



**WILLIAM GLASSER  
INSTITUTE AUSTRALIA**

**ANNUAL REPORT  
2014 -2015**

## MISSION STATEMENT

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The Mission of the William Glasser Institute is to teach all people **Choice Theory** and to use it as the basis for training in **Reality Therapy, Quality School Education** and **Lead Management**.

## BELIEFS

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The members of the William Glasser Institute believe that Choice Theory, Reality Therapy and Lead Management are to be taught with: Integrity, adherence to fundamental concepts, and the incorporation of currently available knowledge.

These concepts guide our relationships and are reflected in the way the Institute does business.

The beliefs comprise a living document that can be adjusted over the course of time as the Reality Therapy community grows and changes.



**WGIA**



*Building a better world through quality relationships*

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## BOARD MEMBERS 2014-2015

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President	Bruce Lloyd
Immediate Past President	Sylvia Habel
Fifth Director	Susan Fleming
Treasurer	Sheryl Matwijkiw
Honorary Secretary	John Cooper
Training Officer	Lorraine Shaw
Newsletter Editor	Bette Blance
Administration Officer	Paula Baxter

## REGIONAL COORDINATORS

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Rockhampton, QLD	Bruce Lloyd
Northern, Qld	Vacant
South East, Qld	Dijana Elhaj, Colleen Hope, Glenys Woolcock
Darling Downs, Qld	John Archibald
Victoria	Cathy Dillon
South Australia	Vacant
Northern Territory	John Cooper
Western Australia	Vacant
Country, NSW	Penny Hammond
Hunter, NSW	Nancy Snow
Sydney, NSW	Marinela Mendes

## INSTRUCTORS WHO ARE CURRENT MEMBERS OF THE WGIA

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### SENIOR INSTRUCTORS:

Maggie Bolton  
Mary Farrell-Jones  
Judy Hatswell  
Joan Hoogstad  
Liz Tham

Dorothy Devine  
Garry Garnaut  
Ivan Honey  
Ali Sahebi

### INSTRUCTORS:

Bette Blance  
Mary Ellen Davis  
Glenys Gardam  
Sylvia Habel  
Peter Lacey  
Jeff Steedman  
Kalikamurti Suich

Debbie Buscall  
Christine Duffield  
Louise Fentoullis  
Rebekah Honey  
Nancy Snow  
Rob Stones

## REPORT FROM THE PRESIDENT

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In October 2014, I was honoured to be elected as president of the William Glasser Institute Australia. The other board members Sylvia, John, Susan, Lorraine, Sheryl and Bette are a very dedicated mob of choice theorists that come from four different states in Australia and from across the ditch in New Zealand. A collection of minds, talents and experiences that mold and shape the WGIA.

This of course could not happen without the talents and experiences of so many of the faculty members within the WGIA, who continue to promote the teachings of William Glasser in so many different and exciting new ways.

I started my choice theory training in 1992 and since that time I have experienced so many talented choice theorists who have supported me and allowed me to grow and learn at my pace.

I wish to take this opportunity to thank all of the choice theorists who are no longer members of the WGIA for sharing with us their knowledge, skill and experiences.

Keeping in mind the cost of running the board we continue to hold our meetings using an online format called GoToMeeting. This still needs some fine tuning but it has proved to be a financial success in cutting the costs of board meetings. We have had only one face-to-face meeting and it was in March.

International connections with the affiliate meetings have proved very useful in being able to connect with other choice organisations throughout the world. The difficulties they are experiencing, we also find here in Australia in promoting the teachings of William Glasser and providing training.

The preparations for the biennial WGIA conference in the Sunshine Coast at Ramada Marcoola beach is progressing well. With exciting international speakers and lots of networking opportunity, this conference is not to be missed.

It is with sadness that we announce the Institute of Reality Therapy South Australia has closed down. On behalf of the board I would like to thank Sylvia Habel and Garry Garnaut and all the other dedicated members in South Australia who made the Institute possible and ran it for as long as it possibly could. In non-profit organisations members are the backbone and devote many of their own hours in the running and maintaining such an organisation.

The WGIA is always changing as it needs to, to keep up with the changing needs of education within Australia. We continue to investigate the possibility of our training and courses being accepted by universities and other professional organisations.

New board membership opportunities available at this Annual General Meeting are:

Secretary

Training Officer

Finally I believe our values become real only when we demonstrate them in the way we act and we lead by example.

**Bruce Lloyd**

## REPORT FROM THE TREASURER

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The 2014/2015 unaudited financial year shows a profit of \$11729.93, down \$2516.77 from last year.

Basic Intensive Training is down by \$16659.54

Advanced Intensive training is up by \$2260.46

The Board continues to meet mostly online with two face to face meetings held during the financial year – one with prior to Sylvia Habel completing her term as President and one after Bruce Lloyd's election as President. (Two amazing people with quite different styles). Board costs are up this year due to the costs of flying Board members from South Australia, Northern Territory and Melbourne. Fortunately, we have members living in the SE Queensland area who are able to travel by car to the Gold Coast for our face to face meetings.

Last October I had the pleasure of attending the WGINZ Conference in Cambridge, New Zealand. What a fun and enlightening conference. Thankyou Bette Blance.

Conference registrations continue to come in – albeit a little more slowly than I would hope for! This looks to be a brilliant Conference on the Sunshine Coast, catering for those on a higher level of knowledge and for those interested in learning the simple basics of Choice Theory. It's not too late to register!

I would like to take this opportunity to thank my fellow board members who continue to give freely of their time and passion for the Choice Theory, Reality Therapy and Lead Management.

Paula Baxter continues to run the office in a most professional way irrespective of family illnesses that take up much of her time. We thank you and applaud you, Paula.

**Sheryl Matwijkiw**

## REPORT FROM THE HONORARY SECRETARY

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What a team! Keeping each other informed, up to date and on task, even with all the communication options available still requires time and effort. Thanks to members of the team for reports, input and especially the back-up provided by our administration officer, Paula.

Visitors to the Face-to-Face Board Meetings from “neighbouring” areas have been able to attend specifically for planning workshops. It has been very useful to have an enlarged vision and input on the variety of topics, adding to the Board’s conversations from time to time.

### **Areas to acclaim and celebrate include;**

- Take Charge of Your Life – in its entirety to date
- Healthier bank balance
- Engaging publications of “The Voice of Choice”
- Attendance and Representation at the International Mental Health Conference 2014 and 2015
- WGIA Brochure – available for distribution
- Liaison between WGIA and WGI and Affiliates / Associates

### **Areas being discussed and not concluded yet;**

- Re-Accreditation of Graduate Certificate of Reality Therapy
- Professional liaisons with organisations such as the Australian Association of Social Workers and the Australian Counsellors Association
- Strategies for better communication could include a forum space on our website, Word Press or?
- What would you like Bette to put forward at the WGI Board Face to face meeting in October?

I look forward to addressing the ongoing and as yet undetermined directions of WGIA in 2015 / 2016.

**John Cooper**

## REPORT FROM THE FIFTH DIRECTOR

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One of the things I enjoy most about being Fifth Director is the opportunity to work with so many people in the Institute who are passionate about keeping the legacy of William Glasser's work alive and open to exploring the myriads of ways to promote his work in an ever changing world that provides us at times with many challenges. Challenges that require us to ask the questions. 'What kind of organization do we want to be?' What are the principles we use to guide our decisions? Are they reflective of internal control psychology and building connecting relationships? Are the methods we use to promote Glasser's work focusing on where we can have influence? How are we capitalizing on the strengths of our members to promote growth of the organization?

We hope to answer some of these questions and obtain input from our members during the Faculty Day on Sunday 4<sup>th</sup> October entitled 'From Surviving to Thriving'. Lynn Sumida will build on her keynote address and pose some questions that will enable us to reflect about how we can implement our insights from the conference and work together even more effectively. We will explore the opportunities and challenges that confront us as custodians of the powerful work of William Glasser in his 50<sup>th</sup> year. It will be an opportunity to share some of the different and creative ways we are presently using the theory and practice of Choice Theory. At the end of the day we will have some strategic conversations around how we can continue to be "a group of faculty united and collaborating to position Choice Theory and its applications as the #1 process to help people achieve their potential" and develop a list of the practices and possibilities that are available for us to achieve this.

The Faculty day has been planned as free and open to all Faculty and anyone who has completed Certification. I would like to thank Rob Stones for organizing and offering to facilitate the day. A big thank you also goes to Denise Landers and her conference committee for organizing this years' conference at the Sunshine Coast and Judy Hatswell for developing the program. It promises to be a stimulating event. Hopefully another State will raise their hand to host our next one in 2017. So if you have an interest, have a chat to us about it.

Our thanks goes to Paula for her tireless efforts and for always being available to support the board members carry out their roles, managing all the enquires and keeping everyone connected via the phone, email and internet. We would be lost without her.

Bette Blance has been busy promoting The 'Take Charge of your Life' program and will be doing training in this prior to the conference. This is another opportunity for people who are certified to have access to a package that they can use to teach groups of people CT/RT/LM.

More work is being done on Quality Schools with new guidelines coming out soon. Bette has organized visits to Sunshine Beach SHS after the conference for anyone who is interested.

Kalikamurti Suich represented the Institute at the International Mental Health and Wellbeing conference at the Gold Coast. This is the second time we have had a member of the Institute represent our organization at this event. Thank you to all of you who are promoting Choice Theory and the work of the Institute in your corner of the world. Never under estimate the power of one.

**Susan Fleming**



## REPORT FROM THE NEWSLETTER EDITOR

Four issues of *Voice of Choice in Action* were uploaded in 2014/2015. Each quarter results in around 20 pages of articles, book reviews and online links. The formatting is single column for ease of reading online. Internet links are hot links to enable direct access to articles online. The software program *Page Plus* enables colour blends, shadows on photos, reusing of graphics. It generally takes about 20 - 24 hours of work to complete it. Proof readers help enormously, especially when I get the newsletter finished in time to get it out to them before the deadline. Thank you Christine Duffield, Lorraine Shaw and Mara Smart for this invaluable assistance. I get too close to it and don't see the typos.

I am finishing my role as Newsletter Editor at the AGM in October. We need someone to step in to take on this role. It is an extremely worthy and important task. I believe that someone new needs to take it on and breathe new life into it. It may well look different, taking advantage of newer online methods of distribution. I am well pleased with my efforts but want to concentrate on my role in New Zealand.

The following lists the articles in each issue through the year.

<p><b>September 2014</b></p> <ul style="list-style-type: none"> <li>• Conferences Gold Coast and Toronto</li> <li>• Paper presented at <i>15<sup>th</sup> International Mental Health Conference</i> by Bette Blance</li> <li>• Kissed by the Choice Theory Prince</li> <li>• Mental Health and Happiness Summit</li> <li>• Book review of <i>Champion of Choice</i> by Sam Gladding</li> <li>• Counselling Corner Attitude is the real disability by Ines Pintos Lopez</li> <li>• What is Unconditional Love by Joan Hoogstad</li> </ul>	<p><b>December 2014</b></p> <ul style="list-style-type: none"> <li>• New Zealand Conference round up</li> <li>• Tributes to Sylvia Habel, retiring president</li> <li>• Mental Health and Happiness Summit October 10</li> <li>• Facing Scary Situations at Work by Anne Riches</li> <li>• Research on 'Buy In' by Eric Jensen</li> <li>• Help from the Iceberg by Jim Roy</li> <li>• Invitation to give feedback</li> </ul>
<p><b>March 2015</b></p> <ul style="list-style-type: none"> <li>• From the Editor</li> <li>• Bette Choice-Bette Life-Better World</li> <li>• Conference planning and registration</li> <li>• Proposed Conference Outline</li> <li>• Strong Leaders Ask For Help by Jesse Stoner</li> <li>• Direct Talking by Bette Blance</li> <li>• Take Charge of Your Life</li> <li>• Mentoring Workshops</li> <li>• Linking and Learning</li> <li>• Position Vacant</li> </ul>	<p><b>June 2015</b></p> <ul style="list-style-type: none"> <li>• From the Editor</li> <li>• Better Choices, Better Life, Better World</li> <li>• A taste of the workshops at conference</li> <li>• Living Green by Glenn Cappeli</li> <li>• Celebrating 50 years of Reality Therapy</li> <li>• Linking and Learning</li> <li>• Counselling Corner by Ines Pintos Lopez</li> <li>• To Break the Mold by Jim Roy</li> <li>• Take Charge of Your Life Mentoring Workshop</li> <li>• Take Charge of Your Life Newsletter</li> <li>• Position Still Vacant</li> </ul>

**Bette Blance**

## REPORT FROM THE TRAINING OFFICER

Table 1 outlines the numbers of participants at each level of training over the 2014–2015 financial year as well as comparisons with previous years.

Table 1: Comparative Number of Participants in Training (2009 – 2015)

Program	Number of participants	Number of participants	Number of participants	Number of participants	Number of participants	Number of participants
	July 09– June 10	July 10 – June 11	July 11 – June 12	July 12 – June 13	July 13 – June 14	July 14 – June 15
Basic Intensive Training	379 (30 events)	432 (45 events)	408 (39 events)	331 (24 events)	451 (40 events)	359 (29 events)
Basic Practicum	54	66	74	50	31	40
Advanced Intensive Training	32 (4 events)	21 (3 events)	50 (5 events)	26 (3 events)	16 (2 events)	0
Advanced Practicum	26	24	15	7	0	5
Certification	19 (3 events)	12 (2 events)	15 (2 events)	8 (1 event)	11 (2 events)	15 (2 events)
<b>Faculty Training</b>						
Practicum Supervisor Training	8	2	3	0	2	0
Practicum Supervisor Endorsement	4	3	0	0	2	0
Basic Intensive Instructor Training	0	6	0	0	1	0
Basic Intensive Instructor Endorsement	0	1	6	0	1	0

There has been no Faculty Training in Australia during the 2014-15 year, however at the 2014 conference in Toronto Christine Duffield completed her Basic Intensive Instructor Endorsement and Marinela Mendes completed her Practicum Supervisor Training Phase. Congratulations to you both. More training is planned prior to the WGIA conference and will be reported in next year's report.

During 2015, the WGI-A Accreditation Committee was formed with monthly meetings held to look into processes for gaining accreditation from other professional organisations for our training in the areas of Mental Health, Counselling and Coaching. More information will be provided in the next training report.

**Lorraine Shaw**

## REPORT FROM THE INTERNATIONAL BOARD REPRESENTATIVE

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As your international Board member representing Australia and New Zealand, I have attended meetings each month, sometimes starting at 10 00 am and alternate months starting at 1.00 am or 11.00 pm if I was in Australia at the time.

Additionally I have had regular, sometimes twice weekly, online meetings with Nancy Herrick and Janet Fain Morgan to achieve our goal to upload the facilitator's Guide, Participant Manual and accompanying PowerPoints for the Take Charge of Your Life workshop by January 2015.

At the time when WGI membership fees were due, information was sent out to all Faculty about the way in which they could access all the material free of charge.

Forms were set up on the website so all the data could be completed online in preference to using hard copies.

In June an email was sent to all CTRTC through the International database inviting them to become accredited facilitators of Take Charge of Your Life through a mentoring process. Several groups have been mentored including two in Ireland, one in Australia and another planned for the Sunshine Coast prior to the conference. Individuals are also being mentored internationally.

All Faculty and CTRTC people in Australia were sent an email giving this information to ensure that people knew about the workshop.

Since the beginning of 2015 I have been involved in a second project with Juan Pablo Aljure from Colombia, Jagoda Tonsic-Krema from Croatia, and Nancy Herrick from US. It is aimed at revamping a training model for the Glasser Quality School. We are no longer looking at the Basic Intensive Training as the model for those in schools.

I have invited a team of educators from both Australia and New Zealand to be a sounding board for the ideas that are being discussed by the planning committee. If you would like to be on that group please let me know.

Our goal is to have the new model ready to be launched at the International Conference in 2016.

This is my final year as the Board member for Australia and New Zealand. John Cooper has been the Chair of the International Board for the two years and I was filling his position while he held the Chair. In 2016 he may move back to the representative position for another two years. I think John would concur with me that the time has been an amazing journey of learning and growing.

**Bette Blance**

Following are reports from our Regional Coordinators

## SOUTH EAST QUEENSLAND REGION

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South East Region planning group in 2014 includes Glenys Woolcock, Dijana Elhaj, Colleen Hope and Bette Blance from across the sea in New Zealand.

Our new Committee has organised:

Thursday 22 August at 3.45 PM - Mudgeeraba Special School, 4 School Street, Mudgeeraba

Topic: "Take Charge" by Bette Blance

Focus:



June 2014

Mudgeeraba Special School

Topic: Leadership Team at Mudgeeraba Special School: Lead Management by Bette Blance

Focus: 16 Teachers, Teacher Aides and Executive members workshopped with Bette the principles of Leading Up, Leading Across and Leading Down, the value of Lead Management when working with others and how to plan for a "Caring Confrontation". The Principal Colleen Hope has built on this workshop in 2015

March 2015

Topic: Board Meeting

Focus: Colleen Hope participated in the face to face Board Meeting held on the Gold Coast planning with members from across Australia.

The Glasser Gatherings will be encouraged and supported in the next 12 months. I personally thank Bette Blance for her guidance and wisdom with maintaining the integrity of the William Glasser Institute Australia.

**Glenys Woolcock, Dijana Elhaj, Bette Blance and Colleen Hope**

## DARLING DOWNS REGION

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In the Darling Downs Region, our small focus group called “Threads” has continued to meet on the third Saturday of every month from 9am to 12pm at Harristown State High School. With the support, guidance and creative input from Dorothy Devine, we have lots of fun supporting each other, sharing ideas and practices to explore, develop and extend our understanding and application of various aspects of Choice Theory as well as practicing our skills in Reality Therapy with various role plays.

Currently we are unpacking the “Take Charge of Your Life” workshop materials with the idea of running some workshops in our region in 2016.

If you are interested in refreshing your knowledge and use of Choice Theory in your life and would just like to be part of or local network, you are welcome to join us. To be kept informed and receive notification of meetings, just phone me or send me an email (see my contact details listed below).

If you would like any assistance with organising any of the following we have members who could provide:

- Basic Intensive Training
- Peaceful Parenting Course (based on the work of Nancy Buck)
- Introductory talks about Choice Theory, Reality Therapy & Lead Management
- “Take Charge of Your Life” workshop
- Refresher workshops

Although at the moment we only have a small number of financial members in our region, if any of you have a passion for promoting Choice Theory in our region and would like to be the Regional Rep for our area, please let me know.

**John Archibald**

## CENTRAL QUEENSLAND REGION

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We have had quite a start to the year with a cyclone in February. The first in Rockhampton since 1949. I have also had a chance to check out our counsellors’ critical incident response procedure on two occasions. Working with a group of choice theorist counsellors in a critical incident situation has been a valuable experience.

Usually I present to catholic education staff at the Bishops in-service day however this was cancelled due to the cyclone.

I am currently running a basic and advanced practicum.

I have also had the honour of being elected to be the president of the William Glasser Institute Australia in October last year. It has been a tremendous experience and honour to work with a group of dedicated people who help maintain the WGI-A through leadership are helping to shape its’ future.

**Bruce Lloyd**

## COUNTRY NSW REGION

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Recently I've been reflecting on, if and when, I developed a predisposition or even receptiveness, to CT/RT prior to my first official exposure to the late Dr Glasser's work.

I recalled my Mother presenting me with a book entitled "The secret of how to win FREEDOM FROM CLUTTER" by Don Aslett, (1985, Angus and Robertson Publishing). This book "shows how insidious clutter really is. It not only crowds out our spare rooms and old cupboards, it blunts our effectiveness as people," reads the blurb on the back and then goes on to say "Clutter, quite simply is bad for you." This book scores your Junkee ID Level following a short quiz and then shares worthwhile tips, strategies and motivation to help you choose a less cluttered existence. Interestingly there is now a thriving industry in services that will perform all these tasks for you but at a cost - \$\$\$\$\$!

Chapter 15 however, takes a different slant and is headed "People can be junk?" It goes on to outline behaviours you can adapt to legally, kindly but assertively remove "junkers" from your life. "No matter how good their intentions, no matter how distinguished their accomplishments, no matter how hard we try not to come to this conclusion, some people's presence can junk up our lives worse than a refuse lorry unloading on our lawn". This chapter was my first understanding that I and I alone could choose my own behaviour. Could this have been my first real "Aha!" moment?

I also recalled my GP recommending in 1983 a book called "When I say no, I feel guilty" written by Manuel J. Smith, Ph.D. (1975). In this book I came to understand how I could choose my response and my thoughts, rather than allow myself to be manipulated by others. I like to think of it as '**kind/polite but assertive**' rather than manipulated and frustrated. Once again, an "Aha!" moment.

Is there is little wonder I connected to the world of CT/RT when I undertook my Basic Week in 1995 and as time ensued went through to Certification.

In the past 20 years CT/RT has exploded, dribbled and drip fed into my life. Do I remember it, implement it fully into my life, and get it right all the time? Hell no! But what a ride and what an opportunity it gave me and now continues to do so by helping me develop tools to achieve happiness, build and maintain satisfying relationships and make sense of life whilst supporting and helping others to achieve the same.

**Penny Hammond**

## SYDNEY, NSW

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New South Wales members had no member meetings or state related activities during 2015.

**Marinela Mendes**

## HUNTER, NSW REGION

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At Woodberry Learning Centre we are offering skills-based training for teachers who work with students with challenging behaviours. It is 2 hours per week for 8 weeks - after school, so quite a commitment. We are always full up and are starting our 6th training in about a month. We have trained about 90+ teachers and other staff. The strategies and skills are based on Choice Theory and the participants' practice the skill learnt each week, revise and reflect at the next meeting and learn a new skill to practice. The evaluations have been exceptional and I am hoping that when I do put up a Basic Intensive Training in CT/RT/LM that I will pick up a lot of these people. I think CT is going well in the Sydney region and hopefully will get another chance in the Hunter as schools look for more effective ways to help students manage themselves.

**Nancy Snow**

## VICTORIA REGION

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I'd like to take this opportunity to introduce myself to those of you who do not know me. My name is Cathy Dillon, I am married to a wonderful man named BJ, am a mother of 3 and work as a Human Resources consultant providing coaching support and advice to managers and employees where change is impacting their current world of work. As of late October 2014 I have been provided with the honour of following in the footsteps of Jeff Steedman, former Regional Coordinator for Victoria.

My introduction to Choice Theory and William Glasser occurred via Mary Ellen Davis, Faculty member of WGIA in approximately 1997 as a parent. After several years of practical application and increasing efforts to learn more I was invited and re-engaged with Choice Theory and Reality Therapy as a participant of the FOG (Friends of Glasser) group. FOG, held quarterly, was initiated by Mary Ellen Davis and provided an opportunity to meet others who had learnt or practiced Choice Theory and for anyone to come learn, practice, ask questions, be supported, share information and build confidence as they prepared for training and practicum activity. Guest speakers often came to present and facilitate discussion to enable a practical understanding of Choice Theory, Reality Therapy and Lead Management in action. This was a great way to meet others, build relationships and to build further understanding in a fun, safe and respectful learning environment.

A number of years marched on and I took a leap of faith and attended the "Centered in Choice" conference in 2011 held in Alice Springs. This was like coming home to like minds and was the real beginning of a more structured focus to a deeper interest in learning and in late 2011, through a scholarship opportunity provided by Maggie Bolton, Faculty member of WGIA I completed my Basic Intensive training.

Since this time I have attended, participated and had fun in the following learning experiences:

- 2012 - Los Angeles International conference
- 2013 - The Art of Choice conference – Adelaide, William Glasser Institute of Australia
- 2014 - Choice in Action – William Glasser New Zealand Conference
- 2014 – Take Charge of Your Life workshop, Victoria, William Glasser Institute of Australia

Moving forward I have a lot to learn and am positively looking forward to exploring ways and opportunities to connect with members in my role as the Victorian Regional Coordinator.

### **Choice in Action – William Glasser Institute - New Zealand**

In October 2014 Bette Blance from the William Glasser Institute - New Zealand hosted the Choice in Action conference in Cambridge, New Zealand. Participants and members travelled from both the North and South of New Zealand and from both metro and regional Australia to attend. Workshops involved a combination of physical activity, creativity and discussion where qualitative and quantitative data was presented particularly through Nancy Snow's workshop entitled "You can still succeed even if you are swimming against the tide", which demonstrates *"that when someone perceives a need to change and decides to change – nothing is impossible"*, Champion of Choice, Glassernz.org.nz, August 16, 2014. In addition to this lots of fun was also had with Tai Chi warm ups led by a local NZ Tai Chi group and a warm and moving welcome was provided by a lovely local vocalist.

### **Cathy Dillon**



## SOUTH AUSTRALIA REGION

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Mid 2014, Garry Garnaut, Senior Faculty Member represented the IRTSA and applied to PACFA (Psychotherapy and Counselling Federation of Australia) for continued accreditation of the Graduate Certificate of the Clinical Practice of Reality Therapy. It was an extensive project with many hoops to jump through. We were not recommended by PACFA for renewal. Issues of academic governance, the flow of the courses from part A to B and the content affected the outcome. Additionally, the small nature of the number of graduates as well as the academic records and administration procedures of the course also impacted. PACFA was particularly concerned about the academic governance and the lack of an overseeing body reflective of skills in assessment, administration and other specialist areas that would support the staff. As well they identified the small number of staff in the course. As they are looking at a minimum standard of bachelor degree equivalent we fell short of this. They commended the course in terms of its usefulness to WGIA and as providing a service to the community. Much thanks and appreciation to Garry to the endless hours of writing, collating and organising to prepare the program for inspection and elevation.

If we wanted to reapply, apart from costing the group another \$2500, PACFA indicated it would take several years to develop the required course procedures, practices etc. to meet an equivalent bachelor's degree level of framework. Currently, there isn't any member in South Australia making this a priority.

Happily though, 'Take Charge of your Life' courses have taken off magnificently in South Australia, with programs being run in Adelaide (Sylvia), Whyalla (Christine) and the Eyre Peninsula (Sue). In fact, the Mentally Fit EP (Eyre Peninsula) Project, which includes 'Take Charge of your Life' workshops, were 1 of the 3 finalists in the SA Mental Health Excellence Awards in the "**Participation and Promotion Excellence Award**" category *"which recognises excellence in participation or promotion of mental health and wellbeing services in South Australia"*. Congratulations to Sue and Kirsty for all the effort in developing that program for the Eyre Peninsula Community.

Training continues in South Australia with several Basic Intensives being facilitated annually and currently, one of our Faculty members is preparing to be endorsed as a Practicum Supervisor. Go well Anita and acknowledgement to Di who is mentoring Anita through the training.

**Sylvia Habel**

## NORTHERN TERRITORY REGION

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I frequently hear great reports about the work of Mercedes and her boxing work with young people in Katherine and Darwin – often in local papers and mentioned on the ABC NT News. A big change has been that Cyclone Boxing NT now supports Counter Punch.

Mercedes, who completed her studies in psychology at Charles Darwin University seems to be a settled “local”. And now there is a chance that her work may be taken up interstate with even greater opportunities to promote CT/RT/LM practices.

We look forward, in Alice Springs, to the visit by Lynn Sumida. Her workshops about responsibility for teenagers and trauma have already attracted a large number of participants. Kalika and I have chatted about what this might mean for schools who are sending their entire teaching staff teams.

The workshop will be hosted at Centralian Senior College where students are undergoing training in Choice Theory within a program known locally as Mentoring Support for All. There are plans for this work to continue with the new intake of year 10 students in 2016 and beyond, with Year 12 students undertaking a Take Charge of Your Life day.

Rae has commenced work on developing a Choice Theory course to run in association with training for health workers.

We look forward to more growth as we progress to the end of 2015!

**John Cooper**

## Strategic Plan 2014 - 2017

Focus	Goal	Action	Date
Promoting Choice Theory	Continue to Run 2 yearly conferences	<ul style="list-style-type: none"> <li>• To run conference at Sunshine Coast</li> </ul>	October 2015
	Project proposals for members to use to promote CT/RT/LM	<ul style="list-style-type: none"> <li>• Template for Correction and Rehab market and other areas</li> <li>• Apply for funding</li> </ul>	
	Publications promotions kit	<ul style="list-style-type: none"> <li>• Brochures, Postcard, to use for Mental Health and conferences</li> <li>• Placed on members section of Web</li> <li>• Email members to advise them of materials available for Mental Health etc.</li> <li>• Promote Take Charge of your Life</li> </ul>	
Quality of Training	1. Promote diversification and innovations of Training and Affiliation with other organizations	<ul style="list-style-type: none"> <li>• Continue to develop WGIA owned Coaching package</li> <li>• Develop Quality Assurance Procedures/Rubric for Training</li> <li>• Track BIT Project being considered by WGI – 2 day core and elective</li> <li>• Investigate and trial Recognition of Prior Learning (RPL) for BIT for CERT III, IV, Take Charge of Your Life</li> <li>• Rubric's for training syllabus to industry National Training Organization framework</li> <li>• Continue to seek accreditation for ACRT (Joan)</li> <li>• Investigate Registered Training organisation and course development</li> <li>• Continue to explore recognition of our training by University and professional organisation</li> <li>• Support and promote Programs accredited by WGIA</li> <li>• Forged partnership with Lions Rotary</li> <li>• Australian Facilitators Network and World one Australian Counselling Association</li> </ul>	
	2. Website development Digital Social Media	<ul style="list-style-type: none"> <li>• Mental Health page for October</li> <li>• Drop Box Tip Box on Site – Parenting, Lead Management, Teacher, Counseling, Personal Development</li> <li>• Continue Face book / Blog</li> <li>• Finalise Advertising Proposal</li> </ul>	
	3. Investigate links and alignment of WGIA with WGI initiatives	<ul style="list-style-type: none"> <li>• Take Charge with WGI (Bette)</li> <li>• Diversification of programs BIT project WGI (Bette)</li> <li>• Publishing and promotion of Resources, Intellectual Property, WGI</li> </ul>	

*The William Glasser Institute-  
Australia*

PO Box 93

IPSWICH QLD 4305

**Balance  
Sheet**  
(Last Year Analysis)  
June 2015

	This Year	Last Year		% Difference
<b>Assets</b>				
General Cheque Account	\$33,276.83	\$37,277.14	(\$4,000.31)	-10.70%
Conference a/c 147094478	\$9,888.16	\$1,762.70	\$8,125.46	461.00%
Sandhurst Trustees Investment	\$7,775.27	\$6,904.73	\$870.54	12.60%
Bendigo Bank Term Deposit	\$20,772.93	\$20,163.84	\$609.09	3.00%
Trade Debtors	\$13,200.13	\$10,117.54	\$3,082.59	30.50%
Property, Plant and Equipment				
Office Equipment At Cost	\$11,410.07	\$11,410.07	\$0.00	0.00%
Equipment Accumulated Dep	-\$10,276.00	-\$10,276.00	\$0.00	0.00%
Total Property, Plant and Equipment	\$1,134.07	\$1,134.07	\$0.00	0.00%
Stock on Hand	\$2,011.33	\$2,139.43	(\$128.10)	-6.00%
Payroll Cheque Account	\$4,540.00	\$3,074.00	\$1466.00	47.69%
Total Assets	\$120,993.97	\$82,573.45	\$38,420.52	46.50%
<b>Liabilities</b>				
<b>Current Liabilities</b>				
Visa	-\$940.05	-\$399.16	(\$540.89)	-135.50%
Total Current Liabilities	-\$940.05	-\$399.16	(\$540.89)	-135.50%
Trade Creditors	\$8,997.24	\$8,848.45	\$148.79	1.70%
Sundry Creditors	\$600.40	\$600.40	\$0.00	0.00%
Superannuation Payable	-\$2,687.45	-\$194.18	(\$2,493.27)	-1284.00%
PAYG Withholding Payable	\$3,744.56	\$1,530.00	\$2,214.56	144.70%
Provision for Annual Leave	\$2,569.95	\$2,569.95	\$0.00	0.00%
<b>GST Liabilities</b>				
GST Collected	\$1,210.29	\$2,961.60	(\$1,751.31)	-59.10%
GST Paid	-\$1,083.29	-\$1,800.75	\$717.46	39.80%
Total GST Liabilities	\$127.00	\$1,160.85	(\$1,033.85)	-89.10%
Total Liabilities	\$40,806.90	\$14,116.31	\$26,690.59	189.10%
Net Assets	\$80,187.07	\$68,457.14	\$11,729.93	17.10%
<b>Equity</b>				
Retained Earnings	\$68,457.14	\$54,208.44	\$14,248.70	26.30%
Current Earnings	\$11,729.93	\$14,248.70	(\$2,518.77)	-17.70%
Total Equity	\$80,187.07	\$68,457.14	\$11,729.93	17.10%

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## Profit & Loss [Last Year Analysis]

July 2014  
- June 2015

	This Year	Last Year	\$ Difference	% Difference
Income				
A.I.W Fees	\$3,243.64	\$2,260.46	\$983.18	43.50%
BIT Fees	\$49,907.33	\$66,566.87	(\$16,659.54)	-25.00%
Bank Interest	\$643.95	\$204.37	\$439.58	215.10%
Account Rebate	\$43.70	\$57.35	(\$13.65)	-23.80%
Certification Training	\$2,325.00	\$2,250.00	\$75.00	3.30%
Take Charge of Your Life	\$45.46	\$0.00	\$45.46	NA
Basic Practicum	\$792.71	\$945.47	(\$152.76)	-16.20%
Advanced Practicum	\$181.82	\$0.00	\$181.82	NA
App for Accrediation Program	\$25.00	\$0.00	\$25.00	NA
Faculty Program Admin. Fee	\$45.46	\$0.00	\$45.46	NA
Advertising	\$45.45	\$0.00	\$45.45	NA
Advertising via Email	\$18.19	\$0.00	\$18.19	NA
Faculty Training Fees				
BPSP-T	\$4,022.73	\$2,659.09	\$1,363.64	51.30%
BPSP-E	\$0.00	\$4,000.00	(\$4,000.00)	-100.00%
BWI-T1	\$4,000.00	\$2,159.09	\$1,840.91	85.30%
BWI-E	\$4,000.00	\$0.00	\$4,000.00	NA
Total Faculty Training Fees	\$12,022.73	\$8,818.18	\$3,204.55	36.30%
Membership Fees				
3 Year Membership Subscription	\$2,037.04	\$7,457.05	(\$5,420.01)	-72.70%
Concession membership	\$40.00	\$60.00	(\$20.00)	-33.30%
1 Year Membership Subscription	\$2,450.76	\$5,822.12	(\$3,371.36)	-57.90%
Total Membership Fees	\$4,527.80	\$13,339.17	(\$8,811.37)	-66.10%
Conference Income				
Conference 2015	\$20,136.33	\$17,068.25	\$3,068.08	18.00%
Conference Rego - Non Member	\$4,181.85	\$0.00	\$4,181.85	NA
Donations	\$0.00	\$200.00	(\$200.00)	-100.00%
Single Day Registration	\$181.82	\$0.00	\$181.82	NA
Accompanying partner	\$681.80	\$0.00	\$681.80	NA
Conference Funtions	\$81.82	\$0.00	\$81.82	NA
Two Day Registration 2015	\$1,090.92	\$0.00	\$1,090.92	NA
Sales Memorabilia	\$0.00	\$102.73	(\$102.73)	-100.00%
Total Conference Income	\$26,354.54	\$17,370.98	\$8,983.56	51.70%
Sundry Income				
Books	\$0.00	\$161.08	(\$161.08)	-100.00%
Total Sundry Income	\$0.00	\$161.08	(\$161.08)	-100.00%
Book Sales				
Books	\$637.87	\$3,349.61	(\$2,711.74)	-81.00%
Miscellaneous Income	\$101.06	\$588.91	(\$487.85)	-82.80%
Finance Charges	\$2.36	\$0.00	\$2.36	NA

Total Income	\$100,964.07	\$115,912.45	(\$14,948.38)	-12.90%
Cost Of Sales				
Purchases - Books	\$500.63	\$2,196.52	(\$1,695.89)	-77.20%
Total Cost Of Sales	\$500.63	\$2,196.52	(\$1,695.89)	-77.20%
Gross Profit	\$100,463.44	\$113,715.93	(\$13,252.49)	-11.70%
Expenses				
Advertising	\$0.00	\$90.00	(\$90.00)	-100.00%
Bank Fees	\$70.90	\$1,497.31	(\$1,426.41)	-95.30%
Merchant fees	\$323.32	\$512.81	(\$189.49)	-37.00%
Paypal Fee	\$340.88	\$218.96	\$121.92	55.70%
Credit Card Fee	\$9.00	(\$17.00)	\$26.00	152.90%
Instructors Accommodation	\$0.00	\$793.64	(\$793.64)	-100.00%
Instructors Fees	\$0.00	\$7,909.09	(\$7,909.09)	-100.00%
Instructors Internal Travel	\$0.00	\$570.13	(\$570.13)	-100.00%
Instructors Per Diem	\$0.00	\$454.41	(\$454.41)	-100.00%
Catering/Participants Training	\$0.00	\$298.71	(\$298.71)	-100.00%
Training Materials	\$0.00	\$56.14	(\$56.14)	-100.00%
Organisers Fee	\$0.00	\$285.00	(\$285.00)	-100.00%
Take Charge of Your Life	\$140.00	\$0.00	\$140.00	NA
Resources				
Books	(\$57.08)	\$882.02	(\$939.10)	-106.50%
Board Costs				
Accommodation	\$1,330.00	\$681.81	\$648.19	95.10%
Per Diem	\$712.64	\$0.00	\$712.64	NA
Catering - Board Meetings	\$485.03	\$210.49	\$274.54	130.40%
Teleconferences	\$45.45	\$0.00	\$45.45	NA
Travel	\$3,406.01	\$1,824.19	\$1,581.82	86.70%
Total Board Costs	\$5,979.13	\$2,716.49	\$3,262.64	120.10%
Insurances				
Workers Comp.	\$218.82	\$252.25	(\$33.43)	-13.30%
Association Liability Ins.	\$1,322.83	\$5,599.74	(\$4,276.91)	-76.40%
Business Insurance	\$655.00	\$599.55	\$55.45	9.20%
Total Insurances	\$2,196.65	\$6,451.54	(\$4,254.89)	-66.00%
Accounting and Legal				
Audit	\$0.00	\$3,200.00	(\$3,200.00)	-100.00%
Constitution	\$0.00	\$1,734.70	(\$1,734.70)	-100.00%
Total Accounting and Legal	\$0.00	\$4,934.70	(\$4,934.70)	-100.00%
Subscriptions				
Psychoz	\$50.00	\$0.00	\$50.00	NA
Office expenses				
Staff Training	\$1,010.32	\$0.00	\$1,010.32	NA
Bookkeeping	\$763.80	\$1,222.73	(\$458.93)	-37.50%
Computing	\$854.66	\$299.05	\$555.61	185.80%
Electricity	\$1,145.46	\$856.36	\$289.10	33.80%
database maintenance	\$361.36	\$0.00	\$361.36	NA
Postage - Office	\$756.10	\$642.41	\$113.69	17.70%
Internet	\$360.00	\$49.09	\$310.91	633.30%
Web Page	\$855.00	\$420.00	\$435.00	103.60%
Website maintenance	\$204.54	\$1,470.00	(\$1,265.46)	-86.10%
Office Expense	\$0.00	\$62.40	(\$62.40)	-100.00%
Printing & Photocopying	\$920.58	\$686.31	\$234.27	34.10%
Stationery	\$195.83	\$220.58	(\$24.75)	-11.20%
Telephone / Fax	\$1,050.82	\$1,171.53	(\$120.71)	-10.30%

Travel	\$0.00	\$54.54	(\$54.54)	-100.00%
Aligned Conferences & Workshop	\$613.64	\$613.64	\$0.00	0.00%
W.G.I. Affiliation				
Training Fees WGI	\$9,061.47	\$12,367.46	(\$3,305.99)	-26.70%
TWGI Membership	\$100.23	\$0.00	\$100.23	NA
Faculty Day Expense				
Venue Hire	\$318.18	\$0.00	\$318.18	NA
Total Faculty Day Expense	\$318.18	\$0.00	\$318.18	NA
Books for Resale				
Books	\$234.49	\$269.32	(\$34.83)	-12.90%
Conference Expenses				
Accommodation	\$1,567.27	\$1,504.52	\$62.75	4.20%
Entertainment	\$0.00	\$825.00	(\$825.00)	-100.00%
Guest Speakers	\$0.00	\$69.06	(\$69.06)	-100.00%
Meals	\$0.00	\$316.97	(\$316.97)	-100.00%
Stationery	\$0.00	\$186.07	(\$186.07)	-100.00%
Venue	\$15,101.81	\$0.00	\$15,101.81	NA
Travel	\$0.00	\$586.13	(\$586.13)	-100.00%
Guest Speakers	\$0.00	\$2,950.92	(\$2,950.92)	-100.00%
Meals	\$0.00	\$6,359.09	(\$6,359.09)	-100.00%
webpage conference	\$306.82	\$0.00	\$306.82	NA
Conference Gifts	\$0.00	\$239.09	(\$239.09)	-100.00%
Venue	\$0.00	\$3,266.66	(\$3,266.66)	-100.00%
Total Conference Expenses	\$16,975.90	\$16,303.51	\$672.39	4.10%
Wages	\$38,852.25	\$30,879.20	\$7,973.05	25.80%
	\$330.60	\$0.00	\$330.60	NA
Superannuation	\$3,690.98	\$2,856.33	\$834.65	29.20%
Total Expenses	\$87,709.01	\$98,098.41	(\$10,389.40)	-10.60%
Operating Profit	\$12,754.43	\$15,617.52	(\$2,863.09)	-18.30%
Other Expenses				
Flowers	\$249.50	\$0.00	\$249.50	NA
Gifts	\$0.00	\$58.63	(\$58.63)	-100.00%
Refunds				
BIT refund	\$775.00	\$0.00	\$775.00	NA
Administration refund	\$0.00	(\$238.00)	\$238.00	100.00%
Conference Refund	\$0.00	\$1,548.19	(\$1,548.19)	-100.00%
Total Other Expenses	\$1,024.50	\$1,368.82	(\$344.32)	-25.20%
Net Profit/(Loss)	\$11,729.93	\$14,248.70	(\$2,518.77)	-17.70%