



GLASSER AUSTRALIA

IGNITE THE POWER OF CHOICE

ANNUAL REPORT
2022-2023

www.glasseraustralia.com.au

We acknowledge the traditional owners of the lands and seas where Glasser Australia (GA) members live, work and play. We pay our respects to Elders past, present and emerging.

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Glasser Australia Annual Report 2022 – 2023

Reporting Period.

This report is for the period 1 July 2022 – 30 June 2023.

Board Attendance.

Total Regular Meetings

Cathy O'Toole	5 (resigned 6 th February 2023)
Susan Fleming	12
Sheryl Matwijkiw	5 (resigned 7 th February 2023)
Maureen Sansom	5 (resigned 7 th February 2023)
Rebecca Lane	4 (commenced October 2022)
Jodie Paterson	3 (commenced May 2023)
Jo Astorini	3 (commenced May 2023)
Sarah Rudling	3 (commenced January 2023)
Cath Whalan	3 (commenced May 2023)
Cathy Dillon	11, 1 Partial
Louise Baxter	10
Jane Newman	5 (commenced October 2022)
Kalikamurti Suich	2 (resigned December 2022)

Annual General Meeting.

Full Board Attendance

Note.

Every effort has been made to issue this report with accurate information.

Questions and Comments.

Please direct all questions and comments to the Glasser Australia's office in the first instance:

Tel: 0427 667 385

Email: gaadmin@glasseraustralia.com.au

Positions

Board Directors 2022 – 2023.

President	Vacant
Acting President	Susan Fleming
Treasurer	Jo Astorini
Honorary Secretary	Jodie Paterson
Training Officer	Rebecca Lane
Board Director	Cath Whalan
Board Director	Louise Baxter
Board Director	Cathy Dillon
Board Director	Sarah Rudling
International Board Representative	Jane Newman

Employed Staff.

Administration Officer	Paula Baxter
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Regional Coordinators.

Northern Territory	John Cooper
Hunter, New South Wales	Nancy Snow
Sydney, New South Wales	Michelle Sandri
Darling Downs, Queensland	John Archibald
South East Queensland	Colleen Hope
South Australia	Christine Duffield
Victoria	Cathy Dillon
Western Australia	Alison Turner

Faculty

Senior Faculty.

Maggie Bolton
Mary Ellen Davis
Mary Farrell-Jones
Garry Garnaut
Judy Hatswell
Ivan Honey
Rob Stones

Basic Intensive Instructors.

John Archibald	Aminta Miller
Sue Berry	Jane Newman
Jenny Boyall	Gerard O'Brien
Mark Burnard	Jodie Paterson
Debbie Buscall	Sarah Rudling
Christine Duffield	Gwen Sands
Susan Fleming	Jeff Steedman
Max Greive	Nancy Snow
Sylvia Habel	Kalikamurti Suich
Colleen Hope	Cath Whalan
Rebecca Lane	

Practicum Supervisors.

Kylie Becker	David Hyatt
Chris Bolton	Jamie Kay
Di Childs	Marinela Mendes
Deb Cox	Cathy O'Toole
Duncan Davison	Bev Powell
Laura Halliday	Durgesh White
Kerri Hodgson	Marinela Mendes

Statement of Strategic Intent 2021 – 2023

Reviewed 25 May 2022.

Purpose.

To build a better world through quality relationships.

Guiding Principles.

Accepting, Negotiating, Listening, Encouraging, Respecting, Supporting & Trusting

Strategic Pillars	Collaborate, Lead & Influence	Governance	Support Training and Faculty Growth
Aspiration	Glasser Australia will utilise our strategic pillars to promote quality training and enhance relationships with members, strategic partners, and wider communities.		
Strategic Activities	<ul style="list-style-type: none"> • Grow quality relationships with members. • Clarify Glasser Australia's place • Demonstrate credibility through a content marketing strategy. • Grow revenue. 	<ul style="list-style-type: none"> • Develop a lead management aligned governance structure to meet organisational, legal and ACNC requirements. • Ensure compliance with ACNC. • Produce an Annual Report. 	<ul style="list-style-type: none"> • Develop flexible learning options. • Engage faculty in professional development opportunities. • Promote Glasser Quality Schools accreditation program. • Manage access to training programs in collaboration with trainers.

President's Report

Susan Fleming



The 2022/2023 (reporting) year certainly posed many challenges/changes for our organisation as we had significant changes at the Board level. Sue Berry resigned at the 2022 AGM as the Training Officer after 6 years in the role. Bec Lane as the new Training Officer is busy dealing with the complexities of the role. We thank Sue for all the time and energy she gave during the COVID pandemic to continue providing training opportunities. Roxanne Grey also resigned as the Marketing Consultant at the AGM. We thank her for the work she has done to strengthen our marketing efforts and providing training for Faculty in this area. This position is still vacant. In January our greatest challenge was responding to the resignation of three of our valued Board members, who while no longer serving on the board, continue to support the work of Glasser Australia (GA) by being part of the working pillars, operationalising our strategic plan that any members of GA can be involved in. Maureen Sansom continues to work as our conference convener along with Sheryl Matwijkiw on the Conference committee. Cathy O'Toole continues to provide advice on governance issues. We thank them for the years of service they have given the organisation, both in their board roles and their contributions to continue building the success of our organisation over many years. Sheryl Matwijkiw as Treasurer for 15 years and Secretary for three years, Maureen Sansom as Secretary and Conference Convener for five years and Cathy as President for three years.

We are pleased to announce Jo Astorini as the new Treasurer and Jodie Paterson as the new Secretary. There were no nominations for the President's position, so the Board passed a motion that I continue as Acting President until the 2023 AGM. The Board has also filled a skill-based position with Cath Whalan to assist Bec Lane (Training Officer) with the variety of jobs that this position requires and the anticipated changes resulting from the consultation process conducted by William Glasser International (WGI) around the new training policy. The Board has recognised that the Training Officer's role has historically been a complex and time consuming one and have considered for some time that this be shared between two people. A warm welcome is extended to Cath, Jodie and Jo.

Many thanks are also extended to Kalikamurti Suich who served as GA's representative on the WGI Board for many years. (Following Kalika's resignation in December 2022,) Jane Newman has taken on this role, which is a valuable link to maintain a two-way connection, and communication between WGI and GA. Louise Baxter (Board member) will be resigning at the 2023 AGM, and we thank Louise for all her contributions to the GA Board.

With such big changes within the Board over the last 12 months, the existing and new GA Board Members are actively engaging in getting to know each other, understanding the governance issues and working closely together building a sense of collegiality and common direction. The Board will hold a face-to-face board meeting in Port Macquarie later in 2023. Face-to-face meetings offer the opportunity for more in-depth discussions, better understanding of each other's perspectives, clarity of vision, strategic planning and can facilitate more efficient progress on important matters relating to our organisation.

The main objectives of this meeting will be to revise and develop GA's new Strategic Plan, review policies and procedures to ensure GA's growth and success. Strategic planning ensures that GA sets clear goals, aligns its resources, and stays focused on its mission and vision. It is an exciting opportunity for GA to build on progress made during the 2022/23 year and to enable continued growth and success. More details on the progress made around our strategic plan is outlined in the pillar reports included in this Annual Report. It is exciting to see the growth of training and development that has continued over the year. This is attributed to many of our Faculty and Members within the organisation who continue to work tirelessly promoting and living by the guiding principles of Choice Theory. Never underestimate the power of one.

GA hosted another successful conference at Twin Towns Coolangatta in September 2022. With 110 participants from a wide range of Educators, Counsellors, and communities, we introduced a preconference workshop "Choices for the Common Good" developed by Maureen Sansom. This one-day program was designed for the general public and for those interested in learning more about applying Choice Theory personally. Our next conference will be held again at Twin Towns 4 – 6th October 2024, as the costs of running it in the proposed city of Sydney were too high. While we realise this is the same year as the WGI international conference, we decided this was more practical for us in Australia as we are hosting the international conference in 2026.

I personally would like to thank everyone sincerely for their support and encouragement during the last 8 months in my role as Acting President as we navigated the challenges presented to GA. A massive thanks also to Paula who continues to provide ongoing support as the Administration Officer. Paula is always willing to help whoever calls, keeps things running smoothly and always gives more time than her paid hours provide. I look forward to an exciting 2023/2024 year and seeing and connecting with many of you at our next conference. As we move out of the COVID pandemic, it is heartening to see more schools taking the journey to Quality Schooling and implementing Choice Theory in educational settings, an increase in the number of instructors, more training opportunities, and more mental health professionals' counsellors and social workers being trained. The future holds much promise for our organisation. Let's all keep working together using connecting habits to "make choices for the common good".

Treasurer's Report

Jo Astorini



The Glasser Australia (GA) unaudited report shows a profit of \$69,137.10

The operating profit/loss for GA for the year was \$77,941.32

The 2022 Glasser Australia conference "Exploring the Freedom of Choice" - a mental health and wellbeing conference like no other! was held in September 2022. The conference was well attended with 110 delegates travelling from most states in Australia, as well as from New Zealand. The profit for the conference was \$11473.10

Training and Membership Income for 2022 – 2023

Basic Intensive Training (BIT)	\$144,497.50
Advanced Intensive Training (AIT)	\$8195.00
Faculty Training	\$10,963.62
Basic Practicum Training (BP)	\$3700.01
Advanced Practicum Training (AP)	\$1012.72
Certification Training	\$4920.45
Regular Membership	\$2545.45
Corporate Membership	\$900.00
Faculty Membership	\$9040.77

The cash flow for the year has remained consistent. Balances of the bank accounts as of 30/6/2023 are:

General Account	\$165,524.76
Conference Account	\$1000.06
Scholarship Account	\$11713.95
Credit Card Account	\$1225.68
Term Deposit	\$50,000.00

The following detailed financial reports are included at the end of this report:

- Balance sheet as at the 30 June 2023
- Profit and Loss from 1 July 2022 to 30 June 2023

GA consists of many components: Board volunteers, Staff, Members, Senior Faculty Members and Trainers. All hard working, passionate people with the one purpose in mind – To Build a better world through quality relationships.

One of the goals of GA is to grow our organisation by making it financially viable and having the ability to fund future initiatives that will promote growth of GA.

I would like to take this opportunity to thank Sheryl Matwijkiw, GA's previous Treasurer and Paula Baxter, GA's Administration Officer for mentoring and supporting me for the past eight weeks as I transition into the role of GA's Treasurer

Profit and Loss Statement

Glasser Australia
1 Merritt Street
FLINDERS VIEW, QLD 4305

Profit & Loss Statement

July 2022 To June 2023

INCOME				
Credit Card fee			(\$50.37)	
TRAINING				
AIT Fees	\$8,195.00			
BIT Fees	\$144,497.50			
Certification Training	\$4,920.45			
Basic Practicum	\$3,700.01			
Advanced Practicum	\$1,012.72			
Faculty Program Admin. Fee	\$227.25			
Total TRAINING			\$162,552.93	
FACULTY TRAINING FEES				
PSPT LOI	\$249.99			
BIIT	\$8,036.36			
BIIE	\$2,177.27			
Senior Faculty Fees	\$500.00			
Total FACULTY TRAINING FEES			\$10,963.62	
MEMBERSHIP FEES				
Faculty Membership	\$9,040.77			
Regular Membership	\$2,545.45			
Corporate Membership	\$900.00			
Total MEMBERSHIP FEES			\$12,486.22	
CONFERENCE				
Conf Full package - Member	\$18,923.57			
Conf Package - Non Member	\$1,905.46			
Conf Full 3 day - Non Mem	\$11,755.48			
Conf Full Package 3 days- member	\$19,514.62			
Fulltime student/concession	\$1,000.91			
choices for the common good	\$754.53			
Single Day Registration	\$1,637.29			
Accompanying partner	\$1,472.73			
Conference Functions	\$545.46			
Childs Dinner	\$30.00			
Two Day Registration	\$8,349.10			
Sales Memorabilia	\$318.16			
Accommodation	\$16,622.06			
Website Donations	\$400.00			
Total CONFERENCE			\$83,229.37	
Quality Schools				
Quality School application fee	\$500.00			
Bank Interest			\$161.05	
Books			\$1,650.22	
Miscellaneous Income			\$154.74	
Finance Charges			\$2,734.75	
Total INCOME				\$274,382.53
COST OF SALES				
Purchases - Books			\$1,657.05	
Total COST OF SALES				\$1,657.05
Gross Profit				\$272,725.48
EXPENSES				
GENERAL EXPENSES				
Bank Fees		(\$0.21)		
Tyro fees	\$427.62			
Credit Card Fee	(\$160.75)			
stripe fee	\$550.97			
Total GENERAL EXPENSES			\$817.63	
FACULTY TRAINING				
Instructors Accommodation	\$127.28			
Instructors Fees	\$7,636.36			

Catering/Participants Training	\$1,128.61		
Venue	\$952.36		
Miscellaneous	\$1,350.27		
Total FACULTY TRAINING		\$11,194.88	
BOARD COSTS			
Catering - Board Meetings	\$682.78		
Total BOARD COSTS		\$682.78	
INSURANCES			
Association Liability Ins.	\$1,860.25		
Business Insurance	\$375.00		
Total INSURANCES		\$2,235.25	
OFFICE EXPENSES			
Office expenses	\$256.91		
Computing	\$421.12		
Electricity	\$1,434.85		
Postage - Office	\$467.63		
Internet	\$123.09		
Web Page	\$369.48		
Website maintenance	\$7,530.68		
Printing & Photocopying	\$1,737.96		
Stationery	\$245.91		
Telephone / Fax	\$1,055.16		
Myob Subscription	\$2,628.62		
Bookkeeping	\$352.00		
Total OFFICE EXPENSES		\$16,623.41	
WGI AFFILIATION			
Training Fees WGI	\$30,326.76		
WGI membership fees	\$28.21		
International Board	\$1,000.00		
Total WGI AFFILIATION		\$31,354.97	
FACULTY DAY EXPENSES			
Catering	\$648.18		
Stationery	\$309.09		
Venue Hire	\$590.91		
Total FACULTY DAY EXPENSES		\$1,548.18	
CONFERENCE EXPENSES			
Accommodation	\$18,137.27		
recording of conference	\$1,500.00		
Marketing conference	\$1,425.33		
Entertainment	\$1,350.00		
Guest Speakers	\$4,033.25		
Meals	\$44.80		
Stationery	\$1,751.14		
Venue	\$34,967.36		
Travel	\$1,235.65		
equipment hire	\$808.00		
Total CONFERENCE EXPENSES		\$65,252.80	
PAYROLL EXPENSES			
Wages	\$58,490.61		
Workcover	\$442.28		
Superannuation	\$6,141.37		
Total PAYROLL EXPENSES		\$65,074.26	
Total EXPENSES			\$194,784.16
Operating Profit			\$77,941.32
Total Other Income			\$0.00
Other Expenses			
Other Expenses			
Flowers	\$299.00		
Gifts	\$363.04		
Provision for Annual leave	(\$1,169.69)		
Provision for Long Service Leave	\$2,223.17		
Total Other Expenses		\$1,715.52	
Refunds			
BIT refund	\$10.00		
Book Refund	(\$201.55)		
Administration refund	\$3,050.00		
Conference Refund	\$3,648.77		
Membership Refund	\$581.48		
Total Refunds		\$7,088.70	
Total Other Expenses			\$8,804.22
Net Profit/(Loss)			\$69,137.10

Balance Sheet

Glasser Australia
1 Merritt Street
FLINDERS VIEW QLD 4305

Balance Sheet

As of June 2023

Assets				
GA General Account			\$165,524.76	
GA Conference account			\$1,000.06	
GA Scholarship account			\$11,713.95	
GA Term Deposit			\$50,000.00	
Trade Debtors			\$3,485.00	
Office Equipment At Cost			\$15,621.52	
Equipment Accumulated Dep			(\$15,021.66)	
Sale of office equipment			(\$318.18)	
Stock on Hand			\$2,727.30	
Total Assets				\$234,732.75
Liabilities				
Current Liabilities				
GA Mastercard account		(\$1,225.68)		
Trade Creditors		\$15,745.65		
Superannuation Payable		\$611.87		
PAYG Withholding Payable		\$2,671.00		
Provision for Annual Leave		\$9,733.81		
Provision for Long Service Leave		\$10,175.23		
Total Current Liabilities			\$37,711.88	
GST Liabilities				
GST Collected		\$7,530.54		
GST Paid		(\$636.73)		
Total GST Liabilities			\$6,893.81	
Total Liabilities				\$44,605.69
Net Assets				\$190,127.06
Equity				
Retained Earnings			\$121,848.21	
Current Earnings			\$69,137.10	
Historical Balancing Account			(\$858.25)	
Total Equity				\$190,127.06

Strategic Pillar Reports

Pillar: Collaborate, Lead and Influence

This report relates to the Collaborate, Lead & Influence Pillar for the current Glasser Australia (GA) Strategic Plan.

Committee Members	Jodie Paterson, Sarah Rudling, Jane Newman, Maureen Sansom, Louise Baxter
Introduction	<p>Due to the resignation of three key Board directors during January 2023, and the time taken to find and appoint three new Board directors, consideration needs to be given to the Board and the new Directors for their efforts in aligning themselves with the desired targets for the 2022 - 2023 year.</p> <p>As identified in the 2022 Annual Report, for GA, it is essential that the Board focus on collaboration, leadership and influencing to move forward to meet the demands of a contemporary society struggling to manage mental wellbeing.</p> <p>The information below highlights the work related to this Pillar that has taken place during the 2022 - 2023 financial year.</p>
Strategic Activity: Grow quality relationships with members	<p>One of the key items for focus in this strategic activity is: Grow quality relationships with members.</p> <p>During the year the organisation engaged in activities including:</p> <ul style="list-style-type: none"> • Presentation: Cost Effective Business Development delivered by Roxanne Grey (marketing consultant) at Faculty Day following the conference • Invitation to members to provide articles for the e-Newsletter • Delivery of Quarterly e-Newsletter for members • Support of a Faculty organised retreat weekend held in March at Dungog NSW. This resulted in a plan for ongoing connection via Zoom meetings every three months. • The first Faculty meeting via Zoom was held in June – next meeting scheduled for September 2023. <p>This has resulted in a joint focus on establishing quality relationships between members within the organisation. There is a shared vision to promote the work of the organisation, share learning and expertise and strengthen opportunities for collaboration.</p> <p>Our next step will be to promote higher levels of engagement and further enhance opportunities for all members to connect, share and enrich learning.</p>
Strategic Activity: Clarify Glasser Australia's space	<p>During the latter half of 2022 ongoing discussions were held regarding the future directions of the organisation to meet the demands of a rapidly changing contemporary world. Key to these discussions were the following points that outlined the key topics of discussion.</p> <p>Discussions took place in relation to the current language used and the delivery and format of training programmes. If GA is to get traction from the name 'Glasser Australia' outside of those familiar with Dr Glasser's work, language needs to be a consideration. Discussions included consideration of language that supports the understanding of the program content. There is a need to contemporise, taking Glasser's work and bringing it into the relevance of today's context.</p> <p>Discussions and plans are being considered to widen the potential audience for GA. Exploration has taken place to include all sectors of mental wellbeing e.g. Education, workplace, community and all general mental wellbeing sectors.</p> <p>The conference committee made the bold decision to include a subtitle of "A mental health and well-being conference like no other" in the hope of broadening the footprint for Dr Glasser's work.</p> <p>The board continues to navigate the challenges and opportunities as a member organisation of the WGI. The implications and opportunities arising from the restructuring of WGI will be an ongoing priority.</p> <p>Our next step will be a strategic focus on reviewing and updating GA policies, marketing, and provision of opportunities to expand audience and impact. This will involve ongoing board discussion and consultation with our membership and WGI.</p>

<p>Strategic Activity: Demonstrate credibility through a content marketing strategy</p>	<p>The GA Board requires a diverse and strong skill-based team to ensure the continued longevity and success of the organisation.</p> <p>Roxanne Grey, a very skilled marketing consultant, relinquished her position with the Board in Oct. 2022. An Expression of Interest for a Marketing / Public Relations Officer was emailed to members following Roxanne's resignation, but to date no Expressions of Interest has been received. It is vital for the organisation to acquire a person with these skills to aid with:</p> <ul style="list-style-type: none"> • Adding and using software to create marketing materials for the website, Facebook, the 2024 conference, training and the overall marketing and promotion of the organisation. • The conference committee would welcome assistance from a skilled marketing person to ensure the success of 2024 conference and the planned International Conference in 2026. (Roxanne's skills were very valuable in the marketing of the 2022 conference). <p>Although Paula Baxter, the GA staff member continues to apply her skills with the digital aspects of content marketing on the website, all aspects of the organisation could flourish with the aid of a marketing consultant. This would help ensure that GA is positioned as a credible organisation.</p> <p>Our priority going forward will be to appoint a Marketing / Public Relations Officer to support both the marketing of the organisation and the specific promotion of the 2024 conference.</p>
<p>Grow Revenue</p>	<p>Although the organisation's financial situation benefited greatly from the COVID Job keeper subsidies during 2020-2021, the sources of revenue for GA are received mainly via proceeds from the biennial conference, membership renewals and training.</p> <p>Also due to COVID, the planned 2021 conference "Exploring the Freedom of Choice" was postponed until September- October 2022. This proved to be a wise decision, and although the risk of COVID was still very relevant, the conference was well attended and deemed a success both financially and for connection with members. The conference committee worked tirelessly to appeal to a wider more diverse conference participation.</p> <p>The 2024 Glasser Australia National Conference "Choosing Wellbeing" will be held at Mantra Twin Towns on the Gold Coast from Friday 4th - Sunday 6th October 2024. Faculty Day will be held at the same venue on Monday 7th October 2024. A priority needs to be given to sourcing a marketing consultant. With the support of a skilled marketing consultant, the committee is hoping for yet another positive impact on the revenue with a successful 2024 conference.</p> <p>GA is excited to have secured the following exceptional Keynote Speakers:</p> <ul style="list-style-type: none"> • Dr James Kirby • Emma McBride • Prof. Zoltan Sarnyai • Kari Sutton <p>An Expression of Interest document will be emailed to all GA members later in the year seeking additional Keynote Speakers and workshop presenters.</p> <p>The conference plans are well underway with the same format as the 2022 conference to include a pre-conference workshop. Dr James Kirby will give a keynote address at the workshop "Connect with Compassion" on Day 1, Friday 4th October 2024.</p> <p>The first training fee increase in seven years was introduced to members during the latter half of 2022. The fees were increases are as follows:</p> <p>Basic Intensive Training (BIT) from \$165 to \$220 Basic Practicum (BP) Training from \$25 to \$45 Advanced Intensive Training (AIT) from \$165 to \$220 Advanced Practicum (AP) Training from \$25 to \$45</p> <p>These increases were staggered over two separate dates – this would enable trainers to plan for the increase. 50% of the increase took effect from 1st December 2022 and the 2nd from 1st July 2023. It is envisaged the training fees will assist GA with increased revenue and will be reviewed annually on the 1st July every year.</p>
<p>Additional Comments</p>	<p>None.</p>

Pillar: Governance

This report relates to the Governance Pillar for the current Glasser Australia (GA) Strategic Plan.

Committee Members	Cathy Dillon, Jo Astorini, Sheryl Matwijkiw, Peter Zanol and Paula Baxter
Introduction	<p>The GA Board has worked collaboratively to achieve a strong governance structure; this has been led by the Governance Committee and in collaboration with Senior Faculty, Faculty and members.</p> <p>In May 2023, there was the addition of two new members to the Governance Pillar. We had a newly appointed Board Director join and an existing GA member volunteer to participate.</p>
Strategic Activity: Develop a lead management aligned governance structure to meet organisational, legal and ACNC requirements.	<p>The GA Statement of Strategic Intent 2021 – 2023 has been reviewed in this financial year; this resulted in the development of a revised Operational Plan. The review also included discussion regarding the GA Purpose and Guiding Principles, which are Dr.Glasser’s connecting habits. The implementation of the Statement of Strategic Intent and Operational Plan is centred on the principles of Lead Management.</p> <p>GA has a suite of Policies and Procedures that are reviewed biannually or as appropriate. Polices that were developed and/or reviewed during 2022 – 2023 include:</p> <ul style="list-style-type: none"> • Governance Policy and Procedure • Communication Policy and Procedure • GA – Glasser Quality School (GQS) Policy • Training fees Policy and Procedure <p>Policies and Procedures are located on the GA Website.</p> <p>The President and Board Directors have a sound understanding of government principles and Board meetings are conducted regularly with a keen focus on Conflict of Interest and best governance practice. GA holds the AGM in October each year.</p>
Strategic Activity: Ensure Compliance with ACNC.	<p>GA is a purpose membership-based, not for profit organisation limited by guarantee that provides access to Annual Reports, Policies and Procedures, training schedules and other relevant information via the GA website. The GA office is located in Ipswich.</p> <p>GA Board Directors have provided evidence that they are not disqualified to sit on a Board and each Director has signed a Responsible Person Form declaring that they are not disqualified. GA has a Policy in place to remove a Responsible Person who does not meet these requirements.</p> <p>Board Directors have provided their Director ID # or are in the process of completing the documentation.</p> <p>GA has a Board Director Induction Policy, and the newly appointed Board Director/s were provided a copy of Board Roles and Responsibilities and other relevant Policies to ensure that the ACNC Standards are understood.</p> <p>GA has undertaken a policy review to ensure that the organisation is protected from fraud or any breaches of relevant laws.</p>
Strategic Activity: Produce an Annual Report.	<p>The GA Annual Report highlights the exciting work that has been undertaken by the GA Board during 2022 – 2023. The GA Annual Report has been produced and lodged with the ACNC to meet specified standards. The GA Annual Report contains reports from the President, Treasurer, Conference Convener, and work undertaken by the GA Statement of Strategic Intent Pillar Committees during the year. The GA Annual Report is available on the website.</p> <p>GA thanks the President, Committee members of the Statement of Strategic Intent Pillars for their hard work and informative Reports. Thanks also go to the GA Treasurer, Jo Astorini and outgoing Treasurer Sheryl Matwijkiw for their outstanding commitment to ensuring that GA meets ACNC and legal standards in terms of financial reporting. Thanks also to the Regional Coordinators for their informative activity updates.</p>
Additional Comments	None.

Pillar: Support Training and Faculty Growth

This report relates to the Training and Faculty Growth Pillar for the current Glasser Australia (GA) Strategic Plan.

Committee Members	Susan Fleming, Sue Berry, Cath Whalan, Bec Lane, Alison Turner, Michelle Sandri and Christine Duffield.
Introduction	<p><i>“If you want to change attitudes, start with a change in behaviour. In other words, begin to act the part, as well as you can, of the person you would rather be, the person you most want to become. Gradually, the old, fearful person will fade away.” - Dr William Glasser</i></p> <p>These words signify the way GA has evolved over 2022-2023. As an institution, our focus has been on building relationships to further unite our members and develop policies and procedures to enrich GA to reflect the beliefs we stand for, teach, and live by each day. We are committed to transparency and open communication.</p>
Strategic Activity 1: Develop flexible learning options.	<p>Flexible Learning: Instructors are offering a wider range of options for learning Choice Theory.</p> <p>Basic Intensive Trainings (BIT) are being presented in various learning experiences: 4-Days consecutive, 2 days + 2 days, 4 x single days, 3 hours x 9 online, as well as online/face to face training combinations. This has enabled more groups from remote areas, cities and other lands to access Choice Theory.</p> <p>Basic & Advanced Practicums (BP & AP) continue to be offered as face to face, online and a combination of both. This process supports the learner as they consolidate their internal awareness and growth while immersing themselves in Choice Theory concepts.</p> <p>Faculty Training programs have been tailored to meet participant preferences in our changing society.</p> <p>Flexible Learning in Action: Susan Fleming and Kalikamurti Suich offered a BIT online run over nine sessions to address the needs of participants challenged geographically. This training was approved by WGI. Four people attended. Participants were from NZ, NT, Qld. and NSW. Two were from the agricultural industry and one a social worker and the other a guidance counsellor. This program also reached a wider community than the usual educational sector. Three of the four participants continued their training by completing a BP.</p> <p>Flexible Learning and training / workshops</p> <ul style="list-style-type: none"> • Choices for Common Good: Maureen Sansom, supported by Sue Berry and Susan Fleming, designed and offered, a one-day workshop prior to the 2022 conference. This workshop was designed as an introduction to the concepts of Choice Theory and had a focus on building quality relationships. It was a great success, with participants enthusiastically engaged in learning activities and discussions. Feedback was very positive. Forty-five (45) people attended from a diversified group, including Allied Health professionals. • Get Happier Project: Ivan Honey's Get Happier Project for schools, aligns with the Australian Curriculum: personal and social capabilities learning (Prep to grade 6, and Years 7 and 8) by teaching Choice Theory and Reality Therapy to children. It was created by psychologist and best-selling author Ivan Honey, together with an expert team of educators and designers. Many teachers are participating in this initiative to empower students and transform the way they teach. Check it out on GA website. https://glasseraustralia.com.au/resources/member-organisations-and-resources/the-get-happier-project/ • Use Your Brain: Dave Hyatt's Use Your Brain website has been going well offering free videos and other practical resources. This work explains how and why we behave. Dave's aim is to spread Glasser's model for living to create individual wellbeing, fulfilling relationships, satisfying work and learning environments. His work is reaching a range of age groups, especially the older generations. Check it out at https://useyourbrain.au • Take Charge of Your Life (TCoYL): TCoYL continues to be offered by facilitators. A number of schools use this as an introduction to Choice Theory and as a staff wellbeing program. There is a promotional video for TCoYL on the WGI website if you would like to look. https://www.wglasserinternational.org/courses/take-charge-of-your-life/

	<p>Where to Next: Review the TCoYL course and courses like it being offered as registered courses with a certificate to allow GA to collect data on the numbers of participants interested in taking this course. This can be at a minimal cost for printing and postage to GA from the participant. The mission of the WGI and GA organisations is to share Choice Theory resources with the world. this is one of the many ways this can be achieved.</p>
<p>Strategic Activity 2: Engage Faculty in professional development opportunities.</p>	<p>Engage Faculty in Professional Learning: Faculty members of GA have embraced a collegial approach towards upskilling and staying current in their teaching and learning practices by creating opportunities for running trainings together. This has been an excellent way to foster a collaborative and supportive learning environment within the organisation. This approach leads to the cross-pollination of ideas, drawing from each other's experiences and perspectives and allows for deeper understanding and application of Dr Glasser's work. Here are some advantages of this collegial approach:</p> <ul style="list-style-type: none"> • Enhanced Professional Development Faculty members can tap into a wealth of collective expertise, allowing them to continually upskill and refine their teaching methods. • Diverse Perspectives Bringing together Faculty Instructors from different backgrounds and experiences creates a diverse pool of ideas and solutions while promoting creativity and innovative approaches to support and expand Dr Glasser's work. • Peer Learning and Support Instructors can provide support to one another, share best practices, and offer constructive feedback, which boosts confidence, motivation and quality. • Continuous Improvement By regularly reviewing and refining our own training approaches, instructors can continuously improve the quality and impact of the programs offered. <p>Faculty Sharing and Learning Groups: Hosted by Maggie Bolton: A Closed Chat Group to foster deep discussion in a safe environment. This eclectic mixture of people has a range of understandings and training in Choice Theory. Each member greatly values the time sharing with each other on a monthly basis. The responsibility of choosing a discussion topic and facilitating the chat is shared amongst the group. Maggie encourages others to organise online discussion groups. The value of these groups reaches further than you know, sharing feelings, insights and personal growth TIP: Keep it small (10-14 participants), keep it simple. Let it be run by the group to share the load. Hosted by Alison Turner: An Open Facebook Glasser Prac-Chat group has been running since 2017 in the hope that those using Dr Glasser's work will have a platform to discuss and reflect on topics of interest. Check it out and join in the discussion if you would like. https://www.facebook.com/groups/1715597521783812 Hosted by Garry Garnaut: Chitchat group was held over a 12-month period to discuss and share Choice Theory concepts, learning and insights. This group ended in 2022, and was valued by all who participated.</p> <p>Role Play Practise Groups. A small group of Faculty members who wanted to enhance their role-play skills and teaching of role-play formed coaching groups. Two of these were run over the year. One by Gary Garnaut and the other by Lucy Billing (US). These were well received and very helpful.</p> <p>Future Groups: Future plans are underway to provide an opportunity for counsellors currently practising Reality Therapy to meet online to discuss the increased recognition and use of Reality Therapy in counselling. More to come about this over the next 12 months.</p> <p>Faculty Sharing Reintroduction of Faculty Retreats: In March 2023, Faculty members were invited to a wonderful Faculty Retreat with the aim of offering time and space for Faculty members to deepen relationships and to exchange ideas about mutual interests related to Choice Theory. Thanks to Instructor Max Grieve for hosting the group at his beautiful Fosterton Retreat near Dungog in NSW. One of our Instructors, Jane Newman offered the following reflection in our newsletter in April. <i>"Across the weekend, the 11 participants enjoyed a combination of structured learning and sharing times together coupled with many opportunities to connect and mingle in a more personal and relaxing way. Whether it was walking and exploring the beautiful surrounds, taking a dip in the pool, or sharing a meal together, there was one topic of conversation that united the group and kept the conversation running hot. The love of Choice Theory and the passion and thirst for further learning and growth from and with each other was continually evident."</i></p>

	<p>Roxanne Grey, who is a marketing consultant with twenty years plus experience, presented a very practical morning workshop on Marketing at the Faculty Day held in conjunction with the 2022 conference. Each attendee came away with ideas bubbling and ready to be actioned.</p> <p>Online Faculty Networking: The Online Faculty meeting facilitated by Kalikamurti Suich in June 2023 seems to have achieved its goal of providing a platform for Faculty members to connect on a deeper level by sharing their personal journeys in Choice Theory. There is a plan to have regular networking meetings. Having Faculty members take turns to facilitate the meetings every quarter is an excellent way to ensure diverse perspectives and ideas are brought to the table. With Sue Berry set to facilitate the next online faculty network zoom meeting 4th September, there is likely to be a continued growth in the networking process. Each facilitator can bring their own unique style and ideas, making each meeting engaging and productive. Please join us as we build a supportive and collaborative community.</p> <p>Keeping Up to Date: Policies and Procedures serve as guidelines for GA to follow. Staying informed about the latest policies ensures we comply with WGI's standards, procedures, and legal requirements. They promote quality assurance, consistency and fairness in decision-making and actions across our organisation, reducing misunderstandings and conflicts. Having up to date knowledge of current Policies and Procedures also empowers all members to communicate effectively and accurately with colleagues, clients, and stakeholders.</p> <p>2023 will see the review and development of a new Strategic Plan, as well as evaluating many of our policies and procedures. WGI have published their current and approved policies on the website. Go to https://www.wglasserinternational.org/wgi/policies/ to view.</p>
<p>Strategic Activity 3: Promote Glasser Quality Schools accreditation program.</p>	<p>Quality Schools: In 1998, Dr Glasser wrote in his book <i>The Quality School ... "Nothing we can do will improve the quality of life in any community more than quality schools. Young people who are involved with quality education do not engage in self-destructing activities and are an asset to the community."</i></p> <p>In 2022, Christine Duffield was appointed as the Glasser Australia Quality Schools Co-ordinator.</p> <p>Bette Blance, Susan Fleming and Christine Duffield have worked on the policy outlining the expectations and processes for schools wishing to declare and be co verified as a Glasser Quality School in Australia. This policy was adopted by WGI and is available on the GA website. https://glasseraustralia.com.au/glasser-australias-policies-and-procedures/ There is also a Glasser Quality Schools Facebook page for schools to share ideas. https://www.facebook.com/groups/896369497999715. During 2022/23 Mudgeeraba State Special School was declared as a Glasser Quality School. Sunshine Beach State School was also re-verified as a Glasser Quality School.</p> <p>As well as these declared Glasser Quality schools in Queensland, there are a number of schools throughout New South Wales and other parts of Queensland that are working with GA Faculty members to embed Dr Glasser's Choice Theory ideas throughout their school.</p>
<p>Strategic Activity 4: Manage access to training programs.</p>	<p>Building Momentum in Training: Having a strong Senior Faculty team is essential for providing mentorship, guidance, and institutional knowledge to GA members. Their expertise and experience can be leveraged to improve the overall quality of teaching and learning within our organisation. Congratulations to Mary Ellen Davis for joining the Senior Faculty ranks. Mary Ellen's achievement not only recognises her individual expertise and dedication, but also reflects positively on GA's commitment to nurturing instructors grow and develop.</p> <p>Moreover, the interest shown by Endorsed Instructors in becoming Senior Faculty speaks volumes about the positive and supportive environment with GA. The growing number of Senior Faculty and the potential for more in the future ensures the continuity and sustainability of GA's mission and values.</p> <p>The NSW Education Standards Authority (NESA): 2023 saw the successful re-accreditation of the Basic Intensive Training – Choice Theory, Reality Therapy, and Lead Management course by NESA in NSW. This is a significant achievement for GA and a testament to the hard work and dedication of everyone involved in the process. This accreditation adds a layer of credibility and recognition to all training programs offered. The approval falls under the umbrella of Student Mental Health and is particularly noteworthy, as it highlights the relevance and importance of the courses in addressing mental health related concerns of teachers and students alike.</p>

Consistency in Training Programs:

We would like to extend our sincere gratitude to all who actively participated in the consultation process with WGI to amend and develop our Training Policy, which comes out in October. Your valuable insight and contributions have been instrumental in shaping the policy's direction. As part of our commitment to transparency and collaboration, the Draft Policy has been published and is now available for review and comment by all Faculty members.

See this Draft Policy at <https://www.wglasserinternational.org/wgi/policies/> or email Paula at gaadmin@glasseraustralia.com.au if you would like a copy of this Draft Training Policy.

Where to Next:

GA will review and align our own Training Policy to reflect that of the final WGI published Training Policy.

Individual Growth:

Michelle Sandri is completing her 500 hours practicum to complete a *Masters of Social Work*. GA is working towards signing an agreement with Wollongong University for Michelle to conduct a project commencing July 2023 to investigate how to further develop the counselling/mental health and wellbeing section of GA. Well done, Michelle.

GA has been working on building a Faculty Resources Platform on the GA website. On the Faculty Resources page, you will find access to quality resources and materials at the click of a button. These resources are shared between Faculty members and promote continued professional learning. Please contribute. Check it out today. <https://glasseraustralia.com.au/faculty-resources/>

Keeping Training Accessible:

The Revised Training Fees Document was circulated at the end of 2022 and came into effect in a staggered approach over the beginning of 2023. The new fees schedule is in full effect as of July 2023. Please email Paula at gaadmin@glasseraustralia.com.au if you would like a copy of the new Fees Schedule and Policy.

Each Endorsed Instructor and Presenter are responsible for submitting approvals for planned training. To assist this process GA has implemented submitting course approvals online. All courses are to be registered for approval by submitting the approved forms found on the GA website <https://glasseraustralia.com.au/> prior to the running of any training courses. Paula then advertises the training on the GA website.

Senior Faculty Members who run Advanced Intensive Training (AIT) and are responsible for confirming with Paula and the applicants that each participant is eligible to attend the AIT and all prerequisites have been met. This is to be confirmed BEFORE the course is run.

Training Program Growth:

GA has experienced substantial growth in terms of the number of participants being involved in training and learning over the last year. This growth indicates increased interest in the training programs offered as well as a growing recognition of the value this learning provides attracting individuals as well as organisations who are seeking personal and professional development. Thank you to all those who are promoting Choice Theory. As the organisation continues to expand its reach and impact, it is essential to ensure that the quality of training remains high and that the needs of the growing number of participants are met effectively.

The fact that this accreditation extends to both the NSW Department of Education and non-government schools is a demonstration of the broad impact of this training and demonstrates GA's commitment to delivering high quality and impactful professional development.

TRAINING DATA Table 1:
Comparative table of training in Australia and number of participants (2016-2023)

Program	Number of Participants							Year Increase
	Jul16 – Jun17	Jul17 – Jun18	Jul18 – Jun19	Jul19 – Jun20	Jul20 – Jun21	Jul21 – Jun22	Jul22 – Jun23	
Basic Intensive Training	499	423	354	270	507	543	895	↑
Basic Practicum	18	94	55	50	86	63	115	↑
Advanced Intensive Training	19	65	6	0	25	17	36	↑
Advanced Practicum	0	11	34	5	0	38	29	↓
Certification	0	9	0	16	0	0	12	↑
Practicum Supervisor Training	7	7	0	2	9	1	0	↓
Practicum Supervisor Endorsement	0	6	0	2	10	2	0	↓
Basic Week Instructor Training	0	0	0	2	5	9	4	↓
Basic Week Instructor Endorsement	0	1	0	4	4	7	0	↓

Final Notes

Thank You of Gratitude

It is truly heart-warming to express our deepest thanks and boundless gratitude to Sue Berry for her unwavering dedication and many years of hard work as the Training Officer at GA. Sue's commitment, positive attitude, and enthusiasm have been instrumental in shaping the way training is conducted within GA.

Sue tackled the challenges that came her way with gusto and a can-do spirit. Her passion for spreading Choice Theory and supporting many to Take Charge of Their Life programs has been inspirational.

Once again, a heartfelt thank you to Sue Berry for her contributions as Training Officer at GA over the last 6 years.

A personal note from the Training Officer:

I for one am so grateful to have learnt from Sue behind the scenes over the last year. I personally am grateful to Sue and have a deep respect for her integrity and continued support during the "changing of the guard" this year. It truly means so much. Thanks Sue.

Bec Lane

Training Officer Glasser Australia

Conference Convenor's Report

Maureen Sansom



The 2022 Glasser Australia (GA) theme “Exploring the Freedom of Choice” a mental health and wellbeing conference like no other! was a very relevant theme because the couple of years prior to the conference, COVID19 had created both opportunities and challenges in relation to needs satisfying choices for all of us.

The conference theme extended what we already knew about Choice Theory and provided a fantastic sharing and learning opportunity to gather deeper and/or new knowledge and skills. We were, and still are, living in an ever-changing world from a personal, professional and broad community perspective. Our need to make healthy, needs satisfying and effective choices could not be more relevant in today's world.

The conference was well attended with 110 delegates travelling from most states in Australia, as well as from New Zealand. However, the threat of COVID was still very relevant and quite restrictive to overseas visitors.

To help conference delegates “Explore the Freedom of Choice”, GA invited four highly skilled and engaging speakers: Dr Cathy Kezelman, a medical practitioner, a mental health consumer advocate, President, and Executive Director of Blue Knot Foundation National Centre for Excellence for Complex Trauma. Cathy delivered a presentation that explored “a trauma informed world: the role of healthy relationships in recovery from complex trauma”.

Dr Helen Street, a trailblazer in the development of wellbeing and social and emotional learning programs, spoke about “Contextual Wellbeing: The experience of belonging and engagement that arises from connection to a healthy social context”.

Two GA Senior Faculty Members, Judy Hatswell and Ivan Honey, provided keynote presentations with valuable insights relating to the application of Choice Theory. Ivan Honey, a psychologist, international trainer, and a two-time number one Amazon Bestselling Author, discussed “The Get Happier School Project: A story of challenges and opportunities in the application of Choice Theory”. Judy Hatswell, a self-employed training consultant, a registered psychologist and teacher shared her expansive experience around excellence in leadership and demonstrated that “Leadership is more than a word on a business card”.

In the lead up to the conference, Susan Fleming, Sue Berry and Maureen Sansom hosted a workshop “Choices for the Common Good”. The workshop was well attended with 45 participants and focused on utilising the principles of Choice Theory and working together with shared quality world pictures to help create quality connected relationships.

The conference hosted a range of passionate, skilled, and diverse speakers who willingly shared their knowledge and lived experiences to encourage learning conversations that provided a space for further knowledge and skill development. The workshop themes covered Wellbeing in Education, Staying Mentally Healthy, Parenting and the Wellbeing of Children, and Leading with Mental Health in Mind.

On behalf of Glasser Australia and the conference organising committee, we would like to extend my heartfelt appreciation to all participants who attended the 2022 Glasser Australia conference. We hope it was a rewarding opportunity for meaningful growth and connection.

2024 GA National Conference

Glasser Australia (GA) is thrilled to be hosting the 2024 National Conference – ‘Choosing Wellbeing’ at Mantra Twin Towns on the Gold Coast, Qld., from 4th ~ 6th October 2024. We look forward to seeing you there.



International Board Representative's Report

Jane Newman



In September of 2022, Jane Newman was elected as the Australian Board representative to take over from Kalikamurti Saraswati Suich who had been in the position for many years. Kalikamurti remained on the WGI Board until May 2023 in the position of Treasurer. We thank Kalikamurti for her many years of service (and late-night meetings) as Australia's representative and in the position of Treasurer.

Elections

Kim Olver is no longer the WGI Executive Director after an extensive period in the position. Denzyl Witbooi from South Africa was voted into the Executive Director position at the May WGI board meeting and is now serving in that capacity. Denzyl is a WGI BIT Instructor and holds an MBA. He is keen to work with and alongside the member organisations and Board Chair, Lynn Sumida, to execute the strategic plan developed by the board in Japan last year.

They have been sensitive to needs of the Member Organisations (MO's) and have been engaging with them all and sharing information about the strategic priorities and the functioning plan moving forward.

WGI Admin position (paid) and Treasurer Position (voluntary) are still to be filled.

Policy Updates

New Certification policy amendments have been sent to MO's
New Training policy updates have also been sent to MO's.

Strategic Planning Groups

Over the last 18 months, there has been continued and ongoing work with the WGI strategic plan outlining our shared vision moving forward. This involves some significant changes in the way in which WGI functions as an organisation, and the people they engage as volunteer board members.

Much time over multiple board meeting has been allocated to the continued refinement and clarification of the WGI committee groups. Currently the leader of each group is coming up with a blurb/introductory statement to distribute to all the MOs and to seek attendance and participation at the various meeting times.

2024 International Conference Committee

A representative from Australia has been asked to sit on the conference committee, as we will be the host of the 2026 International conference. The first meeting has been held and these will continue each month until the conference in Chicago in July.

Regional Coordinators' Reports

South East Queensland

Colleen Hope



Choice Theory, Reality Therapy and Lead Management continues to be strengthened in the southeastern region of Qld. In coming week's nine colleagues from Mudgeeraba Special School, Eight Mile Plains State School and 1 non-educational participant will have completed their Advanced Practicum (AP) and planning for Certification in September. On 31 August, seven colleagues at Mudgeeraba Special School will complete their Basic Intensive Training (BIT).

Training has been a key focus for the southeast undertaking 11 BIT's have been conducted across key schools at Nundah State School, Everton Park State School and Mudgeeraba Special School; two Advanced Intensive Trainings (AIT) and a number of BP/AP's trainings. The current trainings are enhancing the organisations most currently appointed BIT Instructors to be mentored by their Faculty Program Consultants and to deepen Faculty Instructors exposure from across Australia to keen participants entering their Choice Theory journey.

Parenting programs continue to be integral to community capacity building with a focus on Parenting, Take Charge of Your Life and the Get Happier Project. At Mudgeeraba Special School, this is partnered through My Time Play Matters organisation sponsoring the delivery.

Mudgeeraba Special School welcomes school visits from Springwood State School in March, Everton Park State School in May, ASPECT School Team in June and Singapore 28 July with a focus of learning more about The Get Happier School and becoming a Quality School.

Rob Stones as Faculty Instructor has facilitated Leadership by Design at Nundah State School and currently presenting to two teams totally 42 colleagues from Special Schools and local state school to partner Choice Theory and Lead Management.

The region is looking forward to this partnership to ignite curiosity in Choice Theory in our region to undertake Basic Instructor Training and the Get Happier School Project to enhance life longing and adaption to teachers and communities personal and professional pathways.

A highlight for southeast Qld in relation to Glasser Quality Schooling was the co-verification of Mudgeeraba Special School at the Conference in 2022 and the re co-verification of Sunshine Beach State School. A very proud moment for both schools and an acknowledgement of the commitment of staff and school community embedding Choice Theory in their schools. Many other schools are taking this journey.



Mudgeeraba Special School



Sunshine Beach State School

Sydney, New South Wales

Michelle Sandri



Thank you to all our NSW members of Glasser Australia (GA) and esteemed faculty for the conversations, actions and valuable contributions that continue to empower individuals to lead lives of authentic purposes and fulfillment. This report serves as a source of information and inspiration. Here is some of the great work that has been done in NSW.

Senior Instructor - Maggie Bolton

Maggie hosts a lively online monthly meeting for some GA members to explore concepts of Choice Theory and the 'chart'.

Maggie also hosted Advanced Intensive Training (AIT). Paul Laing who attended a recent AIT with Maggie wrote this reflection:

"The training wasn't just a stand-and-deliver experience; it was an intimate invitation into a way of being, an insight into life and wisdom experienced through an intrinsic lens and creating a sensitive need satisfying environment with scope for addressing our own needs. This experience has been unique with Choice Theory, where the focus is on developing myself, an investment in myself. There was no agenda to conform to an externally imposed expectation."

Senior Instructor - Judy Hatswell

Judy has been very busy with many Basic Intensive Trainings (BITs) during the years as well as the Art of Leadership program (AOL). Judy commented that it is gratifying that from the AOL programs, quite a number of participants register to participate in a BIT. As a result of the AOL program, three schools have invited Judy to do training in their schools and are inviting all members of staff to complete a BIT. Judy also commented that all her open BITs are full and have a waiting list.

Judy has advised that a group of people, of whom she is the Faculty Program Consultant (FPC), have completed the prerequisites of training and are ready for the Endorsement phase to enable them to become the next three instructors in NSW.

BIT Instructor - Jodie Paterson

'Changed behaviour' in 2023; Jodie took a giant leap, relinquished her position with the NSW Department of Education, and has now started her own business. Jodie is offering Choice Theory training and support for school leadership and planning through the Choice Theory lens to schools in the larger metropolitan and regional school areas of NSW. Jodie reports that school leaders and educators are embracing the life-changing teachings of Choice Theory, and it is proving to have a significant impact on both the personal wellness of the staff, the enhancement of need-satisfying learning and work environments, as well as supporting a steadfast commitment to quality relationships. The GA board is grateful that Jodie is the new Secretary for the organization and that she is working with other board members to enrich opportunities for all members.

BIT Instructor - Sarah Rudling

Sarah has continued to "Create Change through Choice" through her business 3C Consultancy. During the past 12 months she has delivered 19 BIT's, two BP's, arranged, and attended an AIT with Senior Faculty member Garry Garnaut. In addition to this, Sarah has continued to support many NSW schools to develop and embed Choice Theory principles into whole school culture including delivering parent workshops. Sarah provides teachers with professional learning opportunities and demonstrates classroom lessons and activities. Sarah delivers her training through a trauma informed lens and continues to develop her own knowledge and understanding by attending conferences on the topic, reading and researching best practice in healing from adversity (particularly in childhood) and applying this to the wisdom that internal psychology brings to understanding human behaviour.

BIT Instructor - Max Grieves

Max hosted a faculty retreat in March that proved to be a welcome departure from the hustle and bustle of the everyday grind. As participants descended from all over the country and travelled along the bumpy roads of Dungog, NSW out to the secluded Fosterton Retreat, you could physically feel the nurturing effect of the beautiful countryside drawing you in ... and it didn't stop there ... across the weekend, the 11 participants enjoyed a combination of structured learning and sharing times together coupled with many opportunities to connect and mingle in a more personal and relaxing way.

Whether it was walking and exploring the beautiful surrounds, taking a dip in the pool, or sharing a meal together, there was one topic of conversation that united the group and kept the conversation running hot. The love of Choice Theory and the passion and thirst for further learning and growth from and with each other was continually evident.

Facilitator - Maureen Sansom

Maureen, along with Susan Fleming and Sue Berry, facilitated a pre-conference workshop entitled 'Choices for the Common Good: - Together we can build a better world through quality relationships".

Combined with the importance of quality relationships and Dr Glasser's view on using a public mental health educational program to aid and support people to take care of their own mental health and wellbeing, the workshop focused on working together to:

- understand our common / shared humanity
- improve and create quality connections with ourselves and the important people in our lives
- help one another to gain control over our feelings of anger, guilt, depression, anxiety, loneliness, addictions etc.
- be more accepting, loving, kinder and less critical of ourselves and others
- help one another reach our full potential and
- help improve mental health and wellbeing for ourselves, the people we love, our peers, and colleagues and for the people in the world in which we live.

Approximately 45 participants who attended the workshop developed an understanding of:

- how to minimise stress by focusing on what we can control, what we have influence over and what we have no control over
- what drives us, or motivates us and others to make our own unique choices
- what can we do to create quality connected relationships
- the processes and tools for self-evaluation that will empower us to have better relationships with ourselves and with others
- just like me - this person is learning about life; has known sadness, loneliness and despair; is trying to avoid suffering; is seeking to fulfill his/her needs without coercion; is seeking good health and safety from harm and; is seeking love, kindness, empowerment and happiness in his/her life.

During the year, Maureen facilitated a Take Charge of Your Life workshop, and as well as Choice Theory, she has a passion for helping create a compassionate world with a focus from a shared humanity perspective.



Victoria

Cathy Dillon



We have continued to see great work being done with adults and young people in both metropolitan and regional Victoria.

Training has included various demographics including First Nation people where there's been a strong alignment between Choice Theory, how this fits in with First Nation culture and how they're all doing the best they know how with the community.

We are seeing more demand for training where schools are proactively seeking funding and support for kids who don't fit into the mainstream school setting. They are seeking training beyond the Basic Practicum's and want more Advanced Training to equip their

people.

In other settings, there has been some work occurring with staff to create a Choice Theory environment based on their awareness of the importance of the adult in the child's world. Training is also occurring with cohorts of students with their teachers to develop understanding, new learning and skills for students that are demonstrating behaviours that are not usually acceptable in social groups and classroom based activities. A lot of progress has been made and the adults involved are displaying real strength by not giving up and by keeping very clear boundaries about how to have respect for self as well as for the group that they're learning and playing sport with.

The Get Happier school program continues to grow and evolve within the state and across both Interstate and National borders. Strong collaboration amongst faculty members in Vic, NSW, SA and QLD has led to the program has been introduced in many schools in a variety of settings across Australia, Singapore, China, Canada and the USA. This is also bringing about new opportunities to share learnings across the globe with a recent visit from Mr Seet Tait Hee, Principal of the Crest Secondary School in Singapore. He came to visit some of Australia's Get Happier Schools to understand how the Get Happier Project and Choice Theory is used to support the social and emotional wellbeing of students and staff. It was wonderful for the Get Happier Schools to be able to share the work that the school communities are doing, and it was shared that the generous feedback they received was affirming and heart-warming. If you want to know more about some of these Get Happier School activities and connections then I would recommend you jump to <https://gethappier.net/get-happier-school/school-snapshot/>.

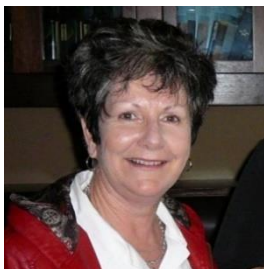
It is also important to keep an eye/ear out as Ivan is writing a new book on strategies for creating the self-managed classroom to add to the many other resources he has created to help others. Gary Garnaut has also contributed to the writing of this book by sharing many tips from his years of experience in CT, LM and RT. It's wonderful to have so many talented people within GA.

As a result of all of the training and great work going on, feedback and observations have been made/received where it evident that teachers are brave and true and more than willing to use their skills in Choice Theory to drive cultural change.

Another year of great work by many and we look forward to seeing what impact can be achieved in the year ahead!

South Australia

Christine Duffield



In 2022-2023, using Dr Glasser's ideas has continued in South Australia (SA), albeit on a rather smaller footprint than preferred. Garry Garnaut and Sylvia Habel continue to offer Basic Intensive Trainings (BIT) and Advanced Intensive Training (AIT) in the Eastern States. Christine travelled to Kaeo, a small town four hours north of Auckland in NZ to work with Bette Blance to deliver a Take Charge of Your Life course (TCOYL) to 16 people who work in the Kaeo Primary School. In alignment with WGI policy, it is hoped that this day will become the first day of the four-day BIT (the other three days were tentatively planned for early February 2024 in Auckland).

Christine has also undergone training to help Kim Olver deliver her new course called Mental Freedom. Kim was looking for volunteers all over the world to teach the course and collect data to gauge the effectiveness of the program. Kim's Mental Freedom course has its roots in Choice Theory psychology, while also drawing on Kim's extensive work in counselling, teaching and research. Christine comments that it was exciting to be able to facilitate this course and its effectiveness could be summed up by this feedback from one of the participants.

The content has been a game changer for me.

I found the deeper connection to the needs, and their renaming/reframing especially helpful.

As a result of the course, I am feeling empowered to make some "bigger" decisions. The framework has been invaluable.

Following the course, I believe that the content and experience are like slow-release time capsules that will continue to guide and nourish me as my journey of transformation continues.

Another example how the work of Dr Glasser can be used to help people take charge of their life. Christine has plans to teach this course to a group of 25 15/16-year-olds to give Kim more feedback on the efficacy of her new course.

Sue Berry and Christine travelled to Dungog in NSW to attend a Faculty Retreat at Max Greive's amazing rural property. Lots of new Quality World pictures were created as they walked labyrinths participated in activities to deepen their knowledge of Dr Glasser's ideas and deepened connections with other faculty members who attended the retreat. Christine hopes that this style of faculty retreat will be the first of many.

Sue Berry and her continued contribution to the Port Lincoln community:

During 2022/23, Sue has continued to support the local Port Lincoln Homelessness Service West Coast Youth and Community Support (WCYCS) with staff training, via a BIT and an AP training. This led in November 2022 to the Certification of two counsellors, a youth worker and Community Development Officer for the community driven, not-for-profit, mental wellbeing project Mentally Fit EP, (MFEP) which has been running since 2015 on Eyre Peninsula. WCYCS now has over 75% of people trained to a BIT or higher level and maintains a commitment to offer new staff the opportunity to attend a BIT. Over time, the organisation has seen the value of the Choice Theory learning, especially the shared language it offers. Sue also presented a *Take Charge of Your Life* (TCoYL) course through MFEP to parents of a local school. The newly certified people are now eligible to be accredited TCoYL Facilitators, which supports the sustainability of the program into the future.

A new initiative at Port Lincoln has been their monthly 'connecting up breakfast', where anyone interested in Choice Theory can come along to an informal gathering. It's working well to connect and support each other and share our initiatives and questions.

One of the local Reality Therapy counsellors, Kathleen Ware has now launched a fantastic set of cards which she has been working on since her AP, called "*The Me I Want To Be: Creating the best version of yourself.*" Designed for counsellors and clients, as well as teachers of Choice Theory, the card set uses Choice Theory psychology language and references the areas of Dr Glasser's Chart.

Northern Territory

John Cooper



Northern Territory population is less than 250,000.

Northern Territory could be the focus of a major intervention. GA would create history if we were to convince any senior department person and any/all politicians of the progress that can be made within the juvenile justice, adult prison populations and as we, all know schools.

There seems to be large amounts of funding available for these populations apart from the usual suggestions, the (Government) is asking for innovative and new ideas. John has prepared some draft proposals, but these are a long way short of being ready to present to official channels. (Although John did hand an earlier copy to Marion Scrymgour (Federal Minister for Lingiari) when she came to our NAIDOC celebrations.

Is there vision and energy to make a case from GA to address the Centre's needs?

Centralian Senior College continues to dabble in Choice Theory practices. It is to be as if the headsets have changed through Relationship Based Learning, Positive Psychology, Well-being for all and staff endorse strength-based learning, understand a lot more about trauma and punishment per se by way of suspensions is rare. Student attendance is poor. Staff keenly promote Connecting Behaviours and most are reducing Disconnecting Behaviours. Unfortunately, there is never enough time allocated to unpack the "why" of all things Choice Theory. Just hanging and hoping.

Kalikamurti continues to work with WGI in an advisory role to the new Board and John gets to share in some of the ongoing work. What a ride that was.

John sends his best wishes to you all as another financial year ends.

Western Australia

Alison Turner



Alison took up the position as Regional Coordinator for Western Australia (WA) in July 2022 after relocating late in 2021.

WA is a state that only has one member. I have met with an individual who trained to certification in Singapore. Alison is encouraging her to join GA however; to this date, Alison is not aware if this has occurred.

Current Podcasts

Alison says that the GA Board has finally approved doing Podcasts that will be used for opening discussion and ideas, exploring new dynamic pathways and allowing individuals to present what they are exploring in relation to Choose Theory. Several individuals have been approached to participate in this process. Podcasts come under the training pillar and Alison has joined this pillar and hopes to develop opportunities for further training online.

Careers Expo

In a recent Careers Expo Alison provided and handed out literature about Basic Needs and the Quality World. The literature was discussed with Faculty.

Information was well received by student, parents and teachers. There will be follow up with people who have expressed interest after the WA school holidays.



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