

Minutes of the Individual Members' Committee of the EANS

20th October, 2-3pm, Madrid 2015

Those present: Andreas Demetriades (Chairman), Naci Balak, Hans Clusmann, Nicolas Foroglou, Aki Laakso, Juan Lourido, Luciano Mastronardi, David Netuka, Terttu Pietila , Ricky Rasschaert, Lukas Rasulic, David (Dudi) Schul, Saurabh Sinha, Daniel Walsh

Lucinda Foster and Susie Hide

Apologies: Ronald Bartels, Moncef Berhouma, Mohamed Abdelatif Boukebir, Giovanni Broggi, Steven De Vleeschouwer, Marcel Ivanov, Ekkehard Kasper, Cumhur Kilincer, Bernhard Meyer, Florian Ringel, Thomas Santarius, Karl Schaller, Dirk Van Roost, Colin Watts

Andreas Demetriades welcomed everyone to the meeting, and thanked them for coming.

Minutes from last IM Committee meeting

Andreas said that it had been explained during the Board meeting earlier in the day that the IM committee did not have authority to define membership fees, only to propose changes. As a result, it was agreed that the following amendment should be made to the minutes of the previous IM Committee meeting:

Under the heading 'Section membership' the first sentence should be amended as follows:

It was agreed that **the Chair of the IM Committee would propose to the Board that** each EANS Individual membership could include one free section as from 1st January 2016.

The Board had held a vote on the matter and the proposal from the IM Committee narrowly lost by one vote (4 vs 3); the Board felt that it was more important to ensure that section membership offered good value for money by enhancing available benefits than simply to abolish the associated fee .

Susie confirmed that section income was a more significant source of revenue than in the past, and that there had been a marked increase in some section memberships over the last 12 months. She said that it was important to define proper parameters for the sections and the IM committee members stressed how important it was to encourage two-way communication between the section heads and the section members.

Andre Grotenhuis said he was committed to ensuring that the sections improved the benefits available to their members and achieved the defined objectives. He advised that their progress would be reviewed in six months time.

Juan Lourido suggested that members wishing to have a second section could be given it free. Susie said she could ask SomCom (our database provider) if this would be possible but she felt it might be quite a challenge to put this in place.

Action: EANS Office

Hans felt that we were not under pressure at the moment as we have an increasing number of individual members and therefore felt that the more urgent task for the EANS was to develop the sections.

Nicolas Foroglou said that the members of the sections should be more involved and so Susie was asked to include the need for better ‘two way communication’ between the section members and the section heads within the new by-laws.

Susie had written to the outgoing section heads asking them what they consider their remit is and asked them to state clear deliverables. In future the guidelines for the sections will be included in the new EANS by-laws.

Action: Susie and Lucinda

Membership update

Everyone present had been given a copy of the attached membership numbers before the meeting and there were no queries raised.

EANS News

- The AGM had taken place immediately prior to the start of EANS2015. The new officers had been elected, and the new constitution agreed.
- C 1350 participants had registered for the Madrid meeting, over 50% more than had initially been anticipated. AIM International, the new PCO, seemed to have done an excellent job, particularly on-site.
- In addition to the Annual Meeting and Training Courses, the EANS had run the following events in 2015:

<u>Within Europe</u>	<u>Outside Europe (Franchised Courses)</u>
Lyon Hands-On course c 2	Dubai – February
Young Neurosurgeons Meeting	St Petersburg – April
Neuro-monitoring Symposium	Kazakhstan – July
EANS Vascular Section meeting	
EANS Advanced Spine Course	

- EANS finances remained stable; our audited accounts showed a profit of €65,000 for the last financial year
- Whilst the exponential increase in individual membership numbers had stopped, numbers are still growing albeit more slowly. The challenge now is to find more efficient means of facilitating payment, in order to reduce the number of lapsed members.
- The use of the EANS Academy (our online learning resource) continues to increase.

EANS2015

1350 people registered for EANS2015 which was well beyond original expectations. It was felt that AIM (the new PCO) were very good on the ground. Nicolas said he hadn't received a collated list of his speaking and committee meeting commitments. Susie said that AIM send out details of speaking commitments but that people should contact her if they would like a combined list of speaking and committee meeting commitments.

General Assembly

The new constitution had been approved as required by the Belgium laws. The substantive changes had been approved in Tel Aviv but it had been necessary to adapt some of the terminology to comply with Belgian legal requirements.

The new officers were duly elected, details of which had been circulated in the newsletter.

- The problem of candidates for office not attending the General Assembly meeting was raised and Susie said that it had been agreed after the meeting that there would be clear rules agreed in advance in future.
- Terttu suggested that people could do a skype presentation at the General Assembly meeting if they are not available to attend the meeting.
- Hans suggested that a strict format for the personal statements would also be helpful.
- It was also agreed that quora should be included in the new by-laws to avoid an incumbent being voted in with as little as one vote.
- Andreas noted that many of the nominations had come from individual members rather than from national societies and wondered what the IM Committee thought about that as it seems that some of the applicants mismatched the seniority of the position. The question of whether there was a need for minimum requirements for some of the posts was also discussed as to date it had been 'assumed' that people understood the level of seniority required for some of the jobs. It was felt that as a democratic organisation we shouldn't impose restrictions but actually motivate people to apply for the various positions and we could sort out the unqualified people ourselves.
- It was also noted that it was unfortunate that some officers had not given the statements their full attention especially as Susie pointed out that some of the statements were actually rather impressive.

Andreas suggested that any further issues about the election process should be forwarded to him and the relevant parts of these minutes would be given to Susie and Necmettin Pamir (the new Board member responsible for Audit and Governance issues) so that each point can be considered when writing the new by-laws.

Hans asked how we would elect the next 20 IM delegates when the individual membership figure reaches 1500. Susie said she would also make allowance for this in the new by-laws however she felt that it would probably be appropriate to elect the extra 20 delegates as and when the membership figure actually reaches 1500 rather than wait until the following General Assembly meeting. Susie reiterated that no matter by how much the membership figure exceeds 1500 there

would never be more than 40 IM delegates able to vote in a General Assembly, so the IM votes will never be more than one third of the total amount of votes.

Susie explained that Necmettin Pamir had been elected as Board member for Audit and Governance and that it was his duty and hers to put together comprehensive by-laws for the EANS.

Action: Susie and Necmettin

Sections

Dudi said he hadn't heard anything from the neuro-oncology section. Susie said that Zvi Ram's report showed that the section had certainly been active on an international level but had failed to interact with the section members themselves.

It was agreed that Lucinda should provide each section head a complete list of their section members each quarter in hope of encouraging them to interact with their section members more regularly.

Action: Lucinda

Insurance

SH advised that the EANS now carried insurance for most major risks, including Employer's and Public Liability, Cancellation and Abandonment of events, Professional Indemnity, Crime and Directors' and Officers' Liability.

SH stated that she had spent some considerable time investigating the possible purchase of insurance which would cover liabilities arising from the publication/broadcast of material via the EANS Academy, particularly infringement of copyright and allegations that webcast material offers inaccurate or outdated patient management advice. Whilst such protection is available – likely cost between £5,000 and £10,000 – the availability of cover would be contingent upon our providing speakers with written advice to the effect that the EANS does not accept any liability arising from the broadcast of their materials.

As the speakers who are refusing to allow their material to be incorporated in the Academy have requested that we specifically agree to indemnify them against any such liabilities, this is a "stalemate" situation.

As a measure of Third Party liability cover against such issues is already available via our Professional Indemnity policy, it was agreed that we would not pursue further the arrangement of specialist Cyber cover at this time.

Joint meetings with national societies

Further to the last IM Committee meeting, Andreas asked if anyone had managed to arrange a joint meeting/satellite session at their national society meetings. Daniel and Andreas had approached the SBNS about this but it seemed they now needed some idea of what money the EANS would be able to contribute before taking the matter further. Florian had received a nominal amount to cover his costs on an informal basis for the joint meeting with the German Society.

Action: Susie (EANS financial contribution)

Action: All are encouraged to pursue this endeavour further.

Membership for low income countries

Susie wondered whether those present thought it would be a good idea to have a reduced individual membership fee for people from low income countries as defined by World Bank Income Data and Statistics.

Susie suggested €25 for those from low income countries with the possibility of extending this to a fee of €50 for those from lower/middle income countries which would include people from Egypt, India and Ukraine. Currently the revenue from those three countries is just under €8,000 and therefore if we reduced the fee to €50 per member then there would be an estimated loss of revenue of €5,000 which Susie felt would be acceptable and indicative of an ethical approach consistent with our not for profit status. The Committee members felt this was a good idea and that it should be taken to the next Board meeting in January 2016.

Action: Susie

Ways to encourage longlasting membership in the EANS

The following suggestions were given:

- An EANS pin
- A free section
- A certificate
- Bronze, silver and gold medals
- 'Virtual' points awarded at every EANS event attended

Proposed new working committee

Hans said he thought it was more important to consider overall members' benefits rather than the reward scheme for current members. Andreas then suggested that a new working committee should be set up to look into what other societies offer and to come back with their suggestions by 14 February 2016. Ricky, Dudi and Daniel kindly offered to be on this new working committee and it was felt appropriate to ask Marcel if he would like to be involved as well.

Action: Ricky, Dudi, Daniel and Marcel

Office Membership project including direct debit options

Liz Derow said that she had been looking into possible ways for members to pay their membership fees by direct debit as this was not currently possible as we hold a Belgium bank account. However

the Board had agreed during that morning that we could open a subsidiary bank account in the UK which should then make direct debit payments possible for everyone in the UK and Eurozone.

There had also been an increasing problem with people paying their membership fees online via our 'payment link' as most countries now insisted on a PayPal account being set up first which has put many people off trying to pay their fees by credit card. AIM had told the EANS office that morning that they use a card reader issued by a company called Ingenico which we believe can be used worldwide. This would be extremely helpful for those wishing to pay their membership fees at EANS events and Susie has agreed that the office will look into this.

Action: EANS Office

Any Other Business

Training Course allocations

Daniel said that last year some candidates never received the email offering them a place on the training course and so they lost their places. It was therefore decided that these initial 'invitation' emails should be copied into the Programme Director to avoid this happening again. It also seemed that some people offered places on the training courses were not on the training scheme.

Andreas said he thought that it had been suggested in the past that the Individual Membership could potentially be treated as a separate 'country' and awarded its own allocation of places on the training courses. It was agreed that this issue should be clarified.

Juan thought that we shouldn't play the role of a 'country' but perhaps allocate extra places depending on the number of individual members thereby keeping the current system with the provision of adding some extra places.

It was agreed that we need to find out:

- a) What is the IM Committee allowed if that is the provision?
- b) If so, how do we proceed?

Action: Susie and Carlo

SUBSEQUENT NOTE: The possibility of allocating a certain number of places, outside the national allocations, to individual members of the EANS has indeed been discussed informally in the past, but no formal conclusion had been reached. This item can be put on the Agenda for the next Board meeting.

Action: Andreas

Luciano asked if we could propose courses outside the national society countries. It was noted that we are happy to add any courses/events onto the EANS events page on our website.

Action: EANS Office

Date of Next Meeting: Athens EANS 2016

Exact location and date and time TBC.