



IAM November Board Meeting Minutes | 9 AM EST | 6 AM PST (US/Canada)

12 AM (Tues) Brisbane | 4 PM Israel | 10 PM Hong Kong/Singapore | 2 PM London | 3 PM Paris

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Monday, November 21, 2022

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	N
Jody Sin	Secretary	N	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	Y			
Barbara Cornish	Governor	Y	Richard Rejino	Administrator	Y
Jeff Hand	Governor	Y	Carol Wilbur	Executive Director	Y
Tat Lim	Governor	N			
Orit Asnin	Governor	Y			
Jay Rudolph	Governor	Y			
Douglas Murphy	Governor	Y			

1. The meeting was called to order at 9:03 EST.
2. Approval of Minutes from Sept 29 – Steve P

A motion was made and seconded to approve the September 29 minutes as presented. The motion passed unanimously.

3. Treasurer’s Report – Jonathan The Montreal conference revenue was roughly \$85k, showing a profit of about \$11k. Our YTD net income is about \$13k; last year at this time it was about \$37k BUT more was spent this year on website updating and strategic planning. We currently have \$343K in assets. Final 2022 numbers will be presented at the January 2023 board meeting.

The Resource Allocation Committee has identified two main areas to support financially: **improving the IAM conference experience**, such as paying (more) for high-quality speakers and offering individual assistance when needed, and **furthering commercial mediation** where it’s still in its infancy. A third possibility to consider would be providing assistance to individuals to help support the organization. Further discussion to follow in committee meetings.

4. Committee Reports
 1. Conferences

1. Fall Virtual Conference Wrap-up – Jay/Barb The conference was planned to be more interactive in direct response to the Montreal conference feedback. There was high attendance for all three sessions and it is considered a success.
2. Zurich Conference – Allan Stitt will oversee the breakout sessions, committee members are being finalized, and several speakers are already lined up. Green

initiatives are in place at the Zurich Marriott, and the conference should be a good recruitment opportunity for prospective European members.

3. Seattle 2024 – Carol will start the search for possible hotels, focusing on the Bellevue area and looking at May/early June for the conference dates.
2. IAM Ad Hoc Committee on Ukrainian Initiatives – Paul VO (for Hal Abramson) This is not a political action to bring about world peace, but more of a way to help the mediation process during this time as people, law schools, etc., are being displaced/relocated. Issues include displaced people and construction issues, for example. IAM members could form a partnership with Ukrainian mediators and help them with whatever they need. *Mediators Beyond Borders* has also launched a program in Ukraine. Discussion followed, and with reservations expressed by board members, Steve and Paul will reach out to Hal to convey the board's inclination that although individual IAM members are welcome to participate, there will be no official IAM involvement at this time and will look to revisit after further discussion.
3. Mentorship – (attached report) and Allan Some mentees seem to be “perpetual” -is there no time limit in place currently? A process is needed to evaluate the moving up of longer-term mentees to full membership.

Ethiopia Initiative: Allan has suggested that IAM should have a process to help develop mentees/mediators in less-developed countries. With this in mind, he has several prospects in Ethiopia and will do an IAM membership outreach in January to find mentors for these candidates. He is hoping for a good response, allowing these new mentees/mediators to participate in Zoom mediations, have debrief sessions, etc., and is also hopeful that \$33k or so would be available from the Sustaining Fund. Maybe choose 1 or 2 to attend Zurich conference, fully funded? It would be beneficial to members to learn from these mentees. Claude offered to help Allan, mentioning that he had worked with mentees in India and language was the biggest issue to consider. Allan said that his prospects do speak English but didn't think mediations were done in English; mediation in Ethiopia is so scarce that mentees would be happy to mediate anything, as long as they had an IAM mentor. Comments/questions were as follows:

A better definition for “mentee” is needed, including a specified time period (3 years?) – perhaps consult Wendy Kramer to help define mentorship for this purpose?

Ethiopians don't have money so would probably never become regular IAM members. There is a marked difference between mentoring people to become IAM members and supporting totally new mediators in poorer locales.

Allocation funds were intended to support those needing help to attend conferences. Should we extend “emerging markets” to include “emerging demographics” as a better way of identifying in the future?

We should focus on “markets” only for this initiative; leave “demographics” to the Mentoring Committee.

How do we identify future prospects from these markets and how do we make a difference? Do we support our own young leaders or those in underdeveloped places? Mentorship can also include sharing programs.

A motion was made and seconded to establish an Emerging Markets Fellowship Program and to authorize Allan to proceed with that program as it relates to Ethiopia. The motion passed unanimously.

4. Strategic Planning – Steve P Potential recommendation: add a person (“CEO” or other title to be determined) to help with IAM continuity and initiatives. Immediate strategic goals are to define 1) who we are, 2) what are recommendations going forward, and 3)

how can committees work together more and be better aligned with IAM's overall goals.

5. Communications/Website update – Richard The committee is still tweaking details with Becky but the hope is to get the new website up and running by December.
 6. Membership – New Candidates – Jeff H
 1. Srdan Simac As a Croatian mediator, he would be first from that country. **A motion was made and seconded that Srdan Simac be admitted to the IAM as a Distinguished Fellow. The motion passed unanimously.**
 2. Paul Godin Following up from the July board meeting, the Membership Committee is satisfied with his nomination application and mediation metrics. **A motion was made and seconded that Paul Godin be admitted to the IAM as a Distinguished Fellow. The motion passed with one abstaining vote.**
 7. Nomination Committee – Steve P (for Earlene Baggett-Hayes) Earlene will replace Cynthia Remmers as the Nominating Committee Chair. The Board will have upcoming openings that need to be filled.
5. Next Scheduled Board Meeting: January 23
 6. The meeting was adjourned at 10:48 am EST.
 7. **ADDENDUM: The MCC contract renewal for 2023 unanimously approved by email vote.**