

MINUTES of State Board Meeting
Wednesday, April 8, 2015 @ 9:30AM
Sons In Retirement Inc.
Chez Sheri, Manteca Golf Club
Manteca, CA > 95337
(209) 825-2500

State Board Members

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
* Absent

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

Invited Participants

Past Presidents*
State Advisor, Parliamentarian: Dwight Sale*
Nominating: Maynard Rodland
Acting Secretary: Eckart Sellinger
Insurance: Angelo Coero
Rooster Hardware: Nat Lord*
INFOSYS: Dean Steichen
* Absent

Rules: Larry Powers
Travel: Bob Spellman
Bocce: Gary Pelton*
Bowling: Del Locke*
Golf: Bill Wilhelm
Sporting Events: Lee Moy*

Area Governors

George Gorohoff (R4, A18)
Vic Mershon (for Johnson, R3)*
Rene Padilla (R7, A20)
* Absent

Allan Baxter (R8, A29)
Ron Saltgaver (R6, A24)

Call to Order

The State Board meeting was called to order @ 9:30AM by President Bob Hairston. Bob introduced Eckart Sellinger as our acting Secretary and thanked him for his help. Eckart indicated a quorum is present. Region 1 Director Bob Roberts lead the invocation. The Pledge of Allegiance was said by all. President Hairston indicated there were no Past Presidents in attendance today. Bob recognized, by name, all invited participants that are in attendance today. Motion was made to approve January minutes as written and was approved (MSP)

Remarks

President: Bob thanked all for coming and indicated there's a lot of material to cover in a short period of time today. Please do not take anything personal if I need to move the meeting forward and cut off a discussion or presentation as my goal is to make the most of our time together. Remember, a goal is a dream with a deadline. Our goal this year is to be one more than what we ended with last year. So my goal for the year is one. If we can do one better than last year were in good shape and not losing members or branches. What we need to accomplish today is: updates on tax exempt and non profit status; update on insurance & fishing, Annual Meeting Presidents Dinner report; Regional Director reports; Committee reports, & Rule Changes. This is some of what I have been doing since the last Board meeting: attended 4 branches to award HLM's; 1 branch for their 50th anniversary; 4 branch BEC's and regular meetings; 2 Big SIR/Area Governor/Regional Director meetings; met with the Hotel manager for our Annual Meeting and dinner; met with an insurance broker & agent independent of our current agent & broker to see about other insurance options; met with Jolly Hookers fishing club for breakfast with about 100 fishermen who appreciated my visit and directness. I had lunch in Redding with the Regional Director, Area Governor, 2 Big Sirs, Little SIR, and a Secretary Assistant. I had lunch in Chico in March with representatives from 6 branches, the Area Governor and Regional Director. I asked questions like: What can I do to make your job easier? What makes your branch more attractive than another? Do you attend the annual meeting? The October Training? What made you step up and accept the office you hold? What can we do to get more leaders? How can we attract more members to SIR? Then I listened to the answers. I asked how did you like the training last year? This is when it got real quiet. The consensus to the training last year was a "good start". They are looking forward to this year. I think last year was monumental. We moved out of Vallejo, went to 4 different locations for training with good speakers, handouts,

presentations & had good participation/attendance. So we have a good start and I am looking forward to this year. I asked what kind of training do you want? Big SIR, Little SIR, Form 27 & 28, Treasurer, Secretary, and a four step method for getting branch leaders. We will discuss training today and as a trainer in my past, I have some strong feelings about training and training budgets. I am having a great time and enjoying what I am doing

Vice President – As VP Don Dill was out of town, President Hairston read a note from him for this meeting as follows. I apologize for missing the April 8th meeting but the trip to NYC was planned prior to this meeting date being set. Don said my message to you is simple. Focus on the branches that are hemorrhaging members. Each Region has critical branches. The following are examples in Region sequence: 52, 137, 50, 106, 91, 59, 38, 159, 13, & 132. I have only had the opportunity to read three Regional quarterly reports so far and I want to compliment Region 4, Bob Staib's report. He dealt with reality, membership loss or improvement, and even yours, Bob, was a little light on action plans and fixes. We analyze ourselves to death and I am as guilty as anybody. I created a report on last year's results for Bob & I before Jerry received all the Form 27's. Analyzing is important but creating a solution is more important and sometimes critical for survival. I noticed on Derek's/Jerry's beautiful chart that branches 69 Pony Express, 51 Mid Peninsula, 73 Alvarado Hills, 73 San Pablo, and 119 Gilroy all were missing Form 27's yet they had significant increases in membership. Please, today focus on what you and your Area Governors are going to do to fix the loss in specific branches. Bob and Mark can fill you in on things that keep me busy each day but I have learned it's much easier to close a branch than open one. Regional Directors, Area Governors, and Big Sir who engage in finding positive solutions will reverse the loss in membership.

Treasurer – Karl Ryden said we lost our exempt Parent (SIR Inc.) status, will the use of the group concept to avoid filing 130 plus post cards for the branches. The reinstatement of exempt status was successful for the Parent and was backdated to the date of revocation. So our Parent is now exempt and comes under the non-profit category. The IRS still has not posted it on their online site. We have a Congressman's aid who is still trying to get our \$850 returned. We haven't asked about the branch exempt status but they were never in the "revoke data base". We did try to file post cards for 2013 and 2014 but because the Parent was still showing revoke, this is still pending and we are still working on it. If we have to reinstate every branch it will cost us \$3,500. for 132 branches to exempt status. Work is still ongoing to resolve this. The Attorney General information has been filed which is done every year. Next task is IRS Franchise Tax Board who are flexible saying filing by branch or group is fine with them. Mike & I now feel the postcard method will be the best because you get an immediate reply when you file. They say there's a penalty for tax due and is looking to have someone to pay the \$5,680 so we are dealing with it at this time. I am not going into detail at this time but you should know we are making some headway. At this time there is no implication for the branches as nothing said about them between the IRS and us. But if a branch receives a notice, as happened infrequently in the past, make sure you get it to me so I can take care of it

You all have received the reconciliation of expenses emailed to all the Regional Directors which is vanilla first quarter only, no second quarter in it. If you want to see the detail it's posted on the Web in fine detail and how I put the information together. It comes from the Form 15 so if the information on the form is incorrect, I post it that way. It shows we are carrying over a little over \$7,000 into the next quarter. Branch assessments will happen next month so you will see the revenue posted at that time. The assessment notice sent to all branches was based on 16,239 members and money assessed was \$20,298.75. But as the notices get to the branches, some say we do not have that many members and based on my conversations with those branches the number has shrunk to under 16 thousand members. When you compare member count on Form 27 to Form 28, they do not match. We use Form 28 as our financial document to determine the branches assessment. I expect the membership number to be from the membership chairman. We put a lot of effort in putting a new Form 28 on the Web this year but it appears there are still many branches who do not follow the Form 28A instructions for completing Form 28. At this time the default member count is 100 if the branch does not fill it in on the Web form. We will be making a change to make the default 0 (zero) for the future. The idea of using Form 27 for membership is not a good alternative as we have branches who do not submit Form 27 each month where we have a better track record with Form 28's. Insurance premium is predicated on membership and is dependent on what the Data Base Chair sends him for the headcount at the beginning of the year. A discussion ensued about why and how to fix the different membership numbers on the two forms with no resolution to either.

Treasurer Assistant – Hal D'Ambrogia started with the Form 28 issues such as them being due by the 10th of the following month. Last month he still had the forms coming in as late as the 25th of the month, even with many phone calls to the late branches that were not always professional in their responses to me. As of yesterday we had received only 83 of the 132 forms – I know there's still two more days left until the deadline. RD's and AG's need to make the point to get them in on time and not wait to the last day. Some of the branches are submitting forms that are 9 years old – not using the form on our Website dated October 26, 2014. Custodial account problems are mainly in the area of luncheon and golf entries where the luncheons should zero out each month and golf at the conclusion of the event. Excess funds should go into contributions (101) and shortages should be deducted from the same account. Please use the Form 28A instructions where all of this is spelled out. Several new Treasurers have called me indicating they do not know what to do because no one has told them. New treasurers need training and it's up to the Area Governors to make sure they are trained per Guideline (GL) 890.4. I also receive many Form 28's by US Mail. The form on the Web site is more efficient and helps reduce errors. It appears the AG's are not monitoring the timely submission of Form 28's so I had to keep the Books open until 25th of last month before I had the last F28. It took a lot of effort by me to get them all.

Also, I only received 4 Area Governor reports (out of 27 Areas) indicating they received copies of their Branch Audits for last year which were due this last February 20th per Rule 801.

There was general and strong consensus from the RD's that they and the AG's need more feedback from the Treasurer and Assistant Treasurer when financial issues continue to happen so they can follow up with the offending branches.

Insurance – Angelo Coero indicated the State SIR now finds the SIRinc liability insurance policies have excluded fishing for years, without the Insurance Committee or State Board knowledge. However, Rule 650 since at least 2002 states: “The following are not SIR authorized activities: b. Water sports including but not limited to, water skiing, boating, sailing, surfing. Fishing, however is authorized (Revised 9/24/02)”. Substantial conversations took place amongst the attendees resulting in the following. The State Board has asked the Insurance Committee Chairman to obtain a quote from the insurance company that would include fishing. Angelo says even if an insurance company authorizes such protection, it would cost a substantial amount more (our 2014 insurance cost was about \$40,000 for all lines of insurance, \$18,000 of which was liability). Angelo questions whether an insurance company will include fishing at a cost acceptable to SIR, and holds little hope of obtaining a separate rider. Angelo indicated our current broker does an excellent job for SIR at a probably a best cost and has several employees dedicated to our support

The State Board recognized that continuing to authorize fishing in light of the above situation is economic folly; if SIRinc were sued in an incident involving a SIR fishing activity that resulted in a large judgment against SIR, SIRinc would be wiped out. Therefore, the State Board approved a motion to no longer authorize fishing as a SIR activity, which will no doubt remain in effect until/unless liability protection is obtained. This approval took the form of striking the wording from Rule 650b: ~~Fishing, however is authorized.~~ Angelo wants the rule to be revised to add the word “fishing” to water sports not authorized, e.g. “The following are not SIR authorized activities: b. Water sports including but not limited to water skiing, boating, sailing, surfing, fishing.” Fishing could continue but not as an endorsed SIR activity.

The Board also asked that the Rules Committee to make the necessary rule changes to indicate Fishing is not an authorized SIR activity soon as reasonable. Larry Powers said they will make the changes and will circulate them to all Board members along with the reason for the change to help the branches understand why the change. It was determined none of our SIR literature needs to be changed. These actions were motioned and approved by the Board (M/S/A).

Angelo will be meeting with our broker this month and will have obtain the costs for the coming year at that time. He does not anticipate any significant change in costs for the coming year.

Regional Director Reports:

Region 1 – Bob Roberts indicated one of my branches has a lot of resistance to paying dues and also have some financial issues so this is the way they solved it. They will not have any dues but will add \$3 to the \$15 luncheon cost for branch operating expenses and another \$2 is added for their drawing pot. This makes the treasurer happy because he doesn't have to make change when given the \$20. The other item of interest is membership. The 10% goal seems like too much to everybody so our Region is using the goal of each branch increasing by at least 1 member over last year which means we would not have any membership losses. Our region was honored to have President Hairston visit us which was the first President to do so in many years. He visited the largest branch in each of our two Areas and met with many of the leaders and members.

Region 2 – Russ Salazar stated business is pretty much as usual as they have 11 branches extending from Tahoe to Placerville and Sonora. We need more “how to” templates like the BEC & Luncheon Agendas from the training group. We developed a template for minutes as many times the minutes were done by family members who were computer literate when the secretary member was not. Templates helping with bulletins/newsletters would be beneficial. Another item is my home branch has 71 activities including live theater, Sacramento Rivercat games (4 times a year), Pool, State SIR bowling tournaments, and lots of fishing activities (18 fishing dates this year as most all members live close to water). Many of the activities are driven by our wives. We also push the wearing of SIR Apparel and as this is good advertisement for SIR and being in a small community, wearing this around town gets more interest in SIR.

Region 4 – Bob Staib said we started the year with our regional training involving 9 branches and 3 areas inviting all officers, BEC members, and managers and used experts in each field for training such as treasurer, secretary, travel etc who relate their expertise to the attendees. Branch success ranges from poor to doing very well. All 3 Napa branches share their activities. One of our Vallejo branches is made up of many Mare Island retirees and is not successful in getting new members. All Region branches are stressing to bring guests which seem to be very helpful. One branch is putting member biographies in their newsletter which seems to be generating more interest in bringing in guests. The practice of calling members who missed a meeting seems to be helping when they call and remind them of the upcoming meeting. They are using free media to advertise SIR.

Region 6 – Dick DeVoe introduced his Area 24 Governor Ron Saltgaver. He has some innovations to cover. One is a regional support chairman who helps with the administrative items dealing with 19 branches and 3 areas for developing training programs. He developed a DVD that has all the information any branch officer or chairman should need based on existing SIR documents organized by branch function like all BS documents are together, Treasurer documents are together, etc. It also has best practices

for each area. His role allows for more uniform training across the region and areas. He helps with promotional activities. Like many other areas in SIR, Dick finds his branches have trouble getting leaders for their BEC and activities. They are trying to change the culture to get new members to serve and be served in addition to just being a SIR. This is part of the new member orientation. They have been working on the best way for a branch to focus on the most important things and developed an acronym "RAMP"ing Up to help. It stands for Recruiting, Activities, Membership, and Publicity. They want the branches to have a chairman, and maybe even a committee, for each of these four important functions and to focus on them on an ongoing basis. One of the branches has started a quarterly activity Coed Newsletter to get more coed involvement. They developed a brochure of all their coed activities and mailed it to each member's house for the spouse to read and become more involved. One branch has "a guest promotional" like a bottle of wine and are considering offering a \$10 discount on SIR Apparel for bringing in a guest. One branch is developing a Senior Center alliance where they share & advertise the other's planned activities in their newsletters.

Region 7 – Patrick Misener commented his branch is implementing fees doing two \$7.70 per year assessments which seems less to most members than the prior method. Another thing we do is a process called "happy dollar" where someone circulates around the room and asks members if they have something good they want to talk about to the membership (graduation by a grandchild, a fantastic trip, etc) for \$2 or more, they get 30 seconds of air time to talk about it to the membership. It works very well and is a good money generator for the branch. They also do member phone calls based on a list of how many meetings are missed by a member and find that many absences are because the member forgot about the luncheon. If the member wants, they will call them before each future meeting.. Golf is still the big activity but Bocce is growing fast in popularity. They are also combining the speakers talk with a tour if its applicable (like a talk on the Tank Museum and then a tour of the museum). He is also trying to have routine Area meetings inviting who ever want to attend from the area branches which seem to be very popular. They also have a speaker exchange process in its start up mode but it seems to working well. They are pursuing getting more of their branches to have web sites.

Region 8 – Jerry Strain indicated he has two areas doing fairly well although one branch has several members not taking any active roles. They have had good success in Area 22 and have gained 29 members in the 5 branches in the last three months. The new branch started a year and a half ago has gone from 53 members the beginning of this year to now having 66 members. The AG's and myself are visiting all the branches. The area activities like golf and bowling drive our membership with current members bringing new prospects interested in these activities. It's very important for the membership to bring guests to a branch meeting. Other activities driving the branch growth are ladies night out and a dining out club. An area wide picnic is being planned. We are working on getting AG's together to let them see what's working in other branches and areas. One recently started coed activity that's growing in popularity is Pickle Ball. Each of the branches need more computer skilled members to help with the automated SIR forms etc.

Region 9 - Mark Stuart says they are using business cards included with applications given to all members for their use recruiting and newspaper advertising to help with recruiting. This appears to be successful as our areas are up in membership this year. Its clear to me the activities are critical to membership success. Some of our newer activities include I-phone and computer classes (coed) and an Investment group. Bocce and hiking are growing along with fishing. We have implemented dues in 3 of our branches and its working with a 96% success rate. Two branches are working in the area of online social media. They are also implementing the use of a credit card in one of the branches for luncheons and golf to get the cash back money from the credit card company which is considered a contribution. This returns \$'s to the branch with no burden to the membership.

Region 10 – Jim Filippo says he has controls related to each branch that help him stay abreast of their responsiveness to needed information/forms. He said he is losing two of his area governors next year and is focusing on replacing them. Some of his branches are doing well and some are not. He had two branches merge the beginning of this year and that has gone very well. He has two others he thinks will merge as one of them has not had any new members in over three years, has trouble filling leadership positions, and has very poor luncheon attendance. We have been getting the branches to offer combined activities which is working well. Work is going on the have a joint area wide picnic. He is satisfied with the branch reporting to the Region and State. Jim has located a firm interested in providing SIR Apparel and says they can do better than what we currently have and will give the details to President Hairston. They have an online speaker information system that has speaker evaluations from each branch that is circulated to all Little SIR/Speaker Coordinators and is working very well. One of branch has started a "SIR of the Month" by selecting someone and profiling them at a luncheon and have him as a guest at the BEC meeting. One day trips are very popular in the region.

Standing Committee Reports

Nominating Committee – Maynard Rodman indicated he sent a note to the Board Members about the upcoming election and that they need to complete a Form 43 by April 15th. He has two good applicants for VP already. He is glad to see the emphasis on coed activities as he looks at this as the way of the modern SIR.

Budget Oversight Committee – As Don Dill is not here, President Hairston, who attended their meeting, commented the meeting was primarily about insurance and some finances which Karl covered earlier.

Growth & Membership Committee – Jerry Strain’s first efforts on the committee was to take over the Form 27 processing/analyzing and found branches are not sending in these forms. Today Jerry distributed a list of branches who have not reported as of March 2015 which was also sent to the RD’s and as of now, none of the 21 listed branches has been resolved. We do the Form 27 analysis and its skewed without all the data. I called the 39 branch big sirs who had not turned one in for Nov-Dec of last year which was a lot of work for me. Some of their feedback indicated they were not following the distribution list on the bottom of the form so the State never got them. This month, 43 branches still have not sent in their Form 27’s. He said Derek sent all RDs & SIR Board Members an analysis of 2014 even though its based on incomplete information. Jerry is interested in how many branches have a “public relations” person which his committee feels is very important to each branch. Jerry distributed a new Mission Statement which is a compilation of feedback from some Board members and G&M members. It reads as: “The mission of sons in retirement is to provide our members with the widest variety of activities that we can support, many of which are coed. We are for men who have experienced life to the fullest and now wish to enjoy retirement. SIR will provide you with the opportunity to participate in activities you and your spouse, partner, or friend can enjoy while creating friends for life”. Motion was made, seconded, and approved to make this our Mission Statement. (M/S/A)

Training Committee was presented by Mark Stuart as follows: He looked at the training survey results from last year and found the 3 training sessions in different locations was well received. Some wanted the sessions closer to their branch and more to have more specific focused training. I talked to each of the RD’s about changes & improvements for this year. In these conversations, there was feedback there’s a concern training was not reaching the branch officers possibly due to AG’s not training or not offering specific enough training. So the new concept I presented to the RD’s was to no longer have BS training or AG training as we did last year. Instead, hold ten Regional training sessions and invite the incoming BS, LS, Treasurer, Secretary, AG, & RD. Training for the first part of the day would include general topics applicable to all attendees and the afternoon sessions would be specific to their position/function. Beside the Training Committee, the AG’s and RD’s would be significantly involved and would help with the curriculum as they know their branch needs. They would also be subject matter experts. Remember, this is still in the concept phase waiting for feedback and confirmation. A rule change may be in order as Rule 898 reads the incoming AG is to conduct training of the incoming branch officers which is different than our plans for this year. Concern was raised as to the cost factor for 10 sessions and that the Budget Oversight Committee had no information on this at this time. Last years 3 training sessions cost about \$11,000. Treasurer Ryden indicated there was approximately \$8,800 in this years budget for training and expressed concern over the impact on this years finances given our revenue is down 2.4%. Karl needs an estimated cost to implement this training plan. Mark needs to get confirmation this direction is OK and then needs to work with the RD’s to develop the cost for each Region. In response to a suggestion to include the Membership Chairs in the invitee list, Mark expects the RD’s to help with who is/is not invited to the training session.

InfoSys – Dean Steichen reported there have not been any committee membership changes since the January meeting. Minor changes have been made to the website including archiving some of the older and not used materials in the computer user area. We made a lot of routine updates to areas like: SIR Roster, SIR Manual, State Meeting Information, Membership Statistics, Branch Data Sheets and more. Updates to forms included Form 28A, Travel Form 59, Form 61 (the tri-fold recruiting brochure), etc. Support for the branch websites continues. The Data Base changes to allow updates by other than the DB Chairman Dwight Sale is continuing. Dwight continues the documentation for all our processes and organizational information necessary for our new system. The latest SIR Happenings was published on the website. Karl asked the SIR Hardware Order Form on the website be updated to not include Pens which we stopped carrying as he is making refunds to branches who still ordering them.

Rules and Bylaws Committee – Larry Powers covered the following suggested rule and bylaw changes, details on each are attached to these minutes (Appendix A). Note Bylaw changes need to be approved by us to allow them to be on the agenda for the Annual Meeting where they can be approved.

Rule 606 to move training out of G&M committee and make it a Standing Committee – Motion made, seconded, and Passed (M/S/P)

Rule 225 lists all the standing committees so the proposal is to make Training a Standing Committee. Motion made, seconded, and passed. (M/S/P)

Bylaw 226 Standing Committee Chairman appointment is made by the President. Discussion was the appointment should also include the agreement of the State Board. Bylaw 226 motion to approve was made, seconded, and **NOT passed**.

Bylaw 227 Standing Committee Chairman removal for cause by the President was revised to also require approval of the State Board and any appeal goes to the State Board. Bylaw 227 as modified as such. Modified 227 motion to approve was made, seconded, and passed (M/S/P).

Rule 55.1 proposal is to eliminate the need to track Emeritus members luncheon attendance monthly in order to adjust active membership for the % attendance calculation. Motion made, seconded, and passed for this change (M/S/P).

Larry commented the problems with the update last month are resolved so those along with the changes today will be made. A Rule indicates there needs to be a current or past Big SIR on the Rules Committee so he needs Regional Directors to give me some candidates for membership on my committee. It is an immediate opening and the person needs to have basic computer skills, especially email as that's how almost all of our work gets done.

Travel Committee – Bob Spellman distributed a 1 page 2014 Travel Activity spread sheet before the meeting which is based on the forms he gets from the branches for travel. It recaps the travel by region and also lists the approved travel agency usage for 2014. Angelo said he needs the estimated number of people (not trips) taking foreign trips for 2015 as that's part of the upcoming insurance requirement. Bob has had several complaints about the cost of branch and area trips so he reminded everyone the State does not put together trips for them. Its up to the branch, area, or region to negotiate the best deal possible. Bob will gladly sign up new vendors for travel if they meet the SIR qualifications. Bob again asked whether all the travel forms need to go to the RD's or not. The consensus was not to copy the RD's so Bob will make the change to the form eliminating RD's getting a copy.

Golf Committee – Bill Wilhelm indicated their committee will meet next week to finalize the 2016 golf schedule. He recapped the approved 2015 schedule: April in Napa with 144 men and 40 women signed up; June in Reno; August is the Team Championship; September Whitney Oaks course for 2 days in place of the Solvang tournament; October is the Individual Championship at Poppy Hills. The committee is trying to get the schedule to our golfers early as possible. He said the SIR Golf website has all this information plus a lot more on golf. They look for courses that tend to match the skills of our average SIR golfer.

Old/New Business: President Hairston said the annual meeting contract is finalized with the facility. He discussed the State Board and their wives Dinner the night before the Annual Meeting. The dinner would be paid for by selling space to vendors for the tables outside the annual meeting room. He does not think this is in violation of any of our rules. He thinks a fair price would be \$200/table. Rule 13 may come into play and may need updating for better clarity. Motion made and approved to have this dinner. (M/S/A)

Close

President Hairston again thanked everyone for coming and closed the Meeting.

Respectfully Submitted ,
Eckart Sellinger, Acting Secretary

Appendix A

BYLAWS SECTION 225 (Standing Committees)

[Referred by Growth & Membership Committee Chairman Jerry Strain, Training & Development Subcommittee Chairman Mark Stuart], and Region 6 Director Dick DeVoe]

[Assuming the proposed Rule 606 revision establishes State Training & Development as a stand-alone Committee, this Bylaws Section 225 proposal recommends State Training & Development to be a Standing Committee of SIRinc. This proposed addition to Standing Committees reflects the great significance/importance to SIRinc in the on-going training of its RD's, AG's and Big Sirs.]

Recommendation:

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**)

BYLAWS SECTION 226 and 227

The addition of these two Bylaws was proposed by Past President Maynard Rodland, and approved by President Bobbie Hairston.

Justification: To add depth to a decision of the President's right to remove such a Chairman is now defined as having cause to do so and broadens his decision making process by bringing in the Executive Committee for counsel and advice without stripping him of his authority to dismiss. It will give the President a broader view of the issues at hand as seen by many minds rather than just the President.

Bylaw 226. The appointed Chairman of the Standing Committee serves at the pleasure of the President. New 04/08/15

Bylaw 227. Chairman of a Standing Committee- Removal from office: The President shall have the sole authority to remove the Chairman from office for cause. In determining the cause to remove the Chairman, the President shall confer, consult and seek advice from the members of the SIR Executive Committee. The final decision, however shall rest with the President. A Chairman, so removed shall have fifteen (15) days to make contact, in writing or person, with the President seeking an opportunity to appeal the President's decision. New 04/08/15

Rule 55.1 (Emeritus Status)

[Referred by Region 6 Director Dick DeVoe, Area 2 Governor Ed Benson, Area 8 Governor Rob Ingebretson, Area 24 Ron Saltgaver]

[Rules 55 and 55.1 were approved at the 11/4/14 State Board Meeting establishing an Emeritus status for branch members. Since then, concerns have been expressed about the wording in Rule 55.1 stating that Emeritus members absent from a luncheon meeting "...would not count against the percentage reported on Form 27". This requirement would force every branch with an Emeritus member to:

- *track the individual attendance of its Emeritus members each month.*

- have the member involved with attendance advise the Form 27 preparer of the number of Emeritus members absent that month.
- have the Form 27 preparer reduce the branch active member count for Line Item 18 only in his calculation of the % Attendance figure.

This additional monthly process by each branch to complete the Form 27 is an unnecessary complexity that does nothing productive for the branch or for SIRinc.

Recommendation: Eliminate the wording “and would not count against the percentage reported on Form 27”.

RULE 55.1 Emeritus members attending branch luncheon meetings shall count toward the total number of members present, but absent Emeritus members would be exempt from Branch attendance requirements ~~and would not count against the percentage reported on form 27~~. Emeritus members are considered active, and therefore shall be eligible to participate in any SIR Branch activity. (New 11/04/2014)

RULE 606 (GROWTH & MEMBERSHIP)

[Referred by Growth & Membership Committee and Chairman Jerry Strain]

[Rule 606 was revised 11/12/13 to add a Training & Development Subcommittee under the G&M Committee. It seemed convenient then because for the first time in many years the Chairman was not a State Board Member (VP or RD). Since then, the G&M Committee has found that Training & Development should be its own stand-alone Committee due to its significance within SIRinc. As far back as 2005 until 2013, a State Training Committee (called AG Training Committee in some years) has been shown on the State Roster under “ Special Appointments” or “Presidential Appointments”- with the Chairman appointed annually by the President. This proposal removes Training & Development responsibilities from the G&M Committee; with its approval, the State Roster would once again show Training (now called Training & Development) under Presidential Appointments.

RULE 606. The Growth and Membership Committee shall:

- monitor the membership numbers of SIR, its Regions, Areas and Branches, and report to the President such recommendations as it deems necessary or desirable to increase membership in SIR, retain existing members, and publicize the activities of SIR to attract new members.
- Test and promote Branch and Area tools that work. Among these tools are four key Branch and Area Functions: Publicity, Recruitment, Activities and Retention.
- ~~Be responsible for the training of Big Sirs, Area Governors and Regional Directors elected for the following calendar year to enable them to accomplish their Branch, Area and Regional Responsibilities. Provide ongoing training as needed. (New 11/12/13)~~
- Address such issues and make such recommendations as may be directed by the President or the State Board. (Revised 8/6/07) (Revised 6/5/12)
- Organize itself into such subcommittees as are necessary to accomplish the tasks and issues set forth above. Groups like ~~Training and Development Subcommittee (TDS)~~, the Marketing and Publicity Subcommittee (MPS), the Survivability Action Team (SAT) and/or other similar groups or teams are examples that the Committee may find necessary to accomplish its assignments. (New, 11/12/13)