

**State Board Meeting Minutes
Via Electronic Video (Zoom) Link
November 10, 2022 at 2 pm.**

STATE BOARD MEMBERS PRESENT

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

INVITED GUESTS PRESENT

Past Presidents: Derek Southern, Stu Williams, Ed Benson.

Area Governors:

Area 1&2-Mark Stuart; Area 4- Jack Reefer; Area 5- Paul Squeri;
Area 6- Gary Johnson; Area 7- Jerry Stabile; Area 9- Dennis Pangburn;
Area 10- Robert Nadell; Area 11- Phil Thomas; Area 13- Foster Kinney;
Area 14- Bill Ackerknecht; Area 15-John Haffner; Area 17- John Kent.

State Committees:

Bowling Chair- Dan Weller, Bowling Operations Advisor Ray DiBasilio; Golf Chair Mark Stuart; Insurance Chair- Craig Hoffhines; Training Chair- John Kent.

2023 State Secretary-Elect: Russ Salazar

2023 State Treasurer-Elect: Carl Mason.

Branch Leaders:

Br. 35 Big Sir Andy Danver; Br. 51 Big Sir Gerry Shebar; Br. 113 Secretary Chris Crowley;
Br. 152 Membership Director Jim Walton; Dave Cosmala.

CALL TO ORDER- President Rick Kindle called the meeting to order at 2:03 pm, and verified a quorum. The Minutes from the Aug. 25, 2022 Annual Meeting and the Oct. 6, 2022 Board Meeting were approved as written.

PROPOSAL TO CEASE EFFORTS TO BECOME GENDER NEUTRAL- CAO Dean Steichen moved and State Secretary Dick DeVoe seconded that SIR cease all efforts to become gender neutral and SIR continue as a men's social organization known as Sons In Retirement. After considerable discussion on pros and cons, the motion was defeated.

STATE TREASURER'S REPORT- State Treasurer Roy Hodgkinson summarized the financials. Through October, 2022 revenues of \$78,934 less expenses of \$69,401= \$9533 surplus. There is projected to be a YE 2022 deficit of \$3255, much lower than the projected 2022 budget deficit of \$19,148 due to somewhat higher revenues and lower expenses. Insurance outlay of \$54,032 is 65% of total expense.

MEMBEE PROJECT UPDATE- State Treasurer Hodgkinson: summarized several ways that Membee will improve management of State/Branch communication data; reviewed a chart of

Membee function and integration; presented a live demonstration of Membee involving the 2023 State Roster webpage; reviewed new forms and current forms being changed, and summarized 2023 Membee projects.

BRANCH FORUM REPORT- President Kindle stated he was pleased with the the first two forums recently held; there was good open discussion on various topics of interest. Participants included 32 Big Sirs, 25 Little Sirs, 6 Branch Secretaries, and 3 Recruiting Chairmen. Videos and attachments will be placed on the website.

Two Forums are planned by year-end (Dec. 6 and Dec. 8). Planned agenda items include Activities insights, Speakers Bureau, important branch leader documents on the website, and building enthusiasm within branches.

STATE BOWLING COMMITTEE REPORT- Chairman Dan Weller reviewed the past 4 years of tournaments, which has reflected the significant COVID impact. Since the extreme low of 2 tournaments in 2020 after 18 in 2019, years 2021 and 2022 have shown a bounce-back to 14 tournaments each. It was m/s/p to approve the fifteen 2023 tournaments.

POLICY & PROCEDURES COMMITTEE REPORT- P&P Chairman Russ Salazar presented several proposals for policy/procedure revisions.

Policy 19, Participation- Members and Guests/Policy 20, Membership- it was m/s/p to clarify the meaning of a relative vs. a guest in Policy 19, for the purpose of participation in activities multiple times. A guest in this case is defined as a potential member. Policy 20 wording involving participation in activities by guests is deleted.

Policy 31, Branch Executive Committee- it was m/s/p to allow the BEC to extend the three-year tenure of an incumbent until the position is filled.

Policy 34.3, Election of Branch Officers- Branch elections are to be held in August or July. it was m/s/p for wording be added as follows: "...or as soon after August as possible, but not later than October."

SCHEDULE OF STATE OPERATIONS REPORT- VP Dale Decker reviewed the latest update for the Schedule of Operations.

SIR PLANNING TASK FORCE STATUS- VP Decker reviewed the status of various action items assigned to the Task Force.

PROPOSED 2023 SIR STATE BUDGET- Budget Oversight Committee Chairman Decker presented the 2023 Preliminary Budget of \$79,198 revenues and \$79,720 expenses, which was m/s/p. It is \$4000 less than the projected YE 2022 projected expenses. (See attachment)

TRAINING & DEVELOPMENT COMMITTEE REPORT- Chairman John Kent advised that a workshop for 2023 Area Representatives is tentatively planned for December 14 in Manteca.

REORGANIZATION COMMITTEE REPORT- President-Elect Gonzales summarized that the five Regional Director positions had been approved to be eliminated in 2023. He presented a proposal to add four new State Director positions: Director- State Support, Director- State Activities, Director- State Reports, and Director- Communications & Marketing. After considerable discussion on pros/cons regarding why the first three jobs are necessary, the proposal was m/s/p. (See attachment)

VP Decker presented the latest revision in the position description for Area Governor (now titled Area Representative or AR). He reviewed a table reflecting 17 Areas for 2023 and the names of the elected 2023 AR's. Branch assignments are somewhat different, primarily due to a focus on geographical considerations between AR's residences and branch meeting locations.

In addition to several branches closing during 2022, a change in branches within certain Areas was based on geographical considerations.

Areas 1, 2, and 8, totaling 17 branches, have no AR at this time. A past Regional Director has tentatively agreed to represent (to be defined) those branches during 2023.

STRATEGIC PLANNING WORKSHOP AND OTHER ITEMS- President-Elect Gonzales advised that:

- the Strategic Planning Workshop, to be attended by the 2023 State Board, has been moved from December to January.
- John Carlston (Br. 8) is appointed 2023 Growth & Membership Chairman.
- the first Executive Committee Meeting in 2023 is scheduled for January 12 at 3:00pm.
- a Town Hall meeting is tentatively scheduled for January 19 from 10am-1pm.

2023 BOARD SCHEDULE- President-Elect Gonzales presented the following 2023 meeting dates:

Executive Committee.. Jan. 12, Feb. 2, Mar. 9, April 6, May 4, Nov. 2.

State Board..... Jan. 26, Feb. 16, Mar. 23, April 20, May 18, Nov. 16.

Annual Meeting..... Aug. 24.

PRESIDENT'S REMARKS- President Kindle expressed his deepest gratitude for the strong support given him by his State Board, other State leaders, and Branch leaders throughout his 2022 term. (See attachment)

AWARD PRESENTATIONS- VP Decker presented an Honorary Life Member award to President Rick for his exceptional and extraordinary service as State President. He presented Distinguished Service Awards to Carl Mason and to Russ Salazar as they begin their 2023 State Officer terms.

President-Elect Gonzales completed the awards by presenting a wooden mantle clock to Rick with “Rick Kindle- 2022 SIR President” inscribed in brass.

INDUCTION OF 2023 STATE BOARD OFFICERS- President Kindle inducted the following 2023 Officers- Dave Gonzales (President), Dale Decker (Vice President), Russ Salazar (State Secretary), Carl Mason (State Treasurer), and Roy Hodgkinson (CAO).

ADJOURNMENT- President Kindle adjourned the meeting at 5:48pm.

Next Meetings:

Executive Committee- January 12, 2023 at 3:00pm.

State Board- Thursday, January 26, 2023.

November 10, 2011

Remarks from Rick Kindle, SIR President 2022 to the State Board

Welcome, all. Thank you for your attendance at this last scheduled Board meeting in 2022.

For the most part, I enjoyed the camaraderie among you all. I have also enjoyed the visits I have made to various Branches. My only regret in this area is that I had hoped to make more SIR visits.

Those who have served in this position for the last 63 years can relate to my comment that this office can only exist in a team environment. It is not a one-person show. The support I have received since I was elected a year ago, in August 2021, has been overwhelming. I have been fortunate to have a well-educated and strong board who are not afraid to provide their opinions, and sometimes, it makes for some very long Executive and Regular Board meetings. You all are strong leaders with various opinions that are very important. I thank our current Board Members, Dave Gonzales, Dale Decker, Dick Devoe, Ed Benson, Roy Hodgkinson, Dean Steichen, Ron Saltgaver, Hugh Thompson, Dennis Pangburn, Pat Reed, and John Haffner. I have called each of you at least one time or another this past year and you have always performed. I have called some of you on almost a daily basis.

I have many others to thank, including our State Advisor and Past President Derek Southern, who does the impossible with some of the projects I request of him. Stu Williams, our Parliamentarian and past President who makes the tough calls thank you.

Jerry Sabo, Alan Baker, Alan Meincoe, Greg Hoffines, and Rick Sale, thank you for all you have done for me and SIR. Thank you to all State Committee Chairmen and Area Governors that work to support SIR.

Words cannot adequately express my gratitude, but I guess it will have to do for now.

Just a few more comments I believe I must make. This has been challenging, not your regular boilerplate year. Hopefully, COVID, for the most part, may be over. The time to resurrect our membership numbers is now. Members who left during the COVID mandate are slowly returning. Recruitment of new members has become more evident as some Branches' numbers increase.

My efforts and others on the Board have been attempting to provide alternatives to increasing membership, providing a new face to SIR, and modernizing it. Unfortunately, this is no longer 1958, 1978, 1998, or 2018. For SIR to survive, we must adapt to the world's current times, cultures and conditions. Without a nuclear event to alter SIR's current course of drastically declining membership and lack of a younger leadership, it will eventually drop to a minimal elite status with only several strong Branches surviving. Those Branches with currently 100 or fewer members may not survive another five years. With our membership average age between 76-80 and our country's life expectancy for men at 74.5, most of us are on borrowed time. In the next 2-3 years, our loss of membership will accelerate as we pass.

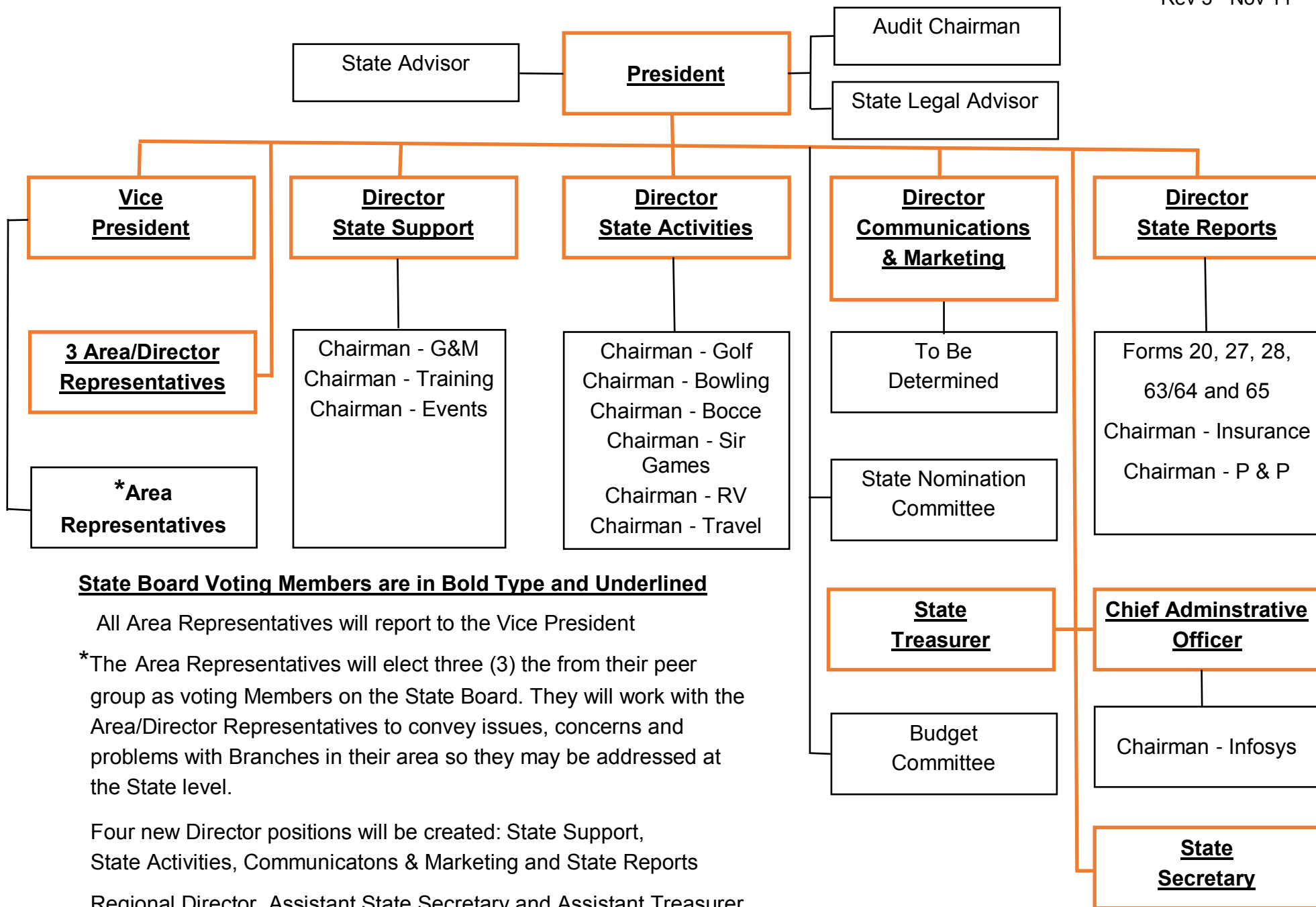
Concerning changes and adapting to our world, I believe we all agree that as we get older, we become less tolerant to change. I am also beginning to feel that way, and I can see those on the Board that are transitioning to "Don't mess with my current lifestyle, leave it alone, stay in your lane, and I will stay in mine, and please, no more drama! I respect that and also appreciate the opinions of the Board and membership.

Again, thank you for your support this past year; I consider you friends for life!

I provide my full support to the incoming slate of officers that I am confident will provide the leadership required to build SIR back for its long-term survival. Have fun!

2023 PRELIMINARY BUDGET - NOV 4

Revenue		
*Assessments	\$74,868	
Hardware Sales	600	
Interest	30	
Branch Closings	4,000	
Sub Total		\$79,498
Cost of goods sold	-300	
Total Income		\$79,198
* = Starting Membership (9,500) reduced by 1% per quarter		
Expenses		
Officer	2,950	
State Office	10,870	
Insurance	57,000	
State Committee	3,900	
State Meeting	1,000	
Area Representatives	4,000	
Total		\$79,720
Contingency	\$0	
Net Income/Deficit		-\$522
Proj Checking Balance 12/32/2023		\$7,478



State Board Voting Members are in Bold Type and Underlined

All Area Representatives will report to the Vice President

*The Area Representatives will elect three (3) the from their peer group as voting Members on the State Board. They will work with the Area/Director Representatives to convey issues, concerns and problems with Branches in their area so they may be addressed at the State level.

Four new Director positions will be created: State Support, State Activities, Communicatons & Marketing and State Reports

Regional Director, Assistant State Secretary and Assistant Treasurer positions have been eliminated.