



**State Board Meeting
January 30, 2020 – 9:00 to 3:30
Paradise Valley Estates, Rawlinson Hall, Fairfield, CA**

DRAFT MINUTES

**PLEASE CLICK ON AND THEN OPEN THE "POWER POINT SLIDES" BUTTON BELOW.
THE MINUTES REFER TO SPECIFIC SLIDES**

[Agenda](#)

[Powerpoint Slides](#)

State Board Members

President: Ed Benson
Vice President: Jim Johnson *
Secretary: Stu Williams

Assistant Secretary: Ron Fligel
Treasurer: Roy Hodgkinson
Assistant Treasurer: Ron Saltgaver
Chief Admin Officer: Dwight Sale
(* Absent)

Director, Region 1: Mark Stuart
Director, Region 2: Rick Kindle
Director, Region 3: Dennis Pangburn *
Carl Mason (Pro-Tem)
Director, Region 4: Foster Kinney (Pro-Tem)
Director, Region 5: Bob Turner (Pro-Tem)

Invited Participants present

Past Presidents: Dwight Sale, Derek Southern, Bob Hairston

State Adviser : Stu Williams, Parliamentarian : Dwight Sale, Assistant Parliamentarian: Adckinso Esutoki, Legal : Alan Melnicoe

Area Governors : Dale Decker (Area 5), Adckinso Esutoki (Area 9), Lee Moy (Area), Richard Provost (Area 18), Mark Stuart (Acting Area 1 & 2), Dave Gonzales (Area 4), Kevin Mahoney (Area 3), Bob Turner (Area 17) Carl Mason (Area 7), Bob Reuther (Area 10), Foster Kinney (Area __).

Committee Chairmen : Barry Leskin (Training), Lee Moy (Sports), Dale Decker (Policy & Procedure), Craig Hoffhines (Insurance) Jerry Hicks (Growth & Membership), Bob Hairston (Recreational Vehicles), Derek Southern (Nomination), Ron Cassano (Audit).

Call to Order

President Ed Benson called the meeting to order at 9:00 A.M. and welcomed all attendees, and thereafter the Pledge of Allegiance was conducted.

President Benson reported two vacancies on the Board, and under his powers as President appointed Foster Kinney as Regional Director (Pro Tem) for Region 4, and Bob Turner as Regional Director (Pro Tem) for Region 5, and Carl Mason as Regional Director (Pro Tem) for Region 3, in place of Dennis Pangburn who was absent due to illness.

President Benson then proceeded to swear-in Richard Provost (Area 18 Governor), Adckinso Esutoki (Area 9 Governor, Assistant Parliamentarian), Bob Reuther (Area 10 Governor), Carl Mason (Area 7 Governor), Alan Melnicoe (Legal Advisor), Ron Saltgaver (Assistant Treasurer)

Secretary Williams tendered the minutes from the October 18, 2019 State Board Meeting, and upon motion from Director Kindle and seconded from Assistant Secretary Flagel, the minutes were **APPROVED** Unanimously.

President's Remarks

President Benson Spoke to the following Agenda Items.

- Currently, we as an organization are experiencing two vacancies on the Regional Board of Directors (Region 4 & 5), which has necessitated temporary appointments, and we want to thank our retired Region Directors for Region 4, Patrick O'Keefe, and Regional Director 5, Bill Holly, for their years of service.
- President Benson announced that he was appointing the following State Leaders to consider potential restructuring and appointments of the Regional Directors positions. (Vice President Jim Johnson, Treasurer Roy Hodgkinson, Secretary Stu Williams, Chief Administrative Officer Dwight Sale, Region 2 Director, Rick Kindle, Policy & Procedure Chairman Dale Decker, Past Area Governor Bob Grandey.
- SIR leader guide has been updated and is on the Website.
- The guidelines for meals and lodging expenses (Breakfast \$15, Lunch \$20, Dinner \$25, and for trips over 100 miles one way, check Hotels. Com for the price of the least expensive local 3 star rated single occupancy hotel or motel) the specifics will be on the State Website and State Form 15.
- Town Hall meetings have been scheduled, and encouraged attendance, on February 19, 2020, Paradise Valley Estates, Fairfield, CA. February 24, 2020, The Plaza Room, Yuba City, CA, February 27, 2020, San Jose State University, Lucas Business Complex, Santa Clara, Ca.
- The Status of "permanent" guests was discussed, and has been approved on a trial basis for three years for Bowling and thereafter to be reviewed by the Board.
- The following State Golf Tournament Schedule was proposed and Approved by **UNANIMOUS CONSENT**; 4/20-4/21, Eagle Vines Golf Course, Napa, CA, 6/22/-6/26, Atlantis Hotel & Casino, Rancho Solano Golf Course, Fairfield, CA, 9/15-9/16, Blue Rock Golf Course, Vallejo, CA, 10/12-10/13 Hiddenbrooke Golf Course, Vallejo, CA.
- Sir Merchandise was demonstrated by President Benson who explained that Vista Print has been working with the State Growth & Membership Committee Chairman Jerry Hick, and the mechanics of ordering were being finalized, and a handout was distributed to the Board and information would be on the State Website next week.
- **SIR 2020 STRATEGIC DIRECTION**, President Benson explained, the two major issues confronting our organization in 2020 are a) Stopping Membership Loss, by increasing Sir Net Membership b) Improving Volunteerism. (See Slide 4)
- **Revision to the List of At-Risk Branches**, at the request of President Benson, Regional Directors Stuart & Kindle reported on the Status of their At-Risk Branches, however with the majority of Regional Directors either vacant or absent because of illness, this matter was continued to the next Board meeting. (See Slides 5 & 6) – Down 5

Treasurer's Report

Results: Treasurer Hodgkinson presented and discussed Sir Inc. Financials at Year End 2019, comparing by account the Actual Revenue and Expenses, the Budgeted Revenue and Expenses, and the Variances were on target. (See Slides 7,8,9)

2019 Audit Findings

Audit Chairman Ron Cassano reported a completed and successful Audit for 2019. (See Slide 10).

2020 Budget

Secretary Stu Williams, on behalf of the Budget Committee, reported that the Committee recommended based upon Projected Revenue of \$101, 247, and a Projected Deficit of \$2,853, the Budget for 2020. (See Slides 11,12,13)

Secretary Williams explained that the Committee without prejudice, withheld funding of the November 19, 2020 requested training, pending receipt of the 2020 Insurance premium.

EXECUTIVE SESSION:

President Benson adjourned the meeting to Executive Session to discuss status of session.

Upon Motion by Regional Director Kindle and Seconded by Regional Director (Pro Tem) Bob Turner, **A Motion to adopt the proposed budget for 2020, after discussion was APPROVED unanimously.**

2020 RD/AG TRAINING RECAP

President Benson reported that the following AG's missed the training: AGs Reed, Adams, Johnson and Thomas, and slides of the training will be forwarded to all RDs and AGs, requesting review with the non-attendees.

Training Chairman Barry Leskin reported on his efforts at the January 20, 2020, training and the effective feedback he received from the focus groups and utilizing the case study from the Branch documents.

Bringing Sir Strategy to life.

President Benson recited the issues of continuing membership loss, and how most of the Branch membership is unaware of the problem.

President Benson reported on past efforts on membership building, and in his opinion, a partial solution requires a Buy-In of Communication, Collateral Material and Recognition and Incentives.

President Benson introduced the "I'm Doing My Part Program" as more fully described in (See Slides 15,16,17,18,19,20)

President Benson expected the Sir Branches to do the following.

- a) Publicize the program among their members.
- b) Order the reward pins from their Regional Directors,
- c) Recognize the winners.
- d) Order and distribute the new Sir recruiting brochures and the revised Sir Card.
- e) Provide an introductory free meal to guests.

Growth and Membership 2020 Plan.

Growth and Membership Chairman Jerry Hicks announced that he was staffing the G&M Committee, and his focus was to Halt Sir net membership loss and improve volunteerism, as more particularly described. (See Slides 29,30)

Executive Request for Board Approval.

President Benson requested the Board approve 2020 Strategic Direction and I'm Doing My Part Program as described in Slides 17,18 and the 2020 G&M Plan as described in Slides 29,30 , and upon a motion made by Regional Director Rick Kindle and seconded by Regional Director (Pro-Tem) Carl Mason, the Board after discussion, **APPROVED** unanimously the 2020 Strategic Direction, I'm Doing My Part Program and the 2020 G&M Plan.

President Benson requested the Board approve a Non-Budgeted expense of \$3,000, Video duplication if necessary, lapel pins 1,000 at \$2.00 (\$2,000), printing recruiting brochure (\$270.00), printing Hubby Cards (\$100.00), fly-in the videographer to Walnut Creek to revise the video (\$400.00).

A motion was made by Regional Director Rick Kindle, and Seconded by Regional Director Mark Stuart, to approve the Non-Budgeted expense of \$3,000. After discussion the **MOTION PASSED, with ten votes in favor and one abstention from Secretary Williams.**

President Benson then reviewed the 2019 Training, and commented that some of the lessons learned included that when Training was held Area by Area, attendance was greater than when held by Region, and Area Training produces a less consistent and more variable product than if conducted State-wide. President Benson indicated that although no conclusions could be reached at this time, this matter would be subject to further discussion at the April Board Meeting, and that a hybrid may be the solution, and subject to Board approval.

STATE ACTIVITY COMMITTEE REPORTS FOR 2019; In the absence of State Bocce Chairman Jack Meylink, President Benson indicated that the State **Bocce** was experiencing difficulty other than limited regional successes. **Recreational Vehicles** Chairman Bob Hairston explained that the Regions have not shown much support as a State-wide activity, although many local Branches have great participation, and that he was planning a State-wide Sir RV Convention, with a date to be announced. **Travel** Chairman Tom Molinari announced that Travel Insurance is a pass-through expense for Sirs, and he had been working with the Branch travel chairmen, and unfortunately 2020 would be his last year as State travel chair, and he was actively looking for his replacement, and without a successor the State Travel activity would fail. In the absence of State **Sirs at the Games** Chairman Lee Moy, State President Benson reported that the Giants vs. A's game had been approved, and another Day at the Races had been scheduled, in light of the tremendous turnout of 350 members and guests at the 2019 event. President Benson further reported that Chairman Moy was willing to help the local Branches with similar activities and publicity.

OLD BUSINESS:

PAST AREA GOVERNORS BADGES: Secretary Williams reported that all Past Area Governors badges requested had been distributed, however additional requests from past Governors had been received after the deadline, and the badges were being ordered by Assistant Secretary Ron Flagel.

CONSTANT CONTACT UPDATE: President Benson reported that Constant Contact has not been readily adopted, although it's a wonderful tool for notification and follow-up, and only costs the Branches \$12.00 for their individual Branch.

STATUS OF MEMBERSHIP LIST COLLECTION; President Benson reported that Membership Lists are due by March 31, 2020, in an Excel format. President Benson emphasized that this list is important as part of our Corporate Governance, and the list is **NOT SOLD DISTRIBUTED, DISCLOSED OR IN ANY WAY DISEMINATED OUTSIDE SIRINC.** President Benson further indicated that Branches failing to provide this necessary membership information, would be required at the Branches expense, to individually notify their Branch members of all required notifications.

STORAGE AND RETRIEVAL OF COMMON FORMS ; Regional Director Mark Stuart said there are no current updates at this time.

RECRUITING WEBSITE UPDATE: President Benson and Treasurer Hodgkinson reported their pleasure with the new Website, which had been recently updated and additional edits were being made.

SIR FOUNDATION UPDATE: Foundation President Derek Southern reported that the funds collected to assist the Sir Members from the Paradise and Meridian Branches were distributed as requested. Foundation President Southern reported that the Foundation was no longer actively seeking donations for the "Camp Fire", having raised \$43,368.00, and initially distributed \$300 to each Sir applicant requesting a donation, for a total of \$21,300, and of the remaining \$22,068 after the first distribution, a second round of \$250 each was distributed, with four checks remaining uncashed, resulting in a current balance of \$ 4,886.86, which has been designated for insurance and governmental filings.

NEW BUSINESS:

PAST RD BADGES. President Benson announced that with the success of the Past Area Governors Badges, there has been a great deal of interest in doing the same for the Past Regional Directors. Chief Administrative Officer Dwight Sale moved that Badges likewise be offered to the Past

Regional Directors who notify the Assistant Secretary Ron Flagel , thereafter the motion was seconded by Director (Pro-Tem) Carl Mason, and the **Motion passed unanimously.**

2020 BEST BRANCH AND MOST IMPROVED BRANCH AWARDS. President Benson further commented that in his opinion, one of the highlights of the 2019 Annual Meeting, was the Best Branch Award, and this year he wanted to continue with the award and include a "Most Improved Branch Award". Chief Administrative Officer Dwight Sale moved that we continue in 2020 with the award and the most improved Branch, named in his honor, and fund the expenses. Assistant Treasurer Ron Saltgaver seconded the motion. Secretary Williams announced that the Budget Committee had funded the award with the cost of a banner that could be displayed at the winning Branch. The **Motion passed unanimously.**

SIR AND THE SIR FOUNDATION RELATIONSHIP. Sir Foundation President Southern reported that although similar in name, SirInc. and the Sir Foundation Inc., are separate Corporations, with separate and distinct Bylaws, and Taxable categorizations. President further reported that the Board of the Foundation was working to clarify its "Worthy Causes" statement.

SI-100 STATUS REPORT- Chief Administrative Officer Dwight Sale reported that he had consulted with leadership, and NO CHANGES were recommended to SI-100 procedure followed at this time.

ADJOURNMENT:

President Benson announced that there being no further business to come before the Board, the regular meeting of the Board was adjourned at 3:20 P.M. to Executive Session to discuss the Status of pending litigation.

EXECUTIVE SESSION OF THE BOARD: There being No reportable action taken by the Board in Executive Session, the meeting was adjourned at 3:45 P.M.

Dated: February 29, 2020

/s/Stuart S. Williams
Stuart S. Williams
Secretary