

MINUTES OF THE MEETING

OF THE

INTERNATIONAL BOARD OF DIRECTORS

OF THE

INTERNATIONAL ORGANIZATION MENSA

IN

SOFIA, BULGARIA

14-16 OCTOBER 2011

The thirty-fifth meeting of the International Board of Directors (IBD) of Mensa International, held at the Kempinski Hotel, Sofia, Bulgaria, commenced at 9.00 a.m. on Friday 14 October 2011.

OPENING REMARKS

The Chairman opened the meeting by welcoming the delegates, and particularly the several IBD members or proxies attending their first IBD meeting. He also welcomed the chairman of Mensa China who had been invited as a guest, as well as Jenny Åkerman and Daniela Simidchieva, who were attending the meeting in addition to their nominated proxies. He reminded the meeting that the majority of delegates did not speak English as their first language, and requested that speakers and presenters should keep that in mind at all times during the meeting. He drew everyone's attention to fact that, for many reasons, the items would be covered in a different order to that shown in the agenda, but as shown in the outline of the sequence of events he had provided separately.

A. ATTENDEES AND PROXIES

Chair	Willem Bouwens
Director of Administration	Sylvia Herbert
Director of Development	Bibiána Balanyi
Treasurer	Cyndi Kuyper
D-SNM	Björn Liljeqvist
Australia	Kymerley Wilson
Austria	Rudi Challupner
Brazil	Cristiane Cruz
British Isles	Chris Leek (<i>proxy for Chris Tyler</i>)
British Isles	Ann Rootkin
Bulgaria	Galia Bozhanova
Canada	Millie Norry
Croatia	Roman Slovenc
Czech Republic	Tomas Blumenstein
Denmark	John Doktor
Finland	Kaj Lindholm
France	Cécile Besnier (<i>proxy for Alain Séris</i>)
Germany	Matthias Moehl
Hong Kong	Thomas Chan
Hungary	Tibor Szalma
Italy	Vincenzo Alfano (<i>proxy for Alberta Sestito</i>)
Japan	Hisashi Niizuma
Korea	KyuHyun Han (<i>proxy for SeongSoo Lee</i>)
Malaysia	Azrai Skymmar
Netherlands, The	Grethe van Geffen
New Zealand	Lindsay Helson
Norway	Lars Kjølstad
Poland	Jacek Cywiński
Serbia	Ranko Rajovic (<i>proxy for Uros Petrovic</i>)
Singapore	Marina Tay (<i>proxy for Patrick Khoo</i>)
South Africa	Cinzia Busi
Spain	Mila Espido Freire
Sweden	Karin Kaill (<i>Proxy for Jenny Åkerman</i>)
Switzerland	Mark Dettinger
USA	Elissa Rudolph
USA	Dan Burg
USA	Heather Poirier
USA	John Recht

Honorary President
Executive Director
Administration Manager

Dr Abbie Salny
Michael Feenan
Christine Cousins

ExComm Invitees:
Mensa China

Sherman Chui

Also present as observers for all or part of the proceedings: Martyn Davies (UK), Peter Ring (Denmark), Sahat Simarmata (Indonesia), Igor Crnojevac (Croatia), Lisbeth Sorensen (Denmark), Kate Nacard (Australia), Therese Moodie-Bloom (Australia), Cyndi Reyes (Mexico), Gregory Timmers (USA), Pamela Donahoo (USA), Richard Kingston (Cyprus), Bob Kaill (Sweden), Markus Schauler, Jim Werdell (USA), Elena Sanz (Spain), Aleksandra Borovic (Serbia), John Barrett (Australia), Fritz Schachinger (Austria), Jan Fizel (Slovakia), Radu Jianu (Romania), Eszter Chrobacsinsky (Hungary), Alberto Atti (Italy), Peter Baimbridge (UK).

The following voting rights were accepted:

No of Votes		No of Members
5	ExComm	n/a
2	Australia	1044
1	Austria	512
0	Brazil	283
6	British Isles	22098
1	Bulgaria	609
2	Canada	1760
1	Croatia	715
2	Czech Republic	1614
2	Denmark	1143
2	Finland	2632
2	France	1052
3	Germany	9566
1	Hong Kong	503
1	Hungary	814
2	Italy	1161
1	Japan	536
2	Korea	1540
1	Malaysia	886
2	Netherlands, The	4144
1	New Zealand	419
1	Norway	789
2	Poland	1138
1	Serbia	952
1	Singapore	767
2	South Africa	1151
2	Spain	1512
2	Sweden	3532
1	Switzerland	847
12	USA	50016
64	Total	

B. AGENDA APPROVAL

The chairman asked for comments or additions to the agenda. He noted that there would not now be a presentation from Mensa Romania, since they had not been able to attend. VAN GEFFEN stated that, after discussion with those involved, she wished agenda items 33, 34 and 35 to be withdrawn as motions and to become discussion items. A number of motions in the agenda were without seconders at the time of printing, and seconders were added as shown in the minutes. There being no further comments, the amended agenda was approved.

C. APPROVAL OF MINUTES OF PREVIOUS MEETING

(New Zealand) Approved by electronic ballot (see Appendix D)

FEENAN stated that these had been approved by electronic ballot, as shown in Appendix D to the agenda.

D. REPORT ON ACTIONS TAKEN BY ELECTRONIC BALLOT

1.

1. Mensa Belgium shall be derecognised as a Full National Mensa to the status of an Emerging National Mensa.
2. The existing members of the derecognised Mensa Belgium shall be offered Direct International Membership.
3. Mensa International will be authorised to be flexible to waive the dues for these members until 1st July 2011.

BOUWENS
Seconded EXCOMM

For: Gregory(2), Leek(3), Rootkin (3) Slovenc, Doktor(2), Seris(2), Moehl(3), Szalma, Giustozzi(2), van Geffen(2), Greatbanks, Cywiński(2), Tay, Busi, Achirica(2), Liljeqvist(2), Blasche, Rudolph(3), Burg(3), Kuyper(3), Bouwens, Herbert, Balanyi.

Against: Kjølstad

Abstained: Warlies

Did not Vote: Challupner, Bozhanova, Norry (2), Blumenstein, Henritius (2), Lee(2), Skymmar, Rajovic(2), Poirier(3), Theasby.

Total Votes: 62

For: 43

Against: 1

Abstained: 1

Did not vote: 17

**Passed
(10-39)**

2. There will be a Marketing and Product Advisory Committee (MPAC) with the following charge:

1) The MPAC will generate proposals for the commercial use of the Mensa brand. Commercial use can be achieved :

· in cooperation with existing companies;

- by new initiatives undertaken by a national Mensa; and
- by new initiatives undertaken by Mensa International Limited (MIL).

2) The purpose of these proposals is:

- To generate publicity for a (number of) national Mensa(s) or Mensa International Limited (MIL);
- To generate financial income for a (number of national Mensa(s) or Mensa International Limited); or
- a combination of these two.

A proposal is a viable idea for a commercial contract in some part(s) of the world. The MPAC is expected to carry out a quick scan, to assess the viability of an idea, and ensure it is not in conflict with ASIE 10-07.

The members of this committee are encouraged to organize brainstorm sessions to generate ideas. The committee is free to seek advice from the Licensing Advisory Committee and Name and Logo Protection Committee, but this is not mandatory. The MPAC is there to generate ideas; the national Mensas are responsible for the implementation of ideas.

It is up to the national Mensas / MIL to pick up the proposals and assess the possible implementation in their own country. From this moment on one or more national Mensas / MIL have to take ownership of the proposal.

The commercial contracting process comes in two steps: step one is to generate ideas (this ASIE); the next step is the formalised use of name and logo etcetera; that process is described in ASIE 10-03, or 10-09 where the national Mensas get the support from the MIL Office.

Communication and report

There will be a forum under 'Mensa Matters' to communicate the generated ideas with the IBD members, the forum will be accessible to all members.

The committee will report the highlights every even-numbered month to IBD, through the IBD-Confidential list, starting 1st April 2011. The report will include the status of proposals; inception, adopted, implemented.

Members of the committee

The members of this committee will have to come from the worldwide membership. This post shall be advertised in the international publication of Mensa. Interim committee members will be appointed until the advertisement cycle has been completed, expected to be completed somewhere in 2011.

BOUWENS
Seconded SLOVENC, SKYMMAR

For: Challupner, Leek(3), Rootkin (3) Slovenc, Doktor(2), Seris(2), Moehl(3), Giustozzi(2), van Geffen(2), Greatbanks, Kjølstad, Cywiński(2), Liljeqvist(2), Blasche, Rudolph(3), Burg(3), Bouwens, Herbert,

Against: none

Abstained: none

Did not vote: Gregory(2), Bozhanova, Norry(2), Blumenstein(2), Henritius(2), Szalma, Lee(2), Skymmar, Rajovic(2), Tay, Busi, Achirica(2), Kuyper(3), Poirier(3), Balanyi, Theasby, Warlies.

Total Votes: 62

For: 34

Against: 0
Abstained: 0
Did not vote: 28

**Passed
(10-40)**

3. The Minutes of the 2010 IBD Meeting held in Auckland, New Zealand, are accepted and approved.

EXCOMM

For: Challupner, Leek(3), Rootkin(3) Slovinc, Blumenstein(2), Doktor(2), Moehl(3), Giustozzi(2), Skymmar, van Geffen(2), Cywiński(2), Blasche, Rudolph(3), Burg(3), Kuyper(3), Bouwens, Herbert, Balanyi, Warlies.

Against: None

Abstained: Tay

Did not vote: Gregory(2), Bozhanova, Norry(2), Lindholm(2), Seris(2), Szalma, Lee(2), Greatbanks, Kjølstad, Rajovic(2), Busi, Achirica(2), Liljeqvist(2), Poirier(3), Theasby.

Total Votes: 62

For: 36
Against: 0
Abstained: 1
Did not vote: 25

**Passed
(11-01)**

4.

1a. The constitutional amendment in ASIE 09-30 is referred to the membership for a vote on the 2011 general election ballot.

1b. The explanatory statement for the constitutional amendment in ASIE 09-30 shall be:

"This amendment corrects an omission that was made when the International Director - Smaller National Mensas position was created and added to the Constitution of Mensa in 2005. If a candidate for the positions of International Chairman, International Director - Administration, International Director - Development, or International Treasurer is unopposed, he or she is declared elected without balloting. This system was not put in the Constitution of Mensa for the position of International

Director - Smaller National Mensas, with the result that an election must be held even when there is only one candidate. Holding such an unopposed election wastes time and resources. This proposed amendment corrects the omission by allowing unopposed candidates for the position of International Director - Smaller National Mensas to be declared elected without balloting.

"There is a discussion forum on this proposed amendment on the Mensa International website. The IBD endorses this amendment."

Statement pro : This is removing unnecessary bureaucracy where there is an uncontested DSNM post, a vote in this scenario is time-consuming and meaningless. (There is no option for voting against an uncontested DSNM candidate). Also, this is simply bringing DSNM election procedure into line,

as far as an uncontested election is concerned, with the procedure already in place for each of the other four International Elected Officer positions.

Statement con: It is expected that usually there will be more than one candidate for this role (it was more contested than the other four International elected roles, which were contested by just two each in the last elections) and in practice the effect will be none.

2a. The constitutional amendment in ASIE 09-31 is referred to the membership for a vote on the 2011 general election ballot.

2b. The explanatory statement for the constitutional amendment in ASIE 09-31 shall be:

"This amendment clears up an ambiguity that was made when the International Director - Smaller National Mensas position was created and added to the Constitution of Mensa in 2005. The IBD intended that the International Elected Officers not be eligible to nominate candidates and that they not be in the electorate for this position. The constitutional clause at issue can be read that way, but it also can be read the opposite way, i.e., as meaning that the International Elected Officers may nominate candidates and that they are part of the electorate for this position. This proposed amendment makes clear which of the two meanings is intended, i.e., that the International Elected Officers are not eligible to nominate candidates for this position and that they are not in the electorate for this position.

"There is a discussion forum on this proposed amendment on the Mensa International website. The IBD endorses this amendment."

Statement pro : The ID-SNM is there to represent and to advocate the interest of the smaller national Mensas. Thus, s/he should be elected by the representatives of those smaller national Mensas. The representatives of large national Mensas (i.e. US and UK, for now) should not be part of the electorate, neither should the other four ExComm members be part of it since they are not on the IBD as representatives of such national Mensas. Those four other officers are elected by the worldwide membership - but not to be representatives of national Mensas. They represent Mensa International, not the national Mensa where they are members.

Statement con : The, in total five, International Elected Officers have a good visibility of the experience, skills and competence of the candidates. These five IEOs have an opinion about the, in their view, best candidate for the position of D-SNM.

3a. The following is referred to the membership for a vote on the 2011 general election ballot, in accordance with the wishes of the IBD as expressed in ASIE 09-33:

Article X, section A.5.a, of the Constitution of Mensa is amended by deleting the number "200" and replacing it with the number "100".

3b. The explanatory statement for the constitutional amendment in ASIE 09-33 shall be:

"This amendment changes the number of petition signatures required in order to run for international office. Currently, a member who wishes to run for the positions of International Chairman, International Director - Administration, International Director - Development, or International Treasurer by petition must submit nominating petitions signed by at least 200 members in good standing as of the January 1 prior to the election.

This amendment reduces the number of signatures required from 200 to 100, in order to make it easier for candidates to get on the ballot by submitting petitions.

"There is a discussion forum on this proposed amendment on the Mensa International website. The IBD endorses this amendment."

Statement pro : This will lower the threshold to stand for election and to seek nomination by petition.

Statement con : Having to get 100 signatures will make it hardly any less difficult for a member to stand without a national Board nomination, the effect will be virtually zero. Beside that, a nomination from only one national Mensa is sufficient to be a candidate.

EXCOMM

For: Challupner, Leek(3), Rootkin(3) Slovinc, Blumenstein(2), Doktor(2), Seris(2),

Moehl(3), Giustozzi(2), Skymmar, van Geffen(2), Greatbanks, Kjølstad, Cywiński(2), Busi, Achirica(2), Liljeqvist(2), Blasche, Rudolph(3), Burg(3), Kuyper(3), Bouwens, Herbert, Balanyi, Warlies.

Against: None

Abstained: Tay

Did not vote: Gregory(2), Bozhanova, Norry(2), Lindholm(2), Szalma, Lee(2), Rajovic(2), Poirier(3), Theasby.

Total Votes: 62

For: 45

Against: None

Abstain: 1

Did not vote: 16

**Passed
(Overtaken by ASIE 11-02 below)**

5. The three proposed Constitutional amendments that were going to be brought forward to the worldwide membership in 2011, will be postponed to the 2013 election cycle.

EXCOMM

For: Challupner, Leek(3), Rootkin(3) Norry(2), Slovinc, Blumenstein(2), Doktor(2), Seris(2), Giustozzi(2), Skymmar, van Geffen(2), Helson, Kjølstad, Cywiński(2), Rajovic(2), Busi, Achirica(2), Liljeqvist(2), Rudolph(3), Burg(3), Kuyper(3), Poirier(3), Bouwens, Herbert, Balanyi, Theasby, Warlies.

Against: None

Abstained: Moehl(3),

Did not vote: Gregory(2), Bozhanova, Lindholm(2), Szalma, Lee(2), Tay, Horbelt.

Total Votes: 62

For: 49

Against: None

Abstain: 3

Did not vote: 10

**Passed
(11-02)**

6. Dan Burg (US) as Chairman, Russ Bakke (US), Low Keng Lok (Malaysia), Frank Parth (US), and Lars Endre Kjølstad (Norway) are appointed to the Governance Papers Advisory Committee for a term commencing immediately and terminating on the last day of the 2012 IBD meeting.

EXCOMM

For: Challupner, Leek(3), Slovinc, Blumenstein(2), Doktor(2), Lindholm(2), Seris(2), Moehl(3), Szalma, Giustozzi(2), van Geffen(2), Helson, Kjølstad, Cywiński(2), Rajovic(2), Busi (2), Freire(2), Liljeqvist(2), Rudolph(3), Burg(3), Kuyper(3), Poirier(3), Bouwens, Herbert, Balanyi.

Against: None

Abstained: Skymmar, Rau

Did not vote: Gregory(2), Rootkin(3), Bozhanova, Norry(2), Lee(2), Tay, Recht, Theasby, Warlies.
Total Votes: 64

For: 48
Against: None
Abstain: 2
Did not vote: 14

**Passed
(11-03)**

7. Anna Maria Roncoroni (Italy), Sinisa Marcic (Bosnia), and Jitka Fortikova (Czech Republic) are appointed to the Gifted Children's Committee for a term commencing immediately and terminating on the last day of the 2012 IBD meeting.

EXCOMM

For: Gregory(2), Challupner, Leek(3), Rootkin(3), Slovenc, Blumenstein(2), Doktor(2), Lindholm(2), Seris(2), Moehl(3), Skymmar, van Geffen(2), Helson, Kjølstad, Cywiński(2), Rajovic(2), Tay, Busi (2), Freire(2), Liljeqvist(2), Rudolph(3), Burg(3), Kuyper(3), Poirier(3), Recht, Bouwens, Herbert.

Against: None

Abstained: Rau.

Did not vote: Bozhanova, Norry(2), Szalma, Giustozzi(2), Lee(2), Balanyi, Warlies.

Total Votes: 63

For: 52
Against: None
Abstain: 1
Did not vote: 10

**Passed
(11-04)**

**8. Paragraph 3 of ASIE 10-39 is amended to read
"3. Mensa International is authorised to waive the dues for these members until 1st January 2012."**

EXCOMM

For: Challupner, Leek(3), Rootkin(3), Norry(2), Seris(2), Moehl(3), Skymmar, van Geffen(2), Helson, Kjølstad, Cywiński(2), Rajovic(2), Tay, Busi (2), Freire(2), Rau, Rudolph(3), Burg(3), Poirier(3), Recht, Bouwens, Herbert, Warlies.

Against: None

Abstained: None

Did not vote: Gregory(2), Bozhanova, Slovenc, Blumenstein(2), Doktor(2), Lindholm(2), Szalma, Sestito(2), Lee(2), Åkerman(2), Kuyper(3), Balanyi.

Total Votes: 63

For: 42

Against: None
Abstained: None
Did not vote: 21

**Passed
(11-05)**

9. The following 5 motions were passed together as a consent motion:

EXCOMM

For: Wilson (2), Challupner, Leek(3), Rootkin(3), Lindholm(2) Seris(2), Moehl(3), Skymmar, van Geffen(2), Helson, Busi (2), Rau, Rudolph(3), Burg(3), Poirier(3), Recht(3), Bouwens, Balanyi, Liljeqvist.

Against: None

Abstained: None

Did not vote: Bozhanova, Norry(2),Slovenec, Blumenstein(2), Doktor(2), Szalma, Sestito(2), Lee(2), Kjølstad, Cywiński(2), Rajovic(2),Tay, Freire(2), Åkerman (2), Sanford, Herbert, Kuyper.

Total Votes: 64

For: 38
Against: None
Abstained: None
Did not vote: 26

Motion 1: In ASIE 07-18 the term “IBD email list” is changed to read “IBD email voting list, MILIBD-Discussion list and IBD-Confidential email list”.

EXCOMM, BURG

**Passed
(11-06)**

Motion 2: ASIE 09-43 is amended as follows:

- 1) **The following persons will be added to MILIBD-Discussion list with read-write access:**
 - A) **The chairs of IBD committees and International appointees, with the purpose that they can directly respond to issues brought forward by the IBD members**
 - B) **International Supervisory Psychologist**

2) **Item 7 in the MILIBD-Discussion section is amended to read “ Committee members, other than the chair, appointed by IBD”**

3) **The following person is added to the IBD-Confidential list with read-write access:
The International Supervisory Psychologist.**

**Passed
(11-07)**

Motion 3: ASIE 02-39 and Appendix 25 are rescinded

And that ASIE 92-23 is amended to read:

“The following charge is adopted for the Name and Logo Protection Committee (NLPC):

1. The International Name & Logo Protection Committee shall identify and actively search for parties that use the mark, MENSA or confusingly similar letters, words or terms in that party's domain name, products or services offered with the potential for harming our reputation or diluting our trademark, not related to our own International Organization, our services, or our products.
2. The NLPC shall investigate any apparent breach of the Mensa name or mark brought to their attention.
3. The committee shall provide advice to take action to ExComm and the International Office (IO) when deemed necessary.
4. On request of a Full or Provisional national Mensa, the Name and Logo Protection Committee may give advice to a national Mensa. In case a request comes from an Emerging National Mensa, the NLPC should involve the International Office in their advice since there may be specific arrangements in place.”

**Passed
(11-08)**

Motion 4: An E-Voting Committee is established with the following charge:

- a. Identify the weaknesses of the postal voting system that we want to overcome with an e-voting system
- b. Identify the security/privacy tradeoffs we are willing to accept
- c. Evaluate e-voting systems used by other international organisations and identify problems/issues encountered and how they were mitigated
- d. Develop recommendation and if possible specifications for electronic voting in the 2013 MIL election, in addition to paper ballot voting

When evaluating implementation issues, consider the following:

- a. • The need to choose a solution that allows a smooth coexistence of the traditional paper ballot system in the same election
- b. • Identification and authentication issues of the voting member
- c. • How to ensure that a member can vote only one time
- d. • How to ensure the secrecy of the votes
- e. • What happens when a member votes using a shared computer
- f. • Identification of technical solutions that are available to deal with the implementation issues.
- g. • Costs involved with the voting system

Respecting the principles that:

- a. The IBD decides on the election rules
- b. The International Election Committee is responsible to carry out the rules and they can continue to take full responsibility
- c. The International Office serves as a supporting entity (mailbox) and does not take policy/interpretation decisions regarding the elections. The IO plays their described role.

Consulting :

- a. The International Office
- b. Other International Organisations where a Board is elected by a worldwide membership
- c. Other parties deemed necessary

Using reference material; as a minimum:

- a. Minutes 2007 IBD Meeting (with the charge to the then established e-Voting Committee)

- b. E-Voting activity report 11th May 2008
- c. Final report IEC 2009

**Passed
(11-09)**

Motion 5: The Gifted Children Committee is renamed the Gifted Youth Committee.

**Passed
(11-10)**

E. REPORTS

The Chairman invited delegates to add briefly to their written reports if there was additional information, or if there were items that needed further explanation. It was particularly an opportunity to share experiences – good or bad – with others, as well as an opportunity for others to ask questions. The chairman noted that a number of countries had not submitted annual reports, and this was a matter of concern. Provisional and Emerging National Mensas were particularly lacking, but he commended those who had submitted reports (Colombia, Greece, Mexico, China and Pakistan). There was a motion in the consent agenda to address this issue, making the submission of an annual report a requirement for continued recognition.

The following national Mensas did not submit a report: Hong Kong, Italy, Argentina, Israel, Macedonia, Montenegro, Slovakia, Belgium, India, Luxembourg, Philippines, Romania, and Slovenia.

Committee reports were not received from the following: Internet Policy Advisory Committee and the Name and Logo Protection Committee.

BALANYI clarified that in her report she had stated that Mensa Japan was close to achieving Full National Mensa status. She was happy to report that had subsequently been overtaken by events and she congratulated Mensa Japan on achieving FNM status and becoming a member of the IBD.

WILSON reported that Mensa Australia's web site had been updated and given a facelift. They were also utilizing new membership cards. Both of these improvements were a welcome upgrade.

LEEK drew attention to the part of his report on the gifted and talented organisation, GTVoice, and stated that British Mensa had 2 directors appointed to the organization. He also stated that all of British Mensa's SIGs are available electronically. These are available to Guest Members of British Mensa.

NORRY was pleased to report that the Province of Alberta, the province in which it had been held, had nominated Mensa Canada's 2011 annual gathering in Banff for a tourism award.

BLUMENSTEIN added to his report by drawing attention to a new Television show "Phenomen" that had started in Slovakia with the help of Mensa Slovakia and was now showing in the Czech Republic. This was a program where people competed in logical tasks, and it was likely that the program would be subsequently sold to other countries, so there was the possibility of further cooperation with national Mensas elsewhere. He also highlighted the fact that the largest project they were involved in was the Logical Olympic Games, which were now in their fourth year. This year, there were 32,000 registered competitors from schools in the country. The final would be held in the Czech Parliament in late November.

LINDHOLM apologized for the brevity of the written report, which was because he had only recently taken over as chair of Mensa Finland. He promised a much fuller

report in future.

MOEHL expressed delight that so many countries had joined Mensa Germany for the International Intelligence Day. A total of 28 Mensa groups and 151 cities had participated, offering testing sessions and open days.

SZALMA reported that this would be his last IBD meeting, at least for a while. He had been the chair of Mensa Hungary since 2008 and he would not be re-standing in the forthcoming elections.

NIIZUMA stated that he was delighted that Mensa Japan had gained Full National Mensa status. He reported that they had commissioned a special puzzle from a well-known firm, Hanayama, and he had provided it as a gift for the delegates.

HAN reported that they were making increasing use of social media sites to promote Mensa Korea and the number of regional and national meetings and gatherings was increasing, too, so they expected a significant increase in membership numbers, possibly to beyond 2000 members by the end of the year.

SKYMMAR reported that Mensa Malaysia had now implemented PayPal as a payment method for membership fees, and had abandoned the idea of using Wiki when it was found not to meet their needs for disseminating certain information. Most importantly, they had now held the first Asian Mensa Gathering in conjunction with other national Mensas in the region and he was pleased to report that it had been a success. He hoped that similar events would become a regular feature. Finally, he drew attention to the continuing issue of the division between the (generally) older members who preferred hard-copy information and the younger members who wished to receive information electronically.

HELSON reported that Mensa New Zealand shared with some other National Mensas the problem that the membership appeared to be relatively static and he hoped that the discussion item on use of modern media would provide some useful insights that could prove useful in reaching out to a wider audience and potential membership.

CYWINSKI apologized for the lack of a written report for the agenda, but he had provided a copy to the Executive Director for dissemination.

TAY wished to draw attention to an unfortunate episode during the General and Presidential Election in Singapore earlier this year. A participant in a Mensa conference on the Mind in Singapore, and in which she was also participating, had used the opportunity to express some anti-establishment views, and this had possible implications for the Mensa name. She would be doing her utmost to limit any potential negative publicity.

BUSI reported that a third national magazine was using their Mensa puzzles and there had been a recent TV documentary of 'Genius' for which she and a number of other Mensans had been interviewed. Both of these were very positive indications of increased awareness of Mensa in South Africa.

ESPIDO FREIRE wished all to note that there had been an error on their annual report regarding the number of members in 2011. She had passed the correct figure to the Executive Director to amend the report.

During a review of the reports from the PNMs and ENMs, VAN GEFFEN asked how IBD should interpret the continued lack of reports from some countries. Was this because the groups were no longer active, or was it that they were active, but not reporting? BOUWENS responded that some of the groups were, indeed, active, but did not submit reports because there was currently no obligation to do so. This was why there was a motion in the consent agenda to address this situation. FEENAN added that the whole question of lack of information from some national Mensas had been discussed within ExComm and there was a priority action to tighten the control

over ENMs and PNMs who failed to provide component reports or payments. During the review of the committee and appointee reports, VAN GEFFEN asked about the Internet Policy Advisory Committee. She noted that there had been no meaningful reporting from the committee for several years, so she questioned the continued need for the committee. BOUWENS responded that ExComm had discussed this specific committee and the feeling was that the committee had outlived its usefulness. He added that would probably be a motion under Good and Welfare to terminate the committee.

F. CONSENT AGENDA

The chairman reminded the IBD that the consent agenda comprises motions that do not appear to be controversial and are likely to be approved unanimously. If the Consent Agenda passes, all 9 motions pass. Any IBD member may request that a Consent Agenda item be removed and placed on the regular agenda, where it will be discussed and voted on separately. There was no such request, so the consent agenda remained as below, incorporating 2 minor wording alterations by the proposers.

1. MOVED THAT: Duncan and Toplis are appointed as auditors for the fiscal year ending 31st March 2012.

EXPLANATION: Duncan and Toplis have performed satisfactorily as MIL's auditors and at a reasonable cost.

FINANCIAL IMPACT: No additional costs

EXCOMM
Passed
(11-11)

2. MOVED: In ASIE 09-29, numbered paragraph 11, after the current text add the following: "Any ties that develop during the process of counting votes shall be decided by a coin toss. In this event, the coin toss shall be performed by the International Executive Director and will be witnessed by a member of the Election Committee SNM or a member delegated to do so by the Election Committee SNM."

EXPLANATION: This motion, from the Election Committee SNM, adds a procedure to break ties in SNM elections. The SNM election rules currently do not include a tiebreaking procedure.

FINANCIAL IMPACT: None.

ROOTKIN
Seconded BURG, LEEK, POIRIER, RUDOLPH
Passed
(11-12)

3. MOVED THAT: As used in the Constitution of Mensa and the international ASIEs, the term "national Mensa" with a small "n" at the start of "national" means "any recognized national Mensa group, including Full National Mensas, Provisional National Mensas, and Emerging National Mensas."

EXPLANATION: This motion, from the Governance Papers Advisory Committee, is housekeeping in nature. We offer it as part of our effort to have consistent usage of the terms "national Mensa" with a small "n" and "National Mensa" with a capital "N" in the Constitution and the ASIEs. This proposed definition is consistent with the way the 2005 amendments to the Constitution of Mensa were written.

FINANCIAL IMPACT: None.

4. MOVED THAT: The following changes are made to ASIEs and ASIE Appendices. These shall not require a change to the “last updated by” date.

In 05-41, last sentence, change “Mensa committee” to “Mensa Committee”.

In 08-05, section 2, change “Provisional national Mensas” to “Provisional National Mensas”.

In 10-08, paragraph b, change “Provisional national Mensa” to “Provisional National Mensa”.

In 11-08, paragraph 4, change “Provisional national Mensa” to “Provisional National Mensa”.

In 09-05, paragraph 17, change “National Mensa” to “national Mensa”.

In 07-18, change “National Mensa” to “national Mensa”.

In 01-40 (three references), change “National Mensa” to “national Mensa”.

In 05-37, change “National Mensa” to “national Mensa”.

In 08-23, first sentence of second paragraph, change “national Mensas” to “national Mensa”.

In 08-24, first sentence of second paragraph (first reference), change “national Mensas” to “national Mensa”.

In 08-05, paragraph 2, change “Provisional national Mensas” to “Provisional National Mensas”.

In 09-13, change “National Mensa” to “national Mensa”.

In 02-28, third paragraph, change “National Mensa” to “national Mensa”.

In 92-23, paragraph 4, and in 11-08, paragraph 4, change “Provisional national Mensa” to “Provisional National Mensa”.

In 05-38, first sentence, change “National Mensa” to “national Mensa”.

In 06-26, first sentence, change “National Mensa” to “national Mensa”.

In 09-43, paragraph b3, insert “National” between “Emerging” and “Mensas”.

In Appendix 2, section 14: change “National Mensa” to “national Mensa”.

In Appendix 4, sections I.6; III.2(1), (2), and (3); III.3; V.3; VII.1; Appendix 1, sections 1, 2, and 6 (three places): change “National Mensa” to “national Mensa”.

In Appendix 6, paragraph 6: change “National Mensa” to “national Mensa”.

In Appendix 6, paragraphs 23 and 31: change “national Mensa” to “National Mensa”.

In Appendix 7, paragraph 19: change National Mensa” to “national Mensa”.

In Appendix 10, paragraphs 2 and 3: change “National Mensa” to “national Mensa”.

In appendix 12, steps 300, 410, 500b, and 800, “Action by” column, and in step 500b, “Description” column: change “National Mensa” to “national Mensa”.

In appendix 13, steps 110, 120, 410, 420, 500b, and 800, “Action by” column, and in step 500b, “Description” column: change “National Mensa” to “national Mensa”.

In Appendix 24, section SIII.A: change “National Mensa” to “national Mensa”.

In Appendix 26, section 17: change “National Mensa” to “national Mensa”.

In Appendix 30, section 1, first paragraph, second paragraph (first reference), third paragraph, and tenth paragraph: change “National Mensa” to “national Mensa”.

In Appendix 30, section 1, second paragraph, change “full” to “Full”.

In Appendix 30, section 2, paragraphs 1.8, 8.1, 8.2, and 9.1: change “National Mensa” to “national Mensa”.

In Appendix 30, section 4, paragraphs 1.8, 1.9, 3.1 (Note), 3.8 (second Note), 5 (Note), 9.1 (Note), and 9.2: change “National Mensa” to “national Mensa”.

EXPLANATION: These proposed changes, from the Governance Papers Advisory Committee, are all housekeeping in nature. We offer them as part of our effort to have consistent usage of the terms “national Mensa” with a small “n” and “National Mensa” with a capital “N” in the Constitution and the ASIEs.

FINANCIAL IMPACT: None.

BURG
Seconded KJØLSTAD, POIRIER, BALANYI
Passed
(11-14)

5. MOVED: The following amendment to the Constitution of Mensa shall be placed on the next regular international election ballot, provided that other Constitutional amendments are on the same ballot:

In sections IV.C.6, change “smaller national Mensas” to “smaller Full National Mensas”. In section X.B.3, change ‘national Mensa’ to ‘Full National Mensa’

EXPLANATION: This motion, from the Governance Papers Advisory Committee, is to clear up related ambiguities in two sections of the Constitution of Mensa.

Constitution section IV.C.6 says the Director – Smaller National Mensas is responsible for “the smaller national Mensas.” The Constitution does not define what “the smaller national Mensas” means, leading to the question: Does “the smaller national Mensas” in this context mean all national Mensas other than the ones that have seats on the ExComm, or in this context does it mean only the Full National Mensas that are smaller than the ones that have seats on the ExComm? ASIE 05-34 already says that the FNM-specific meaning is the one that is meant, but the wording of the Constitution itself does not say that. It should also be noted that this is different than the definition used for “national Mensa” with a small “n” in other parts of the Constitution.

Constitution section X.B.3 says that “Only members of a national Mensa with three or fewer votes as of February 1 in the year of election are eligible for [the position of Director – Smaller National Mensas].” This presents a similar ambiguity to that in section IV.C.6: Does “smaller national Mensas” in this context mean that members of all national Mensas other than the ones that have seats on the ExComm are eligible for the D-SNM position, or does it mean that only members of Full Minutes of 2011 IBD Meeting

National Mensas other than those that have seats on the ExComm are eligible? Again, this is different than the usage of “national Mensas” with a small “n” in other parts of the Constitution.

This motion clears up the ambiguities by proposing a Constitutional amendment to change “smaller national Mensas” to “smaller Full National Mensas” in sections IV.C.6 and X.B.3. A small item such as this should go on the ballot only with other Constitutional amendments, as it is not sufficiently important that it justifies the expense of adding amendments to the ballot by itself.

FINANCIAL IMPACT: A small amount to tally the votes for and against an additional Constitutional amendment when there are already other Constitutional amendments on the ballot.

BURG
Seconded KJØLSTAD, POIRIER, BALANYI
Passed
(11-15)

6. MOVED THAT: The following changes are made to ASIEs and ASIE Appendices:

In 07-17, delete paragraphs d and e, renumbering other paragraphs accordingly.

In 09-05, delete the text of paragraphs 14 through 19 and replace them with:
“New paragraphs 14-19 are added to ASIE 04-23 (IBD Code of Conduct) – See Appendix 26.”

Delete 08-23.

Delete 06-43.

In 00-19, second sentence, change “no fewer than four ExComm members” to “a majority of ExComm members”.

In Appendix 30 (MSCR), Part 2 (Mandatory Provisions), MSCR descriptions, change the description for MSCR 5 to:

5 Provisions for election of the members of the National Committee by postal ballot or by another method that allows participation by all members regardless of their physical location. Provisions for the election process, timing and frequency of elections, distribution of ballot forms to members and return by post or other methods, validation and counting of completed ballots, and reporting the election outcome. (XII-C)

In Appendix 30 (MSCR), Part 2 (Mandatory Provisions), MSCR descriptions, change the description for MSCR 5.8 to:

5.8 Provisions for referenda of the membership by postal ballot or by another method that allows participation by all members regardless of their physical location. Provisions for the referendum process, distribution of ballot forms to members and return by post or other methods, validation and counting of completed ballots, and reporting the referendum outcome. (XII-C and XII-D)

In Appendix 30 (MSCR), Part 4 (Recommended Texts), change the title of Article 5 from “NATIONAL ELECTIONS BY POSTAL BALLOT” to “NATIONAL ELECTIONS AND REFERENDA”

In Appendix 30 (MSCR), Part 4 (Recommended Texts), change the title of section 5.9 from “Provisions that all referenda be conducted by postal ballot (XII-D-1+2)” to “Provisions for the conduct of referenda (XII.C and XII.D)”

EXPLANATION: These proposed changes, from the Governance Papers Advisory Committee, are all housekeeping in nature. We offer them as part of our effort to maintain the ASIEs by deleting Minutes of 2011 IBD Meeting

obsolete ASIEs (08-23, 06-43, 09-36), deleting obsolete portions of ASIEs (07-17), deleting text that is reproduced elsewhere (09-05), revising ASIEs to conform to the Constitution of Mensa (Appendix 30 MSCR), and providing for the expansion of the ExComm that would occur if and when additional national Mensas exceed 10,000 members and thus gain seats on the ExComm (00-19).

FINANCIAL IMPACT: None.

BURG
Seconded KJØLSTAD, POIRIER
Passed
(11-16)

7. MOVED THAT: ASIE 84-03 is amended as follows:

**Clause 1 is removed and the ASIE renumbered accordingly.
Current clause 3 is reworded as "Maintain means of communication for the Chairs of International SIGs and national SIG-Coordinators to exchange ideas and identify possible issues."**

EXPLANATION: The International SIGs Coordinator has requested these amendments. He notes the role holder cannot fulfil the first task, a requirement to maintain a list of all national SIG coordinators, as there is no list and the National Mensa Groups do not have an obligation to report nominations/changes to the IntSIGCo. Clause 3 currently demands a specific means of communication (a mailing list) when the technical basis of MIL has evolved and new means of communication are now available (e.g. forums or chat rooms, etc.), so a specific communication means should not be demanded by the ASIE.

FINANCIAL IMPACT: None

HERBERT
Seconded BOUWENS
Passed
(11-17)

8. MOVED THAT: ASIE 06-20 is amended as follows:

A new point 10 is added with the following text "Must submit an annual report to the IBD once a year, in time for the face to face IBD meeting, in the format that has been made available by ExComm. "

EXPLANATION: At this moment there is no obligation for an ENM, PNM and FNM to submit an annual report. This is to fix this omission.
In practise all the Full National Mensas understand the value of submitting and sharing their annual reports and usually they all do so. The ENM and PNM are sometimes lagging and sometimes do not submit a report.

FINANCIAL IMPACT: None

BOUWENS
Seconded EXCOMM
Passed
(11-18)
API

9. MOVED THAT: IBD approves the document 'Role of a National Supervisory Psychologist'

EXPLANATION: This document fills a gap in that national Mensas have not previously had available a document setting out the guidelines for selecting, and the responsibilities of, an NSP. The document has been extensively review on list and approved by the ISP.

FINANCIAL IMPACT: None

EXCOMM
Passed
(11-19)

MOVED THAT: The Consent Agenda, Motions 1 through 9, is approved.

EXCOMM

The consent agenda was approved unanimously.

G. ITEMS REMOVED FROM CONSENT AGENDA

There were no items removed from the consent agenda.

H. OLD BUSINESS

There was no old business.

I. NEW BUSINESS

The following section of the agenda contains the presentations and discussion items. The actual sequence of items in this section was different from that in the agenda, but the agenda running order is retained here for ease of reference. Copies of most presentations will be available in the members' section on the web site.

1. TALKS: Meet your neighbour.

BOUWENS drew the meeting's attention to the list he had provided and which showed the groups and location for the 'Meet you Neighbour' discussions. The purpose of this session was to give IBD members the opportunity to talk in mixed small groups and share the successes, activities, problems and opportunities of their national Mensa with other NatReps.

2. TALKS: Meet your neighbour.

The second session of this serial was found not to be necessary and did not take place.

3. MAKEDA: A Diversity Competence Game.

IBD members come from all parts of the world, and have different languages and different cultures. It is important that we are competent in the face of differences and use them for the benefit of Mensa International. BOUWENS reminded the meeting that they would be splitting into groups after this short presentation, in order to play a management game. VAN GEFFEN started the introduction to the game by examining the concept of culture. We all have an idea of what we mean by culture, but it is impossible to quantify or give an easy definition of its specifics. We all are tempted to believe in 'national characteristics', and it is certainly the case that national culture can shape people's perceptions, but it is not a predictor of behaviour, and attitudes change with time. Awareness of differences is the key, as is an understanding of one's own perceptions, and even prejudices. Organizations have often been homogeneous in nature, because people tend to work more easily together when they are similar, but understanding diversity is about recognizing that differences bring additional talents to organizations that uniformity does not. What is needed is for organizations to see talents and skills, not whether a person is black or white, or male or female. It sounds self-evident, but it is harder to do in practice than most people imagine. The game is designed to give everyone an insight into their own attitudes, knowledge and skills in diversity, and to recognize how they could do better in this respect. The purpose and rules of the game are outlined in the booklet accompanying the management game. After playing the game, the feedback from participants

was very positive, with people finding it both thought-provoking and informative, and certainly useful in demonstrating that everyone could improve their awareness and attitudes towards diversity. The intention was for the game then to be used in national Mensa boards to improve diversity awareness.

This presentation will not be available on the web site because it is a commercial product.

4. MOTION MARKET

All motions were displayed in advance and delegates were asked to add comments on 'post it' notes. This was to allow the mover to take account of the advance comments when introducing the motion, with the aim of saving time during the discussion itself.

5. PRESENTATION: Mensa P.R. China

CHUI began by offering apologies from the new chair of Mensa China, Ayawawa Yeung, who had not been able to obtain a visa in time, and she had other commitments that would have made the trip difficult to fit it. However, he had been involved since the beginning of the process to develop Mensa China to its current Emerging Mensa status, so he felt well able to present to IBD. In outlining the history of their progress, he explained that they are established in 3 of China's largest cities at present: Beijing, Shanghai and Guangzhou. Given the size of the country, it is difficult for all members to have the opportunity to meet. In the beginning, candidates had actually flown between cities just to take the admission test, but their aim was to establish testing facilities in these cities to make testing more available and affordable. For a number of years the few members had been unable to get an organisation going, because of a lack of leadership, the dispersion of members and the lack of proctors to conduct testing. This resulted in the membership remaining very low for several years. They also assumed that they would have to register as an NGO in order to conduct their business, but that was hard to achieve. Many other international organisations have already spent 15-20 years seeking registration as an NGO in China. It took over a year for him to persuade the membership that they should alter their approach. He attended meeting with some ExComm members and the Executive Director, and received agreement for the approach he suggested. This was followed up by telephone calls and emails with the Executive Director and they achieved the breakthrough they needed. In 2010, they formed an organising committee, and have now opened a web site, using Mensa Hong Kong's web site as the basis. They also share Mensa Hong Kong's NSP, which has saved a great deal of time, allowing proctors to be trained quickly and testing to expand. They were recognised as an ENM in November 2010. He noted that Mensa International's test fee was lower than in many countries and he wondered whether this could tempt people to be tested by Mensa International and then join them. Was this a case for increasing Mensa International's test fee to make this less likely?

Using the new income from testing and the increasing membership has allowed them to recruit a part-time administrator, and they have now set up regional centres, with volunteer coordinators in the various cities. Ayawawa is very much the 'face of Mensa China' being a model and television presenter. He remarked that he has 176 followers on the Chinese equivalent of Facebook; she has something like 520,000!

In concluding, he showed their ambitious projections for membership over the next 5 years. They would certainly achieve the necessary membership, and they had the structure and organisation to achieve PNM status, and possibly even FNM status, by the 2012 IBD meeting. The focus was on ensuring that their processes were robust and the growth sustainable. The intention was to ensure that all their solutions were scalable to maintain control of the growth and members' expectations. He thanked Kymberley Wilson for sharing the design of Mensa Australia's IT-based membership management system.

They have already utilised an app to push test or membership applications and organizational data direct to their mobile devices for the board and test coordinators. This reduces the need for emails in order to keep track of data for Mensa China and allows for better management.

Explaining the demographics of Mensa China, he explained that the group was skewed towards

those in their early twenties, with only 2 members older than 30 years of age, and this presented a leadership challenge. There was also some risk involved in growing quickly, so the emphasis was on putting tight controls and processes in place from the outset. He asked for any assistance that more established national Mensas could provide in terms of advice on systems.

Ultimately, the aim was to be one of the top 10 brands in China within a few years.

In answer to a question regarding what benefits were intended for members, CHUI responded that they would be seeking to establish commercial discounts for members, but many saw the principle benefit of an opportunity for young people to meet, and even meet their future partner. Many saw it as a business opportunity also.

KUYPER asked about prior evidence for admission, and CHUI responded that they did accept it, and he then went on to mention his concern that it was only a matter of time before the test became compromised. He was discussing the possibility of using the college admission exams in China, because they were so difficult. This would require careful validation before it could be brought in.

SKYMMAR asked about the possibility of forming Mensa China as a limited company and simply switching it to a non-profit basis. CHUI explained that the regulation in China made this approach impossible, so they were going to have to follow the example of other organizations, MOEHL referred to Mensa China's desire to achieve a balanced membership, and asked how they intended to achieve that. CHUI explained that they could, for example, focus on recruiting in colleges that had a higher proportion of females to boost the numbers of female members.

The presentation will be available on the web site.

6. PRESENTATION: Mensa Romania

The chairman of Mensa Romania was unable to attend the meeting and this presentation was deferred to a possible future meeting.

7. PRESENTATION: Mensa Turkey

The chairman of Mensa Turkey was unable to attend the meeting and this presentation was deferred to a possible future meeting.

8. PRESENTATION: Gifted Youth Program

DONAHOO introduced the topic by explaining that American Mensa (AM) had greatly expanded its Gifted Youth program in the previous 12 to 18 months. Previously, it had been very active and a very useful resource to its members and to those outside Mensa seeking advice. Some of this had come from an awareness that the proportion of young people in American Mensa was growing and that they needed to be served in a different way to the traditional older members. Activities needed to be tailored more to those younger members. The first new resource she wished to mention was FRED, a quarterly on-line digital publication designed to help young Mensans connect and share interests; it also has puzzles, poetry and book reviews written by younger members under the age of 18. AM was considering providing a printed version periodically in its normal bulletin to let the whole membership see its content. Another exciting development was the Education Program for Gifted Youth (EPGY) that they had founded in conjunction with Stanford University. This is a subscription on-line resource for teachers and parents, particularly those providing home schooling to their children. The program has recognized accreditation with some school districts. The advantage to AM members is that they receive a discounted rate, and teachers are able to use this resource where the school does not have the funding for its own dedicated gifted child program. In addition to these new initiatives, AM has for many years had an e-list 'Bright Kids' which is open to anyone who has an interest in gifted youth. It currently has about 1200 subscribers and AM provides a list of available resources once a week on a topic of current interest. Most of AM's 132 local chapters (groups) have their own gifted youth coordinator, and they have their own on-line forum, with training programs and resources being provided by AM.

AM had recently conducted a survey of parents of gifted children in order to better provide for

their needs. This had revealed that the provision of such a strong gifted youth program had a very positive impact on membership renewals, since it was seen as a real benefit to children and parents.

AM had introduced a 'scavenger hunt' icebreaker module that could be used by local groups to introduce younger members to groups. It is a simple concept, but they had found this to be a very good way of mixing the ages in groups, and younger members had reacted positively. One of the best features of Mensa membership for younger members was that they could mix on equal terms with older, more established members. While it was easy to hang out with other gifted children at school, Mensa provided an opportunity for younger members to be treated as equals with adult Mensans.

AM has a link to Amazon.com, which offers a discount to members accessing Amazon via the link; it also provides a small income to AM.

Finally, DONAHOO reviewed the facilities from the Mensa Foundation for gifted youth and children, such as "Mensa for Kids", lesson plans for all age groups that can even be modified in other languages and countries, and challenging reading lists with awards for those who complete them. All of the program information may be found on the AM web site. She concluded by emphasising how beneficial a strong gifted youth program was for attracting and retaining members to Mensa, as well as creating interest for media and PR. To this end, AM had now taken on a full-time paid teacher to facilitate the gifted youth programs, and this was what had made the expansion of the gifted youth program possible. Teachers using these programs could also act as powerful recruiters for Mensa, and AM provided guidance as necessary.

In response to a question, DONAHOO said she would provide all the list and contact details to any national Mensa that wished to make use of, or adapt, any of the available resources.

9. PRESENTATION: A presentation on the current status and possible future direction of the Leadership Exchange Program.

RUDOLPH began by reviewing the history of the program to date. It had been proposed in 2009 as a pilot program to take 3 people from American Mensa, 3 people from European Mensas and 1 from elsewhere in the world, in order to have them present on a leadership topic of their own choice. The intention was that they would develop their leadership topics and attend the American AG and EMAG, in order to learn and to exchange information. The rationale was to develop future leaders and broaden their knowledge, giving them additional insights into different Mensa groups other than their own. The transnational nature of the program was the key to its success, and the potential benefits of the program were unbounded, in her view; she was confident that the benefits would expand hugely throughout Mensa, like ripples in a pond. Not only would the individual participants grow as potential leaders, but their presentations and findings would become a resource for others. In addition, the participants from one year's program were on the committee for the following year; this helped ensure that experiences were fed back in to improve the future program. The goals of the program were changing as the program developed; this was apparent in the report and these changes would be seen in the motion to be considered later in the agenda of this meeting. It was proposed to place all the resources on the international web site for ease of access to members. The 2-year pilot program was now at an end, and the purpose of the later motion was to create a standing committee to oversee the program in future years.

MOEHL asked how the finances for the program were going to be approved, or not, by IBD. He noted that the cost of the program in the first 2 years had been considerably higher than originally expected.

RUDOLPH responded that higher airfares had been the principle reason for the increased cost, and this was something over which Mensa had no control. The benefit of the new motion was to give the committee greater flexibility to vary the program in response to conditions, rather than specify a number of participants, or to which events they would go. The finances would be controlled by IBD's approval of the budget.

CHUI asked whether attending the IBD, or visiting the offices of established Mensas would also be appropriate as a learning experience for the LEP participants. This would give them an insight into the processes within a large, successful national Mensa.

RUDOLPH agreed that was certainly a possible future direction or aspect of the program, but the current focus was on developing future leaders, rather than informing current leaders how to improve their management. This was one reason why the motion was worded to permit different directions for the program, at the discretion of the committee, who would be appointed by the IBD.

LILJEQVIST referred to the intangible benefits of the program, versus the cost. Would it be possible for metrics to be developed to allow IBD to scrutinise the cost/benefit, or was this simply to be a matter of faith that the benefits were worth the cost?

RUDOLPH referred to the reports that each participant must submit. These did allow for a real measure of the activity, if not the benefits. The number of workshops etc. that were subsequently conducted was a quantitative measure. In all likelihood, the benefits would be apparent only over time, with participants becoming leaders within their own NMs.

All the information in the presentation is contained in greater detail in the LEP appendix of the 2011 meeting agenda and will be available on the Mensa International web site. *AP2*

10. PRESENTATION: When national Mensas have internal problems

BOUWENS explained that his presentation had been prompted by the fact that during the year, a number of national Mensas had internal problems and he thought it timely to outline what role, if any, Mensa International can have in the case of a problem within a national Mensa. His impression was that members of troubled national Mensas might have an incorrect understanding as to what Mensa International can do to intervene. The attributes on a national Mensa are key to understanding the issue, as is the nature of the relationship between national Mensas and Mensa International. Firstly, in almost all countries, the national Mensa is a legal entity in its own right. That legal entity/society/ association has its own bylaws and it has to comply with the laws of the country. Those requirements dictate how the board is elected and how disputes are handled. If Mensa International is not written into the dispute handling procedures, it has no authority to intervene in any way officially. Mensa International cannot know what the legal requirements of every nation are, so that would make it very difficult for Mensa International to intervene in internal disputes, as would the fact that many countries have laws that might prevent an 'external' entity (Mensa International) making decisions which would bind the national organization. Language differences would also make it very difficult for Mensa International to fully understand the legal system within a given country. In summary, Mensa International could intervene only if there are specific statutes within the bylaws of a national Mensa that permit it to do so; otherwise, it is not possible.

The relationship between Mensa International and the national Mensas has the qualities of both a Federation and a franchise. The federation structure means that each national Mensa must comply with the Mensa Constitution and ASIEs, and meet the requirements of the Minimum Standard Constitutional Requirements (MSCRs). It must, for example, have a proper, approved structure for handling internal disputes; have an independent ombudsman (or similar process); and the board must be elected. Responsibility for dispute resolution cannot be devolved or 'outsourced'; one of the principal features of the Mensa dispute process is that a member must exhaust all internal processes before taking the dispute outside Mensa, e.g. to court. In terms of its franchise structure, Mensa International (in most cases) owns the name and logo and grants the right to use them to national Mensas under strict conditions. Other than that, each national Mensa must conduct its activities in accordance with its own bylaws.

Mensa International has three principal interests in the case of disputes within national Mensas: to protect the members; to protect the Mensa trademark; and to protect the Mensa reputation. Although the options for Mensa International to intervene in internal disputes are very limited, there are actions that can be taken. As has been seen in the case of Mensa Belgium, Mensa International has the power to de-recognise (altogether, or to a lower status) a national Mensa that cannot, or will not, fulfil its requirements under ASIEs. This action, of itself, however, does not solve the issue; it mainly provides protection for the members, until the dispute can be settled. In

terms of the franchise relationship, Mensa International can withdraw the right for a national Mensa to use the Mensa name and logo, but this would probably be done only in the case of serious non-compliance. Mensa International's most successful input is likely to be informal – talking to the parties involved, getting them to understand the issues and assisting them to resolve issues themselves. Also, although the international ombudsman has no jurisdiction in an internal dispute within a national Mensa, he nevertheless has considerable experience of dispute resolution and is able to offer informal advice and support. Informal advice will work, of course, only if the parties in the dispute are willing to listen to it and to each other. A copy of the full presentation will be available on the Mensa International web site.

With regard to the situation in Belgium, VAN GEFFEN noted that Mensa The Netherlands had received many applications from members of Mensa Belgium to join, and the answer had to be 'no', because ASIEs do not permit that. She was sure that the same was true of applications to join Mensa France, because it was also a neighbouring national Mensa, but she wondered whether the ASIEs should change if the situation in Mensa Belgium continued for a long time, as looked increasingly likely. Members naturally wanted to belong to an organization that could provide activities and events, and being a DIM was not a perfect solution.

BOUWENS responded that the ASIEs were explicit on this point because it would be unworkable if any member had the right to belong to any national Mensa of their choice. However, he recognized that there was now a large group of DIMs in Belgium, and ExComm was keen to do more for them than at present. ExComm was working on providing a better solution. Guest membership of neighbouring national Mensas was an obvious option to provide services to members in neighbouring countries.

HERBERT added that it was open to neighbouring national Mensas to determine the cost of guest membership if they wished to help the DIMs in such a situation.

LILJEQVIST asked whether there were common warning signs that would assist ExComm in identifying problems before they arose.

BOUWENS agreed that this would be the ideal situation, and that, in some cases, declining membership might be a signal that something was amiss. ExComm was already working on providing better 'early warning signs' to identify possible problems before they became full-blown issues that required formal action. AP3

BURG cited the example in the US that when a local group ceased to function it was absorbed within a neighbouring group. That was obviously easier in the case of local groups within a national Mensa, but he wondered whether there was a case for considering temporary 'joint national Mensas' to allow large numbers of members from a non-functioning national Mensa to belong to a working national Mensa. The implications and technicalities would clearly need careful consideration.

LEEK emphasised the need for Mensa International to have contact details for members of national Mensas in cases such as this, to allow Mensa International to get in touch with all the members of a national Mensa in dispute.

DAVIES (The International Ombudsman, who was present as an observer was invited to speak and reminded IBD that it was helpful if national Mensas had provision within their bylaws that permitted even informal involvement of the international ombudsman. He noted that disputes were often unique to the country and the national legal system involved, so it was very difficult to establish general rules for resolving disputes. Mensa International's role was not to take sides, but to ensure that the internal processes of the national Mensa were correctly used to bring about a successful conclusion, even if that took longer than some people would wish.

SKYMMAR commented that national data protection laws often made it difficult to establish a rule regarding forwarding members' details to Mensa International. Nevertheless, he stated that Mensa International needed to have a better method of monitoring national Mensas in order to be able to help avoid conflicts and disputes. Moreover, it was vital to keep close track of who was the chairman/point of contact in a developing national Mensa, because losing that point of contact could result in the national Mensa collapsing. There were numerous past examples of developing national Mensas imploding and these members were a loss to Mensa. He also asked what were the criteria for recognising a group within a country, citing the example of India where simultaneous groups had been allowed to exist and be recognised as Emerging Mensas. This had caused on-going difficulties. Was this likely to happen in Belgium?

BOUWENS responded that this would not happen, and that there would be no new group recognised to replace the existing recognised national Mensa there. Moreover, ExComm was currently working on resolving the long-term situation in India, to get the groups to amalgamate into a single group after many years.

In response to a further question, HERBERT stated that it was not necessarily the case that all DIMs were recorded in the database, because some EMs and even PNMs had not been reporting regularly. This lack of reporting was a priority concern for ExComm in the coming year.

DETTINGER asked about the proportion of members in Belgium on each side of the dispute. He referred to the situation in Mensa Switzerland earlier in the year when he believed that the overwhelming majority of members were on one side, and a tiny number on the other, but they happened to be the new board, so it was seven 'renegades' who took over the organization against 800 members who just wanted them to step down. Despite the fact that all the proctors stepped down, as did all the LocSecs, and they refused to work for the new board, Mensa International had treated both parties equally, but this did not accord with the views of the members. Should not Mensa International find out what the members think in such cases and encourage the board to step down if they did not represent the membership?

BOUWENS responded that it was not immediately apparent that the split in Mensa Switzerland was as one-sided as had been stated, and it may have been that more active intervention might have resulted in an earlier resolution. However, Mensa International had a duty to be neutral in disputes and, in this case the new board had been appointed in accordance with the statutes of Mensa Switzerland. The case in Belgium was different, partly because there was a more even split, with perhaps 20% supporting one group, 20% supporting the other, but the vast majority of members simply wanting a resolution and resumption of 'normal' activities within the national Mensa.

11. PRESENTATION: Mensa Germany

MOEHL began by summarizing the theme of his presentation, which was how to keep members and not lose them. He explained the title slide "There's a hole in the bucket": national Mensas work hard to attract new members, but the task is made much more difficult if they are 'leaking' members who leave. The key to successful growth was keeping retention rates high.

Mensa Germany currently attracts about 1000 new members each year through very active marketing and testing campaigns, but those gains can be offset by members leaving in large numbers, either deliberately, or even 'by accident', because they forget to renew. They are helped by the direct debit renewal system, which means that the membership fee is automatically paid from each member's bank account unless the member actively cancels it, but only 77% of the membership uses that facility. This year Mensa Germany has started a special project to communicate with the 120 members who did not pay their membership dues for 2011, using many different methods to trace 'lost' members, including social media sites as well as telephone. Many of them just needed a friendly reminder or a little assistance because they had moved or changed their bank accounts. Finally only 7 bills out of the 9,600-strong membership remained unpaid. In other words, 99.9 per cent renewed. The success of this renewal and retention effort will result in Mensa Germany passing the 10,000-member mark in 2012, and they plan to repeat the exercise in future years.

RUDOLPH agreed with this sort of approach, commenting that the experience of American Mensa was that people respond very favourably to personal contact rather than 'broadcast' requests. They recover significant numbers of lapsing/lapsed members through telephone calls or personal emails.

BUSI commented that they have found that this approach works well for smaller Mensas, too. Size is not the issue.

SLOVENC asked about the conversion rate of test passes to membership for Mensa Germany. MOEHL confirmed that it was about 75%.

HAN asked about the number of paid staff in Mensa Germany. MOEHL stated that there were two. However, this project had been carried out exclusively by volunteers.

WILSON stated that Australian Mensa had changed from an annual renewal date to an

anniversary date, which they preferred because it spread the renewal workload. MOEHL responded that they were content with the annual renewal date of 1 January, and they simply factored that peak period into the work schedule for the office. He further explained that members had a period of grace until 20 March, after which they were not members in good standing, but they had until the end of the year to renew if they wished. Thereafter, they ceased to be members. As yet they had only annual memberships, but were considering the use of life memberships. They had only a single membership rate, with discounts only for family membership.

12. PRESENTATION and WORKSHOP: How the board can influence the culture of a National Mensa

VAN GEFFEN stated that this presentation and exercise followed logically from the earlier presentation on culture. In practical terms, the question was whether and how a Board can influence the culture ('the way we do things here', cooperation, communication between volunteers, members and so on) of a national Mensa.

She illustrated some typical dilemmas that had occurred in Mensa the Netherlands to start the discussion. Firstly, although a board might seek to promote an open and pleasant atmosphere in a national Mensa, it was often the case that a very few individuals in the group resorted to using mailing list and forums to state their dissatisfaction with some aspect of the board, or group's work, thus creating an antagonistic situation that took up a lot of the membership's time, diverting the group from its objectives.

A second situation that they had encountered was the difficulty for some volunteers to accept the transition of a national Mensa's administration for volunteer to paid staff. Typically, volunteers like to work on their own, with their own 'fiefdom', and being forced to cooperate and adapt to the new circumstances did not come easily.

Thirdly, freedom of speech was welcome, but there were always some members who felt that this allowed them to say whatever they choose, even if it was derogatory or hurtful to others. This again, creates the exact opposite of the desired atmosphere in a group. However, removal for such people from the list results in accusations of stifling free speech, but failure to remove them from the list causes the 'positive' people to withdraw from the list or forum. This was a very common problem that many national Mensas faced.

Following a brief account of the tools available to influence the culture and behaviour of a group, ranging from: rewards and awards for positive contributions, through coaching and training, all the way to warnings and removal from a position.

Many people considered that the conduct of a board itself is a role model.

There then followed a break out session, in which some typical dilemmas were given to the groups to discuss and suggest solutions that could best be used in their national Mensa. Afterwards, groups were asked to outline some of their discussions and highlight their conclusions. Some examples were:

RUDOLPH's group believed it was important for boards not to hide problems, but to be honest about them and demonstrate how they dealt with them. Written procedures and task descriptions for volunteers also helped ensure that they understood what was being asked of them. This reduced uncertainty.

BURG agreed that having written procedures was very helpful. He also remarked that one problem with specific instructions is that every Mensan thinks they already know how to do everything, which created a management problem! A system of progressive discipline to affect poor behaviour was also necessary.

LEEK stressed the value of creating 'heroes' and awards and also of sending out positive messages through a group's various communication channels.

SKYMMAR highlighted the problem of a board that wanted to make decisions, but was not prepared to work to see them through.

LINDHOLM thanked Grethe for a very valuable session and he hoped that there would be a future opportunity for a longer session. The lessons to be learned from other's experiences were very beneficial.

The presentation will be available on the web site, and Grethe offered to let any IBD members have

the worksheets if they wished.

13. PRESENTATION: STRATEGIC PLANNING

BOUWENS introduced the topic by reminding the meeting of the initial strategic planning presentation at the 2009 meeting, which was followed by a detailed discussion during the 2010 meeting; there had also been considerable discussion on-list. There is now a strategic plan in place, but it has to be refined and amended, and he would be doing that in the coming year. The purpose of this presentation was to hear of American Mensa's experiences with developing their strategic plan and the wider lessons to be drawn. *AP4*

RECHT began by drawing attention to some differences between the strategic plans of American Mensa (AM) and Mensa International. Despite the different formats and styles, the intentions were the same, and strategic planning was the highest activity that an organisation can undertake. He referred to the 2 brief handouts that had been provided, which focused attention on the objectives and goals of the organisation, as well as the 'mega issues'. The pyramid diagram at the back of the strategic plan demonstrated the overall process of moving from a defined mission to the individual targets to achieve the goals of the organisation. American Mensa had been engaged in strategic plan for a number of years, mainly as a means of tackling some complex issues of governance that had arisen, but also out of a realisation that a strategic plan provided a continuity of purpose that was otherwise lacking. A consultant was engaged, to great effect, showing that successive boards wasted time by addressing similar issues from scratch; going back to basic principles allowed the board to set the fundamentals of the organisation's objectives and this naturally shaped subsequent decisions. The AM strategic plan could be shown on a single page and this was now used as the basis for all board and committee decisions. The plan can, of course, be adjusted in its detail, but it can be used as the basis for other national Mensas. American Mensa had reversed the order of its meeting, so that strategic issues now formed the first part of the meeting, which shaped the rest of the meeting. He advocated this approach for all national Mensas, and for the IBD meetings, so that all decisions were made in the context of strategic objectives.

He noted that the Mensa International strategic plan had planned actions for 2010 that had not all been accomplished; this suggested that the plan needed to be updated and action taken as necessary. The purpose of a strategic plan is to guide subsequent action, but it was important to keep checking the plan for relevance. He outlined the approach taken by AM to planning, and referred to the 'mega issues' sheet. What they had done was to ask for all the participants at their strategic plan conference to add issues that they thought were relevant to each of the 'strategic outcomes' in the plan: membership; governance; leadership development; public awareness; and finance. This exercise had raised many questions, and the next stage was to survey the members of the board for their priorities. This revealed the areas of greatest concern, and committees and task forces were appointed to address the issues, but always in the framework of the strategic plan. If issues arise that are not addressed in the strategic plan, the plan needs to be adjusted accordingly. The underpinning principle is that of 'knowledge-based planning': decisions are based on principles, rather than ad-hoc. The entire process was covered in detail in the presentation, which will be available on the web site, and he would be available for further discussion if necessary.

VAN GEFFEN thanked John for his explanation of 'knowledge-based' decision making, noting that in her experience most boards engaged in 'opinion-based' decision making, which was clearly less productive.

BOUWENS concluded the presentation by asking how many of the national Mensas had a strategic plan, revealing that just over half had one. He acknowledged that the Mensa International strategic plan was too large and it needed refining; there were also some outstanding actions. Most importantly, it was not actually being used in the way it should. This would necessitate a revitalisation of the plan and incorporating it over the coming months into the way that the board did its business. In other words, all motions in future would have to be brought forward in the context of how they assisted Mensa International to accomplish its goals. He intended to reduce the strategic plan to a more manageable length, making the processes and goals clearer. He would begin by setting a competition to devise a more concise vision statement. *AP5*

This would be conducted through the IBD list and the International Journal. There had already been an exercise to identify the strengths and weaknesses of the organisation, and the intention was to move detail into appendices, but have a very short main document that would be the document on the table, guiding all meetings and motions.

As a start, he asked IBD members to identify the 2 objectives and goals of greatest concern for them. This would be used to prioritise the work of Mensa for the immediate future.

14. PRESENTATION: How to use modern media for your PR.

HERBERT apologised for the fact that there was no internet access, because the original intention was for the presentation to include an interactive element. The purpose of the session was merely to introduce the topic of using social media in your national Mensa.

She explained that she personally uses Facebook and also for another group to which she belongs. She also manages 3 Twitter accounts, including Mensa International's, so she uses TweetDeck, a browser interface program that allows one to choose which account to send messages from, and to keep connected to all one's contacts across multiple social media.

The various social media had different characters and purposes, and many people have preferences for one medium over another, but there are new media coming on stream constantly, so it is worth keeping abreast of developments, and not simply settling for what is already familiar. Anyone looking for the complete list of social media and their various uses should look at the Wikipedia article on the subject.

Social media has exploded as a means of communication and is now a formal part of many organisations' communications strategies. The questions of greatest importance were: How can Mensa groups use it for best effect? Should they be for the public or members only? How can national groups and Mensa International best support each other's efforts? There are issues regarding the use of the Mensa name & logo. What policies are needed by Mensa International to govern their use?

She gave some case studies, including the example of a recent literary festival with which she had been involved, with 130 events over 10 days at 30 venues. It had been initiated and publicised via social media, which reduces costs, of course. Social media excels at leading people to your web site. The purpose of the case studies was to demonstrate the power of social media in furthering communication strategies. The speed of transmission allowed messages to reach out quickly and further than traditional media could, and at no cost. She urged all national Mensas to consider increasing their use of social media to improve their communication strategy, increase member awareness and members involvement.

REYES explained and demonstrated the uses of TweetDeck, and she showed how it was possible for an organisation to schedule an entire month's messages across a variety of social media if required, using some very simple code. In Mensa Mexico, for example, the proctors enter the time and date of test sessions, and it gets automatically sent out to both Twitter and Facebook accounts. She also explained the use of hash tags on Twitter; they allow one to create 'communities' of people interested in the same topic, as well as find and share data related to it. There are web sites that provide an easy means for an organisation such as Mensa to monitor the numbers following the tweets. They are very simple to use and little technical knowledge is required.

NORRY added that she had emailed Sylvia previously and explained that Mensa Canada had originally prohibited the use of the Mensa name and logo on Facebook groups, because of the fear that they would somehow be held liable for postings that caused offence. However, they had come to the conclusion that they probably could not control it, and the very nature of social media is that people post whatever they feel, so they changed their policy. Now, as long as permission is requested and there is an administrator who will screen out postings that are unacceptable, and then exclude people who will not comply with the rules, then they would allow it. The board does not monitor the many groups or censor, unless the postings are potentially illegal; criticism of Mensa Canada is accepted, for example.

HERBERT suggested that Mensa International needed to have a similar policy. It was high time Mensa International had its own Facebook group.

KJØLSTAD agreed with the need to protect the name and logo, but added that Mensa International also needed a policy on how to use social media well, to further the aims of Mensa. HERBERT said a review of all the communications ASIEs was overdue, and any revisions should include guidance on social media. *AP6*

15. PRESENTATION: A presentation (and a role play) on new Standing orders, Proposal A, (motion 38), Robert's Rules.

The following presentations and motions were a set of five linked agenda items: two presentations (#15 and #16) and two main motions #37 and #38 and a simple household motion #39.

LILJEQVIST thanked those who had offered comments and suggestions via that motion market and addressed them in the course of these items. He introduced these items by summarising the history of the issue and how, at the previous year's IBD meeting, he and Christine Warlies had covered the problem and the way ahead. Since then ExComm had discussed the handling of the presentations and consequent motions at length.

The perceived issue was that Robert's Rules (RR) appear too long and complicated and only a few board members had any real knowledge of them; others felt intimidated. Also, many countries felt that they were more familiar, and suited, to members from 'Anglo-Saxon countries'. There were also debates regarding a possible advantage to native English-Speakers on IBD. He also observed that, in recent years, less of the meeting needed the guidance of Robert's Rules, since a greater percentage of time was taken up with discussion items, and the use of sense motions, which have no place in RR. The point was that it matters less what the rules are, but how people are acting in practice. What IBD needs is a reasonable set of rules that are easily understood. The essential difference between the 2 sets of proposals was as follows: Proposal A follows the basic principle of RR, keeping the style of one motion being under discussion at any one time; Proposal B follows a different tradition that is familiar to others, which is that several alternatives can be discussed at the same time. What matters, is what is most comfortable to the majority of IBD.

He explained the format of this year's presentations, and also that he had provided copies of how the 2 proposals differed and what they had in common, so that IBD could read before the proposed sense motion on the proposals. Depending on the outcome of the sense motion, one or other of motions 37 or 38 might be withdrawn, if there was little support for it. He stressed the importance of IBD reaching a conclusion they were happiest with, as he did not think there was any sense in changing to a 'least worst option'. There were 3 possible outcomes: leave things as they are, with the conduct of meeting governed by Robert's Rules, or accept proposal A, or accept proposal B. He described the conduct of the sense motion, which would be by using 'post it' notes attached the proposal that each delegate supported. Based on that, he would withdraw the motion with the least support, so that the final vote would be between the proposal with the most support and the existing Robert's Rules.

The presentations were scripted role-play, using dummy (and humorous) motions and some volunteer 'board members' to act out how a meeting and motions would be handled under the each proposal. The first role-play illustrated Proposal A.

16. PRESENTATION: A presentation (and a role play) on new standing orders, Proposal B, motion 39, 'Hobbits Rules'.

There followed a second role-play, discussing the same dummy motions, but with the discussion conducted under Proposal B, so-called Hobbit's Rules.

When the role-play was concluded, LILJEQVIST answered questions on the procedure for the sense motion and the subsequent substantive motion. He also clarified points of difference between the two styles of meeting.

BURG pointed out that the choice was not between the 700 pages of RR and proposal A or B, because there exists a 2-page summary of RR that lays out all the essential procedures.

LILJEQVIST agreed, and said that summary had been his starting point into the investigation of the alternatives. In his view, however, one needed to have an understanding of RR in order to understand the summary.

BURG noted that Proposal B gives more discretionary power to the chair to influence the outcome.

MOEHL disagreed because what tended to happen was that the alternatives were all openly discussed under Proposal B rules, and the chair was better able to ascertain the majority view through a preferential system of voting. Under RR, since there was only one option on the table at a time, it was harder to determine the alternative with majority acceptance.

NORRY agreed, stating it was better to have all the options openly discussed, rather than be in the situation where one is voting on one option, without knowing that there is an alternative that would be a better solution.

KJØLSTAD observed that Hobbit's Rules were better at dealing with complex issues, where alternatives could be explored more obviously.

LILJEQVIST noted that IBD had already experience of Hobbit's Rules, dealing as they were now, with alternatives at the same time in this discussion. The same had been true the previous day during the discussions and motions on Gifted and Talented.

FEENAN asked how multiple complex motions would be handled in practice. He cited the present discussion, with motions that were 6 or 7 pages long. What would happen if, in the course of the discussion someone proposed a different set of rules? It would take up too much time having the new proposals printed out and to give IBD time to consider the detail.

LILJEQVIST responded that the only way to handle that would to insist that all motions had to be given in advance.

BURG commented that sometimes alternatives arise in the course of meetings.

LILJEQVIST agreed, but pointed out that presented a problem under either set of rules. Neither set of rules would protect IBD if people wished to manipulate the rules to their own advantage.

POIRIER was concerned that from meeting to meeting, under different chairs, Hobbit's Rules were more likely to lead to inconsistent approaches. One benefit of Robert's Rules was the consistency of application. It was OK to assume that reasonableness would always prevail, but having a set of rules was protection when reasonableness failed.

CHUI commented that he had initially had difficulty in imposing rigour to the early meetings in Mensa China. One advantage of Robert's Rules was that it was an available resource, printed in Chinese, and for which there were tutorials and other guides. It was consistent, so when these officers eventually came to IBD, they would therefore feel comfortable, already being comfortable with the rules.

BOUWENS observed that proposal B gave more power to the chair, as well as more responsibility. He was more constrained under Robert's Rules or proposal A. There was also a language issue with IBD. Robert's Rules set out a clear sequence for considering proposals; his fear was that proposal B would lead to multiple options being discussed at the same time and non English speakers would have greater difficulty in following the arguments and it would lead to less contribution from them. Thirdly, considering the role-play example, there were 2 written motions on the table under proposal B, but then someone proposed a completely new motion, which had to be composed on the fly and the board had no sight of it in print. Native English speakers had a clear advantage if composing motions on the fly. The recent history of IBD showed that motions composed during the meeting were often less robust than motions drafted ahead of time, when there was more time to consider the precise wording.

LILJEQVIST commented that perhaps motions should not be permitted on the fly under either proposal.

RUDOLPH noted that there was an advantage to Robert's Rules, and that was that they were already understood, and there was usually someone available who was familiar with them and could advise the meeting. Any change would result in new rules in which no-one was an expert.

DOKTOR asked how many of IBD had ever used Robert's Rules outside of the IBD meeting. The answer was 9.

BALANYI observed that there are real cultural differences between the 2 approaches. For example, there is no Hungarian translation of RR because the concept is alien. Regarding the issue of multiple motions, her experience was that the vast majority of multiple motions were a simple question of alternative figures rather than completely different motions.

After the role-play, subsequent discussion, and sense vote, Motion 38 was withdrawn and Motion 37 was voted on.

17. DISCUSSION: Members in countries with Emerging or Provisional National Mensas

(a) Section IX.C of the Constitution of Mensa states that the members of Provisional National Mensas shall remain Direct International Members. By extension, the members of Emerging National Mensas also remain DIMs. There are no doubt good reasons for this policy, but it can also potentially cause some problems for both the ENM/PNM and for MIL, such as finances for the ENM/PNM; the members of the ENM/PNM being subject to two disciplinary systems; and even legal issues. On balance, is it better for the members of ENMs/PNMs to remain as DIMs, or would it be better to re-categorize them as simply members of their national Mensas without also being DIMs? (Changing to such a system would require a Constitutional amendment.)

(b) A second, related current policy is that Mensa members in a country that has an Emerging National Mensa or a Provisional National Mensa are allowed to choose whether to join the national Mensa or to remain as unaffiliated DIMs. There are no doubt good reasons for this policy but, as above, it can potentially cause problems. On balance, is it better to allow Mensa members in a country that has an ENM or a PNM to choose to remain as unaffiliated DIMs, or would it be better to change to a system in which Mensa members in countries that have a national Mensa on any level belong to that national Mensa by default? (Note that members who do not want to belong to their national Mensa may apply for DIM status under Constitution section III.B.2, and that such an application will automatically be granted under ASIE 08-43 if the national Mensa's chair and the International Director of Development approve.)

BURG explained that the Governance Papers Advisory Committee had been very busy this year, having been tasked with sorting out some of the discrepancies in ASIEs, as they related to sections of the Constitution, particularly as regards the status of DIMs. There was currently a dual system where a member of an Emerging or Provisional Mensa was also a DIM. He asked the Executive Director to briefly describe some of the practical problems caused by this arrangement. FEENAN highlighted the typical progress of a group of DIMs as they became more or organised and sought recognition. The current rules, allowed for members in that country to choose whether they wished to belong to the developing group and be handled as part of that group, or remain outside the group as isolated DIMs and managed from the Mensa International office. This could lead to quite large groupings remaining outside the official group, reducing its membership numbers and hindering its progress towards further recognition. Under the current rules, it was difficult to handle this situation.

BURG gave a further example where members had sought to become DIMs, because in their particular country it might be considered more prestigious to belong to an international organization, rather than a local one. The essential question, therefore, was whether IBD wished to retain the system of dual status, or change to one where, once there was a recognised group in a country, all members had to belong to that group?

BOUWENS cited one advantage of the current system, which was evident in how Mensa International had handled the recent situation in Belgium. Having the dual system had allowed members there to choose between being a DIM, being a member of Mensa Belgium or being both. This had helped retain members while the situation was being resolved.

BALANYI added, that her experience was that there were, indeed, several countries where international membership seemed more prestigious than belonging to a national Mensa. Moreover, she had noticed a tendency to 'membership fee tourism', whereby members chose to belong to Mensa International, not for prestige reasons but because the membership fee was lower than the national one. Lastly, PNM's in particular, needed the membership numbers and income from the fees to aid their transition to FNM. It would therefore be much better if members, at least where there was a PNM, had to belong to the national Mensa. It would be a positive aid to development. ENMs, on the other hand, were often less established and having the option might be a benefit. She favoured leaving the option for DIMs in countries where there is an ENM, but moving those in countries where there is a PNM to the same basis as those in countries with a FNM.

BUSI raised the problem of lack of access to databases for some ENMs and PNM, and this had cause

difficulties when members wished to transfer.

BALANYI agreed, stating that there was a requirement for ENMs and PNMs to send their membership databases to Mensa International, but some had not complied. This had to be enforced. FEENAN stated that ExComm was working on contacting all the countries that were not complying, so he hoped that situation would improve soon, after ExComm had reminded countries of their reporting requirements. *AP7*

He added that the case quoted by Cinzia raised another problem, which was that countries currently had no requirement to keep a database of those people who had tested in their country, passed, but had not become members. If those persons subsequently applied in another country there might be no way of verifying their entitlement.

BURG returned to Willem's earlier point regarding Belgium, and said that he believed the previous case where this had happened was some 20 years previously. If that was the case, surely IBD should have rules in place to address perennial problems, rather than problems that occurred so infrequently? He suggested that such rare issues could be handled in other ways.

BOUWENS agreed, but remarked that he was nevertheless glad that the circumstances had allowed the Mensa Belgium situation to be handled in the way it was.

SLOVENC referred to the expulsion of two members when they became a PNM. One of the expelled members successfully transferred to be a DIM, but he remains expelled from Mensa Croatia. This was another example of how the rules were confused.

BOUWENS said he sensed support for what Bibiána had suggested, i.e. that members of PNMs should not be DIMs, but the members of ENMs should remain DIMs.

NORRY agreed, stating that made great sense, since ENMs could still be relatively disorganised, but PNMs were on their way to becoming FNMs, and should be treated similarly.

BURG reminded the meeting that the previous day a motion, passed in the consent agenda, interpreted 'national Mensa' to include all national Mensas, including ENMs, and he wondered how this would now affect this issue. He offered to research the implications and come back with a proposal when he had more information.

CHUI confirmed that Mensa China had faced all the problems mentioned, where members had wanted to remain DIMs within Mensa International because membership was cheaper, and perceived as more prestigious. Moreover, disgruntled DIMs remaining outside the national group would always try to disaffect others to do the same. He suggested that raising the DIM membership would be a possible answer.

In answer to a question from Azrai, FEENAN remarked that the criteria for recognition as a PNM were complex and involved many more aspects than the membership numbers. A better measure of a group's stability and progress were the other things such as the number of meetings held, having their constitution approved by the CRO and so on.

BURG concluded by stating that he would have to come back to IBD with a motion to send a constitutional amendment to the members to remove the sentence that the members of Provisional National Mensas shall remain Direct International Members (IX.C)

18. DISCUSSION: Sanctions of DIMs in ENMs and PNMs

According to section III.E.1 of the Constitution of Mensa, national Mensas may sanction their members. According to section III.E.3 of the Constitution of Mensa, the IBD may sanction Direct International Members (DIMs). So if a DIM is also a member of a national Mensa, say an Emerging National Mensa (ENM) or a Provisional National Mensa (PNM), it appears that he is subject to sanctions from both the ENM/PNM and from the IBD. Is this what we want? If not, what should the rules be for this situation?

Other supporting documents to consider: In order to be recognized as an Emerging National Mensa, the entity must have a set of bylaws that has been approved by its members. Provisional National Mensas have the same requirement. (See ASIE 06-20 for ENMs and ASIE 06-21 for PNMs.) These bylaws must include a procedure to sanction members, up to and including expelling members. (See Appendix 30 to the ASIEs, Minimum Standard Constitution Requirements, specifically MSCR 7.2.)

BURG began by noting that this item flowed directly from the previous item and had already been touched upon in that discussion.

BOUWENS recalled the earlier situation where a member had been sanctioned by a PNM, and then applied to become a DIM. However, precisely because the rules were confusing, it was decided that he could remain a DIM, because the rules stated that he was already a DIM, so no application was necessary. However, when the national Mensa in question became a FNM, in theory he can no longer remain a DIM in that country without application to the IBD. But the rules were unclear on that point. This anomaly had to be cleared up.

CHALLUPNER stated his belief that, if a member is sanctioned by an ENM or PNM, Mensa International should support it.

BOUWENS agreed in principle, but an ENM, for example, might have bylaws that have yet to be approved by Mensa International, and not have an adequate appeal procedure or an ombudsman, so the standards used to come to the decision could be very different to those accepted by Mensa International.

LEEK considered that ENMs should not necessarily have the powers to sanction, for the reasons already outlined, although the powers to sanction might be devolved to an ENM by Mensa International if their organisation was sound enough to do so. PNM, however, did have to have these safeguards in place, so it would seem appropriate to permit them to sanction members and have that recognised by Mensa International.

SLOVENC reminded IBD that every national Mensa had to abide by the laws of their country, whatever the level of recognition by Mensa International.

FEENAN responded that there were two issues. A national Mensa, of whatever level, had the power to expel a member from the legal entity/association of the national Mensa, but since an ENM did not have to have an ombudsman or appeal process, the sanctions were not necessarily in accordance with the rules of Mensa International.

SLOVENC agreed, but posed the question of what happened when that national Mensa subsequently became a FNM. What was the status of the expelled member then?

BOUWENS accepted that was a problem, but that was why the GPAC was had raised this issue, so that it could be clarified by IBD.

BURG responded that he would come back with a suggested motion to resolve this issue.

BALANYI remarked that her earlier suggestion that the members of PNM and FNM should be treated similarly, with leaving only the members of ENM as DIMs would help solve this issue. Members of ENMs would be subject to sanction by IBD, and members of PNM and FNM would be subject to sanction by the national Mensa.

In answer to a question from Karin Kaill, BOUWENS explained that essentially the issue was that DIMs could be subject to dual jurisdiction, possibly being subject to sanctions by their national Mensa and by Mensa International, as a consequence of wording in the Mensa International constitution and ASIEs.

SZALMA returned to the example of an ENM expelling a member. In a given country, the only entity that can legally expel a member is the legal entity – i.e. the ENM, not Mensa International.

BOUWENS concluded the discussion by thanking IBD for the many points raised and said he would be asking the GPAC to take account of the issues and return with a proposal to resolve the contradictions.

AP8

BURG remarked that the situation as regards sanctions would, of course, have been solved if IBD had indicated that members of ENMs should not be DIMs. However, after the discussion it was clear that this was not the case, which left dual status for the members of ENMs. He would bring back a motion in Good and Welfare to address some of the issues, but some of the matters would take longer consideration.

19. DISCUSSION: Levels of national Mensas in the Constitution

Article IX of the Constitution of Mensa establishes two levels of national Mensas, those being Full National Mensa (FNM) and Provisional National Mensa (PNM). ASIE 06-20 gives requirements for a third level below those two, Emerging National Mensa (ENM), and other ASIEs also refer to ENMs. The question is, should ENMs be added to the Constitution, or should that level be eliminated, or should the current situation of having ENMs in the ASIEs but not in the Constitution

continue?

In the third of three related discussion items, BURG outlined the definitions of Full and Provisional National Mensas. The concept of an Emerging national Mensa was more recent and was laid out in ASIEs. The committee that wrote the extensive 2005 amendments to the Constitution of Mensa discussed this very question, as ENMs were not in the Constitution before 2005 either. At that time, the committee decided that defining the top two rungs of the ladder of national Mensas in the Constitution was appropriate, but that defining lower rungs of the ladder in the Constitution was unnecessary. The committee therefore decided to leave the ENM level out of the 2005 Constitutional amendments for reasons of flexibility. Do we want to make the same decision today, or do we want to make a change of some sort?

BALANYI had brought this item to the GPAC, to ask whether the decision was still relevant. On the face of it, it appeared to be an inconsistency, but if there were benefits to retaining the flexibility, then she was perfectly content with that.

BOUWENS agreed, adding that new groups are not always stable, and retaining the flexibility to manage ENMs via ASIEs rather than by the Constitution had advantages.

LILJEQIST asked what problem the creation of the ENM concept had been designed to solve? Also, looking at recent groups such as Turkey and China, which had grown quickly without having all the ingredients for recognition, was there a problem at all?

BURG responded that Emerging Mensas had been in existence long before the 2005 Constitutional amendment; the only question was whether they should be incorporated into the Constitution or not. The answer had been “no”, for reasons of flexibility.

HERBERT stated her opposition to making the change.

BOUWENS agreed.

There was no further discussion. The sense of the meeting was that there should be no change.

20. DISCUSSION: Progressing from ENM to PNM to FNM

Some national Mensas progress, either rapidly or slowly, from Emerging National Mensa status to Provisional National Mensa status to Full National Mensa status. Other national Mensas stay at one of the lower levels for many years and do not seem to be making progress toward the higher levels. Is this a problem, whether for some or for all national Mensas in the situation, or is it something simply to be recognized and lived with? (And if it is seen as being a problem, what, if anything, should be done about it?)

BURG stated that a member of ExComm had brought this question to the GPAC, and he welcomed comments.

VAN GEFFEN likened it to business development; in other words, one should concentrate one's efforts where there is likely to be the greatest return, and leave the others until the time is right.

DOKTOR wondered whether IBD could have an opinion. Surely it was for the ENMs and PNMs to provide the answer to the question. Do they see it as a problem?

SLOVENC suggested that the buddy system was a very positive initiative, and the other Balkan countries could help Slovenia and Montenegro, for example, and help determine what the problem was in Macedonia. Very small countries like those had practical problems that the larger neighbouring countries could assist with. Perhaps there was a case for changing the criteria for recognition as a FNM to a percentage of population rather than numbers of members. Smaller countries would be grateful for this. Allowing neighbouring countries to share newsletters if they used the same language would also be a practical solution.

BURG cited an example of a national Mensa that had apparently chosen to stay at the lower level of recognition because it did not want to satisfy the requirements of the higher level. If that was the case, what should be done about it?

FEENAN responded that ExComm had just discussed this sort of issue in their last meeting. A list of 'national Mensas of concern' had been drawn up and there was a plan for tackling the problem. The first stage was to find out what the individual problem or obstacle to progression was, and the second was to assist them if possible. In some cases, the national Mensas claimed that they had been told in the distant past that, as an ENM, they did not need to pay component. In such a case, there

was a clear perception that they would be costing themselves money if they progressed to PNM. They therefore see it as not in their interest to make the transition upwards. What we have to focus on, therefore, is making the case for the advantages of progression, and also enforcing the requirements for all national Mensas to pay component. Equally, there had been other recent examples where a change of leadership in the national Mensa led to a dramatic re-focussing of efforts and rapid progression. He agreed that Roman's point about mentoring was very valid and he was sure that the Director of Development would be most grateful for any offers to buddy faltering national Mensas.

LILJEQVIST asked whether it should be a strategic priority for Mensa International to concentrate on getting PNMs to progress to FNM.

CHUI commented that Mensa China had been very fortunate to have Mensa Hong Kong's help in growing. Having the same language was the key. Things such as being able to use their constitution as a template, and lift entire sections of their web site had saved them months of effort and speeded up their growth. Having a neighbouring Full National Mensa as a 'big brother' would solve the problem for many of the list of ENMs and PNMs. The documentation and governance issues were the main obstacles, and these were precisely where the 'big brothers' could be of most assistance. BOUWENS stated that ExComm would take it as an action item to implement a 'buddy system' for the ENMs and PNMs. *AP9*

The Executive Director would also contact all the ENM and PNM groups that were in default. SKYMMAR suggested that perhaps consideration should be given to the introduction of some sort of incentive scheme to make the progression to a higher status more beneficial to national Mensas. *AP10*

BOUWENS agreed, but added that ExComm already has the power to waive component for a defined period, after which it should be paid. However, continued reporting was a requirement.

CHAN suggested that there should be a set time by which a group had to make progress.

BOUWENS responded that ExComm had discussed this possibility at some stage, but it was preferable to use 'carrot' rather than 'stick'. He suggested that this topic should be continued on one of the web site forums, since this would involve a wider audience and elicit more ideas. *AP11*

CHUI suggested that it might be a good idea to have periodic presentations from the 'big brother' national Mensas at the IBD meeting each year, outlining what had been achieved. That would make the 'big brother' more accountable and might increase competition between the FNM big brothers. *AP12*

21. DISCUSSION: Funding national programs for the Gifted and Talented

BOUWENS introduced the topic, explaining that it comprised a set of three linked agenda items: this discussion item and two motions. Motions 30 and 31 were a motion to agree or not on a general funding policy and to set a financial cap followed by a specific funding request from British Mensa. This had been discussed in ExComm, who had decided that it needed to be brought to IBD for a decision, because of the amounts involved.

There had also been some discussion on the IBD list, with arguments for and against laid out.

The motion (31) is a request for funding of an initiative in the UK. It concerns a program for the Gifted and Talented, which is currently in the start-up phase. The questions that come up and we are looking for a response to this initiative:

- Should Mensa International fund these types of requests? And if so, what are the arguments to fund and when not?
- Are there similar initiatives for the Gifted and Talented in other countries?
- Is Mensa involved in these initiatives in these countries?
- Could there be (future) funding requests from these initiatives to Mensa International?

The result of the discussion item should lead to a clear policy decision so the voting on these two associated motions is "easy".

Other considerations are the implementation technicalities when IBD agrees on the principle:

- What are the conditions to make funds available?
- Who decides, ExComm, IBD or a committee?
- Reporting lines et cetera

RUDOLPH opened the discussion by referring to the American Mensa program, as previously outlined by DONAHOO in her presentation. There were, accordingly, many requests to their board for such funding. As a national Mensa, they should expect such requests, because it was one of Mensa's objectives.

SLOVENC supported funding such requests in principle, but considered that the amount available in future years should be notified to all national Mensas a year in advance, to allow everyone to have a chance at bidding for the funding, and in order to allow competing bids to be evaluated.

RUDOLPH agreed, adding that she would support the Gifted Youth Committee being involved in the selection.

HERBERT read out the comments provided via the motion market. These seemed generally supportive of at least partial funding, with caveats as to control, amounts, and the support that the national Mensa was already involved. It was suggested that MERF should be involved in funding such requests. The major comment against was to state it as a mega issue: was it appropriate for Mensa International to become involved in funding any national Mensa activities?

LEEK referred to the intention that, in future, Mensa International's mission statement should be on the table when every motion was discussed, and he drew attention to the several statements in the strategic plan, such as that Mensa International should "encourage the development of gifted children", and "support and encourage research in the field of intelligence" and "support the national Mensas in their development". These all tied in directly to this issue. The short notice of the UK request was because the requirement was unforeseen, occasioned by the UK government withdrawing funding for Gifted and Talented initiatives.

VAN GEFFEN reminded that most countries probably had similar funding problems caused by the worldwide financial crisis. Her main concern was that members' subscriptions, via component, should not be used for programs outside Mensa that the members had not approved. Her members were very clear on the point that they should have the right to determine how their money was used. There were other ways of funding such programs that did not involve members' money.

TAY stated that, as the chair of the MERF international scholarship committee, she would soon be contacting all NMs to publicise their scholarship fund, which would be three scholarships totalling \$5000 each year for the next two years, and she encouraged NMs to make sure suitable members applied. She referred to earlier difficulties in Singapore, where Mensa was seen as being in competition with the ministry of education, so now Mensa Singapore has no program for gifted children.

LILJEQVIST stated that there needed to be a formal policy developed to govern the use of Mensa International funds to finance national programs within Mensa. His view was that, in principle, national Mensas should limit their involvement to programs they could finance. Nevertheless, he accepted that occasions might arise where a national Mensa needed 'emergency' funding for a specific purpose and perhaps the British Mensa request was one such case.

CHALLUPNER was in favour of funding national requests on a case-by-case basis.

BLUMENSTEIN stated that all 3 of their large projects in support of gifted children had their government funding support withdrawn this year. They have attempted to find some alternative sponsorship for these programs, with limited success. Mensa International assistance would be very useful for them, too, but he did not support the idea in principle, so they had made no such request. He would much prefer to see Mensa International establish some program that could be utilised in many countries, rather than support for individual programs.

MOEHL agreed with Bjorn Liljeqvist's approach for IBD to formulate a policy. As with Mensa the Netherlands, his members, too, would find it difficult to accept that their membership fees were being used to fund a program in another individual country, over which they had no control. He also questioned why a national Mensa with over 20,000 members needed this support. Other national Mensas managed to support a gifted children program without such support from Mensa International.

LEEK responded that they had been allocating over many years to funding gifted children's programs, and they also contributed a significant proportion on Mensa International's total income each year in component. He saw this, not as emergency funding, but opportunity funding, allowing Mensa to make its mark in a way that would benefit Mensa in general. They had had no time to plan for this initiative; otherwise, they would have done so. British Mensa operates at break-even, but the larger groups contribute a huge percentage of Mensa International's income, and any initiative that

would help grow a large national Mensa would bring a disproportionate return to Mensa International. This opportunity also had huge PR potential for Mensa as a whole. BURG commented that there are 44 national Mensas and Mensa International's entire budget could easily be swallowed up by such requests, so it was important to have a structure in place before considering any individual requests.

RECHT noted that this was a perfect sort of issue to consider in the context of the strategic plan. KJØLSTAD referred to one of the considerations in the preamble to the discussion 'What are the conditions to make funds available?' He believed that the prime consideration was whether the program had international/transnational benefits. National Mensas should fund national programs. After a brief discussion about whether a previous donation to MERF constituted a precedent, BOUWENS stated that he believed that the question was what IBD wished to do as regards the future, and the past was not relevant.

POIRIER suggested that MERF might be the best body through which to channel such requests, since it already had the processes and structures to deal with funding requests. It would relieve Mensa International from the 'political' consequences of such decisions.

HERBERT queried whether MERF had the mechanisms to transfer such large sums internationally. BOZHANOVA suggested that Mensa International should fund the framework, mechanisms and structures to support such programs, and they could be piloted in national Mensas, as long as the benefits were transferrable to other national Mensas.

BOUWENS called for a sense vote, which would be non-binding. After further discussion, the following was put to IBD:

"Should Mensa International set up a structure to evaluate and fund requests from national Mensas for Gifted and Talented programs?"

The sense of the meeting was that such a structure should be set up.

API3

22. DISCUSSION: Questions from the national SIGHT Coordinators

Rich Kingston, the Mensa International SIGHT coordinator, firstly thanked ExComm for the financial assistance to allow the SIGHT meeting to take place. He then introduced Bob Kaill, who had been tasked with organising a meeting of a number of SIGHT coordinators that had been taking place in Sofia. KAILL gave a brief presentation on the discussions of the SIGHT coordinators from several national Mensas. They had formulated their own agenda and come forward with a number of suggestions for improving the SIGHT service to members. These would be implemented, subject to any constraints imposed by IBD. What was clear to many of the SIGHT coordinators was that too many people assume that SIGHT is a service for people looking for (usually free) accommodation. This was a common misconception, but the key word was Information. It was a service to provide information for Mensans who wanted to travel and to meet other Mensans, particularly if they were travelling to a country where they did not already know people.

The delegates were agreed that they needed to clarify and better publicise the SIGHT profile, and many wanted to speed up and simplify its use. They could also see huge benefits to a single sign-in that would allow members to move between the web sites of various national Mensas without the need for additional log-ins.

HERBERT commented that the main obstacle to the single sign-in was that many national Mensas did not have automated membership verification, and the web developers considered that this would place a considerable burden on the national Mensas to achieve it.

API4

DOKTOR commented that he thought the problems were 'political' rather than technical. If it was accepted as a good idea, the technical solution could be found.

SKYMMAR wholeheartedly agreed, stating that this would be a really positive move that would enhance the benefits to members, allowing them to log into their home Mensa web site, but then move seamlessly to those of other national Mensas or of Mensa International.

LEEK asked whether there was any data available on SIGHT usage.

KAILL state that this was a difficulty, because the contacts were personal to SIGHT coordinators, rather than through any central portal that could capture the data.

WILSON commented that, if the SIGHT meeting had been so successful, was there not a case for having similar meeting for other types of volunteers – gifted children coordinators, treasurers, membership coordinators etc?

BOUWENS responded that IBD had originally received a request to fund the meeting for all SIGHT coordinators, and IBD had turned that down as unaffordable, and even more unaffordable if this were followed by similar requests from the national psychologists, or webmasters, and it would be difficult to draw the line. Accordingly, this SIGHT meeting was originally conceived as self-funding, although there was an element of support provided, with Mensa International paying for the meeting room and lunches and coffee breaks, but not travel or accommodation. This was an experiment, and IBD could consider similar events in the future.

HERBERT commented on the proposals to collate SIGHT information within the Mensa International web site, stating that the concern had always been that would possibly result in legal liability for Mensa International. Currently, it was clear that SIGHT was a member-to-member service and not officially organised.

RING was invited to comment on the single sign-on. He emphasised the benefits of the capability, allowing for automated verification of membership; currently, a great deal of time was taken up in national Mensas with manually verifying and responding to requests to verify membership status.

HERBERT noted, however, that there were still 23 national Mensas that were uploading membership databases and only 6 that had automatic verification. There was a long way to go before the benefits of single sign-in would be felt, even if it were implemented.

The following section contains the appointment motions, which were discussed in camera AP15

23. MOVED THAT: Sara Henrysson Eidvall is re-appointed as International Supervisory Psychologist commencing on 17 October 2011, and terminating on the last day of the 2014 IBD meeting.

EXPLANATION: The ISP must have professional qualifications and meet other criteria listed in the charge for this role. ExComm has considered the candidates and given its recommendation. This role has a three-year term.

FINANCIAL IMPACT: None

**EXCOMM
Passed
(11-20)**

24. MOVED THAT: Jean-Marc Rakotolahy (Direct International Member) is appointed as Constitutional Review Officer for a term commencing on October 17, 2011, and terminating on the last day of the 2013 IBD meeting.

EXPLANATION: The incumbent, Frank Parth, has decided to step down. Jean-Marc Rakotolahy has been his IBD appointed deputy in this position. There were no other applicants.

FINANCIAL IMPACT: None.

**EXCOMM
Passed
(11-21)
AP16**

25. MOVED THAT: Martyn Davies is re-appointed as International Ombudsman for a term commencing on October 17, 2011, and terminating on the last day of the 2014 IBD meeting.

EXPLANATION: This role has a three-year term.

FINANCIAL IMPACT: None

**EXCOMM
Passed
(11-22)**

26. MOVED THAT: The MIL Chairman as Chairman of the Committee, and the most recent past MIL Chairman are appointed to the Awards Committee for a term commencing on October 17, 2011, and terminating on the last day of the 2013 IBD Meeting.

EXPLANATION: There were no applicants for this committee this year. The MIL Chairman and most recent past MIL Chairman are determined by ASIE 89-14, #7 which also outlines that the complement of three past IBD members should be from different National Mensa groups.

FINANCIAL IMPACT: None.

**EXCOMM
Passed
(11-23)**

27. MOVED THAT: John Sheehan (USA) as Chairman, Andrew Rink (USA), Naotaka Kumagai (Japan) and Jaume-Lluis Aso Roca (Spain) are appointed to the Licensing Advisory Committee for a term commencing on October 17, 2011 and terminating on the last day of the 2013 IBD meeting.

EXPLANATION: John Sheehan has been an active member of this committee since 2009.

FINANCIAL IMPACT: No additional impact.

**EXCOMM
Passed
(11-24)**

28. MOVED THAT: Cinthia Reyes, as Chairman, and Vesper Burnett are appointed interim members of the International Media Advisory and Creation committee (IMACC) for a term commencing immediately and terminating on the last day of the 2012 IBD meeting.

EXPLANATION:

Cinthia Reyes, chair of Mensa Mexico. Leader responsible for the creation of this chapter as ENM and PNM, partially based on internet connection among members using forums, virtual meetings, blogs, videos, websites and Social Networking resources.

Vesper Burnett, LEP member 2011. Highly experienced in media creation. Current employee of Disney company as a programmer.

FINANCIAL IMPACT: None.

**EXCOMM
Passed
(11-25)**

29. BOUWENS raised a further item, explaining that this would be the subject of a subsequent motion for IBD to consider on the e-list.

The following section contains the motions discussed in open session

30. MOVED THAT: Mensa International will set money aside to provide funding for initiatives for the Gifted and Talented. A maximum of an amount of 15,000 British Pounds will be made available per year. So at the start of each book year (1st April – 30th March) there will be a budget of 15,000 British Pounds available.

EXPLANATION:

**** This is # 2 of three linked agenda items. See discussion item 21 and the next motion. ****

After having discussed the initiative and when IBD decides on a policy it is highly desired that there is a cap on the funding. Therefore is motion has been prepared by ExComm to set a cap.

FINANCIAL IMPACT: A maximum of 15,000 British Pounds a year.

EXCOMM

Following the sense vote at Discussion Item 21, Motion 30 was withdrawn, so that ExComm could incorporate the suggestions and comments made. This motion would be refined and would be raised later on the list for a vote. *API7*

31. MOVED THAT: MIL fund GBP 10,000 over two years to help British Mensa in establishing GTVoice, a national network of organisations, educators and individuals united in their support for and nurture of able, gifted and talented children and young people.

EXPLANATION:

*** This is #3 of three linked agenda items. See discussion item #21 and the previous motion***

- The Government has significantly reduced the funding it gives to Gifted and Talented activity in Great Britain and is not likely to increase it in the foreseeable future. To ensure that G&T has a continued voice British Mensa has taken a lead role, with several other organizations, including the National Association of Gifted Children, to start up a new network with the aim of allowing positive dialogue and collaboration between people in the G&T field so that knowledge and expertise can be shared and a positive and united G&T strategy can be planned for the future, which will have strong national and international appeal.
- GTVoice wants to offer free membership in its first year, with the intention of building up interest and involvement and then charging a small fee to members. This fund would allow British Mensa to provide services for the start up network in year one through staff support and services and help ensure that year one has every opportunity to be successful. British Mensa would only call down monies as and when necessary.
- This initiative is directly in accordance with the constitutional mandate to foster intelligence. It also benefits Mensa in that we are showing good support and involvement to the G&T world and it directly raises the Mensa profile to an audience where there are many future members for our Society.

FINANCIAL IMPACT: Up to GBP 10,000.

LEEK

Seconded LILJEQVIST

LEEK referred to his earlier comments about the principle of funding Gifted and Talented (G&T) initiatives, and the fact that the timing was not one that they could have predicted. The UK government had removed its funding for G&T and there had been a narrow window of opportunity for British Mensa to play a leading role in shaping the organisation that was having to take its place. The many national and local organisations involved in the field had now to be brought together in a new umbrella organisation, and this new organisation had already made much progress, but there was a need for funding in the first year, before the organisation became self-funding. The funding was needed urgently and momentum had already been lost for lack of funding of a professional web site. He quoted from GTVoice's official view on the international benefits of the organisation, and the intention to make the focus more international as time went on. Many of the founding members are from outside the UK. The web site in particular was an essential tool for reaching outside the UK, and GT Voice was positioning itself as a partner in international cooperation, and advocacy of G&T issues. He believed, therefore, that it was entirely appropriate for Mensa International to support this initiative, which would help preserve and provide resources for all those worldwide who were interested in supporting G&T programs. He emphasised that, compared to other, more costly, Mensa International programs there was likely to be greater benefit to Mensa as a whole from this initiative.

CYWINSKI asked about the financial position of British Mensa and why they could not fund this themselves.

LEEK stated that the budget was essentially flat, and there was no spare capacity for this initiative, which is why they had to make the request from Mensa International.

KJØLSTAD suggested a friendly amendment to incorporate the idea that the Mensa International funds would be used on the international aspects and potential of GTVoice.

LEEK responded that, regrettably, that would be impractical to implement, simply because it would be impossible to differentiate which activities would benefit only the international aspect, and so he would have to decline the suggestion.

KUYPER asked whether there was any plan for the transition to self-sufficiency of GT Voice.

LEEK responded that the decision had been taken that all the constituent groups would not be asked for a fee in the first year, but thereafter, there would be a fee, and there would also be advertising revenues, which together were expected to make the organisation self-sufficient in funding. The immediate need was for funding to supplement the activity of volunteers in the first year. The success of the launch was critical to its longer-term viability and its rate of growth.

The motion moved to a vote.

Failed

32. [As amended] MOVED THAT: An International Media Advisory and Creation Committee (IMACC) is established with the following charge:

- 1. Helping national Mensas to create media for Mensa PR within proper Mensa alignments.**
- 2. Create basic material for national and international PR using internet platforms such as YouTube.**
- 3. Support national Mensa chapters to create their own set of welcoming videos for new members.**
- 4. Provide templates for media creation**
- 5. Create an internal media source for members' media to be shared internationally (members only).**
- 6. Provide support and advice to conduct virtual meetings/activities among national Mensas and individual members.**
- 7. Develop a network among media interested individual members to propose improvements on Mensa International communications and available internal and PR material.**
- 8. Support national Mensas on technical aspects for them to be able to broadcast and record their activities for internet distribution.**
- 9. Provide basic legal documentation to have written consent of any member who is willing to participate in a broadcast or recorded session of any kind.**
 - a. Members who are willing to participate in a broadcast will be and will remain to be the owner of the content and the publication rights of their broadcast.**
 - b. These individual members have to agree on the conditions that a broadcast will be made available.**

The committee is to make materials available to Mensa International and national Mensas, but it is the national Mensas themselves that are to publish such materials.

EXPLANATION:

The era of corporate pages and e-commerce started with Amazon¹ and E-bay² in 1995 and reached its peak with the so-called dot-com bubble on the stock markets in 2001. Today, however, it is remarkable that by doing a search for a product not only can you find the corporate site of the company that manufactures it, but it is even more likely that the first five links are alternative sites where users make their personal comments on the product or notes created collaboratively such as the Wikipedia articles.

¹ Wikipedia: Amazon; <https://secure.wikimedia.org/wikipedia/en/wiki/Amazon.com>

² <https://secure.wikimedia.org/wikipedia/en/wiki/E-bay>

Years ago, it was thought that large companies have much more control over their product information with a good Public Relations and Media Content management, under the assumption that PR is aimed at creating "a climate of trust" between the company and its clients as well as good crisis management. A fruitful relationship with the media can maximize the positive effects of news coverage and minimize damage to the dissemination of negative news³.

Nowadays, however, not all control is in the public relations department of a company. Social networks, Web 2.0 and User Media Content as well the ability of users to make their judgments, reviews and communicate with each other has completely changed the old paradigm. We have examples like Wikipedia, which expressly prohibits the involvement of businesses in their community, leaving the information in the hands of users. An encyclopaedia should always contain neutral information⁴.

Under this scenario it is clear that it is not enough for any organization to have an official website, Mensa should also embrace the adventure of playing the game of generating different types of media, such as internet media content.

Benefits:

1. Internal and external PR will be improved
2. Creating this committee actually prevents future issues with proactive but not properly informed members who may be willing to start on their own disregarding the importance of securing Mensa's name, logo and public image.
3. IBD can gain greater visibility by media content specially designed for this purpose.
4. Media content will help members feel connected with other Mensa chapters they could not know of if they had no chance of travelling.

FINANCIAL IMPACT: None

VAN GEFFEN
Seconded RUDOLPH

VAN GEFFEN began by crediting Cinthia Reyes for the substance of this motion and the subsequent discussion items. Cinthia produces a wealth of suggestions for improvements and this was one such initiative. In the discussion of the comments received via the motion market, BOUWENS confirmed that he was suggesting a friendly amendment to make it clear that the committee itself was not authorised to publish materials, but would have to do that via the national Mensas or Mensa International as appropriate.

The friendly amendment was accepted and BURG provided a suitable form of words.

RUDOLPH merely wished to add that it was high time there was a committee like this.

HERBERT supported the idea of such a committee and said it satisfied the notion of 'Mensa in a box' since the committee would provide material for national Mensas to use.

After a short discussion, the motion moved to a vote.

Passed
(11-26)

33. DISCUSSION: *[originally a motion]*

The International Media Advisory and Creation Committee (IMACC) will create webpages for concentrating all national Mensa and Mensa International virtual activities to be available on a single click for Mensa International. The draft of this website is held by Mensa México as a prototype. This space should be created within the website of Mensa International and will be done after an initial pilot period.

The content will include:

3 Caldevilla, David; Manual de Relaciones Públicas; Editorial Visión Libros, 2007, p.p. 137

4 Wikipedia:Neutral point of view

https://secure.wikimedia.org/wikipedia/en/wiki/Wikipedia:Neutral_point_of_view

Wikipedia:Replies to common objections

- **Embedded viewers of as many chapters as required.**
- **Guides to prepare and conduct virtual lectures.**
- **Mensa media (internal and external), such as Mensa talks**

VAN GEFFEN opened the discussion by explaining that the draft motion was now to be used as the basis for a discussion. However, one of the questions raised via the motion market asked about the ‘master plan’ for the existing Mensa International web site, so she considered that first IBD should consider how these related discussion item ideas fitted into the future plans for the web site.

HERBERT explained that the plan had been for the initial launch of the new web site, incorporating some new features, such as the forums and chat room, with later phases envisaged that would bring additional functionality, such as the calendar, and the email lists moved across to become forum-based. The overall plan was for continuous development of the web site, as suggested by the web board and as determined by the IBD. The aim was to have a web site that had features wanted by the members, and which could be afforded. There are more improvements in train that are not yet visible to members. However, she agreed that there was, as yet, no formal plan; much of the development was ad-hoc, and in response to demand. Mensa lacked a communications strategy, but if it had one, the plan for the web site would be a major part of it.

SKYMMAR stated that the question had been his. He was concerned that Mensa was not looking at the portal holistically, in terms of what else it could do for Mensa beyond those currently provided.

HERBERT remarked that she had some concerns about the intended wording of the item. For example, it was very unlikely that all the national Mensas could link all their activities to the web site in the way envisaged. It would be very hard to enforce compliance in accordance with the original wording. She reminded everyone that there were potential liability issues with linking SIGHT too closely with the web site, if it suggested that SIGHT was anything other than a simple member-to-member service.

RUDOLPH drew attention to the intention behind the idea; it was to approve a pilot program that would be initiated by Mensa Mexico and then rolled out to the international site at some future point, once the concept was proven and ‘debugged’.

DOKTOR remarked that he did not think it would be too difficult to make the content available on a single click. One purpose of the international web site was to make it easy for national Mensas to upload content to the web site and make it available to all members. National Mensas should not be forced to contribute, but it should be made as easy as possible for them to do so.

POIRIER reminded IBD that the responsibility for content on the Mensa International web site lay with Mensa International, and she agreed with Sylvia that it was therefore important to maintain control of content. The need to maintain standard of content outweighed the desire for speed of response, in her view. Things often happened faster using a bottom-up approach, but there were considerable risks involved in letting content be uploaded automatically without adequate controls.

BURG noted that American Mensa had 130 groups, and there is no attempt to coordinate all of that group information on the national web site. He doubted, therefore, whether Mensa International could, or should, attempt this in the short term, without considerable thought.

BOUWENS summarised, commenting that this was a grass-roots initiative, and it could be trialled by Mensa Mexico and evaluated at a later date by IBD as necessary. A sense motion showed overall support for the initiative.

BOUWENS stated that ExComm would take it as an action item to produce an outline of the web site’s current and planned capabilities for IBD.

API8

34. DISCUSSION: [originally a motion] An educational website will be created where members can write online courses. Mensa International will use Moodle as the international standard.

By developing courses and training material through this platform, implicitly permission is given for sharing content in Mensa websites. The person who develops the training material must be and will continue to be the owner of the material developed. In case a national Mensa develops training material, the national Mensa will be the owner of the material developed.

EXPLANATION:

Mensa members tend to become experts on their interest area and to be highly interested in self-learning activities. As a benefit for members and the public in general, it is proposed to create a general accepted

technical platform.

The Moodle platform is an open source project that can be installed with no cost and provide access for online courses. Each course is written online with the possibility to include videos, podcasts or just text, designed activities to be done and even sent back to the “teacher” for grading as well as quizzes. It also includes a forum for members to share doubts, questions and comments.

The establishment of this website will be done in two phases:

1. The courses will be developed by members based on their own expertise areas (human resources database will be helpful) for only members access.
2. The courses will be available to the general public.
3. Optional: Mensa could extend diplomas for specific evaluated courses with certain characteristics such as: a certified tutor/teacher by a recognized institution on the area (PhD, certification on..., etc.)

Benefits:

- Increase Mensa member’s benefits.
- Facilitate networking

VAN GEFFEN introduced this by recognising that it was an attempt to utilise the skills of members and the desire of other members to learn. Originally a motion, it was now a discussion item, so it was important to focus on the idea behind the agenda item rather than the precise wording.

RUDOLPH added that American Mensa already has a wealth of material, particularly leadership workshops, that could be made available though the Mensa International web site. These, and other member-originated material could be adapted and translated.

HAN asked how quality review could be carried out to ensure quality, because there was no mention of that in the text.

SKYMMAR commented that this item should be viewed in the same way as the previous one – i.e. as an experiment to be reviewed at a later date, once there was some experience of how it had progressed.

In response to a question about protecting the data, SLOVENC remarked that this could be achieved it could be available only if the person was logged into the members’ area, and would not have to be downloadable.

BURG commented that he was glad this was no longer a motion, since he did not believe it was appropriate for IBD to set technical standards by which outcomes could be achieved.

BOUWENS disagreed, arguing that projects like this were readily available on the internet, and failing to set an international preferred technical standard could result in national Mensas providing material in formats that would make some unusable. Guidelines were necessary to ensure accessibility.

HERBERT suggested that the trial and evaluation should come before deciding on the standard.

KJØLSTAD stated that IBD was being asked to approve several projects in principle, but it was necessary to prioritise even ‘grass-roots’ projects such as these.

LILJEQVIST agreed, saying that it is impractical to support lots of simultaneous initiatives, but if national groups wished to trial initiatives and then demonstrate them to IBD later, that was preferable.

LINDHOLM questioned the ownership of the materials being uploaded. Surely ownership would then pass to Mensa International?

BOUWENS responded that it depended on the origins of the material. If a national Mensa commissioned some work, the national Mensa would then own the material, but an individual member providing material would retain ownership.

FEENAN gave the example of the Mensa Workout on the Mensa International web site; its creator, Dr Abbie Salny, retained the content copyright.

VAN GEFFEN added that intellectual property remains with the originator, but copyright can be transferred to someone else.

BOUWENS concluded by stating that there would have to be guidelines created for content ownership. His overall impression was that the potential and means of implementing many of the desired capabilities already existed on the Mensa International web site.

After further discussion regarding the timescales, BOUWENS suggested that a working group, comprising Sylvia Herbert, Grethe van Geffen, John Doktor and Cinthia Reyes be set up to examine the future implementation of these and other possibilities for the Mensa International web site. They should report within 6 months and then IBD could evaluate it at the next meeting.

This was agreed.

API9

35. DISCUSSION: *[originally a motion]* A worldwide human capital database will be created that includes among others the following data of each voluntary participant:

- a. **Member ID (DIM number or National Mensa ID and national membership number)**
- b. **City and Country of residence**
- c. **Hobbies**
- d. **History of work positions**
- e. **Abilities**
- f. **Career / degree / area**
- g. **Leadership Experiences (work or extra-curriculum based)**
- h. **Areas you would be willing to learn about**
- i. **Capable of contributing knowledge in.... (counselling, teaching, giving lectures, creating courses, etc.)**

By participating the members implicitly give permission to share full or partial data for other members / officers.

Special technical characteristics desired:

Filtering options,

Easy access from MIL's website from members-only area to fill in the data.

The database will include a tagging system to facilitate the introduction and classification of data. Data on e, g, h and i will be reserved for appointed officers by each chapter to have access to data for volunteer work.

A person must be appointed for future changes within the database; it is suggested to appoint one of the database creators or a person who worked implementing it.

EXPLANATION:

Mensa as an organization depends completely on volunteer work of its members. Nowadays there is no worldwide registry of our members profile that can help to develop further networking among them and make Mensa more human resourceful for its own tasks.

In Mexico, this database is also used to promote members who are willing to have their data disclosed for job offers. The system publishes their curricula taking his/her name and data on b, d, e, f, g. This characteristic can be acquired by MIL's website if desired in the future, although it would require further change of the website itself to be synchronized.

It will also be necessary to appoint at least one volunteer member who can update this system after implementation for technical requirements.

Benefits:

- Having a pool of data to get members involved in specific volunteering tasks
- Providing information that will be useful to promote networking among members

VAN GEFFEN introduced this item, originally proposed by Cinthia Reyes. The core idea was that members would be able to detail their skills and experiences internally in Mensa, for use by Mensa and Mensa members. If this was successful, it could lead subsequently to allowing external employers to have access to the database, but that would have to be considered separately.

HERBERT reminded the meeting that the Mensa International web site was always intended to allow for members' details to be accessible by other Mensa members, but all information would have to be voluntary because of the different privacy and data protection issues in the various members' countries. This concept was already achievable, because members already had the ability to add detail to their profile. Expanding it to include set fields of information would allow the database to be searchable.

SLOVENC added that, in his opinion, volunteer administrators in a very short time could easily accomplish this. He wondered why Mensa International was paying professional developers such large sums of money to do the work.

WILSON concurred with the need to ensure that privacy was protected.

RECHT applauded the idea of using such a database for volunteers to identify themselves, since this would widen the pool of volunteers for Mensa committees.

BOUWENS said that this initiative would be added to the remit for the working group to identify the timescale for implementation.

HERBERT stated that adding fields to the member profiles was a simple task and she would look at implementing it as soon as possible. It would be very helpful if some more potential administrators would come forward to assist with these tasks and she asked IBD to let her know of possible candidates for the role. The original web board concept had been approved by IBD, but there had been no committee formally established by IBD. Once she had more candidates, she would be happy to bring a motion to IBD for approval on the list. (Roman Slovenc, Kimberley Wilson, John Doktor immediately declared a wish to help her to bring this forward.) *AP20*

36. [As amended] MOVED THAT: A Leadership Exchange Program (LEP) Committee is established as a standing committee, with the chair and committee members appointed by the ExComm. The charge to the LEP Committee is to create and manage a permanent Leadership Exchange Program through which Mensa members exchange leadership experiences transnationally. The LEP Committee shall formulate the criteria, with the concurrence of the ExComm, for participation in the Program, select and guide the primary participants, and gather reports and evaluations by the primary participants and others. At each Board meeting, the LEP Committee shall report on that year's program, including the locations, the primary participants,* how the primary participants were selected, and recommend any changes in the Program for future years that it thinks are warranted.

Starting in 2012, the committee positions shall be advertised and appointed each year using normal processes (see ASIEs 08-29 and 09-03).

Because there is insufficient time to advertise for committee members using normal processes in this first year of the program, the IBD shall appoint the 2011-2012 committee's chair by November 1, 2011, and the committee's chair shall appoint the remaining members of the committee with the concurrence of the IBD. Past participants in the Leadership Exchange Program, national group chairs, proxies, appointees of national Mensas (FNMs, PNMs, and ENMs), and interested others are encouraged to apply for membership on the LEP Committee by informing the IBD.

EXPLANATION: When this program was approved in 2009, no one knew how it would really work; it was certain only that many leadership experiences can be learned and shared across borders for the benefit of the participating Mensa groups. Originally the two locales to be cross-pollinated were the American AG and the European Mensas Annual Gathering (EMAG), the two largest Mensa gatherings globally. And originally only FNMs could send participants. There has been some interest in expanding locations and including all Mensa groups not just FNMs. It is apparent that communication is inherently a large part of this program; there is also a need to get the full details of LEP out to the rest of the Mensa world in an efficient fashion before each year's selection of participants. After selection, live streaming, caching presentations on the international website, reportage in the International Journal are just a few of the directions in which communication can be increased for LEP. Throughout, it is crucial that the participants fulfil their obligations, which remain the same as what was originally proposed: designing and giving a session on some aspect of leading/developing/encouraging/communicating among members; attending other leadership sessions; reporting on and evaluating their experiences; continuing to help their Mensa groups grow and develop.

Now after we have gathered two years' worth of reports, comments, and evaluations, the current LEP Committee is convinced these transnational leadership experiences broaden and deepen the participants' investment in Mensa and in their own national groups (see longer report with specific comments from individuals). Most of the 2010 participants continue to be dedicated volunteers in their native Mensas, and they have profited from ideas they exchanged with other Mensas (less re-inventing of the wheel). They also form a network where the transnational exchange of leadership ideas and development continues, which will strengthen ties between national Mensas and prevent isolation as the individual Mensa groups develop. In future years, as the number of LEP participants grows, new leaders will come forth to lead and hold office locally, nationally, and internationally. The members of the LEP Committee would like to see this development process continue.

* The term 'primary participants' is used because there are many more participants in the program than only those who are chosen to deliver the programs; all audience members who attend the programs, those who watch them streaming, and those who read articles about the programs afterward, are participants as well.

Expenses for 2010 participants were 11,000 British Pounds, expenses for 2011 is expected to be a similar figure.

FINANCIAL IMPACT: An amount of 12,000 British Pounds to be set aside each year to fund this program.

LEADERSHIP EXCHANGE PROGRAM COMMITTEE

RUDOLPH explained that this motion was to provide the authority to continue the Leadership Exchange Program beyond the original pilot program. As stated during the earlier discussion, the purpose behind wording the motion as presented was to allow the committee some flexibility to make changes to the program as circumstances dictated. That was why it was not specific about the number of participants, or the venues, for example. In response to the earlier discussion about measuring the benefits, she favoured asking the chairs of the national Mensas from which the participants came also to provide a report about what the participant had accomplished after attending the program. She felt that an objective report like this would add to the wider understanding of the benefits of the program. The financial impact statement was based on the actual costs of the 2 years of the program to date.

LILJEQVIST supported the motion, adding that the open-ended nature of the motion allowed for experimentation and change as necessary.

LEEK also supported the motion, but commented that there really had not been sufficient time to gauge the effects of the program to date. He would wish to have IBD monitor the program for the next few years to assess its worth and benefits. He also supported the earlier suggestion that the program could allow for participants to see the mechanics of larger NMs, but thought would have to be given as to how best to achieve that.

RECHT asked about the wording of the motion and whether the ExComm would have to concur the entire program, or only the criteria.

RUDOLPH confirmed that the committee would, as before, do the selecting and management of the program, but that ExComm would have to concur the criteria used. She went on to confirm that national Mensas would have to approve their participants, as before.

WILSON suggested that NMs hold a 'mini-LEP' to select participants, requiring candidates to make a presentation to the board of the NM. This would benefit the national Mensas as well as the candidates, and greatly increase the effects of the program.

RUDOLPH confirmed that had taken place in American Mensa already, and she agreed the benefit to the national Mensa internally. Their candidates had to provide a short YouTube video presentation as well as an essay as part of their application and the selection process.

NORRY supported the concept, but felt that a single participant from 'the rest of the world' was insufficient, with too much emphasis on Europe and American Mensa.

MOEHL voiced concern that the decisions regarding countries, format, locations and so forth were to be taken out of the hands of IBD and given to the LEP committee. He also felt that IBD needed to appoint the committee, rather than ExComm. As the motion stood, IBD had no control at all over

the program. He proposed a friendly amendment for IBD to appoint the committee. This was agreed, and the motion was amended as above.

After discussion about the timescales involved in getting the criteria agreed and the advertising for candidates out to NMs, it was accepted that there would be a subsequent electronic ballot to allow IBD to appoint the members of the committee, as well as the chair.

HELSON asked whether this was a precedent for IBD to spend the component income derived from individual NMs for the benefit of specific countries.

BOUWENS responded that his interpretation was that this program was available to participants from all NMs, and so was not benefitting any one country.

The amended motion was put to a vote.

**Passed
(11-27)**

37. MOVED THAT: The IBD accepts the revised standing orders of the International organization Mensa, as described here below (proposal A, excerpt Robert's rules)

Changes and amendments are underlined. The entire section XI is completely new.

I – MEMBERSHIP

1. The Immediate Past Chairman shall be an honorary member of the Board with the right to speak.
2. All Honorary Appointees, the International Ombudsman and the International Supervisory Psychologist may attend any Board meeting as honorary members with the right to speak.
3. Each International Elected Officer may convene a sub-committee of Mensa members to assist with his or her duties. Members of Board sub-committees are not thereby members of the Board, but may be invited by their convener with the Chairman's permission to attend Board meetings and speak on issues arising out of the work of their sub-committee.
4. Other Mensa members attend Board meetings as observers, but may speak only at the invitation of the Chair.
5. The term "International Elected Officer" shall include any person named by the Board to fill any vacancy arising in the elective posts.
6. The broad advisory nature of the honorary offices of President and Vice President are such as to require that they be conducted separate and apart from the administration and concerns of any National Mensa. Therefore an honorary officer who accepts any other office or elected international, national or local Mensa office or position shall be deemed to have resigned the honorary office. However, an honorary officer may participate in an advisory capacity in the work of committees and sub-committees. Honorary officers must use the word "Honorary" in their title so as to avoid any ambiguity or confusion with International Elected Officers or any suggestion that their position is an executive one. They must also comply with all constitutional provisions and Board resolutions. An honorary officer who does not adhere to this Standing Order shall be deemed to have resigned the honorary office.

II- MEETINGS

1. The Board shall hold at least one regular meeting a year. Meetings will be held in places and on dates specified by a previous Board meeting, or by a majority of the full Board if no date or place was specified at a prior meeting, or if an emergency requires a change from a previously designated date or place.
2. Notice of Board meetings and a request for agenda items shall be posted or faxed or emailed to all Board members at least ninety days prior to each meeting.
3. Board members shall be reimbursed for their expenses actually incurred for Board meetings based on a formula applicable to all. Other expenses claimed by Board members shall be reimbursed based on policy set by the current Board at the beginning of its term. This procedure does not extend to honorary Board members, whose expenses are handled on a case-by-case basis. Such reimbursement shall be contingent on the member's attending, unless specifically excused by the Chairman,
 - (i) all meetings of the Board,
 - (ii) all meetings of committees on which the member sits, and
 - (iii) all official social functions.

4. Emergency meetings shall be held if approved by the majority of the full Board. Balloting, including date, time and place, shall be called at the request of the Chairman or any three members of the Board.
5. Meetings shall not be adjourned until all items on the agenda have been properly addressed. Items which have been tabled to the next meeting shall receive priority on the agenda of that meeting.
6. Public and closed sessions. Members of Mensa shall be welcome as spectators at all meetings of the IBD, provided that they do not interfere with the meeting and follow instructions by the Chair. Notwithstanding, when a meeting is in part or whole declared to be closed or "in camera", only IBD members shall have the right to be present. There shall be no recordings made of a closed session and the minutes shall only register the decisions made, not the discussions. Only the IBD can decide if a session should be closed.

III – VOTING AND PROXIES

1. All rights and duties of members of the Board as described in the Constitution or in the present Standing Orders, ~~or in Robert's Rules of Order Newly Revised~~ shall be attributed to the individuals concerned, regardless of the number of votes to which they are entitled.
2. At the start of each meeting and with each postal ballot, the Executive Director shall
 - (1) certify the name of each National Mensa entitled to representation on the Board in accordance with the Constitution;
 - (2) certify that each such National Mensa has paid all monies then due and furnished all reports then due; and
 - (3) certify the number of votes to which each such National Mensa is entitled.
 He makes these certifications to the ExComm at the start of each meeting and the start of each ballot.
3. National Representatives who are unable to be present at a meeting of the Board, or of a committee or sub-committee of the Board, may appoint another member of the Board, other than an International Elected Officer, or a member of their respective National Mensa as their proxy. The absent Board member must notify the Executive Director by fax or in writing or by email prior to the meeting of the appointment of a proxy.
4. A proxy holder may be appointed on a permanent basis, to serve until the Board member concerned revokes the proxy by notifying the proxy holder and the Executive Director.
5. A proxy holder shall have the same rights and privileges at the meeting as his principal, including the right to reimbursement of expenses. Permanent proxies shall have the same rights in the period between meetings.

IV – CHAIR

1. The International Chairman will normally take the Chair, failing which the International Director of Administration will do so. If neither is present or both wish to vacate the Chair, the members present shall elect a Chairman pro tem for the meeting or the business in question from among their members.
2. The Chair shall have the same right to cast a vote as other Board members but he or she may not vote any proxies. The Chair shall also have the same right to be a mover of all types of motions as other Board members. Motions moved by the Chair do not require a second.
3. Rulings from the Chair may be appealed to the Board meeting. A majority of the full Board vote shall be required to overturn any such ruling.

V – APPOINTMENTS

1. Any International Elected Officer who fails to attend two consecutive meetings, except emergency meetings, shall be deemed to have resigned. He or she may appeal to the next Board meeting, failing the success of which appeal, the vacancy shall be filled by the Board.
2. Board vacancies caused by resignation, death or removal from office of international elected officers shall be filled without delay by the Board.
3. Appointment and dismissal of National Representatives shall be the responsibility of the respective National Mensa committees.
4. The person appointed as Chair of any Committee of the Board, other than the Executive Committee, shall not have the authority to appoint and remove members without the approval of the

International Board of Directors.

VI – AGENDA

1. Agendas shall be prepared by the Executive Director and shall be posted along with all separate documents to all Board members at least twenty-eight days before the meeting.
2. Any Board member who wishes to place an item on the agenda to be posted must give the Executive Director notice of this at least five weeks prior to the meeting.
3. Late items may be added to the agenda by the Chair or upon request of two Board members in person or by proxy.

VII – MINUTES

1. The Executive Director shall prepare minutes of each Board meeting and initiate the process to have the minutes approved by the Board. The Executive Director will send copies of the approved minutes to all members of the Board, appointed Board officers, to all Chief Executive Officers of recognised National Mensas, Honorary Appointees, the International Supervisory Psychologist, the International Ombudsman and proxy holders not later than eight weeks after the meeting.
2. Copies of the approved minutes shall also be made available on the members only section on the website of Mensa International. When the minutes have been made available the Executive Director will inform the IBD members and the editors of International publications, with the request to cascade this notice to the members.

VIII – POSTAL BALLOTS

1. A postal ballot may be conducted by telephone if followed by written confirmation, email or fax.

IX – AMENDMENTS

1. Standing Orders may be amended in either of the following ways:
 - (a) Upon majority approval of the Board votes at a Board meeting when the proposed amendment has been placed on the Agenda distributed in advance of the meeting in accordance with VII.1 above.
 - (b) By postal ballot circulated to all members of the Board and approved by two thirds of the votes returned.

X – MISCELLANEOUS

1. All mail from the International Office dealing with meetings and agendas shall be made available in the members-only section of the website of the International Organisation Mensa, and shall on request be sent by fax, email, Express Mail, airmail or first class mail whichever would be most appropriate for faster receipt.

XI – RULES OF ORDER AT MEETINGS – THIS ENTIRE SECTION IS NEW

(Unmarked text is common to both proposals A and B. Text marked with bold underline is unique to proposal A.)

- **Motions.** In order for the IBD to act as a body, it has to pass a motion. There are three types of motions: main motions, secondary motions and procedural motions. Secondary motions concern the main motion. Procedural motions do not concern the main motion as such, but rather the deliberation itself, and they may only be moved as part of the decision making process after a main or secondary motion is presented.

Main motions shall have a short descriptive title for easy identification. They shall also, when applicable, include an estimation of the financial impact of the motion, if passed.

No main motion may be voted upon unless its wording has been presented in writing for all present members to read. The mover shall supply an electronic version of the text. Whenever a motion is altered, it shall again be presented in writing to the board, for all to read, before it can be voted upon.

- **Mover and seconders.** All IBD members shall have the right to present motions for

decision by the IBD. The person who brings a motion to the IBD is called a mover. A motion shall have at least one mover. If there is only one mover, other than the Chair, the motion must be seconded by another IBD member. To second a motion means only to agree that the motion be presented to the IBD to vote on, it does not require supporting the intention of the motion as such.

- **Managing discussion.** When a main motion has been presented, it shall first be discussed and then voted upon once discussion is finished. During discussion, all members who wish may speak, one at a time, offering arguments or comments in relation to the topic at hand, or making procedural motions. A person wishing to speak shall seek the attention of the Chair by raising one hand, and the Chair shall acknowledge this and put the person's name last on the list of speakers. The Chair shall give the word to the person who is next on the list of speakers. The chair is encouraged not to give the word to one and the same person more than twice on any single main or non-main motion. There are a few exceptions to the order: Procedural motions or if the Chair addresses someone for a direct reply at his discretion. Discussion shall end when there are no more names on the list of speakers, or when a procedural motion to immediately end discussion is passed.

- **Procedural motions.** There are six procedural motions, some of which require a vote and a seconder. These may all be given priority in such a way that a member who wishes to make a procedural motion does not have to wait for his turn in the list of speakers. A member who wishes to speak outside of the order on the list of speakers must nonetheless seek permission to speak from the Chair. This can be done either by simply calling out this intention, using the proper words, *or* by raising *two* hands, as opposed to one hand. Procedural motions may not be discussed, though some may be voted upon. They may not be interrupted.

- *Point of order.* A board member who wishes the board to interrupt the discussion in order to attend to an urgent matter that does not concern a main motion will raise a Point of order. The Chair shall handle the matter at hand before resuming the discussion that was interrupted. Depending on the case, points of order may or may not require a vote to be settled. Examples: Complaints, call for a recess, adjournment or clarification of procedure, appeals to a ruling by the Chair etc (see also IV.3).

- *Point of information.* A board member who has essential information to share that could facilitate discussion may raise a Point of information. This does not require either a vote or a seconder.

- *Direct reply.* Any member may ask for a Direct Reply to address a specific comment or question from another member, provided that his answer is limited to 30 seconds and that it is used for clarification or information, but not argument. This does not require either a vote or a seconder.

- *End of discussion (immediate vote).* Any board member may, at any time during debate, move that discussion be stopped immediately. If a simple majority supports the motion, discussion shall immediately stop regardless of whether there were people waiting to speak or not. Requires a seconder.

- *End the list of speakers.* Any member may, at any time during debate, move that no more names be added to the list of speakers. The Chair shall immediately put the motion to end the list of speakers to a vote, and if a simple majority supports the motion, no more names will be added and the discussion shall continue until everyone who was waiting to speak has had a chance to speak. Requires a seconder.

- *Sense motions.* A sense motion is a tool for finding out the general opinion of the board. A sense motion cannot be used to make a decision by the IBD, and it carries no formal weight. Sense motions

- do not have to be presented in writing, but the wording, as read out aloud before voting, shall be noted in the meeting minutes, along with the result of the voting.

- cannot be amended, nor can alternate motions be presented. It is simply a tool for asking the general stance of the IBD, without having to pass a formal decision.

- shall not be discussed, but instead be voted on immediately if seconded by at least one board member and accepted by the Chair.

- shall only be voted on through acclamation (i.e. say aye/no) or division of table (i.e. raise of hands), never through ballot.

- may not be moved once voting has begun on a main motion.
- **Secondary motions.** Secondary motions concern the main motion itself, as opposed to procedural motions, that concern the execution of the decision making process. Secondary motions must, if moved and seconded, be discussed and voted upon before discussion regarding the original motion may be resumed. No secondary motion may interrupt another secondary motion. Procedural motions may interrupt secondary motions. There are four types of secondary motions:
 - **Amendments.** A main motion may be amended either by the mover(s), with the consent of the seconder where applicable, or by the IBD following the passing of a motion to amend. A "friendly amendment" is not a motion but a voluntary change to the wording of a motion made by the mover(s), after a suggestion during discussion by someone who is neither mover nor seconder. Whenever a motion is amended, it shall again be presented in writing to the board, for all to read, before it can be voted upon.
 - **Division.** A main motion shall be divided into a series of independent main motions if a motion to divide is passed. The motion to divide must specify how the main motion shall be divided.
 - **Postpone.** (Lay on table.) Discussion regarding a main motion shall be suspended if a motion to postpone is passed. The motion to postpone (lay on table) should specify a time or condition for when the motion will be brought before the board again by the Chair. (Example: "Postpone until tomorrow", or "postpone until after a hearing" etc.)
 - **Refer.** A motion to refer is moved when the mover(s) want to seek advice regarding the main motion from specific persons. The motion must specify both to whom the motion shall be referred, as well as a condition for when the person(s) whose advice is being sought shall respond to the IBD with their recommendation. A motion to refer will, if passed, automatically postpone the main motion until such a response has been received.
- **Voting.** A simple majority, defined as more votes in favour than against, of the votes cast shall be sufficient to pass any motion that is voted on, except when explicitly stated otherwise in ASIEs or these standing orders. When determining "a majority of those voting" under Constitution IV.D.5, only votes for and against a motion will be taken into account. Voting can be done five ways:
 - **Acclamation.** The Chair will ask those in favour to say "Aye", after which those against will be asked to say "No", and if there is a clear and unambiguous majority, the Chair will declare which side has the majority. At this point, any request from a member for a different method of voting shall be respected.
 - **Division of assembly.** Each member will raise one hand, indicating with the fingers how many votes they have (1-3), so that all votes may be counted.
 - **Roll call.** The Chair will go through the list of members, asking each member for his or her vote. A request by a member for a roll call shall be respected without a vote, except when ballot voting is used.
 - **Ballot.** Each member will write down his or her vote on a paper ballot, which will then be collected and counted. Each voter must mark the ballot with country and name and the number of votes for the ballot to be valid.
 - **Secret ballot.** When secret ballot is used, the ballot must not contain any information on name or country of the voter. Secret ballot may only be used according to rules set in advance by the IBD; the IBD shall not use secret ballots on a case-by-case basis.

EXPLANATION: *** A set of five linked agenda items. Two presentations and two main motions and a then household motion, this motion and the next one are the main motions***

At the 2009 IBD meeting the IBD decided that there should be a proposal to come with a "simple" rule to conduct a meeting. At this moment the IBD is guided by and conducted according to the tenth edition of "Robert's Rules of Order Newly Revised by Perseus Publishing in October 2000",

modified to permit the Chairman to speak, vote and to make motions, see ASIE 98-35. In 2009 the IBD assigned the D-SNM to come up with a set of rules, there are two proposals, this motion and the next motion.

FINANCIAL IMPACT: None

**LILJEQVIST
Seconded ExComm**

As a result of the sense motion after presentations 15 and 16, Motion 38 was withdrawn, since there was a clear majority who preferred proposal A (Motion 37). Motion 37 was then voted on without further discussion.

**Passed
(11-28)**

38. MOVED THAT: IBD accepts the revised standing orders of the International organization Mensa, as described here below (proposal B, Hobbit’s rules).

The lengthy text of this alternative set of standing orders is not included, since the motion was withdrawn as a result of the sense vote as described above. If required, the full text may be found in the meeting agenda.

**LILJEQVIST
Seconded EXCOMM
Withdrawn**

39. MOVED THAT:

- **ASIE 98-35 is rescinded. (Replaced with the new SO.)**
- **ASIE 03-33 is rescinded. (Incorporated in the new SO.)**
- **ASIE 07-14 is rescinded. (Incorporated in the new SO.)**
- **ASIE 07-24 is rescinded. (Changed in the new SO.)**
- **ASIE 09-24 is rescinded.**

EXPLANATION:

98-35 The IBD shall be guided by and conduct itself according to the tenth edition of “Robert’s Rules of Order Newly Revised by Perseus Publishing in October 2000”, modified to permit the Chairman to speak, vote and to make motions.

03-33 Any motion brought before IBD shall have appended to it a statement of financial impact, except motions for reappointment of positions or committees. (As amended by ASIE 08-17)

07-14 When determining “a majority of those voting” under Constitution IV.D.5, only votes for and against a motion will be taken into account.

07-24 All motions put to IBD by individuals (whether at a Board meeting or otherwise) shall be proposed by one IBD member and seconded by one or more additional IBD members. An IBD member may propose or second a motion regardless of whether or not he or she holds voting rights on IBD.

09-24 The IBD accepts the revised version of the standing orders of the International organization Mensa, as described in appendix I.32 to the Agenda for the 2009 IBD Meeting See Appendix 4

At the 2009 IBD meeting, a majority of IBD members expressed a sentiment that a replacement to

Robert's Rules of Order was needed. The current proposals, see the previous two motions, were drafted in response to that.

The guiding principle has been to find general rules that cover the most common situations, and a frame to work within, rather than enumerating all the specific cases that might occur.

Two distinct yet similar proposals have been drafted, A and B. Each of these has been presented as a separate proposal for the IBD to vote on. After these two votes, the IBD will either have decided upon A or B or to not change the standing orders at all, thereby keeping Robert's Rules in place.

FINANCIAL IMPACT: None.

**LILJEQVIST
Seconded EXCOMM**

The Chairman explained that, procedurally, this motion had to be passed because it represented changes to ASIEs that were consequent upon motion 38 passing,

**Passed
(11-29)**

40. [As amended] MOVED THAT: IBD delegates authority to the ExComm to appoint members to the following roles and committees: Archivist, Events Coordinator, Licensing Advisory Committee, Marketing and Product Advisory Committee, International Media Advisory and Creation Committee, Name & Logo Protection Committee, Legal panel, Governing Papers Advisory Committee, Editor(s) International Journal, SIGHT Coordinator, Gifted Youth Committee and International SIGs Coordinator, and any relevant ASIEs are amended accordingly.

ExComm will continue to advertise for the posts that are vacant, in the International Journal and on the international website. ExComm shall consult with the national chairman of each applicant and, in the case of a DIM, the Director of Development shall be consulted. ExComm is to inform IBD of all appointments made, immediately after the decision has been made to appoint. ExComm should strive to have diversity among the appointed officers, meaning men and women of different ages and from different continents. The committees will be required to report to the IBD and must submit a report for the IBD meeting.

In all cases when a committee chair proposes to add a new member to the team, at a time other than when a motion is brought to the annual IBD meeting, ExComm is authorised to appoint such a committee member and shall inform IBD immediately after the decision has been made to make such an appointment.

EXPLANATION: IBD is a policy setting board. The present system whereby the IBD appoints all committee members is unwieldy, and results in gaps on committees that could be quickly filled if the ExComm could appoint committee members. Some of these roles are assigned in specific ASIEs and some are indicated in the elected officer roles in the International Constitution. Splitting roles and committees that effectively report to ExComm members from the independent roles that IBD would continue to appoint, including the Ombudsman, International Supervisory Psychologist, Honorary positions and the Awards Committee, would allow IBD to concentrate on the more substantive issues before it and be generally more efficient.

Splitting appointments in this way would also reduce the gap between advertising vacancies and appointing committees at the IBD meeting in the current system. It also has the advantage that committee vacancies could be filled more easily on an ad hoc basis as they arise, ensuring that the work of the committees could continue without impact.

FINANCIAL IMPACT: None

**HERBERT
Seconded BOUWENS**

HERBERT explained that the origins of this motion were comments at a previous IBD meeting that ExComm should assume some more of the day-to-day appointment of committees and posts that were effectively working appointments and not 'political'. A motion at the previous IBD meeting had been deemed too broad, and was then withdrawn for further consideration. This motion sought to specify the appointments that ExComm felt could be easily devolved to them. The advantage of allowing ExComm to appoint would be greater speed of appointing and volunteers would not have to wait several months between putting their names forward and being able to begin work. Clearly IBD needed to continue to appoint to positions such as the Honorary President, ombudsman and ISP. There had been several past occasions where there had been interim appointments to committees in order to get work done, and this motion effectively regularised that process.

BOUWENS added that this would still be an open process, with positions advertised in the International Journal and IBD would be informed of all the appointments made.

DOKTOR asked what was the scale of the problem that this motion was designed to solve.

HERBERT responded that it was considerable. If this motion did not pass there would have to be some other solution found to appoint interim members of committees, since there was currently no provision for that. In theory there would have to be a lengthy advertising process and electronic ballot conducted to approve every interim appointment, and in recent years there had been several such.

BURG noted that the International Media Advisory and Creation Committee had been appointed the previous day and should be added to this motion.

BOUWENS explained that this motion was substantially altered from that of the previous year, in order to take account of the comments made at the time and on the discussion list subsequently.

MOEHL favoured a different solution, perhaps one that simply addressed the interim appointment issue. He wished IBD to continue to make all appointments, as at present, since there was, in his view, no such thing as a 'non-political' appointment. He did not accept that the decision for the majority of appointments should be removed from IBD.

POIRIER stated that devolving day-to-day issues like this to ExComm had the effect of making the IBD more of a strategic body, which she felt was its principle role. There had already been discussion on the strategic plan for Mensa International, and administrative tasks such as this should be moved to a lower body to accomplish.

MOEHL denied that these appointments were purely administrative. It mattered who was in some of the positions, and he felt that IBD needed to retain full control of all appointments.

CHALLUPNER agreed, and suggested that other measures could be taken to speed up the process. He also considered it very important to consult the chair of the National Mensa from which candidates came, before making any appointments.

VAN GEFFEN agreed with devolving the appointment and allowing IBD to concentrate on more strategic issues, as long as there were constraints and boundaries in place. IBD had to trust ExComm. She offered a friendly amendment to incorporate Rudi's suggestion about prior consultation. This was accepted, as was a further suggestion from WILSON that the Director of Development should be consulted if applications came from DIMs.

BOUWENS thanked everyone for a valuable discussion, because there were important points of principle involved, as well as practical considerations.

HERBERT added that it was worth noting that all of the appointments reported directly to a member of ExComm and that there was therefore oversight of performance.

The motion moved to a vote.

**Passed
(11-30)**

41. MOVED THAT: The position of Assistant Director of Development is established. The only persons eligible to fill this position are Direct International Members, but all Direct International Members are eligible: those who are members of Provisional National Mensas, those who are members of Emerging National Mensas, and those who are not affiliated with a national Mensa.

The charge to the Assistant Director of Development is to assist the Director of Development with her constitutional charge, specifically in the area of coordinating and communicating with

Direct International Members.

The Assistant Director of Development is not a member of the Board, but in the following ways is to be treated as a member of the Board: full read-write membership on the Milibd-discussion e-list; a non-voting seat at the IBD table; and payment of expenses to the IBD meeting.

The Assistant Director of Development position shall be filled by a vote of the Board, with each Board member having one vote regardless of the number of votes normally held by each individual, using the following procedure:

The Assistant Director of Development position shall be advertised through all normal channels used to advertise international positions. When the application deadline has passed, the ExComm shall solicit campaign materials similar to those for the Director - Smaller National Mensas position (biographical statements, campaign statements, photographs, and answers to questions from the Board); prepare a ballot; and distribute the ballot and campaign materials to the Board for voting.

After two years of experience with the Assistant Director of Development position, the Board shall evaluate whether the position shall continue in its present form, be changed, or be discontinued.

EXPLANATION: It is hoped that having a person with this much Board contact who is himself or herself a DIM will enhance representation, cohesiveness, and communication within the DIM community and between the DIM community and the Board.

FINANCIAL IMPACT: The cost of an additional member attending the IBD meeting for two years, and perhaps other incidental expenses.

**DOKTOR
Seconded KJØLSTAD**

DOKTOR explained that this motion was intended to give DIMs representation at the IBD meeting, albeit without voting rights. Every member should have direct representation on IBD, and they were currently without that, being represented only through the Director of Development. He felt it was important that their representative should be a DIM, in order to better represent that community. BLUMENSTEIN suggested that this person should be elected directly by the DIMs.

BALANYI, responding on behalf of ExComm, said the issue needed clarification and she apologised for what was going to be a long answer, but it was important to address the issue fully. Accepting the good intentions of the proposers, she was strongly against this proposal for many reasons. It was an artificial construct to address a non-existent problem, in her view, and it created more issues than it solved. The motion had some history, having started as a motion at the 2009 meeting to create a DIM representative; then, in 2010, there was an alternative motion, subsequently withdrawn although there was discussion on the topic at the 2010 meeting.

The major flaw in the proposal was that, if the Director of Development needed an assistant, she or her predecessors in the role would have asked for one. It would seem very strange for IBD to impose an assistant, when the Director of Development does not consider one necessary. The Mensa Constitution gives the Director of Development, the responsibility for representing the DIMs (the vast majority of whom are actually are grouped into EMs and PNMs), so they are already represented and there is no injustice, or lack of representation. If anything, it would result in the opposite. The DIMs in recognized national Mensas have their own chairmen, who are well able to represent concerns to the Director of Development and IBD, and this proposal would result in double representation. Equally, a person would be coming to the IBD meeting every year, representing the DIMs, but the chairmen of most of those DIMs do not attend. The number of true DIMs is actually about 300 and they are spread over about 50 countries. She was unaware of any issues common to

that disparate group of members that could be addressed only by having a representative on IBD. How would these DIMs ensure that their 'representative' was representing their views? There would be much more benefit in having the chairs of the ENMs and PNMs at the table; that way, thousands of DIMs would be represented.

Secondly, where is the evidence that there are issues that the DIMs are concerned about, or that this is the best way to address them? Surely, the only proper thing to do would be to survey the DIMs, before assuming that they have concerns that need to be addressed by creating a new, funded position. If that survey revealed genuine concerns, then that would be the time to consider how best to address them – which could be in a number of ways, not just this one. This motion funds a position before any work has been done to see whether there is any need for the position.

Thirdly, if this is truly about 'representing the DIMs', why does this assistant need to be funded to attend the IBD meeting? Again, this is unlike every other appointee, who takes 'turns' to be funded every few years. If the proposal was accepted, would it not be better to merely create the position, let the person work and gauge after 2 years whether there genuinely were issues that this person was able to address in a way that the Director of Development could not.

Fourthly, there was the issue of cost. All funded IBD members are partly funded by the component payments. That is one reason why more members equals more votes at the meeting. DIMs pay £12 per year, which does not cover the cost of administering them and printing and sending out the IJ every month, so there should logically be an increase in the DIM subscription to help defray the cost of this person attending. Would they see that as a price worth paying? No-one has asked DIMs yet whether they need this representation, or whether they are content with the current arrangements. This is another strong argument for surveying the DIMs before making any changes.

Finally, the proposed voting would be completely different to every other appointee position that IBD votes on. The only reason that different form of voting is used for the DSNM election is because the DSNM is going to represent every smaller National Mensa equally. The proposed method would actually disenfranchise the electorate the Assistant Director of Development was supposed to represent, because neither the DIMs themselves, nor the chairman of the ENMs and PNMs would have a vote in this election.

DOKTOR disagreed with the view that there were no issues common to all DIMs, and stated that he was even surer that they needed their own DIM representative to speak for them. There were different views in a FNM, but the chair represented them all, so this would be no different. HE did not see this as an artificial problem. His motivation was merely to ensure that there was proper representation for a section of the membership.

HERBERT declared that ExComm were opposed to the motion.

CYWINSKI thanked the Director of Development for her interesting and informative 'essay' and he agreed.

It moved to a vote.

Failed

BOUWENS thanked John Doktor for bringing the motion to IBD, and for the effort put into preparing it. It was an important issue that benefited from an open discussion by IBD.

42. MOVED THAT: The IBD accepts the audited financial statements for Mensa International Ltd for the year ended 31st March 2011 as presented.

EXPLANATION: Appendix I.42. The accounts are formally approved as part of the MIL Board meeting, but this is the opportunity to consider them in detail as they relate to the future budget and strategic plan. Detailed questions should be sent to the Treasurer before the start of the meeting to allow proper preparation of detailed responses.

FINANCIAL IMPACT: None

KUYPER

Seconded EXCOMM

KUYPER began by outlining her initial concerns with the draft audit, particularly as regards the apparent tax liability, which was much larger than in previous years. She and the Executive Director had met with the external auditors to discuss the issue, and it had emerged that some income had been classed as royalties, when in fact they were licensing income, and there is a different tax liability to each. She explained the difference. The tax liability was reduced as a result. There were no other issues.

With no further discussion, it moved to a vote.

**Passed
(11-31)**

43. MOVED THAT: The IBD approves the budget for the fiscal year ending 31st March 2013 and the revised budget for the year ended 31st March 2012 as presented.

EXPLANATION: Budget is Appendix I.43 to the agenda

FINANCIAL IMPACT: See Appendix I.43.

**KUYPER
Seconded EXCOMM**

KUYPER explained that the previous treasurer had left post suddenly and without providing any handover, so the initial few months had been difficult. For these reasons, this budget was less informative than she would have wished, and she promised a more detailed and comprehensive budget next year. As a result of an earlier decision by IBD, the expenditure line item of £15k for Gifted and Talented would have to be removed.

LEEK commented that he was very much in favour of MERF as a project worthy of Mensa International's support, but he was concerned at the way that the funding for it had been handled. He believed that there was an error in the budget, and that there had been some double counting as a result of confusion about the impact of the various IBD motions approved by IBD over the last few years. He detailed the history of those motions and explained that, as a result, what appeared to have happened was that the incoming treasurer had carried over a one-off payment as a recurring payment. Moreover, this figure was also inflated because an annual payment had been delayed into the following year, and this doubled amount was also being carried forward as an annual expenditure. That excess amount needed to come out of the budget going forward. He was happy with MERF receiving a grant from Mensa International; it was the amount that was incorrect. In addition, any grant to MERF should formally be approved via a motion by IBD. He quoted a specific example of previous year where funds for MERF had been included in the budget, without any motion being proposed to approve those funds. This was not the correct way to handle such grants; it should be a completely open process. He agreed with the suggestion that there should be a motion under Good and Welfare.

TIMMERS (The president of the Mensa Foundation who was present as an observer) was invited to confirm the actual amounts spent on the international Scholarship, which he did. The figures were in accordance with his report in the agenda.

BOUWENS clarified the figures for the adjusted budget and said that he would ensure that there was a motion in next year's agenda to handle the funding requests for MERF.

VAN GEFFEN expressed her surprise that ExComm had not sorted this out before the meeting and were now discussing this at length. It was a complicated discussion about detail that she and others were finding it hard to follow.

KUYPER agreed that it would have been preferable, but she had been in a difficult position.

Without any handover, and with a lack of background information, she had been forced to make assumptions about some items, and this was one of them. This was the first time she had been made aware of this issue. It would be simple to make the changes, once IBD approves a MERF donation in Good and Welfare.

LINDHOLM questioned the fact that the next agenda item was to approve the component, but that depended on a revised budget that they would not have seen.

SLOVENC raised a question about the amount of money projected for web site development. According to the budget, the web site would have cost £73000 over 4 years, which seems an extraordinary amount. He thought IBD should see a detailed breakdown of actual and projected costs.

KUYPER confirmed that this was made up of server hosting costs of £5760, routine site maintenance costs of £5400, and the remainder was for the initial creation of the site and for on-going enhancements, all of which had been suggested or approved by the IBD.

SLOVENC stated that the totals seemed huge, and he asked that IBD see the contracts with the server and web design companies.

KUYPER agreed to provide them, as soon as she was able.

CYWINSKI thanked the treasurer for her work, and stated that she had done an excellent job in difficult circumstances. The budget notes were much more comprehensive than under her predecessor. However, he agreed with Roman that the amounts seemed excessive and he shared his concern. Were these costs going to continue into the future, or were they initial costs, which would reduce over time?

SLOVENC added that the server costs were too high, in his opinion, and IBD should decide to find a cheaper server provider. He added that Mensa Croatia's web site was hosted in the US for €150 per year.

HERBERT reminded IBD that the previous web site had very little of the functionality of this new one. It had been run cheaply, using volunteers, but experience had shown that could be unreliable. As part of the transition, a review of alternatives had been conducted and the current hosting service had been chosen for its reliability and responsiveness.

DOKTOR stated that, as a development manager by profession, he was very willing to offer his services to help manage the web site. His company used the same host, but he thought that they paid less, so perhaps there was some scope for reducing the costs without compromising service.

CYWINSKI suggested that other countries would be cheaper for hosting. In another point, he said it would be preferable for IBD to have sight of the budget much earlier; that would make scrutiny much easier and provide a better basis for discussion. **AP22**

KUYPER agreed but she had received the audit very late and had very little time to prepare a budget this year.

BOUWENS said that ExComm had taken an action item to provide detailed costs to IBD and to discuss cheaper alternatives. **AP23**

BURG argued that it would not be possible to take into account any possible changes to web site contracts during this discussion because the work would take time. He asked that the budget, with the minor amendments already discussed, be approved, subject to any future amendments.

LEEK wished to add that his comments about the budget were in no way a criticism of the treasurer, who had done an excellent job under difficult circumstances following the premature departure of her predecessor.

The amended budget was voted on.

**Passed
(11-32)**

44. [As amended] MOVED THAT: The IBD sets the component for the fiscal year ending 31st March 2013 at 4%.

EXPLANATION: The year 2011-2012 was a sound financial year. The reserves of MIL are OK and the organization is able to cope with setbacks. Income in future years must, however, balance intended expenditure, and with income from royalties reduced, the level of component depends on the budget approved.

FINANCIAL IMPACT: As shown in the budget.

**KUYPER
Seconded EXCOMM**

KUYPER explained that the motion as published, read ‘x’%, because at the time of printing, the budget discussions in ExComm were not finalised, but her recommendation was that this should be set at 5%, as in recent years. This would be reviewed prior to the end of the fiscal year.

LEEK apologised for the fact that he was going to propose an amendment to reduce the component to 4%. In recent years, the treasurers had been saying that it should remain at that level, despite the size of the reserves. They were currently some £415,000, although the relevant ASIE stated that MIL should attempt to maintain minimum reserves of £150,000. A buffer was necessary, but this was too high, and component should therefore be reduced.

KUYPER disagreed, stating that there were still uncertainties about MIL’s bottom line; moreover, the budget already projected a small deficit for 2012-13, and this change would simply make that worse.

HELSON offered to second the amendment.

In answer to a question from Grethe van Geffen, LEEK stated that the reduction in component income, minus the amounts already removed from the budget, meant a total impact on the budget of about £18,000, when the reserves were in excess of £400k.

KUYPER reminded IBD that MIL no longer had any ‘live’ licensing contracts and there would be only small amounts of residual income from those. Income would continue to reduce, therefore.

BOUWENS stated that having a minor deficit was acceptable, but running at a larger deficit was very undesirable. Furthermore, MIL had moved some £80k into allocated reserves against specific projects, risks or anticipated future costs, so the unallocated reserves were much lower than were being suggested. In addition, currency fluctuations presented a real danger to MIL.

CYWINSKI added that one had to be very careful in considering reserves. They may look big, but if there were real projects or future liabilities, these sums should not be considered to be available to MIL.

KUYPER added that the amounts set aside against amortising life/term membership could have to grow, because there was an incomplete picture of those liabilities.

The proposal to amend the component figure to 4% was voted on. It passed.

The amended motion, as above, was then voted on.

**Passed
(11-33)**

After the vote, VAN GEFFEN commented that in her experience, there was a structural problem with the way that IBD was asked to approve budgets. She suggested that it would be a good idea if there were a finance committee within IBD to oversee the budget and help the treasurer. This would lead to a much more transparent process.

KUYPER agreed and said that she had already been discussing the probability of having a small committee of people with a finance background to assist her develop the budget. **AP24**

She would prepare a new budget based on the changes made at the meeting. **AP25**

BOUWENS said he was very concerned at this decision and he believed that unintended consequences were likely from making financial or component decisions ‘on the fly’. He would prepare a document setting out the role of component and why it was set at the levels it was. **AP 26
AP27**

J. GOOD AND WELFARE (Matters Arising)

BURG explained that he would not be offering the Constitutional amendment motion for consideration at this meeting. It required more research, and he would present it on the list at a later date.

1. MOVED THAT: In ASIE 00-03, revise the first sentence to read “ A member who has been expelled or suspended from membership in a national Mensa may not join another national Mensa, nor Mensa International directly, without IBD’s permission.

Also in ASIE 00-03, revise the third sentence to read “An expelled or suspended member who joins another national Mensa or Mensa International inadvertently, or without IBD’s permission, will immediately have his or her membership terminated.”

EXPLANATION: In accordance with the discussion at this IBD meeting, this motion extends the prohibition already present in ASIE 00-03 to cover Mensa International also.

FINANCIAL IMPACT: None expected.

BURG
Seconded EXCOMM

BURG explained that this was a simple change to reflect what had been discussed the previous day. There was no further discussion and it moved straight to a vote.

Passed
(11-34)

2. MOVED THAT: ASIE 04-30 is rescinded, and that ASIE 10-27 is rescinded.

EXPLANATION: The Internet Policy Advisory Committee has had nothing to report to the IBD since 2007. Since apparently there are no issues that need to be brought to IBD's attention, IBD should discontinue this committee.

FINANCIAL IMPACT: None.

ExComm

BOUWENS clarified that the committee did submit a report in 2010, but the report stated that there was 'nothing to report'. Given that there were so many activities and new media on the internet, this was surprising.

There was no further discussion and it moved to a vote.

Passed
(11-35)

K. POSITION OF 2012 MEETING:

There were two bid Presentations.

1. The first presentation was a combined bid from Mensa Germany and Mensa Austria to host the 2012 IBD in Salzburg, presented by MOEHL and CHALLUPNER.

2. The second presentation was the bid from Mensa Croatia for hosting the 2012 IBD in Dubrovnik. This presentation was made by SLOVENC.

After the presentations, BURG noted that, in previous years when there had been more than one bid, a spreadsheet showing detailed costs and transport information for all bids had been available to IBD. He hoped that this would be the case in future years. It was difficult to make comparisons when there were only partial costs outlined. **AP28**

BOUWENS explained that this would be a secret ballot, with only the winner announced; there would be no disclosure of the number of votes for either bid.

After the tellers counted the votes, BOUWENS announced that the 2012 IBD Meeting would take place in **DUBROVNIK** from 11 to 14 October 2012, inclusive. He thanked Mensa Germany and Mensa Austria for the work they had put into their bid.

L. POSITION OF 2013 MEETING.

RUDOLPH proposed that the 2013 meeting should take place in 'the Western Hemisphere, excluding the US'. There were no other proposals, so this was agreed.

1. MOVED THAT: The 2013 IBD meeting will take place in ‘the Western Hemisphere, excluding the US’.

**Passed
(11-36)**

M. ADJOURNMENT.

It was proposed BURG, seconded POIRIER that the meeting be adjourned. Passed unanimously.