

Annual Report 2025

Social Enterprise/Benefit Company

The global club for leaders in LAW, ADR & EXECUTIVE fields.

"We unite leaders to take mindful action for a more mindful world."



MINDFUL NEGOTIATORS



www.mindfulnegotiators.com

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Letter from the CEO

It's with deep gratitude and a full heart that I present the **2025 Annual Report**, the very first chapter in the journey of **Mindful Negotiators**. What began as a vision to unite leaders and build a more mindful professional world has now evolved into a **global movement** rooted in **emotional well-being, human development, and mindful action**.

Our brand represents something deeply necessary today: the protection of mental health in every aspect of our interpersonal interactions, but more importantly, in the practice of our professions. We also work to empower human potential and foster mindful leadership that generates **real social impact**.

This inaugural year was dedicated to structuring our foundation. With projects emerging simultaneously in South America and Europe, and with our headquarters established in Vancouver, we faced the unique challenge of building an internationalized social enterprise from day one. Our priority was clear: to organize our many ideas, initiatives, and aspirations into a coherent structure, placing each one where it truly belongs.

Through this work, we established our seven **Areas of Focus**, each designed to serve the professional communities we support: **Legal, Alternative Dispute Resolution, and Executive Leadership**. Our mission within these fields is bold and necessary: to transform the way professionals lead, negotiate, interact, and resolve conflicts, placing **mental well-being and mindful leadership** at the heart of everything we do.

Today, I am proud to say that we have not only laid solid foundations, but we have also ignited a spark, especially within the legal sector, a field currently facing urgent calls for reform, both internally and externally. Mindful Negotiators is stepping into this moment with clarity, courage, and purpose.

Another milestone this year was the establishment of our **community** in Vancouver. Bringing together colleagues who believe in our mission and actively contribute to our initiatives has been one of the most meaningful achievements of this first year. To everyone who stood beside us, partners, mentors, students, volunteers, and community members, please accept **my deepest gratitude**. It's a privilege to serve the legal, ADR, and executive communities of Vancouver, and to support leaders in strengthening their skills, expanding their potential, and becoming mindful leaders in both their professional and personal lives.

As a mental health advocate, mediator, attorney, and educator, I have witnessed first-hand the urgent need for a new leadership paradigm, one that honors both human potential and human complexity. Our work this year reflected this mission:

- to spread the message of mindful leadership,
- to support professionals working in high-pressure environments,
- to reduce the mental health burden within our fields,
- and to cultivate leaders capable of navigating conflict without losing themselves or harming others in the process.



The world today calls for leaders who can listen deeply, negotiate with intention, and act with integrity. It calls for communities that uplift one another. It calls for organizations that value well-being as much as performance. Mindful Negotiators was created to answer this call.

As we enter our second year, we do so with renewed energy and a clear vision: to continue building a global network of mindful leaders who generate real, measurable social impact, one mindful action at a time.

To everyone who has believed in this mission, thank you. Your trust transformed this first year into something truly meaningful.

Together, we are transforming the way people live, lead, and connect. For the sake of everyone's mental health, we must all be Mindful Negotiators, leading with mind and heart.

With gratitude and purpose,
Marcia Chorney
Founder & CEO
Mindful Negotiators



Company Overview

MINDFULNESS: A POWERFUL TOOL FOR BUILDING A MINDFUL WORLD.

At Mindful Negotiators, mindfulness isn't just a buzzword, it's the core of everything we do. We harness its transformative power to reshape every facet of professional life.



Our Vision

A world where leaders act with mind and heart, strengthening emotional well-being, deepening human connection, and shaping communities grounded in compassion, resilience, and mindful action.

We envision a global movement of leaders who use their influence responsibly, resolve conflict with intention, uplift the people around them, and contribute to a more peaceful, emotionally healthy, and socially connected world.

Mindful Negotiators exists to help build that future, one leader, one community, and one mindful action at a time.

Our Mission

Our mission is to unite leaders to take mindful action, strengthening emotional well-being, developing essential life and leadership skills, and creating meaningful social impact in the communities we serve.

Through our seven Areas of Focus, we empower individuals to grow with purpose, lead with integrity, resolve conflict with intention, and use their influence responsibly. We cultivate human development, promote emotional resilience, connect mindful professionals, inspire community-driven leadership, and expand our impact globally through service, collaboration, and compassionate action.

We exist to prepare leaders who act with mind and heart, building a more mindful, connected, and resilient world.

Our Belief

Mindfulness isn't a compartmentalized skill; it's a way of being. It cultivates authentic connections, deep empathy, and ethical decision-making across every interaction.

How do we do

How We Make It Happen

- Training: Experiential workshops that embed mindful practices into daily routines.
- Dialogue: Safe spaces for honest conversation, fostering vulnerability and trust.
- Engagement: Ongoing coaching and community initiatives that turn mindfulness into a lasting habit.

Through these pillars, we empower individuals to weave mindfulness into their personal and professional lives, generating ripple effects of well-being, purpose, and impact.

Our Commitment

We support growth, spark meaningful change, and ensure the journey is not only purposeful, but also enjoyable.

Organizational Structure

In our inaugural year, Mindful Negotiators operated as a founder-led organization, with leadership, strategy, and program development centralized under the CEO. As a first-year social enterprise, our focus remained on establishing our seven Areas of Focus, defining our mission, and building the foundational systems that will support future team growth. We were supported by collaborators who contributed expertise across our emerging initiatives. As we enter 2026, we are preparing for the gradual expansion of our team and the continued development of our organizational structure.

Performance Overview

A Year of Foundation, Alignment & Strategic Growth



2025 Analysis

2025 was a foundational year for Mindful Negotiators, a year defined not by financial metrics or large-scale public initiatives, but by the essential work of building a strong, sustainable, and globally aligned organization.

Our performance this year is best measured in clarity, structure, and strategic readiness.

Rather than focusing on rapid expansion, we focused on intentional development, ensuring that every idea, program, and initiative found its rightful place within our social-enterprise model. This approach allowed us to create a solid framework capable of supporting long-term growth, meaningful community impact, and international collaboration.

1

Organizational Structuring & Strategic Alignment

One of our most significant achievements was the successful structuring of our entire organization. We:

- defined our mission, vision, and values
- established our seven Areas of Focus
- aligned our brand identity with our leadership and well-being mission
- clarified our global operating model
- positioned each initiative within a coherent, scalable structure

This work created the foundation for all future programs, partnerships, and community initiatives.

2

Establishing the Seven Areas of Focus

A major performance milestone was the creation and formalization of our seven Areas of Focus — the pillars that now guide our work in human development, emotional well-being, professional leadership, community engagement, CSR, dispute resolution, and global expansion.

These Areas of Focus transformed Mindful Negotiators from a concept into a structured, multi-dimensional social enterprise with clear pathways for impact.

3

Strengthening Our Global Presence

Although still in our first year, we made meaningful progress in establishing our international footprint:

- projects initiated in South America and Europe
- early partnerships formed across multiple countries
- the foundation for Mindful Negotiators Global solidified
- alignment between international initiatives and our Canadian headquarters achieved

This early global activity required careful coordination and strategic clarity — both of which were successfully established.

4

Building Community in Canada, Vancouver.

Locally, we began forming our community of leaders in Vancouver, bringing together professionals in law, ADR, and executive leadership who resonate with our mission. This community now serves as the heart of our organization and the base from which our Canadian initiatives will grow.

5

Leadership Capacity & Brand Development

This year, we invested heavily in:

- leadership development
- brand refinement
- messaging alignment
- internal systems
- governance structure
- program design
- community engagement strategies

These investments strengthened our internal capacity and positioned us for sustainable growth in the years ahead.

6

Finances: A Year of Intentional Modesty

As expected in a foundational year, financial performance was modest. Our focus was not on revenue generation but on:

- building the organizational architecture
- establishing our Areas of Focus
- developing our leadership network
- preparing our programs and initiatives
- creating long-term sustainability

This intentional approach ensures that future revenue will be built on a strong, ethical, and mission-aligned foundation.

7

Impact Performance: Seeds Planted for Future Growth

While large-scale impact was not the goal this year, we achieved meaningful early wins:

- increased awareness of mindful leadership in the legal and ADR sectors
- early engagement from professionals seeking well-being-centered leadership
- foundational work in emotional well-being advocacy
- early community-building efforts in Vancouver
- the establishment of a global network of supporters and collaborators

These early steps represent the seeds of future impact — seeds that will grow as our programs activate in 2026.

2025 Summary

2025 was a year of:

- foundation
- structure
- clarity
- alignment
- identity
- community
- preparation

We built the pillars. We defined the path. We strengthened the core. We prepared the ground for meaningful, measurable impact.

With this foundation in place, Mindful Negotiators enters 2026 ready to activate programs, expand community initiatives, strengthen global chapters, and begin generating the social impact we were created to deliver.

Programs & Community Engagement



A Year of Activation Across Our Areas of Focus

Although 2025 was primarily a year of internal structuring, we successfully delivered a series of meaningful programs and community-building initiatives across Canada and internationally. These early activities reflect the heart of our mission: strengthening emotional well-being, fostering human connection, and promoting mindful leadership in the professional fields we serve.



SFLA - SKILLS FOR LIFE ACADEMY

Training & Mentoring Center

Human Development & Life Skills Training. Through our training and mentoring Area of Focus, we delivered three Lunch & Learn sessions focused on essential life and leadership skills, including mindful communication:

- Toronto: 1 Lunch & Learn
- Vancouver: 2 Lunch & Learns

These sessions introduced professionals to foundational life skills that support emotional resilience, effective communication, and mindful leadership.

MINDFUL TALKS - A Lunch & Learn Event

Vancouver	Toronto
2	1



The Mindful Negotiators Social Club

Fun with Purpose

Building Community & Connection. Our Social Club brought professionals together outside the office to reconnect with themselves and with one another.

In 2025, we delivered:

- 10 Mindful Nights — our signature happy-hour gatherings designed to reduce stress, encourage real-life connection, and promote mindful socializing.
- 3 Mindful Walks — wellness-focused outdoor gatherings encouraging physical health, movement, and community bonding.

These initiatives helped professionals decompress, build relationships, and strengthen their sense of belonging.

Vancouver Events

13



Mindful Minds Center

Mental Empowerment

This year, we launched two mental-health-focused initiatives designed to support professionals and individuals navigating challenging life transitions:

- Mindful Minds Collective — A monthly “Coffee, Chill & Chat” support group for professionals.
- The Resilience Circle — A safe, guided support space for: clients in family legal disputes; individuals navigating narcissistic relationships; survivors of emotional abuse; people going through divorce; anyone needing support during difficult transitions.

Vancouver Events

2



The Mindful Negotiators Leaders Club

CSR Leadership & Social Impact

In 2025, we gathered leaders in Lisbon to launch Fund Lunch, a social-impact initiative that brought together 50 leaders from the law, ADR, and business sectors.

This event raised funds for a nonprofit organization in Fátima, Portugal, supporting children and adults with disabilities. It marked the beginning of our CSR-driven leadership movement in Europe.

Lisbon/Portugal (Events)

1 (Overseas)

Global

Mindful Negotiators Global Outreach

Driving Change Beyond Borders

Through our global outreach efforts, we continued to maintain and expand the Mindful Leadership Advisory Council, composed of: judges; lawyers; PhD professors; renowned professionals.

This council promotes mindful leadership within their fields of influence, with a special focus on: advancing Alternative Dispute Resolution (ADR) in Brazilian courts; reducing the emotional harm caused by legal disputes; relieving overburdened judicial systems; protecting the mental health of judges, lawyers, parties, and families involved in conflict.

Brazil (Events)

1 (Overseas)



The Mindful Negotiators Association Professional Association

Recently established, the Association began forming a global community of mindful dispute-resolution professionals. Still in its early development, this division is bringing together lawyers, mediators, judges, and negotiators committed to integrating mindfulness and emotional intelligence into conflict resolution. It will serve as a hub for human-centered practice and leadership within the legal and ADR sectors as it continues to grow in 2026.



Mindful Negotiators Global Outreach Driving Change Beyond Borders

IDR Chambers was established in 2025 as our mindful, human-centered dispute-resolution division. Still in its early development stage, this Area of Focus is building a modern approach to mediation and conflict support grounded in emotional intelligence and mental well-being. This year, we also launched SOS Divorce Service, a community-oriented support offering designed to help individuals navigate separation and divorce with clarity, compassion, and psychological safety. As IDR Chambers continues to grow, it will become a key pillar in promoting intentional, accessible, and mentally healthy dispute resolution within our communities.

Planting the Seeds of Long-Term Impact

Together, these early programs and community initiatives reflect the heart of our mission and the strength of our foundation. Even in a year focused on internal structuring, each Area of Focus began taking meaningful steps toward serving our communities, supporting professionals, and promoting mindful leadership. From life-skills training and mental-health support to social connection, dispute-resolution services, and global outreach, 2025 marked the beginning of our work in action. These initiatives are the first building blocks of a movement that will continue to grow, deepen, and expand in 2026 and beyond.

Community Feedback

Throughout 2025, participants in our Lunch & Learn sessions and community events shared meaningful feedback about the impact of our programs. Their reflections highlight the value of our human-centered approach and reinforce the importance of creating spaces for connection, learning, and emotional well-being. These early voices affirm that our work is resonating and that our programs are already making a difference in the lives of professionals across our community.

MINDFUL TALKS - Our Lunch & Learn Events

Thank you for the Mindful Negotiators' lunch and learn event in Toronto. I am happy to have met you and grateful for your insights. Today your event served as a great reminder what it means to practice strong communication. My take away, the qualities I want to create. Also, it was great to do practice work and clearly see what qualities I value in others. Thank you for creating such unique event in a beautiful place!"

ALBINA - TORONTO

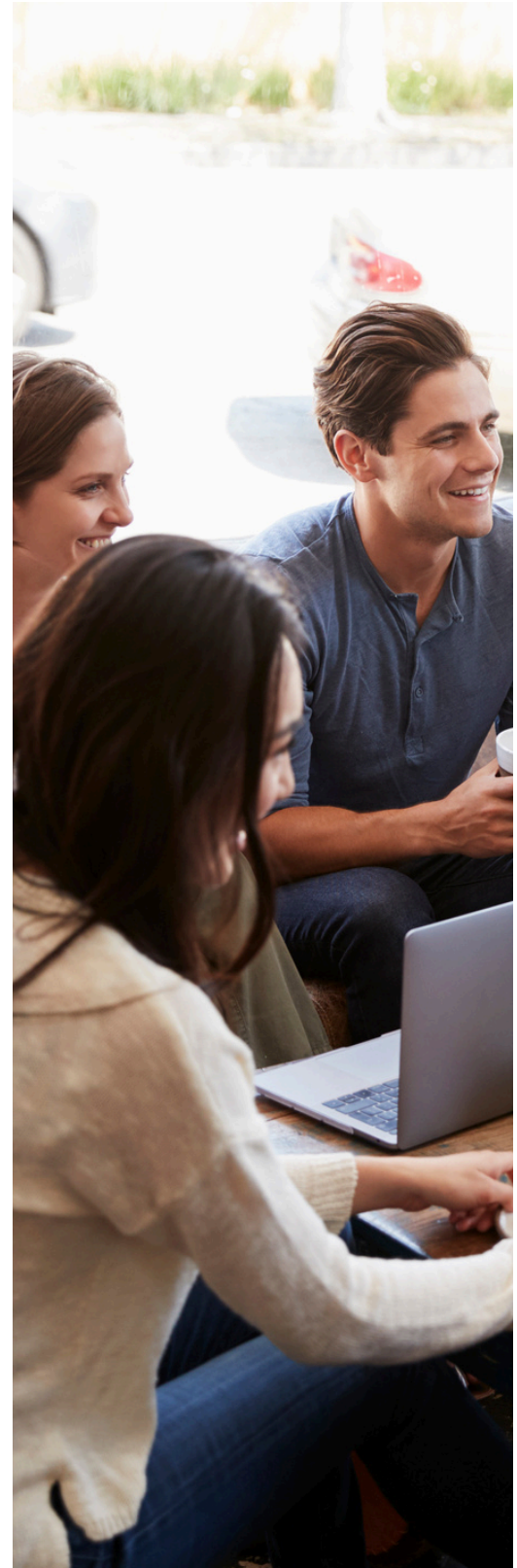
MINDFUL NIGHTS - Our Happy Hour Events

I had such a great time this evening, great conversations and excellent people. Thank you for what you do!

CRYSTAL - VANCOUVER

Great event...met new people from a variety of businesses and professional backgrounds.

DAVE - VANCOUVER



Social Responsibility

Building Community First — Because Connection Is the Foundation of Well-Being.



As a Benefit Company, Mindful Negotiators is committed to advancing emotional well-being, mental health, and human-centered communication within the communities we serve.

In our first year, our social responsibility efforts focused primarily on creating opportunities for people to come together, connect, and experience a genuine sense of belonging. With more social events than formal learning sessions, 2025 became a year of building community as the foundation for all future impact.

Social connection is one of the strongest protective factors for emotional and mental health.

By bringing people together in creative, welcoming, and meaningful ways, we helped reduce isolation, strengthen resilience, and foster supportive relationships.

Participants consistently shared that these gatherings made them feel understood, encouraged, and part of something larger than themselves.

Although we are only at the beginning of our journey, our commitment is clear: to expand our reach, deepen our community roots, and continue offering spaces where people can grow, connect, and support one another. As we move into 2026, we aim to broaden our impact and strengthen the resilient, inclusive community that lies at the heart of our mission.

Our Trademark: Happiness



A defining element of Mindful Negotiators is the unmistakable atmosphere of happiness that surrounds our work. From our social gatherings to our community events, participants consistently describe our spaces as uplifting, warm, and energizing. This positive environment is not accidental, it is part of our identity and an essential expression of our mission.

Happiness is more than a feeling; it is a catalyst for emotional well-being, resilience, and meaningful human connection. By creating experiences that are joyful, welcoming, and infused with a sense of belonging, we help people feel safe, open, and ready to learn. This spirit shapes every interaction, every program, and every community moment we create. Our events are known for their friendly, vibrant, and inclusive atmosphere, an environment where people feel comfortable showing up as themselves. This joyful energy has become a recognizable hallmark of Mindful Negotiators, and those who attend our gatherings often remark that they “feel the difference” the moment they walk in.

As we continue to grow, happiness will remain at the heart of our brand and a guiding force in how we bring people together, support their well-being, and build a community rooted in positivity and human connection.

Future Outlook

As we move into 2026, Mindful Negotiators is entering a new phase of growth, one defined by expanded learning opportunities, deeper community engagement, and a stronger commitment to social impact. With our foundation firmly established and our seven Areas of Focus fully developed, we are now positioned to increase the services we offer and broaden the reach of our mission.

A key priority for the year ahead is to provide more human development and life-skills learning opportunities for the communities we serve. Our goal is to equip individuals with the essential tools that enhance both their personal and professional lives, skills that strengthen communication, emotional intelligence, resilience, and overall well-being. These learning initiatives will complement the strong community connections we built in our first year, ensuring that our programs support both personal growth and collective belonging.

In 2026, we also plan to launch our first Annual Fund Lunch in Canada, a signature event designed to create tangible social impact in our local community. This initiative will allow us to address a meaningful social issue in our city while bringing together leaders, partners, and community members who share our commitment to improving emotional and mental health. This event marks an important step in our evolution from a foundation-building organization to one that actively mobilizes resources for public benefit.

As we continue to grow, we aim to expand our partnerships with organizations and professionals across the legal, ADR, and executive fields, those who believe in the importance of well-being, human-centered leadership, and healthier ways of working. Collaboration will be essential as we scale our programs and extend our impact across sectors and communities.

Our vision for the future is clear: to strengthen the resilience of the communities we serve, to offer meaningful learning experiences that elevate human potential, and to continue building a movement rooted in connection, empathy, and mindful leadership. With the groundwork laid and momentum building, 2026 will be a year of activation, expansion, and deeper service.



Acknowledgments & Closing Message

Carrying Our Community Forward, With Gratitude and Joy

Thank you to everyone who helped shape our inaugural year. To all who joined our social gatherings, participated in our Lunch & Learn sessions, and contributed to the uplifting atmosphere that has become our signature, your presence made this first chapter meaningful.

We extend special appreciation to our collaborators and community partners in Canada, and those in Portugal, Brazil, and the United States, whose support helped our mission reach beyond borders. Your belief in our vision strengthened our foundation and encouraged us to keep building spaces where connection, happiness, and belonging can flourish.

We are also deeply grateful for the many new friends we've made along this journey. Each person who crossed our path added something unique to our story. We carry you warmly in our hearts and hope to keep you close for many years to come, collaborating, growing, and creating mindful moments together. As we close our first year, we carry forward the joy, energy, and community spirit that defined 2025. With your continued support, we look ahead with optimism and purpose, ready to grow, ready to serve, and ready to keep bringing people together in ways that uplift and inspire.

We also recognize that life is not made only of bright days. Alongside the moments of joy, there are seasons of heaviness, uncertainty, and quiet tears that often go unseen. At Mindful Negotiators, we honor the full spectrum of the human experience. We want our community to know that when those difficult days arrive, as they do for all of us, you don't have to walk through them alone. Our hope is to continue creating spaces where people feel supported, understood, and connected, even in the moments when life feels overwhelming. Together, we can turn challenges into mindful moments of strength, compassion, and shared humanity.

As we step into the next chapter, we hold close the simple truth that guides our work: when people gather with open hearts, something beautiful happens. Happiness becomes shared, resilience becomes collective, and community becomes a place where every person feels seen. This is the spirit of Mindful Negotiators, a place where connection lights the way, and where every smile, every conversation, and every moment of belonging becomes part of a story we are writing together.

Join Us



**MINDFUL
NEGOTIATORS**

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