



BOARD MEETING MINUTES

Zoom Meeting · April 22, 2021 · 10:00 AM – 2 PM EST (US/Canada)

Having established a quorum, the meeting was called to order at 10:03 AM Eastern Time (US). In attendance were officers, Jon Fidler, Michel Kallipetis, Steve Paul, Rob Daisley, Larry Rute; Past-President Chuck Doran; governors, Claude Amar, Barbara Cornish, Jeff Hand, Jonathan Lloyd-Jones, Denise Madigan, Joyce Mitchell, James Peter, Jody Sin, Paul Van Osselaer; ex-officios Lee Jacobson, Jeff Jury, Gene Moscovitch; guest Meghan Birmingham; and Executive Director Richard Rejino.

Introductory Remarks and Approval of Agenda – Jon Fidler

J Fidler welcomed the board. There were no changes

Consent Agenda

1. Approval of Minutes from Jan 14, 2021 meeting
A motion was made and seconded to approve the minutes as presented. The motion carried unanimously.
2. Committee Reports
 1. Conference Reports
 1. Montreal Contract (Steve Paul/Richard Rejino)
S Paul reported that IAM had been in contact with the Sofitel hotel to request to postpone the conference and return the \$10,000 deposit. The hotel responded with a proposal to return \$6k with the provision for IAM postpone the 2020 conference without penalty. The \$4k will be kept as a deposit on a future conference.

It was suggested that the Zurich conference be moved to 2023 and proceed with Montreal in the Spring of 2022 and to ask hotel what dates are available in May – August 2022.

The consensus of the board is to have Montreal in Spring 2022/Zurich in 2023.

A motion was made and seconded that the August Montreal Conference be cancelled due to the pandemic. The motion carried unanimously.

A motion was made and seconded that IAM accept the Sofitel offer of a \$6,000 (CAD) refund with the remaining \$4k as a deposit for a future conference and work with the hotel to schedule a conference in spring or summer of 2022.

- Future Conferences (Barb Cornish)

B Cornish reported that consideration has been made that next virtual conference be modeled after the recent and successful Hong Kong Symposium. M Kallipetis said that having a virtual conference under a new model would be better in October or November, citing that opportunities in China, Australia and other parts of the world would give IAM more exposure. It was decided that B Cornish will develop the possibilities of having a virtual conference in October and that a report to the board will be made when there is more information to be shared.

2. Zurich - James Peter

J Peter reported that the Swiss group is open to postponing the Zurich conference to 2023. The current hotel (Marriott) has cancelled our reserved dates for 2022. It was decided that the Executive Director explore with the hotel a new contract for 2023.

A motion was made and seconded that the Zurich conference be held in the spring or summer of 2023. The motion passed unanimously.

3. Future Sites

The consensus of the board was to wait to discuss future sites later.

2. Mentorship_– Jon Fidler (for Wendy Kramer)

The report was accepted as presented. There was no discussion.

3. Pro-Bono – Jon Fidler (for Greg Derin)

S Paul noted that due to the pandemic the program has been on a pause and will be continued. M Kallipetis suggested that a pro-bono training service be offered for underdeveloped countries. By next board meeting there will be more to report.

4. Communication and Outreach – Chuck Doran (for Christine Masters)

The reported noted that the committee is at an inflection point and is need for more response and guidance from the board. M Kallipetis reported that he spoke to chair Christine Masters about having all committees work in concert toward the same objectives. PVO voiced concern that the communications and outreach committee duties are too much; furthermore, that IAM lacks a significant social media presence and that all important announcements should be made across all social media platforms. C Doran noted that with the new administration there is an opportunity to evaluate whether IAM wants to support the membership with the communications and outreach committee and/or make efforts toward more growth. J Lloyd Jones posed the consideration to require new members to join a committee and to utilize younger members or mentees for social media. J Fidler summarized the discussion by noting the new leadership has much food for thought as it addresses these concerns.

Re: Cloud library – R Rejino reported that the committee has been working diligently to complete the launch of the cloud library and is very close to presenting it to the board for approval.

1. Listserv Sub-Committee Report

C Doran gave the background of why the sub-committee was formed, citing that there is no mechanism to enforce current guidelines in the case that a member violates them. The report asks the board to shift from the listserv guidelines to listserv rules, and then to figure out later how the rules will be enforced. J Mitchell suggested that IAM needs to

help steer members that people need to be considerate. S Paul says the rules do not belong in the by-laws but rather on the website.

C Doran noted that the intention is not to curtail but to encourage discussion in a respectful way.

Announcements to be made by the Executive Director.

A motion was made that the listserv guidelines be converted to listserv rules as suggested in the March 21 sub-committee report was made and seconded. The motion passed unanimously.

5. Diversity & Inclusion Committee – Jon Fidler (for Eleanor Barr & Gail Wright-Simmons)
J Fidler noted the energy of the committee and that it has risen to the occasion of its calling with webinars, surveys, and statements. J Mitchell reported than committee is grateful for the response of the members and the board. She noted that the committee will need a budget in the future for diversity training.
6. Membership Report (includes Recruitment and Member Services)– Rob Daisley
R Daisley reported 198 current members. He noted that in keeping with IAM’s mission to increase international members, of the 20 new members in the last year 15 were non-North American.

Regarding Fellow and Distinguished Fellows, the committee is proposing that there be only one level or membership: Distinguished Fellow. From a practical point of view, having two (main) member levels it creates more work because of the expectation that Fellows will eventually become Distinguished Fellows, and that the change should not be perceived as a reduction of IAM qualifications and standards. J Hand stated that current metrics are steep and no one coming into the organization isn’t a high quality.

A motion was made and seconded that all IAM should eliminate the Fellow membership level and have one membership level: Distinguished Fellow; furthermore, that current Fellows be made Distinguished Fellows. After discussion, it was decided that a proposal will be made and presented to the board.

1. New Member Nominations – Rob Daisley

- Andrew Crowe

A motion was made and seconded that Andrew Crowe be accepted as a Distinguished Fellow of the IAM. The motion carried unanimously.

- Lee Nevison

A motion was made and seconded that Lee Nevison be accepted as a Distinguished Fellow of the IAM. The motion carried unanimously.

- Andrea Hartmann-Piraudeau

A motion was made and seconded that Andrea Hartmann-Piraudeau be accepted as a Distinguished Fellow of the IAM. The motion carried unanimously.

- Beryl Ouma

A motion was made and seconded that Beryl Ouma be accepted as a Fellow of the IAM. The motion carried unanimously.

- Lisa Rau

Former judge and was credited as experience in mediation.

A motion was made and seconded that Lisa Rau be accepted as a Fellow of the IAM. The motion carried unanimously.

7. Scholar-In-Residence_(SIR) – Jon Fidler (for Jerry Weiss)

The report was accepted as presented.

8. International Task Force – Michel Kallipetis

M Kallipetis – reported that the qualifications for membership from underdeveloped countries should be adjusted but that the recommendation does not suggest that IAM lower its criteria. As the discussion of qualifications pertains to the membership report, it was decided to return to it during the member report discussion.

J Lloyd Jones cited that a member is required to attend a conference every three years and asked if there be sanctions for members who fail to attend to fulfill the rule. M Kallipetis replied by suggesting sending a “We miss you” letter stressing that Fellowship is a valued above all by IAM members, and therefore encourage people to attend one traveling conference versus a sanction.

S Paul recommended that the expectation be every two years. It was noted by J Fidler that the by-laws state North American members must attend a conference every two years and Non-north American members attend every three years, and that report is recommending an in-person every three years for all.

Regarding the recommendation that you must attend an in-person conference once every three years, the question does the board have the authorization to change the structure of conferences was asked. J Lloyd-Jones voiced concern in using the word “requirement.” the recommendations in the report, paragraph 6 be put to the members but that the language in 6.2 be changed to “expected.”

Discussion of expected/ought/required/encouraged meeting attendance of meetings. It was decided that the term “required” must have a mechanism of enforcement.

A motion was made and seconded to accept the recommendations in the Task force report, paragraph 6 with the following changes: “all members be required” in paragraph 6 be made. The motion carried unanimously.

3. D & O Insurance – Jon Fidler

S Paul reported that there was interest in having an American insurance provider as opposed to the Canadian provider and that IAM should shop providers approximately every three years to get the best coverage and rate. R Rejino will work with P Van Osselaer and S Paul about finding a new provider.

4. CDRC Vienna – Claude Amar
C Amar reported that he was contacted by the CDRC about being a sponsor of the CDRC competition. He explained that the competition focuses on promoting negotiation and mediation. C Amar will send a report of whether to sponsor the groups at a later time.
5. Annual General Meeting – Jon Fidler
J Fidler reported that the annual meeting will be held on May 8th at 1 PM Eastern in conjunction with the Happy Hour event. As part of the proceedings, induction of new members, presidents award, knighthood, installation of new board will be conducted.
6. Nominating Committee Report – Jon Fidler
J Fidler reported that 6 slots are in need of being filled. The recommendation of committee is JLJ moves to Treasurer. The Nom comm recommended Vice President: Paul Van Ossleaer Tr: Jonathan Lloyd-Jones; Secretary: Jody Sin. Governors: Claude Amar, Jeff Hand 2023 and Joyce Mitchell 2024; Doug Murphy 2024; Since there were no additional nominations made from the membership, the slate of officers and directors are acclaimed.
7. Hong Kong Report– Jody Sin & Michel Kallipetis
MK reported IAM should receive 75K. Further possibility that the hotel will refund the deposit if the current space is wanted by someone else. Monies should be received by week of April 26. J Fidler thanked everyone who made the event an overwhelming success.

Break (10 minutes)

Voting Agenda

8. Treasurer’s Report—Larry Rute
 1. Approval of March 2020 Financials
The treasurer’s report was accepted as presented.
 2. Resource Allocation Committee Report
Larry Rute recognized and thanked the members of the committee. The committee examined how to distribute IAM funds, which led to recommended changes in the by-laws. M Kallipetis drafted the by-law changes to require a Resource Allocation Committee. Further changes to the by-laws will continue to be refined by J Lloyd Jones and S Paul for further consideration by the board.

A motion was made that a Resource Allocation Committee be formed as set out in the Resource Allocation report was made and seconded. The motion passed unanimously.

Discussion / Other Business

9. Next Board Meeting – next board meeting times will be circulated in the near future.
10. Other Business – Open – no new business.

M Kallipetis congratulated J Fidler on a work well-done. J Fidler thanked the board and voiced his appreciation for their support. He also expressed his confidence in IAM's new president, Kallipetis and the new board.

11. Adjourn

Motion was made a seconded to adjourn the meeting at 1:45 PM.