



BOARD MEETING MINUTES
Zoom Meeting · Jan 14, 2021 · 9:30 AM EST/2:30 PM GST

Having established a quorum, the meeting was called to order at 9:35 Eastern Time (US). In attendance were officers, Jon Fidler, Michel Kallipetis, Steve Paul, Rob Daisley, Larry Rute, 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

The meeting agenda was approved.

Consent Agenda

1. Approval of minutes

1. October 14, 2020 meeting
2. December 5, 2020 meeting

RE: October Minutes - Gene Moscovitch noted a correction in the Hong Kong report from the October 14th meeting: “thank the American team for putting together capsules 5 & 6.”

A motion was made and seconded that the October 14 minutes be accepted as presented with corrections. The motion carried unanimously.

A motion was made and seconded that the minutes from December 5 meeting be accepted as presented. The motion carried unanimously.

2. Committee Reports

1. Conference Reports

1. May Annual General Meeting – April 24, 2021 (PVO)

Paul Van Osselaer reported that the April Virtual Meeting proceedings will include a speaker and the annual business meeting. He noted that a search for a speaker has begun and asked for input from the board on speakers, format and registration fee. The consensus of the board was that there should be no charge for the meeting. PVO will contact Jeff Krivis and Eric Galt about the possibility of combining the annual general meeting with the April Happy Hour.

2. Montreal (August 19-21, 2021) – Paul Van Osselaer
PVO reported that B. Cornish will be involved in planning the conference with help from Montreal members Andrea Morrison and Louise Otis. He emphasized that a deadline date should be established to determine whether an in-person meeting will take place, given the state of the pandemic. J Hand noted that the vaccine rollout in Canada is very slow and latest reports indicate that vaccines will not have been distributed widely until late summer. The board agreed that the planning committee should start thinking about a virtual conference and that the Executive Director should contact the Montreal conference hotel about postponing the event another year.

3. Zurich (May 19-21, 2022) – James Peter
J Peter voiced concern about the 2022 Zurich conference taking place due to the pandemic and is open to moving the event to a different year. He will reach out to the mediation group in Switzerland about their flexibility and willingness to postpone the conference as needed and report back to the board.

3. Mentorship Report – Jon Fidler (for Wendy Kramer)
 1. Listserv Access for Mentees
A request was made by the Mentorship chair that mentees be granted access and participation in the IAM listserv. R Daisley noted the Mentee vetting process is very detailed, and mentees are of high quality. After discussion,

A motion was made and seconded to grant the IAM Mentees access and participation in the IAM Listserv. The motion carried unanimously.

4. Communication and Outreach – Jon Fidler (for Christine Masters)
 1. IAM Cloud Library
Report was accepted as presented. There was no discussion.

5. Diversity & Inclusion Committee – Jon Fidler (for Eleanor Barr & Gail Wright-Sirmans)
Report was accepted as presented. There was no discussion.

6. Membership Report (includes Recruitment and Member Services) – Rob Daisley
R Daisley reports that membership is going well and that we are getting close to the magic 200 membership number. Citing the excellent job of recruitment made by the committee members, he put forth the following membership nominations:
 - i. New Member Nominations – Rob Daisley
 1. Hillary High
A motion was made and seconded that Hillary High be accepted as a Distinguished Fellow of the IAM. The motion carried unanimously.
 2. Kelly Knight

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

3. Zoe Giannopoulou

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

4. Tat Lim (membership change to Distinguished Fellow)

A motion was made and seconded that Tat Lin be moved from Fellow to Distinguished Fellow of the IAM. The motion carried unanimously.

5. Paul Sills – Rob Daisley confirmed that Paul Sills was admitted to the membership by way of email vote after the October board meeting.

6. Alessandro Bruni – Italy

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

PVO recommended that IAM use social media to make announcements of new members.

ii. Recruitment (Jeff Hand)

J Hand noted that the WWL initiative was successful and that it netted 8 different countries attending the Virtual Conference and approximately 11 mediators indicated strong interest in nomination to the IAM. J Fidler enthusiastically commended and congratulated the committee for a job well done.

It was noted that the Executive Director is monitoring the outstanding renewals and contacting past due members on a consistent basis.

7. Hong Kong Symposium Video Update – Jody Sin & Michel Kallipetis

The report was accepted as presented.

8. Externship Program (Steve Paul)

After the report was presented, it was decided that a specific proposal be made outlining what the program will require and entail of IAM and an Extern Program.

Voting Agenda

9. Treasurer's Report—Larry Rute

i. Approval of 2020 Financials

L Rute reported that the IAM is in excellent shape. The financial report was accepted as presented. He recommended that a total of \$100,000 should be set aside as an IAM reserve fund. The board discussed getting a letter of confirmation or financial review and that the Executive Director seek out costs for a financial review and report to the Executive Committee. J Jury suggests that disclosures be made with any firms that have relationships with MCC/IAM.

A Motion was made to move \$20,000 into the investment CD, increasing the reserve to \$100,000.

ii. Approval of 2021 Budget

It was decided to add \$1000 expenditure to the AGM Meeting (Spring) Conference

It was decided to add \$7500 in Fall conference income in the case that it is virtual and add \$1000 expense for the AGM speaker for the Spring Conference.

A motion was made and seconded to accept the 2021 budget with the following changes: add \$7500 income with the parenthetical Fall Conference and \$1000 expense with a parenthetical for the AGM meeting. The motion passed unanimously.

10. IAM Honorary Member

Discussion delved into to whom an honorary membership is offered. J Jury noted that Honorary membership is offered to recipients of the Lifetime Achievement award. Furthermore. It was noted that the bylaws do not delineate criteria for honorary membership past “recognition for outstanding achievement in the field of mediation.” After discussion, it was agreed that the Lifetime Achievement Award be given to Mr. Rule, which thereby makes him eligible as an honorary member of the IAM.

a. Colin Rule

A motion was made and seconded that the IAM Lifetime Achievement Award be bestowed to Colin Rule. The motion carried unanimously.

11. Access to Past Conference Videos

It was confirmed that the IAM recorded conferences are available to all participants who paid a registration fee. It was decided that after one year the conference recording to all members who did not pay registration fees at a cost of \$50.

A motion was made and seconded that access to recorded IAM conferences will be available to non-registrants at the cost of \$50 after a period of one year.

12. IAM Response Policy

a. Context – J Fidler

b. Note by M Kallipetis

The report was accepted as presented. J Fidler reported that a request was made to respond to the recent events at the US Capital. The discussions evolved into the larger issue of if and how the IAM should respond to world events. M Kallipetis noted the three I’s, Independence, Impartiality, and Integrity are the guiding principles from which these decisions should be made. The consensus held that the IAM should not make statements on world events because of the complexities involved in determining what and how to comment on said events. The board was in favor of ad hoc approach going forward versus creating a committee to deal with policy.

13. Next Board Meeting

a. Thursday, April 22: 10 AM Eastern/3 PM GMT

14. Other Business – There was no new business.

15. Adjourn

There being no new business, a motion was made and seconded to adjourn the meeting at 1:25 PM.