



**Sons In Retirement Inc.
Minutes of State Board Meeting
Rossmoor Adult Community,
Stanley Dollar Drive
Walnut Creek, California 94595**



Thursday, 17 January, 2019 at 9:30am

State Board Members (* absent)

President: Ed Benson
Vice President: Jim Johnson*
Secretary: Ron Flagel
Assistant Secretary: Vacant
Treasurer: Roy Hodgkinson
Assistant Treasurer: Jimmie Johnson*
Chief Admin Officer: Dean Steichen

Director, Region 1: Mark Stuart
Director, Region 2: Rick Kindle
Director, Region 3: Dennis Pangburn
Director, Region 4: Patrick O’Keefe
Director, Region 5: Bill Holly

Invited Participants present

Past Presidents: Dwight Sale and Derek Southern
State Advisor: Stu Williams Parliamentarian: Dwight Sale
Area Governors: Dale Decker, Walt Busenius, Pat Reed, Bob Grandey
Committee Chairmen: Stu Williams, Craig Hoffines, Derek Southern, Barry Leskin, Richard DeVoe, Lee Moy, Tony de Losada, Alan Melnicoe, David Heflich
State Audit: Don Merson, Ron Cassano and Karl Ryden

Call to Order

President Ed Benson called the meeting to order at 9:30 am and welcomed Board Members and invited guests.

Ed Benson led the Pledge of Allegiance and gave the Invocation.

Secretary Ron Flagel verified there was a quorum. The October 2018 meeting minutes were approved with changes and will be posted to the website

President’s Remarks

President Ed Benson reported the resignation of Jim Johnson as Vice President due to health reasons. Ed noted that Dick DeVoe stepped forward to fill that position and will continue to function as Rules Committee Chairman. Ed pointed out that Dick being an ex-officio member on all committees, as Vice President, would create a conflict with him also being Rules Committee Chairman. Ed expressed the need for a rule change that would allow the President to remove the ex-officio membership of the Vice President from certain committees. The motion was Made & Seconded and Discussion followed.

Nominating Chairman Derek Southern asked if the intent of Dick is to just fill the current vacancy or will he also run for the presidency for 2020. He also asked if the intent would be that he not be ex-officio on any committee. Dick then commented on the circumstances that led up to his decision to accept the Rules Committee Chair offered by President elect Benson. Dick also stated that when asked by then President Benson to fill the VP vacancy, he accepted that as well. He further explained that he is not interested in the Presidency at this time and considers this term as a stop gap.

President's Remarks (Continued)

President Benson further commented that he remains hopeful for the possibility of Jim Johnson still having interest as his health situation improves. Ed also stated that it is his intention to run for President in August for a second term because he feels that SIR has suffered by turning over Presidents every year.

Discussion continued resulting in modification of the Rule proposal as follows. For 2019 the President may excuse the Vice President from being an ex-officio member on the Rules Committee. This revised motion was Seconded & Passed.

President Benson asked for Board approval to replace the office vacated by Jim Johnson. Mark Stuart made a motion that Dick DeVoe fill the vacancy of Vice President for the remainder of 2019. The motion was Seconded and Passed with a majority vote of the Board.

President Benson stated that Jim Johnson has requested to be placed in nomination as Assistant State Secretary to fill the current vacancy. Dean Steichen made a motion that Jim Johnson fill the vacancy of Assistant State Secretary for 2019. The motion was Seconded and Passed with a majority vote of the Board.

Swearing in of additional 2019 Officers

President Benson swore in Dick DeVoe as Vice President and Dennis Pangburn as Director of Region 3. Dick DeVoe thanked the board for their confidence and stated he was prepared to attack the problem of membership decline with the help of all those present.

Ed gave a special thank you to David Heflich for arranging the use of this facility. David is Big Sir of Branch 81 that meets here.

Ed in recognizing Past President Derek Southern's contributions over the past year outline his many accomplishments. He noted that a Past President Certificate & Badge were presented to him at his home branch. Along with that presentation a Special Badge and Certificate was presented to Derek's wife recognizing her contribution to SIR through her support of Derek during his term.

President's Remarks

Ed recognized Don Merson and Ron Cassano here today to do the audit of the SIRINC financial records for 2018, along with Karl Ryden. The Golf and Bowling audits will done at a later date. Also, Ed reminded all involved of the Leader Workshop to be held tomorrow at this same location. Ed stated that membership is down again and that this can't continue if our organization is to survive.

On the subject of State goals for 2019, Ed reported that he has received preliminary goals from all Regional Directors and all but one Committee Chairmen. Although, because they were late, he noted that he was not able to perform a full analysis. He also noted that it will be interesting too see how those goals compare with the output of the workshop being held tomorrow. One thing that will have to be done, is to link all this up and if it requires a special Board meeting, so be it.

President Benson reviewed the annual meeting status planned for Thunder Valley again.. The dates are: Monday, August 19th for the Board Meeting and Tuesday, August 20th for the Annual Meeting. He noted that the contract has not yet been negotiated with Thunder Valley, but the dates are locked in. He stated that other surrounding activities have not yet been finalized. The next scheduled meetings are for a BS/LS Town Hall Meeting Tuesday February 12 followed by RD/AG training the next day February 13th both meetings being held here at Rossmoor, but the training will be in a different building.

President's Remarks (Continued)

President Benson pointed out the considerable difference of membership reporting from the Form 27 and the Form 28. He stated that 2019 would be the year of Form 27. It was agreed by the Board to raise the Form 27 reporting from a "Essential" category to "Critical", recognizing it's importance to effective management. He intends to put together a team to address the issue of getting Form 27's in from the branches.

Ed announced that there will be a Best Branch in SIR contest in 2019. It will be based on results July 2018 thru June 2019. Results will be based on Branch assessment categories, thoughtful narrative, and AG/RD endorsement. Judges will be Ed Benson, Dick DeVoe, Dwight Sale, Bobbie Hairston, and Roy Hodgkinson. A financial award of 1st place \$300, 2nd place \$200, and 3rd place \$100 is expected. There was a Board consensus.

President Benson announced that this year there will be one level expense authorization. That will mean A/G expense reports go to the R/D for approval. All of the Presidents reports such as the R/D and Committee expense reports will go to the president. It was noted that the Rules Committee will check to determine if a rule change is necessary. Ed also stated that in addition, everyone will have a budget and that will be discussed later.

2018 Financial Results

Karl Ryden (2018 Treasurer) reported as follows.

- He emphasized the importance of membership since it relates directly with income. In 2018 we suffered about a 5% loss in membership. He stated there are still some unknowns that may affect the loss such, as the fires of 2018 as well as the fires of Santa Rosa two years ago. But still, as a result of deferred training and a lower than expected Annual Meeting expense, we had a favorable year.
- He commented on how different it may be after the 6 years of being involved with SIR finances. He grew quite accustomed to sitting around waiting to see if the assessments come in and waiting for a call from Ed Benson.
- He expressed his appreciation for the opportunity of service to the SIR organization. He then receives a standing ovation for his years of service.

President Benson highlighted the many accomplishments of Karl over these years and then presented Karl with a State Awarded Honorary Life Membership.

2019 Financial Budget report (Appendix A)

Roy Hodgkinson (2019 Treasurer) reported as follows.

- He reviewed and explained the new report layout. Refer to Appendix A.
- He explained that the approach to the budget this year would be to underestimate income and over estimate some expenses. This conservative budget should represent a worse case scenario. He explained in some detail how we ended up with extra money from last year "Cash on Hand". He pointed out that the "Cash on Hand" is not counted in the "Total Income" number.
- The details of the expenses are shown in the expense portion of the report and represent a conservative estimate with input from various committees and the President. An attempt was made to make the overall budget a more comprehensive document.
- He referenced the Region expense budgets and noted that they are \$400 over last years average. He noted that with the budgeted expense that we are near a breakeven point (\$3500 deficit). He noted that the insurance expense shown is about fifty percent of our budget and commented that there in not a breakdown of the premium. Some discussion followed in regard to travel insurance and the impact on the budget. Discussion on this subject was deferred to next year since travel plans are already in place.
- A question was asked about the SIR foundation expenses and budget. The Foundation finances will be handled separately and he will be Treasurer of that organization as well. There will be a repot later in this meeting.

Dick DeVoe expressed his concern with what is happening to members of closing branches and the need to get a handle on this issue. An example cited was the closing of Branch 91 and his not knowing about it. Ed Benson further stated that a process is in place for this action and that it needs to get in the hands of the A/G's and R/D's.

Future of SIR actions

President Benson: Ed reviewed some recommendations from the Future of SIR Task force and asked for the Board's responses.

- The G&M Committee be charged with the task of conducting member surveys at the Branch level and feeding the information to the A/G's to follow up with in their branches. Board agreed.
- We all work to better match SIR ethnic mix to the branch's communities. This item was followed by much discussion, ending in Board agreement to work with the Branches to strive to meet this objective.
- Encourage branches to be frugal and hold down expenses. Mark Stuart commented on the luncheon requirements and the need to consider alternatives such as breakfast meetings where the cost could be reduced.
- Aggressively tap into new & younger members capabilities. This is something that Branches do not appear to be doing and we need to help them along that path. Board Agreed.
- Reduce ageist language and the use of "retirement and retired" from external communications. Ed referred to some survey feedback saying there is nothing wrong with the use of those references. Ed referenced several news & magazine articles supporting eliminating those terms. Bill Holly shared that their Branch has already began to change wording to not use those terms. The Board agreed with the need to reduce the use of retired & retirement. Discussion continue at tomorrow's workshop.
- Find ways to reach the men "just sitting at home". Ed pointed out that the mental health of this category of men is a common concern of mental health organizations across the United States. We have an opportunity to provide a outlet for them. The question is how to do it. Some work can be done tomorrow that will give the branches ideas. Board Agreed.
- Create Branch flexibility. We can give branches the "what", but they are in the position to determine the "how". We are not in a position to tell over a hundred branches specifically how. Derek noted that we have started doing this last year with changes that redefine what "inactive" and "attendance" mean. Other discussion occurred about what is SIR ? It may be different in each branch. We can however give them ideas from what other branches are doing. Board agreed.

Replacing the SIR Rules Manual with a new SIR Policy, Procedure, & Position Description Manual

Rules Chairman Dick DeVoe: Dick introduced and explained the background and work done to bring about a new approach to the SIR Manual. The main purpose was to simplify its use by consolidating and eliminating duplicate rules. The task required input from the Insurance committee, legal, travel and others. The document was sent to last years Rules Committee for review and comments. And Dwight Sale is still in the process of paginating the manual.

Rule Changes

Dick DeVoe presented proposed rule revisions and additions as shown below.
See Appendix B for details.

1. Rule 14.1; Add policy "SIR Guiding Principals and the Mission of SIR" . M/SP.
2. Rule 923; Clarify the approval process for initiating a change the organizational structure of SIRINC. M/S/P.
3. Rule 14; At the request of the Insurance Committee, add a requirement that participants must serve themselves where Certified Bartenders are not present or are not serving the alcoholic beverages. M/S/P.
4. Rule 36; Change control of Forms on the State SIR website to be controlled by the INFOSYS Committee instead of the State Executive Committee. M/S/P.
5. Rule 345; At the request of the Insurance Committee, remove the requirement that the Non-Responsibility Declaration be displayed in notices, brochures, announcements, or other publications relative to group activities of SIRINC and its Branches. M/S/P.
6. Rule 14.2; At the request of the State Insurance Committee, add a statement that no one in SIR is to contact the SIR insurance carrier except an Insurance Committee member or a member approved by the President. M/S/P.
7. Rule 14.3; Add a rule to clarify and emphasize responsibility for key leaders to fill vacancies in SIR leadership positions. M/S/P.
8. Rule 103; A new rule added to allow a guest to participate in a Branch's activities, luncheons, and events a total of three times unless he becomes a member. A Big Sir may extend this attendance to a total of five times. (The State Insurance Committee supports this addition as a liability issue). M/S/P.
9. Rule 104: New rule added to encourage follow up on non-participating members after missing three consecutive luncheon meetings. This follow up intent is to show the Branch's interest in their welfare and- as appropriate- attempt to revitalize the members' interest in the Branch. M/S/P.
10. Rule 105 & 106; Rule revised to delete the words expulsion and suspension while retaining termination. M/S/P.
11. Rule 107; Revise the rule by; 1) retaining reference to member termination, but deleting the words expulsion and suspension, and (2) adding that delivery of a pending termination notice be by registered mail, return receipt requested. M/S/P.
12. Rule 41; Revise the rule to delete reference to the maximum number of Holiday parties or Ladies Day functions per year that may be held in lieu of regular luncheon meetings. M/S/P.
13. Rule 47; Add rule to authorize special meetings to be called by the Branch BEC as well as the Big Sir. (Previously, only the Big Sir was authorized, reference Bylaw 36). M/S/P.
14. Rule 156; Add rule to encourage Directors to hold a branch role- e.g. as Chairman of Recruitment, Activities, Member Relations, Publicity & Image, Membership. M/S/P.
15. Rule 124; Revise the rule to designate additional Branch leaders for annual training, to delete the requirement that the Area Governor conduct the training. M/S/P.
Rule 124: Revise the rule to eliminate the requirement that the training be conducted in the latter part of the current calendar year. Motion Made, Seconded, and discussion occurred about the proper timing of new officers. The Motion failed. Vote (4yes, 5 no).

Rule Changes (Continued)

16. Rule 157; Add a new rule to establish a policy for removal of a Branch Officer from office. M/S/P.
17. Rule 609; Revise this rule to include a copy of proposed the rule changes to the President and that it be submitted to the Rules Committee 15 days prior to the next Board meeting. This change modifies & makes permanent a rule change made by the State Executive Committee in December 2018. M/S/P.
18. Rule 13.6; Add a new rule which authorizes individual members to be notified in order to raise funds for assistance to a Branch in distress caused by a serious event such as fire, flood, or earthquake. (This new rule makes permanent a rule change made by the State Executive Committee in December 2018). M/S/P.
19. Rule 794; Revise the procedure for election of Area Governors. As a result rules 795, 796, 797, & 798 are deleted. M/S/P.
20. Rule 898; Revise the rule to delete reference to the Area Governor being trained to conduct an annual training session for incoming Branch Officers. M/S/P.

Dick DeVoe asked for Board approval of the new “SIR Manual”. He pointed out that there is still formatting work being done by Dwight Sale, work yet to be done on an appendix, and other unfinished sections. Ed Benson assured the Board that the only rules changes made in the new manual are those approved previously in this meeting. Board M/S/P to replace the existing SIR Manual with the new SIR Policy, Procedure, & Position Description Manual and rename the “Rules Committee” to be “Policy & Procedure Committee” .

Mark Stuart asked what the time frame is for the new manual being available. Discussion followed with the pros and cons of posting it to the website immediately, removing the old manual from the website, and making it available at the February Town Hall meeting. It was decided to continue this subject discussion tomorrow at the Workshop meeting.

A new SIR logo presentation

President Benson: Ed presented a power point presentation “The Case for an optional Logo”. It stressed the importance of an organization’s logo as a first impression for people encountering of our organization. He then considered how our current logo stacks up to suitability criteria and concluded that it does not stack up very well. He explained that they engaged a pro bono commercial artist and reviewed several of the offerings from that artist. In addition Ed reviewed his research on colors and the affect they have on emotions. From those recommendations they landed on a proposed optional logo and considered how it stacks up to the suitability criteria. They considered that it stacked up quite well and offered it for consideration as a alternate logo. There was general discussion on the matter covering several issues as follows: Suggestions to eliminate the rooster, colors to be considered, and the unsuitability of having two logos.

One suggestion was made to have an Emblem (old logo modified) and a Logo (new proposed version). A motion was made that SIR have a Logo and an Emblem. The motion was Made & Seconded. More discussion followed. The vote was taken with 5 yes and Passed.

Another motion was made to make the “old rooster logo” (with modification) the emblem of SIR. M/S/P.

Another motion was made to make the “new logo” the Logo of SIR (See Appendix C). M/S/P.

SIR Single Online Purchasing presentation

G&M Committee Stu Williams & Tony de Losada presented a plan to put in place a single online purchasing source. Stu explained that, along with President Benson, they recognized the lack of standards in our logo items through out SIR. After locating a company in New York and going thru a long process of negotiating with them this proposal was put together to provide more consistency and quality in all our logo items.

They out lined many of the benefits such as better pricing, larger assortment of product types, return & refund policies, and allowing branches to promote special recognition programs. Other advantages are that that all product specifications & colors will be shown on our State website and there will be no need for warehousing storage & non-selling inventory. They outlined in detail how the program would operate. Stu & Tony entertained several questions such as what to do with the existing stock, who will manage the program, and what to with the old supplier currently shown on the website. Discussion on this subject will continue in the meeting being held tomorrow. Tony & Stu explained that the G&M committee will take charge and be responsible for the implementation of this program. A M/S/P by the Board to allow the G&M committee to pursue the recommended program.

We Are SIR Recruiting presentation

President Benson presented the proposal for a new website designed more as a window into the world. This website is the place that people would come to learn more about SIR. Ed reviewed the proposed "We Are SIR.com" website on the overhead viewer that had been sent to the Board for review. This website is intended as an alternative to the current member website. Ed pointed out again the need for "linking to other websites" and would like the Board to give it more consideration. Linking to branch website was considered, but may not be desirable because of the poor quality of many branch websites. Dean commented on the structure and intent of the current website. Also, he discussed the use of more modern web designs that are more adaptable to mobile devices. Dean reported that his committee in general is in favor of the modern design, but has some concern about the platform being based on a more real content management system. Discussion continued as to whether we have the technical resource to do this. The feeling is that there must be people in our organization to do the work, we just have to find them. Also considered was, who will manage the new website. Stu stated that this website is critical to Growth & Membership and he agreed to continue to work on finding the people to work on getting it off the ground.

A M/S/P to adopt this website design and work out the implementation of it as a added SIR website with the purpose of recruiting.

Old Business

Lee Moy reported on planned State Sporting event plans. 1) Battle of the Bay baseball game at the Oakland Coliseum on or about August 25, 2019. 2) Golden Gate horse racing (Hat Day & Kentucky Derby Day) event on or about May 4, 2019. A Board M/S/P to approve these events.

Ed Benson commented on the importance of getting the revised SIR Membership Application into use by all branches. The Regional Directors should follow up on this to assure that branches are using it. The key point here is communicating to potential members what is expected of them.

Pat O'Keefe requested that the future Board meeting be held in Rossmoor, Walnut Creek. A Motion was made and Seconded to move Board meeting to Rossmoor. The subject was discussed, pros & cons, by all those affected. The motion was modified to hold half in Manteca and half in Rossmoor and Passed.

Old Business (Continued)

Mark Stuart requested Board approval for State Golf tournaments listed:

- Napa tournament April 14-15, 2019
- Reno tournament June 17-21, 2019
- Solano tournament August 12, 2019

Board M/S/P approve the Golf activities on or about the dates shown.

New Business

Ed Benson reported that the Form 27 has been modified to remove the word “active” in about five place. Ed emphasized the need to get branches using the new form.

Derek Southern reported on the background and status on the newly formed “Sons in Retirement Foundation Inc”. He reported that the “Paradise” fires prompted several members to want to do something to help. The initial request for aid made to the membership was thru the on-line “go fund me” program which cost about 3.2% service fee. Several difficulties were encountered in the process of using “go fund me”. As a result, it was decided to set-up a 501(c)(3) foundation to accomplish or goals. Some considerations still being worked are how long to keep collecting donations and are the donations tax deductible. Derek reported that he would be the President, Roy Hodgkinson Treasurer, Stu Williams Secretary, Ed Benson Development, and Mark Stuart Distribution. Mark reported the two affected branches are Br 52 & Branch 135. Both branches are trying to track down their membership. Of the Branch 52 membership, 53 have lost their homes. Of Branch 135’s membership of 65, only 25 have made contact. Branch 52 intends to begin meeting again in March. Stu Williams reported that, along with Roy, they have filed all the necessary documents with the California Secretary of State. The continuing purpose of this foundation is to help our SIR organization in various ways. Roy explained the vision behind this foundation is to add value to SIR.

Ed Benson ask for a volunteer for a task to address issues with SIR State Travel. So far the task force consists of Bill Holly, Ed Benson, Craig Hoffhines, and Tom Molinari. Bob Grandey volunteered to fill that role.

Dean Steichen asked for help locating the SIR banners that were distributed several years ago. There were 10 sets originally issued. They can be updated with the use of new logo inserts Regional Directors, please report back to Dean if your Region has one and where it is located.

Adjournment: President Ed Benson adjourned the meeting 4:48 pm

Respectfully submitted,
Secretary Ron Flagel
January 31, 2019

The next Board Meeting will be held:
Wednesday, March 13th 9:00am to 3:30 pm
Chez Shari Manteca Golf Club
Manteca, Ca 95336

APPENDIX A

2019 Budget Final, January 14, 2019

Income	Proposed Budget	Actual		2019 VS. 2018	
		1/1 to 12/31/2018		\$	%
1100 Cash on Hand (excess > \$15,000)	\$10,864				
4000 Revenue					
4100 Pro Rated Assessments	(13585 members as of 10/31/2018)				
4101 1Q	13320 \$1.50 \$19,980	13,923	\$20,885		
4102 2Q	13187 \$1.50 \$19,780	13,749	\$20,624		
4103 3Q	13055 \$1.50 \$19,582	13,675	\$20,512		
4104 4Q	12924 \$1.50 \$19,387	\$20378 (inv.)	\$20,352		
Total	\$78,729		\$82,373	-\$3,644	-4.4%
4105 Annual Meeting Assessment					
Branches (est. mid-2019)	112 \$40 \$4,480		\$4,700	-\$220	-4.7%
4200 Special Donations - Other	\$0		\$9,291	-\$9,291	
4300 Foreign Travel Receipts	\$2,500		\$2,819	-\$319	-11.3%
4400 Hardware Sales	\$2,500	(COGS \$2378)	\$2,264	\$236	10.4%
4500 Interest	\$75		\$83	-\$8	-9.6%
4600 Other	\$0		\$0	\$0	
4601 Branch Closing			\$5,385	-\$5,385	
4700 Miscellaneous	\$400		\$960	-\$560	
				-	-
Total Income	\$88,684		\$107,875	\$19,191	17.8%
5000 Cost of Goods Sold	-\$2,500		-\$2,378	-\$122	5.1%
Gross Income	\$97,048		\$105,497	-\$8,449	-8.0%

Expenses	Proposed Budget	Actual 1/1 to 12/31/2018	2019 VS. 2018	
			\$	%
6000 - State Administration				
6010 Officer Expense				
6011 President Travel	\$500	\$446		
6012 Vice President Travel	\$400	\$237		
6013 Secretary Travel	\$400	\$366		
6014 Asst. Secty.	\$300			
6015 Treasurer Travel	\$400	\$116		
6016 Asst. Treas.	\$300			
6017 Ch Admin Off	\$300	\$39		
6018 State Advisor Travel	\$400	\$301		
Total Officer Expense	\$3,000	\$1,505	\$1,495	49.8%
6020 State Administration Expense				
6021 Bank Fees	\$100	\$1		
6022 Supplies	\$800	\$1,449		
6023 Printing and Copies	\$300	\$161		
6024 Postage	\$500	\$590		
6026 Mileage	\$200	\$0		
6027 Web Site / Server	\$750	\$2,189		
6028 Software	\$500	\$1,481		
6029 State Taxes		\$20		
6030 CA Taxes (SI 100's)	\$1,800	\$680		
6030a RRF-1 for Attorney General		\$50		
6031 Disbursements to Branch		\$3,317		
Total State Admin Expense	\$4,950	\$9,938	-\$4,988	100.8%
6100 Insurance				
6110 Commercial				
6111 Directors and Officers				
6112 Foreign Travel Liability				
6113 Umbrella				
Total Insurance	\$50,000	\$45,920	\$4,080	8.2%
6200 State Committees				
6210 Audit	\$200	\$142		
6220 InfoSys	\$600	\$246		
6240 Travel	\$250	\$4		
6250 Nominating	\$200	\$0		
6260 Golf	\$0	\$79		
6270 Bowling	\$0	\$0		
6280 Bocce	\$300	\$64		
6290 Rules	\$300	\$332		
6300 G&M	\$600	\$109		
6305 Insurance	\$0	\$266		

6310 Training						
6311 RD/AG	\$600			\$406		
6312 Annual	\$5,000	\$5,600		\$311		
(new in 2019) RV		\$1,500				
Total Committee Expense			\$9,550		\$1,959	\$7,591 79.5%
6400 State Meeting Expense						
6410 BS/AG/RD		\$2,500				
6411 Facility Rental				\$611		
6412 Lodging and Meals				\$3,448		
6413 Mileage and Tolls				\$653		
6414 Materials/Slides/Handouts				\$265		
				\$4,977		-\$2,477
6420 Board		\$4,000				
6421 Facility Rental				\$790		
6422 Lodging and Meals				\$3,103		
6423 Mileage and Tolls				\$2,894		
6424 Materials/Slides/Handouts				\$0		
				\$6,787		-\$2,787
6430 Annual		\$7,000				
6431 Facility Rental				\$12,725		
6432 Lodging and Meals				\$4,401		
6433 Mileage and Tolls				\$1,219		
6434 Materials/Slides/Handouts				\$48		
6435 Reimbursement				\$110		
				\$18,503		-\$11,503
6440 (new) 1/18 Ldshp Wkshp		\$3,000				
6441 (new) Facility Rental						
6442 (new) Lodging and Meals						
6443 (new) Mileage and Tolls						
6444 (new) Mat'ls/Slides/Handouts						
Total State Meeting Exp			\$16,500		\$30,267	
6500 Rgn/Area/Br Meetings			\$0			
6501 Facilities				\$145		
6502 Lodging & Meals				\$1,663		
6503 Mileage & Tolls				\$2,517		
6504 Copy & Printing				\$54		
6505 Supplies				\$858		
6506 Miscellaneous				\$187		
					\$5,424	-\$5,424
Total Rgn/Area/Br Meetings						
Region Expenses						

Region 1	\$3,100			
Facilities				
Lodging & Meals				
Mileage & Tolls				
Copy & Printing				
Supplies				
Miscellaneous				
Region 2	\$3,100			
Facilities				
Lodging & Meals				
Mileage & Tolls				
Copy & Printing				
Supplies				
Miscellaneous				
Region 3	\$3,100			
Facilities				
Lodging & Meals				
Mileage & Tolls				
Copy & Printing				
Supplies				
Miscellaneous				
Region 4	\$3,100			
Facilities				
Lodging & Meals				
Mileage & Tolls				
Copy & Printing				
Supplies				
Miscellaneous				
Region 5	\$3,100			
Facilities				
Lodging & Meals				
Mileage & Tolls				
Copy & Printing				
Supplies				
Miscellaneous				
Total Region Expenses	\$15,500		\$15,500	
SIR Foundation Setup Costs	\$1,000			
Contingency	\$0		-\$441	
Total Expenses	\$100,500		\$94,572	\$5,928 5.9%

Net Income/ (Deficit)	-\$3,452	\$10,925		
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APPENDIX B

RULE REVISIONS/ADDITIONS (Additions in bold; strikeouts show deletions)

1)

RULE 14.1 (New)- GENERAL

RULE 14.1 The guiding principles of our Bylaws, Policies and Procedures shall be governed by the Mission of SIR, and applied with common sense. The Mission of SIR is to improve the lives our members through fun activities and events while making friends for life. (New 1/17/19)

2)

RULE 923- GENERAL PROVISIONS

RULE 923. A change in the organizational structure of Sons In Retirement, Inc. including the number of Areas or Regions, shall be submitted to the President for action by the State Board.

~~No proposal involving a change in the organizational structure of Sons In Retirement, Inc. or its Branches shall be submitted to the Branches without the approval of the State Board.~~ (Moved from Page 57 - 11/15/05) **(1/17/19)**

3)

RULE 14- GENERAL

RULE 14. Alcoholic beverages may be served or provided, whether or not for compensation, only when there is full compliance with all federal, state and local laws, rules or regulations. To meet the requirements of our Liquor Liability Carrier, any branch serving alcohol at their meetings or events must have two certified bartenders. Certification would be obtained through a responsible beverage server certification program. Expense of the program is to be absorbed by the branch. Documentation would be the certificates of completion. Failure to meet this requirement could result in the branch losing its Liquor Liability insurance. (Revised 04/08/14)

Exception to this Procedure – Participants Serving Themselves-

If at a SIR function where Certified Bartenders are not present or are not serving the alcoholic beverages, the participants must serve themselves...no exceptions. (Revised 1/17/19)

4)

RULE 36- FORMS

RULE 36. Forms provided through the State **SIR website** are controlled by the State **INFOSYS SIR Forms Subcommittee** ~~Executive Committee~~. No creation or elimination of, or amendment to, such a form should be effected without it being first reviewed by the State SIR Forms Subcommittee. **In case of disagreement**, the State SIR Forms Subcommittee shall then submit its recommendations regarding the form to the State Executive Committee for approval. (Revised 9/13/05)(1/17/12) **(1/17/19)**

5)

RULE 345- NON-RESPONSIBILITY DECLARATION

~~RULE 345. All notices, brochures, announcements, or other publications relative to group activities other than those involving travel, arranged for or by, or sponsored by Sons In Retirement, Incorporated, and its Branches shall legibly display the following wording:~~

All activities arranged for or by Sons In Retirement, Incorporated, and its Branches, are for the convenience and pleasure of the members and their guests who desire to participate. Sons In Retirement, Incorporated, and its Branches do not assume any responsibility for the well being or safety of the participants or their property, in any matters pertaining to said activities.

~~—The statement prescribed in Rule 436 shall be displayed with respect to activities involving travel.—(Revised 6/5/07) (1/17/19)~~

6)

RULE 14.2 (New)- GENERAL

RULE 14.2. No one in SIR shall contact the SIR insurance carrier, except a State Insurance Committee member of a member approved by the President.

(New 1/17/19)

7)

RULE 14.3 (New)- GENERAL

RULE 14.3. The responsibility to ensure that SIR leadership positions are filled is as follows:

- **The President- to ensure all State Board and State Committee Chairman positions are filled.**
- **A Regional Director- to ensure all his Area Governor positions are filled.**
- **An Area Governor- to ensure all his Big Sir positions are filled.**
- **A Big Sir- to ensure all his BEC and Branch Committee Chairman positions are filled.**
- **A State Committee Chairman- to ensure all his Committee positions are filled.**

(New 1/17/19)

8)

RULE 103 (New)- GUEST ATTENDANCE

RULE 103. A guest may attend a Branch's activities, luncheons, and events a total of three times. Given unusual circumstances, the Big Sir may extend this attendance to a total of five times. The guest must then become a member in order to continue Branch participation. (New 1/17/19)

9)

RULE 104 (New)- MEMBER ATTENDANCE

RULE 104. Should a member miss three consecutive luncheon meetings without notifying the Branch, the Branch should contact the member to ascertain the reason(s) for non-attendance and work with the member to remedy the situation. (New 1/17/19)

10)

RULE 105- MEMBERSHIP TERMINATION

RULE 105. The breach of any Rule, Bylaw or Regulation, or refusal to conform thereto, may be cause for membership termination, ~~expulsion or suspension~~.
(Revised 1/17/19)

RULE 106- MEMBERSHIP TERMINATION

RULE 106. Upon the finding by the Branch Executive Committee of a member's breach of any Rule, Bylaw or Regulation, or refusal to conform thereto, the Branch Executive Committee shall determine if termination, ~~expulsion or suspension~~ of the member shall occur. (Revised 1/17/19)

11)

RULE 107- MEMBERSHIP TERMINATION

RULE 107. Notice of said pending termination, ~~expulsion or suspension~~ shall be delivered to the member either personally or by first-class **registered** mail, **return receipt requested**, sent to the last known address of the member shown on the Branch records not less than 15 days prior to such meeting of the Branch Executive Committee. Such notice shall include all of the following:

- a. Give the reason for the action being taken against him.
- b. Notify him of his right to be heard by the Branch Executive Committee, either by appearance, or in writing at least five days before the next Branch Executive Committee meeting. (Revised 9/13/05)
- c. Specify the date, time and location of the meeting of the Executive Committee.

(Revised 1/17/19)

12)

RULE 41- BRANCH ORGANIZATION

RULE 41. Regular monthly luncheon meetings are to be held by each Branch as required by the Branch Bylaws. ~~Not more than two Holiday parties or Ladies Day functions per year may be held in lieu of regular luncheon meetings.~~ (Revised 11/15/05) (1/17/19)

13)

RULE 47 (New)- BRANCH ORGANIZATION

RULE 47. Special meetings of the Branch Executive Committee (BEC) shall be held on the call of the Big Sir or upon a request to the Branch Secretary by a majority of the BEC in the form of a signed petition from the BEC stating the purpose of the meeting. Such petition may be in the form of emails from BEC members, with each email clearly showing the purpose of the meeting and the members' approval or disapproval to hold a special meeting. Only matters related to the stated purpose(s) may be discussed. (New 1/17/19)

14)

RULE 156 (New)- BRANCH EXECUTIVE COMMITTEE

RULE 156. Directors are encouraged to hold a branch role- e.g. as Chairman of Recruitment, Activities, Member Relations, Publicity & Image, or Membership. (New 1/17/19)

15)

RULE 124- BRANCH OFFICERS

RULE 124. The Branch Big Sir, Little Sir, Secretary, and-Treasurer, **plus Membership Chairman, Nominating Committee Chairman, and RAMP Chairmen** for the incoming year shall attend an annual training session ~~conducted by the Area Governor~~ for the next year. The session shall be conducted in the latter part of the current calendar year. This Branch Officer training need not be limited to **the leaders above** ~~four Branch Officers~~, and if any of those designated above is unable to attend, the BEC shall appoint a replacement. (New 11/13/07) **(1/17/19)**

16)

RULE 157 (New)- BRANCH EXECUTIVE COMMITTEE

RULE 157. Any Branch Officer may be removed from office upon finding that he has breached or refused to conform to any State Bylaw, Policy, Procedure, Branch Regulation, or Big Sir or Branch Executive Committee (BEC) directive.

a. Upon the finding by the Big Sir or BEC that a Branch Officer has breached or refused to conform to, any State Policy, Procedure, or Big Sir or BEC directive, or is, or has been, engaging in a course of action determined to obstruct or harm the best interest of the Branch and/or Sons In Retirement, Incorporated in any manner, the question as to whether the officer status or membership of the officer should be terminated shall be placed before the BEC at the next scheduled meeting or at an earlier meeting called for that purpose.

b. Notice of a meeting to consider the termination of officer status or membership of a Branch officer shall:

1. Give the reasons for the action being taken against him.
2. Notify the officer of his right to be heard, either by appearance or in writing, at least five days before the hearing.
3. Specify the date, time and place of the meeting.
4. Be delivered either personally or by first class mail – return receipt requested, sent to the last known address of the member shown on the Branch or State Board records.

c. The member in question may be removed from officer status, suspended or removed from the Branch by a two-thirds affirmative vote of the BEC. The Branch Secretary is responsible for providing the BEC's decision to the member in a timely manner.

(New 1/17/19)

17)

RULE 609- RULES COMMITTEE

RULE 609. Any proposal involving the Standing Rules or Bylaws shall be submitted to the Rules Committee **with a copy to the President** by the State Board, a State Officer, a State Committee Chairman, any member of the State Rules Committee, or a Branch Executive Committee **at least 15 days prior to the next Board meeting**. The Rules Committee shall then submit the proposal through the President to the State Board with its recommendations. Such submittal shall be in the form of an addendum

to the agenda of the next Board meeting. Any State Board-approved proposal for new or amended bylaws shall be submitted as an agenda item of the next Annual Meeting. An exception is made for a bylaw addition/amendment proposal that is submitted collectively by seven or more branch BEC's at least 60 days prior to the Annual Meeting. The proposal shall pass through the State Board with its recommendations (and the President's if different), to become an agenda item for the Annual Meeting. (Revised 11/11/08) (1/13/15) (1/31/17)(12/3/18 Exec. Comm.) (1/17/19)

18)

RULE 13.6 (New)- GENERAL

RULE 13.6. Notwithstanding the provisions of Rule 13, individual SIR members may be notified of a SIR cause to raise funds in order to furnish financial or other assistance to a Branch and its members in distress caused by events such as a fire, flood, or earthquake. Such notification for example may be in the form of an email from a SIRinc officer, from a Branch or State newsletter or during a Branch luncheon meeting. (12/3/18 Exec. Comm.) (1/17/19)

19)

RULE 794- ELECTION OF AREA GOVERNOR

~~RULE 794. The Area Governor of each Area shall call a meeting of the Election Committee no later than August 31. The Area Governor shall act as chairman of the meeting. He shall have no vote except when required to break a tie in balloting for Area Governor. In the event there is only one candidate for Area Governor who meets the qualifications of Rule 155, the Area Governor may poll the Election Committee in lieu of calling a meeting. (Revised 6/6/06)~~

The procedure for electing an Area Governor is as follows:

- 1. The BEC of each branch within each Area shall receive the name of an AG candidate from its Nominating Committee by the July BEC meeting. At that meeting the BEC shall nominate that candidate or another candidate of its own choosing, and submit it to the AG and RD on Form 44- Candidacy for Area Governor by July 31.**
- 2. The AG and RD shall screen the AG nominees from each BEC and may recruit other candidates as well.**
 - (a) They shall complete a nominees list and may note a preferred nominee, if they so desire.**
 - (b) The list shall be submitted with resumes to the Election Committee, comprised of the Big Sirs and Little Sirs of the Chartered and Provisional Branches within each Area, prior to a meeting of the Election Committee.**
 - (c) The AG shall call a meeting of the Election Committee no later than August 31. If the Big Sir or Little Sir cannot attend the meeting, the BEC or Big Sir shall appoint an alternate or alternates from the elected officers of the Branch.**
 - (d) The AG shall act as chairman of the meeting but shall have no vote except when required to break a tie.**
 - (e) In the event there is only one AG candidate who meets the qualifications, the AG may poll the Election Committee in lieu of calling a meeting.**

3. To formally document the election, the AG-elect shall promptly execute Form 44A – Notification of Election. (Revised 1/17/19)

~~RULE 795. The Election Committee shall be comprised of all Big Sirs and Little Sirs of the Chartered Branches in the Area except that in Areas consisting of two Branches as authorized by the President, the Election Committee shall be comprised of all Big Sirs and Little Sirs of the Chartered and Provisional Branches in the Area. If the Big Sir or Little Sir cannot attend the meeting, the Executive Committee of the Branch shall appoint an alternate or alternates from the elected officers of the Branch. (Revised 6/3/03)~~

~~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)~~

~~RULE 797. Area Governors shall serve one-year terms and be restricted to three consecutive terms, excluding any partial year immediately preceding the first such year. He shall continue to serve until his successor is elected and installed. If an Area Governor vacates the position for one or more calendar years, eligibility is reestablished. (Revised 6/3/03)(1/13/15)~~

~~RULE 798. Immediately following the election of the Area Governor, the Area Governor-elect shall complete Form 44A - Notification of Election - and submit the form according to the distribution shown on the form. (Revised 11/11/08)~~

20)

RULE 898- AREA GOVERNOR

RULE 898. The Area Governor for the next year shall attend an annual training session each year. The session shall focus on explaining and highlighting the role of an Area Governor, and train him to conduct an annual training session in the current year for incoming Branch Officers.
(New 11/13/07) **(1/17/19)**

APPENDIX C

Is our current logo worthy of an alternate companion?



We strongly believe that it does.