



William Glasser International  
WGI Board MEETING 87 Minutes  
Sunday, June 24<sup>th</sup> 2018 – Tuesday, June 27<sup>th</sup>  
Monday, July 2, 2018  
Bogota, Colombia

Zoom information: 275-698-2209

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

**In Attendance:**

Kim Olver, Executive Director  
John Cooper, Chair  
Jean Seville Suffield, Vice Chair – left at 3pm on Monday, July 2, 2018  
Janet Fain Morgan, Treasurer  
Shruti Tekwani, Recording Secretary  
Kalikamurti Suich  
Fumiko Hamada  
Nancy Herrick  
Juan Pablo Aljure – in and out throughout the days

**Apologies:**

Abeer Alghais  
Boba Lojk – called in at times  
Dubravka Stijačić  
Stephanie Myers – called in at times  
Jae Park

1. The board came up with some guidelines for the meeting:
  - a. Use caring habits
  - b. Use “ouch”/investigate perceptions when you feel like caring habits aren’t being used
  - c. Speak one at a time...please
  - d. Inclusivity...get everyone’s opinion and give everyone an opportunity to speak
  - e. Stretch/negotiate for argyle for good of WGI (go for gold)
  - f. Attack-free zone
  - g. Use curiosity and learning instead of judging
  - h. Use care and concern
  - i. Have fun!
  - j. Specific agreements

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2. Think, pair, share:

a. What makes an MO?

- i. Follow the present guidelines. They probably need to be revisited.
- ii. One who has its own constitution
- iii. Registered according to the laws of its own country (they are legal)
- iv. They write a letter of intent where we state the guidelines that they follow
- v. Guidelines where they are going to need to put into place a formal way to collect dues. (For example, Canada collects dues for several countries currently).
- vi. These guidelines be translated in their own individual language (each MO would do this)
- vii. There be levels of MOs. The more developed MOs would mentor the developing ones. The MO would choose their mentor partners
- viii. More diverse training, not just one person going into a country and teaching everyone. Follow guidelines that say training happens with multiple trainers.
- ix. Not for profit status
- x. Competence and trust
- xi. Follow the guidelines and procedures of WGI
- xii. Having training numbers and memberships numbers (we're not sure of these numbers yet)
- xiii. Certificates for any level MO must be issued by WGI?
- xiv. Write an annual report to WGI-have a template
- xv. Have a business plan (how the money is collected, who is their MO representative, who are the officers, etc).
- xvi. Commitment to the mission and vision of WGI
- xvii. For each MO, they could be autonomous within the guidelines
- xviii. Upholding education and values of Glasser
- xix. Have a voice in WGI
- xx. Within the MO, be supportive of each other and WGI. Have internal collaboration within themselves and WGI
- xxi. Respect language
  
- xxii. Think about what to do when MOs don't follow these guidelines
  1. Criteria for discussing this
  2. Consequences

b. How do we elect the executive board?

- i. Structure Suggestion:

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Executive Director, Chair, Vice Chair, Treasurer, Secretary, MO representative, sustainability representative?

- ii. The MOs would be able to vote on executive positions
- c. What ensures sustainability?
  - i. Carbon Footprint:
    - 1. Go green and paperless when possible
  - ii. Longevity:
    - 1. Position on executive for sustainability
    - 2. Calling youth from Glasser Quality Schools
    - 3. When we have board turnover, think about electing younger people
    - 4. Expanding number of MOs
    - 5. Support youth programs
    - 6. Having a youth mentoring program
    - 7. Have youth program discounts
    - 8. More video, of people who look like them
    - 9. Online training
    - 10. Marketing
    - 11. Attract younger people
    - 12. Actually listening to youth
    - 13. Financial sustainability/income
    - 14. new ideas
    - 15. high technology
    - 16. continuing to bring in new people
    - 17. think about language: get rid of saying things like “depressing”

Monday, June 25, 2018:

- 3. Time with Rae
  - a. Are we being sustainable?
  - b. Are we a human organization? Are we a living organism? If we are going to progress, it's about learning as well.
  - c. Instead of building our present on our past, can we build our present on our future?
  - d. What's missing? Maybe some professional development. Maybe a Ted Talk or a Webinar. What keeps us current? If we're not current, we're not relevant.
  - e. Swift action: you can no longer talk about it and not do anything about it.
- 4. Quality School and Finance Discussion:
  - a. Quality School: Boba called in and we asked her what they do. What would be of help to MOs? Explain what we want, what a QS would be. Have the MOs figure

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out how they want to go about obtaining that. There is a GQS policy on the website. Colombia encouraged the school to develop their own rubric. They asked them to include the 3 pillars.

- b. Finance: what do we want? Do we change our fee structure? Are we living in the present or future? What is our value around money? The MOs could receive a budget template. They would like to incorporate the goals of the strategic plan into the budget template. They would also like to give a tutorial on how to look at the budget. Value and ethical beliefs around money-it costs us money to take money out of our investments. We have been taking money aside so we are not taking it out every month.

Tuesday, June 26<sup>th</sup>, 2018

5. Thoughts and questions about restructuring:

- What are the benefits for MOs to be a part of WGI?
- How do MOs elect their own representatives? What does their constitution say about this?
- Have the MOs paid their membership dues?
- Will the chair person get a vote?
- Do we want a president or a chair?
- Will there be different chairs for every meeting?
- How would the sustainability representative be elected?
- How would the rest of the executive committee be elected?
- Would WGI be a governance incorporation?
- Charity status? Arms length/nepotism?
- One option is to take the corporate secretary off the executive committee and have 5 voting members (VC, Treasurer, Recording Secretary, MO rep, sustainability rep)
- How often would the MOs meet?
- How often would the Exec meet?
- Could we consider stipends? The role of the person who is the sustainability person. Would they vote? Would they get a stipend?
- What do we do with committees?
- Does the Executive Board need a faculty representative on it?

Align executive positions with the incorporation policies

Function of the board

Roles

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Criteria

Redo the umbrella

Staff

Restructuring to start in January?

Wednesday, June 27<sup>th</sup>, 2018

MO Meeting:

In attendance:

Kim Olver, Executive Director  
John Cooper, Chair  
Jean Seville Suffield, Vice Chair  
Janet Fain Morgan, Treasurer  
Shruti Tekwani, Recording Secretary  
Kalikamurti Suich  
Fumiko Hamada  
Nancy Herrick (arrived at 10:30am Bogota time)  
Farida D'Silva Dias, India Chair  
Masaki Kakitani, Japan Chair  
Jim Mishler, US Chair – via zoom  
Danko Buriak, EART Chair – via zoom  
Dr. Zim, Kuwait– via zoom  
Dr. Al Rashidi, Kuwait– via zoom  
David Baillargeon, Canada– via zoom (arrived at 9:59am and left at 10:22am Bogota time.  
Arrived again at 10:40am)

Apologies:

Juan Pablo Aljure  
Abeer Alghais  
Boba Lojk – called in at times  
Dubravka Stijačić  
Stephanie Myers  
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- a. The board discussed the proposed umbrella organization ideas with the MOs. The MOs were asked for suggestions and about any concerns they might have. Farida

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said at this point it sounds good and eventually people might just wonder about how this might benefit the MOs and their organizations.

- b. The board updated the MOs on the financial situation. The board has come out of survival mode. There may be some investment opportunities. WGI will be ethically conscious about where to invest (no investment in guns, drugs, etc).
- c. The board let the MOs know that instead of a \$20/person fee, we are thinking about moving to a percentage payment. So for example, Japan would pay a percentage of all their income to WGI instead of \$20/member that belongs to WGI-Japan. Some of the MOs said they preferred having a choice of a dollar amount or a percentage. To clarify, this would be a percentage of all income, trainings, etc. The idea is to simplify how people pay.
- d. How do we elect MO reps? Do the MOs have their own process that they use in their own countries? Some countries have a process in place. WGI has the use of surveymonkey.com where members can vote. Canada, US, India, Japan, Australia all have processes in place. India would lie to use surveymonkey.com.
- e. How would we elect to the WGI executive board? Do we have a chair or president? Fumiko suggested keeping the executive board as it is for a year or two or three so that there can be a smoother transition.
- f. The hope is that the executive committee will meet in person at least once a year and possible more since meeting in person really helps us understand perspectives and work together.
- g. Stages of membership were discussed. The MOs asked that this be typed up and sent to them so it's easier to process. The board said they would put a packet together that will include everything we talked about. This will be just a draft so that MOs could give their feedback.
- h. Janet spoke about the research committee. Kim suggested an email address for research that would be [research@wglasserinternational.org](mailto:research@wglasserinternational.org)
- i. Nancy spoke about the program committee. There are 84 people attending the Take Charge day in Bogota today. Nancy is collecting research on this. Jean and Nancy have also worked on a communication skills course that will teach people how to deal with difficult situations. The course is available for instructors to teach. The Take Charge of Your Life program was also discussed and questions were answered. Farida brought up a concern of having certificates being sent via email and not hard copy to hand out the day of the program. Kim suggested that every MO give out their own certificate in the interim until the WGI certificates get to them.
- j. How can we best communicate? Farida asked for updates when the website is updated so that people don't have to keep checking the website. Farida also talked about the concern of MOs not knowing that their members have been acknowledged as a member.

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6. Restructuring:

a. Brainstorm of what we are thinking about:

- i. Define requirements of membership/Criteria of MOs and stages (Jean and John)
- ii. Outline transitional stages of current and new board (Shruti)
- iii. Define financial values (sustainability, numbers, etc.) (Janet, Nancy, and Kalika)
- iv. Elect MO members (Kim)
- v. Define governance (board, management). Sort the umbrella. (Shruti)
- vi. Restructure constitutional bylaws/country (Consider Jean, Juan Pablo's suggestions) (Kim and John will research new entity)
- vii. Criteria for paid personnel. Juan Pablo will send us his proposal from Zagreb. (Stephanie, will you be willing to work on this?)
- viii. Upgrade branding/MO
- ix. Role of MO Delegate (Jean)
- x. Define voting procedures (Kim and Joh)
- xi. Money: how the MOs pay, how we use that money, charging, fees, etc.
- xii. Create a new PPM or Guideline manual. Call it the WGI Guidelines. Search and rescue. (Jean and Nancy)
- xiii. Forms of communications (Kim and John)
- xiv. Forms of networking (Stephanie and Janet). Can Stephanie figure out how to link facebook pages to each other through an umbrella facebook page? For example, WGI would be the umbrella and each MO would have a link to it.
- xv. Define a process for other possible MOs that are not country-based (Fumiko)
- xvi. Consult with MOs (John, Kim, and Nancy).
- xvii. Promote the new structure (Kim and John in their MO meetings. They will also talk to each MO individually).
- xviii. Define the process of selecting mentors for MOs (Nancy, Janet, and Fumiko)
- xix. Forms of celebrations of success. This could be on the website. (Stephanie and Janet).
- xx. Create a new budget with the strategic planning template (Janet, Nancy, and Kalika)
- xxi. Do the new structure budget (Janet, Nancy, and Kalika)
- xxii. Define what to do with/for the endowment (Janet, Nancy, and Kalika)

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- xxiii. Transition of executive board, etc. – tasks and process (Shruti)
- xxiv. Faculty MO (Kalika and Shruti)
- xxv. Clarify the purpose of the website. What it does and doesn't do and if it doesn't go on the website, where does it go? (Stephanie and Denise)
- xxvi. HAVE FUN!

7. Proposal: It is moved by Kalika and seconded by Jean that the current WGI Board members remain in place for 2019/2020 to prepare, endorse, and adopt the requirements to enable Intermediate and Established Member Organizations to elect members to the envisaged “umbrella” board. Purpose of this motion:
- a. Current board members who so wish
    - i. Continue to develop the Strategic Plan, the Action Plan, the Membership Organization Book (including templates, agreements, letter of intent) and assist EART/or Croatia to prepare the next WGI Conference. (Tasks to be clarified on a Action Plan as already undertaken by Kalikamurti and John).
    - ii. Attend a face to face meeting 2019 to complete and merge tasks and to consider other needs of the organization under construction.
  - b. WGI will call elections from Established and Intermediate MO's at the optimum time, when constitutional documents have been created.
  - c. WGI will announce/confirm the “Umbrella Organization Members”. Those attending in Croatia and those able to attend online may meet and elect the “Umbrella” board executive.

Results of the vote:

Jean 5  
Janet 5  
Shruti 4  
Kalika 5  
Juan Pablo 4  
Nancy 4  
Fumiko 4

The motion was passed.

8. It is with regret that Kalika accepts and Nancy seconds the motion of Juan Pablo's recognition.

Jean 5  
Janet 5



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Shruti 4  
Nancy 4  
Kalika 5  
Fumiko 4  
Juan Pablo 4

The motion passed (with regret and appreciation).

9. It is moved by Janet and seconded by Jean that the action plan be created according to new information to support the transition to the new organization.

Jean 5  
Janet 5  
Shruti 4  
Nancy 5  
Kalika 5  
Fumiko 5

The motion passed.

10. It was moved by Kalika and seconded by Fumiko that Fumiko, on behalf of the WGI board, look into the Achievement Corps program in Japan and their wants in regard to WGI and WGI-Japan.

Jean 4  
Janet 4  
Shruti 4  
Nancy 4  
Kalika 4  
Fumiko 5  
Juan Pablo 4

The motion passed.

11. WGI 2018 Conference Discussion:

a. We went over the survey that was given to conference participants. The results seemed to be positive. The technology piece was a bit surprising because of some issues that came up. Other than that, people seemed very satisfied with the learning and collaboration at the conference.

12. Nancy moves and Kalika seconds to continue the conversation with Terry Lynch about mental health.

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Jean 4  
Janet 4  
Shruti 4  
Nancy 4  
Kalika 5  
Fumiko 4  
Juan Pablo 4

The motion was passed.

13. The new President of Colombia is an alumni of the Rochester School. Kim will write a promotion for this and Juan Pablo will read it and add details to it. This will then be shared with the membership. Jean moved the above and Kalika seconded.

Jean 5  
Janet 4  
Shruti 4  
Nancy 4  
Kalika 5  
Fumiko 4  
Juan Pablo 4

The motion was passed.

14. Janet brought up the idea of letting the newspapers and radio shows know about the conference and the accomplishments.
15. Faculty Day feedback:
- Kalika and Jean got feedback about the board members not staying the whole time.
  - Bette Blanc has an unused Facebook account called “faculty”. This could be a closed Facebook page for faculty. This came out of the conversation from Rose Kim.
  - How is a faculty member going to be held accountable for their teaching?
  - Surveys were handed out at the end of the day. Nancy Herrick offered to type up the feedback and results.
16. Juan Pablo will add Shruti as an Admin to the Schoology Group so that board members can be added and deleted.
17. Shruti will start doing research for a face to face board meeting for the beginning of February.

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- a. Consider time of the year...week of January 21<sup>st</sup>
  - b. Consider the cheapest location for board members to fly to
  - c. Consider cost once we're there
  - d. Consider visa issues
  - e. Consider MO conferences around the world and see if we can attend at the same time
18. Attending board members will talk to the board members that are not here:
- a. John will talk to Jae
  - b. Kim will talk to Boba and Dubvrvaka
  - c. Shruti will talk to Stephanie
  - d. Jean will talk to Abeer
19. Feedback from MO meetings (when each MO met separately at the Rochester School)
- a. New Zealand wants to think about becoming their own MO
  - b. Janet went to the European MO meeting. Brian Lennon expressed concern that Ireland never received a contract to become an MO.
  - c. Nancy was with Africa. They had several requests:
    - i. They want to make sure they have communication from us. Mitchell said he hasn't received any communication in over a year
    - ii. They are concerned about numbers in the umbrella (1-22)
    - iii. They want information on what's being worked on
    - iv. They want more faculty training in accessible places
    - v. They want to see a bank of instructors that are willing to go to other countries. They also want a list of people who will fly there on their own dime and they would cover the accommodations. There would be no fee.
    - vi. They asked for transparency when it comes to money and procedures
    - vii. Nancy will get back to them about their concerns.
    - viii. Shruti will look into having the board meeting in South Africa. Would they be ok with this? Is there a particular time that would work better for them?
  - d. The USA asked why WGI would want to move out of the USA. Kim told them it's so that bylaws would be in line with the practices and because there is concern about being associated with a country run by Donald Trump. The concerns with changing the country of incorporation is that it will be expensive to change. Also, if there is no tax break, who will give donations? In the USA if you donate to WGI, the person gets a tax break.
20. Carleen Glasser sent a message to the board through Shearon. Carleen really wishes she could be here and wishes us the best in what we're doing.
21. Bette Blanch told John she is really happy to see the progress the board is making.
22. David from Canada suggested doing faculty training online.

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23. Kim will speak to Carleen about her paintings.
24. Shruti will type up the action plan into the template that Kalika created and send it out by the end of the week.
25. Closure: John thanked us for our time and work. Shruti, Kim, John, and Jean will reach out to Stephanie, Boba, Dubravka, Jae, and Abeer to talk to them about the meeting and what was accomplished. Kalika moved to close the meeting at 5:33pm.

To keep in mind:

Future Meeting Times and Dates:

Upcoming meetings:

- a. WGI July Meeting: Sunday, July 29<sup>th</sup> at 2100 UTC
- b. WGI August Meeting: Sunday, August 26<sup>th</sup> at 2100 UTC
- c. WGI September Meeting: Wednesday, September 26<sup>th</sup> at 1300 UTC
- d. WGI October Meeting: Sunday, October 28<sup>th</sup> at 1300 UTC
- e. WGI November Meeting: Wednesday, November 28<sup>th</sup> at 2100 UTC
- f. WGI December Meeting: Sunday, December 30<sup>th</sup> at 2100 UTC

Future Conferences:

- a. Sibenik, Croatia in 2020 (this would be a EART conference in Croatia)

Board meetings: June 21<sup>st</sup>, 22<sup>nd</sup>, 23<sup>rd</sup>, 24<sup>th</sup>


Conference: June 25<sup>th</sup>, 26<sup>th</sup>, 27<sup>th</sup>

Faculty Day: June 28<sup>th</sup>

- b. Japan in 2022
- c. USA in 2024
- d. Australia in 2026

Submitted by Shruti Tekwani, Recording Secretary, WGI

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John Cooper, Chair  
William Glasser International, Inc.

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