



Board Meeting Minutes

Venue: Online, via zoom

Date: Wednesday, 16th November 2022

Time: 12 noon.

Directors: Hugo Besterman, (HB), Ryan Compton, (RC), Denice Houslin, Chair of the PSC (DH), Christopher Makin, (CM), Jonathan Groskopf, Treasurer, acting Chair, (JG), Andrew Goodman, (AG), Martin Ellis, (ME).

Minutes: Elizabeth Wright, (EW)

CEO Paul Turner (PT)

Apologies: Paulette Morris (PM)

Guest Jan Coulton, (JC) – COM Advisor.

Item	Notes	Topic
1.	JG welcomed everyone to the meeting including new Directors, Andrew Goodman and Martin Ellis.	Introduction
2.	Apologies were received from Paulette Morris who advised that she cannot attend this or the next meeting.	Present and Apologies
3.	<p>ME advised that going forward meetings must have far fewer agenda items. He suggested to achieve this, tasks could be split up and given to sub committees who would report back at Board meetings. ME suggested that PT provide the Board with an update of two or three pages midway between meetings. This would help Directors prepare for forthcoming meetings. ME advised that, in addition to the standing items, he would prefer a maximum of ten agenda items defined as Decisions or Information.</p> <p>RC agreed but went on to explain the difficulties he has witnessed with working groups in the past. Problems getting people to join or always the same people in the groups. He advised the College would need to re-engage with the membership who used to volunteer and be part of groups.</p> <p>CM referred to his Chart of Responsibilities which had been designed to take some of the pressure away from the Chair. He suggested it might be helpful to update it now with the current Board members. CM advised the purpose of the chart is to assign areas to the most appropriate spokesperson and not responsibility. He</p>	Agenda Changes

4.	The Board agreed the minutes of the Wednesday 5 th October 2022 meeting. As not all had read the minutes, HB proposed and DH seconded.	Minutes of the last meeting
5.		Matters Arising
6.	No conflicts of interest were declared.	Conflicts of Interest. Corporate Code
7.		
8.	EW described issues with the Find a Mediator function on the website saying it is attracting a lot of negative feedback. RC suggested an action for him might be to meet with the Sheep CRM and Web people for an open and honest conversation around rectifying the problems with the website. He advised EW and PT should be present too. The Board agreed. Action: RC to arrange a meeting between himself, PT and EW and Sheep CRM and the Web Provider to explore solutions to the website issues.	Will Chalmers proposal regards Find a Mediator
9.	Not discussed	Comparison of Benefits,
10.	Treasurer's Report EW reported the College currently has around 249 members. Equinox RC and PT described the history of the Colleges relationship with Equinox, publishers of the Journal from their different perspectives. They explained how the journey had been very confused because of the number of people from the College who had been involved at one time or another. AG advised that he is a member of the editorial board of the Journal. RC advised the Board had voted unanimously to proceed with the Journal having taken the advice of academics Pablo and Maria who thought it had the edge on others covering both mediation and practice. RT asked, given PT's point, how the Board would like to proceed. AG spoke about why he thought the Journal was good for the College and its membership and worth continuing if it can be done on a cost-effective basis. He offered to speak to his own contacts and Equinox on the Boards behalf. The aspiration being to publish something for free or at cost. The Board thanked AG for his offer to take the lead on the Journal.	Treasurer's Report, Bank Update, General Financial Position Equinox and Bank Payments
11.	The Board by a majority, voted in favour of Jan Coulton for the role of FMC rep from January 2022.	FMC Representative
12.	DH advised the next PSC meeting is not until next week when Elder Mediation Standards will be up for review. She explained there is a decision for the Board to make today as to whether it approves the PPC arrangement documents. The Board approved the PPC rules for family and non-family mediators. JG asked if these rules could apply to other forms of mediation. DH advised they could DH/RC spoke about the Code of Practice and PPC's operating under different codes of conduct. DH advised she could add something addressing that.	PSC Report, Approval of PPC Rules for Family and Non-Family Mediators
13.		
14.	PT wanted to check his procedure for recruitment is acceptable to the Board. He advised to date all applicants have come via LinkedIn and don't appear to have read	Procedure for recruitment of

	the application instructions as they are supplying their CV's. PT described the standard reply EW is sending which asks applicants to supply a personal statement confirming they are members of or intend to become members of the College. It also advises a member can nominate them. EW advised no one has replied to the letter so as of today there are no applications for the Board to consider. RC suggested advertising on other sites such as Indeed or the FMC who have a new opportunities section in their newsletter.	Directors, Adverts for additional Directors, Consideration of CV's
15.	RC described the event and its objective. He advised it would be good if College members could participate. PT agreed suggesting something could be put in a newsletter.	Family Mediation awareness week Jan 2023
16.		
17.		
18.		
19.		
20.		
21.	EW advised there are no new complaints to report.	Complaints
22.		
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27.	<p>JC reported she has met with the Medical Mediators again and they do intend to join the College.</p> <p>JC described a group of international mediators from St Lucia she has had initial conversations with. She advised this will be a fresh start relationship similar to that of the Medical Mediators.</p> <p>JC reported she had attended the International Mediation Awareness Week on behalf of the College. She described how the event had been a success attracting some excellent feedback. An event well worth the College taking forward in the future to raise interest and profile.</p> <p>JC explained RC had passed attending the FMSB group on to her after attending the first meeting. She described her work with the group previously saying it has now reformed as the Accreditation Reform Group (ARG). Its main purpose being to give the accreditation and pathway to family mediation a thorough examination and new look. JC advised her committee will focus on strategy.</p> <p>JC shared a document from the minutes of the last committee meeting saying she would appreciate the Board's feedback on the key criteria agreed. She talked through the various elements of the key criteria.</p> <p>The Board approved of the key criteria.</p> <p>AG advised these criteria are a huge improvement on anything applied to Civil and Commercial. He felt they might be a barrier to entry but they are to be applauded.</p> <p>HB referred to the last section of the criteria which talks about ongoing assessment and re accreditation. He was concerned more rigorous re accreditation might present a barrier. JC felt perhaps the wording might be adjusted. She assured HB the criteria are aimed at making things more inclusive. She advised she will raise HB's point at the next committee meeting.</p> <p>RC advised, rigorous re accreditation is more suited to the future when mediation is recognised as a profession. At this point tightening up what we have now might be more appropriate.</p>	ARG Reform Group

	CM advised we do need to raise standards. The other challenge is to show the public that accredited mediators are the people to approach because others cannot be trusted to do the work and they can. JC advised she will raise HB and CM's points with the ARG.	
28.		Any Other Business
29.	Date of the Next Meeting 12 noon December 7 th 2022.	Date of Next Meeting.

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