



William Glasser International  
WGI Board Minutes of Meeting  
May 26, 2023 - 1300 UTC

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

**In Attendance**

- 1) Kim Olver
- 2) Farida D'Silva Dias
- 3) Denzyl Witbooi
- 4) Lynn Sumida
- 5) Fumiko Hamada
- 6) Sonia Munoz
- 7) Kalikamurti Saraswati Suich
- 8) Jane Newman
- 9) Kanchan Goel
- 10) Dr. AlZamel
- 11) Eun-Jin Kim (EJ)
- 12) Sharon Carder-Jackson
- 13) Maureen McIntosh

**Absent**

- 1) Eiko Demura-Kakitani
- 2) Omar Titki
- 3) Mohammed Ahmed Al Marhabi
- 4) Chanel Van Louw
- 5) Nino Matteo
- 6) John Brickell
- 7) Arthur Dunne

**Apology**

- 1) Ahmed Ait El Madani
- 2) Melissa Landry
- 3) Bette Blance
- 4) Denise Daub

1) Welcome & establishing a quorum – Lynn

- 2-hour meeting intention going forward
- Sharon Carder-Jackson proxy for Sheritta (US)
- Maureen McIntosh proxy for Melissa (Canada)
- New method of voting – put it in the chat.
- Quorum not established.

2) Minutes of the previous meeting – Denzyl

April Minutes approved.

Denzyl moved to accept the agenda as presented.

3) Motion to adopt the role statement of the treasurer -Denzyl

Kalika – Role of treasurer

- The Finance & business development committee drafted the role statement.
- HR committee, Sheritta chair of committee on leave so has not responded.
- Legal committee – grammatically correct.
- Denzyl questions the use of the word “checks”. Kalika clarified that it relates to governance not so much the actual signing of checks.
- Amendment – “Be responsible for all oversight of financial transactions.” (as suggested by Kim)



Still waiting on HR committee. Since we cannot advertise for a treasurer until approved the motion will go forward pending approval from HR committee.

- a. **Motion** for the role statements of the treasurer: Motion moved by Sonia to accept the proposed role statements of the treasurer pending any amendments by the HR committee. Seconded by: Kalika.

|                        |   |
|------------------------|---|
| Sonia Muñoz:           | 5 |
| Dr. AlZamel            | 4 |
| Sharon Carder-Jackson: | 5 |
| Jane Newman:           | 4 |
| Maureen McIntosh:      | 5 |
| Fumiko:                | 4 |
| Kanchan Goel:          | 5 |
| Eun-Jin Kim:           | 4 |

**Amendments by HR Committee to the policy – include a line item stating:**

- **It is the responsibility of the committee to become aware of incorporation laws and financial accounting practices as it pertains to nonprofit organizations in the country within which WGI is incorporated. Monitor local and international financial trends within the non-profit sector.**

4) Motion to adjust the Board Policy – Kim

Exception to the board policy – anyone who serves on the executive board needs to have served on the board for at least a year. No one has volunteered. There will be a whole new board policy made pursuant to the new structure of the board, but at this time we are just looking for an exception so that we can appoint a treasurer to the board who has not served on the board previously. The person we are thinking about has served as a consultant.

Kalika-the motion does not mention treasurer and doesn't need to say anything about treasurer. Setting a precedent in terms of there will be a different way MO reps come onto the board. The board member be someone matches the skills required. We are changing the policy.

- a. **Motion** to adjust the eligibility to serve on the WGI Executive: Motion moved by Sonia that any person registered with a member organization qualifies to be voted to serve on the WGI Executive. Seconded by Jane.

|                        |   |
|------------------------|---|
| Sonia Muñoz:           | 5 |
| Dr. AlZamel:           | 4 |
| Fumiko:                | 4 |
| Sharon Carder-Jackson: | 5 |
| Kanchan Goel:          | 4 |
| Eun-Jin Kim:           | 4 |
| Maureen McIntosh:      | 5 |
| Jane Newman:           | 4 |



5) Motion to fill the treasurer position – Kim.

- a. Motion to vote for a new treasurer: Motion moved by Sonia that Dr Ahmed Alshatti be voted in as the treasurer of WGI.
  - We have asked Dr Ahmed Alshatti if he would be willing to temporarily fill the position while we advertise for a full-time position as soon as the HR committee approves the role statement.
  - Lynn – motion does not say “interim”, needs to be amended.
  - Kim – this is an “exception” to board policy.
  - Kalika – this will be a precedent for all board positions.
  - Dr. Ahmed is willing to serve as interim treasurer for six months.

**Amended motion:** Motion moved by Sonia that the role of the treasurer be advertised for one month, if there is more than one candidate the board will vote. If no one comes forward the board may choose a suitable candidate to fill the role. Seconded by Maureen.

|                        |   |
|------------------------|---|
| Dr. Alzamel:           | 5 |
| Sharon Carder-Jackson: | 5 |
| Sonia Muñoz:           | 5 |
| Maureen McIntosh:      | 5 |
| Jane Newman:           | 4 |
| Fumiko:                | 4 |
| Kanchan Goel:          | 4 |
| Eun-Jin Kim:           | 4 |

6) Transition of the board structure - Denzyl

- a. Exit of current executive members at the end of the May.
- b. Next step to the new board structure
  - Denzyl presented PowerPoint.
  - Lynn – we will be reaching out to all MOs as positions are clarified and approved because we want new expertise on the board.
  - Denzyl – we will be sending out an email regarding the administrative assistant position with an August 1<sup>st</sup> start for the position.

7) Feedback on the functioning of committees – Kim

- Combine finance and scholarship into one committee.
- Training committee to include CTRT LM programs & RT committee.
- Strategic planning – disbanded once current plan has been completed.
- International & online symposium committee to be combined.
- Marketing, branding & technology into one committee.

- Still need to find expertise in each category for this committee as they are all different.
- Research & development will continue.
- GQS will continue with Bette as chair.
- The research committee will continue with Janet Morgan as chair. Open to a new chair.
- MO committee will no longer function as it has been but be a committee of all MO reps who meet.
- Youth committee – Kanchan will be willing to chair. Combine with sustainability.
- Governance & legal to combine with ethics committee. Ethics not considered a standard committee. Can also combine ethics with HR.
- Communication & membership committees.

12 committees.

- Need a description to be written up for each committee to be sent out to all members to be part of a committee.
- Committees report from every two months to quarterly like finance.
- Solving the problems of time zones.
- Lynn – WGI wants engagement from many more members around the actual core ideas and areas of interest that what this diverse organization is about.
  - Kim – open invitation to MOs for participation in committees has always been there. Clarification that it is a communication problem, and that the perception that committee involvement is only for board members is not true.
- Kalika- voted that committees can choose whoever they want, and they can choose who they want because they are looking for expertise. The board rep on the committee does not have to be the chair. Committees can run their meetings anyway they want.

8) Interim Training Policy – Kim

- Process has been going on since the beginning of the year.
- Three different faculty meetings with excellent participation.
- Covered many different questions.
- Surveys available for all faculty to vote.
- 

Question: Should WGI be creating policies or guidelines?

- This needs to be a policy because we are setting a standard.

**Motion:** Moved by Sonia the Interim Certification Training Policy be approved in draft form to be posted on our website. Seconded by Sharon.

|                        |   |
|------------------------|---|
| Sonia Muñoz:           | 5 |
| Fumiko:                | 3 |
| Jane Newman:           | 4 |
| Maureen McIntosh:      | 4 |
| Kanchan Goel:          | 4 |
| Sharon Carder-Jackson: | 5 |
| Eun-Jin Kim:           | 3 |



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Fadheelah Alzamel: 4

9) Report from Training committee regarding certification policies and procedures – Sonia

- Presented Powerpoint.

10) Strategic Initiatives - engagement with MOs – Lynn and Denzyl

- Engage with MOS.
  - Set up direct meetings with MOs.
    - Check-in and presenting and clarifying initiatives.
    - Set-up for the next board meeting.
    - CTA for participation in committee meetings.
    - Farida- suggest that vacancies coming up on the board be discussed.
- Farwell to Kalika
  - Continuing on the finance & legal committees.
  - Will no longer be attending board meetings.

11) Business arising

- Dates of next three meetings:
  - June 25<sup>th</sup>
  - July 28<sup>th</sup>
  - August 25<sup>th</sup>

Move to adjourn meeting Kalika.

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Lynn Sumida, Chair  
William Glasser International, Inc.

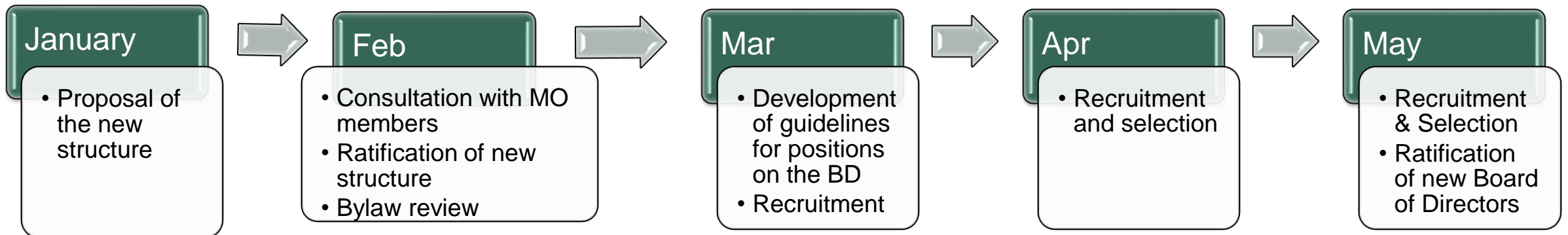
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Denzyl Witbooi, President & Executive Director  
William Glasser International, Inc.

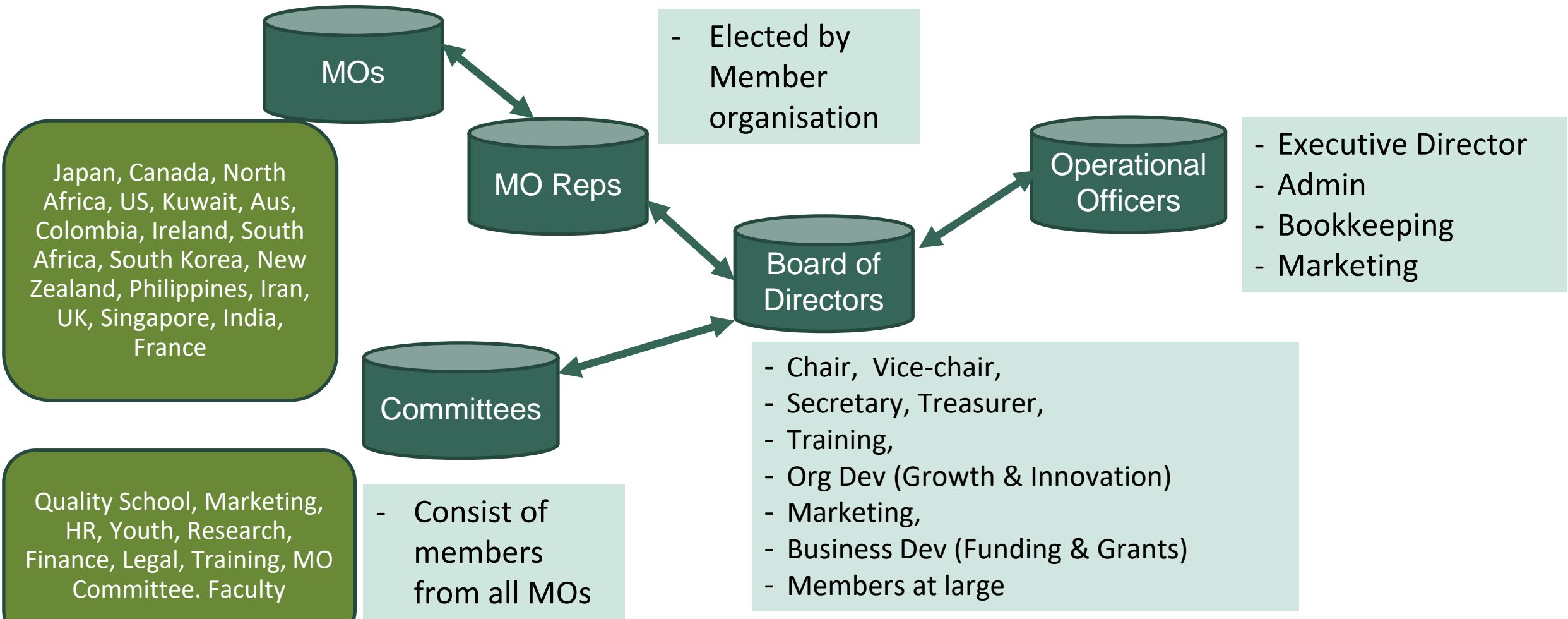
26 May 2023

## TRANSITION: NEW BOARD STRUCTURE

- ❖ Appointments based on interest, passion & expertise
- ❖ Guidelines for selection of the Board of Directors need to be drawn up
- ❖ Consideration that the Board of Directors need to be representative of the global nature of WGI
- ❖ Recruitment and recommendations made by HR Committee in conjunction with other committees
- ❖ Voted in by the sitting board
- ❖ Currently in Compliance with bylaws – consideration of an alternative legal structure



# WGI Structure



It is the intention of this structure to have a streamlined and effective Board of Directors taking input from MOs, committees and operational officers to lead the organization towards achieving its vision and mission.

## TRANSITION: NEW BOARD STRUCTURE – Way forward



- ❖ HR Committee to draft role descriptions of positions - Training, Org Dev (Growth & Innovation), Marketing, Business Dev (Funding & Grants), Members at large
- ❖ Recruitment of members to fill positions – invitations to apply will be send out to all MOs
- ❖ Interviews conducted by the HR Committee – recommendations made to the current Board
- ❖ New members of the Board of Directors voted in by current Board



# TRAINING COMMITTEE

**The Training Committee is a group of people from within the WGI organization.**

**The members are: Meenashe Mhambre, Ali Sahebi, Kim Olver, Farida D´Silva Dias, Lynn Sumida, Eun-Jin Kim and Sonia Muñoz**

# Strategic Objectives and priorities:

## 1. Protect the intellectual property and the integrity of Doctor's Glasser work:

- Harmonize ideas around Choice Theory among Faculty
- Trademarking across countries
- Proactive with translating Dr. Glasser's materials with criteria for quality

## 2. Enhance the professional Development of faculty and maintaining the standards:

- Faculty engagement: Brand loyalty & Faculty CE/PD
- Engaging with higher learning institutions & professional organizations around curriculum/textbooks

## 3. Look at new programs to be approved and standardized training materials/templates

## 4. Current Manual of Policies and Procedures

# EVENTS

- \* **Professional Day, October 20th, 2022**  
**“Competency-based Learning”**  
**Dr. Patricia Robey**
- \* **Faculty Summit, November 22nd, 2022:**  
**Celebrating achievements, Building**  
**connections between members of the**  
**organization & Demystifying Research**

# TRAINING POLICY

- \* Oct. 17th, 2022 new proposed WGI Training Policy to MOs & Faculty for feedback on the website.
- \* January 11th, 2023, possible changes to the WGI certification process and 13 points to discuss.
- \* <https://www.surveymonkey.com/r/wgi-cert-training>

# TRAINING POLICY

- \* February 13th, 2023 continue the PD/CE about the interim training document.
- \* <https://www.surveymonkey.com/r/wgi-cert-training2>
- \* March 21st, 2023 PD/CE continue to update the Training Policy
- \* <https://www.surveymonkey.com/r/flying-motion-3-23>
- \* May 7th, 2023 collate the responses and complete the training policy for a vote at the May 26th board meeting.