



**Sons In Retirement Inc.
 Minutes of State Board Meeting
 Rossmoor Adult Community
 1001 Golden Rain Road
 Walnut Creek, Ca. 94595
 Friday, October 18, 2019 at 9:00 am**



State Board Members

President: Ed Benson	Director, Region 1: Mark Stuart
Vice President: Jim Johnson	Director, Region 2: Rick Kindle
Secretary: Ron Flagel	Director, Region 3: Dennis Pangburn
Assistant Secretary: Stu Williams	Director, Region 4: Patrick O’Keefe
Treasurer: Roy Hodgkinson	Director, Region 5: Bill Holly
Assistant Treasurer: Ron Saltgaver *	
Chief Admin Officer: Dean Steichen (* absent)	

Invited Participants present

Past Presidents: Dwight Sale & Derek Southern.
State Advisor: Stu Williams, Parliamentarian: Dwight Sale
Area Governors: Dale Decker, John Haffner, Bob Turner, Sandy Grieve, Pat Reed, Pascual Perez, and Kevin Mahoney,.
Committee Chairmen: Dale Decker, Dave Heflich, Derek Southern, Lee Moy, Russ Salazar, Stu Williams, and Tony de Losada
Guest: Foster Kinney and Carl Puchalski.

Call to Order

President Ed Benson called the meeting to order at 9:00 am and welcomed new Officers, Committee Chairman and invited guests. The Pledge of Allegiance was conducted.
 Secretary Ron Flagel, verified a quorum (11 of 12). The August 2019 (previously distributed) State Board meeting minutes were approved without change.
 President Benson presented candidate Dwight Sale for the office of Chief Administrative Officer for the year 2020.

A motion was made and seconded to confirm Dwight Sale as Chief Administrative Officer for the year 2020. The motion was passed by the Board.

Swearing in of 2019 Officers:

President Benson swore in 2020 officers present as follows:

Vice President Jim Johnson	Region 1 Director Mark Stuart
Secretary Stu Williams	Region 2 Director Rick Kindle
Treasurer Roy Hodgkinson	Region 3 Director Dennis Pangburn
Assistant Secretary Ron Flagel	Region 4 Director Patrick O’ Keefe
Chief Admin Officer Dwight Sale	All Area Governors present

Assistant Treasurer Ron Saltgaver will be sworn in at the January Meeting.

President's Remarks

President Ed Benson spoke to the following subjects:

- SIR leader guide has been updated and is on the Website.
- Form 27 compliance. Jim Johnson reported that there has been no improvement in the submittal of this form. Discussion followed covering the possible reasons for non compliance, the reasons for the creation of the form and the benefits to both the State & the Branch. President Benson proposed that we identify those branches not complying and make a worksheet to be sent to the R/D's for the purpose of discussion with their A/G's. Further comments and discussion considered some long-term solutions and if Area Governor meetings are actually being held with the Branch B/S's.
- Meal expenses. Jim Johnson reported that some meal expenses have been coming for his approval fairly high and expressed the need for a guideline to be put in place. The Budget Committee proposed the following Policy; Breakfast \$15, Lunch \$20, Supper \$25, exceptions accepted with Vice President approval. **A Motion was made and Seconded to approve this expense policy. After Discussion an; Amendment to the Motion was made, Seconded and Passed to change it from a Policy to a Guideline. The Amended Motion was voted on and passed.**
- Past A/G & R/D badge requests were presented by Assistant Secretary Stu Williams. He stated that approximately 23 past officers would like to have a past officer badge. **His request to proceed was approved by the Board.**
- Best Branch Award. President Benson reported that the program was a success and that it would continue next year. After further discussion it was agreed to add a "Most improved Branch" award in 2020.
- Travel Program update. Ed reported that Tom Molinari will continue Chairman of this program, but that we are in need of an assistant now and a replacement for 2021. Ed will take this need back to the Area & Branch travel chairmen. Ed also commented that if we can't find a qualified candidate for 2021, then maybe we don't have a Travel Program.
- AG training. Ed reported that AG training will be held in January 2020 instead of November as originally planned.
- Yard signs. Ed ask for discussion and it was generally agreed not to pursue this project.
- At Risk Branches. Ed presented the list of 26 "At-risk Branches" and 6 Branches being disbanded or merged into other branches. The listing was discussed with concern by all. Jim Johnson will take a look to determine how many are on the Form 27 delinquent list. Ed will update this list and distribute to those concerned.

Treasurer's Report

Results: Treasurer Hodgkinson presented and discussed the January thru September Financials (Refer to Attachment A,B,C). Roy highlighted the fact that the planned expenses were \$3500 more than the planned income and pointed out that that was the plan a year ago due to a \$10k positive balance from the previous year. He also pointed out that the quarterly assessments are \$80k and that does not cover expenses. The checkbook has gone down \$5k so far which is half of the surplus from last year, so we are on track to spend more than our income as planned. In summary we are doing well. Roy noted that both the Audit & Budget Committee are starting up soon. President Benson noted that the Budget would be presented at the January Board meeting.

Branch assessment increase: Roy started out by recommending a \$1.00 per member per year increase for the 2020 budget. He pointed out that the increase was going into good places such as training & the Area Governor's travel to support Branches. Vice President Jim Johnson raised the question of; "What is the Budget?". Ed pointed out that there is no 2020 budget yet, but the current budget income & spending represents the budget picture for 2020 with an increase of a few Town Hall meetings he would like to hold. Jim expressed his concern over the potential of a considerable insurance increase in the near future and that the increase would result in yet another assessment increase. The concern of raising the assessment without a Budget was expressed again, as well. Dwight Sale, from passed examples, pointed out that operational increases and emergency increases are two different things. Ed pointed out that a potential increase was made at the annual meeting with no major complaints. President Benson expressed his concern with running behind on the agenda, that speculating on an insurance increase was useless and asked for a motion. **A Motion was made to raise the Assessment \$1.00 per member per year for the 2020 budget, starting January 1st. Motion was Seconded.** Discussion included more concern about insurance impact. **Motion was voted on and passed.** (6-yes with 5-no).

2020 Meetings

Board Meetings: President Benson announced that the State Board Meetings will likely be held at Paradise Valley (a Retirement Community) in Fairfield, CA. The meetings are expected to be held in January, March, May, August, and October. After some discussion of pros & cons of having it on a Saturday it was decided to try for a Tuesday or Wednesday in the last week of the month.

Annual Meeting: Ed reported that the Annual Meeting is planned for Chardonnay GC in Napa. He commented that it is a nice facility, central location, and would be within last this year's budget. A one-day event with the meeting in the morning followed by lunch and possible 9-hole golf tournament in the afternoon. There was general agreement to not have the State Board meeting as part of this annual meeting.

Stu Williams reported that he has a tentative contract for August 19th and it includes a sit-down dinner at \$25 a person and a \$1500 cost for the facility use.

A Motion was made to authorize Stu Williams & Dennis to sign a contract for August 19th. with Chardonnay GC with the cost of \$25 a person and a \$1500 for the facility use. Motion was Seconded. Discussion followed in regards to the need for an escape clause.

An Amendment to the Motion was made and seconded to sign the contract with an escape clause until the end of January with no penalty. The amendment was Voted on and Passed.

The Amended Motion was voted on and Passed.

Town Hall Meetings: Ed announced plans to continue the successful Town Hall Meeting started last year by Past President Derek Southern. Current plans are for one set in February being held in San Jose, Fairfield, and Sacramento. In addition, he his considering another set of meetings to be held in October or November.

Worthy Causes

President Benson introduced the subject of worthy causes being included in SIR. He discussed the pros and cons of maintaining the current policy of “prohibiting worthy causes”.

- The Pros are that the policy is understood, it's a SIR tradition, and easily administrated.
- The Cons are that it is being disregarded and may result in insurance liability. Also, it hinders younger men from joining SIR because they have a desire to join organizations that make a difference. It hinders SIR from being known in the community. Implementation of worthy causes may be more difficult to administer and if not managed correctly could result in insurance issues.
- The major question to be asked is will this change make SIR a stronger organization?

President Benson then listed several administrative requirements that would have to be considered and managed effectively. Discussion in regard to the difficulty of managing the program took place. Dwight Sale spoke to the history of SIR and that the distinctive nature of our organization has always been that we do not support worthy causes. The relationship of the SIR Foundation as a worthy cause was explored. Derek Southern stated that the SIR Foundation is not connected to SIRINC. It is a stand-alone organization and he noted that funds donated to the foundation can not be directed to a specific distribution. After further discussion on worthy causes, President Benson withdrew the recommendation.

Constant Contact email service

President Benson reported that this email service has been in use by the State since early 2019. He pointed out that it allows the user to create email surveys, events, Facebook promotions, as well as other uses. It is easily tailored to discrete groups of recipients and attachments are easily added. It enables the user to determine who opened the email, can be unsubscribed, and can send a reminder as well. Ed further recommended that we offer the use of this tool to the branches. The expense to the Branch would be \$12 / month. **A Motion was Made, Seconded, and Passed to introduce the program to the Branches and make it available.**

Ed's suggested implementation was as follows; Assign roll out to G&M (Tony de Losada) & Tech Support to InfoSys (Rick Sale). Ed stated that he would announce the program and it's benefits to the Branches by email, training and the Town Hall meeting in February. G&M will collect sign ups & InfoSys will provide a “how to implement” email.

Growth and Membership Report

Stu Williams noted that a large G& M are the special projects and is headed up by Tony de Losada. Other Committee duties involve the administrative projects and are carried out by the committee.

Tony de Losada reported that he has entered into an agreement with two companies to provide merchandise to SIR. One company features items such as banners, magnets, signs, etc. The other company features more apparel type items like shirts, hats, etc. Minimum orders may apply depending on the item and company. Tony showed sample pages of the on-line catalog ordering. He stated that he expects to go live next week and the catalogs will be on the SIR website.

INFOSYS Committee Report

Chairman Dean Steichen reported as follows:

- Committee membership has not changed and routine updates have continued to be made by all the members.
- A priority need was noted by the committee to identify “content owners” for many of the files presented on the website. Dean noted that he and Rick Sale will be working to identify and document them.
- Dean highlighted several changes that have been made to the webpage including a updated version of the video “How to navigate SIR Webpages”.
- The option to re-do the sirinc.org website into a new technology was discussed and will be explored further.
- A new Form 65 is being introduced to create and sustain the State Roster.
- Dean noted that Rick Sale has been developing usage of Constant Contact applications.
- All Forms have been reviewed by Dale Decker & Ron Saltgaver and most updated or removed as necessary.

Common form storage & retrieval

Regional Director Mark Stuart reviewed the concept & need for a common storage and tracking system for all forms that have a common interest of several SIR functions. He showed sample tracking sheets and discussed their possible usage. This program can provide visibility of what forms or reports have been completed and when. Much discussion followed and President Benson assigned Mark, Dean, Dwight, and himself as committee to bring some focus on this subject matter. Dwight Sale will call a meeting.

Policy and Procedure Changes (Attachment D)

Policy and Procedure Committee Chairman Dale Decker introduced Proposals as follows:

Proposal 1. Revise Policy 1 - Guiding Principals and add a new Procedure 1 How to respond to individual complaints. **A motion to approve Policy 1 change and add Procedure 1, as presented, was made and seconded. Motion Passed.**

Proposal 2. Revise Procedure 14 – How to Amend Policies, Procedures, and Position descriptions. **A motion to approve the Procedure 14 change as presented, was made and seconded. Motion Passed.**

Proposal 3. Add new Policy–Member Induction Oath and Sponsor Agreement.

After discussion. A motion to revise the proposal to eliminate the Sponsor Agreement as presented, was made and seconded. Motion Passed. (see Attachment D)

Proposal 4. Clarify Procedure 13(k) – Insurance Coverage (Foreign Travel). **A motion to approve the Procedure 13(k) and Procedure 12(h) change was made and seconded. Motion Passed.**

Bowling Committee report

Russ Salazar presented the 2020 Bowling tournament schedule for approval. (Attachment E). **A motion to approve the 2020 Bowling Schedule as presented on or about the dates listed was made and seconded. Motion Passed.**

Bowling Committee report (Continued)

Russ presented and discussed the State bowling program's need to have a policy change to allow guests to participate in the Bowling Leagues for a longer period of time than the current 3-5 times without joining as SIR members. He explained that the Bowling Committee has been overseeing the State Tournaments and in the meantime many leagues have been violating the 3-5 time participation limit and have allowed "permanent guests". Russ then asked for relief from the current policy for a period of five years and allow the Bowling leagues to continue having "permanent guests" during that time. There are approximately 500 of these "guests" state wide and they are keeping SIR Bowling alive. Russ clarified that the violation of policy only applies to the bowling leagues & not to State Tournaments. During the 5 years time the Bowling committee can work on resolving the violation without destroying SIR Bowling.

A motion to allow a waiver of the current procedure limiting guests to 3 activities before becoming members and allow guests to participate in SIR Bowling leagues, for a period of 3 years beginning in January 1, 2020 was made and seconded. Motion Passed. (7 yes and 3 no).

State Sporting Events Update

Lee Moy, Sporting Event Chairman, opened his comments by offering to expand publicity for SIR activities thru out the State. He is willing to increase his photography beyond pictures for the SIR Happenings. Lee then listed some upcoming event plans:

- He has spoke with Oakland A's about the A's and Giants game with a date of June 06, 2020.
- Derby Day at the races is out looked for May 4, 2020.
- A repeat of a Day at the Races. Date TBD.

A motion was made and seconded to approve these events on or about the dates listed . Motion voted on and Passed.

Insurance

Ed Benson spoke briefly to the subject of Insurance coverage for non-Sirs (**Appendix F**). Ed also clarified when travel participants need to purchase travel liability insurance.

Old Business

Training update:

Ed noted that this year's branch training rests with the A/G's and R/D's. He then asked for the status from each Region Director.

Region 4, Pat stated training will start a week from Saturday in San Jose, but the bigger problem may be the lack of Form 20's which means we don't know who to invite.

Region 1, Mark reported Area 2,3,4 are done and Area 1 yet to do.

Region 3, Dennis stated area 10 is done and he and Sandy Grieve will be doing Area 8 at Sandy's home on two different dates.

Region 5, Ed stated that he is aware of training for Region 5 and Bill Holy noted that Region 5 training is scheduled for Friday November 1st at Rossmoor.

Region 2, Rick commented that Area 5 is scheduled. Area 6 & 18 will be in Modesto and the one in Fresno will be October 30th.

SIR Foundation:

Derek Southern reported on their recent Board meeting, noting that they have collected \$47k and \$22k has been distributed. He reviewed some history and the purpose of the Foundation. Derek reported that he was asked about Tax Deductibility of gifts to the foundation. The statement will be that they should consult their tax advisor. He also discussed the future of the foundation and pointed out that they will have to broaden the scope of the distributions. A broader scope may be benefiting senior men in or out of SIR. The Foundation website is linked to the SIRinc website.

New Business

Form 44 and 44a usage:

Mark Stuart shared an example of an Area Governor election problem and highlighted the need for the Regional Director's involvement or signature. Comments and discussion continued. President Benson asked that Mark submit his recommendations to the P & P committee and for them to construct and submit a Policy change at the next board meeting.

Regional Director Pat O'Keefe remarked that the SIR President Appreciation Certificates should be presented with more grace and Dignity

Adjournment:

President Ed Benson adjourned the meeting at 3:08 pm.

The Board adjourned into a closed session to receive an update on legal matters, no action was taken.

The Closed Session was adjourned at 3:40pm

Respectfully submitted.
Ron Flagel 11/01/19

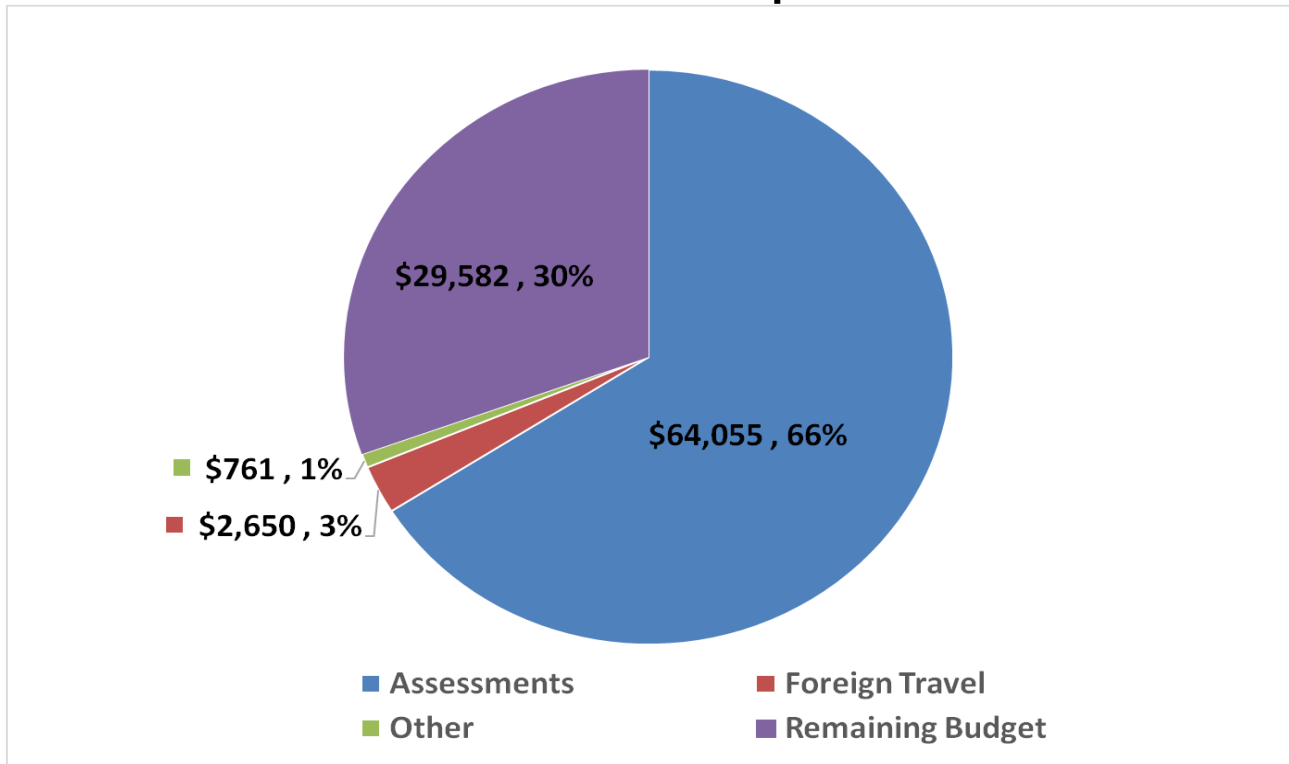
Attachment A
SIR Inc. Financials January to July 2019

Account	Actual	Budget	Variance	2019 Budget
REVENUE				
Assessments*	\$64,055	\$64,173	(\$118)	
Foreign Travel	\$2,408	\$1,400	\$1,008	
Other	\$742	\$1,690	(\$948)	
Total Revenue	\$67,205	\$67,263	(\$59)	\$97,048
EXPENSE				
Administration	\$2,630	\$4,328	\$1,698	
Insurance	\$28,800	\$29,162	\$362	
Committees	\$2,139	\$2,735	\$596	
State Mtgs**	\$6,266	\$6,250	(\$16)	
Regions	\$8,860	\$7,350	(\$1,510)	
Miscellaneous	\$9	\$575	\$566	
Total Expense	\$48,704	\$50,400	\$1,696	\$100,500

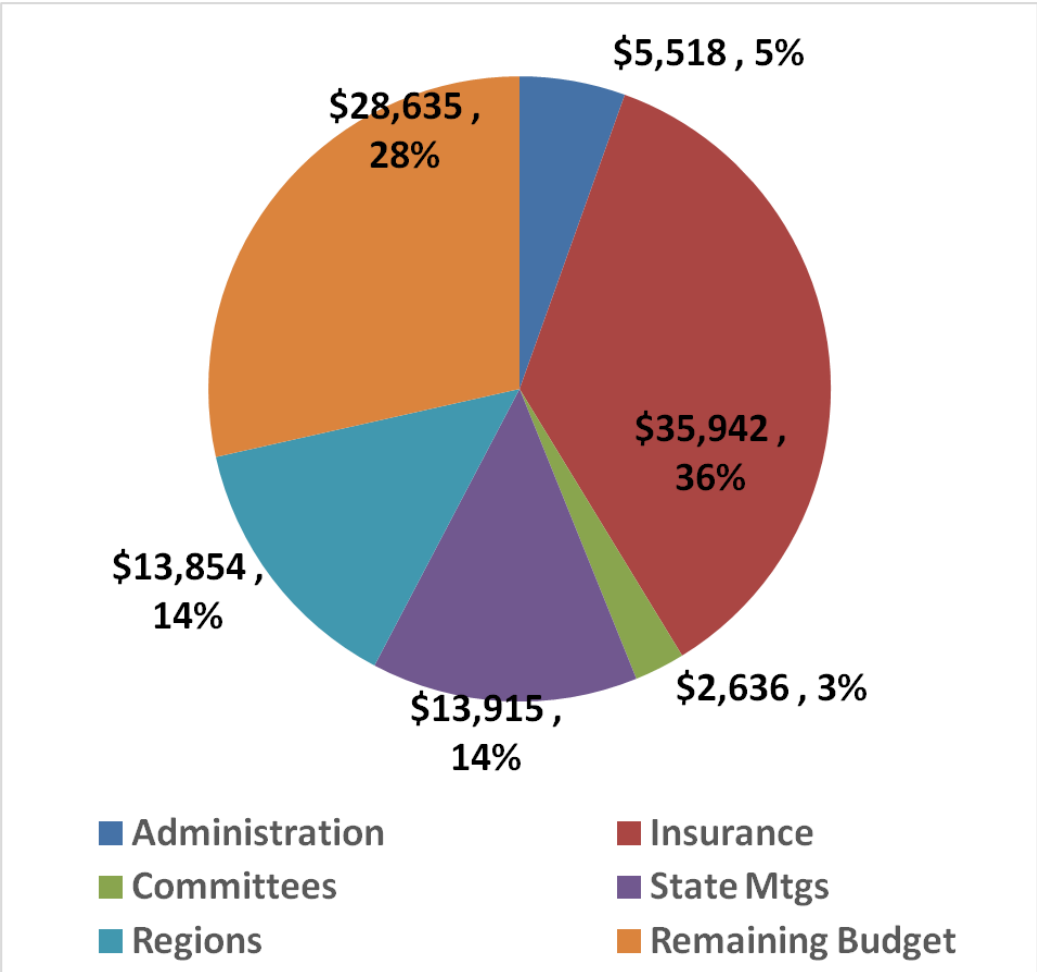
* includes \$4520 Special Annual Meeting assessment.

** includes \$3180 Annual Meeting deposit.

Attachment B
2019 Income thru September



Attachment C
2019 Expenses thru September



Appendix D Proposed Policy or Procedure Changes

Proposal 1:

Reference: Executive Board Meeting Action September 2, 2019

Subject: Revise Policy 1 Guiding Principles and submit a new Procedure 1 How to Respond to Individual Complaints.

Background: The former Policy & Procedures Chairman originally submitted the subject items to the P&P Committee for review and comment but the final version was misplaced and not included for approval at the August 19, 2019 Board Meeting.

History: The State Executive Committee consisting of President Ed Benson, Vice President Jim Johnson, Treasurer Roy Hodgkinson, and Secretary Ron Flagel approved via email the revised Policy 1 and Procedure 1. These were adopted immediately and are to remain in effect until the next regular meeting of the board where they will be made permanent.

P&P Recommendation: The Policy and Procedures Committee recommends that the revised Policy 1 Guiding Principles and a new Procedure 1 How to Respond to Individual Complaints be confirmed at the next scheduled Board Meeting.

Note: In the 1. SIR Mission - the word 'improve' was incorrectly inserted wherein it should have been 'enrich' in the original submittal to the Executive Board.

Revised Policy and New Procedure:

Policy 1. GUIDING PRINCIPLES

1. SIR Mission- 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~~ **enrich** the lives of our members through fun activities and events while making friends for life.

2. Non-Discrimination Principle - SIR policies, procedures, bylaws, and supporting practices are built upon the principle that trust, mutual respect, and dignity are fundamental beliefs between all members of our organization. SIR does not and shall not discriminate against any member, guest, or prospective member of our organization on the basis of race, color, religion, national origin, marital status, sexual orientation, age or disability. SIR shall comply with all applicable national, state and local statutes pertaining to nondiscrimination. In furtherance of these commitments, it has and will continue to be a fundamental policy to update and take action-oriented steps to implement our policy. (Rev Ex Comm 9/2/19)

See Procedure 1, How to Respond to Individual Complaints. (Rev ExComm 9/2/19)

Procedure 1- How to Respond to Individual Complaints

The procedure for responding to individual complaints shall be as follows:

1. Any member or prospective member who believes that inappropriate discrimination has occurred shall notify the branch's Big Sir within a reasonable time following the alleged discriminatory action.
2. The Big Sir shall immediately notify the Area Governor, Regional Director, and Vice President, hereinafter referred to as the Discrimination Task Force (DTF).
3. The Big Sir concurrently shall commence a thorough investigation and report, within thirty days from the notice of the alleged discrimination, all information about the complaint to the DTF.
4. The DTF shall take appropriate action to address the complaint, including meeting with the complainant and any other parties that may be relevant, and within a reasonable time thereafter issue its recommendations to the State Board.
5. The State Board at a special meeting or its next scheduled Board meeting shall review the complaint and the DTF recommendations, and approve appropriate action to resolve the complaint. This action shall be communicated to all involved parties.

(New ExComm 9/2/19)

Proposal 2:

Subject: Revise Procedure 14 to change the submittal timing for P&P's from 15 days to 30 days.

P&P Recommendation: The P&P Committee recommends that any proposal involving SIR Policies and Procedures shall be submitted at least 30 days prior to the next State Board Meeting. Inasmuch as it is required that the State Board

Meeting Agenda be published at least 10 days prior to the meeting this is a reasonable request.

Revised Procedure:

Procedure 14 – How to Amend Policies, Procedures, and Position Descriptions

a. Any proposal involving SIR Policies and Procedures shall be submitted to the State Policies and Procedures Committee (P&P) Chairman with a copy to the President. The following may submit such a proposal: the State Board, a State Officer, a State Committee Chairman, any member of the P&P, or a Branch Executive Committee at least ~~15~~**30** days prior to the next State Board meeting.

Proposal 3:

Subject: New SIR Policy Addition - Member Induction Oath and Sponsor Agreement.

Background: SIR President Ed Benson has proposed a new policy that statements in regards to specific sponsor responsibilities and member expectations be included in all induction ceremonies.

P&P Recommendation: This proposal is not supported by the P&P Committee for the following reasons:

1. The current membership application includes the following statement with a signature line below for the applicant to sign agreeing to the statement:

"I understand that SIR's Member Expectations are few: Be a sociable guy, participate in our activities, luncheons and events, give a shot at volunteering when asked and at bringing guests to introduce them to the joys of SIR and perpetuate the organization".

2. Requiring the sponsor's responsibilities to continue as long as both the new member and the sponsor continue membership in the Branch is not reasonable.

3. Most Branches currently have their own New Member Welcoming Remarks.

New Policy:

Member Induction Oath and Sponsor Agreement

~~Many Branches have their own induction oath, and it is not the State's intention to establish a one size fits all member induction oath and sponsor agreement. However, the induction ceremony is an excellent forum in which to remind all Sirs in attendance of both SIR's member expectations and sponsor responsibilities. Thus, it is SIR policy that statements in these regards be included in all induction ceremonies.~~

~~Therefore, the language below, or something similar has been developed for Branch adoption:~~

~~To the Sponsors:~~

~~Inducting Officer States to the Sponsors:~~

~~"Your candidate has been accepted as a member of SIR Branch XX.~~

~~"Your responsibilities as a sponsor continue as long as both you and your candidate continue membership in the Branch. You are expected to assist your candidate in meeting SIR's Member Expectations and to keep the Branch informed of his well being"~~

Ask the Sponsors: “Do you agree?”

Proposal 3: (Continued)

Sponsors reply: “Yes.”

Inducting Officer States to the Candidates:

~~“As a SIR member, we count on you to work toward achieving SIR’s Member Expectations of being a friendly sociable guy, participating in our activities, luncheons and events, volunteering when asked and bringing guests to perpetuate our Branch — as your interests and capabilities will allow.”~~

Ask the Candidates: “Do you agree?”

Inductees reply: “Yes.”

Inducting Officer States: ~~“Thank you, and welcome to SIR and our Branch.”~~

The sponsor of the proposed policy change responded to the non support position of the P&P Committee:

1. The initial proposal was revised to allow the Branches to continue to use their current induction oaths provided the SIR Member Expectations and Sponsor Responsibilities are included.
2. The best time to remind new members and sponsors of their expectations is at the induction ceremony. It is unlike to be forgotten.
3. A sponsor should act like a sponsor in perpetuity.

The original Proposal 3 was revised to read as follows:

Policy 22A. NEW MEMBER INDUCTION OATH

Many Branches have their own welcoming remarks or induction oaths for members being installed.

It is not the State’s intention to establish a one size fits all new member welcoming remarks or induction oath but one that reinforces SIT’s Member Expectations by including specific wording in your current installation ceremony.

The Inducting Officer shall state to the new member Candidates:

“As a SIR member, we count on you to work toward achieving SIR’s Member Expectations of being a friendly sociable guy, participating in our activities, luncheons and events, volunteering when asked and bringing guests to perpetuate our Branch – as your interests and capabilities will allow”

The new member induction ceremony is an excellent forum in which to remind all Sirs in attendance of SIR's member expectations. Thus, it is SIR policy that the above statement be included in all induction ceremonies.

Proposal 4:

Subject: Clarify wording and punctuation of Procedure 13 (k) Insurance Coverage (Foreign Travel).

Background: In a discussion with our insurance agency it was determined that the way Procedure 13 (k) Insurance Coverage (Foreign Travel) is worded and punctuated was confusing.

Action: It was requested and complied with to send this clarification to Rick Sale for distribution to all AGs and Big Sirs, Board members and all travel coordinators.

P&P Recommendation: The P&P Committee supports the revised procedure.

Revised Procedure:

PROCEDURE 13: INSURANCE COVERAGE (FOREIGN TRAVEL):

k. A \$27.00 add on fee for foreign travel liability insurance coverage shall be included in the fare to be paid by each participant.

No fee is required for travel within Canada or the United States of America including its Territories and Possessions (Puerto Rico, Guam, US Virgin Islands, Northern Mariana Islands and American Samoa).

Our main liability insurance policy covers travel within the above listed countries.

After reviewing the SIR Manual, I found Procedure 12 (h) that emulates the original Procedure 13 (k). Below is my proposal to fix it which has been approved by Craig.

Revised Procedure 12 (h):

h. To provide adequate funding for insurance coverage for each event involving travel outside the United States, Canada, and U.S. Territories and Possessions (Puerto Rico, Guam, US Virgin Islands, Northern Mariana Islands and American Samoa) a \$27 insurance add-on shall be included in the fare to be paid by each participant contracted by an Activity Standing Committee (SIRARC, Gold, Bowling, RV, Bocce).

Attachment E
2020 Bowling Tournament Schedule

2020

PROPOSED**PROPOSED**

2020

SIR BOWLING TOURNAMENTS

As of September 26, 2019

City	Month	Days	Center	Code	Tournament Manager(s)	Phone
Napa	Jan.	Tues 21 Weds 22	Napa Bowl	4	Keith Knox	707-257-7537
Livermore	Feb.	Wed 12	Granada Bowl	4	Dick Braden	925-455-8633
Concord	Feb.	Tues 25	Clayton Valley Bowl	4	Mike Kropf Doug Schuster	925-689-1453 925-687-4543
Concord	March	Tues 17 Weds 18	Clayton Valley Bowl	4	Dan Weller	925-935-5510
Carson City	April	Mon 13 Thru Thurs 16	Gold Dust West	3	Ray DiBasilio	530-558-9727
SIR ANNUAL STATE TOURNAMENT						
Modesto	May	Weds 13 Thurs 14	McHenry Bowl	1	Jim Pastorelli	209-406-8156
Pacheco	May	Thurs 28 Fri 29	Paddock Lanes	4	Del Locke	707-745-3475
Sutter Creek	June	Thurs 11 Fri 12	Gold Country Lanes	4	Emil Leese Ray DiBasilio	916-275-8684 530-558-9727
Dublin	June	Tue 23 Wed 24	Earl Anthony's Dublin Bowl	4	Victor Okumura Jerry Sabo	510-557-2687 510-790-3135
Yuba City	July	Mon 27 Tues 28	Nu Generation	4	Ray Buttacavoli	H-530-671-5599 C-530-329-2038
Pollock Pines	July	Fri 10 thru Sun 12	Knotty Pine Lanes	4	Ray DiBasilio	530-558-9727
Reno	Aug.	Mon 10 thru Tues 12	National Bowling Stadium	3	Ray DiBasilio	530-558-9727
Grass Valley	Aug.	Wed 26 Thurs 27	Prosperity Lanes	4	Charlie Babiarz	530-470-8964
Carson City	Sept.	Fri 11 Sat 12	Carson Lanes	4	Hall	H-775-246-1027 C-530-409-3494
Citrus Heights	Oct.	Tues 6 Weds 7	Fireside Lanes	4	Art Tourtillot Ron Johnson	916-635-6148 916-206-1483
Brentwood	Oct.	Tues 13	Harvest Park	4	John Fry	925-783-5614
Modesto	Nov.	Thurs 5 Fri 6	McHenry Bowl	4	Jim Pastorelli Vern Masse	209-406-8156 209-538-4275
Danville	Dec.	Weds 2 Thurs 3	Danville Bowl	4	John Monahan	925-837-1598
CODE: 1 - SIRs ONLY - 4 MAN TEAM - DOUBLES - ALL EVENTS 2 - SIRs ONLY - DOUBLES - SINGLES - ALL EVENTS 3 - SIRs or MIXED - 4 BOWLER TEAM - DOUBLES - SINGLES - ALL EVENTS 4 - SIRs or MIXED - DOUBLES - SINGLES - ALL EVENTS						

Attachment F

Clarification of Insurance Coverage for non-Sirs

In response to questions raised regarding liability insurance coverage for non-Sir guests and others, our Insurance Chairman, Craig Hoffhines provided the following information:

“To recap, our agent confirmed with the carrier and they advised that for any event organized, hosted, sponsored by Sons In Retirement and its incorporated branches, our liability coverage would apply and extend to any individual attending on behalf of Sons In Retirement. There are excluded types of events as already outlined in our SIR Leaders Guide. No changes there. SIR members and their wives were already listed as named insureds. No change there. Widows of past members, and guests at our lunch meetings and activities will be covered just like the members. They had no real issue with the bowlers, as what we are doing with their tournaments and leagues is somewhat “usual and customary”. The carrier will be amending the forms within the policy at next renewal, but this goes into effect now. And, at no additional cost to us.”