

# GIFCT-US Board Meeting Minutes

September 1<sup>st</sup>, 2019

Face to Face Meeting in Bellevue, Washington

Join from PC, Mac, Linux, iOS or Android: <https://zoom.us/j/2756982209>  
Or iPhone one-tap (US Toll): +16465588656, 2756982209 # or +14086380968,  
2756982209 #  
Or Telephone: Dial: +1 646 558 8656 (US Toll) or +1 408 638 0968 (US Toll)  
Meeting ID: 275-698-2209

## In Attendance:

Kim Olver – Executive Director  
Jim Mishler-Chair  
Janette More – Treasurer & Sunbelt Region  
Shruti Tekwani – Recording Secretary  
Sharon Carder-Jackson – Mid American Region  
Martin Price – Northwest Region  
Lois Knapton – Vice Chair and Northeast Region  
John Mieras-Midwest Region (left for a part of the meeting)  
Shana O’Boyle – Southeast Region (Via Zoom)

## Not in attendance:

Conry Davidson  
Cesar Castaneda  
Corby Meyer – Mountain States Region  
Bradley Smith  
Chris Bolton  
Maggie Bolton  
Janet Morgan  
Jean Still

1. Annual Report: Kim shared the annual report with attendees. People around the room shared their individual reports, including the treasurer’s report, regional reports, and committee reports.
2. How trainers are selected: The “unfair advantage” policy was discussed.

*“Unfair Advantage:* The Executive Director and Regional Board Representatives may have unfair advantage in training situations. Unfair advantage means, generally, to use one’s special position or knowledge for personal gain, or to benefit oneself to the exclusion of others who do not have the benefit of the same special position or knowledge. The Executive Director and Regional Board Representatives may find themselves in a position of being the point of contact for general requests for work (e.g. intensive training, practicum, counseling, consulting or speaking). An example of taking unfair advantage or using the position for personal gain would

be for the Board member being contacted to offer only himself or herself as a recommended trainer/speaker for the request in question, rather than recommending other instructors in or near the region who would be just as appropriate a choice as the contacted Board member.

In order to decrease the possibility that unfair advantage will enter into the process of responding to requests for work, such as intensive training, practicum, counseling, consulting or speaking—even unwittingly—whenever a request comes in for training, the person receiving the request should provide at least three names to the requestor. The choice of the three names should be based on criteria including the language, location, experience, areas of expertise and faculty satisfaction ratings of the suggested contact, and the three suggested contacts can include the name of the Board member or Executive Director providing the information.”

There was discussion about how trainers are chosen. The board wants to make sure it’s as fair as possible and some options were discussed:

- a. The Executive Director will not do training
- b. If an organization wants a training, they would go to the website directory and choose their own training. The Executive Director may or may not be included in this.
- c. The Executive Director would not be included in the trainer option if an organization wants training for their staff.
- d. The Executive Director would be paid 20% more and the extra money would go to GIFCT-US.

Lois made a motion to amend the “unfair advantage” policy to include “Should the Executive Director be included in the three names and be selected, then the fee will include an additional 20% payable to GIFCT-US. If a work request for a specific individual is made, this policy shall not apply.” Jan seconded the motion. The board voted unanimously and there were no objections. The motion passed.

### 3. Training model: Kim wrote a draft for a new training model:

#### New Cooperative Mentoring Faculty Model

This model is being proposed as a solution or improvement to our current model designed to address the following challenges:

- High initial monetary investment for the faculty program.
- Length of time it takes to become a WGI faculty member.
- Lack of investment faculty trainers have in the success of the people they train.
- Competition between faculty trainers and the people they train.
- The differing competence among our current faculty.

The steps toward the new model:

1. All current faculty will be informed of the new cooperative model and will be given an opportunity to be a part of it or stay with the current model.
2. All training monies go through GIFCT; all training is advertised on GIFCT, including practicum. Trainers are allowed to do their own advertising but money paid is funneled through GIFCT.
3. Any senior faculty has the opportunity to be listed as a top trainer, if they want to be included in the mentoring model.
4. When people are certified and interested in becoming a training, they are given two options: either they become part of our mentoring model or they can go through the training in three steps, paying \$4500 for each level: practicum supervisor, basic instructor and senior faculty. There will be no mentor, people need to wait for at least a group of six to be able to proceed, and once approved as a trainer, they will receive 80% of the monies collected by GIFCT for the training they do.
5. If a person chooses the mentoring model, they request the mentor they want to work with based on the five different instructors they received during their training or someone else they prefer to work with.
6. The mentor will decide if he or she wants to mentor this individual. If yes, they proceed. If not, they may simply say they don't have the time to devote to this or they may refer to someone else for mentoring.
7. Once the trainee has identified a willing mentor, the mentoring begins. The training is based on competence that is assessed by working with the person during a training of the level the person wants to teach, beginning with practicum, then basic instructor, then senior faculty.
8. The mentor will recommend the trainee for endorsement once the mentor has seen the trainee conduct a full practicum, basic training or advanced training in its entirety.
9. Once recommended, the top trainers will come together for a 1-2 hour meeting with the trainee, asking the trainee questions, role playing or showing lecture pieces until the group can unanimously endorse the trainee.
10. Should one individual not endorse the trainee, the specific reason must be disclosed and the trainer not endorsing, will work with the trainee to bring him or her up to speed in the area they were deemed deficient. Then they will be endorsed.
11. Once the trainee becomes faculty, the mentor will continue to be available to the new faculty forever, to learn advanced techniques, answer difficult questions, demonstrate role play competence in challenges circumstances, methods for dealing with difficult participants and the business side of things like marketing and paperwork.
12. When the new faculty, just like any faculty, completes training, they receive 65% of the money collected. Twenty-five percent goes to GIFCT, which is 5% more than GIFCT gets now, and 10% goes to the mentor.
13. Once the new faculty starts doing training, there may be trainees who want to work under them. If they agree, the cycle starts all over again.
14. Once the new trainee is endorsed by the top trainers, then when they do training, they receive 65% of what GIFCT collects from participants. GIFCT gets 20%, just as they do now, the mentor receives 10% and the mentor's mentor receives 5%, because sometimes the mentor's mentor will be called in by the mentor to help out. We do not make payments to more than two people.
15. If current trainers opt to stay with the old system, then they will be paid as always at 80%.

16. We will list trainers and the location and dates they want to train on our website and individuals can sign up, register and pay there.
17. If we have people who opt for the \$4500 option, then we will assign trainers the way we do now. Trainers apply and we decide the most qualified from our list of applicants.

How will this model address the following:

- **High initial monetary investment for the faculty program.** Training will in essence be free to become a trainer and mentors will only be paid if their mentee is doing training.
- **Length of time it takes to become a WGI faculty member.** A person can become a faculty member as quickly as it takes their mentor to determine their competence, with the minimum time being completion of a training done in full for the level they want to teach.
- **Lack of investment faculty trainers have in the success of the people they train.** In our current model, instructors train someone for four days or FPC work with a trainee until they go to training or endorsement. They are not necessarily available to the person to help them beyond what they do during training.
- **Competition between faculty trainers and the people they train.** Under the current model, if a trainee becomes a better faculty or more successful than their teacher, the teacher may have a desire to sabotage their efforts or at the very least, not help them. Under the mentoring model, instructors will want their mentees to be successful because that will enhance their bottom line.
- **The differing competence among our current faculty.** If someone notices that other people are getting lots of mentees and they are not, they may self-evaluate that their skills may not be up to par. Once realize, a top trainer may choose to enter a more successful downline, giving up their top trainer status but learning from someone who has greater success. This benefits the person self-evaluating because it's better to learn more to achieve greater success than stay a top trainer with no mentees.

What do you think? What questions do you have? What do you think will work? Where do you anticipate problems?

4. Brian Lennon's Book Series: Kim explained that Brian Lennon asked WGI to promote the book series that he initiated (8 books by 8 authors on different topics). From this, the idea came up for a newsletter. Denise will be creating a newsletter monthly. Kim will include announcements in this newsletter.
5. Committees: there are committees that are doing work, but there isn't any representation at the Tuesday marketing meetings so the board isn't always aware of the work being done.
6. Board members: the board discussed potentially asking people who have not been trained in Choice Theory to join the board.
7. October meeting: Shruti will send out a Doodle for October. Kim will only be available for the first half of the month.

8. WGI Updates:

- a. WGI Faculty Summit in Istanbul, Turkey  
Arrival on December 3<sup>rd</sup>  
“Your Life, Your Choice” on December 3<sup>rd</sup>  
Summit from December 4<sup>th</sup>-7<sup>th</sup>  
Training from December 8<sup>th</sup>-11<sup>th</sup>  
Basic Training will be on December 3<sup>rd</sup>, 8<sup>th</sup>, 9<sup>th</sup>, and 10<sup>th</sup>
- b. 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>

Welcome Party: evening of June 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>

c. Japan in 2022:

Conference: Wednesday, July 27<sup>th</sup>-Saturday, July 30<sup>th</sup>

Faculty Day: July 31<sup>st</sup>

WGI Board Meeting: August 1<sup>st</sup>

Theme: Quality Living with Choice Theory - in family, education and business

The hope is that Satoshi will do a keynote in Croatia inviting people to Japan

Submitted by Shruti Tekwani, Recording Secretary  
Board Member, Glasser Institute for Choice Theory-U.S.

*James A. Mishler, MA*

Jim Mishler, Chair  
Glasser Institute for Choice Theory-US

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Kim Olver, President & Executive Director  
Glasser Institute for Choice Theory-US