

Minutes

GIFCT-US Board Meeting

Thursday, January 19, 2023

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

Join Zoom Meeting

<https://us06web.zoom.us/j/86386409798?pwd=am9pSmtBcUY4L3FnTFNjeWVFUWlvdz09>

Meeting ID: 863 8640 9798

Passcode: 886715

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.

Voting members: Sharon Carder-Jackson, Steve Hammond, Vicky Harris, Mary Hestand, Judith Klefman, Jay Levin, Jan Moré, Kathy Randolph, Sue Tomaszewski, Steve Tracy, Jim Soder

Non-voting attendees: Rita Mercer, Brian Patterson

Absent members: Gloria Cissé

Welcome – Introductions – Announcements — Jan Moré

1. Welcomed and introduced Steve Hammond, new board member.
2. Announced Sue Tomaszewski is starting her 2nd term as an at large board member.
3. Welcomed Rita Mercer as our non-voting member who is our representative to the WGI board.
4. Recognized Jay Levin as a newer member of our board.
5. As of February 1, 2023 Jan announced she is taking a back seat to attending meetings as her husband's treatment starts. She will be in contact with others, reading emails, as she can.
6. Sue requested information on being able to find her reports online. Jan stated reports will be uploaded after the annual meeting and as early as Friday morning.

Establish a Quorum: Quorum was established with 11 voting member, and meeting started at 4 pm.

Define & Approve Consent Agenda: Vicky made a motion to accept the consent agenda and Steve's treasurers report. Kathy 2nd the motion. Discussion: Judith started the discussion that the minutes needed to be corrected with showing when Judith left and that Sue left and returned after the voting for her at large position. The December minutes were adjusted by

Vicky and with the adjustments, the consent agenda and Steve's treasure report was approved:
11 yes, 0 no. motion past.

Reports included in Consent Agenda:

Meeting Minutes – Vicky Harris
Treasurer's Report – Steve Tracy
Executive Director – Brian Patterson
WGI Report – Rita Mercer

Committee Reports:

High Level Strategic Goals

1. Governance Committee – Jan Moré
 - a. Board Search – Judith Klefman
 - b. Program Committee – Sue Tomaszewski
 - c. Conference Planning – Vicky Harris
 - d. Counseling – Vicky Harris
 - e. Affiliate Program – Brian Patterson
 - f. Glasser Quality Schools – Jim Mishler
2. People Committee – Brian Patterson
 - a. Training Coordinators – Sue Tomaszewski and Sharon Carder-Jackson
3. Fundraising Committee – Jan Moré
 - a. Membership – Judith Klefman
 - b. Marketing – Steve Tracy
4. Finance Committee – Steve Tracy

Region Updates

Old Business:

Confirmation of Officers: Jan stated we will wait until a committee completes and defines the positions. Jan clarified her position is a 2 year position as President and she has 2023 to complete her term. Sharon took the Vice President position for 2022 with the stipulation she would not continue as President elect in 2023 Per Jan:

- Kathy Randolph sent a letter of interest for the President elect position.
- Vicky stated in December she did not volunteer for secretary for another year.
- Steve volunteered to take the secretary position as he had stepped down as treasure.
- Jan approached Jay to fill the treasure position.
- At the January Executive committee meeting, it was decided the 2022 executive committee members would carry over into 2023 until we decided what to do with defining the roles and requirements for these positions. Jay has volunteered to head the committee to define the roles of the officers.
- Jan stated an update to the PPM for the Board President and Executive Director in 2022. Jan wanted separate expectations for Board President and President of the Board.
- With trying to be an intentional board these roles should be defined.
- Judith is looking for west and mountain region representatives for the board. She is looking for people with fundraising, accounting, bookkeeping experience and to get people involved in those 2 regions. She is looking for people who might do pro-bono work with non-profit professional experience.

- Jay stated there is a lack of clarity of what the ideal profile (role) for each position and the absence of the right people. Facing 1: Looking for “right fit” for positions especially our leaders in skill, competences, experience, behavior and motivation. supporting what Judith is wanting. Facing 2: lack of clarity on what the ideal profile (role) is for the positions. Once we know the 2nd facing we know what the skill, competencies, experience, behavior, and motivation is, (Phase 3) we can map that against or to what the candidate for the position represents. Facing 4: There needs to be a parallel between the lack of specificity and granularity in understanding what the executive role or any role position really requires. And the general absence of the right people regionally, nationally, or globally. The clearer we are of what we want the closer we are to getting what we want. We are not just looking for anyone interested or with experience. We are looking for “right fit”. We need a composite for future leaders, for future roles. We need to know the gaps a person may have so that can be addressed. We need to add dimension and clarity.
- Sue shared her view on past experiences and being negotiable.
- Kathy shared her view of not having “a strong pool” of people to draw from and structure.
- Jay, Vicky, Judith, Jan, Sue volunteered to work on the committee with Jay leading the group. Jay will work on getting a date and time for the first meeting.

New Business:

Sue made a motion to add Judith to the agenda today to talk about membership and board search. Kathy 2nd the motion Discussion was made. There was a short discussion. 10 yes votes, 0 no. motion passed.

Next Meeting:

Thursday, February 16, 2023 at 4 pm Eastern/3 pm Central/2 pm Mountain/1 pm Pacific

Adjournment: Meeting adjourned at 4:47 pm.