

**MEMBERSHIP DIVISION  
BYLAWS AND ETHICS COMMITTEE SUMMARY**

**OBJECTIVE:**

Supervise and monitor qualifications of MDRT applicants when ethics issues arise. Establish the eligibility of applicants and members to MDRT in accordance with the Code of Ethics as outlined in the MDRT Constitution and Bylaws. If needed, recommend and draft amendments to the Constitution and Bylaws for presentation to the membership as directed by the Executive Committee.

**CHAIR SUMMARY:**

1. Our committee meeting went very smoothly. Our dinner included introductions that were a departure from the normal introductions. I had each member send their bio in advance and I read them so that all members of the committee could be focused on each person's bio and not preparing tableside for their own introduction.

I ran the meeting similar to the way I have run other meetings for the Round Table, with a focus on the who, what, when, where, why and how of ethics. This gave members the opportunity to hear about what each other thought about ethics and why ethics is vital to our beloved organization.

We heard from MDRT staff how and why cases end up in our laps and had in depth conversation about how to deliberate the cases, stressing confidentiality, attention to detail and the all-important – act like Mr. Spock from Star Trek – only use the facts, not conjecture, do not discuss the case with anyone and do not do your own investigation. I also asked previous Ethics Committee members, Bryon Holz and our Global Council Member, John Nichols, to share their experiences on the Ethics Committee, as well as to offer advice for being on this committee.

I reviewed the Procedure Manual for the committee – pointing out sections that I found particularly helpful. Lastly, we went around the table and I asked each person to read a numbered section, as well as its corresponding lettered sections of the Expanded Code of Ethics and we talked about each section to assure that all were familiar with it and comfortable referring to it.

One member, Meagan Balaneski, had done a significant amount of pre-work and made some very interesting suggestions to the lettered part of the expanded code. The entire committee felt that her suggestions were worthy of reviewing, but due to our time constraints, we were not able to do this at the in-person meeting, so we will hold a conference call in January to discuss them.

Once the job ahead of the committee was talked about and understood by all members, we went through pre-selected practice cases and voted on them. I asked each member to explain why they made the selections that they did to assure that they understood the process.

The final portion of the meeting was dedicated to the creation of an article for *Round the Table* Magazine. My instructions to the committee were simple – Identify a topic using proven MDRT areas of interest, “how to” or personal stories. The committee latched onto this very quickly. We had lively discussion and four members agreed to take the information and submit four separate, “base” articles for Liz DeCarlo to wordsmith into an article. We set timelines for the whole process and expect to have a fully baked article by mid-December.

This committee is ready, willing and able for the job that lies ahead.

2. Highlights of this meeting were:
  - a. We had a fantastic group of loyal and dedicated MDRT'ers on the committee

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- b. MDRT staff were invaluable
- c. The committee is well trained for the job ahead

**GLOBAL COUNCIL MEMBER COMMENTS:**

A well prepared John Benton led the committee through a great MDRT experience in discussing and practicing ethics cases. Additionally, the committee had a robust conversation on ethics content for the MDRT blog and magazine. The committee presented to Liz (MDRT editor) the concept of flipping the ethical dilemma from a negative to a positive. The committee discussed ways we as MDRT members can positively position ethics within our teams, clients and personal lives.

As you know, global representation and participation (Ethics committee: Singapore, Canada, Australia and Philippines) is important in many ways which was evident in the meeting. Despite the long travel, their voice and participation was valued inside and outside the meeting. In speaking with them afterwards, they each expressed that the visit was a positive and purposeful experience.

The committee members are fully trained and ready for duty. To date, there has been one ethics case reviewed and voted on by the committee.

The challenged referenced in the chair comments are worth a discussion. As this is my third or fourth year with the committee, the review and edits discussion seems to come up each year. Do we want to position the committee charge to include review and edit, position the charge differently or remove it?

**CHALLENGES TO CONSIDER:**

Staff should consider rewording the verbiage in the agenda book to make members aware that we are not there to rewrite the Code of Ethics and Bylaws. Some had come prepared to do so. If I were in the same position again, I would simply ask them to read and be familiar with the documents.

**OPPORTUNITIES TO CONSIDER**

Relative to the challenge that I presented in the previous section, we have an opportunity to make the verbiage clearer.

**MEMBER RECOGNITION**

While the entire committee was engaged, thoughtful and well spoken, there were three members whose constructive comments kept coming, they are:

1. Bryon Holz – Bryon had previously served on this committee and gave terrific insight to the group. He was an active contributor!
2. Meagan Balaneski – Meagan was selected by me for this committee because of our service on a committee when Guided Development was starting. She was open, honest and level headed then and did not disappoint now!
3. Kirk Wilkerson – Kirk provided the group with many real-life examples and was extremely engaging throughout our meeting.

**MEMBERSHIP DIVISION  
BYLAWS AND ETHICS COMMITTEE SUMMARY**

**PARTICIPANTS**

ExCom Liaison:	Randy L. Scritchfield, CFP, LUTCF, Damascus, Maryland, USA
Global Council Member:	John F. Nichols, MSM, CLU, Chicago, Illinois, USA
Chair:	John R. Benton Jr., ChFC, CLTC, Warren, New Jersey, USA
Members:	Meagan S. Balaneski, CFP, RFP, Vermillion, Alberta, Canada
	John P. Enright, Syracuse, New York, USA
	Bryon A. Holz, CLU, ChFC, Brandon, Florida, USA
	Jennifer P. Mann, MBA, CFP, Chicago, Illinois, USA
	Jamie McIntyre, CFP, Newtown, Victoria, Australia
	Sherry Lee Ong, Manila, Philippines
	Kirk Wilkerson, Forest City, North Carolina, USA
	Cheng Huann Yeoh, ChFC, CLU, Singapore, Singapore
GCM Liaison:	Tom Ensign
Staff Liaison(s):	Naadia Chaudhry, Jenny Fisher, Tom Ensign and Laurie Romanazzi

**MEMBERSHIP DIVISION**  
**LEADERSHIP AND VOLUNTEER DEVELOPMENT COMMITTEE SUMMARY**

**OBJECTIVE:**

Recommend candidates for various leadership positions based upon criteria in accordance with the MDRT *Policy Guide*.

**CHAIR SUMMARY:**

I am fully aware that this committee has an important role in finding leaders for the development of MDRT. Member leaders are at the center of MDRT's functions. We will naturally select members with volunteer experience and personality suitable for leader positions. I believe it is important to provide leadership opportunities to members who have contributed as MDRT volunteers. When selecting leadership candidates, we would like to pay attention to members with the following background.

- Participation in Annual Meetings
- Have experience with PGA, Committee and/or MCC

Our role is to recommend suitable leadership candidates to ExCom. We will select candidates appropriately and fairly based on evaluation and records, excluding the personal feelings of liking and disliking.

This is my third time involved with LVDC Committee. I would like to introduce "Art" that I gained from the experience of LVDC Committee in the past. The secret is that the members of the committee carefully read "Book of Names" sent by MDRT before the committee meeting. We need to read it carefully from the overview to the details. After reviewing the book several times, it is important to make a list with two to three candidates for each position. Also make a note in the "Remarks" column. If you note why you chose a particular candidate, you will be able to explain the reason when discussing at the meeting.

Six of this year's LVDC members are the people I have worked with in the past at PGA, PDC, Committees and/or Management Council. They have a wealth of experience. I will firmly support New Blood member and others so that they can fulfil their potential as LVDC members.

**GLOBAL COUNCIL MEMBER COMMENTS:**

The Leadership and Volunteer Development Committee is chaired by Masahiro Hashimoto, of Tokyo, Japan (Hiro). It is clear from his report that he understands the charges of the committee as well as the importance of confidentiality and grooming of a successor. We are at the beginning of our work and the committee members will be engaged with their homework in the near future. The committee will have dinner December 5 and meet December 6 at MDRT HQ. The Leadership and Volunteer Development Committee is well represented with global, experienced and respected members.

**CHALLENGES TO CONSIDER:**

Early efforts are important. I will send emails to members within a week after Thursday, November 14. The summary of the e-mail is as follows:

1. Check if the members have received Book
2. Request that Book be read thoroughly.
3. Ask members to start reviewing Book to select candidates.
4. Ask members to prepare well before the meeting so that no candidates are recommended on an impulse on the day of the meeting. Members should make a list of candidates, if possible.

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LEADERSHIP AND VOLUNTEER DEVELOPMENT COMMITTEE SUMMARY**

**OPPORTUNITIES TO CONSIDER**

None at this time.

**MEMBER RECOGNITION**

LVDC is an important committee consisting of experienced members. I would like to recommend a unique and insightful member with a positive attitude as the next year's Chair.

**PARTICIPANTS**

ExCom Liaison:	Randy L. Scritchfield, CFP, LUTCF, Damascus, Maryland, USA
Global Council Member:	John F. Nichols, MSM, CLU, Chicago, Illinois, USA
Chair:	Masahiro Hashimoto, TLC, AFP, Tokyo, Japan
Members:	Heather M. Courneya, CLU, CHFC, Toronto, Ontario, Canada
	Alessandro M. Forte, FPFS, London, United Kingdom
	Chee Hong Gan, ChFC, CLU, Singapore, Singapore
	Ross G. Hultgren, CFP, DFP, Geelong West, Victoria, Australia
	Sung An Jung, Seoul, Republic of Korea
	Kenji Kinoshita, CFP, Osaka, Japan
	Jean M. Mathieu, CLU, Manchester, New Hampshire, USA
	Meila Annalee McKitty Plummer, LUTCF, FSS, Kingston, Jamaica
GCM Liaison:	David R. Wilson, CLU, Oneonta, Alabama, USA
Staff Liaison(s):	Tom Ensign
	Pam Brown, CMP, CAE, Wanda Dixon and Colette Kostakos

**MEMBERSHIP DIVISION  
MEMBERSHIP COMMITTEE SUMMARY**

**OBJECTIVE:**

Supervise and monitor qualifications of applicants for membership in the Million Dollar Round Table. In addition, the committee is also responsible for the control and use of MDRT insignia, the copyrighted marks, the Membership Directory, and all forms of publicity and advertising.

**CHAIR SUMMARY:**

The Membership Committee is comprised of a broad representation indicative of the global makeup of our organization. The members met September 19 and 20, 2019 at headquarters. Our meeting addressed the importance of our role and outlined the policies and procedures needed to effectively carryout our objective. We had good discussion and built a solid working relationship.

- I. We have a strong understanding of the task charged and are ready to serve. We rely on staff to bring items of importance to the committee's attention.
- II. We discussed the value of membership and are focused on highlighting what it means to be an MDRT member. Each member shared a personal story to develop a newsworthy article to share with other members worldwide.

**GLOBAL COUNCIL MEMBER COMMENTS:**

Kelly Herring leads the Membership Committee. His leadership was evident from the start of the in-person meeting with a meaningful conversation at dinner from the questions he posed. One question in particular: Share with the group one unique story from your MDRT experience that is meaningful for you. Each committee and professional staff member shared a story. The stories shared from the committee members were particularly heartfelt. My suggestion is that we find a way to capture this content.

We began the day with a sales idea sharing from the committee members which resulted in great discussions within the group.

Despite there being no current membership cases to address, the committee reviewed and practiced evaluating past cases. As the evaluation is now following the same voting process as the Ethics Committee, it was/is important to teach, discuss and practice the voting procedures.

Unfortunately, one committee member, Brandie Osburn, fell ill on her way to Chicago and was unable to participate. My understanding is that it was a severe case of food poisoning. I believe she was admitted to a hospital and at some point released and caught her flight back home. The committee did sign a note which was sent to her. Professional staff has further details if needed.

The committee members are fully trained and ready for their duty.

**CHALLENGES TO CONSIDER:**

We rely heavily on staff to provide feedback on areas of concern or areas needing attention with regard to the committee charge. Without good communication, we will not be able to address the items.

**OPPORTUNITIES TO CONSIDER**

We are all focused on working together to find ways to enhance the value of MDRT membership.

**MEMBERSHIP DIVISION  
MEMBERSHIP COMMITTEE SUMMARY**

**MEMBER RECOGNITION**

Our meeting went well and the leadership from our GCM, John Nichols, gave the members and myself a strong foundation to build on. Staff provided solid support and direction to assure a successful meeting. All members interacted well and contributed to the discussion.

**PARTICIPANTS**

ExCom Liaison:	Randy L. Scritchfield, CFP, LUTCF, Damascus, Maryland, USA
Global Council Member:	John F. Nichols, MSM, CLU, Chicago, Illinois, USA
Chair:	Kelly Herring, CLU, ChFC, Austin, Texas, USA
Members:	Brandie Becker Osburn, CLTC, Chesapeake, Virginia, USA
	Ysabel Victoria Obediencia Benitez, Makati, Philippines
	Steven Genoff, Adelaide, South Australia, Australia
	Liew Tze Hung, BA (Hons), AFP, Brunei Darussalam, Brunei
	Rebecca May Monty, Colchester, Vermont, USA
	Hitesh Soni, Bangalore, Karnataka, India
	Wing Hong Yu, Kwun Tong, Hong Kong
GCM Liaison:	Tom Ensign
Staff Liaison(s):	Kathy Angelini, Joanne Consiglio, Tim Sieck and Tom Ensign