



Annual Meeting Agenda
 Sons In Retirement Inc.
 Elks Lodge #6
 6446 Riverside Boulevard
 Sacramento, California 95831



Tuesday, August 8, 2017 at 10:00 am

Members of the Corporation

President: Jerry Strain
 Vice President: Derek Southern
 Secretary: Ron Flagel
 Assistant Secretary: Dick DeVoe
 Treasurer: Karl Ryden
 Assistant Treasurer: Jimmie Johnson
 Chief Admin Officer: Dean Steichen
 Big Sirs of Chartered Branches: All
 Past Presidents: All

Director, Region 1: Mark Stuart
 Director, Region 2: Jerry Morrow
 Director, Region 3: James Filippo
 Director, Region 4: Pat Misener
 Director, Region 5: Ed Benson
 Directors, at Large:
 Alan Baxter, Ed Suden, & Vic Mershon
 Area Governors: All

Invited Participants

State Advisor, Parliamentarian: Dwight Sale
 Training: Dean Steichen
 Travel: Bob Spellman
 Insurance: Craig Hoffhines
 Golf: Bill Wilhelm

Rules: Dick DeVoe
 Nominating: Don Dill
 Bowling: Jerry Sabo
 Bocce: Jack Meylink
 G & M: Ed Benson

Agenda

- 10:00 Call to Order Jerry Strain
 Verification of Quorum (at least 81 of 159) Ron Flagel
 Blessing & Pledge of Allegiance to the Flag..... Dick DeVoe
- 10:05 President's Welcome & Recognition of attendees Jerry Strain
 Agenda changes if any..... Jerry Strain
- 10:15 Treasurer's Report Karl Ryden
- 10:30 Election of 2018 Officers
 Presentation of Nominees (**Addendum A**)..... Don Dill
 Call for Nominations from the Floor..... Jerry Strain
 Motion to Close Nominations
 Election of Officers..... Members of the Corporation
 Acceptance Speeches..... 2018 Elected Officers
- 11:15 Bylaw Changes (Addendum B)
 Presentation of Bylaw changes..... Dick DeVoe
 Approval of Bylaw changes..... Members of the Corporation
- 12:00 Catered Lunch & Social time
 (Lunch time is fixed and other presentations to fit around it)
- 1:00 Presentation of Certificates to Outstanding Branches.....Jerry Strain
 Selected Branches to talk to RAMP and their branch

Agenda (Continued)

1:20 2018 Training Plan.....Dean Steichen

1:40 Old Business
Reorganization implementation.....Derek Southern

1:55 New Business

2:10 Adjournment..... Jerry Strain

Maps of the area around the Elks Lodge in Sacramento may be found in Attachment 5.

ADDENDUM A



SIR STATE NOMINATING COMMITTEE NOMINEES FOR 2018 STATE OFFICES

President: Derek Southern
Vice President: Jerry Morrow
Secretary: Ron Flagel
Treasurer: Karl Ryden
Assistant Secretary: Pending
Assistant Treasurer: Jimmie Johnson

Brief Biographies:

Presidential candidates;

Derek Southern, Member of Branch 8, Mt Diablo. He has served at the Branch level as Little Sir, Big Sir, Newsletter Editor, and Membership Secretary. At the State level he has served as Chairman of the State Survivability Team, Chairman of the 2015 State Training & Development Sub-committee, member of State INFOSYS team, member of Project 2016 Committee, and State Secretary (2015, 2016). Currently he is Branch 8 Webmaster, Chairman of State Budget Oversight Committee, and Vice President. Awarded HLM by Branch 8 10/3/2014.
(Also, see this candidates comments [Attachment 1](#))

Bobbie Hairston, Member of Branch 149, Wine Valley. He has served at the Branch level as Big Sir, Little Sir, Email contact, and Area Governor 2 years. At the State level he has served as Chairman of Nominating committee, member of Project 2016 Committee, member of Training & Development, Chairman of State Budget Oversight Committee, Regional Director 3 years, Vice President (2014), and President (2015). Awarded HLM by the State in 2016.
(Also, see this candidates comments [Attachment 2](#))

Vice Presidential candidates;

Jerry Morrow, Member of Branch 172, Twain Harte. He has served at the Branch level as Big Sir, Little Sir and Area Governor 2 years. At the State level he has served as Regional Director (2016) and member of the Nominating Committee. Currently he is Regional a Director, member of Growth & Membership Action Team, and member of Training & Development.
(Also, see this candidates comments [Attachment 3](#))

Ed Benson, Member of Branch 8, Mount Diablo. He has served at the Branch level as Director 4 years, Big Sir, Little Sir, Recruiting Chairman, and Area Governor 2 years. At the State level he has served as Regional Director for 2 years, Chairman of Project 2016, Member of Survivability Action Team, Member of Growth & Membership Action Team 3 years, and Chairman of Growth & Membership Action Team (RAMP) 2 years. Currently he is Regional a Director and Chairman of Growth & Membership Action Team.
(Also, see this candidates comments [Attachment 4](#))

ADDENDUM A (Continued)

Brief Biographies: (Continued)

Secretary Candidate: (Uncontested)

Ronald Flage, Member of Branch 103, Stanislaus. He has served at the Branch level as Secretary for 7 years and Branch Email contact. At the State level he has served as Assistant Secretary for 4 years and State Certificates Chairman for 4 years. Currently he is State Secretary and continues as State Certificates Chairman.

Assistant Secretary Candidate: (Uncontested)

This position is pending.

Treasurer Candidate: (Uncontested)

Karl Ryden, Member of Branch 49, Folsom. He has served at the Branch level as Little Sir, Big Sir, and Branch Treasurer (3 yrs). At the State level he has served as the State Assistant Treasurer for (3 yrs), State Treasurer (2 yrs). Currently he is State Treasurer and a member of the Budget Oversight Committee.

Assistant Treasurer Candidate: (Uncontested)

Jimmie Johnson, Member of Branch 102, San Juan. He has served at the Branch level as Little Sir, Big Sir, Branch Secretary, Webmaster, and Area 9 Governor (3 yrs), At the State level he has served as Regional Director (2 yrs), Assistant State treasurer, Treasurer State Bowling Committee and member Bowling Policy Subcommittee. Currently he is Assistant State Treasurer.

Chief Administrative Officer Candidate: (Uncontested)

Dean Steichen, Member of Branch 8, Mount Diablo. He has served at the Branch level as Big Sir, Little Sir, and branch contact. At the State level he has served as Regional Director (4 yrs), Chairman of Information Systems Committee (6yrs), Webmaster, member of Growth & Membership committee, member Project 2016, and member of State Training committee. Currently he is Chief Administrative Officer and Chairman of Training & Development.

The Selection Process:

On May 2nd 2017 the SIR Nominating Committee consisting of Rick Kindle (AG-22), Bob Perez {AG-3}, Vic Mershon (RD-3), Bob Mannell (Past Pres.) and Don Dill (Past Pres.) interviewed candidates competing for the state offices of Vice President (2018) and President (2018). The candidates were Jerry Morrow (RD-2), Ed Benson (RD-6) for Vice President and Derek Southern (VP-2017), Bob Hairston (Past President 2015) for President 2018. All four met the qualifying rules. The interviews took approximately 30 to 45 minutes each and questions came from all five voting committee members. Each candidate elaborated on their qualifications, their leadership skills, and their vision for SIR. All members of the Nominating Committee were given the submission of qualifications that each candidate sent in with their Form 43. Upon completion of the interviews of all four candidates, the committee then caucused privately. Each member was asked to elaborate on what they felt the strengths of each candidate were. They then voted to select the Slate officer positions for President and Vice President.

ADDENDUM B



PROPOSED BYLAWS REVISIONS/ADDITIONS

(Additions are in **Bold**)

PROPOSAL TO AMEND BYLAWS SECTION 141 (ARTICLE 5 - OFFICERS)

[Referred by Rules Committee Chairman Dick DeVoe]

The President and State Board recommend the following revision.

BYLAWS SECTION 141. The President, Vice President, Chief Administrative Officer, State Secretary, State Treasurer, Assistant State Secretary, Assistant State Treasurer, and ~~all eight or more~~ Regional Directors as specified in the Standing Rules, shall constitute the State Board and shall have voting rights on all matters before the Board. (Revised 8/7/06 effective 1/1/07)(8/1/16 effective 1/1/17) **(8/8/17 effective 8/8/17)**

PROPOSAL TO AMEND BYLAWS SECTION 225 (ARTICLE 8 COMMITTEES)

[Referred by Rules Committee Chairman Dick DeVoe]

The President and State Board recommend the following revision.

Bylaws Section 225. The following are the established Standing Committees. The President shall appoint a Chairman for each committee, **except the Information Systems Committee (INFOSYS) whose Chairman is also the Chief Administrative Officer elected at the Annual Meeting.** and The actions and makeup of each committee shall be governed by terms of the applicable Standing Rule or Bylaw.

1. Sons In Retirement Amateur Radio Club (SIRARC)
2. State Golf Committee
3. State Bowling Committee
4. State Recreational Vehicle (RV) Committee
5. Information Systems Committee (INFOSYS)
6. Growth and Membership Committee
7. State Travel Committee
8. Rules Committee
9. State Audit Committee
10. Nominating Committee
11. President's Advisory Committee
12. State Insurance Committee
13. State Budget Oversight Committee
14. State Training & Development Committee
- 15. State Bocce Committee**

ADDENDUM B (Continued)

PROPOSAL TO AMEND BYLAWS SECTION 187 **(ANNUAL MEETING ELECTION OF STATE OFFICERS)**

[Referred by 7+ Branches in accordance with Rule 609 to become an agenda item at the 8/8/17 Annual Meeting]

BYLAWS SECTION 187. Annual Meeting Election of State Officers:

- a. Voting for election of State Officers at Annual Meetings shall be by secret ballot, provided, that for any office with one nominee, voting may be by voice or by show of hands. For three or more nominees for an office, the candidate receiving the largest number of votes (a plurality) shall be elected.
- b. **Not less than 30 days prior to the Annual Meeting, the State Secretary shall send a notice to qualified voters containing a list showing the names of declared candidates for each State Officer position that were submitted to the State Nominating Committee, and shall contain a resume (up to 250 words) submitted by each candidate.**
- c. **In lieu of roll call at the Annual Meeting, each qualified voter, at the time of registration, shall receive a ballot. This ballot (including the upcoming Annual Meeting on 8/8/17) shall contain:**
 - (1) **Names of declared candidates for State Offices submitted to the State Nominating Committee. No preferences shall be indicated.**
 - (2) **Write-in space for the names of other eligible candidates nominated from the floor who are willing to serve if elected.**

Attachment 1

Derek L Southern

I have been a State Board Member for 3 years (Vice President 2017 and State Secretary 2015 and 2016) thus meeting the requirement of Rule 768.

State activity highlights: As **Vice President** I am supporting and advising President Jerry Strain, attending Board meetings as well as major State Committee meetings as ex-officio member. I am a prime supporter of GoToMeeting software providing initial user training for assigned Board members and have originated several meetings.

Chair of Training Committee 2014: Moved Big Sir training from 1 site (Vallejo) to 3 sites (Sacramento, San Jose, and Walnut Creek) and offered separate training for RDs and AGs. These arrangements were widely regarded as a major improvement in our annual training. **INFOSYS Committee:** website subcom 6yrs: **Training Committee** 3 yrs: **Growth & Management Committee** including SAT 4 yrs: **Project 2016 Member:**

Area activities

Area 2 Computer and Technology group, 6 yrs

Branch 8 highlights: Joined Nov ' 06, already active as Newsletter editor. Membership Chair Jan ' 07 (full BEC voting member), upgraded and updated the membership database and roster. Webmaster 2009, 8 yrs – added newsletter to site saving \$10/member/year in printing and postage. Little Sir 2010, Member of team charged with proposing a new lunch meeting place when we outgrew Elks Club capacity. Big Sir 2011 when the move to Hilton Hotel also gave a boost to recruitment, +16 members for the year. BEC Director 2012, Nominating Committee Chair 2012, and member ' 14, ' 16, ' 17
Honored by election as a Branch 8 Honorary Life Member 2015

Plans for 2018: A recurring problem for SIR is the annual change in leadership resulting in annual changes in plans to combat loss in membership. I plan to encourage consistency by supporting the actions inherent in the existing RAMP toolbox program, especially the concept of creating Area teams leading to Branches providing help for each other. We will provide necessary training sessions for all Branches, Area Governors and Regional Directors. I will strongly support Branches who opt to strengthen themselves by choosing to use the appropriate parts of RAMP and will also expect your Area Governors and Regional Directors to fully support the program. We will continue to maintain cost control by holding meetings online whenever possible using GoToMeetings, and will continue to investigate social media as a source of publicity. I ' ll seek help from Branches successfully using social media as I believe the best use of the tool is at a local level.

I see my strengths as a mediator being used to the full when chairing Board Meetings. SIR is best served when members vigorously debate alternatives, but it is important that personal invective takes second place to benefits for the whole organization. We may disagree, but we should not be disagreeable!

I look forward to supporting you all in 2018 so we have the best year possible.

Attachment 2

Bobbie Hairston

Active member of Napa Valley Branch 149. State President 2015. State Vice President. Regional Director. Area Governor. Big Sir. Little Sir. Director. Golf Chairman. And chairman of the following State committees Nominating, Training, and Budget Oversight committees. All the dates are available. I was awarded a State Honorary Life Membership in 2016.

I am running for State President because I do not like the direction the organization is going. I want to restore the fellowship and energy to an organization I have been blessed to have joined over twenty years ago. I will bring back the leadership and drive that encourages each member to do their best in their branch. And I will continue the challenge to meet with every Big Sir and branch leader as I make presentations throughout the state. Each branch is different in its own way and the only way to help each branch is to listen to what the leaders and members have to say. I will bring back the monthly President's message so that the Big Sirs and leaders know what is going on at the state level. And I will bring back the state newsletter, SIR Happenings. There is so much more to do. I was honored to serve as State President in part of 2014 when President Rodland was ill and all of 2015. In that time we handled an insurance crisis and enacted the Emeritus rule so that founding members would not be kicked out because of not attending meetings.

It would be my honor to serve as State President in 2018.

Bob Hairston

Attachment 3

Jerry Morrow

Why I Am Running for Vice President

What is the major problem facing SIR today? SIRS has lost 4% of their members each year for the past five years. This computes to hundreds of members and entire branches being lost each year. Most of you are aware of the RAMP Program. We will be giving the tools and training to all BEC and branch members. This is the only way to insure retention in all of our branches. I plan on seeing that all Area Governors will play a big role in training each of the branches.

I am a committee member of the organization task force. We have completed our draft of for the organization task force and it will be presented at our State Meeting in August. We have been diligently "cutting the fat" out of the state budget. One of the big cuts involves the use of telecommunication, where we are able to have fifteen to twenty members attend a meeting via a desk top or lap top computer. This saves travel time, lunches and mileage, presenting a tremendous savings.

I have held many leadership roles outside of SIRS and as part of SIRS, i.s. Little SIR, Big SIR, Area Governor and Regional Director. I am on the Growth and Membership Committee, Organization Task Force Committee, and Nominating Committee for the State SIRS. I had to resign from the Nominating Committee this year because I am running for Vice President. I plan to focus on leadership capabilities I have acquired, to help make the changes necessary for increased membership and other changes to make SIRS more successful.

Jerry Morrow
Regional Director

Attachment 4

Ed Benson

I founded the Branch 8 activities of Sirs in the Kitchen, Wine Finders, Bargain Wines, Cellar Fillers, Dine In, Bargain Bites and the Book Exchange and served as the Chairman of each activity. Five of these activities involve spouses and partners, which I believe are critical elements of any successful branch. Additionally, I have served on the Ladies' Day Committee and was Chairman of our Branch BBQ for five years – significantly expanding it to include many more members and spouse/partners.

I founded the Branch 8 Member Relations Committee and served as its Chairman for five years. During that time, I led two branch member surveys, the first of which resulted in our considering branch relocation. I led the Venue Search Committee which recommended our new luncheon venue at the Hilton Concord. I was recognized as Branch 8 Sir of the Year. 2012.

I was elected as a Branch 8 Director for four years, Little Sir for one year and Big Sir for one year. I planned and led the Branch 8 50th Anniversary Celebration, an event that included major, local government officials, State SIR officials, many State officers from other regions and Areas and a total of 330 participants.

I am currently the Branch Recruiting Chairman, and have developed two successful member incentive programs, "Bring a Guest, Get a Bottle," and "The I've Done My Part Club." I also serve on the Member Relations Committee, the Nominating Committee (Chairman in 2016) and Chair one activity, Sirs in the Kitchen, a cooking group of 53 members that has been a part of the Branch for 11 years and meets at my home monthly. At the 2015 State Annual Meeting held in Concord, I organized the spouse/partner event and my wife, Donna, hosted a home-cooked luncheon at our home.

I served as Area Governor of Area 2 for two years and for 2016 and 2017 serve as the Region Director, Region 6, with 19 branches and approximately 20 percent of all SIR members. In 2016, the Region lost a net of 25 members, less than one percent.

I have been involved with some form of RAMP through membership on the Growth and Membership Committee for several years and chaired it for the last two. I developed the RAMP Toolkit and recently updated it. I produced and wrote or edited the scripts for our RAMP videos used in training. I wrote the Training Leader's Guides and associated handouts for Big Sir, Little Sir RAMP Chairmen (4) and Nominating Committee Chairman.

I developed the Branch 8 video which, with editing and minor rewrite, has become the State SIR video, I produced the recent State President video along with our Branch 8 videographer, Chuck Joyce and State President Strain.

My eight region trainers, in addition to training officers and chairmen in three training sessions in Region 6, have also trained the officers and chairmen of Region 5 in San Mateo, and later this month will do the same for Region 7 in San Jose.

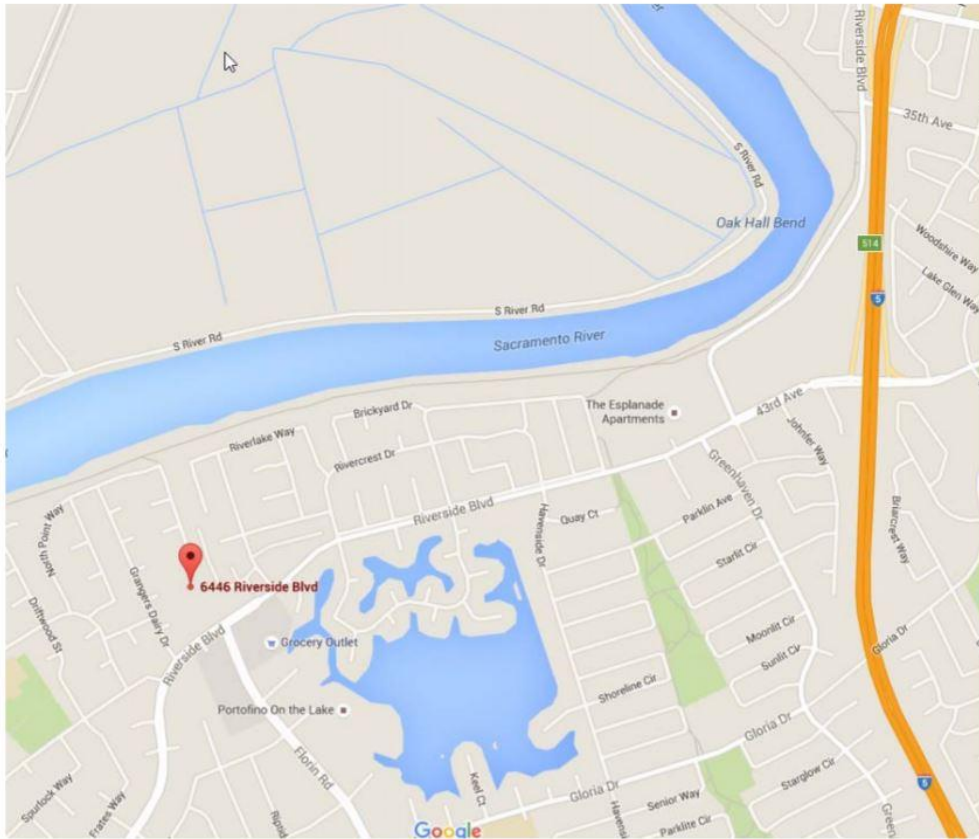
Additionally, I led the task force for Project 2016 which culminated in the development of SIR's first strategic plan – where I was the primary author. The results of Project 2016 led to the forthcoming reorganization of SIR, and again I led that Task Force and was the primary author of the final report.

I have successfully recruited an Area Governor for Region 1 and a Region Director for Region 6 (which will become an Area with the reorganization). With the recent resignation of the State Training Director, I have accepted membership on the State Training Committee.

I am deeply committed to SIR's success. I'm a second generation sir, and darn proud of it.

Attachment 5 (2 maps)

I-5 and Riverside Blvd to Elks Lodge



Sacramento area showing Elks Lodge location relative to freeways

