Minutes of State Board Meeting
Sons In Retirement Inc.
Chez Shari Manteca Golf Club
305 N. Union Road
Manteca, California 95336

Tuesday, June 6, 2017 at 9:30am

State Board Members

President: Jerry Strain
Vice President: Derek Southern
Secretary: Ron Flagel
Assistant Secretary: Dick DeVoe
Treasurer: Karl Ryden **
Assistant Treasurer: Jimmie Johnson *
Chief Admin Officer: Dean Steichen

Director, Region 1: Mark Stuart
Director, Region 2: Jerry Morrow
Director, Region 3: James Filippo **
Director, Region 4: Pat Misener **
Director, Region 5: Ed Benson
Director, At Large:
   Alan Baxter*, Ed Suden*, Vic Mershon

Invited Participants

Past Presidents: Dwight Sale & Don Dill
State Advisor, Parliamentarian: Dwight Sale
Travel: Bob Spellman *
Insurance: Craig Hoffhines *
Golf: Bill Wilhelm **
G & M: Tony de Losada (Guest)

Rules: Dick DeVoe
Training: Dean Steichen
Bowling: Jerry Sabo
Bocce: Jack Meylink
Nominating: Don Dill

Invited Area Governors
(No Area Governors)

* Absent   **** Present on "Go To Meeting"**

Call to Order

President Jerry Strain called the meeting to order at 9:30 am and welcomed Board Members and invited guest Tony de Losada and Past Presidents Donald Dill & Dwight Sale.

Secretary Ron Flagel verified there was a quorum present.
The April Meeting Minutes were approved as posted.

Assistant Secretary Dick DeVoe led the Pledge of Allegiance and gave the Invocation.

Opening remarks

President Jerry Strain set the tone of the meeting by encouraging everyone to work together and that it is alright that we disagree, but let's not be disagreeable.

Vice President Derek Southern commented on the usefulness of "Go to Meeting". There are still details of operation that need to be worked out. Today Karl Ryden, Jim Filippo, Bill Wilhelm, and Patrick Misener will be joining the meeting via GTM (Go to Meeting).

Secretary Ron Flagel requested any available reports ahead of time or after the meeting to aid in recording the minutes. President Strain commented that he had only received 1of the 5 R/D reports that he had requested. Jerry explained that what he was looking for in the RD report was two things. How is the reorganization going in your region? And, are there any branches in your region doing an outstanding job with implementing the RAMP program.

Assistant Secretary Dick DeVoe reported that this year 70% of the California Statement of Information fees will be paid for all branches. We are paid thru July at this point. He stated that Dwight & him are still working the dissolution process. There are now 17 branches underway and in the California Secretary of State's office.

Dick also pointed out that because of the reorganization many badges will no longer be correct. Dick recommends that the badges for R/D's or A/G's not be changed for those members already with badges. That would mean that the region and area number shown on the badge would be incorrect, but not changing them would save some expense. Also, he made a recommendation that future badges not show the region or area number, but just show "Regional Director" or "Area Governor". Dick also questioned the need of showing the year they took office. Discussion took place covering these questions. General consensus was that, due to the reorganization, having the Region or Area number on the badge is important enough continue that practice. The year on the badge has been confusing and should be eliminated for future badges. The issue of readability of the current gold badge design was raised as well. Discussion followed and resulted in a recommendation that Dick seek an alternate supplier in order to produce badges with larger fonts and better readability for next year.

Treasurers remarks & report

Treasurer Karl Ryden reminded everyone that all financials were distributed & posted on the website. Karl highlighted several items as follows:

- All tax forms have been filed ahead of time. They have been received & accepted by the Franchise Tax Board & the IRS. That included 133 IRS post cards. The IRS questioned the filing of branch 164. Karl pointed out that it had been filed & he has the proof necessary. Further more, the request they made was for the filing two years ago.
- The R/D expense reports have been published a little late due to a problem with his Office 365 program. But, they are out there and up to date as of May 31st.
- The Budget has been finalized. The Insurance came in at $1162 less then forecasted. That amount has been moved into the Training fund. That change leaves the Insurance at 47% and Training at 12.4% of the revenue. Karl also commented that the budget should cover up to the $2000 shown in the G & M committee report.
- Karl recommends that the new Insurance Chairman Craig Hoffhines be part of the Budget Oversight Committee.
- Questions?
  Don Dill asked how we are doing compared to last year. Karl stated that the Revenue is $4,143 more and expenses $15,983 less than last year. Karl offered a word of caution due to an Insurance bill that is coming in off schedule.
  Dean Steichen asked if the training reallocation is for the Regions or the Training program. Karl stated it went into the Training program.

A motion was **M/S/P** to accept the Financial Report as submitted by the treasurer.

Nominating Committee Report: (Report attached)

Chairman Don Dill reported on the May 2, 2017 committee meeting held to select the slate of officers for 2018. The committee consisted of Rick Kindle (A/G-22), Bob Perez (A/G-3), Vic Mershon (R/D-3), Bob Mannell (Past President) and Don Dill (Past President).

- The candidates for Vice President were Jerry Morrow (R/D-2) and Ed Benson (R/D-6).
- The candidates for President were Derek Southern (VP-2017) and Bobbie Hairston (PP-2015).
- All four met the qualifying rules and interviews took 30 – 45 minutes each.
- After the interviews the committee members caucused privately and voted.
- All other office candidates were unopposed.

Nominating Committee Report (Continued)

The recommended 2018 Officer slate is as follows:

President: Derek Southern   Vice President: Jerry Morrow
Secretary: Ron Flagel   Assistant Secretary: Dick DeVoe
Treasurer: Karl Ryden   Assistant Treasurer: Jimmie Johnson
Chief Administrative Officer: Dean Steichen

G & M Committee Report: (Report attached)

Ed Benson noted that the G & M Committee report had been distributed dtd June 1, 2017 with a request for questions. No questions were received by Ed, the assumption then is, all is well.
Ed also commented that he had sent out five questions addressed to the R/D's and had only received response from one R/D. The question was asked of Ed from the floor; what were the questions? Ed listed them as follows:

- Have you identified your troubled branches and given them the option of receiving help?
- Have you identified qualified leaders to provide RAMP and succession planning in 2017?
- Should the R/D & A/G training be held in the July time frame?
- Are you aware of any individual experienced in publicity, since the individual previously assigned has moved out of the area?
- Is the video produced by the G&M being used and is there any interest in having G&M modify it for a specific branch?

Ed expressed his concern over the apathy he sees by the lack of response to the tools and efforts produced by the G&M committee. He also reported that the individual identified to manage social media will not be continuing in that capacity. Ed asked for R/D's to look in their regions for somebody capable & willing to provide this support.

Discussion followed covering the general apathy at the branch level. Some suggestions included using the new organization to bring focus on this issue with one voice. Further discussion continued and included the possibility that the new training program will add focus as well.

Mark Stuart Commented on the subject of our vacant A/G positions; suggesting we implement the use of A/G candidates from other areas to fill those vacancies. After some discussion it appeared that the two Area's in question have been filled.

Training Committee Report:

Dean Steichen updated training plans as follows:

- The initial plan for training Branch Officers and RAMP Leaders has been drafted and accepted by the Training Committee. Recruiting session leaders (trainers) is underway.
- The initial plan for training R/Ds & A/Gs has been drafted but not discussed by the training Committee. Recruiting training leaders has not yet been started.

Dean commented on several issues still remaining. One of the questions had to do with timing. Dean stated that he is not available late June or early July. He also emphasized he would not want to do it late July and then again in September or October. Dean stated it is important to understand what current individuals will also hold that same office in 2018. He wants to put his efforts into 2018 officer training not the current 2017 officers. Dean noted that the training would be focused on how to be a good A/G, where to find information, how to operate, and how to interact with the branches. RAMP does not have to be part of this program, all the information is there already.

President Strain asked the R/D's to get an idea of what A/G's will be staying on into 2018. And if they are not staying on, who might be the possible replacement. With this information, the training may be able to be done only once and in the August time frame. This information should be given to Jerry Strain and Dean Steichen.

President Strain also asked about the status of the SIR Leaders Guide. Dean sighted several changes that are remaining. Jerry emphasized that he would still like them to be printed. They may not be needed until 2018 branch leader training in October. Dean emphasized that all information used in the training will be put up on the website and all individuals trained will be strongly encouraged to go there for information.

INFOSYS Committee Report: (Report attached)

Dean Steichen reported on several items as follows:
- The Data Security document has been distributed to all State Officers and Branch officers.
- Committee membership has not changed since April and all members are encouraged look for back-up persons.
- The committee is still looking for SIR HAPPENINGS help. And considering using Facebook as an alternative to publishing SIR HAPPENINGS. The Spring edition has not been published due to lack of support.
- Several forms have been updated. Form15 expense and the Form 50 series along with a new travel handbook have been published.

Dean mentioned that the subject of a full State roster keeps coming up. That will be addressed later. Karl Ryden questioned the need for a phone log on page 2 of the expense form. Dean clarified that the content of the forms are not the responsibility of the INFOSYS.

Mark Stuart comment on the design layout of the generic website, especially the poor location of the SIR Video. The issue will be addressed. Vic Mershon suggested adding contact information for branch activities to the website by making up lists by Region. It was pointed out that it would be very difficult to implement and maintain such a list. However, Area Rosters are being considered & worked on. That may be a good place to add this type of information.

Bowling Committee Report:

Jerry Sabo reported on the State Tournament results. The winner of Division "A" was Pollock Pines and Division "B" was Grass Valley. Jerry noted that there will be a committee meeting on July 6th, in order to address two items; (1) to update the Tournament Managers Guide to reflect the recent changes affecting how averages may be used in tournament play and (2) to make the applications more uniform. The committee has decided to eliminate the August meeting. In addition, Jerry made note of the fact that Region 4 has no bowling activities at all. They will be contacted to get an idea why that may be. Jerry was asked to clarify the two different averages that may be used in SIR tournaments. He explained that one is the average from the results of SIR tournaments and the other is the USBC Composite average.

Dick DeVoe shared an example of how one bowler in his branch made up his mind to go out and get more bowlers for the branch. In some time this one individual increased the bowlers from 5 to 50 and in the process added several new members to SIR. Jerry Morrow shared that by adding a horse shoe activity, one of their branches added several members as well. The bowling committee was encouraged to come up with a action item / plan to use bowling as a tool to increase SIR membership.

Bocce Committee Report:

Jack Meylink reported that Region 1 has scheduled a tournament that rotates from branch to branch that should perk interest in the activity. The date of October 11th has been set for a State Bocce Tournament. Jerry Morrow noted that he will look into getting an activity going in the Twain Hartte area.

Golf Committee Report:

Bill Wilhelm reported that the reorganization (change of Area Numbers) has created a problem with the NCGA organization. The problem is that the SIR Area numbers were used as the golf area numbers and now they do not match. This situation also creates a problem with SIR tournaments, which are already underway. It will most likely be that all golf area numbering will have to stay the same for the rest of this year. The golf committee will address this issue at their meeting next month. A question was raised about the absence of SIR information in the NCGA magazine. The issue was addressed with the magazine with no result. Bill will continue to work the issue with the magazine.

Mark Stuart asked if the current area golf chairmen can be listed on the website. Bill indicated it would be better to address that after the area number problem is resolved. Mark also asked who appoints the area golf chairman. Bill stated the Area Governor appoints the area golf chairman.

Regional Director's Reports:

Region 3: Jim Fillipo reports that he is still in the process of trying to get together with all the new A/G's, especially Area 7. He stated that most Areas are doing well, but still does not have a Area 10 Governor. Jim is still working with five branches that have had various problems. He explained that getting everyone together for a "meet & greet" was especially difficult with the geographical distance. Jim stated that he will attempt to have a separate get together with those in the northern part of his region.

Region 1: Mark Stuart reported that the Region is up a few percent so far. RAMP is in place in only 25% of the branches. He stated that in discussions with the branches, they just don't have the volunteers needed. Mark has recommended that the Big Sirs assign those functions to the BEC Directors.   Mark stated he has plans to do visitation, but getting everyone together will probably not happen.

Region 2: Jerry Morrow reported on the continuing problems with Branch 70 and 137. Membership is down and Br.137 has decided to close. They refuse to consider merging with Br.70 and will have their last meeting in June. The Placerville Branch 70 is also down badly with most members in their nineties. Jerry will continue working with them. The branch in Georgetown is also down. Branches in Pollack Pines and Lake Tahoe are strong in bowling. Several branches in the Sonora area combined to participate in a garden show bringing in four members. Jerry stated that he has met with most of his new branches with along with President Jerry and utilized "go to meeting" as well. Everyone was represented at that meeting except Bakersfield.

Region 4: Pat Misener - no report

Region 5: Ed Benson reported that he has met with all A/G's and they are on board to meet with their B/S's every two months. Ed also stated that he will be meeting with four B/S's and the A/G in the Sacramento area where there has been significant member loss. Livermore area has pluses & minuses. Branch 128 was down 13 members mainly due to a change in the luncheon location, but Ed feels confident they will make it up. The new Area13 has had a net gain of 4 members and 6 of the 7 branches have fully implemented RAMP. **(Report Attached)**

Old Business:

Annual Meeting report:

Derek Southern reported that the August 8, 2017 Annual meeting has been set to meet at the Elks Lodge #6 in Sacramento, CA.

- Derek stated that the contract is completed & he is working with Dwight on the layout which is expected to be much like last year.
- He also noted that the Elks have handicap requirements that will require wide gaps in rows & aisles.
- Derek pointed out that last year there was a food shortage problem and he will talk to the Elks about that issue. But, he feels we need to do whatever we can to get a good count. It was suggested that the A/G's do a poll in their areas by phone.
- Derek will be providing 3 tellers in the event that there is a person standing from the floor during the election process . Derek also asked Ed Benson to provide seven members from the two branches that meet at the Elks, as helpers for the meeting. Their lunch will be provided if they so desire. Derek will provide job descriptions for the seven helpers to Ed tonight.

Mark Stuart made the point that we will have all these Big Sirs in attendance and that it would seem like an excellent opportunity to recruit A/G candidates. Ed Benson asked Derek about changing the way the 2018 annual meeting is conducted and does it have to be addressed at the annual meeting this year. President Jerry pointed out that the Bylaw change has been made and any other changes may be done with a rule change.

Rules & Bylaw Committee Actions: (ADDENDUM A)

Dick DeVoe began by directing all present to Appendix A of the Agenda. He explained that the Rules Committee in reviewing the current officer election process felt that the process needed to be changed for the sake of fairness and equity. The current process consists of the State Nominating Committee choosing a Slate of officers from candidates that have submitted a Form 43. That Slate is then proposed to the electorate at the Annual Meeting. Candidates not chosen by the Committee may run from the floor at the Annual Meeting. The changes recommended by the Rules Committee include eliminating the slate process; requiring the names of all declared candidates to be on the ballot; requiring all submitted candidate resumes be part of the Annual Meeting agenda distribution; clarifying time for candidate remarks at the Annual Meeting; and revising the process for appointing State Nominating Committee members.

At Dick's request, Dwight Sale made a presentation in support of the current nominating and ballot process. Dick followed with a presentation in support of the Rules Committee's proposal for changing the ballot process.

Dick then proposed that before we address all the rule changes proposed, we should have sufficient discussion to determine whether to replace the current Slate and Ballot process. Dwight Sale raised an objection to getting rid of the "current" (2017) Slate, because that Slate has already been set by the current Nominating Committee and was presented today. Dick then clarified his remarks by stating that we must deal with two separate issues; 1) whether to change the process for the future operating year (2018) and; (2) whether to change the process for this year's (2017) Annual Meeting Election. The point was made that the process cannot be implemented for this year (2017).

Dean Steichen began a discussion by asking what the new rule changes are that affect the selection of the Nominating Committee. Discussion followed with various interpretations and viewpoints on the changes as a whole. Dick gave the Committee's viewpoint that the current process of the president appointing the nominating committee was in violation of Roberts Rules of Order, which states the president "should not" appoint or be a member of the nominating committee. Others made the point that it does not say "shall not" and also that many organizations similar to ours use the same process (of the president appointing the committee) with great success. That exchange was followed by a discussion of the meaning of "should" and "shall". Ed Benson suggested that we should be focusing on what is best for SIR.

President Strain then asked that we refocus on the Rules Committee change proposal. He asked if we should go thru the rules one at a time or take them all at once. Ed Benson asked if; getting away from the Nominating Committee selecting the slate of candidates isn't conceptually the best thing for SIR.

President Strain pointed out that there are some Board Members in favor of keeping the current process and some board members in favor of changing the process; that is why we must go back to focusing on the Rules Committee's proposed rule changes.

Mark Stuart stated that he is a representative of his branches. He stated that his branches wanted fairness in the candidate selection process. His branches also feel that with the Officer Slate already selected, why should they show up at the Annual Meeting at all. More discussion followed on the pros and cons of the officer selection process and the balloting process.

The discussion then returned to more whether the process, even if it were changed, could be implemented at this year's (2017) Annual Meeting. It was pointed out again that the 2017 election process is already underway in accordance with the current rules: the Nominating Committee has been appointed and has selected a (2018) slate of State Officer candidates. The viewpoint held that a State Officer selection and balloting change cannot be implemented this year.

Vic Mershon spoke to the process as it is currently. It is designed to keep control of the organization so that it does not go off in a different direction each year. The continuity is important to maintain.

Dean Steichen also commented that we need to separate out all the issues if we are going to move forward with any change at all. Discussion and viewpoints continued.

<u>Jerry Morrow</u> offered his view that we may very well be trying to do too many things in a short time frame. Others pointed out that it may be that other important programs like RAMP, Training, and the reorganization implementation may suffer from trying to do too much in this year.

Rules & Bylaw Committee Action: (Continued)

Vice President <u>Derek Southern</u> commented on his problems during the meeting with; (1) maintaining the "Go to Meeting" system (having other Board Members participate), while; (2) trying to be part of the meeting itself. He stated that he feels that a most important issue, in the discussion at hand, is that there be continuity from one President to the next so that our many new and excellent programs get worked on long enough to bear fruit. He went on to say that he was a little offended by the preambles to the rules, as presented by the Rules Committee. He stated that he was not satisfied with the rule presentation as it is and thinks they should be rewritten and maybe the rules as well. Further discussion continued relative to rewriting of the preambles to the rules, the rules, and also when they should be rewritten.

<u>Derek Southern made a **Motion** that the rule preambles and rules be rewritten and be readdressed at the next board meeting (November)</u>. <u>Motion was **Seconded**</u>. Much discussion followed for and against the motion.

A long side discussion ensued regarding a proposal by 7 branches (in accordance with Rule 609) to amend Bylaws Section 187 (Addendum A). That discussion involved, (1) what prompted the initiation of this amendment and whether it was properly approved by the Branch BEC's, (2) whether a change in the 2017 slate and ballot process can be implemented this current year, and (3) what the effect of the actions of this meeting may be in relation to the Bylaw revision proposal being on the agenda of the upcoming Annual Meeting. The Bylaw revision will be an Agenda item for the 2017 Annual Meeting. If passed that would leave implementation for the following year (2018).

<u>President Strain called the discussion back to the amendment at hand</u>. <u>The motion was read again and the vote taken & **Passed**</u>. (10 yes 3 no).

<u>Dick DeVoe</u> then proposed the unrelated recommendation to eliminate Rule 17. All items are covered elsewhere as noted in (Addendum A). **M/S/P.**

New Business:

Proposed "What is SIR?" website document:
Ed Benson, speaking for the G&M Committee, pointed out that the current document is out of date and offered a rewritten version of "What is SIR?" **(Addendum B).** After a brief discussion it was agreed that it should be added to the website replacing the old one.

License Plate frames:
<u>Ed Benson</u> introduced <u>Tony de Losada</u>. Tony issued a bag of license frames to each R/D presemt. The bags contained 4 frames per branch for each R/D to distribute. The bag also contains order forms and instructions for placing the orders. The frames being distributed today are no-charge samples for the branches. Orders then placed by the branches will be for the cost of $2.00 each. Tony stated that they were looking for a minimum first time order to be placed for 500 – 1000 frames and the order must be placed before September 15 to have them available in time to distribute at the November meeting.

Change of Corporate status:
<u>Dwight Sale</u> commented; that at the last meeting it was discussed that we may change our corporate status from a Public Benefit Corporation to a Mutual Benefit Corporation. The reasoning was that as Public Benefit Corporation many financial documents, forms, etc are required each year. As a Mutual Benefit Corporation they are not required. As it turns out there is a problem with making the change. The change would require a lot of paperwork that would have to go to all the Big Sirs, reviewed, signed, and be returned with a $30 fee each.

Hold Harmless document
<u>President Strain</u> made note that a "Hold Harmless" document will be sent out to all Big Sirs dealing with

the process of how to handle caterers for luncheons etc. Question was raised as to how an incident is reported. There is no form. The incident should be reported as soon as possible to the Insurance Committee Chairman.

Branch luncheon escalating costs & associated issues:
Mark Stuart introduced this issue with the expectation that it may be covered under old business at the next meeting. Mark offered one idea for example; maybe have several small luncheons where lower lunch costs can be realized. To be continued at the November meeting. Give it thought & let's put together some ideas that can be passed on to the branches.

"Go to Meeting" discussion:
General discussion took place covering issues such as training for "Go to Meeting" and how to best implement it in the organization.

Adjournment: President Jerry Strain adjourned the meeting at 2:35 pm.

Respectfully submitted,
Secretary Ron Flagel
June 24, 2017
Revised June 29, 2017

The next Board Meeting will be The Annual Meeting to be held:
Tuesday August 8th at Elks Lodge #6, Sacramento, CA.

Attachments:
Addendum A (Rules & Bylaws)
Addendum B (What is SIR statement)
Nominating Committee report
INFOSYS Committee report
G&M Committee report
Region #5 Report

Addendum A

[Referred by 7+ Branches in accordance with Rule 609 to become an agenda item at the 8/8/17 Annual Meeting]

BYLAWS SECTION 187.   **Annual Meeting Election of State Officers:**
a.   Voting for election of State Officers at Annual Meetings shall be by secret ballot, provided, that for any office with one nominee, voting may be by voice or by show of hands. For three or more nominees for an office, the candidate receiving the largest number of votes (a plurality) shall be elected.

b.   **Not less than 30 days prior to the Annual Meeting, the State Secretary shall send a notice to qualified voters containing a list showing the names of declared candidates for each State Officer position that were submitted to the State Nominating Committee, and shall contain a resume (up to 250 words) submitted by each candidate.**

c.   **In lieu of roll call at the Annual Meeting, each qualified voter, at the time of registration, shall receive a ballot. This ballot (including the upcoming Annual Meeting on 8/8/17) shall contain:**
(1) Names of declared candidates for State Offices submitted to the State Nominating Committee. No preferences shall be indicated.
(2) Write-in space for the names of other eligible candidates nominated from the flooring who are willing to serve if elected.

PROPOSAL TO ELIMINATE RULE 17

[Referred by State Rules Committee Chairman Dick DeVoe]

[Rule 17 should be eliminated as noted below:

- *Rule 17, 1st sentence, involving 2/3 affirmative vote, duplicates Bylaws Section 59.*

- *Rule 17a involving a proposal to amend the Bylaws is obsolete, covered in Bylaws Section 56 and 57.*

- *Rule 17b is obsolete, superseded in Rule 609.]*

~~RULE 17. The Branch or Corporate Bylaws may be amended by the affirmative vote of two-thirds of those present and entitled to vote at the Annual Meeting, subject to the following:~~
~~a. A proposal to amend the Branch or Corporate Bylaws in any given year should be submitted to the President through the chain of corporate communications by April 1 to permit its review by the appropriate committees and the State Board.~~
~~b. If the President finds the proposed amendment to be in the best interest of the Cor- poration, he shall cause a copy of the proposed amendment and notice of voting thereon at the Annual Meeting to be placed on the Annual Meeting Agenda and cir- culated to each voting member of the Corporation, not less than 30 days before the Annual Meeting.~~

Addendum B

Proposed document for the sirinc website

What is SIR?

SIR (Sons in Retirement) is a non-profit, public benefit corporation formed for men. Our Mission is to improve the lives of our members through fun activities and events while making Friends for Life!

We are almost 60 years old, and our 120 plus branches include over 14,500 members. Our branches cover Northern California from Bakersfield to the Oregon border and Lake Tahoe to the Pacific Ocean.

Our member expectations are few. Have the free time, be a friendly, sociable guy, participate in our luncheons and activities and introduce others to SIR so they can join in the fun.

Membership is open to men regardless of age, race, color or religion. We are an all-volunteer organization, so our members need to help out when called upon. SIR supports no outside causes or interests. We prohibit discussions of politics and religion, soliciting or selling anything to any member.

Each Branch has monthly luncheon meetings where Sirs renew old friendships and establish new ones. Speakers are invited to speak on topical subjects of general interest. Most Branches have summer and winter luncheons and a BBQ where wives, partners and guests are invited.

Of special interest are Branch activities like golf, bowling, travel, bocce, bridge, poker, walking, hiking, computers, dining out, wine tasting and investing. Our list of activities and events is almost endless and many are coed. If there is an activity you are passionate about and we don't have it, we will encourage and help you start it and involve others. Come join us and be part of the fun – and, better yet, Make Friends for Life!

The 2017 Nominating Committee, Compliance with Rule 769

To Mr. President, Jerry Strain

On May 2nd 2017 the SIR Nominating Committee consisting of Rick Kindle (AG-22), Bob Perez {AG-3), Vic Mershon (RD-3, Bob Mannell (Past Pres.) and Don Dill (Past Pres.), interviewed candidates competing for the state offices of Vice President (2018) and President (2018); all four me t the qualifying rules. The candidates were Jerry Morrow (RD-2), Ed Benson (RD-6) for Vice President and Derek Southern (VP-2017), Bob Hairston (Past President 2016) for President 2018! . The interviews took approximately 30 to 45 minutes **each** and questions came from all five voting committee members; the candidates elaborated on their qualifications , their leadership skills, and their vision for SIR. All members of the Nominating Committee were given the submission of qualifications that each candidate sent in with their form 43. Upon completion of the interviews of each pair of candidates the committee caucused privately and each member was asked to elaborate on what he felt the strengths of each person were and who they would vote for to be the representative for the State Slate of Officers.

This process was open and fair; all members of the committee got to express their opinions and to change their vote if they so desired; none did! The recommended Slate is as follows:
1. Jerry Morrow for Vice President(2018).
2. Derek Southern for President (2018)
3. Secretary: Ron Flagel
4. Asst. Secretary: Dick DeVoe
5. Treasurer: Karl Ryden
6. Asst Treasurer: Jimmie Johnson
7. Chief Administrative Officer: Dean Steichen

footnote:The committee was impressed with qualifications of all four candidates and specifically asked me to tell Ed Benson that he should run for Vice President in 2018.

footnote: Dwight Sale sat in at my request to be a parliamentarian, and to attest to the integrity of the process. He did not have a vote, nor did he have any influence on anyone.

We can draw all kinds of hypothetical negative opinions of this process but I am proud collective effort s of our committee.

Don Dill

INFOSYS Committee

June 6, 2017 Report

INFOSYS Committee

The Data Security Strategy document was distributed all State Officers and Branch Officers.

Membership

Committee membership has not changed since our last report in April, 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.
No changes have been made to the sirinc.org main page. The Member's Information page has been revised with a link to G&M Newsletters
Alan Baker continues to maintain Branch Websites as requested/required.
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 and visits to our page run about 15 per week. 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.

SIR Happenings

The Spring 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. Dean J. Steichen, INFOSYS Chairman

Growth and Membership Committee – Strategy Implementation Actions
June 1, 2017

Strategic Plan Element	G&M Response	Assigned To	Begin/End Date
1. Train Our Branch RAMP Chairmen, and Implement RAMP In All Branches			
1.1. Staff all RAMP Chairman positions in each branch unless a waiver is obtained from the Region Director. In the case of small branches, RAMP Chairmen may need to take multiple roles.	> This has been approved by the Board. It is up to the President to ensure each RD follows through. > AGs/RDs to focus on branches who commit to RAMP	President, RDs RDs	On-going In process
1.2. Develop template job descriptions for each RAMP position	> Descriptions have been written and can be found at: sirinc.org/MemInfo/BOTraining2016/		Done
1.3. Provide specialized RAMP training for each RAMP Chairman in State and Area training sessions	> 2016 RAMP and NomCom training is lagging in most Regions The President needs to ensure the training takes place and work with T&D to determine the best way to deliver.	President, T&D Chairman & Region Dirs.	Included in 2016 training & part of 2017 State Training
1.4. Provide scripted RAMP leader's guides and materials for Area Governors, Big Sirs and other subject matter experts to tailor and use in training branch RAMP committees	> G&M developed new leader's guides. > The delivery roll-out was flawed and sub par results were obtained in most regions. > The President and T&D need to determine what needs to be done > G&M recommends that a vetted "State" team should deliver the training.	Chairman G&M	Done for 2016 training; update in process for 2017 training
1.5. Staff the Growth and Membership Committee with Area Governors and RAMP subject matter experts who will collect and communicate best practices, improve the RAMP Tool Kit and provide advice and counsel to Sir leaders	> The Committee has been staffed. > G&M will publish a newsletter for RAMP and NomCom Chairmen three times a year in Jan., May and Sept. > SIR needs to obtain roster information on RAMP and NomCom Chairs	G&M Chair CAO, RDs	Done First issue completed A work in process
1.6. Staff both SIR Training and Web-based Training committees with course developers	G&M to develop RAMP and succession training for 2017 State training effort	Chairman G&M	Complete by August 1
2. Improve the Name Recognition and Public Image of SIR			
2.1. Staff the Publicity and Image Chairman position in each branch	> Delete, spoken to in I.1., above	G&M Chairman	February 1
2.2, Create a publicity data base for each branch with local contact information for publications, radio and television	> A Publicity & Image toolkit will be developed for Branch use that will cover this in a "how-to" manner	G&M Chairman	Delayed. G&M lost its publicity expert
2.3 Build a relationship with key personnel in communications companies in the branch recruiting market	> Covered in 2.2., above		
2.3. Provide professional press release and advertising templates for branches to modify and use in their local recruiting markets	> Publicity templates will be included in each G&M Newsletter. See 1.5., above	G&M Chair	Partially covered in first G&M bulletin

Strategic Plan Element	G&M Response	Assigned To	Begin/End Date
2.4. Determine how social media can be used to promote SIR and its branches	> Preliminary social media plan will be developed and circulated	Lou Figone	Now/March 1
2.5. Create posters for branch use in such locations as golf courses, bowling alleys and neighborhood bulletin boards	> Develop and price project plan. > Obtain approval for expenses up to $2000 > Develop posters > Place posters	G&M Chair Board G&M Staff RDs	Not funded. G&M lacks the expertise
3. Strengthen the Area Governor Position			
3.1. Prepare the AG's for the role of trainer, coach and mentor to their assigned branches	> Training needs to do a needs assessment based on the new job description. > G&M and Training to work together to develop and deliver the training	T&D Chair T&D and G&M Chair & Staff	To be covered in AG training In process
3.2. In so far as possible, re-balance AG branch load to five to seven branches considering geography and driving times	> This is part of the Organization Study seeking approval at State Board	Org Study Team & State Board	Done
4. Refocus the Region Director Position			
4.1. Train the RD's to support the training, coaching and mentoring responsibilities of the AG's	Included in 3.1., above	3.1., above	3.1., above
4.2. Review the possible re-balancing of regions once the AG branch load is completed	Included in 3.2., above	3.2., above	Done
5. Invest in Technology			
5.1. Develop and implement a web-based, on-demand SIR training center	This is being developed by the Vice President.	Vice President	???
5.2. Invest in on-line meeting technology to make meetings more efficient and less costly	Under development	Mark Stuart/VP	No date set
6. Improve SIR Internal and External Recruiting			
6.1. Develop and communicate a leader and team member recruiting process consistent with the SIR culture and branch situation	This was developed by G&M and can be found in the RAMP Leader's Guide at: http://sirinc.org/MemInfo/BOTraining2016/		Done
6.2. Revise the charter of the branch nominating committees to include succession planning for future leaders	This was completed for 2016 State training and can be found at: http://sirinc.org/MemInfo/BOTraining2016/NomComTrainersGuide_20161023.pdf		Done
6.3. Communicate the SIR member valued behaviors of friendliness, participation, volunteering and bringing guests to all members, applicants and guests	> Develop communication package, What is SIR awaiting approval > Update orientation program > Implement	G&M Staff RDs	Done Done ???
6.4. Make sirinc.org more attractive and compelling to prospective guests	> Develop specific recommendations > Design new pages > Implement recommendations	G&M Staff G&M &InfoSys InfoSys	Now/May 1 May 1/June 1 June 1/August
6.5. Produce a SIR video that explains and illustrates SIR to prospective members	Completed by G&M in 2016. It is found on the sirinc.org website.		Done
6.6. Develop a template guest package for branch modification and use	> Design package > Communicate package in G&M Newsletter	G&M Chair G&M Staff	Now/March 1 May 1
6.7. De-emphasize "retirement" in SIR	> Develop plan and seek Board approval	G&M Staff	Not started

Strategic Plan Element	G&M Response	Assigned To	Begin/End Date
recruiting literature	> Updated What is SIR > Begin implementation	G&M Staff G&M Staff	Upon approval
7. Growth and Membership Committee Recommendations			
7.1 Develop "SIR Saved My Life" Video	> Find situations and Sirs > Shoot video comments > Edit video > Distribute	G&M and RDs Chuck Joyce Chuck Joyce RDs	Not started
7.2 Develop President's Quarterly Message Video	> Shoot first video > Edit video > Distribute video	Pres. & C. Joyce C. Joyce G&M Staff	Done Need follow up videos
7.3 Update Orientation Session Template	> Develop update	G&M	Done
7.4. Create a "Years of Membership" template for branches to use in recognizing longer term members.	> Develop template and "Years of Membership" package for branch consideration. > Include materials in G&M Newsletter > Follow with branches to determine if it is being used	Tony de Losada Same AGs	Not started

Date: June 8, 2017

To: SIR State Board Membership

Re: **Quarterly Report for Region 5**

During the last quarter a meeting was held with all Region 5 AGs. There were two primary topics of discussion:

The reorganization and its ramifications for Region 5
A review of branches potentially identified as "troubled" in the Region

In addition, AGs were asked to hold meetings will all Big Sirs and Little Sirs approximately every two months.

The branch results for the quarter are pasted below.

AGs were asked to keep the pressure on for introducing RAMP and Leader Succession at the branches.

The search continues for a 2018 AG to replace Ron Saltgaver in Area 17.

Ed Benson, Region 5 Director

Area	Branch	RAMP & Nom Com Status	Members Dec	Members Latest	Diff. No	Diff Pct
4	50	R only	72	65	-7	-9.7%
	69	Yes	153	155	2	1.3%
	93	R only	147	145	-2	-1.4%
	107	None	106	85	-21	-19.8%
	112	RPN only	87	90	3	3.4%
	117	None	86	88	2	2.3%
	150	RAN only	80	76	-4	-5.0%
	156	None	32	32	0	0.0%
Total Area			763	736	-27	-3.5%
15	2	None	96	89	-7	-7.3%
	6	RN only	44	38	-6	-13.6%
	26	None	105	100	-5	-4.8%
	59	Yes	153	153	0	0.0%
	73	None	100	91	-9	-9.0%
Total Area			498	471	-27	-5.4%
16	8	Yes	343	349	6	1.7%
	19	Yes	134	132	-2	-1.5%
	81	Yes	153	163	10	6.5%
	116	Yes	232	219	-13	-5.6%
	146	Yes	285	287	2	0.7%
	171	Yes	158	158	0	0.0%
	174	None	135	133	-2	-1.5%
Total Area			1440	1441	1	0.1%
17	34	Yes	169	167	-2	-1.2%
	101	APN only	150	147	-3	-2.0%
	108	None	64	59	-5	-7.8%
	121	AN only	72	67	-5	-6.9%
	128	AN only	269	256	-13	-4.8%
	155	N only	67	69	2	3.0%
	161	None	144	143	-1	-0.7%
Total Area			935	908	-27	-2.9%
Total Region			3636	3556	-80	-2.2%