



**Minutes of the Annual Meeting of
Sons In Retirement Inc.**

Elk's Lodge #6
6446 Riverside Boulevard
Sacramento, California 95831



Tuesday, August 8, 2017 at 10:00 am

Members of the Corporation present:

President: Jerry Strain
Vice President: Derek Southern
Secretary: Ron Flagel
Assistant Secretary: Dick DeVoe
Treasurer: Karl Ryden
Chief Admin Officer: Dean Steichen
Director, At Large: Vic Mershon

Director, Region 1: Mark Stuart
Director, Region 2: Jerry Morrow
Director, Region 3: James Filippo
Director, Region 4: Pat Misener
Director, Region 5: Ed Benson
Director, At Large: Alan Baxter

Past Presidents: Dwight Sale, James Donovan, Maynard Rodland, Bobbie Hairston, Donald Dill.

Area Governors: Bruce Adams (11), Joe Beck (1), Giorgio Dina (3), Dean Farris 9), Alexander Grieve (8), Robert Hegle (2), William Holly (16), Robert Ingebretson (15), Gary Johnson (6), Jim Johnson (5), Richard Kindle (18), Gary Peyton (12), Robert Perez (4), Ronald Saltgaver (17).

Big Sirs (or designees) of 99 Chartered Branches were present:

Branches not represented: 5, 16, 21, 28, 49, 50, 52, 55, 59, 66, 70, 74, 81, 85, 87, 92, 94, 96, 118, 119, 137, 141, 142, 147, 158, 163, and 164.

Invited Participants

State Advisor, Parliamentarian: Dwight Sale
Training: Dean Steichen
Insurance: Craig Hoffhines

Rules: Dick DeVoe
Nominating: Don Dill

Guests

Travel: Bob Spellman and Bocce: Jack Meylink.
Legal Advisor: Alan Melnicoe, Insurance: Angelo Coera, Nominee: Paul Kramer
Other: Jim Pekkain, Lloyd Lamb, Michael Kropf, Doug Schuster, and John Haffner.

Call to Order

President Jerry Strain called the meeting to order at 10:00 am.
Secretary Ron Flagel verified that there was a quorum of 131 present (76%).
Assistant Secretary Dick DeVoe led the Pledge of Allegiance and gave the Invocation.

Opening remarks

President Jerry Strain thanked all present for being in attendance today. He acknowledged each Past President in attendance by name. Jerry expressed his appreciation to SIR branch 107 for giving up its reservation for this date, due to a conflict of reservations with the Elks. He highlighted a few accomplishments from this year so far. A reorganization of Regions and Areas has brought the organization in line with the membership changes over the years. A video conferencing tool has been purchased and put in use. Website and Facebook updates have been made.

Opening remarks (Continued)

Jerry pointed out that the Chief Administrative Officer position & the candidate's name (Dean Steichen) was left off the ballot in error. A motion was MSP to adopt the Agenda as distributed.

Treasurers remarks & report

Treasurer Karl Ryden reminded everyone that all financials are posted on a monthly basis to the SIR INC Website. All of the State and Federal tax requirements have been met. Karl asked to be notified when there is a change in the branch treasurer.

Karl was asked to elaborate on a suggestion, by the California Attorney General, that we change from a Public Benefit to a Mutual benefit corporation. After meeting with the Attorney General's office, it was decided that the change would involve an enormous amount of work for us with little or no advantage for our organization.

Election of 2018 Officers:

President Jerry Strain introduced Nominating Chairman Don Dill. Don reviewed the process that the committee used to select the Slate of Candidates for 2018 Officers, in compliance with Rule 169. The members of the committee were Rick Kindle (AG 22), Bob Perez (AG 3), Vic Mershon (RD 3), Bob Mannell (Past President) and Don Dill (Past President).

The contested offices and candidates were:

President; Derek Southern (VP 2017) and Bobbie Hairston (Past Pres. 2015).

Vice President; Ed Benson (RD 5) and Jerry Morrow (RD 2).

The Nominating Committee met with each candidate interviewing them each 30 – 45 minutes. The Committee then met to discuss the candidate's qualifications, leadership skills, and vision for SIR. A vote was taken and the Committee's selected slate of officers for 2018 is as follows:

President: Derek Southern

Secretary: Ron Flagel

Vice President: Jerry Morrow

Assistant Secretary: Paul Kramer

Chief Administrative Officer: Dean Steichen

Assistant Treasurer: Jimmie Johnson

Treasurer: Karl Ryden

Don thanked the President and all in attendance for the privilege of serving in this capacity.

Nominations from the floor:

President Strain called for nominations from the floor.

For President, Stuart Williams, Big Sir of Branch 149, nominated Bobbie Hairston.

For Vice President, Mark Stuart (RD 1) nominated Ed Benson.

There were no further nominations from the floor. The nominations were closed.

Voting:

Dwight Sale made a motion to accept, by acclamation vote, the unopposed candidates as follows;

Dean Steichen as Chief Administrative Officer, Karl Ryden as Treasurer, Jimmie Johnson as Assistant Treasurer, Ron Flagel as Secretary, Paul Kramer as Assistant State Secretary.

The motion was seconded and accepted unanimously.

President Strain offered each contested office candidate 5 minutes to introduce & present their vision for SIR. Each candidate presented themselves, starting with Bobbie Hairston then Derek Southern for President. Next, Ed Benson then Jerry Morrow for Vice President.

Voting: (Continued)

President Strain explained the ballot and voting process. Ballots were collected, counted, and the results announced. 131 ballots were counted with 66 needed to be elected.

- For President Derek Southern received 91 and Bobbie Hairston received 40.
- For Vice President Ed Benson received 81 and Jerry Morrow received 50.

Elected officers are listed on **Attachment A** with a brief Biography.

Acceptance Speeches

- 2018 President Derek Southern expressed his appreciation to all present. He outlined several key goals he has for the year. Goals such as making things simple and reducing the size of the Manual. He wants to use technology more in the training of new SIR officers and branch leaders. To do many of these things he will need a team of people to put together the content needed to fill the technology used. Another key item is to get newly elected Big Sirs together early in 2018 so they will be able to establish relationships with their Area Governors and other Big Sirs.
- 2018 Vice President Ed Benson thanked several individuals for their support. He thanked especially those who voted for him and for the 38% that didn't he hopes to gain their support. As a second generation SIR, Ed stated that he is very proud of this honor and knows his Dad would be proud as well.
- 2018 Chief Administrative Officer Dean Steichen thanked everyone for electing him. He outlined the position functions for Chief Administration Officer.
- 2018 Treasurer Karl Ryden commented that this will be his last term and encouraged others to give serious consideration to filling this important position.
- 2018 Assistant Treasurer Jimmie Johnson was not present.
- 2018 Secretary Ron Flagel expressed his pleasure to serve another year as State Secretary. Also, as State Certificate Coordinator, he encouraged all Big Sirs to review their branch's membership certificate status.
- 2018 Assistant State Secretary Paul Kramer introduced himself and shared his background as a former Administrator. He is currently Big Sir of Snowline Branch 113 in Pollock Pines. He hopes to contribute in many ways at the State level.

Rules & Bylaw Committee Actions: (Attachment B)

Dick DeVoe began by directing all those present to Addendum B of the Agenda.

- The revision to Bylaws Article 5, Section 141 changes the number of Regional Directors from "eight or more" to read "all". A **MSP** to approve the revision.
- The revision to Bylaws Article 8, Section 225 makes an appointment exception for the Chief Administrative Officer who is also the information Systems Committee chairman. This revision also adds the "State Bocce Committee" as a standing committee. A **MSP** to approve the revision.
- The revision to Bylaws Section 187 adds items b & c, which changes the role of the Nominating Committee and the contents of the Ballot. This revision was submitted by 7+ Branches in accordance with Rule 609. Dick summarized and provided pros and cons for this change. **A Motion was made & Seconded.** The amendment was opened for discussion. A lengthy discussion took place with many individuals able to give their opinions and viewpoints.

During the discussion of the original Bylaw proposal an **amendment was Made & Seconded** that would strike out the sentence in item c, (1); "No preferences shall be indicated". This change was seconded and discussion took place. Upon a vote, **This amendment failed.**

Rules & Bylaw Committee Actions: (Attachment B) (Continued)

Discussion continued on the original Bylaw proposal. During this discussion another amendment to the original Bylaw proposal was **Made & Seconded** to change; “declared candidates” to read; “declared & qualified candidates”, in item b. After some discussion the motion to **second was withdrawn**. Discussion resumed on the original Bylaw proposal.

Finally, a vote was called on the original revision to Bylaws Section 187, as noted above. **The vote (requiring a 2/3 majority) Failed**. The vote count was 70 of 131.

Catered lunch and Social time:

Presentation of Certificates to outstanding branches:

President Strain asked a representative from Branch 136 to make a short presentation. Sonora Branch 136. Jim L. Johnson (AG#5), speaking for the Big Sir Delano R. Laureta, highlighted some of the branches accomplishments. The branch is located in Sonora (population of 5,000) and a County population of 50,000. There are three branches meeting in Sonora with a total membership of 485 members. Branch 136, with 225 members, has used the RAMP program for three years. They have a RAMP Director, chairmen for Recruitment, Activities, Membership, and Publicity. All three branches cooperate with each other with activities in order to enhance the activity. Once a year all activities are reviewed in order to assure a quality product. To help with communication at branch luncheons, the BEC members have a different color badge so members can identify them and ask questions. The three branches combine to have a presence at local Fairs (Health Fair), which has brought in 18 new members. Jim pointed out that if you have a good product and refresh it every year, they will come.

President Strain recognized 21 branches for their efforts and accomplishments in the implementation and success of the RAMP program. Certificates of recognition were presented to branches 11,14, 22,28,32,39,45,51,54,77,81,84,112,113,119,129,132,136,159,169, and 171.

President Strain asked the Big Sir from Branch 159 to make a short presentation. Fresno Branch 159 Gary Smith began with some background stating that their membership had gone down from 300 to 199 at the end of last year. They have begun to turn it around primarily due to the RAMP program. Promotion and exposure of the SIR logo in the community is one important aspect of their efforts. Logo items such as banners, clothing, posters, and license plate frames are getting the Rooster out there. We are starting a Facebook page as well as bringing our presence into senior living facilities and VA hospital facilities. We broke our activities out into four areas; Athletics, Social, Education, and Cultural. In doing that they realized they were falling short in the area of education. There are two new projects being worked on to get the logo out.

One effort is to sponsor a race at Senior’ s Day at the Races. For an investment of \$500 they will get promotion on the jumbo tron big screen, all the monitors at the park, and several other promotional items. A second effort is to purchase a bench on the golf course in the memory of a member who has recently passed away. For \$1000 they will have the bench on the 15th. hole and it will include SIR logos, branch number with contact information, and the memory plaque for a SIR member. He encouraged all present to think out of the box, you are there to serve your members, and make friends.

President Strain reminded all Big Sirs that it is their responsibility to get together by July 31st and select candidates for Area Governor. He then encouraged them to go back and do this.

Training Plan:

Dean Steichen introduced an overhead presentation showing the status of the Training Plan for 2018 Branch officers and RAMP personnel.

He noted that training for 2018 Area Governors & Regional Directors will take place tomorrow August 9th.

For 2018 Branch officers and RAMP personnel, there will be 5 regional meetings held sometime in October. Dates have not yet been finalized. There may be a sixth session to provide one in the Sacramento area. Each office will have its own trainer & material. There will be a morning session for branch officers and an afternoon session for RAMP personnel. Lunch will only be provided for those attending both morning & afternoon sessions.

Dean noted that it is vital for all 2018 branch personnel to be in place before October, so that the Training committee will know who to notify of the meeting in a timely manner. He reminded those present, that all 2018 Branch personnel should be elected this month and form 20' s filed according to SIR rules etc.

Reorganization Implementation

Derek Southern noted that the current organization created around 1997 has not had a significant restructuring. The project 2016 identified a number of problems such as; unbalanced Regions & Areas, poor communications, declining membership, and financial issues. Derek reviewed graphs and statistics showing membership loss since 1988. The reorganization has been implemented to reduce the number of Regions to five and the number of Areas to nineteen. He reviewed the locations of all the new Regions geographically. Derek briefly reviewed the distribution (spending) of the assessments (income) received by the State SIR. The main expense is insurance making up about 50%.

Also, Derek noted that the photographs taken today will be made available to anyone requesting them.

Insurance Needs

Angelo Coero cautioned that all the new and innovative activities could have the potential to affect on our insurance cost and liability. It would be wise to run new activities by the Insurance Committee. Angelo also noted that the reason we have insurance is to protect our organization against liabilities that may be brought against us. And certificates of insurance are needed for luncheons & activities.

Craig Hoffines explained that the forms found in the Big Sir envelopes handed out at this meeting contain insurance forms to be used for branch luncheon type activities.

1. If you do not use an independent contractor caterer for your meals, just fill out the page that states; “ This is to certify that the below... “ . Just sign it and return it to Craig today.
2. If you use an independent caterer for your meeting, ask them to sign the form “ Insurance Provisions for Sons in Retirement” . In addition, the caterer will need to obtain a “ Certificate of Liability Insurance” from their insurance agent or broker naming The SIR Entities as printed on the form. He asked that the completed forms be returned to him within the next 30 days.

SIR License Plate Frames

Ed Benson asked each Big Sir to encourage their members to purchase and display the newly released SIR license plate frames.

Adjournment: President Jerry Strain adjourned the meeting at 2:41 pm.

Respectfully submitted,
Secretary Ron Flagel
August 21, 2017

Attachments:
Attachment A (2018 Officers)
Attachment B (Bylaw proposals)

**The next Regular Board Meeting will be held:
Wednesday November 8th at Chardonnay Golf Club,
American Canyon, CA. 94503**

Attachment A



SIR STATE ELECTED OFFICERS FOR 2018 STATE OFFICES

President

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

Vice President

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

Chief Administrative Officer

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

Secretary

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

Assistant Secretary

Paul Kramer, Member of Branch 113, Snowline. Currently Big Sir.

Treasurer

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

Assistant Treasurer

Jimmie Johnson, Member of Branch 102, San Juan. He has served at the Branch level as Little Sir, Big Sir, Branch Secretary, Webmaster, and Area 9 Governor (3 yrs), At the State level he has served as

Regional Director (2 yrs), Assistant State treasurer, Treasurer State Bowling Committee and member Bowling Policy Subcommittee. Currently he is Assistant State Treasurer.

Attachment B



PROPOSED BYLAWS REVISIONS/ADDITIONS

(Additions are in **Bold**)

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

[Referred by Rules Committee Chairman Dick DeVoe]

The President and State Board recommend the following revision.

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

PROPOSAL TO AMEND BYLAWS SECTION 225 (ARTICLE 8 COMMITTEES)

[Referred by Rules Committee Chairman Dick DeVoe]

The President and State Board recommend the following revision.

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

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

(Revised item 6 & added item 12 – 8/6/07) (Added item 13 – 8/5/13) (Added item 14 – 8/3/15) (revised INFOSYS appointment & added State Bocce Committee 1/31/17).

ADDENDUM B (Continued)

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

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

BYLAWS SECTION 187. Annual Meeting Election of State Officers:

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

(THIS PROPOSAL FAILED THE 2/3 VOTE REQUIRED 8/8/2017)