



**Sons In Retirement  
State Board Meeting**  
Veteran's Building – Vallejo, California  
**Tuesday, April 5, 2011 – 9:30AM**



**Invited Participants**

**State Board Members**

**Officers**

Robert Mannell – President  
Jim Stedman – Vice President  
Eckart Sellinger – Secretary  
Adolph (Gus) Lopez – Treasurer  
Charles Moss - Assistant Secretary  
Karl Ryden - Assistant Treasurer

**Regional Directors**

1 Alan Harvey	6 Dean Steichen
2 Ralph Lingis	7 Richard Kabanek
3	8 John Levis
4 Bobbie Hairston	9 Richard Dettmer
5 John Mason	10 Donald Davis

**Invited Participants & Representatives of State Committees**

Area Governors; Past Presidents (all); Dwight Sale – State Advisor & Information Sys.; Bill Short – Chaplain; Bill Lewis - Meeting Arrangements; Walter Schick – Publicity & Tools; Gary Pelton – Rules; Larry Garvin – Travel; Buck Kendrick – Nominating; Harry Hubinger – Growth & Membership; Harry Slack – Audit; John Thomason – Insurance; Roger Danielson – Giants

**Agenda**

9:30AM	Call to Order Invocation & Pledge of Allegiance Verification of a Quorum (11 of 16) Agenda Changes	President Robert Mannell Chaplain Bill Short Secretary Eckart Sellinger
9:40AM	Presidents Welcome & Recognition of Attendees	President Robert Mannell President Robert Mannell
9:55AM	Approval of Minutes: State Board Meeting – Jan 18, 2011	President Robert Mannell
10:00AM	Installation of Region 3 Director	President Robert Mannell
10:05AM	Remarks From State Officers: President Comments Vice President Comments Secretary Report Assistant Secretary Report Treasurer Report Assistant Treasurer Report	President Robert Mannell Vice President Jim Stedman Secretary Eckart Sellinger Asst. Secretary Charles Moss Treasurer Adolph (Gus) Lopez Asst. Treasurer Karl Ryden
10:35AM	Recess Break (10 Minutes)	All
10:45AM	Committee Reports: 10:45 Nominating 10:50 Information Systems 11:00 Rules 11:10 Growth & Membership 11:20 Publicity 11:30 Giants	Chairman Kendrick Chairman Dwight Sale Chairman Gary Pelton Chairman Harry Hubinger Chairman Walter Schick Chairman Roger Danielson



**Sons In Retirement**  
**State Board Meeting April 5, 2011**  
**Agenda Continued**



Committee Reports Continued:

<p>11:35 Insurance  11:40 Membership  11:50 Travel  11:55 River Cats</p> <p>12:00PM CATERED Luncheon</p> <p>12:50PM Old Business  12:50 Area 21 Probation Status Report  12:55 Branch 40</p> <p>1:00PM New Business:  1:00 Audit Report  1:05 Request for Waiver of Wait List rule</p> <p>1:15PM Ideas for Improvement  1:15 Area 3  1:25 Area 13  1:35 Area 15  1:45 Area 26  1:55 Area 27  2:05 Area 32  2:15 Area 33</p> <p>2:25PM Concluding Remarks &amp; Adjournment</p>	<p>Chairman Thomason  Vice President Jim Stedman  Chairman Larry Garvin  Area Governor Jim Johnson</p> <p>All</p> <p>Regional Director Richard Kabanek  President Mannell</p> <p>President Mannell  President Mannell</p> <p>Area Governors  Maynard Rodland  Albert Odabashian  Gale Jeffers  Alan Harvey  Ed Nissen  Colin Wilson  Donald Dill</p> <p>President Mannell</p>
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**Agenda Notes**

1. Please read the January 18,2011 Board Minutes found on the SIR Website before coming to this meeting.
2. Please read and familiarize yourself with the “Ideas for Improvement” found on the SIR Website before coming to this meeting.
3. Please read attached letters concerning waiver of rules 72 and 74 for Branch 172 Twain Harte
4. **Directions to Veterans Building:**
  - a. Take exit 32 Redwood Parkway off I-80 as if going to Vallejo Elks
  - b. Turn right on Kathy Ellen Drive (opposite the turn into Elks)
  - c. Kathy Ellen Drive will merge with Admiral Callaghan Lane
  - d. Go approximately .3 miles on Admiral Callaghan Lane
  - e. Veterans Building will be on the left. Parking is available on either side of the building



**INFORMATION SYSTEMS COMMITTEE (INFOSYS)**  
**Report to the SIR State Board, April 4, 2011**  
**Dwight B. Sale, Chairman, dwight.sale@comcast.net**

INFOSYS, a SIR Standing Committee, is a 4 member Committee that administers 8 Sub-Committees, Website, Database, Email, State Roster, SIR Manual, SIR Forms, State Certificates (HLM) and State Newsletter.

**Website**

There are three sections to the SIR website system.

- SIRINC with Webmaster Dean Steichen. Dean, John Skarpelos, Derek Southern, Phil Goff handle updating and Jim Stedman is in charge of content.. Sirinc.org is the "Home Page" for the general public. Interested candidates for membership can communicate directly by email with Richard Dittmer, a member of the Growth and Membership Committee or call the hotline, 877-747-9066 manned by Gary Pelton. The "Documents" section is constantly improved so that it is more effective and easier to use. Documents are added and revised on a continuous basis. The "Documents" section has an option to view the State Roster but requires a password which is available from the Branch Email Contact. Distribution of the Rule Manual, State Roster and SIR forms is now made exclusively through this SIR website.
- SIRINC2 managed by Bill Winslow is the no fee service for hosting branch websites.
- SIRINC3 managed by Dean Steichen is the host for "My SQL" which will allow real time sharing of the SIR State database. This is a work in progress.

**State Database**

Today there are 10277 names in the State Database which contains data on SIR State officers and Committee Chairmen since 1974 and Branch Administrators since 1994 as well as Branch Corporate information. It continues to serve as an historical record as well as a source for current data. Many SIR administrators use the database to assist them in their duties. For instance the State Treasurer uses a subset of the database to produce the quarterly prorata invoices which, in turn furnishes active count information membership statistics that appear on the SIR website. In addition it serves as a source for Treasurers reports to the IRS and California Franchise tax Board.

**Email**

Our email list grows daily. Today there are valid email addresses for all State Board Members, Area Governors and all 147 Branch Email Contacts with 134 Big Sirs, 115 Little Sirs, 137 Secretaries and 143 Branch Treasurers. Chairman Mike Berry and I sent more than 170 SIR official bulk (85 addresses per) emails to various groups. They ranged from notification of Giants Baseball to use of Form 28. This was more than 15,000 individual emails on which SIR did not pay postage.

**State Roster**

Roster Committee Chairman Dwight Sale produces the State Roster, the Branches by Region & Area, and the Branch Locator by City and posts them to the Website. During September, the 2011 Branch data for the State Database were entered based on the Form 20s received from the Branches. This annual project involves entering and validating some 10,000 database entries. (State Officers and committee data are entered by the INFOSYS Committee Chairman.) We were disappointed that 20 Branches did not submit their Form 20 in time for the October issue of the 2011 Roster.

**State Manual**

Manual Chairman, Dwight Sale produced the SIR Manual after the January State Board meeting, the first edition of the year. The SIR Manual will again be produced after every State Board Meeting where rule changes occur. I am looking for someone to take over this important job.

**State Forms**

There are 43 different forms and 62 versions (word, pdf etc) on the SIR Website. Forms Chairman Gary Gruber and John Skarpelos originated or updated 14 forms during 2010.

**State Certificates**

In 2010 Chairman Jim Donovan made certificates for 38 HLMs, 72 Senior HLMs plus 193 Senior, 23 Super Senior, 1, Century Sir Awards and 234 Certificates of Appreciation in addition to many special certificates. A busy man.

**State Newsletter**

"SIR Happenings" is a quarterly publication with every issue a huge success. Don MacGregor and John Skarpelos do inspired and professional work putting all your news together in this great publication. More and more information flows in from the Branches as they become aware of "Happenings." Branch Email Contacts are sent an email with a "Happenings" link asking them to distribute Happenings to their members that have an email address. Copies of this email are also sent to Branch Big Sirs and all State Administrators.

**New Blood**

We are actively seeking to have more sirs involved with all aspects of INFOSYS.

**INFOSYS Meeting**

Our annual INFOSYS meeting was held on Saturday, February 26, 2011

Dwight Sale

# **Publicity and Tools**

**Walter Schick**

**4 pages**

- I. *This is an outline for any Area meeting to support growth goals from Form 27. Publicity & Tools will present on request. These are ideas that work from many SIR Branches. The presentation and discussion takes about two hours.*

Branch Vitality		<u>OH</u> Website Tools
Form 27 Goals		<u>OH</u> 8 version
<u>Ideas That Work from Any Branch:</u>		<u>OH</u> SIR Happenings February 2009
SIR Cards		HO
SIR Brochures		HO
SIR Car Stickers		HO
<b>TRI FUNCTIONS FOR CONTINUITY</b>		<u>OH</u> Website Tools
		<b><u>Publicity &amp; Recruitment, Activities, Member Relations</u></b>
<u>Publicity for Recruitment</u>		
Internal Publicity		
External Publicity		
Guest Reception:	Activity Posters	DEMOS
<u>Branch Tools</u>		
Website Resources		OH Website Tools
<u>Activities</u>		OH Activities
Branch Activities		HO
Couples Activities		HO
Area Activities: Area 1, Area 2, Area 21		
<u>Member Relations—</u>		
Guest Package		
New Member Orientation		
New Member Package		
Six-month New Member Round Table		
Legacy of One		
Member Satisfaction		

- II. *Two useful tools for Area vitality are the expanded Area Contact roster and the Area Activities List. The optional TriFunction Committees can be appointed or left open by each Branch BEC. The blank spaces do encourage branches to think about the functions that fits their branch. In Area 2, Branches rapidly appointed functions when they became aware of them. A template is available on the State Website.*

**Chairs of Key Branch Functions Area 2**

Area 2	2008	2009	2010
# Branches	6	7	7
Activities	5	7	6
Recruitment	0	3	3
Member Relations	1	5	6
Publicity	3	4	4
%	<b>37</b>	<b>67</b>	<b>67</b>

Most vital **TriFunction** Branches have Activities Coordinators. Many add Member Relations and Recruitment committees. BEC members and branch volunteers should review the areas in which they have interests. Our Publicity & Tools Committee encourages and welcomes your suggestions and additional Tools that Work.

**AREA 21 CONTACT LIST DRAFT 2011**

Name	No.	Position	Name	Tele.	E-mail Address
Region	7	Regional Director	Richard Kabanek, Br54	408-241-5639	<a href="mailto:SirRichard.Kabanek@Yahoo.com">SirRichard.Kabanek@Yahoo.com</a>
Area	21	Area Governor	Gary Pelton Br 131	408-251-6062	<a href="mailto:SirPelton@AOL.com">SirPelton@AOL.com</a>
		Area Publicity & Recruitment			
		Bowling			
		* Computer & Tech CoChr			
		* Computer & Tech CoChr			
		Fishing			
		Golf Chr	Jim McCammon	831-659-2549	<a href="mailto:jimlyneme@comcast.net">jimlyneme@comcast.net</a>
		Speakers Exchange			
		Table Pool			
		Travel			
		Database Support			
		Website Development			
nterey d Thurs s Lodge nterey	28	Big Sir	Donald Trout	831-372-6959	<a href="mailto:935OKAS@COMCAST.NET">935OKAS@COMCAST.NET</a>
		Little Sir	Kenneth Johnson	831-657-9793	<a href="mailto:NOUSMTYKEN@SBCGLOBAL.NET">NOUSMTYKEN@SBCGLOBAL.NET</a>
		Secretary	Bill Perkins	831-626-4340	<a href="mailto:Perkwa3@att.net">Perkwa3@att.net</a>
		Treasurer	John Webster	931-372-1574	<a href="mailto:glojohnweb@aol.com">glojohnweb@aol.com</a>
		Email Contact	Bill Perkins	831-626-4340	<a href="mailto:Perkwa3@att.net">Perkwa3@att.net</a>
		Newsletter Editor	Doug McLain	831-626-4340	<a href="mailto:DMCLAIN@hotmail.com">DMCLAIN@hotmail.com</a>
		Database	Harry Nicholson	831-375-2884	<a href="mailto:hnmont@earthlink.net">hnmont@earthlink.net</a>
		Member Relations Chair			
		Membership Chr	Harry Nicholson	831-375-2884	<a href="mailto:hnmont@earthlink.net">hnmont@earthlink.net</a>
		Attendance Chr	Jim McCammon	831-659-2549	<a href="mailto:jimleeann@msn.com">jimleeann@msn.com</a>
		Web Master, Golf	Fred Smith	831-626-0627	
		Activities Chairman			
		Recruitment Chair			
		Publicity			
		Travel Chairman			
linas l Tues s Lodge linas	56	Big Sir	Robert Pettit		
		Little Sir			
		Secretary	Carl Mauritz	831-444-6434	<a href="mailto:carl442@attt.net">carl442@attt.net</a>
		Treasurer			
		Email Contact			
		Newsletter Editor			
		Member Relations Chair			
		Attendance Chair			
		Membership Chairman			
		Web Master			
		Activities Chairman			
		Recruitment Chair			
		Publicity Chairman			
		Travel Chairman	Otis Hollibaugh		

Creating an Area Activities List with all the known SIR activities will have blank spaces in any Area. The blank spaces do encourage branches to think about new activities and add what fits their branch. In 1995 Branch 8 had five activities. With an activity coordinator, they have added an average of two per year. This could be a goal for any branch. A two-page template is available on the State Website, with short descriptions of many activities.



Devoted to the promotion of independence and the dignity of retirement

Some of our activities such as Golf and Fishing are also AREA and STATEwide, so our circle of friendship is widened. Many of our activities include guests and COUPLES. "O" is open to other branches, space available.

1st Tuesday	Rossmoor #81	925-256-9879	1st Wednesday	Moraga #171	925-377-5880
1st Thursday	Clayton #19	925-429-3777	2nd Monday	Walnut Creek #8	925-901-4826
2nd Thursday	Pleasant Hill #146	925-943-5851	2nd Wednesday	Moraga #174	925-
3rd Monday	Walnut Creek #116	925-806-8874			

Activity	Br 8	Br 19	Br 81	Br 116	Br 146	Br 171	Br 174
Antique Cars							
Astronomy	XO						
Backgammon							
Band							
Barbecue Couples	X						
Barbecue Couples Area							
Barbershop Quartet						X	X
Baseball Day Couples State	X	X	X	X	X	X	X
Basketball Day Couples State	X	X	X	X	X	X	X
Beer Tasting	X						
Biking							
Book Club	XO			X			
Book Swap	X	X			X		
Bocce Ball Couples Area	XO				X	X	X
Bowling Area	XO	XO	X		XO	XO	XO
Bowling, Lawn							
Breakfast Club			XO				
Brewing							
Bridge Couples	X				X		
Bridge Duplicate	X			X	X	X	X
Bridge Dup Area Lunch	XO			XO	XO		
Bridge Rubber Basics Couples	XO						
Bridge Rubber	X			X	X	X	X
Bridge Rubber Area 2	XO				XO	XO	XO
Bridge Traveling Couples							
Chess							
Chorus	X				X		
Coins							
Computers & Tech Area 2 Couples	X	X	X	X	X	X	X
Computer Training					XO		
Cooking Group Shared	XO						
Cooking One Man Host					X		
Crab Feed			XO				
Cribbage	XO				X		
Dancing Couples	X						
Digital Photography Area 2	XO				X		
Dinner-Dances Couples					X		
Dine In Couples	XO				XO		

<http://sirinc.org/protected/membership/>

[Membership & Recruiting Information](#) **NEW 3/2/11**

The Ideas That Work started by Gary Pelton, as Chair of the State SIR Growth and Membership Committee are expanded and documented. These are available on the State Website under Membership & Recruiting. Below is a screen shot of the tools available. If your Area has a different approach, please send them for inclusion.

**MEMBERSHIP & RECRUITING**

**Branch Assessment and Goals**

- [Assessment and Goals Manual](#)
- [Recruit and Retain Catalog](#)
- [Leadership Action Plan](#)

**Publicity**

- \*\*\*Internal Publicity
- \*\*\*Area Publicity
- Publicity Idea Collection**
  - [Internet Event Calendars](#)
  - [California SIR 4-Part Series - Word](#) **NEW 10/16/10**
- \*\*\*Publicity Committee
- [Public Relations](#)

**Recruiting**

- [Internal Recruiting](#)
- \*\*\*Area Recruiting
- \*\*\*Sponsor Recognition
- \*\*\*Recruiting Idea Collection
- [Recruiting Committee](#)
- Recruiting Templates**
  - [SIR Cards](#)
  - \*\*\*SIR Brochures
  - [SIR Fliers](#)

**Speakers**

- [How to build a better Branch](#)
- \*\*\*Speaker Sources
- \*\*\*Speakers Idea Collection

**Activities**

- [Activities List](#) **NEW 9/15/10**
- \*\*\*Area Activities
- [Activities Collections](#) **NEW 9/15/10**
- [Activities Committee](#) **NEW 9/15/10**
- [Making Activity Posters](#) **NEW 9/15/10**
- [Making Activity Templates](#) **NEW 9/15/10**

**Member Relations**

- [New Member Program](#)
- [Legacy of One](#) **NEW 3/2/11**
- \*\*\*Member Relations Idea Collection
- [Member Relations Committee](#)
- \*\*\*Member Surveys

**Area Publicity & Recruitment**

- [Area Publicity & Recruitment Chair](#) **NEW 1/4/11**

\*\*\* means Under Construction





**SIR STATE BOARD MEETING  
APRIL 5, 2011**

**FORM 27 MEMBERSHIP REPORT FOR 2 MONTH PERIOD ENDING  
FEBRUARY 28, 2011  
100 % OF BRANCHES REPORTING**

**TOTAL MEMBERS**

There were 19,084 total members in 147 branches on Dec. 31, 2010, the goal for Dec. 31, 2011.

On February 28, 2011 there were 18,834 members, a loss of 250 members.

- Branch 115, the Pebble Beach Branch closed in January for a loss of 158 members.
- Branch 165, the Rebels Placerville Branch closed in January for a loss of 28 members.

The following reports are for the remaining 145 branches for January and February 2011.

**TOTAL MEMBERS**

There were 18,898 total members on Dec. 31, 2010 for these 145 branches, the goal for Dec. 31, 2011.

On February 28, 2011 there were 18,834 members, a loss of 64 members.

- 77 branches stayed even or gained members; gain of 196 members at an average of 2.5 members per branch.
- 68 branches lost members; loss of 260 members at an average of 3.8 members per branch.

**MEMBERS IN**

The year end 2011 goal is 1,890 new members, 10% of the 18,898 members on Dec. 31, 2010.

On Feb. 28, 2011 there were 466 new members year to date. This an annual rate of 15%, well above the goal.

- 91 branches exceeded the 10% annual goal; 420 new members at the average annual rate of 22% per branch.
- 54 branches did not reach the 10% annual goal; 46 new members at the average annual rate of 4% per branch.

### **MEMBERS OUT**

There is no goal for members out.

On Feb. 28, 2011 there were 530 members out year to date. This is an annual rate of 17%.

- 89 branches lost members at an annual rate greater than 10%; 476 members at the average annual rate of 27% per branch.
- 56 branches lost members at an annual rate of less than 10%; 54 members at the average annual rate of 4% per branch.

### **LUNCHEON ATTENDANCE**

The goal for each regular luncheon meeting (not Ladies Days) is 70% of active members. The average attendance for all branches is 66% per branch.

- 51 branches had average attendance that exceeded 70%; an average of 75% per branch.
- 94 branches had average attendance less than 70%; an average of 60% per branch.

### **LUNCHEON GUESTS (POTENTIAL MEMBERS)**

The goal for guests is 3,780 for the year, 20% of the 18,898 members on Dec. 31, 2010. On Feb. 28, 2011 there 671 guests year to date. This is an annual rate of 21%, slightly above the annual goal.

- 65 branches exceeded the 20% goal; 489 guests at the average annual rate of 33% per branch.
- 80 branches did not reach the 20% goal; 162 guests at the average annual rate of 9% per branch.

Jim Stedman  
Vice President

**New Business**  
**Branch 172 - Waiver of**  
**Wait List Rule**  
**Pres Mannell**  
**4 pages**  
**(2 – two page letters)**



23080 Comstock Ranch Rd.  
Sonora, CA 95370  
February 27, 2011

SIR Neil Mayo  
Director, Region 3  
Sons In Retirement, Inc.  
5923 Courville Ct.  
Fair Oaks, CA 95628-2507

Subject: Request for Waiver of Rules 72, 74 – Twain Harte Branch # 172

Dear Director Mayo,

The Twain Harte Branch # 172, again, respectfully requests that a waiver to the requirements of Rule 72 and Rule 74 be granted in accordance with the provisions of Rule 74.

Its first request for the waiver was submitted in December 2008. Then, that was resubmitted on May 3, 2009 by Area Governor Norm Whitsed to Region Director George Christman, with a strong recommendation to grant. To date, Branch 172 has received no reply.

This second request for the waiver was overwhelmingly supported by Branch 172 members by an emotional stand-up vote (over 120-1) at its February luncheon. This vote followed an explanation to the Branch of the reasons presented by SIR J. Stedman in his 2010 meeting with the Branch Big Sir, Little Sir, and new Area Governor for elimination of the waiting list. The Request for Waiver was approved by vote, 12 to 0, by the Branch Executive Committee.

Twain Harte attempted to eliminate its waiting list by supporting the formation of Sierra Branch 77. Few members transferred to it.

Today, though applicants are told of the Sierra Branch, still applicants come in. To maintain future flexibility, applicants are invited to join members as guests in many of its activities, this to mitigate their not currently being members, so long as the lunch facility is supportive. So, aside from not being members, they enjoy many branch benefits.

The Branch does not want to turn members away from lunch for lack of seating. This happened once at the Twain Harte Golf Club, their target location, and the member went away angry. Twain Harte seats 120.

The existing caterer does not want to do two meal sittings on one day so long as the existing Elks Lodge will accommodate a lunch crowd larger than Twain Harte can accommodate at present. There not being a satisfactory arrangement possible in Twain Harte until operations can be improved, relocation to the Golf Club remains a future goal.

Splitting the Branch in the near future does not seem to be an option. Sierra 77 is still growing and has room for more members. Finding a full set of leaders for a new branch is pre-mature as all three Sonora area branches currently have to work to fill existing positions.

I have recommended to the Twain Harte Big Sir that the branch monitor its ageing, in terms of age and level of participation, so as to alert itself before reaching a serious point of loss.

The Twain Harte Branch currently appears to be the Area's most successful branch. Denial of the Waiver Request, in view of the Branch's emotional vote, would place this successful operation at risk.

Ergo, ...

I indorse this to you, requesting your approval and support that the Twain Harte waiver be granted by SIR, Inc.

In my Area, other branches are challenged to recruit more members. They struggle in this. I would hope that the resources and efforts of SIR, Inc. might be more productively directed toward creating recruiting materials for branch use. I will forward you separate information regarding this subject.

Sincerely yours,

Edward M. Nissen  
Governor, Area 27

C: Henry Beltran, Big Sir, Branch # 172  
Attch: Twain Harte Branch # 172 Waiver Request



A Non-Profit Public Benefit Corporation For Retired Men Devoted to the  
Promotion of Independence and Dignity of Retirement

Twain Harte Branch 172

P.O. Box 1143 Twain Harte, CA 95383

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February 11, 2011

SIR Ed Nissen, Governor, Area 27  
Sons in Retirement  
23080 Comstock Ranch  
Sonora, CA 95370

Re: Request for Waiver of Rule 72 and Rule 74

Dear Area Governor Nissen,

**Twain Harte** Branch 172, again, respectfully requests that a waiver to the requirements of Rule 72 and Rule 74 be granted in accordance with the provisions of Rule 74. Our first request for the waiver was submitted December 2008, then, resubmitted by Area Governor Norm Whitsed to Region Director George Christman, with a strong recommendation to grant, on May 3, 2009. To date, Branch 172 has received no reply in accordance with SIR procedures, from the State Board, either granting the waiver, or denying the waiver. This second request for the waiver is overwhelmingly supported by Branch 172 members (140-1), and passed on a 12 to 0 vote of the Branch Executive Committee at its January 31 meeting.

*Points in Support of Request for Waiver:*

Branch 172 *is* the **Twain Harte** Branch of the Sons in Retirement. Most of its members live in or near the mountain Community of Twain Harte. Until March 2007 Branch 172 held its luncheon meetings at the Twain Harte Golf Club, the largest luncheon facility in Twain Harte. To continue to meet in Twain Harte, and fit into the largest facility available, the membership must be kept at 150, maximum. From its founding and until November 2008, the Sons in Retirement wisely allowed its Branches to cap its membership so that the membership could comfortably be accommodated by the available facility, have a good lunch, and, see and hear the program speaker. Compliance with Rule 74, as amended 11-08, will force Branch 172 to leave its home town and drive some distance to a larger facility in another town; cause members to be uncomfortably crowded around luncheon tables; cause members to lose interest in the program because they can't see or hear the speaker, and ultimately, downgrade **Twain Harte**

Branch 172 from the best, the most active SIR Branch to just another mediocre Branch with an aging membership.

Branch 172 fully intends to return to Twain Harte when the economy picks up and the Golf Club finds a suitable caterer and can again serve meals for the Branch Luncheon. In the meantime, the Branch is holding its luncheon meetings at the Elks Lodge in Sonora, some distance from Twain Harte, an inconvenience to its members, but the closest facility available.

The demographics of Tuolumne County include a very high percentage of retired men. While there are currently two other SIR Branches in our county (Sonora Branch 136 and the recently created Sierra Branch 77), **Twain Harte** Branch 172 has been especially active, successful, and popular. We continue to receive a steady influx of retirees who are interested in becoming members...all without the need of any formal recruitment efforts! While we inform applicants that there are other local branches who can accept their membership without delay, most still prefer the wait to join **Twain Harte** Branch 172. Those few who prefer immediate membership are referred to the two other area branches. Additionally, many applicants (and transferees) have expressed a preference to join Branch 172 because of the smaller and more manageable size of the membership, and the many activity groups offered by the Branch.

For these reasons stated, and more that could be stated, **Twain Harte** Branch 172 respectfully requests that this waiver be granted.

Sincerely,

*/s/ Henry Beltran*

Henry Beltran, Big Sir

Twain Harte Branch 172

C: Branch Executive Committee

**Ideas for Improvement**

**Area 13 Governor**

**Albert Obadashian**

**1 page**



## Robert Mannell

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**From:** Albert Odabashian <antica@sonic.net>  
**Sent:** Friday, March 11, 2011 1:52 PM  
**To:** bob@mannel.com  
**Subject:** Application for membership revision.

Bob, my suggestion for a revision to the current membership application is as follows. The paragraph preceding the Applicants signature should read as follows:

"I am retired (semi-retired) from full time employment, and I am aware that regular attendance is essential for continued membership, I understand that I must attend at least one-half of the regular luncheon meetings (Ladies Day or Picnics and Holiday Luncheons are excluded) during the Calendar Year, and I must not miss three consecutive regular luncheon meetings without having been excused by contacting the designating Branch Attendance person five days prior to the meeting date."

Since we are encouraging the induction of younger members into S,I,R, I believe it is important to change the mind-set of our members that new members be fully retired from gainful employment. There are many prospective young members who are partially employed and even full time employed that have an abundance of free time to join a social organization such as S.I.R.

Regarding the change of attendance to a calender year, my feeling is that it would not only make it easier for our attendance chairman to keep track of the attendance on one spread sheet, but would avoid all arguments with delinquent members who most always control their activities by keeping them on a monthly and yearly calendar. My suggestion regarding attendance would be that all members in good standing in December would start the new year in good standing for membership requirements.

It would seem advantages to have a spread sheet that not only shows attendance but also active members, inactive members , new members along with resigned and deceased members for the entire year. It might also show those members that contribute to the yearly voluntary contribution. I am sure that there might be other things that could be added to a spread sheet that would be beneficial in filling out our Form #27. I am not computer savvy enough to suggest that I do this but I'm sure there is someone in our state organization who would be capable.

These are my "Ideas for Improvement"

Respectfully, Al Odabashian AG13

**Ideas for Improvement**

**Area 15 Governor**

**Gale Jeffers**

**1 page**

## Ideas for Improvement ( your request )

1. A State guide for the selection of HLM, for branch use.  
Example one HLM voted in, only held the office of treasurer. ( not good )  
Good old popular boy doesn't cut it.
2. Less paperwork, modified or made easier. Example form 27 it's been in use almost 1 year and a lot are still in error. No training prior to implementation and must use Excel, expensive software. Biggest complaint **form most** all branches, my Area.  
Suggest a new look see for improving. 7-8+9-10, 1+4+10-14, 17/16, 4+10, etc.  
Complaints, my taxes are easier.????? Why can't it be quarterly?
3. 10% recruitment BS report to AG on why it was not achieved is the wrong approach.  
BS report could be what we have achieved and how we did it, rather than why we failed. BS toot their horn to a high note rather than a flat one.
4. Term of office for Branch officers, be 2 years for BS , others optional. This makes a BS better and a not so good BS better.
5. Can Sir's Happenings on line be monthly rather than quarterly.
6. Suggest that any branch developing a web site, have it protected by a password.
7. Inter action between branches needs to be improved as far as activities sharing special Days, Like BBQ or picnics .travel, cards etc.
8. Appreciation awards certificates, nothing for AG . Branch certificates given by BS  
State certificates given by the President no certificates by AG to branch for special efforts, to branch members for their exceptional efforts.
9. Let Sir's State promote the special efforts for Sir members who are making this  
Sirs organization a special place that you would like to be a part of.
10. That's enough.

I hope this isn't too much of a mouthful, chew it up, if it is then expel it .  
The above comments are not all mine, but a cross section of my Area.

SMILE.

My personal thanks to you for this opportunity allowing me to respond.

See you on April 5<sup>th</sup>,2011

*enjoy sir in twenty-eleven*

Sir Gale Jeffers Area 15 governor .

**Ideas for Improvement**

**Acting Area 26**

**Governor**

**Alan Harvey**

**3 pages**

Date: March 20, 2011

To: Bob Mannell, President, SIR INC

From: Alan N. Harvey, Governor Area 26

Sub: Ideas for Improvement

Your invitation to offer ideas for improvement is appreciated and I am pleased to offer these suggestions:

1. It seems clear from reading the founding history of SIR that it was intended to be an organization without a hierarchical structure. SIR INC was to be an umbrella for all Branches insofar as providing public liability insurance coverage and California and Federal tax exempt status. The "Rules" were probably developed to provide a consistent structure for Branch operations and to protect the umbrella services provided. The term "Rules" was, in my opinion unfortunate terminology and while I believe it should be changed to something less imposing that is a relatively minor point.

By Rule the Governor's role is to "supervise" the Area which leaves a lot to each Governor's imagination while the principle role of the "Director" is to serve as a voting member of the Board. Directors, however, do not have any specific responsibility within the Region except presumably to represent the Branches within the region. The two tiered organization structure seems inconsistent with the founder's principles and redundant.

Another issue concerns the difficulty in recruiting replacements, at least in Region 1 and Areas 12 and 26. Ken Edson, the previous Director had a very difficult time recruiting a Governor for Area 12 and I have experienced a similar problem in Area 26. The difficulty seems to be based on the fact that SIR is made up of retired men who are generally far more interested in participating in Branch activities but have little interest in volunteering to be a Branch officer much less to volunteer to be Governor or Director.

Another "cost" to taking on the responsibility is that it changes your relationship with your Branch's members. I became a SIR because I enjoyed and liked the Branch 154 members and its activities. To be perfectly candid I do not want to continue to serve as a Director in 2012 because the more I serve the more I am lose the very thing that was so important to me and the reason I became a member.

These are some ideas for improvement insofar as the problems noted above are concerned.

- Call "Rules" something else
- Do away with either the Governor or Director Position and my preference would be Governor.
- Expand and provide the remaining role with some organizational responsibilities insofar as the Branches are concerned so that they see the office as important to their operation which I realize, introduces some hierarchical structure to SIR.
- Expand the Branch constituency who elects the geographic representative so that the office and Branch know they have a constituency to whom they are responsible.

2. The second area needing attention, in my opinion, concerns SIR INC/Branch Relationships. A case in point is the Membership issue that has been a SIR INC issue for several years, when it became apparent that the golden years when the flow of new members was more than sufficient to replace losses from those dropping out, had ended. Recruiting became the focus in 2010 when it became a major Board concern and the Board adopted a Branch Membership Report (i.e. Form 27) and in November 2010 adopted Rules making it a "requirement" of the Big Sir and Branch BEC but with no means to enforce it.

A membership crisis is usually but not always, a problem that is first identified by the Branch. In this instance SIR INC became aware of the problem first. Insofar as Area 26 is concerned membership losses were a hidden problem because all three Branches were reluctant to administer Rule 100, Required Attendance. The Branch's reluctance to administer the rule had many origins. In some cases there was the myth that SIR had a Rule requiring each Branch to maintain a minimum of 100 members. The attitude of some Branch Officers reluctance was based on the belief that insisting that members live up to their only real responsibility, attending a once a month luncheon was going to hurt some feelings. Those members who apparently felt that the Branch's golf activity was why they joined and that attending a luncheon was simply too much to ask, were going to be upset at being told to either attend a luncheon or be dropped. To deal with the problem some Branches in Area 26 adopted the strategy of transferring members who would not attend luncheons to Inactive, thus saving them from paying the quarterly per capita and avoiding the unpleasantness associated with dropping them entirely. One, Branch 129 BEC began to vigorously enforce Rule 100 and 90, Inactive Status in 2009. They dropped a number of members, eliminated a "waiting list" and continued to encourage new member recruitment. Branch 139 and Branch 154 continue to carry large numbers of Inactive members and luncheon attendance percentages well under the 70% average, both signs that they are members who have dropped out without resigning. When they begin to administer Rule 100 their membership will decline. Branch 139 has begun this process and it seems that Branch 154 will soon come to the same conclusion. Because I am also the Director in Region 1, I am aware that some Branches in Area 12 will experience the same situation for the same reason(s).

The following are some ideas for improvement:

- Branch Officer training should emphasize the importance of reasonable and fair administration of Rules 90 and 100 and give the BEC some tools that would help them in the process.
- Governors and Directors should be trained and expected to follow up with their Branches to ensure that these Rules are being administered by the Branch BEC.
- The Board should consider a renewed effort by all concerned to make the point that the Branch Membership Report is essential to the Branch BEC if they are going to fulfill their responsibility to ensure that their Branch is healthier when their term of office expires and they turn over the reins of responsibility to new officers.
- Growing the Branch membership has to become the part of the Branch culture.

- The SIR INC Board should take on the responsibility to appoint and fund a SIR Special Committee with Branch representation to find out what the male boomer retiree expects his retirement to be like and whether he is interested in the SIR founder's principles of social interaction with new and old friends and activities to enhance the dignity and enjoyment of their retirement.

**Ideas for Improvement**

**Area 27 Governor**

**Ed Nissen**

**1 page**



## **IDEA FOR IMPROVEMENT**

### **Recruiting – Branch Training**

Primary SIR need is Recruiting of New Members

SIR, Inc should devote more efforts and resources to this area. Particularly,

1. Develop “How to Start A Conversation About SIR” sheets. Print and Distribute directly to branches in quantity so you are not depending upon the largesse of the branch to spend time and money to print enough sheets for their luncheon meeting. Encourage Big Sirs to lead members in practice session using the sheets.
  
2. Distribute existing color recruiting handout to branches. Print and Distribute directly; don't wait for requests. Don't expect branches to print forms 59 and 60. Some leaders don't have computers. I tried printing one. It was going to take 23 minutes just to download it. Forget that. I quit. If you want people to have it, you should get it to them!

Ed Nissen  
Governor, Area 27

**Ideas for Improvement**

**Area 32 Governor**

**Colin Wilson**

**2 pages**

Forms--suggest the following forms be made fillable as well as printable:

#'s 2,4,9,40,46,47,48,59.

Doing so would result in a more professional and personal appearance.

Regarding Form #48 and #59--both are Travel checklists, but #59 requires completion by both BTC and BS, whereas #48 requires completion only by designated member. Would think requirements should be identical.

Please see attached Membership Certificate used in Br. #133. In May of last year, I was informed that it would be made available on the State website Forms listing for all branches to use if they wished. It's not there yet. Can this be done?

Colin Wilson, Gov. Area 32, Reg. 4



A Non-Profit Public Benefit Corporation for Retired Men Devoted to the  
Promotion of Independence and Dignity of Retirement

## *Certificate of Membership*

*Be It Known To All Those Present That*

**Nicholas A. “Nick” D’ Angelo**

*Has Been Duly Installed as a Member of  
Sons in Retirement, Lake County Branch #133*

*Dated this 18<sup>th</sup> Day of March, 2011*

**Attest:**

**Membership Chair**

**Big Sir**

**Ideas for Improvement**

**Area 33 Governor**

**Donald Dill**

**3 pages**

## **Area 33 Governor Don Dill, Sierra Foothills, 7 Branches.**

It seems to me that we need to look at or examine both the existing status quo and the bigger picture of what we are and where we are going. I canvassed all my Big Sir and by-and large they felt that we were headed in the right direction but must guard against becoming too paper heavy.

### **Status Quo:**

1. What ever happened to our old Mission Statement “Promoting Dignity and Independence for Retired Men” it seems to have vanished from our Leadership guide and was replaced with “Fun, Happiness and Pleasure”, sounds more like a marriage vow than a Mission Statement. Not uplifting enough! I agree it should include the concept of activities, as that is really what we are all about. Our Mission Statement should be clear, concise and uplifting, raising the member above the drudgery of getting old.

**“We (SIR) will promote the spirit of Dignity and Independence of our retired men through fellowship, by having our monthly luncheons and varied frequent activities, but most importantly, our concern and respect for each other.”**

We should also test all of our collective State and Branch actions against this Mission Statement to see that our actions don't violate this covenant.

2. Strong interest in more frequent spousal activities such as couple golf leagues, hiking or walking with spouses, almost all activities and some even think we should have women auxiliary groups. More female involvement will definitely retain our membership as we become older and the women are a strong motivating force to get their men to lunch.
3. Elevate the **Membership Chairman** to at least as high as the Treasurer & Secretary and make him a voting member of the BEC. Furthermore, get the most underutilized person in SIR totally involved (The Little SIR). Make his duties to counsel and work with the Membership Chairman weekly. The Little SIR is an underused individual, other than programs that's all he does. He should sit beside the Membership Chairman at BEC meetings and be responsible for the monthly recruiting efforts. If membership growth is as critical as it appears, then delegate the speaker responsibility to another person and get the Little SIR on the front lines of recruiting.

4. Now touching the **Third Rail of SIRdom**, (the beloved form 27). We in Area 33 are committed to getting improved compliance and more importantly significant growth in membership. I have an above average group of retirees from two gated communities, lake Wildwood and Lake of the Pines to communities like Grass Valley, Nevada City and Auburn, and I can't get four out of seven branches to complete form 27 accurately and two branches don't have a member who will or can complete the form in Excel. Therefore I have taken the unwise liberty of creating a modified form that can be completed in longhand and pencil if need be and get the job done. The modified 27 moves into the BEC review process and you would have up-to-date numbers completed by hand and entered into the minutes and faxed to the Gov & Director. A copy is attached.

**Where are we going and can we reinvent ourselves: (Without corrupting our soul)**

1. Activities are a driving force for SIR but we need more than that! It can't just be about golf. I have played golf reasonably well for 57 years and belong to another Golf Club besides SIR; there lots of good golf croups to join. We need to be seen by the retirees of the future as a "great value" as well as a great group of guys. We need to **brand** ourselves and at least appear to offer a great product with services such as:
  - How about a nice Plastic Laminated SIR Membership Card that we could use to generate value for our membership. Like discounts at golf courses, restaurants, travel, hotels, medical services, group insurance pricing, book stores, downtown merchants in our town, such as San Mateo or Grass Valley.
  - Discounts at health clubs, hotels in Reno, Vegas, and all the Indian Casinos.
  - Educational Programs, we need computer classes at adult night school with our spouses.
  - I once asked SIR why we couldn't have a Blood Bank and was given the standard "good cause" answer and the insurance issue. Well our blood is flowing out to other organizations and it's being organized by our members in their other activities. It sure would be nice the see my blood going to my fellow SIR who is on dialysis twice a week. We have to have some social importance in life without involving politics or religion. I just don't want it to be a service club, I want it to be SIR.

We need to show the membership that being a SIR or having a husband who is a SIR is a value, plus a fun group of guys and their gals. As the price of lunch escalates close to twenty dollars we need more glue to hold this organization together. **Brand it!!**

Thank You for Listening, DD



**Branch 0's January 2011 Membership BEC Process to be completed and presented by  
the Membership Chairman**

Number Active Members from last Month.		<b>182</b>	
List of names coming Off List name and reason, BEC to discuss	<i>#1 Joe No Lunch #2 Jim Great Guy #3 Ernie Easy Street</i>		<i>#1 Wouldn't come to lunch two written warnings, # 2 died (92) ceremony Tues, #3 Moved to assisted living in Reno. Sponsor should have called Mr. No Lunch</i>
Total Coming Off		<b>-3</b>	<i>About normal for a winter month</i>
List names of those coming on, via approved applications, coming from Inactive, and transfers from other branches. List sponsors with each application	<i>#1 Wally Gang Ho #2 Bob Best Friend #3 Joe San Bagger #4 Wilbur Walk-in #5 Sammy San Mateo</i>		<i>The first four were all sponsored by guys who have been with us less than two years., one was a walk-in from out public service announcement and the last was a transfer from a Bay Area Gay Publish in Bulletin with picture.</i>
Total Coming On This Month, BEC to discuss, and then vote!		<b>+5</b>	
New Monthly Total		<b>184</b>	
Goals for new membership each month, BEC To review and make recommendations.		<b>+3</b>	<i>Good progress this month. Need stronger effort 1<sup>st</sup> six months of the year</i>
Inactive Members and which ones need attention, any more than 6months		<b>12</b>	<i>We need to Jim Bowler he was seen bowling on Friday, get him active, have Harvey call him</i>
Membership Chair	Copies to Gov & Director		<i>Rex Recruiter</i>

**YEARLY PROGRESS REPORT, NEW MEMBERS VS LAST YEAR (NET)**

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	NOTES
2010	182												
2011	184												

This report would be filled out by the membership chairman and copies would be handed out to approximately 6 BEC members during the review process. **It does not have to be completed on a computer and can be completed in log-hand, upon completion it should be part of the BEC minutes.** Membership Chairman should have applications for applicants to be voted on for membership.