

Minutes

GIFCT-US Board Meeting

Thursday, November 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

Voting members: Sharon Carder-Jackson, Vicky Harris, Jan Moré, Jim Soder, Steve Tracy
Sue Tomaszewski joined 4:20 pm

Mary Hestand joined 4:45 pm

Non-voting attendees: Rita Mercer, Lois DaSilva Knapton,

Excused voting members: (excused) Judith Klefman, Brian Patterson, Kathy Randolph, Jay Levin

Absent voting members: Les Triche, Gloria Cisse

Absent non-voting attendees: Brian Patterson. Shruti Tekwani

Welcome – Introductions – Announcements — Jan Moré

Quorum established at 4:05 pm

Define & Approve Consent Agenda: Steve made a motion to accept the consent agenda, Sharon 2nd the motion, no discussion, vote was 5 yes, motion passed.

Reports included in November Consent Agenda:

Meeting Minutes – Vicky Harris

P&L Report

Executive Director's Report – Brian Patterson

Committee Reports:

Governance Committee – Jan Moré

Fundraising Committee – Jan Moré

Old Business: (items carried over from previous meeting)

1. 2023 Budget, Jan is scheduling a meeting to discuss the 2023 budget at 3:30 pm eastern time, December 1, 2022 for all board members and Jim Mishler. Jan will send a google calendar request.

New Business: (items from consent agenda that need further clarification)

1. Topics to Cover for WGI Summit on Nov. 22 Vicky, Jim, Brian presenting.
2. Jan started a case statement with, “The Intentional Board – Laws 1-3”.
 - 1st Law: All get on the same page: Case Statement
 - 2nd Law: Law of the kingpin:
 - Did not get to 3rd Law:

Next Meeting:

December 15, 2022

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

Adjournment: Vicky made a motion to adjourn at 6 pm. Sharon second the motion. Meeting adjourned.

Brian Patterson

Signature

Brian Patterson
Executive Director

Janette M. Moré

Signature

Janette Moré
Board President

Appendix to November 2022 Meeting Minutes

Approved Consent Agenda

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Minutes of September Meeting

Submitted by Vicky Harris

Minutes

GIFCT-US Board Meeting
Thursday, October 20, 2022

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

Establish a Quorum: Quorum established, and meeting started at 4:01 pm.

Voting members: Sharon Carder-Jackson, Gloria Cissé, Vicky Harris, Judith Klefman, Jan Moré, Kathy Randolph, Sue Tomaszewski, Steve Tracy, Mary Hestand (arrived after the meeting started)

Non-voting attendees: Lois DaSilva Knapton, Wendall Walker

Absent voting members: Jay Levin, Jim Soder, Les Triche

Absent Non-voting members: Brian Patterson, Shruti Tekwani

Welcome – Introductions – Announcements — Jan Moré

- Welcomed everyone and introduced Wendall Walker.
- Announced Rita Mercer is a new delegate to the WGI International. They will meet next week and officially approve her. She will become a non-voting member.
- Judith mentioned she will be sending out a zoom meeting invite for membership meeting at 1:30 pm Pacific Time. 4:30 EDT.

Define & Approve Consent Agenda: Vicky made a motion to approve the consent agenda, Judith 2nd the motion, discussion opened, no discussion. Motion passed with 7 yes votes.

Reports included in October Consent Agenda:

August Meeting Minutes – Vicky Harris

August Treasurer’s Report – Steve Tracy

September P&L Report

Committee Reports:

1. Governance Committee – Jan Moré
 2. Board Search ---not included
 3. Program Committee – not included
 - a. Conference Planning – Vicky Harris
 - b. Counseling – Vicky Harris
 - c. Affiliate Program – not included
 - d. Glasser Quality Schools – not included
 4. People Committee – not included
 - a. Training Coordinators – see Governance section
 5. Fundraising Committee – not included
 - a. Membership – not included
 - b. Marketing – not included
 6. Finance Committee – not included
- Region Updates – Northwest region only

Old Business:

1. 2023 Budget: Jan asked everyone to start putting together a budget for the 2023. Jan will post the budget to the board member area. Vicky suggested the help, so no one is starting from scratch. Steve will be working with Jan on the 2023 budget. Vicky asked if the budget runs from 1/1/2023-12/31/2023 and why we do not approve the budget in December 2022. Jan stated if the budget is not approved the company continues. Jan wants more involvement from the board members. Steve agreed that approving the budget in December should happen and this gives everyone a chance to participate.

New Business:

1. Approval of latest updates to PPM from Governance Committee: Motion to approve the updates to the PPM as recommendations by the governance committee. Kathy 2nd the motion. Discussion: Jan discussed the terms using Vicky's term as an example stating she was finishing John Meras term as he resigned. Her term expires in 2024. Jan suggested the Midwest region end in 2024 instead of 2023. Jan discussed the job description of board president. Jan and Brian discussed and split the jobs of board president and executive director. Finance manager was modified. Defined a Representative to WGI was updated. Judith asked if the WGI representative should attend our board meetings. Jan stated she has extended the invitation thinking they were not a voting member of the board. Steve stated it is their role to represent the US and we should expect them to attend. How can she do her job if she does not know what we are doing. Jan agreed stating that was a very valid point. Vicky agreed with Steve as part of the problem with the last representative was the notes she was sending were not enough, not detailed enough and the communication between her and the WGI has to increase because of the 2024 International Conference. Vicky needs her present in the meetings for feedback. Sharon mentioned an occasional miss can be viewed online. Steve suggested having the WGI rep present gives us the ability to share what our questions and concerns are and being present is better. Jan stated Rita is open to attending our meetings. Judith asked if they will be completing a monthly report. Jan stated yes. Judith made a motion to amend the motion to include a review of the responsibilities to WGI in March 2023 with the WGI rep. as to her participation with the US board. Judith 1st, Jan, 2nd the motion to amend. Discussion: Steve stated we are now discussing the amendment. He stated we should not put a date on it. Suggested a statement of every 6 months the WGI rep will report to the board. Sue is concerned we might be expecting too much and then what

happens. What do we need to do if the WGI is not representing us the way the US board wants, we should have a recourse. This current wording does not require them to check in with us to take our concerns forward. Judith, Steve, and Vicky agree how can you represent an organization if you are not actively involved. Sue is advocating communication and active involvement. Not sure that a monthly board meeting and monthly report is the course. Judith stated with a consent agenda we do not discuss it. Jan explained what a consent agenda is about. Sharon clarified WGI meets monthly and then a GIFCT-US meeting monthly. Steve clarified his view of the amended motion is a specific calendar event that might be better for the chair to include that in the March agenda rather than put it in a policy manual where in 6 months it will be outdated. Judith withdrew the request to amend. The part of the WGI rep will go back to the governance committee for further discussion. Steve made a motion to amend the main motion to remove from the recommendation ppm the section regarding the WGI rep. discussion: none. Vote: 8, as amended the motion passed. Vote on main motion as amended. No discussion. Vote: 8, motion passed. Modifications to the WGI rep section are removed at this time.

2. Is it more important to cite Glasser perfectly or spread the word about Choice Theory?

How do we navigate change, keep ourselves current, and are teaching different people in different ways? Dr. Glasser wanted people exposed to different instructors during training. How do we attract people to the organization, what will it look like in 10-20 years? Jan requested a discussion on this topic. How do we manage the instructors? Discussion about how to let people know whether the information is from Dr. Glasser or someone else's perception. We spend too much time talking to ourselves. Need to have this discussion in a faculty meeting. Need a mechanism to resolve this issue. Jan wants a faculty meeting to be run by a faculty member. How do we stay viable, growing, and active? How well do we navigate change? Our responsibility as a board is to design a group that would resolve this issue. When does someone's deviation create a problem for the institution? Central issue for this organization is how do we balance the fidelity of the essence of Dr. Glasser teaching so we have the right to call ourselves the GIFCT. While recognizing that life goes on and we all have new experiences and talking to new audiences and that is the way the ideas remain and moving in the world. Who gets to judge? The training coordinators, the board, some other group? We do need something that adjudicates this topic. We need a judgement group to help keep true to Dr. Glasser's teaching. How do we keep from putting everyone in a straight jacket? The Adler institute is no longer around because of the passing of Adler.

Gloria left earlier at 5 pm.

3. What is the process to ensure that we have candidates ready to take on the position of

President-Elect? Jan stated there is a section on succession planning in the PPM. Bringing it up at the board meeting will give everyone the chance to share how it has been done in the past. Vicky shared thoughts about being an intentional board and if our past ways of doing things aligns with the direction of an intentional board. Starting the conversation is necessary in order to define what we are really looking for. Vicky mentioned this is such a key position and especially important to have a right fit plan in place. Jan mentioned she can start discussing the 17 laws for an intentional board and discuss 2-3 in every meeting. Steve and Vicky agreed to start discussing during the board meetings. Jan felt the current board is the most working board she has seen. December, we need to elect a vice-president and treasurer. Vicky asked what needs to happen next. Jan wants to find a succession committee to find people to bring in. Jan will post the

membership list on the board member page. Jan has a student list started. Vicky asked about access to the membership list and only 1-2 people that have access. Denise checked out a program called Knack that Jan had found. Vicky asked about access to passwords, all the internet communication, to other board members if something happens to Denise or Jan, so the rest of the board has the information to get into our system. Jan stated Denise has given her all the passwords to QuickBooks, PayPal, Stripe, and Thinkific. Jan and Denise are backups for each other. Website person is Barry Girsh who set up the new website. Denise calls him when there is a technical issue with the website. There is no formal document for that information to be passed on.

Next Meeting:

November 17, 2022

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

Adjournment motion made by Judith and seconded by Steve. Meeting ended at 5:32 pm EDT.

October P&L

Net Income Year-to-Date: \$11,028.30

Glasser Institute for Choice Theory - US

Profit and Loss
October 2022

	TOTAL
Income	
4060 Membership	395.00
4580 Miscellaneous Income	0.03
4880 Basic Intensive	1,520.00
4970 Branded Online Courses	1,286.00
4979 Donations Received	1,950.00
5200 Glasser Quality Schools	116.00
Total Income	\$5,267.03
GROSS PROFIT	\$5,267.03
Expenses	
6050 Accounting	90.61
6100 Advertising & Marketing	95.63
6350 PayPal Fees	67.92
6352 Stripe Charges	78.88
6450 Website & Apps	22.50
6700 Director's Fees	500.00
7300 Office Expense	6.40
7335 Webmaster & Data Manager	930.00
7500 Postage	17.97
7900 Telephone	26.33
Total Expenses	\$1,836.24
NET OPERATING INCOME	\$3,430.79
NET INCOME	\$3,430.79

Executive Director's Report

Submitted by Brian Patterson
November 2, 2022

I am working around huge transitions at work. I am tasked with restructuring several courses and training programs for our Governor turnover in January. We have to be prepared in two possible directions.

This month:

- Handled very few inquiries this month.
- Helping (slightly) with conference preparations
- Communicating with Marcus Hubbard to let him know what GIFCT- US needs in his dissertation.
- Still trying to work with Jeffrey Zeig (waiting for response) regarding Jim Roy's book.
- Designing a 'straw man' for Glasser coaching proposal.
- Calls with Bob Wubbolding and others.

- Working with Affiliate Committee on adding Lynn Sumida's materials to website.
- Writing articles and promos for GIFCT.

Ideas on which I would appreciate your input:

- Would you like me to write a monthly blog on the website promoting opportunities and/or lead management applications?
- What are other organizations we could contact who might be open to GIFCT consulting?

"If you suffer distress because of some external cause, it is not the thing itself that troubles you but your judgement about it, and it is within your power to cancel that judgement at any moment." — Marcus Aurelius, Meditations

1. Governance Committee

Submitted by Jan Moré

The goals established by the Governance Committee have been completed or are in progress. A new set of goals will be generated for 2023.

4. Fundraising Committee

Submitted by Jan Moré

Date: 10/20/22

Attendees: Vicky Harris, Jim Soder, Jan Moré

Vicky will be adding a box for people to donate to the Endowment Fund on the page to register for the conference. She will check with Kim if that would also be acceptable for the international conference in 2024.

Kim had signed contracts with speakers for the 2020 conference in Croatia that never happened. We may want to consider them to speak, or may be obligated to have them speak, in 2024.

Jan and Jim Soder talked outside of the meeting about the script for a promotional video. From this discussion, Jan came up with some ideas for the video. There would be at least 5 people in the video from different situations. One may be a parent, another a teacher, another a former addict, etc. The tone for the video will be upbeat. Here is an idea to be included in the script:

There will be clips of those 5 people (or more) in different situations saying "I've got the power!"

Then, each person will give a statement about how their life changed:

I take responsibility for my happiness. On those days I'm feeling down, I know that my thoughts and actions can change my mood.

I understand that when my teenager lashes out at me, that it's not about me; it's about what's going on in his life.

Etc...

There is another scene where everyone is brought together and they say in unison: "Now, you can get the power!"

Other situations to include in the video are people with depression/anxiety, gamblers, children in foster care, young professionals and more.

Jim asked that any additional ideas about the script be sent to him.

Jim will be making contact with the Charlotte Film Community Project to see if there is any interest for them to take on this project.

Of course, Jan is asking how much all this will cost.

Date: 11/02/22

Attendees: Vicky Harris, Jim Mishler, Jan Moré

Jim is putting together a short intro video for the Glasser Quality Schools page.

Jan is writing a script for a short intro video for the website.

The conference committee has developed a sponsorship matrix for the 2023 conference, which will be enhanced for the 2024 conference. There are 6 sponsorship levels:

Bronze - \$100 – target: 40

Silver - \$1000 – target: 15

Gold - \$2500 – target: 8

Platinum - \$4500 – target: 3

Platinum Plus - \$7500 – target: 2

Diamond - \$10,000 – target: 1

The matrix lists the perks received for each sponsorship level.

The next meeting will be in 4 weeks: Thursday, December 1 @ 8:30 AM EST.