



International Academy of Mediators

Board Meeting Minutes | June 1, 2022
Montreal Sofitel Hotel, Montreal, Canada

Attendance

Name	Role	Present?	Name	Role	Present?
Michel Kallipetis	President	Y	James Peter	Governor	Y
Steve Paul	President Elect	Y	Allan Stitt	Governor	Y
Paul Van Osselaer	Vice President	Y	Tracy Allen	Ex-Officio	Y
Jody Sin	Secretary	Y	Chuck Doran	Ex-Officio	Y
Jonathan Lloyd-Jones	Treasurer	Y	Karin Hobbs	Ex-Officio	N
Jon Fidler	Past President	Y	Jerry Weiss	Ex-Officio	Y
Claude Amar	Governor	Y			
Barbara Cornish	Governor	Y	Richard Rejino	Executive Director	Y
Jeff Hand	Governor	N	Carol Wilbur	Administrator	Y
Tat Lim	Governor	Y			
Denise Madigan	Governor	N			
Joyce Mitchell	Governor	Y			
Douglas Murphy	Governor	Y			

The meeting was called to order at 2:15 pm EST by Michel Kallipetis.

1. Approval of Agenda – Alan Stitt requested time to discuss his proposal under “New Business” in today’s agenda.
2. Approval of Minutes from the May 9, 2022 board meeting - **A motion was made and seconded to approve the minutes as presented; the motion passed unanimously.**
3. Treasurer’s Report – Jonathan Lloyd-Jones
 - a. Approval of Financial Report:
A motion was made and seconded to approve the treasurer’s report as presented; the motion passed unanimously.
 - b. Membership Dues: Dues were reduced two years ago during the start of the pandemic and have remained at that level. J. Lloyd-Jones recommends keeping the dues at that reduced level for another year; at that time, we can then review our financial standing and work with the Allocation Committee to determine what the dues levels should be. **A motion was made and seconded to keep the 2023 dues at the current reduced level; the motion passes unanimously.**
4. Committee Reports
 - a. Conference Committee
 - i. Montreal Conference Report – Jay Rudolph thanked the Montreal conference planning committee members for their outstanding efforts and noted that the Zurich planning committee will include Barb Cornish, Steve Paul, and James Peter.

- Judge Abela was unable to attend the Montreal conference as a planned keynote speaker, so the program was tweaked at the last minute to compensate.
 - Current registrations number around 100 attendees, including 75 members, 6 delegates, 9 mentees, and 9 speakers, with 140 total anticipated at the Friday banquet.
 - The spouse/guest tour minimums were met for both tours. Good decision to go live in Montreal.
 - The Thursday evening reception was arranged by Louise Otis and will be hosted by the BLG law firm at the Quebec Court of Appeal.
- ii. Zurich Conference Report – James Peter
- The contract with the Zurich Marriott Hotel was finally signed, and the conference dates are June 1-3, 2023.
 - Zurich planning committee members will be J. Peter, B. Cornish, J. Rudolph, and one mediator from the Swiss Chamber of Commercial Mediators, who are partnering with IAM for this conference.
 - How to process the Swiss attendee registrations has yet to be decided, but there is a precedent for this from the New Zealand conference.
 - It is likely that there will be less than 80 IAM members attending.
 - Suggestions were made to maybe offer something earlier in the week for attendees, such a trip to Lake Lucerne or access to a Swiss mediation.
- iii. Fall Virtual Conference Report – The actual date and length of the conference will be confirmed soon, but will likely be sometime in October.
- b. Mentorship Committee Report – Michel Kallipetis The report was accepted as presented; Wendy Kramer is pleased to have reached a mentee goal of 10.
- c. Pro Bono Committee Report – Michel Kallipetis reported that there was one pro bono mediation set up through Max Factor. The goal is to extend these beyond one jurisdiction and look toward expanding the international reach, i.e., Asia and South Africa. Rande Sotomayor will be the new chair of this committee.
- d. Communications & Outreach Committee Report – Richard Rejino Christine Masters will be stepping down as committee chair once the current website project is finished.
- i. Estimated time needed to complete the desired IAM website updates is 3 months; Becky Stern is the person hired to do this and \$10k has been allocated for the project.
 - ii. Would like to include social postings on the website for additional outreach, such as stories/snippets about the value of IAM membership.
 - iii. A suggestion was made to consider the possible merging of the Membership and Communications Committees; review committee overlaps to ensure maximum efficiency and eliminate committee crossovers that can lead to unnecessary conflicts. Committees should be coordinating and scheduling among themselves more than they currently are, and decisions should not be independently made by committee chairs.
 - iv. More awareness is needed of international holidays/happenings when planning IAM events to avoid scheduling conflicts for our members (i.e., Montreal conference taking place during the Queen’s Jubilee).
 - v. We can hopefully get back to planning IAM conferences 2-3 years out.

- e. Scholars-in-Residence Report – Jerry Weiss noted that the SIRs are reaching the end of their 2nd year term, both are attending the Montreal conference, and he may ask to renew them.
- f. Allocation Committee Report – Michel Kallipetis Mike Young’s report highlights as follows:
 - i. Current committee is the most international we’ve had, with a good breadth of ideas emerging.
 - ii. Note that the mentee approach differs internationally: those from N. America are mostly lawyers, Europeans are usually students wanting to go straight into mediation (not advisable due to lack of experience), and S. Africans are typically already in practice.
 - iii. Allocations need to be made as universally as possible while considering various regions, but it’s difficult to establish consistent criteria with standards varying worldwide.
 - iv. Should these mentee allocations be decided by Executive Committee discussion to protect the privacy of fund applicants?
 - v. The Sustaining Member Fund is about \$45k now, and was used to assist several individuals who attended the Montreal Conference.
 - vi. The Strategy Committee should look at what happens to mentees when they finish their terms but are not yet established as mediators (a practice is required for IAM membership); should mentorship be the best way to expand internationally? This may take longer but be more effective.
 - vii. Discussion followed the above point regarding the size of IAM as an organization and how to maintain the high standards of IAM if less experienced mediators were allowed to become members.
- g. Strategic Planning Report – Steve Paul Future strategy ties in with allocation concerns and discussions. We are in the process of locating/hiring an outside consultant, but options so far have been pricey.
 - i. Once someone is hired, the analysis process could take 3-6 months.
 - ii. We need to determine if we will be externally focused or focused more on enriching ourselves, and will be looking at values and vision in the upcoming years.
 - iii. S. Paul will consider an in-person retreat to further discuss.
- h. Membership Committee Report – Steve Paul Jeff Hand reports that during the pandemic, non-North American membership has increased percentage-wise more than previously, with 17 of 23 new members coming from areas outside of North America.
 - i. **Recruitment Report:** Jody Sin and Tat Lim have been searching for “territory champions” from various regions to help set up/host area meetings, hoping to recruit IAM members from different jurisdictions.
 - It’s been difficult to locate such people, though, due to their busy schedules and a reluctance to take on additional tasks, so this may not be the best strategy going forward.
 - They will review current KPIs for these “champions” and assess whether or not IAM requirements fit with regional expectations (i.e., “yet another organization to join, pay dues to, and attend conferences for”).
 - Will explore possibility of collaborating with other organizations.
 - Would like to review the “By Invitation Only” statement on the IAM website to make sure it’s not prohibitive or intimidating to those in different regions; need to ensure more universally open language is used.

- ii. **New Candidate:** Jeff Hand reported that consideration is complete for IAM member candidate **Andrew Gordon**. After board discussion, **a motion was made and seconded to admit Andrew Gordon to IAM membership; the motion carried unanimously.**
- i. **DEI Committee Report** There were no comments to report, just a mention of several good seminars produced by the committee this past year.
- j. **Winkler Institute – Jon Fidler** IAM has participated in nine institutes so far and the hope is for an in-person conference next year.
- 5. **Policy Clarification – Michel Kallipetis** The following points need to be clarified and confirmed with IAM committees:
 - a. Committee chairs must coordinate with their committee members and submit any event request to the IAM Board.
 - b. No committee shall commit IAM funds without express consent of the IAM Board.
 - c. It is necessary to make sure that what we do internationally is understood universally.
- 6. **New Business**
 - a. Once better guidelines are set, Allan Stitt will work on a proposal for the best way to decide the process of allocating funds.
 - b. The 2022-23 committee chairs are as follows: **Membership** – Jeff Hand, assisted by Jody Sin and Tat Lim; **Conference** – Jay Rudolph & Barb Cornish; **Communications/Outreach** – Christine Masters; **Pro Bono** – Rande Sotomayor; **DEI** – James Mang’erere & Joyce Mitchell; **Nominating**: Earlene Baggett-Hayes; **Mentorship** – Wendy Kramer; **Allocation** – Mike Young; **SIRs** – Jerry Weiss
- 7. **Final Comments** Michel Kallipetis expressed gratitude for the great international board he had to work with and thanked everyone for their loyalty and support over the past year.

The meeting was adjourned at 4:51 pm EST.