



Sons In Retirement Inc.
Minutes of Special State Board Meeting
Chez Shari Manteca Golf Club,
305 N. Union Road
Manteca, California 95336



Wednesday, September 12, 2018 at 9:30am

State Board Members

President: Derek Southern

Vice President: Ed Benson

Chief Admin Officer: Dean Steichen

Secretary: Ron Flagel

Assistant Secretary: Paul Kramer

Treasurer: Karl Ryden *

Assistant Treasurer: Jimmie Johnson *

* Absent

Director, Region 1: Mark Stuart

Director, Region 2: Jerry Morrow

Director, Region 3: Dean Faris

Director, Region 4: Patrick O'Keefe

Director, Region 5: Bill Holly

Invited participants present

Past Presidents: Bobbie Hairston, Dwight Sale, Jerry Strain

State Advisor: Dwight Sale Parliamentarian: Paul Kramer

Committee Chairmen: Jim Johnson, Craig Hoffhines, Jerry Strain, Jack Meylink, Lee Moy, Stu Williams.

Area Governors: Walter Busenius, Robert Perez, Gary Johnson, Dennis Pangburn, Jim Hiney, and Dale Decker.

Guests: Roy Hodgkinson, Robert Reuther, Richard Kindle, and Micheal Rumley.

Call to Order

President Derek Southern called the meeting to order at 9:30 am and welcomed Board Members, Past Presidents and Invited Participants. Derek also restated that the purpose of the meeting is to hear, review and discuss the proposed rule changes from the Rules Committee. In addition, we will hear, review and discuss a presentation from the Future of SIR Task Force's "Recommended Changes and their Rationale to Improve the Future of SIR". The intent is to have a non-binding poll of all attendees (including the Area Governors and Committee Chairs who cannot vote in a Board Meeting). After the meeting a copy of the proposals will be circulated to the Branches to get their feedback. The combined feedback will be considered at the upcoming State Board meeting in October when any required votes will be taken by the Board.

Mark Stuart asked if an item could be added to the agenda. It was clarified by the Parliamentarian that items cannot be added to the agenda of a Special meeting.

Secretary Ron Flagel verified the quorum. The 2018 Annual Meeting Minutes were approved as posted on the website.

Jerry Morrow led the Pledge of Allegiance and gave the Invocation.

President's opening remarks

Derek continued his remarks discussing the Status of Training. The Big Sir & Little SIR training is still being developed as an online program and should be ready soon. The current thinking is that RAMP training will be done after the start of the new year since Branch personnel may not be in place until then. Other branch officer training can be managed and likely done by the Area or the Region. Derek stated he will be asking the A/G's & R/D's for their branch training needs and then the training can be done in a November time frame.

President's opening remarks (Continued)

There was then general discussion on the RAMP program.

Ed Benson commented on the importance of Branch training being done close to the Branches and that Branch personnel like getting together with other branch members. Ed Benson encouraged R/D's & A/G to get their guys together along with a leaders guide and get them trained. Ed also pointed that there will be R/D and A/G training in February next year again at Rossmoor in Walnut Creek.

Jerry Morrow commented on the importance of the RAMP program. He encouraged the Board to continue emphasis on the RAMP program. Derek commented on the difficulty of getting branches to buy into this program. He stated that it has to be up to the A/G's & R/D's to get branches on board.

Derek presented the 2019 Bowling Calendar for Board approval of these activities on or about the dates listed. Paul Kramer (Parliamentarian) recommended the subject be addressed at the next Board meeting. It was also noted the Paul will be the 2019 State Bowling Chairman.

Derek noted that a summary of the Annual Meeting survey email has been sent out for general information. When asked, Ed Benson stated that \$7,000 was budgeted and the expenses are \$4,000 so far. The plan is that it will be held again at Thunder Valley next year.

Rules: Jim Johnson presented the following proposed rule changes. (Attachments A – H)

Each rule was considered separately:

- Add "State Standing Committees" Article 11, Rules 39 & 39.1 to the State Rules Division 1 - General. (Attachment A). Amendments were proposed to modify the proposed rule changes as follows:
 Rule 39. Change; "established by a Corporate Bylaw." To; "established by a State Board Rule change."
 Rule 39.1, item 1. Change; "Sons in Retirement" to read; "State".
 Rule 39.1, add an item; "16 State Sporting Events".
 A **M/S/P** to accept the amendments. A **M/S/P** (9 to 1) to accept the amended rule changes.
- Add Rule 326 to State Rules Part 5 Article 3 to define actions for non compliance of Insurance reporting. (Attachment B). Revise Rule 169, & Rule 168.1 to define Big Sir responsibilities for submitting Insurance forms required to protect SIRINC. A **M/S/P** to accept these rule changes.
- Rule 2 changed to further define what "retired" means to SIR. (Attachment C) A **M/S/P** to accept rule change.
- Rule 50 and Rule 52 modified to revised to clarify activities. (Attachment D) Amendments were proposed to change the proposed wording of rule 50 to read; "Membership shall be open to any man regardless of age, color, or religion that can reasonably participate in SIR activities, events, luncheon meetings and is also willing to volunteer and bring guests for the purpose of perpetuating the organization." A **M/S/P** to accept the amendments. A **M/S/P** to accept the amended rule change.
- Rule 240 modified to restrict Branch Director's term. (Attachment E). A **M/S/P** (7 yes/3 no) (with discussion) to accept this rule change.
- Bylaw changes to further define the term "retired" for SIR. (Attachment F). Was **deferred** to a future meeting to be determined.
- Rule 100 change to eliminate Branch Luncheon requirements or leave it up to the Branch BEC to determine. (Attachment G) **After some discussion** it was decided to address the subject later in this meeting as part of the "Future of SIR Committee report".
- Article 7 – Inactive Membership. Rule changes to eliminate Inactive membership classification completely. (Attachment H). **After some discussion** it was decided to address the subject later in this meeting as part of the "Future of SIR Committee report".

Lunch

Future of SIR Task Force report:

Ed Benson presented the Task Force's "Recommended Changes and their Rationale to Improve the Future of SIR." (Attachment J)

Each item was considered separately to determine a consensus agreement by show of hands from all those present. The results were as follows:

- Item 1 after extensive discussion, the consensus was no.
- Items 2,4,5,6,7,8,11,12,13,14,15,16,17,18,19,20,22,23,24, were discussed and agreed on.
- Item 3 was agreed upon with an amendment changing; "social club" to; "activity club".
- Item 21 after extensive discussion, the consensus was no.
- Item 9 & 10 were generally agreed upon with the Rules Committee to determine the full impact on all related rules. The resulting rule changes will be presented for consideration & vote at the October 30th State Board Meeting.

Furthermore, it was determined that all these recommendations would be distributed, in a manner, to get feedback from the branches within an adequate time frame for the board's review and consideration before the October 30th State Board meeting.

Adjournment:

President Derek Southern adjourned the meeting at 3:15 pm, April 10, 2018.

Respectfully submitted,
Secretary Ron Flagel
September 17, 2018

**The next Regular Board Meeting will be Tuesday, October 30th 2018, at 9:00 am
The meeting location is Chez Shari Manteca GC, Manteca, Ca.**

Attachment A

Transfer “State Standing Committees” From Corporate Bylaws Article 8, Sections 224 & 225 to Standing Rules Division 1, Article 11, Rules 39 & 39.1.

Article 11 – State Standing Committees

RULE 39. Standing Committees are the Committees established by a Corporate Bylaw. Committees not so named will not be considered as a Standing Committee. (Revised 8/7/00)

RULE 39.1. The following are the established Standing Committees. The President shall appoint a Chairman for each committee, except the Information Systems Committee (INFOSYS) who’s Chairman is also the Chief Administrative Officer elected at the Annual Meeting. 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**

Attachment B

PART 5 - REVOCATION OR SUSPENSION OF BRANCH CHARTER

Article 1 - Grounds for Action

RULE315.The breach of any Standing Rule, Bylaws or Branch Regulation, or refusal to conform thereto, may be cause for the revocation or suspension of a Branch Charter by the State Board.

Article 2 - Procedure

RULE 320. Upon the finding by the State Executive Committee that a Branch has breached any Standing Rule, Bylaws or Branch regulation or has refused to conform thereto, the President, upon recommendation of the Committee, may refer such findings and recommendation to the State Board.

(Typo 11/8/11)

RULE 321. Notice of a meeting at which the pending revocation or suspension of a Branch is to be considered shall be delivered, either personally or by first class mail sent to the last address of the Big Sir shown on Branch records, not less than 15 days prior to such meeting.

Such notice shall:

- a. Give the reasons for the action being taken against the Branch;
- b. Notify the Branch of its right to be heard, either through appearance of a representative or by a letter to be received at least five days before the meeting, and;
- c. Specify the date, time and place of the meeting.

Article 3 - Final Action

RULE 325.Revocation or suspension of a Branch Charter shall be accomplished by a two-thirds affirmative vote by the State Board at a regular or a special meeting called by the President after the required notice and hearing has been fulfilled. In the event that there is no one in authority to notify because of resignations or similar circumstances the revocation or suspension may be accomplished without a hearing. Revised (6/7/11)

RULE 326 In the event that forms 63 and/or 64 are not completed as stated in Rules 169 and 169.1 and the non complying branch has been notified of this non compliance then 30 days after the branch has been notified and the non compliance continues the President may commence the revocation or suspension of this branch's charter This rule supersedes Rules 315, 320, 321 an 325. New 7/1/18

Rule 169 The Big Sir shall submit a completed Form 63-No Caterer Document to the Sir State Insurance Chairman in accordance with the Form 63a Instructions. A copy of the Form 63 shall also be forwarded to the Area Governor.

Rule 169.1 The Big Sir shall submit a completed Form 64-Insurance Agreement along with a copy of the Caterer's "Certificate of Liability Insurance" to the Sir State Insurance Chairman as instructed in Form 64A. Copies shall also to provided to the Area Governor.

Attachment C

Proposed "Retired" Definition rules
DBSale 8/2/18, Rev 8/3/18

We need a clear definition of the word "Retired"

RULE 2. Unless the provisions of the context otherwise requires, the general provisions and definitions set forth in this Division shall govern the construction of the provisions of the Standing Rules and Guidelines:

- a. The State organization of the Sons In Retirement, Incorporated, shall be designated as "Sons In Retirement, Incorporated", the "Corporation", the "State Organization", the "Corporate Body" or "SIRinc". (Revised 11/14/06)
- b. "SIR" may be used to refer to Sons In Retirement, Incorporated, the Corporate body, its Branches or its members.
- c. "State Board" means the State Board of Directors, the governing body of the Corporation.
- d. "President" means the President of the Corporation.
- e. "Vice President" means the Vice President of the Corporation.
- f. "Shall" and "must" are mandatory.
- g. "May" and "can" are permissive.
- h. The singular includes the plural and the plural includes the singular.
- i. "Active member" means "regular member". (Revised 9/24/02)
 "Inactive member" means a member so classified by a Branch Executive Committee.
- j. "Rule" means a "Standing Rule," an action by the State Board governing the operations of the State and the Branch Corporations.
- k. "Regulation" means an action by a Branch Executive Committee governing the operation of the Branch.
- m. (Deleted 6/5/07)
- n. Pages denoting a date "Revised", "Amended", or such term are to be read as "Effective". (New 4/23/99)
- o. (Deleted 4/13/04)
- p. "Excused" means approval of absence/s from a Branch luncheon.
(Revised 6/5/01) (6/7/11)
- q. **"Retired" means the status of a man who has ceased full-time employment, is working only part time, is contemplating leaving full-time employment in the near future, or has reached the point in his career when he has discretionary time to engage in social networks, meetings, events and luncheons.
(New 6/21/18)**

Attachment D

Article 2 - Membership

RULE 50. Membership shall be open to any man ~~retired from full-time gainful occupation or only working part-time~~ regardless of age, race, color or religion **that will participate in Sir activities and events, can reasonably attend luncheon meetings, and will also be willing to volunteer and bring guests for the purpose of perpetuating the organization.**

(Revised 1/11/93) (Revised 11/8/11) **(Revised 7/7/18)**

RULE 51. A member shall be an active or inactive member. (Revised 9/24/02)

~~RULE 52. Part-time work should not detract from eligibility for membership if employment does not adversely affect one's ability to attend Branch luncheon meetings.~~ **(Deleted 7/7/18)**

Attachment E

Article 8 - Branch Director

RULE 240. The Branch Director is an integral part of the Branch Executive Committee. He has equal voting rights with other members of the committee and shares equal responsibility for the conduct of all Branch operations and activities. **A Branch Director shall serve one-year terms and be restricted to three consecutive terms, excluding any partial year immediately preceding the first such year. If a Branch Director vacates the position for one or more calendar years, eligibility is reestablished.** (Revised 7/7/18)

Attachment F

By Law rules to be approved by the board and voted on at an annual meeting

The standard definition of "Retired" needs to be in the Branch Bylaws also

Article 2 – Definitions

Section 4. As used herein, the terms "Retired" means the status of a man who has ceased full time employment, is working only part time, is contemplating leaving full-time employment in the near future, or has reached the point in his career when he has discretionary time to engage in social networks, meetings, events and luncheons. (New Annual Mtg Date)

Section 5. As used herein, the terms " Corporation" and " Corporate" refer to the State organization of Sons In Retirement, Incorporated.

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Standard definition required. (revised 8/3/18)

Section 15. Membership shall be open to ~~all men retired from full-time gainful occupation or only working part-time~~ **meeting the definition of Section 4** regardless of age, race, **ethnicity**, color or religion. (Revised 8/2/93) **(Revised Next Annual Mtg)**

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The standard definition of "Retired" needs to be in the Corporate By Laws also

Section 123. As used herein, the terms "Retired" means the status of a man who has ceased full time employment, is working only part time, is contemplating leaving full-time employment in the near future, or has reached the point in his career when he has discretionary time to engage in social networks, meetings, events and luncheons. (New Annual Mtg Date)

Attachment G

Article 8 – Required Monthly Meeting Attendance

RULE 100. A Branch may establish member attendance requirements for their monthly luncheon meetings. The attendance requirements shall be approved by the BEC and presented to the Branch Membership, noticed in the Branch’s monthly newsletter at least 30 days prior to becoming effective. ~~A member shall be required to attend one-half of the regular Branch monthly luncheon meetings within the previous twelve consecutive month period.~~

A member **in violation of the Branch’s attendance requirement** shall be notified in writing and/or telephone by his Branch if that he is in violation of the Attendance Rule 100 and is subject to the termination of his membership (Rule 107).

All legitimate alternatives to termination shall be explored. The member’s response may suggest an alternative to termination such as inactive status. (Revised 6/7/18) (Revised 4/10/18)

an alternative to termination such as inactive status. (Revised 6/7/18) (Revised 4/10/18)

Attachment H

Article 7 – Inactive Members

~~— **RULE 90. A member who is unable to attend luncheon meetings due to prolonged illness, acting as a caregiver to a spouse or companion, or an extended absence from the Branch locale, may be moved from active to inactive status at his request with approval of the Branch Executive Committee. A review of the member’s status should be completed after 6 months.** (Revised 6/10/08) (Revised 6/12/2018)~~

~~— **RULE 90.1** (Deleted 11/16/04)~~

~~— **RULE 91.** An inactive member may be a one-time guest at a regular monthly luncheon meeting or an in lieu function such as a special luncheon, dinner or picnic, but cannot be a guest in any other SIR activity. When he does attend such a function, he should be pressed to become reinstated to active membership. He shall have no other rights or privileges of membership except to receive the Branch bulletin. (Revised 6/10/08)~~

~~— **RULE 92.** Upon his request, an inactive member may be reinstated to active status by the Branch Executive Committee. (Revised 6/10/08)~~

~~— **RULE 93.** (Deleted 6/10/08)~~

~~— **RULE 94.** An inactive member may be requested to make a voluntary contribution to assist in defraying the cost of the Branch bulletin.~~

Attachment J

Recommended Changes and their Rationale to Improve the Future of SIR – by The Future of SIR Task Force

Category/ Difficulty	Recommended Action	Rationale	Team Members' Recommendations
1. Image High	<p>Allow civic, education and health care volunteering – at Branch level with following provisions:</p> <ul style="list-style-type: none"> > SIR and it's Branches will not donate money to any cause > SIR will allow Branches to participate in volunteering for >> Civic Improvement, Education and Health Care provided: >>> Branch BEC approves actions as an activity >>> Volunteering does not include serving alcohol or putting the SIR in harm's way of any sort >>> If Branch BEC has any concern it must be discussed with the Insurance Committee 	<p>Younger members want to join organizations with a purpose. Volunteering will get SIR out in the community, in force, and allow us to be recognized Volunteering will generate free, credible publicity</p> <p><i>Bad idea. This violates one of our founding principles. We should not be in the business of supporting “worthy causes”. Such a practice is a “slippery slope” and can become a basis for major disagreement within a Branch and throughout SIR. Most members did not join to support some cause or agency. Asking them to support a cause that may not be of their choosing, is just asking for trouble.</i></p>	<p>Consensus reached with two notable nays out of seven task force members. Key objections stated in middle column in italics.</p> <p>Conditions:</p> <ul style="list-style-type: none"> > Set up a six month trial with three or four branches to gain experience. > Volunteer as groups of SIRs for greater impact. Not as single volunteers. > Approval form to be developed to ensure action complies with insurance coverage. > Other limits as specified in the recommendation
2. Image High	Emphasize the name SIR in the recruiting process	<p>To survive in the future we must appeal to a broader market of men. The word” retirement” is too limiting and anyway, it's a misnomer</p>	Emphasize the name SIR when addressing potential recruits, and other recruiting opportunities. Revise State recruiting tools and encourage branches to revise banners and their recruiting tools.
3. Image High	“What are We to potential New Member”, Activities or a Luncheon Organization, we need to redefine ourselves as an Activities Organization that also holds luncheons	We are a mens' social club, and the luncheon is one of the activities. Branch may have to restructure their luncheons to make them more enjoyable to members.	Fully agree with “We are SIR, the social club for men club

4. Image Easy	Strongly encourage Sirs when they are volunteering in the community as individuals to wear Sir apparel to bring recognition to what we do	An inexpensive way to show our communities that we make a difference.	Agreed, an excellent idea.
5. Image/Acts Easy	Increase women's involvement—encourage more coed activities and alliances with woman's and other organizations. This broadens the reach and impact of SIR and enhances recruiting capabilities	Spouse/partner participation in Branch activities are a great boost for member attendance. Also, they refer many of their friend's spouses to SIR to get them more active. Alliances with woman's organizations will enhance recruiting markets for Branches	Agreed; the issue was previously identified. We need to reestablish how to make contacts with outside organizations.
6. Image Medium	Ensure SIR has and publicizes both an inward (Friends for Life) and outward facing purpose (SIR is THE mens' social group)	We need to better publicize out inward purpose, and get started working on our outward facing purpose if we hope to compete for younger members.	Agreed
7. Acts Easy	Encourage more educational activities – to stimulate members' mental health Work to build alliances with Community Colleges	A recent Branch 8 survey indicated that member of all ages want more educational opportunities. This is especially true with younger candidates for membership. Community Colleges educate thousands of men who are using their discretionary time to enjoy education.	Agreed, hand in hand with more physically active activities. Community Colleges would appear to be an excellent recruiting ground.
8. Acts Easy+	Encourage activities that build physical fitness – to improve member's physical well-being	Younger members want to build both physical and mental health.	Agreed, it's what the market seems to want.
9. MemRel Medium +	Allow branches to set their own attendance rules, if any. Those not changing retain the current “five meeting” rule	Younger members want more flexibility than the traditional monthly scheduled luncheon. If a member participates in activities and doesn't want to come to lunch, why should we force him?	Agreement. provided branch has the flexibility to serve its needs. One member's concerns expressed below: <i>I fear removing this rule removes the central event which makes us an organization (SIR). We could just become a golf group or a bowling group, etc.</i>

10. MemRel Easy	Eliminate inactive and emeritus status – to allow those missing meetings to remain SIR members	This makes for a more flexible organization and allows those with long term commitments or illness to attend meetings and activities if able. It also clears the significant insurance liability of inactive members attending activities	Vote was 6 to 1 for approval of this action. <i>The negative vote was concerned that those with long term illnesses would be summarily removed as members.</i>
11 MemRel Medium-	Build flexible membership to accommodate those with child and elder care responsibilities – to maintain them as members as they deal with time consuming and sometimes difficult roles	This goes hand in hand with eliminating the five meeting rule. Sure, participation is one of the SIR expectations of members, but if one is unable to participate for a period of time why penalize him if he wants to remain a Sir?	With the demise of inactive and emeritus status, branches need to be flexible in how they deal with those who cannot attend meetings, e.g continuation of bulletins, waiver of dues, etc.
12. MemRel Easy+	Conduct regular member surveys – to better meet member needs and reduce/eliminate unnecessary branch turnover – develop a “standard” SIR survey, analyze it centrally and provide feedback to the branch.	We need to ensure member's are enjoying the SIR experience. Surveys are the best means to do this, but many branches lack the capability. The State needs to build a cadre of survey savvy members to assist branches that do not have internal survey capability	Agreed, G&M to begin work to bring member survey assistance to branches that are unable to perform surveys themselves.
13. MemRel High	Better match our ethnic mix with that of the community recruited.	This will broaden our markets, over time, and younger members and candidates will expect it of us.	Agreement that a policy statement to this affect will be addressed by SIR
14. MemRel Medium	Watch what we charge our members – be frugal – to ensure SIR is affordable Consider less expensive alternatives to the formal monthly luncheon	We are likely to lose membership if our costs (especially luncheons) continue to rise. Do we really need a full meal at all our luncheons?	Agreed, encourage Branches to be creative in reducing member expenses.

15. MemRel Easy	Aggressively tap into “younger” members' capabilities – to better utilize them to move SIR forward	Recruiting volunteers and leaders from newer and especially younger member is much easier than recruiting older members	Strongly recommend that branches term out directors after three years unless participating in a succession program to gain branch leadership experience. Fill openings with younger members to get their perspective at the BEC-level.
16. Recruit Medium	Significantly reduce the words retirement, senior and other ageist language from our external communications – to eliminate emotionally charged and unappreciated terms	We can't use words with negative connotation and expect them to resonate with recruits.	Agreement, a policy to be undertaken. At least one member felt the ageist terms were not a big deal.
17. Recruit Medium	Work to find the “men just sitting at home” Stress the “Making Friends for Life” aspect of SIR – to attract men interested in rebuilding their social networks	Social health is critical to the well-being of “mature” men, and many men are sitting home depressed. They are a ready made market for us, and we must reach them with our message.	Agreed, we need to be even more creative in figuring out how to do this.
18. Rules Medium	Allow more flexibility at the branch level – to simplify their operations and define the minimum requirements that need to be met	Branches resent unsolicited advice, and most want to run their own show. They should have the flexibility to do so.	State needs to develop draft statement regarding what it expects from branches. Branches need to form a task force to draft a statement of what they expects from the State.
19. Rules Medium	Clarify rules – to streamline the way SIR does business	Rules reflect and mirror the culture of SIR. We badly need an update to show we are serious about culture change	Agreed.
20. Rules Medium-	Refrain from wasting resources on failing branches that do not want to or can't improve. Instead help branches that want to improve and look at opening new ones in good opportunity cities	Agreed upon recommendation from Project 2016, but not effectively implemented.	Agreed, implement it.

21. Rules Medium-	Strongly recommend mandatory dues across entire organization to provide branches with monies to take steps to improve the branch, implement their branch plan and more, also provides that all members have “skin in the game”	We believe that mandatory dues are the way to go; however, such an edict flies in the face of giving the branches more flexibility.	Agreement, strongly recommend mandatory dues, but have branches justify non-implementation annually, in writing to the President.
22. Rules Medium +	Build more flexibility into our rules and guidelines – to meet the expectations of younger members and allow Branches to be more responsive to their markets	Younger members do not react well to regimentation Branches need flexibility to respond to their recruiting markets and community	Agreement, a policy to be followed when reviewing rules.
23. Rules Medium-	Give Chairmen of key State Committees a greater voice to the State Board. The original suggestion was to consider placing the Chairmen on the Board; however, since they are Presidential appointees, a President could use this to “pack” the Board.	This idea has been floated before in Project 2016;however at that time we had ten Region Directors on the Board and it was thought that could be unwieldy.	Agree with adopting plans to give them a greater voice. Encourage them to participate.
24. Rules Medium	Long Term Business Plan, as a Corporate Business we need to define an organizational plan for next 3, 5, 10 years that all future State Boards work towards to complete and this plan would be presented and explained to all Branches leadership each year.	A business plan is unlikely to be able to be written covering a ten year horizon. An attempt at a three year plan would be potentially useful.	Agreed, let's try to develop a three year plan.

EEB/August 27, 2018