

Minutes

GIFCT-US Board Meeting

February 17, 2022

4pm Eastern/3pm Central/2pm Mountain/1pm Pacific

Join Zoom Meeting

<https://us06web.zoom.us/j/82806273292?pwd=elozaXlzL3NZZHFGNmtqVkp2c2FBdz09>

Meeting ID: 828 0627 3292

Passcode: 011499

GIFCT-US Mission:

The core mission of the organization is to lead the application and growth of Choice Theory to create a world in which people make responsible, respectful choices and build healthy, fulfilling relationships by applying the concepts of Choice Theory.

Governance – Mission/Direction/Policy/Assessment:

1. **Establish a Quorum:**
2. (12 voting members, quorum requires 7 to be present)

Number of voting members present	7	8	9	10	11	12
Number of votes to carry motion	5	5	6	6	7	8

Members Present: Jan More, Kathy Randolph, Judith Ashley, Sue Tomaszewski, Sharon Carder-Jackson, Stephen Tracy, Brian Patterson, Mary Hestand. Gloria Cisse joined late.

A quorum was established at 4:02 PM with 7 voting members in attendance.

Vicky Harris joined at 4:09 pm.

Gloria Cisse joined and left early due to needing to teach.

Kent Stroman joined at 4:55 pm.

Approve Minutes: Judith Ashley made a motion to approve the January 20, 2022 meeting, Steve Tracy seconded the motion. Motion carried: 7-0-0.

3. **Board Activity:**
 - a. **Treasurer's Report & Budget Approval:** Motion Kathy Randolph, 2nd Steve past 8 yes, 0 against, 0 abstentions. Steve Tracy is working on finishing the Treasurer's Report and will send it out next week. Discussion on the budget Steve Tracy stated he liked looking at the history over the previous years when creating the budget for the current year. Kathy Randolph made the motion to approve the budget. Steve Tracy seconded the motion. Motion carried 8-0-0.
 - b. **MO Letter of Intent for WGI:** We are a stage 3 organization: Procedure for faculty endorsement is important to look at. Steve Tracy asked for clarification on what the

sticking point was between category 2 and 3. Jan stated she would need to pull the document for the entire explanation. Jan stated there is a check off list and Jan was able to prove GIFCT was doing everything. One issue was Denise Daub sending charts for the intensive trainings. WGI International pays for those charts. Denise quit charging us the postage. Denise realized GIFCT was the only one paying for postage as WGI International was paying for everyone else. Jan asked for Denise to charge GIFCT .42 cents apiece. There were about 10 things on the list Jan resolved. One of the things on the list was faculty training. However, we are following the program that has been in place forever. Those going to be trained for senior faculty will be sent to Pat Robey to be trained to be endorsed for senior faculty. Some thought her fee was too expensive. For the US Jan did not think it was exorbitant.

- c. **Strategic planning meetings** 3 hours on Saturday, March 12, 2022 3-6 pm EST and 3 hours March 13, 2022 from 12 noon -3 pm EDT. Kent Stroman joined at 5 pm. He is an expert in working with non-profits. Kent summarized the deliverables as a need for clarity of our primary focus and time frame to get there. To help set strategic long-term goals, to work on time/futility, is our time spent in meetings, relevant. Strategic plan versus strategic goals was discussed. Presented 2 questions: Where do we want to go and when do we want to get there. Discussed how to adapt to the current circumstances. Will work on defining what must happen and what should never happen. Defining our roles and non-board member volunteers. Maintain and lead with high expectations and excellence. Propose: preparation process ahead of time and when together will do the collaborative work. Goal by the end of the 2nd day will have a framework pretty close to complete for the board to accept. Discussed board and non-board activities.
- Questions for Kent: Steve stated he feels his approach is an understandable approach. Sue: Who is the one that is responsible for or the go to person to check up on us.

Kent asked does the board work for the CEO or the CEO works for the board. Who is accountable for execution? It is the job of the board to establish policy and monitor performance against the policy. It is the job of the board to hire, evaluate, review, equip and perhaps release the CEO. The CEO works for the board. The ownership of the mission, the destination belongs to the board, the execution is then delegated to Brian and his staff. Who is accountable for execution: The CEO. How does the board hold the organization and the board accountable?

5 categories of goals: key major in each. At every board meeting there is a focus on 1 of the categories. By the end of the year each category is reviewed 2 times in a year and the end of year provides for a time to review the year.

The board holds the organization and the CEO accountable. One member of the board is the champion for 1 of the categories. Maybe the committee chairperson. If Brian is hyper accountable and the board does nothing, then we get lucky and succeed. Or if the board is hyper accountable and Brian does nothing then we have clarity about what is not happening. We have a 3-legged stool: the board, the CEO, and the strategic goals. Within the board he suggests there be a champion for each of the 5 categories. Who owns the collective? Jan would ultimately have that job.

Steve: we have to be aware we have engaged Brian on a fairly limited basis at this point. We should not have unrealistic expectations.

Judith: Organization has a mission, and we are connected to the WGI and she gets confused when she hears about strategic planning. She wants us to remember our roots, William Glasser's legacy. She needs to hear how the legacy we are charged with is continued in the best way possible. How does that factor in to what we have been talking about?

Kent responded: Qualifications: no seats on the board for someone who does not have a passion for the mission. Need to know William Glasser legacy is foundationally. Everything must be congruent to the legacy. A healthy organization has a board with a clear vision and solid plan for the future. We have put into place the resources to do that. Human resources is one of the resources. Brain is to align with the board goals and the board's priorities. And not for the board to align with his preferences. Ownership and accountability in the board room is very important.

Jan: discussed WG legacy. We can not always look in the past. He has been gone for 8 years. Preserving the training of his legacy is important. We are at a point where we need to recreate who we are, to figure out what kinds of things we could do.

Kent responded: Encouraged everyone to think about: 1. As evidenced by what is the measure by which we will judge if we are preserving and perpetuating WG legacy. 2. To what end? He guessed if Dr. Glasser could talk he would tell us not to do what he did as that is a limitation. He would want us to perpetuate the theory. Do what I did not or could not do. Extend the branch.

Kent left at 5:14 pm.

Jan asked for thoughts and or comments:

Sue: bright, articulate, easy to listen to,

Steve: He seemed very sensible, well aware of the pitfalls, focused on my matters. I liked him.

He needs 1/2 of the payment to schedule the 6 hours. Do we need any more discussion about the fee?

Steve: We should not try to nickel him down.

Judith: requested it to be recorded. She feels she needs 100% buy in from everyone on the board committed to moving forward. She feels those that someone can not make that commitment, they may need to rethink about being on the board.

Sharon: suggested Jan email the ones that missed this meeting with the recording so they can be prepared. Also suggested she email the changes.

Stephen: can not find where this expense was in the 2022 budget. Brian states it is in the most recent budget document. Jan stated she put in the board expenses.

Sue: Do we have references from non-profits that he has worked with. Brian will get that information. Brian posted the links for Kent Stroman.

Sharon—thanked Jan for designing the training course for the board members.

Jan: Plans on uploading documents for everyone for all meetings.

- d. **Training procedure revision:** Sue and Sharon are working on a document. Sharon shared the documents they are working on. They shared an edited version and a clean version so the changes are apparent. We need to be more stringent not less stringent with WGI. Consistency is important in format and language.

Sharon: shared a screen that showed the existing PPM document and the edited version highlighted in green. Started on page 16. They have a typed revised version. They have talked with Kim. WGI maybe reviewing theirs by the end of the year and we may need to revision. They wanted the format consistent. Sue shared a document that detailed the changes

Brian wants to return to the word discipline and discuss further. Very significant in school settings and widely debated. Our method has a lot to say on how to manage students in a non-coercive way.

Sue wants to vote at the March meeting for the changes. The website will need to be changed. Sharon encouraged everyone to go to the board website to review and be ready to put this to rest next month.

- e. **Suggested Bylaws changes:** Jan wants to start a governance committee. Judith, Steve, and Brian reviewed the current bylaws and made more suggestions. Jan has developed a working bylaw copy to continue improving the bylaws. Jan is working on a thought of how to help the board members that do not attend the meetings to stay connected. Jan wants to record the meetings for the board members that can not or do not attend.

Updates:

1. Executive Director – Brian:
 - Mona was contacted by the National Safety Council. They have a class called the attitudinal dynamics of driving. Their classes are based on Choice Theory. The NSC wants to update the material, with our information and support.
 - Contacted Kent about the importance of the board. He had spent 25 years doing fund raising for Wesleyan University in Oklahoma. Brian felt like he would be good for us. Brian feels we have the right people on the bus and the right people on the bus and ready to move forward.
 - Jan and Brian talked to Jim Roy who published the book about Glasser, The Champion of Choice. Brian contacted the publisher and had some books left over. Jim was not asking for money for himself. Brian contacted the publisher and they agreed to develop a flier for our website. It will be sold on our website, we get 20 % and they get 80 %. This book should be in the hands of everyone who goes through a basic training. Needing people to understand the legacy, how this was developed, the personal nature of how Dr. Glasser arrived at and developed his concept. Waiting for the publisher's blurb.

- Mike Rice getting things going in the West region. Contacting Bob Hogland. Wondering how to reconnect with those close to Glasser. Wonders why people have been falling off. He wants to get them all back into the organization for people to tap into their knowledge.
 - Contacted Grand Canyon University and another university to make a presentation. We need to get the story out.
 - Robert Wubbolding has written 8 out of 9 chapters in textbooks.
 - Finished the affiliate program agreement. Jan stated she did get it and has not looked at it.
 - Virtual trainings: He would like to put together a training for people who want to get involved with online training.
2. **Rep to WGI– Shruti:** Jan did talk to Shruti: She sent a report, she put the document in the board meeting document for February. Hi Jan and Brian, As promised, here are some notes on the last WGI/MO meeting from January. Both of you along with Lois have always been invited to these quarterly meetings and recently Lois was taken off the list. If you're not getting the invites, Denise should be told about it. Let me know if you have any questions.
- Discussion topic:
- How can we expand our vision and look for a vision that unites and inspire people?
 - Denzyl presented ppt
 - o Move forward from our big picture ideas from session two
 - Lynn – consider in session 3 these 4 vision elements
 - o Global
 - o Human development
 - o Effective engagement/relating o Well-being
 - Explore
 - o What are the possibilities and dreaming regarding these four elements
 - o How the vision would be manifested
 - o Don't worry about limitations
 - o Share without criticism with your colleagues
3. **Regional Updates:** skipped for this month.

Committee Reports & Other Business:

1. Conference Planning Committee: Vicky
 - a. National Conference 2022 – April 30, 2022. Needs to meet with a few people over the presentations. There are 7: 4 counseling, 1 leadership, possibly 2 for quality school. Suggested using all 7 presentations. Need to have more conversation with Jan. Discussed the quality school presentations with Sue and Sharon.
 - b. National Conference 2023: Do we still offer a national conference in 2023. We have Laura to vet places it should be an easy pick. Laura wants the parameters you want for the 2023. The 2021 was supposed to be in St. Louis, MO. Jan stated Mid-American district. Kathy, Sharon, and Vicky might talk about where to have the conference. Vicky asked Jan and Brian if they wanted her to talk to Laura about the 2023. Will July still work for the 2023 conference. Vicky offered the Midwest because she lives there and is open to other regions as locations. Vicky wants the date on the books so we can advertise. Vicky is still going to use Laura to plan.

- c. International Conference 2024 – July 2024: skipping this due to lack of time. Vicky has been reading the guidelines from the international guidelines. Vicky needs to be reporting to the WGI board. Vicky stated she sent an email to the Japan representative. Next step is to contact Kim and be invited to a board meeting. Policy states the WGI needs to appoint a chairperson. Vicky asked if GIFCT has a policy for their national conference and needs to appoint someone. Conference is a sub-committee and GIFCT does not need to have an official vote for our organization for someone to be appointed. Jan stated in the past it was who ever volunteered. Vicky stated she has to give the WGI 3 proposals. Vicky stated she has the proposals and still has time to get the information to WGI. .
2. Training Coordinators: skipped
3. Counseling Committee: no update as we have not met.
4. Marketing Committee: Jan, Judith, Michael Rice, and meet 2 times last month. identified 5 areas; social media, direct outreach to human resources, professional associations, outreach to colleges (can we get the curriculum) Membership should be a separate committee. Judith will chair the committee. Jan uploaded their meeting notes. Break off Membership Committee
5. Membership Committee: Judith: She wrote up a 12-point membership committee plan. It is on the board member course. She wants to nurture people back into the fold. She needs members for the committee, Stephen will volunteer to help Judith. The membership committee proposal is on the board member course under the 2/17/22 documents. Judith wants to organize the way membership is done. She suggested Mail Chimp or a free email service. Jan is concerned about “automated” as it is a manual process.
6. Affiliate Program Committee
7. Governance Committee
8. New Board Member Interview Committee
9. Glasser Quality Schools Committee
10. Student Chapter
11. Regional Websites

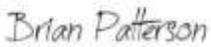
Vicky left at 6:02 pm. Jan wanted Judith to continue.

.Mary and Steve left.

Next Meeting:

March 17, 2022 at 4 pm Eastern/3 pm Central/2 pm Mountain/1 pm Pacific

Motion to Adjourn: Jan made the motion to adjourn the meeting at 6:17 PM EST


Signature

Brian Patterson
Executive Director


Signature

Janette Moré
Board President