



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



Tuesday, April 10, 2018 at 9:00am

State Board Members

President: Derek Southern

Vice President: Ed Benson

Chief Admin Officer: Dean Steichen

Secretary: Ron Flagel

Assistant Secretary: Dwight Sale

Treasurer: Karl Ryden

Assistant Treasurer: Jimmie Johnson*

* absent

Director, Region 1: Mark Stuart

Director, Region 2: Jerry Morrow

Director, Region 3: Dean Faris (for J. Filippo)

Director, Region 4: Patrick O'Keefe

Director, Region 5: Bill Holly

Invited participants

Past Presidents: Dwight Sale & Jerry Strain

State Advisor: Dwight Sale

Committee Chairmen: Jim Johnson, Tom Molinari*, Jerry Sabo*, Craig Hoffhines, Jerry Strain, Jack Meylink, Lee Moy.

Call to Order

President Derek Southern called the meeting to order at 9:00 am and welcomed Board Members and invited participants.

Secretary Ron Flagel verified a quorum present (11 of 12). The January, 2018 meeting minutes were approved as posted on the website.

Jerry Morrow led the Pledge of Allegiance and gave the Invocation.

President's remarks

President Derek Southern displayed a graph showing the current and projected membership decline and commented on several issues:

- Projections show membership going down to approximately 13,000 at the end of 2018 & 9,000 by 2024 (following the current trend). The impact on our financials was noted.
- Some form of change is needed, other than what we are currently doing, to reverse this trend. More stress on RAMP implementation was suggested. Discussion followed on the impact RAMP has had on the decline. Is RAMP impact even measurable?
- We are losing 40-50 members a month. He noted that there are 20 branches which lost only 2-3 members. If those branches could gain 2-3 members, it would change the decline. Derek asked the R/D's to take that message to the branches.
- There are some branches that have websites that show and promote an Area presence. This awareness in the branches, provides added activity possibilities for members.

President Derek Southern presented a State HLM award certificate to Ron Flagel for several years of service at the State level as Assistant State Secretary, Secretary, Certificate Chairman, Badge Chairman.

Other Remarks

Vice President Ed Benson reviewed his Vice President report sent out prior to the Board meeting (Attachment A). He shared his discussion with a former colleague. It was from that discussion, that this report developed. Ed asked for comments on the report.

- Mark Stuart expressed the importance of us as the Board of Directors to providing clear direction to the branches. When this is not done, they will go off in all different directions.
- Jerry Morrow expressed his belief that we have dropped the ball on the implementation of the RAMP program. The R/D's and A/G's need to press on with getting it going in the branches.

Secretary Ron Flage reviewed the status of the redesigned name identification badges. He pointed out that the cost reduced version with larger font sizes has not yet been fully implemented. That design was used for 2018 incoming officers, but the order forms have yet to be revised. Also, the initial supplier of those badges is no longer in business. The current badge will continue in place until a new design can be finalized. Ron will look into pricing from the current badge distributor.

Treasurers remarks

Karl Ryden reported our current bank account at \$103,975 (with Insurance not yet paid). Assessments received are at \$20,776 with \$7,027.50 still due to come in. Karl also pointed out that the reports are all on the website and passed out copies. He noted that the formatted presentation is different. The new report structure is as follows:

- Balance sheet.
- Income & Expenditures Previous year comparison. He noted that the new program would not let him take out the "Net Ordinary Income" line item.
- Income & Expenditures Previous year comparison detail. Shows breakdown and more category detail. Everything reported on the Form 15 goes into this report.
- Income & Expenditures – Current year 2018, Year to date. This is a new report and is broken down by Region and State Expenses.
- Income & Expense Budget vs. Actual – 2018. State officer categories have been added. Insurance is a big factor.

Hopefully, this revised financial presentation will be easier to follow & understand.

Karl pointed out that the distribution of money, coming from branches shutting down, takes time for him to sort out. Be patient. Karl emphasized that the financial records for the last three years from these branches are necessary for proper IRS reporting in this matter.

Budget Oversight Committee Report

Ed Benson reviewed the 2018 Annual Budget (Attachment B) Highlights are as follows:

- The budget came late this year because of questions having to do with training. The budget as shown, reflects the use of Video/Webinar methodology.
- Assessment income reduces 1% per quarter due to declining membership. Foreign travel income is up because we are now charging it out correctly.
- The Budget has been reformatted with more and better detail showing Region and Committee budgets.
- The plan does not anticipate an increase in branch assessments.

Budget Oversight Committee Report (Continued)

- The Annual meeting shows a branch assessment of \$4640. Some discussion took place to clarify that the \$40 is a one time branch assessment. It will be assessed whether or not the branch sends both Big & Little Sirs. The annual meeting budget is \$7000.
- A question was raised as to why Bowling has budgeted expenses, when Golf is self sustaining. Ed will follow up on this matter with the Bowling Committee.
- Summary totals are Income; \$89787 and Expenses; \$91,900. Ed commented that we traditionally are within the planned budget and this should not be a problem.

A **Motion was made and seconded** to accept the budget as presented in (Attachment B).

Discussion followed related to the "Net Income/(Deficit)" portion shown at the end of the report. The **Motion was amended** as follows; To accept the budget as presented with no assessment increase unless determined at a later date.

The motion passed.

Jim Johnson expressed his appreciation for a job well done in the reformatting of the budget presentation. Ed Benson noted that the committee received valuable help from a fellow member with Quickbook experience. Ed recommended that a certificate be made and presented to this individual. It was agreed that Ron Flagel would make up an appropriate certificate.

Golf Committee Report: Jerry Strain reported that the committee is working on current issues resulting from the State Region & Area realignment. There will be a committee meeting next week and Jerry invited all R/D's to attend. He reported that the Napa tournament set for April 23-24 has 138 men & 30 ladies currently registered. The Reno tournament set for June 18-22 is being worked.

Nominating Committee Report : Jerry Strain reported that the committee has not yet met. He has received three applications so far. The applications are for President, Secretary, and Treasurer. It was recommended that a notice be sent soliciting applicants for all offices. Job descriptions are on the SIR Website for all positions, except Treasurer.

Regional Director reports

President Derek Southern asked the Regional Directors to discuss the effect that the State Region and Area realignment is having in their Region. He also asked for updates on the implementation of RAMP in their Region.

- Region 5. Bill Holly reported that RAMP is in place in most branches in one form or the other. Others are starting to expand RAMP as they see the value. He stated his main concern at this point is getting the branches to provide the form required by the State. Form 27 being the biggest problem. (Attachment H)
- Region 4. Patrick O'Keefe commented that the Big Sir meeting in March seems to be having a positive impact on those branches that had representation there.

Derek asked for comments as to why only 1/3 of all the Big Sirs responded to the questionnaire. Ed Benson suggested that maybe we should make calls to those that did not respond and ask them why. Derek will send a list of those non responders to the R/D's & A/G's to follow up on.

- Region 3. Dean Faris (Area 9) reported for Jim Filippo that branches he spoke with tell him that they are handling RAMP with the existing BEC members. It is yet to be determined how long Dean will be covering for Jim. Derek will handle this off line.

Derek commented on RAMP implementation. He is quite satisfied with BEC Directors carrying out RAMP functions. He stated that for small branches it may be the only way they have and one size doesn't work for all. The main thing is that the job gets done. Dean suggested that maybe in training we should stress that the concepts of RAMP is what is important, not just having a committee.

Regional Director reports (Continued)

- Region 2. Jerry Morrow discussed what he wants to accomplish this year. Ramp is a top priority. He shared handouts covering what two branches are doing to gain membership. One branch gained 30 members last year with a positive attitude and talking up bringing in new members. Another branch has five RAMP chairman and just recently brought in four new members with their presence at a local garden show. Jim Johnson shared how they have used grocery bags printed with SIR information. They were given away at a local home & garden show. The bags they used cost \$3.50 each for quantity of 100. Jerry Morrow emphasized that having a presence at local fairs is a powerful tool for contacting potential new members.
- Region 1. Mark Stuart reported that RAMP status has not changed much. He also stated that some branches are not trying at all. Mark stated that one reason for that may be that the branch is small. They are doing all they can just to stay afloat. Others just don't care or don't want to bother with RAMP. Mark noted that some are seeking assistance from Giorgio since the presentation made at the Big Sir meeting. Mark concluded that the success of any branch using RAMP as a tool is a matter of leadership. He also pointed out that many branches that are not doing anything have plenty of money in the bank. (Attachment H)

Standing Committee reports

Training: President Southern reported for Vic Mershon that the training plan is still not complete. The content is fine, but the delivery method is still unclear. He noted that there are currently three possible methods; 1) A Speaker/Leader at Regional meetings. 2) Videos. 3) On-line training. Discussion followed on the pros and cons of past and current methods. Some points made are as follows:

- Big Sirs not wanting to travel to Regional meetings may be the cause of the poor attendance.
- It was pointed out that at the Big Sir meeting the response was highly in favor of online training.
- One problem with online training or videos is being able to know if it was completed or not.
- It may be that Big Sirs not interested in being trained are not going to participate no matter what method is used.
- The best time in the year to hold the training was also discussed, but no conclusion reached.
- It was noted by some, that the real Big Sir training is done by the outgoing Big Sir. That could be good or bad.

In conclusion, Derek will continue to work on a online training program. If that doesn't work out soon enough, then we will have to come up with some hybrid method using videos, online, or in person method.

INFOSYS: Dean Steichen highlighted items from his report as follows:

- Committee members remained unchanged.
- Minor website changes were made and at least 40 underlying files are updated monthly.
- Many Branch websites continue to be maintained by Alan Baker regularly.
- The Facebook page is in place with only 10 or 12 hits a week, not much use.
- SIR Happenings is being done pretty much by Derek and there is currently no editor for the Happenings on the horizon. Ed Benson suggested that the Nominating Committee pursue finding an editor. Dean stated that he had approached several branch newsletter editors, but the interest was not there.
- All training material is on the website if anyone chooses to make use of it. R/D's & A/G's are the ones that should promote this at the branch level.

Standing Committee reports (Continued)

INFOSYS (continued)

- Dean was asked if there is a technical plan in place for where INFOSYS is going. Dean responded that there is not. He also made it clear that the INFOSYS takes it's direction from the Board. He sighted the examples of the implementation of "GoToMeeting" and Facebook. (Attachment D)

Insurance: Craig Hoffhines reported that the insurance renewal has been accepted with a premium. The new rate is \$45,756 compared to last years \$50,718. It was noted that insurance for officers, directors, and foreign travel is separate from the liability insurance, but included in the \$45,756. Those items cost \$4,401 paid separately.

Craig again emphasized the need for diligent use of caterer insurance Forms 63 or 64. There are currently 29 non compliant branches. Non compliance puts the whole of SIR in a vulnerable position financially & legally . Something must be done to bring these 29 branches in line with these requirements.

(See attachment C)

Lunch

Bocce: Jack Meylink reported addition of a new committee member from Area 2. He is still looking for more help. Jack asked if there was interest shown from the Annual Meeting questionnaire. Derek reported that there was some interest and he would provide Jack with the names. It was suggested that each R/D find a member from their Region to be their representative on the Bocce committee.

Rules: Jim Johnson presented rule changes affecting Branch attendance and Emeritus definition. (Attachment E, F,G). Each rule was considered separately:

- Division 2 – CORPORATE BYLAWS Article 5 – Officers. Article 142 – Proxy voting. A **M/S/P** to approve the proposed change as written in (Attachment E). Will require approval at the Annual meeting.
- Rule 24g – Emeritus status HLM - **M/S/P** to approve the proposed change as written in (Attachment F).
- Rule 55 & 55.1 - **M/S/P** to approve the proposed change as written in (Attachment E) with the exception that in Rule 55.1 change; "from Branch attendance requirements" to; "from individual member attendance requirements".
- Rule 100 – Required Attendance -**M/S/P** to approve the proposed change as written in (Attachment G).

Discussions took place regarding the proposal to eliminate luncheon attendance altogether. It was agreed that a change of this nature has far reaching implications for the organization as a whole. The rules committee will take a look at this. Jim asked for direction from the Board on pursuing a branch recommendation to allow a member to belong to two branches. The subject was discussed. This would create certain practical problems such as what is our membership count as a corporation and others. The Rules committee will come back with a proposal to allow dual membership.

Growth & Membership. Ed Benson passed out charts as follows:

- First chart shows 27 branches that in 2017 filed 6 or fewer Form 27's. (Attachment I)
- Second chart is an entire list of branches and how they performed relative to Form 27.

Ed pointed out that it is not the G & M committee's responsibility to get the branches to submit the forms, but that it rests with the R/D's & A/G's.

SIR Sports Activities Lee Moy reported on progress towards a SIR Day at Oakland Coliseum with The Oakland A's vs. San Francisco Giants on July 22th (a Sunday). He will put together flyers and seek commitments for attendance in order to pursue making a commitment with the Oakland A's organization. **M/S/P** to approve the proposed activity.

Additionally, Lee offered to help out with other Sports Activities state wide.

Old Business

Membership application revision. Ed Benson reported Form 2 has been cleaned up with errors corrected and other updates (3/3/18). He emphasized that the branches should be instructed to destroy the old forms and begin use of the new one.

Bowling audit. Derek reported the audit complete without problems.

Annual meeting. Ed Benson reported the initial invitations have been sent out and six have been received. Ed noted that getting hotel reservations early would a good idea. It was suggested that we could have a motivational speaker at the annual meeting.

State wide mailing list. Ed Benson reported that we have a list of about 8500 member emails so far. It was suggested that maybe the Golf email list that Jerry Strain has could be merged with the 8500 list that we have. Concern was raised about who will work on this task. Mark Stuart commented that it is easy enough to merge the lists, but what will be the delivery system? It was resolved to continue this discussion after the upcoming online A/G meeting.

Branches not in compliance with rules. General discussions of this subject proceeded. A summary as follows:

- Branch 55 (provisional) was discussed as an example. Alternative disciplinary actions were discussed. Derek will address the Branch 55 question. Other Branch situations were discussed as well.
- Branch requirement categories such as mandatory, optional, and crucial were enumerated and discussed. Some requirements noted where as follows; Forms 20, 27, 28, 63 or 64, Roster, attendance, BEC minutes, lunches, bulletin.
- Consideration to double the assessments of non compliant branches (the 29 listed in the Insurance report Attachment C) was discussed. They would have a 30 day time period to comply. Further discussion followed on this issue.
- How to notify these branches was considered. It was generally agreed that the A/G & R/D approach these branches with the message of the importance of these requirements. The branches would then be given 3 months to comply. If not done in the 3 month period their assessments would be doubled. If not in compliance after 6 months their charter would be removed.
- But, what about those that are not in compliance with the insurance requirements. It was pointed out that these crucial requirements should have a shorter compliance time frame. It was agreed that they should be allowed 30 days to comply.

There was consensus that those branches not in compliance with the Insurance policy and Insurance Form submittal process, be put on notice that they may have their charter removed. The message would be delivered by an A/G or R/D visit to the branch. The message will be in the form of a letter stating the requirements and reasons why they are crucial. They will have 30 days to comply.

Change in A/G expense approval process was discussed and it was decided not to change the current signature process.

New branch formation committee. Ed Benson reported no action taken.

Prioritizing "Issues we face". Mark Stuart summarized those issues as follows;

1. Luncheon attendance requirements,
2. Minimum branch requirements to remain in good standing,
3. What are we as an organization (luncheon or activities club)?
4. Need for state goals that transcend the board year to year.
5. Review of items from Project 2016 and the Re-organization Document.

Mark pointed out that items 1 & 2 have been addressed and items 3,4,5 are best left to a later date where more time is available.

Jerry Morrow requested that the Folsom branches 94 & 95 be left in his Region. It was decided

that it can be re addressed at the upcoming golf meeting to make sure it all fits together.

New Business

Raffle issue. A notice to renew a raffle application was received by the State Secretary for Branch 58. The matter was handed over to our SIR legal advisor. Dwight reviewed the raffle situation and general policy in SIR.

President Southern announced that Assistant Secretary Paul Kramer has resigned for health reasons and Dwight Sale will replace him on a temporary basis.

Branches showing \$50,000 income. The SIR State Treasurer is required to certify that the income of individual branches does not exceed \$50,000 in their account. If the \$50,000 is carried in the account an extensive report and fee is required from our State Treasurer. Custodial accounts can be used when money is being held for something, but the money must go back out. This situation should be avoided by the branches.

State meeting day change. Mark Stuart suggested the State meeting day be changed to Fridays. After some discussion it was decided that it could be considered for next year by the incoming Vice President.

Monterey Golf tournament attendance. Mark noted a problem of poor participation caused by the SIR golf rule requiring an additional type of membership to play in this tournament. Mark explained that he brings this up because when we as the State Board approve this kind of event we don't look deep enough into the activity. Some discussion took place with no specific conclusion reached.

Vice Presidents remarks. Ed Benson requested to continue his presentation from earlier today. Ed brought the Board's attention to Issue 1 and to the nine points shown in his handout. He commented on the importance of addressing these issues as we attempt to move forward with our organization. Some of the items discussed were diversity of our membership, being a "worthy cause" organization, effective leadership, and goals & vision. Ed asked again; what do we do about the decline. It was suggested that if this issue is as big as it seems, more time should be given to it at a special meeting or such. (Refer to Attachment A)

Adjournment:

President Derek Southern adjourned the meeting at 3:15 pm, April 10, 2018.

Respectfully submitted,
Secretary Ron Flagel
April 29, 2018

**The next Board Meeting will be Tuesday, June 5th 2018, at 9:00 am
The meeting location is Chez Shari Manteca GC, Manteca, Ca.**

Attachment A **Vice President comments**

April 8, 2018

Fellow State Board Members and April Board Attendees

Re: Vice President's Remarks – Prioritization of issues facing SIR

I had a long discussion with a former colleague last week as he is approaching 50 years of consulting. His firm does pro bono work for non profits, so I asked him if he might consider a project for us, namely,

“We need fresh eyes to look at our four general recruiting markets (urban, suburban, rural and retirement communities) today, three years from now and six years from now and advise us regarding the following three issues:

Issue 1: What might our potential members be looking for in a social organization they would consider joining?

Issue 2: What changes will be required within the SIR organization to stop net membership losses, begin to gain net membership and offer the market a more desirable “product”?

Issue 3: How can SIR effectively bring its “message” to increased numbers of prospects to ultimately reduce its reliance on members recruiting members while reducing our median age?”

He noted that was a pretty broad list of objectives and asked why, with 14,000 members we didn't have the qualifications to take the project on ourselves. I suggested that might not be feasible for at least two reasons:

How do we find volunteers with the capability and interest to take on such a project, and
As we in the consulting field know, it's darn difficult to be a prophet in your own land.

He then asked me what I thought the answers to **Issue 1** might be. I suggested that based on my reading and limited research my thoughts regarding potential members of the future were:

- Fewer people will join groups of any kind
- The idea of joining a luncheon club will be dead
- Fewer people will fully retire (many because they can't afford it)
- Even more will not recognize themselves as retirees even if they are “retired”
- People will be looking for groups that make a difference
- People will want to join groups that are diverse
- Social activities will still be important, but perhaps less so than they are today
- Activities that promote mental and physical health will be appreciated

OK, he said, if your view of the future is accurate what ramifications do they present for SIR to be successful?

Fellow Board Members and attendees, this is where you come in. I need a response to two questions:

1. We need to get a consensus agreement of what our future recruiting market looks like. Do you agree with my view of the future? If not, where is disagreement and what points did I miss?
2. Once we have an agreed upon view of our “market,” what do we do about it? What changes are necessary and when do they need to be made?

I suggest that these steps be done before any prioritizing of issues facing SIR takes place.

Best,
Ed

Attachment B 2018 Budget

2018 Budget, March 12, 2018

Assumes State is preparing video for on line training and "webinar"

Income				Proposed Budget	Actual 2017	2018 VS. 2017	
						\$	%
Pro Rata Assessments							
1Q	13923	\$1.50	\$20,885				
2Q	13784	\$1.50	\$20,676				
3Q	13646	\$1.50	\$20,469				
4Q	13509	\$1.50	\$20,264				
Total				\$82,293	\$84,019	-\$1,726	-2.1%
Annual Meeting Assessment							
Branches	116	\$40	\$4,640	\$1,860	\$2,780		149.5%
Foreign Travel Receipts				\$1,995	\$1,788	\$207	11.6%
Hardware Sales				\$1,500	\$1,985	-\$485	-24.4%
Interest				\$59	\$59	\$0	0.0%
Miscellaneous Income				\$1,300	\$420	\$880	209.5%
Total Income				\$91,787	\$90,131	\$1,656	1.8%
Cost of Goods Sold				-\$2,000	-\$2,406	\$406	-16.9%
Gross Income				\$89,787	\$87,725	\$2,062	2.4%

Attachment B (continued)
2018 Budget

Expenses			Proposed Budget	Actual 2017	2018 VS. 2017	
					\$	%
Insurance						
Commercial						
Umbrella						
Directors and Officers						
Foreign Travel Liability						
Total Insurance			\$48,000	\$46,383	\$1,617	3.4%
Officer Expense						
President		\$2,000				
Vice President		\$750				
Secretary		\$500				
Asst. Secty.		\$300				
Treasurer		\$500				
Asst. Treas.		\$300				
Ch Admin Off		\$500				
Total Officer Expense			\$4,850	\$3,000	\$1,850	38.1%
Promotional Materials			\$0	\$861	-\$861	
Rgn/Area/Br Meetings			\$0	\$6,957	-\$6,957	
State Committee Expense						
Audit		\$100		\$93		
Training						
> RD/AG	\$700					
> Annual	\$7,600	\$8,300		\$12,795		
G&M		\$600		\$558		
InfoSys		\$600		\$202		
Budget Rec		\$0		\$0		
Travel		\$250		\$0		
Nominating		\$200		\$132		
Golf		\$0		\$0		
Bowling		\$400		\$60		
Bocce		\$200		\$0		
Rules		\$200				
Total Committee Expense			\$10,850	\$13,840	-\$2,990	-27.6%

**Attachment B (continued)
2018 Budget**

State Administration Expense				
Bank Fees	\$100			
Supplies	\$1,200			
Printing and Copies	\$400			
Postage	\$900			
Mileage	\$300			
CA Taxes (SI 100's)	\$2,000			
Disbursements to Branch	\$0			
Total State Admin Expense		\$4,900	\$6,470	-\$1,570 -32.0%
Region Expenses				
Region 1	\$2,500			
Region 2	\$2,500			
Region 3	\$2,500			
Region 4	\$2,500			
Region 5	\$2,500			
Total Region Expenses		\$12,500	\$0	\$12,500
Contingency		\$0	\$0	
Total Expenses		\$91,900	\$86,601	\$5,299 5.8%

Net Income/ (Deficit)	-\$2,113	\$3,530	-\$5,643	267.1%
Inrease Per Capita \$.25 X 13430 Members in	\$3,358			
Net Income/ (Deficit)	\$1,245			

Note: Total Region Expenses were \$10, 585 which are included in other expense accounts

Attachment C Insurance report

SONS IN RETIREMENT INC.

April 10, 2018

To date I have not received responses from 29 branches regarding the use of caterers as required by our insurance carrier as a condition of insurance and is now SIR policy. We are in the renewal process, and it would be to our advantage to have a much higher (near 100%) response percentage. The following branch numbers have yet to make a response.

#7,14,21,23,36,46,47,53,55,59,66,70,73,76,81,85,87,89,92,94,106,118,119,133,134,147,158,171,179.

I would ask the Regional Directors and Area Governors to assist in helping the new Big SIRs for 2018, of these branches, located in their areas, with a visit, follow up call and email to fill out the appropriate form and get it in ASAP. Thank you.

The following or similar as example talking points and instruction could be used.

We have not yet had a response from you to the request for information regarding use of caterers as required by our insurance carrier. Please fill out Form 63 or 64 with the applicable insurance certificate if your branch uses a caterer. They are found in the State website under Member Information, Key Documents, Sir Forms.

Branch Big Sirs and/or Branch Secretaries are the ones that need to take action on these forms.

Form 63 is for branches that do not use a caterer.

Form 64 is for branches that do use a caterer. It is to be signed by the caterer indicating that he does have adequate insurance and your branch is a named insured.

For your information the form instructions are repeated here;

If you do not use an Independent caterer use form 63, but If you use an independent caterer for your meetings, we need them to sign the form 64 that is for your Branch. In addition, the caterer will need to obtain a Certificate Of Liability Insurance from their insurance agent or broker naming THE SIR ENTITIES as printed in the form 64, as additional insureds. Take and or keep a copy for yourself, and send and or email a copy to me. Please follow up and complete this within the next 30 to 45 days. I cannot understate the importance of this for SIR. If you have questions, or if your caterer does not currently have insurance, please call me or Angelo Coero. Thank you.

Craig Hoffhines
SIR State Insurance Chairman
2505 Polar Star St, Rocklin, CA 95677
916-624-0113
CFINES@ATT.NET

Angelo Coero 916-472-6650
2272 Devonport Loop, Roseville, CA 95747
916- 472-6650
ANGJAN@SBCGLOBAL.NET

Attachment D
INFOSYS Committee
April 10th, 2018 Report

INFOSYS Committee

The next Committee semi-annual meeting is planned for early September and will use GoToMeeting for those unable to attend in person.

Membership

Committee membership has not changed since our last report. 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, Treasurer Reports and Travel Management were made by Dean Steichen from files supplied, primarily by Dwight Sale, Richard Sale, Ron Flagel, Derek Southern, Karl Ryden and Bob Spellman.

Only minor changes have been made to the sirinc.org main page. The Member's Information page has not seen changes to the layout or links but lots of routine updates to the content and a reminder to use Ctrl-f key combo to search .pdf files was added.

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. Richard Sale is learning to maintain the Database and generates the monthly Membership Statistics and Branch Data Sheets reports.

SIR Happenings

Derek Southern is working on a NEW edition of SIR Happenings but it is not yet ready for publication.

Other Committees

The State Treasurer, Asst. State Treasurer, Asst. State Secretary, 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

Attachment E
Rule changes

DIVISION 2 – CORPORATE BYLAWS

Article 5 - Officers

Section 142. Only members of the State Board shall be entitled to vote on matters to be determined by the State Board. **In the case of a Regional Director who cannot attend a scheduled Regular or Special Board Meeting, he can provide a proxy to represent him. The proxy shall be an Area Governor from his Region and count toward the quorum and have voting rights. The proxy' s name shall be submitted in writing (or e-mail) to the State Secretary prior to the meeting.**

Rule 55 & 55.1
Emeritus Status

RULE 55. A Branch BEC may award Emeritus status to a member who cannot consistently attend monthly meetings. ~~, for reasons of health, caregiving, or being unable to drive.~~ Emeritus status may be conferred to a requesting active SIR who has been a member for at least 10 years. ~~and is 80 years old or older, or a member for at least 15 years and is 75 years old or older.~~ (New 11/04/2014)

Rule 55.1 Emeritus members attending branch luncheon meetings shall count toward the total number of members present, but absent Emeritus members would be exempt from Branch attendance requirements **and would not count against the percentage reported on Form 27.** Emeritus members are considered active, and therefore shall be eligible to participate in any SIR Branch activity. (New 11/04/2014) (Revised 04/08/15)

Attachment F
Rule changes

Rule 24g
Honorary Life MEMBERSHIP (HLM)
Emeritus Status

24g. In situations where a Branch-initiated HLM has not attended his home Branch lunch-eon meetings for at least 24~~12~~ consecutive months and/or the Branch has determined that the HLM will no longer attend or participate in branch functions, the Branch Executive Committee with two-thirds approval may request that the Area Governor approve assigning that member HLM Emeritus status so that he would no longer count to-ward the Branch' s HLM limit. This Branch request shall be initiated by letter to the Area Governor over the Big Sir' s signature outlining the circumstances that prompt the requested action including steps taken to contact the HLM. The Area Governor shall approve or disapprove the request by return correspondence with a copy to the State Certificates Chairman. If approved, the individual shall remain an active member of that Branch and be reflected as HLM Emeritus in that Branch' s and State Roster membership records.

(Revised 6/10/08) (11/8/11) (6/4/13) (1/31/17)

Attachment G
Rule changes

Article 8 - Required Attendance
Current Attendance Requirement

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

- a. Miss three (3) consecutive regular luncheon meetings without having been excused by contacting the designated Branch Attendance person prior to the meeting date.
- b. Did not attend one-half of the regular luncheon meetings within the previous twelve consecutive month period. NOTE: Excused meetings cannot be included to achieve the minimum attendance. (Revised 6/6/06)
- c. (Deleted 6/6/06)
- d. All legitimate alternatives to termination shall be explored. The member' s response may suggest an alternative to termination such as inactive status. (Revised 6/7/2016)

Proposed Attendance Requirement 3/19/18

RULE 100. A member shall be required to attend one-half of the regular Branch monthly luncheon meetings within the previous twelve consecutive month period.

A member shall be notified in writing and/or telephone by his Branch if he is in violation of the Attendance Rule 100 and is subject to the termination of his membership (Rule 107).

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

Attachment H **R/D reports**

Derek,

Below is my report detailing the items you requested in your note below. As you already know but I wanted to put in writing my region is short Area Governors with Area 1 still without a Governor, the Area 2 Governor has health issues and mostly will not continue in the position and the Area 3 Governor will be out of the country for two to three months.

Region 1 Quarterly Report

Regarding our realignment as it applies to our Golf program I have spoken in detail with Region 2 Director Morrow and Region 5 Director Holly. They have reviewed the recommendations made by State Golf Division 2 Chair Morelli and have agreed on the following. Branches 49 and 95 located in Folsom and currently part of Region 2 will be reassigned to Region 1. After some further discussion we will determine whether these branches will be assign to Area 3 or 4. The branches in Area 4 (Sacramento area) will be reassigned from Region 5 to Region 1 thus making Area 4 part of Region 1. These changes will be published to branches once the entire organizations changes have been determined but the actual effective date of the changes will be 1/1/2019. There will be transitional work done with Directors, Governors and BEC's during the final quarter of 2018.

RAMP implementation has not changed much if at all since my last quarterly report where I listed by category the branches committed to RAMP. The most I can say is those that have adopted are maintaining their membership or increasing. Those branches not adopting RAMP are continuing to have significant recruitment and retention issues. There are many reasons given for not adopting RAMP among them poor volunteerism in branch, small membership, branch is failing and close to closing or merging, there is no believe in RAMP and support from the Big Sir of the branch, there is not an understanding of RAMP because they did not attend training and do not want training or finally the branch says they have their own methods and prefer to use them.

MarkStuart
Region 1 Director

Attachment H (Continued)
R/D reports

First Quarter 2018 Report - Region 5

As of the end of March 2018, four of Branches in Region 5 either disbanded or merged with other branches within the Region. As of the end of March there were a total of 3,328 members.

Area 4 lost Branch 50 as of the end of 2017. In March of this year, Branch 107 merged with Branch 93. As a result, Area 4 went from eight branches down to six. Two branches have around 150 members; three branches have around 80 members; and one branch has 35 members. As of the end of March, there were a total of 595 members.

Area 15 lost Branch 6 as of the end of 2017. As a result, Area 15 went from five branches down to four. One branch has 155 members; one has around 100; and the other two have around 80 members. As of the end of March, there were a total of 418 members.

Last year Area 16 was the only Area in Region 5 that gained members. So far this year, no branches have disbanded but membership has dropped. Of the seven branches, two branches are between 290 and 330; one is around 210; two are between 150 and 160; and two are around 130. As of the end of March there were a total of 1,388 members.

In Area 17, Branch 121 merged with Branch 101, leaving a total of six branches. Two branches range from 200 to 285 members. Two branches have from 150 to 170 members; and two branches have between 50 to 70 members. As of the end of March, there were a total of 927 members.

RAMP + N is making progress throughout the Region (see the attached spreadsheet).

With the upcoming realignment of branches so Golf and State organizations are synchronized, it is anticipated that the Area 4 branches will be assigned to Region 1, Golf Division 2 effective in 2019.

Attachment I

27 branches filed to me for Missing Form 27s

SIR State Form 27 Summary Statistics All Branches 2017

NUMBER OF MEMBERS													Missing Form 27s			
Reg. Area	Br	Location	Prev Dec.	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept		Oct	Nov	Dec
1	2	56	Grass Valley	0												12
1	3	127	Blu Yonder, Carmichael	0												12
2	18	87	Tuleburg, Stockton	0												12
3	7	66	Sonoma	0												12
3	7	88	Solano, Vallejo	0												12
3	9	157	Wine Country, Healdsburg	0												12
3	10	158	Sebastopol	0												12
4	13	16	El Camino, Redwood City	0												12
4	13	51	Mid Peninsula, Los Altos Hills	0												12
4	14	85	Pajaro Valley, Freedom	0												12
4	14	104	Aptos-Rio Del Mar, Aptos	0												12
5	4	69	Pony Express, Sacramento	0												12
5	4	93	Fruitridge, Sacramento	0												12
5	4	156	Elk Grove	0												12
5	17	155	Wendehall, Livermore	0												12
2	5	152	Arnold	74	75											11
2	6	70	Dry Diggins, Shingle Springs	45	45	45	45									9
1	2	170	Lake of the Pines, Auburn	148	148	150	155								0	8
2	6	120	Georgetown, Garden Valley	69	66	65		56	LDL							8
5	17	161	Discovery Bay	144	140	143	143	145								8
1	1	154	Mt. Shasta, Mt. Shasta	65	65				66	60	67			70		6
2	5	15	Mace Meadow, Pioneer	152	148			149	149	148	148					6
2	6	160	Lake Tahoe, S. Lake Tahoe	102		102	102		97			142				6
2	19	179	Yosemite, Fresno	88	89	90	82	83	82				97	101	101	6
3	10	92	Hood Mountain, Santa Rosa	129	129	126		126		125	119	121				6
4	11	39	Garden City, San Jose	69	70	72	73	71				75				6
4	13	4	San Francisco, South S. F.	159	159	136		130		158	132	134				6