



Annual Report

Of

The Mediators Institute of Ireland 2025

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Executive Summary

The Mediators' Institute of Ireland (MII) continued its transformative journey in 2025, building on the momentum of the previous year to strengthen its governance, deepen sectoral engagement, and promotion of mediation in nationally and internationally. This year was marked by strategic consolidation, innovation in professional development, and a renewed commitment to inclusion, collaboration, knowledge exchange and excellence.

Guided by its core values and strategic goals, the MII Council implemented key initiatives that advanced the profession and supported its members. Notable achievements include the finalisation of a new Advanced Assessment pathway, the launch of a new CPD Framework requiring 30 hours annually from 2026, and the delivery of sector-specific workshops and training programmes across family, community, and workplace mediation. We also had the privilege of welcoming Michael Lang to present a 'Master Class' in Reflective Practice for those leading Reflective Practice and learning groups. This year, we also launched our Neurodiversity Awareness Programme for Mediators. The Constitution Review Committee completed a comprehensive update of the MII's governing documents, ensuring clarity and alignment with best practice.

The Annual Conference 2025, themed "Beyond the Agreement to Mediate," brought together 178 delegates for two days of learning, networking, and reflection.

Throughout the year, the MII continued to play a leading role in the development of the Mediation Council and promoted international collaboration through its partnership with Mikk e.V (Cross-border Family Mediation) and the hosting of the 'Worldwide Week of Dialogue'.

This report provides a comprehensive account of these activities, offering insights into the MII's strategic direction, sectoral achievements, and commitment to fostering a vibrant, inclusive, and forward-looking mediation community.

The Structure of MII

The **Executive** serves as the primary decision-making body within the MII, responsible for strategic leadership and the organisation's overall direction. The Executive is comprised of seven core members:

- the President,
- Deputy/President Elect,
- Hon. Secretary,
- Hon. Treasurer,
- Registrar, and
- The Chairs of the three standing committees – Accreditation Policy Committee (APC), Ethics and Standards, and Governance.

In addition to these core members, the Executive may appoint up to two additional members, who do not hold Director or Trustee positions, and has the option to invite the previous President to participate in meetings. This structure allows for a blend of experience, continuity, and diverse perspectives in executive decision-making. The Executive is also responsible for reporting any strategic developments to the Council, which acts as a broader representative body within the MII. The Council comprises 22 members: 20 are directly elected by the MII membership, and the Council itself co-opts 2. The Council plays a key role in ensuring broader member representation and providing input on strategic matters. The sources also highlight the importance of clear voting procedures for both the Executive and the Council, with provisions for the chairpersons to cast votes to resolve ties, ensuring a fair and decisive decision-making process.

Our Council

As of the date of this report, the members of Council are:

Executive

- Andrea O'Neill, President

- Niamh Fitzpatrick, Deputy President and Organisation & Workplace sector lead
- Orla Tompkins, Hon. Secretary
- Joe Coleman, Hon. Treasurer
- Ber Barry-Murray, Registrar
- Denis Blanch
- Niamh Cunningham, Director of Accreditation
- Polly Phillimore, Chair of the Ethics and Standards Committee
- Brian O'Byrne, Director of Governance

Sector Leads

- Siún Kearney, Family Sector Lead
- Sharon McAllorum, Community incl. Restorative Justice
- Rónán O'Brien, Constitutional Review Committee

Initiatives:

- Scott Alexander, CPD Reflective Practice and Learning Group Development
- Jill Robinson, Conference Committee lead
- Susan Vimbai Chauke, Equality, Diversity and Inclusion sector lead
- Róisín McDaid – Sector Co-ordinator

The Executive are the Board of the Mediators Institute of Ireland. As per the Charities Regulator Ireland, the executive has several key functions. They are responsible for ensuring that the MII comply with its governance documents and manages its finances effectively. The executive must ensure that the MII performs its functions for the public benefit. Members of the executive must act in the best interest of the MII, exercising reasonable care and skill in their duties. They must promote compliance with the Charities Act 2009, ensure public trust and confidence in our management, and maintain accountability to our members.

The Council of the Mediators Institute of Ireland (MII) plays a pivotal role in shaping the organisation's vision, strategy, and initiatives. As the broader representative body within the MII, the Council ensures that its members' diverse perspectives are reflected in the MII's strategic direction. The Council implement key initiatives, navigates the evolving landscape of the mediation profession, and ensures that the MII remains committed to excellence, inclusion, and collaboration. The Council's functions include providing input on strategic matters, ensuring broader member representation, and supporting the development of initiatives that advance the profession and expand access to quality mediation services across Ireland.

For a Second year, MII Have been awarded the Triple Lock Standard by the Charities Regulator

In 2024, the MII was awarded the Triple Lock Status within the Charities Regulator. This status has been renewed for 2025. The Charities Regulator Triple Lock is a standard that ensures charities operate with the highest levels of transparency, accountability, and governance.

By meeting these standards, the MII has demonstrated our commitment to openness, integrity, and public trust, thereby providing assurances to our members and to the general public.

Our Staff

At the heart of the Mediators Institute of Ireland's operations lies the unwavering dedication and efforts of our Office Manager and Newsletter Co-ordinator.

Alison Martin, Office Manager,

Pauline Eustace, Newsletter Co-Ordinator.

Each day, they surpass expectations, going above and beyond the typical responsibilities associated with their roles. Their tireless commitment not only enhances MII's operations but also supports and assists our valued members.

Our members

As of the time of writing this report, our membership numbers are 741 members in the following categories:

Category	Number
Advanced Member	66
Community Mediation Service Provider	28
General Affiliate	2
Member	462
New Member	136
Trainee Affiliate	37
Organisation Affiliate	10
Grand Total	741

Throughout 2025, many members volunteered their time to support MII initiatives, committees, and events outside their professional commitments. Their selfless contributions have been vital to advancing the profession and promoting mediation and mediative practices.

Your selfless contributions have been integral to advancing the profession and promoting mediation and mediative practices.

Our meetings:

The President and Office Manager meet regularly throughout the week to discuss operational matters. In addition to scheduled Executive and Council meetings, the President also engages with sector leads and committee members to support ongoing initiatives and ensure alignment across the organisation.

We are compliant with the Charities Regulator, and all our documentation has been submitted.

This year, the **Executive Meetings** were held on:

22nd January

22nd April

23rd June

15th August

25th August

6th October

This year, the **Council Meetings** were held on:

- 9th January
- 4th March
- 29th April
- 24th June
- 2nd September
- 4th November

Strategic Overview:

The Mediators' Institute of Ireland (MII) is committed to expanding access to high-quality mediation services across Ireland. Building on over thirty years of progress, its strategy focuses on strengthening mediation practices and standards across all sectors.

Vision

To lead and sustain the development of mediation in Ireland, ensuring that all individuals, groups, and organisations can access high-quality services delivered by certified MII members.

Mission

To be the membership organisation of choice for mediators in Ireland by:

- Promoting best practice and regulation
- Supporting mediators across all sectors
- Advocating mediation as a central tool for dispute resolution
- Positioning Ireland as a global centre of excellence for mediation

Core Values

- Respect: Equal and dignified treatment for all
- Accountability: Transparent processes and responsible conduct
- Pride & Commitment: Upholding high standards for public and professional benefit
- Integrity: Fairness, honesty, and value in service delivery

- Enrichment: Leadership and positivity in expanding mediation
- Openness & Transparency: Clear communication and decision-making
- Collaboration: Partnering across society to achieve shared goals
- Learning: Fostering innovation, development, and problem-solving
- Influence: Promoting mediation's benefits across society
- Peace: Encouraging dialogue and peaceful conflict resolution
- Equality, Diversity & Inclusion: Promoting belonging and global best practices
 - Sustainability: Embedding environmental responsibility in mediation practice

Our Strategic Goals 2023 – 2026

1. We will enhance the availability of mediation across this Island. Through engagement and collaboration, we will increase the opportunities for professional mediation practice.
2. We will work with and support our mediators in their development, capacity building, and maintenance of standards.
3. We will continue to engage with the government and others to establish the Mediation Council on a sustainable and practical basis.
4. We will aim to ensure that the Mediators' Institute of Ireland remains in a 'fit for purpose' state, enabling the continuance of effective governance, compliance, monitoring, and the proactive practice of all Company Law and Charities Regulatory standards and codes.
5. We will strive to build the capacity and capabilities of the Mediators' Institute of Ireland through the adaptation of information and communication technology.

6. We will build our capabilities and capacity to communicate both internally and externally to advance the use of and access to mediation.

Council's Annual Action Planning Meeting

On 19th March 2025, Council members met in an in-person Action Planning meeting in Salesforce Tower in Dublin. Council Focused on the following areas:

Maximising Council Impact: Efforts to optimise resource use and support the President by delegating work and improving the Operation of Council Meetings to reduce the workload of council members. Recognise areas of overlap and knowledge exchange.

Recruitment and Succession Planning: Recruiting for Office staff and prioritising succession planning for the Council.

Mediation Council Strategy: Continuing to progress the Mediation Council strategy.

Advanced Membership: implementing the Advanced Membership assessment process.

Funding and Income: Completing the funding strategy and raising income. (Two applications were made for funding this year, while neither was successful; it has opened up possible avenues for further income streams and Project development.)

Partnerships: Advance and continue promoting initiatives with organisations to encourage mediation

Equality, Diversity and Inclusion: Design and establish online neurodivergent training for our members

The Annual Conference

A Year in Review

marked a year of significant growth and expansion for the Mediators' Institute of Ireland (MII). Over the year, we have seen a growing recognition of the value of mediation in Irish society, with an increasing expectation that disputes will be resolved through mediation rather than the judicial system.

MII connection with Europe

This year, we signed a new European partnership with MiKK e.V.: This partnership is an EU-level cooperation initiative. To date, **28 organisations from 20 EU Member States and one Non-EU Member State** (Ukraine) have joined the Network. They are also currently in talks with additional NGOs from EU Member States that are not yet represented who may wish to come on board.

The aim of this Institutional Membership Initiative is to enhance cooperation, knowledge exchange, and joint engagement in the field of international family mediation and cross-border family law matters in the European Union (EU). This will assist us jointly and puts us in a position to make some recommendations to the EU on behalf of our members from different EU States in the field of (cross-border family) mediation by the end of this year. The first report was submitted in November 2025.

The MII made strides in discussions with organisations in the environmental and educational section which we hope will bear fruit in 2026.

The MII also submitted two separate grant applications for additional funding. Although unsuccessful we scored in the high percentile and have laid important ground work and experience for future applications.

In addition to these external partnerships, the MII focused on strengthening internal structures and processes.

The Sectors, particularly the family and workplace sectors have delivered several events to members. Our Ted Talk Tuesday series has been very successful.

As part of our commitment to advancing mediation practice, we hosted the *Worldwide Week of Dialogue*, an initiative led by Ken Cloke and Andrea O'Neill. This global event featured a series of Master Classes designed for MII and international mediators, focusing on the application of mediation skills in facilitating meaningful dialogue. We were privileged to welcome renowned experts including John Sturrock, Catherine O'Connell, Barbra Walshe, Geoffrey Corry, Luis Ore, and Sharon Crooks, whose insights enriched the sessions. Each class attracted up to 150 registrants, with attendance reaching 85 per session, reflecting strong engagement and enthusiasm across the mediation community.

This year, the MII were honoured to have Michael Lang facilitate a Master Class on Reflective Practice for those leading Reflective Practice and Learning groups.

The Registrar's Report:

The Registrar's (Ber Barry Murray) Annual Report 2025 highlights steady membership growth and diversification, with 18 certified members advancing to the next level and increased participation from group memberships. A key strategic development was the establishment of an alternative pathway for Advanced Membership in partnership with the Legal Aid Board, formalised through a Memorandum of Understanding that sets clear eligibility and practice criteria.

While the Institute's grant application to the Charities Regulator for Community Mediation Hubs was unsuccessful, it provided valuable groundwork for future collaboration with the community sector in 2026. Member engagement was strengthened through initiatives such as the September new members webinar, which supported integration and networking. Governance and policy updates included a significant change to renewal criteria, reducing the eligibility period for lapsed members from three years to one, aligning with requirements for newly qualified mediators. Overall, the report reflects the Institute's commitment to professional development, community outreach, and alignment with governance, positioning it for continued growth and impact in the coming year.

See Appendix 1: "Registrars Report".

The Accreditation Policy Committee:

The Accreditation Policy Committee, chaired by Niamh Cunningham, continued its work throughout 2025. Membership saw some changes during the year, with Olive Grimley stepping down in January and Keelin O'Reilly due to step down in November (thank you to you both for your time and commitment over the years).

Overall, 2025 was a year of consolidation and progress, marked by strengthened membership requirements, the establishment of new frameworks, and the approval of the Advanced Pathway. The forthcoming CPD policy and ethics training framework is expected to further enhance professional standards across the Institute.

A major focus was the conclusion of the 2024 audit and learning review with six training providers, and preparations are now underway for a review of the audit process in early 2026 alongside a new tendering process. Two new training programs are currently under assessment. In relation to Certified Assessment, CPD sessions were delivered in March and October, and new Terms of Reference for the next three years were agreed, including clear Appeals Pathways. Importantly, a new membership requirement was introduced, stipulating that applications must be made within one year of receiving results, with all documentation updated accordingly.

Progress was also made in mandatory training, with a provider application for the 40-hour Separating Couples program assessed, approved, and nearing finalisation. The Mentoring Panel was successfully established; a list of mentors is now available on the MII website.

The Professional Practice Consultation sub-committee developed and approved a Competence Framework. Meanwhile, the Advanced Assessment working group achieved a significant milestone with the approval of a new Advanced Pathway by the MII Council, with final wording currently under editorial review before publication.

The Equivalence Policy has been clarified and criteria for reasonable equivalence established, ensuring consistency in standards. Finally, the Council has requested the development of a competence framework for Ethics Training, with the Ethics Committee and Council members collaborating to design new processes that align with the MII Code of Ethics.

See Appendix 2: "Accreditation Policy Committee Report".

Ethics and Standards Committee

The Ethics Committee, chaired by Polly Phillimore, has been actively engaged in various initiatives throughout 2025. The Council has requested the development of a competence framework for Ethics Training, with the Ethics Committee and Council members collaborating

to design new processes that align with the MII Code of Ethics. There were no current issues requiring ethical deliberations or decisions as of the latest report.

Editorial Committee Report 2025

During 2025, the Editorial Committee undertook significant work to support the development and publication of key documents for the Mediators' Institute of Ireland. The committee's primary focus was on ensuring clarity, consistency, and accessibility across materials intended for members, professionals, and the wider public.

A major project was the Advanced Mediator Application Process and Procedures, comprising seven documents. Following Council ratification early in the year, multiple versions were reviewed and refined, with the final suite agreed at a joint meeting of the Advanced Mediator Process Committee and Editorial on 29th October. These documents are now being finalised for publication on the MII website by year-end.

The committee also contributed to the advancement of Elder Mediation resources, attending meetings and completing edits on promotional materials in August. Finalised outputs included brochures tailored for families and professionals, as well as a promotional PowerPoint presentation, all completed by 1st September.

In addition, the Editorial Committee reviewed and edited the MII Governance Decision-Making Procedures, received on 9th September after Council ratification. The final version was completed and uploaded to the website on 31st October.

See Appendix 3: "Editorial Committee".

Workplace Report:

The Organisation & Workplace Committee, chaired by Niamh Fitzpatrick, dedicated its efforts in 2025 to expanding awareness of mediation within workplaces, building networks for future engagement, and enhancing training opportunities for mediators. Key activities included direct outreach through LinkedIn and presentations to organisations, as well as representation at major industry events such as the CIPD Employment Law Conference in January and the CIPD Annual Conference in May. These engagements not only raised the profile of workplace mediation but also led to a bespoke collaboration with the Irish Centre for Diversity.

Training and education were a strong focus, with the launch of a Neurodiversity eLearning programme in partnership with Legal Island in July, followed by participant surveys to evaluate its impact. In addition, a review of ethics training delivery methods was initiated with Karen Erwin to ensure relevance and effectiveness. The committee also introduced the inaugural Workplace Essay Competition, sponsored by Brendan Schutte, which culminated in the announcement of Edel Martin as the winner at the October conference, with her essay published on the MII website.

Financially, the committee invested in the development of the Neurodiversity training and a stand at the CIPD conference. Overall, the committee's work in 2025 strengthened the visibility of mediation across key industries, expanded professional networks, delivered innovative training formats, and established new initiatives to promote thought leadership in workplace mediation.

See Appendix 4: "Workplace Committee Report".

Community Mediation Report:

The Community Mediation Committee, led by Sharon Mc Allorum, focused in 2025 on promoting mediation across community and youth groups, building relationships with stakeholders. A Youth Mediators Group was successfully established. The wider Community Mediation Group remains a work in progress, with recruitment of additional members identified as a priority for 2026.

In summary, 2025 saw important groundwork laid: the Youth Mediators Group is now operational, strong networks have been built, and plans are in place for 2026 to expand activity through roadshows, webinars, podcasts and broader recruitment to strengthen the Community Mediation Group.

Equality and Diversity

The committee, led by Susan Vimbai Chauke, focused on how to embed cultural responsiveness into mediation practice by developing intercultural training, tailoring services to diverse cultural backgrounds, and building a network of multilingual mediators. Progress includes identifying the need for a seasoned mentor and proposing an intercultural training course for all mediators, while awaiting council approval of the Equality and Diversity Policy to launch a bursary supporting disadvantaged mediators from minority backgrounds. Meeting logistics remain under review, with members requesting later evening sessions to improve accessibility.

See Appendix 5: "Equality and Diversity Report 2025".

The Family Committee

The Family Committee is chaired by Siún Kearney.

The Family Sector Committee addressed key priorities including mediator training, Garda clearance, Child Inclusive Mediation (CIM), elder mediation developments, and sector representation at national and international events. A survey of certified family mediators guided the planning of four workshops, culminating in an in-person event in Portlaoise in June 2026, designed to strengthen practice around comprehensive mediation settlements. Progress continues Garda vetting, though challenges remain pending formal registration of Family Mediation. Child Inclusive Mediation training is scheduled for early 2026, while elder mediators advanced awareness initiatives through new brochures and presentations, restricted to certified practitioners. The committee also contributed to the MII Conference and newsletter, and Siun Kearney will co-host the EMIN International Summit in Cork in May 2026, enhancing the profile of MII and elder mediation. Workshops held in September and November 2025 attracted over 60 participants each, reflecting strong engagement and appreciation of expertise. The committee's collective efforts this year have significantly advanced training, awareness, and representation for family and elder mediation, and sincere thanks are extended to all members for their commitment and contributions.

See Appendix 6: "Family Report 2024".

Governance, Risk and Audit.

The Director of Governance is Brian O'Byrne.

The Governance Sector focuses on enhancing the operational efficiency and regulatory compliance of the Mediators' Institute of Ireland (MII). This year as part of Governance the Constitution Review Committee continued its work in 2025 on reviewing and amending the Constitution and Bye Laws, building on reforms initiated in 2022. The Committee, comprising Brian O'Byrne, Denis Blanch, Siun Kearney, and Ronan O'Brien with support from Alison Martin, met seven times during the year to progress this work. Key areas addressed included clarifying the respective roles of the Executive and Council following the 2024 amendments, streamlining the process for awarding honorary membership, and drafting guidelines on member etiquette. A new document on decision-making procedures was published to enhance transparency and accessibility for members. Minor amendments to the Constitution and Bye Laws were completed, with all changes undergoing consultation at Executive and Council level before being presented to members at the AGM. Importantly, an amendment was introduced requiring a review of the Constitution and Bye Laws every five years to ensure they remain fit for purpose. Looking ahead, the Committee will focus on developing a formal process and guidelines for member etiquette, continuing its commitment to strengthening governance and accountability within the organisation.

The function of this role is to ensure that there is a proactive approach to strengthening internal processes, communication, and overall governance within MII.

See Appendix 7: "Governance Sector Report".

CPD Committee

The Continuing Professional Development (CPD) Committee commenced its work in early 2025 to review and streamline the MII's CPD Framework, ensuring it supports mediators at all stages of their professional journey. Over the course of the year, the Committee—comprising a broad representation of members—developed a simplified CPD points system and a new CPD Practice Log template designed

to uphold the highest professional standards. The revised framework, effective from January 2026, requires all practicing members to complete a minimum of 30 CPD hours annually, divided equally between Practice and Learning. Under Practice, at least 15 hours must be gained through direct mediation or supervised roleplays, while Learning requires a minimum of 15 points from activities such as conferences, seminars, webinars, and reflective practice groups. Members will be responsible for maintaining a log of all mediation cases, roleplays, and learning activities undertaken each year. This updated framework reflects the Committee's commitment to fostering excellence, consistency, and ongoing professional growth across the membership.

See Appendix 8: "CPD Committee".

Conference Committee

The Conference Committee, led by Jill Robinson, successfully delivered the MII Annual Conference 2025, themed “*Beyond the Agreement to Mediate*”, held in Dublin on 3rd and 4th October. The two-day event attracted 178 attendees and provided a rich programme of keynote addresses, interactive workshops, and networking opportunities. Highlights included contributions from Hon. Ms Justice Marguerite Bolger on court-ordered mediations, Dr Brian Pennie on resilience, Margaret Considine on building a mediation business, Peter Bolger on AI and the future of mediation, and Heidi Riley on mediation access and demand. Delegates engaged in 15 hot table sessions tailored to their practice needs, alongside social events such as a drink's reception, live music, and the annual awards ceremony. Feedback was overwhelmingly positive, with 96% of respondents confirming the event met expectations and sessions rated an average of 4.6/5 for professional development value. Strengths identified included the diversity of topics, interactive formats, and networking opportunities, while areas for improvement focused on logistics such as acoustics, scheduling, and affordability. The committee delivered a well-organised, impactful conference that strengthened professional development, fostered connections, and showcased the evolving landscape of mediation.

See Appendix 9: "Conference Committee".

The Mediation Council

Over the past year, the Mediators' Institute of Ireland (MII) has continued to strengthen its strategic relationships. Three key developments highlight our collective progress and engagement:

1. Strategic Collaboration with the Department of Justice

The Department of Justice, under Minister Jim O'Callaghan, has published its Statement of Strategy for 2025–2028, aligning with the Programme for Government – *Securing Ireland's Future*. The Strategy outlines six high-level goals aimed at fostering a safe, fair, and inclusive Ireland. MII was actively involved in the development of this Strategy, with our president participating in the Strategy Day. The Department has formally acknowledged our contribution and expressed its commitment to continued collaboration with the mediation sector.

2. Ministerial Engagement and Recognition

A focused meeting was held between MII representatives and Minister O'Callaghan at his Dublin office. The discussion covered:

- The diverse sectors in which MII members operate.
- The rigorous standards, accreditation, and CPD requirements that underpin MII membership.
- The formation and funding of the Mediation Council, which the Minister confirmed remains a priority.

This engagement reaffirmed the value of mediation in delivering accessible, effective, and future-focused solutions for the public.

3. Leadership in Establishing the Mediation Council

As president, Andrea O'Neill represented MII on the Working Group tasked with establishing the Mediation Council. Chaired by the Director of the Mediation Service in the Legal Aid Board, the group includes key stakeholders from across the sector. The MII has played a proactive role in ensuring the Council reflects high standards, quality assurance, diversity in mediation provision, and professional recognition of its members. Final approval from the Department on the election process for council seats is anticipated in Quarter 1 of 2026.

Finances

The Mediators' Institute of Ireland (MII) had total assets of €166,012.00. These assets are categorised into "Bank," "Current Assets," and "Fixed Assets." The "Bank" category, totalling €133,104.66, includes funds held in various accounts such as PayPal, current accounts, deposit accounts, and a VISA card. "Current Assets" amount to €161,145.00 and comprise investments and prepayments. "Fixed Assets," valued at €4867.00, include equipment, fixtures, and fittings, taking into account depreciation.

The Treasurer's Report for 2025 highlights steady financial improvement, with revenue increasing by 13% and membership fees rising from €126,000 to €146,000. Expenditure was effectively controlled, with only a modest increase of €6,000 (3%), resulting in a reduced deficit compared to previous years. The deficit fell from 22% of revenue to 11%, indicating strong progress towards achieving break-even and a return to surplus. The overall trend in 2025 reflects positive momentum, improved financial management, and a clear trajectory towards restoring financial stability.

See Appendix 10: "Finances".

APPENDIX 1.

Registrar's Annual Report 2025

Registrar: Ber Barry-Murray

Membership Numbers

Membership figures have shown steady growth and diversification across categories. As of November 2025, the Institute recorded:

Type	Number	Sum of Payment
Advanced Member	65	€ 8,250.00
Community Mediation Service Provider	28	€ 2,800.00
General Affiliate	2	€ 200.00
Member	459	€ 97,750.00
New Member	136	€ 23,125.00
Trainee Affiliate	37	€ 1,462.00
(blank)		
Organisation Affiliate	10	€ 38,250.00
Grand Total	737	€ 171,837.00

18 certified members were approved as advanced members this year.

Group memberships have also expanded, with participation from organisations including:

Group	Number of group members	Sum of Payment
Civil and Public Service Mediation Service	20	€ 5,000.00
Garda Síochána	10	€ 2,500.00
Health Service Executive	21	€ 5,250.00
Legal Services Regulatory Authority	5	€ 1,250.00
Irish Rail	10	€ 2,500.00
Tusla	17	€ 4,250.00
FSPO	23	€ 5,750.00
Irish Red Cross/Doras	4	€ 500.00
LAB	44	€ 11,000.00
Grand Total	83	€ 38,000.00

Strategic Developments

Alternative Pathway for Advanced Membership

The committee in conjunction with APC establishment an alternative pathway for Advanced Membership in partnership with the Legal Aid Board (LAB). A Memorandum of Understanding (MOU) was agreed, outlining eligibility criteria for permanent LAB mediators, including:

- Certified MII membership
- Minimum one year of continuous service with LAB
- 200 hours of mediation practice
- Maintenance of a detailed case log

- Formal observation of two cases
- Participation in LAB Reflective Practice & Learning Group
- Completion of 20 hours of CPD in the preceding 12 months.

Grant Application: Community Mediation Hubs

The MII submitted a grant application to the Charities Regulator in association with Applegreen, aiming to establish six Community Mediation Hubs nationwide. This initiative reflects the Institute's commitment to supporting community mediation and expanding its reach. While we have not been successful in this grant application, it provided an opportunity to explore how Community Hubs might be developed across Ireland. This work will go forward to the Community Sector for 2026.

Member Engagement

A successful new members webinar was held in September, chaired by Orla Tompkins, with presentations by Andrea O'Neill, Barry Murray, and Jill Robinson. This event supported integration and engagement of new members.

Governance and Policy

Council agreed to reduce the period for lapsed members eligible for renewal from three years to one year. This brought these criteria in line with the one-year requirement for newly qualified mediators to apply for membership.

APPENDIX 2.

Accreditation Policy Report

Portfolio	Accreditation Policy Committee
Name of Lead	Niamh Cunningham Advanced Member accreditation@themii.ie
Name of Deputy	Succession is under discussion at present.
Committee Members	<ol style="list-style-type: none"> 1. Brian O’Byrne 2. Niamh Cunningham 3. Keelin O’Reilly (stepping down November 2025) 4. Frances Stephenson 5. Polly Phillimore 6. Olive Grimley (Stepped Down January 2025) 7. Andrea O’Neill 9. Beibhinn Byrne 10. Martina Murphy
Sub Committees	<p>There were seven active sub committees of APC during 2024.</p> <ol style="list-style-type: none"> 1. Accreditation of Certified Training 2. Certified Training Quality Audit 3. Certified Assessment 4. Mentoring 5. Professional Practice Consultation 6. Advanced Assessment. 7. Continuous Professional Development <p>A number of MII members from the wider MII community contribute to the work of some of these sub committees.</p>
APC Committee Meetings 2024	<ol style="list-style-type: none"> 1. Wednesday, 19th February 2025: 6pm-7.30pm 2. Wednesday, 19th March 2025: 6pm-7.30pm 3. Wednesday, 16th April 2025: 6pm-7.30pm 4. Wednesday, 21st May 2025 6pm-7.30pm (Cancelled due to family bereavement)

	5. Wednesday, 18 th June 2025: 6pm-7.30pm 6. Wednesday, 3 rd September 2025: 6pm-7.30pm 7. Wednesday, 15 th October 2025: 6pm-7.30pm 8. Wednesday, 19 th November 2025: 6pm-7.30pm
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GOALS ACHIEVED IN 2025

Certified Training

- A major part of the work during 2025 was concluding the 2024 audit and learning review with the six training providers who were participating.
- A Review of the current Audit Process will take place early 2026 and a new tendering process will begin.
- Accreditation of new programs (two programs are under assessment).

Certified Assessment

- Certified Assessors' CPD session took place on 2nd March 2025 and on 22nd October 2025. Terms of Reference for the next three years are in place, including Appeals Pathways.
- Records are being kept under review in terms of MII Assessment Days and Appeals in relation to Certified Assessments generally.
- All Trainers were advised on the new 1 year from Date of Results Rule to apply for MII Membership. All relevant documentation was updated in line with the new membership requirement.

Mandatory Training (40 Hours Separating Couples)

- An application from a training provider has been assessed, approved and is nearing finalization.

Mentoring

- Mentor Panel has been established. There is a reasonable spread of people across Ireland. Mainly Family, Organisation & Workplace, and Community.
- List of Mentors is on the Website with clear statement that mentoring arrangements are between members.
- The new CPD Policy is nearing finalization which may impact on number of CPD points for both Mentors and Mentees.

Professional Practice Consultation (PPC)

- Competence Framework was developed and approved.
- Courses were identified, evaluated and listed on the MII website.
- The new CPD Policy is nearing finalization which may impact on number of CPD points applied.

Advanced Assessment

- Working Group continued to work on developing the new Advanced Pathway.
- A proposal has been submitted to MII Council which was approved.
- The final wording is under editorial before being posted on the website.

Equivalence

- The Equivalence Policy is clear and being kept under review.
- Criteria for reasonable equivalence have been developed.

Ethics Training

- MII Council have requested that a competence framework is developed for MII Ethics Training. The Ethics Committee and

other Council members are currently working on the development of new Training processes to assist members fulfil requirements outlined in the MII Code of Ethics.

Niamh Cunningham
Chair, Accreditation Policy Committee
2025

APPENDIX 3.

Editorial Committee

SUMMARY of documents edited during 2025:

The following documents were presented to the Editorial Committee during 2025:

- **Advanced Mediator: Application Process and Procedures – a suite of 7 documents:**
Various versions of the document were sent to Editorial during 2025 after Council had ratified the process early in the year. The final documents were agreed at a meeting attended by the Advanced Mediator process committee and Editorial on 29th October; it is now being finalised and will be on the website by the end of the year.
- **Elder Mediation: Information and Promotional material, Power-point and leaflet content:**
Editorial attended Elder Mediation meetings and received final copy for editing in August 2025.
Documents final edit completed 01/09/2025:
Elder brochure for Family – Older Persons
Elder brochure for Professionals and Organisations

Final version of Elder Mediation Promotional Powerpoint presentation.

- **MII Governance Documents: MII Decision-making Procedures**

Editorial received document on 9th September after it was ratified by Council on 2nd September.

Final edited document sent to website 31/10/2025

Polly Phillimore, Editorial Control

November 2025

APPENDIX 4

Organisation & Workplace Committee

Committee Name: Organisation & Workplace Committee

Committee Head: Niamh Fitzpatrick

Contact Email: workplace@themii.ie

Committee Objectives for the Year

- Objective 1: Expand the knowledge of Mediation to Organisations & Workplaces and encourage the use of mediation as a resolution to conflict in the workplace.
- Objective 2: Build a list of contacts for future communications on workplace mediation supports, information and tools
- Objective 3: Source training/education opportunities for workplace mediators to upskill their knowledge to be more effective in their practice.
- Additional Objectives:

Committee Members

Name

1. Niamh Fitzpatrick (NF)
2. Scott Alexander (SA)
3. Claire Hurley (CH)
4. Eileen Blishen (EB)
5. Jack Nash (JN)
6. Niall Quinn (NQ)
7. Louise Flannery Boyle (LFB)
8. Niall Quinn (NQ)

Overview of 2025 Activity for AGM

Action Item	Assigned to	Update
Direct mails on LinkedIn by committee members throughout the year to offer presentation to key organisations and industries using the workplace slides to explain to their members/staff etc. what workplace mediation is and the benefits.		
Attended the CIPD Employment Law Conference in January 2025 – Represented by Scott Alexander and Eileen Blishen – offer of presentations as above given to attendees.		
Attendance at CIPD annual conference in May – represented by Eileen Blishen, Claire Hurley & Niamh Fitzpatrick. All attendees' emails that entered our draw were contacted by committee afterwards. Winner of draw was Irish Centre for Diversity who we are working with to develop a bespoke session for their people on mediation in the workplace.		
Neurodiversity –Legal Island – eLearning launched in July 2025 after a 3 month develop and editing process with Legal Island. Prior to engaging with Legal Island on this, other avenues for the delivery were investigated. For year end we are now surveying those who have completed the training to assess its success and consider the feasibility of this form of learning for other MII training.		
Workplace Essay Competition in collaboration with Brendan Schutte. The inaugural essay competition sponsored by Brendan was launched in summer 2025 and the winner, Edel Martin was announced at the conference award ceremony in October. Edel's essay is currently available to read on the MII website.		
Review underway of the ethics training delivery method in collaboration with Karen Erwin. Delivery method and frequency and format are all being considered as part of the review.		

2025 Expenditure:

1. Spend of €1000 for online Neurodiversity training with certificate upon completion and administrative access for MII to monitor those who have obtained certification.

APPENDIX 5

Equality, Diversity and Inclusion Committee

Committee Name: Equality, Diversity and Inclusion

Committee Head: Susan Chauke

Contact Email: equality@themii.ie

Committee Objectives for the Year

(Outline the primary objectives that the committee aims to achieve within the year)

- Objective 1: Create a training to enable mediators to bridge gaps through cultural understanding and awareness.
- Objective 2: Culturally Responsive Mediation Services: Ensure mediation services are tailored to the cultural backgrounds and values of those involved, fostering inclusivity and trust.
- Objective 3: Multilingual and Cross-Cultural Mediation Expertise: Develop a network of trained mediators proficient in diverse languages and cultural frameworks to enhance accessibility and effectiveness.
- Additional Objectives:

2. Committee Members

Name

1. Susan Chauke
 2. Rabia Tabassum
 3. Mary Keogh
 4. Yuriria Herrera
-

Meeting Schedule

20.01.2025

29.04.2025

26.05.2025

4. Agenda for Each Meeting

Finding ways to promote equality, diversity and inclusion.

5. Progress Reporting Section

All above objectives are ongoing and progress tracked through meeting notes.

6. Notes and Action Points

Minutes and notes for meeting on 29.04.2025

- Training mediators from different backgrounds.
- Buddy System to attach new mediators with experienced mediators.

- Network for mediators.
- Shadow work, shadowing with senior mediators.
- Mentoring system.
- Training mediators in migrant communities.
- Building networks with organisations such as Irish Refuge Council, Interpretation Protection Centre.
- Communicate inclusion.
- Help with family conflicts within Direct Provisions, Refugees and Asylum Centres.
- Promote intercultural mediation, lack of language from war zone and disrupted areas.

Actions:

Objectives	By whom	Progress
Develop training for mediators to promote cultural awareness	Rabia & Yuriria	Ongoing
Building networks with organisations such as Irish Refuge Council, Interpretation Protection Centre, Direct Provisions, Refugees and Asylum centres	Susan & Rabia	Ongoing

APPENDIX 6

Family Sector

1. Committee members:

Siun Kearney (lead)

Polly Phillimore,

Orla Tompkins,
Helen Finucane,
Alan Wattie,
David Gray, resigned March 25
Philip McAnenly

Committee meeting dates:

The committee met on ten occasions during the year between January and November.

Issues Discussed and Dealt with:

The agenda for the year was established as :

1. Ongoing training for. Family mediators working with separating couples.
2. Ongoing negotiations in relation to Garda Clearance for family mediators.
3. Provision of CIM training
4. Responding to relevant queries from Family members.
5. Reference to Elder Mediation developments.
6. Emin Summit in Cork May 20-22nd 2026.
7. MII conference and MII newsletter.

1. The committee sent out a Survey Monkey to certified Family Members to elicit preferences on types of workshops preferred, duration, in person or online, willingness to pay, time preference etc. 68 replies enabled the committee to plan 4 workshops between September 25 and April 26 culminating in a planned in person day in Portlaoise in June 26. The overall plan is to walk mediators working with separating couples through the requirements of a comprehensive Mediation Settlement, focusing on the information that a mediator needs to ask their clients to produce. Questions are recorded at each workshop and will be dealt with at the in person day in June by relevant experts if required.

2. The committee continues to explore the issue of Garda vetting, contacting the relevant Minister , the Ombudsman for children. This appears to be a challenge until Family Mediation is a registered by the Mediation Council.

3. The committee has had ongoing contact with the FMA UK to provide training in Child Inclusive Mediation (CIM). Polly has taken on this responsibility. Training is planned for early 2026.

4. Queries have arisen from practising mediators which Siun has replied to having discussed with relevant committee members. A particular query related to a suggestion that MII should have a safeguarding statement on the website. Family Sector decided that as safeguarding is discussed in both the Mediation Act and the MII code of ethics it is up to each mediator to have their own appropriate safeguarding statement. It is not appropriate for MII to have one particular Safeguarding statement on the website.

5. Elder Mediators had an in person meeting to plan for future development, with an emphasis on raising awareness of Elder Mediation. Two subgroups were established,. One group prepared a power point and two different brochures for use in promoting mediation to a wider audience. Following content approval a second subgroup arranged for the documents to be digitally prepared. The documents will also be available for printing by MII certified elder mediators, who each contributed to the cost of preparation of these documents. It was agreed that these documents will remain with MII and will only be made available for the personal use of registered Certified Elder Mediators. They will not be available on the MII website.

6. Siun has agreed to co host the EMIN international summit which will be held in University College Cork in May 2026. It is hoped that this will raise the profile of MII as well as promoting elder mediation. Any relevant MII input and support will be welcome!

7. Members of the committee contributed to the Round Table events at the Annual MII Conference in Dublin in 2025. Family sector has used the monthly newsletter to provide relevant sector information.

8. The two workshops held in September and November 2025 had an audience of over 60 family mediators present at each. The relevance and expertise demonstrated was much appreciated.

I would like to express my sincere thanks to the committee for their attendance, contributions and hard work this year.

Signed Siun Kearney, Family sector lead..November 2025

Constitution Review Committee

The Constitution Review Committee has continued the work of reviewing the Constitution and Bye Laws. This review project which began in 2022 was extended to improve on and amend existing provisions of the Bye law and Constitution. The group comprised of four members; Brian O'Byrne, Denis Blanch, Siún Kearney and Ronan O'Brien, aided by Alison Martin, who all worked well together.

In 2024, MII Council identified further points for reform such as defining of the roles of the Executive and the Council for inclusion in the Bye laws, improvement of the process of how honorary membership is decided on, potential disciplinary process or guidelines relating to MII member etiquette and general review of the Constitution and Bye laws.

The Committee met on seven occasions on zoom over the course of the year, with Committee members consulting and reviewing on the body of work to be completed. The work relating to the roles of the Executive and Council focused on clarifying the role of each body and how each body relates to one another within the organisation as a whole. This was done in the context of the 2024 amendments to the Bye laws which shifted the designated role and responsibilities of 'Charity Trustees' and 'Directors of the Company', from the Council members to the Executive members. A further document, 'MII Decision making procedures' was drafted by the Committee and was posted on the MII website to add to the amendments to the Bye laws and make it simpler for ordinary members and new Council members to understand how the organisation makes decisions. All these amendments follow recommendations of the Independent Governance Review, undertaken by Gerry Gallagher, 2021.

The other piece of work relating to Honorary membership was conducted to make more efficient the ability of the organisation to award honorary membership and to expand the criteria of the award to those who have made significant contributions to peace and reconciliation internationally. The draft completed relating to MII member etiquette was considered by the Executive to require further discussion and review at Committee level and potential consultation with the Ethics Committee.

An amendment was also put forward which requires the Constitution and Bye laws to be reviewed within every five year period to ensure they are fit for purpose. The Constitution and the Bye laws were reviewed as a whole and minor amendments were completed to update and improve the documents. All amendments went through a consultation process at Executive and Council level with

feedback and amendments taken in consideration and those amendments to the Bye laws and Constitution were put to members at AGM for their decision. The proposed amendment to the Constitution relating to the Honorary membership was also submitted to the Charities Regulator for its approval in accordance with the Charities Acts. The work identified for the year ahead relates to forming a process or guide lines which prescribe MII member etiquette.

APPENDIX 8

Continuing Professional Development Committee

The Continuing Professional Development Committee commenced its work in early 2025 to review, update and simplify the MII's existing CPD Framework requirements for Members.

The following members contributed to the work of the Committee over the course of 2025: Brian O'Byrne, Niamh Cunningham, Pauline Eustace, Scott Alexander, Polly Phillimore, Karen Erwin, Margaret Bouchier, Siun Kearney, Sharon McAllorum, Andrea O'Neill, Ber Barry Murray, Frances Stephenson and Alison Martin.

With the aim of ensuring the highest professional standards and best practice, all members of the MII are required to engage in Continuing Professional Development (CPD). In recognition of the wide knowledge differentials that exist between new and experienced mediators, the Committee focused on developing a CPD Framework and CPD Practice Log template that caters for all levels of mediator experience.

The new agreed CPD Framework requires that all practicing Members complete **a minimum of 30 CPD hours annually** in accordance with a simplified CPD points system broken down into **Practice** and **Learning** which will come into effect from January 2026.

Under the **Practice** Heading a Minimum of 15 hours must be achieved from participating as the Mediator in a “real” mediation or in a supervised MII-approved Roleplay.

Points allocated range from 5 Points for a case where a full Mediation Agreement has been reached in accordance with the provisions of the Mediation Act 2017 to 3 Points awarded for participation as the Mediator, a Party or an Observer in a Role-play based on a MII-approved case study

Under the **Learning** heading a Minimum of 15 points must be achieved from participation in Mediation-Related Activities such as the MII Annual Conference, a Member of a Reflective Practice and Learning Group, Seminars, Webinars and MII Ted Talks etc.

Members are required to keep a log of all mediation cases, role plays and learning activities completed in the current calendar year.

Brian O’Byrne

Chair, CPD Committee

APPENDIX 9

CONFERENCE COMMITTEE REPORT

Committee Agenda and Planning Template

Committee Head: Jill Robinson

Committee Objectives for the Year

- Objective 1: Run a successful and well attended conference
- Objective 2: Break even

2. Committee Members

(List the names, roles, and contact details of each committee member)

Name
1. Jill Robinson
2. Andrea O'Neill
3. Louise Hyland
4. Scott Alexander
5. Linda Devlin

The MII Annual Conference 2025 themed “Beyond the Agreement to Mediate” was held on 3rd and 4th October in Dublin. The event was across two days with a focus on the skills and complexities that arise after parties agree to mediate and creating networking opportunities for attendees.

Programme Highlights

Keynotes:

Hon. Ms Justice Marguerite Bolger on court-ordered mediations

Dr Brian Pennie on resilience and emotional wellbeing

Margaret Considine on building a mediation business

Peter Bolger (EY Law Ireland) on AI and the future of mediation

Heidi Riley (UCD) on mediation access and demand

Catherine O'Connell on Restorative mediation Process

Chris Mc Donagh – Traveller Mediation Services

Workshops & Hot Tables: 15 interactive sessions with delegates choosing topics most relevant to their practice

Networking & Social: Drinks reception, live music, and awards ceremony, Opportunity for new mediators to connect on opening morning of conference

Financial Summary:

Attendance 178 ticket sales

Total Income: €37,069.52

Total Expenses: €33,763.52

Net Surplus: €3,306

Attendee Feedback & Outcomes

96% of respondents said the conference met their expectations

Session Value Average rating 4.6/5 for professional development

Most Requested Speakers for Follow-up: Hon. Ms Justice Marguerite Bolger, Chris McDonagh, Catherine O'Connell, Dr Brian Pennie, Margaret Considine

What Worked Well:

Hot tables and interactive workshops

Diversity of topics and speakers

Networking opportunities and event organisation

Areas for Improvement:

More time and space for round table sessions

Improved acoustics and temperature control

Consider midweek scheduling and more affordable options

Special thanks to Alison, the organising committee, sponsors, speakers and volunteers for their time and support in making the conference a success.

APPENDIX 10

A large, solid blue shape that starts as a semi-circle on the left and tapers into a horizontal bar extending to the right edge of the slide.

Treasurer Report



November
2025

Treasurers Report November 2024

€	2021	2022	2023	2024
Income	137,121	122,927	169,361	191,122
Expenditure	104,672	172,963	207,300	213,906
Surplus / Deficit	32,452	(49,685)	(36,748)	(22,625)
Net Assets	275,070	225,385	188,637	166,012

- Revenue up 13%
- Membership fees up from €126k to €146k
- Expenditure controlled at an increase of €6k or 3%
- Deficit down from 22% of revenue to 11% of revenue
- Trending towards break even with a view to getting back to surplus.

