

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

The annual meeting of delegates took place virtually via Zoom, two sessions were conducted to cover the different time zones, and delegates attended according to their convenience.

The **first** and **second** sessions included attendees that are IMCs officials, CMCs of their national IMCs and are non-voting, however, the attending voting delegates per session are as follows:

First Session Attending Delegates:

Simon Liu (IMC Taiwan), Mitsunori Masunaga (IMC Japan), Oksana Kovtun (IMC Russia), Gulsum Akhtamberdiyeva (IMC Kazakhstan), Lydia Goh (IMC Singapore), Andrija Gencil (IMC Serbia), Claudio Barella (IMC Italy), Angelo Kehayas (IMC South Africa), Visar Dobroshi (IMC Kosovo), Celal Seckin (IMC Turkey), Olga Trofymova (IMC Ukraine), Phil Guerin (IMC New Zealand), Ningbo You (IMC China), Cristian Gaina (IMC Romania), Maqbouleh Hammoudeh (IMC Jordan).

Second Session Attending Delegates:

Randy Baldwin, Glenn Yonemitsu, Christopher Harper (IMC Canada), Ruggero Paolo Huesler (IMC Switzerland), Gabriel Gundu (IMC Nigeria), Philipp Graf, Alfred Harl, Hans Georg Götting, Wilfried Drexler (IMC Austria), Kim Karne (IMC Finland), Chaim Aizenfeld (IMC Israel), Mairead Fernandez-McCann, Nick Warn, Keith Rushton (IMC UK), Theo Hermsen (IMC Netherlands), Constantinos Stavropoulos (IMC USA), Tamara Abdel-Jaber (CMC-GI), Claudio Barella (IMC Italy), Peter Csakvari (IMC Hungary), Olga Trofymova (IMC Ukraine), Patrick Downes (IMC Ireland), Aleksandar Celeski (IMC Macedonia).

Board Members in Attendance first Session:

Dwight Mihalicz (Chair), Jeremy Webster (Secretary), Jan Willem Kradolfer (Treasurer), Sorin Caian (Immediate past chair), Robert Bodenstein (Director), Gergana Mantarkova (Director), Jehona Lluka (Director), Yanyan Zhang (Director).

Board Members in Attendance Second Session:

Dwight Mihalicz (Chair), Jeremy Webster (Secretary), Jan Willem Kradolfer (Treasurer), Sorin Caian (Immediate past chair), Robert Bodenstein (Director), Gergana Mantarkova (Director), Jehona Lluka (Director), Yanyan Zhang (Director).

Board Members Absent:

Kyeong Han (Director).

Secretariat in Attendance:

Reema Nasser (ED) and Khuzaima Zaghlawan (ES).

Preside over meeting - Opening remarks by the Chair of ICMCI, Dwight Mihalicz

Dwight welcomed all to this event, the first virtual annual meeting in this format, due to the global extraordinary times. The global pandemic of Covid-19 has created a situation that has disrupted us in ways that no one would have thought possible at the beginning of 2020.

This annual meeting will be in two sessions to provide suitable opportunities for the Delegates, anywhere in the world, to participate. As our Bylaws allow to host virtual Annual Meetings of Delegates. ***The quorum is assured by virtue of the electronic voting following these two sessions.***

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

The annual meeting report, related documents, and the links to the recorded presentations were distributed prior to this event to facilitate Annual Meeting discussions.

For example, economies are increasingly vulnerable in the face of increasing isolationism and the health crisis comes to us on top of already different disturbing crises. The world's largest economies are not only not collaborating, but the two largest are increasingly confrontational. These and other global factors increase the vulnerability to disruption for our clients and our profession.

All IMCs are facing the disruption in our own industry, management consulting, and in consulting more broadly. New entrants into the industry, whether they are fresh out of university, changing careers, or retiring, are entering our industry in ever-growing numbers, but they are not becoming members of our Institutes. They simply do not value the concepts of Institutes and Certification in the same way that we and our predecessors did.

Who better to lead and demonstrate these better ways than management consultants? This is what we have been trained to do. We instinctively get beneath the surface, get past the symptoms and find those root cause issues that need to be tackled. As management consultants, we have a challenging but important role. We need to be able to pivot in an instant so that we can be leaders in helping our clients to do the same.

If you want reinforcement of this fact – read again the Annual Report that has been presented to you. Think about the amazing amount of expertise and wisdom that has gone into the successes we have had this year, despite – or maybe because of – a global pandemic. Even more so, these contributions are made on a completely voluntary basis.

The work of ICMCI, and this wealth of volunteer collaboration, is led and managed by the ICMCI Secretariat staff, who are dedicated completely to the advancement of the profession. This is shown both by the quality of their work, and the fact that they put in many more hours than their contracts require – another form of volunteer contribution to the advancement of our profession.

The meeting will be recorded and not published, but to establish the meeting minutes only.

The Chair full opening remarks are available at: <https://www.cmc-global.org/content/chair-address-annual-meeting-delegates>

The Chair, introduced the ICMCI Board and Executive Director and asked each to say a few words about themselves and their role, and added that he *cannot recognize all the volunteer's role and efforts, without remembering our friend and colleague (Gerd Prechtl) from Austria who passed away on 10 October 2020. His voice will be missed in addition to all other souls gone before, but we will carry on with our deliberations of moving forward for the advancement of this profession, to which Gerd and so many before us have been so dedicated.*

Sorin Caian: The immediate Past Chair, and the Chair of NSPC, the committee that is accountable for succession planning. Sorin addressed the delegates asking them to enhance their involvement in order to assure more talents are close to the ICMCI and to assure proper candidates are running for the different board roles.

Sorin is also the Marketing Committee Chair and is working to enhance the communications with IMCs.

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

The NSPC Chair video link is available at:

<https://www.youtube.com/watch?v=KszD3TtcUXY&list=UUnbIZ7oUZX2BgtxYdk4Dhlq&index=10>

Jan Willem Kradolfer: Carries the Treasurer role in taking the lead of the organization financial matters and liaising the communication with most of the IMCs especially during those tight times due to the pandemic.

The full treasurer report as presented during the meeting two sessions is included later in this document.

Jeremy Webster: Carries the Secretary role, making sure that we have a set of rules and procedures that are working to support the organization goals, which also perfectly allows us to conduct this format of the meeting due to the pandemic. The virtual meetings proved to have a positive impact on number of participations of voting delegates and offers actual positive opportunities to interact with the board directors, which is more likely than participation in the face-to-face annual meeting events, this provides more feedback and direction on how to move forward in the future.

The management consultants have a real contribution on the social development over the world and not only the economic directive of each IMC country. The International Council (ICMCI) should focus more of its objectives as the leader of the profession, not only of its members, but all the management consultants and allocate the resources for sustainable social and economic developments.

We are looking for an open forum to discuss with all IMCs how ICMCI can represent the management consulting profession more across the world and support the IMCs and their members of their growth as well.

The Secretary video link is available at:

<https://www.youtube.com/watch?v=uSfijYOyQM4&list=UUnbIZ7oUZX2BgtxYdk4Dhlq&index=6>

Jehona Lluka: Carries the liaison role to the Marketing and Advocacy Committee, main goal is improving all the indicators and increasing the marketing performance, and one of the main achievements is that the committee tripled the online presence via different tools. The committee acts as the linkage between all the activities of ICMCI in order to carefully follow the development and understand the early stages of products to enable promotion.

Thanks to all the IMCs that help us reach mutual goals of promotion worldwide.

The Marketing Liaison video link is available at

<https://www.youtube.com/watch?v=ka7fHGhimzI&list=UUnbIZ7oUZX2BgtxYdk4Dhlq&index=7>

Gergana Mantarkova: Carries a Board Director role to increase the connection and positioning with the international development institutions, supporting the approach of the of the management consulting profession across the world, and how the CMC profession would be positioned in the future. We should build on what we have and what was established and have a very impactful steps next year when we would position the profession even better.

This year was an induction year or a warming up year, and next year we hope for very real results.

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

Yanyan Zhang: Carries a Board Director role and working with the board through different initiatives in the Asian countries for promoting the CMC designation.

Robert Bodenstein: Carries a Board Director role and is involved in different initiatives through different committees, starting with the ISO 20700:2017 standard and the self-declaration checklist as established in 2017 being the liaison to PSC, with the success of reaching most of the IMCs and establishing a good base of accredited trainers, and hundreds of consultants trained to this checklist. Online training sessions are planned due to pandemic to accredit more IMCs and train consultants as trainers. Also, Robert is the board liaison to QAC who underwent the self-assessment and announced its compliance to the 17011 standard, QAC is running several initiatives in assessing the IMCs according to the 17024 standard.

Also, Robert is a member in the NCI taskforce, who launched the ICMCI National Consulting Index (NCI) report as published in June 2020, which is a good tool for IMCs estimating the size (\$ value) of the management consulting sector in any country in the world. An updated version of the NCI index will be published annually, the next version will be published in June 2021.

The NCI report is available at: <https://www.cmc-global.org/content/nci-data-reports>

The NCI Video link is available at: <https://www.youtube.com/watch?v=-tONyBiG0Y4&list=UUnbIZ7oUZX2BgtxYdk4Dhlq&index=18>

Kyeong Han: Apologized for his absence, due to technology connection although he planned to attend this event as a Board Director.

Reema Nasser: The ICMCI Executive Director, thanked all the attendees for joining this event and the board members for the kind words of appreciation to the Secretariat efforts during the past year and in maintaining the consistency of the work and growth. The increase of operational growing work means growth of the organization itself, and the work delivered by the different committees speaks for itself.

Although it was a tough year of covering the normal day-to-day work to support the ICMCI in being the representative of the profession, and in supporting all committees and IMCs, we were able to turn the pandemic situation to an advantage for enhancing communications with our Members through the webinars, and hopefully the IMCs were enabled to strengthen engagements with their members accordingly.

The Executive Director video link is available at:

https://www.youtube.com/watch?v=4Klo3xv_jW0&list=UUnbIZ7oUZX2BgtxYdk4Dhlq&index=12

The Annual report link is available at: https://www.cmc-global.org/sites/default/files/public/board_annual_report_2019-2020.pdf

Treasurer's remarks:

According to the auditor's report, our Organization *"does not expect substantial effects to occur on its operations if the situation is normalized within a reasonable time period, with the assurance that the Organization will continue as a going concern in the foreseeable future, at least, for the twelve months following the end of the financial year 2020, and that the Organization will be able to commit to paying its obligations when its due, hence, the financial statements of the Organization were prepared on the going concern basis of accounting"*.

The balance sheet shows the revenues status considering the decreases according to the cancellation of the different ICMCI events due to the pandemic, however, the expenditures decreased as well to balance the financial situation.

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

Considering the financial position of the ICMCI, the annual membership fees will remain at the same rates as the previous year with no additional increase, which will allow IMCs to meet their obligations to ICMCI.

ICMCI is still working according to the strategic plan, as planned in the earlier stages, to fund the organization while relying on the variable revenues from the strategic initiatives despite the pandemic challenges. There are difficulties in reaching the goals, but the pandemic will not last forever and we can always come up with funding for our strategies as planned.

The Treasurer video link is available at:

<https://www.youtube.com/watch?v=pQ5QU9MgMXs&list=UUUnbIZ7oUZx2BqtxYdk4Dhlg&index=5>

The auditor and treasurer reports are available at in the annual report: https://www.cmc-global.org/sites/default/files/public/board_annual_report_2019-2020.pdf

Social Media – Marketing Committee Vice Chair

Seven social media accounts were opened and there are weekly marketing activities that are being promoted through the social media accounts, and all IMCs are encouraged to subscribe to those accounts and to contribute with different articles/reports/updates in the monthly newsletter.

Currently six e-newsletters were published with a reach of 13,000 people. Twenty IMCs have contributed so far to those editions. The content of the newsletter is focusing on promoting the CMC profession, ICMCI operational products, IMCs and their members, as well as insights from the consulting book.

The blue verification badge will be established for all social media accounts by next year which would lead to more followers and decrease the chance to duplicate accounts. Live streams and very short Vlogs for promotion will be on our plans for next year, and next year holds the publishing of our ICMCI book.

New professional members are expected to be recruited in the marketing committee considering the diversity of planned activities to be launched and to increase our reach.

ISO 17024 Standards – QAC Chair

The ISO 17024 authorisation process took place in June for ICMCI to gain the status of an authorisation body by complying with the ISO 17011:2017, and now we are able to provide our IMCs the opportunity to audit their certifications against the 17024:2012. Our assessment could be held against this standard by combining the regular ICMCI standard assessment with the ISO 17024:2012 audit.

To summarize, the Quality Assurance Committee (QAC) is now entitled to authorize the IMCs as requested as approved personnel certification bodies according to ISO 17024:2012. It is a new opportunity and an added value for IMCs to offer a range of certifications other than the CMC, and we hope our Members benefit from it.

Constantinus National award - ED

A new program as part of the Constantinos International Award for creating Constantinus Award Chapters nationally. Any IMC interested in carrying a National Award locally must undergo an application process according to the International Award structure, and once that

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

IMC passes that assessment the national award will be immediately named "Constantinos (IMC Name) Award".

We want to congratulate IMC Brazil who passed the assessment and become Constantinus Brazil Award.

ED will provide all the requirements of the application for any IMC interested to adopt this national award.

The Constantinus Ambassador Program - ED

This program is to enhance the image and presence of the Constantinus International Award. Each IMC shall assign an individual who is respected within the local community and is familiar with the consulting community or the business who will agree to be the Ambassador for the Constantinus program in his/her country to promote the Constantinus Award. This person will be the ICMCI flag in that country and shall present it and promote it and make sure all applicants understand what its processes are all about.

2020 Onwards Taskforce - Chair

As ICMCI strives to be a leader in the global profession of management consulting and to lead in this work, a taskforce has been established to identify the pain points of Institutes, the services that would be valued by new entrants into consulting, and the changing expectations of clients with respect to consulting. To do this, the Taskforce is meeting with representatives of all Institutes to brainstorm, learn from each other, and gather information that can be used to make recommendations of the business solution model for the way forward.

The Taskforce already met with almost half of the IMCs officials, and during November and December the second round of meetings will be launched.

Secretary Presentation of the Resolutions and the Voting Process:

Conventionally, ICMCI have a very labour-intensive process for voting on the various resolutions, and with the virtual meeting, and according to the bylaws, ICMCI can invoke the voting electronically as it is difficult to count votes during the session itself.

The voting this year will be a much more straight-forward process. The document where all resolutions are included together to be reviewed by the voting delegates was sent on time, and the voting process will start after the annual meeting discussions as each delegate will receive the voting link that will take the delegate to the landing page of the resolution on the ICMCI website, knowing that each already received their access credentials, and the voting period would be 45 days.

The delegates will be able to cast their votes to the five resolutions. The Secretary ran through the five resolutions while sharing the screen for the voting delegates to accept the recommendations for the following resolutions:

1. **Board Report 2019-2020:** That the 2019 - 2020 Annual Report of the Board of Directors be accepted.
2. **Treasurer's Report 2019-2020:** That the Treasurer's Report 2019-2020 be accepted.
3. **Auditors for 2020-2021:** That the recommendation of the board assigning BDO Jordan (Samman & Co) as the ICMCI auditors for 2020-2021 be accepted.
4. **Plan for 2019-2022:** That the 2019-2022 Strategic Plan be affirmed.
5. **Budget 2020-2022:** That the 2020-2022 proposed budget be approved.

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

The voting period will start on **15 October 2020** at 01:00 UTC and closed on **28 November 2020** at 23:00 UTC (45 days open period).

Once the quorum has been reached and the majority accepted the resolutions this will be published in the annual meeting minutes of meeting as Appendix 1.

Q&A Session:

Q: Keeping contributions static is not in line with what is happening in each IMC where revenues are declining.

A: Most IMCs are facing difficulties, and both ICMCI and IMCs should focus on the revenues in the balance sheet. ICMCI announced that the annual membership fees for the years 2020-2021 & 2021-2022 will remain steady considering the financial difficulties that some IMCs are facing. The new variable revenues will be addressed in the strategic plan to expand revenues and supporting the IMCs to adopt new revenue initiative, this is from the perspective of an ICMCI treasurer.

The Chair elaborated and explained further the funding from the strategy perspective:

The work of the taskforce on the strategic funding changed quite dramatically how the secretariat was funded, before all revenue from institutes was based on the number of CMCs in an institute, and the taskforce changed it around, and built the budget in accordance with expected accomplishments of the strategy, then each Institute would carry its share.

Over the last few years, we were following that, the ICMCI budget was set in a fair accountable distributed share for IMCs, so the larger and most successful IMCs pay more and the matured and smaller IMCs pay less with economic differentiation adjustment apply for each according to the world bank economic classifications.

The number of CMC are declining, which means decline in income to ICMCI, and the decline in number of IMCs also added to the decline of revenue. So ICMCI is sharing the pain by holding the fees steady for two years.

It is appropriate to fund the global secretariat to leverage each other's work and create programs and services to increase the revenues and fund the strategic goals.

The Chair do appreciate the IMCs ongoing support as the expense paid by IMCs will come back as return to all of the IMCs.

The strategic plan vision did not change since the last three years in terms of being the leader of the management consulting profession and the three goals of building and strengthening the networking and the outreach.

Operationally and under Reema's leadership we have to change how to do things as how to react to COVID crisis and focus on things that will support our institutes and their members. However, we can move with the strategy as it is and support the IMCs in a way that ICMCI committed to do in the last annual meeting. The Chair stressed that in these difficult times, collaboration becomes even more important, and investments by Institutes in global services is increasingly important.

In the annual report you read more about the strategy, so please do check that out.

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

The Strategy video link is available at:

<https://www.youtube.com/watch?v=JBv4bB6LFEA&list=UUnbIZ7oUZx2BgtxYdk4Dhlg&index=8>

- Q:** What IMCs could go through the 17024-certification audit? Are there any rules published on the CMC Global website?
- A:** Each IMC could go through ISO 17024 certification. Please, contact QAC Chair who will provide all needed requirements.
- Q:** Will the normal ICMCI audit now include 17024 accreditation?
- A:** We could combine two audits or make it separate. Only for IMCs who requests to have ISO 17024 we will do both.
You can have ISO 17024 Compliance or conformance. The former is much cheaper.
- Q:** How about the price? Is the price the same?
- A:** Prices depend on the number of programmes to be included in the audit; Olga can provide all the details once you contact her with the exact need. The assessment from QAC according to ICMCI standard is included in the annual fees. But IMCs should pay for ISO 17024. But not a lot more.
- Q:** A suggestion to conduct a seminar for Branding the ICMCI to have such strategy promotion plan over all the world, also for CMC certificates.
- A:** This proposal is well received, and this can be scheduled when plan is in place.
- Q:** How many countries are considering a local Constantinus Award?
- A:** Many IMCs provided their nomination to the Ambassador Programme, but only one applied to the National Constantinus Award. Another expressed that it is under consideration. We hope many IMCs follow in their footsteps.
- Q:** Did you discuss about strengthening the continents with ICMCI Europe, ICMCI ASIA etc.?
- A:** This is one of the strategic discussions that we need to have, and with the virtual format we have opportunities that we would need to explore, we will take advantage of the virtual meetings to discuss this with the hubs and the IMCs and look at how we can enhance the profession at a hub regional level and the role of ICMCI and the institutes.
- Q:** Can we ensure that we have a topic on how IMCs attract the next generation of young professionals. This is a challenge for almost every IMC.
- A:** Yes, that can be one of our webinar topics, and I am sure there would be an IMC that did well in that as a success story. Also, the 2020 Taskforce outcomes would provide input on this subject.
- Q:** What about hosting virtual quarterly delegate meetings till 'physical presence opportunities' arise? Just a thought.
- A:** This was accepted as a good idea; we can use virtual methods to keep closer contact.
- Q:** Would the quarterly delegate meetings replace the Hubs? Or, will it be in addition?
- A:** Both are valuable. It would be an addition as we need the regional discussions as well.
- Q:** When will resolutions voting results be published?
- A:** Votes will be published once a majority has been reached or after 45 days.
- Q:** Is it possible to leverage the fees of CMC-Directory to be more available to CMCs.
- A:** The CMC-Directory was discussed extensively during Nassau meeting and fees and who are interested in networking globally, the points made by many institutes were:
- 1) The Euro 100 fee is too high
 - 2) It should be a service for an institute and that should be offered as free of charge.

Based on that:

- ICMCI reduced the fees down to Euro 25 per year to cover the minimum cost of the operational work.
- The directory is now 60+ members, and a meeting was conducted to launch webinars of the best practices of the members of the directory.

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

- The service can be provided to the local institutes by importing their CMCs to the directory in liaising with the ICMCI secretariate on this service. The IMC needs only to ask for this service, and it will be carried out for direct costs.

Announcement of NSPC voting results - NSPC Chair

Sorin, said a few words in remembrance of Gerd PrechtI, a valued committee member of NSPC: *"Gerd was one of the NSPC members, my personal friend and my mentor in this organization. I am going to miss him for a long time."*

The NSPC voting process was open for the duration of a one-week online voting (starting 1 October 2020 01:00 UTC till 7 October 2020 23:00 UTC) through a provided online link to the voting delegates. 75% of the voting delegates cast their votes (42 delegates voted out of 56 voting delegates).

There were two candidates for two positions. Sorin Caian announced on behalf of the NSPC that both Jeremy Webster and Jan Willem Kradolfer received the votes to remain as Board Directors of ICMCI board.

Elected Board Members: Jeremy Webster and Jan Willem Kradolfer are re-elected as ICMCI board directors for the term of 2020-2023.

The Board Members of ICMCI for the year 2020-2021 are as follows:

1. Dwight Mihalicz, Chair - Canada
2. Sorin Caian, Immediate past chair - Romania
3. Jeremy Webster, Secretary - United Kingdom
4. Jan Willem Kradolfer, Treasurer - The Netherlands
5. Robert Bodenstein, Board Director - Austria
6. Kyeong Seok Han, Board Director - South Korea
7. Jehona Lluka, Board Director - Kosovo
8. Zhang Yanyan, Board Director - China
9. Gergana Mantarkova, Board Director - Bulgaria

The annual meeting announcement – Secretary

Traditionally at the end of each annual meeting, ICMCI announces the next event host where the Annual Meeting of delegates will take place. This year, the first plan was to hold the meeting in Lebanon-Beirut, but that's changed due to political situations in that country, then it was supposed to move to Yerevan – Armenia, and that was not possible due to the travel ban as of COVID-19.

An announcement is not possible now as it is not clear where and when the annual meeting will take place, therefore, ICMCI will announce to the members the plans of holding this event once more clarity and visibility of the situation around the world of traveling is established, and if it is possible to meet physically. However, ICMCI will definitely be holding a meeting for 2021 and it could be of virtual format again, if things did not change due to the world health situation.

Final Speech and close meeting - Chair

Dwight thanked all participants, directors, and volunteers for joining the virtual meeting and reconnecting with all in this way rather than the usual face-to-face meetings where more socializing is available. His hope is to return to those days sooner than later for interaction.

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

Dwight apologized for the dark opening remarks in light of the complicated times due to the pandemic. However, the future is not dark. There is much room for optimism for the future regardless of the challenges. For the profession to be successful as a global profession we need to grow, and ICMCI has to grow and support the IMCs to grow and have more members. We should not be thinking about incremental growth. How can we double the growth in membership in a short period, and come up with energetic solutions with a practical success that can be achieved.

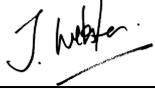
Dwight and Reema encouraged the voting delegates to send their votes to the resolution as quickly as possible even if the voting period is 45 days, to allow the secretariat to include results in the minutes of meeting of this event.

Dwight thanked all for the good discussions and questions.

Dwight Mihalicz the Chair of ICMCI declares meeting closed.

Approval and Signing of MOM

Date: 10.12.2020

| ICMCI Chair – Dwight Mihalicz, CMC® | ICMCI Secretary – Jeremy Webster, CMC® |
|---|---|
|  |  |

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

Annex 1: Resolutions Voting Outcome

Formal voting process on the resolutions announced by the Secretary, Jeremy Webster are as follows:

- (47) votes received via the online voting form.

Voting process started and counted the received votes and results are:

Results:

Voting on resolutions 1, 2, 3, 4 and 5 with the following results:

Resolution # 1: Board Report 2019-2020.

That the 2019 - 2020 Annual Report of the Board of Directors be accepted.

| For | Against | Abstain |
|-----|---------|---------|
| 46 | 1 | 0 |

Resolution # 2: Treasurer's Report 2019-2020.

That the Treasurer's Report 2019-2020 be accepted.

| For | Against | Abstain |
|-----|---------|---------|
| 46 | 1 | 0 |

Resolution # 3: Auditors for 2020-2021.

That the recommendation of the board assigning BDO Jordan (Samman & Co) as the ICMCI auditors for 2020-2021 be accepted.

| For | Against | Abstain |
|-----|---------|---------|
| 46 | 1 | 0 |

Resolution # 4: Plan for 2019-2022.

That the 2019-2022 Strategic Plan be affirmed.

| For | Against | Abstain |
|-----|---------|---------|
| 46 | 1 | 0 |

Resolution # 5: Budget 2020-2022.

That the 2020-2022 proposed budget be approved.

| For | Against | Abstain |
|-----|---------|---------|
| 43 | 2 | 2 |

Annual Meeting of Delegates 14 of October 2020 - Virtual Meeting Minutes of Meeting

Annex 2: Board Meeting Conclusions:

The board during its first formal meeting right after the first session of the annual meeting re-affirmed that Jeremy Webster will continue the role of Board Secretary and Jan Willem Kradolfer will continue the role of Treasurer for another year. In this way, although no new blood is coming to the board, but we assure the stability of the board and accountability.

Treasurer's appointment – Jan Willem Kradolfer:

Moved by Jeremy Webster, seconded by Robert Bodenstein, All board in favour.

Secretary's appointment – Jeremy Webster:

Moved by Jan Willem Kradolfer, seconded by Gergana Mantarkova, All board in favour.

Also, the board discussed the future of ICMCI events and the possibility to have more virtual meetings and the possibility of conducting quarterly Annual Meetings of Delegates if it turns out as another year of lockdown.

As per the positive feedback received from IMCs and CMCs from different regions on the weekly workshops/panels and webinars of sharing expertise and networking, those events will continue after the annual meeting and starting November 2020 with a dedicated themes like (1) the CMC-Global Directory Members discussing their best practices (2) The IMCs success stories observed during the QAC assessments (3) a sort of conference with serious sessions with speakers from within the CMC community and from outside our community to learn from their experience that affect our community practices.

The events plan will be announced during November for a larger community and not only the IMCs to be promoted as widely as possible.