

Sons in Retirement Inc.
State Board Meeting Minutes
Conducted via Electronic Video (Zoom) Conference
Wednesday, November 10, 2021 at 10 am

State Board Members Present:

President: Stuart Williams	Director, Region 1: David Gonzales
Vice President: Rick Kindle	Director, Region 2: Dale Decker
Secretary: Ron Flagel (absent)	Director, Region 3: Dennis Pangburn
Assistant Secretary: Lee Moy	Director, Region 4: Patrick Reed
Treasurer: Roy Hodgkinson	Director, Region 5: John Haffner
Assistant Treasurer: Ron Saltgaver	Chief Admin Officer: Dean Steichen

Invited Participants and Guests present:

Past Presidents: Derek Southern, Ed Benson
Area Governors: Gary Johnson(3), Hugh Thompson(4), Paul Squeri (5),
Carl Mason (7), Foster Kinney (13), Richard Provost (18)
Big Sirs: Brion Beetz (2), Bern Lefson (92), Lee Lamp (129)
Insurance: Craig Hoffhines Nominating: Derek Southern
Legal Advisor: Alan Melnicoe Bowling: Russ Salazar
Training/Sporting Events: Lee Moy Golf: Mark Stuart
Growth & Membership: Tony de Losada (2022)
Guest: Richard DeVoe

Call to Order. President Stu Williams called the meeting to order at 10:00 am, verified a quorum, proceeded to have the Board join him in pledging allegiance to the flag, and gave the invocation- praying for the speedy recovery of State Secretary Ron Flagel who has been hospitalized for Covid.

The Minutes from the Annual Meeting of August 25, 2021 and the Minutes of the Regular State Board Meeting September 22, 2021 were approved as written- and had been distributed on the State Website.

President's Opening Remarks. President Stu Williams acknowledged fellow leaders who helped navigate this most difficult time for SIR. Unfortunately some branches closed for lack of participation and consistent leadership. He emphasized, "What has led us over the last 63 years is our organization's deep roots into the soil of life's enduring values". He stated that our great challenges moving forward will be:

- (a) reforming policies to preserve the future growth and preservation of our membership,
- (b) branding ourselves to attract younger members.
- (c) reforming corporate structure.
- (d) allowing Branches to support non-political worthy causes.
- (e) allowing Branches to include female members (SIRs & HERs).
- (f) creating special recognition for Branches to recognize non HLMs.
- (g) vigilantly reviewing our protocols and insurance restrictions.

He quoted Ralph Waldo Emerson, who said, "This time like all times is a very good one if we but know what to do with it." He concluded by stating that he knows our incoming officers and directors know what to do as leaders, and that they will keep in perspective what we are and what we hope to be.

Financial Report. State Treasurer Roy Hodgkinson summarized the year to date (see Attachment). Revenues and expenses are below budget leading to an expected budget surplus at year end. The notable significant expenses were the Public Image Committee furthering efforts to prepare marketing collateral and communications strategy in anticipation of a "Covid recovery" membership drive. Use of Zoom has dramatically reduced expenses while encouraging wider participation. 97% of income was from 2020 surplus and 2021 assessments with only ~\$1,700 received from branch closure. On the expense side, 80% (\$51K) is insurance cost with ~9% for administration and ~11% for committees. The 2021 financial check-up and verification effort is underway.

Revision of Policy 31. Regional Director/SIR Manual Subcommittee Chairman Dale Decker reported that with 70% of the branches having less than 100 members, finding enough men to fill the ideal composition of a BEC is challenging. He recommended a new BEC minimum of 3 officers and 2 directors, and allowing one member to be the Branch Secretary and Treasurer.

A motion was made to revise Policy 31 by CAO Dean Steichen as recommended; seconded by Pat Reed, and passed. An ensuing discussion ensued whether there be an odd vs. even number of BEC members and whether a Secretary/Treasurer combo would have 1 or 2 votes. A motion was made by Regional Director Dave Gonzales to amend Policy 31 by stipulating that there be an odd number of BEC members and that a Secretary/Treasurer combo have only one vote; seconded by Vice President Rick Kindle; and passed.

State Corporate Restructure Committee Report. Regional Director/ Ad Hoc Action Plan Committee Chairman Dave Gonzales and his Committee had worked with Regional Director Dale Decker's proposed modification of State Policy 31 noted above. He reported on the Committee's latest work, which is in line with President-Elect Rick Kindle's vision for 2022: to be the "Year of the Branches", focusing on Branch needs and supporting their wellbeing and growth.

The Action Plan the Committee is preparing will reduce the complexity of State requirements on Branches and allow more discretion in their operation, while continuing to meet California non-profit corporation law. The Committee will be asking Branches about their current/future needs; establishing trials to support branches interested in opening their membership to women; expanding the Worthy Causes policy; and emphasizing a renewed focus on membership growth and leadership development. A report is planned for presentation in January 2022.

Request for Review of SIR Protocols. Branch 129 Big Sir Lee Lamp requested release from the obligation to keep COVID vaccination records of its members, while clarifying that his BEC does not wish to withdraw from other SIR COVID protocols. Discussion ensued regarding whether any Board members wanted to make any changes after hearing the arguments do so. It was concluded that it would not be practical at this time to change the current policy or to make an exception.

The Board told Big Sir Lamp that if his Branch BEC wanted to submit additional information in support of his request for review, that proper consideration would be given to his request.

Later in the meeting, President-Elect Kindle advised that this issue will again be an agenda item, at the next regular Board meeting in January.

State Bowling Committee Report. Chairman Russ Salazar requested approval of the State Bowling Event dates. The motion was made by State Assistant Treasurer Ron Saltgaver, seconded by Dean Steichen, and passed.

Chairman Salazar also requested a waiver of "guest" restrictions, for guests with 3 visits maximum within a year. He stated that approximately 45 non-SIR members participate; and that all participants follow SIR Covid protocols, sign waivers, and show proof of vaccination. The motion was made by Vice President Rick Kindle, seconded by Pat Reed, and passed. An amendment to the motion was moved by President Williams to waive a guest on condition that he follows all State SIR protocols, waivers, and vaccination requirements. The amendment was seconded and passed.

State HLM Presentation to Alan Melnicoe. Legal Adviser Alan Melnicoe is recognized for his outstanding guidance in dealing with the many legal issues surrounding the pandemic. Pin & plaque are forthcoming.

SIR Rooster Pins. 2022 Growth & Membership Chairman Tony De Losada advised that these pins can be ordered for a suggested price of \$1.35 plus tax per pin if ordered in 300 batches. The first order would also have to include \$80 in casting the pin.

President Williams requested that the matter be tabled pending Tony's report back with the specific company involved.

Worthy Causes Report. 2022 G&M Chairman Tony de Losada introduced a pilot program for branches to work as volunteers on community projects. Branch 8 members tested the pilot within its community; the branch provides t-shirts to its volunteers with the SIR logo and the words "I am a SIR Volunteer." The number of members participating has increased, as does SIR's positive exposure/identify within the community.

A motion to authorize the Worthy Causes Program on a branch-by-branch basis was made by RD Dennis Pangburn, seconded by RD Dale Decker, and passed. President Williams pointed out that it must be a non-political activity. President Williams requested that Dale Decker make the necessary changes to Policy 8-Worthy Causes.

Branch 81 Reopening Report. President Williams advised that Branch 81 is reopening, with its first meeting Friday, November 19. He requested approval for this branch and others on a branch-by-branch basis to offer joint participation with prospective female members as a pilot program. The motion was moved by RD Decker, seconded by RD Pangburn, and passed. Vice President Gonzales moved that females be considered for full membership with all the rights and privileges of members. It was seconded and passed.

Installation of Officers and Directors. President Williams installed the following Officers for 2022:

President Rick Kindle	Chief Admin Officer: Dean Steichen
VP Davie Gonzales	Director, Region 1 Hugh Thompson*
State Secretary Ron Flagel	Director, Region 2 Dale Decker
State Asst. Secretary Lee Moy	Director, Region 3 Dennis Pangburn
State Treasurer Roy Hodgkinson	Director, Region 4 Patrick Reed
State Asst. Treasurer Ron Saltgaver	Director, Region 5 John Haffner

*installation completed at a later time.

Recognition Awards. President Williams held a discussion to consider expanding recognition awards for SIR members. Distinguished Service Award, Secondary (HLM) Award, and Branch Honoree Award were some suggested names. It was also suggested to decrease the time period for a Senior HLM award from 10 to 5 years, thereby opening vacancies for Branch HLM Awards. The matter is to be calendared for the next regular State Board meeting in January.

President-Elect's Closing Remarks.- President-Elect Rick Kindle stated, "First of all, without a doubt our State President for 2021 has been the perfect man for the position. Stu Williams, Alan and Craig have directed us thru a minefield of Covid issues and also settled the nagging law suit. I take off my hat to Stu for his excellent leadership this past year. Stu has always been promptly available to answer questions on the phone and by email. Thank you Stu...I believe at this time we normally present you with a framed Certificate of Appreciation but I would prefer we do this in person, if possible, in the near future."

"To all of you, I would also like to say I appreciate your confidence in me to fill this Position for this coming year. You are all more qualified to do this than me. So that being the case I will continue to lean on you for your assistance. In my career, especially in the Navy, I have been associated with some of the most outstanding, dedicated and talented people in the world. But I tell you the Leadership in SIR takes no back seat. I am so amazed, almost daily how you all step forward and provide your help and assistance. I know you are all totally committed to the survival and continued success of SIR and I look forward, with your help, to what we can accomplish this coming year. Thank You."

Adjournment President Williams adjourned the meeting at 12:43 pm.

Minutes submitted for approval by:

Lee Moy, Past Assistant State Secretary and Dick DeVoe, State Secretary

Date: 12/4/21.

Next Scheduled Board Meeting: January 12, 2022, 2 pm- to be conducted via electronic video (Zoom)

State Financial Report

November 10, 2021
SIR Board Meeting

SIR Inc. Financials Year to Date 2021

Account	Actual	2021 Budget	2021 YE Projected***
REVENUE			
Cash Forward*	\$24,403	\$18,823	\$18,823
Assessments	\$39,495	\$34,477	\$39,495
Branch Closing	\$1,678	\$4,170	\$2,000
Other	\$337	\$0	\$337
Total Revenue	\$65,913	\$57,470	\$60,655
EXPENSE			
Administration	\$4,887	\$9,160	\$6,000
Insurance	\$42,483	\$42,500	\$50,674
Committees**	\$5,550	\$12,120	\$10,000
State Mtgs	\$0	\$3,200	\$0
Regions	\$317	\$4,200	\$1,000
Total Expense	\$53,237	\$71,180	\$67,674
2021 Surplus YTD	\$12,676	(\$13,710)	(\$7,019)

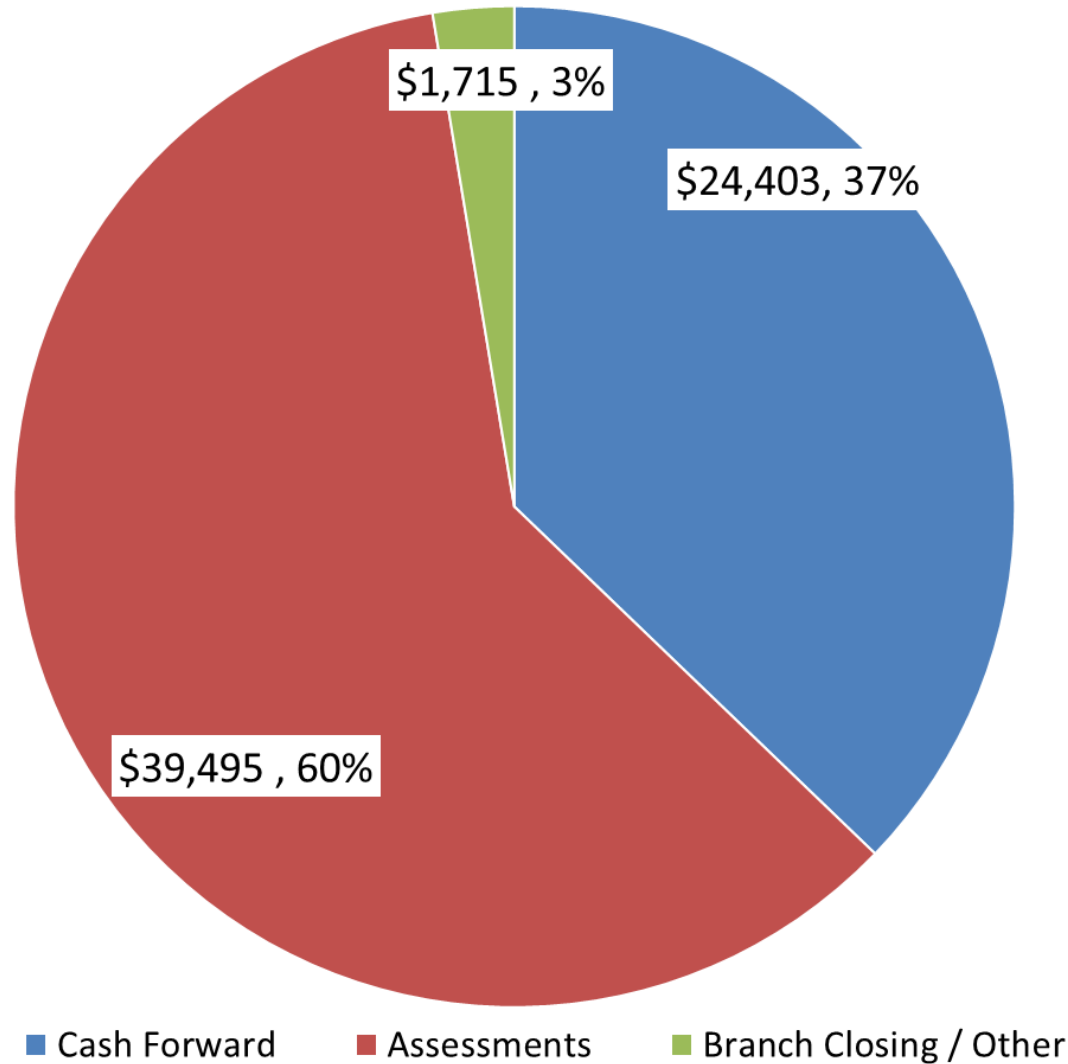
* 4Q2020 expenses ~\$5,500 under projections

** Public Image: \$5,250 spent of \$9,500 2021 budget

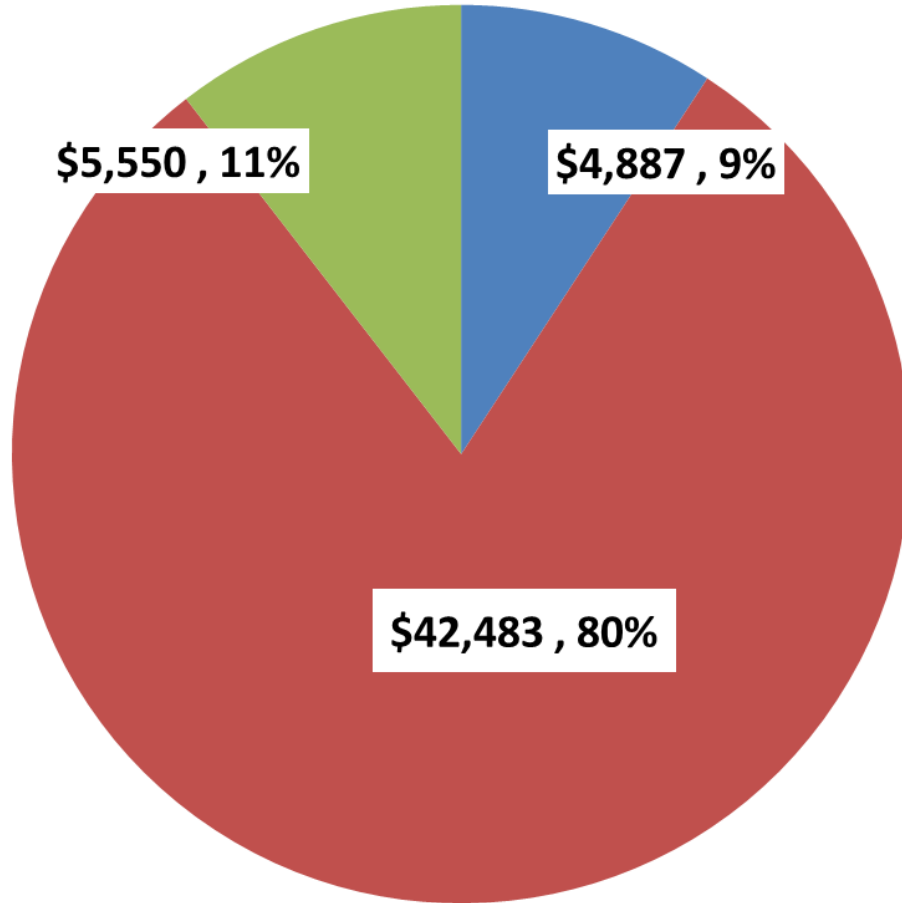
*** Estimated as of YE 2021



2021 Income



2021 Expenses



■ Administration

■ Insurance

■ Committees



Questions