

# 61<sup>st</sup> SIR Annual Meeting

**August 20, 2019 – 9:30 to 2:45**

**Thunder Valley Resort and Casino, Lincoln, CA**



# Agenda Items – Ed Benson

- **Call to order**
  - **Verify quorum**
  - **Invocation**
  - **Pledge**
  - **Welcome guests**
  - **Welcome new Officers – Vice President, Asst Secretary, Asst Treasurer**
  - **Approval of 2018 Annual Meeting Minutes**
  - **Agenda revisions**

# President's Remarks – Where We've Been

Region	Membership Count		Difference	
	05/01/18	05/01/19	#	%
1	3357	3269	-88	-2.62%
2	2580	2492	-88	-3.41%
3	2175	2200	25	1.15%
4	2897	2719	-178	-6.14%
5	2709	2607	-102	-3.77%
<b>Total</b>	<b>13718</b>	<b>13287</b>	<b>-431</b>	<b>-3.14%</b>

# President's Remarks – Where We've Been

Region	Branch Count		Difference	
	05/01/18	05/01/19	#	%
1	29	29	0	0.00%
2	23	22	-1	-4.35%
3	24	24	0	0.00%
4	24	22	-2	-8.33%
5	17	17	0	0.00%
<b>Total</b>	<b>117</b>	<b>114</b>	<b>-3</b>	<b>-2.56%</b>

# President's Remarks – Where We've Been

P'tile	Branch Size		Difference	
	05/01/18	05/01/19	#	%
Low	33	31	-2	-6.06%
10th	54	53	-1	-1.85%
25th	72	69	-3	-4.17%
Median	101	100	-1	-0.99%
75th	151	148	-3	-1.99%
High	348	334	-14	-4.02%

# Where We're Going

- **Our Mission**

To **enhance the lives of our members** through fun activities, events and luncheons while making **Friends for Life**

**Note: The word “improve” was changed to “enhance” at the Annual Meeting**

- **Our Vision**

To become the **best active men's organization** in Northern and Central California **by improving longevity** through providing opportunities for **physical, mental and social engagement**

- **That's our key – make Friends for Life and Live Longer**

# Our Market Characteristics

- **In CA, about 500 men turn 65 every day**
- **Seniors have a need to be engaged, remain active and maintain a healthy life style because they'll live longer**
- **California's elderly population will nearly double over the next 20 years**
- **PNC found that 58% of retirees aged 70+ retired before they planned to**
- **In a 2019 Merrill Lynch survey, 72% of age 50+ not yet retired said they envisioned working in some capacity – often in a new field**
- **About 1/3<sup>rd</sup> of adults 55+ volunteer their time for various causes**
- **Lifelong learning is becoming a big deal**

# Where We're Going

- **So, what's it going to take?**
  - **Superior Branch performance in the key areas of RAMP:**
    - **Recruitment – every member a recruiter**
    - **Activities – focused on physical, mental and social engagement**
    - **Member Relations – ensure our members are engaged and see the value in SIR**
    - **Publicity – we've got to do a better job in getting the word out**
  - **Leadership – build Branch leader succession plans**
  - **Volunteers – implement what we've been teaching**
  - **Examination – of our “worthy causes” policy**



# Treasurer's Remarks – Roy Hodgkinson

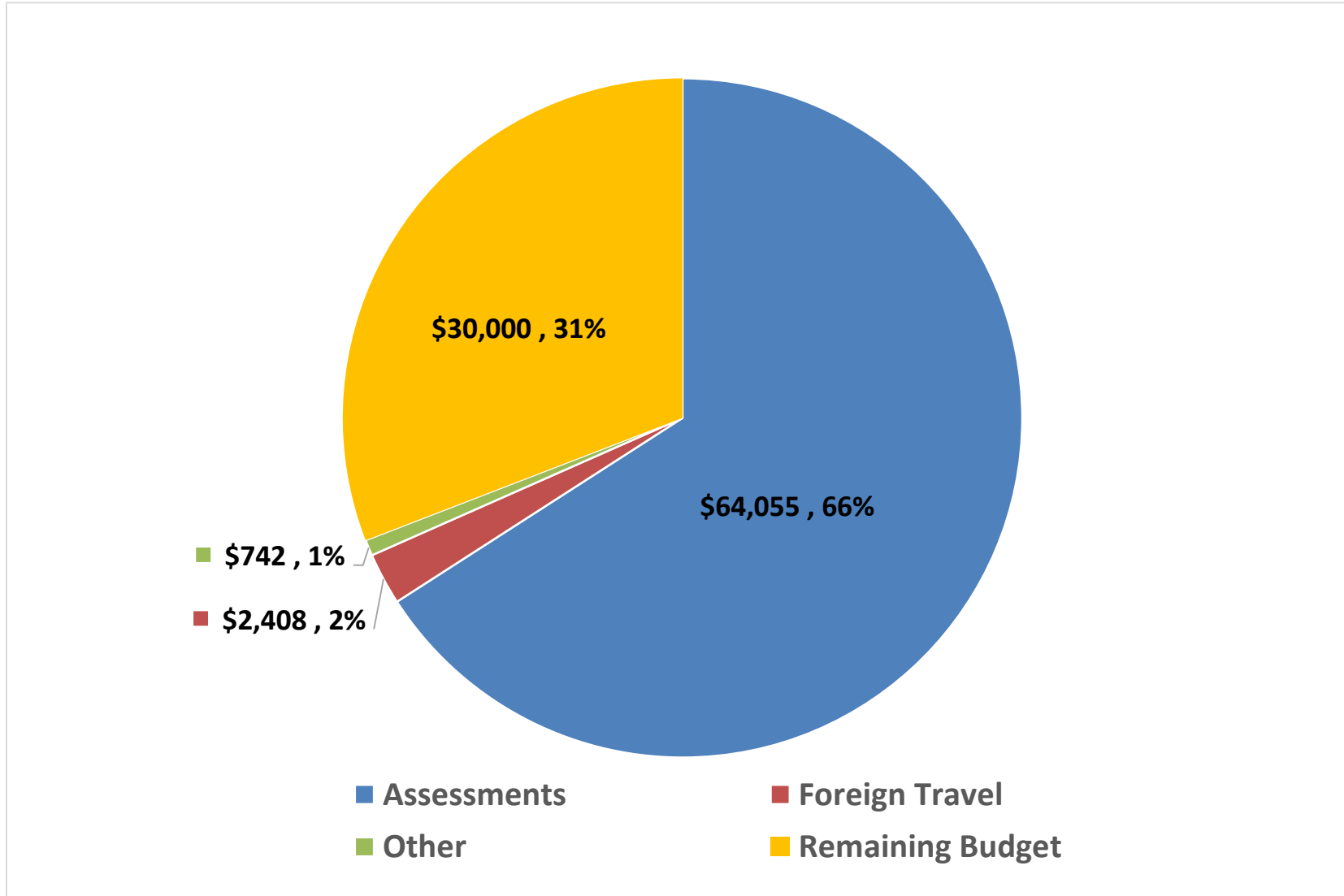
SIR Inc. Financials January to July 2019

Account	Actual	Budget	Variance	2019 Budget
<b>REVENUE</b>				
Assessments*	\$64,055	\$64,173	(\$118)	
Foreign Travel	\$2,408	\$1,400	\$1,008	
Other	\$742	\$1,690	(\$948)	
<b>Total Revenue</b>	<b>\$67,205</b>	<b>\$67,263</b>	<b>(\$59)</b>	<b>\$97,048</b>
<b>EXPENSE</b>				
Administration	\$2,630	\$4,328	\$1,698	
Insurance	\$28,800	\$29,162	\$362	
Committees	\$2,139	\$2,735	\$596	
State Mtgs**	\$6,266	\$6,250	(\$16)	
Regions	\$8,860	\$7,350	(\$1,510)	
Miscellaneous	\$9	\$575	\$566	
<b>Total Expense</b>	<b>\$48,704</b>	<b>\$50,400</b>	<b>\$1,696</b>	<b>\$100,500</b>

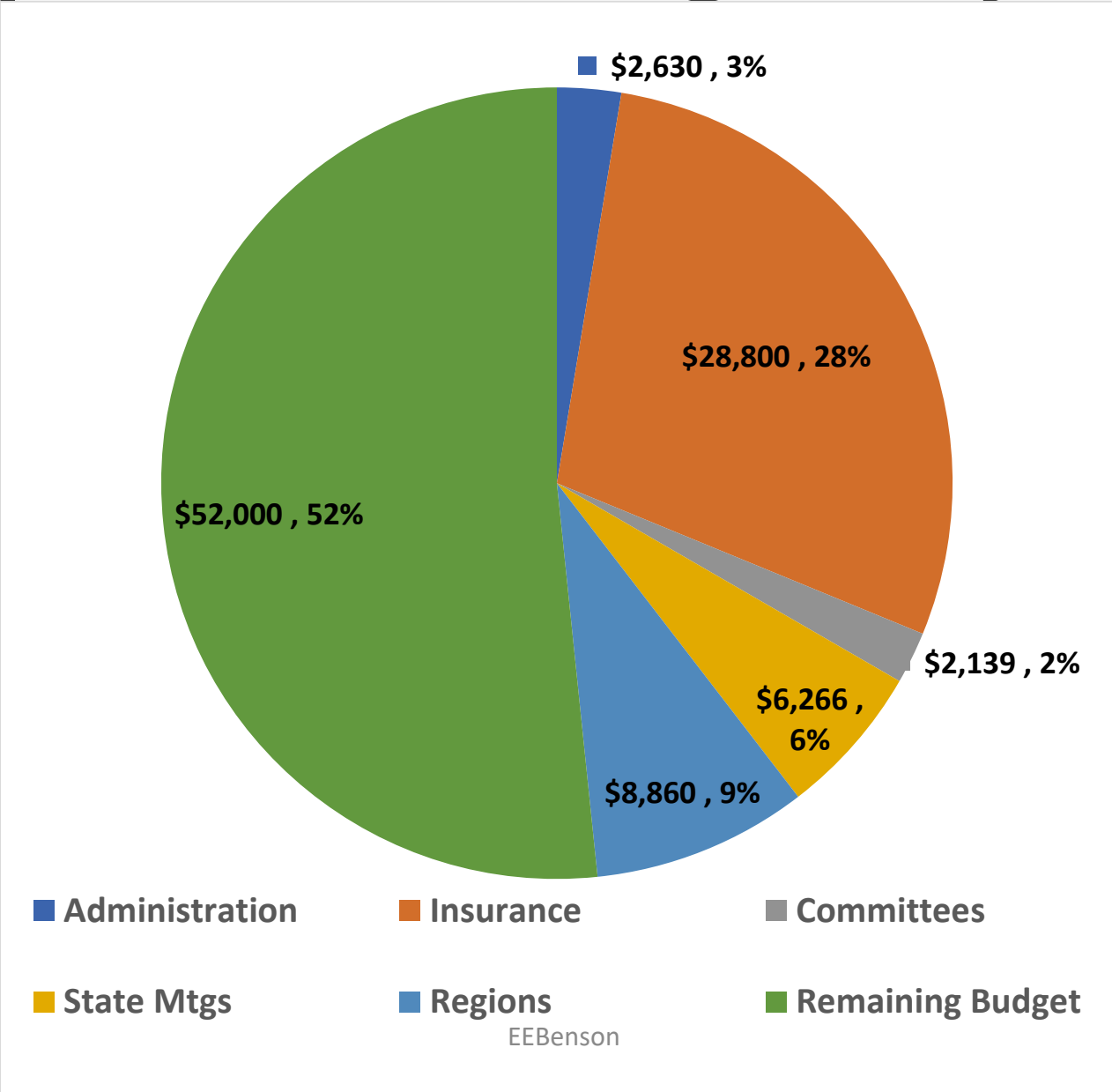
\* includes \$4520 Special Annual Meeting assessment.

\*\* includes \$3180 Annual Meeting deposit

# 2019 Income Through July



# 2019 Expenses Through July



# A “Heads Up” to Branches for 2020

- **It is likely that the assessment will be increased by \$1.00 a year (from \$6 to \$7)**
  - **Reasons for the change**
    - **Increase Town Hall meetings from one to four (two times a year – one in the west and one in the east)**
    - **Increase AD meetings with BS/LS to at least once a quarter**
    - **Potential hire of a person to write template press releases for Branch use**
    - **More frequent leader training**
    - **It’s been five years since assessments were increased (2015)**
- **There is a possibility that out insurance payments may substantially increase due to a Branch recently named in a lawsuit – stay tuned**

# **Sons In Retirement Annual Meeting**

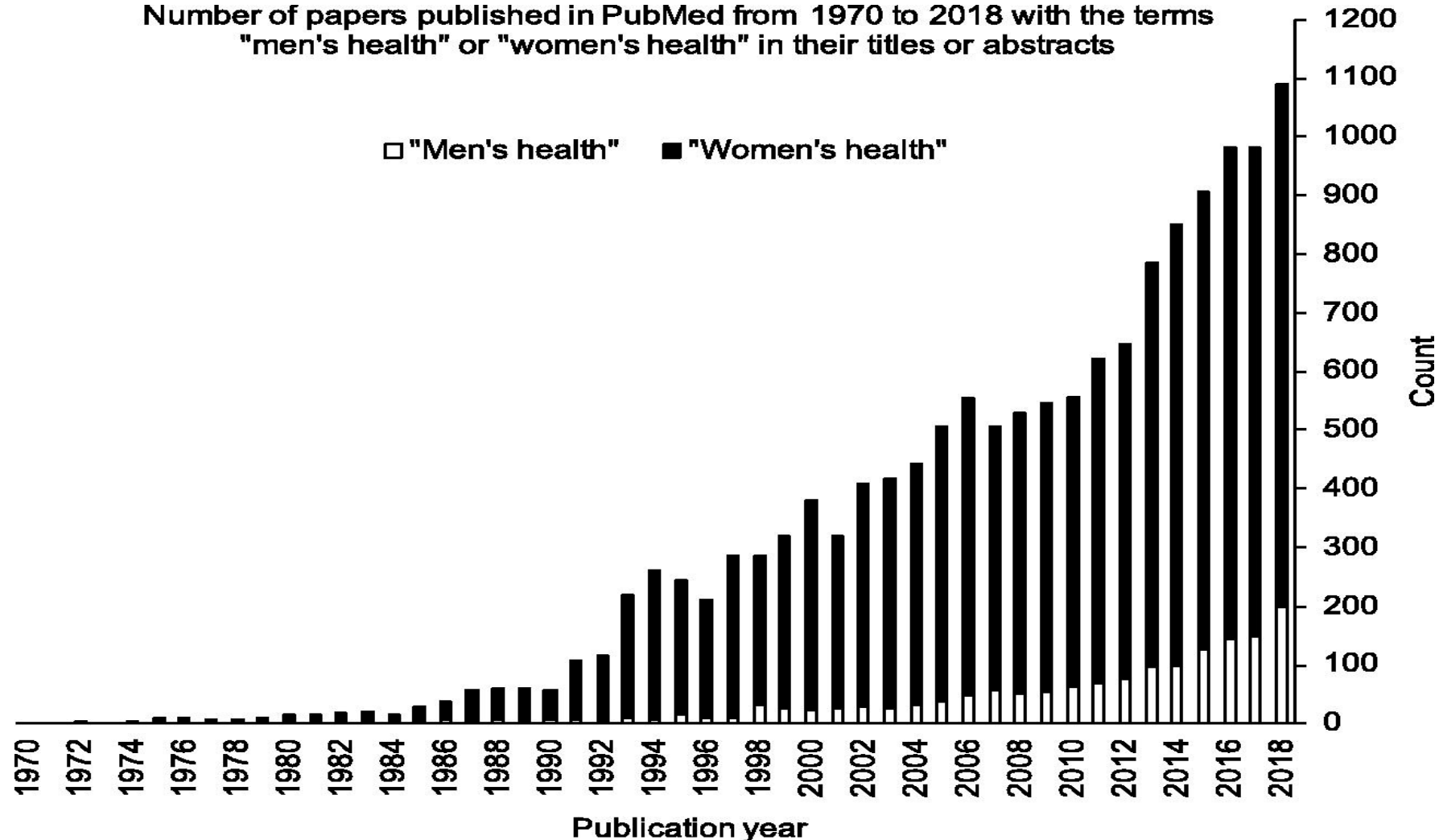
**Learning More by Sharing Your Experience**

**Christine S. Ritchie MD, MSPH  
Anna Chodos MD**

**10:05 AM -10:35 AM, August 20, 2019**

# Older Men's Health is Important and Overlooked

Number of papers published in PubMed from 1970 to 2018 with the terms "men's health" or "women's health" in their titles or abstracts



# Health Issues More Common – Older Men

- **Lower life expectancy**
- **Higher accidental injuries and deaths**
- **Cardiovascular disease**
- **Sexually transmitted diseases (HIV, syphilis)**
- **Most types of cancer,**
- **Amyotrophic lateral sclerosis,**
- **Spinal cord injury and traumatic brain injury**
- **Sleep-disordered breathing**
- **Hearing loss**
- **Educational attainment**
- **Substance abuse**
- **Suicide**

# So It's More Important to Learn More About Older Men





# You Are Supporting Other Men by Telling Researchers About Yourself



**SIR** MAKE FRIENDS FOR LIFE



**UCSF**

Division of  
Geriatrics

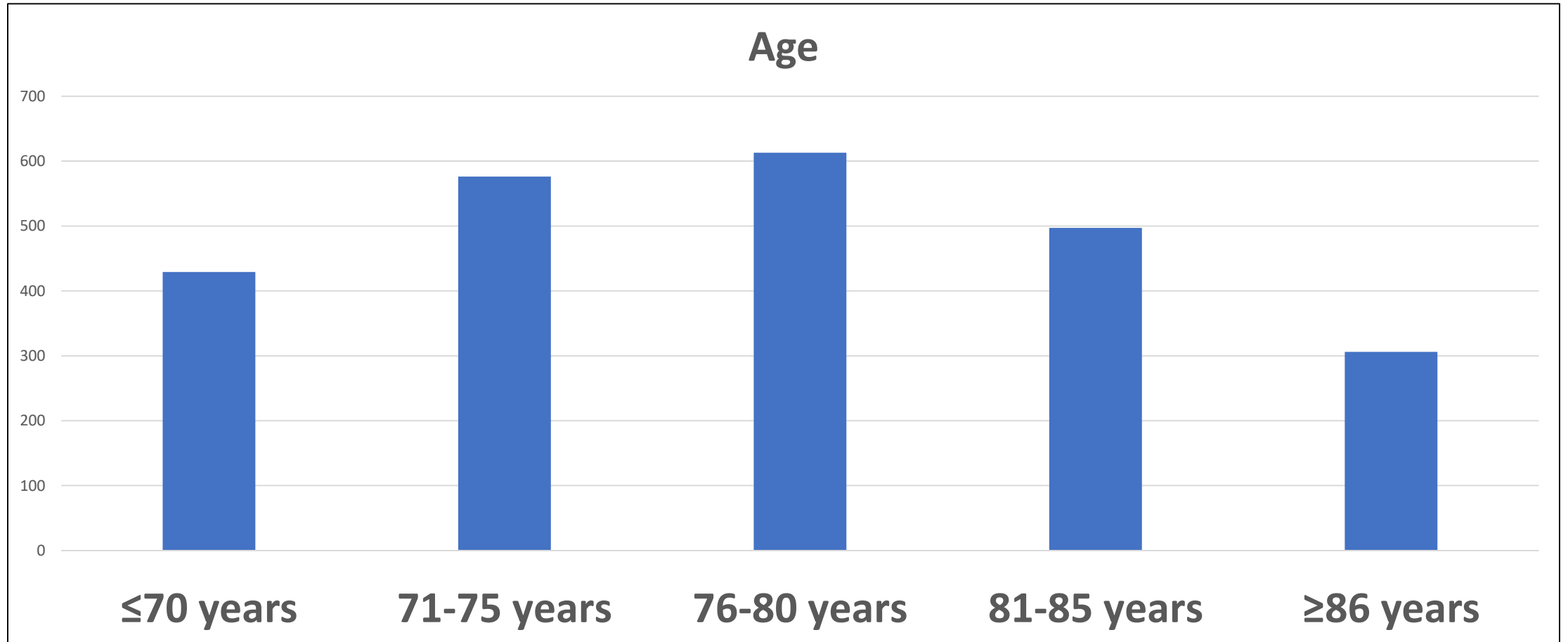
Department of Medicine

# First SIR-UCSF Survey

- Emailed to 8792 Sirs
- 2426 completed two or more questions
- Average age 76 to 80
- Represented at least 85 Branches



# Results: Age—Over 300 over 85 years old!



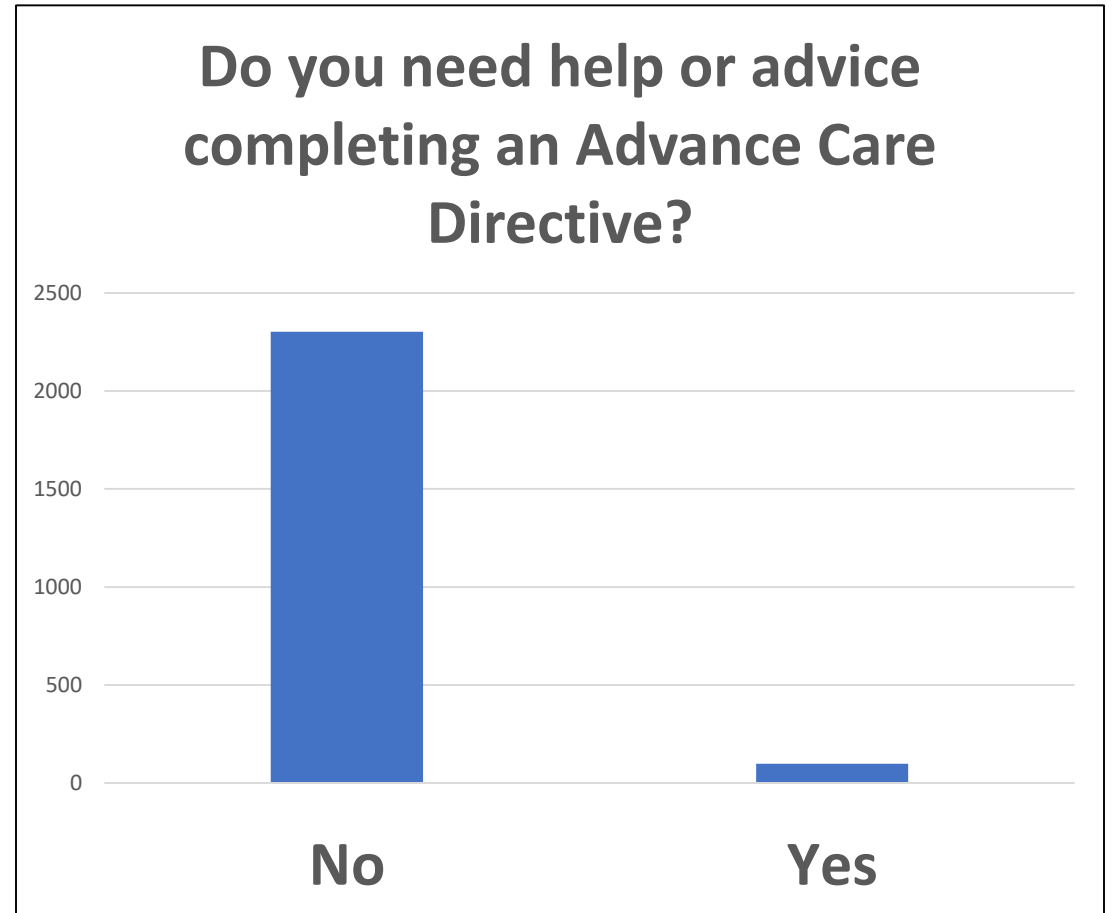
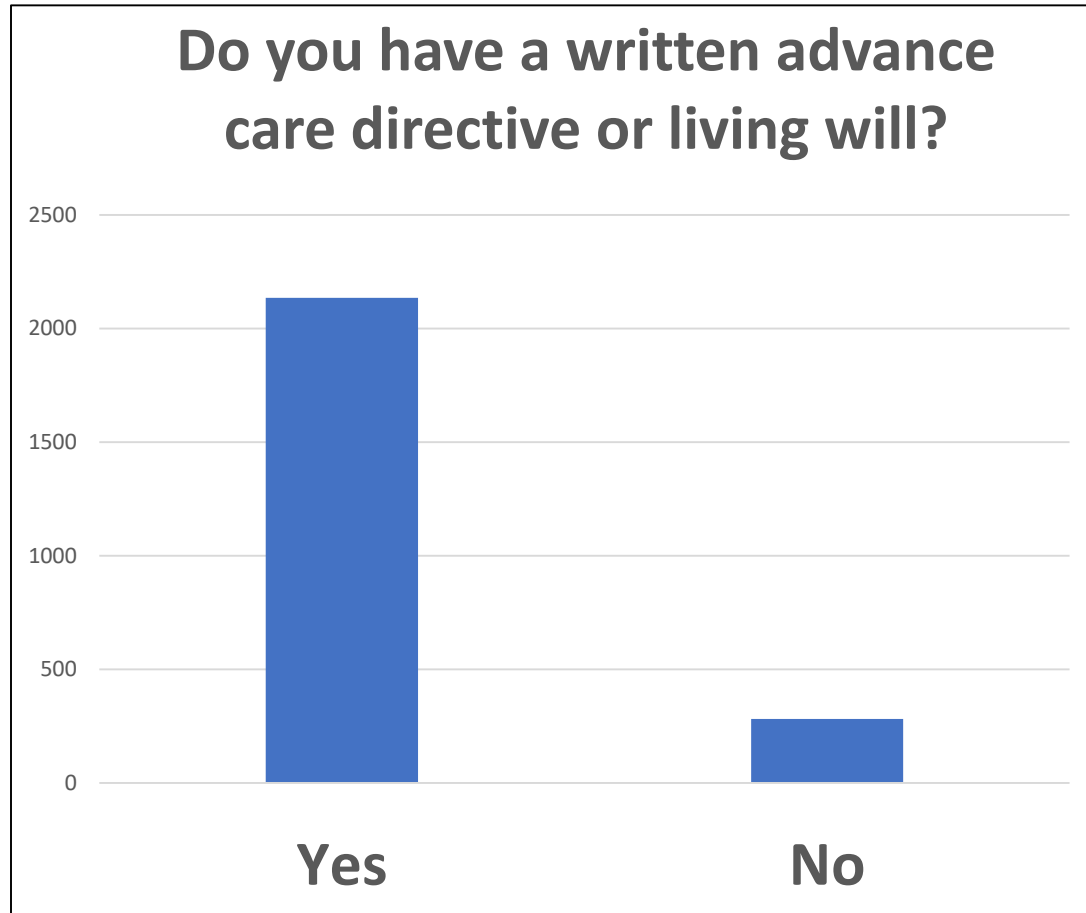


# Advance Directives

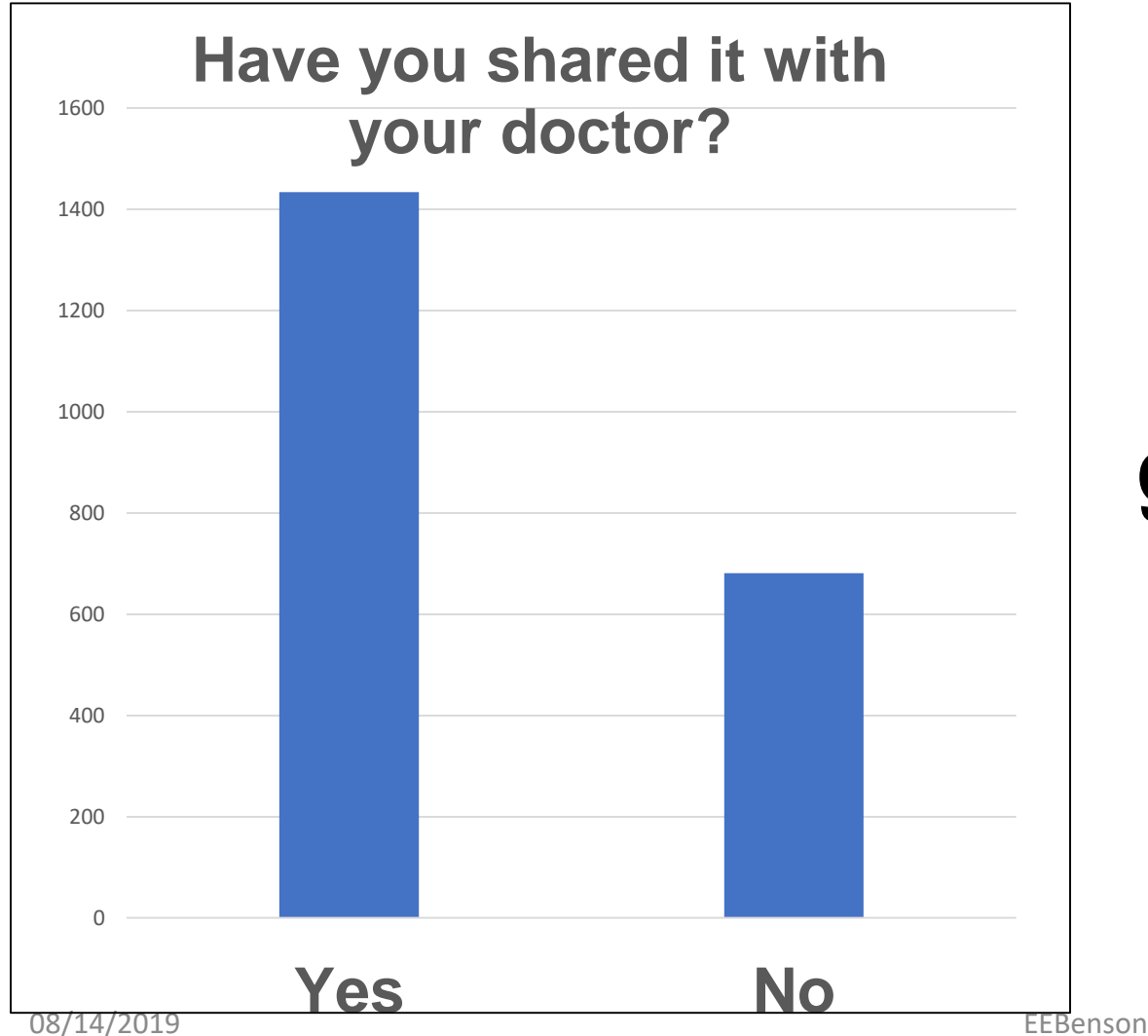
- **Advance care planning and advance directives are gifts you give yourself and others**
- **Helps you avoid:**
  - **Family stress and conflict**
  - **Treatments you don't want**
  - **Involvement of lawyers, judges and others who don't know**
  - **Care decisions made by courts or the State**



# Advance Directives: Good News



# Advance Directives: Not as Good News

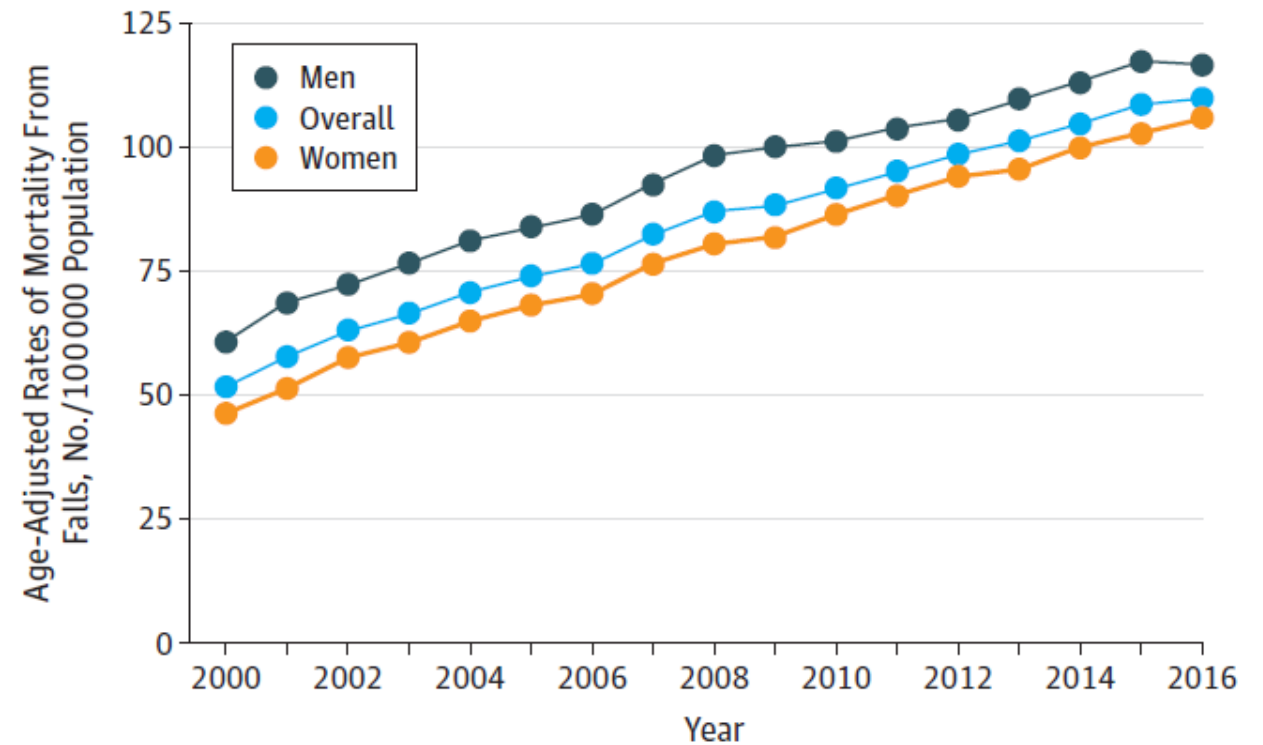


**Still better than the  
general population rate  
of 7%**

# Falls

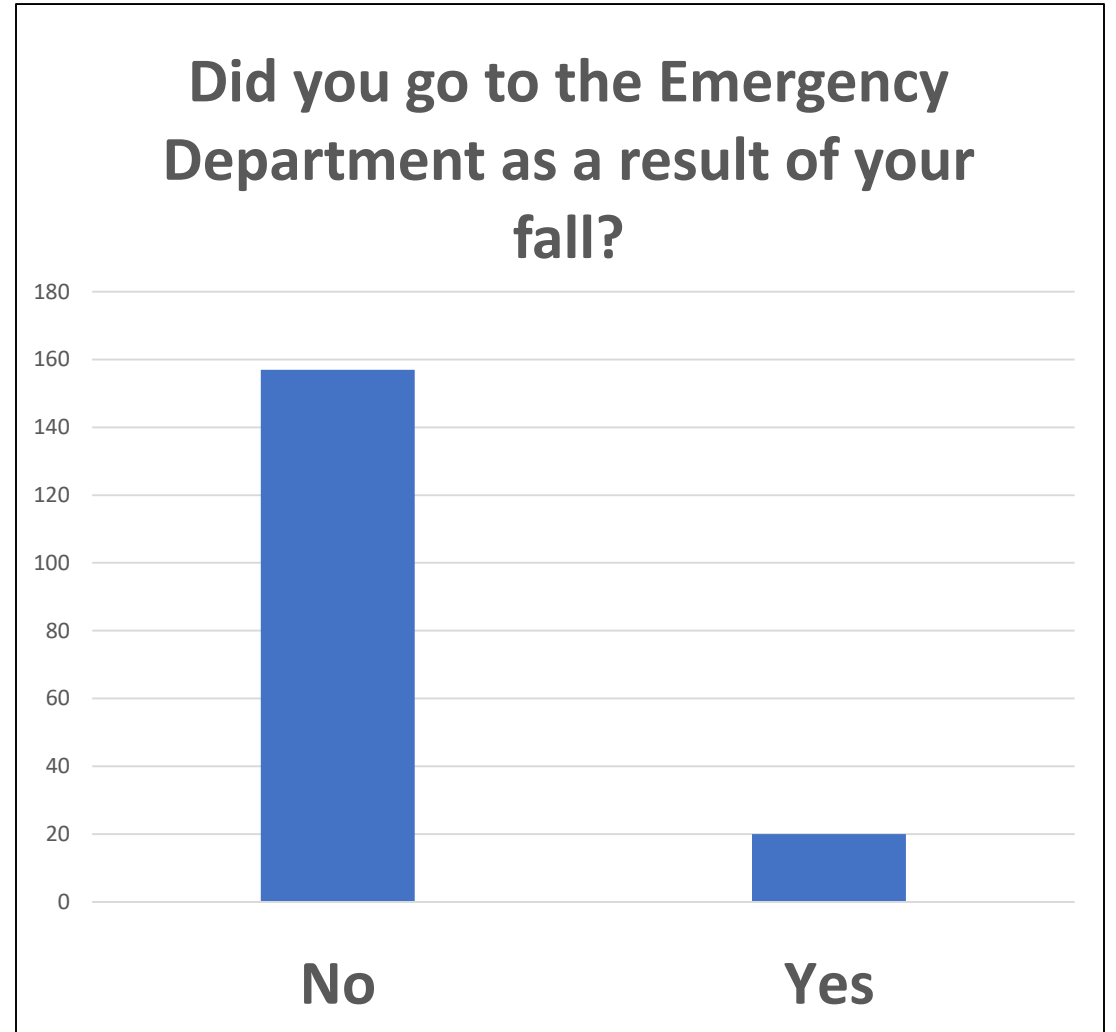
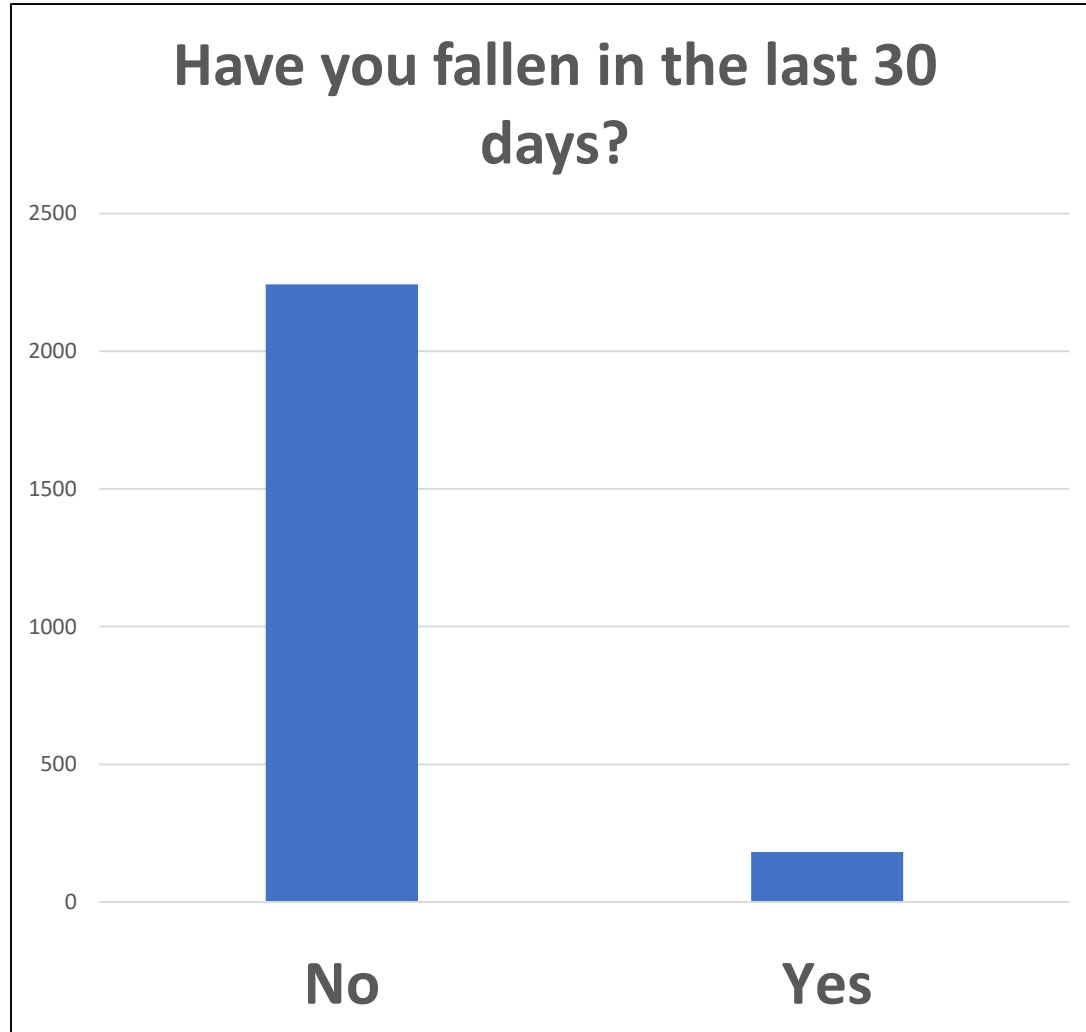
- **One in four Americans over 65 falls each year.**
- **Every 11 seconds, an older adult is treated in the emergency room for a fall**
- **Every 19 minutes, an older adult dies from a fall.**
- **Leading cause of fatal injury**

Figure. Age-Adjusted Mortality Rates From Falls Among Persons Aged 75 Years or Older in the United States, 2000-2016





# Falls

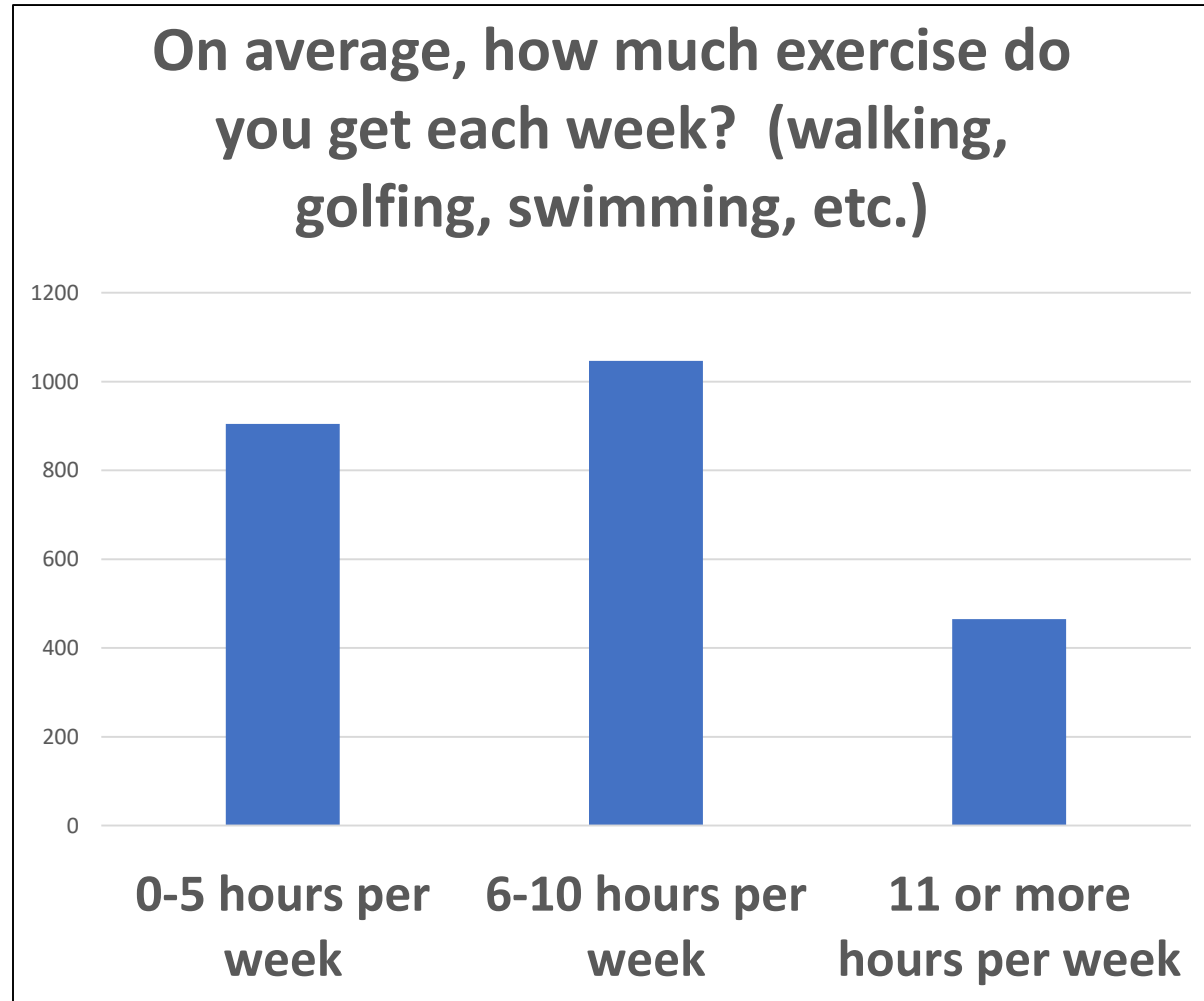


# Falls – What You Can Do?

- **Get evaluated for risk factors**
- **Get a home hazard assessment**
- **Exercise---especially muscle strengthening and balance**
- **Have your doctor review your medications**
- **Make sure you are getting enough vitamin D**



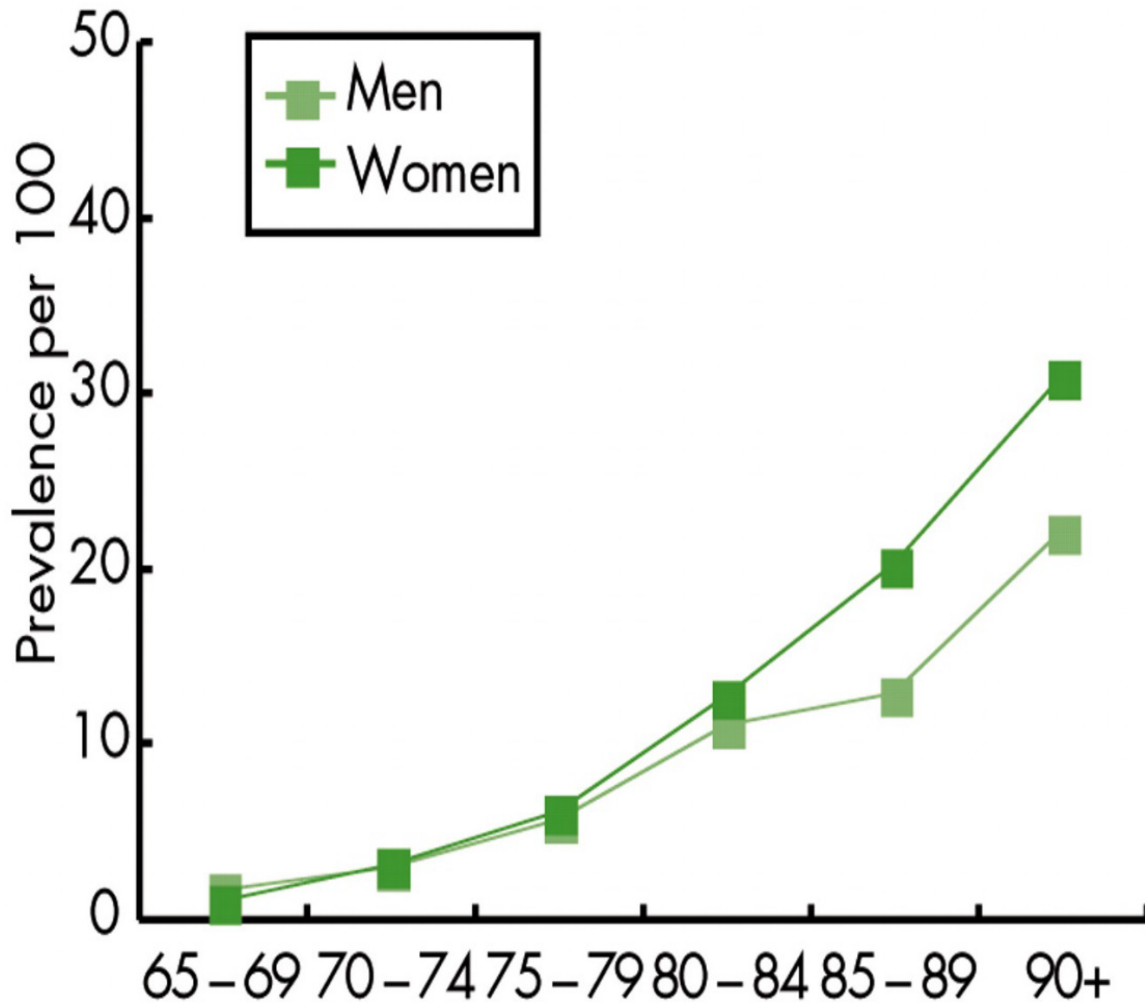
# Amount of Exercise Per Week: Kudos!



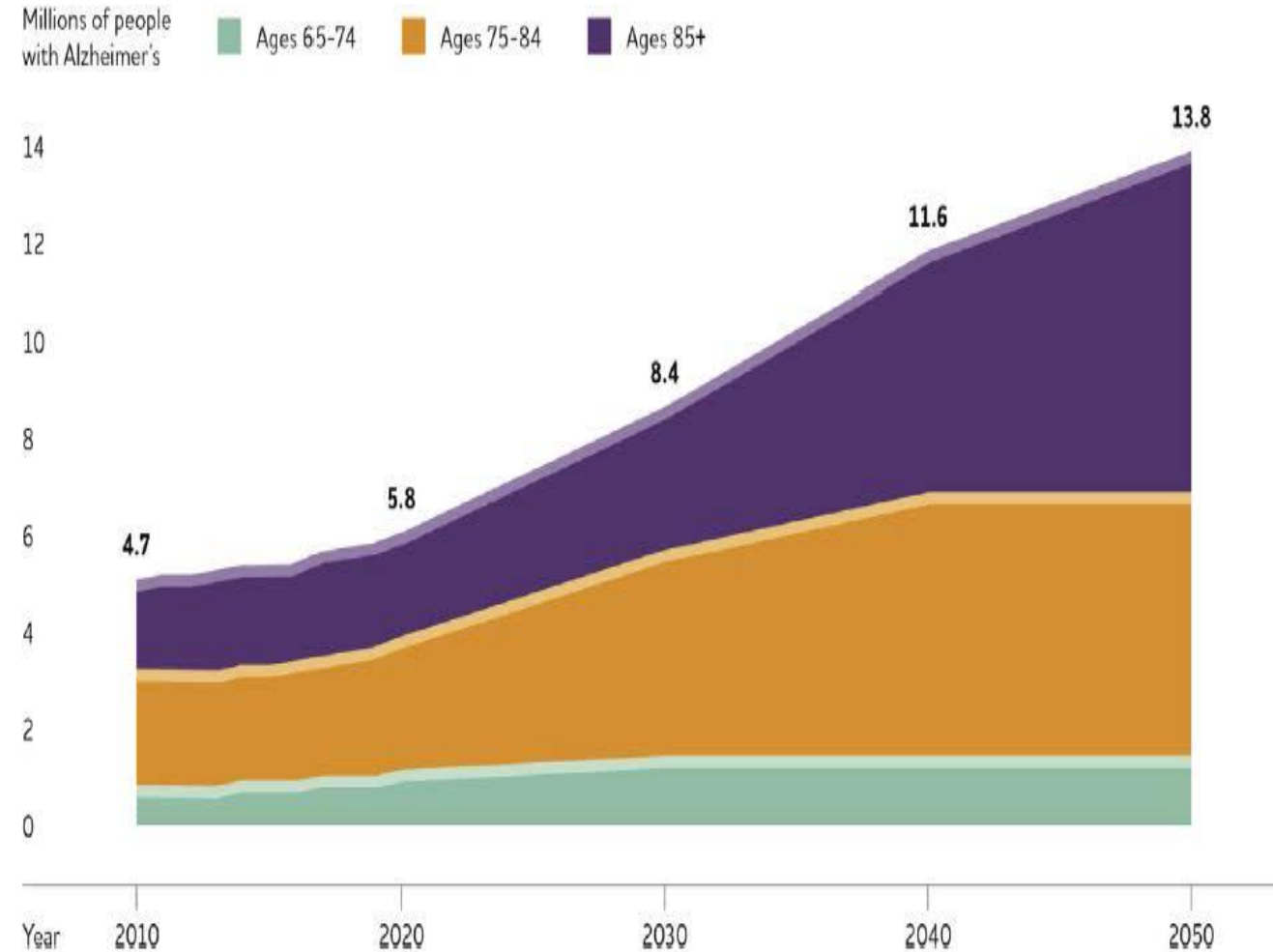
## 2019 Recommendations

- **At least 150 minutes of moderate-intensity aerobic physical activity**
- **Multi-component physical ~3 or more days per week.**
- **Muscle-strengthening activities, involving major muscle groups ~2 or more days a week.**

# Dementia Trends



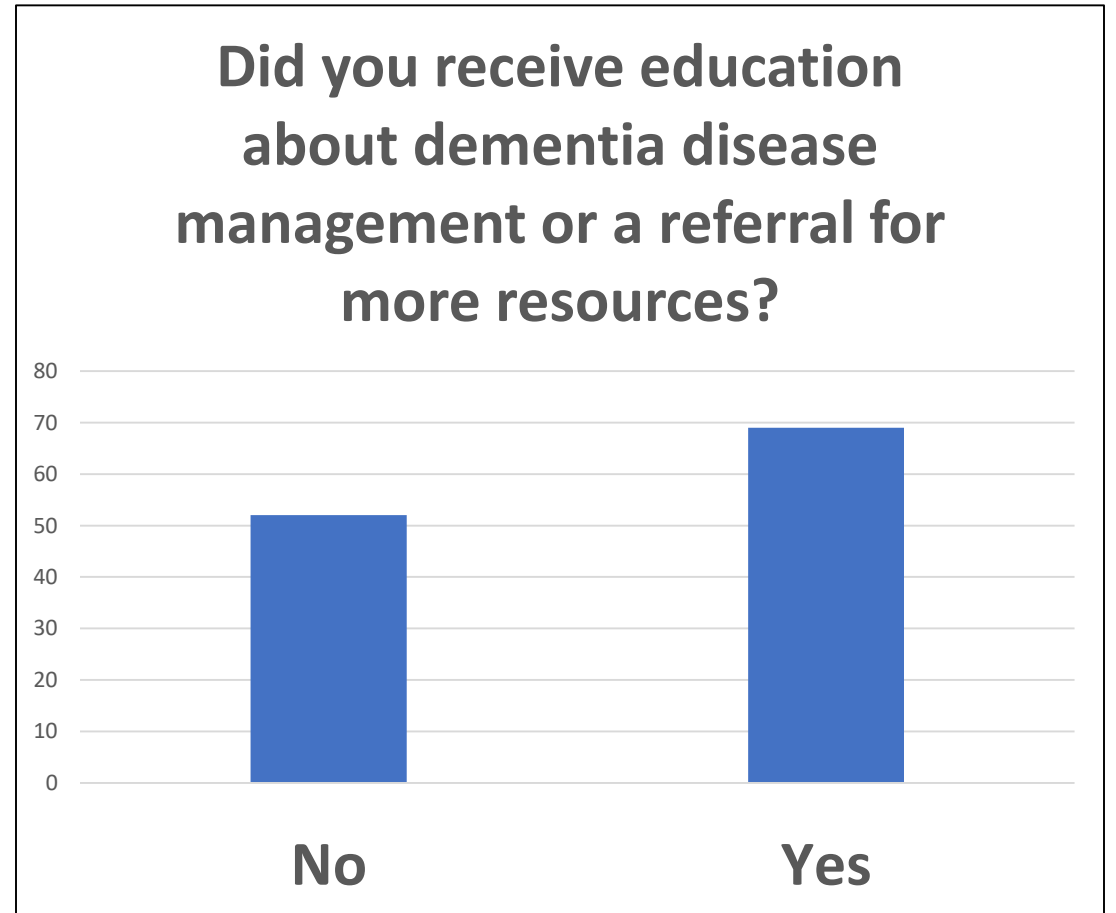
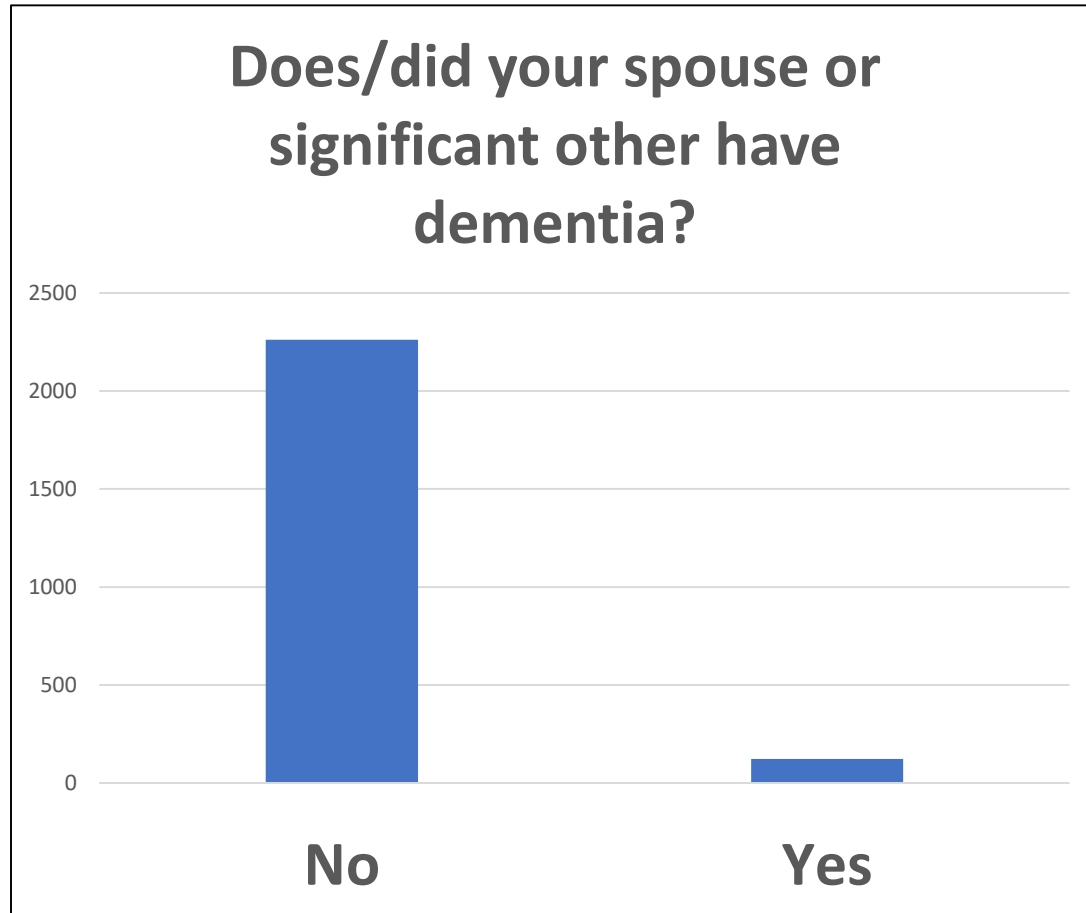
08/14/2019



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# Dementia Prevalence and Education



# Conversations with UCSF Aging Specialists in the Future

- **Optimal Diet / nutrition**
- **Exercise: how much, appropriate types, exercise for disease prevention**
- **Memory loss prevention**
- **Pain management options**

# Sharing Your Experience Helps Others!

## Partnership between SIR and UCSF Division of Geriatrics

**Goal: Future Surveys and Future Conversations to Improve Your Health and Well-being and the Health and Well-being of Others**



# **Nominees for State Offices – Derek Southern**

**President: Ed Benson**

**Vice President: Jim Johnson**

**Chief Administrative Officer: Dean Steichen**

**Secretary: Stuart Williams**

**Treasurer: Roy Hodgkinson**

**Assistant Secretary: Ron Flagel**

**Assistant Treasurer: Ron Saltgaver**

- Dean Steichen has decided not to run as CAO for 2020. He will be replaced as CAO by Dwight Sale**



# Election of State Officers

- Open nominations from the floor
- Nominations are closed
- Election of State Officers

**No one ran from the floor, and  
all nominees were elected**



# State Golf – Mark Stuart

- **Why we have a State Golf Program**
  - State Tournaments
  - Provide assistance to Branch golf activities
  - Handicapping procedures
- **The State Golf Committee is aligned with the State organization**
  - 5 Regions – Yearly kickoff meeting
- **Golf is a key SIR activity**
  - Approximately 4000 Sir golfers
  - Promotes fellowship
  - Recruiting possibilities



# State Golf – Mark Stuart

- **New and future plans**
  - **Spring time in .....**
  - **Team Championships**
  - **Individual Championships**
  - **3 day Reno Tournament**
  - **Fall Classic in .....**
  - **Ryder Cup competition between Areas and Regions**
  - **Couples only event**
  - **Short course event for higher handicap**

# State Golf – Mark Stuart

- **SIR and NCGA**
  - Established a liaison position
  - Training programs
  - Member benefits
- **Branch assistance**
  - Foster shared golf activities
  - Working with G&M to provide recruiting tools
- **How your Branch can help**
  - Start a golf activity
  - Share you golf activity(s)
  - Work with G&M to advertise SIR at courses and golf events



# State Bowling – Russ Salazar

- **Our plans to help YOU**
  - Increase number of SIR-approved tournaments
  - Increase number of SIR-approved Summer/Winter bowling leagues
  - Provide training
  - Provide training and literature on how to use bowling as a recruiting tool



<http://clipart.deantfraser.com/>

# State Bowling – Russ Salazar

- **What we need from YOU**
  - **Promote bowling among your members**
  - **Publish articles and announcements in you monthly bulletin and bowling center publications**
  - **Timely response to our data-gathering efforts**

# What Can SIR Bocce Do For You – Jack Meylink

- **Activities are great recruitment tools**
  - **Potential Members join activity and then join SIR**
  - **Members who join look for an activity**
- **Support**
  - **Regional and State Tournaments**
  - **Individual Branch support to start or grow Bocce as a branch activity.**



# How Can Your Branch Help?

- **Contact me**
  - **If you need help starting Bocce activity**
  - **If you have Bocce as an activity**
    - **And you want to play other branches in your region**
    - **Let me know if you have Bocce but don't want to play outside your branch**
  - **If you want to help promote SIR Bocce**
    - **Participate in State SIR Bocce Committee**
    - **As Regional Representative**
- **[jackmeylink@yahoo.com](mailto:jackmeylink@yahoo.com) 530-878-1219**



# Building Sir/Community College Partnerships – Stu Williams & Bill Weddington

- **The big question: How to tap into the growing numbers of seniors who are taking college courses**
- **What we did...**
  - **Got a luncheon speaker from Napa CC**
  - **Worked to establish a Branch/NCC partnership**
  - **Assessed how NCC was addressing senior education**
  - **Offered help in addressing multi-generational education**
  - **Recruited senior NCC students to a Branch Free Lunch**



# **Building Sir/Community College Partnerships – Stu Williams & Bill Weddington**

- **What we can do to help YOU**
  - **Provide a strong reference from NCC to your local CC**
  - **Identify multi-generational courses and CC Clubs – provide template SIR literature**
  - **Provide handouts focused on senior CC students**
  - **Provide handouts for other students to pass on to their elders**

# Luncheon Speakers – Jim Johnson

- *“The backbone to a successful luncheon meeting is to have great guest speakers. This goes hand in hand with a good meal as the two complement each other.”*

## Best Sir Leader Practices – Dale Decker

- What makes a good luncheon speaker?
- Speakers must be:
  - Interesting
  - Entertaining
  - Uplifting
  - Cover a subject the members are interested in.
    - Survey your membership prior to the start of the year.
- Must stay on time



# Luncheon Speakers – cont'd

- **Must have a good sound and video system**
- **How and where do I find good entertaining speakers?**
  - **Steal ideas from other Branches – Read other SIR Monthly Bulletins from out of your area**
  - **Contact professional sports teams**
  - **Share good speakers with other Branches in your Area**
  - **Local Chamber of Commerce**
  - **People of interest in your own Branch**
- **Examples of good speakers:**
  - **Prisoner Dog Training Project**
  - **Tuskegee Airman**
  - **Cannabis Health Products**
  - **Other examples from the audience.**

# How InfoSys Helps the Branches– Dean Steichen

- **Recruiting**
  - The State Website and Branch website building
  - Three Steps to Successfully Recruit Volunteers
- **Leadership**
  - Toolkit for Branch Improvement
  - RAMP Toolkit
  - RAMP training videos
  - The SIR Leader's Guide
  - Training Leader's Guide, participant's handouts
- **Administration**
  - Schedule of Operations
  - Policies and procedures
  - Forms and instructions



# How the Branches Can Help

- **Review the Member's Information Section**
- **Read and apply the materials**
- **Provide successful ideas and tools so we can post them**
- **Provide suggestions on how to make the Website better**

# Recreational Vehicles – Bob Hairston

**State Chairman**

**Bob Hairston**

**1060 Las Amigas Road**

**Napa, CA 94559**

**707-252-0252**



# **The SIR Foundation – The SIR Foundation**

- **Founded in response to the fires in Paradise and Magalia**
- **Collected \$ 45K+ in donations from Sir members**
- **As of July 31 paid out 69 grants of \$300**
  - **20 Sirs declined grants**
- **Continue to work to contact affected Sirs**
- **If there are no further recipients identified**
  - **Donations will be made to the two Branches to replace equipment**
  - **Another round of grants can be made ~\$200 each**
- **Meeting of all 4 area Branches on July 22**
  - **Extraordinarily uplifting and well organized**



# Sirs at the Games – Lee Moy



- **A's/Giants game at the Oakland Coliseum on Sunday, August 25**
- **Very successful Sir Day at the Races – over 350 Sirs**
  - Will repeat in March 2020
- **We are thinking about going to GGF on Derby Day**
- **Continuation of events in 2020**
  - **MLB – Battle of the Bay at the Coliseum**
  - **AAA Baseball**
    - **Fresno Grizzlies at Chukchansi Park, Fresno**
    - **Sacramento River Cats at Raley Field, Sacramento**



# **Fiduciary Responsibilities of Directors**

## **– Stu Williams**

- **Responsible for managing within the Articles of Incorporation and Bylaws**
  - **This includes SIR Policies and Procedures which expand on the Bylaws**
- **Conduct all activities and affairs under Board direction**
- **Legal obligation to use proper care**
  - **Perform duties in good faith, in the corporation's best interest as a "prudent person" would**
  - **Make reasonable inquiries to properly evaluate a situation**
  - **Applies to virtually all duties and responsibilities including election of Directors**

# **Liability Exposure for Board Members of a Non-Profit**

- **As long as duties are performed in good faith and best interests of the corporation – no liability**
  - **You are protected as a volunteer, non-compensated Director**
  - **This does not limit the liability of the Corporation for acts or omissions caused by the volunteer Director**
- **In Summary, provided a volunteer Director:**
  - **Acts within the scope of his duties**
  - **Does not commit gross negligence, act in wanton and reckless ways or engage in self-dealing, and**
  - **Liability insurance in the required amount is maintained**
- **He is provided strong protection from personal liability**

# **Bylaw Changes – Dale Decker**

- **Each of you as Voting Members has been provided a summary of Bylaw changes to be voted on today**
  - **Email with synopsis of each change – August 1**
  - **Agenda Addendum B – August 6**
  - **Second synopsis included at today's check-in**
  - **Questions have been solicited – none received**

# Bylaw Changes – cont'd

- **Per your handout, the Bylaw changes are in 4 categories:**
  - **Removes/Revises Obsolete References – 21 Changes**
    - **Bylaws 6, 8,15,16,18,19, 20, 25, 26, 30, 36, 41, 122, 146, 149, 188, 201, 221, 222, 256, and 280**
  - **Removes Obsolete Bylaws – 4 Changes**
    - **Bylaws 1, 60, 100 and 291**
  - **Clarifies Current Bylaws – 1 Change**
    - **Bylaw 133**
  - **Revises Current Bylaws to Align with Current Policies and Procedures – 8 Changes**
    - **Bylaws 50, 144, 145, 147, 154, 165, 166 and 167**
  - **A total of 33 changes**

# Bylaw Changes – Dale Decker

- I will accept a motion and second to approve the listed 33 Bylaw changes as presented
- Call for the question
- Voice vote to adopt the changes by saying aye
- Those opposed, no
- **Voting results – all Bylaw changes were approved**

# An Analogy for SIR – Ed Benson

- **Who is the most successful franchise operator in the world?**
  - Right, it's McDonalds
- **Now why is McDonalds so successful?**
  - They collect the best ideas from their people
  - They emphasize training
  - They have strong, efficient processes and procedures that are expected to be followed
  - They have a world wide name and image
  - They adapt to customers' changing tastes
  - They spot and grow talent
  - They are philanthropic
  - They are consistent



# State Responsibilities to Branches

- **Provide more Branch flexibility**
  - **Laws and Corporate fiduciary responsibilities, good governance (Policies and Procedures) are requirements for all Branches**
  - **Rules have been replaced with Policies and Procedures**
  - **Meet SIR's Branch Expectations**
  - **If compliance is a problem, request relief from RD – don't ignore it**
- **Let's take a look at SIR's expectations**
  - **Branch**
  - **Leaders**
  - **Members**



# **SIR Branch Expectations**

- **Accurate and timely – Form 20, Form 27, Form 28, Forms 63 or 64**
- **Provide Branch monthly bulletins and Board minutes to AG/RD**
- **Emphasize and follow the Branch Schedule of Operations**
- **Fill Branch officer, NomCom and RAMP positions**
- **Assist in nominating Area Governors**
- **Work to follow SIR Policies and Procedures**
- **Attend State meetings including State Training, the Annual Meeting and the Town Hall**
- **Cooperate with the State and other Branches**
- **Work to increase membership, activities and member satisfaction**

# Expectations for SIR Leaders

- **Enthusiasm**
- **Open Mindedness**
- **Recognition**
- **Influence Others**
- **Consensus Problem Solving and Decision Making**
- **Knowledge of SIR**
- **Ability to Lead Others**

# State Responsibilities to Branches

- **Improve Volunteerism**
  - **Member expectations developed**
  - **Application Form revised**
  - **“What Can a Member Do” video**
  - **“Three Steps to Successfully Recruit Volunteers” process**
  - **NomComm training completed in April/May**
  - **Need to focus on newer members – involve them from day one**
  - **Need to build the Member Expectations into the Swearing In Oath**

# State Responsibilities to Branches – cont'd.

- **Develop Leader's Computer Skills**
  - State Forms only require completion
  - Establish Area mentors
  - Branch systems too complex? Take a look at them to see if they are the problem
- **Provide adequate Notice for Meetings**
  - 2019 Training sessions
- **Promulgate Best Practices**
  - Sirinc website
  - Area Governor quarterly meetings with Big and Little Sirs
  - Town Hall meetings – Plan for two sets in 2020 east and west
  - Better trained AGs

# **State Responsibilities to Branches – cont'd**

- **Create vibrant and interesting luncheon meetings**
  - **Area/Region Speaker's List**
  - **State is developing a check list for improving luncheon meetings**
  - **Key figure is the Big Sir**
- **Solicit feedback before action – reduce “top-down” decisions**
  - **Logo/Emblem issue**
  - **Elimination of inactive member category**
  - **SIR is a Republic, not a Democracy – you elect your AGs**
- **Provide feedback on SIR's performance**
  - **Town Hall meetings**
  - **Sirinc website**

# State Responsibilities to Branches – cont'd

- One key thing wasn't mentioned  
**Any idea of what it was?**



# **State Responsibilities to Branches – cont'd**

- **Develop a publicity program and build SIR's image in the communities where we are located**
- **Seven things to consider**
  - **Constantly remind members to recruit – supply with materials**
  - **Train and build a cadre of Branch member-recruiters**
  - **Man booths at community health fairs, non-profit days, farmers' markets, golf expos, home shows, etc.**
  - **Participate in parades**
  - **Advertise in free or almost free vehicles – Patch, Nextdoor, local shoppers' guides**
  - **Place Sir posters in grocery stores, pro shops, bowling alleys, libraries**
  - **Give your members yard signs**

# The Best Branches in SIR Awards

- **Criteria**
  - **Branch Self-Assessment ratings**
  - **Improvement actions taken – 2018**
  - **Improvement actions underway – 2019**
  - **State Form compliance**
    - **Form 20**
    - **Form 27**
    - **Form 28**
    - **Form 63 or Form 64**





# The Best Branches in SIR Awards

- **Process**
  - **Qualification Form submitted to Area Governor**
  - **Area Governor makes a selection for best in his area**
  - **Regional Director ratifies AG selections**
  - **Best Branch Team (President, VP, Secretary, Treasurer, an Area Governor and State Adviser) selects second runner-up, first runner-up and best branch**
  - **Awards are made at the Annual Meeting**

# The Best 11 Branches in SIR

Region	Area	Branch	Branch Name
1	1	110	Bidwell Branch – Chico
1	3	98	Rocklin Branch
2	5	152	Arnold Branch
2	6	160	Lake Tahoe Branch
2	18	103	Stanislaus Branch - Modesto
2	19	159	Fresno Branch
3	7	149	Wine Valley Branch - Napa
4	11	125	Westgate Branch – San Jose
4	13	35	Mission Trails Branch – Palo Alto
5	16	146	Contra Costa Branch – Walnut Creek
5	17	128	San Ramon Valley Branch – San Ramon



# The Best Branches in SIR Awards

## Honorable Mention Branches



Region	Area	Branch	Branch Name
4	13	35	Mission Trails Branch – Palo Alto
5	16	146	Contra Costa Branch – Walnut Creek
5	17	128	San Ramon Valley Branch – San Ramon

# The Best Branches in SIR Awards

## The Second Runner-Up



**Arnold Branch 152**

**Big Sir: Brian Raley**

**Region 2 – Area 5**

# The Best Branches in SIR Awards



**The First Runner-Up**

**Contra Costa Branch 146**

**Walnut Creek**

**Big Sir: Jonathan Korfhage**

**Region 5 – Area 16**

# The Best Branches in SIR Awards

## The First Annual Dwight B. Sale

### Best Branch in SIR Award

**Bidwell Branch 110**

**Chico**

**Big Sir: Phil Morgan**

**Region 1 – Area 1**



# **This Concludes SIR's 61<sup>st</sup> Annual Meeting**

**For the 30 of you who signed up for the mixer, it will begin at 3:00 pm in Pano Hall, Salon C**

**For those 22 who signed up for the **All-SIR Poker Championship**, stop by Salon C at 3.00 for a complimentary beverage and get to the Poker Room by 3:20 so you can be checked in and we can start play at 3.30**

**Remember, social hour and the banquet begins at 6:15 in Salons C/D/E**

**For the rest of you, have a safe drive home**