



**General Assembly
Manila, Philippines
November 8, 2017**

MINUTES

INTRODUCTION

President's Welcome - Justice Professor Eliezer Rivlin, President of IOJT, welcomed the conference attendees and thanked the members for participating. He gave a special thanks to Judge Adolfo Azcuna and his staff for their hard work organizing the conference.

Approval of Agenda – The meeting agenda was provided to the assembly and approved.

REPORTS

Status reports from the IOJT officers and IOJT Journal Board of Editors were presented to the General Assembly. The reports are referenced below and attached.

President's Report

Secretary-General Report

Treasurer's Report

IOJT Journal-Board of Editors Report - Rainer Hornung and Ernie Schmatt indicated Issue 5 of the Journal contained papers that had been collected from the IOJT 2015 Conference in Recife, Brazil. They reported that Issue 5 meets IOJT Journal objectives. The IOJT website contains a copy of the Journal in PDF format. Preliminary work has been completed on Issue 6. Issue 6 is expected to be published in March 2018, containing materials from the IOJT Conference in Manila. Every participant in Manila received a copy of issue 5 of the IOJT Journal. Rainer Hornung and Ernie Schmatt plan to attend various sessions of the Manila conference and determine which programs are most suitable for inclusion in the next issue.

General Discussion – No subjects or issues were raised by members for general discussion.

AMENDMENTS OF IOJT STATUTES

General Review – As required by Article 18, proposed amendments to the IOJT Statutes were circulated to all members of the General Assembly three months before the Manila meeting. The proposed amendments were for organizational clarification and did not change any of the purposes in the existing statutes. Secretary General Mary McQueen provided an explanation of the proposed amendments.

Discussion – Members were provided with an opportunity to discuss each proposed changes.

Voting for approval – Hearing no concerns from members, Judge Eileen Kato moved for the approval of the proposed changes. Judge Kato's motion was seconded by Ernie Schmatt. All proposed changes were approved unanimously. Updated IOJT Statutes are attached for reference and appear on the website.

ADOPTION OF INTERNATIONAL JUDICIAL TRAINING PRINCIPLES

The International Judicial Training Principles were created to set guiding principles for judicial training that reflect how IOJT members conceptualize and strive to implement judicial training. The principles are both the common base and the horizon uniting judicial training institutions throughout the world, regardless of the diversity of judicial systems.

A committee lead by Benoît Chamouard and Judge Adele Kent finalized the International Judicial Training Principles while in Manila and presented the document to the General Assembly for consideration.

General Review – The proposed document was distributed to the Assembly for review.

Discussion – After a brief discussion regarding the principles concluded, IOJT members were asked to approve the document.

Voting for approval - The International Judicial Training Principles were unanimously approved by the General Assembly. The International Judicial Training Principles are attached for reference.

MEMBERSHIP FEE RESOLUTION

A proposed resolution regarding IOJT Fees was submitted to the General Assembly for consideration by Amady Ba and Rainer Hornung. After review and discussion of the membership fees, the resolution was unanimously passed.

ELECTIONS

As previously advised at the opening ceremony President Rivlin indicated that under IOJT's Statutes, the General Assembly will vote on four officers for IOJT (President, Secretary-General, Deputy Secretary-General and Treasurer). Five Regional Deputy Presidents (Africa & Middle East, Europe, South America, Asia & Pacific, and North, Central American & Caribbean) will also be presented for election. The Nominating Committee, consisting of Ernest Schmatt, Rainer Hornung, Benoit Chamouard and chaired by Sheridan Greenland was appointed by President Rivlin. President Rivlin reported that the Nominating Committee had not received any additional nominations and requested Sheridan Greenland to give the Nominating Committee report.

A report from the Nominating Committee, including a list of nominations, was distributed to the General Assembly. After discussion and review of the roster, it was moved that the nominations were approved as follows.

Board of Executives:

President – Justice Professor Eliezer Rivlin (Israel)
Secretary-General - Mary McQueen (US)
Treasurer – Judge Eileen Kato (US)
Deputy Secretary-General - Sheridan Greenland (UK)

Regional Deputy-Presidents:

Africa & Middle East - Amady Ba (Senegal)
Europe - Wojciech Postulski (Poland)
South America - Leonel Gonzalez (Argentina)
Asia & Pacific - Paul Quan (Singapore)
North Central America & Caribbean – Judge Adèle Kent (Canada)

Board of Governors

Fernando Cerqueira Norberto Dos Santos (Brazil)
Merethe Eckhardt (Denmark)

PRESIDENT'S ANNOUNCEMENTS

Appointment of additional members of Board of Executives Committee – President

Rivlin announced additional appointments to the IOJT Board as follows:

Ernest Schmatt (Australia)
Rainer Hornung (Germany)
Benoît Chamouard (France)
Judge Adolfo Azcuna (Philippines)

Appointment of additional Deputy Presidents – Per the IOJT Statutes, the President can name two additional members as Deputy Presidents and announced:

Yigal Mersel (Israel)
Kashim Zannah (Nigeria)

GENERAL DISCUSSION

IOJT Committee Structure – President Rivlin announced the discontinuation of the Academic Committee.

The IOJT Journal - As previously presented in written reports, Rainer Hornung and Ernie Schmatt reiterated earlier discussion on the progress of the IOJT Journal.

9TH INTERNATIONAL CONFERENCE

Locations for future IOJT conferences was discussed. Judge Adele Kent, Canada, agreed to approach her organization on hosting the 2019 conference. Other recommendations mentioned were the Hague or South Africa.

2021 - A site for the 2021 conference was also discussed and China was nominated as a possibility.

ADJOURNMENT

With no further discussion brought forth, the IOJT General Assembly meeting was adjourned.

Attachment 1

THE
INTERNATIONAL
ORGANIZATION
FOR JUDICIAL
TRAINING



IOJT 8th International Conference Manila, Philippines – November 5 – 9, 2017

General Assembly
November 8, 2017

AGENDA

- A. INTRODUCTION
 - 1. President's Welcome
 - 2. Approval of Agenda
- B. REPORTS
 - 1. President's Report
 - 2. Secretary-General Report
 - 3. Treasurer's Report
 - 4. Board of Editors of Journal Report
 - 5. General Discussion
- C. AMENDMENTS OF IOJT STATUTES
 - 1. General Review
 - 2. Discussion
 - 3. Voting for approval
- D. ADOPTION OF INTERNATIONAL JUDICIAL TRAINING PRINCIPLES
 - 1. General Review
 - 2. Discussion
 - 3. Voting for approval
- E. MEMBERSHIP FEE RESOLUTION
- F. ELECTIONS
 - 1. President
 - 2. Secretary-General
 - 3. Treasurer
 - 4. Deputy Secretary-General
 - 5. Regional Deputy-Presidents:
 - a. Africa & Middle East
 - b. Asia & Pacific
 - c. Europe
 - d. North, Central American and Caribbean
 - e. South America
 - 6. Governors
- G. PRESIDENT'S ANNOUNCEMENTS
 - 1. Appointment of additional members of Board of Executives

2. Appointment of additional Deputy Presidents

H. GENERAL DISCUSSION

1. IOJT Committee Structure
2. The Journal

I. 9TH INTERNATIONAL CONFERENCE

J. ADJOURNMENT

Attachment 2

THE
INTERNATIONAL
ORGANIZATION
FOR JUDICIAL
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IOJT 8th International Conference Manila, Philippines – November 5 – 9, 2017

President's Report

1. Membership towards the Philippines Conference

We have continued to expand our membership since our last conference in Recife, two years ago. To date we have 129 member institutes from 79 different countries. Due to the efforts and initiatives of our executive members many important decisions have been made regarding the operation of the IOJT including the process and format for admission of new members into the organization. This includes a remodeling of our application forms, as well as a discussion on possible levels of membership and services we offer at the IOJT. Our recently joined members are: Serbia, Denmark, Japan

We wish our new members, as well as our veteran ones a long and fruitful collaboration with the IOJT.

2. IOJT Website

A year ago a decision was made to give our Website a facelift and up-to-date technical abilities. For many years the website was voluntarily maintained by Jim Buchanan of the Federal Judicial Center and we are extremely grateful to him for his many efforts. The new website is now maintained by the NCSC with a new user interface which will continue to provide all the services previously available such as articles sent from our learned members, our "e-journal", membership lists and direct links to the websites of our 129 member institutes. Thank you to our Secretary-General Dr. Mary McQueen for heading this project.

3. International Cooperation

For a number of years now we have been strengthening our links with The UN Counter-Terrorism Executive Directorate (UN CTED) This cooperation has enabled us to focus on the major world issue of terrorism and the formulation of guidelines and strategies necessary for the Judiciary to cope when dealing with Terrorism related cases. In 2015 our 7th IOJT conference held in Recife, Brazil gave a significant platform to the subject at hand, and in this our 8th Conference, in The Philippines we will continue to work on the subject, with a view to working on ethical guidelines for judges involved with terrorism cases.

4. Ongoing projects

Our executive committee held discussions in London during September of 2016 about the overall running of the organization, as well as to decide its current main focus which is the development of Universal General Principles and Ethics for the Judiciary. The meeting was organized and hosted by our Deputy Secretary-General Sheridan Greenland and the Judicial College. Our thanks go to them for their superb hospitality. The Executive decided to distribute the various projects of our Scientific Committee between various board members. Our esteemed colleague Benoit Chamouard has taken upon himself to determine the most viable and universal guidelines for the Judiciary, while I have taken over the task of searching out specific Principals and Ethics in terror related cases, as well as seeking to expand our international partnerships in the field of Judicial Training. I want to thank Professor Amnon Carmi, former IOJT Secretary-General and Deputy –President for his many years at the helm of the Scientific Committee. His selfless example of tireless work is an example to us all.

5. IOJT Journal

Two conferences ago we were delighted to present the participants with copies of our very first edition of our journal entitled: **Judicial Education and Training: The Journal of the International Organization for Judicial Training**. The Journal is now in its 6th edition in print and electronic media. Our latest offering is edited by our dear colleagues and executive members Dr. Rainer Hornung and Ernest Schmitt, and will be distributed in print to all attendees at the conference. I would like to thank them for their concerted efforts in publishing this learned journal.

6. Vision for the future

At the 2015 Brazil conference a decision was made by the General Assembly to collect membership fees from individual member institutes. As we keep no paid staff or major overheads, any funds collected allow the IOJT to promote Judicial education worldwide. These projects include partnerships and cooperation with other international bodies, and the promotion of international projects in the fields of Case management, Anti-terror, Teaching of Human Rights, and the setting up of working and advisory groups of judges and judicial educators in the various regions.

7. Our Hosts

I would like to thank our hosts in the Philippines who have enabled us to come together in this beautiful part of the world: *The Supreme Court of the Philippines headed by Chief Justice the Hon. Maria Lourdes P.A. SERENO Honorary Conference President: and The Philippine Judicial Academy (PHILJA) headed by its Chancellor, Justice Adolfo S. Azcuna, a longtime friend of the IOJT and former executive member.*

Special thanks go to all the executive committee members for their work and in particular to our Secretary-General Dr. Mary McQueen without whom the idea of the conference could not have come to fruition.

Best wishes to all for an interesting and inspiring conference.

Attachment 3



IOJT 8th International Conference Manila, Philippines – November 5 – 9, 2017

Secretary-General's Report

1. General

- A. Since the 2015 Brazil Conference, the IOJT Offices have operated from Jerusalem and Williamsburg, Virginia contributing significantly to the financial support for salaries of office administrators, staff attorneys, education specialists and general office expenses. I take this opportunity to thank the former head of the Israeli Institute of Advanced Judicial Training and founding President of IOJT Dr. Shlomo Levin for their continued support for the IOJT and their willingness to continue to support the operations of IOJT since the organization's foundation in 2002. I also extend thanks to Chief Justice Maureen O'Connor President of the United States Conference of Chief Justices and Chair of the National Center for State Courts (NCSC) Board of Directors for her willingness to provide legal, communication and management expertise to IOJT.
- B. Since the previous conference the Secretariat has worked under the direction and instruction of IOJT President Justice Professor Eliezer Rivlin and has assisted him fulfilling his duties. The Secretariat has also followed the directives of the Executive Committee in reviewing the policies and membership applications over the last two years. The IOJT Secretariat has promoted and supported the activities of the IOJT including the first interim meeting of the IOJT Executive Committee in London in 2016.
- C. The IOJT would also like to recognize and thank Professor Amnon Carmi, former IOJT Secretary-General for his wisdom and support in developing the IOJT. Professor Carmi announced his retirement from IOJT earlier this year and we wish to recognize his leadership in promoting IOJT and the creation of the IOJT Journal. We are grateful for his vision and commitment to IOJT and thank him for his leadership.
- D. Additionally, we wish to also thank Judge Barbara Rothstein and Tony Cotter for their leadership support for IOJT throughout their service on the IOJT Executive Committee.

2. Secretariat Staff

- A. Since the Brazil Conference in Recife, Ms. Stacey Smith of the NCSC has assumed administrative support for the IOJT and the Executive Committee with the support of Mr. Nir Menashe.

- B. We also extend our thanks to Mr. Jesse Rutledge and his staff (NCSC) for assuming the management and upgrading of the IOJT website.
- C. With the retirement of Professor Amon Carmi, Dr. Rainer Hornung and Chief Executive Ernest Schmatt assumed the positions of Co-Editors in Chief of the IOJT Journal. We also wish to extend our thanks to former Editor Dr. Livingston Armytage for his contribution to the development of the IOJT Journal.

3. Primary Secretariat Activities Since the Brazil Conference (2015)

- A. Membership Requests – Since our last conference 3 new organization members have joined IOJT. The members came from Serbia, Denmark and Japan. These additions bring the membership to a total of 129 member institutes from 79 countries.
- B. Observer Status – The Executive Committee recommends that IOJT create an “Observer status” application for those judicial training institutes needing additional assistance to achieve the level of judicial independence required for full membership. A report from the Executive Committee regarding “observer status” will be provided to the membership during the General Assembly meeting in Manila.
- C. IOJT membership contact information – IOJT member information has been updated with the assistance of the Regional Vice Presidents. Unfortunately, some email addresses are not current and attempts to contact those members fail. During the General Assembly meeting in Manila, members will be asked to confirm their contact information and the Board of Governors will consider additional efforts to update the contact email addresses.
- D. Follow-up to the Brazil Conference in 2015–All relevant reports, documents and scientific papers from the 2015 Conference have been filed and are available on the IOJT Website.
- E. The 8th IOJT Conference in Manila, Philippines November 5 – 9, 2017
The Secretary General has been in constant communication with the organizers of the Manila Conference under the direction of Judge Adolf Azcuna and his excellent PHILJA Team. The PHILJA team in coordination with the Secretary General and the Conference Committee (President Rivlin and Deputy Secretary-General Greenland) formulated the scientific program including review of the proposals and papers. Special thanks to Judge Azcuna and his excellent team for their tremendous support in developing an inspiring and beneficial program. The Secretary-General traveled to Manila to meet with the host committee and viewed the various venues and locations for the Conference.
- F. IOJT Website – We wish to thank Mr. Jim Buchanan, US Federal Judicial Center for his support for the IOJT Website. Management and support was transferred to the NCSC and has been redesigned to provide additional resources to IOJT members. We will continue to discuss support for providing the content in additional languages. Support of IOJT members is essential for the translations to occur.

G. IOJT Committees:

Judicial Training Principles – Adele Kent and Benoit Chamouard chair the IOJT Committee to develop Judicial Training Principles. This Committee includes Hon. Wojciech Postulski (Poland), Atty. John Meeks (NCSC), Hon. Amady Ba (Senegal), Mr. Leonel Gonzales (Chile) and Ms. Christa Christensen (UK). The draft of the Judicial Training Principles sets out a number of guiding principles for judicial training which reflect how IOJT members should conceptualize and strive to implement judicial training. The principles are both common best practices and aspirational goals for judicial training Institutes around the world regardless of the diversity of the judicial systems. These principles will be presented, discussed and considered for adoption by the IOJT General Assembly at the Manila Conference.

Academic Committee – the Executive Committee will take under advisement the future direction of the Academic Committee during its meeting in Manila and seek advice from the IOJT members for moving forward. One of the challenges is the volunteer nature of the IOJT organization and the need for volunteer staff to support this effort.

H. Audit Committee – IOJT Treasurer Judge Eileen Kato sought the services of an independent financial advisor to review IOJT's financial records. There were no negative findings and that letter is part of the Treasurer's report for IOJT membership information.

I. The IOJT Journal – Since the 6th IOJT Conference in Washington, D.C. three issues of *Judicial Education and Training: The Journal of the IOJT* have been published. Issue 2 is available on line and focuses on papers and presentations featured during the 5th IOJT Conference in Bordeaux. Issues 3 and 4 showcase presentations from the 6th IOJT Conference held in Washington DC were published in Spring of 2015. In addition to online publication, Issue 3 is available in print with the generous sponsorship of Thomson Reuters and was circulated at the 7th IOJT Conference in Brazil. Issue 4 is also published online. A total of 54 authors from 25 countries and 45 institutions across the globe have contributed to the *IOJT Journal*. Co-editors-in-Chief, Rainer Hornung and Ernest Schmatt have finalized the production and printing of Issue 5, published on the website in December 2016 and will be circulated in print at the Manila Conference and made available online. Thank you to both Co-editors for their contributions to supporting the *IOJT Journal*.

J. IOJT 2019

The next IOJT Conference will take place in 2019. We have been in communication with several member institutes interested in hosting the 10th IOJT Conference. No decision has yet been made regarding the official location on the 2019 Conference and we hope to have more information during the Conference in Manila.

K. In Conclusion

The IOJT continues to expand its activities and membership. As the organization grows, so does the need for a stable funding base that supports the operations of the organization. Payment of dues remain voluntary but for IOJT to develop future direction, organize regional activities, encourage scientific cooperation, The Executive Committee and the Board of Governors along with the membership will continue to consider how to maintain the financial support for IOJT.

Attachment 4

THE
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IOJT 8th International Conference Manila, Philippines – November 5 – 9, 2017

Treasurer's Report

For the two-year period ending October 13, 2017

REPORT

During the period from the close of the Seventh Conference of the International Organization for Judicial Training (IOJT) in November 2015 and the date of this report, three significant events impacting the finances of the IOJT have taken place.

1. The establishment of an invoice-based membership fee payment system that provides for a fee waiver process. Annually, each member institute receives an invoice indicating its IOJT fee amount.
2. A Treasurer's Report is to be prepared and submitted to the Executive Committee on a routine periodic basis; and
3. The IOJT was granted tax-exempt status under United States tax laws as a charitable organization pursuant to Section 501(c)(3) of the Internal Revenue Code.

INVOICING OF MEMBERSHIP FEES

In order to remind IOJT members of the membership fee program and to provide justification to their funding agencies, the General Assembly in 2015 approved the IOJT Executive Committee recommendation to establish an invoice-based membership fee payment system that provides for establishment of a fee waiver process. Annually, each member institute would receive an invoice indicating its IOJT membership fee amount. Any member experiencing financial difficulty could apply for a "hardship" waiver of the membership fees. The waiver process was left to be determined by the IOJT Executive Committee. Non-payment of the IOJT membership fees would not be cause for termination of membership to the IOJT.

Invoices were sent by attachment to each IOJT member institute on the IOJT roster with an email address in 2016 and 2017. Unfortunately, numerous emails were returned as undeliverable and hard-copy invoices were sent to each of those entities to which a mailing address was provided. A number of institutes have not provided an email address or a mailing address.

The invoices and emails specifically requested each entity to provide the full name of the organization with its wire transfer and to notify the treasurer at the time payment is wired in order for the IOJT to identify the paid member institute. Attached are the lists of paid member institutes for 2016 and 2017.

TREASURER'S REPORTS

Treasurer's Reports were prepared and submitted to the Executive Committee in June 2016, October 2016, April 2017, and July 2017.

Articles 14 and 15 of the IOJT Statutes were amended by unanimous vote of the General Assembly at the November 2015 meeting as follows:

1. Article 14. Role of the Treasurer. The treasurer, keeping accounts, subject to audit, and shall deposit all monies into the IOJT in the name and the credit of the IOJT in banks or depositories as the Board of Executives may designate.
 - a. At the Executive Committee's direction, the IOJT accounts at Wells Fargo Bank in Virginia, U.S.A. were closed and all monies from those accounts were deposited into a new IOJT account at Bank of America in Seattle, Washington, U.S.A.
2. Article 15. Fiscal Year. The Fiscal Year of the IOJT shall be the calendar year.

U. S. Federal Tax Exempt Status for IOJT

The Internal Revenue Service (IRS) has determined that IOJT is a tax-exempt organization under the Internal Revenue Code (IRC) Section 501(c)(3), with an effective date of exemption of 02 June 2014. Donors can deduct contributions made to IOJT under IRC Section 170. IOJT is also qualified to receive tax-deductible bequests, devises, transfers or gifts under IRC Sections 2055, 2106, or 2522. IOJT has been determined to be a public charity under IRC Section 509(a)(2). IOJT is required to file Form 990/990-EZ, which is an information return. The Form 990-EZ was filed for IOJT in April 2017.

Bank Account

The membership dues received during fiscal years 2016 and 2017 are shown on Exhibit A, attached hereto. A scholarship donation was received in August, 2017, from Thomson Reuters in the amount of \$5,000.00

The current balance in the IOJT account is \$46,717.09, less Conference expenses, including scholarships, estimated in the amount of \$17,000.00. An independent review of the IOJT financial and banking records was completed by Jeffrey C. Steinert.

Respectfully submitted,
Eileen A. Kato, Treasurer
October 10, 2017

Attachment 5

THE
INTERNATIONAL
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FOR JUDICIAL
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**IOJT 8th International Conference
Manila, Philippines – November 5 – 9, 2017**

IOJT STATUTES

Additional Edits

Article 8

2. f. – eliminate

Article 9

Second sentence-Deputy Presidents, and *any* additional members
appointed by the President.

Article 10

Third sentence-simple majority vote *by a* minimum of three members.

Article 17

Last sentence-will not be personally *responsible* for debts *and liabilities*
incurred by the Organization.

The International Organization for Judicial Training (IOJT)

STATUTES

As of November 8, 2017

IOJT 2018, Manila Philippines

Article 1: Organization

The name of the corporation is International Organization for Judicial Training, Inc. (IOJT).

Article 2: Registration

The IOJT is registered under Section 402 of the Non-for-Profit Corporation Law of the State of New York. The IOJT is a corporation as defined in subparagraph (a)(5) of Section 102 of the NPCL and shall be a Type B corporation under Section 201 of the NPCL.

Article 3: Purposes

1. The purposes for which the IOJT is formed are as follows:
 - a. to encourage the establishment of judicial training institutes;
 - b. to promote the rule of law;
 - c. to consider common issues for the training and education of judges;
 - d. to develop machinery for the exchange of judges.
2. In furtherance of the foregoing purposes, the IOJT shall have all the general powers enumerated in Section 202 of the NCPL, and such other powers as are now or hereafter permitted by law for a corporation organized for the foregoing purposes, including, without limitation, the power to solicit grants and contributions for any corporate purpose and the power to maintain a fund or funds of real and/or personal property in furtherance of such purposes.

The IOJT is organized exclusively for charitable and educational purposes, and intends at all times to qualify and remain qualified as exempt from federal income tax under Section 501(c) (3) of the Internal Revenue Code of 1986, as it may be amended (the "Code" or "IRC") and in connection therewith:

- a. The IOJT shall not, directly or indirectly, engage in or include among its purposes any of the activities mentioned in subparagraphs (a)-(v) of Section 404 of the NPCL;
 - b. The IOJT is not formed for and shall not be conducted nor operated for pecuniary profit of financial gain, and no part of its assets, income or profit shall be distributed to or inure to the benefit of any private individual or individuals, provided that nothing herein shall prevent the IOJT from paying reasonable compensation to any person for services rendered to or for the IOJT in furtherance of one or more of its purposes;
 - c. No substantial part of the activities of the IOJT shall be devoted to the carrying on of propaganda or otherwise attempting to influence legislation, except to the extent permitted by the Code whether pursuant to an election under Section 501(h) or otherwise, and no part of the activities of the IOJT shall be devoted to participation or intervening in (including the publication or distribution of statements), any political campaign on behalf of or in opposition to any candidate for public office; and
 - d. The IOJT shall not engage in or include among its purposes any activities not permitted to be carried on by a corporation exempt from federal income taxation under Section 501(c) (3) of the Code or corresponding provisions of subsequent tax laws.
3. The IOJT will achieve these purposes by:
 - a. Promoting and advancing co-operation among its members;
 - b. Facilitating international exchange of information;

- c. Organizing international, national and local meetings and congresses; providing international assistance.
 - d. Preparing and distributing professional materials;
 - e. Developing educational programs and materials;
 - f. Promoting and conducting collaborative research;
 - g. Developing consensus statements on issues relevant to IOJT;
 - h. Establishing committees to deal with specific issues,
 - i. Pursuing other means harmonious with the purposes of IOJT.
4. The IOJT will advance and promote the study, instruction and training of the art of judging.

Article 4: The IOJT Office

The office of the IOJT will be located in New York.

The books and records of account of the IOJT shall be kept at 300 Newport Avenue, P.O. Box 8798, Williamsburg, VA, 23185-4147.

Article 5: Official Language

English will be the working language of the IOJT.

Article 6: Membership

1. The IOJT shall have members consisting of local, national and/or international judicial training institutes that offer training to potential or active professional judges. Institutes whose purposes, objectives and goals are consonant with those of the IOJT are eligible to be members of this organization.
2. The decision to admit a judicial training institute to the IOJT is made by the Board of Executives at its discretion.

Article 7: Structure

The IOJT will consist of a General Assembly, a Board of Governors, a Board of Executives, a President, Deputy Presidents, a Secretary-General, a Treasurer, Deputy Secretary-General, an Audit Committee, a Nominating Committee, and additional committees.

Article 8: The General Assembly

1. The General Assembly is the governing body of the IOJT. It is composed of the delegates of Member Judicial Training Institutes. The General Assembly meets every two or three years. An extraordinary General Assembly may be convened at any time by the Board of Executives or at the request of at least a third of the Member Institutes. Decisions of General Assemblies will be made by a simple majority vote of the Member Institutes present, unless otherwise provided in the following articles. There will be no voting by proxy.
2. The General Assembly:
 - a. Determines the policies of the IOJT
 - b. Receives the reports of the President, the Secretary-General, the Treasurer and the Audit Committee.
 - c. Elects the President, the Secretary-General, the Deputy Secretary-General and the Treasurer.
 - d. Elects five Regional Deputy Presidents, one from each of the following regions: Africa and the Middle East; Asia and the Pacific; Europe; North, Central America and the Caribbean; South America.
 - e. Authorizes the President to appoint two additional Deputy Presidents as needed,
 - f. Bestows honorary titles on individuals.

Article 9: The Board of Governors

The Board of Governors shall consist of up to twenty-five (25) members: The members of the Board of Executives, the Deputy Presidents, and any additional members appointed by the President. The Board of Governors will be an advisory body to the Board of Executives. The decisions will be made by a simple majority vote in the minimum presence of 8 members. In the case of parity of votes, the President has a casting vote. The Board of Governors shall determine its procedure and mode of voting.

Article 10: The Board of Executives

The powers of the IOJT between the General Assemblies are vested in the Board of Executives. The Board of Executives shall consist of the President, the Secretary General, the Deputy Secretary General, the Treasurer and up to four additional members appointed by the President with the advice of the Nominating Committee. The decisions will be made by a simple majority vote by a minimum of three members. In the case of parity of votes, the President has a casting vote. The Board of Executives shall determine its procedure and mode of voting. Unless the Statutes designate otherwise, the Board of Executives shall establish all committees, including a three member Nominating Committee, an Audit Committee, and appoint Committee members and chairs. In the event of a vacancy among the members of the Board of Governors, the Board of Executives has the power to appoint a replacement, pending confirmation by the next meeting of the General Assembly.

Article 11: Officers

The Officers of the IOJT shall consist of the President, Secretary General, Deputy Secretary General and Treasurer.

Article 12: President

The President chairs all meetings of the General Assembly, the Board of Governors and the Board of Executives. The President is responsible for the implementation of the decisions of these bodies. The President convenes the General Assembly, the Board of Governors and the Board of Executives and decides upon the agenda of their meetings. The President represents the Organization in all official matters and provides general supervision of affairs of IOJT.

Article 13: Secretary General and Deputy Secretary General

The Secretary General shall act as arranger of the IOJT's conferences. The Secretary General shall create and preserve minutes of all meetings. The Deputy Secretary General will assist the President and Secretary General in planning the scientific program for the IOJT Conferences.

Article 14: Treasurer

The Treasurer shall keep accounts, subject to audit, and shall deposit all moneys of the IOJT in the name and the credit of the IOJT in banks or depositories as the Board of Executives may designate.

Article 15: Deputy Presidents

The General Assembly will elect five Regional Deputy Presidents one from each of the following Regions: Africa and the Middle East; the Pacific; Europe; North American and the Caribbean; and South America. The President may appoint two additional Deputy Presidents as needed. Each Deputy President shall have such powers and duties as may be assigned by the Board of Executives.

Article 16: Fiscal Year

The fiscal year of the IOJT shall be the calendar year.

Article 17: Assets

The assets of the IOJT will be utilized solely to meet its financial liabilities. Organization members, members of the Board of Governors, Board of Executives, the various committees and other officers will not be personally liable for debts incurred by the Organization.

Article 18: Amendments of the Statutes

The Statutes of the IOJT may be amended by two-thirds majority vote taken at the General Assembly. Any proposals for a change of the Statutes will be circulated to all Members and have to be submitted to the Board of Executives for its recommendation at least three months before the meeting of the General Assembly.

Article 19: Dissolution

1. The dissolution of the IOJT will be decided by the General Assembly at the request of the Board of Executives, or at the request of more than one half of the Members. The General Assembly will, with two-thirds majority, order the dissolution of the Organization.
2. All sums remaining within the funds of the IOJT after liquidation will be distributed equally among the Members.



DECLARATION OF JUDICIAL TRAINING PRINCIPLES

PREAMBLE

On 8th November 2017, the members of the International Organization for Judicial Training (IOJT), composed of 129 judicial training institutions from 79 countries, have unanimously adopted the following declaration.

The declaration sets out guiding principles for judicial training that reflect how IOJT members conceptualize and strive to implement judicial training. The principles are both the common base and the horizon uniting judicial training institutions throughout the world, regardless of the diversity of judicial systems.

The IOJT encourages all judicial training institutions and all actors involved in judicial training to use these principles as a foundation and source of inspiration, and also as a common framework guiding their judicial training activities. The IOJT also encourages judicial training institutions to support each other in the implementation of this declaration.

PRINCIPLES

1. Judicial training is essential to ensure high standards of competence and performance. Judicial training is fundamental to judicial independence, the rule of law, and the protection of the rights of all people.

INSTITUTIONAL FRAMEWORK

2. To preserve judicial independence, the judiciary and judicial training institutions should be responsible for the design, content, and delivery of judicial training.

3. Judicial leaders and the senior judiciary should support judicial training.

4. All states should:

(i) Provide their institutions responsible for judicial training with sufficient funding and other resources to achieve their aims and objectives;

and

(ii) Establish systems to ensure that all members of the judiciary are enabled to undertake training.

5. Any support provided to judicial training should be utilized in accordance with these principles, and in coordination with institutions responsible for judicial training.

TRAINING AS PART OF THE JUDICIAL ROLE

6. It is the right and the responsibility of all members of the judiciary to undertake training. Each member of the judiciary should have time to be involved in training as part of their judicial work.

7. All members of the judiciary should receive training before or upon their appointment, and should also receive regular training throughout their careers.

TRAINING CONTENT AND METHODOLOGY

8. Acknowledging the complexity of the judicial role, judicial training should be multidisciplinary and include training in law, non-legal knowledge, skills, social context, values and ethics.

9. Training should be judge-led and delivered primarily by members of the judiciary who have been trained for this purpose. Training delivery may involve non-judicial experts where appropriate.

10. Judicial training should reflect best practices in professional and adult training program design. It should employ a wide range of up-to-date methodologies.

DECLARATION OF JUDICIAL TRAINING PRINCIPLES WITH EXPLANATORY COMMENTARIES

PREAMBLE

On 8th November 2017, the members of the International Organization for Judicial Training (IOJT), composed of 129 judicial training institutions from 79 countries, have unanimously adopted the following declaration.

The declaration sets out guiding principles for judicial training that reflect how IOJT members conceptualize and strive to implement judicial training. The principles are both the common base and the horizon uniting judicial training institutions throughout the world, regardless of the diversity of judicial systems.

The IOJT encourages all judicial training institutions and those involved in judicial training to use these principles as a foundation and source of inspiration, and also as a common framework guiding their judicial training activities. The IOJT also encourages judicial training institutions to support each other in the implementation of this declaration.

The term “judiciary” as used in this document may include prosecutors, defenders/defence counsel, court staff and others, depending on the justice system.

The term “judicial training” is used in this document to accord with the name of the organization. It is recognized that the expression used may vary, including “judicial education”, “judicial development”, “judicial cultivation”.

The term “state” in this document encompasses national political entities, but also federate states or any regional public entity, according to the national context.

PRINCIPLES

1. Judicial training is essential to ensure high standards of competence and performance. Judicial training is fundamental to judicial independence, the rule of law, and the protection of the rights of all people.

The foundation of an impartial judiciary is the independence of the judiciary. Judicial independence embodies two principles: 1) a set of institutional arrangements so that the judiciary as a branch of government is free from interference; and 2) an independent unbiased mindset for individual judges. This latter principle ensures that judges do their work free from undue or improper influences. It is also this second principle that engages with judicial training. For the public to support and protect judicial independence, it must be satisfied that judges not only act impartially and competently in understanding and applying the law, but also that they do their work effectively, efficiently and fairly, adhering to the *Bangalore Principles of Judicial conduct*. For that reason, judicial training must encompass law, non-legal knowledge, skills, social context, values and ethics.

INSTITUTIONAL FRAMEWORK

2. To preserve judicial independence, the judiciary and judicial training institutions should be responsible for the design, content, and delivery of judicial training.

Judicial independence requires freedom from undue or improper influence over judicial training. Given that seminars and resources, such as bench books, have the potential to influence judges' conduct and decisions, the content and delivery of judicial training must be offered free from any undue or improper influence from any entity that could benefit, including funding authorities, lawmakers, government executives, the politically and financially powerful, and others.

The Bangalore Principles of Judicial Conduct reinforce the point that the judiciary and judicial training institutions should be responsible for the design, content, and delivery of judicial training. *Value 1: Independence* states in part, "Judicial independence is a pre-requisite to the rule of law..." *Application 1.1* adds: "A judge shall exercise the judicial function independently...free of any extraneous influences, inducements, pressures, threats or interference, direct or indirect, from any quarter or for any reason." In addition, *Value 6: Competence and Diligence, Application 6.3*, states: "A judge shall take reasonable steps to maintain and enhance the judge's knowledge, skills, and personal qualities necessary for the proper performance of judicial duties, taking advantage for this purpose of the training and other facilities which should be made available, under judicial control, to judges."

Training institutions with responsibility for the design, content, and delivery of judicial training should, of course, be accountable to the public and funders for the integrity of their training programs and their stewardship of public funds. They should, for example, conduct regular training needs assessments as part of curriculum and seminar planning. The needs assessment should include what stakeholders other than judges think judges need to learn. Judicial training institutions should also evaluate their training programs to ensure their quality and effectiveness.

By using established best practices, such as conducting needs assessments and evaluations, the judiciary and judicial training institutions can preserve independence and autonomy in providing their training.

3. Judicial leaders and the senior judiciary should support judicial training.

This principle focuses on two aspects:

- Promotion of judicial training within the judiciary
- Involvement of high-level judges in judicial training

1) Promotion of judicial training by judicial leaders

“Judicial leaders” refers to the highest judicial authorities or judicial decision-making entities, such as the high judicial councils or supreme courts.

It is of utmost importance that such institutions support and promote judicial training. As leading entities, they should encourage judges to be trained throughout their time on the bench, and reaffirm that training is necessary to all judges, including the most experienced and highly skilled (who, given their position in the judiciary, can show that training is neither a sign of weakness nor simply for underperforming judges, but rather an ongoing necessity for every judge).

Judicial leaders should also be vigilant about implementing Principle 4 (below), which enjoins that judges must collectively be given the opportunity to undertake training. When possible, these institutions should use their leadership position to make sure this principle is applied.

One way of doing this is to take training into consideration when deciding on judicial appointments and promotions; this would constitute a good incentive for judges to get trained and therefore maintain their effectiveness. This practice would also support Principle 6, which states that training is both a right and a duty for judges.

The highest judicial authorities should be involved in the overall process of judicial training and, where relevant, in the life of their judicial training institution. This involvement will vary depending on how the judicial training system is organized, and on national traditions, but serves to guarantee both the respect of judicial independence (see Principle 2) and the judicial authorities’ ongoing support of judicial training.

“Judicial leaders” also refers to heads of courts.

Heads of court should also support the training of their judges by encouraging them to seek judicial training on a regular basis throughout their career (see Principle 7).

Several countries are dealing with insufficient staffing in their judiciary. The increased workload for individual judges, and the judicial backlog that can result, make it difficult for judges to take on judicial

training without increasing delays. However, it is in the best interests of nations and their justice systems to have well-trained and efficient judges; time taken for training will increase the quality of rulings as well as the productivity of judges. Heads of court should not prevent judges from seeking judicial training unless there are exceptional circumstances.

2) Involvement of senior judges in judicial training.

As individuals, senior judges must be involved in judicial training.

Since judicial training includes law, non-legal knowledge, skills, social context, values and ethics (Principle 8), it contains dimensions of experience-sharing and guidance by recognized professionals. Senior judges have an important role to play in transmitting practices and traditions to less senior members of the judiciary in their judiciary.

This does not mean that most or all judicial trainers have to be senior judges (see Principle 9), since one does not have to be a senior judge to be a good trainer. But senior judges should devote their experience, moral authority, and hindsight—which are irreplaceable and necessary—to the training of their fellow judges.

4. All states should:

(i) Provide their institutions responsible for judicial training with sufficient funding and other resources to achieve their aims and objectives;

and

(ii) Establish systems to ensure that all members of the judiciary are enabled to undertake training.

States should ensure that judicial training institutions are provided with sufficient funding and other resources to ensure their autonomy (that is, to enable them to implement their mandate without depending on others for funding).

Funding and resources should cover:

- Operating costs, including (among other necessities) premises suitable for judicial training and equipped with modern tools (i.e., computers and other technology)
- High-quality human resources, encompassing professional and support staff.

Judges need continual training during their professional life to enhance and add to their competencies, and perhaps to develop a specialization. This need should be reflected and anchored in the mandate of judicial training institutions.

To implement this principle, the state should enable judges to undertake training during their working hours. This can only be achieved if there are concrete mechanisms in place to: a) make it possible for judges to take days off from their work without suffering any negative impact on their position, and b) pay for judges' attendance at education seminars and other training courses.

5. Any support provided to judicial training should be utilized in accordance with these principles, and in coordination with institutions responsible for judicial training.

There is a wide range of possible funding sources for judicial training activities. In addition to their own resources, judicial training institutions may receive financial support from: local public or private sector agencies (such as executive branches or non-governmental organizations), other judicial branches in the region, multilateral or international cooperation agencies, and state agencies from other countries, among others.

The institutions responsible for judicial training should coordinate the design and development of the activities. There are two reasons for this. One, the aforementioned external sources are not necessarily familiar with the local reality; the courses and content they deliver might not align with the more pressing training needs on the ground. Two, it is possible that funding agencies have their own agendas through which they wish to project influence locally; this would be counterproductive to the planning and goals established by the judicial training institution.

Preferably, coordination between funding sources and the institutions responsible for judicial training should include: oversight of the identification of training needs; development of the methodology and teaching profile; the delivery of the course; and evaluation of participants and the course itself. There should be appropriate mechanisms to ensure that the training institution maintains control over donors' work, including through reports that donors would be required to submit, all so as to preserve judicial independence.

TRAINING AS PART OF THE JUDICIAL ROLE

6. It is the right and the responsibility of all members of the judiciary to undertake training. Each member of the judiciary should have time to be involved in training as part of their judicial work.

Ongoing training must be considered an integral component of judicial duties. The responsibility for ensuring satisfactory judicial training rests with three bodies: the state; judicial leaders; and judges themselves. The state must ensure that the infrastructure is in place to permit judges to attend judicial training seminars throughout their time on the bench. In practical terms, this means appointing enough judges to give each judge time to undertake training, and providing financial support to the judicial training institutions or other bodies providing judicial education.

Judicial leaders must advocate with the executive branch so that the latter fulfills its responsibilities. In addition, the judicial leadership must support and encourage judges by giving them sufficient time away from their sitting schedule to attend judicial training events and to participate as faculty at those events. Judicial leaders must support the judicial training institution by taking part in governance in whatever way is locally suitable, and by encouraging judges to become involved in the design and teaching of judicial training.

Judges have the responsibility to attend training events and, where possible, to volunteer to work on judicial training as a designer, presenter, facilitator or in some other capacity. Judges must be lifelong learners, identifying their needs throughout their judicial career and participating in training to meet those needs.

7. All members of the judiciary should receive training before or upon their appointment, and should also receive regular training throughout their careers.

This principle acknowledges the importance of pre-service and in-service training for judges.

1) Pre-service training

Beyond having pure legal knowledge, judges must master specific professional skills. Those skills may vary according to country and era, but include some universal competencies, such as the ability to: analyze a situation or a case; identify and apply ethical rules; and make a sensible, enforceable decision that is adapted to its context.

Whatever the professional background of newly appointed judges or future judges, it is necessary to train them on those essential skills, which cannot all have been acquired during their academic studies or previous work. That is why Principle 7 acknowledges the necessity of pre-service training for all judges.

This principle does not intend to standardize the training judges receive before or upon their appointment, as this will differ according to state and legal system.

In most civil law countries, future judges are recruited from among the best legal students or young professionals in the field. Their lack of experience is compensated for by the length of their training, which usually lasts several years and nowadays is regarded as an utmost necessity in those countries.

In common law countries, judges are appointed or elected from among recognized lawyers with an extensive professional background and experience in handling judicial cases. Pre-service training usually lasts for a few weeks and aims to provide judges with the fundamental skills they did not have the opportunity to put into practice as lawyers.

Despite the experience and qualifications of newly appointed judges in common law countries, those skills have to be acquired before or upon appointment, as this principle states.

Ideally, pre-service training should take place before the judge first sits. This is the case in most states. However, in some common law countries where judges are not numerous, pre-service training can be organized in the first months after judges take on their new role. This principle takes a practical approach by using the wording “before or upon their appointment.”

2) In-service training

Given that societies and their legal landscapes are constantly evolving, pre-service judicial training cannot be regarded as sufficient to ensure judges work effectively and efficiently throughout their time on the bench, no matter the quality and duration of this initial training.

It is a judge’s duty to keep informed of changes to legislation and relevant case-law. Judicial training can help judges stay up-to-date, especially given the heavy workload judges face in some cases.

A dedicated judicial training framework also makes it possible for judges to exchange with their peers about ethics and best practices, and to deepen their knowledge and understanding of the society they serve. Such a framework is necessary for the judiciary to evolve at the same pace as society.

For judges to stay up-to-date, develop and hone their judicial skills, and exchange ideas with their peers, regular judicial training should continue throughout their entire career.

TRAINING CONTENT AND METHODOLOGY

8. Acknowledging the complexity of the judicial role, judicial training should be multidisciplinary and include training in law, non-legal knowledge, skills, social context, values and ethics.

Although it is clearly essential for every judge to know and understand the relevant law, it is also critical to acknowledge that the law and legal principles do not exist in a vacuum. Judges operate publicly within society, and interact on a day-to-day basis with other human beings—litigants, witnesses, and legal representatives. Judicial training should therefore not be limited to addressing principles of law.

To ensure confidence in the judicial process, judicial training should assist all members of the judiciary to acquire and develop the skills needed to adopt an inclusive approach. Social context training is an important facet of judicial training, providing an appreciation of the human condition and the society within which judges operate. This includes the tenet that judges must deal fairly with everyone, whether or not they have legal representation. To that end, judicial training should be multidisciplinary.

Judges enter the judiciary with their own values, opinions, preconceptions and prejudices. Judicial training should instill within members of the judiciary a degree of open-mindedness—and readiness to acknowledge and address their own preconceptions and prejudices to ensure that these do not taint the judicial process.

Judicial training should meet modern and emerging challenges.

9. Training should be judge-led and delivered primarily by members of the judiciary who have been trained for this purpose. Training delivery may involve non-judicial experts where appropriate.

Judicial training should be judge-led, meaning that members of the judiciary have authority over the design, content, and delivery of the training. As such, any judge who is involved in the creation and delivery of judicial training should themselves be trained by their judicial training institution in the principles of adult learning and the wide range of learning formats. This is known as a program of training the trainers.

Adhering to this principle will enhance and protect judicial independence and ensure training is directly relevant to the professional needs of judges.

Judge-led training does not preclude the involvement of experts, academics, and other specialists who can enhance and supplement training, providing that any such external involvement is at all times under the authority and management of the judiciary.

10. Judicial training should reflect best practices in professional and adult training program design. It should employ a wide range of up-to-date methodologies.

Developing a judicial education program should follow a cycle with set stages: 1) needs assessment; 2) design and implementation; and 3) evaluation.

The initial, and most critical, is the needs assessment, to determine the training needs of individual judges and of the judiciary as a whole. The next stage involves setting training objectives, preparing a plan, designing the program (methodology) and implementing it. The final stage is evaluation, to gauge the reaction of trainees and to measure learning results, i.e., increase in knowledge or skill, changes in approach or behaviour, and effects on environment or society as a result of the trainee's participation. The evaluation demonstrates to what extent training needs have been met, and identifies further training needs.

Implementation of such a cycle should be a systematic, robust, and comprehensive process, regularly reviewed and updated. In addition, best practices—techniques or strategies proven to have the highest degree of effectiveness, supported by objective and comprehensive research—should be sought and used at all stages of the training cycle.

The training should be trainee-oriented. It is vital that judges have a confidential forum at judicial training seminars, to be able to exchange ideas freely and develop skills in a safe space. Experiential learning is understood to involve learning through concrete experience, through observation and reflection, and by forming abstract concepts and testing them in new situations. Findings in andragogy (the way adult professionals learn) have generated the need for new modes of training: practical, experiential, and in-person. This includes coaching and mentoring, on-the-job learning, and learning by doing.

Judicial training must employ a range of methodologies, making use of a variety of up-to-date training formats with a tailor-made approach, which means selecting a format that meets the needs of the participants, and having a set group of learning outcomes. The principles behind the various training methods should be well understood in order to apply them effectively. In such a multifaceted approach, electronic tools and information technology play an important role. Judicial training should make optimum use of new technologies, distance/online learning (complementary when appropriate), and electronic media.

Attachment 8



IOJT 8th International Conference Manila, Philippines – November 5 – 9, 2017

Proposed Resolution relating to IOJT Fees for General Assembly consideration

Put forward by Amady Ba and Rainer Hornung

The General Assembly to note that at its meeting in Washington in 2013 it was recognised that the IOJT membership had grown and the size of the organisation merited a fees infrastructure to support continuation of its valuable work and the purposes set out in Article 3 of our Statutes. The updated website presents what has been achieved, including papers from 7 previous conferences and 5 published journals, with many articles on aspects of judicial training to support training institutes in their work.

The General Assembly in Recife, Brazil in 2015 noted that only a small percentage of Institutes had paid their fees and decided to delegate to the Executive Board final decisions on fee levels and dealing with waivers. The Executive Board considered its approach in London in October 2016. It set the fee as \$1000 and agreed invoice wording. The invoice informs Institutes of the ability to apply to the Executive Board for a waiver but the fees were not expressed as mandatory. Only 14 of a total of 129 Institutes have paid their fees so far this year. Enquiries reveal that because fees are not expressed as mandatory this has caused issues for some institutes who cannot pay funds unless mandatory.

This has been discussed at Executive Board and Board of Governors who advise the Executive Board. *The following resolution wording is proposed:*

From 2018 IOJT membership requires an annual fee of US \$1,000. Any member institute unable to pay can apply to the Executive Board for total or partial exemption from the mandatory annual fee. Upon application for exemption the Executive Board may among other things, reduce, defer or exempt from fee payment, accept contributions in kind or reduce access to IOJT services.

All members are required to ensure that their contact details for invoicing purposes are kept up to date to avoid further administrative costs in chasing or consideration by the Executive Board of consequences of non-payment. An amendment will be made to our website to enable member organisations to more easily notify any changes. The details of address for invoicing are required, in addition to the contact details for conferences and communication if these are different.

In conclusion, the recommendation for confirmation by the General Assembly is that payment of fees is a mandatory process with an exemption process. The Executive Board deciding what should happen if an Institute cannot pay as set out in the resolution above.

Attachment 9



**IOJT 8th International Conference
Manila, Philippines – November 5 – 9, 2017**

Report from the Nomination Committee for General Assembly 2017

Under Article 10 of IOJT's Statutes, the Board of Executives shall establish a three-member Nominating Committee. The committee members consist of Ernest Schmitt, Rainer Hornung, and Benoit Chamouard with meetings convened and chaired by Sheridan Greenland, Deputy Secretary-General.

At the opening of this conference the President notified members of General Assembly that anyone who wishes to be considered should indicate this as soon as possible to the Nominating Committee and that existing appointees should confirm if they wished to be reconsidered for appointment so that the Nominating Committee could accurately advise the General Assembly about who is willing to stand.

The Nominating Committee reports to the General Assembly on the following positions:

1. Names of persons put forward who wish to be considered by the General Assembly for election to the four Officer positions namely President; the Secretary-General; Deputy Secretary General and Treasurer under Article 8 (2)(c).
2. The names of persons wishing to be elected to the 5 Regional Deputy Presidents roles for Africa & Middle East; Europe; South America; Asia & Pacific; and North, Central America & Caribbean on the Board of Governors under Article 8(2)(d).
3. The names of additional members wishing to be elected to the Board of Governors under Article 8(2)(f) (or appointed by the President if amendments accepted under Article 9).
4. Makes recommendations to the President of IOJT about appointments he may wish to make for up to 2 additional Deputy Presidents for the Board of Governors if so authorised by the General Assembly under Article 8(2)(e).
5. Makes recommendations to the President on his appointment of up to four additional members of the Board of Executives. (It is usual for the person leading the current IOJT conference to be invited to join the Board of Executives to provide continuity and benefit of experience for the next conference) (currently under Article 8 (2)(c)).
6. Makes recommendations to the Board of Executives on the Audit Committee under Article 10.

People who have made it known to the Nominating Committee that they wish to stand and who are put forward for consideration for election or appointment by the Nominating Committee are:

1. **Board of Executives Officers:** for election by General Assembly
 - President:** Eliezer Rivlin (Israel)
 - Secretary-General:** Mary McQueen (US)
 - Treasurer:** Eileen Kato (US)
 - Deputy Secretary-General:** Sheridan Greenland (UK)

2. **5 Board of Governors Regional Deputy Presidents:** for election by General Assembly
 - Africa & Middle East: Amady Ba (Senegal)
 - Europe: Wojciech Postulski (Poland)
 - South America: Leonel Gonzalez (Argentina)
 - Asia & Pacific: Tan Boon Heng (Singapore)
 - North, Central America & Caribbean: Adele Kent (Canada)

3. **Additional members for Board of Governors:** for election by General Assembly or appointment by President (depending on decision on Article amendments)
 - Members: Fernando Cerqueira Norberto Dos Santos (Brazil)
 - Merethe Eckhardt (Denmark)

4. **Two additional Deputy-Presidents:** for General Assembly authorisation but appointment by President
 - Deputy Presidents at Large: Yigal Mersel (Israel)
 - Kashim Zannah (Nigeria)

5. **Up to four additional members of the Board of Executives:** President's appointment:
 - Members of Board of Executives: Ernest Schmatt (Australia)
 - Rainer Hornung (Germany)
 - Benoit Chamouard (France)
 - Adolfo Azcuna (Philippines)

6. **Audit Committee:** Board of Executives appointment
 - Benes Aldana (US)