



Montana Mediation Association

Emeritus Member Standards

Adopted January 16, 2024

Purpose

The purpose of this policy is to recognize individuals who have made significant contributions to MTMA past, present, and future.

Background

MTMA previously recognized the contributions of founding members by awarding them Lifetime Memberships. The standards for Lifetime Members are documented in a memo from Norm Lavery dated October 31, 2018.

In November 2023, MTMA approved creation of the new membership level of Emeritus Member to acknowledge retired members of the organization who are no longer voting members but who may still attend meetings, offer advice and support, or otherwise contribute to the organization's continuing success.

Benefits of Emeritus Membership

The benefits of being an Emeritus Member are:

- Certificate of acknowledgment as an Emeritus Member
- Abeyance of membership dues
- Listing on the Website
- One-time acknowledgment in the Newsletter
- Discount to attend MTMA-hosted professional development activities, including conferences

Nomination Process

A nomination to become an Emeritus Member may be submitted by the individual or by another member on their behalf. The only information required for nomination is:

- The individual's name as they want it to appear on the Certificate of Emeritus Membership and in public documents
- The years in which they paid dues
- A list of their significant contributions.

The Secretary will review each nomination to ensure it is complete and that the nominee meets the minimum criteria, and then advance the nomination to the full Board for approval at the Board's next regular meeting. No documentation of the individual's contributions is required since the activities that constitute "significant contributions" are recorded in the organization's permanent records.

Qualification as an Emeritus Member

To qualify as an Emeritus Member, an individual must meet all of the following criteria:

- Retired from practice as a mediator
- 10 or more years as a dues-paying member
- Provided a total of 8 or more "significant contributions" to MTMA drawn from at least 3 different categories of service.

"Significant Contribution." To provide an objective standard for measurement, the Board has quantified a "significant contribution" as 20 hours of volunteer service. This level of effort is based on the approximately 18-24 hours of service per year contributed by an active Director on the MTMA Board (not including Officer duties) or an MTMA Committee Chair.

Categories of Service. To recognize the diversity of ways in which individuals support MTMA, the Board has established the following ways in which members make a "significant contribution" that supports the organization's ability to achieve its mission and serve its members:

- **Officer, Committee Chair, or Working Group Chair.** One full year of service equals one significant contribution.
- **Director on the Board.** One full year of service equals one significant contribution.
- **Educational Articles.** Publication of five (5) articles of 250 words or more (or the equivalent) that are designed to educate MTMA members or the public about the benefits of mediation or other mediation-related topics that support MTMA's mission equals one significant contribution.
- **MTMA Conference organizer.** Service as the chair, co-chair, or lead organizer of an MTMA conference through the full planning-to-delivery cycle equals one significant contribution.
- **Professional Development Delivery.** Delivery of five (5) hours of uncompensated professional development that (a) directly benefits MTMA members, including presentations at MTMA-sponsored conferences and MTMA-sponsored professional development events, or (b) educates the public about MTMA and/or mediation equals one significant contribution.

- **MTMA Website.** One full year of service maintaining and updating MTMA's website equals one significant contribution.
- **MTMA Newsletter.** Preparation and publication of four (4) quarterly issues of the MTMA newsletter equals one significant contribution.
- **MTMA Social Media.** One full year managing one MTMA's social media accounts, including posting new material at least twice a month, equals one significant contribution.
- **Other.** Other significant contributions not already identified in which the member contributes 20 hours of volunteer service that supports the organization's ability to achieve its mission and serve its members.