



# International Academy of Mediators

Board Meeting Minutes | July 11, 2022

**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	Y
Jonathan Lloyd-Jones	Treasurer	Y	Denise Madigan	Ex-Officio	Y
Michel Kallipetis	Past President	Y	Paul Monicatti	Ex-Officio	y
Claude Amar	Governor	N			
Barbara Cornish	Governor	Y	Richard Rejino	Executive Director	y
Jeff Hand	Governor	Y	Carol Wilbur	Administrator	y
Tat Lim	Governor	Y			
Orit Asnin	Governor	Y	James Peter	Guest – Zurich Chair	Y
Jay Rudolph	Governor	Y			
Douglas Murphy	Governor	Y			

1. The meeting was called to order at 8:05 AM CST by President Steve Paul.  
There were no changes to the agenda as presented.
2. Introduction/New Member Welcome  
S. Paul welcomed the newest board members: Orit Asnin, Jay Rudolph, and Jeff Trueman.
3. Approval of Minutes/June 1 board meeting  
J. Lloyd-Jones asked for one amendment to the June 1 board minutes: that new IAM candidate's name Andrew "Gordon" be corrected to Andrew "Goodman".

**A motion was then made and seconded to approve the minutes with the amendment listed above; the motion passed unanimously.**

4. Committee Reports
  - a. Conference
    - i. Montreal Conference – J. Rudolph  
Overall, the conference was a tremendous success, running very smoothly. Barb and Jay will consider the feedback received for future conferences:
      - a) The focus should be of a more practical approach, have solid takeaways, and be more interactive; the breakouts were very popular.
      - b) COVID was the obvious negative factor after the conference ended; no mask mandate was in place by the hotel as originally thought.

- c) If the Friday banquet cost remains \$150 for guests, then consider a plated dinner instead of a buffet; several expressed dissatisfaction with the quality of food and hotel service.
  - d) If possible in the future, allow for more spacing between tables.
  - e) The Court of Appeal reception was cramped, very hard to hear speaker; confirmation would be helpful in the future as to the logistics of the venue.
- ii. Zurich Conference – James Peter
- The Zurich Planning Committee, including Julia Jung representing the Swiss mediators partner group, met to begin discussing the 2023 Zurich conference. Points confirmed or to be discussed include:
- a) How long should the conference be? Montreal feedback indicated a need for more social/networking time, but after looking at costs and other factors, the scheduling will remain the same: Thursday, Friday, and half day Saturday. We could maybe finish earlier in the day to allow for more interactivity outside the conference rooms while still being able to extend the time for breakout sessions.
  - b) Hybrid or not? General session/keynote speakers could either be recorded or live-streamed, but the time zone differences may not justify the costs of livestreaming. Also, offering a virtual option could impact attendance at the live conference, making it difficult to honor the hotel contract terms. A solution would be to have one live and one virtual conference each year.
  - c) Other questions to consider: is there a privacy issue regarding the recording of breakout sessions (would people be as candid if they were being recorded)? Should recorded keynote presentations be available after the conference? (Also note that keynote speakers may be concerned with a recording's circulation afterwards, and therefore be hesitant to speak at all.) Should conference attendance requirements also apply to virtual? If still an issue, should we offer a COVID side resource for current best practices at conference time?
  - d) Bottom line items: a better job is needed of mentioning both conference options (in-person and virtual) to the membership; Zurich gives IAM a chance to broaden its European base; interactivity is the biggest advantage of an in-person conference, something you won't get virtually.
- iii. Fall Virtual Conference – Jay/Barb
- The focus will be more on practicality rather than a philosophical approach.
- a) Steve Rottman has volunteered to lead one session and confirmation from Lee Jay Berman for another session is hopefully forthcoming.
  - b) There will be two half-day sessions, about three hours each, which will be recorded.
  - c) Dates are still to be determined but might be during week of Nov 13. Friday or Saturday mornings seem to be a good option and a "Save the Date" email will go out once dates are finalized.

- iv. 2024/2025 dates/locations  
The MCC staff should be able to offer suggestions by the Sept BOG meeting; Denver was originally planned for 2020 and might be revisited for 2024. Seattle was another suggestion made for 2024. Australia will be considered for 2025.
- b. Resource Allocation – J. Lloyd-Jones  
Mike Young provided an excellent report; board members will be asked for their thoughts and feedback at the next BOG meeting.
- c. Strategic Planning – S. Paul  
Consultants are still being interviewed, but the board will probably be emailed an approval request before the next meeting.
- d. Membership – J. Hand  
J. Hand reported that there are three current candidates for consideration to IAM membership; all of them are member-recommended, which indicates the desired process is working very well.
  - i. *Adolfo Braga* is Brazilian with 26 years of mediation experience. Discussion followed. **A motion was made and seconded to admit Adolfo Braga as an IAM Distinguished Fellow; the motion carried unanimously.**
  - ii. *Stacie Hausner* has been practicing mediation for 5.5 years in CA, has listed over 800 mediations, and attended three IAM conferences. Discussion followed. **A motion was made and seconded to admit Stacie Hausner as an IAM Distinguished Fellow; the motion carried unanimously.**
  - iii. *Antone Melton-Meaux* has been mediating for five years in Minneapolis with 400 mediations to his credit; he attended the Montreal conference and has excellent references. Discussion followed. **A motion was made and seconded to admit Antone Melton-Meaux as an IAM Distinguished Fellow; the motion carried unanimously.**
  - iv. The fourth candidate's application (Srdan Simac) is not quite ready, so the nomination is tabled for now.  
**ACTION: President S. Paul will extend a virtual welcome to the new members.**
- e. DEI – J. Mitchell  
Two mentees, Afsana Gibson-Chowdhury and Jennifer Egsard, have joined the committee. The agenda is set for next meeting and will focus on goals to pursue. Jennifer Egsard and Aua Atta-Mensah will share their findings and recommendations to the Ontario Bar Association on DEI, in order to help IAM members better understand and incorporate these into their practices, i.e., how to talk to people of different ethnicities. The committee is also hoping to find a speaker from within IAM membership for International Women's Day.
- f. Mentorship  
The proposed webinar dates for the rest of 2022 have been approved and are already listed in the Zoom calendar; descriptions will be posted on the website as they come.

- g. Website  
The first payment has been made to Becky Stern for website updating; the initial wire frames should be ready by July 18 for committee proofing.
- 5. MCC Transition  
**A motion was made and seconded to approve Carol Wilbur as IAM's Executive Director beginning August 1, 2022; the motion carried unanimously.**  
  
**A second motion was made and seconded to add to the minutes an expression of IAM's deep appreciation to outgoing Executive Director Richard Rejino for his dedication and friendship; the motion carried unanimously.**
- 6. Next Meeting: The next BOG meeting will be **September 19, 2022.**
- 7. The meeting was adjourned at 9:45 am CST by President S. Paul.