

FINAL REPORT OF THE IAM SURPLUS FUNDS ALLOCATION COMMITTEE

The IAM Surplus Allocation Committee was tasked with developing criteria for utilizing surplus IAM funds in line with the interests of our Members and consistent with the mission and values of the IAM.

The Committee consisted of:

Mike Young (Chair) (Los Angeles)
Jonathan Lloyd-Jones (London)
John Sturrock (Edinburgh)
Lisa Amato (Portland)
Doug Murphy (Brisbane)
James Mangerere (Nairobi)
Barbara Cornish (Vancouver)

After consulting with the Membership via poll and email, and internal deliberations, the Committee noted that ideas fell generally into two main categories: The first was focused more internally, meaning ideas aimed at improving the overall IAM experience for Members. The second was more externally focused, looking generally at what the IAM can do to promote mediation and constructive dialogue around the world.

The Committee sifted through the various ideas that it, and the Members, suggested and identified those that seemed to best capture the spirit of the IAM and its members, while remaining true to the IAM's core principles, mission statement and values.

Consistent with the dichotomy noted above, the Committee has identified uses for the Surplus Funds that can be categorized into (a) those designed to improve Member experiences at our IAM conferences, and (b) those focused on encouraging the development of commercial mediation in our communities. These ideas will be presented below.

PROCESS

With respect to process, the Committee recommends the establishment of a Standing Committee For the Allocation of Surplus Funds comprised of the Treasurer and three to five other members. The term of the committee members can be determined later, but one suggestion is staggered two-year terms to allow for some continuity. (This Standing Committee could be a continuation of this Surplus Funds Allocation Committee with some new members, or a newly established committee to replace this one) which would:

- a) On an annual basis (or some other basis requested by the Board), establish a schedule for conducting its business for distributing those Surplus Funds allocated to it by the Board, including deadlines for issuing a call for proposals, for submission of proposals, and for making recommendations to the Board.

- b) Send out to the Members a call for proposals consistent with the guidelines set out below. The Committee will need to educate the Membership as to the purpose and availability of the funds, as well as the process for submitting proposals. It may also want to provide a structure for the proposals so the Committee obtains information that it will find useful for its deliberations.
- c) Review the proposals, ensure their compliance with the guidelines below, and determine which ones it would recommend funding, and at what amounts.
- d) Provide the Board with its recommendations for which proposals should be funded, and at what amounts.

CRITERIA

1) One portion of the Surplus Funds allocated for the year will be directed to improving our conferences in the following manner:

- a) Conference Planners can submit a request for funds for *keynote/high profile speakers*, or for similar *extraordinary expenses* designed to enhance the conference.

-- The terms "*keynote/high profile*" and "*extraordinary expenses*" are intentionally left undefined to allow for Conference Planners to be creative in their planning, and to allow the Committee to be flexible in its deliberations.

- b) Individuals can apply for *subsidies* to assist them in affording conference attendance.

-- Subsidies would be available to any Member or Mentee who would like to attend a conference in person but find the costs of in-person attendance to create an undue economic hardship.

-- This is similar to what the IAM is already doing with Sustaining Member Funds, and indeed the Board should consider utilizing the Sustaining Member Funds with the Surplus Funds in this process to avoid duplication.

-- As the IAM has done with Sustaining Member Funds, the process for application for subsidies should remain intentionally minimal and low key to avoid too much bureaucracy; and, to avoid the potential for embarrassment, the IAM should not publicize the awards.

c) Conference Planners can similarly submit a request for funds to *address IT needs* to accommodate members attending virtually.

-- Most IT needs, including those providing for remote access or attendance, can probably be funded with normal conference dues. However, if there are *extraordinary* IT needs, or Conference Planners are suggesting the use of some unusual technological processes for the betterment of the conference, they could apply for additional funds.

2) One portion of the Surplus Funds will be allocated to encouraging the development of commercial mediation:

a) Members can apply for financial support for the development of any of the following, so long as they are designed to advance the proficiency of our members (i.e., make them better mediators), or our clients (i.e., improve the mediation process by educating the users of mediation):

- Training videos and other advanced training tools
- Webinars, podcasts and other media
- Written materials

b) Members in jurisdictions with an established mediation culture who are seeking to assist mediators from underrepresented backgrounds develop self-sustaining mediation practices could apply for funds to assist in those efforts.

c) Members in jurisdictions where mediation has not yet been widely accepted or developed could apply for funds to support initiatives in which the Members are actively engaged that are designed to promote the use of mediation as a preferred and viable dispute resolution process.

The members of the IAM SURPLUS FUNDS ALLOCATION COMMITTEE appreciate the opportunity to assist the Board.

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