



## IAM Online Board Meeting Minutes

April 29, 2020 - 2:00 PM to 5:00 PM ET (via Zoom)

The meeting was called to order at 2:04 PM Eastern time.

A quorum was established with the following attendance: President Chuck Doran, President Elect Jon Fidler, Vice President Michel Kallipetis, Secretary Elaine Gordon, Treasurer Larry Rute, and Past President Lee Jacobson; Governors Claude, Rob Daisley, Jeff Hand, Denise Madigan, Joyce Mitchell, Steve Paul, James Peter, Louise Senft, and Paul Van Osselaer; Ex-Officios Marvin Johnson, and Paul Monicatti.

Executive Director Richard Rejino and Carol Wilbur, IAM Administrative Assistant.

- Call to order - Chuck Doran
    - President Chuck Doran confirmed a meeting quorum and called the meeting to order at 2:04 pm.
  - Review Agenda
    - C Doran asked for approval and/or any additions to the agenda. Steve Paul brought up the subject of IAM's role in providing guidance with best practices as the COVID-19 situation changes. C Doran agreed to add it to the "Other" section of the agenda.
1. Approval of Minutes from March 8, 2020 Online Board Meeting (2:05)
 

**A motion was made and seconded to approve the minutes from March 8, 2020 as presented. The motion passed unanimously.**
  2. Conference Updates (2:10)
    - a. April 2020 Virtual Registration status (Paul J. Van Osselaer)
      - a. 115 attendees
        - a. 85 members
        - b. 19 non-members
        - c. 11 mentees
        - d. 8 speakers

P Van Osselaer reported that meeting preparations were complete and ready to go. He noted that there were 19 non-member registrations. Including speakers, attendance will be approximately 125 participants. In response to the question of a plan to follow up with the non-members as possible recruits, PVO indicated that he would discuss such plans with the R Rejino and Rob Daisley. D Madigan suggested that if the IAM wanted to be aggressive about recruiting members she could contact and invite several mediators at Pepperdine to this and future conferences.

PVO asked the board for suggestions about what kind of gift would be given to the Keynote Speaker, General Lentendre. After discussion, it was decided that inquiries would be made with the Academy about what is appropriate and to ensure the IAM does not overstep its bounds.

b. April 2020 Virtual Conference Budget

Mr. Rejino reported that expenses from the virtual conference and Denver conference would run approximately \$1000 - \$1200. A projected profit of approximately \$9,000 will go into the Sustaining Fund.

c. Review April 2020 Virtual Annual Meeting Process (Chuck Doran)

- a. Outcome of vote on the slate of officers: R Rejino reported the online election yielded 98 ballots: 96 in the affirmative and 2 in the negative. The slate of officers is approved and will be announced at the Virtual Conference business meeting.
- b. C Doran confirmed that R Rejino will be distributing presentation slides to the participants in advance of the meeting.
- c. PVO confirmed that Dan Rosenkrantz will be inducted and recognized at the Virtual Conference.

3. Montreal (Fall 2020)

Mr. Rejino reported that nothing had changed from the last report in March. He noted that MCC was close to settling on the event, which include a Walking/Boat Tour; Food Tour; and a Museum Tour. P Manicotti voiced that Montreal Sofitel is a wonderful venue.

L Jacobson brought up the possibility of having to cancel the Montreal given the continuing concern of the COVID-19 virus. S. Paul suggested IAM talk to the hotel about what steps are being taken with conferences, especially since the hotel received a \$10,000 deposit from IAM. C Amar informed the board that Sofitel Hotel policy is not to refund deposits but to issue credits. It was agreed that concerns should be expressed to R Rejino and that those concerns will be taken to the hotel for consideration.

4. Tampa (spring 2021) (Richard Rejino)

Mr. Rejino reported that a contract had been negotiated with the Tampa Bay Water Street Marriott and that it was pending for review by the board. After discussion, the board decided to wait for further action on the Tampa contract until the Montreal conference was settled and that R Rejino should contact the Tampa hotel to notify them.

It was decided that a task force will be formed that will include L J. PVO, Steve Paul, Jon F, C Amar, L Rute and R Rejino and C Wilbur to investigate the different scenarios with the Montreal and Tampa hotels.

5. Zurich (fall 2021) (James Peter)

- a. Set up proportional risk based on attendance from each organization  
J Peter expressed that the Swiss Mediation Group will participate fully in the Zurich Conference. They expressed the desire that the conference rate be the same for both organizations. The Swiss group also agreed to split a profit/loss proportionate to the number

of members in attendance from each organization. Discussions with Swiss group to participate and share in conference expenses are considered finalized and agreed to in principle.

Break (2:45)

6. Financial Update (Larry Rute) (3:00)

a. Budget YTD

The board agreed that the Sustaining Fund balance should be moved to a separate bank account once the final virtual conference expenses have been paid.

b. Reserve Fund

- a. L Rute reported an \$80,000 balance and recommended that it be enrolled in another 6-month CD when the current CD comes due in August 2020.

**A motion was made and seconded to accept the financial report as presented. The motion passed unanimously.**

7. IAM's Highest Award - (Chuck Doran) (3:30)

The Paris board meeting broached the subject of renaming the IAM Knight Award to something less gender specific. After discussions with members and former recipients of the award, the board agreed to defer further discussion until the future when the timing is more appropriate. D Madigan said that if the award will continue to be bestowed in its current form, Chairs of the Diversity Committee should be included in future discussions as it is also a diversity issue. PVO urges that the delay in making a decision not be indefinite because of the gender issues surrounding the current award name.

8. Membership, Recruitment, Member Services (Rob Daisley) (3:35)

R Daisley – reported four items: 1.) that Paul Van Osselaer deserved much credit for combining recruitment efforts with the conference attendance; 2) that board members remember to direct member requirements questions to the Membership Process & Criteria page on the website; 3) that the board set ambitious goals on admitting new member and suggested 15-20 new members to get numbers back up to 200 members. At 5-10 new members per year, it will take four to five conferences to get membership closer to 200; 4) that there will be a strong push to recruit more international members in the coming months.

Karl Bayer request for readmission

Mr. Rejino reported that Karl Bayer resigned from the IAM in 2019 and had recently requested to be readmitted. Since there was no provision in the by-laws to address this situation, he recommended that this be discussed and decided upon by the board. The question: Should Mr. Bayer go through the application process again and how much he should pay in dues? L Jacobson recommended that since there is no guide in this situation, Mr. Bayer should reapply; furthermore; that the by-laws should be amended to address this situation. S Paul noted that the by-laws are fluid and sides with the approach to welcome him back without the application process. M Kallipetis recommended that he be reinstated and pay back dues from 2019 and 2020. After discussion:

**A motion was made that Karl Bayer be reinstated into the IAM as Distinguished Fellow upon payment of 2019 and 2020 dues.**

**The motion passed: 11 affirmatives; 3 opposed, 1 abstention.**

9. Revisit Fundamentals (Michel Kallipetis) (4:10)

- a. Conference Attendance Requirements
  - a. In-Person
  - b. Virtual
- b. Membership Fee

M Kallipetis reported that the reviewing the fundamentals of IAM addresses huge issues that will remain after the COVID-19 era and that things will be different, especially with current and future non-North American members. He highlighted the following points from the report: that it would be illogical and impractical to require attendance to in-person meetings for membership admittance and that attitudes toward this current requirement are changing within the membership; that the board should revisit the conference attendance requirement for members as well as having two conferences per year; and that it reconsider membership requirements (levels) for potential members where mediation is still developing; that there should be a review of what the IAM is, what it should be, and how to get there without diluting the high standards of the Academy. All of these require change and that change is vital to IAM surviving and thriving in the future.

It was proposed that a small task force for overseas as well as N American members be formed, and that all European members be sent a questionnaire addressing the issues in the report, the results of which will be considered by the board.

C Amar, Larry Rute, Marvin Johnson, Lee Jacobson volunteered to be on the task force. L Jacobson supports that M Kallipetis should begin the process now because it will take time. L Senft, in reference to one conference or two per year asked how will IAM develop young mediators and inclusivity.

M Kallipetis agreed to put together a task force and report back to the board.

10. IAM Logo review and vote (Chuck Doran) (4:40)

C. Doran explained that the need for the current logo to better communicate what IAM is while respecting the past and the future and presented updated versions of the logo. In his report, he presented two new, refreshed versions of the logos: circular and rectangular.

E Gordon noted that that the text around the circular version was hard to read. She recommended that the tagline should be "Excellence in Mediation since 1996". P Monicatti: recommended that the logo should include more visibility of European nations and include an image of a globe vs a just a circle; PVO and L. Senft expressed favor for the wording "Excellence". C Doran indicated he appreciated the feedback and that he would turn it over to Communications Committee for consideration.

11. Incoming President Comments (Jon Fidler) (4:50)

- a. Priorities
- b. Board Meetings (how/when)
- c. Other Items

J Fidler expressed his desire to make IAM truly international during his presidency. In addition, J Fidler spoke to the chairs of all the committees and has been able to fill all positions. He let the board know that he intends to add a board meeting in July/August and a mid-winter meeting in Jan/Feb. Both meetings will be virtual. He thanked C Doran for mentoring him into the Presidency; C Doran offered his complete support for Jon.

## 12. New Business

- a. IAM Mentorship Month Motion

C Doran described the proposal as presented by Mentorship Committee chair, Wendy Kramer to raise awareness of the importance of mentorship.

After discussion, the board supported the proposal.

**A motion was made to make May as Mentorship Month dedicated to Ken Cloke starting on May 1, 2020.**

**The motion carried unanimously.**

- b. Shipping ADR books to Kenya at the cost of \$1500 to ship.

C Doran explained that Mike Young asked for IAM's help for shipping costs of ADR books to James Mang'erere in Kenya to support the developing market there. After discussion:

**A motion was made to use the balance of the President's Discretionary Fund to help pay the costs for shipping ADR books to James Mang'erere and if the charges exceed the funds in the Discretionary fund, the remainder will be paid through the Sustaining fund.**

**The motion passed unanimously.**

- c. The question of IAM's role in issuing guidelines about reconvening mediations in person. After discussion, C Doran asked for a proposal for what to do next since a decision will could not be made during this meeting. L Senft agreed to draft a proposal and circulate it to the board.

## 13. Wrap-Up (Chuck Doran) (5:10)

C Doran recognized outgoing board members: E Gordon and Louise Senft and thanked them for their service. L. Jacobson thanked the board for his tenure on the board as Past President and is looking forward to continuing as ex officio. CD thanked the board for the opportunity to serve as President and for their attendance and participation in the meeting.

End of Meeting (5:57 PM)