



International Academy of Mediators

Board Meeting Minutes

July 28, 2020 · 9:00 AM

The meeting was called to order at 9:06 Eastern Time.

In attendance were President Jon Fidler, President Elect Michel Kallipetis, Vice President Steve Paul, Secretary Rob Daisley, Treasurer Larry Rute, Immediate Past President Chuck Doran; Governors, Claude Amar, Barbara Cornish, Jeff Hand, Jonathan Lloyd-Jones, Denise Madigan, Joyce Mitchell, Jody Sin, and Paul Van Osselaer; Ex-Officio Jeff Jury; Executive Director Richard Rejino and Administrator Carol Wilbur.

Introductory Remarks – Jon Fidler

J Fidler determined that a quorum was established and thanked everyone for participating in the meeting. He began by reading a message from member James Mang'erere who sincerely thanked the IAM for the generous donations of books to the first ever mediation reference library in Africa and that each book would be stamped with "A donation from the IAM."

Consent Agenda

1. Approval of Minutes from Virtual Conference Board Meeting
 1. Virtual Conference – **A motion was made and seconded to approve the minutes. The motion passed unanimously.**
 2. Minutes from June 13 - **A motion was made and seconded to approve the minutes. The motion passed unanimously.**
 3. Minutes from June 19 - **A motion was made and seconded to approve the minutes. The motion passed unanimously.**
2. Committee Reports
 1. Conference Reports
 1. October Virtual Conference (Fall 2020 – Paul Van Osselaer)

P Van Osselaer reported that he and Barbara Cornish were in the process of finalizing speakers in the next few days. Anticipates having a schedule confirmed in the next 7-10 days and that registration would open soon after.

The question: should the virtual conference be open to non-members as was done for the Spring Virtual Conference was asked of the board.

After discussion the consensus of the board was that non-members would be allowed to attend the conference by invitation only and that anyone who responded to Who's Who List member drive should also be sent an invitation. Furthermore, the board agreed that the proceeds should be put into the general operating fund for the time being.

Regarding the question of whether IAM should charge for the October Virtual Conference and if so, how much,

A motion was made and seconded to charge \$95 for members and \$125 for non-members and that the net proceeds of the conference go to the general operating fund.

The motion passed unanimously.

2. Montreal (Summer 2021) – Richard Rejino

R Rejino reported that a contract addendum to the original contract with the Sofitel hotel had been negotiated and signed. He noted three important points: 1.) a more favorable force majeure clause was negotiated, 2.) an increased attrition rate of 30% in case the pandemic affects attendance, 3.) a delayed second deposit until 60 days before the conference. The new dates for the conference are August 18-21, 2021.

3. Zurich (Fall 2022) – James Peter

As Mr James Peter was unable to attend, there was no report for the Zurich Conference.

2. Mentorship – Jon Fidler (for Wendy Kramer)

1. Posting Webinars on LinkedIn

The report was accepted as presented. As part of the report, the committee requested that a mentor/mentee happy hour be part of the meeting agenda of the October Virtual Conference and that it take place on Wednesday, Oct 14. PVO agreed to add it to the agenda

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

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

4. Communication and Outreach – Jon Fidler (for Christine Masters)

The report was accepted as presented. For the convenience of the board, J Fidler reiterated that the listserv cannot be used to promote personal events or conferences that do not pertain to IAM. J. Fidler recognized the work that the Communications committee.

The committee asked that the board approve a proposal in the report regarding a wellness webinar for the membership.

A motion was made and seconded to approve a Zoom presented by Sara Cook, MSW, focusing on trauma and resilience for practitioners for \$150 on August 8th.

The motion carried unanimously.

5. Diversity & Inclusion Committee – Jon Fidler (for Eleanor Barr & Gail Wright-Sirmans) accepted as presented.

The report was accepted as presented. There was no discussion. J. Fidler recognized and applauded the efforts of the committee.

6. Membership - Rob Daisley
 1. Recruiting Committee – Jeff Hand

Reported that the WWL was used to help identify quality mediators and implemented in two phases, one to IAM members in the country where these names reside and two, a direct email to potential mediators in countries where no IAM mediator resides. The responses thus far have come from Greece, Croatia, Italy and Brazil. J Hand is very optimistic that this initiative will generate new members and bring the IAM closer to becoming truly international. JF thanked G Moscovitch, J Hand, and R Rejino for their work. S Paul thinks it's a boost

2. WWL Recruiting Initiative - Jeff Hand – see above
3. Member Services Committee – Accepted as presented in the report – there was no discussion.
4. New Member Nominees
 1. Federico Antich
 2. Joe Hassinger
 3. Jarvis Scott -
 4. Fernando Navarro
 5. Arthur Pressman

Mr. Daisley summarized the qualifications of each new member candidate.

A motion was made and seconded to admit Federico Antich as a Distinguished Fellow to the IAM. The motion passed unanimously.

A motion was made and seconded to admit Joe Hassinger as a Distinguished Fellow to the IAM. The motion passed unanimously.

A motion was made and seconded to admit Jarvis Scott as a Distinguished Fellow to the IAM. The motion passed unanimously.

A motion was made and seconded to admit Fernando Navarro as a Fellow to the IAM. The motion passed unanimously.

A motion was made and seconded to admit Arthur Pressman as a Fellow to the IAM. The motion passed unanimously.

5. Scholar-In-Residence (SIR) – Jon Fidler (for Jerry Weiss)

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

6. Winkler/Osgoode/IAM Conference - Jon Fidler

J Fidler noted that the new date for the Winkler Conference was May 13, 2021.

3. Hong Kong Symposium – Jody Sin & Michel Kallipetis

M Kallipetis/J Sin summarized the report and noted the difficulties with which the Symposium has been plagued from the beginning. M Kallipetis expressed the regret that now travel to Hong Kong requires a 14-day quarantine as pandemic situation is worsening, and that it was unfair at this point to ask outside speakers to book travel, expend a hotel deposit hotel, risk personal safety to attend the symposium. Jody Sin if the current Symposium were kept in place the balance of all expenses is due to the hotel four weeks before conference. M Kallipetis and J Sin outlined the three options as proposed in the report by the Sub-Committee of the Hong Kong Mediation Council. After discussion by the board,

A motion was made and seconded that the IAM agrees to the proposed recommendation to cancel the Hong Kong Symposium as a live event and conduct a full online symposium October 27-29, 2020.

The motion carried unanimously.

Break (10 minutes)

Voting Agenda

4. Treasurer's Report—Larry Rute
 1. Approval of September 2019 Financials

L Rute reported that financials were in order. The report was accepted as presented.

5. IAM Awards – John Fidler

J Fidler noted the differences between awards that were under consideration. The IAM Lifetime Achievement carries with it an automatically bestowed honorary membership, and that the Sid Lezak Award took the place of the IAM Excellent in 2007.

1. IAM Lifetime Achievement - Ken Cloke

A motion was made and seconded that Ken Cloke be presented with the IAM Lifetime Achievement Award. The motion passed unanimously.

2. IAM Award for Excellence – Brigadier General Linell A. Letendre

A motion was made and seconded that Brigadier General Linell A. Letendre be presented with the IAM Sid Lezak Award of Excellence. The motion passed unanimously.

6. Reassessing In-Person Conference Requirement for Membership (Rob Daisley)
 1. Virtual Conference attendance requirement toward membership

R Daisley discussed the proposal of the committee of not requiring an in-person conference attendance as a pre-requisite for membership. The membership committee decided to endorse the following: that nominations can be made before a candidate attends a conference with the understanding that they attend a conference (in-person or virtual) or IAM event within 12 months of nominations.

Discussion included: maintaining the high standards; whether the membership should be conditional upon completion of the conference requirement; the separation of the attendance requirement from qualifications and that a substantive event be defined as a conference, but not other events, such as book talk or happy hours; a warning not to take the “elite” status too far and most important to be consistent. Upon the completion of discussion,

A motion was made and seconded that attendance at a conference is no longer a pre-requisite to nomination, with the expectation that new members attend an approved IAM event within 12 months of nomination of approval of their nomination by the board.

The motion passed 12 affirmative/1 opposed

7. Access to IAM Recordings Virtual Conferences and other video recordings
 1. **The board agreed to make available a video copy the presentation (only) made by General Lentendre at the 2020 Spring Virtual Conference.**
 2. The question of where to make the Mentor/Mentee webinars and Professional Development Group videos available for the general public was discussed. **The board agreed that the webinars should remain member only content and should not be made available to the general public.**
 3. The question of the availability of viewing Virtual conference recordings – the board agreed that viewing a virtual conference recording should be limited to IAM members and that members who did not attend the conference should pay the full amount of the conference to view it.

A motion was made and seconded that access to IAM Virtual Conference recordings shall be made be available to members only at the regular appropriate conference fee.

The motion carried unanimously.

8. Bylaws Amendment – Lee Jacobson
 1. JF noted that there is no provision in the bylaws for members who resigned from IAM and want to be readmitted. L Jacobson drafted a by-law amendment as presented in the

report. The summarization was that this be handled by the board on a person by person basis.

A motion was made and seconded that: If an existing Academy member in good standing voluntarily resign their membership and subsequently seek re-admission to the Academy, the Board of Governors shall consider and vote on any request for re-admission made by said person. In so doing, the Board may, in its sole discretion, require the former member requesting re-admission to the Academy undergo any or all requirements for admission.

The motion carried unanimously.

Discussion / Other Business

9. IMI Report – Michel Kallipetis

R Rejino reported that the International Mediation Institute (IMI) had contacted him about discussing areas where IMI and the IAM could work together in mutually beneficial ways. For the convenience of the board, M Kallipetis gave a brief overview of the IMI as an international body based in Amsterdam. It was noted that IMI standards for admission are much lower than IAM, but that IAM should respond to their inquiry by saying the two organizations can support each other and make its members aware of the other. The board agreed that R Rejino contact the IMI and ask for specific proposals for further discussion.

10. ICC Report – Claude Amar

Regarding the proposal that the IAM sponsor a mentee-ship award for the winning team at the ICC competition. Discussion included that the award should be extended to all finalists; that the award should not be given to competition winners because they are students and not practicing mediators; that the award is good in principle and that it could generate a significant number of mentees; that implementation needed to be worked out, i.e. will it be a ongoing award, more mentees require more mentors, does it create more unnecessary work, etc. The board agreed that Claude Amar and J Lloyd-Jones will create a document and submit to the Mentorship committee for their approval before voting on a proposal.

11. International Task Force Update – Michel Kallipetis

M Kallipetis reported that a questionnaire had been sent to all UK members and others and that he had received some responses. Trends thus far include a once a year in-person conference with an additional virtual conference in between; that IAM alternate between North American and non-North American conference venues;

12. Conference Logos – Richard Rejino

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

13. Next Board Meetings

1. Wednesday, Oct. 14, 2020

2. Thursday, January 14, 2021
14. Other Business

There was no new business.

15. Adjourn

The meeting adjourned at 12:41 PM.