



SIR State Board Meeting
June 27, 2024 - 3:00 P.M.

Agenda

Opening and Verification of Quorum – Rich

Acting President’s Announcements: 5 min.

Consent Calendar: 5 min.

1. Approve April Board Minutes: **See, Exhibit 1.**

Motion: “It is moved that the Minutes of the April 26, 2024, Board of Directors Meeting are approved.”

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

Motion: “It is moved that the Financial Statements for April 2024 are approved.”

3. Approval of 2025 Slate of Officers for Annual Meeting: **See, Exhibit 3.**

Motion: “It is moved that the following persons be placed on the ballot for membership on the 2025 SIR State Board of Directors and be voted upon at the 202 SIR Annual Meeting.”

New Business:

4. Report by Luncheon Committee: Mark, Rich and Jim 10 min.
5. Status of Functional Organization Chart: Andy and Lee 5 min.
6. Review of June 20, 2024, Town Hall Meeting: Lee 20 min.
7. Discussion of Proposed Policy 22: Andy and Rich 10 min.
8. Discussion re Second Town Hall Meeting: Lee 10 min.

9. Discussion re Annual Meeting: 20 min.
- a. Date
 - b. Topics
 - c. Motions required re officer appointments, suggested changes in name, logo, branch officer descriptions, etc.
10. Discussion of Proposed Policy 10 Changes 10 min.
11. 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.

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:

July Meeting: July 25, 2024, at 3:00 p.m.



SIR STATE BOARD OF DIRECTORS MEETING

Conducted via Electronic Video Conference (Zoom)

Thursday, May 23, 2024

The Meeting Was Recorded

Board Members Present:

	President: Dale Decker	X	AR 10 & 18 Rep.: Rick Kindle
X	Act. Pres., VP: Lee Lamp	X	AR 15 Rep: Fred Serena
X	2 nd VP & Secretary: Rich Carlston	X	Dir. Mktg & Comm.: Andy Danver
X	Treasurer: Carl Mason	X	Dir. Activities: Mark Stuart
X	Chief Info. Off.: Roy Hodgkinson		Dir Docs: Jeffery Chin
X	AR 19 Rep: Bruce Corwin	X	Dir. Br. Sup.: Jim Gragg

Others Present:

Derek Southern – Board Advisor and Past President

Kevin King – Branch 95

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

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

Acting President's Announcements: Lee advised the Board of a Retreat Committee meeting held on May 17 to discuss the results of the recent Board retreat and a Town Hall planning meeting held on May 22nd to discuss the scheduling and potential agenda for the first Town Hall meeting as well as the schedule for the second Town Hall. The first Town Hall is scheduled for June 20, 2024, from 2 – 4 pm. The second Town Hall is scheduled for July 16, 2024, from 2 – 4 pm.

Invitations will be extended to Big Sirs, Little Sirs, Area Representatives and Board members. Lee will work with Andy and hopes to get the invitation out in the next few days. The tentative agenda for the first Town Hall conforms with the email from Lee attached hereto as **Exhibit 1**. The agenda for the second Town Hall is yet to be developed but will likely include a discussion on Policy 22. Andy and Rich will work on finalizing a draft of Policy 22, which will be presented to the Board in June. The goal of the Town Halls is to educate our branch and area leaders.

Consent Calendar:

1. Approve March Board Minutes: A copy is attached to the Meeting Agenda as Exhibit A.
2. Approve Financial Statements for March 2024: A copy is attached to the Meeting Agenda as Exhibit B. Carl commented that the only major change was the expenses associated with the Retreat of May 5-6.

Bruce moved, seconded by Jim, that the Consent Calendar be approved. By unanimous vote, the motion was approved.

New Business:

1. **Report from the Nomination Committee.** Dave was unable to attend the Board Meeting but distributed a report from the Nomination Committee via email to Board members in advance of the meeting. See, **Exhibit 2**. Lee reviewed the report, noting that Kevin King has agreed to become the Director of State Documents next year, replacing Jeff. Jeff will become the 2nd Vice President and the Secretary, replacing Rich. Rich will become the 1st Vice President, replacing Lee. Lee will become the President, replacing Dale. We are still looking for an Activities Director and someone to fill an Area Representative Board position.
2. **Consideration re changing the SIR slogan from “Social Activities For Men” to “Enhance Your Lifestyle”.** Speaking for Dale, Lee stated that everyone tends to agree that a good reason exists for the change. Lee mentioned that his branch is ordering some new banners which will include the Enhance Your Lifestyle log.

Andy: Andy reported that the branches in his area like the lifestyle slogan but cautioned against losing “Friends for Life”. He also said that we should be considering changing the name of the organization from SIR which is masculine to something more general like “Friends for Life”.

Lee: Lee believes that there are lots of other things to be considered but right now let’s only consider the slogan as proposed by Dale. We should consider changing both the organization name and the rooster logo.

Roy: Roy noted that we still have branches that are transitioning away from the old “Sons In Retirement.” He noted that adopting a new logo will be yet another change that they will need to adopt. He suggested we consider how to roll out the new slogan and logo and the resources that it will consume to do so. He believes it will be a lot of work.

He reminded us that the 1st Vice President coordinates the Annual Meeting in August and is wondering what our plans should be for the Annual meeting and that we should be addressing the topic of the Annual Meeting very soon.

He cautioned that we need to be aware of the consequences that may occur with a further change of the slogan and the logo.

Lee: Lee stated that we need to take small steps and that we need to educate our branch leaders through the Town Halls. We need to educate them that the old slogan and logos are gone, and we are moving toward a different relationship between the branches and State. The framework for this relationship will be the new Policy 22 as proposed initially by Dale which will be augmented and strengthened through the suggestions of Andy and Rich. Part of education of our branches and leaders will be to let everyone know where we are and why.

Lee suggested that we need to talk about amending our contract with Branch 92. We may also need to rewrite the State SIR By-Laws to enact real change. In taking any such action, we need to educate our leaders and manage the message.

He suggested that when a decision is made by the Board, Board members need to be in lockstep with that decision. We as a Board need to make decisions and move forward. If we make small decisions, these may start the ball rolling and result ultimately in positive change.

Carl: Carl is troubled by the terminology “lifestyle” but is willing to go along. He believes that rather than referring to the need to educate our leaders, we should focus on motivating them.

Lee: Lee stated that we need to do both education and motivation as we manage the messaging. The emphasis is on asking people to enhance their lives with activities and new social contacts or, in other words, change their lifestyle.

Lee entertained a motion to change the slogan to Enhance Your Lifestyle, Rich moved the motion and Andy seconded it. A vote was taken and the motion carried without discussion.

3. Consideration re restructuring the website to limit information which an investigator might see. Andy led the discussion on this item.

Andy briefly described the process Dale used to reach the conclusion that change is necessary. Many of Dale’s documented concerns regarding the Branch 1 website have already been addressed by the branch.

Andy described the discussion he and Jim had with a full function digital marketing firm. From that discussion, it is apparent that our current State SIR website is outdated, and static. The “We Are Sir” website was put in place as an interim step because of the recognition that providing access to a prospect of all our internal information is inappropriate. The “We Are Sir” website has been modified and a search for the SIRInc.org website will redirect the person

searching to the modified “We Are SIR” one. In getting our members to go directly to our internal website, a problem exists because many have bookmarked the former “We Are Sir” website and may be concerned that they are being redirected.

Andy recommended that we form a committee whose members are familiar with digital marketing websites. The committee should be charged with determining what can be done with our website. In addition, the committee can be asked to determine what needs to be done to continue improving the members only portion of our website.

Lee: Lee agrees with the recommendation to form a committee. He asked if there is a way to password protect the SIR member area.

Roy: Roy stated that we continue to have issues with our members who don't know what the site password is. We have an education issue here.

We have two domains: wearesir.com, which is a marketing site and sirinc.org which is the member site. We can develop the marketing domain and keep the member site separate under a different domain. He has discussed the issue of putting in password protection with Alan Baker, who doesn't see any justification for the added protection.

Andy: It is wrong to send everyone to a site that provides membership information. We need to clearly segregate marketing materials from the member materials. Then we need to educate our members to be able to find the member materials.

Jim: Jim asked are we trying to keep information from members via a password. Do we need password protection and if so, why?

Derek: Derek stated that we have password protection on the sirinc.org website for the member's section. But, if you search directly for a specific page in the member's section, you can bypass the password protection. He used sirinc.org/rosters as an example.

Lee: Lee stated that the only thing that needs protection is the individual information about our members – such as our rosters.

Roy: Roy pointed out that his team can do what is decided. He commented that he is trying to show the appropriate ownership of forms on the website. It is important that everyone is clear as to the ownership of information on the website, which may include individual ownership of different sections of the website.

Andy: Andy agrees with Roy. We need people who are interested in marketing. Andy would like to head up this effort and invite those who would like to join in the project.

Mark: Is the motion to go back to two separate websites. It was clarified that no motion was pending at that time but that the contemplated motion would be to form a committee to address the website(s) to be used by State SIR to improve both the marketing capability and to improve the member information to better educate and assist our members. Bruce was prepared to make the motion.

Lee: Lee noted that since we are looking at an ad hoc committee to address he can appoint the committee without the need for a motion. Accordingly, he appointed, subject to Roy's preview as CIO, the following committee:

Chairman – Andy Danver with members Alan Baker, Jim Gragg, Mark Stuart, and Kevin King.

The Committee is charged with modernizing our presentation to the public and addressing the technology, not creating the content.

The Committee is to report back at our next Board Meeting.

- 4. Consideration of Draft Policy 22.** Lee stated that Andy has a broad framework for the policy. The issue here is basically education given that some branches have been nonresponsive to filing important required forms such as Form 20, Form 65 and Form 28. We need to motivate branches to send these forms into State SIR. We need an education process to ensure that the branch leadership understands why these forms must be submitted. Dale's draft focuses on adding a new member or growth. We need to talk more about the need to be compliant. Currently, there is no "club" to encourage branches to submit the form.

Roy: Roy shared an email that he sent to Dave. See, **Exhibit 3**. Per his email, he suggests (i) that a minimum assessment perhaps the equivalent of 100 members be charged to all branches, (ii) a special assessment for growth through marketing such as \$500 per Branch and (iii) options for branches that are unable to find essential leaders focusing on forming satellite activity groups.

Carl: We need a lot more than \$500 as the assessment but believes Roy's approach is a creative idea.

From his experience with assessments and Form 28, Carl believes that most branches comply with the filing requirement and there are really only a few who don't comply. For example, he thinks there is maybe one branch that isn't filing its Form 28. He hates branch bashing.

Lee: Lee stated that it is not just the Form 28s that are involved. He noted Form 63 or 64 may not be provided. He referenced branches that don't properly approve their activities. If a branch isn't following the requirements and something goes wrong, then the entire organization could be brought down. It doesn't matter if only one person is out of compliance, the net effect could affect

the entire organization. We need to educate our leaders and motivate them to comply.

Derek: In listening to the conversation, Derek said that the word that came to mind to him was symbiotic. There is a symbiotic relationship between State and the branches. The two must gel and work together.

Lee: Lee stated that Rick has stressed the need for education. Education is the principal purpose behind the Town Hall meetings. We need to make our leaders feel comfortable with the requirements.

Mark: Mark stated that we have expectations of our members. We may not have clearly defined our expectations for our branches. Mark pulled out the training material from 2019 or 2020 on our website that Ed Benson spearheaded. There is a video on the fiduciary responsibilities of branch leaders. We need to get the branches to do the minimal requirements. He stated that we have gotten into bad habits. We should educate our branch leaders on their fiduciary duties and do it early in the year. We should incorporate a reminder mechanism, so we don't forget to do it.

Lee: Lee referred to the draft agenda for the First Town Hall meeting. He stated that we will be covering much of this information over time. What we are saying is the same thing only we are saying it differently. We need to educate our leaders.

Roy: Six or seven years ago branches were having trouble. The Statement of Operations provided the direction they needed. But branches chose not to look for it or forgot it.

Andy: Andy asked why we are focusing on compliance. He stated that Dale believes the number one issue confronting SIR today is growth. All the branches filed their Form 20 in the end. Dale isn't as concerned with that. Branches need motivation to grow. He asked what the Board members considered the most important action that could be taken for State SIR. He asserted that it is to grow the organization. He asked what our State SIR growth goals or expectations are. What do we expect the branches to do? Do the branches care what we expect? Do they care about growth? Do we know what to do with branches that don't care about growth?

Fred: Fred asked who are the doers? Are the ARs responsible for communication, education? If they aren't, then there is no future for them, and they won't want to do anything. If State SIR alone calls the shots, then it is losing the 3D perspective it could have from the ARs.

We need to strengthen the ARs to ensure that they bring information from their branches to the Board and that they take information from the Board back to their branches.

Lee: We are planning a meeting with the ARs for August 2nd.

Carl: There isn't motivation at the lower levels. Decisions are made by the branches. They don't believe they need State SIR. But what do we do as State SIR is motivate and educate. We need to do more, or we will go out of business. There is a need for some kind of kick in the butt to motivate.

Lee: Several members have said that it is our role to encourage the branches to grow. We should ask members to bring a guest. In his branch, Lee talks about it every month.

Andy: He and Rich will refine Policy 22. The Board's number one job is to help branches to grow. When we spend money, it should be to help the branches grow. Everything we do should be judged on whether it helps the branches grow.

Jim: Jim cautioned that not all moneys spent will grow the membership. Most marketing is done through referrals. Our members are older and may be out of options relative to referrals. Everyone in the branch should be lined up to help the branch grow.

Fred: Fred believes in growth but that comes at a cost. Will we be so focused on growth that we leave some of our seniors behind? Some of our seniors come only to lunch.

Mark: Ed Benson suggested using golf to grow the corporation. The branches were all told that State SIR will help you set up or enhance your golf program since golf is the number one activity of SIR. Mark related that not one branch ever took them up on the offer. From that he learned that we can do what we want but if the branches aren't interested, we have wasted our time and resources.

Jim: Jim noted that, with respect to our older members, we don't leave them, but they leave us. New members bring energy and excitement. Older members are aging and phasing out. We need replacements in the door. The key is new members - younger members.

Andy: Andy read from the SIR Leader's Guide: "New members are important to any organization, but they are especially important for SIR because a continuous supply of new members is needed to replace outgoing members and maintain a healthy balance of new and older members."

Bruce: Bruce noted that the oath that new members take may be out of date and need wordsmithing.

Andy: Andy asked who oversees updating the job descriptions, suggesting that the responsibility might fall on Jeff.

Lee: Lee noted that a lot of our written material is outdated but we are so thin in State SIR leaders that we need to prioritize. If someone wants to change the priority of work, let Lee know.

The Town Halls will try to motivate our leaders. We want the leaders to have fun at the meetings.

5. **Consideration of Draft Policy 10.1.** Item continued until next month.

6. **Further discussion re the role of State SIR.** Lee stated that he believed that this subject had already been covered in the meeting.

7. Director Reports

- Director of Marketing and Communications – Andy:

Andy is working on a slide presentation along with other items re State. He is working with Dale's documents relative to marketing. He and Derek are reviewing the March 15 meeting.

- Director of Branch Support – Jim:

Jim is assisting in the training of the Little Sir from Branch 109. He still believes that at some point that branch will merge with Branch 45.

Jim presented a proposal to advertise in the NCGA semi-monthly Handicap Revision and News email (the "Email"), a publication widely reviewed by golfers.

Andy: Mentioned the article that Mark initiated in the NCGA Quarterly Magazine. See, **Exhibit 4**.

Jim: The Email comes out twice a month. It contains advertisements and articles. He received a quote of \$4,800 (20% discount) to have an ad targeted to men 50 and older placed in the first email of the month for a period of three months. The Email goes to 187,000 golfers in our market. It is anticipated that the Email would have approximately 119,000 unique openings. If ½ of 1% see the ad and become interested in SIR, then there would be 598 new prospective members. If 1/10th of 1% are interested, then there would be 119 new prospective members.

This would be targeted advertising to our market. Jim believes this advertisement would yield the best bang for our buck.

He isn't ready to make a motion to authorize this expenditure. There are three things that will be required before a motion should be made:

- 1) The ad needs to be designed and approved by the Board
- 2) An established and effective fulfillment process must be in place to ensure that a prospective member is not lost and to bring in the leads.
- 3) There must be a follow-up system for prospects and a decision mechanism in place on how the prospect will be matched with a branch.

Rick: Rick suggests that the NCGA Article that Andy referenced (Exhibit 4) should be sent out to all Big Sirs, Little Sirs, Activity Chairmen and branch bulletin.

Roy: Roy suggested that the article be placed in golf club houses where possible. We should consider advising people that the easiest way for a non-NCGA golfer to get into NCGA is through joining SIR.

Jim: Sandwich boards could also be placed in the clubhouse if permitted as is being done at Black Oak Golf.

Bruce: The advertisement is a great idea. If there is a problem with State SIR funding the cost, his branch would be glad to help offset the cost.

Lee: Lee asked Jim if we would have the right to ask to have our ad placed high up on the scroll of ads. He believes it needs to be high up to be effective.

Rick: Rick showed an advertisement that Area 13 is developing for publication in the Turlock Journal. See, **Exhibit 5**. The ad was put together for them by the Turlock Journal. Rick provided the QR codes for each of the branches. The ad incorporates the Enhance Your Lifestyle slogan. Rick suggested that branches should consider having similar ads placed in e-editions of papers since the cost is less. Rick will be putting formats together and making them available for others.

Andy: Andy showed the draft ad at his Area 13 meeting, and they loved it.

Lee: Lee suggested that it be sent out to everybody.

- Director of State Activities – Mark:

Mark plans to hold a meeting in June to go over State and branch activities.

The first travel trip has been completed and he has received good feedback.

The State SIR Bowling Championship was successful. Attendance was acceptable and everyone had a good time.

The Fresno golf tournament was cancelled due to insufficient sign ups. The Reno tournament in June has 55 signups presently. There are tournaments set for August and October.

They need more participation in the Doing My Part program and are looking for new members.

- Director of State Documents – Jeff: Excused
- Chief Information Officer – Roy:

All Form 20 and Form 65s have now been posted into Constant Contact.

Roy will be holding an all hands meeting next week. They will be talking about infrastructure, open positions and transitions.

Roy will be on vacation from 6/1 – 6/17.

Final Remarks – Lee: In the interest of time, Lee did not make any final remarks but rather Lee expressed his appreciation to everyone.

Open Forum:

Activities covered by insurance. Derek asked for time to discuss insurance requirements for our activities. He presented his comments via a PPT slide presentation; a copy is attached as **Exhibit 6**. He addressed an inquiry about when further meetings after or before an activity will be covered by insurance. Derek inquired of Craig Hoffhines, who sent an email explaining that meals or short gatherings at the site of the approved activity either just before or after are covered by insurance assuming the activation was properly approved. However, if the meal or gathering is held a different venue from the activity, they would not be covered. To obtain coverage for such a meal or gathering, the BEC must expressly approve the gathering or meal and confirm their approval in the minutes of the BEC meeting as a separate activity. The email from Craig is attached as **Exhibit 7**.

Carl: Carl stated that after playing bocce ball, five or six of them go to lunch.

Roy: Roy stressed the importance of “Excluded Activities.” There is a lack of clarity relative to foreign travel.

Derek: Asked that the Board adopt as policy, the guidance provided by Craig and distribute that information with the limitation that it applies to domestic activities rather than foreign travel.

On Motion by Rick, seconded by Rich, it was moved that the guidance provided by Craig for domestic activities be adopted as policy by the Board of Directors. By unanimous vote, the guidance was accepted as a policy of SIR to be included in the SIR Manual and other appropriate SIR publications.

Lee: Lee showed his revised SIR business card. His branch intends to also create a banner.

Adjournment: The meeting was adjourned at 5:08 pm.

Afternoon,

Thanks for agreeing to assist with putting together some education opportunities for the branches. This is my first pass on topics and flow of a meeting. I'm sure there are additional things to be considered.

Introductions/Overview of Session

Respecting the autonomy of each branch.

-What does State Offer

- >Insurance

- >Tax Filings

- >Corp Filings

- >Resource Library (extensive, demo navigation of web page)

-State Needs from Branches

- >Form 28 (tax information AND membership numbers) Rev 1/22/2024

- >Form 20 (online submissions as changes occur and minimum annually)

- >Branch to maintain copies of BEC minutes reflective of approval of all activities

- >Explain importance of Branch leaders reviewing/responding correspondence from State.

Email is the principal source to sharing information.

-Policy 22 Update - Clarifying State Needs/consequences of branch failing to meet them

- >Contact Branches to Educate (?)

- >Warning (?)

- >Cancellation of Insurance (?)

-Discussion on future of organization

- >Pending changes in bylaws for those branches that wish to include women

- >Importance in attending Annual Meeting in August

- >Another face to face meeting being planned for later in the year. Encourage those that skipped last one to attend.

-Q/A with designated SME

Lee

530-921-1375

On Tuesday, May 21, 2024 at 04:48:50 PM PDT, dave gonzales <yogonzo@yahoo.com> wrote:

Dear Board Members:

I will not be able to attend the May State SIR board meeting.

The SIR State Nominations Committee made up of Derek Southern, Rick Kindle and I have been working diligently to fill the State board positions for next year (2025), and here is our progress:

President: Lee Lamp

1st Vice President: Rich Carlston

2nd Vice President: Jeff Chin

Secretary: Jeff Chin

Treasurer: Carl Mason

CIO: Roy Hodgkinson

Director Of Branch Support: Jim Graag

Director of Marketing: Andy Danver

Board Area Representative 2: Bruce Corwin

Board Area Representative 3: Al Serena

Open Positions:

Director of State Documents

Director of State Activities

Board Area Representative 1.

It behooves all of us to work together to move past this challenge. The Nominations Committee depends on help from all of you to identify good prospects for our open State positions.

Please think about the open State positions and forward the names of prospects to whom the Committee can contact.

Best wishes,

Dave Gonzales,
State Nominations Chair
2023 State President

From: Roy Hodgkinson <a_r_hodgkinson@msn.com>

Sent: Tuesday, May 14, 2024 12:28 PM

To: dave gonzales <yogonzo@yahoo.com>

Subject: Re: Roy's Form 43

Dave,

A number of ideas are percolating.

1. Branches could be charged a minimum assessment equal to that of say 100 members. This justifiable because the State does the same work for every Branch regardless of size. If a Branch is smaller and don't like this, see idea 3 below.
2. A one time special assessment could be levied such as \$500 per Branch to support State marketing efforts to grow the overall organization's membership.
3. Branches unable to find essential Leaders to meet California corporation law requirements could be offered the option to devolve from being a Branch to being a "satellite activity group" reporting into a nearby healthier Branch. This is effectively a merger but the failed Branch keeps its own activities, including a monthly lunch if they wish, that provide the value to its members. This works because all activities are supposed to be financially zero cost and zero profit. The "parent" Branch would handle the satellite activity group as their own members and do all the usual reporting.

Enough for now, Roy



Forging Friendships



BY JULIE WILLIAMS

With golf's growth these past few years, tee sheets are more crowded than ever. Andy Danver knows people who set an alarm for 11:30 p.m., just to book a tee time two weeks away. But Danver also knows there's a better way, and it's one of the many perks of being a member of SIRS, one of the NCGA's largest associate clubs.

"That all goes away with SIRS," says Danver, SIRS state director of marketing and communications. "We have 12-month schedules, we're all signed up and all you have to do is sign up the month before."

SIRS stands for Sons in Retirement, an organization founded in

1958 that encompasses far more than golf and whose membership is no longer limited to retired men. Among nearly 9,000 SIRS members are roughly 2,500 golfers divided among 84 member branches from Fresno to Redding. Danver, a member of the executive committee for Branch 35 (serving the Los Altos area), notes that his group, for example, plays twice weekly and will tee it up at 50 different courses from the Monterey Peninsula to Vallejo throughout the year.

Different SIRS branches, which can number from 25 to 330 members, host recurring outings in a format, frequency and size that fits their membership. Smaller branches may even play together as a unit or a few players from one branch may break off and intermittently play in another branch outing.

Mark Stuart, director of state activities and a member of Branch 98 (serving the Sacramento area), notes that state-level tournaments exist, too.

"You can kind of think of them as travel tournaments," he says. "We go to different venues and we invite everybody in the state to compete and play, including guests as well as partners, spouses."

Options are seemingly endless, and that doesn't just describe SIRS golf. The beauty of the organization is in its diversity of offerings, from bowling to bocce to dining and wine tasting.

"It's just a great opportunity through a common interest, a sport in this case, to enjoy the sport, play the courses and then because of the friendships that you've spawned, to be able to go out and do even more in life," Stuart says. 🌟

Enrich Your Life.

WEARESIR.COM



Enhance Your Lifestyle

SIR can add years to your life and life to your years.

*Re-discover
Activities you once enjoyed
by joining SIR!*

Golf, Bowling, Monthly Luncheon, Couple Dine Out, Wine Tasting, Travel,
RV Outings, Book Swap, RC Flying, Fishing Chess and much more.
Branches near you, AREA CODE 209

Stockton 46,
David Stull,
479-4944



SIR46

Modesto 103,
Bob Kredit,
672-0326



SIR103

Turlock 143,
Rick Kindle,
652-8608



SIR143

Modesto 144,
Sam Graham,
552-0960



SIR144

Lodi 145, Mark
Wahlman,
368-7085



SIR145

**Enrich
Your
Life.**

WEARESIR.COM



EXHIBIT 1

***Enhance your
Lifestyle***



SIR103

Modesto 103,
Bob Kredit,
672-0326

SIR can add years to your life and life to your years. Make new friends and be social. **Re-discover**

***Activities you once enjoyed
by joining SIR!***

Golf, Bowling, Monthly Luncheon, Couple Dine Out,
Wine Tasting, Travel, RV Outings, Book Swap, RC Flying,
Fishing Chess and much more.

Branches near you, AREA CODE 209

SIR Insurance and Activities

Approved SIR Activities

Activities that are common to most branches and are not listed in the excluded list*, and have been officially approved by the BEC and recorded in the meeting minutes can be covered by SIR insurance policies.

Social Meetings at the Same Location

When a social activity, like a lunch, occurs before or after an approved SIR activity at the same venue, it is deemed a component of the approved activity and thus falls under State insurance coverage.

Social Meetings at Different Locations

Should SIR members gather socially at a location other than the one approved for the main activity, either before or after the event, such a gathering will not be insured by SIR State Insurance. Coverage is only provided if the BEC has given explicit approval for this adjunct meeting and it is documented in the minutes of the BEC meeting.

Multi-Branch Activities

When an activity involves members from more than one branch, only the organizing branch's BEC needs to approve the activity for it to be covered by SIR State insurance.

EXHIBIT 7

From: Chris Nelle <nelleval@hotmail.com>

Sent: Thursday, May 16, 2024 8:12 PM

To: Rick Kindle <rick@kindleandassoc.com>

Subject: Re: WILL A ZOOM MEETING FOR AREA 10 WORK IN JUNE? PERHAPS JUNE 28TH

Hey Rick if I wanted to hear from State HQ about what activities need to be reported so that we can be assured they are "covered activities" of SIR and therefore covered by the statewide umbrella insurance who would I talk to? At today's BEC an argument broke out about when to report something as an activity to be certain it's covered for insurance purposes. One side said virtually anything and everything done as an organized event aimed exclusively at our members should be reported, in this case lunch at a nearby venue after our SIR team packs food baskets at the Redwood Food Bank. The packing food baskets is a regular event and has been reported, a member of this group (a retired attorney and former area governor for SIR) thinks the lunch after packing baskets should be included as an activity. The opposing side said any "going out for lunch" after activities is voluntary and such isn't an "activity". I said I'd research it with State.

I did some research and consulted Craig Hoffhines (insurance chair) and we came up with the following explanation. I suggest a quick discussion of this topic and approval by the Board, then have it inserted into the State Manual as there's nothing in there currently that explains our insurance cover in such detail.

1. **Approved SIR Activities:** Activities that are common to most branches and are not listed in the excluded list*, and have been officially approved by the BEC and recorded in the meeting minutes can be covered by SIR insurance policies.

2. **Social Meetings at the Same Location:**

When a social activity, like a lunch, occurs before or after an approved SIR activity at the same venue, it is deemed a component of the approved activity and thus falls under State insurance coverage.

3. **Social Meetings at Different Locations:**

Should SIR members gather socially at a location other than the one approved for the main activity, either before or after the event, such a gathering will not be insured by SIR State Insurance. Coverage is only provided if the BEC has given explicit approval for this adjunct meeting and it is documented in the minutes of the BEC meeting.

(It is not the intention of the SIR Insurance program to insure every little incidental gathering that a few SIR members may want to do outside the main activity event facility.)

4. Multi-Branch Activities:

When an activity involves members from more than one branch, only the organizing branch's BEC needs to approve the activity for it to be covered by SIR State insurance.

Here are some illustrative questions and answers:

Q. How about a group of Sirs who play a round of golf, then meet afterwards on-site at the golf club for lunch or to socialize?

A. That is counted as one activity and likely be covered by State insurance provided the golf activity was approved by the organizing branch's BEC.

Q. How about a group of Sirs who meet to play bridge at a pizza parlor which offers them space to play the game?

A. Their pre- or post-game dining at that pizza parlor would likely be covered by State insurance provided the activity was approved by the organizing branch's BEC.

Q. How about Sirs attending an approved activity for walkers, hikers, fishermen, Bocce players, etc who, before or after their activity, might wish to meet for social reasons at a different site from the activity?

A. Should SIR members gather socially at a location other than the one approved for the main activity, either before or after the event, such a gathering would not be covered by SIR State Insurance.

Q. How about a group of Sirs who volunteer to assist at, for example, a local Food Bank and that activity is approved by the organizing Branch's BEC. After their work is completed, some Sirs decide to stay at the venue, and have lunch provided by the sponsor of the Food Bank.

A. The approved activity at the Food Bank and lunch for those who stayed, is likely covered by State insurance. If they leave the main venue, and then meet socially at a local coffee bar or restaurant, or at one of the member's homes, such a gathering would not be covered by SIR State Insurance.

*The excluded list of activities is found in the State Manual and is copied below:

Winter sports (e.g., ice skating, snow skiing, sledding)

Water activities in or on houseboats

Participation in contact sports (e.g., football, basketball, soccer, hockey)

Air travel on any air-supported device other than a regularly scheduled airline or air charter company

Operating or learning to operate any aircraft as pilot or crew

Mountain climbing

Riding or driving in any motor competition

Activities involving firearms

	<u>Jan - May 24</u>
Ordinary Income/Expense	
Income	
4000 · Revenue	
4100 · Pro Rated Assessment	
4101 · Q1 Assessment (\$21,500)	22,020.00
4102 · Q2 Assessment (\$21,400.00)	21,578.00
Total 4100 · Pro Rated Assessment	<u>43,598.00</u>
4200 · Special Donations	
4202 · Donations to SIR Inc	4,396.76
Total 4200 · Special Donations	<u>4,396.76</u>
4400 · Hardware Sales	635.55
4500 · Interest Inc	987.72
4600 · Other	
4601 · Branch closing	(510.00)
Total 4600 · Other	<u>(510.00)</u>
Total 4000 · Revenue	<u>49,108.03</u>
Total Income	<u>49,108.03</u>
Cost of Goods Sold	
5000 · Cost of Goods Sold	
5102 · Shipping and handling	44.06
Total 5000 · Cost of Goods Sold	<u>44.06</u>
Total COGS	<u>44.06</u>
Gross Profit	<u>49,063.97</u>
Expense	
6000 · State Administration	
6010 · Officer Expenses	
6018 · State Advisor-Travel	154.15
Total 6010 · Officer Expenses	<u>154.15</u>
6020 · State Office Expenses	
6021 · Bank Fees	49.58
6022 · Supplies	310.16
6023 · Printing and Copies	219.70
6024 · Postage	139.98
6028 · Software	488.00
6030 · California Taxes - SI-100's	80.00
6030 a · Attorney General - RCT Filings	2,550.00
6034 · State Awards	12.00
Total 6020 · State Office Expenses	<u>3,849.42</u>
Total 6000 · State Administration	<u>4,003.57</u>
6100 · Insurance	
6110 · Commercial Package	5,794.00
6111 · Directors and Officers	1,651.00
6113 · Umbrella	1,937.16

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

EXHIBIT 2

	<u>Jan - May 24</u>
Total 6100 · Insurance	9,382.16
6200 · State Committees	
6370 · 6370 Director of Branch Support	300.00
Total 6200 · State Committees	<u>300.00</u>
6400 · State Meetings	
6410 · BS-AG-RD Meeting	
6411 · Facility Rental	285.00
6412 · Lodging & Meals	412.18
6413 · Mileage & Tolls	334.30
6414 · Materials/Slides/Handouts	64.88
6410 · BS-AG-RD Meeting - Other	43.12
Total 6410 · BS-AG-RD Meeting	<u>1,139.48</u>
6440 · Leadership Workshop	
6441 · Facility Rental	950.00
6442 · Lodging and Meals	2,394.00
6443 · Mileage and Tolls	269.90
6444 · Materials/Slides/ Handouts	931.95
Total 6440 · Leadership Workshop	<u>4,545.85</u>
Total 6400 · State Meetings	<u>5,685.33</u>
6500 · Area Representative Expense	
6502 · Lodging & Meals	181.09
6503 · Mileage & Tolls	91.70
6500 · Area Representative Expense - Other	93.70
Total 6500 · Area Representative Expense	<u>366.49</u>
6550 · Board Retreat	
6551 · Retreat Costs - Food	426.44
6552 · Retreat Costs - Hotel	969.32
6553 · Retreat Costs Milage	849.02
6554 · Board Retreat-Facility	230.00
6555 · Leadership Retreat Other	2,000.00
Total 6550 · Board Retreat	<u>4,474.78</u>
66010 · Bank Service Charges	3.00
6997 · Reconciliation Discrepancies	3.00
6998 · Miscellaneous	211.26
Total Expense	<u>24,429.59</u>
Net Ordinary Income	<u>24,634.38</u>
Net Income	<u><u>24,634.38</u></u>

Sons in retirement Inc.
Actual to Budget Summary
January 1 to May 31, 2024

EXHIBIT 2

	Jan to May 2024		
	Actual	Budgeted	Variance
Income			
4000 · Revenue			
4100 · Pro Rated Assessment	43,598	43,900	(302)
4302 - Special Donations	4,397	-	4,397
4600 · Other	1,069	2,292	(1,222)
Total 4000 · Revenue	49,064	46,192	2,872
Expense			
6000 · State Administration			
6010 · Officer Expenses	154	846	(692)
6020 · State Office Expenses	3,849	8,557	(4,708)
Total 6000 · State Administration	4,004	8,713	(4,710)
6100 · Insurance	9,383	-	9,383
6200 · State Committees	300	3,400	(3,100)
6400 · State Meetings	5,685	3,900	1,785
Area Representatives	366	2,500	(2,134)
Miscelleaneous	217	-	217
Total Expense	19,955	18,513	1,442
Net Income	29,109	27,678	1,431

Sons in retirement Inc.
Actual to Budget Detail
January 1 to May 31, 2024

EXHIBIT 2

	Jan to May 2024		
	Actual	Budgeted	Variance
Income			
4000 · Revenue			
4100 · Pro Rated Assessment			
4101 · Q1 Assessment (\$21,500.00)	22,020	21,500	520
4102 · Q2 Assessment (\$21,400.00)	21,578	22,400	(822)
4103 · Q3 Assessment (\$21,300.00)	-	-	-
4104 · Q4 Assessment (\$21,100.00)	-	-	-
Total 4100 · Pro Rated Assessment	43,598	43,900	(302)
4302 - Special Donations	4,397	-	4,397
4300 - Foreign Travel Fee	-	-	-
4400 · Hardware Sales	636	-	636
4500 · Interest Inc	988	1,042	(54)
4600 · Other	-	-	-
4601 · Branch closing	(510)	1,250	(1,760)
Total 4000 · Revenue	49,108	46,192	2,916
Cost of Goods Sold	-	-	-
5000 · Cost of Goods Sold	44	-	44
Total COGS	44	-	44
Gross Profit	49,064	46,192	2,872
Expense			
6000 · State Administration			
6010 · Officer Expenses			
6011 · President - Travel	-	188	(188)
6012 · Vice President - Travel	-	188	(188)
6013 · Secretary - Travel	-	50	(50)
6015 · Treasurer - Travel	-	208	(208)
6017 · Chief Admin Officer - Travel	-	125	(125)
6018 · State Advisor-Travel	154	88	67
Total 6010 · Officer Expenses	154	846	(692)
6020 · State Office Expenses			
6021 · Bank Fees	70	-	70
6022 · Supplies	289	1,432	(1,142)

Sons in retirement Inc.
Actual to Budget Detail
January 1 to May 31, 2024

EXHIBIT 2

6023 · Printing and Copies	220	167	53
6024 · Postage	140	83	57
6026 · Mileage	-	-	-
6027 · Web site/Server	-	708	(708)
6028 · Software (inc ZOOM)	488	3,101	(2,613)
6030 · California Taxes - SI-100's	80	667	(587)
6030 a · Attorney General - RCT Filings	2,550	2,400	150
6034 - State Awards	137	125	12
Total 6020 · State Office Expenses	3,849	8,557	(4,708)
Total 6000 · State Administration	4,004	8,713	(4,710)
6100 · Insurance	9,383	9,383	-
6200 · State Committees			
6210 · State Audit Committee	-	100	(100)
6220 · Infosys Committee	-	50	(50)
6260 · Golf Committee	-	417	(417)
6309 · Insurance Committee	-	-	-
6350 · State Sports Activities	-	-	-
6351 · Lodging and Meals	-	-	-
6352 · Mileage and Tolls	-	-	-
Total 6350 · State Sports Activities	-	-	-
XXXX - Mkt and Communication	-	2,083	(2,083)
6370 - Director Branch Support	300	750	(450)
Total 6200 · State Committees	300	3,400	(3,100)
6400 · State Meetings			
6410 · BS-AG-RD Meeting	1,139	1,700	(561)
Town Hall Meetings	4,546	2,200	2,346
Total 6400 · State Meetings	5,685	3,900	1,785
Area Representatives	366	2,500	(2,134)
Miscellaneous	217	-	217
Total Expense	19,955	27,896	(7,941)
Net Income	29,109	18,296	10,813

	<u>May 31, 24</u>
ASSETS	
Current Assets	
Checking/Savings	
1170 · BMO Checking	31,154.29
1176 · BMO CD	20,845.21
1180 · US Bank Checking	4,455.45
1185 · US Bank Money Market	46,008.57
Total Checking/Savings	<u>102,463.52</u>
Total Current Assets	<u>102,463.52</u>
TOTAL ASSETS	<u><u>102,463.52</u></u>
LIABILITIES & EQUITY	
Account Payable	1,293.84
Equity	
3000 · Opening Bal Equity	70,375.08
3200 · Retained Earnings	6,160.22
Net Income	24,634.38
Total Equity	<u>101,169.68</u>
TOTAL LIABILITIES & EQUITY	<u><u>102,463.52</u></u>

Sons in Retirement, Inc
Year End Projection Summary
Based on Original Budget
Jan 1 to May 31, 2024

EXHIBIT 2

	Jan to May 2024		
	Actual Jan to May	Orginally Budgeted Jun to Dec	Projected End of Year
Income			
4000 · Revenue			
4100 · Pro Rated Assessment	43,598	42,400	85,998
4302 - Special Donations	4,397	-	4,397
4600 · Other	1,069	5,054	6,124
Total 4000 · Revenue	49,064	47,454	96,518
Expense			
6000 · State Administration			
6010 · Officer Expenses	154	846	1,000
6020 · State Office Expenses	3,849	9,226	13,075
Total 6000 · State Administration	4,004	10,072	14,075
6100 · Insurance	9,383	42,410	51,793
6200 · State Committees	300	4,620	4,920
6400 · State Meetings	10,160	4,200	14,360
Area Representatives	366	3,500	3,866
Miscellaneous	217	-	217
Total Expense	24,430	64,802	89,232
Net Income	24,634	(17,348)	7,286

Sons in Retirement, Inc
Year End Projection Detail Original Budget
Jan 1 to Dec 31, 2024

EXHIBIT 2

	Actual	Budgeted	End of Year
	Jan to May	Jun to Dec	Projected
Income			
4000 · Revenue			
4100 · Pro Rated Assessment			
4101 · Q1 Assessment (\$21,500.00)	22,020	-	22,020
4102 · Q2 Assessment (\$21,400.00)	21,578	-	21,578
4103 · Q3 Assessment (\$21,300.00)	-	21,300	21,300
4104 · Q4 Assessment (\$21,100.00)	-	21,100	21,100
Total 4100 · Pro Rated Assessment	43,598	42,400	85,998
4302 - Special Donations	4,397	-	4,397
4300 - Foreign Travel Fee	-	1,700	1,700
4400 · Hardware Sales	636	-	636
4500 · Interest Inc	988	1,458	2,446
4600 · Other	-	146	146
4601 · Branch closing	(510)	1,750	1,240
Total 4000 · Revenue	49,108	47,454	96,562
Cost of Goods Sold	-	-	-
5000 · Cost of Goods Sold	44	-	44
Total COGS	44	-	44
Gross Profit	49,064	47,454	96,518
Expense	-	-	-
6000 · State Administration	-	-	-
6010 · Officer Expenses	-	-	-
6011 · President - Travel	-	263	263
6012 · Vice President - Travel	-	263	263
6013 · Secretary - Travel	-	70	70
6015 · Treasurer - Travel	-	292	292
6017 · Chief Admin Officer - Travel	-	175	175
6018 · State Advisor-Travel	154	123	277
Total 6010 · Officer Expenses	154	1,184	1,338
6020 · State Office Expenses	-	-	-
6021 · Bank Fees	70	-	70
6022 · Supplies	289	2,004	2,294
6023 · Printing and Copies	220	233	453
6024 · Postage	140	117	257
6026 · Mileage	-	-	-
6027 · Web site/Server	-	992	992
6028 · Software (inc ZOOM)	488	1,899	2,387
6030 · California Taxes - SI-100's	80	933	1,013
6030 a · Attorney General - RCT Filings	2,550	-	2,550

Sons in Retirement, Inc
Year End Projection Detail Original Budget
Jan 1 to Dec 31, 2024

EXHIBIT 2

6034 - State Awards	137	375	512
Total 6020 · State Office Expenses	3,849	6,179	10,028
Total 6000 · State Administration	4,004	10,072	14,075
	-	-	-
6100 · Insurance	9,383	42,410	51,793
6200 · State Committees	-	-	-
6210 · State Audit Committee	-	-	-
6220 · Infosys Committee	-	70	70
6260 · Golf Committee	-	583	583
6309 · Insurance Committee	-	-	-
XXXX - Mkt and Communication	-	2,917	2,917
6370 - Director Branch Support	300	1,050	1,350
Total 6200 · State Committees	300	4,620	4,920
6400 · State Meetings			
6410 · BS-AG-RD Meeting	1,139	-	1,139
Town Hall Meetings	4,546	4,200	8,746
6550 - Borad Retreats	5,685	-	4,475
Total 6400 · State Meetings	10,160	4,200	14,360
	-	-	-
Area Representatives	366	3,500	3,866
Miscelleaneous	217	-	217
Total Expense	24,430	64,802	89,232
Net Income	24,634	(17,348)	7,286

Sons in Retirement, Incorporated
A/R Aging Summary
As of May 31, 2024

EXHIBIT 2

	Branch	<u>Past Due</u>
B055		\$ 125.00
B057		87.50
B092		175.00
TOTAL		<u><u>\$ 387.50</u></u>

NOMINATIONS FOR 2025 SIR STATE BOARD OF DIRECTORS

President:	Lee Lamp
1st Vice President:	Rich Carlston
2. Vice President and Secretary:	Jeff Chin
Treasurer:	Carl Mason
Chief Information Officer:	Roy Hodgkinson
Director of State Documents:	Kevin King
Director of Branch Support:	Jim Gragg
Director of Marketing:	Andy Danver
Area Representative 2:	Bruce Corwin
Area Representative 3:	Fred Serena