



**Sons In Retirement Inc.
Minutes of State Board Meeting
Chez Shari, Manteca Park Golf Club
Tuesday, 7 June, 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 *

* = Absent

Invited Participants

Past Presidents:Bobbie Hairston, Rich Dettmer, Dwight Sale
Governor, Area 29Chuck Barrett

Call to Order, Welcome

President Don Dill called the meeting to order at 9:30 am and welcomed Board Members and invited guests including 3 Past Presidents (Dwight Sale, Rich Dettmer, and Bobbie Hairston) and Area Governor Chuck Barrett (A29). Secretary Derek Southern verified there was a quorum. Sir Bob Roberts led the Pledge of Allegiance and offered the invocation.

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

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

President Dill spoke about his conviction that for RAMP to be the cornerstone of revitalizing SIR, the Area Governors and Regional Directors (RD) must be the **lead field trainers** for 2016. He reminded the Board that Big Sirs have clearly expressed their desire (via Project 2016) for their Area Governors (AGs) to be their Trainers, Coaches, and Mentors. AGs should be trained by the Training Committee, with assistance from G&M to be the lead RAMP trainers. If an Area does not have an AG the RD will become the Trainer with the assistance of a Branch trainer in that Area. President Dill stated that it was his job and that of the Board to convince the AGs to believe in RAMP, and in turn the AG must carry the message that RAMP will turn around their membership problems and provide success in the months and years to come. He felt that AGs had been excluded in the past, and bringing in 'State Experts' was not effective.

Other Remarks

Vice President Strain wholeheartedly supports RAMP and intends to support training for Branch Officers. He reminded RDs that expense reports are due by the end of the quarter, but don't wait until after end of quarter to submit them.

Secretary Southern said he also fully supports RAMP. Will discuss online training later. **Assistant Secretary DeVoe** reported that the trial with dissolving one branch through the Attorney General's office is going slowly.

Treasurer Ryden stated that his monthly financial report has been circulated to the Regional Directors with a copy posted on the website. He noted that he has no numbers for the members involved in the Branch merger of 63 with 84. The Secretary of Branch

84 will receive a message to confirm what information is needed so a check can be sent. Also Branch 100 has dissolved but no information has been received about the members and where they went. The auditors ask for the names of the transferring members but Advisor Sale thinks the auditor is asking for too much, we'll never come up with all the names involved. Treasurer Ryden said he would just give numbers to the Auditors in the future. He then addressed the amount of insurance, \$2,700, paid for foreign travel but travelers only pay \$7 each.

All the required 2015 tax forms were filed ahead of time. The Attorney General's office requested Fed tax returns back to 2010, with Mike Berry's assistance he found all the required data and he believes it has been accepted. Two branches have not been exempted, 55 the new branch and 164 whose exemption was taken away by the IRS. Branch 174 regained exemption by filing a postcard. His full notes are attached in the Appendix.

Karl requested that Form 15s be submitted promptly at the end of each month and not wait for 6 months. He reported there will be a new Form 28 in January 2017 (based on AG Ron Saltgaver's work). There will only be one new line for petty cash, but the way the data is entered will be different. The new form will be covered in the Fall training.

RD Benson asked if any thought had been given to raising assessments. The answer was that some thought has been given to this. President Dill noted that some Branches have more than \$65/member in their reserves, but many have less than \$15/person.

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. The name tents are all printed and a list of the seating arrangements is completed. If any Big Sir cannot attend that branch needs to arrange for a substitute to attend. Advisor Sale stated that the President is responsible for promoting the meeting. President Dill stated there should be an invitation sent to all Big Sirs. An RSVP is expected from each branch with the name of the attending Officer.

There will be a \$15 assessment on each branch for the lunch (as opposed to last year when there was no charge). All RDs and AGs are also expected to attend.

Database Manager Sale said he could easily prepare envelopes for sending out invitations including the RSVP.

Nominating Committee Chairman Bob Hairston reported a full slate of approved nominees for 2017 officers;

Jerry Strain President
Derek Southern Vice President
Ron Flagel..... Secretary
Dick DeVoe Assistant Secretary
Karl Ryden Treasurer
Jimmie Johnson Assistant Treasurer

Regional Director's Reports: President Dill stated that he has asked RDs to report on branches with the highest membership decreases in the first 3 months of the year and what the RDs are doing to help those branches fix any problems. He has compared branch membership numbers and found that Form 27 and Form 28 numbers agree quite closely. Reports submitted by RDs are attached as Appendix C. He reported a loss of 223 members for the first 3 months (1.45%) which is rather disappointing. A few (16) branches with large losses (>10%) overwhelm the gains (usually small) by 50 branches.

Region 1: 5 branches have lost >10 of their membership. Branch 82 is planning to merge into branch 135 as they meet at the same location in Paradise. He hopes branches 129, 139 and 154 will stabilize after cleaning out their rosters. RD Roberts reported he will step down at the end of the year and will be replaced by his Area Governor.

Region 2: Only 1 branch, 96, with >10% loss. RD Jerry Morrow reported Branches 70 and 137 in Placerville are both very small and failing; they plan to merge. The 3 branches in Sonora plan joint recruitment sessions at a huge garden show, a Friends and Neighbors at the Fairgrounds and at a Healthcare meeting. Branch 136 has recovered from a slow start (-6.3%) in the first 3 months. Branch 160 should have a new Membership Chair and will start sending Form 27s. Branch 70 is the worst for completing their Form 27.

Region 3: President Dill reported for RD Vic Mershon who could not attend. It's a Region with some serious membership problems, they are looking for an Area Governor.

Region 4: RD George Gorhoff reported a net increase of +12 so far this year. Branch 105 has improved to -1 after some hard work. Lake County branches are trying to recover from the devastating fire last year.

Region 5: 2 branches with >10% loss (4 and 118). Branch 1 has an average age >85 and is on RD Bob Fox's watch list. Branch 51 has a dynamic membership person who has brought in 8 new members this year. Branch 35 has added 17 new members and is #1 in membership at 364. Branch 4 members had a problem with mandatory dues and have lost 23 members this year. President Dill noted that Bob Fox had located a hot HR volunteer and set him to work as a recruitment chair and asked if this appointment has been successful. Bob said it has been positive and recommends that Recruiting Chairs be appointed as voting members on their BEC. Unfortunately this recruiting chair had a problem with his Big Sir and dropped out of his branch.

Region 6: RD Ed Benson reported that a branch in Moraga lost 10 members in the last 2 months due to health problems. Br81 cleaned up their roster.

Region 7: RD Patrick Misener unable to attend; no report available.

Region 8: Branches 145, 159, and 163 were the focus due to performance issues. The current size of Branch 163 is 188, a great recovery from the first 3 months. Area 22 reporting needs to be improved, and the AG needs training.

Region 9: President Dill reported for RD Mark (Sailor) Stuart who was absent. Area 15 has 2 great branches (45 & 98) and 2 with problems (13 & 109). Area 33 is mostly good, but branch 124 is down slightly, and they are adjusting to the fact that a branch (55) is re-opening in Grass Valley. He noted this area used to support 3 Branches, and it has the best demographics of retired people in the whole of California.

Region 10: RD Jim Filippo unable to attend, no report available.

Focus on Activities: President Don Dill handed out some examples of Activities and Publicity from branches in Sonora and Sacramento suggesting that they might give other branches some useful ideas.

Project 2016: Chair Ed Benson reported on the Project 2016 briefings. He found a general impression that State hasn't done much to support RAMP.

Assistant Secretary DeVoe noted that the number of branches and the number of AGs are down from 2005 (164 and 33 respectively to 129 and probably 19) and asked why the number of RDs remains at 10? Discussion revealed that the number of AGs (19) is calculated from an average of 5-7 branches per Area and this could vary. Regions may be reviewed and the number could change.

The Board voted to accept the Project 2016 report as submitted. **M/S/A.** This excluded the implementation plan.

Chair Benson introduced the concept of a Self Assessment (not a group assessment) with hoped for benefit of getting leaders to self-improve. The objective is to encourage the valued behaviors of successful leaders. After much animated discussion both pro and con, it was agreed that the self-assessment idea could be introduced for personal use, but for any decision involving training the subject was tabled until the next meeting when the Training Chairman is present.

Training: presented by President Don Dill for the absent Mark Stuart; (see preliminary report in the Appendix). Milestones and schedules will be circulated by July 1. AGs need to be a RAMP SMEs (Subject Matter Experts, and Trainers) by September; they need to get RAMP positions filled in every branch

State Database Manager Dwight Sale stated that he will be unable to provide a complete listing of 2017 Branch Officers for Training communications because at the end of August typically only 40% of the branches have responded. Even by 1st October there will still be 14-20 branches with no submitted Form 20.

There was intense discussion about how to organize training for the AGs run by RDs, and whether Branch Officer4s should be trained at the same time as the RAMP chairmen. If an AG feels unable to be a reasonable trainer the RD would need to call in some Area SMEs.

Paraphernalia and Clothing: The 3rd party website referenced on the State website has a broken link due to the vendor's technical problems. President Dill suggested we have up to four authorized vendors of Sir clothing and paraphernalia.

Online Training: Secretary Southern explained how he envisages setting up a website to provide on-demand answers and training. The knowledge can be organized by both job description and specific topic; it will be available in random order rather than requiring a fixed sequential order. See the Powerpoint about eLearning in the Appendix.

Rules: Dwight Sale presented revisions (in bold below) to Rule 100 for the absent Larry Powers. As requested by Ed Benson, Dir. Reg. 6, and proposed by Dwight Sale, Rules Committee. **M/S/P** (as amended to replace **must** with **shall**.)

RULE 100. A member **shall** be notified in writing **and/or telephone** by his Branch of the pending termination of his membership (Rule 107). should he be responsible for

any of the following:

a. Miss three (3) consecutive regular luncheon meetings without having been excused by contacting the designated Branch Attendance person prior to the meeting date.

b. Did not attend one-half of the regular luncheon meetings within the previous twelve consecutive month period. NOTE: Excused meetings cannot be included to achieve the minimum attendance. (Revised 6/6/06)

c. (Deleted 6/6/06)

d. **All legitimate alternatives to termination shall be explored. The member's response may suggest an alternative to termination such as inactive status.**

INFOSYS: Dwight Sale gave the report on behalf of Dean Steichen. No change in the committee, several members keep the website updated. Alan Baker has created a generic website for branches requiring an internet presence. 14 branches have used this resource and report that it helps in recruiting new members.

There's pressure to create social media, and Big Sir from Branch 114 has volunteered to be the social media guru. New material has been added to the Roster. Only 3 people add to the database each month, so there's not a great deal of interaction, about 15 members receive copies of the database updates.

In response to a question about adding RAMP members to the State Roster Dwight explained that it would increase the size of the Roster by over 40%, and would require a LOT of work including a revision to Form 20. It was agreed that this would be best achieved with Area Rosters.

Insurance: President Dill presented a report by Insurance Chairman Coero, a copy of which is in the Appendix.

Old Business: Past President Dettmer sent President Dill a note suggesting that RDs could circumvent a rule temporarily. However the Executive Committee can approve a rule change by a simple phone call so no action was taken.

New Business: none

President Dill adjourned the meeting at 2:50 pm.

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.

The next Board meeting will be held on Tuesday, November 1, 2016 at Chez Shari, Manteca Park Golf Club, Manteca @ 9:30am.

The street address is 305 N Union Rd, Manteca, CA 95337, phone 209-825-8524



President's SSBM Opening Remarks, 6-7-16

It is my conviction that if we are going to make RAMP the cornerstone of the revitalizing SIR then we have to make the Area Governors and Regional Directors the lead field Trainers of RAMP for 2016. The Big SIRs have spoken loud and clear via Project 2016; they want the Area Governors to be their Trainers, Coaches and Mentors. They should be trained by the Training Committee, with assistance from G&M to be the Lead RAMP Trainers; and here are the reasons why!

1. They, the Area Governors are in the field and are considered favorably as the Branch's representatives and they can train the Ramp representatives in a cost-effective manner.
2. If the AGs are trained properly and each Branch has an assigned RAMP Leaders the AGs can train and can follow their accomplishments with pride and fix those Branches that are lagging.
3. As the Big SIRs, and Branch RAMP leaders see that the AGs believe in and support them they too will enthusiastically support the program with ownership.
4. If an Area does not have an AG' then the Regional Director will become the Trainer with the assistance of a Branch Trainer from that Area.
5. **My job, our Job and your job as Regional Directors** is to convince the Area Governors to believe in RAMP, and preach to their Branches that RAMP will turn their membership problems around and provide success for months and years to come.

Last year we over-spent on training and were not able to give the AG's training early this year and that was my decision. As a successful AG of approximately six years ago I felt local field training of all Branch officers was the most constructive, successful thing I did as an AG. It will require hard work by the Training Com. and G&M but we will build a foundation for RAMP to succeed.

Off the record: There was too much exclusion of the AGs in the past and I intend to change that now! If we merely back-bench the AGs and bring in the "state" experts and exclude the AGs from front-line implementation we will fail! We introduced RAMP last year and the effort was appreciated but the results were minimal. I intend to visit or talk to all AGs in the future, once Mark has completed his plan, and to Rally AGs and embrace them as RAMP Trainers.

Questions:

- The Branch Officer positions will vary but any Area Governor's who want to become Trainers will have every opportunity.
- RAMP training by AGs will include anywhere from 2 to 4 of the RAMP positions.

Don Dill

President 2016

REGION 2: Areas 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 40 members

They still need more activities & RAMP training. This branch is in "deep trouble". They continue to lose membership. Most members are between 80 and 90 years old. There is no enthusiasm and they continue to lose membership. I have worked with the Big Sir to get more members and to get his forms 27 & 28 done in a timely manner.

Placerville branch 137 - Prospectors branch

Big Sir Dennis Kissenger: membership 39

They continue to be in the same position as branch 70. These two branches need to merge.

Georgetown branch 120

Big Sir Dave O'Callaghan: membership 72

Area Governor Gary Johnson is leading this branch and doing very well. They are doing everything like it needs to be done.

Snowline branch - 113

Big Sir Paul Ricci: membership 97

They need to increase activities to more than just golf and bowling. I met with this branch as their guest speaker and gave them the RAMP program.

Lake Tahoe - branch 160

Big Sir van Marshall: membership 97

Big Sir van Marshall has returned after three months absence. I visited the branch in March and they are doing everything to bring in new members. Here is another branch that needs more activities.

Twain Harte branch 172

Big Sir Dave Palmer: membership 168

This is my home branch. They were down in membership six months ago to 164. They brought in four new members. This is a branch that has more activities than my eleven

branches. Branches 172 and 136 and 77 had a booth at the Home and Garden Show last month for two days. It was very successful. They will also have a booth at the Tuolumne County Fair and Health Fair.

Sonora branch 136

Big Sir Dale Decker: members 222

This branch is well taken care of by Jim Johnson, Area Governor and Big Sir Dale Decker. They have set many goals that they will achieve in bringing in new members. No worry about this branch. They are doing everything that State Sir requires except bringing in new members. Hopefully with the RAMP program they will bring in new members.

Sierra branch 77

Big Sir Robert Nath: membership 98

Here is another branch that needs to set more goals and have more activities. Hopefully they will use the RAMP program and bring in more members.

Pioneer upcounty branch 15

Big Sir Patrick Reed: membership 144

Again this branch needs more activities in the coming year. There needs to be much more training, especially the RAMP program.

Jackson branch 96

Big Sir Larry Parenti: membership 168

For 168 members where they meet, it is an overflow. If they grow hopefully they can move to a bigger building. The Big Sir, BEC and Little Sir have set many goals to increase membership.

Arnold branch 152

Big Sir Joe Fontana: membership 81

My Area Governor Jim Johnson will be working with this branch and do RAMP training. Hopefully this will increase their membership.

Gentlemen,

I will be unable to attend the June Board meeting since I am on a family trip to Oregon. My Area 3 Governor, Bob Perez will also miss the meeting due to family obligations. Accordingly, I am sending the following as a Report of the current status of Region 3 and an overview of my action plan to address the declining membership problem.

I would first like to qualify the numbers being utilized by stating that there is a +/- factor created by the inconsistent utilization of Form 27 and the co-ordination of Form 27 numbers with Form 28 numbers. Over the past five months the RD and AG have been working with the Branches to get all of them utilizing the Form 27 and communicate those numbers to the Branch Treasurers. We have made good progress and I believe all but one or two Branches are up to speed. Both the RD and AG are targeting the weakest Branches and attending their BEC meetings, specifically Branches 107, 50, 117, 156, and 95..

REGION 3 Membership Status

December 2015 Membership	1607
March 2015 Membership	1591
Gain/(Decline)	(16) -1%

Goal - Increase December 2015 Membership by 80 members (+5%)

Region 3 has 15 Branches total with 5 growing, 2 static and 8 losing membership.

ACTION PLAN

Our ongoing efforts are to establish some form of the RAMP program in every Branch and gain effective utilization of Form 27 by the BEC to monitor results. Current status, about 10 Branches have some form of RAMP in place.

- 1. Big Sir/Little Sir to emphasize the need for membership growth at every meeting. Utilize Form 27 to track results.**
- 2. Each Branch to establish a RAMP program with specific individuals assigned to the key elements. Utilize Directors.**
- 3. Establish incentives for Recruiting, ie Free Meals, Sir Apparel, and Newsletter recognition.**
- 4. Grow Activities, develop more Couples Activities.**
- 5. Poll members annually regarding Activity preferences and suggestions, seek feedback regarding Luncheon Speakers.**

6. Teach sponsors to shepherd new members, get new members involved in Branch operations.

7. Establish a standing Nominating Committee and Recruit for Leadership positions year around.

8. Develop publicity using Brochure /Application Handouts, Business Cards, Event booths with SIR banners, provide articles for retirement magazines and or newspapers.

Respectfully Submitted,

Vic Mershon, Director Region 3

Region 5 Branch status – 2nd quarter

Watch list

Branch 1 (Charter Branch)

Recruited 5 new members YTD, dropped 7. RAMP being adhered to, excellent Recruitment Chair. Four potential members attending June lunch. Added one new activity.

Branch 4

Switched to Mandatory dues. After allowing grace period, 17 re-instated. Bottom line, 6 new members in May and June. 2 recruited through advertising. Recruitment chair resigned due to health reasons, actively seeking replacement. Recruiting good quality lunch speakers and promoting new member orientation.

Branch 118

Picked up 3 new members this quarter. Recruitment chair involves all BEC members to generate new recruitment ideas and execute. Good turnaround.

Branch 91

Gained 2 and dropped 5. This branch needs to work harder at meeting RAMP requirements. Recruitment chair not strongly motivated. Plan is to discuss this with the Big SIR.

Acceptable level branches

Branch 51

Recruitment chair highly motivated and helped bring in 8 new members this year. Excellent speakers and new employee orientation well done. Added one new activity

Branch 35

Lost 1 member and gained 17 new members this year. Excellent new member orientation and speakers.

Branch 16

Lost 3 members and gained 1 new member. Added a new activity.

Branch 5

Lost 1 and gained 2 new members this year. Added 2 new activities this year.

Branch 142

Gained 1 and dropped 4 members. A need exists to create a Recruitment Chair and at least one new activity. Mostly, a need exists to have a sponsor for new members. (2 members left for lack of lack of that orientation.

RANKING CRITERIA

Rank 3. A troubled branch that has lost membership over the last several years and will likely do so this year. It has few activities, and coed activities are generally limited to Ladies' Days and/or a branch BBQ. Branch members rarely are active recruiters, and months may go by without first time guests. This branch typically has 100 or fewer members and many have below 70. It is almost impossible to recruit excellent leaders to take officer positions, and many leaders have probably served multiple terms in their positions. Luncheon attendance is typically well below the 70 percent target. Region Directors and Area Governors are concerned about the demise of this branch in the future.

Our analysis of the two Rank 3 branches in Region 6, Area 24 follows. Frankly, both the AG and RD are at a bit of a loss as to what to do about it.

Brentwood, Branch – 108 – as of 5/25/16

Justification- Size 68 – Rank 3

Losses – Rank 3 – Only 1 guest on year and 2 losses from Form 27– form 28 says membership 68 in March – probably rank 2 if guest count is up.

Officers – Rank 3 – Difficulties with reports as meeting is 4th Thursday

Still difficult to find leaders

Activities – Rank 3 - 5 and 1 allows ladies

Luncheon - Rank 1 – 83% -

General - Rank 3 – Lack of growth, little emphasis on RAMP, difficulties getting leadership and completing timely reports. AG has had little success in getting branch to adopt RAMP. Attended Project 2016 briefing.

Livermore, Branch – 121 as of 5/25/16

Justification- Size 77 – Rank 3

Losses – Rank 3 – 3 new members so far this year. Lost 6 since end of 2015

Number of new guests is low.

Officers – Rank 3 – Still having some difficulties finding all offices and RAMP.

Reports remain untimely due to meeting on 4th Tuesday.

Activities - Rank 2 – 11 and 9 ladies as of December – increasing.

Luncheon - Rank 1 – 70% - but higher cost lunch has caused problems

Luncheon Cost - \$25 – Meal is lacking in quality according to members. Now at \$20

General - Rank 2 – Mainly due to efforts of leaders – Venue change disruption over but no report on luncheon since change back to Double Tree.

Website: Branch121.sirinc2.org is being updated in timely fashion, but for some reason it is not listed in sirinc.org. AG has had little success in getting branch to

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Region 9 Quarterly Report for Period ending 06/30/16

1. Branches with Membership Loss for the 2nd Quarter of 2016

Region 9 has ten branches between two Areas, 15 and 33. Area 33 has suffered no membership loss for the first five months of 2016 and has actually had an increase in membership. All of the branches in Area 15 have suffered membership loss for the first five months. Two branches, 13 & 109 have stayed consistent in their membership levels based on comparison of the last two years. Branches 45 and 98 have both lost membership due to either poor leadership or slow membership recruiting. Their guest numbers are down from what they have been the last two years. This said I am not greatly concerned with either Branches 45 and 98 as they have strong BEC's and should see changes later in the year as some members of the BEC take greater leadership roles. I actually have greater concerns with Branches 138, 13, 55 and 109. Their BEC's are weak and what help that the AG's and RD's have provided has been of little help. These branches besides weak BEC's have weak membership who has little desire to get involved.

2. Action Plans for all Branches losses exceed 2%

Branch 13 had their April luncheon program dedicated to addressing membership issues with members. The

branch has since started three new activities as an effort to acquire more membership and energize existing membership. Branch 55 continues to solicit new members and has grown slightly. President Dill recently attended a Branch luncheon and BEC meeting and has suggested certain changes which will be tried. Branch 138 has increased their advertising and publicity via business cards, brochure material and flyers posted at various sites throughout the Auburn area. The largest issues with this branch continues to be member apathy and a very old BEC. Branch 109 has leadership problems and has not tried done much to improve their situation. A visit to them is planned in June to discuss their lack of membership increase, activities and lack of a plan. The region will hold a region meeting for all Big Sir's and some -Little Sir's during mid-July to review RAMP implementations, Recruiting action plans for certain branches and rules changes.

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. This will be a primary topic of a July Region meeting.

AREA 15 (Acting Area Governor Mark Stuart)

- 1. Finances:** All four branches have adequate cash to fund operations (\$20+ per member). Some branches have through dues acquire additional cash to improve luncheon speakers and entertainment, increase promotion and advertising, provide for improved events, assist in starting new activities and provide recognition awards.
- 2. Attendance:** Luncheon attendance for all branches average less than 70%. One branch that is suffering the greatest drop in membership is averaging less than 50% luncheon attendance. Another branch which has had an increase over the last 12 months in membership is averaging just over 60%.
- 3. Membership:** All branches have lost membership since the first of 2016, some are taking actions to correct this issue, others seem little interested in doing much.
- 4. Activities:** Two branches have more than 15 activities, one branch has started three new activities in the last month trying to stimulate membership growth.
- 5. Goals and Action Plans:** All branches have adopted the plus one membership goal for this year. Only Branches 45 and 98 have implemented some form of RAMP.
- 6. Meetings:** Luncheons are run effectively, BEC meeting for some need to be improved and follow a more defined agenda. The BEC meeting rooms are very nice. One branch is holding their monthly luncheon at a Bowling Alley. While fairly nice it is that the ideal place for a luncheon.
- 7. Travel:** Only one branch has an active Travel vacation program. A couple of branches do have day trips.
- 8. Innovations: None**
- 9. Branch Reporting:** All area branches are current with Forms 27 and 28. The AG reviews each and sends comments to the originators.
- 10. Needs:** The 2016 AG position is still vacant and has been throughout 2015. At this time there is no interest from any qualified candidates in the four branches in filling this position.

AREA 33 (Area Governor Bob Hogle)

- 1. Finances:** Of the six branches two branches are well funded with a \$20+ per member, two other branches are adequately funded at \$16+ per member while two other branches are underfunded at \$10+ per members.
- 2. Attendance:** Luncheon attendance ranges from a high of nearly 80% at one of the most successful branches to a low of under 50% at a branch suffering major problems. However, one branch is average just slightly over 50% at their luncheons but is one of the most successful recruiting branches in our organization.
- 3. Membership:** All six branches have positive recruiting for the first five months of 2016.
- 4. Activities:** Some branches are establishing new activities while others are maintaining their current ones. The less successful branches are those with the fewest activities. There are active Golfing, Bowling, Bocce Ball and Fishing groups in many of the branches.
- 5. Goals and Action Plans:** All branches have adopted the plus one membership goal for this year. Only Branch 79 and 124 have started a plan to implement RAMP.
- 6. Meetings:** Luncheon meetings are fairly well run varying from branch to branch. The locations range from very nice at private resort communities to meeting at a Sizzler where the room is small and odd shaped. BEC meetings are run well in a couple of the branches while others could certainly be improved upon with more detailed agendas and better run meetings.
- 7. Travel:** Three of the branches have Travel Chairmen who plan and/or use State offered trip. There is also day trips offered. The other branches have no Travel Chairman and thus no travel.
- 8. Innovations:**
 - a. Wine Trail** - Branch 79 in Auburn has established a wine group which explores the wineries in the area and includes the day trip with dining.
- 9. Branch Reporting:** Area branches are current with Forms 27 and 28. One branch treasurer doesn't use e-mail.
- 10. Needs:** None

Respectfully submitted,

Mark Stuart

Region 9 Director

Branch 22: Marin County. Sent you a copy of bulletin and will forward form 27 if you need it. Membership at 116, not 100 as you reported to me. Gain of 2 members since January. No problem here.

Branch 66: Sonoma. Met with them last week and was able to get their BS and LS to attend membership meeting. They are trying hard since then. Setting up a recruitment booth at the local Farmers Market every Tuesday. Taking out a half page ad in a local seniors group monthly publication. This group has a membership of 700 Seniors from around the area and has many activities. Our hope is to offer these people even more activities with SIRS. Branch has a good golf group and does a great picnic. Will continue to work with them. Feel good with what they are trying to do.

Branch 17: Sebastopol. 106 members and has a very good variety of activities, but has a problem with luncheon attendance. They have set up a RAMP team and I will work with them. Again with all of their activities they should be able to recruit. They have actually lost 9 members since the start of the year. We will have to work very closely with them.

Branch 157: Sad story here. BS resigned due to health. LS recently had brain surgery and cannot go forward. I and my Governor will attend their BEC meeting and luncheon next month and will do what we can to help them. This is a branch that I became close to in my first year as Regional director as I had to step in for my Area Governor who was having health problems back then. Always thought they were very proactive. I will step in here personally and help them wherever I can.

Again I offer my apologies but as I said, what can we do when faced with these choices. I have guilt problems either way. Jim

Tax Report for June Board Meeting

RRF-1 reporting to CA Attorney General

We recently received notice that we had not consistently filed a copy of the Federal 990 tax return with our RRF filing, and that a couple of RRF-1's had not been filed. A packet answering all of the demands was delivered to the CA Attorney General office on May XXXX. We are assuming that filing is now current and complete

Federal 990 reporting for Parent organization.

This return was filed using commercial software and accepted, well in time for the May 15 deadline date.

Federal 990N postcard reporting

Postcard filing for 2015, due by May 15, was completed (using commercial software), well in time for the May 15 deadline date. For the current year the charge for filing is free. Two Branches, Branch 55 and Branch 164 are not yet filed since the EIN they are using had been used by a different Branch which had then become Inactive. Their 990N filings were rejected because the EIN had become non exempt during the Inactive period. We will be processing the necessary paperwork to re-establish that the EIN's should not be non exempt.

CA 199 for Parent and Group

These are filed for 2015, prior to the May 15 deadline. For Group filing we used the ID we were given after the 2013 return to Group filing (rather than postcard). Group filing for CA is nothing like as completed as Federal. On Federal we reverted to Postcard filing.

Planning

A planning day was held to determine where the data used for filing is held and what canned reports would help the return process. Actions were allocated to specific individuals to ensure this is achieved.

Notes of Planning Day on Tax/Attorney General Filing

Meeting Held in Windsor on Wednesday 25 2016

These are meeting notes, not minutes. Attendees were Mike Berry, and Karl Ryden. At the last minute Dwight Sale and Jimmy Johnson could not attend due to medical issues, but Dwight did join in by phone for part of the meeting.

The meeting was called following some increased activities on Attorney General filing, where surprisingly some prior years' filings were questioned or noted as not ever filed. In pursuit of that set of issues Mike Berry and Karl Ryden had occasion to inspect the exemption levels as they applied to Branches and noted that we appear to have a handful of Branches that have lost their exemption status. This work highlighted that we do not have a single data file where we can see immediately the year by year filing status of a branch.

Prior to the meeting Mike Berry had circulated a document titled 'May 2016 what-who-how-filing meeting' These notes basically follow the headings of that document.

Branches without exemption

This discussion included Dwight by phone and we determined that some of the problems encountered were related to 'Inactive' and 'Dissolved' status when a Branch 'closes its doors'. Historically we have sometimes answered the 990 N filing question 'Did you cease business in this calendar year' with 'Yes'. However since we expect to re-use the EIN for a new Branch later, we should NOT answer this question 'Yes'. We have no knowledge of exactly what (and when) IRS does with that information, and thus this could be an example of the IRS removing the exempt and when we come to re-use it there is a rejection. A second practice on our part also contributes to the removed exemption problem. In recent years, when completing a 990N Postcard, Mike Berry began to not submit Branches that were inactive. This eventually leads the IRS to remove the exemption for that EIN on the grounds that we were not filing for the any of the last three years. When we come to re-use the EIN, as is our practice, then a rejection occurs. It is agreed that in future we WILL complete postcards for inactive Branches. Since there is no financial data in a postcard filing, this is not a problem. The only financial step is to concur that the receipts were less than \$50k – clearly for an inactive Branch the answer is literally 'NO'.

Finally we observed that we had three current Branches which appeared to be improperly labeled as now 'non-exempt', Branches 55, 164 and 174 and we need to correct that with the IRS. Since Branch 155 is in some doubt as to its future, we do not need to rush. Subsequent to the meeting Karl researched the correspondence from IRS and in truth the letter for Branch 174 simply said a 990N needed to be filed, which Karl did in the Postcard filing he completed. So 174 is no longer an issue, there is nothing to be done. For now this leaves Branch 164. with maybe Branch 55 later. Mike will research the

guidelines on applying for exemption for an individual subordinate and prepare the paperwork for Karl to submit. This research will also cover one more item we discussed, namely that there may be future occasions where we do not have an existing EIN we can re-use, but that we have to apply for a new one.

Action items

- 1. Cease answering YES on question to do with going out of business on 990N (currently Karl)**
- 2. Enter all Branches into 990N process , even the Inactives (currently Karl)**
- 3. Research what is required to re-gain exemption for a single EIN and complete same for Branch 164 and maybe Branch 55 (Mike)**

Paraphrased addition from Mike (not actually discussed in meeting)

I think we had some prior discussion on the need for a file to be maintained showing the status by date of each Branch, some where a cross between the spreadsheet I produced for the exemption review, and the 'history ' file Dwight put together. We need to decide a) is this a requirement and b) how will it be serviced.

Feeding 990 EZ, 990N, A 199 and RRF filing by system produced data

We agreed to keep moving down a path where the filing needs are fed by system produced reports, rather than asking Dwight for what look like 'one off' reports. Here is a summary of the discussion:

1. It would be helpful to reorganize the Quickbooks Chart of Accounts tree so as to show directly where financial numbers on 990EZ, CA 199 and RRF-1 come from. In some cases the person looking at the filed return needs to use a scratchpad to arrive at the answer or a worksheet is attached to the return. It is agreed that slightly changing the subtotalling lines on the monthly/annual P&L will cause no adverse feedback from members. **(Action: Mike and Karl will do for 2017 onwards and implement at the end of 2016)**
2. The TREAS system currently provides canned reports as follows;
 - a. A page per Branch (including Inactives) to support 990 N filing. While Dwight offered to remove all punctuation characters we will leave as is.
 - b. A printed parent RRF-1 return which needs the Treasurer to enter two numbers from Quickbooks. **(Action: Dwight needs to keep abreast of the RRF-1 return exact layout)**
 - c. A line by line subordinate listing to be attached to each year's RRF-1 parent filing. This avoids having to do an RRF-1 for each Branch.
 - d. A report showing Branch totals for Form 28 General section lines (10X and 20X) and the group totals for same.. This is used to support RRF-1 filing, and CA 199 Group filing, but we may still have the error that results in filing a different 'opening balance' number than was shown as

the 'closing number'. (**Action: Dwight will look at whether this check can be automated**)

INSURANCE PRESENTATION
BOARD MEETING JUNE 7, 2016

NOTE: Karl Ryden has a copy of our insurance policy. I would suggest he brings it or copies if he so desires.

One has to understand the insurance industry. It is very cyclical meaning it is very selective in a cold market place and extremely hot in a bull market place. We are currently in a cold market. Insurance premiums are invested. The insurance industry actuaries control the premiums. Currently our insurance has been declined by the majority of the companies it was submitted to. If not declined the premium was twice our current premium. Our last insurance carrier, Travelers, quoted \$60,000 and that is without coverage for fishing. So you see we are fortunate to have our current carrier.

Good news. While our insurance has gone up in some places it has gone down in other areas. I have eliminated Terrorism coverage which has saved us some premium. I have reduced our crime coverage. I have also noted that the charge back on Foreign Liability has been incorrect. We have been charging a flat \$7.00 per member for this coverage. The correct way to charge back is take the premium (\$2774) and divide the number of members traveling out of the USA and that answer will be the cost per member. As an example....\$2774 divided by 100 members would result in a cost of \$27.74 per member. If this is found to be excessive by the travelers we can drop the coverage at a savings of \$2774. I also explored a \$10,000 and \$25,000 deductible but the saving was insignificant.

Bottom line the cost per member is \$2.62 for both expiring and renewing premium.

I hope that I have answered any questions or concerns.

Respectfully submitted,

Angelo Coero, Insurance Chairman

COVERAGE	2015-16	2016-2017	DIFERENCE
PROPERTY	\$155.00	\$155.00	\$-
GENERAL LIABILITY	\$27,901.00	\$27,994.00	\$93.00
CRIME	\$210.00	\$263.00	\$53.00
AUTO NON OWNED	\$236.00	\$236.00	\$-
LIQUOR LIAB.	\$236.00	\$250.00	\$14.00
TOTAL PACKAGE	\$27,901.00	\$28,898.00	\$160.00
UMBRELLA	\$9,598.00	\$9,654.00	\$56.00
D & O	\$1,519.00	\$1,616.00	\$97.00
FOREIGN ****	\$2,774.00	\$2,774.00	\$-
TOTAL ALL LINES	\$41,792.00	\$42,942.00	\$313.00
*** Charged back		\$2,774.00	
NET COVERAGE		\$40,168.00	
BASED ON:	15940 members	15340 Members	
	\$2.62 per mem.	\$2.62 per mem	

2016 Training Outline

1. Training of Branch Officers and selected Chairman will be held in October and November.
2. This will included, Big SIRs, Little SIRs, Treasurers, Secretaries, Nominating Chairs, Membership Chair and for RAMP positions depending on the size of the branch.
 - All Training Sessions will not necessarily be together
 - Experienced Officers from the Branches who are not going to be SMEs,(Subject, Matter Experts) do not have to attend.
 - RAMP Training will be done by the Area Governors and in some cases by SME
3. The State Training Committee will assemble and provide the content.
 - There will be three to five “Train the Trainer” sessions in Sept. and attendance is required.
 - RDs and AGs should strive to have 100% attendance.
 - If a RAMP position has not been assigned by September, then the BIG SIR should appoint a Director from the Branch BEC to fill that position.
4. Expense: Project 2016 taught us a lot and we did a lot at a very low cost per session and we need to do that again.
 - Mark Stuart and Bob Hegle plan to do all of Regions 9 training at their own homes respectively.
 - Start scrambling for free rooms at Relays, Golf Courses where you own them because of the number of SIR who play there weekly. Libraries where the cost can be free or less than \$50 ie: Walnut Creek or Auburn.
 - All RDs will be required to submit a cost estimate by September.
5. Milestones and Schedules: Let Mark give you a detailed Schedule by July 1st.
 - Get the rooms scheduled or reserved now for October and November
 - Start lining up potential SMEs in every Area or Region.
 - Hold a meeting with your Area Governors now and inform them that they should be RAMP experts by September and they should start urging their Branches to have all necessary RAMP positions filled.
 - Start by Reviewing the RAMP videos now and RAMP job Descriptions if you can find them.

Don Dill/Mark Stuart

6/1/16





eLearning

Some Facts
and
Myths

Who is eLearning for?

Adult learners
of **any** age

Is eLearning just about Technology?

NO!
The objective is to impart learning.
Technology is used to aid
the learning process

eLearning courses must be interactive

Not true!
Interactivity that doesn't help learning,
or has no purpose, repels learners

Some vocabulary!

Synchronous (eg a live webinar),
Asynchronous (no live component),
Adult learning (andragogy)

Do we need an (expensive) graphic designer?

The available tools make it easy to design an attractive eLearning course even if you don't know anything about graphic design!

Does eLearning do away with the need for live instructors?

NO!
But the role of the instructor has to change when eLearning is employed

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

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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

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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

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3

General Recommendations

Strategically SIR will:

- > **Recruit**
- > **Retain**
- > **Improve** our leadership
- > **Publicize** SIR
- > **Meet** administrative requirements
- > **Steward** our financial and organizational resources
- > **Train and develop**
- > **Implement** Project 2016

3/30/16 EEBenson

4

General Recommendations

> It is felt that our current organization structure will serve us well in the future

– Area Governor spans to consider driving distances, will range between six and eight branches and average seven branches across SIR

Area Governor emphasis will be on training, coaching, mentoring, transferring information and best practices and fostering area activities

Above all, the organization will be responsive to Branch issues

> Succession planning must be improved at all levels of our organization

3/30/16 EEBenson

5

General Recommendations

> 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

> **State will:**

Invest in technology to reduce meeting costs and make communication more efficient

3/30/16 EEBenson

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General Recommendations

> **G&M will work with RD's, AG's and State Committees and:**

Focus on further developing RAMP with increased emphasis on publicity and leadership

Develop a succession planning template to aid the branches in performing the task

Review all recruiting materials to create alignment with the new mission and valued behaviors

Complete a "generic" SIR video for the website as well as for branches to customize for their own recruiting purposes

Provide publicity templates for branches to modify and distribute to local newspapers

Identify a social media "champion" to improve SIR's name recognition, recruitment and image

Review the 4 Step Process with an eye to better tailoring it to SIR

General Recommendations

InfoSys will:

Redesign the front page of the website to entice prospects to visit a branch

Redesign the Member Information section of the website to facilitate the location of information

Training will:

Develop and conduct training for the Area Governors and Region Directors

Include the topics of leadership and valued behaviors in leadership training

Work closely with G&M to deliver upgraded RAMP training

General Recommendations

Rules Committee will:

Restate and communicate the intent of the absence policy

Review all SIR Rules with an eye toward simplification and elimination

Regions, Areas and branches will:

Work together to fill Area Governor positions

Compile Area Rosters

Assist the branches in carrying RAMP to additional key branch leaders

Implement those SIR best practices that will improve their branches

Next Steps

Schedule Field Meetings – Phil Trapp will coordinate with Region Directors for Ed Benson by April 20

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