

Minutes

GIFCT-US Board Meeting

Thursday, March 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:

(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

Present Voting members: Sharon Carder-Jackson, Gloria Cissé, Vicky Harris, Judith Klefman, Jan Moré, Kathy Randolph, Sue Tomaszewski, Steve Tracy,

Non-voting attendees: Brian Patterson,

Absent: Lois DaSilva Knapton, Shruti Tekwani, Mary Hestand, Lauren Joyce, Doug Lormand, Les Triché

Gloria Cisse left at 5:05 pm.

2. Approve Minutes:

February 17, 2022 meeting Sharon moved to accept the minutes, Judith and Kathy second the motion. No questions, corrections or discussion from anyone. All in favor 8, no opposed or abstained.

3. Board Activity:

a. Treasurer's Report – Steve

Income (page 3)

Income for February 2022 was \$3,711.03, down from \$6,434 in the previous month.

Expenses (page 4)

Expenses for February 2022 were \$5,466.63, up from \$1,387 in the previous month.

The most significant new expense was the \$2,750.00 for our Strategic Planning Consultant. As a result, Net Income for February was **negative \$1,755.60**.

Available Funds (page 5)

This table shows where money has been allocated, with the largest single allocation being funds owed to OB T Instructors.

Reconciliation

All income and expenses have been reconciled with the bank and merchant statements.

Sharon appreciated the summary in the minutes. Jan and Vicky explained why we are asking for information to be in the agenda. Explained the need to have updates from all committee members prior to our meetings for accountability and information to all early.

Jan asked if we needed to approve the financial report. Steve mentioned it is not unusual. When the treasurer makes a report, the group has seen it, if you have question months from now, the record will show the information has been given all along.

Judith made a motion to approve the treasure report as submitted by Steve. 2nd by Kathy. No discussion additional discussion. All in favor 8, no opposed or abstained.

- b. **Strategic planning meeting recap** – Jan opened up the discussion about the strategic planning meeting. Steve thought it was well worthwhile. Specifics with goal setting and the future. Sue felt it was expedient and odd to work through the goals separately and it feels uneasy it was not the whole board working together.

Jan mentioned not everyone needs to be involved in every discussion. Documentation and reports help with being informed. Judith shared her history with strategic planning. Jan mentioned the time was short, the discussions should continue with the board. Jan shared the break down of the 5 areas and who is the leader from the strategic planning meeting.

- i. Governance-Jan is the head of.
- ii. Programs-Sue
- iii. Talent-Brian
- iv. Fundraising-Vicky
- v. Finance-Steve

Judith mentioned she found the most valuable piece of information was the disconnect of the bylaws and the difference of board members versus committee members. Both being distinctly different roles.

Jan clarified having governance issues and operational issues. As board members the governance issues are part of the board. The 5 are part of the governance issues that are part of the board. Some of the other committees like marketing, membership, QS, etc. are all operational and are under Brian. Those are no longer board activities; they are running the organization. People of the board also run the organization. Jan wants to keep the governance information at the beginning of the meeting and the operational stuff at the end. We all wear multiple hats. Jan thanked everyone.

Vicky mentioned she wished we had more time with him.

Discussed Kent's availability after the meeting as he mentioned he will be available.

Judith mentioned his book and maybe looking to see what the next step is.

Jan stated she is willing to finish Kent's book and is keeping notes. She offered to share her notes with the board members. Jan stated she would make it a priority.

Sharon asked for the information to go in the general board meeting area.

Judith was concerned about the money we spent and we only get so far and not making progress. Whose job is it to spear head the movement forward.

Jan stated her and Brian will be working on moving the board forward. She reported Kent stated once we get the bylaws updated, he is willing to take a look at them for us. Once goals are finalized Kent is willing to give his input.

- c. **Training procedure revision** – The revisions were discussed in the last meeting. The intent is to vote to approve. Judith stated the revisions are a fantastic job. The detail is very good and no change needed. Judith mentioned this is only the training section and she liked working in a smaller group with Sharon.

Jan stated once updated will have to go back to the PPM and look for any areas of concern.

Judith made a motion to approve, Gloria 2nd the motion. No more discussion. All in favor, 8. No opposed or abstained. Motion accepted. Jan stated she would take it upon herself to accept all those changes made, incorporate it into the PPM and publish it on the website and board document.

Sharon and Sue stated they have not gotten very far on the faculty training. This process is way more complicated for the faculty training. They will go through Kim to as we have to go along with the International. Sharon and Sue stated we can add to, cannot take away from. Faculty summit is this weekend. Sharon and Sue stated she will work together with others, pick up Mona's, Jay and another person who is waiting.

Jan stated they have someone wanting to start faculty training.

- d. Suggested Bylaws changes: Kathy, Sharon, and Jan, Judith are on the team. There was not enough time to meet, and Jan asked everyone to offer their suggestions. Jan will compile them and next week hopes to meet, agree on the changes need, and to be ready for the April board meeting.

Updates:

1. **Executive Director – Brian Patterson**

“I apologize for being absent today after the great Board Retreat that we just completed. I am required to make a presentation for the Governor's Transformation Office on our Breakthrough Objectives and have no control over the schedule. My real job (not the labor of love) sometimes gets in the way!

This month I spent the majority of my Glasser Time”:

- Preparing for the Retreat
- Fielding several calls for information and participation in training.
- Still working with Jeffrey Zeig (waiting for response) regarding Jim Roy's book.

- Gathering info from NBCC about CEU's (still unclear about the number of credits) Gloria request information about the CEU's. Jan shared she thought for every hour there is only one tenth of a CEU instead of 1 hour equals 1 CEU. Gloria stated a CE is 1:1. Gloria will research and get the information from NBCC. Gloria will send the information as soon as she gets it. Judith mentioned the addiction field as continuing education hours and they do trainings that meet their CEU requirements. She suggested we need to understand what the targeted requirements are for our audience and start at that point. Understanding the least restrictive requirements to the ones that are more stringent. Let us spend time creating programs that meets more of someone's educational needs. Kathy mentioned for the Mid-American CEU's are the reason they would join an organization.
- Calls with Mike Rice and Bob Wubbolding
- Finalizing arrangements and promotions with Darryl Rivers.
Ideas on which I would appreciate your input:
- Could I write a monthly blog on the website promoting opportunities and/o lead management applications? (Sharon said yes to a blog. Vicky stated uploading to social media like Facebook. There are several Glasser pages on Facebook and it would help get our information out there).
- I would like to approach Bob Wubbolding and Jim Roy about being on the Affiliates Committee, and any Board members who would like to help review submissions.
- I would like to work with Jim Mishler (and others) on creating a Lead Management training track.

Remember the Glasser is not half full or half empty! It is refillable! My joy is full when I am working with all of you!

Two Pillars visual included with board meeting documents.

2. **Rep to WGI International – Shruti**

Topics of discussion were:

-The conference in Japan. Although we have high hopes, as of now only Australia is welcome due to COVID-19 restrictions. We are hoping for the best!

-WGI is continuing to be led through a strategic planning process by the rep from South Africa (Denzyl) and Canada (Lynn). The bulk of our meeting in Japan will be about this.

-The next MO and Board meeting is on March 25th. You should both receive invitations to that

-There was a lot of talk about MOs and their letters of intent. I believe the U.S. is now all set, correct?

-WGI is having a virtual faculty symposium on the 17th and 18th. You should be receiving information about how to register for it if you have not already

-We are reviewing WGI policies (about 1 policy a month if we keep on schedule)

3. **Regional Updates**

- a. Midwest Region—Vicky reported out a regional conference meeting is scheduled for the end of June with Dr. Bob Wubbolding as the keynote speaker. Brian Patterson will come in by zoom. Will be an in person and zoom available and probably in Indianapolis.
- b. Northwest region—Judith reported starting their monthly 4th Saturday gathering. March 26, 2022. Will have Denise put that up on the website. They welcome anyone to join. Will focus on catching people up, getting input from Center Alcohol and Drug rehab center as what their 3 major challenges are. What are the

CEU requirements? Sue mentioned their connecting and conversion session on Tuesday. Focusing on an NPR 1 A that focuses on anxiety. Jan suggested this be emailed to Denise to get on the calendar.

c. No other region updates.

Committee Reports & Other Business:

I. Conference Planning Committee

a. National Conference 2022 – April 30, 2022

Need moderators – 3 break-out groups

7 presentations were chosen. Emails were sent to all 7 for confirmation to present. 5 Confirmed. Conference will be recorded for all to access at a later time. Schedule was sent to Jan.

10-11 am social hour

11-11:15 Welcome with Brian Patterson

11:30 am-1 pm 1st break out session:

Brain Patterson: Leadership and Glasser's Five Conditions of Quality

Lucy Billings: Every Question is an Intervention.

Wendell Walker: The Use of Humor in Counseling and Training with Choice Theory.

1-1:15 pm- Break

1:15 pm-2:45 pm 2nd break out session:

Mike Fulkerson: Choice Theory Case Conceptualization and Reality Therapy Treatment Planning

Robert Martin: Connect with Students and Involve Them in Learning: Keys to Achievement While Meeting Basic Needs

Marilyn Card: The CTRT in the Journey of Special education Advocacy

15 min break

3:00 pm-4:30 Keynote Speaker, Darryl Rivers

4:30-4:45 pm Break

4:45 pm-6:15 pm 4th session:

Dr. Robert Wubbolding: A Demonstration: The Fork in the Road-Which Way Ahead?

6:15 pm-6:30 pm closing remarks, and CEU information

Jan is sending out the emails to presenters to discount their price to \$35. Regular registration is \$75 with \$15 for CEU's. Jan reported 9 people registered for the conference to date. Jan made the first lesson a preview so anyone can see who and what the topics are. There is a page on the website on the calendar. Vicky stated we need this advertised to the masses. Vicky requested Board Members can email her and Jan if there are any questions or comments. Judith mentioned the website does not look interesting. Jan is appealing to others to help with the marketing. Vicky asked for the marketing committee to help. Judith stated the keynote speaker is in the afternoon and should be leading off the conference. Jan explained the time difference across the US they chose to start later to hopefully accommodate more people. Kathy stated she is burn out being on the computer and it is harder to recruit people to attend a virtual conference. An online training needs to be appealing. Judith asked if she could pay her \$75 fee and come in when she wants. Steve offered some help. Jan stated Darryl Rivers theme is Connecting the Dots. Judith wanted something better to our email list. Judith shared her concern about the word getting out. Jan mentioned the information has been in the newsletter for the last 2 months. Steve and Vicky will work together

on the marketing project. Jan would love to have Darryl Rivers video on a higher resolution so it can be posted.

b. National Conference 2023 – TBD

Laura vetted 17 hotels, 12 responded and waiting on 5 others. We will need parameters for her to send for final proposals. I am focusing on St. Louis, MO in Mid-American district. Vicky and Sharon spoke about the direction of the 2023 National conference and added Kathy to the email correspondence. Kansas City, MO was mentioned and will be vetted. Looking at the week of 7/2/2023 through 7/9/2023. Hyatt Regency, Chase Park Plaza, and Hilton St. Louis Downtown at the Arch. Kansas City, MO was just vetted this week. Vicky explained the hotel rates have gone up because of inflation and as an organization need to know the \$139 rate will not be available anymore. Vicky is leaning more towards St. Louis, MO location. July 4th downtown would be a really nice location. Vicky explained that Laura stated when hotels are getting to the end of a quarter, they are more willing to cut deals with us and we are having a meeting next week to see if we are in a position to go ahead and secure a location and date before the end of the month. Will need parameters and budget from Jan to give to Laura.

c. International Conference 2024 – July 2024. Tentatively Sunday, July 6-7/16/2024.

Vicky received an email response from our Japan representative, Fumiko Hamada. She is ok with either Dallas, Texas, Orlando, Florida or Chicago, IL. Vicky contacted Kim Olver to ask who the Board Conference Coordinator is for the 2024 International Conference. Ms. Olver responded on 3/10/22 they were having a meeting on Friday and she will find out. She believes it is typically the treasurer. She stated the treasurer was leaving at the end of 2022. The International Policy states the WGI needs to appoint a chairperson. Vicky stated she has to give the WGI 3 proposals. and is waiting to get the information to WGI. Kim did get back with Vicky this week and stated she was not aware we needed to get the location, dates, and times settled right now. The rep is not available for a couple of weeks. Prices right now are very reasonable and if inflation continues the current offers will not be available. The Palmer House, in Chicago, IL, wants our conference as Laura just held a large conference for AECT and they are meeting her request for concessions. They have agreed to give us a free managers reception like the Embassy Suites. Laura is leaning more towards Palmer House because of the working relationship and continued concessions from them. AV is especially important. Laura wants to do a site visit and if anyone wants to go, she will arrange it. Feel free to look at the Palmer House website. Dallas, TX location is not close to anything in particular. Vicky shared her focus is on the International Community and the experience to give them. Looking for the cultural and arts district. Wanting to avoid trying to plan people's vacations. Recognizes that July 4 is on Friday that year and people will take off early and might come sooner to Chicago. Vicky wants to maintain a professional conference atmosphere. Japan rep. was pleased with any of the locations.

2. Training Coordinators – Sharon and Sue: no additional information.

3. **Counseling Committee** – Vicky and Gloria—waiting until after the April 2022 conference
4. **Marketing Committee** – Steve—Had last meeting earlier this week. Drafted a letter for all our members a request for members to help us with marketing leads. People can email Steve the lead information. Steve will follow up with any leads. Two aspects: What is choice theory and how might understanding of CT be beneficial to their organization. Will use Denise to email out with members names on it. Steve stated he made the adjustments Judith mentioned. Promotional material: Michael Rice is part of the committee when we reach out, we will need promotion material. Steve wants to reach out to different members of addiction, counseling, social work, prison ministry, etc. Wants to have folks with expertise that can advocate for CT in their field. March 22, 2022 next meeting will discuss social media and review the landscape of what is out there. In the wake of the retreat, their goals will be how many potential leads will they contact, from those contacts how many active leads would happen, and a successful outcome. Research challenge: number of leads of the positive impact of CT. He needs studies on foster care and CT. Without the research cannot get the business and without the business cannot get the research. Needs credible independent research. Need to call Vicky to jazz up the April conference.
5. **Membership Committee** – Judith—reported there is not a definition of a “member in good standing”. She discussed why anyone would want to renew and or be a membership. Wants to explore if we should decline membership and define the value of being a member. She wants to talk to board members and her membership in her region. She mentioned waiting on the bylaws to see if there are any changes. Jan stated Denise would help Judith with the email list. Judith wants to look at software to make membership smoother.
6. **Affiliate Program Committee** – Brian—not available this month.
7. **Governance Committee** – Jan
A **governance** committee has been established. The members are Judith, Sharon, Kathy and Jan. The first task is to make suggestions for changes to the bylaws with regard to what was discussed at the Strategic Planning sessions this past weekend. The first round of changes is due by Monday. Our goal is to have the bylaws completed and approved by the board by the end of April. Kathy states she will get her part to Jan by tomorrow. Sue presented the **programs goals (attachment with goals listed)**. **Talent**, Brian and Vicky: Came up with 5 goals and Brian was going to send it to Kathy. Expand volunteers by 100 people by 12/2022. Hire an admin or give Denise an option to offer her more hours. As marketing increases, we need someone to help respond. Increase staff salaries, board members, executive directors with ideas on how to compensate others. Mentoring people to get ready for them to get ready to be board members, vetting people for future positions and more people on the board. Lower the average age of board members by 20 years. Needing younger board members as we are all aging and cultivate more youth. Judith asked for clarification of the number of board members. Jan stated 15 positions and 12 are filled. Number of volunteers that responded to Jan’s email was 22 people. **Fundraising**: Jan reported Jim Mishler is interested. Steve Hammond is interested and gave some information on someone who is willing to help us. Vicky mentioned having a fundraising meeting next week. **Finances**: Steve reported out goals: Expenses will be equal to or less than our income. Budget is quarterly and can be broken down monthly.

Judith asked for clarification if board members donating would be under finances or fundraising. Jan stated fundraising. Jan stated Brain reported to her that the anonymous donor will be matching what donations are received by the end of 2022. Should have another \$5200.00 by the end of March.

8. **New Board Member Interview Committee** – Judith, Mary & Kathy—Kathy asked what Jan was looking for. Jan explained about the interview questions, the document with the board member terms. A request has to go out to the different regions. If you go to the board member page, course, all the board members terms are listed. Judith heard the committee was about a committee to vet someone, not a search committee for board members. Kathy stated she was fine with either or both. Jan explained we need a proactive search committee. Depending on the number of people that respond would depend on what needed to happen next.
9. **Glasser Quality Schools Committee** – Jim Mishler
Completed a 29-minute video introducing the audience to Glasser Quality Schools. The video is ready to be uploaded to the GIFCT website.
Full summary included with meeting downloads. Sue mentioned they are meeting again on Tuesday and will see if the video can be sent to Jan. Sue stated the application is not downloadable and fillable at this time. Jan requested the documents so she can make sure they are “branded” appropriately.
10. **Student Chapter** – Lauren—Steve volunteered to talk to Lauren about whether she will continue or appointment someone else. Steve stated he thought she would be here this month. She just finished a demanding semester and she would be back.

11. **Regional Websites** – reps

Southeast region: Steve Hammond is getting involved in the region
Jan states there is no charge for being linked to the GIFCT website. Gloria states some confusion somewhere that GIFCT is going to charge regions.
Sharon mentioned the International conference starts tonight.

Next Meeting:


April 21, 2022

at 4 pm Eastern/3 pm Central/2 pm Mountain/1 pm AZ & Pacific

Motion to Adjourn: Vicky made a motion to adjourn. Sharon seconded; all were in favor.



Signature
Brian Patterson
Executive Director



Signature
Janette Moré
Board President