



## MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS Sunday, February 13, 2022

**PRESENT BY ZOOM:** Michael Sallustio, Stirling Phillips, Merry Lymn, David Lewis, Barry Weissman, Janne Weissman, Deborah Kleinberg, Liz Salter, LaVerne Day, Cheryl Jackson, Kate Kranitz.

The meeting of the Board of Directors of the Maryland Council for Dispute Resolution was called to order at 11:00 a.m. and concluded at 1:00 pm.

**MINUTES OF THE PREVIOUS MEETING** were posted on the website after additions and corrections by board members were incorporated.

**ELECTION:** Slate of candidates and the proposed amendments to the by-laws were approved by the membership. Barry Weissman will incorporate the amendments into the by-laws and place them on the website, after a review by Merry Lymn, Secretary.

**TREASURER'S REPORT:** Barry Weissman will be posting a separate report on MCDR's website.

For the most part, MCDR did not have a budget during covid. Now that covid is not as much of a threat as it was, he will be doing a budget. Barry needs people to send him projected expenses so that he can plan for them. MCDR's major expense is the website. Barry has been focusing on keeping MCDR's expenses less than MCDR's income.

Barry reminded people that MCDR has a tax-exempt certificate and that it should be used for all purchases. He needs receipts in order to reimburse expenditures. It is preferable for people to use checks rather than credit cards for record-keeping purposes.

**MENTORING:** The mentoring committee needs to be re-established. Stirling Philips reported that the biggest problem facing the committee is the paucity of people willing to serve as mentors. He stated that it might be helpful if we can offer incentives.

Observation will not be part of the mentoring process. MCDR mentors will be asked to: talk about process; how to build a private practice; and watch videos with the mentee and role play. There is a library of role playing videos that are accessible only to mentors. The committee hopes that mentors and mentees will meet once a month for three months and then, hopefully, extend their relationship beyond the three months. Deborah Kleinberg and David Lewis expressed the view that it may be possible to receive a grant from MACRO to pay a small stipend to mentors. Quarterly reports would be required. The process for applying for grants has been re-vamped. Therefore, it is necessary to watch a video that sets forth the application process. David Lewis stated that the application must be made before April.

**CERTIFICATION:** The MACRO grant has run out. In the past year, eight members of MCDR have been certified. The committee is now running feedback sessions, whereby the parties engage in mediation role playing and experienced mediators give feedback. The certification committee is hoping to provide 10 feedback sessions during the year ahead.

MCDR is the only organization that offers performance based certification. It is a skill assessment consisting of a nine point rubric. Assessors must be certified and are paid. Applicants must pay to sit for the exam. It is not an easy process.

Other organizations offer only a written test. The Academy of Mediators and the Professional Mediators Board of Standards (PMBS) offer a written test. These organizations have expressed an interest in collaborating with MCDR. The Board approved the Committee's request to continue negotiating to develop a working relationship and possible collaboration with these organizations.

Names of individuals certified by MCDR will appear on the website with a link to information about them.

**AWARDS:** According to the by-laws, the president, vice-president and treasurer plus two general members serve on the awards committee. The Board decided that the two general members should be past award winners.

**PROGRAMS:** Because of COVID 19, programs have been broadcast via zoom. MCDR sponsored a program December 5 on divorce and taxes. The March quarterly meeting on ethics has been postponed to May. LaVerne Day is hoping to present an alternative program in March.

LaVerne Day and Deborah Kleinberg developed a list of 6 programs with potential speakers that they want to present in the upcoming year. Also, they are in the process of developing a program guide for new chairs.

Two of the upcoming speakers do not want to present on a Sunday, therefore, the quarterly meeting of the membership will be on a weekday.

The Board recognizes the need to vary the venues and offer zoom participation so that our programs are within reach of the greatest possible number of members.

David Lewis has a list of speakers. Barry Weissman has a list of past program topics.

David Lewis expressed a desire to co-sponsor events with other organizations.

**MEMBERSHIP:** Janne Weissman, Membership Chair, reported that, there has been a decrease in the number of members. However, in the past few months over 30 people have renewed their memberships.

**NOTE:** Attendance certificates are free to members, \$10 for non-members. Past programs will be uploaded to the website. Viewing the program will be free to members, \$10 for non-members.

**NEXT BOARD MEETING:** The next meeting of the Board of Directors has not been set. Michael Sallustio will circulate a poll to determine the best date for highest attendance.

The minutes of the meeting will be circulated to the Board for additions and corrections. After incorporating the additions and corrections, the minutes will be posted on MCDR's website.

Respectfully submitted,

Merry Lymn, Secretary