



**Sons In Retirement Inc.
Annual Meeting of the Corporation
Veterans Memorial Building
420 Admiral Callaghan Lane
Vallejo, California 94591
Monday, August 5, 2013**



Members of the Corporation

President- Rich Dettmer	Director, Region 3- Dick West
Vice President- Maynard Rodland	Director, Region 4- Bob Hairston
Secretary- Dick DeVoe	Director, Region 5- George Kranen
Assistant Secretary- Ron Flagel (Absent)	Director, Region 6- Dean Steichen
Treasurer- Mike Berry	Director, Region 7- Richard Kabanek
Assistant Treasurer- Jim Long	Director, Region 8- Ed Dorn
Director, Region 1- Bob Roberts	Director, Region 9- Gale Jeffers
Director, Region 2- Ralph Lingis	Director, Region 10- Jim Filippo
Past Presidents- Mel Augustine, Jim Donovan, Art Pufford, Dwight Sale, Jim Stedman	
Area Governors- All except Areas 5,6,12,16,19,20,21,27,29,31,32.	
Big Sirs of Chartered Branches- All except Br. 5, 14,16,35,36,50,62,63,66,70,76,77,82,85, 87,95,96,105,107,117,127,128,135,137,139,142,144,145,152,154,156,163,169,172, 175.	

Invited Participants

Assistant Treasurer Nominee- Karl Ryden	Rules- Larry Powers
Certificates- Jim Donovan	Golf- Don Andrews
State Advisor, Parliamentarian- Dwight Sale	Travel- Larry Garvin
Bowling- Del Locke	Insurance- Angelo Coero
Arrangements- Bill Lewis	
SIR Happenings- Don MacGregor, John Skarpelos	
Growth & Membership- Jerry Milano, Derek Southern	

Call to Order

President Rich Dettmer called the Annual Meeting to order at 10:00am. Secretary Dick DeVoe verified there was a quorum present (quorum 89 vs. quorum count 134). Chaplain Bob Roberts led the Invocation and Pledge of Allegiance to the Flag.

President's Welcome and Recognition of Attendees

President Dettmer thanked all for coming. Time would not allow recognition of everyone, but the Board of Directors and Past Presidents were introduced.

Officers' Remarks

President Rich Dettmer expressed strong appreciation for the work of the many Standing Committees. He also focused on the need at all levels to think "outside the box" to change our direction as needed. SIR must concentrate on improving itself by coming forward with new ideas to make SIR even more attractive. New approaches in recruiting must be implemented, because of the increasing variety of opportunities/activities/interests available outside of SIR to prospective members.

VP Maynard Rodland participated in a number of meetings with Standing Committees as an Ex Officio member, and praised their commitment and work. "Good things are being done by these groups working for YOU (the branches)." He was especially pleased with the efforts of the INFOSYS Committee and Growth & Membership Committee with its Survivability Action Team. He believes there will be a great number of changes by year-end 2014 to improve the state of SIR.

Secretary Dick DeVoe found from Board Minutes since 2008 that leaders focused on membership growth, but instead membership declined at a relatively consistent rate while branch closing rates accelerated. He also found that State Boards had taken little ownership in resolving the most important SIR issues- membership loss and branch health. Instead, State Boards looked to Presidents- and Presidents mostly looked to the Growth & Membership Committee- for direction on membership proposals and action plans. He included examples of issues leaders at various levels believe should be considered:

- changing the culture such that State Boards take much greater ownership in branch health and membership issues.
- considering better organizational models to increase effectiveness, improve communications, and achieve stronger cost control.
- having the State Board meet more often, to brainstorm and resolve the important issues facing SIR currently and for the future.
- balancing the workloads of Regional Directors, now ranging from 9-22 branches, and making Area Governor positions more attractive to AG incumbents and candidates.

Treasurer Mike Berry reported the following:

- 2013 Budget- 2013 will be the the first full year with no revenue or expense impact due to the 2011 funds misuse problem. At the beginning of the year, it became obvious that revenues would not meet expenses, due primarily to a revenue loss from decreasing membership and an expenditure increase for a trial membership recruiting program test. In April the State Board approved a combination of (1) a Branch assessment increase (\$1/member annually), and (2) a reduction in expenditures (principally a \$0.15/mile mileage allowance reduction). The current year-end projection is for revenues to essentially equal expenses.
- Tax Exemption Regulations- Handling of 2010 governmental requirements for tax exemption-related reporting resulted in unfortunate governmental inquiries to a number of individual branches. These issues have been straightened out and should no longer be a problem.
- Embezzlement at a Branch- A President's Letter was sent to all Branches noting the problem. Branch leaders are to ensure proper controls are in place for accurate and honest financial processing and reporting.
- State Treasurer Financial Reports- 2013 monthly State financial statements now are found on the SIRinc website, along with 2007-2012 year-end financial statements.

Asst. Treasurer Jim Long had distributed a Form 28 Cash Report with a "Big Sir Quiz" on the back. He answered the array of questions relating to the Form and its use, and noted how the Big Sir or Branch Treasurer could find the answers later if needed. He emphasized that the prior December year-end balance must be the same as the new January beginning balance for IRS and internal auditing purposes. He reiterated that the Branch Treasurer distribute Form 28 by the 10th of each month, regardless of whether the latest bank statement had been received by that time.

Jim expressed particular concern about Branch audits not being completed. His records show that 40% have not been completed for the Year 2012. The Area Governor must receive Form 29 Branch Audit Report by February 10 (Rule 257) and the AG must notify the Assistant State Treasurer in writing no later than February 20 (Rule 801).

Election of Officers

President Dettmer introduced the slate of nominees:

President- Maynard Rodland; Vice President Bob Hairston; Secretary- Dick DeVoe; Treasurer- Mike Berry; Assistant Secretary- Ron Flagel; and Assistant Treasurer- Karl Ryden.

President Dettmer asked for nominations from the floor. There being none, it was moved, seconded,

and approved to close the nominations and elect the the recommended slate of officers for 2014.

Acceptance Speeches

President-Elect Maynard Rodland views 2014 as having lots of changes with lots of things needing to be accomplished within SIRinc. Each of the newly elected Officers expressed appreciation for the opportunity to serve on the 2014 SIR Board.

Committee Reports

Golf Committee- Chairman Don Andrews summarized the 2013 schedule, including the fact that the first tournament in Phoenix originally had a waiting list prior to everyone being accommodated. The two June Reno tournaments with lodging at the Atlantis Casino were well received. Others scheduled in 2013: The State Team Championship near Turlock, the Fall Classic in Santa Inez Valley, and the Individual State Championships in the Monterey area.

Training Committee- Chairman Maynard Rodland discussed the October 15 training of all Big Sir-Elects in Vallejo which will concentrate on the Leaders Guide. Training for 2014 Area Governors is being developed by the G&M Committee and will take place on the same date and location. All 2014 Regional Directors are requested to participate as well.

INFOSYS Committee- Chairman Dean Steichen stated that the transfer of ownership of the SIR web servers to the Committee Chairman has begun. The routine updates to the various web pages and content continue to reside with Dean and John Skarpelos. The Member Information webpage has been reorganized to be more user-friendly. The Ideas, Tools and Examples webpage has been reorganized from two columns to three, and a section on Volunteer Recruiting has been added with the 4-Step Plan. Dwight Sale continues to keep the SIR database current. Most Website Reports are produced from the Database regularly. The excellent SIR Happenings continue to be prepared by Don MacGregor, John Skarpelos, and Dwight.

Growth & Membership Committee- Chairman Jerry Milano stated that brochures and their distribution, the "New Branches" initiative, and Form 27 continue as before. Advertising campaign pilots are planned for launching by year-end. The new Survivability Action Team initiative is evolving with good upper level support. Area Governor training is a new G&M function this year, with implementation as part of the October Leadership Seminar.

Form 27 Subcommittee Chairman Jim Stedman stated that branches are doing a terrific job with Form 27 completion and distribution. He emphasized the continuous need to set an annual minimum 10% goal for new members as a principal means to develop and maintain healthy branches. This consistent influx of new members provides a core group of 25-30% of typically younger members who significantly support the energy/vitality to the branch.

Survivability Action Team (SAT) Chairman Derek Southern conducted a Power Point presentation that used a medical analogy. Just as doctors need certain measurements over time to gauge the health of patients, the same is true for assessing branch health. Example: Branches that close find themselves failing over many years. 74% of 50 branches that closed had 7-10 years of losses over their last 10 years. Applying that knowledge to existing branches, 47% have 7-10 years of losses in the past 10 years- and therefore are considered to be at highest risk. Another high-risk measurement learned from closed branches is that 83% had less than 100 members.

Each participant was given a graphic summary of his own branch, with individual branch information that could be used as part of a branch's capability to self-assess its health. The back of the hand-out

had a "SIR Branch Assessment" form with six categories for a branch to measure its own health risk level. He discussed some of the actions to take for the higher risk categories. He also encouraged branches to establish a Growth Coordinator to be liaison with the BEC, Area Governor, and SAT representative on branch health-related issues.

Social Time and Catered Lunch

Committee Reports (Continued)

Rules Committee- Chairman Larry Powers presented the following Bylaws Amendments, each of which was moved, seconded, and approved by 2/3 majority:

- Sections 17 and 132: provides Branches an additional option other than requesting voluntary contributions to defray authorized expenses of the Branch. Branches now may either assess its members or continue to request voluntary contributions.
- Section 220: added the State Advisor as Ex Officio to the State Executive Committee, to confirm the long standing practice.
- Section 225: added a State Budget Oversight Committee to the established Standing Committees.

Travel Committee- Chairman Larry Garvin reported that 400+ members SIR-wide are on the Alaska cruise, departing Aug 28. He mentioned there has been a decline in members travelling on SIR trips, no doubt due to the economy coupled with Branch member median age increase in recent years.

Insurance Committee- Chairman Angelo Coero answered questions from the floor regarding the various insurance policies and their coverage. He emphasized that individual Branches protect themselves by requiring vendors to note their Branch as an additional insured.

Bowling Committee- Chairman Del Locke reported that SIR bowling participation is holding steady. There are 21 tourneys scheduled in 2013 and at least 22 planned for 2014. Four randomly selected tourneys and the State tournament are being audited each year. The Bowling Committee will be supporting the startup of a new State Bocce activity, with Bill Lewis agreeing to become chairman.

Certificates Subcommittee- Chairman Jim Donovan reported that there are 200-210 State-produced certificates each year, and finds excellent cooperation from the Branches in this endeavor. He encourages Branches to advise him of changes in HLM status. A proposal to the State Board is planned, to transfer responsibility for age-related certificate presentations from Area Governors/Regional Directors to the Branches.

Old Business/New Business- None.

Adjournment

President Dettmer adjourned the meeting at 2:20pm. The next Annual Meeting will be Monday, August 4, 2014.

Respectfully submitted,
Dick DeVoe- State Secretary