

SIR, Inc.
State Board Meeting Minutes
Conducted via Electronic Video (Zoom) Conference
Wednesday, January 12, 2022 at 2 pm

State Board Members Present:

President: Rick Kindle	Director, Region 1: Hugh Thompson
Vice President: Dave Gonzales	Director, Region 2: Dale Decker
Secretary: Dick DeVoe	Director, Region 3: Dennis Pangburn
Asst.Secretary: Ed Benson	Director, Region 4: Patrick Reed
Treasurer: Roy Hodgkinson	Director, Region 5: John Haffner
Asst.Treasurer: Ron Saltgaver	Chief Admin Officer: Dean Steichen

Invited Participants and Guests present:

Past Presidents: Ed Benson, Derek Southern, Stu Williams

Area Governors: Mark Stuart-AG1&2; Kevin Mahoney-AG3;

Jack Reefer-AG4; Paul Squeri-AG5; Gary Johnson-AG6;

Jerry Stabile-AG7; Foster Kinney-AG13; Richard Provost-AG18.

Big Sirs: Andy Danver-Br.35; Lee Lamp-Br.129; Jim Walton (PBS)-Br.152.

State Committees: Bowling-Dan Weller; Golf-Mark Stuart;

Growth&Membership-Tony de Losada; Insurance-Craig Hoffhines;

Legal-Alan Melnicoe; Travel-Milt Smith; INFOSYS-Dean Steichen,

Rick Sale (Database/EMail), Alan Baker (Website),

Derek Southern (Zoom).

Call to Order. President Rick Kindle called the meeting to order at 2pm, and verified a quorum. Vice President Dave Gonzales gave the invocation and had the attendees join him in pledging allegiance to the flag. The Minutes from the State Board Meeting November 10, 2021 were approved as written.

Regular State Board Meeting Dates. President KIndle revised some of the 2022 dates. they are now 1/12, 2/10, 4/14, 6/16, 7/14, and 11/10.

Asst. State Secretary Appointment. It was moved by Pat Reed, seconded by Dale Decker, and passed to appoint Past President Ed Benson to this position

Vacant Area Governor Positions. President Kindle expressed concern about still-vacant Area Governor positions and encouraged leaders to assist in identifying qualified members to fill them.

Training & Development. President Kindle stated that there is much work to be done in training new State and Branch leaders over the next months, which is made more difficult due to the T&D Chairman vacancy.

Treasurer's Report. State Treasurer Roy Hodgkinson stated that the 2021 Budget didn't mean much due to COVID impact on SIR operations. The expenses were so low and the 2020 surplus so large (\$24,403) that 1st and 4th quarter branch assessments were waived. There was only a resulting year-end budget deficit of \$4033.

2022 Budget Report. Vice President Dave Gonzales stated that a 2022 Budget in the COVID environment is difficult at best. 10,000 members were used as a basis for budget purposes, although there are some positive indications that membership could be up to 10% higher. Therefore, although there is a \$9000 deficit projected, he believes it will be closer to break even. The organization is in good financial shape, with a current reserve of \$60,000.

The 1st quarter assessment will not be raised from \$1.75/member.

SIR Rooster Pins. G&M Chairman Tony de Losada stated that the Rooster pins have been paid for (\$1.51 each, tax included) and are stored at Wilson Trophy Co, Sacramento. Ordering process: A Branch's order with payment is sent to Assistant State Treasurer Ron Saltgaver, who notifies G&M. G&M requests shipment from the vendor to the Branch's ship-to address.

“I’m Doing My Part” Review & Pins Distribution Plan. President Rick Kindle stated that in March 2020 900 pins were ordered and paid for the “I’m Doing My Part” program. He has mailed them to Regional Directors for distribution to their branches by the Area Governors. Depending on the interest going forward, more pins can be ordered as needed; the pins cost \$2-3 apiece, so a payment plan will need to be developed at that time.

Constant Contact Message Distribution. President Kindle requested that Constant Contact messages be forwarded to Derek Southern for his review prior to Constant Contact distribution.

Review of SIR COVID Protocols. State Legal Advisor Alan Melnicoe states that the SIR COVID Protocols have served SIR well. Attendees commented that members and spouses have been pleased with the restrictions imposed by the Protocols; they make attendees feel much safer when attending luncheons and other indoor activities. He encourages the State Board to encourage booster shots. A discussion ensued regarding approval of unvaccinated attendees. it was clarified that unvaccinated attendees to an indoor activity may attend if they show proof of a negative COVID-19 test (a home test qualifies) administered within three days prior to an event they want to attend.

Past President HLM Award- President Kindle congratulated Past President Stu Williams for his leadership during a particularly difficult 2021, and advised attendees that Stu had been presented with a Past President HLM award.

Recognition Awards and Honorees Committee. Past President Williams summarized Policy 10 involving the HLM award, including the 2% maximum number per branch, criteria for HLM Emeritus, and becoming a Senior HLM after 10 years as an HLM. He expressed concern that the current award opportunities are insufficient to properly recognize other branch members who have also given exceptional and extraordinary service. He suggests the following for consideration:

- increasing the percentage maximum for HLM's from the current 2% level to 3-4%.
- reducing the time for awarding a Senior HLM from ten years to five years.
- establishing a Founders Award approved by the State for branch members.
- establishing a Distinguished Service Award that would be administered at the branch level.

President Kindle decided that the newly-established Honorees Committee would review these suggestions as part of its responsibility to support the State Board in reviewing and recommending on State HLM candidates. The Committee members are State Secretary Dick DeVoe (Chairman), Regional Director Dale Decker, and Past President Derek Southern. President Kindle then appointed Past President Stu Williams as a Committee member. The Committee was also charged with reviewing the continuing need for traditions involving certain certificates and badges.

Approval of State Activities. President Kindle noted that 2022 activities planned by the State Golf Committee and State Bowling Committee had been presented and approved in the past. State Travel Chairman Milt Smith advised that he is preparing some Travel-related policy recommendations that provided to the State Board for action at its February Board meeting, as well as any specific activities needing approval at that time.

President Kindle stated he is hopeful to have Bocce tournaments this year above the branch level, and that at least one State RV event be planned to promote interest in that activity.

Next State Executive Committee Meeting. President Kindle advised that the next meeting is scheduled for January 27.

Policy/Procedure Revisions and Addition. Policy & Procedures Chairman Dale Decker presented the following policies/procedures.

a. Policy 8- Worthy Causes. After discussion, the title was changed to “Community Involvement Program” and the term “community outreach projects” was changed to “community involvement projects”. With those changes a motion to revise the policy was made by Dale Decker, seconded by Pat Reed, and passed.

b. Policy 8.1- SIR Branch Community Outreach Program (New). After discussion, minor wording was changed and the title was revised to “SIR Branch Community Involvement Program”. The motion establishing this new policy was made by Dale Decker, seconded by Dennis Pangburn, and passed.

c. Policy/Procedure 10- SIR Awards/Certificates. Discussion centered on wording that indicates a Branch HLM awarded to a member shall be replaced by a subsequent State HLM awarded to that member. Dick DeVoe disagreed with that indication. It was agreed that Dick and Dale would prepare acceptable wording for that portion of the proposal, tabled for the next State Board meeting. A motion was made by Dale to approve the balance of the policy and procedure, seconded by Dennis Pangburn, and passed.

Facebook.com. CAO Dean Steichen advised that the revised URL “We Are Sir” approved at the State Executive Committee meeting January 6 is not available. It is already being used by another account.

Regional Directors Reporting to the Vice President. President Kindle referred to the Minutes of the January 6 State Executive Committee, which recommended that Regional Directors report to the Vice President. The motion was made by RD Pat Reed. seconded by RD Dale Decker, and passed.

Task Force Planning Committee Report. Committee Chairman Dave Gonzales presented the report with its 36 action items. It was agreed that some of the items be clustered to be more meaningful. Roy Hodgkinson pointed out that some of the items are significant departures from the past, which may be well-justified to save the organization in the years ahead. Regional Director Hugh Thompson

suggested that the action items include a focus on motivating and energizing members to take leadership positions at all levels of SIR. Dave stressed that these action items are the first of a 3-5 year action plan, with action items being completed, being revised, and being added as an on-going, integral part of the process. These action items list will be discussed in greater detail in the next State Board meeting.

Adjournment. President Kindle adjourned the meeting at 4:20pm.

Minutes submitted for approval by:
Dick DeVoe, State Secretary
Date: 1/12/22.

Next Scheduled Board Meeting: February 10, 2022, 2 pm- to be conducted via electronic video (Zoom)