about a question of MO engagement
 - Kim will organize an in-person Zoom meeting with the parties involved
- Farida - Marketing committee met & Abeer did a presentation
- Summit had 39 registrants and collected \$1,445.00
- Dr. Zim suggests hiring a translator for presentations – to be discussed in January

**Motion to adjourn the meeting by Denzyl
Seconded by Kalika**

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

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



WILLIAM GLASSER
INTERNATIONAL

WGI Q3- 2022

Financial Report

Finance and Investment Committee- Oct. 2022

Terms

1- Year to date (YTD)

Refer to the period of time beginning the first day of the current [calendar year](#) or [fiscal year](#) up to the current date. YTD information is useful for analyzing business trends over time.

2- Year on Year

Year-on-year (YOY) is a frequently used financial comparison for looking at two or more measurable events on an annualized basis.

3- Budget to Actual

A budget to actual analysis is a process by which a organization's budget is compared to actual results.

4- High ticket Items

Are **high-value products/services**. They cost much more and offer greater value to the customer/supplier.

Q 3- 2022 - Income



By now Nine months (75%) of the year 2022 passed, any income item reached 75% and above the planned target with considered positive will be in green, less that 75% will be considered negative in red.

In this report we will focus on high ticket sales

1- Certification Programs (\$ \$40,000.00), WGI doing well in Year to Date, Year on Year and Budget to Actual indicators

2- Membership (\$ \$32,500.00), WGI doing well in Year to Date, Year on Year and Budget to Actual indicators

3- Symposium / Summits (\$ \$8,000.00), on the contrary this item WGI lagging in the three indicators.

4- Donations (\$ \$5,500.00)

WGI fall short in the two indicators YTD and YOY although Actual to Budget WGI did better Q3 .

Only seven countries contributed in the Certification programs income. Same numbers of countries as last quarter.

Only five countries contributed in the Membership income. Same numbers of countries as last quarter.

Only three countries contributed in both Certification programs and Membership income. Same numbers of countries as last quarter.

Certification Programs over nine months curve is picking up, on the contrary the membership curve going down from the beginning of the year.

Q 3 - 2022 - Expenditure

The high ticket items in Expenditure part of the budget are:

1- Salaries	(\$ 37000)
2- IT Investments & Expenses	(\$ 3500)
3- Banking charges/Paypal fees	(\$ 3208)
4- Transaction Fees/Foreign Exchange Rate	(\$ 5538)
5- Insurance	(\$ 4082)
6- Board Expenses	(\$ 12000)

Expenditure pattern is the same as the last quarter

Q3 - 2022 Profit and Loss

Profit and loss for this quarter is alarming, WGI has to look at this issue seriously and put recommendation for the last quarter of 2022.

Income Q3 - 2022



Q3 - 2022 - Income Actual Year to Date (YTD)

	2022 Budget	Actual to date	
INCOME			
Certification Programs	\$40,000.00	\$30,535.12	76.34%
Faculty Training and Endorsements	\$2,500.00	\$912.00	36.48%
Take Charge of Your Life	\$2,150.00	\$2,645.00	123.02%
Training for health professionals	\$2,000.00	\$0.00	0.00%
Workshops/Post-Certification Programs	\$285.00	\$75.00	26.32%
Membership	\$32,500.00	\$25,435.52	78.26%
Donations	\$5,500.00	\$5.00	0.09%
Online Sales	\$100.00	\$90.00	90.00%
Business Development - MO Governance Packs	\$2,000.00	\$0.00	0.00%
WGI Merchandise Sales	\$210.00	\$60.00	28.57%
Symposium/Summit	\$8,000.00	\$1,535.50	19.19%
Japan conference	\$2,000.00	\$0.00	0.0%
Miscellaneous income	\$100.00	\$232.11	232.11%
TOTAL INCOME	\$ 97,345.00	\$ 61,570.25	63.27%

Q3- 2022 - Income Year on Year

	Q3- 22	Q3- 21	
Certification Programs	\$ 30,535.12	28460	2075.12
Faculty Training and Endorsements	\$ 912.00	915	-3
Take Charge of Your Life	\$ 2,645.00	2150	495
Training for health professionals	\$ -		0
Workshops/Post-Certification Programs	\$ 75.00	285	-210
Membership	\$ 25,435.52	23938	1497.52
Donations	\$ 5.00	0	5
Online Sales	\$ 90.00	0	90
Business Development - MO Governance Packs	\$ -	0	0
WGI Merchandise Sales	\$ 60.00	180	-120
Symposium	\$ 1,535.50	6649	-5113.5
Japan conference	\$ 45.00	\$ -	45
Miscellaneous income	\$ 252.11	\$ 5.00	247.11
TOTAL INCOME	\$ 61,570.25	62582	-971.75

Q3- 2022 - Income Actual to Budget

	Q3 22 Budget	Q3 22 Actual	
INCOME			
Certification Programs	\$27,442.44	\$30,535.12	\$ 3,092.68
Faculty Training and Endorsements	\$963.90	\$912.00	\$ (51.90)
Take Charge of Your Life	\$1,612.53	\$2,645.00	\$ 1,032.47
Training for health professionals	\$0.00	\$0.00	\$ -
Workshops/Post-Certification Programs	\$213.75	\$75.00	\$ (138.75)
Membership	\$20,053.53	\$25,435.52	\$ 5,381.99
Donations	\$5500	\$5.00	\$ (69.70)
Online Sales	\$74.70	\$90.00	\$ 15.30
Business Development - MO Governance Packs	\$4,124.97	\$0.00	\$ (4,124.97)
WGI Merchandise Sales	\$157.50	\$60.00	\$ (97.50)
Symposium/Summit	\$4,986.72	\$1,535.50	\$ (3,451.22)
Japan conference	\$0.00	\$45.00	\$ 45.00
Miscellaneous income	\$0.00	\$252.11	\$ 252.11
	\$	\$	
TOTAL INCOME	59,704.74	61,570.25	\$ 1,865.51

			July	August	September	Total
Australia				\$3,640.00	\$4,700.00	\$8,340.00
Canada			\$123.12			\$123.12
Colombia						\$0.00
EART						\$0.00
France						\$0.00
India						\$0.00
Ireland						\$0.00
Iran						\$0.00
Japan			\$760.00			\$760.00
Korea						\$0.00
Kuwait			\$80.00			\$80.00
Norway						\$0.00
North Africa/Morocco						\$340.00
Philippines						\$0.00
Saudi Arabia						\$0.00
Singapore					\$1,100.00	\$1,100.00
South Africa						\$0.00
Turkey						\$0.00
United Kingdom						\$0.00
UAE						\$0.00
United States			\$860.00		\$580.00	\$1,440.00
Indiv w/out MO						\$0.00
Forein Exchange Rate				-\$1,236.86	-\$1,642.68	-\$2,879.54
TOTAL			\$1,823.12	\$2,403.14	\$4,737.32	\$10,263.58

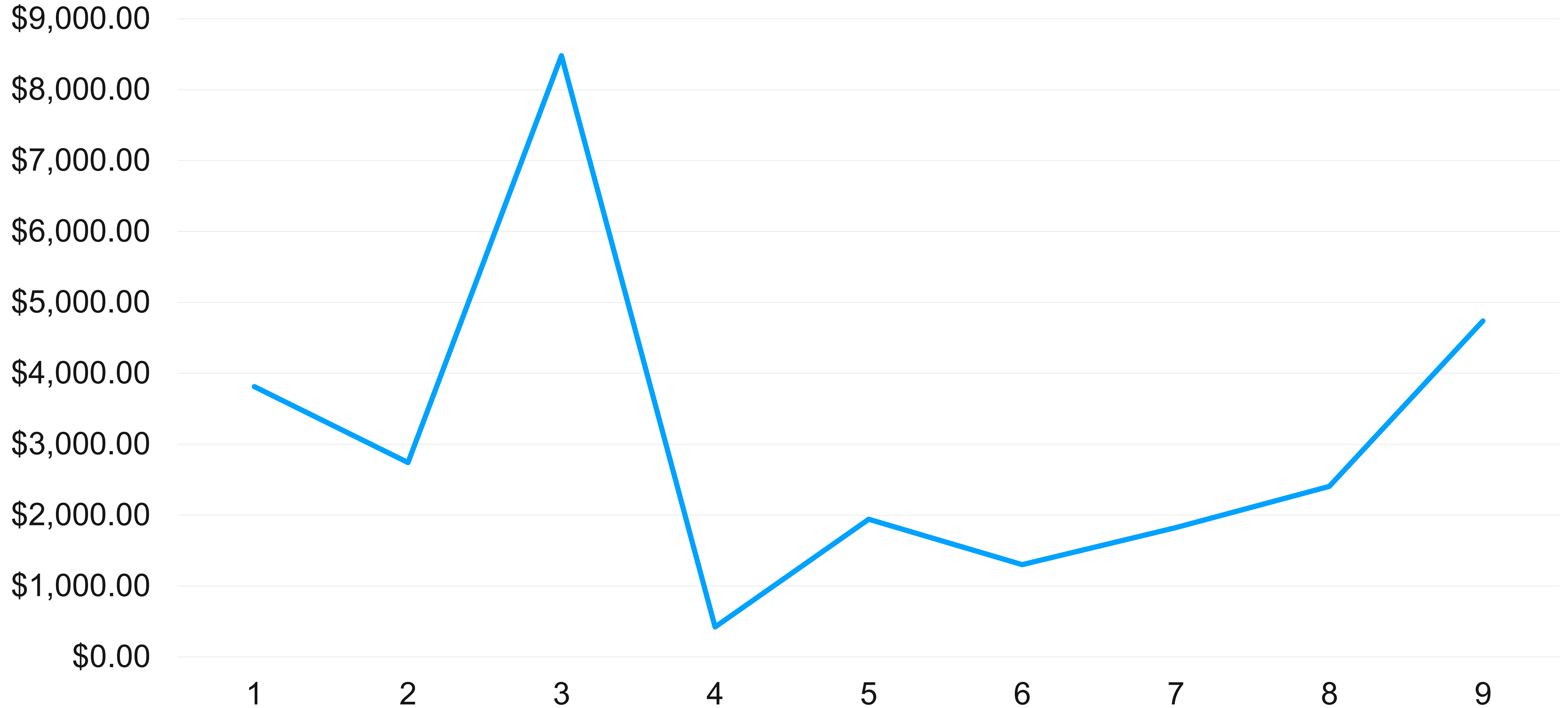
Q3- 2022 - Income Certification Program

Q3- 2022 - Income Membership

	July	August	September	
Australia	\$3,472.52			\$3,472.52
Canada				\$0.00
Colombia	\$800.00			\$800.00
Croatia				\$0.00
EIRT				\$0.00
France				\$0.00
India				\$0.00
Iran				\$0.00
Ireland				\$0.00
Japan				\$0.00
Korea				\$0.00
Kuwait			\$30.00	\$30.00
Malaysia				\$0.00
New Zealand				\$0.00
No. Africa				\$0.00
Philippines				\$0.00
Saudi Arabia				\$0.00
Singapore		\$75.00	\$75.00	\$150.00
South Africa				\$0.00
UAE				\$0.00
United Kingdom				\$0.00
United States	\$360.00		\$270.00	\$630.00
				\$0.00
Foreign Exchange/Fees	-1087			-\$1,087.00
TOTAL	\$3,545.52	\$75.00	\$375.00	\$3,995.52

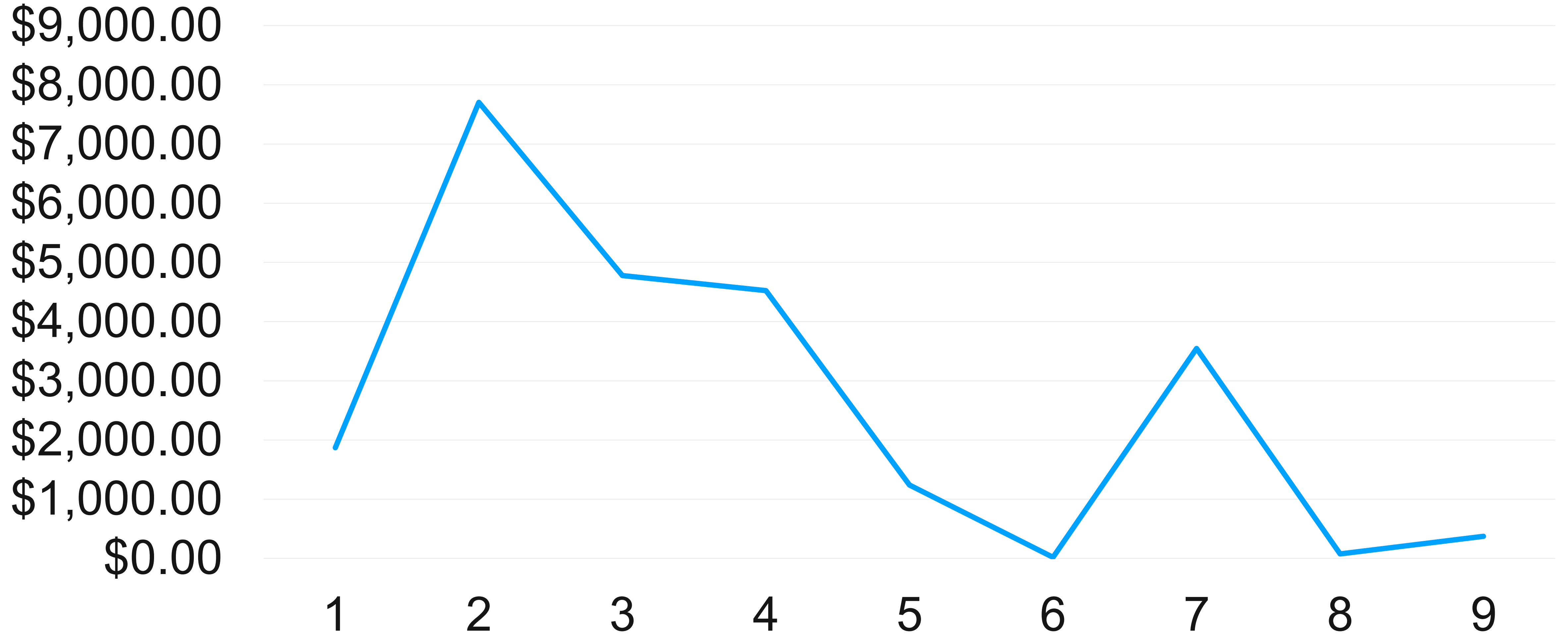
Q3 - 2022 – Certification Programs

Certification Programs



Q1+Q2- 2022 – Membership

Membership



Expenditure

Q 3 - 2022



Q3 2022 - Expenditure Actual Year to Date (YTD)

	2022 Budget	Actual to date	
EXPENDITURE			
Executive Director	\$37,200.00	\$27,900.00	75.00%
Financial Manager, Webmaster, Clerical & Data Entry	\$18,000.00	\$13,500.00	75.00%
Legal services	\$ 1,500.00	\$ -	0.00%
Accounting services	\$1,930.00	\$1,880.00	97.41%
Journal		\$0.00	
Marketing and PR	\$ 1,500.00	\$ -	0.00%
IT Investments & Expenses	\$ 3,500.00	\$ 3,210.23	91.72%
Office Supplies	\$ 402.75	\$ 211.43	52.50%
Printing	\$ 200.37	\$ -	0.00%
Banking charges/Paypal fees	\$ 3,208.94	\$ 2,529.02	78.81%
Transaction Fees/Foreign Exchange Rate	\$ 5,538.92	\$ 4,654.41	84.03%
Insurance	\$ 4,082.00	\$ -	0.00%
Telephone & Communications	\$ 550.05	\$ 556.58	101.19%
Postage	\$ 543.72	\$ 297.65	54.74%
Board Expenses	\$ 12,000.00	\$ 15,461.58	128.85%
Conference Expenses (Exec Dir)	\$ 2,500.00	\$ -	0.00%
Research	\$ 1,000.00	\$ -	0.00%
Senior Faculty Consultant Fees	\$ 500.00	\$ -	0.00%
Emergency Account	\$ 2,000.00	\$ -	0.00%
Subscription/Dues	\$ 500.00	\$ -	0.00%
Faculty Summit	\$ 300.00	\$ -	0.00%
Affiliate Commissions	\$189.00	\$ 162.00	85.71%
TOTAL EXPENSES	\$ 97,145.75	\$ 70,362.90	72.43%

Q3 - 2022 - Expenditure Year on Year

EXPENDITURE	Q3 2022	Q3 2021	
Executive Director	\$27,900.00	27900	0
Financial Manager, Webmaster, Clerical & Data Entry	\$13,500.00	13500	0
Legal services	\$ -	0	0
Accounting services	\$1,880.00	1690	190
Journal	\$0.00	0	0
Marketing and PR	\$ -	0	0
IT Investments & Expenses	\$ 3,210.23	3379.03	-168.8
Office Supplies	\$ 211.43	304.88	-93.45
Printing	\$ -	200.37	-200.37
Banking charges/Paypal fees	\$ 2,529.02	2712.18	-183.16
Transaction Fees/Foreign Exchange Rate	\$ 4,654.41	4283.42	370.99
Insurance	\$ -	1827	-1827
Telephone & Communications	\$ 556.58	411.77	144.81
Postage	\$ 297.65	462.13	-164.48
Board Expenses	\$ 15,461.58	0	15461.58
Conference Expenses	\$ -	-2749.36	2749.36
Research	\$ -	0	0
Senior Faculty Consultant Fees	\$ -	500	-500
Emergency Account	\$ -	0	0
Subscription/Dues	\$ -	0	0
Faculty Expenses/Outside Consultant	\$ -	0	0
Affiliate Commissions	\$ 162.00	189	-27
TOTAL EXPENSES	\$ 70,362.90	54610.42	15752.48

Q3- 2022 - Expenditure Actual to Budget

	2022 Budget	Actual to date	
EXPENDITURE			
Executive Director	\$27,900.00	\$27,900.00	0.00
Financial Manager, Webmaster, Clerical & Data Entry	\$13,500.00	\$13,500.00	0.00
Legal services	\$1,125.00	\$ -	1,125.00
Accounting services	\$1,447.47	\$1,880.00	(432.53)
Journal	\$0.00	\$0.00	0.00
Marketing and PR	\$2,250.00	\$ -	2,250.00
IT Investments & Expenses	\$2,877.03	\$ 3,210.23	(333.20)
Office Supplies	\$301.50	\$ 211.43	90.07
Printing	\$150.03	\$ -	150.03
Banking charges/Paypal fees	\$2,406.78	\$ 2,529.02	(122.24)
Transaction Fees/Foreign Exchange Rate	\$4,154.94	\$ 4,654.41	(499.47)
Insurance	\$3,061.53	\$ -	3,061.53
Telephone & Communications	\$412.47	\$ 556.58	(144.11)
Postage	\$407.97	\$ 297.65	110.32
Board Expenses	\$7,499.97	\$ 15,461.58	(7,961.61)
Conference Expenses (Exec Dir)	\$0.00	\$ -	0.00
Research	\$749.97	\$ -	749.97
Senior Faculty Consultant Fees	\$375.03	\$ -	375.03
Emergency Account	\$3,750.03	\$ -	3,750.03
Subscription/Dues	\$0.00	\$ -	0.00
Faculty Summit	\$0.00	\$ -	0.00
Affiliate Commissions	\$141.75	\$ 162.00	(20.25)
TOTAL EXPENSES	\$ 72,511.47	\$ 70,362.90	2,148.57

Q2- 2022 - Profit / Loss

1- Year to Date – Q3

PROFIT/LOSS	\$199.25	\$(8773)
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2- Actual to Budget - Q2

	Budget	Actual
PROFIT/LOSS		

3- Year on Year - Q2

	2021	2022
Profit / Loss	\$7971.6	-\$8773

Thank you!

EXPENDITURE	Q2-22	Q2-21	
Executive Director	\$ 9,300.00	\$ 9,300.00	\$ -
Financial Manager, Webmaster, Clerical & Data Entry	\$ 4,500.00	\$ 4,500.00	\$ -
Legal services	\$ -	\$ -	\$ -
Accounting services	\$ 1,290.00	\$ 1,180.00	\$ 110.00
Journal	\$ -	\$ -	\$ -
Marketing and PR	\$ -	\$ -	\$ -
Investments & Expenses	\$ 2,031.55	\$ 2,064.86	\$ (32.31)
Office Supplies	\$ -	\$ 192.20	\$ (192.20)
Printing	\$ -	\$ -	\$ -
Banking charges/Paypal fees	\$ 421.26	\$ 834.09	\$ (412.83)
Transaction Fees/Foreign Exchange Rate	\$ 29.67	\$ 1,195.97	\$ (1,166.30)
Insurance	\$ -	\$ -	\$ -
Telephone & Communications	\$ 181.68	\$ 137.63	\$ 44.05
Postage	\$ 91.40	\$ 233.83	\$ (142.43)
Board Expenses	\$ 12,914.57	\$ -	\$ 12,914.57
Conference Expenses	\$ -	\$ (1,113.52)	\$ 1,113.52
Research	\$ -	\$ -	\$ -
Senior Faculty Consultant Fees	\$ -	\$ -	\$ -
Emergency Account	\$ -	\$ -	\$ -
Subscription/Donor	\$ -	\$ -	\$ -