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Gentlemen

Just a quick reminder that our next BAC Meeting will be:

Date: Friday, September 12, 2025

Time: 1 p.m.

Zoom information:

<https://zoom.us/j/94269180206?pwd=f3ZE4b4nroeW1xoBRoOwpmOgfVURJw.1>

The Meeting ID: 942 6918 0206 and Passcode: 488269

Dial by your location if you need to: call 1 669 900 6833

There are two matters that I would like to discuss during this meeting:

1. I would like to receive your suggestions and comments relative to the recent Annual Meeting. We want to improve the meeting next year. I appreciate those who have shared their thoughts with me already.
2. As we begin the planning process for SIR, I would like to get suggestions from each of you concerning what the group that will be working on the draft should consider. We are including within that list the suggestions about electing State officers that we discussed last month, so that need not be submitted. Likewise, as I mentioned at the Annual Meeting, the question of an Executive Director will also be considered.

Based on our earlier meeting where we discussed the planning process and your comments, we will not be approaching the future planning with the goal of drafting a five-year plan. As many of you pointed out, given our organization and age, that really doesn't make sense. Such a plan would likely be prepared, put on the shelf and seldom, if ever, reviewed. In other words, it would be a waste of everyone's time.

Rather, we will be approaching the process from the objective of developing a rolling two-year plan. I apologize if I've used the wrong term. In essence, we will be looking at what goals can and should be accomplished in the next two years. These will be goals that will help guide Fred (2026) and Nick (2027). If the process proves to be successful, then I feel

confident that Nick, when he is President, will continue the process to assist the next leaders.

Please take some time and think about (i) the challenges that you believe SIR will face in the next few years and what goals we should consider to address those challenges, (ii) what improvements can be made to SIR to strengthen it and interim goals needed to accomplish them and (iii) what goals, if any, we should consider to retain and protect our strengths.

As you think about the foregoing, please always remember who we are. We are older men who don't like change for change's sake. From my experience, our members will support changes based on need and justification. Of course, what constitutes a need and justification will vary for different people but, in my short experience as President, our members want to ensure that SIR thrives. So, differences in perspective may not be the obstacle people anticipate.

Two final things. If you would like to circulate your suggestions to the group in advance of the meeting, please do. And second, if you are unable to attend, please send me your thoughts and comments in advance of the meeting so I can share them.

We look forward to seeing you on the 12th.

Best

Rich