



Live Longer, Live Happier, Join SIR

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Final Report – 2020 SIR All Member Survey September 10, 2020

By: Ed Benson, Public Image Task Force Chairman

Executive Summary:

The survey was conducted during July, 2020, utilizing Constant Contact's survey architecture. 10,610 surveys were emailed to all SIRs who had an email address listed in the State database. Given that SIR has over 13,000 members, almost 2500 Sirs were unable to take the survey.

The survey effort and analysis was undertaken by President and Public Image Task Force Leader, Ed Benson. He was significantly assisted in the survey effort by Rick Sale who handled all survey communications with members and provided key data summaries. Vice President Jim Johnson provided significant support in analyzing over 3000 written comments regarding why the respondents liked SIR. A summary of the response categories is included in Appendix A at the end of this report.

In reviewing and analyzing all the survey responses, they have been categorized into three key categories that SIR leadership must focus on and respond to:

1. SIR's Age Demographics
2. Recruiting
3. Member Relations

1. SIR's Age Demographics:

The survey highlighted three general areas of concern:

- Our median respondent's age is 76, and the median longevity of American Caucasian males is about 75
- Only ten percent of our respondents are under 67
- 75% are 81 or older
- Additionally, we believe the Pandemic will create membership losses which will be generally felt among our older members

Recommendations:

- Given our age demographics and the Pandemic we must not only recruit in greater numbers, but work to recruit members in their mid-70s and below

2. Recruiting and Attracting New as well as Younger Members:

Activities are the number one reason for joining SIR, particularly for those under 70

- Golf is our key activity for both reasons respondents joined SIR and current member participation
- Those under 65 were drawn to SIR by our active activities and making friends
- The importance of luncheons decreases as prospects become younger
- Participation as a volunteer for a nonprofit or event is likely to bring SIRs in touch with prospects
- Women's organizations could be fertile grounds for recruiting

- Younger participants were more frequent users of Facebook and YouTube

Recommendations:

- Golf is the key recruiting activity, particularly to target younger membership prospects, and it is currently being played during the Pandemic. Focus on it to recruit prospects now and in the future
- Other active, outdoor activities such as walking, hiking, cycling, bocce, pickle ball, etc., could provide us with a flow of prospects now, and younger prospects in the future.
- When things return to some semblance of normal, focus on spreading the SIR word at non profits, community events and women's clubs (See the final report, Appendix A – Summary of Interviews with Sir Leaders for numerous suggestions)
- Improve our presence in Facebook and YouTube

Board Actions Taken on August 26, 2020

- There was agreement that the SIR Golf Activity is a major recruiting opportunity especially for younger prospects. The State Golf Chairman, Mark Stuart indicated that full cooperation is required from the Branch, Area and Region Golf Committees to turn this opportunity into reality. It will likely involve increased contact with the leadership of golf venues, golf-oriented brochures and signage, sign boards and person to person contact when SIR is on the course. Mark related that one Branch using such tools has recruited over 20 new members through their golf activity during this COVID 19 period.
- Growth and Membership was given the responsibility to develop a handbook for Branches on how to start and administer successful, active outdoor activities such as walking, hiking, cycling and Bocce. They were also given the task of reviewing the written comments for suggestions for improving Sir's reputation and recognition, Publicity/Recruitment section in Appendix A. From this review they would provide the Board with a number of top suggestions provided by the Branch comments.
- The concept of a State-wide speaker's bureau was presented. Speakers would be selected based on their ability to successfully present the SIR story to groups such as women's clubs, non profits, health care organizations, groups dealing with loneliness and the aged, service clubs and minority organizations. A motion was submitted that MCO Associates would provide the speakers with a structured presentation and assist in training in its delivery. The motion failed because the Board felt it would be too difficult to find the necessary volunteers to successfully implement the program.
- A proposal was presented to the Board by MCO Associates to work with SIR to develop a communications plan to get members to link with Facebook. In addition, MCO Associates would prepare supplemental Facebook posts that can be pre-loaded and automatically released over the month for a six month period. The proposal was approved in concept, pending SIR's ability to fund the effort and time it.

3. Member Relations:

- 77% of respondents rated their SIR experience as very enjoyable or higher, and they are likely to recommend their friends join SIR
- 23% rated the experience as "It's OK" with 3% rating it as "Take it or leave it"
- Of over 3000 written survey messages, over 52% of the respondents most liked SIR's fellowship, friendships, camaraderie and luncheons. Golf received 27% of the comments and activities 14%
- Participants are highly likely to attend Branch luncheons when COVID 19 restrictions end, likely to participate in outdoor activities and somewhat less likely to participate in indoor activities
- 20% of the participants are not aware of SIR's Member Expectations and almost 40% are unsure of what they are.
- Luncheons increase in importance as one grows older

- 36% of participants are willing to devote extra effort to increase SIR's membership

Recommendations:

- We must offer opportunities at all SIR luncheons, activities and events for members to build friendships and connect with current friends
- We need to ensure that FUN is a major component in all we do
- Fun, informative and entertaining luncheons in attractive venues and good food value are key for many members – especially as they age
- Our members must understand and react to our four Member Expectations. Before the Pandemic, a video, "What Can a Member Do?" was to be shown to all members at a luncheon. If a member doesn't understand and buy in to our expectations, how can we expect their ongoing, active support?
- Members need to understand the issues SIR faces in the post-Pandemic world.

Board Actions Taken on August 26, 2020

- Policy and Procedures was give the task of developing a checklist Branches can use to determine whether their luncheon is providing members with a welcoming atmosphere and opportunities to mingle and have fun and that the luncheon venue is conducive to meeting those requirements. The Training Chairman will review the luncheon verbatim comments and add them to Big and Little Sir training.
- The Board decided that the I'm Doing My Part program will be started when we are once again able to meet in groups. A key part of the program's message is an explanation of SIR's four Member Expectations, explaining the issues facing SIR and the steps necessary to overcome them.

In conclusion, I believe the survey has provided SIR valuable information about our members' opinions and attitudes. Perhaps it does not provide any real surprises, but it does reaffirm areas SIR leaders have been talking about and working to focus on for the last few years. The Board approved action plans for all areas except the State-wide Speakers Bureau. The key questions our leadership faces are, when can we push the re-start button, what will the "new normal" look like and how will it affect SIR?

Respectfully submitted,

Ed Benson, Chairman, Public Image and Marketing Task Force

Survey Summary Statistics and Observations

Survey Participation:

Action	Number	Percent of Mailed Surveys	Percent of SIR Members (~13,300)
Emailed	10,610	N/A	79.7
Undeliverable	446	3.9	N/A
Opened	6810	67.0	N/A
Viewed Survey	4871	47.4	36.6
Completed Survey	4212	41.4	31.2

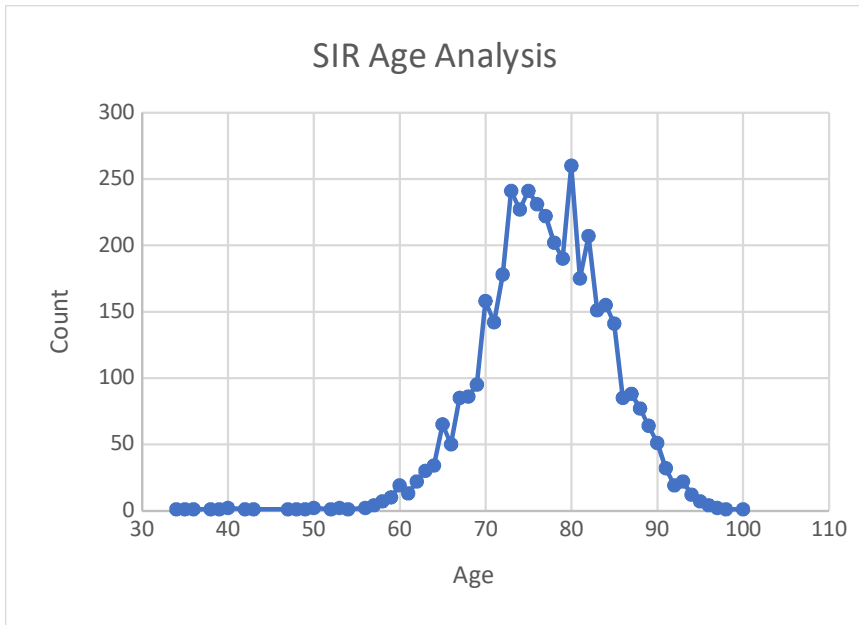
Observations and Recommendations:

- A 41% response rate of those who received and completed the survey is excellent, especially for a first time survey effort
- We cannot validate that the respondents' demographics mirror SIR membership since SIR does not collect age data; however, for our purposes and with over 30% of our members responding it is a reasonable assumption the survey is representative of membership
- SIR needs to obtain more member email addresses

Survey Respondents' Age Demographics:

SIR Age Analysis by Percentile

Lowest Age Reported	34
10th Percentile	67
25th Percentile	72
Median	76
75 Percentile	81
90th Percentile	85
Highest Age Reported	100



Observations:

- A hand full of respondents are 60 and below; only ten percent are 67 and below
- The respondents' median age was 76. The current life span of American Caucasian males is about 75
- Three quarters of the respondents were 81 or older
- Fifteen percent are between 81 and 85
- Ten percent of the respondents were 85 or older
- Over 250 (~6%) of the respondents will be 80 years old this year; applying that percentage to SIR's total membership would equal almost 800 members

Note: Survey results were analyzed in total and by sub-groups of respondent age, Branch size and population in Branch market area. Any significant differences identified from the total survey are noted in the observations. If nothing is noted, the results were generally uniform across the three sub-groups.

1. How long have you been a member of SIR?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 5 years	[Bar]		1435	34.7 %
5 to 10 years	[Bar]		1213	29.3 %
11 to 15 years	[Bar]		737	17.8 %
16 to 20 years	[Bar]		418	10.1 %
21 years or more	[Bar]		275	6.6 %
No Response(s)	[Bar]		55	1.3 %
Totals			4133	100%

Observations:

- Even given respondents' age demographics, SIR tends to hold its members for a long time; about 36% have been with us for 11 years or more

2. What made SIR membership of interest to you? Please rate the items from 1 (highest) to 7 (lowest) without using duplicate numbers. Your first three rankings are the most important.

1 = Most Interest to You; 7 = Least Interest to You

Answer	1	2	3	4	5	6	7	Number of Response(s)	Ranking Score*
Variety of activities								3357	2.7
Attending interesting luncheons								3357	2.9
Keeping busy/active								3357	3.2
Getting out of the house								3357	4.4
I was lonely								3357	6.1
Meeting new friends								3357	3.2
Spouse/partner recommended something like it								3357	5.4

*The Ranking Score is the weighted average calculated by dividing the sum of all weighted rankings by the number of total responses

Observations: (Remember the lower the number the higher the ranking)

- Overall, the variety of activities, interesting luncheons and keeping active/meeting new friends were the respondents' key reasons for joining SIR
- Respondents under 65 were looking for activities, staying active and finding new friends
- In the large Branches (181 or more members), the variety of activities was a more important reason for joining than interesting luncheons
- Respondents under 70 significantly found activities a higher reason for joining than luncheons
- As respondents age, lunches take on increasing importance

3. Please rate the following activities according to how frequently you participate or would participate if your Branch offered them.

1 = Never, 2 = Occasionally, 3 = Frequently

Answer	1	2	3	Number of Response(s)	Rating Score*
Golf				3718	2.0
Bowling				3718	1.4
Bocce				3718	1.5
Fishing				3718	1.4
Dining Out				3718	1.9
Wine Tasting				3718	1.6
Travel				3718	1.7
Computers				3718	1.6
Photography				3718	1.4
Card Games				3718	1.5

*The Ranking Score is the weighted average calculated by dividing the sum of all weighted rankings by the number of total responses

Observations:

- Overall, golf is the activity most frequently mentioned, followed by dining out, travel, computers and wine tasting

- Respondents in small markets (under 50K population), generally participate in activities less frequently than those in larger markets
- Respondents under 75 play golf significantly more frequently than any other activity

4. Other than SIR, have you ever belonged or participated in any of these types of groups or activities? Check all that apply.

Answer	0%	100%	Number of Response(s)	Response Ratio
Fraternal organization			1140	28.1 %
Service club (such as Kiwanis, Rotary, Elks, or Lions)			1337	33.0 %
Volunteer for a nonprofit or event			2213	54.7 %
A club or committee connected to your religious organization			1104	27.2 %
Nonprofit board or event committee			1319	32.6 %
Business group (chamber, networking or trade group)			1014	25.0 %
None of the above			724	17.9 %
Other			541	13.3 %
		Totals	4044	100%

Observations:

- Respondents participate(ed) significantly more as nonprofit/event volunteers than any other outside group
- Currently belonging/having belonged to a service club or a nonprofit board/event committee were a virtual tie for second place, but they were significantly less than the top ranked activity
- About 80 percent of the respondents either had belonged or currently belong to an outside group or activity
- Respondents in larger Branches are/have been more likely to volunteer for a non profit or charitable event
- Respondents in small markets are significantly more likely to participate/have participated in outside groups and activities
- Respondents in smaller Branches are/have been more likely to be members of service clubs
- There were no outside group particularly frequented by respondents under 65

5. Has your spouse/partner ever belonged to or participated in any of these types of groups or activities? Check all that apply.








Answer	0%	100%	Number of Response(s)	Response Ratio
Women's organization			1588	41.5 %
Service club (such as Kiwanis, Rotary, Elks, or Lions)			441	11.5 %
Volunteer for a nonprofit or event			1952	51.0 %
A club or committee connected to your religious organization			1046	27.3 %
Nonprofit board or event committee			894	23.3 %
Business group (chamber, networking or trade group)			428	11.1 %
Not applicable			957	25.0 %
Other			293	7.6 %

Observations:

- There is/was a high degree of participation by members' spouse/partners of all ages volunteering for a non profit or an event
- Respondents' wives/spouses are/were significantly more likely to belong to a woman's organization than their partner was to a fraternal organization
- Respondents' wives/spouses were less likely to participate in any of these types of groups than their partner
Members in small markets are significantly more likely to participate/have participated in outside groups

6. Do you participate in or use any of these online services?

1 = Never, 2 = Monthly or Less, 3 = Weekly, 4 = Daily

Answer	1	2	3	4	Number of Response(s)	Rating Score*
Facebook					3186	2.2
Twitter					3186	1.2
NextDoor					3186	1.9
Pinterest					3186	1.2
YouTube					3186	2.2
Patch					3186	1.1
Other (Please see question 8.)					3186	1.2








*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

Observations:

- Respondents view Facebook and YouTube more than monthly but less than weekly followed by NextDoor
- Respondents under 70 are more likely to visit Facebook and YouTube than those older

7. Does your spouse/partner participate in or use any of these online services?

1 = Never, 2 = Monthly or Less, 3 = Weekly, 4 = Daily

Answer	1	2	3	4	Number of Response(s)	Rating Score*
Facebook					3589	2.5
Twitter					3263	1.2
NextDoor					3366	1.8
Pinterest					3242	1.3
YouTube					3337	1.9
Patch					3176	1.1
Other (Please see question 8.)					2054	1.2

*The Rating Score is the weighted average\

Observations:

- Facebook is viewed most frequently by spouse/partners followed by NextDoor and YouTube

- Spouse/partners use Facebook more frequently than their partner

10. Overall, how do you rate you SIR experience?

1 = Take It or Leave It, 2 = It's OK, 3 = Very Enjoyable, 4 = Couldn't Live Without It

	1	2	3	4	Number of Response(s)	Rating Score*
					4073	2.8

*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

1 = Take It or Leave It, 2 = It's OK, 3 = Very Enjoyable, 4 = Couldn't Live Without It

Rating	1	2	3	4
Percent Response	3	20	73	4

Observations:

- The respondents' weighted average rating score is just below Very Enjoyable
- Twenty-three percent of respondent indicated that there are significant Improvements that could be made.
- Almost 80% are very satisfied

12. When the applicable COVID 19 restrictions end, how likely are you to...

1 = Not Likely, 2 = Would Consider It, 3 = Likely, 4 = Highly Likely

Answer	1	2	3	4	Number of Response(s)	Rating Score*
Refer friends and acquaintances to SIR?					3916	2.9
Attend the Branch luncheons?					3916	3.5
Participate in Branch outdoor activities?					3916	3.0
Participate in Branch indoor activities?					3916	2.6

*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

Observations:

- respondents are likely to recommend SIR to their friends and acquaintances
- When COVID 19 restrictions are ended, respondents are very likely to attend luncheons, likely to attend outside activities and somewhat less likely to attend inside activities.
- This finding is similar among all three sub-groups




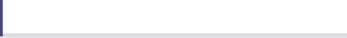
13. Are you familiar with SIR's four expectations of its members?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			1678	40.6 %
No			858	20.7 %
I am not sure			1532	37.0 %
No Response			65	1.5 %
Totals			4133	100%

Observations:

- Forty percent of respondents are familiar with SIR's four member expectations, 60% are not
- Respondents in the smallest and largest Branches are less likely to be familiar with the four SIR Member Expectations
- Respondents in large and very large markets are more likely to be familiar with the four SIR Member Expectations

14. A typical Branch gains 12 percent of its membership and loses 16 percent of its membership every year. Are you willing to devote extra effort to increase SIR's membership?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			1484	35.9 %
No			733	17.7 %
I am not sure			1846	44.6 %
No Response			70	1.6 %
Totals			4133	100%

Observations:

- Almost four out of ten of the respondents are willing to put forth extra effort to increase SIR's membership
- Forty-five percent are unsure, and about 20% are not willing
- Responses are similar to those for awareness of member expectations
- respondents under 65 are more unsure whether they would spend extra effort to increase SIR membership
- There is a correlation between age and unwillingness to provide extra effort
- Members in the large market Branches are more likely to expend extra effort to increase SIR membership

Scroll down to review Appendix A, Respondents' Written Comments:

Appendix A

The table below provides a summary of the written responses to the question, "What do you like most about SIR's membership?"

Element	No. of Mentions	Pct. of Mentions
Fellowship, friends camaraderie, luncheons	1596	52.2
Golf	809	26.5
Activities in general	419	13.7
Bowling	61	2.0
Bocce	24	.8
Cards	24	.8
Other	124	4.1
Total	3057	100.0

WRITTEN COMMENTS RECEIVED

Comments associated with improving Sir sorted by category

If you have suggestions for improving SIR's reputation and recognition, please list them here.

LUNCHEON MEETING

Stop luncheon requirement

Have table reserved for new members because 99% of the tables are flagged with napkins for fellow friends It was

2 Include spouses more often.

Have great food at a reasonable cost

Often I have difficulty finding a seat even when i arrive on time. There are groups who arrive early and reserve all of the

Try to eliminate "good old boy" cliques and make luncheon seating more welcoming

Speakers more exciting then drones.

Newspaper ads and articles

Concentrate on interesting luncheon speakers/presentations

The tables were larger and there was always room.to find an empty chair for lunch. The food was good. Basically, I liked

I don't believe enough retired men are aware of the organization. I was familiar because my Dad was a member.

Eliminate the charge to bring a new member into the branch (#149). Why pay to bring new

Invest more money in the luncheon speakers

Less talking during presentations, general rudeness during presentations and guest speakers

Attempt to provide interesting speakers....This not easy to do, but is important to maintain viability.

I don't like how close together they put the chairs at the luncheons, you are literally bumping elbows with the person on

While we are meeting on zoom, during Covid 19. This seems difficult. I think members can still talk it up to friends they

Better luncheon!

Luncheons and Speakers. List the best and forget the rest.

Consistent good speakers.

Keep the meetings interesting!

need more interesting speakers and topics

deny members from attending that wear political or flag emblems.

cheaper luncheons

Be more enthusiastic about welcoming first time visitors.

Have members give their name and share the most exciting, (interesting, beneficial, fun) thing they did the past month—

Energetic speakers covering exciting experiences, competition, entertainment (Music-Bands-Comedians or at least upbeat

The main thing that I don't like about our branch ... we are being forced to attend luncheon that we don't like. I feel

Make an effort to make new members more welcome. Some new members are introduced and then at subsequent

I'm drawn to the words of William Butler Yeats, "There are no strangers here, only friends that haven't met."

Time for a new caterer for lunch, I'd rate it 3 out of 10 stars considering \$15 price.

Better food at the luncheon.

Groups need better ambassadors to welcome new members to activities

Lunch meeting should be less cliquish especially for new members, say 2 years or less participation.

Improve quality and health of lunch

Greatly improve on speakers

Encourage member mixing

Meetings SHOULD be non religious

Big Sirs need to be more innovative in writings

Less religious orientation during luncheon meetings. 75

Be more consistent of getting new and not repeat speakers.

Break up the clichés at events. Hard to enter a new group. Established groups are cliquish and do not welcome others.

Eliminate the pledge of allegiance at start

More topical presentations that affect everyone -- environment, climate change, political history

There needs to be an interesting agenda with an interesting guest speaker.

Newer members should reach out to friends and invite them to attend a luncheon, this is our best recruiting tool.

I think it would be a good idea to put the group meetings and presentations on Zoom for those who are no longer able

Wait until after Covid-19 is under control and SIR meetings are being held again if such an article is written.

Stress that monthly luncheon meeting are not mandatory. The variety of people in the group

Better group luncheons

Better luncheon food at a better price. More interesting speakers

Better food at meals. Obtain better speakers at luncheons. Announce the activities during lunches and who to see to

better food

We're too old for high-school clicks. This organization is supposed to be for everyone, not for just a special few. Actively

Too often the same people sit together and almost ignore anyone that might be interested in getting to know that group

Make luncheon speakers available on line so we can share with family members.

First class luncheons

Great speakers

Sound 1s terrible at the Folsom city center!!

Obtain good speakers.

Break up the clicks and create mixing of members at the meetings to enable members to make new acquaintances.

Greater emphasis on welcoming and getting to know new members

Great organization and group! Interesting speakers! You will meet new friends!

Some don't want the lunch. Could a modest admission charge without the lunch cost bring others? I know of a few who

Better and more interesting speakers; visit, call or send greeting card to ill members; market activities in mass media.

I suggest we have our luncheons where lunch does not cost an arm and a leg. ie, 16, 17, 18 dollars and going up almost

Each SIR President is building an improved SIR organization from the previous SIR President.

Luncheons should have rotating seating to enable a member to meet new SIRS

Mix up the seating at the tables to encourage new friendships.

Less luncheons. Every other month

Don't raise lunch prices.

informative, educational speakers at lunch.

Improve lunches, both cost , food and speakers

Be more consider during meetings and keep quiet while business is being done
or speakers have the floor

Send special (not all) more important luncheon speakers press release to
local papers.

Continue to offer interesting luncheon programming.

Be willing to pay in order to get better speakers.

I go to be with friends that I already knew but I am not very social to be with
such a diverse group.

restore the monthly luncheons soon.

more interesting speakers

really our sirs 134 has too many members they have over 200 and have a
problem finding a good luncheon place.

Keep luncheons optional

We have got to improve the presentations after dinner. We need to have
people sit at different tables every now and

Encouraging more mixing at luncheons. Too many cliques 'reserve' seats for
their group.

I would like to see the old format back. Ex. Luncheons, speakers and
community. Zoom meetings leave me cold.

Joining SIR's is a bit overwhelming. With the size of the membership and the
extensive activity list, it's very easy to

Better speakers, and keep on time.

Provide online down loading of speaker talks.

Finding a large enough space for luncheons is a necessary requirement.

My primary complaint with our chapter is the rudeness of the membership by
constantly talking over speakers and guests.

I feel when member quits of old age & long term service he should be
recognized & be given nice farewell. They are just

Convince others that we are not a bunch of old guys. We have excellent
speakers and programs. Twice a year ladies are

SPEAKERS ARE IMPORTANT

More flexibility concerning luncheon attendance mandates would be
beneficial, and patterned after other groups I

Have good luncheon speakers

Have good food for lunch

Take time to introduce new members at the head table

Interesting Guest speakers.

Luncheon speakers are not always the best. Other times they are great.

Get better luncheon speakers

Continued Sr. living leaning and information presentations.

drop the price of the lunches

Better food at the luncheons

Good food and service. Interesting speakers

2. Have each member refer at least one friend a year.

Improve meetings/speakers

get more interesting luncheon speakers by paying them a speakers fee

Keep on being non-political --- luncheon tables- try to keep everybody involved in conversations as long as possible. Pay

Make more attractive to younger men.

Promote a program to attract younger men. Say men in their 50's and 60's.

Many of them have taken early retirement or

Encourage each member to bring one guest who is a prospective member to one meeting each calendar year.

I am filling the survey in for my husband. He has memory issues and can no longer drive but does enjoy going to the

Improve the quality of meetings like when I first joined. And the food is over priced and poor selections. Before had table

Make sure the Big Sirs are reputable and liked by all!!!

keeping members focused on branch growth

More activities, more publicity, better speaker

I don't enjoy the luncheons as everyone seems to have "permanent" seats, this makes a newcomer feel unwelcome

ensure that all big sirs and branches recognize that this is a fraternal organization and not a place to air one's dislike of

Great lunch and great topics

Proactive as a non-religious, non-political social club that promotes friendships and multiple activities. Promote the club through an occasional ad in local newspapers - not the want-ads.

Have interesting presentations at lunch.

Since SIRS is made up mostly of men who grew up at a time when patriotism and religious activity were considered

reconsider the effect of lower age requirements, it's made the group much too large. much smaller lunch gatherings

SIR'S PROBLEM IS AGE..YOUNGER MEN DO NOT WANT TO BE WITH OLD PEOPLE. SUGGEST HAVE A GROUP THAT IS

No more buffets! Contract decent caterers (ÃfÂ la heart), cut out the pledge of allegiance, no patriotic songs, minimal

Suggestion box for good speakers. Or, provide the phone number of the speaker chair and promote contacting him if

Good leadership

I joined SIRS at 60, and it was good for a couple of years. Decided I am not old enough for SIRS and the silliness at the

My Branch is quite cliquish at monthly luncheons so it is not easy to find seats at a table This makes it difficult for me

List the organization in the local media news outfits.

Offer a ride if he needs.

We must find a way to get newer members more involved in volunteer activities. There's too few members shouldering

Aside from the 4 expectations to be a member:

To remind members that we are not involved in SIR's to push an agenda or politics or religion.

Dynamic luncheon speakers

More interesting speakers, less other stuff at lunches.

What do SIRs want to be proud of a year from now.

Get groups at luncheons to break out of their cliques.

Recognize more of the outstanding contributors. Do so often.

There needs to be more interaction among members everyone sits at the same table every meeting .

three more table space at luncheons for two groups (not the regular one) to present their groups activities, and one

Very clickish

I hear cost of luncheon is an issue. Continue to have good luncheon speakers.

I do not care for the luncheon speaker program.

better guest speakers!

Effective and informative meetings.

I would recommend that we establish a welcome committee to greet new members. Members should be encouraged

Improve the menu for luncheons and make it more interesting.

Random seating. Members sit in same group every meeting. You really do not get to meet very many new people.

Being friendly and less judgmental.

More healthy luncheons

food is just ok at best

More training of BEC members and planning by the BEC to set goals and address problems. Spend time with

Improve communication and outreach to ill members or those with temporary or permanent limitations

I think the monthly meeting could be to be streamlined a bit.

Good people often overlooked for chair and officer positions in favor of the Buddy system.

greater variety of speakers

Our luncheons run too long with the current format of singing, repeated new member introductions, Birthday recognitions.

Improve sound system

I think SIRs is doing a wonderful job and very well organized. Only thing I

would say perhaps

Make sure the members are welcoming and use proper language. Valger language will turn people off.

I don't need to know who died. If I am a friend I will know,

start on time and spread out the tables .[to close]

Keep interesting programs.

Encourage members to offer rides to non-driving members.

Increase quality of guest speaker topics.

Lower cost luncheon.

Always try to get local speakers that can relate to its members.

Better & cheaper meals. Easier way to leave for a while & then rejoin.

Get more interesting speakers and less speakers trying to sell something.

Already a very good well run organization.

Keep the interesting people speaking at the luncheons.

Better luncheon food.

Better speakers. Some are very boring and I have no interest. Hard to get a "free". Speaker.

Keep personal political opinions to oneself. Diversity in luncheon speakers and topics.

venues. SIR is becoming hidebound, too formal, too officious. It needs to renew its casual

At the luncheons some people like to reserve chairs for their friends. It would be better not to save

More interaction with members at meetings.

We need more members who are willing to become officers, directors, committee chairpersons and/or

Being a new member, I am impressed with the professional organizational skills and knowledge of its

I have been a SIR member for 28 years and have been a Big SIR, 2000. I have seen most everything tried to

Reduce lunch expenses Don't make members attend, better guest speakers

SIRS being an extension of your life engaging with new friends, not just a group of old guys hanging around.

Please have a sergeant of arms position to keep the noise down during meetings and when we have speakers

Have a Sargent at Arms at luncheon events to have control during speaker time. Members can be extremely rude.

WE as members just need to bring in more guys and introduce potential members and they will see it's a

more time for fellowship

Occasionally include interesting luncheon speaking topics in local newspaper (the reason I found out about

Limit size branches. Parking is often a problem. Noise can be distracting.

Hard to hear speakers.

Help or teach using Members extensive knowledge to younger groups or individuals.

For our branch the food has to get better and we have to keep getting interesting speakers each week.

Improve quality and content of meetings.

Better lunch meals

Teach speakers to speak up. To help us who wear hearing aids.

A better meeting place than the Elks club!

Have more interesting speakers.

Put photos of interesting speakers in the media

needs less crowding at lunches and more open table seating

I would definitely improve the quality of food at the luncheons as many talk about it.

Improve the food services.

Stop having committee heads give a report on their activities at every luncheon. It takes too much time and

Redo 1-2 minute self introductions, autobiographies, perhaps 6 members at a time, so that newer members

Extend the social hour and skip the program

Issue more certificates of appreciation to deserving members

Have more intermingling requirements. Groups tend to isolate during luncheons.

Designated group member places name plates around table. Not all show up, leaving individuals circulating the

Hard for new comers to find a home. All tables should have one seat open for new comer.

Sing a long engage ALL members as we sing God Bless America or ANY familiar songs!!

Ensure we remain nonpolitical and nonreligious, except for the pledge of allegiance and a short prayer.

Handout. Newcomers packet. Handout at golf course

would like better meal assortments

When we do get back together improve on the speaker presentations

If you have better quality food they will come to your meetings.

25 to 30 dollars a month won't break these guys. There has been a few guys leave the group because of the food issue.

Better food at the monthly luncheons.

make it easier for working individuals to be able to be involved

As membership dwindles cost of luncheons rises. The cost may not be affordable for some.

Encourage members to bring friends and neighbors and work colleagues to the lunches.

meetings are left on their own, feeling alone. I brought this up when I was big
sir in 07 or 08 when I noticed clicks at
certain tables and suggested we move people around so we could all meet
one another

Shorten the meetings

Get rid of ability to reserve luncheon seats for only your same group. This
really defeats the ability to meet new people.

MORE ATTENTION TO QUALITY OF SPEAKERS AND LESS TO GOLF

Provide a resource to get great speakers. Have all branches share with other
branches access to successful speakers

1-keep prices of attendance reasonable.

less expensive luncheons

seats up front every month. Older members who are hearing challenged,
must search for a seat way back where they
have difficulty hearing, every month. On one occasion I had to return home
because were no seats

Provide branches with a data base of highly qualified and entertaining
speakers.

committee talks to long

Need greeters and a membership committee to encourage participation and
let members know they are

Get A better place for lunch in the Carmichaels Elk lodge the food there is not
very good

WORTHY CAUSES

1 Support a worthy cause.

Other than being a social club not much If it was more of a service club w
more community involvement it would be if

Although not allowed I think each branch should support/contribute to
something in their community.

SPONSOR LOCAL NON-PROFIT ACTIVITES

SIRS might consider raising money for other worthy causes that might result
in a SIRS membership or other recognition.

Donate every year to a deserving Local Student Athlete a \$1,000 Scholarship.

LADIES/WIVES

Having more spouse-inclusive activities.

Get some women at the table.

Most of my friends include their spouses in social events. Many of my friends
do not belong to fraternal organizations and

Bring women more into the organization, experience shows they participate
more and have the willingness to hold

Allow women to attend special interest groups or become MEMBERS

Do more outings including the wives

No politics. More activities for spouse and me, outreach by chair, More mingling of old and new members, keep the

Start more co-ed activities.

Spouses and significant others must be allowed to join or the SIR organization will not grow.

more events for including spouses.

More spouse involvement.

SIR needs to have dinner dances where members from other branches can participate with their spouses. We have the

Allow women in the membership.

Change charter. Allow women to join and govern the organization.

Public knowledge of the group and more involvement with spouses, including membership.

Perhaps changing name from sons in retirement to Seniors in retirement.

More inclusive. Could allow for women

Encourage more couples activities.

include women retirees

The Sir Organization is the second largest senior organization next to AARP, and most people don't know this fact, and

More activities for spouses and Partners

Ladies days

It is overdue now to bring females into the organization. Rotary made the change decades ago, and it was positive, It

Where are the women?

4. Allow for SIR Branch women groups

Involvement of spouses or partners.

it can survive for some more years, but adding women would probably be the first move to modernize the organization.

Open membership to women - or SIRS will die!

Needs publicity. No one seems to know what SIR is.

Stop being an all male club. It's the 21st century, you know.

Change the name to Seniors in retirement and allow women in

Involve women more. Not just in Activities but at luncheons and on the board

Consider including spouses

have more lunches with wives

Open to women and encourage more ethnic diversity

Having an auxiliary group called "Sisters in Retirement"

More activities to include the ladies

Include and encourage ladies to participate in more activities

Include wives

Incorporate Wives in activities.

Include the spouses in activities. Not necessarily by membership.

Generate more interest by having more couples activities and events. When the women get involved they are

Introduce more activities that include the wife.

BEC positions. We must move away from this as a Mens only Club to survive as an organization.

Lets make available SIR information to women organizations who are preferably married.

Have the wives come more often

SPEAKERS

Invite community leaders and experts in different fields to speak at our luncheons.

Plan, early in each year, what speaker topics should be covered during the year (based on member interests and needs

Handout(early) the topic plan for the year.

Carefully select interesting speakers

Have designated speakers for other men's group (golfers).

MEMBERSHIP

2) Including inter-generational outreach

While I approve of efforts to bring new blood into SIR in general, our branch is very crowded at lunch and I would actually get everyone to invite a non member friend

Have a strong orientation program for new members.

Activities, Very good lunches, interesting speakers, active recruitment, new member sponsors, spouse involvement, and

Give a discount, free drinker something along those lines to member and guest

The most important thing is to grow our branch is trying to attract younger men. Our branch average age is 80.

Keep sponsoring new friends and acquaintances.

Member contacts will always be the best source for recruiting new members.

No questions I like as it is and as a new member I am

Suggest that we wait until effects of pandemic can be considered in how SIRS can best go forward

Need to recruit younger members and sell the benefits of membership

I think everyone has the impression that it is an old folks clum we need some young blood

Moving away from retirement as a focus and emphasize meetings and

friendships even before retirement. In other word

This is where new members come from.

Stop worrying and spending time on people who are not members and emphasize the existing members. Make the

Times have changed and good old boys clubs just donate work anymore

The majority of the public is not aware of this organization.

try to get younger guys. most old guys (80 or 90 years old don't have younger guy friends except sons. maybe they

More widely based, creative recruiting among existing members.

More follow-up with new members on what their interests are with the organization.

Remain an active chapter, encourage leadership and participation, encourage more experienced members to reach out

Keep branch membership down to a reasonable level so you get to know most members

Have a luncheon meeting devoted to brainstorming on how to increase members.

Make it worth while. Get some discounts on activities. Show some interesting Video's , bring on the single women.

Stop believing that we just have to push the 60-year old SIR strategy to recruit new members.....the market has changed!

I am staying busy with other stuff which risks crowding out SIR activities that will have to compete for my attention at

Recruit from retirement communities/55 plus

SIRs has a perception of an organization of "old guys". SIR needs to attract younger men and get them involved with

Let anyone you know about SIRS. Invite people you know to a luncheon as a guest and let them see for themselves.

I think it is up to the current membership to emphasize its importance to potential members. I will do it to someone

Make it easy as possible for New members to meet and socialize with older members. Sometimes there appears to be

Invite friends and neighbors

Be more active making new members feel welcome.

Assign a mentor for new members to acquaint them to members and activities chairmen.

Try to bring younger members

Keep your membership motivated

Build a culture of volunteering and serving the branch. Our branch leaders have done that.

Members must participate and bring in new members.

My local branch is top notch but we are short of of retired folks. all us old guys are running out of breath.

Reputation is Excellent, and at least in our Branch recognition is fairly widespread. The best recruitment occurs thru

The pressure to increase membership has always been the least appealing aspect of SIR membership.

We need to figure out a way to attract and retain younger members to keep the average age down a bit.

Keep the focus on attracting new, young members

It is an amazing group of friendly men.

There is nothing wrong with SIR's reputation or recognition it just is not well known. Unless somebody from the inside

Open it up to all ages retired or NOT.

Constant effort made to recruit new members

keep it fraternal. ladies days are fine, but men need to interact with men and enjoy their common bonds.

It is personal contact that makes a difference.

Encourage members to bring guests to SIR Activities and Events

Recruit your friends

Need more outreach to younger candidates. Challenge is younger candidates have busy careers and are still raising

Bring a friend

Recognize joiners with a substantive bio and do not farm out greetings.

People need to step up and help

Less emphasis on recruiting new members.

Maintain excellent, committed leadership, and strive to get as many members involved in committees to promote

SIR's is good for socially outward people but the focus on membership seems to be the main concern.

In addition to activities add some public service.

When I joined, I invited all my male church friends to attend. Most have died off.

COMMUNITY SERVICE

Become more visible, Sponsor events, volunteer as a group in social events.

Start doing community services...helping stay at home seniors with their homes/yards, litter or weed clean up,

Visits from representatives to church and other men groups.

give volunteer help to the community

community outreach, volunteerism

Get involved in community events

Work for an event which benefits the public generally or a specific group of worthy individuals. As an example, for 5 or 6

Community Service

Now is the time for SIR to reach out and help local government by offering assistance to not for profit activities, ie

2. Allow Branches to "adopt" (work with) charitable organizations of their choice for fund raising or other activity to improve Branch ID with worthwhile causes.

Community project

Our Branch has a great reputation and is recognized within the community
Find ways to give back to the community. We have a lot of talented guys who could do good work. As I understand it,

Our branch no longer exists in Hollister, California. It was dissolved due to lack of membership that I believe was mainly

SIR needs to recognize a community need and help to fulfill it. I realize it's a luncheon group, but recognition is not

Needs to do some volunteers to help out our community

Change the rules about participating in community volunteer activities.

More community exposure; additional incentives for members to introduce new people to SIR

Community involvement and advertisement

Do some service projects.

Not really sure what SIR reputation is in the communities around me.

More active in the community

Include non-profit volunteer opportunities

Do some community project

Sirs might consider becoming more of a service organization to help those in need.

We do not do social work etc. Programs should be entertaining and informative. Competition between branches in golf

Allow for a branch fund-raiser (maybe one per year) to assist a local organization or charity. This would give members a

Perform services to the community in the SIRS name.

Participate in charity work

do some charitable work

Consider offering academic scholarships to local high school and JC students.

City leaders involvement who can spread the word about this worthwhile organization.

We are self serving, Should be more like Rotary

Volunteer events, visiting Veteran's Facilities, fundraisers, community outreach.

keep the SIR name visible in our communities

if community service were to be one of SIR activities, it would make recruiting easier

Consider a woman's separate but equal group (not sluts).

Increase visibility at community events through volunteering. For example, supporting public radio/tv pledge drives,

I realize Sirs is not a service organization, however, as the Boomers move into their senior years they were weaned on participate in civic service such as coastal clean ups and publicize such efforts

More participation in local community events to spread the word about Sir's
Be more involved in helping in the communities we are in.

I would like a change in the charter where members could help someone in the local community. Life has been good to

Possibly commit to an approved community improvement project.

Overcome social club avoidance.

Don't loose sight from the founders intention and charter of Sons In Retirement, nor should we drift

PERFORM A SERVICE TO THE COMMUNITY (CLEAN UP A PARK, UP GRADE YOUTH PARK PAYING FIELD)

Community service

Do more community events; putting contest, chipping contest at outdoor even5s.

Public service activity

Need projects that tell the public who we are and keep us in the public eyes.

Needs a higher purpose. Service to community or something to justify its existence, other than social.

Participate in civic events

community garden in support of food closets.

We need to reach out to community services as a part of our charter. An activity group that coordinates helping

Participate in local community events to advertise SIRs and its many benefits.

OTHER

I am a newer member and did not get much activity prior to the Pandemic shut down.

None

I cannot add anything because I like the way things are going

Not sure we need back groups on zoom

Lighten up. Why don't you have an annual convention or party where we can meet others from around the state.

Why don't you sponsor some cannabis activities for the vets.

SIR can be and it took a couple of years to be able to member names at luncheons.

Good success rate.

Organization should be about something other than chit chat.

I have found Sirs to be overly conservative which turns some off

SIR 102 Fantastic Volunteer Officers !!!!!!!

"If you are not having fun, change something" has been my mantra for decades. We all know "life is short" so live it and

Go back to the Portuguese Hall in Mtn. View.

More engaging in introducing new Members to existing encouraging Social contact outside of the Club Functions.

I have always felt there are too many rules like mandatory attendance. If there was dues attendance is not an issue.

I did not know our reputation needed improving.

I will continue to participate and support but not interested in giving it more time than I am . Not interested in climbing

Quit putting unrealistic expectation on the Big Sir to fulfill nonexistent recruiting goals. In our particular chapter, we have excellent participation even though we don't have 100+ active members.

Find people who are willing to get involved

Create Great Zoom meetings with Excellent Presentations to Grab the Guys attention to Join SIR.

Regarding Item 8, I checked "Other" in Items 6 and 7 because I got a red comment saying I had to check all Items.

SIR branch 8 seems to be too exclusive devoted to officers and directors. Officers need to mingle more with non officers

I'm still too new to answer

Well, I am not sure we will ever be able to return to 'normal'

It's a sinking ship and I'm resigning

THINK OUTSIDE THE TRADITIONAL SIR BOX,!,

Keep it relaxed and fun. People will participate if they see it as an interesting endeavor.

Different activities, better speakers, ask members what they would like to hear from. Ask your members, don't assume.

Have officers appear at non-SIR gatherings to talk about SIR, and stay away from politics, religion and other topics that

Reputation is fine but recognition needs to be a top priority. I would suggest that a portion of each Branch budget be set aside

Sirs or my branch has become so money hungry it is not even funny. For a supposed nonprofit organization all it wants is

Increase contacts

Encourage members to be active in the Branch Management.

This SIRS was not as friendly as my prior one that I transferred from

I don't know what the reputation is now.

Our branch is very well run

No improvement necessary.

None at this time

We need marketing with someone manning a website to handle questions.

NO SUGGESTIONS NEEDED

I have not been a member long enough to have good suggestions. Sorry!!
Answer to Q14 is because with cancer I am mostly stay at home and friends are already SIRs. I find that our reputation is

I think SIR should be thought of as a social group for men of any age that would benefit from our program.

The pressure that Sirs seems to put on it self, during this time to start up its large group gatherings, is not taking in the
Stop making our membership pay dues (\$24.00/yr). When I joined I was told no dues were required. Now it is called a
SIR is the best kept secret in CA.

Not a suggestion, but rather a comment. I have found there are many Senior men who simply aren't interested, period.

Get more members to participate

Keep doing what Torre doing

No, we have a good branch. Leadership has been good. Some officers have gone on to area and state positions. Thanks

Have fun and keep it positive

SIR is a little too stiff.

Better cooperation - too many people trying to be impressive. Keep politics out of the organization.

I recruited at least 4

Let us reopen safety

Help those in need within Oakmont, eg, rides to dr. appointments, small handyman chores around the house, etc. Use

Wish I knew.

more what can I do as a member.

Nothing the SIRS Stand on there own.

I am an introvert I ask a person if there interested they say yes but usually I don't hear from then again. I like Ed Benson's

Have only been a member since February, one luncheon

Until we get beyond COVID 19 it is not going to be possible to gain many new members.

I think SIR is a great group I just live too far away now.

I have been diagnosed with Alzheimer's so I am resigning as an Honorary BLC member.

Keep up what your doing now!

We are on the right track. Ed has done a super job as President. Just need to keep recruiting on a daily basis when we

I was invited by a good friend and joined based on that friendship.

We are the best kept secret since the Manhattan Project...ha!

We have more members than we can handle.

None, it's great the way it is.

Develop a recruitment committee with staggered 3-year terms.

Only been a member for 6 months

good Luck

Attendance is a problem.

None really. I believe my Branch is well established and offers our members a full array of activities.

No, our Branch seems to be doing extremely well. The B.E.C. and the Committee Chairmen and Activity Chairmen are

Get rid of the corona virus

Too new to the group item to suggest improvements.

Be more relaxed. After all. we are retired.

We already have too many members and it is difficult to get to know everyone

Everything cost too much

I think the way our Branch 169 is run is good.

WE are selling 86 them to markets when it is possible

I have not attended many 102 affairs due to conflicts. Therefore, I cannot provide a true evaluation.

I have not been in the club long enough.

I am a fairly new member, but branch 116 seems to have great tradition & leadership. Just keep the ball rolling

Ask when we can meet again.

I think they have a great reputation.

Hard to improve on anything.

ON IDEA TILL WE START HAVING MEETINGS AGAIN

enable more Andy D's

Too many DEAD members will get recognition and destroy the reputation

KEEP UP THE GOOD WORK

Seems to operate well.

Smile and have a nice day

Stay apolitical!

I defer to prior experience and knowledge

CONTINUE AS IS

Keep doing what we do.

Pursue our current goals and encourage involvement within the Executive Committee to make SIR a stronger

Branch 79 has an active & vibrant group.

Become an active Officer in the organization

I already participate in producing recruitment materials

I liked it best when we were an organization of retired men.

SIR'S is too rigid and has too many rules.

Great organization with very capable leadership

Find a better place for our meeting. The current one is depressing dark. The food is not worth the cost.

Put his efforts on our branch.

Keep it going

Get a vaccine so we can get back normal meetings.

No suggestions. Sir is doing fine,

I could not find our branch number in the email requesting survey completion.

At about 275 membership, we are too big and have become somewhat a victim of our own success. We are

Can't think of anything right now. Maybe because I find my branch to have all the things I am looking for when I

Sir's has a good reputation

May consider merging branches

More members providing individual time to organization

Branch 150 is a good example

Get a larger location for luncheons. Current Palo Alto Elks hall is too small.

It will be challenging to recruit given the impact & vulnerability of the demographic caused by the pandemic.

Participate in our reach programs.

Working hard & doing a good job.

I'm uncomfortable at luncheons and dropped out of activities because of the negative environment of SIRs 159

Availability in area

Keep up the good work

MORE CONVENIENT MEETING PLACE - NOT MORAGA

DIVERSITY

Move to current Century. Diversity, gender,

SIRS is an old white dudes christian enclave. If it does not change it will surely die. Then how bout some outreach to other

More diversity among members

Be proactive about increasing diversity in the membership.

SIR's is subtly racist and homophobic. This comes out in the individual jokes and statements heard at lunch or activities.

More member diversity.

Intergrade with more ethnic groups

Reach out to minorities

Ethnic groups. There are a lot of interesting people in the area we never talk

to. I like SIRS but it is truly doomed without outreach
Diversity.

More men of color.

All men is ok but its very White

Diversify the membership

3. Have a strategy to actually recruit minority men. Go where the boys are.

The organization is almostlikely white. Integrate it. join and have fun

The demographics of SIRS are older, white, conservative men, which is not a
demographic that has much of a future in

Would like to see more diversity.

diversity of membership should be addressed

Plus, they need to get a more diverse membership.

Increase the racial makeup

More member diversity

Needs more diverse membership.

Really appreciate the numerous and diverse activities. I have brought a dozen
or so guests to luncheons but

I would like to see more diversity in the 136 branch.

In like of the present Political environment, attention should be taken to
welcome all people. This would

SIR is totally self-focused. A caricature would be a bunch of old, self-satisfied
white males congratulating

PARTNERING WITH OTHER GROUPS

1) Partnering with other organizations

We should get involved with corporate retirement interviews, perhaps with
another women's organization like Red Hat

Get serious about Community Outreach and Networking,

Be better known in city senior centers.

How about partnering up with AARP in Northern California.

Work with other retirement groups such as Vintage Softball, travel groups,
etc. Advertise at golf course club houses

When possible considering pandemic, organize service projects in which
members could engage volunteer activities to

Get involved with some nonprofits Lions

We are in compilation with other social organizations, perhaps we should tell
potential

Use best marketing practices of other fraternal orgs. to market SIRS. even
reach out to other such orgs. to

SURVEY

I really rankle at being told that some questions are required. Sorry that I clicked on the survey. Will I be detained if I

I would like to see the background/credentials of the outside group you are having do this survey.

Question #2 is a bad question!! I had to assign an arbitrary rating to things that had zero interest in!!!

Question #6 won't let me enter a response of "Never" bogus question.

This survey was not easy to do on a smartphone so I gave up see my wife passed away and am still grieving

Note: Question 2 requiring ranking all items is improper. Rank 7 in my answer does not apply and should not force a

Quit requiring answers I don't want to answer. IN question 2, items 3 through 7 do not apply to me. I am tempted to

Get thru. The coved19

Your questions assume everyone is married

RE Q. 2. I think making one choose 1-7 for all items may skew your results.

Answered to best of ability, you want, more, Tuff.

More outgoing publicity. Improve this survey. #2 boxes 4, 5 and 7 are not applicable to me.

Required answer to no. 2 forces me to score items that really are all ZERO and had nothing to do with my joining or

Well, the system would not let me hit "finish" unless every darn question has some sort of answer. So I had to click some

Question 2 is not well written. except for the last item...spouse/partner which played a role in my joining NONE of the

this survey is poorly thought out.

Item 2 is ridiculous in that you cannot use a numberlike 7 more than once.

Poorly designed survey

In questions 7 & 12 you wanted for me to answer items on 7 that is junk. I only use the computer for

Stop beating the dead horse with surveys

Item 12 responses are contingent on getting an effective COVID 19 vaccine.

Your question #6 stated I have an error and would not submit survey. I can not find anything wrong other than

no more surveys please

ACTIVITIES

3 Hike nearby trails as a group.

thought of a sign with our logo and sign up info displayed at the activity.

Everyone who walks by knows we are the

Create activities that doesn't cost so much, cheaper luncheon, games, help homeless,

Sons Involved in Recreation = focuses on men engaging in activities we enjoy!

Why is there have not been any Reno Trips.

Also should be activities either monthly or every other month.

Why do we not attend any plays.

Invite a friend to a sir's luncheon. Bring that friend to a sir's activity as a guest.

Extol the virtues of sir. Stay actively

More activities

Branches might look harder to find age appropriate experiences. Caves and lakes are around here for walking tours. Raft

Get a tour director in our branch area like we use to have.

Focus on the Activities- the socialization of each one with photos and descriptions. This is what we are all about.

Be more concerned of why you are loosing members then trying to recruit new ones

Ensure that published Branch activities are consistently chaired and active.

New members - My narrow circle of friends are not interested.

Emphasize more active/youthful activities such as hiking, dining out, wine tasting, and not sedentary activities like

Lose the Old Guy image. Just a bunch of guys doing things together. Try to do fun things and get golfers to play in under

Roseville group needs to add bowling group

pursue other activities besides golf.

We need to allow the older men to use forward tees, with an appropriate reduction of handicap

Continue scheduling social dining out at good local restaurants occasionally.

More outdoor activity other than golf. Cycling is one suggestion.

Offer more physical activity such as pickle ball

Advertise the many activities

Spur more interest among members to lead activities.

I think if we had more activities by bus this might attract members

Seek member who are interested in music/baud activities

Concentrate less on business and more on socializing.

Additional activities has worked well

Plenty of activities: Golf, wine tasting , nites out with spouse, poker, bridge etc.

Speed up golf play.

Plenty of activities.

Since I joined SIR in July 2019 I have attended many fine meetings with good presentations, gone to several golf outings

SIRS means golf to me, selfish it may be but I spent most of my life in the main stream and let go of all commitments

There is a wide range of activities to get involved in and the members are so nice, be a member as long as I am able

SIR is a cliquish organization that revolves around bowling and golf. It recruits members from the ranks of participants in planned activities on a weekly and/or monthly schedule.

Day outings

In our branch we do not have a travel program. Maybe a regional travel program could be formed particularly if other
Considering the economy, why not look for better insurance company to represent 10,000+ members and increase

Speed up golf

After 3 SIR groups, the only awareness is golf.
speed up golf round pay (when I mention SIR, the first reaction is about our groups' speed of play)
would like to join an investment club or group
Contact friends interested in specific activities and let them know that SIR offer these activities.

Regular golf tournaments

Golf and likely other activities do not emphasize participation. Rather the emphasize competition. Competition
I like going to interesting trips to various business, public information.
Need to let people know what sirs is all about. Introduce SIRS to yours golfing friends
having fun as a group---outing (Sports Travel community work (helping within schools Dist.) or just helping people.
One way would be to consider trying to plan competitive events with outside groups. For example, a golf tournament
Find a way for members to meet other members. Maybe set up opportunities for small short term social groups.
make golf play faster by having low handicappers tee off first
expand golf to include recreational/occasional golfers

Activates that match the interests of members

Variety of more activities such as Ukulele lessons group with a leader.

Poker Night

Show and advertise events and places members can go to.

Weekly, informal coffee socials

Have a game that involves all members at a meeting
Our branch mostly is a lunch/fellowship with speaker club, not much else going on. Average age high even
Reopen to outside activities as soon as possible.

Shake the image that's just a group of old guys meeting for lunch.

Each year we have 2 ladies events, Mother's Day & Xmas. The wives like those. When we had travel they

Don't forget the Men Cooking Group. My life.

more mingling activities--even rosters with some bio information.

I am happy with our present events

Make SIR's more a networking/resource site with wonderful group activities.

More extended real hikes

more couples activities and openness to other activities being offered. It would possibly help to increase inter-

activities provide members w/ the opportunity to be involved w/ others AND should allow non-members

Create awareness, lot of people never heard about sirs. Maybe talk it up and hand out some information

More programs for travel.

Offer more travel opportunities.

more travel options

participation

Be part of a golf tournament and host a bowling event twice a year

ASSIGN A PHOTOGRAPHER TO PHOTOGRAPH MORE PICTURES OF GOLFING ACTIVITIES AND EVENTS TO BE

More Social Events

PLEDGE/GBA/PRAYER AT LUNCHEON MEETINGS

Too new to really have much of anything to suggest about reputation and recognition. Would like to see them drop the

I like saying the pledge of allegiance however I think singing God bless America is pretty hokey.

Eliminate the singing of American the Beautiful or similar song and the pledge of allegiance. I should not have to take a

Get rid of the pledge of allegiance, the opening prayer and the singing of God Bless America.

Get rid of the singing of God bless America. Most sir members are extremely conservative.

pledge of allegiance and god bless America at the luncheons. Not all of us believe in god, and SIR is a social club not a

patriotic and Religious group.

Not sure newer retirees have the same view of religion and patriotism as the older members. I wonder if the emphasis

Its time to get serious about achieving a much more diverse membership and drop the pledge of allegiance to the flag.

We don't need to sing God Bless America every meeting. I feel like I'm at a VFW meeting with my grandfather.

PUBLICITY/RECRUITMENT

Advertise in our local newspaper for new members.

SIR Growth and Membership (not Infosys) should manage and promote SIR

in social media, e.g Facebook.

Maybe try advertising its benefits and availability through various local media.

Possibly get a TV station to profile a branch

speak at other organizations

Institute and publicize zoom meetings during lockdown.

people gotta know that there is a sirs--

More Advertising in papers or on TV

Just ask us to spread the word.

figure out a way to send info to a large community of men through emails or texts on a regular basis

More publicity, especially on local tv channels.

Once the pandemic is over, let more people know what SIRS has to offer.

You can place an article (talk to one of their reporters) or an ad in a couple of our local newspapers. If costs are an issue,

Firstly SIRS should become PIRS. (People in retirement)

Use Next Door to promote.

"advertise it on next door neighborhood

More promotional material that is easily available to purchase for members, such as bumper stickers, window vinyl, pens,

Recruiting booths at appropriate venues?

Better publicity here in our 55+ community. Emphasizing the fellowship and interesting speakers.

More publicity, especially in media that reach men

Pictures, videos of activities; speakers; day trips; luncheons, dinners

I have been a Big Sir twice, a area governor twice and a a regional director. I have always thought that the only way to get

I some media advertising if possible.

The Regional Governor/Director should make an effort to have meeting on how best to recruit new members. Also,

Advertise!

More local publicity.

Somehow have to build a fire under more SIR members to talk it up.

Increase public exposure, campaigns, special nonmember events, etc.

Enhance image

No recommendation but I had never heard of SIRS until I was retiring and a friend mentioned it. None of my friends have

Lunches and wine raffles are as good a way as any to get lonely old men out of their houses, but it might be time to

Make it easy to find and join the group.

Publicize Sir in local newspapers. I have written an article which brought in a gent who is soon to be our Little Sir. I plan to

More publicity with outside events

I think the biggest bang for the buck is advertisement. We already do that but we probably need to do more of it. For

Get the name out to your local community. Parades, fairground booths, etc.

You should expand to Nevada

Ads in local media. Posters where permitted and appropriate, eg, assisted living facilities?

Ask friends if they know about SIRS. If they don't, let them know about the organization, and tell them about the new

Advertise in local paper

Advertising on Craigslist if possible!!!! How about Twitter!!! U-Tube...Our daily news paper, Valley Times

Get more publicity. Talk to local newspapers and radio stations regarding our upcoming outings, how often we meet,

More publicity about what SIR is.

Promote more actively in the local newspapers.

Advertise actively in social media, newspapers, radio, etc

Create press releases about activities and luncheon speaker presentations for senior sections of local newspapers.

Advertise in media to persons that meet the demographic of SIRS

SIR spends too much time and energy to maintain the status quo. The organization is design to please members 80 years old or above. Nothing is done to turn this

Get on the new housing sales and send SIR's brochure to any new buyer and try to disunite someone, in the neighbor

Some PR work with local papers, television stations, NPR.

Need some way to get the word out about SIR. I personally had never heard of SIR until a friend mentioned it to me. I'm

Try to get info into personnel departments that handle retirement to let a retiree know about SIRS and a local branch

Advertise in the paper

Advertise in local publications

Flyers re SIR for members to hand out

Keep talking about SIR, keep promoting SIR, strongly urge branch members to recruit actively.

Many of us belong to AARP and get the AARP newsletter. I haven't seen SIRS mentioned in it.

Publicity at a state level to increase awareness rather than depending on branches with little funds or expertise to

It may be old fashioned, but advertise in the local activity mailers we get in the mail. Us old folks still read those things!

Keep on spreading the word!!!

More publicity to attract more members.

Advertising

Advertising to retirement groups and wives.

more advertisement

Invite press to attend, or produce news releases on what the speakers spoke about; try some advertising, hire a PR firm

Not sure if this is done - but sponsorship in a non SIR venue. Booths at Neighborhood activities

1. Encourage members to buy SIR shirts, jackets and hats and wear them in public.

Have an information booth at public events.

Ensure good website coverage.

Best recruiting is word of mouth.

Not publicity.

Publicize events and members accomplishments.

Promotional articles: Use Patch and Next Door, etc.

Have members visit local Service Clubs to talk up SIR, or find out which SIRS are already members of those clubs and ask

Get our brand in the news, and in publications directed at Senior me

Advertising in local newspapers, putting up flyers in libraries

Publicize. Establish and outreach function to create articles about opportunities and distribute these to local papers and

Advertising in local publications.

Putting literature out about SIR in retirement communities certainly might attract members. Same at golf courses .

State and regional publicity

Need better advertising

Advertising

TV and radio ads

Newspaper and Virtual Exposure

Most retired men have never heard of SIR's. Need to do a better job of advertising

Displays at malls.

Radio/TV ads.

Perhaps a well written story by a journalist in the local newspaper. It could highlight several members why they joined,

Booths at farmers markets

Have regular monthly articles for the local newspaper telling of the luncheon menu, speaker, activities enjoyed by the

Advertise a little at some locations.

Frequent possible contact locations

Be more visible.

Word of mouth

Br 35 has used most outlets to promote SIR. The one that we have not is television media--a PBS story on SIR or what

Make it seen more as an alternate to other forms of using one's time, for which there lots of competitors, IE,

Handout materials

Advertising in local newspapers worked for me

We need to spend more time and money promoting SIRS to the local press and TV Channels.

Word of mouth, Talk of something new, adventure

Newspaper Publications, Word of Mouth, Invitation, Need more members to step up. I'm 83 and have done my part.

Newspaper ad or interview

Yearly notice in the local newspaper encouraging retirees to attend a SIRS Luncheon. With a thumbnail sketch of

List it on social media platforms and the requirements of sirs to the public. We should be listed on senior center and library. How about a tear off ticket or coupon

I joined SIR when I saw a notice of activities in the local paper. We don't seem to do that any more.

Ask all members to recruit

Placing them in the Bowling Lanes, golf shacks, etc. Then the COVID 19 hit and the project is in limbo right now.

5. Branches spend \$300 publicity

More and better newspaper reviews and information.

More word of mouth.

Possible TV spots where we let people know who we are.

Attempt to get local media outlets to publicize SIR activities and purpose we need to advertise

Publish highlighted interesting speakers in local newspapers

Recognition: the only thing that seems to work is Word of Mouth -- SIR is not well known in our community, and we'd

Emphasize importance of attracting new members.

Seek feature articles in over 55 yrs of age publications such as AARP, Also in newsletters of appropriate over 55 living

Flood the neighborhoods with Pampers promoting what SIR is.

Local advertising and communications

Use next door and Facebook more.

Press releases via all types of media.

Ads on the internet

letting more people know about sirs, newspaper, facebook, etc.

Publicity on a regular basis.

Keeping up with the times. Ex: Sr. Exercise Video online.

MORE PUBLIC RECOGNITION. i DISTRIBUTION FLYERS INVITING MEN TO CONTACT ME TO COME TO LUNCH AND CHECK IT

More newspaper publicity to get new members

If advertising is against the rules, present members need to do a lot more recruiting which is not everybody's cup of tea.

More community outreach; Advertising, more inclusion of wives in club activities

Consider commercial advertising in appropriate publications

Making more people aware of SIR by letting realtors pass on the information to new home owners who are retired and

Have a (or more) presence on social media, frequent new updates on what groups are doing, with pictures.

Booths or tables set up during community events: Windsor Thursday night on green; HBG on the square; SR wed night

Promote on social media, create more inter3sting handouts for Member prospects

utilize social media?

Emphasize social and many special interest activates.

Promote the opportunity to enjoy activities and fellowship.

Need more State level advertising. Our branch has a weekly newspaper notice in 5 local papers. Maybe Sacramento

Question 14 states you lose more members than you gain annually. At 66 I'm a young member. I didn't have to serve in

happy to tell my friends about the Sirs

Advertise

Create speakers bureau

Contact veterans groups.

TO PROMOTE SIRS USING ALL POSSIBLE MEDIA.

The use of as many media sources as possible.

Keep our newsletters current and highlight our fun activities

pays to advertise

Tell everyone you know

Need a PR program designed to familiarize people with SIR and promote its reputation.

Get an occasional article in the local paper to remind retired folks that we exist . . .

Publish a good newsletter monthly

Use of Newspapers with articles on branch activity

Advertising in Newspapers and radio

Need to advertise that about our meetings, so new people learn about SIR's

and how interesting it can be to hear the

More publicity of activities

advertise on radio and tv

get on local news

Local small town paper. Advertise at senior center.

Patch, Next Door,

Radio or newspaper

1. Better publicity within the local community.

3. Link up with Senior Centers and recruit there.

4. Advertisements in city and county publications/websites.

Continue word of mouth, perhaps add a notice in a local publication/flyer.

We need a presence in local parades as well as community events such as down town strolls.

Publishing upcoming meetings and speakers in local newspapers and social media.

More news publicity

More local publicity.

pick one activity per week and write a little article to the local paper.

get local press coverage via listings in events/meetings, announce, events etc

Talk to friends and consider advertising

Advertise why you should consider becoming a SIR to get out of the house again!

Articles in local publications

PR and. Social media blitz

More articles in media once Covid is no more.

Marin SIR chapters coordinate activities self promotion well with annual marin senior fairs but only a few (BEC members like me) guys do All the

Need more Public Publicity, ie; TV, Radio, Newspapers etc; to bring more attention to SURS!47

A SIR tee shirt and a SIRs baseball cap would be a nice passive promotional tool if they were available for sale.

Advertise in the newspaper and social media.

More exposure to the public

It is really hard to start anything new. Once things are going, then it is less of a problem.

Public Service Announcements

Invite for a free lunch.

See what is his interest and introduce to the right group.

Total SIR Group activity like the Cruise Ship to Alaska. Great way to meet other SIRS around the State. Great Ship and

Port activities for all ages and physical abilities.

Strive to interest new members once restrictions are no longer in place.

Advertise in community newspaper!

Just need to get the word out thru marketing, advertising, networking, etc.

Business cards for each member to hand out. We used to have a fold out brochure that was very informative. I carried

To me this one of the biggest negatives SIR branches have to deal with.

Advertise that we are a social group with activities suited for all levels of interest and abilities. We don't charge dues

Open the membership to other regions!

Identify a yearly project.

Hear what other SIRs' branches are doing.

Sponsor an activity for kids

Elicit possible recruits from the membership and let the committee invite them into the group.

Advertise

A presence on Facebook and next Door.

Find ways to spread word about SIRS Organization.

Distribute flyers to area churches that are either

members need to recruit more members.

get PR as non for profit on TV and news.

get special TV show that demonstrates various branches and locations how SIR involvement has added life to senior

Inform businesses who generate retirees about SIRs and ask if they would tell "sons" who are about to retire about the

More community support activities

Outreach to organizations attracting recent retirees.

Contact Senior Centers and City/County Recreation agencies and have them provide information about SIR to their

Recognize and be more inclusive of new members.

Advertising

Develop strategies for attracting a lower age demographic.

Recommend friends and neighbors by extolling the many activities available.

Great for meeting or renewing old

Members outreach to friends and neighbors who might be interested in sirs.

Advertise to let other men know about us.

wear SIR hats be friendly to others

Focus more on the recently retired and those who wish to be part time employed/retired.

Better advertising and marketing to increase membership. Have activities chairmen promote their activities.

Have the organization listed in community organizations publications; listed in

organizations with the better business

Keep doing what we are doing and possibly do more advertising

Advertise, advertise and advertise

Recruiting from the current "retirement age" male group needs to rely less on organizational/fellowship as a basis,

Reach out to inform the public what SIRs can offer to anyone over 50s thru flyers on bulletin boards at Senior Centers,

PUBLICITY

I heard about SIR from a friend. Management might consider how to communicate about

Perhaps Sirs could advertise in local newspaper like the Sunctity news, and/or a newspaper in Rocklin?

We need to find a way to reach wives who want their husband out of the house. They are

We have a very successful branch with many members working together for a common purpose.

Perhaps wearing shirts with the SIRS logo on them such as the bowling shirts when you go shopping or a picnic to

Increase membership participation.

Increase publicity exposure in local newspaper.

keep the focus social limit the organizational requirements

Need to get the word out to the community with more promotion. Advertising in local

have them attend a meeting

When Covid lifts, we will hit public gatherings like farmers markets, pamphlet neighborhoods,

Increase information to the Branch members of activities on State, Region, and Areas

There could be stronger reach to cities and towns in the chapter.

in some way to other seniors that we exist.

We have all of our members act as ambassadors for SIR and it has worked well in getting

Use free postings like Next-door, Weekly/monthly. Local newsletters, other service clubs.

be designated ambassadors by state organization.

Just keep at it in today's busy world it's not unusual to see falling membership with older men

keep trying to get some younger members

I love the shirts and other SIR's products you had offered recently. Great price.

Make SIR known via city senior centers.

Old people read newspapers - is it worth paying for an ad to at least test the response which could be drawn?

More advertising in local media.

Branch 149 does a good job with the face book and website. More people need to know about it and use it.

We need more publicity.

Active recruiting

It's about members recruiting friends and spreading the word and publicity through social media

More marketing

Advertisement in local papers.

Advertise more in the local paper and push friends a little more to go with you to learn of all the activities

Keep our SIRS GROUP in the media, showing articles in the newspaper of our recent events.

Each chapter needs to establish a familiar relationship with local media, and use that relationship

Use Meetup to get more members

Post flyers at golf clubs

There are times that I run into older men who I'd like to give them info about SIRs. Having a physical introductory

Have a booth at local Farmers Market.

place ads in newspapers in the personal sections about our organization and some brief examples of activities

Figure out a way to make SIR more well known. Virtually every man I have talked to about SIR has eventually joined.

car pool

I would add a recommendation section on the website for plumbers, electricians, contractors by specialty,

Advertise upcoming events that may interest non member retirees.

Word of mouth is no longer working, need to publicize more aggressively. started with a Castro Valley, Cal.

More local advertising in local newspaper, like on the club directory page of social clubs.10680

PR on a mass public level, from State SIR level, could go a long way towards recognizing the organization exists.

Get the word out about the existence of SIR

- Do more joint branch events to promote the SIR Brand and membership for select local events.

Publish interesting events or planned outings in newspaper depending on insurance requirements for non-members.

Advertise speakers on local newspapers

Advertising, guests.

Place ad in local guide

You need more advertisement

Make knowledge of SIR's and the benefits more widely known.

"Word of mouth" by current SIR members has been and continues to be the most effective method.

More articles in newspaper about SIRS activities

Seek newspaper coverage of golf, hiking and other activities such as bicycling. Sir writes and submits.

A booth at Welcome center.

Use uTube and Nexdoor to advertise for membership.

Use of TV, newspaper or even billboards.

Advertise in local paper of upcoming meetings and who are speakers.

Possible advertisements in local paper(s)

Get out and talk to people.

Clearly highlight how SIS differentiates itself from other orgs.

We had some success in joining with another branch to set up recruiting booths at farmers markets. We

I think we need to get the word out that you do not need to be fully retired to be a member of Sir's. I would

advertise more

Just get the name out there!

Possibly marketing in local / regional newspapers or on-line social media.

Bulletins or flyers at senior centers

Talk to friends and acquaintances who might be interested

advertise SIR lunches

More community awareness. Be part of at least one of the parades held in the towns in the area.

Use free advertising provided through parks and recreation bulletin boards.

Offer a free lunch to anyone bringing a guest to a luncheon. The guest lunch should also be free.

advertise, word of mouth, organized membership campaign

thematically related to an activity group, would elevate SIR profile

Our branch had to close. All of us old farts are dying or just getting old.

Younger people either don't or can't retire.

Advertise in numerous MEN'S magazines such as Sport, Dress, Fishing etc..

Advertise locally.

We all need to try our best to inform friends and strangers of the SIR organization, and give them examples

SIR STATE

OK, this is confidential...each of our four most recent Big SIR's identify State activities, requests, attitudes as toxic. They

sometimes state officers forget to treat members and branch officers with respect.

Make all branches follow the rules. It seems like they stretch some rules.

Make branches establish By-Laws so its easier

Quit trying to run SIR like a business. Focus on entertaining activities

I was a BIG SIR for 1 1/2 years and area Governor for 3 years. I was also Area golf chairman for 8 years. I have said the

Let the branches do their thing. State, leave us be.

I am our Branch Secretary and have been for 10 years. Very difficult to get men to volunteer to be active in the BEC.

Get back to having fun and minimize the regulatory situation. So many rules so much paper work to complete. It seems

More support from State

We will always be Sons in Retirement. The state office be damned. Social Club has mixed communications

Greater flexibility to local branch. Have state cover insurance, legal support, but fewer state

Also, we need to have a less litigious society so our insurance costs can be more reasonable.

Major problem with SIR is they don't do enough at the state level to bring recognition to the local community. SIR is

Change some of the rigid structures of membership. Also rename officers to President and vice president instead of big

Our Branch has not lost but gained members dramatically over the past

All actives of our branch 32 invite guests.

re-open as soon as it is safe

Elect good officers

I sure hope we are not paying insurance right now!!

Prepare plans for regrouping.

The purpose of SIR is to provide active retirement, not to "increase membership". If you do the former better, the latter

Simplify the interactions between the branch and the state organization. My branch works closely with another. Both

5. Track number of hits on our website and track and trend the number of applications to join from that source

During the social distancing, our Br 47 is using zoom so members can listen to our monthly speaker & have Q&As. Our

At this point in time I feel we should be zooming at Branch 19 Big Sur doesn't seem to be interested.

I really don't have any suggestions, however, I really feel that Covid-19 has really put a crimp in organizations like SIR that

Change the name to Seniors in Retirement.

less organization, bureaucracy.

Limit club size. Ours is so large background noise measured by my decibel meter usually is at the red zone. Space is so

Back off on over-regulation and more unnecessary overhead. Admit men living in EXPENSIVE AREAS (like Silicon Valley)

Talk to mental health professionals who deal with senior issues like depression & loneliness

More branches

Members seem stuck in the past not certain how to put a fresh face on the organization.

continuing to improve the website and promoting its use.

Publicize SIR as it is: Sons in Retirement. Stop trying to hide the name and substitute something else. We should be

Limit SIR upper mgmt & let each branch run itself. Too much BS & direction from the top & from people nobody sees or

Our Hollister branch closed Jan 1, 2020. We could not get members to step into open officer positions. Many of members

Recognize that some members are gay. It would be nice to acknowledge that and start using gender neutral terms

Item 12: I will not attend indoor lunch or poker until a vaccine is available. Sir criteria for resumption of lunch may be

Getting our web page out, so it's seen by many more people.

Reduce the forms

Stay the course

I enjoy SIR and the great friendships I have made over the past 14 years. I am not pleased with the decisions to hold branch BEC members civilly liable

Being more considerate of the health & welfare needs of our members.

Change the name Little SIR to something less lame! I would never want to be referred to Little SIR

Have an expanded regional meeting once per year with all branches included.

Advertise, eliminate so many State rules and get back to more fun

Big gap between old retirees and new retirees. Old retirees haven't a clue.

I've been governor, big/little sir. Tactics must

Make Surs more websites friendly

I've been a caller, Newsletter editor, Secretary, Little Sir and Big Sir. Now I'm back as

increase on-line profile.

increase number of activities more area-wide specialized activities that a typical branch

Charging state dues when no activities or luncheons exist is insane logic.

Don't rush back when you THINK covid-19 is over.

Hold in abeyance the decision to hold meeting indoor and just do zoom.

That SIR promotes friendship and a safe place to do so. Not a place to push ones agenda of politics,

There's too much corporate and central control of branches. And there needs to be a return to the

Need volunteers to take leadership positions.

Eliminate some of the top-down bureaucracy.

Get insurance coverage which doesn't stifle members recreational options.

More advertising from SIRinc

I think the organization is managed very well.

It is so regimented meaning top down from the head honcho of the entire organization, that it really turns me off. I am

NOT talking about out Big SIR... let us breathe or get out of the way.... Else it is calcifying.

W/O which we don't move forward. seems to be some reluctance to participate in State SIR business. We have been w/o

an Area Governor for some time. BEC members seem to not want to have much to do with State SIR. Not my view

Hang in there , these are really trying times

20 days after procuring your new insurance policy for the state sir you produced a video that we all were

A prayer is led as a formal part of our opening proceedings, referencing "Jesus Christ, our Lord and Savior",

- All member 80 > grant lifetime membership with no annual dues.

State organization needs to make greater effort to encourage or reward current members to take on leadership

free lunches for top officials.

stop listing to outside recommendations and put the time to recruit new members. to much comes from the state

identify a key to the job of Big SIR is keeping State at a distance from the membership.

This is not an answer to the question but I believe that the dues collected by the state is not right since we are

Maybe a name change to Seniors In Retirement.