



**Sons In Retirement Inc.
Draft Minutes of State Board Meeting
Manteca Golf Course**



Tuesday, 5 April, 2016 at 9:30am

State Board Members

President: Don Dill	Director, Region 3: Vic Mershon
Vice President: Jerry Strain	Director, Region 4: George Gorohoff
Secretary: Derek Southern	Director, Region 5: Robert Fox
Assistant Secretary: Dick DeVoe	Director, Region 6: Ed Benson
Treasurer: Karl Ryden	Director, Region 7: Patrick Misener
Assistant Treasurer: Jimmie Johnson	Director, Region 8: Allan Baxter
Director, Region 1: Bob Roberts *	Director, Region 9: Mark Stuart
Director, Region 2: Jerry Morrow	Director, Region 10: James Filippo *

Invited Participants

Past Presidents: Bobbie Hairston	
State Advisor, Parliamentarian and Past President: Dwight Sale	
Golf Bill Wilhelm	Bocce..... Jack Meylink
INFOSYS: Dean Steichen	RVing Jim Botto
Rules: Larry Powers	Travel Bob Spellman
Area 33 Bob Hegle	Area 27 Jim Johnson
Area 19 Gary Johnson	Area 22 James Mann

Call to Order, Welcome

President Don Dill called the meeting to order at 9:30 am and welcomed Board Members and invited guests including 2 Past Presidents (Dwight Sale, and Bobbie Hairston), Dean Steichen and Area Governors Bob Hegle (A33), Jim Johnson (A27), Gary Johnson (A19), James Mann (A22). Secretary Derek Southern verified there was a quorum. Assistant Secretary Dick DeVoe lead the Pledge of Allegiance and XXX gave the invocation.

The minutes of the January 5, 2016 meeting were approved as submitted M/S/A

President's remarks (see Appendix A for the full text)

President Dill expressed his disappointment that out of the 60 or so bulletins he has read only 2 are proud enough of their RAMP progress to tell their members about what the Branch has accomplished. He responded to those two Big SIR immediately in a very positive manner. He believes 100% that RAMP is effective in bringing in new members, retaining all members, and providing fun activities while giving your Branch the publicity it deserves. Does it take effort, YES; will it take time YES; but once the key positions are filled with energetic leaders it will grow your Branch. Tailor your program to your size of Branch, a minimum of four positions, perfect for past BIG SIRs or Directors.

He stated we need to deliver the message of this key program in a positive, ask-don't-tell manner, every time we visit a Branch, read a bulletin, or talk to a BIG SIR. We don't need to call it RAMP, but please introduce him to the Recruiter, the Publicity person at each Branch he visits.

He invited all Board members (and guests) to join him in motivating our Branches into making this great program a success. Area governors are the key to getting this program implemented and he waits anxiously for some success at the Branch level. President Dill explained that because **Activities Drive Membership** he has invited Chairmen of key State Activities to report to the Board on how their Activity can help Regional Directors and Area Governors in driving new members to join SIR.

Other Remarks

Vice President Strain recognized that we have a great group of volunteers and noted the contributions of those present.

Secretary Southern requested reports from Regional Directors in .doc or .txt files. In response to a question these reports are attached to the Minutes once they are all received.

Assistant Secretary DeVoe noted that he renews the Incorporations for each of the branches, dealing with half each year. About 15 inactive branches will be dissolved in the next few months, a trial with one branch will be run shortly.

Treasurer Ryden reported our assets are 17% lower than they were at this time last year. (For details please review the financial data posted on the website). His estimate of the Annual meeting costs agreed closely with that from VP Strain, the higher of the 2 numbers will be used as the working number. Regional Directors have each received their budgets, and in response to a question from RD Stuart it was explained that RDs have discretion how they spend their budget (within the SIR guidelines). VP Strain asked RDs not to sign in his spot when approving Form 15s from AGs.

Karl asked persons who report expenses on Form 15 to properly describe the expense, and he also asked that Form 15 NOT be modified as this causes problems with auditors. Form 15 needs to be updated from the 6/14 version currently on the website.

Branches 100 and 63 have closed, but the Treasurer needs to know where members went so funds can be dispersed properly.

VP Strain asked that multiple items on Form 15 be entered on separate lines to prevent the approval portion from being displaced to page 2.

Invited speakers: How will State Activities help bring in new members?

Bill Wilhelm, Golf: passed envelopes to each RD with information about golfers in their branches. He wants to bring branches, especially in retirement communities, into the State tournaments. He mentioned their website (<http://www.golf.sirinc2.org/>) contains information and entry forms for State tournaments. There should be an Area golf-chairman, appointed by the AG. The State golf committee has resisted this, but they should be able to work together as one team.

Why aren't all retired guys who play golf during the week members of SIR? Several reasons are commonly given, too busy baby sitting grandchildren and they don't want to do all that 'other stuff', eg attending luncheons.

Does the golf committee encourage meeting after the tournament, eg with snacks? This is organized for some tournaments, eg Reno, but generally the response is low (about 15%). Do we have any statistics on how many Area or Branch golf chairmen play in State tournaments? President Dill commented that some branch golf chairmen want their own fiefdom, some even do their own handicapping. RDs need to take care of 'local politics' and work with golf chairs.

How does the State golf committee help with generating new members? Bill noted that about 1/3 of our membership (~5,000) are golfers, many applicants join because of golf. He reported that Branches can organize their golf in any way they like, many branches allow Sirs without Sir handicaps to play in their tournaments, others do not.

One long time member commented that he had never seen a District golf chairman, a listing of all Area and Region golf chairs was offered to anyone who wanted one (attached)

Bob Spellman, Travel: 6 Exhibits are attached to demonstrate what the State Travel committee does. There are regular mailings to each branch travel chair (BTC) listing opportunities, but there are only 77 travel chairs (only 60% of our branches). The exhibits include a copy of Form 59 which offers a very practical check list for the BTC. The committee is planning for a SIR 60th Anniversary trip in 2018. After much discussion the idea of a SIR convention with golf, bowling, bocce etc each day was agreed as being a better opportunity than a cruise. We will examine the idea of going to trade shows.

Jack Meylink, Bocce: Twin Valley, Branch 36 are the first State Champions. In 2016 hopes to have a tournament in each Region, with guidance from the RDs. (see attachment for presentation). Bocce can provide another reason to join SIR: passers by often ask who the group is, so it provides a recruiting opportunity. His branch has approved printing some cards for bocce. President Dill noted that bocce is a sleeper, many branch newsletters are now mentioning bocce and it is a growing sport.

Jim Botto, RV: An activity where ladies push the activity! He has a 7 member committee ready to organize the activity. He will seek support from branches for the website with enough material to allow a monthly newsletter. Some RVers play golf, so perhaps golf and RV can work together, or bocce plus RV! He plans to use Go-To-Meeting (or similar) to encourage communication.

Annual meeting, VP Jerry Strain: The 2016 Annual meeting will be held at the Elks lodge #6 (6446 Riverside Blvd, Sacramento, website: <http://elks6.com/index.htm>) at 10am, August 1st, coffee and donut holes will be available from 9am. Because 20% of our branches did not turn up last year we need RDs to have their AGs remind each branch that their Big Sir is required to attend. If he is unable to do so an alternate must attend in his place. Around 2 weeks before the meeting RDs will provide a list of attendees to VP Strain. President Dill thanked Jerry for his hard work and assistance. There will be a \$15 assessment on each branch for the lunch.

Regional Director's reports – focus on RAMP: (see attachments) President Dill noted that State membership is +27 for the year so far (applause)

Region 1: absent

Region 2: 9 of 11 branches have a Retention Chairman. Branch 136 is leading in goal setting with 3 pages. He is planning a meeting of all Retention Chairman to give them RAMP training. He is enthusiastic about RAMP now, having been dubious at first. It will take off once we train all our branches and officers.

Region 3: 5 of 15 branches are actively participating in RAMP, 5 are 'toying' with it, and 5 branches are in trouble Overall the Region is +13 for the 1st quarter. President Dill commented he is concerned that Branch 102 is down to 178 members (once over 200). He feels we may be driving members out because of dues, a topic for another time.

Region 4: Branch 149 has a RAMP recruiter in place. Branch 105 stated they are too small for RAMP! Can they not find one recruitment Chair? Bob Hairston said he had been Big Sir at Branch 105 for 2 years and he failed to get any movement in growth.

Region 5: Ensured that RAMP started with Recruiting by having a 1 day training session. Branch 1 is +5 this year and has an active Recruitment Chair who uses the whole BEC for generating ideas. The largest increase, +8, comes from Branch 35 (the largest branch in SIR). Branch 4 went to a mandatory dues program and lost 6 members who didn't want to sign up again. He keeps the pressure on Recruitment Chairs to send out one page SIR sheets. Most Recruitment Chairs are also Publicity Chairs. 5 of the 9 of the branches have started a new member orientation meeting. President Dill congratulated RD Fox for assigning a key person at each branch for RAMP and getting them trained. (applause)

Region 6: Area 2 has all RAMP positions filled except Branch 81 who have just gone to mandatory dues. Half Area 24 are doing badly, those branches haven't installed RAMP.

We may lose 3 of the 5 branches in Area 8 and is working with Branch 6 who are in the worst state. By attending a meeting, he found a Recruiting Chair and an Assistant, shortly afterwards he found a webmaster and newsletter editor. Got them Sir cards and suggested a 'Shake It Up' program, showed them a 'get hubby out of the house' and they will distribute them on Lady's day.

Lessons learned: don't ask for volunteers, instead sit a likely man down and ask him to take the role. Raise branch anxiety provided you have a program to offer. Don't assume anyone even knows about RAMP. Don't be afraid to bring in members from other branches.

Region 7: All 19 branches have a RAMP chairman, most branches want Recruiting Chair to be the RAMP lead. Regular Area meetings in 2 areas are helping Big Sirs to get answers to questions they have been concerned with for some time. With so many meetings there should be 100% compliance with RAMP requirements. President Dill stated he would like VP Strain to come up with some award for branches which implement RAMP properly and demonstrate positive results.

Region 8: Branch 159 has all positions filled, but there's a lack of information from Area 22.

Region 9: Branch 98 has all 4 RAMP members, Branch 45 has 2 but both branches have just a so-so performance. Incoming Big Sir in 98 had little idea about RAMP and his Directors failed to brief him. This has been taken care of recently. Branch 13 has a new (very young) Big Sir, no Little Sir and no RAMP chairs. They have cancelled their April speaker and will have a discussion on how to make the branch run better. AG 33 Bob Hegle demonstrated the 'Rooster Crow'. Only 1 of the Area 33 branches have appointed a RAMP recruiting person, 'we don't need one, we know what we are doing'. They are actually not recruiting, rather they are just bringing in their (old) friends.

Region 10: absent

Nominating Committee Chairman Bobbie Hairston gave an update on nominations. He has received 1 nomination for President, 2 for VP, none for Secretary and Assistant Secretary, 1 each for Treasurer and Assistant secretary. He will go to the membership to ask for volunteers.

Project 2016: RD Ed Benson reported on progress. Copy of presentation is attached. The committee proposes a revised Mission Statement "The Mission of SIR is to improve the lives of our members through fun activities and events – while making friends for life". The tag line shall be "We are SIR – Make Friends for Life". SIR is not free, it requires volunteers. State will invest in technology to improve communications. President Dill noted two things: that branches are crying out for help in Publicity support, and he suggested we need a marketing group to produce a well written 'press release'. Everyone at the RAMP seminars thought it was great, but there's obviously a reluctance to implement RAMP. Assistant Secretary DeVoe commented that the report says the organizational structure is fine for the future. But we have 10 RGs + up to 28 Ads to manage 128 branches, a number which is decreasing moreover some Regions have 9 branches, others have 21. Will this be changed? The answer was 'Yes, there will be some readjustment of the largest Regions'. He commented this was not an efficient system. President Dill said that AGs are the first line and the best line of leadership. The field meetings with Branch leaders are to be constructive, no more than 15 people, no electronics just flipcharts, no lunches.

INFOSYS: Chairman Dean Steichen reported on the latest committee meeting, especially questions about delays in Form 28 reporting eg 45 days after the end of the month. The website has been reviewed and no changes made, but feedback from the project 2016 meetings will be incorporated. Generic email addresses are proposed, and opportunities are being investigated. Social media is being explored. We have a State Facebook page with about 50 hits a month. Routine updates to Rosters and the manual

plus membership statistics, meeting agendas and minutes and other things that change monthly. There are about 80 websites, half of which are hosted by INFOSYS, not all of which are kept current. A project to update the State database system is on hold due to sickness of the key member. Happenings is published regularly by Dwight Sale, John Skarpelos and Don Macgregor. Ron Flagel produces several hundred certificates each year, last month alone he printed 50.

Rules: Larry Powers reviewed the proposed rule changes, full text in attachments..

Rules 169 and 169.1 These clarify the responsibility of Big Sirs (or their alternate) to attend the Annual meeting and how their expenses shall be paid. **M/S/P 2 NO votes**

Rules 300, 327, 843, and 290. These rules clarify the treatment of Provisional Branches. **M/S/P Unanimous**

Rule 770 was passed by the Executive committee and requires confirmation by the full Board. **M/S/P Unanimous**

State Bylaw Changes: Sections 130, 131, 140, 141 The head of the INFOSYS committee should be directly represented on the Board with a vote. These bylaw changes are needed to formalize the changes. A clear distinction was drawn between how SIR is administered and whether Activity Chairs should also be represented on the Board.

An amendment to change from a title of VP Administration to Chief Administration Officer (**M/S/P 1 NO vote**)

The amended motion M/S/P 3 NO votes

Branch Bylaws sections 57, 58, 59, 60 Changes (presented by Dick DeVoe who wrote them with Dwight Sale): These changes tidy up the sections after revisions were made by the Board 1/13/15 to Rule 609. **M/S/P Unanimously**

Report on Form 27: VP Jerry Strain reported that Derek Southern and Dick DeVoe volunteered to support the change to the new simplified Form 27, each taking half of the 128 branches. Compliance has improved to 95% (for January, only 7 branches not reporting). There are 2 common problems: mechanical eg clicking on the month to open that month, and don't put parentheses around the phone number. Branches had a problem with historical data, even the previous year. The whole point is to give the BEC information for making better decisions based on historic trends. Kingsoft office (FREE) was suggested as an alternative if a member doesn't have Excel, Google Docs is not recommended as it has an incompatibility with protected cells and calculations. . In previous years the Form 27 administrator contacted branches not submitting data via the RD, but this is too cumbersome. Dick DeVoe stated he would follow up (probably quarterly) with branches not submitting their forms. Some branches send a pdf file which causes problems for the administrator, just send the Excel file used to create the pdf. Please also include the Branch number in the Subject line. The presentation is attached.

Training: RD Mark Stuart reported there are 20 AGs to train, there are also 5 new RDs. The point was made that expecting AGs to train their branches on, for example, Forms 27 and 28, or the State website has never worked because they have never been properly trained. RD Bob Fox said he worked with his branches (in the absence of an AG) to gain their respect. He represented State and answered their questions, and got back to them if he didn't have an instant answer. Skills training may best be made by the best officer (eg the best Membership Secretary in the Area or Region) rather than expecting AGs to be the subject expert on all topics. To keep costs down we need small

meetings without a provided lunch, but this means multiple meetings. Last year we spent 3-4 hours at each training meeting, but there was a lack of practical response after the meeting. Goals were set at the training sessions, but there was no follow up. Watching videos doesn't just cut it!
AGs should be supporting the application of RAMP at their branches, using subject matter experts identified in their Area.

New Business:

Bob Spellman asked for the Board's feelings about a 60th Anniversary trip or convention, and should it be associated with the Annual meeting. The voting was 4 for cruises, 12 for a convention with golf, bowling, bocce etc.

President Dill adjourned the meeting at 3:12 pm.

The next Board meeting will be held on Tuesday, June 7, 2016 at Chez Shari, Manteca Park Golf Club, Manteca @ 9:30am.
The street address is 305 N Union Rd, Manteca, CA 95337

President' Dill's Opening Remarks
April 5, State Board Meeting
Manteca CA

As President I get the opportunity to view many SIR monthly bulletins, and most start with an address by the Big SIR and are optimistic, upbeat and enthusiastically encouraging their members to invite a guest to lunch and hope that they become a member. Unfortunately, that's the last time in most bulletins that the subject of membership ever comes up! Activities such as Golf get lots of attention and who won what on closest to-the-hole on number four; and Birthdays are acknowledged. When I finally get to the listing of the Branch Officers it lists the key players, Treasurer, Secretary etc; but what it doesn't list are any Key members for Recruiting, Retention, Activities or Publicity. Two Branches out of approximately seventy bulletins I have read are proud enough of their RAMP progress to tell their members about what the Branch has accomplished I responded to those two Big SIR immediately in a very positive manner.

One thing you don't want to do when you're President is get too optimistic about the implementation of Branch-saving programs! Last fall the State Board had a “special extra board meeting” on the subject of RAMP and I am on record of supporting it 100%. I believe that RAMP is effective in bringing in new members, retaining all members, and providing fun activities while giving your Branch the publicity it deserves. Does it take effort, YES; will it take time YES; but once the key positions are filled with energetic leaders it will grow your Branch. Tailor your program to your size of Branch, a minimum of four positions, perfect for past BIG SIRs or Directors. My own Branch only has two of the positions in place but the vines are bearing fruit already, and it's only a matter of time before the remaining two positions will come on line.

I blame all of us on the Board for the slow start of RAMP, as we need to deliver the message of this key program in a positive, ask-don't-tell manner, every time we visit a Branch, read a bulletin, or talk to a BIG SIR. Join with me in motivating our Branches into making this great program a success. Area Governors are the key to getting this program implemented and I am waiting anxiously for some success at the Branch level.

Respectfully submitted 3-24-16

Don Dill

WE ARE SIR: MAKING FRIENDS FOR LIFE

State Meeting Travel Presentation Apr 5, 2016

Everything the State Travel Committee does is geared to help our Branches increase their membership by providing Travel Opportunities.

Here are some of the things we do.

Exhibit #1 Form 59. Over the last couple of years we have made many Travel Rule and Form changes to make it easier for the BTC to do his job.

Exhibit #2 SIR Travel Opportunities. Goes out to each Branch Travel Chairman each month.

Exhibit #3 Area 2 Travel Opportunities. Goes out to Area 2 BTC , Branch News Letter Editors.

Exhibit #4 Area Travel Meeting Agenda. Example of agenda format for meeting.

Exhibit #5 Overview of Travel Activity by Region and Branch. Provide Regional Governors with a concise picture of travel in their Region.

Exhibit #6 SIR Happening with Trip information. Travel information is provided monthly .

Looking forward, we are in the process of Up Dating the State Travel Handbook to make it more user friendly.

Bob Spellman

SIR FORM 59 TRAVEL EVENT CHECKLIST

This completed form confirms that the Branch Travel Chairman (BTC) and the Branch Executive Committee (BEC) have performed the required procedures for the authorization, contracting, advertising, execution, reporting and final financial accounting of a SIR authorized Travel Event.

1	Branch No. _____ Event Destination _____ Event Dates _____ to _____ Branch Travel Chairman _____	BTC Completion Date & Initial
2	Form 53 Request for Approval of Branch Travel Event (Rule 374) a. Any event involving travel that is arranged by SIR with or without a Travel Agency must be approved by the BEC on Form 53. b. After approval of new activity, the completed Form 53 must be given to the Branch Secretary and the those listed on the Form 53 Distribution list. c. Should a Travel Agency be used it must be verified that it is on the SIR Qualified List. d. Each item of Travel literature arranged for SIR and its Branches shall legibly display the SIR Disclaimer. (Rule 436)	
3	Form 50 Contract Form (Rule 374) a. Contract Form 50 must be completed whenever a Travel Agency is used. The Contract should be signed by the Travel Agency and the Branch Travel Chairman and kept on permanent file with the Branch Secretary and copies sent to personnel on the Form 50 Distribution list. (Rule 374) b. No deposits or payments can be accepted for the event or publicized prior to signing. c. Form 50 shall not be altered in any way other than filling in blanks as appropriate. d. If the trip involves travel outside the U.S. a \$7.00 fee must be collected and sent to the State Treasurer using Form 51. (Rule 369) e. You should have the travel agency sign SIR Contract before you sign agency contract. f. Ensure that everything you agreed to is in the contract before signing.	
4	Form 52 Travel Event Financial Report (Rule 424). a. Within 30 days of the termination of each travel event the Branch Travel Chairman must submit a completed Form 52 to the Branch Secretary and the personnel listed on the Form 52 Distribution list. b. The report shall include copies of documents supporting monies received from Agency or other sources and receipts for all expenditures except gratuities and refunds to participants.	
5	Event Cancelled (Rule 409) If an event is cancelled, the Branch Travel Chairman must send copy of Form 50 marked "EVENT CANCELLED" and the date of cancellation to Branch Secretary, Branch Treasurer and State Travel Chairman. (Rule 409)	

6	<p style="text-align: center;"><u>Above procedures have been completed.</u></p> Branch Travel Chairman: _____ Date _____ Big Sir: _____ Date _____	
Distribution: Attach to Form 52 and forward to State Travel Chairman and Branch Secretary.		

SIR Area 2 Travel Opportunities 2016/4

May 3-5, 2016: Vatican Splendors exhibit at the Reagan Presidential Library. The Vatican exhibit only travels every other year so don't miss the opportunity to experience 2,000 years of Vatican art and history. You will also visit the Ronald Reagan Presidential Library. Cost \$591.00 including RT motorcoach, 2 night stay at the Pepper Tree in Santa Barbara, baggage handling, 6 meals, guided tours of the Library, and Santa Barbara Mission, with a visit to Solvang, and drivers gratuity. Contact **Ken Richter**, Br. 146, 925-689-6217

Sep 13-26, 2016: Essence of the Elbe: Berlin to Prague. 13 day river cruise tour aboard the M/S River Allegro, a privately owned 90 passenger ship exclusively for American Travelers. Ports of call include Prague, Dresden, Meissen, Torgau, Wittenberg, Magdeburg and Berlin. Trip includes 2 night hotel stay in Prague and 3 nights in Berlin, 29 meals, 10 exclusive tours with headsets, transfers, port charges, gratuities for local guides, motorcoach drivers and a dedicated Program Director. Cost \$3595 to \$4195 depending on Cabin. Contact **Ken Richter**, Br. 146, 925-689-6217.

Sep 28-Oct 3, 2016: Custer State Park. Feel the thunder of pre-historic beasts as they rumble by during this fall tradition in the beautiful Black Hills. This one of a kind program also includes the Buffalo Roundup Art Festival, a buffalo steak dinner, a ride on the famous 1880 train, Rushmore, Crazy Horse and much More. Cost \$1565 or \$2065 with air. Contact Larry Yarberry, Br. 8, 925-890-9245.

**SIR AREA 2 AGENDA
TRAVEL CHAIRMAN MEETING
FEBRUARY, 25, 2016
Black Bear Diner 8:30**

REMARKS

Welcome new members
Purpose of Area Group
Meeting frequency

Travel Summary

COMPLETED TRIPS

Holidays are Blooming Dec 7, 2015 Bob
Jersey Boys Feb, 3, 2016 Ken
Day @ the Races #146 Bob

FUTURE TRIPS

Spring Training with 146, Mar 13,(2016 Cancelled)
Spring Training with #8 Mar 7, 2016
Big Band Voyage Mar 25, 2016
Vatican Splendors exhibit/Reagan Library May 3, 2016
Essence of the Elbe Sep 13, 2016
Custer State Park #8 Sep 28, 2016

OLD BUSINESS

State sponsored Travel trip
Status of State Travel program
Ideas of how to improve participation

NEXT SCHEDULED MEETING

June 23,2016

Unable to attend ? Contact Bob Spellman, email bobjo@astound.net or 925-934-8428

Adjourn

ATTENDANCE (last meeting)

Bob Spellman, Ken Richter, Joe Tracy, Larry Yarberry

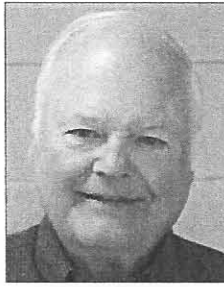
Members: Bob Spellman #146, Ken Richter #146, Larry Yarberry #8, Robert Wells #8, Marty Katz #116,
Joe Tracy #174 Bernie Theobald #19, #171 Vacant , #81 Vacant.

Travel Activity for 2014 & 2015										
by Branch and Region										
Region	1	2	3	4	5	6	7	8	9	10
# Branches	9	13	15	9	9	19	20	12	10	18
Members	928	881	1297	1036	1430	2987	2221	1585	1393	1759
Branch Trips	63-2	96-2		16-11	73-10	21-1	143-11	45-8	100-2	
	84-1				121-2	38-2	145-1	98-6	53-1	
	110-1				146-8	54-2			58-12	
	26-1				171-1	32-2				
					26-1	114-4				
					8-1	20-3				
Total per Reg 2014	5	2	0	0	11	23	14	12	14	15 2014/86 trips
Travel Activities for 2015										
	63-6	77-1	127-2		16-11	26-3	38-1	143-17	45-1	58-4
	84-3	96-1			01-6	73-13	54-2	145-5	98-1	147-5
						121-2	32-1	175-2		
						146-18	114-4			
						174-1	20-7			
							62-2			
Total per Reg 2015	9	2	2	0	17	37	17	24	2	9 2015-119/Trps
Travel Activities for 2016										
	63-2	96-1			1-1	26-1	38-2	143-3	45-3	58-1
	84-1				16-1	73-1	54-2	175-1		147-2
						121-1	32.2			
						146-6	114-2			
						8-2	20-6			
							74-1			
							141-1			
Total per Reg							62.2			
as of 3/12/16	3	1	0	0	2	11	16	4	3	3 2016-43/Trp
Agency	trips 2014		trips 2015		trips 2016					
On Tour	11		5		1					
Cruise Adventures	18		15		5					
Vacation Disc	4		3		0					
Sonoma Travel	3		6		2					
Stores Tours	6		15		2					
Travel Center	5		16		6					
Vantage Tours	3		2		0					
Premier World	2		0		0					
Collette	1		1		0					
Grand Circle	3		3		2					
Alamo Travel	1		5		2					
Talbot Tours	27		58		21					

State Travel Committee

Bob Spellman, Chairman

There are many good reasons why our members enjoy traveling with SIR, such as sharing their travel experiences with fellow members and it's a wonderful opportunity to meet new members and their wives, often leading to lasting friendships. Also, when you travel with SIR, you don't need to make any plans...just sit back and enjoy your trip.



Each Branch Travel Chairman is responsible for providing his Branch membership with a variety of travel opportunities including day trips, overnight trips, and longer domestic and overseas adventures.

As we all know, today there are thousands of travel options available and that the lowest price doesn't always guarantee the best value or experience. Sons In Retirement only works with travel companies that meet our strict requirements and can provide our organization with the expertise and experience needed to meet our members' expectations.

When our Travel Chairmen consider possible travel events, they compare prices as well as many other factors to see what is included and more importantly what is not included. Here are some of the things they look at before making a final decision: The length of the trip, number of meals, time of the year, is it a reposition cruise, gratuities, are tours with headsets included, airline stops and cost. Also considered are: Port charges and fees, shipboard credit allowance, beverage policy, cocktail parties provided and trip physical requirements. Additionally, if it's a land trip, the quality of lodging, restaurants, and transportation are also checked.

Many of our Branches also are very active in providing interesting daytrips for their members such as Golden Gate Fields, Guide Dogs for the Blind, Levi's Stadium, and Sporting events, Theater Shows, Casino and Wine tasting Trips. These trips usually involve a comfortable Motorcoach, returning home by dinner.

It is our hope that you will join us on one of our travel adventures in the near future.

Get SIR Happenings Quarterly

If you want to get on the "Happenings" notification list, just mention it to your Branch Email Contact. Every Winter, Spring, Summer and Fall you can go to <http://sirinc.org/sirhappenings/> and download the latest issue. Happy Reading!

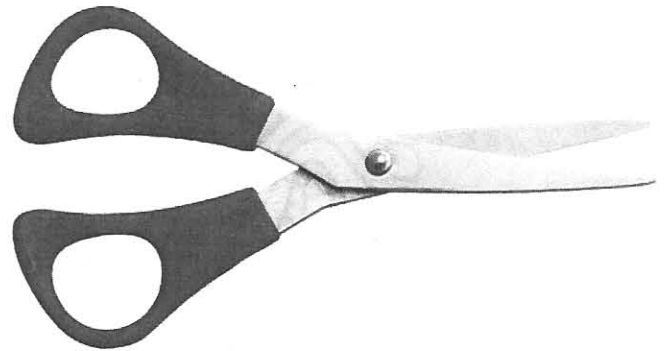
Hey Computer Guy

Frank Franzago, Branch 69 Bulletin Editor

Do you know what a Snipping Tool is? It is one of the coolest devices that I recently learned about. It is built into Vista and some versions of Windows 7. If it doesn't appear after you click on Start & type in Snipping Tool on your search bar, it can be downloaded free.

Used in conjunction with the Print Screen Key on the keyboard, it allows you to capture and save any portion of what you see on your monitor. Are you looking for a logo and when you find it, it is part of a big picture? Use snipping and you save only the logo. Is there a group picture showing and you want to cut out one person? Snippet it. It is easy and you can save it as a variety of different types, but you will most likely save it as a Jpeg. The resolution that you get is equal to what you see.

Send your computer tips or questions to: Hey Computer Guy franque12@surewest.net



SIR Happenings is published by the Information Systems Committee.

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Send news and questions to:
Don MacGregor,
Executive Editor
Email: donmac@wavecable.com

John Skarpelos,
Editor and Production Manager
Email: john@mediaart.com

REGION 1 STATISTICS

AREA 12	Dec-16	Membersh 2/29/2016	Gain	Loss
Br. 52, Paradise	98	73	0	25
Br. 82 Magalia	42	36	0	6
Br. 84 Chico	74	112	38	0
Br. 110 Chico	233	202	0	31
Br. 135 Magalia	73	71	0	2
Totals for Area 12	569	529	38	58
AREA 26				
Br. 129 Redding	182	167	0	15
Br. 139 Red Bluff	74	74	0	0
Br. 154 Mt. Shasta	72	71	0	1
Totals for Area 26	333	321	0	23
Totals for Region	902	850		-52
Region 1 Net Loss through Feb-2016				5.80%

Through February Region 1 membership decreased by 52 members. I don't have all the March form 27s so I'm not sure if some of the loss has been made up yet.

Here is the info I have gleaned from each branch:

Branch 52: I have only the Jan form 27 and the BS is not responding to my emails or telephone messages so I'm not sure what caused the big decrease. I plan to meet with the branch in April.

Branch 82: This is a small branch who is constantly struggling with membership. They consistently have good luncheon attendance and the members are enthusiastic. The Area Gov. met with them in March, but he and I have not gotten together yet to discuss their problems.

Branch 84: This branch absorbed Branch 63 as of Jan 1 and is the only branch in the region with a net increase in members. The increase is mostly due to the members of 63 that have transferred, but they have also gained 4 members who were not the result of the transfers.

Branch 110: Largest branch in the Region and membership has been decreasing for the last few years. They have had several deaths and moves, but it seems each year that the new BS feels he must "clean house" & that has happened. Most of their loss is due to dropping members for failing to meet their attendance requirements.

Br. 135 This is another small branch that had an input of several members from Branch 52 due to some internal problems in Branch 52. I have not received any report regarding how they're doing with RAMP even though

I have asked for it. I plan to visit them in April.

- Br. 129 The largest branch in Area 26 is still losing members and the BS attributes the current loss to "house cleaning" the first of the year and is optimistic that they will replace the loss this year. The BS is also the AG in 26, which is not a good thing, but no other candidate was found. He reports that they are working with the RAMP concept and expect to see positive results soon.
- Br. 139 Membership has been maintained this year, but no increase as yet. In fact, they anticipate a loss in March due to 3 deaths and several members who are going inactive as they have not attended in more than a year.
- Br. 154 Down 1 member at the end of Feb. They are working with the RAMP program and are the only branch to send me a Goals and Activity worksheet. I am attaching this worksheet to my report.

Robert R. Roberts
Region 1 Director.

AREA 19 AND 27
LOCATION - HWY 50 CORRIDOR FROM
SOUTH LAKE TAHOE TO PLACERVILLE
AND HWY 49 CORRIDOR FROM GARDEN VALLEY
TO JACKSON INCLUDING PIONEER AND SONORA

PLACERVILLE BRANCH 70 - DRY DIGGINS
BIG SIR ROBERT AMES
MEMBERSHIP - 43 MEMBERS

AGAIN THIS BRANCH HAS MANY PROBLEMS. THEY STILL NEED MORE ACTIVITIES. I VISITED THIS BRANCH IN FEBRUARY - THE BEC AND REGULAR BRANCH MEETINGS. I WAS A GUEST SPEAKER AT THE BRANCH MEETING. I DISCUSSED AS MUCH AS I COULD ABOUT THE RAMP TRAINING PROGRAM. THEY ARE AWARE THAT IF THEY DON'T GET MORE ACTIVITIES AND MEMBERS THEY WILL BE LOSING THEIR BRANCH. I AM ASSUMING IF THEY CONTINUE TO LOSE MEMBERSHIP, THEY WILL HAVE TO MERGE WITH BRANCH 137.

PLACERVILLE BRANCH 137 - PROSPECTURS BRANCH
BIG SIR DENNIS KISSENGER
MEMBERSHIP - 40 MEMBERS

THIS BRANCH CONTINUES TO BE IN THE SAME POSITION AS BRANCH 70. I ALSO VISITED THIS BRANCH IN FEBRUARY. I TALKED TO THEIR BEC AND BROUGHT UP RETENTION AND I WAS GUEST SPEAKER AT THEIR REGULAR MEETING. I EMPHASIZED THEY NEEDED TO BRING IN NEW MEMBERS.

BRANCH 70 AND 137 HAVE DISCUSSED MERGING TOGETHER. I WOULD LIKE FOR THEM TO WAIT FOR A YEAR TO SEE WHAT CAN BE DONE WITH MY HELP FOR EACH OF THE TWO BRANCHES. THERE IS A LOT OF WORK TO BE DONE.

GEORGETOWN - BRANCH 120

BIG SIR DAVE O'CALLAGHAN
MEMBERSHIP - 70 MEMBERS

I APPOINTED BIG SIR GARY JOHNSON FROM BRANCH 120 FOR MY AREA GOVERNOR. THIS BRANCH IS DOING VERY WELL SINCE GARY HAS BEEN AREA GOVERNOR AND HE UNDERSTANDS THE IMPORTANCE OF RETENTION.

SNOWLINE BRANCH - BRANCH 113
BIG SIR PAUL RICCI
MEMBERSHIP - 98 MEMBERS

THIS BRANCH IS DOING WELL BUT NEEDS MORE ACTIVITIES. I WILL BE VISITING THE BRANCH IN MAY. I WILL TRY AND SEE IF THEY CAN INCREASE ACTIVITIES TO MORE THAN GOLF AND BOWLING. I WILL DISCUSS THE RAMP PROGRAM WHEN I VISIT THEM IN MAY.

LAKE TAHOE - BRANCH 160
BIG SIR VAN MARSHALL
MEMBERSHIP- 100 MEMBERS

DENNIS KISSINGER IS THE LITTLE SIR. HE IS STEPING IN FOR BIG SIR VAN MARSHALL, WHO WILL BE OUT OF STATE FOR THREE MONTHS. I VISITED THE BRANCH IN MARCH. THEY ARE AN OUTSTANDING BRANCH. I WAS THE GUEST SPEAKER AT THE REGULAR MEETING AND ALSO MET WITH THEM AT THE REGULAR MEETING. IT SEEMS THIS BRANCH ONLY HAS A FEW ACTIVITIES. I EMPHASIZED AT THE REGULAR MEETING THEY NEEDED TO BRING IN NEW MEMBERS.

TWAIN HARTE BRANCH - BRANCH 172
BIG SIR DAVE PALMER
MEMBERSHIP - 164 MEMBERS

THIS IS MY HOME BRANCH. AGAIN, WE HAVE MANY ACTIVITIES. THE BRANCH HAS VERY STRONG LEADERSHIP AND THEY ARE USING THE RAMP PROGRAM. BRANCH 172, BRANCH

77 AND BRANCH 136 ARE GOING TO HAVE THE NEW BANNERS AND TABLECLOTH FOR THE SONORA HOME AND GARDEN SHOW. THEY HAVE SIR MEMBERS TO MAN THE BOOTH FOR THREE DAYS. HOPEFULLY WE CAN GET NEW MEMBERS IN FROM THIS EVENT.

SONORA BRANCH - BRANCH 136
BIG SIR DALE DECKER
MEMBERSHIP - 219 MEMBERS

THIS IS MY AREA GOVERNOR JIM JOHNSON'S BRANCH. THEY DO AN OUTSTANDING JOBS IN ALL AREAS FOR THE BRANCH. THE BEC HAS ALREADY SET GOALS FOR THE COMING YEAR. WE DON'T HAVE TO WORRY ABOUT THIS BRANCH.

SIERRA BRANCH - BRANCH 77
BIG SIR ROBERT NATH
MEMBERSHIP - 98 MEMBERS

I TALKED TO THEIR MEMBERSHIP THE LAST TIME I VISITED THEM. THEY TOO NEED MORE ACTIVITIES FOR THE MEMBERS. MY AREA GOVERNOR AND I MET WITH BRANCH 172, 136 AND 77 BIG SIRs TO DISCUSS PLANNING FOR THE RAMP PROGRAM AND GOALS TO BE SET FOR THE COMING YEAR.

PIONEER UPCOUNTY BRANCH - BRANCH 15
BIG SIR PATRICK REED
MEMBERSHIP - 145 MEMBERS

THE PIONEER BRANCH, JACKSON BRANCH AND ARNOLD BRANCH ARE ALL PULLING NEW MEMBERS FROM THE SAME SMALL GEOGRAPHICAL AREA. THERE NEEDS TO BE MUCH MORE TRAINING FOR BRANCH 15 FOR THE RAMP PROGRAM AND RETENTION. THEY ALSO NEED MORE ACTIVITIES IN THE COMING YEAR TO BRING IN NEW MEMBERS AND RETAIN MEMBERS.

JACKSON BRANCH - BRANCH 96
BIG SIR LARRY PARENTI

MEMBERSHIP - 170 MEMBERS

THEY NEED MORE ACTIVITIES TO RETAIN MEMBERS.
I KNOW THE NEW AREA GOVERNOR JIM JOHNSON WILL DO AN
OUTSTANDING JOB AS HE HAS IN HIS BRANCH. JIM AND I WILL
BE VISITING THE BRANCH FOR MORE RAMP TRAINING.

ARNOLD BRANCH - BRANCH 152
BIG SIR JOE FONTANA
MEMBERSHIP - 80 MEMBERS

THIS BRANCH NEEDS HELP FROM MY AREA GOVERNOR AND
MYSELF TO INSTILL THAT THEY NEED MORE ACTIVITIES. WE
WILL BE TRAINING THEM FOR THE RAMP PROGRAM AND ON
RETENTION.

AT PRESENT THE APPOINTMENT OF BRANCH RETENTION
CHAIRMAN IS AS FOLLOWS FOR AREA 27:

BRANCH 15 RON BURNS
BRANCH 77 KEN LUCAS
BRANCH 96 WAYNE CLARK
BRANCH 136 PAUL SQUERI
BRANCH 152 DAVE TRAUB
BRANCH 172 RALPH LEGG

THE APPOINTMENTS FOR AREA 19;

BRANCH 70 RAY SNIDER
BRANCH 113 REX JONES
BRANCH 120 MIKE PAUL
BRANCH 137 & 160 - THEY HAVEN'T GOTTEN BACK TO ME - AND
IT IS LIKE PULLING TEETH TO GET THEM TO RESPOND
REGARDING THE APPOINTMENT.

JERRY MORROW
REGIONAL DIRECTOR

Region 3 1st Qtr 2016 Report

Finances - All branches appear to be in sound financial condition, many have significant surpluses in the several thousands of dollars.

Attendance – On the average running between 60 – 70% with seasonal variations. Luncheon speakers are well received. Luncheon meal costs generally range between \$16 and \$18 with good to average quality.

Membership – The decline in Region 3 membership is slowing. Seven Branches have grown, three have held steady, four have lost members and one is not reported. There was an estimated net gain of 13 members for the First Quarter.

Items to note:

Current growth is primarily driven by established popular Activities such as Golf, Fishing, Bowling, Singing, and Woodworking. Activities are a major recruitment factor

Current declines in Branch membership are primarily due to increased average age that generates health and mortality issues. The increase in average age is primarily a function of a lack of recruitment.

Once a branch drops below 150 members, it becomes increasingly harder to find the leadership necessary to reverse declining membership trends. Two Region 3 Branches (50 & 127) are considering merging. A third Branch (156) is hanging on by a thread with 31 members.

Activities – There appears to be a strong correlation between the number of Activities and Branch size, the fewer the activities the smaller the branch. Declining membership is affecting our activities, fewer bowlers and fewer bridge tables. The Jolly Hookers fishing group is maintaining membership. At least two Branches have strong golfing groups. The successful growing branches have successful growing activities.

Goals and Action Plans – The primary goal of Region 3 for 2016 will be to halt the continued decline in membership. In order to achieve this goal I will need to fill Area Governor vacancies that have existed for over a year. During the First Quarter I have been successful in recruiting an Area 3 Governor and building prospect lists for Areas 9 and 31. Area Governors can assist with drawing up and implementing specific Action Plans. I see training and implementation of the RAMP program as key elements of these plans.

Meetings – Based on BEC minutes, Newsletters and those branch meetings I have attended so far, meeting are well run with no indications of chronic problems other than limitations in the use of computers for completion of reports. Of the two weakest Branches, the smallest has a strong BEC that should have the potential to foster growth. The second Branch has been unable to fill key positions such as Little Sir, Membership Chairman etc.

Speakers - We have an active SIR Speakers Bureau that continually generates and evaluates new speakers. The Bureau is led by a Past Big Sir and attended by Little Sirs and/or Program Chairmen.

Travel – Only a few branches currently have an active Travel program. Travel opportunities are published in those Branch Newsletters, but better sharing is needed.

Innovations – Several Branches are considering advertising in local weekly papers. However, they are finding this is an expensive proposition. At least one Branch sets up a booth at the annual Golf Expo utilizing SIR banners and signs.

Branch Reporting – The majority of the Branches do a good job, a few have occasional lapses, and a couple are still submitting handwritten reports. I have no records for Branch 127, will be following up to determine why.

Needs – Searching for a few good men to serve as Area Governors

Submitted by:
Vic Mershon, Region 3 Director
(916) 961-3638

REGION 3 - 1st Quarter 2016 Summary

Area 3	Jan	March	Gain/Loss	Attendance	Note
Br 50	87	84	-3	67%	MF27
Br 69	145	146	+1	74%	
Br 93	135	141	+6	67%	
Br107	111	113	+2	64%	
Br117	85	91	+6	65%	No F27
Area 9					
Br 14	45	46	+1	70%	
Br 23	148	152	+4	60%	No F27
Br 33	109	109	0	60%	No F27
Br 102	181	178	-3	66%	
Br 127	**	**	**	**	No Reports
Area 31					
Br 49	211	207	-4	74%	
Br 95	84	84	0	67%	
Br 112	81	86	+5	74%	
Br150	83	81	-2	72%	
Br 156	31	31	0	57%	No F27
Net Gain/Loss			+13		

George Gorohoff

to dondill, me

As requested at January State Board this is what the Area 17 Governor and I make this report together.

You requested information on why such a big loss in 2015 at Napa Branch 105. A review was made by the Big Sir of 105 Keith Knox who stated the loss of 9 sirs was the result of 3 deaths, 2 moved out of area, and 4 were dropped for not paying their dues. The Area Governor Ed Suden said this branch has many long time Sirs fixed in their ways. He said they are too small to comply with RAMP and cannot easily fill the BEC much less other RAMP positions. They did put an ad in the newspaper which resulted in a new member. Both the Christmas party and picnic are not well attended. They are mostly bowlers and this is their major activity. He has attended the last 15 BEC meetings and has given a pitch, on several occasions to the luncheon group on how to bring in new members Not a lot of results. Growth will be slow and hopefully steady. They seem to want to go to lunch and bowl with their friends and not much more.

Ed said "you cannot teach old dogs new tricks but hope to gain some new dogs but they are few and far between". I see stats since start of year of 4 guests 3 out and 2 in seem to be improvement for this quarter of -1 overall. They are not ready to fowl out. I hope time will tell a better tale. Avg. age is 76.2

George Gorohoff Region 4 Director

1st quarter 2016 Region 5 Status

Placement of Key RAMP positions

Branch	Recruitment	Activities	Membership	Publicity
1	Herb Deitz	Peter Vigil	Rich Manrique	Rico Maurigul
4	Wayne Veatch	Wayne Veatch	Bill Gipe	Gipe/Veatch
35	Ron Nakamoto	Dan Zemanek	Bill Hall	Ron Nakamoto
91	Bill Brown	Lee Severe	Steve LaRosa	Bill Brown
118	Don Laclergue	Bob Green	John Nardi	Don Laclergue
142	Peter Deustch	Tom Malasapina	Dick Hogan	John Kristovich
5	Foster Kinney	Greg Kemist	Paul Butler	Foster Kinney
51	Craig Carpenter	Kai Johansen	Tim Eastham	Craig Carpenter
16	Rich King	Dan Miller	Tom Rich	Rich King

Branch 4 2016 Goals

Goal	Status
Increase membership by 1%	Not there yet
Appoint Membership Chair	Established – Wayne Veatch
Develop new member packet of branch information	Draft complete – being reviewed by BEC
Invite new members to meet BEC	In place
Sponsor of new member will join in first 3 lunches	Communicated to members
Update member database to correct problem	Complete

Membership Count

Branch	January	February	March	Change	New Activities
1	153	158	158	3%	1
4	136	136	153*	-6%	
91	72	74	71	-2%	
118	89	89	91	1%	
142	142	140	140	-1%	
5	61	61	60	-1%	1
16	88	83	84	-3%	
35	346	350	354	4%	
51	102	102	106	4%	1

* Change to Mandatory dues results in 14 re-instated
 159 was December count resulting in 6 decrease
 1 new member this quarter

Region 6 Report for April 2016 Board Meetings

Don, there are a couple of things here that you may want to give wide exposure to. They are:

- The Area 2 Roster. Nature abhors a vacuum. If you leave a slot for a name to be filled in, it will usually be filled in. (Copy attached)
- The situation and subsequent intervention and action planning with Branch 6.

1. **RAMP implementation** varies from excellent to lackluster. The details:

- **Area 2** has completely adopted RAMP, and almost all branches have named individuals for each of the RAMP positions. In branches where there are missing names, there are good reasons for the omissions. I have attached an Area 2 Roster, and I recommend that it receive wide publication so other Areas can see what can and must be done.
- **Areas 8 and 24** are missing at this point in time as the AG's have been on extended vacations. I have asked all branch Big Sirs to forward the required information to the AG's, and will submit a description of implementation when they return. I can guess what the responses will be, and that is included below.
- **Area 8** will have little to show regarding RAMP implementation. However, some of the branches are providing more focus on recruiting. We have huge education, adoption and volunteerism issues here, and without significant help I foresee the potential loss of one or more branches. The Area/Region team has elected to begin our first intervention with Branch 6, Castro Valley, which in my opinion is the branch closest to failure.
- **Area 24** is in better shape, but again, some branches are not responding and continue to lose net membership.

2. As we discussed, we have focused our first intervention on Branch 6, Castro Valley. Here was the situation:

- Membership slippage to 44 actives
- An ineffective Big Sir and a moribund BEC
- No Little Sir (the job has been recently filled)
- No RAMP chairmen or committees
- A two year out of date website. To further compound that issue the password died with the last webmaster, and no one at the branch could enter it.
- No monthly bulletin editor
- A drab, uninviting meeting place

I dare anyone to find a branch closer to death's door. It was time for drastic action.

In mid-February I attended the BEC and branch luncheon to see if a spark could ignite some progress. I explained to the BEC how close they were to becoming defunct if they didn't improve their recruiting efforts. I got lots of agreement, but no member would take on the

task. Upon making the same point as the luncheon speaker there were no volunteers to work the problem. Frankly, I was pissed off.

During the BEC meeting I had my eyes on one director who seemed to be interested in solving the recruiting problem. At the close of the luncheon meeting I grabbed him and convinced him to be the Recruiting Chairman. Preferring to eat with the members and not at a head table, I again focused on a fellow who seemed to have all the qualities of a good recruiter.

Fortunately, as I just signed up the Recruiting Chairman, the Sir at my table stopped by to say goodbye to him. I sat him down with his newly ninted RC buddy, and shortly had a Recruiting Assistant. I let a couple of days pass, then set a meeting with the Big Sir, Recruiting Chairman, my Region 6 support person (who is also the MRC chairman of Branch 8) and me.

In the course of setting the meeting, I asked the new RC who was the most influential member of the branch and got a name. I next called him, explained how dire the situation was, and he volunteered to be the bulletin editor, webmaster and help with recruiting. State InfoSys will assist with the webmaster training.

After discussion at our follow up meeting, it was decided that the following initial recruiting actions would be implemented pending BEC approval:

Sir Cards: Tony (my Region 6 support) will procure Sir cards to be given to Branch 6 luncheon attendees in April. A supply will be kept to give to all other branch members as they attend a luncheon.

Sir Card Incentive: Effective with the May Sweetheart Luncheon, a name will be drawn from an envelop holding all branch member names. If that Sir has a signed Sir card, he will win \$10. If he does not, additional names will be called until there is a winner. Names of Sirs drawn will be returned to the envelop so they will have additional chances to win the Sir card prize in the future.

Shake It Up Award: Effective with the April luncheon meeting, any Branch 6 Sir bringing a guest will come forward and shake two dice. He will receive a cash award equal to the total spots on the rolled dice.

Get Hubby Out of the House Cards: Tony will procure a suitable number of cards for the branch. At the May Sweetheart luncheon two cards will be given to each sweetheart along with the traditional rose. Sweethearts will be requested to give them to friends who have husbands who would benefit from Branch 6 Sir friendships and activities.

Golf Sir Promotion Cards: Tony will procure a suitable number of golf promotion cards for the branch, and John (the RC) will procure card display holders. In April, the Golf Chairman will be requested to work with the Pros at the two branch home golf courses to see that the cards are displayed in a suitable place where golfers gather in the pro shop.

Tony will also procure a supply of address labels with John's name, phone number and email address to be attached to the recruiting cards (Golf and "Hubby"). Further, Tony will be the speaker at the April luncheon and address the group on the subject of recruiting.

In March the BEC approved all the aforementioned actions except the Shake It Up Award which they would like to discuss further. I have little doubt that it will not be implemented.

Hopefully, all of these actions will have a positive effect and create a net membership gain for 2016. Stay tuned.

Lessons Learned:

- Asking for volunteers just doesn't work; however, a direct, personal approach often does.
- Many Sirs will step up if approached correctly.
- Raising branch anxiety can have a positive effect if followed quickly by a reasonable plan.
- Don't assume anyone knows anything about RAMP, even if they attended the September training.
- In branches like these, there is little knowledge of the recruiting materials available.
- If your Big Sir and Area Governor are ineffective, don't be afraid to jump in and take charge while involving both of them so they can learn.
- It is really helpful to have a knowledgeable region support person to take some of the load off the RD.
- Don't be afraid to import people from out of the area (or even region) if more local help is not at hand.
- Provide continuing support; this isn't a one shot deal.

Sons in Retirement Inc.

Region 7

Quarterly Report for 1st Qtr., 2016

Region 7 Director

Patrick Misener

Branch 114

408-274-0677

ptrmsn@sbcglobal.net

Region 7 – Patrick Misener, Regional Director

Region / Area: Region 7 has 19 Branches in the South Bay from Sunnyvale South to Monterey Bay. Area 5 (6 branches); Area 10 (4 branches) Area 20 (5 branches); Area 21 (4 branches).

Finances

Branches are reporting adequate funds.

Form 28 is improving, but still needs to be computer generated and emailed.

Attendance

Branches are still reporting attendance at 55 to 70 percent.

Membership

Branches are still reducing the number of inactive Members and also reducing the number of Active (but not attending) Members.

Form 27 (like Form 28) needs to be computer generated and emailed correct and on time.

Activities

The per Branch Activities number can look low.

This can be caused by the community where the Branch is located.

Meetings

Area meetings are still being held.

Area 5 and 20 are holding meeting every month, but travel time limits other Areas and branches to every second month.

Speakers

The Speakers Bureau is meeting every two months and we are encouraging more branches to get involved.

Travel

The Travel Bureau is meeting every month.
Some Branches are still sharing Travel Chairman.

Branch Reporting

Most branches are submitting reports on time.
New Form 27 inputs are improving, but more training is needed.
Branches are working on Goals and Action plans.

RAMP

Branches are being encourage to select a RAMP Chairman and other committee members.
This process is going very slow and few RAMP members have been selected.

Other

Branches need a 2, 3 or even 5 year succession plan.
We must plan early for LS, BS, AG and RD Training.
This did not happen last year.
A First Aid Plan should be in place for branch meeting.
Each Branch should have an Active Members (but not attending) call list.
Each Branch needs an Activities Chairman.
We need to help the remaining Branches without websites.
We still need to get the word out about SIR.

Forth of July parade
Street fairs
Local papers
Business Cards
Tri-fold Brochure
Branch Website
Branch newsletter available to new members.
And more

Ramp Committee Chairman

Region 7

Area 5 Branch	39	Bob Taylor
	54	Robert Harle
	74	Ray Lubow
	94	Ron Carter
	125	Warren Benson
	141	Freeman Branch

Area 10 Branch	20	James Duty
	36	Walter Barth
	85	Jim Carroll
	104	Robert Toney

Area 20 Branch	21	Richard Peterson
	32	Bruce Henry
	38	Burt Snitz
	62	Jeffrey Bautista
	114	Jeff Schlageter

Area 21 Branch	28	James Long
	89	Norman Graulich
	119	Richard Tainter
	131	Max Sweet

Region 9 Quarterly Report For Period ending 12/31/2015

1. Branches with Membership Loss for the Year

Region 9 had only four branches out of the ten region's branches that had a net membership loss for calendar year 2015. In all but one of those branches the branch had conducted a membership review during the year and had either moved an active member to inactive or had drop the member entirely because of lack of attendance or member interest. The remaining six branches had increases from 0% to 17% based on the latest available reports. The branches losing membership were Branch 13, down 19 members (23%), Branch 45, down 11 members (4%), Branch 124, down 15 members (14%) and Branch 170 down 2 members (1.5%). I am also very concerned about Branch 138 which did not lose members but also did not enlist any. This branch has struggled to acquire a BEC for 2016 and was on the verge of collapse at the end of 2015. It membership age is mid 80's and they show no signs of recruiting new membership or volunteerism within the branch. I consider this branch to be in more jeopardy than either Branch 45, 124 or 170. In respect of Branch 124 membership loss it may also be caused by the fact that a new provisional branch, Branch 55, is opening nearby and some of Branch 124 members at one time were in Branch 55 prior to it's closure a few years ago. Some of these members had decided to return to Branch 55.

2. Action Plans for all Branches losses exceed 2%

There are no formal action plans for Branches 13, 45, 124 at this time. I do not consider Branches 45 and 170 as having problems at this time as their membership is growing again and they had conducted a membership cleanup in 2015. I have spoken to each of the branches listed in item 1 in the last week. and will be meeting along with the Area Governor's with Branches 13, 124 and 138 in the next 30-45 days to establish goals for the branch and identified actions that need to be taken.

3. Ramp implementation by Branch

Most of the branches in Region 9 have yet to setup a formal implementation of RAMP. From my conversations with the 2016 Big Sir's at least half have some plans to put in place some form of the RAMP structure that was presented at last year's training. One branch, Branch 98, had already assigned branch Director's the responsibility for all four RAMP positions starting the beginning of 2015. Their membership and activities have grown significantly throughout the year. Another branch, Branch 79, has made significant growth in membership and activities during 2015 but with very limited attention to the RAMP formal structure but by again emphasizing recruitment at branch meetings and growth branch activities. From conversations I believe they will be formalizing the RAMP positions and responsibilities during the first half of 2016. Finally, in early 2016 Branch 45 will be implementing parts of the RAMP program starting with Publicity and Activities. I have recommended to them to assign responsibility for these position to 2016 Directors.

Respectfully submitted,

Mark Stuart

Region 9 Director

Copy of the report my Governor had regarding branch158 as requested. This branch bears additional watching and help. I will visit them when I back from my Cruise. Been a problem for some time. Get better then worse. Will make it a number 1 priority . Jim

From: Ken [mailto:1ken@sbcglobal.net]
Sent: Tuesday, March 29, 2016 7:55 AM
To: Jim Filippo <james_filippo@comcast.net>
Subject: Re: Branch 158 - (Sebastopol)

Jim,

Yes. I visited and met Branch 158 is Sebastopol on 1/20/16. My thoughts are to watch and see. They are small, but unique and enthusiastic with wives involvement to stay alive. I maintain no merger. My Earlier report is below:

3.) Sebastopol, Branch 158 - Dated: 1/20/2016.
<https://sirarea13.shutterfly.com/branch158>

Area 13 Governor attended the Sebastopol Br 158 BEC and Luncheon. Branch has 40 members and 30 attending lunch. Agenda items were professionally presented and discussed. This branch has had no Big SIR leadership for several years, and operates by committee rotation. It works. Activities besides golf are ladies/wives night out dinner, bowling and other events to spark interest. Presented the BEC (No Name) , 2015 Big Sir Certificate of Appreciation. Branch run by committee and no elected Big SIR to serve. Well functionng.

Ken Kronen
Area 13 Governor
<https://sirarea13.shutterfly.com/>

Appendix A: Proposed Rule Changes/Additions

RULE 169 (Big Sir Duties)

[This New Rule was proposed by President Donald Dill, and composed by Rules Committee Chairman Larry Powers. There has been a continuing problem with Big Sir non-attendance at Annual Meetings, and questions as to whether the Branch bears the cost of travel expenses.]

his new Rule reiterates the responsibility of the BIG Sir or his alternate to represent his Branch at the Annual Meeting of the Corporation, and clarifies the Branch responsibility for travel expenses. It's placement in the Big Sir Duties section of the Rules emphasizes the required attendance.]

RULE 169 The Big Sir shall represent his branch at the Annual Meeting of Sons in Retirement Inc. As a voting member of the Corporation, he shall cast his ballot on any proposal put forth in the meeting that requires a vote of the membership. Should he be unable to attend personally, the Branch Executive Committee shall appoint an alternative from the Branch elected officers to attend in his stead (Ref. Corp Bylaw sect.185). Not later than 30 days prior to the scheduled meeting date, he shall inform his Area Governor, Regional Director, and the State Secretary, the name and Branch position of the Branch Representative who will be attending the Annual Meeting. **(New 04/05/16)**

Rule 169.1 The Big Sir or his appointed alternative may submit form 15 to the Branch Treasurer for reimbursement of travel expenses as authorized in Rules 38,46, and 219. **(New 04/05/16)**

RULE 300

[Rule change proposed by Ron Flagel, based upon observations while serving as Asst. State Secretary. New wording in bold.]

RULE 300. After a period of at least six months from the date of approval of Application Form 33 by the President, the Provisional Branch has been conducting its regular monthly luncheon meetings, and has a minimum of 50 active members and all other requirements have been met, chartering shall be implemented as follows.

- a. The Big Sir of the Provisional Branch shall so state in writing including his preference for an award date to the Area Governor, who shall indicate his approval and forward it through the Regional Director to the President for approval.
- b. If the Provisional Branch is to be given the existing Branch number of an "Interim Management" Branch, the President shall notify the Big Sir, the Area Governor, the Regional Director, and the State Secretary of his approval or disapproval.
- c. Upon approval, the President shall terminate the Provisional status of the Branch in writing and approve the granting of a charter for the new Branch and so notify the State Certificates Chairman who will prepare the charter and forward it to the awarding President or his designee for framing and awarding and will furnish a copy to the State Secretary for the Branch file.
- d. If the Provisional Branch is using the Branch number whose corporation had been dissolved or if it is a new Branch number/corporation then the President shall notify the Assistant State Secretary who shall take actions necessary to incorporate the Branch. **Alternatively, if the Provisional Branch is using the branch number of an Inactive (Interim Managed Branch), then the assistant State**

Secretary shall notify the new branch Secretary to file a branch name change with the State Secretary per Rule 335.

- e. The official Branch Charter Date is the date of the President's notification terminating the Provisional status of the Branch.

(Revised 4/6/10)(4/5/16)

RULE 327.

*[Rule Change proposed by Ron Flagel, based upon his observations while serving as Asst. State Secretary. Additions in **bold**.]*

- c. The State President, Vice President, Secretaries, and Treasurers shall serve as the Big Sir, Little Sir, Secretary, Treasurer, Assistant Secretary and Assistant Treasurer respectively, of the Interim Branch Executive Committee. Upon the disposition of the Branch Corporation, the Interim Branch Executive Committee shall, by resolution, dissolve itself **and notify the Assistant State Secretary.**
(Revised 4/5/16)

RULE 843

*[Rule changes proposed by Ron Flagel, while serving as Asst. State Secretary. Changes clarify the responsibilities of the Asst. State Secretary in the process of forming a new, or dissolving a current branch. Additions in **bold**, deletions in ~~strike out~~.]*

RULE 843 When a Branch has completed its Provisional status and the President has authorized the issuance of the charter, and a newly formed corporation is required, the Assistant State Secretary shall:

- a. Participate in the incorporation and California Tax Exemption procedures for the new Branch, **if required. (4/5/16)**
- b. Arrange with the Secretary of a newly Chartered Branch to obtain the Federal Employer Identification Number -- by filing Federal Form SS-4 -- which is required of all tax exempt corporations within the State of California; and arrange for the new Branch, after incorporation, to obtain the Federal Tax Exemption letter by filing Federal Forms 1024 and 8718, if required.(4/5/16)
- c. ~~File the required report(s) with the Internal Revenue Service so as to retain the Group Exemption status for all of the Branches.~~—(Revised 4/6/10)
(Note: these actions are taken by the State Treasurer.) **(4/5/16)**
- d. Participate in the new branch formation process by providing the provisional and new branch number using the State Inactive (Interim Managed Branch) listing. (Reference Article 2 – Formation Procedure, Rule 300 d).
- e. Participate in the Dissolution Process of a branch, when that branch's Interim Management makes a final resolution to dissolve itself. (Ref. Rule 327c).

RULE 290

*[Rule Change proposed by Ron Flagel, based upon his observations while serving as Asst. State Secretary. Revised wording in **bold**.]*

RULE 290. After approval by the President, the Form 33 will be forwarded to the Assistant State Secretary who will assign the Provisional Branch number, **using an inactive (Interim Managed Branch) number from the State inactive branch list.** One copy of the Form 33

will then be sent to the Area Governor for delivery to the Branch and one copy will be sent to the State Secretary for his file. (Revised 11/14/06)(04/05/16)

RULE 770

[Submitted by Dwight Sale, Past President and State Advisor on 6/4/15.]

[In the interest of transparency I suggest that in the Annual Meeting Agenda we add the names of other candidates that the Nominating Committee considered.]

RULE 770. Not less than 30 days prior to the Annual Meeting, the State Secretary shall notify those entitled to vote the date, time and place of the meeting. The notice shall contain a list showing the names and qualifications of the nominees recommended for State offices designated **and the name, Branch No., and qualifying office held of other candidates, if any, for the State offices designated..**

(Revised 4/18/00,6/20/15 by the State Executive Committee.)(Confirmed 4/5/16)

Bylaw change proposed by Dwight Sale 3/5/2016

[The INFOSYS Committee and Its sub committees and their members perform almost all of the SIRinc's administrative functions like:. Website, Database, Email, State Roster, SIR Manual, Sir Forms, Certificates and the Newsletter are presently part of the INFOSYS operations. This is how SIR runs.

The Chairman of INFOSYS keeps all of these immensely important operations organized and moving in a coordinated fashion. However, he is not represented on the State Board which means that how SIR runs has no direct voice on the State Board.

I am proposing that we create a 7th Elected Officer "Vice President for Administration" who would also be the Chairman of the INFOSYS Committee

There is another reason for this. The extremely responsible position of INFOSYS Chairman needs to have the prestige of an Elected Officer. As an alternative we could name the position "Chief Administrative Officer" still keeping the position as an "Elected Officer".

There are a host of rule changes to be made if this is voted up. Best to leave those until after the Annual Meeting.

Section 130. Membership of the Corporation shall consist of the President, Vice President, **Vice President for Administration**, State Secretary, State Treasurer, Assistant State Secretary, Assistant State Treasurer, Regional Directors, Area Governors, Big Sirs of the Chartered Branches and Past Presidents.

(Revised 8/7/06 effective 1/1/07, **8/1/16 effective 1/1/2017**)

Section 131. All Members of the Corporation shall be entitled to vote at the Annual Meeting in the election of the President, Vice President, **Vice President for Administration**, State Secretary, State Treasurer, Assistant State Secretary and Assistant State Treasurer, and on amendments to the Corporate and Branch Bylaws. (Revised 8/7/06 effective 1/1/07, **8/1/16 effective 1/1/2017**)

Section 140. The Officers of the Corporation are the President, Vice President, **Vice President for Administration**, State Secretary, State Treasurer, Assistant State Secretary, Assistant State Treasurer, Regional Directors and Area Governors. (Revised 8/7/06 effective 1/1/07, **8/1/16 effective 1/1/2017**)

Section 141. The President, Vice President, **Vice President for Administration**, State Secretary, State Treasurer, Assistant State Secretary, Assistant State Treasurer, and 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 1/1/2017**)

AMENDING BRANCH & CORPORATE BYLAWS

(Additions in **bold**, deletions with ~~strikeouts~~)

[Referred by then-Region 6 Director Dick DeVoe and State Advisor Dwight Sale]

Amending the Branch Bylaws, Sections 57 and 58

[Background: The State Board at its 1/13/15 Board meeting approved a revision to Rule 609, which now allows a Standing Rule/Bylaw proposal by an authorized referrer to reach the State Board for consideration, without affecting a higher authority's right to recommend approval or disapproval. Previously, a proposal by a Branch BEC could be rejected at the Area Governor, Regional Director, or President level; a proposal by an Area Governor could be rejected by the Regional Director or President; a proposal by any other authorized referrer could be rejected by the President.

Present Situation: It was recently found that Bylaws Sections 57 and 58 had not yet been changed to be consistent with the Board action summarized above. This proposal addresses that oversight. It also recommends action if there is a State Board rejection of an amendment when the President disagrees.]

Bylaws Section 56 (no change). A proposal to amend the Branch Bylaws in any given year shall be submitted to the President through the chain of corporate communications in such reasonable time, prior to the Annual Meeting, as set forth by the President to permit its review and consideration by the appropriate committees and the State Board of Directors.

Bylaws Section 57. If the ~~President~~ **State Board by majority vote** finds the proposed amendment to be in the best interest of the Corporation, **the State Secretary** ~~he~~ shall cause **such amendment** to be circulated to each voting member and chartered Branch, not less than 30 days before the Annual Meeting, a copy of the proposed amendment and notice of voting thereon at the Annual Meeting. **In the event that the State Board rejects the proposed amendment and the President disagrees, the State Secretary shall cause such amendment to be circulated as above but with the President's comments and the State Board's comments preceding.** (Revised 8/7/00) (Revised 4/5/16)

Bylaws Section 58. The State Secretary shall include on the agenda for the Annual Meeting proposed amendments to the Branch Bylaws, ~~as directed by the President.~~ (Revised 4/5/16)

Amending the Branch Bylaws, Section 59

[Branch Bylaws, Section 59 is revised to be consistent with the same wording transferred from Section 290 under Corporate Bylaws.]

Section 59. **These Bylaws may be amended by the affirmative vote of two-thirds of those present and entitled to vote at the Annual Meeting.** ~~If a proposed amendment is approved by two-thirds of those present and entitled to vote at the Annual Meeting, all Branch Bylaws shall be amended, even though one or more Branches did not vote favorably thereon.~~

Amending the Branch Bylaws, Section 60

[This Section is no longer relevant. Rather than to leave it intact or to delete it, the Section is proposed to remain as shown below].

Section 60. ~~The revised Branch Bylaws approved by the State Board of Directors on August 5, 1991 and adopted at the Annual Meeting on December 2, 1991 became effective January 1, 1992. The date on which each provision is thereafter amended or added shall be indicated parenthetically at the end of the section so affected.~~ **Date handling instructions moved to the rule manual protocol. (Revised 4/5/2016)**

Amending the Corporate Bylaws, Section 290

[There is no stated process for submitting proposals to amend Corporate Bylaws. The intent is no doubt to follow the same process as for Branch Bylaws, but Roberts Rules of Order is clear that an organization cannot consider “intent” in such matters.

This proposal addresses that issue by specifically stating that the process for amending Corporate Bylaws is the same as for Branch Bylaws. Because current Section 290 wording has been transferred to Section 59 above, Section 290 now can be used to state that fact.]

Section 290. These **Corporate** Bylaws may be amended by ~~the affirmative vote of two-thirds of those present and entitled to vote at the Annual Meeting.~~ **applying the procedures in Branch Bylaws Sections 57, 58 and 59. (Revised 4/5/2016)**

Amending the Corporate Bylaws, Section 291

[This Section is no longer relevant. Rather than to leave it intact or to delete it, the Section is proposed to remain as shown below].

Section 291. ~~The revised Corporate Bylaws adopted on December 2, 1991, became effective on January 1, 1992. The date on which any provision is thereafter amended or added shall be indicated parenthetically at the end of the section so affected.~~ **Date handling instructions moved to the rule manual protocol. (Revised 4/5/2016)**

By Law change proposed by Dwight Sale 3/5/2016

[The INFOSYS Committee and It's sub committees and their members perform almost all of the SIRinc's administrative functions like:. Website, Database, Email, State Roster, SIR Manual, Sir Forms, Certificates and the Newsletter are presently part of the INFOSYS operations. This is how SIR runs.

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Project 2016 Board Update Building Our Branches

April 5, 2016

- Project Team
 - Ed Benson, Team Leader
 - Don Dill, President
 - Jerry Strain, Vice President
 - Derek Southern, Secretary
 - Dwight Sale, Senior Adviser
 - Bob Hairston, Past President
 - Mark Stuart, Region Director
 - Dean Steichen, Chairman InfoSys

3/30/16 EEBenson

1

Project Plan

1. Gather Data - Done
2. Prepare Preliminary Report - Done
3. Reach Project Team Consensus – March 30
4. Review with RD's, AG's and Branches – By May 18
5. Revise Report – By May 25
6. Present to Board for Approval – On June 7
7. Develop Implementation Plan – By July 30
8. Implement Year One – Begin August 1

3/30/16 EEBenson

2

General Recommendations

> We revised the SIR Mission Statement:
“The mission of SIR is to improve the lives of our members through fun activities and events – while making friends for life.”

– We are de-emphasizing “retirement”

We are SIR – Make Friends for Life

To learn more about us visit us at www.SirInc.org

> Based on focus group feedback, we have developed a set of “valued behaviors” for our leaders and members to be tested at our field meetings

General Recommendations

Strategically SIR will primarily focus on the following areas:

- > **Recruit** adequate numbers of members
- > **Retain** members through improving orientation, new member follow-up and focusing on meeting members' needs
- > **Improve** our leadership through better candidate identification, succession planning, coaching and training
- > **Publicize** and increase name recognition of SIR, and provide branches with the publicity tools they need
- > **Meet** administrative requirements with only critical reporting requirements and a minimum of rules
- > **Steward** our financial and organizational resources
- > **Train and develop** our members to accomplish the necessary results
- > **Implement** the approved recommendations of Project 2016

General Recommendations

- > It is felt that our current organization structure will serve us well in the future
- > Succession planning must be improved at all levels of our organization
- > All SIR leaders are to communicate, understand and enthusiastically support the approved recommendations and implementation plan
- > The SIR policy regarding “worthy causes” has been thoroughly examined and remains unchanged

General Recommendations

- > All SIR leaders are to communicate, understand and enthusiastically support the approved recommendations and implementation plan
- > State will invest in technology
- > G&M will focus on developing RAMP, publicity, succession planning recruiting and social media

General Recommendations

- > InfoSys will redesign the front page of the website and the Member Information section
- > Training will develop and deliver RD and AG training and branch leadership
- > Rules will review all rules for simplicity, elimination and intent
- > Regions, Areas and branches will fill AG positions, strongly consider SIR best practices and carry RAMP to additional leaders

Next Steps

Schedule Field Meetings – Phil Trapp will coordinate with Region Directors for Ed Benson

Hold Field Meetings – May 2 through 4 and 10 through 13

Revise Report – By May 25

Present for Board Approval – On June 7

Develop Prioritized Implementation Plan – By July 30

Implement Approved Recommendations in Priority Order – Begin August 1

Form 27 Reporting Issues

Numbers relate to the annotations on the accompanying Form 27 blank

1. Enter the reporting year, 'Previous years' then filled in automatically
2. To activate the form for any month you MUST click in the box, then the down arrow (in solid red box) – now you can select the month for reporting. Do not select any month ahead of the current month.
3. Many branches had a problem recovering their historic data for the last 3 years. A few had a problem finding last year's data.
4. Line 1 + Line 2 – line 3 = Line 4 This isn't always true when a branch had problems finding history! ALSO: Line 4 of one year should match line 1 of following year (see arrows pointing up to right)
5. Each activity is counted only once no matter how many times per year that activity occurs. In other words, if you have golf once per week, that is one activity, not 52. If you have a dining club that meets once per month, that is 1 activity and not 12 etc.
6. Guests should only include potential members. All other non-member attendees can be accounted for in other BEC reports (eg from Attendance Chair)
7. Enter LDL in the months where ladies are invited – typically 2 per year
8. Minimum Goals are calculated by a simple formula. If a branch wants to set a different goal it should be entered in the 'Branch Goal' column
9. The calculated number of guests to meet the membership goal...
10. The Guest Conversion ratio is simply calculated by dividing the Total Number of Guests last year by the Total number of New Members IN last year. If the ratio is less than 1 it usually means that the branch gained new members from Transfers from another branch. Note: This does not mean a positive gain for SIR membership. Alternatively some branches have 'snow birds' or equivalent go inactive while they are away. When they return to Active membership they are counted as New members.
Multiply Line 2 (Total New Members goal for the Year) by the Guest Conversion Ratio to determine a Min Goal for Guests (Line 10)
11. Who prepared the report – rather than who submitted it because...
12. If there's a problem this member's phone number makes it easier to contact him.
Enter phone number like **123-456-7890** (because other formats cause problems)
13. When a branch is reported as not having posted any Form 27 it may be because it is not being sent to sirstateform27@gmail.com! Branches say they send in their reports, but they mean they sent them to Regional Director and Area Governor and thought that was it.
14. This column 'Year %' will be proposed for deletion because the data is not useful

PLEASE include **Branch Number** in the email **Subject Line!**

FORM 27 - MONTHLY BRANCH MEMBERSHIP REPORT

Blue cells are calculated fields: passworded and locked.

Year **1** Report Month **2** Region Area Branch

Line	Description	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year Total	Year %	Min Goal	Branch Goal
1	ACTIVE MEMBERS LAST MONTH (= Line 4 (+/-) Line 2)													0		1	
2	NUMBER OF MEMBERS IN													0			
3	NUMBER OF MEMBERS OUT (ATTRITION)																
4	NUMBER OF ACTIVE MEMBERS (Lines 1+2-3)																
5	TOTAL NUMBER OF ACTIVITIES - including couples																
6	NUMBER OF COUPLES ACTIVITIES																
7	MEDIAN BRANCH AGE (Active Members)													14			

Line 2 Minimum Goal- Process: review Line 3 Attrition for the past 3 years. Estimate attrition by current year-end. Add +1 gain (or other desired gain) to this estimate= Line 2 Goal. **THIS IS A KEY GOAL FOR YOUR BRANCH**

Membership change this year **0**

Line 4 Goal- Process: Add +1 gain (or other desired gain) to Line 1 prior year-end actual= Line 4 Goal.

Line	Description	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year Total	Year %	Min Goal	Branch Goal
8	ACTIVE BRANCH MEMBERS IN ATTENDANCE													14			
9	PERCENT OF ACTIVE MEMBERS IN ATTENDANCE													70%			
10	GUESTS (Guests are potential members only)													0		0	

Line 9 Total: To exclude Ladies Days Luncheons from the 'Year %' data enter "LDL" above the appropriate months.

Line 10 Minimum Goal- Process: Divide previous year 'Guests' total by previous year 'Members In' total. Result is No. of Guests needed per New Member (in blue box). Then multiply Line 2 'Min Goal for Members In' by this ratio and this = Min Goal for Guests. It is calculated for you automatically.

Previous Year Guest conversion ratio = **0.0 guests to add 1 new member**

LAST MONTH'S FORM 27 REVIEWED BY BEC?

NOTE: All of the data in this report are to be determined after the monthly BEC and luncheon meetings. New inductions and resignations that occur after the monthly meetings shall be reported after the next BEC and luncheon meetings.

MONTHLY DISTRIBUTION
 sirstateform27@gmail.com, BEC, Area Governor, Region Director, Branch RAMP Committee Chairs (Recruitment, Activities, Member Relations, Publicity),
 Form 27 for the month should be distributed to the list above by the 10th of the following month (Rule 167)

SUBMITTED BY:

Title Phone #

MEETING DATE: