



**Sons In Retirement Inc.
Minutes of State Board Meeting
Chez Shari, Manteca Park Golf Club
Tuesday, 1 November, 2016 at 9:30am**



State Board Members

President: Don Dill
Vice President: Jerry Strain
Secretary: Derek Southern
Assistant Secretary: Dick DeVoe
Treasurer: Karl Ryden
Assistant Treasurer: *
Director, Region 1: Bob Roberts
Director, Region 2: Jerry Morrow
Chief Admin Officer: Dean Steichen

Director, Region 3: Vic Mershon
Director, Region 4: George Gorohoff
Director, Region 5: *
Director, Region 6: *
Director, Region 7: *
Director, Region 8: Allan Baxter
Director, Region 9: Mark Stuart
Director, Region 10: *

* = Absent

Invited Participants

Past Presidents: Bobbie Hairston, Dwight Sale
New Region Directors: Jim Brazeil, Ed Suden, Chuck Barrett
Representing Region 6 Director: Ron Saltgaver
New Area Governor: Lee Moy
Rules: Larry Powers
Insurance: Craig Hoffhines
Certificates: Ron Flagel

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), Area Governors Chuck Barrett, and Ron Saltgaver
Secretary Derek Southern verified there was a quorum. Sir Bob Roberts led the Pledge of Allegiance and offered the invocation.

The minutes of the June 7, 2016 meeting were approved as submitted: **M/S/A**
The minutes of the Annual Meeting on August 1 were approved as submitted: **M/S/A**

President's Remarks First, I would like to thank all of you for your support and your commitment to SIR. SIR is the greatest organization we will probably ever be associated with and your contribution is appreciated. Ron Flagel and I will be passing out your certificates of service shortly. But I want to recognize those who serve as Activity and Committee Chairmen, Rules, Insurance, Certificates, Travel, Bowling, Golf, Bocce, and Info Systems and all the essential tasks such as Audits, and let us not forget the Oracle of SIR, Dwight Sale.

My year as President has given me a much deeper understanding of the complexity of our organization, there are no easy fixes. Guiding this ship in a different direction will take the engagement of all SIR at all levels, particularly those at the Branch. I am disappointed about my inability to motivate the Big SIRs of 2015 and 2016 to come forward and volunteer to serve as Area Governors, a position I believe is essential to the survival of SIR.

I am also concerned about our inability to engage our Branches in the implementing of RAMP, an essential piece in turning SIR in the right direction. To those who are going forward with RAMP I salute you; you will build a culture within your Branches that will

provide growth an healthy Branches for years to come.

I am proud of our efforts to gather together all the branches to gain their opinions on what is needed to make them a success: Project 2016. I want to thank the project 2016 committee, and particularly Ed Benson, for their hard work. The two most significant initiatives that came to light are: “Make the Area Governors our Coaches, Trainers and Mentors” which I believe is essential to the success of SIR; and the second initiative is that the State should provide publicity services for the Branches, for print, video and social media. Publicity will take a concerted effort to find marketing experts from within SIR and allow them a free hand to create, implement and get the Branches to utilize their materials.

Financial stability: we are now spending what we are taking in, closer to balancing our budget, thanks to all of you for contributing.

My final comment: hardly a year goes by when there isn't a serious comment from the Branches: “why can't we have a common cause such as a SIR Blood Bank or “support disabled veterans” and our reasons for not changing our rules are well documented. For years now I have found the true service for SIRs is this: We provide the opportunity for senior men to participate in Activities and develop Friends for Life, and we (SIR) Extend our Lives by providing the opportunity to become engaged in service to SIR. Now I know my research is anecdotal, but think about the number of guys you know who live long into their 80's and 90's fully engaged in SIR. How we communicate this cause to our members and guests is up to us.

Extend Your Life, by Finding Friends for Life, join SIR

President Dill demonstrated that a sample of 10 small branches have funds ranging from \$56 up to \$102 per active member. Many of these same branches are losing membership at a rate of 10% or greater per year and doing nothing about it. Yet they could buy every guest a free lunch and recruit actively with the assistance of all their members and never run down their Branch Treasuries. Ten Branches with lots of money and doing nothing about their loss in membership, Regional Directors and Area Governors have to challenge their branches to wake up to the reality that these branches will die rich.

Data for 10 Branches as of 8/1/2016					
	#		\$ per	12 month	membership
	Actives	\$ funds	member	growth	change 12
					month
	103	\$10,478	\$101.73	-12%	-12
	104	\$10,420	\$100.19	-13%	-14
	74	\$7,284	\$98.43	-9%	-7
	87	\$8,327	\$95.71	-14%	-12
	70	\$5,726	\$81.80	-17%	-12
	112	\$8,347	\$74.53	-5%	-6
	76	\$5,092	\$67.00	-12%	-9
	110	\$6,200	\$56.36	7%	8
	103	\$4,977	\$48.32	-4%	-4
	108	\$4,700	\$43.52	-9%	-10
Total or Average	947	\$71,551	\$75.56	-8.8%	-77

Other Remarks

Vice President Jerry Strain commented on a few things he would like to achieve in 2017. He asked all RDs to report before the January Board Meeting the situation with appointing AGs to fill the missing positions: Region 1: 1 missing; R3: 2 missing; R5: 2 missing; R7: 2 missing; R9: 1 missing; R10: 2 missing. He also asked each RD to report to him on 2 things the Board should achieve.

Commenting on the Project 2016 implementation he said the focus should be on completing RAMP training, and each branch should have 1, or preferably 2 RAMP Chairmen (Publicity and Membership for preference). He will aim to have a series of "Fireside Chats" monthly or bi-monthly posted on the website, each one to be 5 minutes or less. He asked RDs how often they met with their AGs, answers ranged from monthly to 3 times a year (from those who responded). He wants to see more Board meetings and suggested experimenting with online video-conferencing meetings between the 4 regular meetings. Since the coming year is the 'Year of the Rooster' we expect to see good things happen!

Secretary Derek Southern noted that many Branches are slow at sending in Form 27, or not submitting the form at all. When asked they say they have sent it to the RD (and or AG): they think their RD/AG forwards it to SirStateForm27@gmail.com. Unfortunately that doesn't happen. Please check that the distribution list includes the State gmail address!

However we should set a better example ourselves! For example, the Agenda for this meeting includes a request to submit your Regional report to the President and Secretary before the Board meeting – but only 4 were received.

Assistant Secretary Dick DeVoe reminded the Board of the 3 duties of his job.

- 1; Corporate fees paid to CA: this is required every two years.
2. Branch dissolutions: one has passed through the Attorney General's office but 5 more are still waiting for review
3. Badges: only for members new to their role. They have been ordered, but have not yet been delivered. A member in his second year (or more) in the same role does not get another badge.

Assistant Treasurer Jimmie Johnson has health issues and was unable to attend. Both President Dill and Treasurer Ryden spoke positively of his diligence in getting into issues and resolving them.

Treasurer Karl Ryden reported on the financial health of the organization. He explained we have \$25K in our checking account and \$60K in our Money Market (MM) account which sounds healthy. But another insurance payment is due (\$6K) and the RD budgets still have \$17K unspent, leaving potentially only \$2K in the bank, so we may have to move some money out of the MM account, depending on how the bills come in. Income from assessments was very accurately forecasted, the error being equivalent to payments for just 2 members! Expenses are forecast to be 7% over income by year end. We ordered SIR hats and they are now available to be ordered by branches, cost is \$10 each.

New Officers: The new officers for 2017 were sworn in by President Don Dill, and he awarded Certificates of Appreciation to Board members. President Dill was awarded a well earned Certificate of Appreciation from the Board of Directors for his work in 2016.

2017 Annual Meeting Planning: Incoming Vice President Southern announced the meeting would be held at the Elks Lodge in Sacramento (**6446 Riverside Boulevard, Sacramento, CA 95831**), the same venue as last year but with extra food at lunch. The meeting date will be Monday August 7 and proceedings begin at 10:00 am.

Reviews from the Regions: see appendix for the full reports

A few branches report major membership changes because they cleared the roster of members who had died or moved away. Clearing the roster is best done regularly, not just once every few years. Do all branches check on members who have missed several lunch meetings? Are they sick, or what?

Some branches put 'snow birds' into Inactive status while they are away, then they put them back into Active status when they return. Most branches prefer to let members stay Active while they are away by using excused absence.

Another recurring problem is when branches nominate Secretaries who can't use Word and Treasurers who can't use Excel. Nominating Committees are expected to check computer capabilities of all nominees.

Treasurer Ryden reminded RDs that merged branches need to send him their financial records for 3 years.

2016 Training Director Mark Stuart reminded Board members that they have the responsibility for arranging training in their Region, when it's done and how it's done. He stated that he would send an email to each of them with the dates and places where training has been arranged. The training material is all available on the State website, and contains specifics on topics like budgeting – many branches do not have a budget. The 2017 Leader's Guide is also on the web, and a copy of the Branch Schedule of Operation is also there.

Form 28 has been updated, so if a Treasurer doesn't use Excel he should get assistance from a member of his branch who is adept in Excel. There was some confusion about continuing to use the old version of F28 but that will not be allowed. **All F28 submissions for January 2017 and later MUST be via the new form.**

Ron Saltgaver presented a copy of the new F28 and compared it to the previous version. The new version opens to a set-page with months along the bottom. Click the month being reported and the data goes right to where it belongs. To see a previous month's report just click on the month. The older version has some instructions which need to be replaced. Treasurers who don't have Excel competence are advised to find a 'Publisher' to assist with the Excel file.

We have learnt this year that we must start finding trainers earlier, some of them believe they know it all but things change (eg Form 28 and RAMP) so they need to attend.

2017 Training: Incoming President Strain has appointed Past President Bob Hairston to be the 2017 Training Director. He discussed his overall plan, with sessions for new and current RDs and AGs in October and February. Only 2 days of training will be offered, one in each month. If you miss the first session you will have to attend the second session. For Branch Officers two days of training will be offered, with 2 overflow days. Two days for training the trainers will also be offered. He complimented the 2016 committee on producing so much material, but Lesson Plans are needed as there is too much material available. The cost of training RDs/AGs should be borne by the Regional budgets, and Branches should pay the costs of Officer Training. Past President Sale suggested assessing the Branch for the training, it's easier to collect through regular channels. We've been giving it away, so making a branch pay may improve the attendance. Trainers must be computer literate, at least one was not in this year's training. Treasurer Ryden said he would provide an extended budget to show when the Money Market funds would be exhausted without an increase in assessments.

Branches see the assessment plus any extras so should know.

The training committee has used Dropbox to share common files and suggests that branches do the same.

Rule Changes: Chairman Larry Powers announced he was stepping down and handing over to Dick DeVoe who has been appointed Chairman by incoming President Strain..

Bylaw 225; Long discussion about needed changes due to new position of Chief Administration Officer and the need to take details out of a bylaw and put them into a rule. Motion to rewrite the bylaw and review the rewritten bylaw at the January Board meeting. **M/P/A**

A job description for the new role will be written and submitted at the January meeting. Bocce was mentioned as an activity deserving a Standing Committee.

Rule 850: President Dell commented that SIR happenings should not come under INFOSYS, he sees the need for journalists to create better content and less for computer specialists. He would see Happenings reporting to the President rather than to INFOSYS or G&M. Motion to accept the rule **M/P/A**

Rule 24: After a short discussion a motion was made to accept the rule as amended **M/P/A**

Rules concerning Short Trips:

Rule 350: Delete the check list, the information is duplicated.

Rule 351: no change

Rule 352: Also delete the check list

The Travel and Insurance committees have agreed how to work together

Motion was proposed to cover all three rules: **M/P/A**

Travel Chairman Bob Spellman passed around a handout which explained the role of Chairman. He stated he was stepping down from the position after 14 years with travel involvement. His committee puts out a monthly email to branch travel chairs so they can share arrangements with other branches. There are 78 listed travel chairman in branches, but not all of them are necessarily active. We do business with 16 vendors and 5 bus companies and part of his job is to ensure insurance certificates are valid. Historically, the number of trips (over 4 days) has been 86 (2014), 119 (2015), 66 (2016) and only 14 so far for 2017.

An AG in Region 7 meets monthly with his branches, and branches rotate the leadership of the group – the only Area that does this. Jerry Strain reported that Craig Hoffhines, an insurance committee member has volunteered to take over the travel insurance, thus relieving the Travel Chair of a lot of work.

Don Dill commented on the insurance for international travel trips that are SIR approved. After much discussion, the motion was made to have travelers pay the full amount of the insurance, estimated at \$27. **M/P/A** (1 NO, 1 Abstention)

INFOSYS: Chief Administration Officer Dean Steichen noted that the loss of Walt Schick and John Scarpellos leaves 2 big holes to fill. Also we had a problem recovering information from their computers, in fact we could not recover any of Walt's files. As a result of those problems Dean has written up a policy covering backups. In fact all of us should be backing up important data, as well as sharing passwords to access the computer.

Dick DeVoe has performed a thorough review of the website and changes have been made based on his recommendations, and more will be made as needed. The 'safety

first' challenge has been removed, but sensitive data is still password protected. Access to the database is protected by a different password and ID. The recent INFOSYS meeting discussed the need for someone to review all website postings. The committee recommended that a chairman of a group, or one of the Officers, should be the best person to monitor content. Dean stated he doesn't just post anything from anyone unless he is satisfied. Alan Baker manages all the websites as requested. He has created 24 sites for branches without the skills to create their own. SIRinc has a Facebook account but it only has about 20 friends. Robert Credit from the G&M committee runs our account.

We still use an Access database but no work is being done on remote access at this time.

Dean said he reviewed branch newsletters and has followed up with several of the best examples. Unfortunately nobody volunteered to take on any of the roles needed to create and distribute Happenings.

Old Business: President Dill discussed the progress of the new Branch 55. They do not yet have enough members to apply for their Charter but the leaders are optimistic and determined to be successful. The branch is not far from a branch that is weak. The older branch is blue collar and their main activity is bowling. The new branch is white collar, country club! The old branch was against the new branch! To create a bank account the new branch needs an EIN, the Board made a motion to authorize Treasurer Ryden to apply for an EIN number. **M/S/A**

RAMP report from Ed Benson: He was unable to return from Hawaii for this meeting so he graciously gave up his allocated time and his written report was circulated before the meeting. There were no questions raised from this report.

New Business:

1. The 2017 Annual meeting will be held at the Elks Lodge #6 (6446 Riverside Blvd, Sacramento, website: <http://elks6.com/index.htm>) at 10am, August 8th, 2017
2. Board meetings for 2017:
The next Board meeting will be held on **Tuesday January 31 at Chardonnay Golf Club, 2555 Jameson Canyon Rd, American Canyon, CA 94503** Phone: (707) 257-1900. The meeting starts at 9:30 am

The remaining Board meetings for 2017 will be held as follows:

Wednesday April 5 at Manteca (Chez Shari)

Tuesday June 6 at Manteca (Chez Shari)

Tuesday Nov 8 at Chardonnay Golf Club

3. Secretary Derek Southern suggested that we break the Annual Meeting into two parts, legal and motivational. The motivation part would be held early in the year, the legal portion, with voting by proxy, later in the year. He agreed to write up his proposal and distribute it before the January meeting so the Board can fully understand what is being proposed.
4. Mark Stuart proposed that the SIR organization be slimmed down by eliminating an organizational layer. The Board agreed to review a written presentation at the January Board meeting. Incoming President Strain suggested the report should propose solutions and show what you are going to do. Also explain who is going to revise all the rules and manuals, and where are the necessary funds coming from?
5. Mark Stuart then explained what he meant when he says 'Implement RAMP at the

State level. We are not recruiting AGs but e are losing RDs and AGs? We teach the branches about Recruitment and Retention, so we need to practice what we preach. President Dill said he had asked all the AGs for an honest answer but only got 1 response. Would it be better to have the President and Vice President work with RD's to fill all the empty AG positions?.

6. Mark Stuart proposed video-conferencing to make more frequent Board meetings possible. The mood of the meeting was "let's get it started". How do we get started? Sirs Strain, Southern, and Stuart were seen as the proponents and should make it happen. If a Board member does not have a suitable computer, or needs training on the favored program (GoTo Meetings), they can meet at a member's house to learn from someone who has, and knows how to use, video-conferencing equipment. The feeling was that a video-conferencing meeting held between regular Board meetings would be a good start.
7. Dick DeVoe proposed an exception to Rule 785 to enable Jim Filippo to serve a 5th year as RD. A motion was proposed and passed. **M/S/A**
8. Dick DeVoe noted that the Incoming President is elected in August but doesn't have authority to do anything 'Presidential'. If he assumed the duties right after being elected he would have more chance of getting things done earlier, it would help minimize the 'Lame Duck' period for the outgoing President. Please think about it before the next meeting.
9. Dick DeVoe then brought up the availability of the Sir Leaders Guide. He suggested we should print at least 200 copies for Big Sirs, Little Sirs, RDs and AGs at a price of \$0.96 each delivered online for a total of around \$200.. The price came from Jerry Strain who showed his branch's roster which had about the same number of pages printed for next year.

The meeting was adjourned at 2:57pm by President Don Dill.

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