



Board Meeting Agenda
Monday, December 13, 2021
9:00 AM Eastern | 6 AM Pacific | 2 PM UK | 3 P.M. Paris and Zurich |
10 P.M. HK | 12 A.M. (Tuesday) Melbourne

The meeting was called to order at 9:00 AM Eastern Time (US). In attendance were President Michel Kallipetis, President-Elect Steve Paul, Vice President, Paul Van Osselaer, Secretary Jody Sin, Treasurer Jonathan Lloyd-Jones; Governors: Claude Amar, Barbara Cornish, Tat Lim, Joyce Mitchell, Doug Murphy, James Peter, Alan Stitt; Ex-Officios Chuck Doran, Jerry Weiss, Tracy Allen; Executive Director Richard Rejino and Bookkeeper Meghan Birmingham.

1. Introduction
President Michel Kallipetis thanked everyone for their attendance.
2. Approval of Agenda
There were no changes to the agenda.
3. Approval of the Minutes from November 08, 2021
A motion was made and seconded to approve the board meeting minutes from November 8, 2021 as presented. The motion carried unanimously.
4. Financial Report (Jonathan/Richard)
 1. Financial Review Report
The financial review report was accepted as presented. J Lloyd-Jones asked if there were any questions on the financial report. There were none.

M Birmingham reported that she has spoken with E. A. Murdoch and everything in the financial review report is presented correctly and accurately in accordance with U.S. standards. E. A. Murdock suggested that the IAM consider adopting the following policies:

- Conflict of Interest
- Document retention policy
- Whistle-blower policy.
- Expense Reimbursement Policy

T Allen noted that IAM has a sexual harassment policy. R Rejino reminded the board that there is a conflict of interest policy already in place. J Lloyd Jones suggested discussing policy needs at the next meeting after he has had a chance to discuss the financial review in greater detail with M Birmingham and R Rejino.

M Birmingham suggested that IAM continue with E. A. Murdoch as their tax preparation firm going forward; furthermore, the firm is willing to continue with IAM with a quote of \$750 to prepare the tax return.

A motion was made and seconded to continue with the firm, E. A. Murdoch LLC to prepare the 2021 990 tax form. The motion passed unanimously.

2. Membership Dues Update

R Rejino reported that renewals are going well and that approximately 70% will have paid by the end of the year.
5. Membership (Michel)
 1. Having fulfilled all the requirements, Jon Fidler asked for a change of membership status to Distinguished Fellow Emeritus. The request was approved.
6. IAM Symposium Update (Barb/Paul)
 1. December 15 – Revisiting Our Values

B Cornish reported that the symposium for December 10 is set and ready to go. R Rejino reported 22 registrations. The last reminder is scheduled to go out on December 13 and will include a reminder of the SIR Symposium on Feb 11 and the Montreal conference.
 2. DEI Committee Report – January 12

B Cornish reported that the Diversity symposium is set for January 12 and that a Save the Date will go out soon. P Van Osselaer suggested that promotions to go out as soon as possible to drum up attendance because of the Wednesday scheduling.

7. Upcoming Conferences

Montreal Conference Planning Committee Update (Barb & Jon)

B Cornish reported that the committee is still in the very early planning stages. Jay Rudolph has volunteered to chair the program. Efforts are underway to try and secure Canadian Chief Justice Beth McLachlin as a keynote and to include a section of the program on international sports mediation. B Cornish suggested the tentative theme: In Celebration of Community.

M Kallipetis raised the question of a request include live streaming of the conference for the benefit of those who cannot attend for various reasons. It was decided the topic would be on the next meeting agenda and that R Rejino would investigate the costs for live streaming and recording the sessions so the board can make an informed decision. P Van Osselaer says we must look at having a hybrid conference in the future for broader access and that this kind of conference must be balanced with attendance, financial commitment to the hotel, social interaction. A Stitt suggested investigating a less expensive and less professional option.

Regarding a Go or No-Go date for Montreal: R Rejino noted that there is favourable language in the contract to postpone/cancel the conference if needed. S Paul suggested that IAM reach out to the hotel and discuss a contingency plan as soon as possible.

Zurich Conference – J Peter reported that he and J Lloyd Jones met with Julia Young, a representative with Swiss Organization. They discussed the financial side of putting on the conference. The parties agreed to a 50/50 split of profit/loss with a cap of \$20,000 and that the Swiss Group may be able to contribute \$5000 in sponsorship. These preliminary agreements must first be approved by the Swiss Group in mid-January. Regarding attendance, the best guess scenario was an attendance of 70 IAM members and 20-40- Swiss Group – approximately 100 participants. J Peter believes that the biggest challenge is going to be COVID; and that 10-15 Swiss mediators would stay at hotel.

8. Allocation Committee Members (Michel)

M Kallipetis reported that Mike Young is willing to chair the committee. It was decided that the following members would be asked to serve on the Allocation Committee: Wendy Kramer, James Mang'erere, Greg Derin, Marvin Johnson, Alicia Kuin, and that Mike Young would serve as chair of the committee. T Allen recommended to keep the committee nimble and able to work effectively.

A motion was made and seconded that Mike Young will serve as chairman of the Allocation Committee and that invitations to serve on the committee be sent to Wendy Kramer, James Mang'erere, Greg Derin, Marvin Johnson, and Alicia Kuin, and appoint such of them as may accept. The motion was seconded and passed unanimously.

R Rejino will contact the five members mentioned above about serving on the committee.

9. Proposal for Qianhai, China Update (Jody)

J Sin reminded the board that it passed the proposal as presented at the board meeting on November 8. The Qianhai management requested additional answers to #6 and #7 as presented in the report.

The board determined that IAM will only offer individual members to participate in mediation sharing and development rather than be a sponsor. In response to question #6: IAM Distinguished Fellows will participate in the drafting of the Singapore Convention, and that the diversity of IAM enables it to impact and influence the future developments of mediation in all parts of the world. #7 Par 8: IAM is an academy and not a mediation provider, and that individual Distinguished Fellows can act as speakers. IAM will also advise on mediation development and training. The answers in the report document will be translated into Chinese.

C Doran asked if any thought has been given to informing our members of these opportunities and if there will there be a committee to manage the relationship? It was decided to wait and see if Qianhai responds positively, then set up the committee if needed. T Lim notes these are exploratory questions, but that IAM should regard the initiative as an attempt to build bridges.

A motion was made and seconded to put forth for the proposed answers to the Qianhai management board. The motion passed unanimously.

10. ICC Sponsorship (Claude)

C Amar reported that the ICC approached him about whether the IAM is willing renew its sponsorship of the competition in February 2022 in the amount of 1000 euros. T Allen provided context and expressed how much the program has grown since 2005 and urged strong consideration by the board.

A motion was made and seconded that the IAM offer its sponsorship of the competition for 1,000 euros. The motion passed unanimously.

11. External Event Policy Vote Update (Richard)

R Rejino reported that majority of the board voted in favor of the external event policy as proposed at the board meeting on Nov 8. The policy will be uploaded to the IAM website.

12. Web Site

1. Committee Members (Richard)

R Rejino reported that Christine Masters, C Doran, P Van Osselaer, J Lloyd-Jones and R Rejino will work on the Web-site committee. C Doran strongly suggested that IAM engage a website firm to develop/update the current site. P Van Osselaer reported that he, Steve Paul, and C Masters have met, and concrete suggestions were made: 1. Start a search a new web design and come back with recommendations by next meeting (2. Content: make sure that the content is current and to authorize C Masters to make decisions regarding changes to the website. (3. That there should be website/social media committee.

It was decided to give authority to C Masters to make changes with the website as needed and that the Executive Committee be copied on any changes.

2. Mission Statement, Policy Statements, Strategic Planning (Steve Paul)

The report was accepted as presented. S Paul reported that M Kallipetis asked the board to review Mission statement and policies. An initial meeting took place with the following members agreeing to serve on the committee: Steve Paul, Jerry Weiss, Joyce Mitchel, Jonathan Lloyd-Jones, and Chuck Doran. The next step is to engage in a strategic planning exercise that would include a review of the mission statement and to reach out to consultants for guidance.

A motion was made and seconded and to create an ad hoc Strategic Planning Committee. The motion passed unanimously.

13. Nomination Committee for IAM Officers and Board 2022-2023

R Rejino reported that the Nomination Committee must be appointed by February 1st in accordance with the by-laws; furthermore, that he will circulate the members of committee last year for reference to the Executive Committee.

14. Next Board Meeting: February 7th

It was decided that the meeting will begin on the hour: 9 AM eastern.

The meeting adjourned at 10:39 AM Eastern Time