



International Academy of Mediators

Board Meeting Minutes | January 23 , 2023

Meeting Time: 9:00 AM US/Can Eastern | 6 AM US/Can Pacific | 1 PM UK | 2 PM Paris/Zurich | 9 PM HK/Singapore | 12 AM (Tuesday) Melbourne. To check the time in your area, [click here](#).

Attendance

Name	Role	Present?	Name	Role	Present?
Steve Paul	President	Y	Jeff Trueman	Governor	Y
Paul Van Osselaer	President Elect	Y	Allan Stitt	Governor	Y
Joyce Mitchell	Vice President	Y	Tracy Allen	Ex-Officio	Y
Jody Sin	Secretary	Y	Jon Fidler	Ex-Officio	
Jonathan Lloyd-Jones	Treasurer	Y	Denise Madigan	Ex-Officio	
Michel Kallipetis	Past President	Y	Paul Monicatti	Ex-Officio	Y
Claude Amar	Governor	Y			
Barbara Cornish	Governor	Y	Richard Rejino	Administrator	Y
Jeff Hand	Governor	Y	Carol Wilbur	Executive Director	Y
Tat Lim	Governor				
Orit Asnin	Governor	Y			
Jay Rudolph	Governor				
Douglas Murphy	Governor	Y			

The meeting was called to order at 9:02 AM EST.

1. Approval of Agenda
[The agenda was approved as presented.](#)
2. Approval of Minutes from November 21 board meeting

[A motion was made and seconded to approve the minutes as presented. The motion passed unanimously.](#)

3. Treasurer's Report (EOY, 2023 budget, Allocation Comm) – Jonathan [Beginning this month, we will be using a new spreadsheet format for budget entries and tracking; this should reflect better accuracy in line-item allocations. A motion was made and seconded to approve the 2023 budget as presented; the motion passed unanimously.](#)

[The Resource Allocation Committee has identified two categories for surplus fund usage and asks that \\$125K be allocated for this purpose. A motion was made to transfer \\$125k into the Allocation Fund, which would leave about \\$300k in general reserves; this motion was then tabled, pending further discussion and forthcoming information regarding the original intent and purposes of the Legacy Fund and the Sustaining Fund accounts. IAM is no longer running a large surplus but more of a break-even.](#)

Emeritus status, per IAM bylaws, should reflect a significant decrease in practice/working hours in addition to the rule of 80. This topic can be revisited at the next board meeting.

Depending upon our budget needs going forward, Jonathan may soon recommend restoring dues to pre-COVID levels for 2024, now that we're back to in-person conferences, may want to fund new projects, and possibly add a CEO or other additional IAM hire. Inflation is high but IAM dues are not a hardship for most members.

The Allocation Committee would like to select specific projects, ask the membership for feedback, then go to the board for final approval. Any suggestions/discussion can be at the moment by contacting Jonathan.

4. ICC Paris - IAM Hosted Event Proposal – Claude/Jody A letter will go out to approximately 50 non-IAM professionals participating in ICC. A meeting room is secured at the hotel for 20 people on Feb 8. Jody, Jonathan, and Claude will be there to promote the IAM, and are requesting funds of about \$2000 to host this reception/meeting. **A motion was made and seconded to allocate a budget of \$2000 for ICC; the motion carried unanimously.**
(Note: Only \$500 was required for this event.)

5. Committee Reports

1. Conference: Zurich – Jay/Barb Plans are running a little behind schedule, partly due to the search for a European female keynote speaker. If one is not found this week, the search will expand to a speaker from North America. Registration should open by Jan. 31.
2. DEI – International Women's Day, March 8 – Joyce The DEI committee would like IAM to honor three women during a special IWD event: Alicia Kuin, Louise Otis, and Wendy Kramer. **A motion was made and seconded that IAM would honor these three women on March 8; the motion carried unanimously.**
3. Strategic Planning Update – Steve P
 1. Search Committee for (CEO/Exec Director) Position (in addition to MCC) IAM could benefit from hiring an additional "ambassador/CEO" for purposes of goal continuity, committee alignment, and enhanced communication, but we are pausing before rushing into Phase 2. It was decided that further discussion would continue in Zurich and/or at a strategic planning board session.
 2. IAM Mission and Purpose Statements Review/Approval To be further discussed at a later date.
4. IAM Regional Retreat in S. California (Fall 2023) – Steve P for Mike Young Mike Young is exploring the possibility of holding an IAM retreat somewhere in Southern California in the fall, but there are concerns that 1) people might opt to go to this retreat instead of attending the Zurich conference, and 2) once again, IAM could be perceived as showing a preference for CA members. Further discussion is needed to establish IAM protocol for

“regional meetings”, including whether or not this would be IAM-sponsored and what are the impacts elsewhere. Steve will report these concerns to Mike and have continued discussions.

5. Membership – New Candidates – Jeff H Discussion was held regarding the necessity of conference attendance - virtual vs in-person – as it relates to current IAM members. Discussion then followed on the new member applications for the following:

1. Kelly Overstreet
2. Mark Lemke
3. Steve Pearl
4. Tuba Bilecik
5. Scott Densem
6. Logan Cooper

A motion was made and seconded to approve all of the above-mentioned nominees as IAM Distinguished Fellows; the motion carried unanimously.

6. Nominating – Steve P for Earlene Baggett-Hayes The nomination process has begun for the 2023 board elections and will apprise of the results at next board meeting in March.
7. Pro Bono – Steve P for Rande Sotomayor See written report.
8. Website – Richard Final steps are in progress to double-check the website pages. A suggestion was made to eliminate the “Board Portal”, having instead a “flyout” for board members under the “Member Portal”. The new website should be live in the next week or so.

6. Next Scheduled Meeting - March 20

7. The meeting was adjourned at 11:12 am EST.