



Sons In Retirement Inc.
State Board Meeting
Chez Shari Manteca GC
305 N. Union Road
Manteca, California 95336



Wednesday, April 5, 2017 at 9:30am

State Board Members

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
Director, Region 1: Vacant

Director, Region 2: Jerry Morrow
Director, Region 3: Vic Mershon
Director, Region 4: Ed Suden
Director, Region 5: Vacant
Director, Region 6: Ed Benson
Director, Region 7: Pat Misener
Director, Region 8: Allan Baxter
Director, Region 9: Mark Stuart
Director, Region 10: James Filippo

Invited Participants

Past Presidents: All
State Advisor, Parliamentarian: Dwight Sale
Travel: Bob Spellman
Insurance: Angelo Coero
Golf: Bill Wilhelm
Jim Ulam – Branch 59 – Region 8 (for Ed Benson)

Rules: Dick DeVoe
Training: Dean Steichen
Bowling: Jerry Sabo
Bocce: Jack Meylink
Media: Lou Figone
Nominating: Don Dill

Invited Area Governors

Bob Hegle – Area 33 – Region 9 (for Mark Stuart)
Giorgio Dina – Area 15 Governor – Region 9

Advise President and Secretary of any other Invited Area Governors before the meeting.

Agenda

- 9:30 Call to Order (5 min) Jerry Strain
- Verification of Quorum (9 of 17) Ron Flagel
- Blessing and Pledge of Allegiance to Flag Dick DeVoe

- 9:35 President’s Welcome and Recognition of Attendees (10 Min) Jerry Strain
- Agenda Changes (if any) Jerry Strain
- Approval of January & Special Board Meeting minutes Ron Flagel

- 9:45 Opening remarks (15 min)
- President Jerry Strain
- Vice President Derek Southern
- Secretary Ron Flagel
- Assistant Secretary Dick DeVoe
- Assistant Treasurer Jimmie Johnson

- 10:00 Treasurer’s Remarks and Report (25 min) Karl Ryden
- Budget for 2017 D.Southern, K.Ryden

All board members should be sent preliminary documents in advance
and all board members should have read the reports.

10:25 Standing Committee Reports (40 Min)

Nominating Committee.....	Don Dill
G&M report.....	Jim Ulam
Rules and Bylaws	Dick DeVoe
INFOSYS.....	Dean Steichen
Travel	Bob Spellman
Training.....	Dean Steichen
Bowling	Jerry Sabo
Bocce.....	Jack Meylink
Insurance.....	Angelo Coero
Golf.....	Bill Wilhelm
Social Media	Lou Figone

11:05 Regional Director's reports (40 min)..... (Summary by RD's)

11:45 Old Business (15 Min)

Special Meeting actions	Jerry Strain
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12:00 Lunch (40 Min.)

12:40 Old Business (Total 1 Hr. 50 min)

Organization Task Force	Dick DeVoe
Rule Changes (Appendix A).....	Dick DeVoe
Proposed Annual meeting change	Derek Southern

2:30 New Business (15 min)

Advise President and Secretary of any other New Business before the meeting

2:45 Adjournment

APPENDIX A

**RULE/BYLAW REVISIONS/ADDITIONS RESULTING FROM
BOARD APPROVAL OF RECOMMENDATIONS 2/11/17**

Rules 130.1, 796, 790.1, 784, 767, 787, 802, 896, 780, 24f and Bylaws Section 141

(Text in italics; rule/bylaw in regular. New rule/bylaw in bold, as is added wording within a rule/ bylaw. Eliminated wording in strikethrough.)

RECOMMENDATION 1. Make changes in leadership selection and in a culture change regarding volunteerism at both the branch and State levels. Approved by Board.

RECOMMENDATION 2. Develop a new policy for identifying, recruiting, and selecting Successor AG's- including expanding the role of the State Nominating Committee. Approved by Board.

RECOMMENDATION 3. Expand the role of the State Nominating Committee to include succession planning by developing succession candidate lists for State Board, Regional Director, and Area Governor positions. Approved by Board.
[These three recommendations are addressed collectively below.]

Branch Nominating Committee- *Current Rules 130 and 131 summarize the process for selection and appointment of those committee members; their duty to propose a slate of Branch Officers to serve the next year; and a duty to propose an AG candidate for the BEC to nominate for the next year. New Rule 130.1 adds the duty of succession planning for Branch Officers as well as for the AG position. This change focuses on the need to continually evaluate members for leadership positions by developing and maintaining succession candidate lists.*

RULE 130.1 The Nominating Committee shall develop and maintain a succession planning list for Branch Officer positions and the Area Governor position. (New 4/5/17)

Area Governor Election- *Rule 796 specifies that the Area Election Committee- comprised of Big Sirs and Little Sirs from each branch of an Area- elects its AG from the candidates nominated by the various Branch Executive Committees. The rule is expanded as follows:*

- (1) New wording clarifies that the AG qualifications are stated in Rule 155.*
- (2) New wording allows an AG to serve from another Area, expanding the pool of qualified candidates- especially when an Election Committee fails to find a proper candidate from within its own Area. Example: An otherwise qualified leader in a branch located just outside the assigned Area would now be eligible. The Board at its 2/11/17 meeting concurred in this addition.*
- (3) New wording is added for those serious situations in which the Election Committee fails to elect an AG. The President and the State Nominating Committee then become involved, by collaborating with the RD to nominate an AG to the Election Committee (See also revised Rules 767 and 802 below):*

RULE 796. The Election Committee shall elect an Area Governor from the candidates nominated by the various Branch Executive Committees. **A candidate shall meet the qualifications stated in Rule 155, and may be from a branch outside the assigned Area. If no Area Governor is elected, the President in collaboration with the State Nominating Committee and Regional Director shall nominate an Area Governor for approval by the Election Committee. (Revised 4/5/17)**

With the approval of revised Rule 796, Rule 790.1 is no longer applicable and is eliminated:

~~RULE 790.1 The office of an Area Governor elected to serve on or after January 1, 1996, shall be vacated upon his transfer to a Branch in an Area other than the one in which he was elected and the vacancy shall be filled at the earliest possible date in an election conducted as provided in Rules 794 and following. (Revised 9/25/04) **(Deleted 4/5/17)**~~

Regional Director Election- *Just as the proposed Rule 796 addition states that an AG candidate may be from a branch outside the assigned Area, new wording in Rule 794 allows an RD to serve from another Region to expand the pool of qualified RD candidates.*

RULE 784. A candidate for the office of Regional Director must be willing to serve and must be a past or present Area Governor, or must have held or is holding the office of Big Sir, Little Sir, Secretary or Treasurer of a Branch in that Region, singly or in combination, for at least two years at the time he assumes the office. A past or present Area Governor is the preferred qualification. **A candidate may be from a branch outside the assigned Region. If no Regional Director is elected, the President in collaboration with the State Nominating Committee and incumbent Regional Director if any shall nominate a Regional Director for approval by the Area Governors in that Region.** ~~The Office of a Regional Director shall be vacated upon his transfer to a Branch in a Region other than the one in which he was elected and the vacancy shall be filled at the earliest possible date in an election conducted as provided in Rules 784 and following. (Revised 9/13/05) **(4/5/17)**~~

State Nominating Committee- *Rule 767 specifies that this committee selects nominees for State Offices, except AG's and RD's. This proposal adds the following duties:*

- (1) succession planning in order to continually evaluate members for State leadership positions by developing and maintaining succession candidate lists.*
- (2) collaboration with RD's and AG's to ensure they are maintaining succession candidate lists for their own positions. See also New Rules 787 and 802 that establish these duties for RD's and AG's.*

RULE 767. It shall be the duty of the Nominating Committee to:

- select from the members of the Sons In Retirement, Incorporated, and its Branches nominees for election to state offices, other than the Regional Directors and Area Governors to serve during the calendar year next following the year in which they are elected and until their successors have been elected and installed.
- **develop succession candidate lists for State Board positions except Regional Directors and Area Governors.**
- **develop or ensure development of succession candidate lists for Regional Director and Area Governor positions, working with Area Governors and Regional Directors.**

(Revised 4/5/17)

RULE 787. It shall be the duty of the Regional Director to develop a succession candidate list for his position, in collaboration with his Area Governors. (New 4/5/17)

RULE 802. It shall be the duty of the Area Governor to develop a succession candidate list for his position, in collaboration with his Big Sirs. (New 4/5/17)

RECOMMENDATION 6- Create 19 geographically clustered Area, each headed by an Area Governor. Approved by Board.

[See Rule 780 under Recommendation 8.]

RECOMMENDATION 7. Revise the Area Governor position in order to make the recommended organization work effectively and efficiently. Approved 2/11/17.

Area Governor and Regional Director Job Descriptions- Newly revised AG and RD job descriptions reflect significant changes to their duties.

Area Support Team- Wording is added to Rule 896 which provides for an Area Support Team to assist and support the AG in carrying out his duties and responsibilities with his branches.

RULE 896. The Area Governor shall recruit an Area Support Team comprised of members with knowledge in Branch officer, RAMP, and Nominating Committee roles to assist branches in his Area. He may appoint an Area Chairman for any activity such as Travel, Speakers Exchange, Golf, Bowling, etc, as may be deemed appropriate to facilitate the conduct of SIR activities beyond the Branch level. (Revised 6/8/10) **(4/5/17)**

RECOMMENDATION 8. Cluster the 19 new Areas into five Regions with three or four AG' s reporting to each RD, and with each RD being a State Board member. Approved by Board.

[Recommendations 6 and 8 are addressed collectively below under revised Rule 780. In addition, Bylaws Section 141 is revised to reflect changes in number of RD's for the future.]

RULE 780. The territory within the geographic boundaries of Sons In Retirement, Incorporated, shall consist of the following Regions:

- Region No. 1**Areas 50,51,52** ~~12, and 26~~ (Revised 9/25/07)
- Region No. 2**Areas 54,55,67,68** ~~19, and 27~~ (Revised 1/13/15)
- Region No. 3**Areas 60,61,62,63** ~~3, 9, and 31~~ (Revised 1/13/15)
- Region No. 4**Areas 60,61,62,63** ~~17, 18 and 32~~
- Region No. 5**Areas 53,64,65,66** ~~4 and 16~~

- Region No. 6~~Areas 2, 7, 8 and 24~~
 - Region No. 7~~Areas 5,10, 20 and 21~~
 - Region No. 8~~Areas 22 and 29~~ (Revised 1/13/15)
 - Region No. 9~~Areas 15 and 33~~ (Revised 11/14/06)
 - Region No. 10~~Areas 6, 13 and 25~~ (New 4/15/03)
- (Revised 11/13/07)(1/13/15) **(4/5/17)**

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)**

RECOMMENDATION 12. Transfer the presentation of Honorary Life Member (HLM) awards from the President or his designee to Branch Big Sirs. Not approved by Board. During the discussion, it was stated that the Big Sir already can request someone else to do the HLM presentation if he would like. However, there is nothing in the Rules or in the HLM application that states a Big Sir has that option- nor is there general knowledge that the option exists.
Additional wording in Rule 24f clarifies this. Of course, the ultimate decision continues to rest with the President.

RULE 24f. When an HLM is conferred upon a Branch member, he shall be presented with an appropriate certificate, provided by the State Board, which sets forth the facts on which the honor has been bestowed. The President, or present or past State

Officer designated by the President shall present this certificate, **although the Big Sir may recommend a person that meets these qualifications to the President.** The Branch shall provide the member with an official lapel pin indicating he is a recipient of the honor and the certificate shall be appropriately matted and framed. **(4/5/17)**

RECOMMENDATION 13. Transfer responsibility for presentation of age-related service awards to Big Sirs. Approved by Board.

RULE 26a. Senior, Super Senior and Century SIR Certificates. SIR active members upon attaining the age of 90 are entitled to be awarded the Senior Sir Certificate; upon attaining the age of 95 are entitled to be awarded the Super Senior Sir Certificate; and upon attaining the age of 100 are entitled to be awarded the Century Sir Certificate. The Big Sir of the Branch must submit a Form 6 - Senior Certificate Order Form - directly to the State Certificates Chairman for processing. The Certificate will be sent back to the Big Sir for framing. **The Big Sir or his designee shall present the award.** ~~should present the Senior Certificate, contact the Area Governor for presentation of the Super Senior Certificate, and the Regional Director for presentation of the Century Certificate.~~ The awards shall be presented at a suitable SIR function or regular monthly luncheon. (Revised 6/10/08) (6/7/11) (6/3/14) **(4/5/17)**