



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

In Attendance

1. Denise Daub
2. Nadia Thonnard
3. Denzyl Witbooi
4. Lynn Sumida
5. Bette Blance
6. Sonia Munoz
7. Fumiko Hamada
8. Gymy Lim
9. Omar Titki
10. Abdelaal Shahat
11. Sivambiga Athianna
12. Melissa Landry
13. Sharon Carder-Jackson
14. Ahmed Alshatti
15. Jane Newman

Absent

16. Chanel Van Louw
17. Nino Matteo
18. John Brickell
19. Arthur Dunne
20. Mohammed Ahmed Al Marhabi

Apology

21. Eun-Jin Kim (EJ)
22. Ahmed Ait El Madani
23. Farida D'Silva Dias

1. Opening & Welcome
2. Adoption of the agenda
3. Minutes of the previous meeting
 - Melissa moved to accept the July minutes; Ahmed seconded.
 - Minutes approved.
4. Finance report – Ahmed Alshatti
 - Presented PowerPoint presentation.
 - The way we engage with our members reflects in our financial health.
 - Feedback:
 - Ahmed - no reminders from WGI regarding membership.
 - Lynn – need to support our membership in professional development and become more need-satisfying for the members.
 - Melissa & Sharon – lots of confusion on what the benefits are for membership with WGI.



- Omar – language barriers on the website
- Lynn – MO membership fees vs individual membership fees are discussions that should happen at the MO level and for WGI to be mindful of
- Fumiko moved to accept financial report, Sonia seconded.
- 5. GQS report – Bette
 - Presented the report.
- 6. Amended Training policy - Sonia
 - Move that we endorse the new guidelines for the Certification Process as emended by the Training Committee and posted on the WGI website for the past 60 days.
 - Melissa seconded.

Sonia Munoz	5
Jane Newman	4
Melissa Landry	5
Fumiko Hamada	3
Omar Titki	4
Sharon Carder-Jackson	5
Sivambiga Athianna	4
Ahmed AlShatti	3

7. Strategic planning progress

i. Organizational Culture – Lynn

- Where are we in terms of organizational culture.
 - Framework to help us evaluate – Book called tribal cultures.
 - Level 1 – disengaged and discouraged.
 - Level 2 – a little more engagement mainly around complaints.
 - Level 3- working hard and want to do a quality job. No connection to overall mission and value of organizations.
 - Level 4 – Shift of perspective from “I” to “We” – connected to organization.
 - Level 5 – Connected and actively innovating.
- Everyone voted that we are at a level 3
 - To move to a level 4 we need to look at both experience the vision and values of the organization. Requires leadership for direction and guidance.
 - How inspired do you feel with the vision statement?

- If we are not helping people have good mental health what happens? What does it look like?

- ii. WGI priorities/Initiatives
 - 10 initiatives which will be sent as questions in google format.
 - Who will complete the form?
 - Melissa – collect feedback from the board.
 - Market research needs to be done also.
 - Sharon – the board and members.
 - Siva – Inspiration comes from either a person or an organization. Farida is the leader and has inspired. Mental health is still taboo in some areas in India. What is in it for me?
 - Gymy – engage members and gets as much feedback as possible. Not many members so the board would also give feedback.
 - Ahmed – Strategic plan requires us to include everybody.
 - Bette – share with the board at their upcoming retreat.
 - Suggestion that 2 Google forms are sent – one for the MO executive to complete and another for individual members to complete.

- iii. New Board members
 - Do not have a Treasurer. Ahmed Alshatti stepped in as interim treasurer.

Next board meeting: September 24, 2023 – 1300 UTC

Melissa moved to adjourn the meeting.

Lynn Sumida, Chair
William Glasser International, Inc.

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



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WGI Q2 2023

Financial Report

Finance and Investment Committee- June 2023

We use three analysis tools:

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. In Q1 its 25%

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.

Q 2 - 2023 - Income



1- Second quarter represent 50% of the year, our measurement will depend on achieving 50% of the annual Income to consider good achievement.

For the **YTD** measurement, **WGI** perform well in the three Income streams **Certification Programs**, **Memberships** and **Miscellaneous Income**

For **Actual to Budget** measurement, **WGI** perform well in the two Income streams **Certification Programs**, **TCOYL** and **Miscellaneous Income**

For **YOY** 2023 was better than 2022 in most items except **Faculty Training**, **Donations**, **Online Sales** and **Symposiums**.

2- **Two** Countries contributed in the **Certification Program** income in Q1 and Q2 (Australia and USA). **Seven** Countries contribute in the **Certification Program** income in Q2 (Australia, Canada, Iran, Japan, Norway, UK and USA)

3- **Five** Countries contributed in the **Certification Program** income in Q1 and Q2 (Australia, Canada, Kuwait, Singapore and USA). **Eight** Countries contributed in the **Certification Program** income in Q2 (Australia, Canada, EIRT, Iran, Kuwait, Saudi Arabia, Singapore, and USA)

Q 2 - 2023 - Expenditure

1-For the **YTD WGI** perform well in most Expenditure items except for
Journal
Printing
Insurance
Telephone and Communications

2-For **Actual to Budget**, **WGI** perform well in most Expenditure items except for
Bank Chargers/ PayPal fees
Transaction fees/ Foreign Exchange rate
Insurance
Telephone and Communications

3-For **YOY** 2022 was better than 2023 except for
Accounting
IT Investment & Expenses
Transaction fees/ Foreign Exchange rate
Insurance
Telephone and Communications

Note: WGI have to provision Salaries of new ED, the figure in slide 14 which reflected Actual vs Budget does not give accurate picture, due to fact that new ED didn't received his salaries due to some Tax issues

Q2 / 2023 Profit and Loss

Q2 / 2023 Actual Profit \$ 1170.31

Q2 / 2023 Budgeted \$ (3052)

Year 2023 anual P/L \$ 392

Q1+ Q2 /2023 Actual Profit \$ 2427.31

Income Q 1 - 2023



Q (1+2) 2023 Income Actual Year to Date (YTD)

	2023 Budget	Actual Year to Date	50%
INCOME			
Certification Programs	\$ 40,000.03	\$ 21,238.00	53%
Faculty Training and Endorsements	\$ 2,499.96	\$ 105.00	4%
Take Charge of Your Life	\$ 3,979.00	\$ 1,028.00	26%
Training for health professionals	\$ 2,000.04	\$ -	0%
Workshops/Post-Certification Programs	\$ 285.00	\$ -	0%
Membership	\$ 32,499.96	\$ 17,816.00	55%
Donations	\$ 2,000.04	\$ -	0%
Online Sales	\$ 99.96	\$ -	0%
Business Development - MO Governance Packs	\$ 1,000.08	\$ -	0%
WGI Merchandise Sales	\$ 210.00	\$ -	0%
Symposium/Summit	\$ 4,000.00	\$ -	0%
Investment	\$ 22,000.00	\$ -	0%
Miscellaneous income	\$ 99.96	\$ 70.62	71%
TOTAL INCOME	\$ 110,674.03	\$ 40,257.62	36%

Q2 - 2022 Actual to Budget

	Actual Q 2	Q2 Budgeted	Budget vs Actual
INCOME			
Certification Programs	\$11678.000	\$10000.000	\$1678.000
Faculty Training and Endorsements	\$80.000	\$624.990	-\$544.990
Take Charge of Your Life	\$1008.000	\$994.750	\$13.250
Training for health professionals	\$0.000	\$500.010	-\$500.010
Workshops/Post-Certification Programs	\$0.000	\$71.250	-\$71.250
Membership	\$6191.000	\$8124.990	-\$1933.990
Donations	\$0.000	\$500.010	-\$500.010
Online Sales	\$0.000	\$25.000	-\$25.000
Business Development - MO Governance Packs	\$0.000	\$250.020	-\$250.020
WGI Merchandise Sales	\$0.000	\$52.500	-\$52.500
Symposium/Summit	\$0.000	\$1000.000	-\$1000.000
Investment	\$0.000	\$5500.000	-\$5500.000
Miscellaneous income	\$30.620	\$25.000	\$5.620
TOTAL INCOME	\$18987.620	\$27668.480	-\$8680.860

Q2 - 2023 Year on Year (YOY)

	Actual Q 2	Q2-22 Actual	Difference
INCOME			
Certification Programs	\$11678.000	\$ 3,660.00	\$8,018.00
Faculty Training and Endorsements	\$80.000	\$ 452.00	-\$372.00
Take Charge of Your Life	\$1008.000	\$ 925.00	\$83.00
Training for health professionals	\$0.000	\$-	\$0.00
Workshops/Post-Certification Programs	\$0.000	\$-	\$0.00
Membership	\$6191.000	\$ 5,783.00	\$408.00
Donations	\$0.000	\$ 5.00	-\$5.00
Online Sales	\$0.000	\$ 90.00	-\$90.00
Business Development - MO Governance Packs	\$0.000	\$-	\$0.00
WGI Merchandise Sales	\$0.000	\$-	\$0.00
Symposium/Summit	\$0.000	\$ 37.00	-\$37.00
Investment	\$0.000	\$-	\$0.00
Miscellaneous income	\$30.620	\$-	\$30.62
TOTAL INCOME	\$18987.620	\$ 10,952.00	\$8,035.62

Q2 / 23 Certifications Program



	January	February	March	Q1 Total	April	May	June	Q2 Total	Total Q1+Q2	Difference Q1+Q2
Australia		\$5,640.00		\$5,640.00	\$5,820.00			\$5,820.00	\$11,460.00	\$180.00
Canada				\$0.00	\$90.00			\$90.00	\$90.00	\$90.00
Colombia				\$0.00				\$0.00	\$0.00	\$0.00
EART				\$0.00				\$0.00	\$0.00	\$0.00
France				\$0.00				\$0.00	\$0.00	\$0.00
India				\$0.00				\$0.00	\$0.00	\$0.00
Ireland				\$0.00				\$0.00	\$0.00	\$0.00
Iran				\$0.00	\$1,688.00			\$1,688.00	\$1,688.00	\$1,688.00
Japan				\$0.00	\$900.00			\$900.00	\$900.00	\$900.00
Korea			\$1,480.00	\$1,480.00				\$0.00	\$1,480.00	-\$1,480.00
Kuwait				\$0.00	\$620.00	\$300.00		\$920.00	\$920.00	\$920.00
Norway				\$0.00				\$0.00	\$0.00	\$0.00
North Africa/Morocco				\$0.00				\$0.00	\$0.00	\$0.00
Philippines				\$0.00				\$0.00	\$0.00	\$0.00
Saudi Arabia				\$0.00				\$0.00	\$0.00	\$0.00
Singapore		\$1,540.00		\$1,540.00				\$0.00	\$1,540.00	-\$1,540.00
South Africa				\$0.00				\$0.00	\$0.00	\$0.00
Turkey				\$0.00				\$0.00	\$0.00	\$0.00
United Kingdom				\$0.00		\$180.00		\$180.00	\$180.00	\$180.00
UAE	\$140.00			\$140.00				\$0.00	\$140.00	-\$140.00
United States		\$760.00		\$760.00	\$680.00			\$680.00	\$1,440.00	-\$80.00
Indiv w/out MO				\$0.00				\$0.00	\$0.00	\$0.00
Forein Exchange Rate		-\$1,831.60		-\$1,831.60				\$0.00	-\$1,831.60	\$1,831.60
TOTAL	\$140.00	\$6,108.40	\$1,480.00	\$7,728.40	\$0.00	\$480.00		\$10,278.00	\$18,006.40	\$2,549.60

Q2 / 23 Membership

	Q 1					Q 2					
	January	February	March	Total		April	May	June	Total	Total Q1+Q2	Difference Q1 Q2
Australia	\$920.00	\$190.00		\$1,110.00			\$150.00	\$300.00	\$450.00	\$1,560.00	-\$660.00
Canada	\$30.00			\$30.00				\$300.00	\$300.00	\$330.00	\$270.00
Colombia				\$0.00					\$0.00	\$0.00	\$0.00
Croatia				\$0.00					\$0.00	\$0.00	\$0.00
EIRT				\$0.00				\$2,925.00	\$2,925.00	\$2,925.00	\$2,925.00
France				\$0.00					\$0.00	\$0.00	\$0.00
India				\$0.00					\$0.00	\$0.00	\$0.00
Iran				\$0.00		\$156.00			\$156.00	\$156.00	\$156.00
Ireland				\$0.00					\$0.00	\$0.00	\$0.00
Japan	\$2,080.00	\$1,875.00		\$3,955.00					\$0.00	\$3,955.00	-\$3,955.00
Korea			\$4,325.00	\$4,325.00					\$0.00	\$4,325.00	-\$4,325.00
Kuwait	\$75.00			\$75.00		\$75.00			\$75.00	\$150.00	\$0.00
Malaysia				\$0.00					\$0.00	\$0.00	\$0.00
New Zealand	\$270.00	\$20.00		\$290.00					\$0.00	\$290.00	-\$290.00
No. Africa				\$0.00					\$0.00	\$0.00	\$0.00
Philippines				\$0.00					\$0.00	\$0.00	\$0.00
Saudi Arabia				\$0.00				\$75.00	\$75.00	\$75.00	\$75.00
Singapore	\$1,080.00	\$265.00		\$1,345.00		\$20.00	\$20.00		\$40.00	\$1,385.00	-\$1,305.00
South Africa				\$0.00					\$0.00	\$0.00	\$0.00
UAE				\$0.00					\$0.00	\$0.00	\$0.00
United Kingdom		\$75.00		\$75.00					\$0.00	\$75.00	-\$75.00
United States	\$75.00	\$345.00		\$420.00		\$1,160.00		\$1,010.00	\$2,170.00	\$2,590.00	\$1,750.00
				\$0.00					\$0.00	\$0.00	\$0.00
Foreign Exchange/Fees				\$0.00					\$0.00	\$0.00	\$0.00
TOTAL	\$4,530.00	\$2,770.00	\$4,325.00	\$11,625.00		\$1,411.00	\$170.00	\$4,610.00	\$29,441.00	\$41,066.00	\$17,816.00

Expenditure

Q 1 - 2023



Quarter 2 2023 - Expenditure Actual Year to Date (YTD)



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Table 1

	2023 Budget	Actual Year to Date	50%
EXPENDITURE			
Executive Director	\$ 51,900.00	\$ 15,500.00	29.9%
Financial Manager, Webmaster, Clerical & Data Entry	\$ 27,000.00	\$ 10,600.00	39.3%
Bookkeeper	\$ 900.00	\$ -	0.0%
Legal services	\$ 1,500.00	\$ -	0.0%
Accounting services	\$ 1,929.96	\$ 1,805.00	93.5%
Journal	\$ -	\$ -	
Marketing and PR	\$ 3,000.00	\$ -	0.0%
IT Investments & Expenses	\$ 3,836.04	\$ 1,305.87	34.0%
Office Supplies	\$ 402.00	\$ 193.46	48.1%
Printing	\$ 200.00	\$ 272.21	136.1%
Banking charges/Paypal fees	\$ 3,209.04	\$ 1,579.44	49.2%
Transaction Fees/Foreign Exchange Rate	\$ 5,539.92	\$ 2,137.49	38.6%
Insurance	\$ 4,082.04	\$ 2,305.00	56.5%
Telephone & Communications	\$ 549.96	\$ 482.59	87.8%
Postage	\$ 543.96	\$ 149.25	27.4%
Board Expenses	\$ -	\$ -	
Conference Expenses (Exec Dir)	\$ -	\$ -	
Research	\$ 999.96	\$ -	0.0%
Senior Faculty Consultant Fees	\$ 500.04	\$ -	0.0%
Emergency Account	\$ 4,000.00	\$ -	0.0%
Subscription/Dues	\$ -	\$ -	
Faculty Summit	\$ -	\$ -	
Affiliate Commissions	\$ 189.00	\$ -	0.0%
TOTAL EXPENSES	\$ 110,281.92	\$ 36,330.31	32.9%

Q1 - 2022 Actual to Budget

EXPENDITURE	Actual Q 2	Q2 Budgeted	Budget vs Actual
Executive Director	\$9300.000	\$18600.000	-\$9300.000
Financial Manager, Webmaster, Clerical & Data Entry	\$4500.000	\$4500.000	\$0.000
Bookkeeper	\$0.000	\$0.000	\$0.000
Legal services	\$0.000	\$375.000	-\$375.000
Accounting services	\$1405.000	\$482.490	\$922.510
Journal	\$0.000	\$0.000	\$0.000
Marketing and PR	\$0.000	\$750.000	-\$750.000
IT Investments & Expenses	\$713.650	\$959.010	-\$245.360
Office Supplies	\$193.460	\$100.010	\$93.450
Printing	\$272.210	\$50.010	\$222.200
Banking charges/Paypal fees	\$752.320	\$802.260	-\$49.940
Transaction Fees/Foreign Exchange Rate	\$305.890	\$1384.980	-\$1079.090
Insurance	\$0.000	\$1020.510	-\$1020.510
Telephone & Communications	\$241.630	\$137.490	\$104.140
Postage	\$133.150	\$135.990	-\$2.840
Board Expenses	\$0.000	\$0.000	\$0.000
Conference Expenses (Exec Dir)	\$0.000	\$0.000	\$0.000
Research	\$0.000	\$249.990	-\$249.990
Senior Faculty Consultant Fees	\$0.000	\$125.010	-\$125.010
Emergency Account	\$0.000	\$1000.000	-\$1000.000
Subscription/Dues	\$0.000	\$0.000	\$0.000
Faculty Summit	\$0.000	\$0.000	\$0.000
Affiliate Commissions	\$0.000	\$47.250	-\$47.250
TOTAL EXPENSES	\$17817.310	\$30720.480	-\$12903.170

Q1 / 2023 EXPENDITURE Year On Year (YOY)

EXPENDITURE	Q1 / 2023	Q1 / 2022	
Executive Director	\$ 9,300.00	\$ 9,300.00	\$ -
Financial Manager, Webmaster, Clerical & Data Entry	\$ 4,500.00	\$ 4,500.00	\$ -
Bookkeeper	\$ -	\$ -	\$ -
Legal services	\$ -	\$ -	\$ -
Accounting services	\$ 400.00	\$ 345.00	\$ 55.00
Journal	\$ -	\$ -	\$ -
Marketing and PR	\$ -	\$ -	\$ -
IT Investments & Expenses	\$ 592.22	\$ 587.38	\$ 4.84
Office Supplies	\$ -	\$ 211.43	\$ (211.43)
Printing	\$ -	\$ -	\$ -
Banking charges/Paypal fees	\$ 827.12	\$ 1,486.23	\$ (659.11)
Transaction Fees/Foreign Exchange Rate	\$ 1,831.60	\$ 658.20	\$ 1,173.40
Insurance	\$ 2,305.00	\$ -	\$ 2,305.00
Telephone & Communications	\$ 240.96	\$ 138.71	\$ 102.25
Postage	\$ 16.10	\$ 137.93	\$ (121.83)
Board Expenses	\$ -	\$ -	\$ -
Conference Expenses (Exec Dir)	\$ -	\$ -	\$ -
Research	\$ -	\$ -	\$ -
Senior Faculty Consultant Fees	\$ -	\$ -	\$ -
Emergency Account	\$ -	\$ -	\$ -
Subscription/Dues	\$ -	\$ -	\$ -
Faculty Summit	\$ -	\$ -	\$ -
Affiliate Commissions	\$ -	\$ -	\$ -
TOTAL EXPENSES	\$ 20,013.00	\$ 17,364.88	\$ 2,648.12

Thank you!

