

State Board Meeting Minutes

Sons In Retirement Inc.

Meeting held via
Electronic Video Conference
Wednesday, September 22, 2021 at 10:00 am

State Board Members Present

President: Stuart Williams
Vice President: Rick Kindle
Secretary: Ron Flagel (absent)
Assistant Secretary: Lee Moy
Treasurer: Roy Hodgkinson
Assistant Treasurer: Ron Saltgaver
Chief Admin Officer: Dean Steichen

Director, Region 1: Dave Gonzales
Director, Region 2: Dale Decker
Director, Region 3: Dennis Pangburn
Director, Region 4: Pat Reed
Director, Region 5: John Haffner

Invited Participants and Guests Present:

Past Presidents: Derek Southern, Ed Benson, Dwight Sale.

Insurance: Craig Hoffhines

Golf: Mark Stuart

Legal Advisor: Alan Melnicoe

Area Governors: Gary Johnson (6), Bob Turner (17), Robert Reuther (10), Hugh Thompson (4), Bruce Corwin (19), Carl Mason (7), Foster Kinney (13), Paul Sequeri (5).

Guests: Jerry Stabile and Brion Beetz

Call to Order

President Stuart Williams called the meeting to order at 10:00 am on September 22, 2021.

The Pledge of Allegiance was led by Dennis Pangburn.

The Quorum requirement was met.

President Williams tendered the minutes from the May 2021 State Board Meeting as posted on the SIR Website. There were no corrections and with a Motion from Rick Kindle and being seconded by John Haffner to approve the Minutes as posted. **Motion Passed**

President's Opening Remarks

President Stuart Williams reviewed this year's challenges and commented that in January we hoped the COVID difficulties would be past by March, but by June they had changed again. We realized and decided that changes were necessary to provide sufficient protection to our organization. Protocols were developed and put in place with the help of our Legal Advisor Alan Melnicoe. Stuart also outlined efforts implemented to keep activities going, with emphasis on Golf. He noted that the much anticipated Chardonnay Dinner Meeting had to be cancelled. We also experienced some Branch failures due to COVID and lack of leadership in those branches. Stuart made the point that the use of Zoom during this period has proved to be a positive factor. President Williams offered words of caution and the need to be diligent as we move forward into the next few years.

Financial Report

Treasurer Roy Hodgkinson reported as follows:

2021 Financials Year to Date (Attachment A). Roy commented on the Revenue portion of the report, noting that there was additional cash brought forward from last year and that is one reason we will be able to waive the assessments for this 4th quarter. He further stated that we have approximately 1500 more members than expected at this time because the loss due to COVID shutdown was not as bad as projected. Total membership is currently just under 12,000 members. Money transfer from branch closings came in lower because we experienced less closings than our conservative estimate a year ago.

Roy then went on to review the Expense portion of the report. Commenting on Administration Expense, Roy noted that expenses remaining are expected to be mostly from software renewals required to run an organization such as ours. The insurance line items represents what we have spent so far and what will be due the remaining of this year. And these costs remain non negotiable. Roy further explained that for the Committees portion, the expenses consist of what has been spend so far, plus possibly an allotted \$6300 for the Public Image project needed to keep our organization moving forward. State meetings, gatherings,

and region expenses are considerably lower due to the current pandemic situation, but we may see some remaining activity during the 4th quarter. Roy commented that the increased deficit is based on a worse case projected 4th quarter, but does not represent a concern, since it would only cut into our float account minimally.

Vaccinations & Waivers (update).

President Williams reported that he had spoke with Insurance Chairman Craig Hoffhines in regards to him contacting our insurance carrier to determine if we are following their expected safety requirements and have proper protocols in place. Stu reported that Craig Hoffhines, our State Insurance Committee Chairman, stated the he received an underwriter report and “The insurance company and the agency were both impressed because of the protocols we have put in place, and gave us their highest rating”.

Roy Hodgkinson recommended that we communicate that information to the membership. President Williams will publish the information to the membership via a Constant Contact communiqué.

Further discussion took place about the affect that Covid variances may have on our policies, Alan Melnicoe stated that there will not likely be a change. Stu commented that we are looking good and should just stay the course we are on. Mark Stuart shared that there still remains resistance to vaccination requirements especially when a member has had Covid and has built up an immunity. The discussion was concluded with the agreement that following the CDC guidelines is the Board’s decision and continues our direction.

SIR Imaging update. Regional Director Dave Gonzales reported that the initiative is proceeding on a several tracks. The first is gaining membership though attraction with emphasis on “Branding” and “Publicity”. He noted that it is not intended to replace the “one on one” recruitment. The second track is to train Area Governors to bring the initiative to the Branches and help the Branches implement it. Training is scheduled for the A/G’s on what is involved and how to help the Branches. Another important track is to highlight the Golfing Activity. The State Golf Committee, along with the Imaging Committee, will help Branches without a golf program to establish one. Dave noted that last year approximately 68% of new membership could be attributed to Golf. Dave emphasized that the initiative will take time to fully implement and as such it is very important that Branches reach out with a well organized campaign to bring back members lost during this last year. Dave reviewed what has been done so far, that being mainly a suite of publicity items and a strategy to move forward with Imaging. Roy Hodgkinson suggested the need for easy to use Social Media items that Branches could implement. Dave stated that need will be met as part of the upcoming A/G training previously mentioned.

2022 SIR Action Plan Report. Regional Director Dave Gonzales reported on his meeting with incoming President Rick Kindle and noted that Rick has assembled committee of SIR leaders for the purpose establishing an action plan for 2022. Dave noted the emphasis will be that this 2022 will be the “Year of the Branches” and to bring membership back to the pre Covid shutdown status. This should be accomplished by the State supporting the Branches in the effort. Dave went on to list the key items for success; such as recruitment, volunteerism, training and communication.

Branch Revitalization Plan Branch 81. Past President Ed Benson reported on efforts in place to reopen Rossmoor, Branch 81, which failed last year. Ed commented that this type of Branch failure comes from several different levels and is too common in SIR. John Haffner commented that a good portion of failure comes from lack of volunteers for leadership positions in the failing Branch. John further explained that efforts are underway to revitalize the Branch with plans and people in place, along with a scheduled luncheon. President Williams commented on his observation of the Rossmoor facility as a whole and the specifically the active use of the facilities for activities of all sorts. He further emphasized the need for SIR to incorporate women in the organization and recommended Branch 81 might act as a Pilot Program reporting back to the board on it’s progress. Discussion followed in regard to the advantages of the participation of women in our organization. John Haffner offered to develop a pilot program and guidelines for Branch 81 to accomplish that. Incoming President Rick Kindle expressed his support of a pilot Branch program and commented on the possible added advantage of increasing volunteerism. A Motion was made by Rick Kindle and seconded by Dave Gonzales to allow the Branch 81 restart to include a pilot program to allow women to become members. Then report back to the Board on the progress. Motion Passed.

Corporate Structure (Appointment of Special Committee) President Stu Williams reported on the need for a streamlining of the Branch leadership process. The lack of members stepping up to fill BEC roles is a continuing problem. He introduced Region 2 Director Dale Decker to share his thoughts on the subject. Dale shared as background that in our organization 46% of our Branches have 100 or less members and there are 15 Branches with less than 50 members. He noted that Policy 31 requires the BEC have six officers and from two to six Directors. He stated that this puts a impossible burden on these branches to fill leadership positions and results often in burn out of volunteers at the BEC level. Dale then reviewed a proposal, in the form of a letter to the board, for the Board's consideration. (Attachment B). Following Dale's presentation, President Williams stated it is his intention to create a committee to streamline BEC requirements for smaller Branches. After some discussion about the SIR and Non profit officer requirements Dave Gonzales offered his planning group, along with Dale Decker, to get together and report on recommendations to accomplish the goal of streamlining BECs. President Williams stated that he is in agreement and recommended the addition of Alan Melnicoe to the committee.

Other Matters properly before the Board

Golf – State Golf chairman Mark Stuart requested Board approval for upcoming Golf Tournaments in Stockton, CA on or about the dates as follows: November 1, 2021 at Elkhorn Golf Course and November 2, 2021 at The Reserve At Spanos Park. The Board approved these activities with a unanimous vote. Mark then reviewed tournament activities for 2021: The April Spring Classic to be held in Napa and the June Reno tournaments were cancelled due to Covid issues & concerns. The State Tournament was held in Fairfield with the full 144 participants and was well received. The Fall Classic was held in September in Napa with 54 participants the first day & 40 the second day. He noted that that was about only 35% of what would be normally expected. The Individual State Tournament is scheduled for November 11 & 12 with 56 participants (normally would expect 70). Mark continued his report by expressing his concern such of the low turnout (30% - 40%). He stated another area of concern is the lack of chairman in some regions, for example there are no chairs in Region 4 and no infrastructure at all in Region 5. Other concerns are staffing of the State Committee, communications, and less revenue due to less participation. He noted that the Golf Program costs money. A tournament can cost \$200 - \$500 and establishing a golf program in a Region is very costly as well. Mark discussed some recommendations as follows: 1) A/G's and Golf Chairs work more with Branches to get member involvement. 2) The Golf Activity be more prominent on the SIR website. 3) Establishing a Region 5 golf program. 4) Less social & more competitive tournaments. Treasurer Roy Hodgkinson recommended the State provide some funding to the State Golf Program and include it in the 2022 Budget.

4th. Quarter Assessment – Treasurer Roy Hodgkinson reviewed our financials going into the 4th. quarter. Roy made a motion that was seconded by Dean Steichen to waive the 4th quarter assessment for all Branches. Discussion followed having to do with collecting the assessment, but returning it to those Branches that would use the funds to purchase promotion material etc. Other discussion about handling of the waived funds continued. A Motion to amend the original amendment was made by Roy Hodgkinson and seconded by Pat Reed to waive the 4th quarter assessment for all Branches with the recommendation to the Branches that the they invest the funds in Growth and Branding efforts. Two "No" votes were counted and the **Motion Passed**, based on the established quorum.

Branch HLM matter – Past President Ed Benson expressed his concern that because a member of the BEC is not allowed to be considered for an HLM, an incumbent BS in a second term would have to be excluded from consideration until no longer on the BEC. A Motion was made by Stu Williams and Seconded by Pat Reed to modify SIR Policies or Procedures, as required, to allow a current BEC officer incumbent to be considered for HLM nomination. **Motion Passed.**

Training – President Williams reported the resignation of Lee Moy as Training Chairman. Stu is working with Derek Southern and Dave Gonzales to fill the function until incoming President has time to address Training for 2022.

Region 3 Report - Regional Director Dennis Pangburn reported the resignation of Area 9 Governor from SIR. He noted other changes as follows; 1). Jerry Stabile Branch 65 will be replacing Carl Mason as Area 7 Governor. 2). Bob Nadel Branch 92 will be replacing Robert Reuther as area 10 Governor. Dennis noted that he continues to not be able to contact Area 8 Governor Sandy Grieve.

There being no further business, President Williams Adjourned the meeting at 12:15 pm.

Minutes submitted for approval by:
Ronald Fligel
State Secretary
October 24, 2021

**Next Scheduled Board Meeting:
November 10, 2021 at 10:00 am
To be conducted Via Zoom**

Attachment A

SIR Inc. Financials Year to Date 2021

Account	Actual	2021 Budget	2021 YE Projected**
REVENUE			
Cash Forward	\$24,403	\$18,823	\$18,823
Assessments - as of 9/15 \$493 overdue	\$39,207	\$34,477	\$39,207
Branch Closing	\$2,858	\$3,753	\$5,000
Total Revenue	\$66,468	\$57,053	\$63,030
EXPENSE			
Administration	\$4,843	\$8,244	\$6,000
Insurance	\$38,387	\$38,250	\$50,674
Committees*	\$3,850	\$10,908	\$10,000
State Mtgs - 9/14 Gathering Cancelled	\$0	\$2,700	\$0
Regions	\$239	\$3,780	\$1,000
Total Expense	\$47,319	\$63,882	\$67,674
2021 Surplus YTD	\$19,149	(\$6,829)	(\$4,645)

* Public Image: \$3,550 spent of \$9,500 2021 budget

** With 4Q2021 Assessments due 10/15/2021 waived

*** Estimated as of YE 2021

Attachment B

Insert when available from Dale