

Minutes of State Board Meeting Sons In Retirement Inc.

Chez Shari Manteca Golf Club 305 N. Union Road Manteca, California 95336



Wednesday, April 5, 2017 at 9:30am

State Board Members

President: Jerry Strain Director, Region 2: Jerry Morrow Vice President: Derek Southern Director, Region 3: Vic Mershon * Director, Region 4: Ed Suden Secretary: Ron Flagel Assistant Secretary: Dick DeVoe Director, Region 5: Vacant Treasurer: Karl Ryden Director, Region 6: Ed Benson * Assistant Treasurer: Jimmie Johnson * Director, Region 7: Patrick Misener Chief Admin Officer: Dean Steichen Director, Region 8: B. Alan Baxter Director, Region 9: Mark Stuart * Director, Region 1: Vacant Director, Region 10: James Filippo *

Invited Participants

Past Presidents: Bobbie Hairston & Don Dill Rules: Dick DeVoe State Advisor, Parliamentarian: Dwight Sale * Training: Dean Steichen Travel: Bob Spellman * Bowling: Jerry Sabo Insurance: Angelo Coero Bocce: Jack Mevlink * Media: Lou Figone *

Golf: Bill Wilhelm * Jim Ulam – Branch 59 – Region 8 (for Ed Benson) Nominating: Don Dill

Invited Area Governors

Bob Hegle – Area 33 – Region 9 (for Mark Stuart) Giorgio Dina - Area 15 Governor - Region 9

Call to Order

President Jerry Strain called the meeting to order at 9:30 am and welcomed Board Members and invited guests including Past Presidents (Donald Dill & Bobbie Hairston).

Secretary Ron Flagel verified there was a quorum present.

The January Mtg. & February Special Meeting minutes were approved as posted. M/S/P Assistant Secretary Dick DeVoe led the Pledge of Allegiance and gave the Invocation.

President's remarks

President Jerry Strain announced that the implementation of the new 5 Regional Director organization will begin this month. There will be two kickoff meetings held for all Regional Directors and Area Governors. One meeting will be held at The Villages in San Jose on April 19th from 9:30 – 12:30. The other meeting will be held at Raley's Shopping center in El Dorado Hills on April 26th from 9:30 – 12:30.

Jerry also reported on some committee changes as follows. Dean Steichen has replaced Bobbie Hairston as the Training Committee Chairman. Bob Spellman, who retired from the position of Travel Chairman last year, has been acting in that capacity since that time. Bob was hospitalized and was just recently released. Jerry put out a call to all Branch & Area Travel Chairmen and received one call back. He intends to follow up with that member shortly. Angelo Coero suggested any new replacement be in contact with the new Insurance Chairman since they will be sharing some functions. Jerry requested that he be contacted with any other candidates that we may be aware of.

^{*} Absent

President's remarks (Continued)

Insurance Chairman Angelo Coero is stepping down and current committee member Craig Hoffhines will become the replacement.

Jerry also commented on the general tone of dissension and hostility in our board meetings. Most of us joined & got involved in SIR for a more positive experience. It is his hope that we may capture that again.

Treasurers remarks & report

Treasurer Karl Ryden commented that the monthly financials were distributed to the board and are available on the website. He has received questions about the assessment increase and will answer them. But he did make note that the answers are on the website as well.

Karl pointed out that the revenue reported includes the assessment increase and with the assessment collection we should not have to go to the Money Market for operational help.

This is a busy time of year for him with State & Federal tax reporting. In addition, Karl explained that Dwight Sale & he have had a meeting with the California State Attorney General office regarding our exempt status. The result of the meeting was a recommendation that we change from a Public Benefit corporation to a Mutual Benefit corporation. The main requirement is that we must not receive any money from outside concerns for the running of SIR inc. or its branch corporations. The change will require much effort up front, but a lot less work on a year to year basis.

Don Dill asked if the change would affect branch's ability to get special treatment from banks. Karl confirmed that this change will not affect banking, because the EIN numbers of the branches are not affected. Karl also clarified that this change does not affect our Federal 401(c)(4) status. That is another issue that may be addressed later. Karl clarified what was carried over from last year and what was new for this year in the training budget.

Insurance Committee report

Chairman Angelo Coero described a recent incident that points out the importance of having insurance. At one branch luncheon last month twelve members received food poisoning resulting in one hospitalization, one death, and eight severe food poisoning cases. As it turned out, the caterer was a SIR member and the effected victims were SIR members. And since you cannot sue yourself, there was no liability. In this case it took a week for the affected party to notify Angelo & he emphasized that he should be notified immediately so that he can properly engage the insurance carrier. For example, had there been guests in attendance and they were affected we could have been sued to the tune of 6 - 7 figures (\$\$). On the guestion of waivers, he said that waivers do not hold up in court.

Many other insurance related questions and discussions took place. Angelo noted that many insurance questions can be answered by simply going to the SIR Leaders Guide. He stressed the importance of directing questions outside the scope of the handbook to him or his replacement Greg. Not doing so causes a lot of extra work and sometimes adds confusion.

A related discussion took place regarding the Leaders Guide being on the web & not being printed in a book form as in the past. President Jerry stated that he had requested it be printed this year at the least for the R/D's & A/G's. Other opinions were expressed as well. No specific action was specified.

<u>President Strain</u> took the time to present Angelo a certificate of appreciation for his service to SIRinc as Insurance Committee Chairman from 2012 – 2017.

Nominating Committee Report:

Chairman Don Dill listed committee members as being Bobbie Hairston, Bob Mannell, Ex-officeo Derek Southern, and Advisor Dwight Sale. The plan is to have a recommended slate of officers to submit to President Strain no later then June1st. The list will include the recommended slate of officers, as well as the other applicants seeking election. As of now there are two candidates for Vice President, one candidate for Chief Administrative Officer, one for Assistant Treasurer. Interviews will take place in early May most likely at Manteca GC. The committee has had a front page spot on the web site (We Need You), but it has not provided any response to date. Don asked that the President aid the committee by requesting the R/D's to seek qualified candidates in their region for the remaining open offices.

Nominating Committee Report (Continued)

Those offices not yet applied for are Secretary, Assistant Secretary, & Treasurer.

Chairman Dill noted that Bobbie Hairston has submitted a form 43 application for the office of President for 2018. Also, Don pointed out that Jerry Morrow (candidate for Vice President) has stepped down from the committee, and Bobbie also will step down. They both feel it would be a conflict of interest. Current Vice President Derek Southern will also no longer be on the committee for the same reason. President Jerry pointed out that we need to take another look at the qualifications of those serving on the committee.

A <u>Nominating Committee recommendation</u> discussion followed in regards to the pros & cons of members of the nominating committee remaining on the committee while at the same time running for an office. The discussion ended with the decision being left up to the committee chairman Don Dill. Don indicated that he will most likely find replacements for those individuals that removed themselves.

A <u>Ballot and voting process</u> discussion took place. Assistant Secretary Dick DeVoe expressed his understanding that all candidates for each office will be on the ballot. A long discussion ensued attempting to interpret the intent of rules governing the ballot & voting process of State officers. It was ultimately concluded that the intent of the rules is that the nominating committee pick the best candidate in their opinion. Their pick, along with the other candidates & their qualifying office, will be distributed to all qualified voters 30 days prior to the election. The ballot will contain the nominating committee choice and a space for a write in candidate. Nominations from the floor will be added to that space. (Ref rules 767, 769,770, 772, 773).

G & M Committee Report:

Jim Ulam (reporting for Ed Benson) noted that the Ramp tool kit has been updated. The Tool kit has been sent as an attachment to Big Sirs and has been posted on the SIR website.

INFOSYS Committee Report: (Detailed report attached)

Dean Steichen reported on several items as follows:

- Semi-annual meeting was held Feb 4, 2017.
- The Data Security document is still in the works. Will be distributed shortly.
- Committee membership; still looking for SIR HAPPENINGS help.
- Website sub committee has added a SIR Facebook link. Other links added are the Presidents Video, "A Few Good Men Needed", a listing of all Job Descriptions, and the Ramp Toolkit 2017.
- Dean encouraged all to get involved with the use of Facebook.
- Robert Kredit has processed 90 questions from visitors to the SIR website
- Contact with Microsoft Partners for the purpose of obtaining MS Office 365 has failed.

Karl Ryden requested the status of the updates to Form 15 and Form 51. Dean explained that the Software has been purchased and the updates will follow soon.

<u>Training Committee Report:</u> (Detailed report attached)

Dean Steichen outlined the general plan for training in 2017 for 2018 officers.

- Two RD/AG training sessions geographically separate. September / October time frame.
- Five regional training sessions for Branch Officers & RAMP chairmen.
- Regional Directors to do the Regional Training session logistics.
- Regional Directors to invite & encourage branch member participation & attendance.
- Dean to recruit committee members and trainers.
- Committee to organize the material and presentations.
- "Go to Meeting" software has been obtained and is in use by many.

Dean responded to a question on RAMP training. He clarified that there will be breakout sessions for RAMP chairmen. Each function will have its own breakout session.

One key element of this training will be to make sure that all involved will know what tools are available, where to get those tools, and how to use them.

Some discussion occurred in regards to the complexity of the RAMP tool kit solution. Dean's intent is to provide the basics. There is not enough time to go to the depth of that provided in the toolkit.

Bowling Committee Report:

Jerry Sabo reminded us all that the SIR website contains most everything that you may want to know. He confirmed that the issue of what average is to be used at the bowling tournaments. There has been two averages in question, the USBC standard composite average or the tournament average based on 18 games or more. The decision of which average is to be used in a given tournament will be up to the tournament manager.

Regional Director's Reports:

<u>Region 6</u>: Jim Ulam reported for Ed Benson. The year started off with the loss of 39 members. There were several causes for this loss. Some of the loss can be attributed to a change in venue and from a roster cleanup due to changing to dues collection. (Full report attached).

Region 4: Ed Suden met with eight branches with the purpose of discussing with them what there commitment level was to continuing as a branch. Two of the eight were pretty much gung-ho to committing to growth, while the other six were just somewhat committed to pressing on. Branch 149 is the bright spot in the Region with 247 members.

Bobbie Hairston shared information and passed around a sample folder that was given to each member of his branch. It contained quality brochures & publicity information.

Derek Southern presented the license plate holders. He announced that they could be purchased from him today for \$2.00.

Region 7 & 5: Pat Misener announced that in addition to Region 7, he now has Region 5 as well. Region 7 has 19 branches with 1879 members. The region has lost 88 over the past year. Region 5 has 9 branches (2 Areas). This region has lost 30 members over the past year. Pat explained that he now has a Area Governor who will be overseeing all 9 branches. Pat has asked all of his branches to put together Goals & Action Plans for this year. There is RD & AG training scheduled for April 19th. Branch & RAMP training is scheduled for April 29th. His new Region goes from San Francisco down to Hollister.

<u>Region 8</u>: Alan Baxter summarized that membership loss is mainly due to housekeeping issues. He explained that some branches are setting up booths at county fairs for recruiting. Area 22 seems to be in good shape.

Region 9: Bob Hegle reported for Mark Stuart. Bob noted that the Region is slightly up for this year so far. RAMP training and implementation is in process. Finances for the region look good. Bob introduced the new Area Governor Giorgio Dina. (Full Report attached)

Region 2: Jerry Morrow reviewed status of the Region which has 2 Areas. He pointed out that Branch 137 will be merging with Placerville Branch 70. Many branches are doing well holding their own or adding some members. The Sonora Branch 136 may be splitting due to the facility size restrictions. Jerry expressed appreciation for the two Area Governors that he has. They are working together and doing an outstanding job. (Full Report attached)

Region 10: Jim Fillipo was absent. (Full Report Attached).

Old Business:

President Jerry Strain declared that the next order of business is to address the February Special Meeting actions. What is needed at this point is to pass the rules required to carry out those actions passed at that February meeting.

Rules & Bylaw Committee Action:

Rule & Bylaw changes resulting from Board Approval at the February Special Meeting. (APPENDIX A) Rules Committee Chairman Dick DeVoe began an overview and rationale for the Rules & Bylaw changes by passing out a chart. The chart showed the re-assignment of Regional Directors & realignment of Areas resulting from the change from 10 Regions to 5 Regions.

Rules & Bylaw Committee Action: (Continued)

Questions and concerns about the nature of the implementation & timing were raised from the attendees. Dick then discussed the reasons for the early implementation of the reorganization. He explained that the reason for doing it, sooner than later, was that the organization as it stands today has many vacant leadership positions. There are two Regions with no Director and 9 or 10 areas with no Governor. That results in 48 branches with no A/G, including 16 Branches with no A/G or R/D. That situation has resulted in a failure in our Branch Training efforts. Dick then enumerated the results of that failure. With implantation of the new organization, these vacancies will immediately be reduced to no R/D vacancies and only 4 A/G vacancies.

Dick reviewed the new Region & Area listing and discussed the disposition of the current R/D's and A/G's. The intent will be that they finish this year in those roles & a normal election will be held by all Regions & Area's for filling those offices for 2018. The displaced R/D's would continue as Board members and R/D's at-large through 2017, supporting the new Regions/Areas in filling vacantArea positions and other projects.

More discussion took place considering some questions & concerns by board members. Derek Southern pointed out that the last major restructuring occurred in 1997 when we had close to 30,000 members. Other concerns regarding the timing and implementation were discussed. Selection and disposition of R/D and A/G personnel were considered.

The consensus implementation plan is as follows:

- A letter by the President be sent out to all branches before May 1st.
- The meetings with R/D's & A/G's be held as previously covered in these minutes.
- A new roster distributed with R/D, A/G, and branch assignments on or about May 1st.

•

Next, it was decided to continue with the consideration & voting of the Rules & Bylaws. (APPENDIX A)

- Rule 130.1 added development of succession planning at the branch level. M/S/P
- Rule 796 changed to allow an A/G candidate from outside one Area to fill a vacancy. M/S/P
- Rule 790.1 is no longer applicable and is eliminated. M/S/P
- Rule 784 changed to allow an R/D candidate from outside a Region to fill a vacancy. M/S/P
- Rule 767 changed to add succession planning for State Officer positions. M/S/P
- Rule 787 added to develop succession planning for Regional Director positions. M/S/P
- Rule 802 added to develop succession planning at the Area level. M/S/P
- Rule 896 changed to include & mandate an "Area support Team". M/S/discussion
 During discussion a motion was made to change wording from "shall" to "may". M/S/Failed
 Then a vote was taken to approve the <u>original rule change</u>. Failed
- Rule 780 revised to reflect the Regional Director change from 10 to 5 R/D's. Rule change was amended to correct Region 3 Areas, should read "Areas 56, 57, 58, 59".
- Bylaw Section 141 revised to eliminate the number of Regional Directors required. <u>M/S/P</u>
 Will be submitted for approval at the Annual Meeting.
- Rule 24f revised to allow the Big Sir to recommend the HLM certificate presenter. M/S/P
- Rule 26a revised to allow the Big Sir to choose the presenter of age related Certificates. M/S/P

Other Old Business:

Vice President Derek Southern reviewed his proposal from the January State meeting of dividing the Annual Meeting into two meetings. That proposal was discussed again which had to do with having an "Action Meeting" early in the year and a Business meeting late in the year. We were reminded that at the January meeting a motion was passed; "That we have a special meeting annually and early in the year for newly elected Big Sirs and A/G's."

Adjournment: President Jerry Strain adjourned the meeting April 5, 2017 at 2:35 pm

Respectfully submitted, Secretary Ron Flagel April18, 2017 Modified April 21, 2017

The next Board Meeting will be Tuesday June 6 at Chez Shari Manteca GC, Manteca CA.

Attachments:

Appendix A
INFOSYS Committee report
Training Committee report
Nominating Committee report
Region #2 Report
Region #6 Report
Region #9 Report
Region #10 Report

APPENDIX A

RULE/BYLAW REVISIONS/ADDITIONS RESULTING FROM BOARD APPROVAL OF RECOMMENDATIONS 2/11/17

Rules 130.1, 796, 790.1, 784, 767, 787, 802, 896, 780, 24f and Bylaws Section 141 (Text in italics; rule/bylaw in regular. New rule/bylaw in bold, as is added wording within a rule/ bylaw. Eliminated wording in strikethrough.)

RECOMMENDATION 1. Make changes in leadership selection and in a culture change regarding volunteerism at both the branch and State levels. Approved by Board.

RECOMMENDATION 2. Develop a new policy for identifying, recruiting, and selecting Successor AG's- including expanding the role of the State Nominating Committee.

Approved by Board.

RECOMMENDATION 3. Expand the role of the State Nominating Committee to include succession planning by developing succession candidate lists for State Board, Regional Director, and Area Governor positions. Approved by Board.

[These three recommendations are addressed collectively below.]

Branch Nominating Committee- Current Rules 130 and 131 summarize the process for selection and appointment of those committee members; their duty to propose a slate of Branch Officers to serve the next year; and a duty to propose an AG candidate for the BEC to nominate for the next year. New Rule 130.1 adds the duty of succession planning for Branch Officers as well as for the AG position. This change focuses on the need to continually evaluate members for leadership positions by developing and maintaining succession candidate lists.

RULE 130.1 The Nominating Committee shall develop and maintain a succession planning list for Branch Officer positions and the Area Governor position. (New 4/5/17)

Area Governor Election- Rule 796 specifies that the Area Election Committee- comprised of Big Sirs and Little Sirs from each branch of an Area- elects its AG from the candidates nominated by the various Branch Executive Committees. The rule is expanded as follows:

- (1) New wording clarifies that the AG qualifications are stated in Rule 155.
- (2) New wording allows an AG to serve from another Area, expanding the pool of qualified candidates- especially when an Election Committee fails to find a proper candidate from within its own Area. Example: An otherwise qualified leader in a branch located just outside the assigned Area would now be eligible. The Board at its 2/11/17 meeting concurred in this addition.
- (3) New wording is added for those serious situations in which the Election Committee fails to elect an AG. The President and the State Nominating Committee then become involved, by collaborating with the RD to nominate an AG to the Election Committee (See also revised Rules 767 and 802 below):

RULE 796. The Election Committee shall elect an Area Governor from the candidates nominated by the various Branch Executive Committees. A candidate shall meet the qualifications stated in Rule 155, and may be from a branch outside the assigned Area. If no Area Governor is elected, the President in collaboration with the State Nominating Committee and Regional Director shall nominate an Area Governor for approval by the Election Committee. (Revised 4/5/17)

With the approval of revised Rule 796, Rule 790.1 is no longer applicable and is eliminated:

RULE 790.1 The office of an Area Governor elected to serve on or after January 1, 1996, shall be vacated upon his transfer to a Branch in an Area other than the one in which he was elected and the vacancy shall be filled at the earliest possible date in an election conducted as provided in Rules 794 and following. (Revised 9/25/01) (Deleted 4/5/17)

Regional Director Election- Just as the proposed Rule 796 addition states that an AG candidate may be from a branch outside the assigned Area, new wording in Rule 794 allows an RD to serve from another Region to expand the pool of qualified RD candidates.

RULE 784. A candidate for the office of Regional Director must be willing to serve and must be a past or present Area Governor, or must have held or is holding the office of Big Sir, Little Sir, Secretary or Treasurer of a Branch in that Region, singly or in combination, for at least two years at the time he assumes the office. A past or present Area Governor is the preferred qualification. A candidate may be from a branch outside the assigned Region. If no Regional Director is elected, the President in collaboration with the State Nominating Committee and incumbent Regional Director if any shall nominate a Regional Director for approval by the Area Governors in that Region. The Office of a Regional Director shall be vacated upon his transfer to a Branch in a Region other than the one in which he was elected and the vacancy shall be filled at the earliest possible date in an election conducted as provided in Rules 781 and following. (Revised 9/13/05) (4/5/17)

State Nominating Committee- Rule 767 specifies that this committee selects nominees for State Offices, except AG's and RD's. This proposal adds the following duties:

- (1) succession planning in order to continually evaluate members for State leadership positions by developing and maintaining succession candidate lists.
- (2) collaboration with RD's and AG's to ensure they are maintaining succession candidate lists for their own positions. See also New Rules 787 and 802 that establish these duties for RD's and AG's.

RULE 767. It shall be the duty of the Nominating Committee to:

• select from the members of the Sons In Retirement, Incorporated, and its Branches nominees for election to state offices, other than the Regional Directors and Area Governors to serve

- during the calendar year next following the year in which they are elected and until their successors have been elected and installed.
- develop succession candidate lists for State Board positions except Regional Directors and Area Governors.
- develop or ensure development of succession candidate lists for Regional Director and Area Governor positions, working with Area Governors and Regional Directors. (Revised 4/5/17)

RULE 787. It shall be the duty of the Regional Director to develop a succession candidate list for his position, in collaboration with his Area Governors. (New 4/5/17)

RULE 802. It shall be the duty of the Area Governor to develop a succession candidate list for his position, in collaboration with his Big Sirs. (New 4/5/17)

RECOMMENDATION 6- Create 19 geographically clustered Area, each headed by an Area Governor. Approved by Board.

[See Rule 780 under Recommendation 8.]

RECOMMENDATION 7. Revise the Area Governor position in order to make the recommended organization work effectively and efficiently. Approved 2/11/17. Area Governor and Regional Director Job Descriptions- Newly revised AG and RD job descriptions reflect significant changes to their duties.

Area Support Team- Wording is added to Rule 896 which provides for an Area Support Team to assist and support the AG in carrying out his duties and responsibilities with his branches.

RULE 896. The Area Governor shall recruit an Area Support Team comprised of members with knowledge in Branch officer, RAMP, and Nominating Committee roles to assist branches in his Area. He may appoint an Area Chairman for any activity such as Travel, Speakers Exchange, Golf, Bowling, etc, as may be deemed appropriate to facilitate the conduct of SIR activities beyond the Branch level. (Revised 6/8/10) (4/5/17)

RECOMMENDATION 8. Cluster the 19 new Areas into five Regions with three or four AG's reporting to each RD, and with each RD being a State Board member.

Approved by Board.

[Recommendations 6 and 8 are addressed collectively below under revised Rule 780. In addition, Bylaws Section 141 is revised to reflect changes in number of RD's for the future.]

RULE 780. The territory within the geographic boundaries of Sons In Retirement, Incorporated, shall consist of the following Regions:

Region No. 1	Areas 50,51,52	12, and 26 (Revised 9/25/07)
Region No. 2	Areas 54,55,67,68	19, and 27 (Revised 1/13/15)
Region No. 3	Areas 60,61,62,63	3, 9, and 31 (Revised 1/13/15)
Region No. 4	Areas 60,61,62,63	17, 18 and 32
Region No. 5	Areas 53,64,65,66	1 and 16

Region No. 6Areas 2, 7, 8 and 24
Region No. 7Areas 5,10, 20 and 21
Region No. 8Areas 22 and 29 (Revised 1/13/15)
Region No. 9Areas 15 and 33 (Revised 11/14/06)
Region No. 10Areas 6, 13 and 25 (New 4/15/03)
(Revised 11/13/07)(1/13/15) (4/5/17)

BYLAWS SECTION 141. The President, Vice President, Chief Administrative Officer, State Secretary, State Treasurer, Assistant State Secretary, Assistant State Treasurer, and **all** -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 1/1/17) (8/8/17 effective 8/8/17)

RECOMMENDATION 12. Transfer the presentation of Honorary Life Member (HLM) awards from the President or his designee to Branch Big Sirs. Not approved by Board. During the discussion, it was stated that the Big Sir already can request someone else to do the HLM presentation if he would like. However, there is nothing in the Rules or in the HLM application that states a Big Sir has that option- nor is there general knowledge that the option exists.

Additional wording in Rule 24f clarifies this. Of course, the ultimate decision continues to rest with the President.

RULE 24f. When an HLM is conferred upon a Branch member, he shall be presented with an appropriate certificate, provided by the State Board, which sets forth the facts on which the honor has been bestowed. The President, or present or past State Officer designated by the President shall present this certificate, although the Big Sir may recommend a person that meets these qualifications to the President. The Branch shall provide the member with an official lapel pin indicating he is a recipient of the honor and the certificate shall be appropriately matted and framed. (4/5/17)

RECOMMENDATION 13. Transfer responsibility for presentation of age-related service awards to Big Sirs. Approved by Board.

RULE 26a. Senior, Super Senior and Century SIR Certificates. SIR active members upon attaining the age of 90 are entitled to be awarded the Senior Sir Certificate; upon attaining the age of 95 are entitled to be awarded the Super Senior Sir Certificate; and upon attaining the age of 100 are entitled to be awarded the Century Sir Certificate. The Big Sir of the Branch must submit a Form 6 - Senior Certificate Order Form - directly to the State Certificates Chairman for processing. The Certificate will be sent back to the Big Sir for framing. The Big Sir or his designee shall present the award. should present the Senior Certificate, contact the Area Governor for presentation of the Super Senior Certificate, and the Regional Director for presentation of the Century Certificate. The awards shall be presented at a suitable SIR function or regular monthly luncheon. (Revised 6/10/08) (6/7/11) (6/3/14) (4/5/17)

INFOSYS Committee

April 5, 2017 Report

INFOSYS Committee

The semi-annual Committee meeting was held Feb. 4th, 2017, at the Steichen residence. It was a very productive meeting with a detailed discussion of status of all sub-committees, challenges and issues.

The Data Security Strategy document distribution has been delayed but will be sent to all State Officers and Branch Officers when resources are available.

Membership

Committee membership has not changed since our last report in January, 2017. We are still looking for someone to help with the SIR HAPPENINGS. We are promoting the use of the SIR FACEBOOK page as an alternative to publishing the SIR HAPPENINGS. All INFOSYS members have been asked to look for back-up persons.

Web Site Committee

Routine updates to State Roster, SIR Manual, State Meetings, Membership Statistics, Branch Data Sheets, SIR Database, FORMS and Travel Management were made by Dean Steichen from files supplied, primarily by Dwight Sale, Wayne MacDonald, Ron Flagel, Derek Southern, Karl Ryden and Bob Spellman.

A link to the SIR Facebook page was added to the SIRINC.ORG main webpage. The Member's Information page has been revised with links for Presidents Video Comments, A Few Good Men Needed Section (Leaders Needed and SIR Position Descriptions pages) and RAMP Toolkit 2017. Alan Baker continues to maintain Branch Websites as requested/required. Alan has now created over 24 simple websites for Branches which had none so they have a "presence" on the web. Our Database servers (sirinc.org, sirinc2.org and sirinc3.org) continue without incident.

Social Media

Very few postings have been made to the Sons In Retirement Facebook page. Robert Kredit, of the G&M Committee, continues processing emails submitted from visitors of the sirinc.org website.

Database Committee

Our Microsoft Access Database continues to provide adequate service and function. Dwight continues to maintain it and modify it when necessary. Dwight's son (Richard Sale) has recently joined SIR and has joined the INFOSYS Database Committee.

SIR Happenings

The Winter edition of SIR Happenings has not been prepared due to the loss of John Skarpelos and health issues of Don MacGregor.

Other Committees

The State Treasurer, Asst. State Treasurer, Email, Roster, Manual (Rules), Forms, and Certificates members have been busy performing their services updating the SIR Database and website as required to support our members.

After several attempts to contact Microsoft Partners, efforts to acquire MS Office 365 have been abandoned.

SIR Training Committee Report

State Board Meeting 4/5/17

Initial General Plan for Branch Leaders Training 2017

- 2 RD/AG Training Sessions Geographically separate
- 5 Regional Training Sessions One in each Region
 - o Branch Officer Training (BS, LS, Sec., Treas. & Membership)
 - o RAMP Chairman Training (Recuit, Activity, Mem., Pub. & Nom)
- Training Outline
 - General Overview for all attendees
 - SIR Org. Structure Leadership Positions
 - Where to Find Answers
 - Sirinc.org
 - Sir Leaders Guide
 - Schedule of Operations
 - SIR Roster Committee Chairs and Members
 - Brief explanation of how RAMP fits in all this
 - o Break-out Job Training by Subject Area Specialists for each Position
 - o Break-out Discussions (Q&A) for each Position
- Ask Regional Directors to do the Regional Training Sessions Logistics
 - Get/set Training Location, Date and Time for their Region
 - o Arrange for refreshments and maybe Lunch
 - o Invite and manage Branch Leaders participation & attendance
- Training Committee Members and Others
 - o Recruit Committee Members, Subject-Area-Specialists & Trainers
 - o Organize Training Plans
 - Plan Training Sessions
 - o Collect and Review Training Content (presentations, Documents, etc.)
 - Publish Presentation materials
 - Other

SIR State Nominating Committee Report as of 4-5-17

As of today the Nominating Committee consists of Don Dill, Bob Mannell, Bob Hairston and Dwight Sale. We plan to have recommended Slate of Officers to submit to President Strain no later than June 1. (Rule 769). This list will include the recommended slate of qualified officers and Name, Branch # and qualifying offices held of other candidates seeking state offices. Rule (770, revised 6/20/2015). As of now we have candidates for Vice President (2), Chief Administrative Officer (1), Asst Treasurer (1). Interviews for Vice President and any other contested position will take place during the first two weeks of May at Manteca GC if possible.

Session Planning: Over the last two years there has been a lot of talk about having back-up lists for all key positions at the Branch, Area and State level; well, it just isn't happening. Dean was gracious enough to give me front page position on the web-site for my "WE NEED YOU" a few good men program and, the response has been Zero. SO I am proposing that the President ask each remaining Regional Director to come up with some names of men who would serve as Treasurer, Secretary, Info Systems, Insurance, and other positions.

Don Dill cc BM, BH, Derek Ex, and DW Advisor

NOMINATING COMMITTEE

Chairma

Donald A. Dill (Carol) (1) {15.8} <DONALDADILL@SBCGLOBAL.NET>Branch 79 434 Olive Orchard Dr, Auburn, CA 95603 530-885-6943

Member

Bobbie W. Hairston (Mary Ann) (1) {23.2} FOREBJEEPERS@YAHOO.COM> Branch 149
1060 Las Amigas Rd, Napa, CA 94559 707-252-0252

Member

Robert Mannell (Cheryl) (2) {13.7}

sob@mannell.com>Branch 39 1884 Dry Creek Rd, San Jose, CA 95124 408-963-6294

Ex-Offic

Dwight B. Sale (Laura) (0.9) {27} -pwight.sale@comcast.net-Branch 1
109 La Mesa Dr, Burlingame, CA 94010-5919 650-685-6971

REGION 2

AREA 19 AND 27 PLACERVILLE BRANCH 70AND AND BRANCH 137

THEY ARE DISCUSSING MERGING TOGETHER. MY AREA GOVERNOR AND I WILL BE AT THEIR NEXT MEETING TO DISCUSS THE MERGING. HOPEFULLY BRANCH 137 WILL MERGE WITH BRANCH 70.

GEORGETOWN BRANCH 12

AREA GOVERNOR GARY JOHNSON IS WORKING WITH HIS BRANCH TO ACHIEVE MORE MEMBERS. THERE NEEDS TO BE WORK ON MEMBERSHIP. I TALKED TO GARY ABOUT THE RETENTION FOR THIS BRANCH.

SNOWLINE BRANCH 113

THEY ARE BRINGING NEW MEMBERSHIP IN WITH GOLF AND BOWLING. FOR A SMALL BRANCH THEY ARE MAINTAINING THEIR MEMBERSHIP.

LAKE TAHOE BRANCH 160

THEIR BIG SIR IS USING THE RAMP PROGRAM TO BRING IN NEW MEMBERS. THIS IS A FAIRLY GOOD BRANCH BUT NEED TO WORK ON RETENTION.

TWAIN HARTE BRANCH 172

DAVE GOLDEMBERG IS STARTING OUT WITH A GOOD YEAR FOR HIS BRANCH (MY HOME BRANCH). THE

BRANCH IS DOING GOOD WITH RETENTION. THEY NEED MORE OF THE RAMP TRAINING FOR ALL THE BEC. I WILL BE WORKING WITH THEM ON THAT.

BRANCH 136 - SONORA BRANCH

JIM JOHNSON, AREA GOVERNOR'S BRANCH - THIS BRANCH IS ONE OF THE BEST OF THE 11 BRANCHES I HAVE. THEY ARE TRYING TO DO THE RAMP PROGRAM WITH THE MEMBERSHIP AND BEC.

SIERRA BRANCH 77

THIS BRANCH IS STRUGGLING. JIM AND I HAVE BEEN WORKING WITH THIS BRANCH FOR THE PAST YEAR. THERE IS A POSSIBILITY BRANCH 136 WILL FORM A NEW BRANCH AND SOME MEMBERS WILL GO TO BRANCH 77. THEIR MEMBERSHIP AT THE PRESENT IS 232.

PIONEER BRANCH 15

THEY HAVE BEEN STRUGGLING FOR THE PAST YEAR TO BRING IN NEW MEMBERS. THIS BRANCH NEEDS MORE ACTIVITIES FOR THE MEMBERSHIP. MY AREA GOVERNOR AND I WILL BE VISTING THIS BRANCH IN THE NEXT COUPLE MONTHS TO GIVE THE RAMP PROGRAM.

JACKSON BRANCH 96

WE HAVE A BIG SIR WHO IS DOING AN OUTSTANDING JOB. THIS BRANCH IS ALSO STRUGGLING WITH MEMBERSHIP. THEY NEED A LOT OF ATTENTION FROM ME AND MY AREA GOVERNOR.

ARNOLD BRANCH 152

THEY ARE HOLDING THEIR OWN ON MEMBERSHIP. THIS IS ANOTHER BRANCH THAT NEEDS MORE FOCUS ON ACTIVITIES. FOR A SMALL BRANCH THEY ARE DOING FAIRLY WELL.

JERRY, MY QUARTERLY REPORT IS NOT THAT LONG, BUT JIM JOHNSON, MY AREA GOVERNOR AND I HAVEVISITED THESE BRANCHES ON TWO DIFFERENT OCCASSIONS LAST YEAR. WE WILL BE MAKING THE SAME VISITS THIS YEAR.

Region 6

March 30, 2017

To: Jerry Strain, Ron Flagel, for distribution in State April Board Minutes

Re: Quarterly Report - Region 6

It was not a good start to the year. In the first quarter, Region 6 lost 39 net members, or 1.4% of its membership. Area losses were as follows:

• Area 2: down 3 members

Area 8: down 9 members

• Area 28: down 28 members – all seven branches lost membership

Significant Events:

- Branch 119 in Area 2 lost a net of 13 members primarily due to a change in venue that will serve the branch well in the future. A number of those members are exploring membership in other Area branches.
- Branch 128 in Area 28, one of our rockstar branches, lost 10 members primarily due to a roster clean-up from moving to dues for the first time. We expect them to recover.
- We have at least five of our 19 Region branches in trouble mostly from a slow loss of membership or an inability to attract leaders. In next three years I expect we will lose at least two or three of them.
- Region 6 trainers brought 2016 State training to Region 5 in February and will bring it to Region 7 in April.

Submitted by Ed Benson, Region 6 Director

15

Region 9 Quarterly Report for Period ending 03/31/17

1. Branches with Membership Loss based on President's criteria

For the 1st quarter of 2017 Region 9 is slightly up in membership count for the year. It appears that most branches have stabilized with little change in membership count. That said there must be concern for certain branches, Branch 13 and 124 which have shown little growth and significant loss of membership over the pasts years. Branch 55 still struggles as they convert from provisional to permanent branch status. They is significant concern for adequate leadership in the branch.

2. Action Plans for all Branches losses exceed 2%

Branch 13 has taken some significant actions during last year and the first quarter shows some improvement. However, they have no real plan and believe little in RAMP as a tool. Branch 124 leadership struggles and if not for the fact that the Area Governor is a member of this branch they would be even worst off. They too have no real plan for improvement. Branch 98 has continued to lose membership. There is significant activity with the RAMP chairmen in this branch holding numerous meetings to start the full implementation of RAMP. They should be significant improve during the 2nd quarter based on branch leadership for 2017. Branch 55 is a work in progress with again no plan. They struggle to operate month to month.

I have grave concerns that this branch will succeed but the Area Governor and I have tried to be positive when working with their leadership. They have made no attempt to embrace RAMP and have few leaders within the branch.

3. Ramp implementation by Branch

Branches 45, 79, 98, 109 and 170 are have adopted RAMP and in various stages of implementation of the program. Branches 11, 37 and 124 struggle to adopt it. Branches 13 and 55 have totally ignored the programs. RAMP training was held for all branches during March. There was approximately 50% attendance at the sessions with Recruiting and Activities the best attended. Only 2 branches attended the Nominating Committee chair training.

AREA 15 (Area Governor Giorgio Dina)

A new Area Governor was nominated and elected during February after searching for nearly two years.

- **1. Finances:** All four branches have adequate cash to fund operations (\$20+ per member). Three of the four branches have adopted dues for 2017 to assure 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% for 2016. 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%. Cost and quality of food are the two main reasons given for not attending other than the normal reasons like health issues and travel.
- **3. Membership:** Branch 13 stabilized it's membership but will be conducting a roster purge the start of 2017. They are also beginning dues in 2017. They expect a decrease of membership because of these two actions. Branch 109 is stable but shows little interest in increasing membership. Branch 45 has begun to increase membership back to 2014 numbers, some of the actions taken by these branches has caused the improvements. Branch 98 continues to lose members but no significant losses.
- **4. Activities:** Two branches have more than 15 activities, all branches introduced new activities during 2016 and members have responded. Unfortunately Branch 13 has noformal Activities Chair and are not formally adopting RAMP.
- **5. Goals and Action Plans:** All branches have adopted the plus one membership goal for this year unfortunately not all leadership seems to be concerned with making the goal. They are happy if they make the goal of new members for the year as stated on Form 27 even though the net increase for the year be a negative figure. Also, they are paying little attention to the guest count goals even though they say they realized how important it is to have new guests at every branch luncheon.
- **6. Meetings:** Luncheons are run effectively, BEC meetings for some need to be improved and follow a more defined agenda and the Big Sir need to better control the meeting and the participants. The 2017 officer training was specifically designed

to address how to hold better meetings and lead the branch better. Hopefully, the 2017 Big Sir's take this training to heart.

- **7. Travel:** Only one branch has an active Travel vacation program. A couple of branches do have day trips. The Travel Chairman of Branch 45, the only branch with a formal chair, has agreed to be the Area Travel Chairman and may possible be the Region chair after we hold discussion with the Travel Chairs of Area 33.
- **8. Innovations:** Branch 98 started taking credit cards for payment for special events such as Ladies Day, BBQ and Christmas party during 2016 and might continue the practice in 2017.
- **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:** Each branch needs to come up with a Branch plan with goals and objectives for 2017. Most are fairly apathic about doing this. Those chairs that did not make RAMP training need to be contacted to determine what can be done to be bring them up to speed.

AREA 33 (Area Governor Bob Hegle)

- **1. Finances:** Of the five branches two branches are well funded with a \$20+ per member, two other branches are adequately funded at \$16+ per member while one is underfunded at \$10+ per members. This matter has been discussed with the branches but most seem unconcerned.
- **2. Attendance:** Luncheon attendance at branches during the year was below the desired goal of 70%. Strangely a couple of the more successful branches had just above 50% attendance at their luncheons. The success of these branches can be attributed to very good activities program.
- **3. Membership:** Four of the six branches have positive recruiting for the first quarter. However, Branches 55 and 124 still are struggling to grow or get back to previous member numbers.
- **4. Activities:** Branches did establish new activities throughout the year. 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, 124 and 170 have really started to implement RAMP. Branches 11, 37 have identified chair but no real program is in effect. Branch 55 has no RAMP positions identified.
- **6. Meetings:** Luncheon meetings are 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, better run meetings and stronger control of the meeting by the Big Sir.
- **7. Travel:** Three of the branches have Travel Chairmen who plan and/or use State offered trip. There are also day trips offered. The other branches have no Travel Chairman and thus no travel.

8. Innovations: None.

9. Branch Reporting: Three of the six branches are current with Forms 27 and 28.

Respectfully submitted,

Mark Stuart

Region 9 Director

Region 10 1st Quarter Report

Last year all three Area Governors resigned due to related health and personal problems. Not much luck in finding replacements until recently I was able to get a Governor for Area 6. Still looking for Areas 13 and 25. Training Area 6 Governor now and he will soon be ready to assume his responsibilities.

In General my region covers Marin, Santa Rosa, Healdsburg, Sebastopol and Sonoma. 17 Branches and about 1450 Members.

I have been in contact with all branches' and in General all are doing ok. I have 3 that I am going to be working with in order to help them with reports, activities and general overall production.

Most branches have RAMP teams set up and are awaiting a training program that we promised.

Activities: are mostly very good. Even in the branches with the smaller membership they manage to have a least enough activities to keep members interested. Some of these branches keep activities to just a couple or three a year because of low turnout. Hope to get them to do joint functions with other branches at times.

Membership: Continues to decline. Again attrition is the problem.

Finances: Generally all branches are solvent. A few have a little too much and are encouraged to give back by subsiding functions.

Publicity: Using various means. Ads in Senior publications, Notices in restaurants, golf courses, and personal contacts

Travel: Two branches in Petaluma have very active travel chairman. Having all trips sent to all branches. Local events such as ballgames and horse racing are pretty much well attended.

Luncheons; Most branches are at or above 70% Have at least two below that.

Speakers: Very good variety. Have a network set up enabling all LSs to share information on all speakers.

Generally the Region is in pretty much the same condition as in the recent past.. Still need to concentrate on new members.

Maybe if we implement the new Regional alignment that has been discussed, fewer Regional directors and Governors, those of us that will remain will be able to get the help we need.

I am willing to do whatever. Sincerely, Jim