



SIR State Board Meeting
November 20, 2025 – 3:00 pm

Agenda

Opening and Verification of a Quorum

President’s Introductory Remarks

Report on First Meeting of the Planning Committee.

Report on Final 2025 meeting of the BAC.

Status of attorney review of draft policy.

Consent Calendar:

Note: If approved collectively:

Motion: “It is moved that the each of the items on the Consent Calendar are approved.”

1. Approve Minutes for the October 23, 2005, Board Meeting. **See, Exhibit 1**

Motion: “It is moved that the Minutes for the October 23, 2005, Board Meeting be approved.”

2. Approve Financial Statements for September 2025. **See, Exhibit 2**

Motion: “It is moved that the Financial Statements for October 2025 be approved.”

Director Reports:

- | | |
|--|--------|
| 1. Director of Marketing and Communication | Andy |
| 2. Director of Branch Support | John |
| 3. Director of State Documents | Bruce |
| 4. Director of Activities | Mike |
| 5. Chief Information Officer | Ramesh |

Old Business:

1. **2026 Budget:**

See, Exhibit 3

Discussion of Current Version of the Draft Budget. Discussion of any amendments necessary. [Carl & Fred]

Motion: “It is moved that the 2026 Budget as finalized at this meeting be approved.”

2. **2026 Branch Assessments:**

Discussion and determination of the assessment amount required for 2026 pursuant to the revised budget. [Carl * Fred]

Motion: “It is moved that the assessment per branch member for 2026 shall be [to determined at the meeting].”

3. **Photography Consent Form:**

See, Exhibit 4

Finalization and approval of the Photograph Consent Form and the procedure applicable to it. [Fred]

New Business:

4. **Approval of Funding Request Re Area 13:**

Because funds remained available to Area 13 and at the request of Andy on October 29, 2025, I approved Andy’s request to disburse the funds on an ad in a senior edition insert and for multiple inserts in a streaming service. This would normally have required prior approval by either the Executive Committee or the Board of Directors since the proposed use of the funds had changed but, after alerting the Executive Committee of a potential meeting that night and because of the urgency involved with the proposed program, I advised Carl that I approved the disbursement and would seek ratification of that during this Board Meeting.

I’ll ask Andy to describe the changed use of the allotted funds and the exact amount before asking for a motion.

Motion: “It is moved that the change in use of funds by Area 13 in the amount of [amt to be inserted] be ratified and approved.

5. Outside Directors:

Discussion of the benefits/detriments of having two or more Outside Directors added to the Board of Directors. [Rich]

Motion: “It is moved that the Bylaws of SIR, Inc. be amended to permit the addition of [number] outside director(s) to the Board.

6. Accounting for Equipment:

Discussion of the requirement and compliance. [Fred, Carl]

Any Other Business:

Any other business required to be brought before the Board.

President’s Final Comments

Adjournment:

MINUTES OF THE SIR Inc BOARD OF DIRECTORS MEETING

Date: October 25, 2025 via Zoom

Chair: Fred Serena ,Vice resident

Attendees: Fred, Rich, Wes, Andy, John, Michael, Derek, Nick, Carl, Roy, Bruce, Ramesh, Jeff, Danny.

I. Call to Order and Introductory Remarks

Fred opened the meeting, noting it was his first time chairing the Board. Rich will be taking over introductory remarks in this area.

II. Upcoming Meetings (Informational)

The Board reviewed and clarified information regarding two upcoming meetings:

1. Transitional Meeting (October 31st): This will be a Zoom meeting, commencing at 10:00 a.m.. The topic of the meeting is the transition of presidential responsibility from the current president to Fred. Fred stated he would likely put together and send out an agenda.
2. Business Plan Meeting (November 15th): This general planning session starts at 10:00 a.m.. It will be held in person at Wood Hall, Orinda Woods Association, 501 Orinda Woods Drive, Orinda, California. Sandwiches will be provided. Topics suggested at the last meeting are listed in the notes sent out by Jeff.

III. Consent Calendar and Financial Report

The Consent Calendar included the minutes from the September Board Meeting and the financial report.

- Approval of August 26th Annual Meeting Minutes: Motion moved and seconded. The motion passed.
- Approval of September 25th Board Meeting Minutes: A motion was moved and seconded. A discussion was raised regarding internal conflicts within the minutes, particularly concerning assignments of jobs, potentially stemming from the AI used to generate them. Derek suggested the necessary correction be made and submitted to Jeff for revision. The motion passed. Nick abstained from voting as he is not officially on the board yet.

- Approval of Financial Statements for September 25th: Motion moved and seconded. The motion passed.

IV. Directors' Reports and Business Updates

A. Status of Post Branching and Branch 92

Rich reported that he sent an inquiry to the Attorney General (AG) regarding written documents confirming dissolution waivers for terminated branches. Once the documents are received, formal termination papers can be sent to the Secretary of State.

Rich met with the executives of Branch 92. The branch has about 75-80 members, including approximately 27 women (spouses). The amendment to the transition agreement has been executed and sent to Jeff. Rich noted that there had been no prior action to set up bylaws for Branch 92. Concern was raised by Andy regarding Branch 92 submitting inaccurate membership numbers on Form 28 over the last several months, consistently reporting 72 members. Fred suggested that Chris Nelly, as the Area Representative (AR) for that region, should follow up on the issue.

B. Consideration of Outside Directors

Fred proposed that the Board consider expanding the Board of Directors to include at least two outside directors. This topic is intended for discussion in November. Benefits cited included attracting expertise from major hospital systems (like Kaiser or John medical system) and potentially securing benefits like grant writing. Another suggested outside director would come from a public senior management or county senior parent situation. The Board would need to modify bylaws to allow for two or more outside directors.

C. Director of Marketing and Communications (Andy)

Andy reported on his work in developing a marketing plan and template for branches. He noted an inconsistency in the assignment of responsibility for this task in the previous meeting notes, which assigned it to Fred, Chris, and Rich. Andy was asked to coordinate with John and send the material to Fred, clarifying that John is involved in the marketing plan development. Andy is currently working with a media consultant in the Bay Area on streaming advertising and placement in senior living inserts.

A discussion occurred regarding the simple marketing template requested by some ARs and branches that Rich was proposing for a vote. Andy cautioned that many branches, including his, had already finished next year's budgeting and were unaware

of this "whole new process," requiring proper awareness and distribution before approval.

D. Director of Branch Support (John)

John reviewed the plan for the upcoming training meeting scheduled for the following day (October 26th). The meeting will start at 8:30 a.m. (presentations likely starting at 8:45 a.m.) and conclude around 10:30 a.m.. The agenda includes high-level overviews on the organization's history, successful branch elements (Andy), and leader responsibilities/recruiting (Fred). A second session in a few weeks (November 7th) will delve into tactics and detailed policies, procedures, and forms, tailored to questions solicited from the ARs.

John and Nick provided an overview of Branch 1's "Supercharger Team" initiative. The team's goal is to engage new, younger members to help with activities and community outreach, recruit new members, and build future branch leadership. They gather feedback from recent joiners to inform internal strategies for customer satisfaction and growth.

E. Policy and Document Changes (Bruce)

Bruce presented a list of recent organizational changes implemented over the last few months, including updates to Policy 11, Policy 13, Policy 15, Conflict of Interest (2A), and clarification on branch assessment. Bruce asked how best to disseminate this information to ensure people read and understand the changes. Suggestions included circulating the list via Constant Contact and incorporating coverage of the core changes into the detailed training program John is pulling together, especially the session scheduled for November 7th.

Bruce confirmed that Policy 15 now includes item C, requiring branches to develop a marketing advertising budget and update it quarterly. Also, Policy 34 states that branch assessment will be based on the number of members as of October 31st of each year.

F. CIO Report (Ramesh)

Ramesh reported on the status of CIO team personnel, noting that John Hansen has joined to work closely with Derek on AI and is currently reviewing all 79 branch websites for standardization. Steve Ziggerman is stepping back due to health issues, and Ken Regir's interest in joining is on hold.

Key project updates included:

- Form 20/22 Updates: The new update process is in progress, but attendance at Zoom training sessions was low, and approximately 50% of branches are still submitting changes the "old way". Training efforts will continue into December/January.
- Windows 10 Support: Branches were alerted that Windows 10 is no longer supported by Microsoft (effective October 13th), and guidance was provided on upgrading to Windows 11 or acquiring new PCs.
- GoFundMe: It appears GoFundMe has resurrected its nonprofit accounts without authorization for the dissolved SIR Foundation. Roy suggested sending a legal notification that the corporation has been dissolved.
- AI Assistant: Derek updated that he found a better way to instruct the custom GPT tool, and communication regarding its availability will be sent out soon.

V. New Business and Motions

A. Photo Use Consent Form (TABLED)

Bruce proposed a Photo Use Consent Form for board approval, necessary for legal protection when using member photographs for public marketing, such as on Facebook or the state website.

Discussion highlights included:

- Legal Concerns: It was noted that an "opt-out" mechanism likely would not satisfy legal requirements; affirmative signed permission is needed.
- Practical Concerns: Members feared the form would be terribly burdensome to administer monthly, especially for existing members and for activities whose pictures appear only in internal documents like the newsletter (which may be viewed externally on websites).
- Recommendation: Rich suggested approval only be required when a photo is specifically used for external marketing purposes, rather than requiring every member to sign. Roy suggested the form itself needs more instruction and explicit detail on how the photos will be used.

Due to lack of consensus and extensive debate, Derek moved to table the topic and continue with the agenda.

B. Branch Marketing Advertising Template (Policy 15)

A motion was made by Wes and seconded by Michael to approve the branch marketing advertising template, which helps branches comply with Policy 15.

Discussion addressed concerns:

- Andy questioned including data on activities separate from the branch (like golf) and emphasized the need for training branches, who are currently unaware of the requirement.
- Rich clarified that the general form is intended to be simple, and if an activity incurs cost (even outside activities), it should be included.
- The motion passed, though Andy opposed the specific form while supporting the concept.

C. Activity Approvals for 2026

Michael presented a list of proposed activities for 2026, requesting approval for three golf tournaments and several foreign trips.

A motion was made by Andy and seconded by Wes to approve the proposed 2026 activities. The motion carried. Discussion followed regarding a reported decline in tournament golf participation in some areas, prompting encouragement for struggling branches to combine their activities, such as combining golf or bowling programs.

D. 2026 Draft Budget Review (TABLED)

Carl reviewed the draft 2026 budget, noting \$94,000 in expected assessments and a projected negative budget balance of \$14,000. The deficit was largely attributed to two items: \$5,000 for AEDs (proposed, but not yet approved) and a \$10,000 plug number for a consultant.

Controversial items discussed included:

- Foreign Travel Fees: The current fee of \$27 does not cover the \$2,500 annual insurance cost. Increasing the fee to approximately \$60 was suggested to make the travel activity self-supporting.
- Marketing/Consultant Expense (\$10,000): This amount was plugged into the budget to hire a digital marketing consultant, intended to educate Neil (incoming Director) and the team on how to effectively market to younger baby boomers (60-70 year olds) on the internet. Carl and Andy expressed reluctance to approve 10,000–17,000 in marketing funds without a specific plan, citing past poor experiences with consultants.
- Assessments: The budget projection incorporates an anticipated 4% membership loss and a 3.5% increase for inflation. The branches require a firm assessment number for their own budgeting cycles.

Michael moved to suspend the budget discussion until next month, seconded by Wes. It was agreed that the Budget Committee, Marketing/Communication, and Director of Branch Support (Neil, Andy, and John) should submit detailed plans to Fred and Bruce by the beginning of November. The motion to table was approved.

E. Approval of Job Descriptions

A motion was made by Bruce and seconded to approve the current proposal for Vice President and Area Representative (AR) job descriptions. The motion passed.

F. Appointment of Mark Stefins as AR

Fred presented Mark Stefins as the replacement for AR Jack Reefer and requested approval for his appointment for 2026. Motion moved and seconded. The motion passed.

G. Appointment of Wes Howard to the Board

A motion was made by Rich and seconded by Wes to appoint Wes Howard to the Board of Directors as an AR representative. The motion passed.

H. AED Funding Proposal (Motion Failed/No Action)

Fred proposed funding \$5,000 for AEDs for 17 qualifying branches (based on low reserve funds and lack of AED at their lunch venue) at a rate of \$275 per branch. No motion was made for approval.

I. Training for Trainers (TFT) Initiative (Informational)

Fred proposed developing a Training for Trainers (TFT) program starting in January to address the transitional mindset needed to attract 60-70 year olds. This initiative would involve inviting the President Advisory Board for input, developing a handbook based on research from Andy and Derek, and scheduling a retreat and training sessions for ARs, Big Sirs, Little Sirs, and their BECs.

VI. Adjournment

The meeting was adjourned f at 5:15pm

Summary of Decisions and Responsibilities

Decision Made	Responsible Member(s)	Expected Result/Action
Approval of Consent Calendar (August 26 minutes, September 25 minutes, September financials)	Jeff (to implement)	Corrections noted in the September minutes regarding assignment inconsistencies must be submitted to Jeff for revision and correction in the minutes.

Approval of Branch Marketing Advertising Template	ARs, John	The template is approved; ARs are responsible for distribution to branches. John will incorporate training on the template/Policy 15 compliance into a future training meeting, effective January 1.
Approval of 2026 Activities (Golf tournaments & Foreign Trips)	Michael (Activities Director)	2026 Golf Tournaments (Napa, Fairfield, Vallejo) and Foreign Trips (Australia, Cuba, South Korea/Japan, Great Lakes, Danube cruise) are approved. Michael is to add Wes to the distribution list for activity reports.
Approval of Job Descriptions	Fred/Bruce	Current proposals for Vice President and AR job descriptions are approved.
Appointment of New AR	Fred, Board	Mark Stefins is elected as the new Area Representative, replacing Jack Reefer.
Appointment to Board of Directors	Rich, Wes, Board	Wes Howard is formally appointed to the Board of Directors as an AR representative.
Budget Discussion Suspension (Tabled)	Carl, Neil, Andy, John, Bruce, Fred	Budget discussion suspended until next month. Neil, Andy, and John must submit detailed marketing/consultant plans to Fred and Bruce by the beginning of November for the next meeting.
Branch 92 Follow-up	Fred, Chris Nelly	Chris Nelly is tasked with following up on the status of Branch 92's membership numbers reported on Form 28.
Post Branching Status	Rich	Rich is waiting for written documents from the Attorney General regarding dissolution waivers to finalize termination papers.
GoFundMe Issue	Derek, Roy	Legal action (such as a cease and desist notification) may be required if GoFundMe does not respond to requests

		to take down the inappropriate SIR Foundation page
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**Projected Resulted for
at October31, 2025
Summary**

	Current Budget	Jan to Sep	Projected Oct to Dec	Total for Year	Budget to Actural
Income					
Total 4100 · Pro Rated Assessment	\$ 94,274	\$ 90,410	\$ 3,100	\$ 93,510	\$ (764)
Other Income	9,000	6,433	3,690	7,023	(1,977)
Gross Profit	\$ 103,274	\$ 96,843	\$ 3,690	\$ 100,533	\$ (2,741)
Expense					
State Administration					
6010 · Officer Expenses	\$ 500	-	\$ 100	\$ 100	\$ (400)
Office Expense	1,100	330	196	526	(574)
Software and Weblite	4,200	2,787	1,000	3,787	(413)
State Filling and Fees	3,574	3,435	200	3,635	61
Legal Fees	15,000	14,563	-	14,563	(437)
Total State Administration	\$ 24,374	\$ 21,116	\$ 1,496	\$ 22,612	\$ (1,762)
Other Expenses					
Insurance	\$ 56,557	\$ 47,681	\$ 8,694	\$ 56,375	\$ (182)
State Committees	13,300	5,233	4,000	9,233	(4,067)
Area Represntatives	1,000	1,154	600	1,754	754
Region & Branch Meetings	11,600	7,589	800	8,389	(3,211)
Miscellaneous	500	-	-	-	(500)
Total Other Expenses	\$ 82,957	\$ 61,657	\$ 14,094	\$ 75,751	\$ (7,206)
Total Expenses	\$ 107,331	\$ 82,772	\$ 15,590	\$ 98,362	\$ (8,969)
Net Income (Loss)	\$ (4,057)	\$ 14,070	\$ (11,900)	\$ 2,170	\$ 6,227

Projection Results for 2025

October 31, 2025

Detail

				TOTAL	Adjust	Current Budget	Actual Jan to Sep	Nov 25	Dec 25	Projected Nov to Dec	Projected Total for Year
4000 · Revenue											
	4100 · Pro Rated Assessment										
		4101 · Q1 Assessment (\$23,625)		23,925	-	23,925	23,796			-	23,796
		4102 · Q2 Assessment (\$23,686)		23,686	-	23,686	23,231			-	23,231
		4103 · Q3 Assessment (\$23,449)		23,449	-	23,449	23,699			-	23,699
		4104 · Q4 Assessment (\$23,214)		23,214	-	23,214	19,684	3,100		3,100	22,784
	Total 4100 · Pro Rated Assessment			94,274	-	94,274	90,410	3,185	-	3,100	93,510
	4302 - Donations			5,000	-	5,000	5,007			-	5,007
	4300 · Foreign Travel Fees (Rule 369)			1,000	-	1,000	378	50	50	100	478
	4400 · Hardware Sales			1,000	-	1,000	955	50	50	100	1,055
	4500 · Interest Inc			2,000	-	2,000	659	65	65	130	789
	4601 · Branch closing			-	500	500	215	25	25	50	265
	Total 4000 · Revenue			103,274	500	103,774	97,624	3,500	190	3,690	101,104
	5000 · Cost of Goods Sold			(500)	-	-500	(781)		-	-	(781)
	Gross Profit			102,774	500	103,274	96,843	3,500	190	3,690	100,533
Expense											
6000 · State Administration											
	6010 · Officer Expenses			500		500	-	50	50	100	100
	6020 · State Office Expenses										
	6021 · Bank Fees			100		100	77	8	8	16	93

Projection Results for 2025

October 31, 2025

Detail

				TOTAL	Adjust	Current Budget	Actual Jan to Sep	Nov 25	Dec 25	Projected Nov to Dec	Projected Total for Year
			6022 · Supplies	700	(300)	400	107	33	33	66	173
			6023 · Printing and Copies	400	(200)	200				-	-
			6024 · Postage	300	(100)	200	123	17	17	34	157
			6026- Mileage				24			-	24
			6027 - Web Site	1,228		1,228	656	700		700	1,356
			6028 · Software	2,172	300	2,972	2,132	-	300	300	2,432
			6030 · California Taxes - SI-100's	1,724	(700)	1,024	785	100	100	200	985
			6030 a · Attorney General - RCT Filing	2,550		2,550	2,650			-	2,650
			6034 · State Award	400	(200)	200	-	40	40	80	80
			6035 - Legal Services	7,500	7,500	15,000	14,563			-	14,563
			Total 6020 · State Office Expenses	17,074	6,300	23,874	21,116	898	498	1,396	22,512
			Total 6000 · State Administration	17,574	6,300	24,374	21,116	948	548	1,496	22,612
			6100 · Insurance								
			6110 · Commercial Package	38,768	2,460	41,228	33,250	3,308	3,308	6,616	39,866
			6111 · Directors and Officers	1,600	76	1,676	1,676			-	1,676
			6112 · Foreign Travel Liability	1,340	-	1,340	2,500			-	2,500
			6113 · Umbrella	12,292	21	12,313	10,255	1,039	1,039	2,078	12,333
			Total 6100 · Insurance	54,000	2,557	56,557	47,681	4,347	4,347	8,694	56,375
			6200 · State Committees								
			6220 - Infosys Committee	100	(100)	0					-

	<u>Jan - Oct 25</u>
Ordinary Income/Expense	
<u>Income</u>	
4000 · Revenue	
4100 · Pro Rated Assessment	
4101 · Q1 Assessment (\$24,082)	23,795.50
4102 · Q2 Assessment (\$23,841)	23,230.80
4103 · Q3 Assessment (\$23,603.00)	23,699.25
4104 · Q4 Assessment (\$23,366.00)	19,684.00
Total 4100 · Pro Rated Assessment	<u>90,409.55</u>
4200 · Special Donations	
4202 · Donations to SIR Inc	5,007.30
Total 4200 · Special Donations	<u>5,007.30</u>
4300 · Foreign Travel Fees (Rule 369)	378.00
4400 · Hardware Sales	955.19
4500 · Interest Inc	659.04
4600 · Other	
4601 · Branch closing	214.95
Total 4600 · Other	<u>214.95</u>
Total 4000 · Revenue	<u>97,624.03</u>
Total Income	97,624.03
Cost of Goods Sold	
5000 · Cost of Goods Sold	
5100 · Hardware Purchase	731.25
5102 · Shipping and handling	7.84
5104 · Postage for Sales Deliveries	42.31
Total 5000 · Cost of Goods Sold	<u>781.40</u>
Total COGS	<u>781.40</u>
Gross Profit	<u>96,842.63</u>
<u>Expenses</u>	
6000 · State Administration	
6020 · State Office Expenses	
6021 · Bank Fees	77.03
6022 · Supplies	106.50
6024 · Postage	123.24
6026 · Mileage	23.65
6027 · Web site/Server	655.55
6028 · Software	2,131.63
6030 · California Taxes - SI-100's	785.00
6030 a · Attorney General - RCT Filings	2,650.00
Total 6020 · State Office Expenses	<u>6,552.60</u>
Total 6000 · State Administration	<u>6,552.60</u>

Sons In Retirement, Incorporated
Profit & Loss
January through October 2025

	<u>Jan - Oct 25</u>
6035 · Legal Fees	14,563.00
6100 · Insurance	
6110 · Commercial Package	33,250.05
6111 · Directors and Officers	1,676.00
6112 · Foreign Travel Liability	2,500.00
6113 · Umbrella	10,254.66
Total 6100 · Insurance	<u>47,680.71</u>
6200 · State Committees	
6260 · Golf Committee	631.44
6320 · Mkt and Commuication	4,601.72
Total 6200 · State Committees	<u>5,233.16</u>
6400 · State Meetings	
6420 · State Board Meeting	
6422 · Lodging & Meals	105.18
6423 · Mileage & Tolls	289.88
Total 6420 · State Board Meeting	<u>395.06</u>
6430 · Annual General Meeting	
6431 · Facilities	1,539.00
6432 · Lodging & Meals	3,317.49
6433 · Mileage & Tolls	516.52
6434 · Materials/Slides/Handouts	1,190.53
Total 6430 · Annual General Meeting	<u>6,563.54</u>
6550 · Board Retreat	
6554 · Board Retreat-Facility	630.00
Total 6550 · Board Retreat	<u>630.00</u>
Total 6400 · State Meetings	<u>7,588.60</u>
6500 · Area Representative Expense	
6502 · Lodging & Meals	168.00
6503 · Mileage & Tolls	640.60
6505 · Postage and Supplies	9.99
6510 · Branch Officer Training	
6513 · Mileage and Tolls	182.44
6515 · Supplies	153.36
Total 6510 · Branch Officer Training	<u>335.80</u>
Total 6500 · Area Representative Expense	<u>1,154.39</u>
Total Expense	<u>82,772.46</u>
Net Ordinary Income	<u>14,070.17</u>
Net Income	<u><u>14,070.17</u></u>

	<u>Oct 25</u>
<u>Income</u>	
4000 · Revenue	
4100 · Pro Rated Assessment	
4103 · Q3 Assessment (\$23,603.00)	371.25
4104 · Q4 Assessment (\$23,366.00)	19,439.75
Total 4100 · Pro Rated Assessment	<u>19,811.00</u>
4200 · Special Donations	
4202 · Donations to SIR Inc	2.30
Total 4200 · Special Donations	<u>2.30</u>
4400 · Hardware Sales	332.45
4500 · Interest Inc	286.49
Total 4000 · Revenue	<u>20,432.24</u>
Total Income	<u><u>20,432.24</u></u>
 <u>Expense</u>	
6000 · State Administration	
6020 · State Office Expenses	
6021 · Bank Fees	3.00
6024 · Postage	50.24
6027 · Web site/Server	115.91
6028 · Software	502.27
6030 · California Taxes - SI-100's	60.00
Total 6020 · State Office Expenses	<u>731.42</u>
Total 6000 · State Administration	<u>731.42</u>
6100 · Insurance	
6110 · Commercial Package	3,334.36
6113 · Umbrella	1,044.25
Total 6100 · Insurance	<u>4,378.61</u>
6400 · State Meetings	
6430 · Annual General Meeting	
6432 · Lodging & Meals	2,671.93
6433 · Mileage & Tolls	106.90
6434 · Materials/Slides/Handouts	26.13
Total 6430 · Annual General Meeting	<u>2,804.96</u>
6510 · Branch Officer Training	32.80
Total 6400 · State Meetings	<u>2,837.76</u>
6500 · Area Representative Expense	
6502 · Lodging & Meals	52.00
6503 · Mileage & Tolls	118.25
Total 6500 · Area Representative Expense	<u>170.25</u>
Total Expense	<u>8,118.04</u>
Net Income	<u><u>12,314.20</u></u>

SIR Inc.
Proposed Budget 2026

LINE ITEMS

4000 Revenue

4100 Pro Rated Assessment

2026 BUDGET

4101 - Q1 Assessment	23,968.64
4102 - Q2 Assessment	23,908.72
4103 - Q3 Assessment	23,848.95
4104 - Q4 Assessment	23,789.32
Reserve Funds	-

4100 Total Pro Rated Assessment 95,515.63

4300 - Foreign Travel Fees (Rule 369)	\$ 1,500
4400 - Hardware Sales	1,000.00
4500 - Interest	2,000.00
4601 - Branch closing	500.00

Total 4000 - Revenue \$ 5,000

5000 Cost of Goods Sold (750.00)

Gross Income **\$ 99,765.63**

Expense

6000 State Administration

6010 - Officer Expenses	\$ 150.00
6020 - State Office Expenses	
6021 - Bank Fees	100.00
6022 - Supplies	526.30
6023 - Printing and Copies	200.00
6024 - Postage	200.00
6025 - Travel Expense	750.00
6026 - Mileage	300.00
6027 - Website	1,250.00
6028 - Software	4,500.00
6030 - California Taxes -SI-100's	1,200.00
6030a - Attorney General - RCT Filings	2,750.00
6034 - State Award	200.00

6020 Total State Office Expenses **\$ 12,126.30**

6100 Insurance

6110 - Commercial Package	\$ 42,918.00
6111 - Directors and Officers	1,600.00
6112 - Foreign Travel Liability	2,500.00
6113 - Umbrella	12,921.33

6100 Total Insurance **\$ 59,939.33**

SIR Inc.
Proposed Budget 2026

6200 State Committees

6260 Activities Committee	\$ 600.00
6265 Mkt and Communication	6,700.00
6029 -Digital Marketing Consultant	5,000.00
6370 Director Branch Support	2,700.00
6200 Total State Committees	\$ 15,000.00

6400 Region & Branch Meetings

6410 - BA-AG-RD Meeting	\$ 2,000.00
6415 - Town Hall Meeting	
6430 - Annual Meeting General	6,500.00

6550 - Board Retreat	2,000.00
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6400 Total State Meeting	\$ 10,500.00
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6500 Area Representatives

6520 - AR mileage	\$ 250.00
6530 - AR Lodging	500.00
6540 - AR Office Supplies	150.00
6550 - AR Area Branch Meeting (minimum 2)	800.00

6500 Total Area Representative Expenses	\$ 1,700.00
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6998 Miscellaneous	\$ 500.00
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PROPOSED BUDGET FOR 2026	\$ 99,765.63
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Anticipated Results	(0.00)
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PHOTO RELEASE FORM

I, _____, located at _____
hereby agree and consent as follows:

A. I consent and authorize SIR, Inc., (Releasee) to use my likeness, image, and appearance

B. I grant the Releasee the irrevocable right to use the Photos for lawful commercial purposes, including but not limited to advertising, promotion, marketing, or trade, in any format or publication, whether print or web-based. This consent applies globally, is not limited by time, and includes the right to copy, edit, enhance, crop, or otherwise modify the Photos as needed. I also waive any right to inspect or approve the final product featuring the Photos.

C. I understand and agree that all Photos, including any derivative works, are the exclusive property of the Releasee, and I do not retain any ownership or intellectual property rights to the Photos.

D. I agree to release and forever discharge the Releasee, its affiliates, successors, assigns, officers, employees, representatives, partners, agents, and anyone claiming through them, in their individual and/or corporate capacities, from any and all claims, liabilities, obligations, promises, agreements, disputes, demands, damages, causes of action of any nature or kind, known or unknown, which I, or anyone claiming on behalf of me, may have or claim to have against the Releasee in connection with the use of the Photos.

E. I represent that I am at least 18 years of age and have the full legal capacity to execute this Photo Release Form.

F. I have carefully read and fully understand all the provisions of this Photo Release Form and am freely, knowingly, and voluntarily signing. This agreement shall be governed by the laws of the State of California, and any disputes arising from this agreement shall be resolved in the courts of the State of California .

G. I. If any provision of this Photo Release Form is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

Signature

Date

Print Name

EXHIBIT 4

Branch Level Administration of Form

Responsibility: The Branch Secretary to get form signed prior to first photo or image use

Members Chairman: New Members when completing the New Members Application sign a Photography Release Form

Retaining the Forms: The filing of the Form would be delegated to the Branch Secretary