



**Sons In Retirement Inc.
Annual Meeting of the Corporation
At the Hilton Hotel,
1970 Diamond Boulevard, Concord, CA 94520
Monday August 3rd, 2015 at 10:00am
Minutes of the Meeting**



Members of the Corporation present

President: Bob Hairston
Vice President: Don Dill
Secretary: Derek Southern
Assistant Secretary: Ron Flagel
Treasurer: Karl Ryden
Assistant Treasurer: Hal D'Ambrogia
Director, Region 1: Bob Roberts
Director, Region 2: Russ Salazar

Director, Region 3: Jimmie Johnson
Director, Region 4: Bob Staib
Director, Region 5: Robert Fox
Director, Region 6: Dick DeVoe
Director, Region 7: Patrick Misener
Director, Region 8: Jerry Strain
Director, Region 9: Mark Stuart
Director, Region 10: James Filippo

Past Presidents: Mel Augustine, Dwight Sale, David Reiser, Maynard Rodland
Area Governors: All except Areas 19,22,24,25,26, and Areas without Governors 1,3,12,15,16
Big Sirs of Chartered Branches: All except Brs 14,26,50,52,54,56,63,66,70,74,77, 82,87,94,96,
100,102,107, 109,110,113,117,131,135,137,138,139,141,145,154,155,157,158,160,163,179

Invited Participants

State Advisor, Parliamentarian: Dwight Sale
Nominating Committee: Maynard Rodland
Assistant Treasurer Nominee: Jimmie Johnson
Bowling: Del Locke
Sir Happenings: Don MacGregor and John Skarpelos

INFOSYS: Dean Steichen
Non-profit status: Mike Berry
Travel: Bob Spellman
Insurance: Angelo Coero
Golf: Bill Wilhelm

Call to Order

President Bob Hairston called the Annual Meeting to order at 10:00am. Secretary Derek Southern verified there was a quorum of 122, the minimum number required being 92 (50% of 182 +1). Chaplain Bob Roberts lead the Pledge of Allegiance to the Flag and gave an Invocation.

President's Welcome and Recognition of Attendees

President Hairston thanked all for coming to the Meeting and introduced the Board Members, Past Presidents and Standing Committee Chairman. He thanked Don Dill, Bill Peterson, Dean Steichen, and Ed Benson for their hard work in setting up this meeting. There were no agenda changes.

Treasurer Karl Ryden reported our major expense, insurance, is \$1034 less than last year as a result of negotiations to ensure fishing activities are covered. Our expenses are running at 4.9% more than the income we are taking in, we are going to wait and see how this plays out. Next month's report will have the Annual Meeting numbers to share with you which will also have the Presidents dinner numbers. The financial reports are posted monthly on the website for all to see. Karl noted that there is considerable oversight of the finances by the IRS, State Tax Board, the State audit committee and by the Budget Oversight committee led by Vice President Don Dill. The latter asks a lot of questions!

Tax Status of our exempt organization: Mike Berry reported on the progress, or lack of, with IRS discussions. We applied for reinstatement in September and were told it would take 6 months. In March we were told that SIRinc was reinstated, but even now the IRS database doesn't show this. He sought the assistance of a local Congressman to recover the fine the IRS erroneously charged us. It is very slow to deal with the IRS, taking months to ask a question and get a response. Mike pledged to stay with the problem until it is resolved.

Officer's remarks

President Hairston said "This will end my time as the most expensive officer in SIR history! It started with President Mannel when I was a Regional Director. I wanted banners for every Regional Director. It took a special meeting after the regular board meeting, but the regional directors outvoted the executive board 10-6.

As Vice-President, I convinced President Rodland to buy notebooks, hats and jackets for board members. Now when your leaders come to your meetings, they look like Sirs.

When our past-President was hospitalized for heart trouble last October, I had two responsibilities. One of them was head cheerleader. Head cheerleader means a lot of travel. Much more than Vice-President and on eight state committees. As President there are state board meetings, regional meetings and Honorary Life Member presentations.

As head cheerleader, I am honor bound to represent Sons in Retirement.

Since last October, I have made presentations at least once in Moraga, San Jose, Santa Cruz, Napa, San Rafael, Walnut Creek, Salinas, Petaluma, San Ramon, Redding, Chico, Paradise, Rancho Cordova, Manteca, Mountain View, Lake of the Pines, Livermore, Sonora, Arnold, Palo Alto, Sacramento, Lake Tahoe, Jackson, Lakeport and Fresno. Those were a lot of miles and a lot of overnights away from home. Someone asked me once why the President does not do Senior, Super Senior and Century SIR presentations. Does this list explain why?

I have been so proud to represent Sons in Retirement. I know it means a lot to the members of branches when the State President comes to their branch. This really came home in a letter I received after I made an HLM presentation at a small branch. There were 42 people for lunch with an average age of 86. The Big Sir said he has been a member for over thirty years and no one from the state board had ever been to their branch. There are many branches who will not be able to say that after this year.

We have done many other things this year. We passed the dues rule and the Emeritus rule.

We worked out the insurance problem and we are still working on the IRS problem. And you are all working on the membership problem **PLUS ONE**

I plan to continue serving Sons in Retirement in any capacity that is asked of me.

I want to thank all of the Past Presidents, State Board members, Regional Directors, Committee Chairs, Area Governors, Big Sirs, Little Sirs and members for all of their help since last October.

Vice President Don Dill thanked all the volunteers for helping with the set up of the room, greeting everyone and organizing the audio/visual equipment. He then stated he would be making his main remarks later in the program.

Secretary Derek Southern quoted Shakespeare saying brevity is the soul of wit, and he would also comment later.

Assistant Secretary Ron Flagel spoke about his second role, that of Certificate Chairman. He thanked Big Sirs for submitting certificate requests in a timely manner, and asked them to review the data on HLMS and Senior Sirs to ensure the listings are accurate. He asked that any changes be reported to himself and Dwight Sale.

Assistant Treasurer Hal D'Ambrogia commented that many of the monthly Form 28 forms he receives are late, have errors and some are handwritten. He expressed his hope that the training session will include the Form 28 instructions, available from the website as Form 28A.

Election of 2016 Officers

Past President Maynard Rodland, Chairman of the Nominating Committee introduced his committee (more properly a Selection Committee). President Hairston then introduced the nominees

- For President: Don Dill
- For Vice-president: Jerry Strain
- For secretary: Derek Southern
- For Assistant Secretary: Ron Flagel
- For Treasurer: Karl Ryden
- For Assistant Secretary: Jimmie Johnson

asked for nominations from the floor and in the absence of any, a motion to accept the slate was made, seconded, and approved unanimously. (See Attachment 1 for brief bios),

Acceptance speeches from 2016 Officers

2016 President Don Dill laid out his goals. He appreciates the Mission Statement that was developed by Jerry Strain and his G&M Committee but feels it could be simplified somewhat. He would also like to simplify all the rules, forms and programs and will set up a committee to help him do that. He will also listen, and has set up a new email address **dondill@outlook.com** solely for communicating with SIR membership. Don complimented President Hairston for starting to break down the wall that seems to exist between branches and the State organization and pledged to improve communications.

He said we must require some cultural changes in SIR and asked the branches to make some commitments, particularly to focus on recruiting more new members than their attrition rate each year. He noted that 27 branches had managed to grow over the recent 5 year period and stated that all of them would be recognized, 4 of them would be invited to talk about how they achieved their growth later in the program. Big Sirs should accept their responsibility and go back to their branches and work out with their Little Sirs and Elected Officers to create a structure to enable them to recruit more members than they lose by attrition. Without such a mechanism, no change will occur. He requested all Big Sirs to send him a report on the plans developed at their Branch (to his new email address).

He asked Regional Directors to set up support teams in their regions, especially a new RAMP team and asked the Big Sirs to consider volunteering for positions of Area Governor in the Areas without a Governor.

Don concluded by noting that a great benefit of being a SIR is that you meet a wide range of members and develop good friendships, contrasting this to the people who he knew at work and with whom he no longer has any contact.

2016 Vice president Jerry Strain stated he is looking forward to working with Don, they have similar goals and ideas, and he agrees that improved communications are particularly important in order to get good new ideas flowing up and down the organization.

2016 Secretary Derek Southern will support Don and Jerry and encourages all Branch officers to be computer literate. He noted that the organization recruits about 2,200 new members each year, but loses around 3,000 and pledged to help balance the deficit.

2016 Assistant Secretary Ron Flagel explained that his major role is Agent of Service for the Corporation which means he pays a fee to the Secretary of State for California for each branch, and updates the CA State records with any changes to the Branch Officers. He looks forward to supporting the new team of Officers.

2016 Treasurer Karl Ryden explained to the Big Sirs that he is available to answer their questions, or questions from any of their BEC. He stated he will be attending some of the training sessions with a focus on Branch Treasurers.

2016 Assistant Treasurer Jimmie Johnson stated he has enjoyed a variety of roles during his time in SIR, and looks forward to the year ahead.

Changes to Bylaws

Dwight Sale (for Chairman Larry Powers) explained that a bylaw is like the US Constitution while a Rule is like what the Congress does. Our bylaws can only be changed at an Annual Meeting (once a year) while rules can be changed at any time by the Board. Changes to two bylaws (Sections 227 and 225) have been recommended by the Board (see attachment 2). A motion to accept these revisions and additions was seconded and approved unanimously.

Mark Stuart, the 2015 Training Chairman introduced his training plans and stated the details would be circulated within a few days. Last year's training was well received and he is planning to bring the training to each Region and will invite not just the Big Sir but also the Little Sir, Secretary, Treasurer and Membership Chair of each branch. The morning sessions will revolve around the Branch and what the Officers should be doing to make a successful branch. The afternoon sessions will split into groups based on positions and have conversations with other members with similar positions (all Treasurers together, for example). The Regional Directors can adjust the content depending on the problems in the Region. (As of 8/19 an updated version of the schedule is expected by August 24 and will be circulated.)

He feels we need to focus on volunteering as much as membership, with more energetic volunteers that should lead to more new members.

Questions from the floor revealed more information. Mark reminded Big Sirs that their 2016 Officers should be elected this month, and getting the right people to the training is important. If any position cannot attend his assistant should attend in his place. It was suggested that Parliamentary Procedures should be covered in training as many Branches don't run meetings correctly. In answer to a question about the change from last year's training it was noted that 5 Officers from each branch are invited, instead of just the incoming Big Sir. Bringing the other officers into the training removes the need for a specific Area training run by the Area Governor and has the advantage that everyone hears the same message. The morning presenters are drawn from the Training Committee, the number will vary by Region as the Regional Director can adjust the content based on needs. A final comment was that a job description for each Officer would be useful as it would assist in getting volunteers for the position; some branches have this already.

President Hairston recognized 25 Successful Branches (real growth over 5 years): 129, 49,160, 15, 152, 172, 132, 69, 93, 8, 19, 146, 33, 128, 89, 119, 125, 179, 124, 138, 170, 17, 53, 92, 134

4 Successful Branches were invited to make a short presentation explaining their success. Vice President Dill explained that he selected 4 branches, 15, 69, 98, 170; three were at around 100 members and faltering. We have 90 Branches around that size today, so perhaps they can learn from these branches.

Branch 15 has grown from 103 to 115 members over 5 years, in a community whose census population is 5,000. The presenter's wife saw newspaper announcements about the SIR meeting and persuaded him to go (2010). He reports they talk about recruitment at each luncheon and use SIR cards and tri-folds plus advertisements in the local newspaper. They also give a \$25 (homemade) check if a member sponsors a new member, and the best place to spend the \$\$\$ is the bar! Main activities are fishing, food & wine, golf, RV, travel and special

activities (eg summer picnic). When RV membership decreased they linked up with Branch 96 for a joint activity.

Branch 69 has grown from 106 – 141 over the 5 years. Their best recruiting tool has been a booth at the GolfExpo in Sacramento, but the effectiveness is dropping. The branch has over 100 golfers and it's their main activity. They involve new members as early as possible, typically as 'callers'. Their motto is "Don't wait for them to volunteer, ask them early and use their enthusiasm". One member who went to the theatre (with dinner beforehand) asked if anyone would like to accompany him. The activity now has over 30 members. Because of a merger they have a lot of Big Sirs, so Don Dill suggested that one of them should be asked to volunteer to fill the AG role currently empty in that Area.

Branch 98 has grown from 212 to 271 since 2010, and is based in Sun City, Roseville. The community offers more than 100 activities (mostly with large attendance), the SIR branch offers smaller groups (often about 10 members) to give a better experience for members. They like to recognize members, and offer a quarterly Big Sir award for a valuable member. They also offer shirts to golfers who qualify for State tournaments, and require the shirts to be worn at golf and luncheons.

Branch 170 grew from 132 – 170 members lead by Dick Green, a Sir for 28 years, who transferred from Branch 132 (Rohnert Park). He introduced an invitation envelope (a copy of which was given to each attendee) and when 130 were distributed at his branch 38 new members joined. He did not track which members used the material, he just counted the results. His motto is "**Invite them, and they will come**". If the Branch offers VALUE, membership will increase by word of mouth. They aim to have fun.

In conclusion President elect Dill gave each Big Sir the goal of returning to their branch, involving their Little Sir (and BEC) and plan for growth. Each Big Sir should email Don with their plan for growth.

There being no Old Business or New Business the meeting concluded at 2pm.

Respectfully submitted
Derek Southern
State Secretary

The next Board meeting will be held at Chardonnay Golf Club on Wednesday November 18 starting at 10:00 am. Directions available from their website

<http://chardonnaygolfclub.com/directions/>

Attachment 1:



**SIR STATE NOMINATING COMMITTEE
NOMINEES FOR 2016 STATE OFFICES**

President: Donald Dill
Vice President: Jerry Strain
Secretary: Derek Southern
Treasurer: Karl Ryden
Assistant Secretary: Ronald Flagel
Assistant: Treasurer: Jimmie Johnson

Brief Biographies

Donald (Don) Dill, Member of Branch 79, Sierra Hills. He served as Little Sir, Big Sir, Area 33 Governor and Director Region 9, Chairman - State Golf Operations Subcommittee, Secretary- State Golf Committee, Member- State Golf Policy Subcommittee. He is currently Vice President.

Jerry Strain, Member of Branch 144, Modesto. He has served as Little Sir, Big Sir, Branch Golf Chairman, Branch Secretary, Chairman and Member - State Golf Policy Subcommittee. He is currently Chairman- State Golf Operations Subcommittee, Region 8 Director, and Chairman of the Growth and Membership Committee.

Derek Southern, Member of Branch 8, Mt Diablo. He served as Little Sir, Big Sir, Newsletter Editor, Membership Secretary, Chairman of the State Survivability Action Team and Chairman of the 2015 State Training & Development Subcommittee,. He is currently Branch 8 Webmaster, a State INFOSYS Member, State Survivability Action Team member, State Growth & Membership Committee Member and State Secretary.

Karl Ryden, Member of Branch 49, Forty Niner. He served as Little Sir, Big Sir, and Branch Treasurer. He was State Assistant Treasurer for 3 years and is currently State Treasurer and a member of the Budget Oversight Committee.

Ronald (Ron) Flagel, Member of Branch 103, Stanislaus He served as Branch Secretary for seven years. He is currently State Assistant Secretary serving since 2012, and State Certificates Chairman.

Jimmie Johnson, Member of Branch 102, San Juan. He served as Little Sir, Big Sir, Area 9 Governor, Treasurer State Bowling Committee and member Bowling Policy Subcommittee, Member of State Nominating Committee. He is currently Region 3 Director.

Attachment 2:



PROPOSED BYLAWS REVISIONS/ADDITIONS

The President and State Board recommend the following revised and new Bylaws.

Addition: Section 227

Chairman of a Standing Committee-Removal from office:

The President shall have authority to remove the Chairman from office for cause, with the approval of the Board of Directors. A Chairman so removed shall have fifteen (15) days to make contact, in writing or person, with the State Board, seeking an opportunity to appeal the decision.

New 04/08/15

Revision: Section 225

The following are the established Standing Committees. The President shall appoint a Chairman for each committee 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

(Revised Item 6 and added Item 12 - 8/6/07) (Added item 13 – 8/5/13) (Added Item 14-4/8/15)