



Minutes of the State Meeting
Sons In Retirement
Vallejo Elks Lodge
January 22,2008 (Corrected 2/12/08)

The Special Brainstorming Meeting, 9:15 A.M., preceded the regular State Board Meeting. The participating attendees at this special meeting, as outlined in the Agenda, met to discuss current SIR concerns. Attachment one of the Minutes contains the ideas discussed with categorical recommendations.

At 10:35 A.M. the SIR State Board Meeting was called to order by President Pufford. Present were all of the State Board except Treasurer Mannell. Also present were Past Presidents Jim Donovan, Dwight Sale, Tom Ross and Jim Wyatt. Committee chairmen present were Warren Senegal, Rules; Eckart Sellinger, Training; Bob Perry, Travel; Dwight Sale, Information Systems with guest, Larry Folts; Bill Cooper, Bowling; Dave Betts, Golf; Ken Edwards & Tom Smith, Growth & Membership; John Thomason, Chairman, & Roger Borgerson, Insurance; Charles Roberts, Giants; Ken Edwards, River Cats; and Eldon Parr, Advisor.

Chaplain Short gave the Invocation and led the Pledge of Allegiance to the Flag.

A quorum was present and the Minutes of the November 13, 2007 were approved, typographical error corrected, as published on the SIR website.

“Working Together For Success” will be the SIR theme for the year 2008. President Pufford stated that our success depends on the two way communication between our branches and the SIR officers that support the branches. SIR has, as of January 2008, 157 active branches.

SIR branches need to be aware that on July 23, 1958 Sons In Retirement conducted their first meeting and had their first SIR luncheon in San Mateo, California. Branch recognition of this event at the branch July meeting would be appropriate.

President Pufford made the following reminder announcements to all SIR officers:

1. Regional Directors are asked to make their reports to the President as simple and accurate as possible.
2. All SIR officers are to send their expense claims, Form 15, to Vice president Reiser for review and approval.
3. Area Governors are to remind branch officers with SIR Manuals to update rule changes and roster changes regularly.
4. The RV Committee is in need of a chairman for 2008. Any prospects should contact President Pufford.

Keeping communications open and flowing among all of us in SIR is essential for our success in 2008 stated President Pufford.

Vice President David Reiser in his comments encouraged officers to submit all expenses to him with receipts on Form 15. Expenses for 2007 should have been submitted by January 15, 2008. He reminded Area Governors that only donut holes are to be submitted as a food expense item for Area meetings, V.P. Reiser is looking forward to a highly productive 2008 year for SIR.

Secretary Bill Short announced that Branch Rosters were to be sent to him in hard copy by March 1, 2008. He urged Area Governors to remind their branches that the rosters are important to our Information System. They become a readily available source of information and are essential to our tax shelter verification.

The results of the Special Brainstorming Meeting of Regional Directors and Area Governors were presented. The spokesman for each of the three groups reported in turn to the assembled regular meeting attendees. The results of the meeting and the reports to the SIR State Board are attached to these minutes.

Bowling Committee Chairman Bill Cooper praised his committee for its ability to work together. He stated that there are 612 active bowlers registered. The SIR State tournament will be held in Petaluma in May.

Golf Chairman David Betts reported that the SIR Golf website is extremely active and serving almost 4000 SIR Golfers. The Committee prefers communication by website or by e-mail. Schedules and tournament entry forms and tournament results are on the SIR golf website. The Golf website is www.sirstategolf.com.

Nominating Committee Chairman Tom Ross reported that his committee is looking for qualified SIR State Officer candidates for 2009. Interested candidates need to complete form 43 plus a résumé of SIR involvement. The completed candidate applications must be sent to Tom prior to April 15, 2008.

State Assistant Treasurer Mike Berry stated that our treasury is in a healthy status. Even with our reduction in pro rata to one dollar per member each quarter and the increase to \$.35 per mile for travel we have a comfortable amount of funds available for our financial needs. For the present year our insurance bill has been reduced by almost \$15,000. There is no assurance that this will be the case in future years. Our 2007 budget was about as expected but our expenses were about 5% less than budget estimates. Mike was pleased that the error rate for branch reporting (Form 28) has been low. Money gifts to State SIR or SIR branches are not tax deductible.

Growth and Membership Committee member Tom Smith discussed the fact that some branches are losing members due to relocation. It is up to the Area Governors to be alert to this fact. He pointed out that there is a source of information on the web called Zip Skinny that gives the demographics and population of specific zip codes. In considering new locations for branches, this could be an important tool.

Chairman Ken Edwards asked the meeting attendees to go back to the branches and encourage in all ways possible, membership growth. Throughout the year ideas from the GM Committee will be presented for consideration. If we have activities that potential members like, we can attract new members. Ask the new member for a new member was also an idea. Look to the SIR State website for membership ideas.

Chairman Eckart Sellinger of the State AG Training Committee explained the goals of the Area Governor training which revolve around helping the branch officers do their jobs in an efficient way. The intent of the Committee is to incorporate the training materials into the Branch Leadership Guide. The Branch Leadership Guide will be a complete document to be used as the basic training tool by the Area Governors. Eckart asked the meeting attendees to complete a feedback questionnaire to help the training team design its training program to meet the needs of the participants. The training team would like to have two additional trainers to help with the 2008 training program. (Contact Eckart Sellinger or Bill Lewis).

Chairman John Thomason of the Insurance Committee stated that he appreciated the fact that the Insurance Committee is now a SIR standing committee. He praised his committee assistants. In addressing the question of branch officer liability insurance John stated that within the next few weeks there should be a generic insurance package available for each branch if needed. The premium quote for our total annual State SIR insurance package for the year beginning in March is \$50,665, good news. Chairman Thomason recommended that a reserve insurance account be established to have funds available if our insurance rates increase in future years. President Pufford agreed to put this on the next State Board Agenda.

Chairman Warren Senegal of the Rules Committee presented rule change for Rule 9 and the adoption of Rule 884. The Rule 9 change and the adoption of Rule 884 as stated were moved but not seconded. During a discussion that followed, various regional directors voiced the opinion that assumption of duties and completing the link between the State SIR and the unserved branches was the intent of the rules up for adoption by The Board. Objection to the rule changes were that assuming the role of area governor was an added burden on the regional director. Rule 9 and new Rule 884 were not brought to a vote. There was a general consensus that the wording needed changing to reflect that the Regional Director is a temporary link from the Branch to the State especially for reports and communications. Both rules were sent back to The Rules Committee for rewording and restructuring. (The Proposed Rule Changes as presented to The Board can be found as an attachment to the January 22, 2008 SIR State Board meeting agenda)

Charles Roberts reported that All SIR day with the San Francisco Giants is August 21, 2008. Ken Edwards reported that the SIR day at The River Cats was scheduled for May 21, 2008. The events were approved and passed by The Board.

State Travel Chairman Bob Perry reported that Golden Gate Tours has set up an additional travel event to Reno to celebrate the 50th Anniversary of SIR. 50 color brochures are to be mailed to each Branch detailing the three-day event. The event was approved and passed by The Board. The 50th Anniversary Hawaiian Cruise will have 292 SIR participants. Branch officers attending Training Sessions should be advised by Area Governors to read and comply with the SIR Travel Code Rules.

There being no Unfinished Business and no New Business, the meeting was adjourned by President Pufford at 1:55 P.M.

Respectfully submitted,



William T. Short, SIR State Secretary

Note The SIR State Audit Team conducted audits in the Vallejo Elks Lodge Library for the SIR State Golf Committee. The results were satisfactory. The remaining State Audits will be conducted soon. Times and dates to be announced.

BRAINSTORMING SESSION RESULTS

January 22, 2008

- 1) How can communications be improved between the SIR State Organization and the Branches?
 - a) Group 1 (Regions 1-2-3): The Area Governor is critical in receiving and disseminating information to the Branches. We also need a method to ensure that the information is provided to the intended recipients.
 - b) Group 2 (Regions 4-5-6): Not addressed by that group.
 - c) Group 3 (Regions 7-8-9-10:
 - i) Rules changes are too frequent. They need to be separated into “word-smithing” changes and substantial changes, and disseminated once a year, preferably in January.
 - ii) Bring back the past practice of having the Branch Officers meeting with their State Counterparts in group training sessions. Include Branch Travel Chairs and Bulletin Editors, and have break-out sessions for the various Branch Officers and Chairmen. **Note:** This is similar to the annual training sessions that were conducted in each Region by the State Officers. This was a very time-consuming process for the State Officers and it was also costly to the State coffers.
 - iii) Do more work/training within the Branch to better handle communications from the State. It was felt that the Branch E-Mail Contact and BEC do not spend any time discussing the State Communications to gain a real understanding at the Branch level on what is being transmitted.
- 2) Rule 40 states that only active members of SIR and their guests shall be entitled to participate in the activities of the organization. This results in women regularly participating in SIR activities and it also results in some permanent “guests”. What needs to be done with Rule 40 to protect the integrity of our organization of retired men?
 - a) Group 1: Establish separate guidelines for men and women within the rule. Change “shall” to “may”. **Note:** Changing shall to may in Rule 40 totally destroys the Rule and the concept of an organization “retired men”. “Guests” would not be regulated.
 - b) Group 2: Women should not be participating in SIR activities.
 - c) Group 3: A very strong response that SIR is a men’s organization. It is not acceptable to allow permanent guests whether its men or women. Women should be allowed to participate in Statewide tournaments (bowling-golf) but not at the local level Area tournaments. There was a concern over how to distinguish not allowing women at local level tournaments when many Branches have Bridge and other activities that allow women, which Group 3 felt was OK. This issue needed further discussion, however, time constraints precluded it. **Note:** Are we going to remain an organization of retired men, or are we going to dilute the activities of the SIR?
- 3) The State Growth and Membership Committee would like to see Rules 75 – Maximum Membership, Rule 76 – Waiting Lists, and Rule 77 – Allowing men on the waiting lists to participate in activities, deleted because they are obstacles to increasing membership.
 - a) Group 1: Change “shall” to “may” in the Rules to accommodate the many variables of the Branches.

BRAINSTORMING SESSION RESULTS

January 22, 2008 (Continued)

- b) Group 2: Eliminate the above Rules. Branches are unwilling to find another meeting location that can accommodate more members, or form new Branches. Branches need to meet with the G&M Committee, Area Governor and local Branches regarding membership.
 - c) Group 3: It was a close vote, but the group majority was to eliminate the specified Rules.
- 4) Has the time come to establish “dues” or do we retain our voluntary contributions?
- a) Group 1: Five favored annual voluntary contributions and four favored establishing dues.
 - b) Group 2: Branches should cover the costs for their lunches, room rental and picnics in the price charged for the luncheon or activity. Bottom line is to leave the rule alone that specifies that we do not have dues or assessments. We need to rely upon voluntary contributions, annually is the best. Some members may not be able to afford annual contributions, which should be OK.
 - c) Group 3: Eleven out of twelve wanted to retain the voluntary contributions. This is a selling point in obtaining new members and establishing dues would cause a loss of members. Fixed dues set by the State might not be enough funding for some of the Branches, who would then look for additional monies through contributions anyway.
- 5) Additional Issues Identified by the Groups.
- a) Group 1: Attendance Requirements. Loose enforcement by the Branches keeps membership numbers but results in low voluntary contributions. Strict enforcement results in membership losses. Rule 100 b. needs to be amended to allow “excused absences” to be counted toward the minimum number of meetings that must be attended.
 - b) Group 2: Not addressed by this group.
 - c) Group 3: Revise the Form 2 – Application for Membership, to include a line for cell phone numbers and list on the application form, or have a designated area on the form to list the activities of the Branch as an incentive for prospective members to see what is available to them.

The foregoing information was intended to provide the State Board with some information to assist and guide them during the ensuing year.

Branch BEC’s who wish to comment on the findings and recommendations of the Groups are to direct them to their Area Governors. Area Governors with comments are to direct them to their Regional Directors. Regional Directors or other State Elected Officers who wish to comment on these issues and recommendations are to submit them to the 2008 SIR State President, Art Pufford.

This information was compiled by Tom Ross, the Brainstorming Coordinator for 2008, and Past President – 2007.