

## **GIFTCT - US Delegate to the WGI International Board Report – Jan 2023 Meeting**

William Glasser International  
WGI Board Meeting Agenda  
Friday, January 27, 2023 at 13:00 UTC

1. Take attendance to check quorum requirements - Farida
  2. Approve November minutes - Farida
  3. WGI Financial report (2023 budget draft) – \_Kalika
  4. New WGI structure – Lynn, Denzyl
  5. Business arising
- \*\*\*Budget was proposed and moved to the last agenda item, as MO's were in attendance for the WGI Board Mtg.

## **Meeting Notes:**

Lynn & Denzyl - On behalf of the Strategic Planning Committee

- Proposal and future goals
- Vision & Mission & Values
- Growth within the MO's - Assumptions with Board Participation
- July 2021 - Present, Engagement with MO's every second month, 18 mths.
- WGI, expand our footprint with in-reach vs outreach, internal and external stakeholders to support MO's
- WGI - each MO is unique, supports and being proactive, engage with members
- 7 Initiatives to be proactive
- Core elements of the WGI Structure & Functioning
- Quarterly meetings, engagement with the MO's committee's and the Board
- Goals - increase efficiency and productivity with organizational functioning and management of concerns, sustainability
- Break out sessions - 5 groups, 15 min
- Do you think the proposed structure of WGI is workable?

## WGI - VISION & MISSION



### Vision Statement

*Inspiring emotional well-being and mental health for all humanity.*

### Mission Statement

- The WORLD needs “a new model for LIVING”*
- *to create individual well-being,*
  - *fulfilling relationships*
  - *& satisfying work and learning environments.*

**We provide knowledge and skills, uniquely underpinned by Choice Theory®, an internal model of empowerment for “how people can get along better”.**

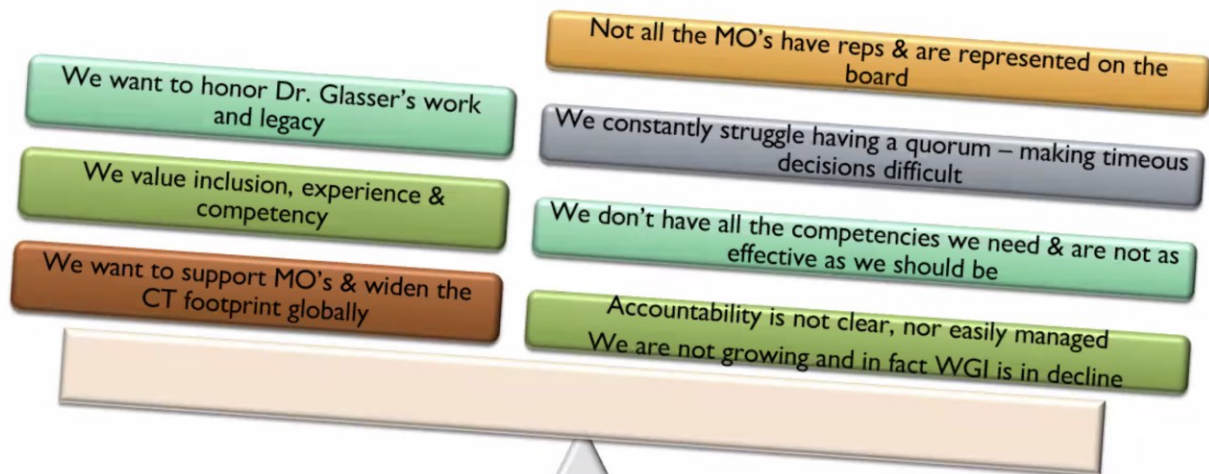
*We operate through Member Organizations around the world offering culturally respectful training & innovative initiatives.*

### Values:

Integrity,  
Connect,  
Sustainability,  
Choices,  
Relevancy,  
Leadership,  
Fun

What we  
want

What is  
happening





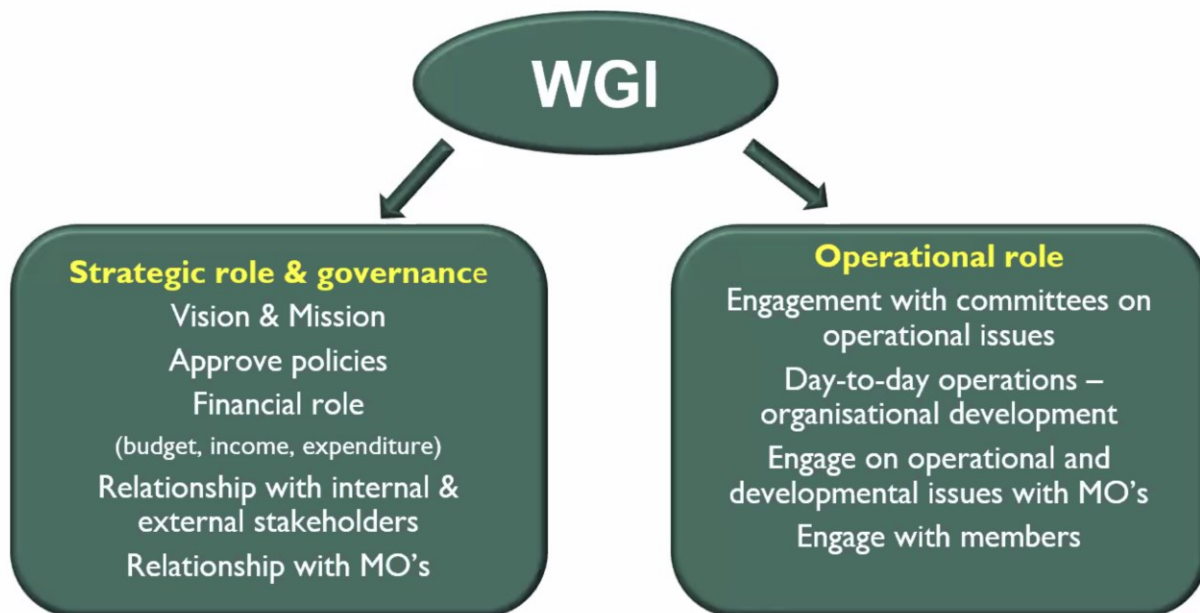
## Assumptions



## STRATEGIC SHIFT OF WGI: OVERVIEW OF MO ENGAGEMENT

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## WGI OBJECTIVES/INITIATIVES

- ❖ Protecting the modalities of Choice Theory and Reality Therapy
- ❖ Increasing support for MOs
- ❖ Unifying our brand
- ❖ Expanding footprint inward and outward (external)
- ❖ Building capacity of WGI
- ❖ Increasing revenue
- ❖ Align the structure of the organization to meet the new Vision & Mission





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## ELEMENTS OF WGI STRUCTURE

**Board of Directors**

- Provide leadership on governance and strategy
- Oversight of operations
- Expertise in key roles

**MOs**

- Quarterly meetings of MO reps
- Participation on committees (interest & expertise)
- Day-to-day input through the operational structure

**Operational structure**

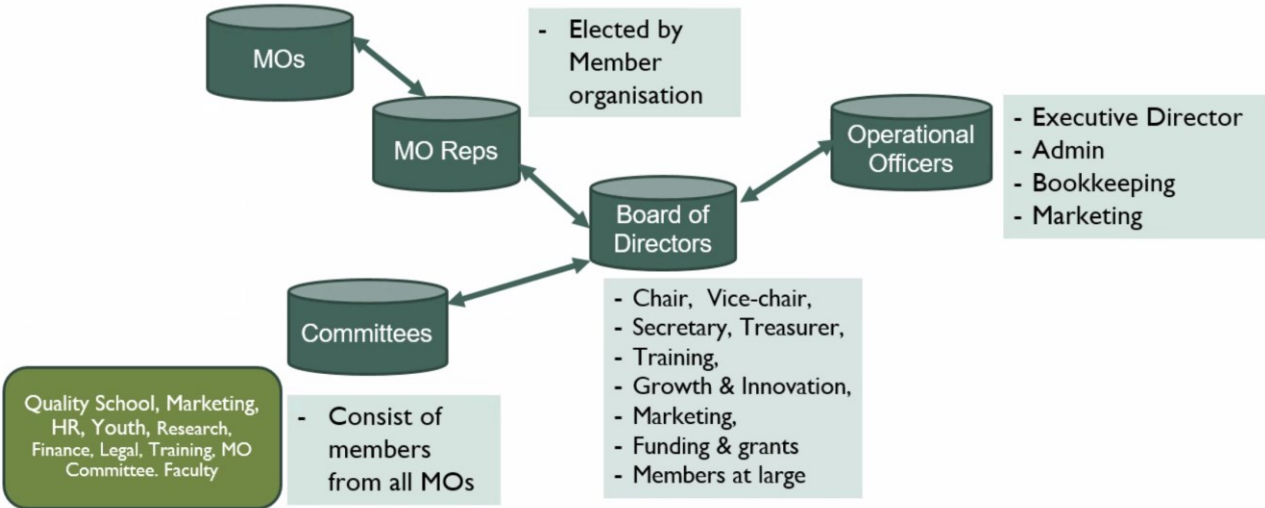
- ED, admin, marketing, finance – report to the board
- Responsible for the day-day operations of the organization

**Committees**

- Functions optimally
- Broad engagement and expertise
- Report to the Board

## WGI Structure

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It is the intention of this structure to have a streamlined and effective Board of Directors taking input from MOs, committees and operational officers to lead the organization towards achieving its vision and mission.



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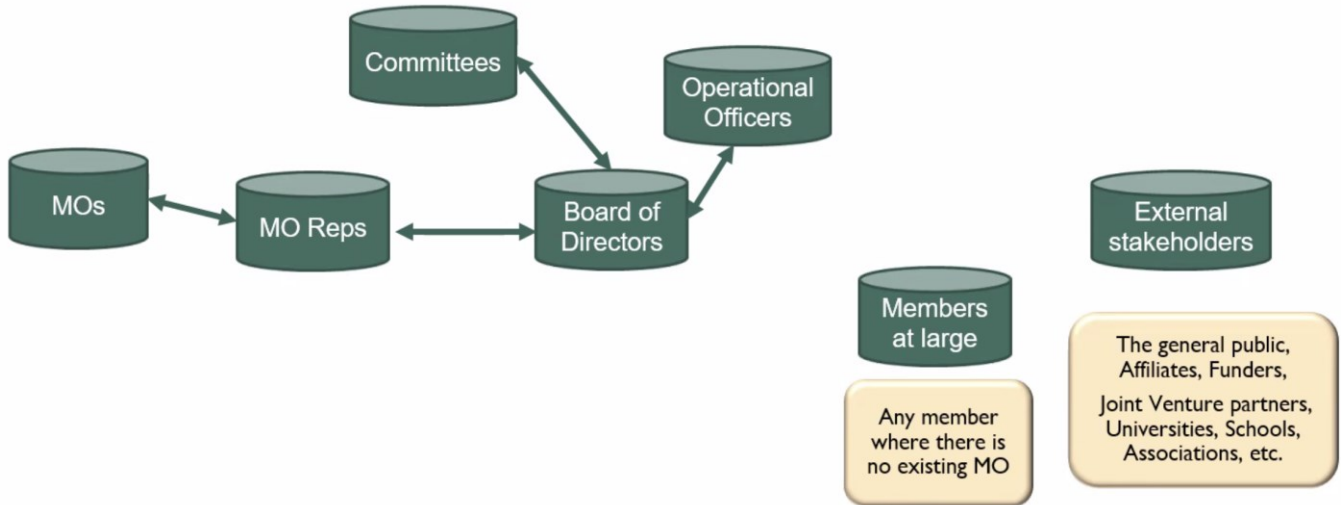


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Recording

## WGI Functioning

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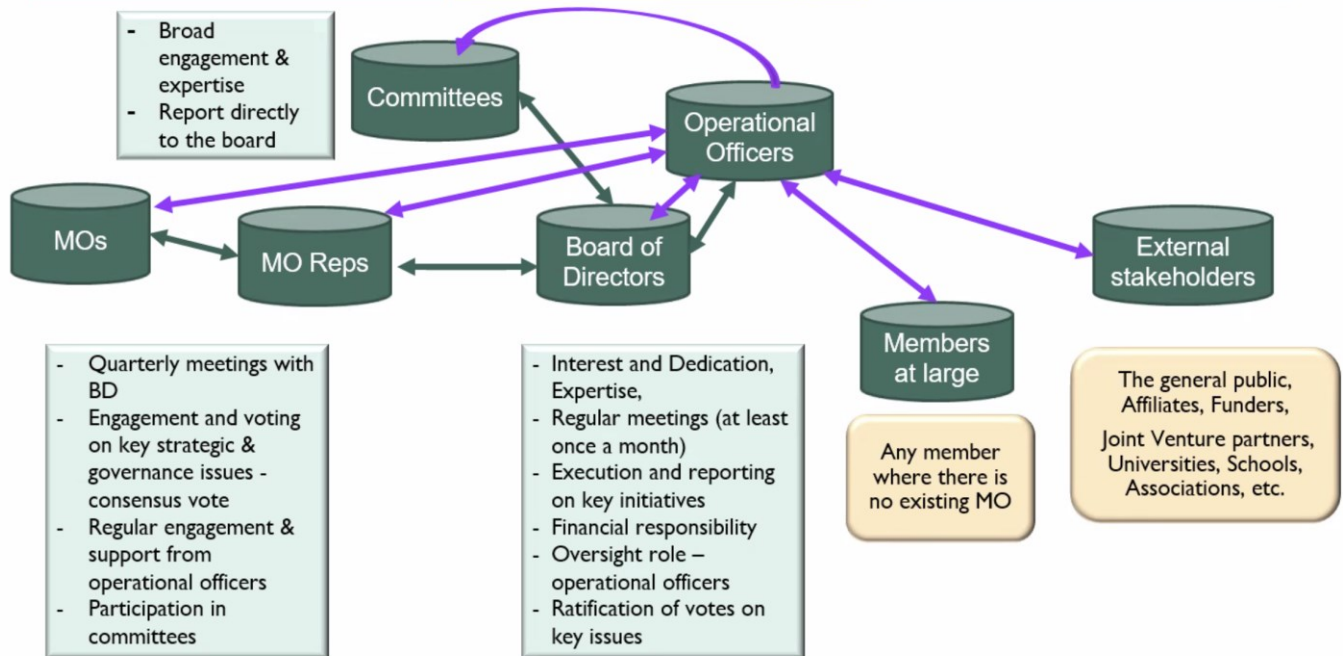




Recording

## WGI Functioning

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- Break out sessions - 5 groups, 15 min
- 1. Do you think the proposed structure of WGI is workable?

### Group 1 - Grantham, Speaker

- How the whole proposal would be structured - MO vs Board of Directors
- where the final decision making is?

### Group 2 - Jayne, Speaker

- Not time efficient, what we were doing before
- How is this new model going to work
- Efficient committees
- Purpose and connection - committee

### Group 3 - John, Speaker

- It could work
- How much time will officers be spending in these roles
- Who has the roles and how much time can be put into that
- We need trust and respect btw MO's and Board members

Group 4 - Bette, Speaker

- It's doable and a good way forward
- committee has a potential to include energy from people that are passionate
- what's the time schedule
- who chooses the board
- we need someone from marketing
- a brief write up of expertise
- changes ratified by the members of the that particular MO's
- operational energy and passion comes from and presents to the Board of Directors
- operational officers, as we are financially operating int the negative
- realistic timelines, time schedule
- who chooses the board members?
- physical and psychological

Group 5 - Maureen

- Be selective and metrics of those on the board
- We love the structure, but we will have to hire 10 ppl to carry the structure
- the focus on the external, ppl don't know who we are
- MO's need support

Question 2 - Break out -

2. The Makeup of the Board of Dir based on interest, dedication and expertise?
3. MO's giving input and voting on key issues at quarterly meetings? (Where does the buck stop, how comfortable are we where the final power sits)
  - how do they select it, nomination take place for the board member on the board
  - what is the length of the time that these positions
  - expertise and interest, highest priority
  - what is the criteria for choosing, for example years of experience
  - dedication - will come
  - attend 1x/mth
  - how does the flow of information work with agreement of votes, up and down from the operational point of view
    - board member and the country is concerned
    - 4 ppl will leave this year
    - will there be an executive committee meeting separately
    - is the board members like the executive committee



Group 5 - Cathy

- Develop a clear skills metrics and leave room to board appointment
- problematic end up in group think
- Timely input / communication
- quarterly meetings, manageable
- purposeful skills

Group 4 - Bette

- selection of the board of directors and criteria for choosing
- would it be through nomination and invitation
- how will the information flow btw Board and MO's
- will there be a diff executive committee or is the new board replacing it

Group 3 - Eun-Jin

- we should define criteria, simple and measurable
- trust and respect, to the board

Group 2- Jayne

- Role positions and expertise
- Is it realistic that we will find people with those skills
- clear guidelines with what we need
- quarterly mtg, is that enough support and is that the support that they need

Lynn-

- To increase communication and flow of information

Group 1 - Kalika

- Board of directors needs to take the role of the final decision making

Considerations - Selection of Board of Directors - Strategic Planning Committee

- define the process
- is the legal structure fit for the purpose and exploring other options
- Executive Director and Administration and from 12 to 20 hrs, Denise and Kim's role will increase
- we would like to move towards FT positions, but due to financial constraints can only allot for PT
- responsibility and accountability



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- Recommendations from Board of Directors and the HR Committee
- Goal is to have a streamline of the Board of Directors, and then not need an executive committee, to increase efficiency
- Review - be prepared to share this info with your MO's and to vote in Feb

Recording

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## CONSIDERATIONS: SELECTION OF BOARD OF DIRECTORS

- ❖ Appointments based on interest, passion & expertise
- ❖ Guidelines for selection of Board of Directors
- ❖ Consideration that the Board of Dir need to be representative of the global nature of WGI
- ❖ Recruitment and recommendations made by HR Committee in conjunction with other committees
- ❖ Voted in by the sitting board
- ❖ Currently in Compliance with bylaws – consideration of an alternative legal structure



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### Budget - Kalika

- Passion that the board be robust
- 3rd term of being a treasurer and created a finance committee
- runs 3 diff accts
- operations, runs from jan -dec
- investment, backfills the operations acct
- Edward Jones investment account, with goal to reach a million dollars so that the org could run off of interest
- Budget, worked with committees, based on US\$
- HR recommended contract positions vs staff positions
- Budget allows for the 1st to remain the same,
- 2nd qtr - new ED and outgoing ED -3 mths and set financial goals/targets
- Suggestion - keep Denise at the hours so that the org doesn't loose all that knowledge
- Recommends - a bookkeeper and be employed in the last qtr of the yr
- Kim, Executive Director
- Denise, Financial Manager, Webmaster, Clerical & Data Entry
- recommends to pull some money out of the investment account to pay for the change to total staff 18 hrs to 43 hrs per week



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- down \$20K due to change in interest rates and plans to meet with investment account rep change risk to less volatile, obligated to operate in the best interest of the board
  - 1st responders - Training for health prof.
  - Looked at ways to reduce fees, the finance committee has looked at these
  - Org ran at a loss last year -\$15K, but we still have \$8K still in acct
  - Finance performance goals - increase donations worldwide
  - Increase lead time for marketing
  - Investment Account - \$86K, current
  - Endowment Account - \$ ,current
  - Marketing, previous years was not used, but added in this year's projection
  - Bookkeeper, from 0 to 3 hrs, \$300 per wk
  - ED, incr from 12 to 20 hrs
  - Admin, incr from 12 to 20 hrs
  - Clear target, KPI's
  - contractors, increase expectations not based on
  - Proposal out of investment acct for \$22K of 1st yr of new ED
  - we need to think creatively about to where and how to get money
  - budget will be presented at the next board mtg due to inability due to quorum

Questions:

- Is there a plan to replace the money that is proposed to take out, to build sustainability, long term plan to reinvest
  - pending new ED
- motion to adjourn at 11:25 am EST