



SIR State Board Meeting

Friday, April 26, 2024 - 3:00 P.M.

Agenda

Our Focus: Members, Leaders, Volunteers, Fun and Friendship

3:00 pm. Opening and Verification of Quorum – Rich

Acting President's Announcements: 5 min.

Consent Calendar: 5 min.

1. Approve March Board Minutes: **See, Exhibit A.**

Motion: "It is moved that the Minutes of the February 22, 2024, Board of Directors Meeting are approved."

2. Approve Financial Statements for March 2024: **See, Exhibit B.**

Motion: "It is moved that the Financial Statements for February 2024 are approved."

New Business:

1. Report from the Nomination Committee: **Dave** **10 min.**

2. Review of the State Order of Operations: **Lee** **10 min.**

3. Report on status of Branch Training Program: **Dave** **10 min.**

4. Report on status of revisions of the State Order of Operations **10 min.**
Jeff

5. Report of Adjunct Committee investigating managing increasing lunch costs. **Rich/Mark/Jim** **10 min.**

6. Director Reports

○ Director of Marketing and Communications – **Andy** **5 min.**

- Director of Branch Support – **Jim** **5 min.**
 - Director of State Activities – **Mark** **5 min.**
 - Director of State Documents – **Jeff** **5 min.**
 - Chief Information Officer – **Roy** **5 min.**
7. Coordination with Area Representatives – **Lee** **5 min.**

Final Remarks: Lee

Open Forum: Poll each attendee to ensure nothing has been missed or to identify an item that should be brought up at the next Board meeting.

Adjournment

May Meeting: May 23, 2024 at 3:00 p.m.



SIR STATE BOARD OF DIRECTORS MEETING

Conducted via Electronic Video Conference (Zoom)

Friday, March 30, 2024

The Meeting Was Recorded

Board Members Present:

X	President: Dale Decker	X	AR 10 & 18 Rep.: Rick Kindle*
X	Act. Pres., VP: Lee Lamp	X	Dir. Mktg & Comm.: Andy Danver
X	2 nd VP & Secretary: Rich Carlston	X	Dir. Activities: Mark Stuart
X	Treasurer: Carl Mason	X	Dir Docs: Jeffery Chin
X	Chief Info. Off.: Roy Hodgkinson	X	Dir. Br. Sup.: Jim Gragg
X	AR 19 Rep: Bruce Corwin		

* Note: Rick Kindle was appointed and sworn in as a Board Member early in the meeting.

Others Present:

Derek Southern – Board Advisor
 Fred Serena – AR 15 Rep.
 Jack Reefer – AR 4 Rep.
 Milt Smith – State Travel Chairman

Our Focus: Members, Leaders, Volunteers, Fun and Friendship

Opening & Verification of Quorum: Rich confirmed the Quorum. Lee opened the meeting at 3:00.

Consent Calendar:

1. Approve February Board Minutes: A copy is attached to the Meeting Agenda as Exhibit A.
2. Approve Financial Statements for February 2024: A copy is attached to the Meeting Agenda as Exhibit B.

Carl advised that he has not received many expense reimbursement requests. Accordingly, there are unspent funds available within various budget lines items.

Motion: Rich moved, seconded by Carl, that the items on the Consent Calendar be approved. The motion passed unanimously.

New Business:

1. **Appointment of Rick Kindle as a Board Member:** Dale proposed that Rick Kindle (former President who is now acting as AR for Areas 10 & 18) be appointed to the Board as an AR State Representative with voting rights.

Motion: Carl moved, seconded by Rich, that Rick be appointed to the Board as an Area Representative with voting rights. The motion passed unanimously.

Rick accepted the office and Dale proceeded to swear Rick in for the position.

2. **Report From the Nominating Committee:** Continued until the April Board Meeting.

3. **Report re SIR State Travel: (See, Exhibits 1 and 2.)**

Milt presented a summary of the program for the Board. He mentioned that one of his responsibilities is to ensure that the Branch Travel Chairs follow all the requirements for getting their travel approved. He advised that the process has a lot of moving parts and there are several steps required. He assists the Branch Travel Chairs in negotiating these steps and marketing their trips.

Milt maintains his own independent list of Branch Travel Chairs. With the work done on Membee, he will be able to compare his list to that on Membee which should facilitate communication through Constant Contact in the future.

Milt advised that while there are 25 Branch Travel Chairs, only four or so actually arrange travel. Travel is arranged through travel agencies that need to be approved by Milt. Currently, there are six approved travel agencies, with three being easier to work with.

Milt prepares a Travel Newsletter (see, **Exhibit 1**) which he sends out around the middle of the month to enable branches to put the travel information in their newsletters. The trips on the Travel Newsletter have all been reviewed, are legitimate and satisfy the SIR requirements. The Travel Newsletter is now posted on the State SIR website.

Milt believes that trips should be made available to other branches to enable greater participation.

Comments:

Lee: Lee advised that his branch doesn't have a Travel Chairman. It is the first time he has seen the Travel Newsletter. He inquired about its distribution and the ability to distribute it via Constant Contact. Milt said that he has 36 people on his distribution list which are identifies as Branch Travel Chairs.

Jim: Jim pointed out that publicizing the Travel Newsletter and adopting a travel program presents a good opportunity for recruiting younger members. When people retire, one of the first things they want to do is travel. Jim suggests that the information about the SIR travel trips could be included in a press release to alert others about this exciting opportunity. We should figure out how to get the information to every branch.

Mark: Mark advised that the travel information was put on the State SIR website about a month ago by Alan Baker. Through screen sharing, he demonstrated where it is located and what is posted. Mark has given a list of the Branch Travel Chairs currently on Membee so that, with his current list and the Membee information, Milt should now have a good working list for contacts.

Dale: Dale suggested that the information about SIR Travel could be published in Branch Bulletins to ensure everyone knows of the opportunities. Milt agreed. Wives read the Branch Bulletin. His experience has shown that a member's wife, or significant other, is often the one who wants to travel and will encourage the member to sign them both up.

Roy: Pointed out that most trips arranged via travel agents require a minimum number of travelers per trip. He confirmed that to reach that minimum and avoid trips being cancelled, the Travel Chair arranging the trip should reach out to other branches and make the trip available for their members to join.

Andy: Andy previously put out a presentation about how to address travel. Andy has been asked to responsible for all communications with the Branches. He raised questions about spending time talking about what he is already addressing.

Milt then discussed his SWOT Analysis (see, **Exhibit 2**) which shows the strengths, weaknesses, opportunities and threats to the Travel Program.

Comments:

Rick: Rick complimented Milt on the job he is doing. He expressed appreciation that there are five or six trips scheduled.

Carl: Carl also complimented Milt. Carl then noted that last year, due to lack of participation, approximately \$1,200 insurance costs were paid by State. He noted that more people need to participate so that the insurance costs can be covered by the participants traveling. He stated that one of the positives for SIR Travel is that the member is traveling with a group which provides increased safety as the travel group looks out for each other.

Andy: Andy asked the question: do we really want to have a travel program. In Area 13, there isn't much interest in SIR travel. In his area, many members have already done their travel and those that haven't generally prefer to arrange their own trips. He suggests that we need to determine the interest level of the branches. If it turns out there isn't sufficient interest, it may be appropriate to shut down the program.

Milt: Milt provided some information to respond to the insurance payments made by the travelers. Originally, travelers paid \$7 to offset the cost of the insurance that SIR obtains. The insurance is to protect SIR from potential liability to which SIR may be exposed because of some action taken by one of the travelers. These costs were reviewed about a year and a half ago. The cost of the insurance is now \$2,700. Using the assumption that 100 people will travel, it was determined that each traveler would pay \$27 to offset the cost of the insurance. Milt believes that if the charge per traveler is raised, it will kill the program.

Milt suggested that perhaps more surveys could be conducted to help guide the program.

Mark: Mark wanted Milt to come to the Board to explain the program. We have seven trips on the Newsletter. Mark inquired whether a trip to watch a football game in Las Vegas would fall within the travel category since it would involve an overnight stay. Similarly, he noted that there are various golf tournaments scheduled that require lodging. He would like clarification on when the travel forms and approvals are required.

Milt: Responding, Milt noted the difficulty of arranging for bus transportation. He currently does not have any legitimate bus companies approved for travel. He advised that if a travel agent makes the

arrangements, then the travel forms and approvals are required. However, if SIR takes responsibility for arranging the travel directly, the forms and approvals are not required.

Rick: Rick stated that for the last two or three years, travel has been significantly reduced. Further, for the past about five years, we haven't put the required time or effort into communicating travel to our members.

Lee: Lee stated that there are a lot of reasons why travel has not been at the top of everyone's list but that this is changing. We should exert the time and effort necessary to get the word out and promote travel and then gauge the response.

Andy: The Board needs to decide what activities should be available to members and then let the branches know what is available. Recent retirees want to travel – so it may be an activity for younger members.

4. Review of the State Order of Operations:

Lee noted that when the State Order of Operations was worked on by Dale last year, the Area Representatives had a different role. The Order of Operations needs to be modified to reflect their current role.

Dale, Lee, Jeff, and Rich will talk about what changes are required.

5. Recap and Review of the State Leadership Event:

Derek began the discussion.

Dereks noted that we have a whole new group of leaders. The feedback confirmed the need for Zoom Training. People of similar interest and responsibility need to get together for training. There should be in-person meetings both by area and possible regions.

The people who didn't come were generally physically located farther away and were leaders of smaller branches. There were 48 or 49 branches in attendance representing over 6,000 members.

Andy calculated that 68% of our members were represented at the workshop. He noted that the bigger branches attended and that they were generally closer to the meeting location. Andy underscored that we have three different types of branches: Urban branches, suburban branches, and rural branches.

Derek introduced the topic of the impact of our theme: "Making Friends for Life." Some believe that this implies a static situation. He suggested that we might consider making a change. Dale has suggested that a more modern and appealing phrase might be to focus on our "lifestyle." Emphasizing lifestyle is

more broadly used these days and evoke an active positive message. There is a belief that focusing on “lifestyle” will be more attractive to younger people who will be more active, will undertake leadership and foster growth. Derek suggested that we consider which way State should go. He raised the question of whether a “lifestyle” approach will appeal to younger potential members.

Lee: We are currently using an organizational model from the mid-20th Century. We need to change the model to reflect our time. In looking at branches, it is time to adapt to today’s environment.

Carl: Carl asked: why should we walk away from Making Friends for Life. He expressed uncertainty as to what is meant by “lifestyle.” Derek explained that in talking about SIR, we refer to it as a lifestyle organization, not a social organization. “Lifestyle” is more attractive. It is more aligned with modern retirement. It encourages activity, events, views, and workshops.

Andy: Andy noted that people enjoyed being together. He talked with four of the Big Sirs in his area and they felt it was motivational, a pep talk, and was professionally run. He noted how important our passing out literature was and recognized those who brought literature to the meeting. He was told that the attendees thought there were good tips presented. He also understands that everyone wants to attract younger people and increase visibility. Unfortunately, his sense is that the branches want State SIR to give them a sliver bullet to do both things. He has uncertainty about whether the branch leaders want to exert the effort necessary to address these two central concerns.

Rick: Rick expressed kudos to those who put the program together. If we are going to talk about the direction that SIR should go, it will take more time than we have at a Board of Director’s meeting. He suggested the need for a Board Retreat. He also focused on the use of QR codes. We should put QR Codes on all printed and posted materials. We can print them out and simply put them on the documents. We should encourage the branches to do the same and assist them in learning how to do it.

Jeff: Jeff suggested that we need to focus more on the needs of our members. We should look at what makes SIR best for them. We need to offer activities for members. By offering activities, our members will invite their friends and new members will be the result.

Derek: Responding to Jeff’s comment, Derek noted that we can achieve growth by reducing the number of members leaving or increasing our new members. Citing a familiar quote, “when you come to a fork in the road, take one of them.”

Roy: The thing of value to members are the activities. Some branches don’t have a lot of activities and thereby limit their potential. We should consider publishing possible activities which might be sufficient to inspire a branch to

adopt one or more. He doesn't see a lot of enthusiasm from some of the branches.

Lee: His branch doesn't have many activities. He has repeatedly tried to encourage creation of more activities but without success. He is shifting to a different approach designed to bring his branch together. He is trying to create events for the branch, such as a day at the NHRA races.

Jim: SIR creates a lifestyle. When people leave their jobs, they have an organization where they can get involved with activities. It is an active retirement lifestyle. He has never had a problem selling anyone on SIR. We need to get our branding out. This takes time, money, and energy. We don't get our branding out in front of the people who need to hear about it. We need to mobilize interested and active members throughout SIR and incentivize them to get out and recruit. We should consider issuing a directive to our branches that they need to do this.

Rich: Rich focused his remarks on the importance of leaders. We need to find them, energize them, and train them. In person meetings are important in this process. The branch will never succeed without a good leader. We should reconsider the one-year term for Big Sir.

Andy: Andy noted that they don't have a lot of activities in his branch because they don't have anyone who wants to lead the activity. No one wants the responsibility to schedule, email and greet as an activity leader must do. His branch has difficulty finding leaders. We should endeavor to find younger leaders – people willing to put in the time and effort.

Lee: In conclusion, Lee expressed his appreciation and thanks to Derek and Andy for creating and presenting the Leadership Workshop.

6. Appoint An Adjunct Committee to Investigate Luncheon Opportunities: (See, Exhibit 3)

Rich and Mark outlined concerns being expressed over the costs of lunches and the potential harm to various branches. The issue has previously been considered by the Marketing Committee. (See, **Exhibit 3** – recipe card.) Rich, Mark, and Jim volunteered to be on an adjunct committee to explore the issue and report back to the Board at its June meeting. The committee was formed. Andy noted that his Branch has polled its members and discussed alternatives. They have spent considerable time looking at the issue and determined a cost effective solution for their branch. Roy mentioned that branches have a variety of lunch opportunities and that there is no requirement for the BEC meeting to be attached to a lunch.

7. Director Reports:

- **Andy - Director of Marketing and Communications:** Andy advised that on a strategic level there was a whole list of things that need to be done. He inquired about how he should set priorities on communications with the branches. He reminded that Dale made a list of actions required to move SIR forward. He has done some of this work. But he needs help setting priorities to focus his efforts. Andy expressed concern since he has so much on his plate at this time. Andy, Lee and Dale will discuss this so Andy can get the guidance requested.
- **Jim – Director of Branch Support:** Jim stated that Dale asked Jim to work with targeted branches, and their respective AR, that are having difficulty and underperforming. He used as an illustration, a Branch that has a poor website. In that case, he brought in Alan Baker to assist. They spent considerable time advising and assisting. Unfortunately, the Branch has done little or nothing to follow their guidance and improve their website. In the case of a non-cooperative branch, Jim would like to have a letter sent from the President warning them that they are in non-compliance with their obligations to SIR. Jim offered to help craft the letter.

Jim further discussed the situation between the Branch in Marysville and the Branch in Yuba City. The Marysville Branch has only 46 members while the Yuba City Branch across the river has 171 members. Neither branch wants to merge with the other. Yuba City doesn't have a Little SIR and it has difficulty finding speakers for their lunches. Jim is considering putting a tutorial together on how to find speakers. Rich offered to assist this effort.

Roy commented that if a warning letter is drafted, it should ensure that the option of merging is included. The officers of the merging branch would be release but that the merged could retain its activities.

Jim mentioned that a Bocce Ball Center is being built in Yuba City and it is hoped that a lot of the branches in the surrounding area will utilize the facility.

- **Jeff – Director of State Documents:** Jeff is setting up a Zoom meeting next month to discuss the schedule of branch operations. He will be inviting the Big Sir, Little Sir and Secretary from each branch to attend.
- **Roy – Chief Information Officer:** Roy said that since the last Board Meeting, thanks to Andy and Rick Sale, the review of the Form 20s has been completed and all documents processed.

They are completing the conversion from Access files to Excel files for the financial information which is required by Carl for his regulatory filings. This will simplify and decrease Carl's workload.

Currently, they are also working on an inventory of the HLMs in each branch.

Roy also confirmed that the voice mail and email for the We Are SIR website is being used. He has responded to several recent inquiries.

- **Mark – Director of State Activities:** Having been briefed on Travel already, Mark stated that our Bowling program was “rolling on” and the next golf tournament was a sellout.

Mark brought everyone's attention to the revised schedule of golf tournaments. When the schedule was previously approved, one of the tournaments (the one to be hosted by Branch 159 in mid-May) had not been finalized. It now has been, and Mark requested approval of the new updated schedule set forth in **Exhibit 4**.

Motion: Rich moved, seconded by Rick, that the revised schedule be approved. By unanimous vote, the schedule was approved.

Mark advised that he may have found someone to Chair the State Bocce Ball. He will be continuing his discussion with this member.

He is considering arranging some special events for the second half of the year.

8. Discussion With Area Representatives:

Lee invited all ARs to attend the Board Meeting. He expressed his appreciation to Fred and Jack for attending. He asked Fred to consider accepting an appointment to the Board in his capacity as Area 15 AR.

Lee mentioned that he and Rich will be putting together another Zoom meeting with the Area Representatives. We need to work on consolidating our messaging. We need the right person to be an AR who can communicate effectively with the branches in his area. It is anticipated that the meeting will help with the prioritization that Andy seeks.

Final Remarks: Lee expressed appreciation for the participation.

Open Forum: No topics required action and no topics were identified for the next Board Meeting.

Executive Session: There was no Executive Session.

Adjournment: The meeting was adjourned at 5:10.

Next meeting: April 25, 2024, at 3:00 p.m.


SIR Branch Travel Chair Trips and News

 Milt Smith State Travel Chair miltsmith549@gmail.com 925-285-2897c

March 2024

Princess 11 Nigh Inside Passage Cruise from San Francisco Rt Alaska May 26 – June 6, 2024. Ketchikan, Juneau, Skagway AK and Victoria, Canada. Cabins start \$2590 pp to \$3322 pp double occupancy. **Contact John Cardoza Branch 143. 209-483-7722 or johncardoza@hotmail.com**

Best of Spain and Portugal April 27 – May 12, 2024. Branch 146. Cost \$7,895pp. Madrid, Segovia, Porto, Lisbon, Seville, Gibraltar, Costa Del Sol, Alhambra, Valencia, Barcelona, round trip airfare, 15-day guided tour with Travel Director, 14 nights at centrally located 4star hotels, 5 dinners and 2 lunches including wine, all tips, transfers and baggage handling. **Contact Glenn Breslin Branch 146 925-288-6520 glennbreslin@gmail.com**

Venice & Croatian Islands Cruise Sept. 30 – Oct. 12 '24 cost approx. \$6,645 - \$7,145pp. depending on cabin. Highlights: 2 nights hotel each in Venice and Rijeka. 7 night cruise of the Croatian Islands Venice, Murano Island, Collio Wine Region, Hum, Olive Oil tasting, Farm to table dinner, Sailing through Kornati National Park and more. **Contact Bill Britton Branch 101, 925-200-1062 bill.britton@comcast.net**

Fall Mexican Riviera Getaway Oct. 15 – 26, '24 11 Days. Branch 98 Cost \$844 - \$944 - \$1074 - \$1424 - \$6083pp. depending on cabin. Highlights: Departs from and returns to San Francisco, ports of call Cabo San Lucas, Mazatlán, Puerto Vallarta, Manzanillo. **Contact Katherine Gervais Branch 98. 916-337-1623 Kathig@shipsandtrips.com**

Prague to Budapest River Trip November Dates: 11/6/24 thru 11/20/24

Serenade A: \$3995 / Serenade B: \$3895 /Sonata C: \$3795 Sonata D: \$3695/Cantata E: \$3595 /Cantata F: \$3495/Prelude G: \$3395/Prelude H: \$3195/Air from SFO: \$1100. **Ports and cities:** Prague, Linz, Krems, Vienna, Bratislava, Budapest. **Pre-trip US departure date: 11/1/24. Post-trip to Budapest return date: 11/23/24**

Dresden and Berlin: \$995pp PRE-TRIPM - Warsaw and Krakow: \$1095 PRE-TRIP. Budapest: \$745 POST-TRIP. **Contact Milt Smith 925-258-2897 ASAP for more info. miltsmith549@gmail.com or book directly Group Code G4-23630 call 1-800-221-2610**

Panama Canal Cruise San Francisco to Ft. Lauderdale. Jan. 20 – Feb. 5, 2025 17 days. Cost from \$4,185 - \$6,295 depending on cabin choice. Ports of Call: Puerto Vallarta Mexico, Puerto Quetzal Guatemala, Puntarenas Costa Rica, Fuerte Amador Panama, Full Transit through the historic locks, and Cartagena Columbia. Includes transfers from Modesto to Port of San Francisco and airfare from Ft. Lauderdale to Sacramento. For more information **contact John Cordoza 209-483-7722 johncordoza@hotmail.com Branch 143**

SIR Travel SWOT

Strengths:

- Well established
- Good history of travel
- Solid procedures protect SIR
- A few Branches active
- Excellent relationships with several travel agencies

Weaknesses:

- Interest is waning / aging out
- Not well known throughout SIR
- Weak marketing
- Not well understood at Branch level
- Lack of continuity
- State Travel Committee too small
- Too bureaucratic

Opportunities:

- Well designed marketing campaign
- Ease bureaucracy / help from state committee
- Enlarge state committee
- Strategic and tactical planning
- Statewide zoom meetings for Branch Travel Chairs and others
- Tap into travel agencies willing to present travel general issues
- Work with agencies for best costs

Treats:

- Aging out / lack of interest
- Branch follow through / continuity
- Bureaucracy
- Cost
- Numerous travelers have "been everywhere"
- Fear of travel



MONTHLY LUNCH CHALLENGES

Costs

Inflation and other factors are raising the cost of our lunches.

Creativity and understanding is needed to keep costs from becoming a bar to member participation.

Lowering the cost of the meeting place:

- Can the lunch meetings be every other month?
- Instead of everyone meeting together, can members be divided into smaller groups, with the full membership meeting once or twice annually?
- Consider having members order their food directly through a meal delivery service or bring their own lunch.



MONTHLY LUNCH CHALLENGES

Costs

Lowering the cost of food:

- Instead of a full meal, would appetizers suffice? Consider brown bag lunches or the use of a meal delivery service.
- Shifting to breakfasts rather than lunches may lower food costs.
- Rather than every month, having a full meal once a quarter, semi-annually or annually will lower costs.

Lowering the cost for ancillary services.

- If you are being charged for use of electronic equipment and screens, consider using a member's equipment or purchasing the required equipment.





2024 SIR State/Branches Golf Schedule of Events

EXHIBIT 4

www.sirgolf.org Ben Gikis, Chairman gikisben@yahoo.com

EVENT	DATE	HOST	LOCATION	GOLF COURSES	TOURNAMENT EVENT	DETAILS
1	April 24th & 25th	Br 35 & 149 State	Napa	Chardonnay & Eagle Vines GC	Spring Fling	Two day event, ladies & guest invited
2	May 15th & 16th	Br 159 & State	Fresno	Eagle Springs & Dragonfly GC	Fresno Challenge	Two days of golf, Table Mountain Casino Resort Hotel (2 or 3 night stay is optional) Ladies & Guest Invited
3	June 4th thru 7th	State	Reno, NV	Lake Ridge & Toiyabe GC	High Desert Classic	Two days of golf, three night stay, Ladies & guests invited, final evening Banquet and Award's ceremony Nugget Hotel & Casino
4	August 7th & 8th	State	Stockton	The Reserve at Spanos Park GC	Team Championship	2 Day Event, SIR Member Only Tournament Team decides which day/time they play 4 Golfer Team must be comprised of A, B, C and D index handicap golfers
5	September 8th thru 11th	State	Carson City, NV	Silver Oak & Carson Valley GC	Gold Rush Classic	Two days of golf, three night stay, Ladies & guests invited, final evening Banquet & Awards ceremony Carson Valley Inn Hotel & Casino
6	October 3rd	State	Sacramento	Haggin Oaks GC	Individual Championship	One day event, Sir Member Only Tournament Golf decides which time they play
7	October 23rd & 24th	Br 98 & State	Lincoln	Turkey Creek & Lincoln Hills - Hills	Fall Classic	Two day event, ladies & guest invited

EXHIBIT A

Sons In Retirement, Incorporated			
Profit && Loss			
January through March 2024			
Income			
	Assessments	\$ 22,020	
	State Donation	4,397	
	Other Income	107	
	Total Income	\$ 26,523	\$ 26,523
Expenses			
	State Admin		
	Officer's Expense	\$ 154	
	State Office Expense	708	
	Total State Admin	\$ 862	
	Insurance	\$ 7,731	
	State Meetings		
	Area Rep Meetings	\$ 604	
	Leadership Workshop	2,023	
	Total State Meetings	\$ 2,627	
	Area Representatives	\$ 36	
	Miscellaneous	\$ 261	
	Total Expense	\$ 11,518	11,518
	Net Income		\$ 15,006

Sons In Retirement, Incorporated
Profit & Loss
January through March 2024

Jan - Mar 24

Ordinary Income/Expense

Income

4000 · Revenue

4100 · Pro Rated Assessment

4101 · Q1 Assessment (\$21,500)

22,020.00

Total 4100 · Pro Rated Assessment

22,020.00

4200 · Special Donations

4202 · Donations to SIR Inc

4,396.76

Total 4200 · Special Donations

4,396.76

4400 · Hardware Sales

313.60

4500 · Interest Inc

303.08

4600 · Other

4601 · Branch closing

(510.00)

Total 4600 · Other

(510.00)

Total 4000 · Revenue

26,523.44

Total Income

26,523.44

Gross Profit

26,523.44

Expense

6000 · State Administration

6010 · Officer Expenses

6018 · State Advisor-Travel

154.15

Total 6010 · Officer Expenses

154.15

6020 · State Office Expenses

6021 · Bank Fees

70.33

6022 · Supplies

143.16

6023 · Printing and Copies

219.70

6024 · Postage

13.38

6028 · Software

169.00

6030 · California Taxes - SI-100's

80.00

6034 · State Awards

12.00

Total 6020 · State Office Expenses

707.57

Total 6000 · State Administration

861.72

6100 · Insurance

7,731.16

Sons In Retirement, Incorporated
Profit & Loss
January through March 2024

	<u>Jan - Mar 24</u>
6400 · State Meetings	
6410 · BS-AG-RD Meeting	604.36
6440 · Leadership Workshop	
6441 · Facility Rental	950.00
6442 · Lodging and Meals	924.00
6443 · Mileage and Tolls	148.80
Total 6440 · Leadership Workshop	<u>2,022.80</u>
Total 6400 · State Meetings	<u>2,627.16</u>
6500 · Area Representative Expense	
6503 · Mileage & Tolls	8.40
6500 · Area Representative Expense - Other	27.94
Total 6500 · Area Representative Expense	<u>36.34</u>
6998 · Miscellaneous	261.26
Total Expense	<u>11,517.64</u>
Net Ordinary Income	<u>15,005.80</u>
Net Income	<u><u>15,005.80</u></u>

Sons in Retirement, Inc.

Actual To Budget

Jan to March 2024

		1st Qtr Actual	1st Qtr Budget	Over (Under)
	Income			
	4000 · Revenue			
	4100 · Pro Rated Assessment			
	4101 · Q1 Assessment (\$21,500.00)	22,020	21,500	520
	4102 · Q2 Assessment (\$21,400.00)		-	
	4103 · Q3 Assessment (\$21,300.00)		-	
	4104 · Q4 Assessment (\$21,100.00)		-	
	Total 4100 · Pro Rated Assessment	22,020.0	21,500	520
	4202 - Donations to SIR	4,397		4,397
	4300 - Foreign Travel Fee		425	(425)
	4400 · Hardware Sales	314.0	-	314
	4500 · Interest Inc	303.0	625	(322)
	4600 · Other		-	-
	4601 · Branch closing	(510.0)	750	(1,260)
	Total 4000 · Revenue	26,524	23,300	3,224
	Expense			
	6000 · State Administration			
	6010 · Officer Expenses			
	6011 · President - Travel		113	(113)
	6012 · Vice President - Travel		113	(113)
	6013 · Secretary - Travel		30	(30)
	6015 · Treasurer - Travel		125	(125)
	XXXX - Mkt and Communication		1,250	(1,250)
	6017 · Chief Admin Officer - Travel		75	(75)
	6018 · State Advisor-Travel	154	53	102
	Total 6010 · Officer Expenses	154	1,758	(1,603)
	6020 · State Office Expenses			
	6021 · Bank Fees	70	-	70
	6022 · Supplies	143	859	(716)
	6023 · Printing and Copies	220	100	120
	6024 · Postage	13	50	(37)
	6026 · Mileage		-	-
	6027 · Web site/Server		425	(425)
	6028 · Software (inc ZOOM)	169	1,719	(1,550)
	xxxx- State Awards	12	-	12
	6030 · California Taxes - SI-100's	80	400	(320)
	6030 a · Attorney General - RCT Filings		600	(600)
	Total 6020 · State Office Expenses	708	4,153	(3,445)
	Total 6000 · State Administration	862	5,910	(5,049)

EXHIBIT B

Sons in Retirement, Inc.

Actual To Budget

Jan to March 2024

		6100 · Insurance	7,731	7,731	-
		6200 · State Committees			
		6210 · State Audit Committee		100	(100)
		6220 · Infosys Committee		30	(30)
		6260 · Golf Committee		250	(250)
		6309 · Insurance Committee		-	-
		6370 - Director Branch Support		450	(450)
		Total 6200 · State Committees	-	830	(830)
		6400 · State Meetings			
		6410 · BS-AG-RD Meeting	604	1,700	(1,096)
		Town Hall Meetings	2,023	2,200	(177)
		Total 6400 · State Meetings	2,627	3,900	(1,273)
		Area Representatives	36	1,500	(1,464)
		Miscellaneous	261		261
		Total Expense	11,517	19,872	(8,354)
		Net Income	15,006	3,428	11,578

7:27 AM
April 3, 2024
Cash Basis

Sons In Retirement, Incorporated
Balance Sheet
As of March 31, 2024

	<u>Mar 31, 24</u>
ASSETS	
Current Assets	
Checking/Savings	
1170 · BMO Checking	22,196.55
1176 · BMO CD	20,504.14
1180 · US Bank Checking	4,455.43
1185 · US Bank Money Market	45,664.82
Total Checking/Savings	<u>92,820.94</u>
TOTAL ASSETS	<u><u>92,820.94</u></u>
LIABILITIES & EQUITY	
Liabilities	1,302.59
Equity	
3000 · Opening Bal Equity	70,375.08
3200 · Retained Earnings	6,137.47
Net Income	15,005.80
Total Equity	<u>92,820.94</u>
TOTAL LIABILITIES & EQUITY	<u><u>92,820.94</u></u>