

**PROCEEDINGS  
OF THE  
32nd Convention**



**SPJST**

**June 13 - 15, 2016  
Killeen, Texas**

## **Key to Abbreviations Appearing in Proceedings**

BLCC	By-Law Committee Chairman
CC	Convention Chairman
CCC	Credentials Committee Chairman
CGAD	Corporate Governance Annual Disclosure
CHMGC	Czech Heritage Museum and Genealogy Center
COCC	Convention Order Committee Chairman
CVC	Convention Vice Chairman
DYC	District Youth Counselor
ENC	Education and Nature Center (at Cooper Farm)
FAOT	Fraternal Alliance of Texas
FCC	Finance Committee Chairman
FS	Financial Secretary
ICC	Insurance Committee Chairman
LIT	Leader-in-Training
NAIC	National Association of Insurance Commissioners
PCC	Publication Committee Chairman
SLC	Supreme Lodge Chairman
SLP	Supreme Lodge President
SLS-T	Supreme Lodge Secretary-Treasurer
SLVP	Supreme Lodge Vice President
VE/DC	<i>Věstník</i> Editor/Director of Communication

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**Session 1  
Monday Morning  
June 13, 2016  
8:30 a.m. to 11:46 a.m.**

Supreme Lodge President (SLP) Brian Vanicek (24) called the 32nd SPJST Convention to order at 8:30 a.m. District Four Director Billy Rollwitz (49) and Don Urbanovsky (6) posted the colors. CarrieAnn Jones (154) sang the National Anthem, and Fred Buri (88) sang the Czech National Anthem, “*Kde Domov Můj.*”

David Bucek (151) led the Pledge of Allegiance, and District Six Director/Supreme Lodge Vice Chairman Karen Kaspar (30) offered a convention prayer.

SLP Brian Vanicek (24) welcomed everyone to the 32nd Convention and thanked the By-Law Committee and the Home Office staff for their hard work in preparing for this convention.

Supreme Lodge Chairman (SLC) Donnie Victorick (9) issued words of welcome to the delegation, stating it is now time to begin the business of determining the direction and future of SPJST. “We need to keep our organization current, viable, and solvent into the 21st century. As a result, the delegates need to make many critical decisions on which we may not all agree but are in the best interest of SPJST. We must now move SPJST into the 21st century to insure our future.”

SLP Brian Vanicek (24) introduced City of Killeen Mayor Jose L. Segarra who welcomed everyone to the city and issued a proclamation naming June 12, 13, 14, and 15, 2016, as “SPJST Days.” Mayor Segarra thanked SPJST for its incredible contribution to the Killeen community in honoring the soldiers with the Fort Hood November 5th, 2009 Memorial.

Supreme Lodge Vice President (SLVP) Clifton Coufal (47) gave a memorial tribute to departed members and leaders who have passed away since the 2012 SPJST Convention. SLVP Clifton Coufal (47) acknowledged that our success over 119 years was built on the shoulders of giants, whose great sacrifices built SPJST into the legacy we are today.

SLP Brian Vanicek (24) introduced the six secretaries for the 32nd SPJST Convention: returning secretaries - Regina House (202), Lisa Blum (17), Shirley Hoelscher (24), and Vonda Smesny (91), and first-time secretaries - Risa Pajestka (80) and CarrieAnn Jones (154).

SLP Brian Vanicek (24) stated the Supreme Lodge consists of a President, Vice President, Secretary-Treasurer, and seven Directors who are responsible for the administration of all business affairs of the Society according to the Constitution and By-Laws as approved by the delegates. The following SPJST Officers were introduced: Vice President Clifton Coufal (47) and wife Maggie; Secretary-Treasurer Leonard Mikeska (200) and wife Dorothy (200); Financial Secretary Roy W. Vajdak (88) and wife Becky (88); District One Director/Supreme Lodge Chairman Donnie Victorick (9) and wife Janice (9); District Two Director Jesse Pospisil (29) and wife Linda (24); District Three Director John Engelke (66) and wife Diana (66); District Four Director Billy Rollwitz (49) and wife Sylvia (49); District Five Director Larry W. Pflughaupt (88) and wife Dorothy (88); District Six Director/Supreme Lodge Vice Chairman Karen Kaspar (30); and District Seven Director Robert J. (Bob) Bayer (107) and wife Polly (107). *Věstník* Editor/Director of Communication Melanie Zavodny (246) and husband David Nauert (200) were also introduced.

SLP Brian Vanicek (24) welcomed special honored guests: Honorary Supreme Lodge President Howard Leshikar (48) and wife Nancy (48); Honorary Supreme Lodge Vice President Gene McBride (200) and wife Frances (200); Honorary Supreme Lodge Legal Advisor George Sidney Kacir (87); Honorary Supreme Lodge Legal Advisor Drew Popelka (47); Honorary District Two Director Bobby Wuensche (48) and wife Ruth Ann (48); and Honorary District Six Director Michael Ahlstrom (32) and wife Kathy (32). Also welcomed to the convention were RVOS President Wiley Shockley (160) and Vice President-at-Large Richard Hykel (6).

SLC Donnie Victorick (9) also recognized Maxine Sefcik (54) whose husband, Rudy, dedicated many years of service to SPJST as past *Věstník* Editor.

SLP Brian Vanicek (24) gave thanks to *Věstník* Editor/Director of Communication (VE/DC) Melanie Zavodny (246) and her team of Katherine Morris (47) and Brooke Hoelscher (47) for their work in compiling the convention souvenir book. Lodges and individuals that contributed to the composition of the book were also thanked. Attendees were encouraged to read the letters of support from our many elected public officials and friends of our esteemed fraternal order included in the convention souvenir book.

A proclamation was read from Petr Gandalovic, Ambassador of the Czech Republic in Washington, D.C., and John Cornyn, U.S. Senator. A video was shared from Congressman Joe Barton, who serves as Chairman of the Czech Congressional Caucus.

SLP Brian Vanicek (24) gave a brief history of the Fort Hood November 5th, 2009 Memorial. SLP Brian Vanicek (24) credited the memorial idea to past SPJST employee Hiram Dixon (183). Also recognized were Salado artist and sculptor Troy Kelly; the City of Killeen; Killeen Civic and Conference Center Special Events Committee; Killeen Volunteers, Inc.; Killeen Mayor Tim Hancock; and Don Farek (35). The Memorial now stands as a place of remembrance and beauty that pays dutiful respect to those who gave their all.

The convention adjourned at 9:09 a.m. for pictures in front of the Fort Hood Memorial.



The convention reconvened at 9:58 a.m. SLP Brian Vanicek (24) reminded delegates of the convention procedures, such as identifying themselves and the lodge they are representing when speaking.

Credentials Committee Chairman (CCC) Ben F. Trcalek, Jr. (17) was introduced. CCC Ben F. Trcalek, Jr. (17) introduced the committee: Milton Peterson (6) and Rita Spinn (80). He then gave his report:

Lodges 8, Weimar and 201, Bleibler-ville-Nelsonville are not represented at this convention.

Lodge 88, Houston - three delegates will not be participating.

District Five reported two absences; Gladys Havemann (88) will be replaced by Patricia Bruce (88).

District One:

13 lodges; 22 delegates; 3,060 votes

District Two:

14 lodges; 45 delegates; 7,013 votes

District Three:

11 lodges; 37 delegates; 6,138 votes

District Four:

9 lodges; 19 delegates; 2,545 votes

District Five:

7 lodges; 46 delegates; 7,351 votes

District Six:

12 lodges; 26 delegates; 4,032 votes

District Seven:

7 lodges; 19 delegates; 3,246 votes

Totals:

Lodges - 73

Delegates - 214

Votes - 33,385

Milton Peterson (6) and Rita Spinn (80) were thanked for all their help and diligence in preparing for the convention. CCC Ben F. Trcalek, Jr. (17) also thanked Linda Hill (80), Janie Coakley (177), Marissa Salinas (246), and Ann Paruzinski (246) from Supreme Lodge Secretary-Treasurer (SLS-T) Leonard Mikeska's (200) office for their assistance.

District Six Director Karen Kaspar (30) questioned if the delegate from Lodge 148, El Maton in District Six had been counted.

SLP Brian Vanicek (24) directed the question to Financial Secretary (FS) Roy W. Vajdak (88) who responded that the delegate was not counted.

CCC Ben F. Trcalek, Jr. (17) announced that the Credentials Committee moves to accept the delegate count. Motion passed.

Tellers Committee members were called forward by SLP Brian Vanicek (24) to receive their Oath of Secrecy. Tellers Committee members were:

District One— Kyle Skrabanek (17)

District Two— James Skrabanek (47)

Chairman

District Three— Mary Steinman (154)

District Four—Arnulfo Rivera (219)  
District Five—Doris Bronikowski (88)  
District Six—Jeanette Kaminsky (28)  
District Seven—Marcus Rebeck (79)

The delegates were asked to assist the Tellers Committee by not asking compromising questions.

SLP Brian Vanicek (24) opened the floor for nominations for Convention Chairman.

Mary Steinman (154) nominated Donnie Victorick (9).

Milton Peterson (6) moved that all nominations cease and that Donnie Victorick (9) be elected by acclamation.

FS Roy W. Vajdak (88) outlined the correct parliamentary procedure for nominations.

SLP Brian Vanicek (24) asked for nominations from the floor, and having received no further nominations, a hand vote was taken to elect Donnie Victorick (9) by acclamation. Motion passed with a two-thirds majority.

SLP Brian Vanicek (24) opened the floor for nominations for Convention Vice Chairman. Patricia Bruce (88) nominated Susan Skrabanek (17). Wanda Dorotik (30) nominated Yvonne Marcaurele (30).

SLP Brian Vanicek (24) called for additional nominations. None were received; therefore, nominations ceased. Nominations closed with a two-thirds majority.

FS Roy W. Vajdak (88) explained the ballot voting process to the delegation. Convention Chairman (CC) Donnie Victorick (9) instructed voting delegates to include lodge number, the words “Vice Chair,” and the individual’s name on the paper ballot. Ballots should be folded only once and placed in the district teller’s box.

The convention recessed at 10:26 a.m. for tabulation.



The convention reconvened at 10:44 a.m. SLP Brian Vanicek (24) visited with the tellers and updated convention attendees that the vote will take time to be tabulated. He then introduced SPJST Foundation Director of Development James L. Lee, III (246).

James L. Lee, III (246) thanked SLP Brian Vanicek (24) for his hard work on the brochure provided to convention attendees in their packets. The SPJST Foundation started in 2012 and has an ambitious growth plan. Over the next four years, and prior to the start of the 33rd Convention, the Foundation Board has set a goal of raising \$3 million. “While this financial goal will not be easy to achieve, the potential benefits of success, if achieved, will forever live in the history books of our 2020 Convention. Today, we are asking for your financial support, in order to help achieve this ambitious goal,” James L. Lee, III (246) said. Individual legacy gifts and bequests can be made with cash, investment securities, personal property, life insurance, annuities, and real estate of all kinds. There are two fundraisers planned. The first will be Saturday, September 17, 2016, with a “Clean Out Your Barn” auction at SPJST Education and Nature Center (ENC) near Ledbetter. The second will be in the spring of 2017, with a “Clean Out Your House” auction in each district. More details will be announced. The first donor appreciation dinner is scheduled for the second Saturday in July 2017. He thanked the delegates for their support.

SLP Brian Vanicek (24) opened the floor for other lodges to announce upcoming activities and events. Wilburn Willis (54) invited everyone to attend the parade scheduled for June 21, 2016, in West to honor the boys’ baseball team and girls’ softball team which both won the State 3A Championship. Tyler Kaluza (54) was a starter for the baseball team and played second base as a freshman. This is the second baseball state title in a row for West. He noted that Abbott High School also won the state championship in six-man football. Roy Haag (185), representing the Texas Polka Music Museum, announced that its next fundraiser, Summer Bash, is Sunday, August 7 from 1 to 6 p.m. at SPJST Lodge 24, Cyclone - Flag Hall. There will be an auction and silent auction in addition to music by The Praha Brothers and Jerry Haisler and The Melody 5. Milton Peterson (6) announced the celebration of the 117th annual picnic at Lodge 6, Cottonwood on Sunday, July 17. Sharon Fritsch (1), great-granddaughter of

SPJST founding father J.R. Kubena (1), commented that the Leaders-in-Training (LIT) tour of the hall, courthouse, ballpark, and community, including the Kubena home, former SPJST Home Office, former *Věstník* building, and the Fayetteville Heritage Museum was a great success. She offered tours and information to anyone interested in the history of J.R. Kubena (1) and the formation/founding of SPJST.

State Youth Director Lynette Talasek (47) commented on the LIT Retreat this past weekend. More than 100 youth and chaperones attended LIT Retreat, which included a great tour of Fayetteville. Special thanks to SLP Brian Vanicek (24), District One Director Donnie Victorick (9), and District Two Director Jesse Pospisil (29) for providing a fantastic traditional Czech meal to the LITs at Lodge 1, Fayetteville, including Slovac's Sausage, sauerkraut, cucumber salad, homemade bread, chips, cookies, and kolaches. She thanked all who helped and came out to support the LIT Retreat.

SLP Brian Vanicek (24) commented that the SPJST Youth Program stands out nationwide, partially due to the parent and grandparent involvement. The members of the delegation involved in the youth program were asked to stand and be recognized. SLP Brian Vanicek (24) also commented that because of the SPJST 100 Pennies Scholarship Fund Drive from 2012 to 2015, a total of 263 scholarships have been awarded. In April of this year, 55 - \$1,000 scholarships were awarded and another 10 will be awarded during State Youth Achievement Day.

Czech Heritage Museum and Genealogy Center Administrator (CHMGC) Susan Chandler commented that the museum has an amazing collection of artifacts from Europe dating back to 1579. In the 1960s, a museum was formed to preserve and display Czech cultural artifacts that were being lost or given away. In 2000, a separate 501(c)(3) was formed with a vision for the future. Debt is holding the museum back from growing. Museum events, special exhibits, educational programs, and workshops are held to increase awareness. Museum attendance has grown from 350 visitors in 2014 to 1,250 visitors in 2015. The most important need is to protect

and preserve the collection of artifacts in a climate- and humidity-controlled environment. The museum is considering partnering with the ENC to utilize one of the barns for antique farm implements and possible educational programs to bring to youth campers. To generate revenue, the museum is considering enlarging the gift shop, renting rooms and the facility for luncheons and meetings along with expanding programs and traveling exhibits. In addition, there are plans to research more grant opportunities and collaborate with other entities like the University of North Texas. The delegation was thanked for its generous support. CHMGC Directors Mildred Holeman (88), Jesse Pospisil (29), Jerry Milan (154), and Nancy Weise (160) were also thanked for their service on the museum board.

ENC Board President Donald (Donnie) Howard (185) shared information on SPJST ENC. He is also excited about the collaboration between CHMGC and ENC. This will allow youth to be educated on the processes used by their ancestors when coming to Texas. The barn was cleaned out thanks to the generosity of lodges in the hope of creating a sausage-making hands-on exhibit to help them see that not all food comes from the grocery store. LITs enjoyed the Fayetteville tour, and as a result, achieved a better understanding of SPJST's history. New ENC Camp Director Jeb Lapeyrolerie (1), as part of his compensation package, has become a part of the SPJST family. Originally from Louisiana, he had been at Camp Stewart, an all-boys camp in Hunt, and he has had very diverse experience in working with camps. Jeb was unable to be in attendance due to camp activities. Jeb will be introducing new camp programming, and part of this will include the use of international camp staff. LITs enjoyed getting to interact and fellowship with youth from other parts of the world such as England, Ireland, and Scotland. ENC Board President Donald (Donnie) Howard (185) thanked the delegates for their support and recognized ENC Board of Directors Lisa Bubela (30), John Engelke (66), Randy Gaas (17), Keith Kieschnick (142), Lynette Talasek (47), and Brad Teplicek (49).

S.P.J.S.T. Senior and Assisted Living

Centers Board President Donnie Victorick (9) explained recent project developments. Another facet of interest of SPJST is focusing on older members. The board includes Vice President Howard Leshikar (48), Secretary Lonnie Lostak (139), Treasurer Billy Rollwitz (49), and members John Engelke (66), Charles Bucek (151), and Jerry Sijansky (79). The directors are very excited about their accomplishments and are blessed to be in a sound financial position. All donations are deeply appreciated, but they will not request a large sum of money this year. S.P.J.S.T. Senior and Assisted Living Centers recently acquired a third nursing home in Hillje and constructed a new, state-of-the-art family facility with a memory care unit. The \$11.7 million facility is being built in Taylor and will house 96 residents. A grand opening is tentatively set for August 1. All members are encouraged to visit the facilities.

SLP Brian Vanicek (24) shared the results from the Tellers Committee. The corrected delegate vote count was 33,952. Vote count for Convention Vice Chairman is:

Yvonne Marcaurele (30) -  
11,138.1270 votes  
Susan Skrabanek (17) -  
19,259.3447 votes

3,554.5820 abstentions were counted.

Susan Skrabanek (17) was announced as the Convention Vice Chairman.

FS Roy W. Vajdak (88) elaborated on the tally system and calculation of votes per delegate going out four decimal points to make it a more fair process. For example, Lodge 13, Dime Box has 283 votes divided equally between two delegates, which gives each one 141.5 votes. CCC Ben F. Trcalek, Jr. (17) will announce changes and hand out an updated list of delegates and vote counts.

SLP Brian Vanicek (24) turned the gavel over to CC Donnie Victorick (9) who then asked Convention Vice Chairman (CVC) Susan Skrabanek (17) to join him on stage. He shared his appreciation for everyone's support for him through the years. He enjoys leading us through this process of making important decisions that shape the future of SPJST. He asked for continued cooperative

behavior during the convention. He reminded the delegation to turn off cell phones, and he vowed to preside over the convention in a fair and impartial way. CVC Susan Skrabanek (17) thanked everyone who voted for her. She is excited about being selected as Convention Vice Chairman and the opportunity to learn about this process and involve younger members. CC Donnie Victorick (9) recognized this historic moment as CVC Susan Skrabanek (17) is the first female to serve as Convention Vice Chairman, and they are both from District One. They have worked together over the years and have learned to agree to disagree at times for the best interest of the organization.

CC Donnie Victorick (9) invited CCC Ben F. Trcalek, Jr. (17) to provide Credentials Committee updates. Lodges who sent in credentials but are not represented at the convention:

District One -

Lodge 201, Bleiblerville Nelsonville

District Two -

Lodge 182, Falls County

District Three -

Lodges 5, Pilot Point-Tioga; 135, Ennis; and 204, Stephenville

District Four -

Lodge 73, Seymour

District Five -

Lodges 162, Iowa Colony; 181, Conroe; and 191, Luffkin

District Six -

Lodges 8, Weimar and 148, El Maton

Updated vote counts by district:

District One - 3,096 votes  
District Two - 7,077 votes  
District Three - 6,212 votes  
District Four - 2,513 votes  
District Five - 7,468 votes  
District Six - 4,068 votes  
District Seven - 3,281 votes  
Total Votes: 33,715

Mary Steinman (154) questioned why District Seven's numbers changed if they were correct at the beginning but now gained votes. FS Roy W. Vajdak (88) explained that the redistribution of votes between lodges in District Seven was made to reflect the reas-

signment of members which took place earlier in the year. He confirmed that there will be changes to lodge vote totals and that corrected copies will be distributed after lunch.

CC Donnie Victorick (9) apologized for the confusion. He explained the method of vote calculation used in the past and how the votes were being calculated currently. He went on to say that there would no longer be a need for “lead” delegates, and that all delegates from the same lodge would have an equal number of votes. Delegates were asked to be patient with the process. Mary Steinman (154) requested FS Roy W. Vajdak (88) and CCC Ben F. Trcalek, Jr. (17) meet with the Tellers Committee and explain the voting issues to the delegates.

CC Donnie Victorick (9) encouraged the delegates to read the pre-convention reports. The committee chairs will distribute a summary to the delegates in the afternoon session.

Convention recessed at 11:46 a.m. for lunch.

—*CarrieAnn, Lisa, and Shirley*  
8:30 a.m. to 11:46 a.m.



**Session 2**  
**Monday Afternoon**  
**June 13, 2016**  
**1:07 p.m. to 4:05 p.m.**

CC Donnie Victorick (9) reconvened the convention at 1:07 p.m. with a roll call of district delegates. CC Donnie Victorick (9) addressed the delegation concerning the vote total discrepancies. The delegation was informed by CC Donnie Victorick (9) that the discrepancy was due to the fact that some lodges had been disbanded; however, the members’ votes would still count. SLP Brian Vanicek (24) made a point of clarification that the lodges were not disbanded but reassigned to the nearest lodge.

CC Donnie Victorick (9) invited the SPJST Supreme Lodge officers to give highlights of their pre-convention reports.

SLP Brian Vanicek (24) summarized the Supreme Lodge President’s Pre-Convention

Report by highlighting the positive and powerful difference SPJST has made in the past four years. He emphasized advancements made, such as the West Benevolence Fund, Fort Hood November 5th, 2009 Memorial, and the introduction of the operations manual.

SLVP Clifton Coufal (47) summarized the Supreme Lodge Vice President’s Pre-Convention Report highlighting the connection between the insurance and fraternal sides of SPJST. He stated that the Insurance Department is working on an outreach program to its members, such as recognizing members’ birthdays with a birthday card and increasing the communication between agents and members.

SLS-T Leonard Mikeska (200) summarized the Supreme Lodge Secretary-Treasurer’s Pre-Convention Report by explaining his job responsibilities and the successes of the investments of SPJST. He also emphasized the need to increase surplus in order to prepare for economic downturn. SLS-T Leonard Mikeska (200) informed the delegation of increasing death claims due to the aging membership of SPJST.

FS Roy W. Vajdak (88) summarized the Financial Secretary’s Supplemental and Corrected Pre-Convention Report. He explained that SPJST is one of the few fraternal that is still rated by A.M. Best. SPJST continues to receive a B rating from A.M. Best through 2016, and the auditors gave SPJST a clean bill of health for 2015. FS Roy W. Vajdak (88) explained the discrepancies of several highlighted amounts in the corrected report.

VE/DC Melanie Zavodny (246) stated that the *Věstník*/Communication Department has been very successful, and she attributed this to the dedication of her staff and the assistance of the Publication Committee. She indicated that a new SPJST website is being developed as a source of information. The Communication Department is also working to target youth through social media.

CC Donnie Victorick (9) asked if the district directors had any business to report. They had nothing to report at this time.

Finance Committee Chairman (FCC) Herman Dewyan Weise (160) amended the

Finance Committee's Pre-Convention Report regarding the ending date. The ending date will be June 30.

The Insurance Committee had nothing to report at this time.

The Publication Committee had nothing to report at this time.

CC Donnie Victorick (9) appointed the following members for convention committees:

Convention Order Committee

Yvonne Marcaurele (30), Chairman

Lynda Novak (84)

Jarolyn Popp (133)

Credentials Committee

Milton Peterson (6)

Rita Spinn (80)

Ben F. Trcalek, Jr. (17), Chairman

Convention Secretaries

Lisa Blum (17)

Shirley Hoelscher (24)

Regina House (202)

CarrieAnn Jones (154)

Risa Pajestka (80)

Vonda Smesny (91)

Tellers Committee

District One - Kyle Skrabanek (17)

District Two - James Skrabanek (47),  
Chairman

District Three - Mary Steinman (154)

District Four - Arnulfo Rivera (219)

District Five - Doris Bronikowski (88)

District Six - Jeanette Kaminsky (28)

District Seven - Marcus Rebecsek (79)

Resolution Committee

Lorenda Baldwin (139), Chairman

Cristy Girod (29)

Gay Revel (97)

Grievance Committee

District One - Ricky Weyand (179)

District Two - Joseph W. Liles (80)

District Three - Don Urbanovsky (6)

District Four - Joyce Kotulek (207)

District Five - Carol Stayton (88),

Chairman

District Six - Ardis Bacak (40)

District Seven - Jerry Sijansky (79)

Parliamentarian

Roy W. Vajdak (88)

Timekeeper

Brad Teplicek (49)

Sergeant-at-Arms

Donald Beckendorf (196)

CC Donnie Victorick (9) invited the Convention Order Committee to the stage. The rest of the delegation was dismissed for recess until 2:50 p.m.



The convention reconvened at 2:50 p.m. CC Donnie Victorick (9) explained the delegate vote count. Roll call of the delegates was given by each district.

A new and complete list of the vote count by lodge and district was distributed to the assembly. It was deemed necessary to return to the lead delegate method as per the SPJST By-Laws. CC Donnie Victorick (9) encouraged all delegates to vote and to avoid any abstentions. Mary Steinman (154) asked for clarification regarding the lead delegate. CC Donnie Victorick (9) stated the first delegate listed is the lead delegate. While waiting for the forms to be printed and distributed, Marcus Rebecsek (79) reminded everyone of the Corpus Christi Getaway in August as was previously mentioned by SLP Brian Vanicek (24).

SLP Brian Vanicek (24) thanked Lodge 79, Corpus Christi for its hospitality regarding the past getaways. District Seven Director Robert J. (Bob) Bayer (107) also mentioned that the raffle is returning to the Corpus Christi Getaway in order to raise funds for the ENC and CHMGC. In addition to these activities at the getaway, there will be an opportunity for deep-sea fishing and golf.

CC Donnie Victorick (9) thanked SLP Brian Vanicek (24) and his family for the kolaches provided at the break.

The final delegate list and vote count were distributed. CCC Ben F. Trcalek, Jr. (17) read the delegate count and noted changes for the assembly.

Rita Spinn (80) asked for clarification of

various lodge numbers and districts. Patricia Bruce (88) will replace Gladys Havemann (88) in District Five.

Kay Weeks (183) asked for clarification regarding the delegate count totals. CC Donnie Victorick (9) stated that everyone had the definitive delegate list. He asked everyone to fill out their ballots with their lodge number and designated number of votes. Dorothy Pflughaupt (88) inquired about what would happen if a delegate had to leave and the ballot was already filled out as previously suggested. CC Donnie Victorick (9) then suggested delegates fill out only four of the ballots in each delegate's packet. Lead delegates were instructed to place a star by their lodge number.

Convention Order Committee Chairman (COCC) Yvonne Marcaurele (30) read the recommendations of the Convention Order Committee. The assembly was provided copies of the recommendations for procedures.

Mary Steinman (154) asked for clarification about using an Excel program for tabulation. Glenn Kaminsky (28) asked about the possibility of two or more candidates running for a position, and whether the convention would use a plurality or a simple majority. CC Donnie Victorick (9) and COCC Yvonne Marcaurele (30) both responded, referencing the procedures outlined in the Convention Order Committee Recommendations. The procedures state that a run-off of the top two candidates would be used in the event that no clear winner is found. Motion to accept the recommendations was made and seconded by the Convention Order Committee. Vote was taken verbally, and the motion carried.

The delegation was dismissed at 4:05 p.m.

—*Regina, Risa, and Vonda*  
1:07 p.m. to 4:05 p.m.



## **Session 3** **Tuesday Morning** **June 14, 2016** **8:07 a.m. to 11:32 a.m.**

CC Donnie Victorick (9) reconvened the convention at 8:07 a.m. with a roll call of district delegates.

CC Donnie Victorick (9) welcomed back the delegation, and the Pledge of Allegiance was recited. SLS-T Leonard Mikeska (200) led the delegation in a prayer and noted that today is Flag Day.

It was announced that Czech Heritage Society President Richard Skopik was unable to attend the preceding evening's banquet; however, the Czech Heritage Society was well represented by Trustee David Bucek (151).

CC Donnie Victorick (9) relinquished the convention chair to CVC Susan Skrabanek (17) to review and correct the minutes from the Monday morning and afternoon sessions. After review and discussion, Glenn Kaminsky (28) moved to adopt the minutes with revisions, and Sharon Fritsch (1) seconded the motion. With no further discussion, the motion carried.

The convention chair was then turned over to CC Donnie Victorick (9). Sharon Fritsch (1) suggested disposing of inaccurate copies in the delegates' packets. CC Donnie Victorick (9) agreed, and inaccurate copies were passed to the right and thrown away. FS Roy W. Vajdak (88) explained the corrections to the delegate/vote count list. Patricia Fowler (25) questioned the difference in the vote count on the first letter received in October from the Financial Secretary to what was distributed in the convention materials. Robert J. (Bob) Bayer (107) questioned the timing of lodge notification of delegate votes. FS Roy W. Vajdak (88) stated that forms are sent out by October so lodges can select their delegates during their fall meetings. CC Donnie Victorick (9) stated that only lodges with corrections would receive a letter that informed them of a revised delegate count. This letter would be sent to the lodge secretaries. Based on the current by-laws, this is the process for sending lodges their delegate counts. Robert J. (Bob) Bayer

(107) requested that delegate counts be sent out in May and not in April so lodges would know their delegate counts.

CC Donnie Victorick (9) requested a new vote count. CCC Ben F. Trcalek, Jr. (17) was called back to the podium. CCC Ben F. Trcalek, Jr. (17) verified everyone has received a revised copy of the new delegate vote count. Delegates from Districts Three and Four are now present. All districts are now correct with the exception of District Five, due to the fact that Lodge 88, Houston had two delegates at the hospital. An update on Mel Beyer's (88) condition will be given as soon as it is received. Lodge 88's votes have been redistributed. Wallace Jahns (88) and Jo Ann Buri (88) now have 172 votes, and all other delegates from Lodge 88, Houston will have 171 votes each. CCC Ben F. Trcalek, Jr. (17) stated this is the final list. CC Donnie Victorick (9) thanked CCC Ben F. Trcalek, Jr. (17) and the delegates for being patient with all the corrections.

Jarolyn Popp (133) asked if all old ballots could be taken up. CC Donnie Victorick (9) said he wants to make sure new ballots are ready before destroying the old. Jerry Milan (154) moved to accept today's delegate vote count as presented. Bettie House (202) seconded the motion. CC Donnie Victorick (9) called for discussion. The motion then passed.

Convention recessed at 9:38 a.m.



CC Donnie Victorick (9) reconvened the convention at 10:02 a.m. He stated all ballots will be collected that have been written on with the exception of the Vice President's election ballots. There was discussion concerning some delegates missing the Vice President's election ballots from the convention packets, and delegates were assured this would be resolved. He reminded attendees that only delegates can sit at the delegates' tables. It is essential the delegation follow convention protocol.

CC Donnie Victorick (9) asked By-Law Committee Chairman (BLCC) Ronnie Rieger (29) to come to the stage. The delegates were then asked to take out the packet of By-Law

Recommendations. BLCC Ronnie Rieger (29) thanked the committee members for their hard work in the districts. He introduced the By-Law Committee:

- District One - Richard Ford (13)
- District Two - Ronnie Rieger (29),  
Chairman
- District Three - Kay Lynn Kovar (25)
- District Four - Beverly J. Teplicek (49),  
Secretary
- District Five - Mildred Holeman (88),  
Vice Chairman
- District Six - Joseph L. Siptak (4)
- District Seven - Oscar Korus (107)

CC Donnie Victorick (9) stated that Annie Vahalik (4) offered that the name of the Special Structure Committee should have perhaps been "Reformatting Committee." He agreed that would have more accurately captured the spirit of the work that was done by the committee. BLCC Ronnie Rieger (29) stated his committee held caucuses in each district prior to the convention to help with transparency. He also reminded delegates to state their name and lodge number when approaching the microphone.

CC Donnie Victorick (9) reviewed the voting processes for by-law recommendations, and the by-law review began.

Preamble inserted before Article I - approved.

Articles I through IV - no change.

Article V, Section 5 (3) - approved.

Article VI, Section 8 (c) - discussion.

Terry Festa (47) stated that all department heads should be elected and not hired. Yvonne Marcaurele (30) stated we must be forward-thinking and progressive as an organization while staying within compliance. Patricia Fowler (25) understands this would only take effect if insurance regulations mandate it. Ashley Victorick (88) questioned the implications if we continue as it is and the government mandates a change. He asked what would be involved. CC Donnie Victorick (9) deferred the question to the President, Vice President, Secretary-Treasurer, Financial Secretary, and District Directors. SLP Brian Vanicek (24) clarified that state and federal regulations will always take precedence over the by-laws. Mary

Steinman (154) asked for clarification if the vote was only to elect the Supreme Lodge President and Editor/Director of Communication. Susan Skrabanek (17) responded as a member of the Special Structure Committee from its onset and clarified that the suggestion was made at the advice of the American Fraternal Alliance in order to have an upper hand on what is happening at the state and national levels. She believes the government is not friendly to fraternal organizations. SPJST must be compliant and forward-thinking. She said that changes are inevitable, and we are not trying to take control away from lodges and delegates. She asked the delegation to be mindful of that fact when voting. Larry W. Pflughaupt (88) questioned the methods of accountability. He believes that when individuals are hired, they are accountable. He pointed out that not all fraternal organizations have conventions every four years, and a lot can happen in between conventions. Boards make changes, he said. He also believes the *Věstník* is considered the watchdog of SPJST, and we need to have a communications program to communicate what is going on in our Society. Larry W. Pflughaupt (88) thinks that by being proactive, we can start making these changes. Mary Steinman (154) asked for clarification. CC Donnie Victorick (9) deferred to the section in the by-laws to clarify. Mary Steinman (154) disagreed. Henry Mayo (189) asked for clarification on Article VI, Section 8 (c) and asked if the wording should say “unless mandated by the state” after “Supreme Lodge President.” Lynette Talasek (47) asked for clarification - if the delegates vote “yes,” does that mean we want the officers to be hired and a “no” vote means to keep them elected? CC Donnie Victorick (9) asked the By-Law Committee to address this issue.

BLCC Ronnie Rieger (29) clarified the recommendation, that only the President and Editor/Director of Communication would be elected.

Pam Durham (92) asked for clarification. Sharon Kaderka (29) asked that if the vote is “yes,” will there still be a need for delegates and the convention? FS Roy W. Vajdak (88) stated that the passing of this recommendation would not eliminate our current conven-

tion process. Jarolyn Popp (133) questioned why is (f) being deleted under Section 8. BLCC Ronnie Rieger (29) clarified that if voted on and approved, (f) will be reinserted.

Jarolyn Popp (133) questioned if the recommendation was not passed, would Article VI, Section 8 (c) go back into the by-laws. BLCC Ronnie Rieger (29) explained that it would. Dorothy Pflughaupt (88) suggested adding, “unless hiring is mandated by state law.” Vivian (Cheryl) Petr (84) suggested adding all officers. BLCC Ronnie Rieger (29) agreed. CC Donnie Victorick (9) asked for clarification on the difference between state board of insurance versus the state legislature. FS Roy W. Vajdak (88) clarified that the legislature would change insurance code laws.

CC Donnie Victorick (9) stated that the National Association of Insurance Commissioners (NAIC) passed a bill/law on January 1, 2016, that recommended corporate governing management teams be hired. SLP Brian Vanicek (24) explained how the NAIC’s Corporate Governance Annual Disclosure (CGAD) Model Act could affect SPJST. Generally stated, he said, the objective of the CGAD is to improve the governance procedures of all life insurers and promote strong, viable business enterprises that are accountable to stakeholders. In our case, our stakeholders are our members. CC Donnie Victorick (9) requested FS Roy W. Vajdak (88) discuss how this impacts his job and responsibilities.

FS Roy W. Vajdak (88) explained the Texas Department of Insurance audits operations on a four- to five-year cycle. An audit was completed in 2013, for records covering the years 2009 through 2012. If the same schedule is followed, the next audit will be in 2017. For the last audit, auditors were in the Home Office for five months. Auditors have guidelines to go by. In an audit examination, these governance rules are covered and examiners are free to ask any questions, and we are required to answer them. CC Donnie Victorick (9) asked for examples of questions. FS Roy W. Vajdak (88) did not have examples at the time. Mildred Holeman (88) spoke as a delegate concerning the 1964 Convention when we had the same situation questioning the election of officers. “We have a choice.

We are still in control.” District Seven Director Robert J. (Bob) Bayer (107) spoke as a senior member of the Supreme Lodge. He thinks that if we read between the lines, the government is looking for taxes from us. Currently, fraternal do not pay taxes. “In my opinion, fight as long as we have to until the legislature makes it mandated.” Cathy V. Garcia (40) spoke as a first-time convention delegate. She recommended keeping it as is and called for the question. CC Donnie Victorick (9) allowed one more statement then closed discussion. Pam Durham (92) moved to amend the by-law recommendation to “Elect Supreme Lodge President, Vice President, Secretary-Treasurer, Editor/Director of Communication, District Directors, and all required committees unless otherwise mandated by state laws or governing bodies of insurance.” Jerry Milan (154) seconded the amended motion.

Lynette Talasek (47) asked for clarification about keeping the by-law as amended and electing all officers, what would happen if/when the state comes in and mandates. “Will the Home Office be required to fire all officers and then rehire them?” BLCC Ronnie Rieger (29) responded that they will keep their jobs until 2020. CC Donnie Victorick (9) confirmed that if the mandate is passed in the legislative session in 2017, it will not come into play until 2021. This allows time for changes to be made. CC Donnie Victorick (9) stated that Illinois has already mandated hiring, and it could happen in Texas. SLP Brian Vanicek (24) clarified that CGAD does not mandate the hiring of fraternal leadership.

Lynette Talasek (47) questioned if we leave the by-law as written and suggested by the By-Law Committee, would we only show compliance with the state, and in four years can we come back and change the by-laws. We should be forward-thinking and could always change it in the future. Herman Dewyan Weise (160) questioned that regardless of what law mandates, what would be the best track for SPJST? He suggested considering what is in the best interest - to elect or hire officers. We have responsible directors. It is up to the delegates to decide which route to proceed.

BLCC Ronnie Rieger (29) reread the

proposed amendment from Patricia Fowler (25): “Elect Supreme Lodge President, Vice President, Secretary-Treasurer, Editor/Director of Communication, District Directors, and all required committees unless otherwise mandated by state laws or governing bodies of insurance.”

DeAnn Beckendorf (196) asked for clarification if all is left as is. BLCC Ronnie Rieger (29) referred to the recommendation that was displayed on the overhead screen. Mary Steinman (154) agreed with going forward and questioned if the vote is by hand or ballot. CC Donnie Victorick (9) confirmed that delegates will decide how to vote - by paper ballot or show of hands. Melissa Victorick-Brown (88) agreed that best practices are what is being recommended, and asked the delegates to go back and think about the pool of candidates. “Brother Mikeska (200) does a great job. Does he have a son or grandson who will do his job after he leaves? This is not a relationship issue; it is about financial security. I want someone capable to manage over \$200 million for future generations.” Mark Maddux (24) questioned the fraternalism in hiring. Susan Skrabanek (17) stated that we have been advised to hire all of our officers, but we think electing the President is important because he is our fraternal guide, and he promotes us as a fraternal. All other officers are business positions. “We are lay persons who convene every four years. I have faith in these four gentlemen and seven directors. If you do not have faith in your director, elect one who is more qualified.”

Yvonne Marcaurele (30) spoke to those not working in corporate America. She has worked 30 years in corporate America, and every hired position has had qualifications. In the past, we have had candidates run for office who have not met new qualifications and federal regulations. We have the ability to elect the district directors. We have a voice through our district directors and are now charged with hiring qualified candidates. Franklin Jurek (41) called for the question. CC Donnie Victorick (9) clarified the method of voting. Patricia Fowler (25) moved to vote by ballot. Jarolyn Popp (133) seconded the motion. CC Donnie Victorick (9) stated that a

motion has been made and seconded to vote on the recommendation by ballot. Motion passed. Delegates were reminded to vote “yes” or “no” for the recommendation displayed on the overhead screen, and they were instructed to write their lodge number, amendment number, and number of votes on the ballot. Lead delegates were instructed to put a star by their lodge number. District tellers were instructed to collect ballots.

Convention recessed for lunch at 11:32 a.m.

—*CarrieAnn, Lisa, and Shirley*  
8:07 a.m. to 11:32 a.m.



**Session 4**  
**Tuesday Afternoon**  
**June 14, 2016**  
**12:37 p.m. to 6:31 p.m.**

CC Donnie Victorick (9) reconvened the convention at 12:37 p.m. with the announcement that Joseph L. and Susan Siptak (4) are celebrating their 36th wedding anniversary today.

Donald (Donnie) Howard (185) briefly mentioned the fundraising campaign for ENC and thanked previous directors Barbara Linney-Gonzales (88) and Ronnie Rieger (29) for their past service on the ENC Board.

District Five Director Larry W. Pflughaupt (88) gave an update on Mel Beyer (88) indicating that he had a mild heart attack and is at Seton Memorial Hospital. The delegation was asked for its prayers and best wishes.

CC Donnie Victorick (9) informed the delegation that the sessions are being audio-taped and reminded everyone to speak loudly and clearly.

Randy Gaas (17) asked for clarification regarding a provision for terminating a non-performing official. CC Donnie Victorick (9) referenced the by-laws, specifically page 26, Article 32, number 4. Randy Gaas (17) then asked why the provision was not implemented in the past when there were issues with performance. CC Donnie Victorick (9) responded by saying it is very difficult to

achieve a two-thirds vote. Larry W. Pflughaupt (88) responded that it has never been done because it is hard to prove incompetence without a possible lawsuit. Randy Gaas (17) demonstrated concern about the Society going downhill if unable to terminate a hired position. CC Donnie Victorick (9) clarified anyone can run for office with provisions, and the new set of by-laws provides for those provisions.

SLS-T Leonard Mikeska (200) explained that the SPJST management team is second to none and will keep the Society’s best interests in mind. Chester Jenke, Sr. (258) responded that candidates are required to announce candidacy to the Screening Committee 60 to 90 days prior to the convention. Catherine Manchack (142) stated that the present by-law recommendations do not include provisions for removal from office. FS Roy W. Vajdak (88) clarified that the provision is included in the By-Law Committee’s recommendations on pages 6 and 7 under (n).

CC Donnie Victorick (9) asked the delegation for announcements while waiting for the vote tabulations on the proposed amended by-law recommendation. Franklin Jurek (41) informed the delegation that SPJST Lodge 41, Port Lavaca is in the process of donating two acres of land to the local fire department. Lodge 41 will be allowed to utilize the facility for meetings, and a sign will be posted on the property giving SPJST Lodge 41 credit for the donation. CC Donnie Victorick (9) commended Lodge 41 for the donation. Patricia Fowler (25) recommended seeking a grant from the Texas Forest Service. Jesse Pospisil (29) suggested consulting Mueller Steel Buildings indicating that this company donates one building a year.

BLCC Ronnie Rieger (29) explained the red and blue highlights in the By-Law Committee’s recommendations.

Patsy Koslovsky (47) questioned the tabulation procedures and the reason for delay in returning the results. CC Donnie Victorick (9) explained that tabulations are being entered into the computer. Patsy Koslovsky (47) suggested the tellers tabulate votes as previously done at prior conven-

tions. FS Roy W. Vajdak (88) added that the tellers have been trained, and he did not understand where the problem lies.

Jerry Milan (154) inquired as to whether there were any by-laws that the delegation could move on to while waiting for tabulation of the voting results for Article VI, Section 8 (c). BLCC Ronnie Rieger (29) agreed that the delegation could go on in order to save time. CC Donnie Victorick (9) stated that he prefers to wait for the vote count. John Engelke (66) concurred, stating that the tellers should be included in the decisions regarding the by-law recommendations. Vote was taken by a show of hands not to proceed. The vote passed.

CC Donnie Victorick (9) asked SLS-T Leonard Mikeska (200) to elaborate on the purchase of Cooper Farm by SPJST from Lower Colorado River Authority (LCRA). SLS-T Leonard Mikeska further explained the positives of owning the property which will allow SPJST more control of the property. SPJST is looking forward to a great relationship with LCRA.

The tabulation results for Article VI, Section 8 (c) were received from the Tellers Committee with 20,808 in favor of the recommendation and 12,467 against the recommendation. Amendment failed. Original motion was restated.

Jarolyn Popp (133) made a motion to return to the old method of tabulation. Robert J. (Bob) Bayer (107) seconded the motion. Motion carried.

Lynette Talasek (47) asked for clarification of the original recommendation. CC Donnie Victorick (9) clarified that all positions will be hired as stated in Article 6 (c). Pam Durham (92) asked for clarification about following the state mandate and will all officers be included in this. Larry W. Pflughaupt (88) stated when it comes from the national level, directors and editors are not included, only the officers. SLP Brian Vanicek (24) reiterated that one of the defining characteristics of fraternal benefit societies is that they have a representative form of government. That being the case, it would remain necessary to continue electing directors. Jarolyn Popp (133) made a motion to divide the recommendation into two amendments. The first being that we elect the

President, Directors, Editor, and all committees and the second being to hire the Secretary-Treasurer and Vice President. Donald (Donnie) Howard (185) seconded the motion.

Pam Durham (92) raised a point of order. She requested legal counsel to review the amendment. Parliamentarian Roy W. Vajdak (88) clarified that the only position that could possibly be mandated to be hired would be the President or CEO. Pam Durham (92) agreed with the clarification. SLS-T Leonard Mikeska (200) addressed the concerns about a possible mandate. Jesse Pospisil (29) made a motion to delete "unless mandated by the state." Parliamentarian Roy W. Vajdak (88) agrees it is okay to remove "unless mandated by the state" from the recommendation. Carolyn F. Beseda (88) seconded the motion. Jarolyn Popp (133) withdrew her previous motion, and Donald (Donnie) Howard (185) withdrew his previous second. Pam Durham (92) pointed out that this is the same wording as the original recommendation. Hand vote taken. Motion passed.

BLCC Ronnie Rieger (29) restated the motion as amended: Article VI, Section 8 (c). Hand vote taken. Motion passed.

Terry Sefcik (54) clarified that nothing has changed.

BLCC Ronnie Rieger (29) continued with by-law recommendations.

Section 8 (d) to (e) - no change.

Section 8 (f) - already addressed.

Section 8 (g) - no change.

Frank Pajestka, Jr. (80) questioned Section 8 (d). Clarified as a housekeeping item.

Sections 9 to 14 - no change.

CC Donnie Victorick (9) clarified Section 13. President, Vice President, and Secretary-Treasurer will be added as housekeeping items.

Section 15 - no change.

Section 16 - housekeeping item, approved.

Section 17 - no change.

Section 18 - approved.

Section 19 - housekeeping item - President, Vice President, and Secretary-Treasurer will be added. Approved Sections 20 and 21 - no change.

Article VII - Section 22 - approved.

Sections 23 to 26 - no change.

Section 27 - approved.

Sections 28 and 29 - no change.

Section 30 - approved.

Catherine Manchack (142) questioned whether the Financial Secretary has a voice to vote. Herman Dewyan Weise (160) also questioned whether the Financial Secretary is entitled to vote, and if so, Section 29 should be amended. Yvonne Marcaurele (30) noted that even if a position is hired, they would be well qualified to vote. Mary Steinman (154) questioned at what point did the Financial Secretary become part of the Supreme Lodge. CC Donnie Victorick (9) clarified that as a hired position, he still should have the right to vote. BLCC Ronnie Rieger (29) clarified that the Financial Secretary is a Supreme Lodge officer.

Lynette Talasek (47) stated that we need to add the Financial Secretary as a voting member of the board. Ashley Victorick (88) seconded. Doris Ford (13) asked for clarification. CC Donnie Victorick (9) clarified that all officers of SPJST are members and have been for at least five years. Pam Durham (92) asked for clarification. CC Donnie Victorick (9) clarified that it was an oversight of the By-Law Committee. Herman Dewyan Weise (160) questioned if the mandates were to come down and all positions must be hired, will they have voting privileges. CC Donnie Victorick (9) stated that the next convention would decide that.

Jarolyn Popp (33) questioned why the Special Structure Committee decided to make the Financial Secretary a voting member. VE/DC Melanie Zavodny (246) explained that when the committee was started in 2008, it was discussed to make the Financial Secretary a voting member. Lisa Bubela (30) stated that she was also on that committee and agreed that if the Financial Secretary is entrusted to our company, why shouldn't he be able to vote. Janice Victorick (9) stated that SLS-T Leonard Mikeska (200) has already addressed the importance of being a voting member. VE/DC Melanie Zavodny (246) stated that the change was made after the 2012 Convention by the Special Structure Committee. CC Donnie Victorick (9)

instructed the delegation to vote to add the Financial Secretary as a voting member. Motion carried.

Section 30 - approved.

Section 31 (a to p) - no change.

Section 31 (q) - housekeeping - approved.

Section 32 - no change.

Section 33 - housekeeping - approved.

Sections 34 to 38 - no change.

Section 39 - approved.

Section 40 - no change.

Section 41 - discussion. Jarolyn Popp (133) moved to add Section 41 (d) to include "In the event of a vacancy by the *Věstník* Editor/Director of Communication, such vacancy will be filled by the Supreme Lodge after consultation with the Publication Committee." Lynda Novak (84) seconded the motion. No discussion. Motion carried.

Section 42 - no change.

Article IX - Section 43 (a and b) - no change.

Section 43 (c) - Discussion. Don Fruin (196) moved to delete requiring officers having to purchase additional life insurance. He stated it is illegal for a company to mandate an employee to purchase the company's product. He referenced the case U.S. Department of Labor versus Polo Ralph Lauren. BLCC Ronnie Rieger (29) clarified that a \$1,000 life insurance certificate would be adequate to be a member of SPJST. Dorothy Pflughaupt (88) agreed that we need to remove any reference to dollar amount; that officers just need to be a member. Larry W. Pflughaupt (88) agreed that the amount of insurance should not be important, as long as they are a dedicated employee. Henry Mayo (189) explained that when an employee invests in a company, it illustrates their dedication to the company. Don Fruin (196) reiterated that SPJST does not want to be breaking federal law. Mary Steinman (154) asked for legal counsel. Parliamentarian Roy W. Vajdak (88) explained that we are not really hiring anyone, but setting election qualifications. In addition, it would not apply to the 5th Circuit in Texas. Mary Steinman (154) questioned the validity of Parliamentarian Roy W. Vajdak's (88) legal advice. CC Donnie Victorick (9) stated that Parliamentarian Roy

W. Vajdak is a legal attorney. CC Donnie Victorick (9) restated the motion to amend the recommendation which states the removal of the \$50,000 stipulation. Vote was taken by hand. District tellers reported the following:

	<b>FOR</b>	<b>AGAINST</b>
District One	13	8
District Two	24	17
District Three	7	29
District Four	13	0
District Five	9	26
District Six	10	13
District Seven	<u>5</u>	<u>14</u>
<b>Total</b>	<b>81</b>	<b>107</b>

Motion failed.

Section 43 (a) - discussion. Catherine Manchack (142) questioned the number of years required to be a member. The By-Law Committee indicated that this was an oversight and recommended the change to three years. Vote was taken by hand. District tellers reported the following:

	<b>FOR</b>	<b>AGAINST</b>
District One	12	7
District Two	21	15
District Three	27	4
District Four	7	11
District Five	20	17
District Six	22	4
District Seven	<u>8</u>	<u>9</u>
<b>Total</b>	<b>117</b>	<b>67</b>

Motion passed.

Section 43 (d) - discussion - moved to operations manual - approved.

Section 43 (e and f) - no change.

Section 44 - discussion - approved. Catherine Manchack (142) reminded the By-Law Committee to change the convention year.

Section 44 (a) - no change.

Section 44 (b) - approved.

Section 44 (c) - no change.

Section 45 - no change.

Section 46 - approved.

Section 47 - approved.

Section 48 - approved.

Section 49 - approved.

Section 50 - no change.

CC Donnie Victorick (9) recessed the convention at 2:53 p.m. and announced that District Two Director Jesse Pospisil (29) and District Seven Director Robert J. (Bob) Bayer (107) provided kolaches for the delegation's break.



CC Donnie Victorick (9) reconvened the convention at 3:19 p.m. and led the roll call of delegates. All were present. District Five Director Larry W. Pflughaupt (88) reported on Mel Beyer (88). He did have a heart attack and is expected to have a stent inserted. He is at Seton Hospital and should be released tomorrow.

CC Donnie Victorick (9) informed the delegation that while on recess, he was approached concerning a motion that had been made by Don Fruin (196) regarding the idea of deleting Section 43 (c) which requires employees of SPJST to buy \$50,000 of life insurance, or, if uninsurable, then that much in an annuity. CC Donnie Victorick (9) was made aware that no second was made, and no vote was taken. Larry W. Pflughaupt (88) then seconded the motion. Herman Dewyan Weise (160) questioned the need for further legal advice. Mark Childres (196) stated that it could have a negative impact on those who are uninsurable. Vote was taken by hand. District tellers reported the following:

	<b>FOR</b>	<b>AGAINST</b>
District One	13	9
District Two	20	18
District Three	12	23
District Four	3	16
District Five	38	4
District Six	13	9
District Seven	<u>18</u>	<u>1</u>
<b>Total</b>	<b>117</b>	<b>80</b>

Motion failed for lack of two-thirds majority.

Sharon Fritsch (1) stated that voting so far has been by majority and asked if we could use the two-thirds majority to ratify the entire by-law package.

Pam Durham (92) recommended that a proportional vote be taken when voting on

by-law recommendations.

FS Roy W. Vajdak (88) stated that if we vote by a roll call of lodges, it would not be fair to the lead delegate.

Mary Steinman (154) suggested that we continue to use a majority hand vote. CC Donnie Victorick (9) stated that a two-thirds vote would be required to pass by-law recommendations.

BLCC Ronnie Rieger (29) referenced page 15, Article 9 (a and b) of the by-laws, which states that voting should be in compliance with the wishes of the delegates. Mary Steinman (154) raised a point of inquiry; she questioned if this is an amendment to the motion or to the by-law itself. Don Fruin (196) stated that he did submit his request for a change to the By-Law Committee 60 days prior to the convention. CC Donnie Victorick (9) stated that Don Fruin (196) was incorrect. *Věstníks* with submitted by-law recommendations were referenced. CVC Susan Skrabanek (17) read from Robert's Rules of Order that a two-thirds majority should be required to change by-laws. Pam Durham (92) asked for clarification once more if we are amending the motion and not the by-law.

Patricia Fowler (25) stated that in past conventions, we could not go back and revote. CC Donnie Victorick (9) admitted the mistake about not voting on the motion on the floor. It must be taken back for a vote. Gay Revel (97) inquired as to whether we could change amendments to by-laws.

Secretary CarrieAnn Jones (154) was called to the podium to read the minutes from the morning session concerning this issue.

Rita Spinn (80) asked for clarification. Pam Durham (92) made a motion to use ballots for voting. Jerry Milan (154) seconded the motion. Lynette Talasek (47) asked for clarification. SLP Brian Vanicek (24) stated that since the vote had been announced, and no division or point of order had been raised, subsequent business had been conducted, and a recess was taken, that from this point back, he was of the opinion that the prior votes taken would stand.

Don Fruin (196) made a motion to vote on subsection (c) by ballot. Pam Durham (92) wanted a proportional vote by hand. Melissa Victorick-Brown (88) stated that it would sin-

gle out the lead delegates. Donald (Donnie) Howard (185) said it was important for everyone to vote. Pam Durham (92) concurred with Melissa Victorick-Brown (88) and seconded the motion. Motion to use secret ballot failed.

Voting tallies were revisited for Section 45 (c), and it was determined to have failed due to lack of two-thirds vote. Pam Durham (92) questioned page 15 in the current by-laws regarding voting by hand versus a head count. BLCC Ronnie Rieger (29) stated that the by-laws indicated that a vote by voice, hand, or head count all have the same value. FS Roy W. Vajdak (88) stated that proportional voting can be done, but it would take a while. It could be displayed on the overhead screen, and it would not single out the lead delegates. Dorothy Pflughaupt (88) suggested that we go through the by-laws and use a majority vote, but on more complicated issues we should use ballot voting. BLCC Ronnie Rieger (29) recommended moving forward with the two-thirds majority method from this point on. Mary Steinman (154) asked for clarification if this involved two-thirds majority of show of hands or ballot. BLCC Ronnie Rieger (29) explained that a show of hands would be used until the need for a ballot vote came up. Mary Steinman (154) made a motion to use a two-thirds majority vote by hand unless a controversial issue arose. Sharon Fritsch (1) seconded the motion. Mark Maddux (24) asked for clarification. Lynette Talasek (47) called for the question. Motion passed.

Regarding Article 10, Section 51. Catherine Manchack (142) asked about changes. Lynette Talasek (47) stated that the vote had already taken place to reduce the amount of insurance from \$50,000 to \$20,000. Mary Steinman (154) asked about reducing the requirement of employees as active members in the Society from five years to three years. CVC Susan Skrabanek (17) clarified that by-law changes should have been sent to the By-Law Committee at least 60 days prior to the convention. No one had submitted any proposed changes so this is no longer an issue. Mary Steinman (154) said that it was changed from five years to three years, and she believes it still needs to be voted on.

CC Donnie Victorick (9) relinquished convention chair to CVC Susan Skrabanek (17).

Section 51 (b) - approved.

Section 51 (c) - discussion. Don Fruin (196) moved that there was a need to delete this section due to legalities. Larry W. Pflughaupt (88) seconded the motion. Melissa Victorick-Brown (88) raised a point of order. Kyle Skrabanek (17) asked for clarification and questioned if this could be a double standard. He believes the officers should be well-vested in SPJST. Pam Durham (92) raised a point of inquiry.

CCC Ben F. Trcalek, Jr. (17) informed the delegation that District Two delegate Huey Otis Beck (177) had left for the day. His votes would be split among the remaining delegates from Lodge 177, Academy.

Chester Jenke, Sr. (258) asked for clarification and stated that he concurred with Kyle Skrabanek (17). Herman Dewyan Weise (160) wondered how to determine employee status. Lynette Talasek (47) stated that Texas is an at-will employer. Don Fruin (196) stated that at-will employees should not be required to purchase a product from their employer. He said the officers are not employees but are contract labor. Mary Steinman (154) reiterated her point about employees being active members.

Leonard Jansa (160) called for the question.

Gay Revel (97) asked Don Fruin (196) for his definition of an independent contractor. Parliamentarian Roy W. Vajdak (88) clarified that Supreme Lodge Directors are independent contractors, and Home Office Officers are employees. Dorothy Pflughaupt (88) stated this is a simple issue. Larry W. Pflughaupt (88) made a motion to vote on this issue by secret ballot. Catherine Manchack (142) seconded the motion for a secret ballot. Motion failed.

Parliamentarian Roy W. Vajdak (88) clarified the need to vote to delete Section 51 (c) as recommended by the By-Law Committee. Hand vote was taken. Motion failed.

CVC Susan Skrabanek (17) asked for the vote on the original By-Law Committee recommendation for Section 51 (c). Hand vote was taken. District Tellers reported the following:

	<b>FOR</b>	<b>AGAINST</b>
District One	14	6
District Two	29	12
District Three	24	13
District Four	18	1
District Five	11	26
District Six	23	3
District Seven	<u>5</u>	<u>13</u>
<b>Total</b>	<b>124</b>	<b>74</b>

FOR was 62.6 percent. Motion failed due to lack of two-thirds majority.

Bobby Wuensche (48) restated what had just passed.

CVC Susan Skrabanek (17) relinquished convention chair to CC Donnie Victorick (9).

SLP Brian Vanicek (24) called for a brief conference with CC Donnie Victorick (9) about the Flag Day presentation. They informed the delegation that the Flag Day observance would be postponed in order to complete business.

Section 51 (d to h) - no change.

Section 52 - no change.

Section 53 - no change.

Article XI - Section 54 (a) - no change.

Section 54 (b) - approved.

Section 54 (c) - no change.

Jarolyn Popp (133) questioned moving this to the operations manual. CVC Susan Skrabanek (17) questioned the By-Law Committee if this had been brought before them 60 days prior to the convention.

The By-Law Committee admitted overlooking this discrepancy in the operations manual. By-Law Committee member Oscar Korus (107) suggested that Chapter 4, on page 26, be moved back into the by-laws. Lynette Talasek (47) questioned the need to move all officer sections back to the by-laws. The By-Law Committee responded that the Editor is responsible for the content of the *Věstník* and should not be controlled by the Supreme Lodge. Kay Lynn Kovar (25) stated that the delegates should have the right to decide where to put the information - either in the by-laws or the operations manual. CC Donnie Victorick (9) responded that he feels very disturbed by the fact the delegation has no confidence in the Supreme Lodge. The officers continue to work for the best of SPJST. Lynette Talasek (47) stated that there

will come a time when VE/DC Melanie Zavodny (246) will no longer be around, and she thinks this section should be placed in the operations manual. VE/DC Melanie Zavodny (246) spoke about Chapter 4, Sections 9 and 10, which references *Věstník* content, subscriptions, and material and not the duties of the Editor. Herman Dewyan Weise (160) requested that this information be put in both places (operations manual and by-laws) allowing the delegation to move on.

CVC Susan Skrabanek (17) stated that there was a motion to move Chapter 4, Sections 9 and 10 of the By-Law Committee's recommendations regarding the *Věstník* and Communication Department back to the by-laws. VE/DC Melanie Zavodny (246) stated that Sections 11 and 12 should stay in the operations manual, but Chapter 4, Sections 9 and 10 should be moved back to the by-laws. Robert Bronikowski (88) seconded that motion, but it was deemed unnecessary because the recommendations by the By-Law Committee already have a motion and a second. The delegation voted to move Chapter 4, Sections 9 and 10 back to the by-laws. Motion carried.

Section 10 (b) - no change.

Section 10 (c) (1) - approved.

Section 10 (c) (2) - approved.

Article XII - Section 56 - discussion. Janice Victorick (9) requested that this should be left up to the local districts. CC Donnie Victorick (9) added that larger districts have a greater pool of candidates to draw from to serve, but it would be difficult for smaller districts to find candidates.

Mary Steinman (154) questioned if we were voting on the entire Section 56 recommendation. She added that she is in favor of the housekeeping, but disagrees with the three-term limit.

Gay Revel (97) concurred that it negatively affects her district.

By-Law Committee member Oscar Korus (107) stated that the By-Law Committee is in agreement with removing term limits from the recommendation. Motion passed.

Sections 57 to 62 - no change.

Sections 63 to 68 - no change.

The By-Law Committee made the recommendation to move Chapter 5 from the operations manual back into the by-laws. Motion passed.

Article XIV - Section 69 - approved.

CC Donnie Victorick (9) stated that 80 percent of the by-law information is procedural and is not actual by-law information. He thinks the Supreme Lodge will listen to the constituency. He believes our by-laws are antiquated and is concerned about the confidence in the Supreme Lodge.

Sections 70 and 72 - no change.

Section 73 - approved.

Section 74 - no change.

The By-Law Committee recommended moving Chapter 6 from the operations manual to the by-laws. Valerie Harari (133) stated that we are simply trying to safeguard the future of SPJST. A vote was taken. The motion failed. Procedures will remain in the operations manual.

SLP Brian Vanicek (24) called attention to Section 74 concerning guidelines for granting permission for lodges to hold quarterly meetings, stating that this item would require additional and detailed attention in the SPJST Operations Manual, specifically that would outline a process whereby lodges that were meeting on a monthly basis would be allowed to meet quarterly. Yvonne Marcaurele (30) asked for a clarification about Supreme Lodge permission to hold quarterly meetings. She added that there is no need to address that issue on the floor.

Sections 75 and 76 - no change.

Section 77 - approved.

Sections 78 to 82 - no change.

Article XV - Section 83 - approved.

Sections 84 to 89 - no change.

Article XVI - Sections 90 and 91 - no change.

Article XVII - no change.

Article XVIII - Sections 92 and 93 - no change.

Article XIX - By-Law Committee recommends moving to the operations manual - approved.

Article XX - no change.

Article XXI - approved.

Article XXII - Sections 94 and 95 - no change.

CVC Susan Skrabanek (17) thanked the delegation for their patience and diligence in approving the By-Law Committee's recommendations.

CC Donnie Victorick (9) requested the review of Article VIII, Section 30 (c) in the by-laws which he thinks is unenforceable due to district structures and caucuses. CVC Susan Skrabanek (17) asked the By-Law Committee if this recommendation had been received 60 days prior to the convention. Lynn Pflughaupt (88) asked for clarification. BLCC Ronnie Rieger (29) reread the submitted suggestion for Article VIII, Section 30 (c). Recommendation passed.

CC Donnie Victorick (9) stated that this concludes the recommendations for the changes to the by-laws. He informed the delegation that a two-thirds majority is required to pass the complete package. Robert J. (Bob) Bayer (107) moved that we adopt these by-law changes. Mary Steinman (154) seconded. Motion carried.

CC Donnie Victorick (9) relinquished the chair to CVC Susan Skrabanek (17).

BLCC Ronnie Rieger (29) explained that the operations manual was organized by the Special Structure Committee.

Deliberations for the operations manual recommendations then continued.

Sections 1 and 2 - no change.

Section 3 (e) (10 and 11) - approved.

Section 3 (e) (12 to 18) - no change.

Cindy Dobias-Mlcak (88) asked for clarification regarding employees in Section 11, which deals with the issue of employees marrying members and working at the Home Office. SLP Brian Vanicek (24) clarified that as long as the married couple was not direct supervisors of each other, it would be acceptable. In addition, he added directors cannot have a relative in the Home Office. Mary Steinman (154) asked for clarification. SLP Brian Vanicek (24) stated that the operations manual is derived from the Home Office employee handbook.

SLP Brian Vanicek (24) supported the statement about direct supervision.

Sections 4 and 5 - no change.

Robert J. (Bob) Bayer (107) stated that he is very supportive of team meetings and supports Section 6. CC Donnie Victorick (9) concurred with Robert J. (Bob) Bayer (107).

SLP Brian Vanicek (24) concurred that the team meetings have a positive effect.

Catherine Manchack (142) inquired about the Flag Day ceremony. CVC Susan Skrabanek (17) reminded her that it had been postponed.

Chapter 2 - Section 7 - no change.

Chapter 3 - Section 8 - no change.

Herman Dewyan Weise (160) asked for clarification as to who monitors the operations of the Supreme Lodge. SLP Brian Vanicek (24) stated the department heads conduct internal reviews of each other. FS Roy W. Vajdak (88) stated that all officers are under the board of directors and that they meet quarterly. SLS-T Leonard Mikeska (200) spoke about the Enterprise Risk Management Committee that identifies risks and challenges. CC Donnie Victorick (9) invited SLS-T Leonard Mikeska (200) to explain the Enterprise Risk Management Committee.

Section 8, Chapter 3 - no change.

Section 8, Chapter 4 - move to by-laws except for (11 and 12).

Chapter 5 - moved to Section 68 of by-laws.

Chapter 6 - no change.

Chapter 6 - addition - (g) "No lodge member shall receive commission for the sale of lodge property." Approved.

Chapter 6, Sections 20 to 22 - no change.

Chapter 7, Section 24 - no change.

Chapter 8 - no change.

Chapter 9, Section 26 - no change.

Chapters 10 to 12 - no change.

Chapter 13 - approved.

Chapter 14 - discussion. Yvonne Marcaurele (30) moved to add the word "simple" in front of "majority." Janice Victorick (9) seconded. Motion carried.

CVC Susan Skrabanek (17) thanked the By-Law Committee for their time and patience. Jesse Pospisil (29) moved to ratify the operations manual. Mary Steinman (154) seconded the motion. Motion carried with simple majority.

CC Donnie Victorick (9) announced that it has been a long day but would like to have the five candidates running for SPJST Supreme Lodge Vice President conduct a forum at the conclusion of today's business. Delisle Doherty (196) informed the delega-

tion that one candidate had left the proceedings; therefore, he thinks it would be unfair to conduct a forum.

CC Donnie Victorick (9) reminded the delegation that they have a choice to make when voting; it's very important to choose the most qualified candidate.

Convention recessed at 6:31 p.m.

—*Regina, Risa, and Vonda*  
12:37 p.m. to 6:31 p.m.



**Session 5**  
**Wednesday Morning**  
**June 15, 2016**  
**8:03 a.m. to 11:18 a.m.**

CC Donnie Victorick (9) called the convention to order at 8:03 a.m. with a roll call of district delegates. He then welcomed the assembly back to the convention.

Delegates seated by district:

- District One - all present
- District Two - all present
- District Three - short one delegate
- District Four - short one delegate
- District Five - short one delegate
- District Six - all present
- District Seven - short one delegate

The Pledge of Allegiance was recited, and a moment of silence was shared for our brothers and sisters who have passed since our last convention, as well as our troops serving here and abroad. SLS-T Leonard Mikeska (200) led the assembly in prayer.

Diane Jones (87), sales and marketing manager representing the Temple Convention and Visitors' Bureau, welcomed the delegation.

District Five reported all delegates seated.

District Seven reported all delegates seated.

Diane Jones (87) is an SPJST member with a long history of Czech heritage. Flyers located in the foyer provided additional information about Hilton Garden Inn and

Holiday Inn Express in Temple. A short video was shown. In closing, Diane encouraged delegates to bring the convention back home to Temple.

CC Donnie Victorick (9) asked the delegation to review the minutes from the previous day's session.

District Three Director John Engelke (66) stated that all delegates have been seated.

Glenn Kaminsky (28) suggested delegates have five minutes to review the minutes, and CC Donnie Victorick (9) reminded the delegation to look for gross errors and to understand that grammatical errors will be corrected. He then relinquished the chair to CVC Susan Skrabanek (17). CVC Susan Skrabanek (17) gave delegates time to review the minutes.

District Four Director Billy Rollwitz (49) reported that all delegates are seated.

CVC Susan Skrabanek (17) opened the floor for corrections to the minutes. Glenn Kaminsky (28) made a motion to accept the minutes with corrections. Bettie House (202) seconded the motion.

CVC Susan Skrabanek (17) turned order back to CC Donnie Victorick (9).

CC Donnie Victorick (9) called for the vote to approve the minutes as presented with corrections. Motion passed.

The Finance Committee was called forward. Finance Committee Chairman (FCC) Herman Dewyan Weise (160) asked the delegates to refer to the supplement handed out yesterday, as well as the Finance Committee Recommendations. He then introduced his committee:

- District One - Thomas Cannon (186)
- District Two - Edwin Pechal (47)
- District Three - Michael Galler,  
Vice Chairman (66)
- District Four - Herman Dewyan Weise,  
Chairman (160)
- District Five - Marceil Malak,  
Secretary (88)
- District Six - Glenn Kaminsky (28)
- District Seven - Roy Haag (185)

The floor was opened for questions. Mary Steinman (154) asked for clarification

on assistant secretaries. SLP Brian Vanicek (24) clarified that none of the secretaries serving on the team were serving as assistant secretary. There are two teams of three, with a red team and a black team. Mary Steinman (154) asked if the pay of \$50 is over and beyond the remuneration. CC Donnie Victorick (9) reminded the delegation to keep calm, and this process would be completed one step at a time. Mary Steinman (154) stated the additional cost for the daily budget for convention costs should be clarified. CC Donnie Victorick (9) clarified the reasoning for putting in the assistant secretary line was with the intent of utilizing younger people to be trained in this capacity. Mary Steinman (154) restated her question to FCC Herman Dewyan Weise (160). FCC Herman Dewyan Weise (160) clarified that a lot of work begins in January of each convention year, and at that time, we do not know who the secretaries will be. This remuneration allows for individuals to be paid as a secretary, in addition to being paid as a delegate. This is not in addition to secretarial pay.

Mary Steinman (154) asked for clarification. CC Donnie Victorick (9) referred to the article and stated that no individual may qualify for more than one remuneration per day; "the higher per day" remuneration. Mary Steinman (154) questioned the secretaries being paid more than delegates. FCC Herman Dewyan Weise (160) clarified that the secretaries put in a tremendous amount of extra hours. Mary Steinman (154) agreed with the clarification. FCC Herman Dewyan Weise (160) restated that a person can only draw one pay at a time. Mary Steinman (154) asked for clarification about a person serving that is not a delegate, if they are to get additional pay, as well as regular pay. SLP Brian Vanicek (24) explained that no Home Office employee receives additional pay for working the convention. The idea of hiring court reporters from Austin and Waco to serve as convention secretaries as opposed to SPJST secretaries was entertained; however, it was determined that the price for court reporters, including their travel and room costs, would be considerably more than what we pay SPJST members serving in a like capacity. Mary Steinman (154) appreciated the clarification.

Gay Revel (97) questioned if the Special Structure Committee had changed its name to the Publication Committee. CC Donnie Victorick (9) stated it was a typographical error, and the Special Structure Committee and the Publication Committee were two separate committees. Gay Revel (97) appreciated the clarification.

With no further questions, FCC Herman Dewyan Weise (160) requested discussing the remunerations as groups, and answering questions as they arise.

FCC Herman Dewyan Weise (160) presented the remunerations and recommendation for salaries and mileage for the convention. The recommendation passed with no further discussion. (The final approved recommendations of the Finance Committee appear in the Appendix).

The recommendation on Standing Committees was approved. The recommendation for Other Committees was approved.

FCC Herman Dewyan Weise (160) presented the officers' salaries for discussion. CC Donnie Victorick (9) stated it has been moved and seconded, and asked for discussion. Vivian (Cheryl) Petr (84) asked for clarification if new and returning Supreme Lodge officers are all paid \$130,000. FCC Herman Dewyan Weise (160) stated they were, with the exception of any new officers voted in. For the first six months, they receive 75 percent of the stated salary. After a review, it may be increased to full pay. Terry Sefcik (54) asked for clarification concerning the current salary for 2016 officers. FS Roy W. Vajdak (88) replied that it is around \$126,000. FCC Herman Dewyan Weise (160) explained that \$130,000 is what is recommended for this coming year - roughly 2 percent more than the current pay.

Patricia Fowler (25) asked for clarification if the recommended salary was only for Supreme Lodge officers who were elected. FCC Herman Dewyan Weise (160) clarified that it was only for elected officers, and the Finance Committee did not recommend salaries for hired personnel. Lynette Talasek (47) questioned if the salary was \$121,216 starting in 2012. CC Donnie Victorick (9) affirmed her statement. Pam Durham (92) questioned the percentage of increase from

last year to this year and asked if it was more than a 6 percent increase. FCC Herman Dewyan Weise (160) deferred her question to FS Roy W. Vajdak (88). FS Roy W. Vajdak (88) stated that he has to defer the question to Human Resource Administrator Debbie Klinkovsky (47). Pam Durham (92) restated her question about the percentage of increase.

Yvonne Marcaurele (30) stated that 2017 is the new base salary year, and the 2 percent increase will not be reflected consistently across job titles. Two percent in corporate America is not a significant raise, she said. She thanked the Finance Committee for their hard work in taking note of the efforts of our officers in doing a great job for this organization.

John Engelke (66) stated the following figures: \$121,216, add 2 percent is \$123,690, add 2 percent is \$126,214, add 2 percent is \$128,790, add 2 percent is \$131,418. Pam Durham (92) asked for verification. She wants to know what the salaries are and what the increase will be. SLP Brian Vanicek (24) stated that Human Resource Administrator Debbie Klinkovsky (47) is on a work-related errand. Two percent each year probably would be \$126,500; however, he doesn't feel comfortable committing to amounts without being sure.

Kay Lynn Kovar (25) thinks that our officers are doing an excellent job, but she has difficulty looking at our numbers declining. She asked why are we automatically giving 2 percent, and she remarked that our officers are doing well and deserve what they get. She went on to say that we already pay top salary to our officers.

CC Donnie Victorick (9) stated that she is wrong in what she said about our organization going down. He stated that SPJST's surplus has steadily increased since 2008. "Compare our officers' to other fraternal's salaries - we are way behind," he said. Kay Lynn Kovar (25) clarified that our membership is going down. CC Donnie Victorick (9) stated that the overall insurance in force is not going down.

Kay Lynn Kovar (25) replied that she is only stating what she's been told. CC Donnie Victorick (9) questioned the source of the information.

Pam Durham (25) referred to a statement made yesterday by CC Donnie Victorick (9) that we would have to give up youth clubs and other programs. She is concerned about being bullied. CC Donnie Victorick (9) stated that our premiums and net increases are going down, but we are still making progress.

FS Roy W. Vajdak (88) reported having the correct number for current salaries, which is \$127,119. Lynette Talasek (47) thinks the 2 percent is diligent and moved to accept the recommendation.

CC Donnie Victorick (9) stated that there is already a motion on the floor. FCC Herman Dewyan Weise (160) restated the recommendation for officers' salaries of \$130,000 and longevity pay of \$200 per year for over 20 years of tenure. CC Donnie Victorick (9) restated there is a motion on the floor with a second. With no further discussion, the motion passed.

SLP Brian Vanicek (24) responded to Kay Lynn Kovar's (25) earlier observations and encouraged anyone wanting to know more detailed information about SPJST's current financial and fraternal status to review the pre-convention reports. These do not change after the convention. The numbers in many cases are improving, and our organization is in a good position. He also called attention to the comments made on the preceding day by CC Donnie Victorick (9) during which he made reference to cutting the youth program. The youth program, SLP Brian Vanicek (24) said, is a wonderful part of the SPJST fraternal outreach, and he does not foresee any stops being put on the program.

FCC Herman Dewyan Weise (160) continued with the recommendation to review the salary for the Editor/Director of Communication. Vivian (Cheryl) Petr (84) questioned if the Editor/Director of Communication is an officer. FCC Herman Dewyan Weise (160) stated that the position is an elected official. Vivian (Cheryl) Petr (84) asked for identification of the Supreme Lodge officers. Lynette Rieger (29) questioned if the Editor/Director of Communication should have the same benefits, including the longevity pay.

CC Donnie Victorick (9) questioned if that proposal was submitted to the Finance

Committee prior to the convention. FCC Herman Dewyan Weise (160) clarified that it was not submitted prior to the convention so at this time, it cannot be considered. Keith Kieschnick (142) asked for clarification whether we are dealing with the officers' salary and not the Editor/Director of Communication. FCC Herman Dewyan Weise (160) clarified that we are discussing the Editor/Director of Communication and that the officers' salary recommendation has been passed. Mary Steinman (154) questioned if longevity could be added for the Editor/Director of Communication between conventions. FCC Herman Dewyan Weise (160) responded that he will have to research it, but would be reluctant to add it without delegate approval. He recommends adding it at the next convention. With no further discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented the directors' compensation recommendation for discussion. CC Donnie Victorick (9) stated the motion has been made and seconded. With no discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented the District Youth Counselors' (DYC) compensation recommendation. CC Donnie Victorick (9) stated that the motion has been made and seconded. With no discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented the recommendations for the Youth Department. He explained the recommendation to increase the camp allocation to \$195 per camper. Patsy Koslovsky (47) thanked the Finance Committee for increasing the daily rate by \$35, and she thanked the Committee for including an additional night. Susan Skrabanek (17) explained that the youth already stay three nights and thinks the recommendation is for four nights. FCC Herman Dewyan Weise (160) replied that she is correct. Catherine Manchack (142) questioned if we are going to change to four nights for camp. FCC Herman Dewyan Weise (160) explained that would be an option for DYCs. He clarified the need to change from three to four. CC Donnie Victorick (9) stated that the motion has been made and seconded. With no further discussion, motion passed.

FCC Herman Dewyan Weise (160) presented the recommendation for district allocations, which is to increase to \$4,000; \$1,000 of which will be paid to the lodge hosting the district meeting, which is an increase from \$750. Lynette Rieger (29) spoke as a district treasurer and thanked the Finance Committee for the recommended increase. Finance Committee member Roy Haag (185) stated a letter was sent to the district treasurers asking where the money is going. Due to various expenses and incomes, almost all districts are spending more money than they are taking in. The Finance Committee suggested each district prepare a budget, and if additional money is needed, a fundraiser should be considered. "We are utilizing past years' surplus, and we need to be mindful that it will come to an end." FCC Herman Dewyan Weise (160) stated the Finance Committee discussed the increase last year but decided to let the delegates make a decision this year and requested further discussion. CC Donnie Victorick (9) restated that a motion was made and seconded. With no further discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented the recommendation for compensation for the District Fraternal Activities Coordinators. CC Donnie Victorick (9) stated a motion has been made and seconded. With no discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented the recommendation for the SPJST ENC. He stated the ENC did not make a request to the Finance Committee for assistance; however, the Finance Committee has been reviewing the ENC's financial position at year-end when the interest payments come due. "We have typically granted the ENC to make the interest payment, minus what they can pay SPJST after the end of the camp year." CC Donnie Victorick (9) stated the motion has been made and seconded. With no discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented the recommendation for the CHMGC. Jerry Milan (154) thanked the delegation at the convention and the Supreme Lodge who has supported CHMGC. "We have done well, paid all debts to SPJST, and have paid the loan balance of what we borrowed consistent-

ly.” He applauded Mildred Holeman (88) for her efforts on the Red Bowl Challenge, and stated that they have been able to make payments on time and make extra payments. The administrator’s salary is currently \$45,000 for 2016. FCC Herman Dewyan Weise (160) stated that it should probably read “2017” and asked the delegation to make the correction. Jesse Pospisil (29) stated that for 2016, it is \$45,000 so he questioned if we are decreasing it by \$2,000. FCC Herman Dewyan Weise (160) clarified that it is. Melissa Victorick-Brown (88) asked for clarification. If SPJST is contributing \$43,000 to the salary, which is currently \$45,000, then the museum is responsible for the balance of \$2,000 of the salary. FCC Herman Dewyan Weise (160) stated that she is correct. CC Donnie Victorick (9) restated that a motion has been made and seconded. With no further discussion, motion passed.

FCC Herman Dewyan Weise (160) presented the recommendation for the S.P.J.S.T. Rest Homes. CC Donnie Victorick (9) stated a motion has been made and seconded. With no discussion, the motion passed. Roy Haag (185) thanked the Rest Home Committee for its outstanding efforts and for taking strides for financial security. They have paid everything up front, and if all committees did what the Rest Home did, we would all be fine. CC Donnie Victorick (9) restated that a motion has been made and seconded. With no further discussion, motion passed.

FCC Herman Dewyan Weise (160) presented the recommendation for the SPJST Scholarship Fund. A decrease to \$30,000 was recommended. The 100 Pennies Scholarship Fund Drive, Endowment Fund, and SPJST Foundation will help support scholarship funding moving forward to help fill the gap. CC Donnie Victorick (9) called for questions. Doris Ford (13) stated this is one place that should not be cut — “the future of SPJST is the children, and they are what we need. Look at how many are here today; they remember who they received their scholarships from.” CC Donnie Victorick (9) called for the vote with no further discussion. District tellers were asked to report the hand count.

SLP Brian Vanicek (24) and VE/DC Melanie Zavodny (246) clarified that CHMGC and ENC evenly split the proceeds from the SPJST Car Show and Czech Heritage Celebration held in May and also from the sales of ads in the convention souvenir booklet which is in excess of approximately \$12,000.

CC Donnie Victorick (9) restated the district tellers will conduct a hand count. Rita Spinn (80) stated there is some confusion on the floor concerning what we are voting for. Lynette Talasek (47) asked for clarification about taking \$10,000 out of scholarships and if this will be eliminating youth from receiving scholarships by lowering the contribution. SLP Brian Vanicek (24) clarified that it will take money from the scholarship fund but that we are getting additional money from other sources. CC Donnie Victorick (9) also stated that it is based on how many applications we receive. SLP Brian Vanicek (24) stated that we award as many scholarships as funding will allow. CC Donnie Victorick (9) questioned if there have been years that some were denied a scholarship. SLP Brian Vanicek (24) stated that the Scholarship Program is a competitive scholarship and that many times, there are far more applications than there are scholarships. Mary Steinman (154) requested a recount of hands since some were confused. CC Donnie Victorick (9) restated the recommendation before taking another vote count. Roy Haag (185) stated the Fraternal Alliance of Texas (FAOT) stopped giving scholarships as of last year, which means fewer scholarships for the youth to apply for. CC Donnie Victorick (9) reiterated the lack of money. Roy Haag (185) replied that he was just making delegates aware. SLP Brian Vanicek (24) clarified the FAOT made the conscious decision to eliminate its scholarship program. He also indicated that the FAOT would still be awarding scholarships in 2016. Moving forward, he indicated that the FAOT’s focus would be more on the business-related concerns of the member societies that comprise the FAOT. FCC Herman Dewyan Weise (160) stated that out of the \$40,000 contribution, \$7,000 is going into the permanent endowment funds. He questioned if the interest generated from

the endowment funds would be used for scholarships. SLP Brian Vanicek (24) reported that it would, and the endowment has been growing, and a portion of the annual allocation goes into this fund. He deferred to FS Roy W. Vajdak (88) for the exact dollar amount. FS Roy W. Vajdak (88) estimated the endowment fund to be at \$250,000 and that the accumulated interest is increasing. SLP Brian Vanicek (24) stated that the endowed scholarship balances at the Home Office are handled by the Financial Secretary. The principal is not touched. Only the interest is used to support the scholarships.

Larry W. Pflughaupt (88) stated that great steps towards self-sufficiency are being made. Interest from trusts is used to pay scholarships, which are protecting our youth by generating endowment. In the future, going in this direction can create more scholarships. In the future, we would like to provide larger scholarships to the active youth as opposed to inactive youth. Lynette Talasek (47) asked for clarification. "Are we decreasing scholarships, or will the endowment cover the shortfall?" Jesse Pospisil (29) explained that the SPJST Foundation contributes to the ENC and CHMGC and will hopefully fund scholarships with the excess. FCC Herman Dewyan Weise (160) restated that it depends on how many applications are received. The general rule is that there have been more applications than money. CC Donnie Victorick (9) stated the more money you have, the more you can give.

Lynette Talasek (47) questioned if this will increase scholarships. CC Donnie Victorick (9) replied that it would. Lynette Talasek (47) stated that she would like to see more money go towards Leadership Grants. FCC Herman Dewyan Weise (160) replied that would be a possibility. Jesse Pospisil (29) stated the SPJST Foundation will also generate money for the scholarship fund. SLP Brian Vanicek (24) explained that the primary focus of the Foundation is not to extend scholarships but to administer to the growth and development of CHMGC and the ENC. CC Donnie Victorick (9) restated the motion on the floor for the scholarship allocation, which is a reduction from \$40,000 to \$30,000 with \$7,000 of that amount to be applied to

the SPJST Endowed Scholarship Fund. Pam Durham (92) moved to amend the motion of the Finance Committee to revert back to last year's allocation. Larry W. Pflughaupt (88) seconded the amendment. CC Donnie Victorick (9) stated there is a motion and second on the floor to amend the Finance Committee's recommendation, and he called for the vote. Motion carried.

The delegation then voted on the amended motion authorizing the Supreme Lodge to contribute \$40,000 to the Scholarship Fund with \$7,000 of that amount to be applied to the SPJST Endowed Scholarship Fund. Motion carried.

FCC Herman Dewyan Weise (160) presented the Other Recommendations for the delegation's review. CC Donnie Victorick (9) called for discussion on Recommendations 1, 2, and 3. With no discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented item 4 of the Other Recommendations, regarding bonuses for officers and directors. Terry Sefcik (54) questioned if this includes the Editor/Director of Communication. FCC Herman Dewyan Weise (160) affirmed that it does. Patricia Fowler (25) asked what the rate would be for the bonus. FCC Herman Dewyan Weise (160) explained that there is a specific formula spelled out in the 2008 Convention Proceedings that includes hefty criteria that must be met. CC Donnie Victorick (9) stated a motion has been made and seconded. With no further discussion, motion passed.

FCC Herman Dewyan Weise (160) presented item 5 of the Other Recommendations concerning cemeteries; item 6 concerning the Czech Heritage Society; and item 7 concerning the American Sokol Southern District. CC Donnie Victorick (9) stated a motion has been made and seconded. With no discussion, the motion passed.

FCC Herman Dewyan Weise (160) presented item 8, concerning a one-time allocation of \$2,000 to assist the first 25 lodges with original buildings.

Susan Skrabanek (17) asked how many original lodges are currently in their original buildings. FCC Herman Dewyan Weise (160) stated there are five original buildings. Susan

Skrabanek (17) asked how many of those five original buildings are chartered lodges in their original building. CC Donnie Victorick (9) replied that he is aware of Lodge 1, Fayetteville; Lodge 20, Granger; and Lodge 23, Moravia. Susan Skrabanek (17) asked for clarification since Lodge 17, New Tabor's building is 65 years old and in need of repairs—but is not in its original building. She questioned if a lodge could be eligible for a subsidy for repairs. FCC Herman Dewyan Weise (160) explained the request came in for original buildings. Carolyn F. Beseda (88) stated cognizant of the advanced age and depreciation of the oldest lodge buildings and in appreciation of our forefathers' foresight regarding their construction, she moved to amend the amount to \$3,000 per original lodge building. Ardis Bacak (40) seconded the amendment to allocate a one-time \$3,000 payment.

Sharon Fritsch (1) gave a brief history of the building of Lodge 1, Fayetteville. The original structure was built in 1910, and it took two months for the city of Fayetteville to raise \$1,500 to build the lodge hall. Two months later, the hall was built. In 2016, there are six members who routinely attend meetings. Fundraising is possible; however, only a few people are available to work a fundraising event. The city of Fayetteville has agreed to encompass SPJST as part of the historical landmark, and as a result, the outside structure of the building cannot be changed. She is requesting help with financial assistance. CC Donnie Victorick (9) notified Sharon Fritsch (1) that her time is up to speak on the issue. Larry W. Pflughaupt (88) offered to allocate his three minutes to Sharon Fritsch (1).

Sharon Fritsch (1) stated that no funding was provided in 2012. She implored the delegates to help preserve the history of this organization. Lodge 1, Fayetteville provides a learning opportunity for future generations to know where we started. The late J.R. Kubena (1) was the founder of SPJST. She requested \$25,000 for original lodges in existence. CC Donnie Victorick (9) called for discussion. FCC Herman Dewyan Weise (160) stated there is an amendment on the floor. CC Donnie Victorick (9) restated the amendment to increase the allocation to \$3,000 as a one-

time allocation for the five lodges that have original buildings, and he called for the vote. With no further discussion, the motion passed.

FCC Herman Dewyan Weise (160) read the bonus requirements from the 2008 Convention Proceedings. This plateau has only been reached one time in 2011, and the bonus was not paid. SLS-T Leonard Mikeska (200) confirmed.

FCC Herman Dewyan Weise (160) presented items 9 and 10 from the Finance Committee's Other Recommendations. CC Donnie Victorick (9) stated a motion has been made and seconded. With no discussion, the motion passed.

FCC Herman Dewyan Weise (160) called for comments from Finance Committee members.

Catherine Manchack (142) asked for clarification on item 1 concerning the word "personal" stating it should read "personnel." FCC Herman Dewyan Weise (160) agreed and stated the correction would be made.

Robert (Bobby) Hoelscher, Jr. (24) stated that we need to think outside the box. Other fraternalists give back from the board such as the YMCA. In order to be on the board, you must be a benefactor to the organization. Robert J. (Bob) Bayer (107) stated that he thinks we need to start selling more insurance and making good investments to raise the money we are spending. "The new administration must raise funds and get our certificates up and protect our investments."

CC Donnie Victorick (9) called for a recess at 10:14 a.m.

CC Donnie Victorick (9) reconvened the convention at 10:39 a.m. The Insurance Committee was invited to the stage. Insurance Committee Chairman (ICC) Susan Skrabanek (17) introduced the committee:

District One - Susan Skrabanek (17)

District Two - Dolores Skrabanek (47)

District Three - Resigned due to health issues. No replacement.

District Four - Leonard Jansa (160)

District Five - Helen Hegwood (88) - Not present due to a house fire

District Six - Charles Bucek (151)

District Seven - Wendy Pruski (107)

ICC Susan Skrabanek (17) stated our membership numbers are down due to the fact that SPJST is paying out more death claims than new certificates are being written. She reported that our premium income is up, and that the number of certificates that are being issued has increased. ICC Susan Skrabanek (17) recognized the delegates that are also sales agents. Her personal challenge to them was to increase sales this year and every year by 50 percent. "Little increases will make up shortfalls." She then recognized Fraternal Field Managers Delisle Doherty (196), Bobby Davis (160), and Philip McBee (229) and commended them for the work they do. She stated that persistency has become a major concern. We had 77 percent persistency in 2012, which means that only 77 percent was left on the books one year later. "We worked on the problem and are now at 91 percent persistency. We are also excited about the newborn benefit which added coverage for any current SPJST member whose child is born and dies within its first six months of life."

ICC Susan Skrabanek (17) reported the problems with the Universal Life certificates have all been resolved, and she acknowledged that improvement is needed to increase member service. "Our members are our best advertisement."

Kay Lynn Kovar (25) requested clarification on the Universal Life certificates. ICC Susan Skrabanek (17) explained that SPJST predominately sold whole life certificates in the past, but we are moving to selling more term certificates. FS Roy W. Vajdak (88) clarified that we are up in both types of certificates. ICC Susan Skrabanek (17) agreed that we are 18 percent above where we were last year on certificates issued. "Meet my challenge, and we will be way above that next year."

CC Donnie Victorick (9) thanked ICC Susan Skrabanek (17) and the Insurance Committee. He then asked the Publication Committee to approach the stage.

Publication Committee Chairman (PCC) Jarolyn Popp (133) recognized her committee:

District One - Floyd Kostelka (13),  
Vice Chairman

District Two - Tammy Cannon (29)

District Three - Bessie Petr (84) passed away in February 2016; she was replaced by her substitute and daughter Lynda Novak (84)

District Four - Charlene Dusek (160), who is the substitute for Sharon Hohmann (160) who was unable to attend due to her husband's health

District Five - Lorenda Baldwin (139)

District Six - Helen Kelner (28),  
Secretary

District Seven - Jarolyn Popp (133),  
Chairman

PCC Jarolyn Popp (133) reported that the *Věstník* continues to grow. Average number of subscriptions is 9,573 and costs an average of 25 cents per copy and 25 cents for mailing. Digital e-*Věstníks* are sent to approximately 300 subscribers each week. A reading room was created at the SPJST Home Office with digital, searchable copies of past *Věstníks*. The *Věstník*/Communication Department assists lodges and youth clubs, and prepares other publications such as the annual SPJST Calendar, Youth Club Handbook, SPJST Convention Souvenir Book, and other special *Věstník* editions. A new SPJST website will be launched soon, and SPJST's web presence continues to show who we are. The youth are very interested in social media, and we have more than 1,800 Facebook fans. The Communication Department is also developing an online digital preservation archive capturing SPJST events, photos, and videos. PCC Jarolyn Popp (133) stated that more than 200 youth club scrapbooks have been scanned and digitally archived. The SPJST floats participate in approximately 30 parades each year. More than 5,000 copies of *SPJST Tasty Traditions* cookbooks were sold which raised \$41,592 for the CHMGC and ENC. PCC Jarolyn Popp (133) gave special thanks to the *Temple Daily Telegram*, which has printed the *Věstník* since 2005. Another special thank you was given to

Katherine Morris (47), Brooke Hoelscher (47), and Jerry Pechal (47) for all their hard work. PCC Jarolyn Popp (133) also noted that VE/DC Melanie Zavodny (246) was honored by the American Fraternal Alliance with the prestigious Marcia D. Heywood Memorial Communications Award. PCC Jarolyn Popp (133) thanked VE/DC Melanie Zavodny (246) and the Publication Committee for all their hard work.

CC Donnie Victorick (9) reminded the delegation to complete all expense vouchers before leaving. He then reported the following statistics for the 32nd SPJST Convention:

Youngest delegate - Kyle Garrett Skrabanek (17) - 27 years old

Oldest delegate - Josephine Pflughaupt (88) - 91 years old

Females attending - 128

Males attending - 98

Sales agents who are delegates - 57

Lodge officers who are delegates - 118

Average age of delegates - 64

Delegates who are over 65 years of age - 119

Delegates who are between 50 and 65 years of age - 77

Delegates who are under 50 years of age - 30

Delegates who have a \$1,000 paid-up certificate - 18

Delegates' average amount of annuities - \$189,939.51

Delegates' average amount of insurance - \$45,038.96

Several families have their entire family present as delegates. These include Jesse Pospisil (29), wife Linda (29), daughters Cristy Girod (29), and Tammy Cannon (29); Kenneth Krivanek (92), wife Mary Ann (92) and daughter Mary Cecilia (92); Donnie Victorick (9), wife Janice (9), daughter Melissa (88), and son Ashley (88). Jimmy Slatton (230) stated that his wife Martha (230) and son Justin are also in attendance as guests.

Annie Vahalik (4) is attending with her two sisters, Helen Zabransky (4) and Patricia Zabransky (4).

Three members who have attended 12

conventions were recognized: Josephine Pflughaupt (88), Robert J. (Bob) Bayer (107), and Elaine Berkovsky (63).

First-time convention attendees were recognized.

Bessie Petr (84), who passed away in February 2016, missed her 16th convention by four months.

CC Donnie Victorick (9) announced that the ferns located on the stage were provided by Earthscapes in Temple and are available to purchase for \$34.99.

The convention was recessed for lunch at 11:18 a.m.

—*CarrieAnn, Lisa, and Shirley*  
8:03 a.m. to 11:18 a.m.



**Session 6**  
**Wednesday Afternoon**  
**June 15, 2016**  
**12:50 p.m. to 6:09 p.m.**

CC Donnie Victorick (9) reconvened the convention at 12:50 p.m. He asked for an introduction of the Home Office staff. Staff members were introduced by their department heads. CC Donnie Victorick (9) thanked the Home Office staff members for all of their hard work.

CCC Ben F. Trcalek, Jr. (17) announced there was one adjustment on the vote count. The total count is now 33,276 votes. Larry Marusik (51) has left the convention; therefore, his 109 votes were subtracted from the vote count.

CC Donnie Victorick (9) announced the election of officers. Edwin Pechal (47) nominated Brian Vanicek (24) for Supreme Lodge President. John Engelke (66) moved that nominations cease. Helen Kelner (28) seconded the motion. Motion passed to elect Brian Vanicek (24) as SPJST Supreme Lodge President. SLP Brian Vanicek (24) thanked the delegation. He called his family to come forward, and he introduced his wife Joan (24) and children Stephanie (24) and Samuel (24).

CC Donnie Victorick (9) called for nominations for Supreme Lodge Vice President. He gave instructions for using the ballots.

Nominations were now in order. Mark Maddux (24) nominated Cynthia Vrazel-Strmiska (15); Marcus Rebecsek (79) nominated Hiram Dixon (183); Kyle Skrabanek (17) nominated Clifton Coufal (47); and Dorothy Pflughaupt (88) nominated Delisle Doherty (196). Jesse Pospisil (29) moved that nominations cease. Glenn Kaminsky (28) seconded. Motion passed. Leonard Jansa (160) requested the candidates come forward. CC Donnie Victorick (9) introduced the candidates.

CC Donnie Victorick (9) mentioned that Drew Popelka (47) was not nominated, and his name should be marked through on the ballot.

Kyle Skrabanek (17) noted that lead delegates should put a star by their name on their ballot. Tellers were instructed to collect district ballots.

CC Donnie Victorick (9) turned the program over to SLP Brian Vanicek (24) for the Flag Day presentation in order to continue the program while tabulating. VE/DC Melanie Zavodny (246) joined SLP Brian Vanicek (24) on the stage. SLP Brian Vanicek (24) announced the winners of the Flag Day Essay Contest. They are:

Ages Kindergarten to 8 Years - Tyson Bilbrey (47)

Ages 9 to 11 - Tanner Wood (49)

Ages 12 to 14 - Riley Green (9)

Ages 15 to High School Senior - April Dvorak (25)

The overall winner was Tanner Wood (49). VE/DC Melanie Zavodny (246) read the essay of the overall winner of the Flag Day essay contest. Tanner and his family were unable to attend due to their family vacation.

SLP Brian Vanicek (24) presented a Flag Day program which included recognizing all past and present veterans in the audience. They stood in front of the delegation. SLP Brian Vanicek (24) asked each veteran to state his name, where and when he served, and branch of service. He thanked each veteran individually, and the delegation gave a standing ovation in honor of their service.

SLP Brian Vanicek (24) asked Becky Vajdak (88) to speak about Blue Star Mothers. She gave a touching speech about

families with a son or daughter serving in the military. She would like to start a Blue Star Mothers' club through the membership of SPJST. Forms are available from VE/DC Melanie Zavodny (246) who will in turn give them to Becky Vajdak (88).

CC Donnie Victorick (9) resumed the chair of the convention. Rita Spinn (80) announced that she has enjoyed meeting so many people at the convention, and she wants to express her deep appreciation to those who serve our country now and who served in the past.

CC Donnie Victorick (9) relinquished the chair to CVC Susan Skrabanek (17). CVC Susan Skrabanek (17) led the convention and mentioned that she Googled her maiden name "Trcalek" and found a picture of herself as a youth club member in the 1960s. She was a charter member of SPJST Lodge 17, New Tabor Youth Club. She discussed how important archival information can be and encouraged others to Google their own names to discover their past. She stressed the importance of history.

CC Donnie Victorick (9) announced that he and his wife Janice (9) donated kolaches for the afternoon break. Recess was taken at 1:52 p.m.

The convention reconvened by CC Donnie Victorick (9) at 2:35 p.m. with the results for the Vice President's election. Total votes tallied were 33,103; therefore, a majority must be 16,552 votes. Results were as follows:

Clifton Coufal (47) - 10,267 or 31%

Hiram Dixon (183) - 13,867 or 41.9%

Delisle Doherty (196) - 6,976 or 21.1%

Cynthia Vrazel-Strmiska (15) - 1,993 or 6%

As there was no clear majority, a run-off was declared between Clifton Coufal (47) and Hiram Dixon (183). Another ballot vote was taken, and tellers were instructed to collect ballots.

CC Donnie Victorick (9) consulted COCC Yvonne Marcaurele (30) for her opinion on breaking with protocol and continuing the election of officers as the other positions were not contested. The committee agreed. Charles Bucek (151) nominated Leonard

Mikeska (200) as SPJST Supreme Lodge Secretary-Treasurer. Helen Kelner (28) moved that nominations cease. Sharon Fritsch (1) seconded the motion. Motion carried. Leonard Mikeska (200) was re-elected as SPJST Supreme Lodge Secretary-Treasurer. He thanked the membership for its confidence and support. His wife, Dorothy (200), was ill and not in attendance today. Leonard expects to have a new knee next week after knee replacement surgery and asked for prayers.

CC Donnie Victorick (9) relinquished the chair to CVC Susan Skrabanek (17). Jerry Milan (154) nominated Melanie Zavodny (246) as SPJST *Věstník* Editor/Director of Communication and moved that nominations cease. Ardis Bacak (40) seconded the motion. Melanie Zavodny (246) was re-elected as SPJST *Věstník* Editor/Director of Communication.

VE/DC Melanie Zavodny (246) called her husband, David Nauert (200), to the front as she thanked the delegation for their support. She gave a touching and humorous speech referencing the auto accident that damaged 20 percent of the bones in her body, but she was still able to continue to serve and produce a *Věstník* each week. Thanks to much therapy, prayer, a loving husband, and the Good Lord watching over her, she can now wear high heels again! She is looking forward to working for everyone as SPJST *Věstník* Editor/Director of Communication.

CC Donnie Victorick (9) reminded the delegation of the convention order procedures and how to correctly complete the reimbursement sheet. He gave instructions regarding the procedures governing the district caucuses. Detailed information should be in the delegates' packets. Catherine Manchack (142) asked for clarification. She was instructed that only a delegate can serve as caucus chairman. CC Donnie Victorick (9) continued the instructions to the delegates for the caucus proceedings.

CVC Susan Skrabanek (17) gave the location of the caucus for each district. CC Donnie Victorick (9) asked if the minutes were ready. They were not. John Engelke (66) wanted to thank FS Roy W. Vajdak (88) for his service to the Society. FS Roy W.

Vajdak (88) came before the membership and called his wife, Becky (88), to stand with him. He thanked the membership for its support and mentioned briefly some of the innovations he and his team are working on.

CC Donnie Victorick (9) announced it was time to consider where to hold the next convention, and he referenced the city of Temple's presentation. He called on SLS-T Leonard Mikeska (200) to give the membership more information in order for them to make an informed decision. He stated that the dates are available in both Killeen and Temple. Gay Revel (97) stated that everything was convenient in Killeen. Leonard Jansa (160) made a motion to hold the convention in Killeen in 2020. The motion was seconded by Jesse Pospisil (29). Oscar Korus (107) asked a question about convention sites. Bradley Stavinoha (81) mentioned that Waco would also be a good place for a convention. Bradley Stavinoha (81) suggested that the Home Office could seek bids for the best deal on a convention site. CC Donnie Victorick (9) asked SLS-T Leonard Mikeska (200) to comment. He mentioned that Temple has road construction concerns. A vote was taken for a return to Killeen. Motion carried.

Robert J. (Bob) Bayer (107) brought up the SPJST floats and asked for recognition for VE/DC Melanie Zavodny (246) and her husband David Nauert (200) for all of their hard work with the floats. He commented that these floats were a lot of work and were excellent representations for the Society. CC Donnie Victorick (9) also complimented VE/DC Melanie Zavodny (246) and David Nauert (200) for all of their work with the floats and parades. At Robert J. (Bob) Bayer's (107) urging, they spoke to the delegation. Melanie (246) gave a brief history of the floats and what a wonderful impact they have had on SPJST.

Franklin Jurek (41) inquired about the minutes.

The Tellers Committee returned the results of the Vice President's election. The votes were now tallied. The results were:

Hiram Dixon (183) - 20,074  
Clifton Coufal (47) - 12,762

CC Donnie Victorick (9) announced that Hiram Dixon (183) has been elected as the new SPJST Supreme Lodge Vice President. Hiram Dixon (183) thanked Vice President Clifton Coufal (47) and former Vice President Gene McBride (200) for their work and dedication. He also thanked the delegation for its support and confidence. He is excited to work for the Society and wants to see SPJST grow and be a force in the future.

CC Donnie Victorick (9) dismissed the delegation to their caucuses at 3:26 p.m.



Convention reconvened at 5:25 p.m.

CC Donnie Victorick (9) asked State Fraternal Activities Coordinator Frank Horak (80) to recognize the District Fraternal Activities Coordinators and their assistants.

State Youth Director Lynnette Talasek (47) recognized the District Youth Counselors and their assistants by district. She also recognized the local lodge youth leaders and assistants.

CC Donnie Victorick (9) called for the Resolution Committee to present its resolutions. Gay Revel (97) read the resolutions thanking all who served in any capacity to make this convention a success. The members of the Resolution Committee were:

Gay Revel (97)  
Cristy Girod (29)  
Lorenda Baldwin (139) - Chairman

With no further business for the Resolution Committee to enact, they were dismissed.

CCC Ben F. Trcalek, Jr. (17) thanked his committee and asked that they be dismissed. They were dismissed.

James Skrabanek (47) asked for the Tellers Committee to be dismissed; they were dismissed.

Grievance Committee Chairman Carol Stayton (88) was not in the room; therefore, Joseph W. Liles (80) reported there were no grievances and asked they be dismissed. They were dismissed.

COCC Yvonne Marcaurele (30) stated their business was complete and asked to be dismissed. They were dismissed.

CC Donnie Victorick (9) announced the district caucus results:

## **District Caucus Results**

### **District One Caucus Results**

#### **Director**

Donnie Victorick  
Lodge 9, Snook

#### **Substitute Director**

Ben F. Trcalek, Jr.  
Lodge 17, New Tabor

#### **By-Law Committee**

Richard Ford  
Lodge 13, Dime Box

#### **Substitute By-Law Committee**

William (Bill) J. Orsak  
Lodge 9, Snook

#### **Finance Committee**

Thomas Cannon  
Lodge 186, Caldwell

#### **Substitute Finance Committee**

Ricky Weyand  
Lodge 179, Warrenton

#### **Insurance Committee**

Susan Skrabanek  
Lodge 17, New Tabor

#### **Substitute Insurance Committee**

Henry Mayo  
Lodge 189, Bryan-College Station

#### **Publication Committee**

Floyd Kostelka  
Lodge 13, Dime Box

#### **Substitute Publication Committee**

Marie A. Shelfer  
Lodge 9, Snook

### **District Two Caucus Results**

#### **Director**

Jesse Pospisil  
Lodge 29, Taylor

#### **Substitute Director**

Edwin Pechal  
Lodge 47, Seaton

**By-Law Committee**

Ronnie Rieger  
Lodge 29, Taylor

**Substitute By-Law Committee**

Rita Spinn  
Lodge 80, Holland

**Finance Committee**

Edwin Pechal  
Lodge 47, Seaton

**Substitute Finance Committee**

David Pechal  
Lodge 47, Seaton

**Insurance Committee**

Patsy Koslovsky  
Lodge 47, Seaton

**Substitute Insurance Committee**

Joseph W. Liles  
Lodge 80, Holland

**Publication Committee**

Tammy Cannon  
Lodge 29, Taylor

**Substitute Publication Committee**

Amber Bartek  
Lodge 47, Seaton

**District Three Caucus Results**

**Director**

John Engelke  
Lodge 66, Waco

**Substitute Director**

Mary Steinman  
Lodge 154, Fort Worth

**By-Law Committee**

Kay Lynn Kovar  
Lodge 25, Ennis

**Substitute By-Law Committee**

Justine Yeager  
Lodge 84, Dallas

**Finance Committee**

Michael Galler  
Lodge 66, Waco

**Substitute Finance Committee**

Kay Lynn Kovar  
Lodge 25, Ennis

**Insurance Committee**

Robert Sill  
Lodge 183, Arlington

**Substitute Insurance Committee**

Pam Durham  
Lodge 92, Fort Worth

**Publication Committee**

Lynda Novak  
Lodge 84, Dallas

**Substitute Publication Committee**

Appa Hargiss-Burcie  
Lodge 154, Fort Worth

**District Four Caucus Results**

**Director**

Billy Rollwitz  
Lodge 49, Rowena

**Substitute Director**

Bobby Davis  
Lodge 160, San Angelo

**By-Law Committee**

Beverly J. Teplicek  
Lodge 49, Rowena

**Substitute By-Law Committee**

Joyce Kotulek  
Lodge 207, Iowa Park

**Finance Committee**

Herman Dewyan Weise  
Lodge 160, San Angelo

**Substitute Finance Committee**

Sandra Jansa  
Lodge 160, San Angelo

**Insurance Committee**

Leonard Jansa  
Lodge 160, San Angelo

**Substitute Insurance Committee**

Arnulfo Rivera  
Lodge 219, El Paso

**Publication Committee**

Sharon Hohmann  
Lodge 160, San Angelo

**Substitute Publication Committee**

Betty Schwartz  
Lodge 160, San Angelo

**District Five Caucus Results**

**Director**

Bradley Stavinoha  
Lodge 81, Needville

**Substitute Director**

Don Fruin  
Lodge 196, Houston-West

**By-Law Committee**

Dorothy Pflughaupt  
Lodge 88, Houston

**Substitute By-Law Committee**

Melissa Victorick-Brown  
Lodge 88, Houston

**Finance Committee**

Marceil Malak  
Lodge 88, Houston

**Substitute Finance Committee**

Ashley Victorick  
Lodge 88, Houston

**Insurance Committee**

Mark Childres  
Lodge 196, Houston-West

**Substitute Insurance Committee**

Janice Jahns  
Lodge 88, Houston

**Publication Committee**

Vonda Smesny  
Lodge 91, San Jacinto

**Substitute Publication Committee**

Lorenda Baldwin  
Lodge 139, Danbury

**District Six Caucus Results**

**Director**

Karen Kaspar  
Lodge 30, Taiton

**Substitute Director**

Glenn Kaminsky  
Lodge 28, East Bernard

**By-Law Committee**

Joseph L. Siptak  
Lodge 4, Hallettsville

**Substitute By-Law Committee**

Yvonne Marcaurele  
Lodge 30, Taiton

**Finance Committee**

Glenn Kaminsky  
Lodge 28, East Bernard

**Substitute Finance Committee**

Elaine Berkovsky  
Lodge 63, Sweet Home

**Insurance Committee**

Elizabeth Holub  
Lodge 23, Moravia

**Substitute Insurance Committee**

Glenn Kaminsky  
Lodge 28, East Bernard

**Publication Committee**

Helen Kelner  
Lodge 28, East Bernard

**Substitute Publication Committee**

Jeanette Kaminsky  
Lodge 28, East Bernard

**District Seven Caucus Results**

**Director**

Robert J. (Bob) Bayer  
Lodge 107, Floresville

**Substitute Director**

Donald (Donnie) Howard  
Lodge 185, New Braunfels

**By-Law Committee**

Oscar Korus  
Lodge 107, Floresville

**Substitute By-Law Committee**

Regina House  
Lodge 202, Jourdanton

**Finance Committee**

James House  
Lodge 202, Jourdanton

**Substitute Finance Committee**

Colleen Jenke  
Lodge 258, Seguin

**Insurance Committee**

Wendy Pruski  
Lodge 107, Floresville

**Substitute Insurance Committee**

Jerry Sijansky  
Lodge 79, Corpus Christi

**Publication Committee**

Jarolyn Popp  
Lodge 133, San Antonio

**Substitute Publication Committee**

Kathryn Marek  
Lodge 117, Robstown

CC Donnie Victorick (9) called for the installation of officers. Honorary Legal Advisor George Sidney Kacir (87) installed the newly elected officers, district directors, and standing committee members. CC Donnie Victorick (9) requested the standing committees to meet after the dismissal to elect their leadership and to give this information to either the convention secretaries or CC Donnie Victorick (9).

CC Donnie Victorick (9) requested a motion to accept the minutes as they are completed by the convention secretaries. Franklin Jurek (41) moved to accept the minutes of the convention. Glen Pruski (107) seconded the motion. Minutes will be accepted.

CC Donnie Victorick (9) announced that State Youth Director Lynette Talasek (47)

asked the membership to leave their lanyards that held their nametag in a box if they do not want their lanyards. She will use them for youth activities.

The colors were retired by District Four Director Billy Rollwitz (49) and Don Urbanovsky (6). CarrieAnn Jones (154) led the delegation in “God Bless America.”

Susan Skrabanek (17) moved to adjourn the 2016 SPJST Convention. Larry W. Pflughaupt (88) seconded the motion as his final act as he was retiring as District Five Director. The delegation was dismissed at 6:09 p.m.

—Regina, Risa, and Vonda  
12:50 p.m. to 6:09 p.m.



# APPENDIX



## 32nd Convention 2016

# List of Delegates

## District One Delegates

### **Lodge 1, Fayetteville**

Sharon Fritsch

### **Lodge 9, Snook**

William (Bill) J. Orsak  
James Schoeneman  
Marie A. Shelfer  
Donnie Victorick  
Janice Victorick

### **Lodge 13, Dime Box**

Doris Ford  
Debbie Kostelka

### **Lodge 17, New Tabor**

Randy Gaas  
Kyle Skrabanek  
Susan Skrabanek  
Ben F. Trcalek, Jr.

### **Lodge 38, Kovar**

Edwin Zimmerhanzel

### **Lodge 39, Bryan**

Shirley Vytopil

### **Lodge 51, Ellinger**

Larry Marusik

### **Lodge 67, Schulenburg**

Adrienne Kobza

### **Lodge 141, Sealy**

Bernice Stolarski

### **Lodge 169, Brenham**

Lenora Bliznak

### **Lodge 179, Warrenton**

Ricky Weyand

### **Lodge 186, Caldwell**

Linda Cannon  
Thomas Cannon

### **Lodge 189**

### **Bryan-College Station**

Henry Mayo

## District Two Delegates

### **Lodge 15, Buckholts**

Sandra Fischer  
Mary H. Rodriguez

### **Lodge 18, Elgin**

David Meyer  
F.L. Meyer  
Charles R. Wilson

### **Lodge 20, Granger**

Emilie Tischler

### **Lodge 24, Cyclone**

Robert (Bobby) Hoelscher, Jr.  
Shirley Hoelscher  
Barbara J. Macek  
Mark Maddux

### **Lodge 29, Taylor**

Tammy Cannon  
Cristy Girod  
Leonard Kaderka  
Sharon Kaderka  
Jesse Pospisil  
Linda Pospisil  
Frankie Pustejovsky  
Lynette Rieger

### **Lodge 47, Seaton**

Amber Bartek  
Terry Festa  
Patsy Koslovsky  
Joyce Kraatz  
David Pechal  
Edwin Pechal  
James Skrabanek  
Lynette Talasek  
Edwin Vasicek

### **Lodge 48, Beyersville**

Albert Filla  
Janet Filla  
Bobby Wuensche

### **Lodge 80, Holland**

Frank Horak  
Joseph W. Liles  
Frank Pajestka, Jr.  
Rita Spinn

**Lodge 87, Temple**  
Daniel Kacir  
George Sidney Kacir

**Lodge 155, Austin**  
Albert J. Klinkovsky

**Lodge 177, Academy**  
Huey Otis Beck  
Joanne Hutka  
William Hutka

**Lodge 187, Round Rock**  
Jim Tom Etheredge  
Rose Marie Etheredge  
Rubie Volek

**Lodge 200, Bruceville-Eddy**  
David Nauert

**Lodge 246, Morgan's Point**  
James L. Lee, III

### District Three Delegates

**Lodge 6, Cottonwood**  
Patricia Dieterich  
Peggy Dobecka  
Barbara Hykel  
Irene Peterson  
Milton Peterson  
Don Urbanovsky

**Lodge 25, Ennis**  
Michael Fowler  
Patricia Fowler  
Kay Lynn Kovar  
Betty Macalik

**Lodge 35, Elk**  
Gene E. Pavelka  
Randy Pavelka

**Lodge 54, West**  
Mary Lou Mynar  
Terry Sefcik  
Marcela Vaculik  
Wilburn Willis

**Lodge 66, Waco**  
Diana Engelke  
John Engelke  
Michael Galler  
Dana McAdams

**Lodge 84, Dallas**  
James (Jim) Liska  
Jerry Manak  
Lynda Novak  
Vivian (Cheryl) Petr  
Vicki Sims

**Lodge 92, Fort Worth**  
Pam Durham  
Kenneth Krivanek  
Mary Ann Krivanek  
Mary C. Krivanek

**Lodge 130, Dallas**  
John Vrla

**Lodge 154, Fort Worth**  
Appa Hargiss-Burcie  
Jerry Milan  
Mary Steinman

**Lodge 180, Burleson**  
Rhonda Hurtik

**Lodge 183, Arlington**  
Antonette M. Pustejovsky  
Patricia A. Sill  
Kay Weeks

### District Four Delegates

**Lodge 49, Rowena**  
Laura Pospichal  
Sylvia Rollwitz  
Brad Teplicek

**Lodge 76, Wichita Falls**  
Dianna Ibarra

**Lodge 157, Lubbock**  
Cynthia Kristinek

**Lodge 160, San Angelo**  
Charlene Dusek  
Brenda Holik

Leonard Jansa  
Sandra Jansa  
Betty Schwartz  
Herman Dewyan Weise

**Lodge 207, Iowa Park**  
Joyce Kotulek

**Lodge 215, South Plains**  
Arnold Lehmann

**Lodge 219, El Paso**  
Adolfo Chabre  
Baltazar Nunez  
Alejandro Rivas  
Arnulfo Rivera

**Lodge 229, Abilene**  
Janice Stevens

**Lodge 230, Midland**  
Jimmy Slatton

#### District Five Delegates

**Lodge 81, Needville**  
Bradley Stavinoha  
Thomas (Tom) Stavinoha

**Lodge 88, Houston**  
Carolyn F. Beseda  
Betty Beyer  
Mel Beyer  
Doris Bronikowski  
Robert Bronikowski  
Melissa Victorick-Brown  
Patricia Bruce  
Fred Buri  
Jo Ann Buri  
Cindy Dobias-Mlcak  
Vernell Foyt  
Kathleen (Kathy) Green  
Carol Havemann  
Donald Havemann  
Mildred Holeman  
Janice Jahns  
Wallace Jahns  
Barbara Linney-Gonzales  
Marceil Malak  
Cynthia (Cindy) Messina  
Dorothy Pflughaupt  
Josephine Pflughaupt

Larry W. Pflughaupt  
Lynn Pflughaupt  
Dennis Roeder  
Carol Stayton  
Ashley Victorick

**Lodge 91, San Jacinto**  
June A. Smesny  
Malba Smesny  
Marie Stasney

**Lodge 139, Danbury**  
Lorenda Baldwin  
Eloise Diane Lostak  
Lonnie Lostak

**Lodge 142, Houston**  
Dennis Hermis  
Keith Kieschnick  
Catherine Manchack  
Jack Manchack  
Patricia Schleider

**Lodge 172, Pasadena**  
Jerome (Jerry) Dressler, Jr.  
Robert Mayfield

**Lodge 196, Houston-West**  
Donald Beckendorf  
DeAnn Beckendorf  
Mark Childres  
Don Fruin

#### District Six Delegates

**Lodge 4, Hallettsville**  
Annie Vahalik  
Helen Zabransky  
Patricia Zabransky

**Lodge 23, Moravia**  
Elizabeth Holub

**Lodge 28, East Bernard**  
Glenn Kaminsky  
Jeanette Kaminsky  
Helen Kelner

**Lodge 30, Taiton**  
Lisa Bubela  
Wanda Dorotik

**District Seven Delegates**

Karen Kaspar  
Debbie Krpec  
Yvonne Marcaurele  
Marjorie Treumer

**Lodge 32, Victoria**

Kathy Ahlstrom  
Michael Ahlstrom

**Lodge 40, El Campo-Hillje**

Ardis Bacak  
Vlasta Bartos  
Gladys Cerny  
Mary Ann Cerny  
Cathy V. Garcia

**Lodge 41, Port Lavaca**

Franklin Jurek

**Lodge 63, Sweet Home**

Elaine Berkovsky

**Lodge 97, Placedo**

Gay Revel

**Lodge 151, Wharton**

Charles Bucek  
David Bucek

**Lodge 184, Moulton**

Elmer Michna

**Lodge 79, Corpus Christi**

Gerilyn Donnell  
Larry Elzner  
Marcus Rebecsek  
Virginia Rebecsek  
Jerry Sijansky

**Lodge 107, Floresville**

Robert J. (Bob) Bayer  
Elizabeth Bielefeld  
Oscar Korus  
Glen Pruski  
Wendy Pruski

**Lodge 117, Robstown**

Kathryn Marek  
Frank Sijansky

**Lodge 133, San Antonio**

Valerie Harari  
Jarolyn Popp  
Vicki Reese

**Lodge 185, New Braunfels**

Donald (Donnie) Howard

**Lodge 202, Jourdanton**

Bettie House  
James House

**Lodge 258, Seguin**

Chester Jenke, Sr.

## Congratulatory Letters and Proclamations



Embassy of the Czech Republic  
in Washington, DC

3901 Spring of Freedom Street, NW  
Washington, DC 20008  
phone: +1 202 274 9101, fax: +1 202 955 8340  
[www.mzv.cz/washington](http://www.mzv.cz/washington)  
[amb\\_washington@embassy.mzv.cz](mailto:amb_washington@embassy.mzv.cz)

**Petr Gandalovič**  
Ambassador

May 25, 2016

I am delighted to send my greetings to the 32nd Quadrennial Convention of the Slovenská Podporující Jednota Státu Texas.

The SPJST represents 119 years of tradition and fraternalism, celebrating Czech culture and heritage through its tens of thousands of members in Texas. The SPJST embodies the ultimate social values of helping families and communities, just as in West through financial assistance and service projects to rebuild the city after the horrific explosion not so long ago.

It is an utmost honor to observe the vision of the Czech pioneers from the 1800's who established the SPJST as well as the fraternal organization's enormous accomplishments, spirit, and community service.

Sincerely yours,

THE WHITE HOUSE  
WASHINGTON

April 25, 2016

I am pleased to send greetings on this special occasion.

For generations, fraternities have fostered camaraderie, cultivated community, and celebrated service. By providing important opportunities for members to learn and lead, grow and give back, fraternities can build pathways to opportunity and make a lasting difference in the lives of their members. And by instilling a strong sense of fellowship, organizations like yours help forge bonds of friendship that can last a lifetime.

I hope you take pride in the unique legacy of your fraternity and the special role each member plays in the life of your organization. And I wish you all the best as you look toward the future.

A handwritten signature in black ink, appearing to be Barack Obama's signature, consisting of a large 'B', a stylized 'O', and a long horizontal line extending to the right.



June 2016

Slavonic Benevolent Order of the State of Texas  
520 North Main Street  
Temple, Texas 76501

Dear Friends,

It is a pleasure to welcome you and extend best wishes to the attendees of the Slavonic Benevolent Order of the State of Texas' (SPJST) Thirty-Second Convention in Killeen. It is truly a hallmark event for you to join together and celebrate your accomplishments since your last convention four years ago as you also reflect on your rich 119 year legacy in Texas.

I applaud the SPJST for its dedication to keeping the Czech heritage and culture alive within Texas. Your mission as a society, providing life insurance benefits and fraternal activities to countless Texans, is essential to preserving a vital part of our State's ethnic traditions and history. The scholarships and leadership grants you provide also make it possible for young Texans to pursue their dreams on the foundation of their heritage. This service to and support of others rightly emphasizes the spirit of brotherhood and the heart of Texas.

I wish you all the best for an outstanding convention and your continued success as you take back to your communities all that you learn this week.

May God bless you, and may God bless Texas.

Sincerely,

A handwritten signature in black ink, which appears to be "Ted Cruz". The signature is stylized and written in a cursive-like font.

Ted Cruz  
United States Senator

JOHN CORNYN  
TEXAS

## United States Senate

WASHINGTON, DC 20510-4305

June 1, 2016

SPJST  
c/o Mr. Brian Vanicck, President  
Post Office Box 100  
Temple, Texas 76503

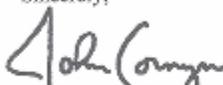
Dear Friends:

Welcome to the SPJST's Thirty-Second Convention. Although I cannot be with you at your convention, I join with the SPJST in greeting all those in attendance to celebrate this occasion.

Since its foundation in 1897 the SPJST has embodied the fraternal pillars of benevolence, humanity, and brotherhood. By providing life insurance and care for families, SPJST has extended these values throughout Texas. The achievements of the SPJST are a testament to the hard work of its 41,500 members and its philanthropic spirit.

I am grateful for the opportunity to represent the interests of Texans in the United States Senate. I wish you continued prosperity in the years to come and a successful state convention.

Sincerely,

  
JOHN CORNYN  
United States Senator





**STATE OF TEXAS  
OFFICE OF THE GOVERNOR**

**Greetings:**

As Governor of Texas, I am pleased to welcome you to SPJST's 32<sup>nd</sup> Convention.

Since the 1890s, SPJST has provided indispensable life insurance to its customers and has played an important role in the lives of Texans with Slavic heritage. Carrying out the values of benevolence, humanity and brotherhood, you continue to demonstrate the hard work and commitment that have helped your organization achieve its longevity. I thank your members for their hard work to better their communities and wish you continued success in the future.

First Lady Cecilia Abbott joins me in sending best wishes for an enjoyable and productive convention.

Sincerely,

A handwritten signature in cursive script that reads "Greg Abbott".

Greg Abbott  
Governor



## The Senate of The State of Texas

### SENATE PROCLAMATION NO. 268

**WHEREAS**, The Senate of the State of Texas is pleased to recognize the Slavonic Benevolent Order of the State of Texas, also known as the SPJST, on the occasion of its Thirty-Second Convention, which is being held June 12 through 15, 2016; and

**WHEREAS**, The SPJST is a fraternal benefit society that was founded in 1897 by Czech settlers as a means of helping families in need and ensuring the financial security of its members; today, the society has more than 41,000 members in 103 lodges across the state, and it continues to emphasize the importance of Czech heritage and culture; and

**WHEREAS**, Local lodges play an important role in the lives of their communities; they sponsor such family-oriented activities as community service projects, recreational events, dances, picnics, and musical and choral groups; in 2015, the SPJST awarded \$72,500 in scholarships to deserving students; and

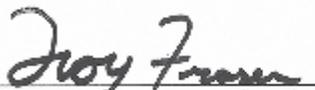
**WHEREAS**, The society offers its members a wide range of life insurance options, including annuities and mortgage loans; many of its projects and members have been acknowledged by the Fraternal Alliance of Texas and the American Fraternal Alliance for their positive impact; and

**WHEREAS**, The SPJST has worked to maintain the spirit of fraternalism in our state and to consistently exemplify benevolence and brotherhood through its services; now, therefore, be it

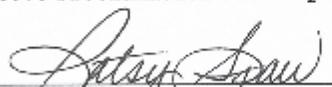
**PROCLAIMED**, That the Senate of the State of Texas hereby commend the members of the Slavonic Benevolent Order of the State of Texas on their commitment to community service and extend to them best wishes for a successful and memorable Thirty-Second Convention; and, be it further

**PROCLAIMED**, That a copy of this Proclamation be prepared for the society as an expression of high regard from the Texas Senate.

Fraser

  
\_\_\_\_\_  
Member, Texas Senate

I hereby certify that the  
above Proclamation was adopted. \_\_\_\_\_

  
\_\_\_\_\_  
Secretary of the Senate



# The State of Texas



## RESOLUTION

WHEREAS, SPJST is holding its 32nd Convention from June 12 to 15, 2016; and

WHEREAS, Also known as the Slavonic Benevolent Order of the State of Texas, SPJST was founded in 1897 by Czech pioneers in the La Grange area and later expanded to other parts of Texas; with the motto "Benevolence, Humanity, and Brotherhood," this nonprofit organization provides opportunities for fellowship and public service while working to showcase Czech culture and heritage; it also seeks to protect the financial well-being of its members by offering a wide range of insurance options, annuities, and mortgage loans; and

WHEREAS, SPJST is made up of 103 lodges and boasts a statewide enrollment of around 41,500; members participate in a variety of family-friendly activities, such as dances, picnics, and musical and choral groups, and they give back to their fellow citizens through a variety of community service projects; these include initiatives that are part of the SPJST youth program, which awarded more than \$72,000 in scholarships to deserving students in 2015 alone; and

WHEREAS, For nearly 120 years, SPJST has made a positive difference in towns and cities throughout Texas while also enriching the state's cultural landscape, and it is indeed deserving of recognition for its many contributions; now, therefore, be it

RESOLVED, That the 32nd SPJST Convention be commemorated and that all those associated with the organization be extended sincere best wishes for the future.

  
Molly White  
State Representative  
District 55



**TEXAS DEPARTMENT OF INSURANCE**

Commissioner of Insurance (113-1C)

333 Guadalupe, Austin, Texas 78701 • PO Box 145204, Austin, Texas 78714-9104  
(512) 675-6020 | F: (512) 490-1045 | (800) 579-4677 | TDI.texas.gov | @TexasTDI

March 3, 2016

Mr. Brian Vanicek  
Supreme Lodge President  
SPJST  
P. O. Box 100  
Temple, TX 76503

Dear Mr. Vanicek:

Thank you for inviting me to participate in the celebration of the Thirty-Second Convention of the SPJST.

In that regard, I'd like to take this opportunity to congratulate the Society on their many achievements throughout the years, including the promotion of heritage and patriotism, and their tireless effort in establishing the Society's reputation as a proactive, nonsectarian fraternal organization.

Best wishes for a successful convention and continued success as you move forward.

Sincerely,

A handwritten signature in black ink, appearing to read "David C. Matlax".

David C. Matlax  
Commissioner of Insurance



## City of Killeen

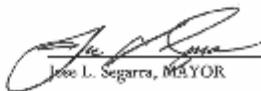
- WHEREAS** SPJST is a fraternal organization dedicated to financial, social and cultural responsibility; and
- WHEREAS** for 119 years, the SPJST has served as far more than an insurance company; its fraternal component, through lodges across the state, has worked to improve communities through cultural awareness of Czech heritage, volunteerism, human service projects, youth programs and college scholarships; and
- WHEREAS** SPJST has called Central Texas home for 63 years with its Supreme Lodge located in our neighboring city, Temple; and
- WHEREAS** SPJST has recently made an incredible contribution to the Killeen community by working tirelessly from conception to completion to bring the November 5, 2009 Fort Hood Memorial to fruition; and
- WHEREAS** the City of Killeen proudly welcomes the 32<sup>nd</sup> SPJST Convention to our community and thanks the entire SPJST organization for its generosity in building this beautiful memorial.

**NOW, THEREFORE**, I, Jose L. Segarra, by virtue of the authority vested in me as Mayor of the City of Killeen do hereby proclaim June 12<sup>th</sup> through 15<sup>th</sup>, 2016 as:

## *SPJST Days*



In Witness Whereof, I have hereunto set my hand and caused the Seal of the City of Killeen to be affixed this 1<sup>st</sup> day of June, 2016.

  
Jose L. Segarra, MAYOR



March 1, 2016

To the Officers, Directors and Members of SPJST:

On behalf of the American Fraternal Alliance, the association of America's fraternal benefit societies, we extend fraternal greetings on the occasion of your society's Thirty-Second Convention, to be held June 12-15, 2016.

We are proud of SPJST's impressive numbers that contribute to the fraternal benefit system's \$415.5 billion of life insurance-in-force and its nearly 9 million member fraternalists.

We salute SPJST's fraternal volunteers for their role in helping to make the fraternal benefit system one of the world's largest volunteer networks. In 2014 alone, the American Fraternal Alliance's member societies contributed more than \$577 million to charitable and fraternal programs, and volunteered more than 87 million hours for community-service projects.

These statistics demonstrate the commitment that fraternalists have to those in need and exemplify the true meaning of the American Fraternal Alliance signature phrase: *United in service and financial security*. We thank and commend you and your outstanding organization for your contributions.

Thank you, also, for the support and involvement of your society in the many programs and educational events of the American Fraternal Alliance. On behalf of the Board and membership of the Alliance, we extend to you our best wishes for a successful Convention.

Sincerely,

Joseph J. Annotti  
President and CEO

*United in service and financial security*

**Officers:**

**Patrick Dowd**  
Chair of the Board  
WoodmenLife

**Joseph McFadden**  
Vice Chair of the Board  
The Order of United Commercial  
Fraternalists of America

**Mark Schoenfeld**  
Board Chair - Insurance  
Royal Neighbors of America

**Harold E. Remman**  
Immediate Past Board Chair  
ColumbiaUnited Fraternal

**Directors:**

**Darryl G. Dallas**  
Mutual Shares of America

**Karla Conrad**  
Fraternalis

**Douglas Deber**  
Transamerica Insurance Group

**Paul Johnson**  
Fidelity Financial

**Timothy L. Keene**  
Foster Finance of America

**Carlisle Malinski**  
The Catholic Social Action  
Associations of America

**Thomas P. Smith**  
Kiddies of Columbia

**Kevin A. Murril**  
Glenn J. Matthews Society

**William O'Toole**  
Genetic Financial Life

**Joseph J. Annotti**  
President and CEO

Annual Meeting  
Sept. 8-10, 2016  
Knoxville, TN

# FRATERNAL ALLIANCE OF TEXAS

520 NORTH MAIN STREET • TEMPLE, TEXAS 76701

April 15, 2016

Dear SPJST Members,

Thank you for your devotion to the idea of fraternalism in Texas! In 2016, Texas is home to 41 fraternal benefit societies with more than 666,000 members, who contribute to their communities and the public welfare through their local chapters and lodges in the state. Charitable contributions by members and chapters in 2014: \$36,660,381. Total volunteer hours in 2014: 8,262,899. These are impressive numbers! Thanks to the SPJST and its 42,000 members for their part in helping to make Texas a key fraternal partner in the business affairs and outreach programming of the Fraternal Alliance of Texas (FAOT).

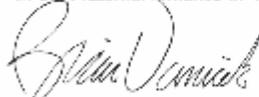
Formerly known as the Texas Fraternal Congress (TFC), FAOT was established in 1900 as a cooperative forum to provide its member organizations — fraternal benefit societies operating within the state of Texas — an opportunity to meet with each other on a routine basis to report on the activities of their fraternal life insurance operations, to address areas of common concern and to introduce attendees to pertinent items — most notably regulatory and insurance underwriting issues — facing fraternal benefit societies on the national level. As a result, attendees learned from their peers and were better equipped to address the fraternal life insurance needs and fraternal service needs of their members through their respective societies. FAOT leadership positions are filled by individuals representing the state's FAOT member societies.

A little background will help familiarize you with the FAOT's supporting role with fraternal benefit societies in Texas: In 2001, the FAOT expanded its outreach and public education efforts to include a Legislative Awareness Day observance, with SPJST leading the way. The hallmark of Legislative Awareness Day is the FAOT picnic which takes place on the lawn of the State Capitol and is presented as a "thank you" to our statewide elected officials and their support teams for the work that do on behalf of the citizens of Texas. Correspondingly, the event provides the FAOT with the opportunity to convey information about the dynamic impact that fraternal benefit societies have within the state of Texas.

From 2005 through 2016, the FAOT hosted the FAOT Bowling Tournament. The tournament provided the members of FAOT member organizations with the opportunity to meet and enjoy a day of fellowship and friendly competition. Entry fees for the tournament defrayed all costs. Additional revenues that were raised by the bowling tournament and various fundraising initiatives between 2005 and 2015 were directed to the FAOT Scholarship Fund. The bowling tournament and scholarship program have been discontinued in effort to refocus the FAOT to serve primarily as a cooperative forum for achieving solutions to common challenges and as vehicle for fraternal advocacy.

FAOT Directors meet regularly throughout the year and at the annual FAOT Convention in October. This continuity leads to familiarity and orients FAOT officers and directors to the needs, concerns, struggles, opportunities and wins of the participating member societies. The free exchange of ideas cross-pollinate, allowing for ideas to be applied in new ways, including advocacy, educational, training and/or leadership development programs. Best wishes to you for an enjoyable and productive convention!

Sincerely and on Behalf  
of the Fraternal Alliance of Texas,



Brian Vanicek  
FAOT President, 2015-2016

# CATHOLIC LIFE INSURANCE



J. Michael Belz  
President/CEO

February 26, 2016

SPJST  
Brian Vanicek, Supreme Lodge President  
P.O. Box 100  
Temple, Texas 76503

Dear Brian:

*Greetings!* As President and CEO of Catholic Life Insurance, I'd like to extend my congratulations to you and your Society as you convene for your Convention this coming June. We at Catholic Life Insurance are proud to be a part of the fraternal system and are honored to call SPJST a fellow brother in the State of Texas.

It is fraternal societies like SPJST that are rich in decades of history and are a valuable part of the communities in which we live and operate. Being a fraternal organization is so much more than just providing insurance – it's also about promoting community heritage and patriotism and helping people care for their families through volunteering in local schools, churches and communities. Keep up the good work SPJST and congratulations to you and the members of your Society!

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Michael Belz', written over a horizontal line.

J. Michael Belz  
President/CEO

P.O. Box 859527 • San Antonio, Texas 78265-9527  
Membership Service Hotline: 1-800-262-2548 • Email: [info@cliu.com](mailto:info@cliu.com)  
(210) 828-9921 • Fax: (210) 828-4629 • [www.cliu.com](http://www.cliu.com)



**KJT**  
Catholic Union of Texas

Email: [info@kjt.net](mailto:info@kjt.net)  
Website: [www.kjt.net](http://www.kjt.net)

P.O. BOX 297  
LA GRANGE, TX 78945

Telephone: (979) 968-5877  
(800) 245-8182  
Fax: (979) 968-5823

March 30, 2016

Mr. Brian Vanicak, Supreme Lodge President  
SPJST  
PO Box 100  
Temple, TX 76503

Dear Brian,

On behalf of the officers, board members, employees, and members of the Catholic Union of Texas, The KJT, I offer my sincerest congratulations as you and your delegation meet for the Thirty-Second SPJST Convention in June 2016.

Your 118 years of promoting patriotism and the Czech heritage and culture along with providing services to the local communities where your lodges are located truly make this world a better place. Additionally, the admirable practice of providing and encouraging family activities through community service projects, recreational events and other activities is something this country can use more of.

We at KJT are fortunate to be "fraternal friends" with SPJST and the collaboration that takes place between our organizations is invaluable. We hope that your deliberations are fruitful and the decisions made at the convention are beneficial for SPJST and its members for years to come.

May God bless SPJST and each of its members!

Fraternally Yours,

Christopher L. Urban  
President  
Catholic Union of Texas, The KJT



Founded 1890

GRAND LODGE OF THE  
ORDER OF THE SONS OF HERMANN  
IN THE STATE OF TEXAS

A Fraternal Benefit Society

ALLAN W. PREUSS, FIC  
Grand President/CEO

GRAND VICE PRESIDENTS

MARY BEAM

Secretary/Treasurer

HARRY WERLAND, CPA

Member

TIMOTHY P. KOUBE

Marketing

KIMBERLY A. KRUEGER

Internal

March 29, 2016

Brian Vanicek  
Supreme Lodge President  
SPJST  
Temple, Texas

Dear Brother Vanicek:

On behalf of Hermann Sons Life Insurance and its 70,000-plus members statewide, allow me to extend my congratulations to the Slavonic Benevolent Order of the State of Texas as its members gather for the 32nd SPJST Convention.

SPJST and its members embody all that is great about fraternal benefit societies in America today.

Since its founding by Czech pioneers in 1897, SPJST has celebrated the unique heritage and culture that its founding fathers brought with them to their new home while encouraging a sense of patriotism in its members.

And, SPJST holds true to its motto of "Insuring and Enriching Lives" by offering an extensive portfolio of life insurance products as well as annuities and by sponsoring a broad range of adult- and youth-oriented activities and opportunities for community service.

For 118 years, SPJST has served as a leader in the fraternal life insurance industry in Texas and I am confident it will continue to be a leader for many more years to come.

Again, congratulations on behalf of Hermann Sons Life Insurance.

Fraternally,

Allan W. Preuss  
Grand President/CEO  
Order of the Sons of Hermann in the State of Texas



March 14, 2016

Brian Vaniosek  
Supreme Lodge President  
SPJST  
P.O. Box 100  
Temple, TX 76503

Dear Brian:

On behalf of the officers, directors and members of Western Fraternal Life, I would like to extend my congratulations to SPJST as you convene for your Thirty-Second Convention.

Like SPJST, Western Fraternal was founded by the Czech immigrants in the late 1800's. Today, we both continue to support the proud Czech and Slovak history, culture, and traditions.

For over 118 years, SPJST has worked hard to support your members in the communities where they live and work. It is the spirit of "doing good for each other" that sets SPJST, Western Fraternal Life and other fraternal societies apart from other organizations.

Once again, congratulations and best wishes on a successful Convention.

Fraternally,

Craig Van Dyke, CFA  
President



*Czech Center Museum Houston*  
Museum – Library– Prague Hall – Bmo Gallery– Pilsen Hall – Wenceslas Chapel  
4920 San Jacinto – Houston, Texas 77004  
Telephone 713-528-2060  
Web Pages: [www.czechcenter.org](http://www.czechcenter.org) & [www.receptionshouston.com](http://www.receptionshouston.com)  
Email: [czech@czechcenter.org](mailto:czech@czechcenter.org)



March 7, 2016

Mr. Brian Varicek  
SPJST Supreme Lodge President  
Post Office Box 100  
Temple, Texas 76503

My Dear Mr. Varicek:

I am honored to be invited to greet the SPJST 32<sup>nd</sup> Convention via this media - the Convention's Commemorative Booklet. I hope to convey I have along with my husband, W. G. Bill Rosene, since our formative years in the Czech Center Museum Houston's birth and journey we have been impressed with SPJST and its fraternal development through first one of our earliest Donor Patron Members, Mr. Louis Hamus, and his family's early SPJST association, then again when Bill and I sought advisement regarding the Czech community of Texas for the Museum's development in 1999 and sought counsel from the then SPJST President Mr. Howard Leskar. Foremost, what stood out were always the caring, humanitarian, fraternal principles of SPJST development in Texas. So while the CCMH mission of Heritage, History, and Hospitality is through Education, Culture, and Tradition we indeed are best friends and kindred spirits therefore sharing these best of the best collaborative principles.

On behalf of the Czech Center Museum Houston and in regard to the SPJST's celebration of the thirty-second convention on June 12 – 15, 2016 of your auspicious organization I wish many more years of fruitful benefit for your members. The SPJST organization, as does ours, brings together like-minded individuals to celebrate the meaning their heritage plays on the significance of knowing one's ancestry that all roots are important to being a citizen of the world. It is our organization's belief that education and charity are cornerstones to enhancing a Civil Society in these challenging times.

The primary beneficiaries of our core programming are the Greater Houston citizens at large who have benefited from learning what a substantial group of Texas citizens of Czech and Slovak heritage have contributed to this City and State and continue to contribute today by their diligence and hard work. Our members and friends are across many heritages and the affinities formed by our interest in and cooperation with other heritage groups has forged many common bonds.

As you know we are in the process of chartering Houston Midtown Lodge 232 of the SPJST, which has been underway for some nine years but is now close to fruition. We believe affinities such as hosting a Lodge in our Cultural Center will bear fruit by bringing disparate groups together as one. Current Houston lodges such as Lodge 88 can help support our undertaking by joining with us in their youth program if they will. We are all trying to interest younger members in joining our programs and SPJST's Youth Program is certainly envied and so very commendable by all as a means to pique their interest and continue their membership in an organization.

We look forward to working together in bringing this about. Thank you for your and others for supporting the effort in chartering Lodge 232 Houston Midtown and we wish many fruitful years of continued success for SPJST in their endeavors of fraternalism so we wish the Officers, Staff and Members continued success in its mission of fraternalism.

Effie M. Rosene  
Chairman and Chief Executive Officer

W. G. Bill Rosene  
Vice President of Administration and Treasurer

Board of Directors: Effie M. Rosene, Chairman; James E. Ehrlich, Vice Chairman; Rev. Paul Chownea; Grace England, PhD; Caroline Freeman; Chris Hawkins; Harry L. Mach; Kerry Aszczech; Barbara Mikulic; Soly Miller, PhD; Frank Poluda, II; Wesley Pustajovsky; Alan Smolnik; Charles Wolfgram  
Administrative Officers: Effie M. Rosene, Chief Executive Officer; James E. Ehrlich, President/Treasurer; W. G. Bill Rosene, V.P. Administration/Secretary  
Distinguished Patron: Brian Varicek, Honorary Czech Consul for Texas

Incorporated in Texas March 8, 1996 as a 501(c)(3) Non-profit Educational Cultural Arts Organization. EW 76-0496649

**The Czech Educational Foundation of Texas**  
Česká vzdělávací nadace státu Texas

March 31, 2016

SPJST Home Office  
520 North Main Street  
Temple, Texas 76501

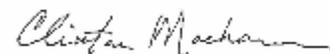
Dear SPJST Members:

On behalf of The Czech Educational Foundation of Texas (CEFT), we wish to extend our congratulations to SPJST on celebrating its Thirty-Second Convention to be held June 12 through June 15, 2016. CEFT sincerely appreciates SPJST's commitment to providing quality fraternal life insurance as well as a wide range of community/family activities and events that benefit society as a whole. SPJST's commitment to youth programs and scholarships for youth, in particular, is commendable. CEFT also recognizes and commends SPJST, founded in 1897 by Czech pioneers in Texas, on maintaining and strengthening its commitment to helping preserve Texas Czech heritage and culture. We wish SPJST many years of continued success.

Sincerely,



Woody Smith,  
President, Czech Educational Foundation of Texas



Clinton Machann  
Chairman of the Board, Czech Educational Foundation of Texas

Dedicated to the preservation and celebration of Czech language and culture through education, including programs at the University of Texas at Austin, Texas A&M University and the University of North Texas.

*The Czech Educational Foundation of Texas is a 501(c)(3) non-profit tax-exempt organization established in 1954.*



## THE CZECH HERITAGE SOCIETY OF TEXAS

DEDICATED TO THE PRESERVATION OF OUR CZECH HERITAGE  
A Texas 501 (c) (3) Non-profit, Tax-exempt Corporation

### OFFICERS

**PRESIDENT**  
Richard Skopik  
2014-2017

**VICE PRESIDENT**  
Dennis Morrison  
2014-2017

**SECRETARY**  
Paul Purvis  
2014-2017

**TREASURER**  
Euse Purvis  
2014-2017

**REPORTER**  
Anna Vasulik Rigg  
2014-2017

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2014-2016

**VICE CHAIR**  
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2014-2016

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Stephanie Taylor  
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2014-2016

Daniel Sauer  
2015-2017

### ADVISORY TRUSTEES

Leslie Altshuler 2014-2016  
Lynn Colwell 2014-2016  
Edith Adenberg 2014-2016  
Irene Swane 2014-2017  
Ann Dasha Davis 2015-2016

April 3, 2016

Mr. Brian Vanicek  
Supreme Lodge President  
SPJST  
Post Office Box 100  
Temple, TX 76503

Dear Brian:

The Czech Heritage Society of Texas congratulates the SPJST on its Thirty-Second Convention.

The SPJST is to be commended for its many programs supporting its members and their communities. Your organization is a great example of the importance of youth involvement by your activities that provide opportunities for today's youth to learn and become tomorrow's leaders. In addition, SPJST continues to strongly foster a respect for our country helping us be mindful of the sacrifices of those who have served it.

As the Czech Heritage Society of Texas, we are most grateful to SPJST for its contributions to our organization. The Czech pioneers not only founded SPJST in the late 1800's but is the period of time when many of our Czech ancestors came to Texas to begin a new life of opportunity for their families. Today, both of our organizations have a critical role of continuing to preserve our Czech traditions and culture.

Many thanks for all you do for all of us and best wishes for a successful convention.

Sincerely,

Richard Skopik, President  
Czech Heritage Society of Texas



## Texas Czech Genealogical Society

1231 County Road 201A

Angleton, Texas 77515

[www.txczgs.org](http://www.txczgs.org)

979-849-0348

March 3, 2016

Mr. Brian Vanicek  
SPJST Supreme Lodge President  
P. O. Box 100  
Temple, Texas 76503

Dear Mr. Vanicek:

On behalf of the officers and membership of The Texas Czech Genealogical Society, it gives me great pleasure to extend our congratulations to SPJST on their thirty-second 2016 Convention.

When TCGS was formed in 2001, our first project was to become Friends of the SPJST Library. Our goal was, and continues to be, to inventory the vast holdings of this wonderful library. Upon learning that the TCGS Czech Veterans' Wall of Honor was in storage, and displayed only on special occasions, the SPJST Officers and Board of Directors provided the space for us to install the Wall of Honor in a permanent display downstairs inside the Supreme Lodge. Because of "Caring Czechs," it has grown into a full museum, a first of its kind, as we know of no other museum in the United States dedicated to Czech Veterans. We are extremely thankful to SPJST and proud to be in partnership with you, as we stand together, proudly honoring and paying tribute to our Czech Veterans.

Our early Czech ancestors in Texas came to know SPJST not only as "their friend," but also for its leadership, dedication and fulfillment of the daily and long-term needs they required. This remains the same today, not only for the local Texas Czechs but for individuals throughout the entire nation. SPJST is helping TCGS keep and honor the customs, heritage, traditions, language and family roots of our Czech ancestors.

The Texas Czech Genealogical Society is extremely proud of our relationship with SPJST and we look forward to future years, as together we serve Czechs around the world.

Sincerely,

Charlene Hurta  
President  
Texas Czech Genealogical Society

*A genealogical society founded by Czech genealogists dedicated to helping you with your Czech genealogy.*



## TEXAS CZECH HERITAGE AND CULTURAL CENTER, INC.

LAGRANGE, TEXAS

# PROCLAMATION

WHEREAS, SPJST was founded in LaGrange, Texas in 1897 to provide financial, social and leadership opportunities for a new generation of Americans.

AND WHEREAS, SPJST is a fraternal organization founded upon the principle that every individual is his "brother's keeper" and that each of us has a responsibility to help each other.

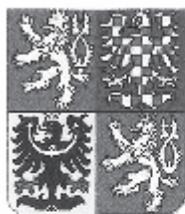
AND WHEREAS, SPJST--- The Slavonic Benevolent Order of the State of Texas ( Slovanská Podporující Jednota Státu Texas) programs promote Heritage and Patriotism and was founded in this spirit by Czech pioneers in Texas in 1897.

AND WHEREAS, SPJST continues to emphasize the importance of the Czech heritage and culture. The mottoes of SPJST are Benevolence, Humanity and Brotherhood.

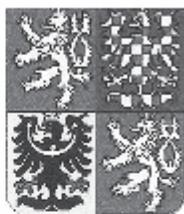
AND WHEREAS, SPJST is a strong supporter of Czech-founded organizations that promote Czech heritage and culture as well as fraternal benefit societies.

BE IT RESOLVED, that the President and Chair of the Board with the Board of Directors of Texas Czech Heritage and Cultural Center hereby honor and extend best wishes for many more prosperous years of patriotism, volunteerism and fraternalism.

Retta Slavik Chandler  
President and Chairman of the Board  
Texas Czech Heritage and Cultural Center, Inc



## *Texans of Czech Ancestry* **TOCA**



*TOCA 2015-2016*

*OFFICERS*

*PRESIDENT*

*Arlene L. Cloyd*

*VICE PRESIDENT*

*Kevin Kana*

*SECRETARY*

*B. Thomas Stavinho*

*TREASURER*

*Dan Mares*

*Directors*

*AMERICAN SOKOL Organization*

*SOUTHERN DISTRICT - SOKOL*

*Bob Podlasky*

*David Slovák*

*CZECH EDUCATIONAL FOUNDATION*

*OF TEXAS - CEFT*

*Clara Machan*

*Clarice Soukoreff*

*CZECH EX-STUDENTS ASSOCIATION*

*OF TEXAS - CESAT*

*Jane N. Reynolds*

*Helen Delich*

*CZECH HERITAGE SOCIETY*

*OF FT. BEND COUNTY*

*Ray Antošev*

*Lynn Antošev*

*CZECH HERITAGE SOCIETY*

*OF TEXAS*

*Phyllis Teisl*

*Richard Skopik*

*CZECH HERITAGE SOCIETY*

*OF TRAVIS-WILLIAMSON COUNTY*

*Ray Buzala*

*Vlass Vích*

*CATHOLIC UNION OF TEXAS - KJT*

*Kevin Kana*

*David Wagner*

*CATHOLIC FAMILY FRATERNAL*

*OF TEXAS - KJFT*

*Arlene Cloyd*

*Grace Finklerch*

*FARM MUTUAL INSURANCE*

*COMPANY - RVOS*

*B. Thomas Stavinho*

*Denals Vanich*

*SPJST*

*Erlou Fantech*

*Leonard Mlheska*

*TEXAS-CZECH HERITAGE AND*

*CULTURAL CENTER - TCHCC*

*Betta Chaudler*

*Johanne Palenik*

*ADVISORY DIRECTORS*

*Joe Bartosh*

*Pat Parous*

*Arnold Pechal*

*Evelyn Skopik*

*March 31, 2016*

*Dear Mr. Vanicek and Members of SPJST,*

*On behalf of Texans of Czech Ancestry, TOCA, the Board of Directors, the Officers and our members it is a great pleasure to extend our best regards to you and your fraternal on your SPJST Thirty-second Convention to be held June 12-15, 2016.*

*Since the beginning of TOCA your fraternal has supported and continues to lead our organization thru example and dedication. Your fraternal is carrying on the Czech heritage which it was founded on and these are the same goals TOCA remains committed to. Congratulations on your convention.*

*Sincerely,*

*Arlene L. Cloyd*  
**TOCA President**

History of West Museum

PO Box 535 West, Texas 76691  
Ph# 254-826-4639  
historyofwestmuseum@gmail.com  
DIN 443-6236461



*West, Texas during the early 1900's*

March 29, 2016

Brian Vanicek  
Supreme Lodge President  
Temple, Texas 76503

Dear Brian,

It is with pleasure that the History of West Museum pays tribute to SPJST as it celebrates its Thirty-Second Convention.

SPJST promotes heritage and patriotism and the History of West Museum, which opened in June of 2015, was founded to promote and preserve the history, heritage and culture of our Czech community of West, Texas.

When our West community was devastated by the 2013 Fertilizer Plant Explosion, and progress on the museum was severely hampered, SPJST was there to help. The electrical needs, lights, and photo reproductions were all possible due to SPJST's generous financial gift. Local lodges, especially District 3, have continued to support the needs of the museum.

SPJST's tradition of helping communities is truly exemplified by the support given to the West community and the museum. We are honored and grateful.

Sincerely,

Georgia Hutyla - President  
History of West Museum

## RESOLUTION

*Whereas*, SPJST (*Slovanska Podporujici Jednota Statu Texas*) has proudly served Texas families with life insurance products and fraternal activities since 1897; and

*Whereas*, SPJST programs promote heritage and patriotism in the hearts of its members; and

*Whereas*, SPJST continues to fulfill its financial obligations to its members and keep pace with the life insurance industry; and

*Whereas*, for 118 years SPJST has been helping people care for their families and extending their values to their communities; and

*Whereas*, SPJST sponsors a wide range of family-oriented activities, including community service projects, recreational events and provides youth with opportunities to achieve personal growth;

*Therefore, be it resolved* that Baylor Scott & White Health congratulates SPJST on this occasion of their Thirty-Second Convention and wishes this outstanding organization many more years of continued success.

  
\_\_\_\_\_  
Joel T. Allison, FACHE  
President & Chief Executive Officer  
Baylor Scott & White Health



# McLANE GROUP

*Leading the Charge*

March 31, 2016

Brian Vanicek  
SPJST, Supreme Lodge President  
P. O. Box 100  
Temple, TX 76503

Brian,

The Czech people were extremely important to the founding and development of Temple and Central Texas. They were strong, hardworking people and the SPJST created a fraternal organization to assist and support these early pioneers to our area and continues to play an important role in our community today. SPJST continues to offer a tradition of helping people to care for their families, build new relationships, and participate in community service projects and social gatherings.

SPJST demonstrates that its strength lies in its diversity, addressing human needs – financial, social and cultural. With a strong financial base, SPJST fulfills its financial obligations to its members and provides an extensive menu of insurance options. The lodges offer a wide range of social, family-oriented activities and opportunities to serve communities.

SPJST plays an important role in our community and offers its members the peace of mind that comes with financial security.

Sincerely,

DRAYTON McLANE, JR.  
Chairman

DMc/bb

Post Office Box 549 • 4001 Central Pointe Parkway  
Temple, Texas 76503 • 254-770-6100 • FAX 254-770-6101



June 12, 2016

Mr. Brian Vanicek  
President  
SPJST Supreme Lodge  
P.O. Box 100  
Temple, Texas 76503

Dear Brian,

On behalf of the RVOS Farm Mutual Insurance Group, I would like to extend our sincere congratulations to the SPJST fraternal benefit society for its 119 years of success since being founded in 1887 by those early Czech pioneers. Their vision of providing financial security to its members in times of sickness and death as well as an avenue for those members to fulfill their social needs in a world new and unknown to them, is a tradition alive and well today.

Those early settlers understood the value and rewards associated with hard work and what it took to provide for themselves. The work ethics, dedication and loyalty they displayed have carried forward from one generation to the next and are exemplified by the successful organization SPJST remains today. The time honored concept of "doing good for each other" has served as a cornerstone for the Order from the beginning of its existence.

In an ever changing business environment where human involvement seems to be giving way to social media and electronic communication, the SPJST has adhered to its principles by continuing to promote personal interaction through its Local Lodges and youth programs. Your support of the many organizations in local communities across Texas remains a noble cause.

The SPJST programs which promote and support the Czech heritage and culture are also a constant reminder of the core values instilled by the Society's founding fathers.

For these worthwhile endeavors, you are to be commended.

We at the RVOS Group of Companies wish you a successful and productive 2016 General Convention and look forward to a continued working and social relationship with the SPJST.

Fraternally Yours and Best Regards,

Wiley Shockley  
President  
RVOS Farm Mutual Insurance Group



TEMPLE COLLEGE

2600 SOUTH FIRST STREET • TEMPLE, TEXAS 76504-7499  
(254) 298-8282 • [www.templejc.edu](http://www.templejc.edu)

March 28, 2016

Mr. Brian Vanicek  
Supreme Lodge President  
SPJST  
P.O. Box 100  
Temple, TX 76503

Dear Mr. Vanicek:

It is with great pleasure that I write this letter to join others in celebrating the Thirty-Second Convention to be held June 12-15, 2016. The efforts of SPJST in supporting boys and girls to achieve personal growth is truly appreciated by the Temple community.

Temple College is especially grateful for the support SPJST provides to students in the form of scholarships that allow them to attend Temple College. SPJST recognizes the need for higher education in order to achieve personal and career goals and works to provide financial support to allow students to participate in higher education.

My best wishes to SPJST as it continues its tradition of helping people to care for their families and communities.

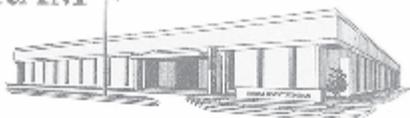
Sincerely,

Glenda O. Barron, Ph.D.  
President

# TEMPLE DAILY TELEGRAM

PUBLISHED DAILY AND SUNDAY

10 SOUTH THIRD STREET — P.O. BOX 3114  
TEMPLE, TEXAS 76708-0114 — (254) 778-4444



February 25, 2016

Mr. Brian Vanicek  
Supreme Lodge President  
SPJST  
P. O. Box 100  
Temple, TX 76503

Dear Mr. Vanicek:

Each year SPJST continues to live up to its reputation and spirit for doing good for each other and bringing hope for the future for many deserving people served by your fine organization.

Your presence in our community is a great asset, and the efforts of SPJST are to be applauded.

Congratulations as you celebrate your Thirty-Second Convention. May your success continue as you go forward with your good work.

Sincerely,

A cursive handwritten signature that reads "Sue Mayborn".

Mrs. Sue Mayborn  
Editor and Publisher

SM:ew



Office of the Chancellor  
THE TEXAS A&M UNIVERSITY SYSTEM

March 28, 2016

SPJST  
P.O. Box 100  
Temple, Texas 76503

To Fellow Members:

I have been a member of SPJST since the day I was born. My grandmother, Teresa Marek, made sure of that. She worked hard to teach me Czech, but failing that, she tried to teach me the words represented by SPJST. Due to my lack of ability to learn the new language, she simply said "it stands for Special People Jesus sent to Texas." Indeed, that is true.

I am proud of my Czech heritage and proud to have my entire family in SPJST.

Respectfully,



John Sharp  
Chancellor



Greetings to the Delegates of the 32nd Quacrennia. Convention.

On behalf of the Administration, Staff, and Directors of the S.P.J.S.T. Senior Living and Assisted Living facilities, we wish you a successful and enjoyable convention.

Our organization is proud to be associated with the SPJST Life Insurance Fraternal and wish you the best in the years to come. We have been blessed with tremendous growth with the addition of our Assisted Living facility and just recently with the acquisition of the Czech Catholic Nursing Home in Hillje, Texas. We are proud of the construction of our new Senior Living facility in Taylor with an expanded size of a 96-bed facility that will also include an Alzheimer's unit. This Senior Living Center is a state-of-the-art facility, and we look forward to having you come and visit this wonderful facility. We are here to serve the needs of the aging and look forward to welcoming all who may need our assistance in your future years. We are here to serve and want you to visit us in Taylor, Needville, and Hillje.

May God bless all of you who are delegates, and may you make decisions that will provide SPJST a future with many years of existence. We are all bonded together with a mission to preserve our Czech heritage. Once again, best wishes for a successful convention.

Fraternally,

Donnie Victorick  
President  
S.P.J.S.T. Senior and Assisted Living



**Czech Heritage Museum**  
*and Genealogy Center*

March 15, 2016

SPJST Members  
Brian Vanicek, president  
P.O. Box 100  
Temple, Texas 76501

Dear Brian and all SPJST Members:

Congratulations on the outstanding success and longevity of the SPJST organization, signified by the upcoming 32<sup>nd</sup> SPJST Convention!

The Czech Heritage Museum and Genealogy Center is the culmination of the vision of SPJST members to provide opportunities for education, preservation and research into the unique culture and history that unites Czechs and Texans.

Because of the sage foresight, actions and generosity of the SPJST members and leadership, the Czech Heritage Museum continues in public service today. The museum frequently receives visitors from the Czech Republic, who are surprised and delighted to discover their own culture celebrated so far from home. The museum has become a popular meeting venue for local organization and events, increasing our reach to many who would not have visited the museum otherwise.

The generous donations and memorials sent by SPJST lodges and individuals provide programs, events and exhibits centering on Czech culture. In 2015, these programs quadrupled the number of our visitors from the previous year!

The heart and soul of our collection are the rare books and artifacts collected by early SPJST museum volunteers and donated by its members. The wonderful encouragement and continued support of the SPJST to this museum carries on the legacy of its founders and exemplifies the inspiring mission of the SPJST.

Gratefully,



Susan Chandler  
Museum Administrator



## SPJST Education and Nature Center

2001 Waldeck Road  
Ledbetter, Texas 78946  
Office (979) 249-5674  
Fax (979) 249-3974  
Email: spjstenc@gmail.com

On behalf of the Board of Directors, I would like to congratulate SPJST on the upcoming 32<sup>nd</sup> Convention June 12-15<sup>th</sup> in Killeen, TX. Over the last 119 years and now 32 conventions, you have insured and enriched thousands of lives across the board, all while keeping alive the Czech heritage and passing it on for generations to come.

It has been a pleasure for our boards to work together since the inception of SPJST Education and Nature Center. SPJST's recent purchase from LCRA of ENC, has resonated excitement throughout both boards I am sure. It is with this purchase and excitement, which we look forward to forging a relationship that will lead SPJST Education and Nature Center to the top of the list when it comes to camps in Texas.

We wish you the absolute best of luck during this convention and taking the next step and making decisions to ensure that the SPJST remains strong the next four years, as well as another 119 and beyond. Best wishes on the Convention and may God Bless the SPJST.

Fraternally,

Donnie Howard

SPJST Education and Nature Center

President

## Supreme Lodge President's 2016 Pre-Convention Report

Dear Brothers and Sisters,

In 2016, we observe the 119th anniversary of the founding of SPJST. We celebrate not just for having survived, but for being vibrant — alive with the same energy, vitality, and promise that surely filled the Fayette County Courthouse in La Grange, Texas, on December 28, 1896, when 25 Texans of Czech descent met for the purpose of organizing a new fraternal benefit society in the State of Texas.

My sincere thanks to you for your faith, confidence, and belief in the high ideals of fraternalism and for your role in contributing to the success story that is SPJST. The past four years have been marked by broad progress in many areas.

I am excited about the future of SPJST. Great efforts have been made in recent years to address and to right the management and certificate-servicing issues that had been weighing heavy on the SPJST. The constructive working relationship enjoyed by SPJST's management team and directors has been an evolutionary process and has resulted in a more goal-oriented and accountable management team — and for that, I am truly thankful. As a result, SPJST is well-positioned for dynamic growth in the future.

From a benevolent perspective and through 103 lodges throughout the state, SPJST continued to make a powerful and positive difference. Thanks to the diligent reporting efforts of our lodge Fraternal Activities Coordinators, we are now able to accurately quantify the SPJST's fraternal commitment. In 2015, members contributed more than 101,000 charitable hours and \$324,000 in charitable assistance. Collectively, over the past four years, SPJST members contributed 469,000 charitable hours and \$1,608,979 in charitable assistance!

From a financial perspective, SPJST remains strong. With respect to total life insurance in force, SPJST is fast approach-

ing the \$1 billion mark. Based on the current production levels, we expect to achieve that landmark in 2016. Total annuities in force exceed \$125 million. SPJST assets exceed \$235 million.

These are impressive numbers; however, I believe they are a mere foreshadowing of things to come — provided that we remain focused on meeting the needs of our members and true to our fraternal mission.

Efforts to reconnect with our “orphan members” and service the insurance needs of all SPJST members are underway. This includes the hiring of a dedicated in-house customer service representative whose primary responsibility is to reestablish contact with members, update certificate information, and identify new sales leads. Already, these service-oriented initiatives have been yielding positive results.

On the fraternal front, our watchword has been and shall remain “relevancy” — doing those things that bring meaning and substance to SPJST's fraternal mission. The prescription for achieving relevancy — at every level of this great organization — is strategic planning — making a commitment to regularly address what we as a society and our lodges are doing to deliver value to our members and to society.

### Management Outlines Goals

Managing the SPJST since the 2012 Convention required Supreme Lodge members to review and understand the factors that drive fraternalism, profitability, and growth. The Supreme Lodge met on a quarterly basis to review fraternal operations, discuss the insurance program, investments, risk management, and an ever-changing array of business challenges and opportunities.

During its 2015 strategic planning meeting in October, the Supreme Lodge identified six organizational goals which we are now working to achieve.

**1. To establish a five-year business plan for growing the SPJST.**

**2. To increase premium income in-line with business plan objectives.**

**3. To remain a relevant fraternal force in the lives of our members.**

**4. To enlist the services of qualified new fraternal sales agents and to address their continuing education needs.**

**5. To celebrate Czech heritage and promote strong family values; and**

**6. To invest in technology that helps to attract and to engage new members as well as meets the needs of our current members.**

Operational objectives are daily, weekly, and monthly benchmarks that help us to identify and to implement the larger goal objectives. The five operational objectives listed below also emerged during the Supreme Lodge 2015 strategic planning process.

#### **Operational Objective No. 1**

Department heads will continue to work together to construct and implement an integrated approach to marketing the complete SPJST package — from life insurance to fraternal activities. Through generally conservative management principles and investment activities, active fraternalism, and high-quality life insurance products, the SPJST will be well-positioned to service the needs of its existing members and to grow organically.

#### **Operational Objective No. 2**

Department heads will work together to construct and implement a consistent, organization-wide approach to organizational communications, including website development, graphic standards, signage, and correspondence.

#### **Operational Objective No. 3**

To monitor expenses — including all vendor relationships — to insure we receive the best value for the price.

#### **Operational Objective No. 4**

To place a premium on recruiting sales agents and providing them with continuing

education that will enable them to provide high quality service to SPJST's members and prospective members.

#### **Operational Objective No. 5**

To place a premium on continuing education and business development for management and directors, including an annual appraisal process and strategic planning workshop.

In addition to these organizational goals and operational objectives, every Home Office department maintains its own goals and objectives that they are working to achieve throughout the course of the year.

#### **Gauging SPJST's Performance**

SPJST's performance since the 2012 Convention can be gauged in several ways. The statistical data which I am presenting reflects SPJST's performance in various reporting areas:

- Life insurance in force as of December 31, 2012, compared to December 31, 2015, increased from \$904.937 million to \$943.845 million, representing an increase of 4.3 percent.

- Total life insurance certificates in force decreased from 48,107 as of December 31, 2012, to 46,145 as of December 31, 2015, representing a decrease of 4.1 percent. Generally stated, this decline can be attributed to two factors: lapses from non-payment of premiums and deaths.

- Life insurance in force at year-end 2000 was \$481 million. Over the past 15 years, the amount of life insurance in force has nearly doubled to \$944 million at year-end 2015. Based on current production levels, SPJST anticipates that the Society will post \$1 billion insurance in force later in 2016. When we include annuity volume in the tally — approximately \$125 million — total in-force business at year-end 2015 exceeded \$1.069 billion.

- Annuity deposits in force as of December 31, 2012, to December 31, 2015,

increased from \$123.6 million to \$125 million, representing an increase of 1.2 percent. This increase can be attributed to members seeking to ensure a guaranteed rate of interest return on their money during what has been a period of sustained uncertainty in the financial markets.

- While life insurance sales represent SPJST's key growth component, sales persistency — the quality of business written — remains a critical factor in SPJST's success. The 25-month persistency in 2015 was 91 percent compared to 76.85 percent in 2012. The 13-month persistency was 94 percent in 2015 compared to 74.85 percent in 2012.

- Total surplus increased from \$17.250 million as of December 31, 2012, to \$19.474 million as of December 31, 2015, representing an increase of 12.9 percent. This increase can be primarily attributed to an improvement in the market value of Society investments. It is especially gratifying to report to you that the negative trend lines of the mid-2000s have been reversed, especially as that relates to reclaiming surplus, and posting positive net income from operations.

Thanks to the emphasis which has been placed on generating quality new business over mere quantity sales, SPJST's lapse ratio has improved dramatically in recent years. Whereas SPJST's lapse ratio was extremely high — in excess of 12 percent in 2008, it has improved greatly, down to 2.6 percent through year-end 2015.

Working to identify and fulfill the life insurance needs of our current members, extended families, and circles of friends with high quality life insurance represents a key component of the SPJST's invigorated efforts to achieve a sustainable pattern of organizational growth. Sustainable growth is repeatable, systematic, and aligned with the mission of the Society. It represents the underlying strength and vitality of SPJST's core business. Thank you to the sales agents and to everyone in the SPJST Sales and Marketing area who are working to make a positive difference in the growth of our Society.

Sustainable growth, we believe, can be

achieved in the years ahead through a concerted effort to grow out of our existing lodges, through the servicing of our existing members, their families, and their circles of friends.

Additional growth is anticipated through the expansion of our existing distribution channels within its traditional markets as well as in those areas where SPJST enjoys strong name recognition and a strong fraternal presence.

### **Moving in the Right Direction**

To achieve sustainable growth, the products and services — financial as well as fraternal — that SPJST offers to our members must meet and, whenever possible, exceed the expectations of our members. The training and support that we offer to our sales agents and lodge leaders must be equally superior. SPJST's business philosophy — to work to establish a reputation for quality among members, sales agents, employees, and management represents an ongoing initiative.

SPJST is now in its third year of implementing a comprehensive Enterprise Risk Management plan designed to further strengthen and protect SPJST's financial position. Key components of SPJST's Investment Risk strategy have been in place since 2008 in the form of SPJST's Investment Policy Statement. Policies and procedures are in place and are routinely monitored to ensure good cash flow coverage of our liabilities.

SPJST remains committed to these efforts as well as to efforts to reduce future volatility to surplus. Helping management to achieve this commitment to quality were the strong and positive working relationships which we continue to enjoy with our business consulting partners — Parkway Advisors, Allen Bailey & Associates, and Alpha Capital Management.

We completed our annual A.M. Best review in April. The review went very well, and we are looking forward to receiving our evaluation.

SPJST's financial performance through the first four months of 2016 has been good. Secretary-Treasurer Leonard Mikeska and

Financial Secretary Roy W. Vajdak offer detailed explanations of these and other items related to SPJST's investments and financial statement in their reports. Thank you to everyone in the Accounting and Investment areas for your attention to detail and redoubling of efforts during what has been a period of management transition in these two areas.

On the regulatory front, SPJST officers and directors are keenly aware of the National Association of Insurance Counselor's (NAIC) Corporate Governance Annual Disclosure Model Act and look forward to adopting those consumer safeguards, operational performance standards, and technological innovations which will enable the SPJST to operate in a way that is both fiscally and fraternally responsible. Quality control and compliance issues remain high on the Supreme Lodge's list of priorities. By taking a strategic and proactive approach to these matters, the Society is operating in a manner that warrants and justifies the confidence of our devoted members.

### **Lodges Convey Sense of Responsibility, Tradition**

We have touched on a lot of areas, but you know, it represents only part of the big fraternal picture. That grand, panoramic image only comes into view when you step back and take note of the hundreds of local lodge events that have taken place over the past four years.

In lodges all over the state, men, women, boys, and girls committed their time and energy to supporting worthwhile causes. They are taking the best that SPJST has to offer — a tradition of helping people to care for their families — and are extending these values to their communities.

Thank you to each and every lodge officer, trustee, and active lodge member who has worked diligently to make SPJST the organization that it is today! One of my greatest joys as Supreme Lodge President is sharing time with our members and — whenever possible — helping to facilitate the good works being done in the name of SPJST and fraternalism.

The word “lodge” has two meanings to SPJST members. It is both a place where local SPJST meetings are held and a collective term for the members who meet there. SPJST lodges help to define and convey the fraternal ideal of “doing good for each other and for the communities that SPJST lodges seek to serve.” A strong lodge strives to keep members informed of the life insurance benefits and other fraternal benefits afforded through membership in SPJST. What's more, belonging to a strong lodge conveys a sense of tradition and responsibility. To help lodges achieve these worthy objectives, the SPJST Supreme Lodge has developed a checklist of 10 SPJST Model Lodge Best Practices. The “Best Practices Guide” is now being revised for the third time with distribution scheduled later this summer.

### **SPJST Youth Program Makes a Positive Difference**

SPJST's fraternal venue encompasses a wide range of adult- and youth-oriented activities as well as new opportunities for community service. As a result of these efforts, SPJST and its members received considerable recognition on the state level through the Fraternal Alliance of Texas and on the national level by the American Fraternal Alliance.

Through active participation in local SPJST Youth Clubs and statewide events, young members between the ages of five and 18 developed a greater awareness of the common bonds that we all share.

SPJST youth clubs also worked with community-based organizations, tailoring programs to fit their local needs. SPJST's summer camp program fostered a spirit of cooperation, an appreciation of the natural environment, and helped campers to acquire leadership fundamentals. Additionally, SPJST hosted Youth Achievement Day (YAD) competitions on the district and state levels as an educational activity for SPJST youth club members. Contestants fielded entries in a range of areas including arts and crafts, music, dance, drama, and public speaking.

State Youth Director Lynette Talasek and our District Youth Counselors (DYCs)

planned and directed activities and programs as well as formulated the rules and regulations for our youth program. Within the Fraternal Department, Sister Talasek, aided by Fraternal Services Specialist Tammy Martinez, effectively managed the multitude of activities that comprise the SPJST's youth program. Sister Martinez also assisted State Fraternal Activities Coordinator Frank Horak, overseeing various fraternal activity administrative functions as well as helping to organize SPJST statewide tournaments and assisting with local lodge and district activities.

Thank you, too, to the DYCs, youth leaders, youth club members, and adult volunteers who helped to promote the colorful Czech heritage and culture by fielding Beseda dance groups throughout the state. Over the last four years, SPJST Beseda dancers routinely performed at the Texas State Fair Multi-Cultural Celebration, Caldwell Kolache Festival, and Texas Independence Day — at the Texas State Capitol in Austin.

The collaborative ties that exist within the SPJST Youth Program and that are nurtured by our DYCs, their assistants, and youth leaders represent a tremendous devotion of time and spirit. They demonstrate the importance of working together to achieve common goals. Their commitment represented a powerful and driving force behind the success of the SPJST Youth Program.

### **SPJST Scholarship Program**

Thank you for supporting the SPJST 100 Pennies Scholarship Fund Drive, Memorial Fund, and SPJST's endowed scholarships over the preceding four years.

During the four-year period from 2012 to 2015, a total of 263 scholarships totaling \$292,000 were presented. This total includes the 35 scholarships — 27 Merit Scholarships and eight Royalty Scholarships — that were awarded in conjunction with the SPJST Youth Program at State Youth Achievement Days. Keep in mind, this total does not include the many scholarships that were awarded by our local lodges.

The SPJST's scholarship program is funded through voluntary contributions,

memorial donations received throughout the year, and SPJST's annual allocation. SPJST's endowed scholarship program also continued to grow as several scholarships were established in loving memory of past SPJST members. In April 2016, a total of 55 \$1,000 scholarships and leadership grants were presented to deserving young members. An additional 10 scholarships will be presented at the 2016 State Youth Achievement Day celebration.

Whereas Sister Talasek tended to matters of business relating to the youth program, State Fraternal Activities Coordinator Frank Horak provided adult lodges across the state with assistance in the area of officer training, lodge development, and fraternal programming. Brother Horak was also instrumental in organizing and helping to host many of our SPJST statewide events and contests.

Thank you to our District Fraternal Activities Coordinators as well as all of our district officers for the many and varied services that they provided to the lodges in their districts.

### **Corpus Christi Getaway**

This highly-anticipated event is emblematic of how SPJST's fraternal program has evolved in order to remain relevant in the active lives of our members. It has been a joy watching the annual Corpus event grow over the years. In a very real way, the event is helping families and friends establish strong and lasting bonds and a deep sense of belonging that they are passing on to their children and grandchildren.

In August 2015, SPJST hosted the Ninth Annual Corpus Christi Getaway Weekend. More than 360 attendees enjoyed fun in the sun and fraternalism with a Mardi Gras theme. There was food, music, entertainment, games, and lots of kolaches—thanks to our good friends at Lodge 79, Corpus Christi. The Fraternal Department is in the process of making preparations for the 10th SPJST Summer Getaway to be held August 12 to 14, 2016, in Corpus Christi.

### **Building Good Relations**

Over the past four years, the SPJST Home Office continued to show strong sup-

port for a multitude of annual public events. These included the National Polka Festival in Ennis, Westfest in West, Kolache Festival in Caldwell, Czech Heritage Celebration in Temple, Heritage Day at the State Fair of Texas in Dallas, Czech Heritage Celebration in La Grange, and the Slavic Heritage Festival in Houston. It was an honor for SPJST to be affiliated with each of these great events.

On a related note, SPJST sought to elevate its presence within the Czech and Greater Slavic communities by supporting an array of key cultural and heritage groups including the Texas Czech Genealogical Society (TCGS), Czech Educational Foundation of Texas (CEFT), Texans of Czech Ancestry (TOCA), Czech Heritage Society (CHS) of Texas, Texas Czech Heritage and Cultural Center (TCHCC) in La Grange, Texas Polka Music Museum (TPMM) in Schulenburg, Czech Center Museum Houston, and the Sokol gymnastics organization.

In line with these initiatives, SPJST organized its first new lodge in nine years on March 22, 2016, working in concert with the Czech Center Museum Houston.

Demonstrating a strong, united fraternal front, in May 2013, and again in May 2015, SPJST organizers worked with other Texas-domiciled fraternal benefit societies to coordinate and host Legislative Awareness Week at the Texas State Capitol in Austin, two very successful events which included picnics on the grounds of the State Capitol for state legislators and their staffs.

Building strong, personal relationships with our public officials and their staffs is an important aspect of generating public attention and support for fraternal groups and the good work that they do. Building legislative support for SPJST is an idea that applies as much on the local lodge level as it does on the state and national levels.

### **Fort Hood November 5th, 2009 Memorial Dedicated**

For seven years, SPJST has been involved in raising awareness and funding for the November 5th, 2009 Fort Hood Memorial, a project conceived by SPJST Fraternal Field Manager Hiram Dixon late in

2009 to pay tribute to the 12 American soldiers and one civilian contractor gunned down at Fort Hood on November 5, 2009.

I am happy to report that the memorial was dedicated on March 11, 2016, with considerable fanfare throughout the region and state, and the memorial honors the victims and provides a historic record of this tragedy, delivering a message of vigilance for generations to come. It has indeed been a proud and gratifying experience for SPJST to have been an instrumental part of this important and patriotic initiative.

### **Non-Profit Enterprises**

In 2011 and 2012, the SPJST Supreme Lodge laid the groundwork for the establishment of The SPJST Foundation — a 501(c)(3) non-profit enterprise, to administer to the support and development of a number of cultural, educational, and humanitarian programs and causes. In 2013, the IRS approved the establishment of this far-ranging fraternal endeavor. In February 2016, SPJST Foundation Directors designated James L. Lee, III to begin serving — on a contract basis — as the Foundation's Director of Development to lead the Foundation's fundraising efforts and endowment program.

The SPJST's statewide fraternal emphasis throughout 2016 will be on working through the SPJST Foundation, a 501(c)(3) non-profit organization, to generate support for the SPJST Education and Nature Center (ENC) in Fayette County and the Czech Heritage Museum and Genealogy Center in Temple. Both the museum and nature center are 501(c)(3) organizations established by SPJST members. Located in Fayette County, the SPJST Education and Nature Center embodies the ideas of wildlife preservation, conservation, and personal achievement. The Czech Heritage Museum offers a tribute to Texas pioneers of Czech descent.

On a related note, SPJST was pleased to announce on April 8, 2016, that a contract had been signed to purchase the 182-acre site which is presently home to the SPJST Education and Nature Center (ENC) at Cooper Farm. The investment property, located approximately 14 miles northeast of La Grange in Fayette County, was previous-

ly owned by the Lower Colorado River Authority (LCRA) and was being leased to the SPJST ENC, a 501(c)(3) non-profit corporation. The deal effectively establishes the SPJST as the lessor and owner of the property.

As anyone knows who has visited the property, it's a beautiful parcel of land. SPJST looks forward to working with the SPJST Education and Nature Center Board of Directors as they continue in their quest to turn the property into a topflight education and nature center.

The SPJST ENC and Czech Heritage Museum are considered priorities for the SPJST Foundation at this point; however, when the Foundation was established, its organizers recognized that its long-term objectives needed to be sufficiently broad as to embrace the broad realm of projects having merit.

Organized as a result of actions by the 1956 SPJST Convention, the S.P.J.S.T. Rest Homes in Taylor and Needville are also a 501(c)(3) non-profit enterprise. In March 2010, S.P.J.S.T. Rest Home No. 1, Taylor opened a new addition to its assisted living accommodations to meet the needs of its near-capacity resident population. In 2016, the Taylor home is scheduled to dedicate its new senior care facility. Also, in 2016, S.P.J.S.T. Rest Home Directors acquired an existing senior care facility located in the Hillje community. Congratulations to S.P.J.S.T. Rest Home Directors on their great accomplishments in recent years.

### **Spreading the Good Word**

SPJST's weekly newspaper, *Věstník*, observes its 104th anniversary in 2016. The *Věstník* holds the distinction of being the nation's only weekly fraternal publication. Look through any typical issue of the *Věstník* over the last four years and what did you see? Members doing good things for each other and for their communities. That's what it's all about.

Work commenced this spring by a third-party vendor on the total redesign and revitalization of the spjst.org website. Before committing to the redesign, the management team devoted considerable time to defining content, site requirements, and other bid

specifications prior to selecting a designer. The new website is scheduled to go live this summer. Thank you to Melanie Zavodny and the Communication Department for their efforts in helping to spread the good word on SPJST. A detailed summary of these activities appear in the Publication Committee report.

The success of SPJST over the preceding four years reflects well on everybody — our members, lodge officers, district leaders, officers, directors, Editor/Director of Communication, and Home Office staff and field personnel. Seldom do any of their daily feats of service and support make the headlines but it also warrants recognition.

I especially want to recognize the tremendous dedication and work ethic of my assistant, Sandra Dubcak. She's great at keeping me and the Fraternal Department on track. Her ability to effectively multitask a dozen projects at a time is admirable and very much appreciated. Likewise, I want to recognize Human Resource Administrator Debbie Klinkovsky for her cost-effective restructuring of the Society's multiple internal insurance plans as well as for her devotion to matters related to the personnel and benefits area. Special thanks to Debbie for her active role in helping to see the Fort Hood November 5th, 2009 Memorial to completion. Too, I want to express my appreciation to our part-time employee in the Fraternal Department — Sister Ruth Hausch — for the conscientious job that she does in helping the Fraternal Department remain responsive to the needs and concerns of our members. Ruth is now in her 39th year of service to SPJST.

### **Moving Forward**

Democratic principles empower SPJST members on the lodge, district, and state levels and allow them to participate in the decision-making processes of the Society. Therein resides the foundation of our diverse and dynamic Society. As that relates to the recommendations of the SPJST Special Structure Committee which appeared in the September 9, 2015, *Věstník*, I favor the document's key components, including provisions that continue to provide for the statewide election of the Supreme Lodge

## Supreme Lodge Vice President's 2016 Pre-Convention Report

President and the Editor/Director of Communication. Those are important provisions. Additionally, delegates would continue to vote to elect their district directors as well as deliberate and vote upon changes and/or amendments to the by-laws.

On a related note, I can truly appreciate the merit of establishing an SPJST Operations Manual. I envision it as an operations handbook that will continue to grow and address every area of SPJST's daily business operations and fraternal outreach. This is something that has been needed for such a long time and is finally on the verge of happening!

In addition to providing members and employees with detailed guidelines of SPJST operations and obligations, the great practicality of the operations manual is that it would designate the Supreme Lodge with the responsibility of updating the manual as necessary and to remain in compliance with all applicable state and federal guidelines as they arise. The life insurance industry is a heavily regulated business, and it remains in the best interest of the SPJST to comply with any and all state and federal statutes.

### A Labor of Love

My past 12 years as President and the preceding 12 years as *Věstník* Editor and Director of Communication have been a labor of love. Throughout most of my adult life, advancing the interests of SPJST has been my passion and my life's vocation. I have done my best to honor my obligations and to serve SPJST with integrity. As a result, my family has been blessed with a lifetime of fraternal experiences and personal relationships as near and dear as any blood kin. For that, we are grateful. With a deep awareness of the responsibility conferred by your trust, I humbly ask for your support for President for the next four years. I will continue to work diligently for you in fulfilling SPJST's fraternal mission.

Thank you for your continued support and for your commitment to the high ideals of fraternalism!

Fraternally,

Brian Vanicek, FIC

—SPJST—

The purpose of this pre-convention report is to comply with Article 32 (g) of our by-laws and to share a summary of management and performance information with you. As you are aware, Gene McBride was elected to the Vice President's position in the 2012 Convention and retired mid-term. I was hired by the Supreme Lodge in October 2014 to fill that position.

It has been a great honor to serve as your Vice President. I am excited about SPJST and want us to grow our membership and continue to bring our cherished Czech traditions and family focus to communities across the state. My vision for the organization is to grow and develop our relationship with our members with the goal of every member seeing themselves as part of the SPJST community. This means that we do not just sell an insurance certificate and forget about the member like many commercial companies, but rather encourage the member to join the SPJST family, get involved, and make our communities a better place.

During this past year and a half, I have had the pleasure of working with an amazing management team and Supreme Lodge. I believe we share a common vision and are taking steps to make SPJST better every day. I think that by working together, we can build an SPJST that is productive and can continue our many good works in our communities.

There are several projects developed that will make a direct impact on our members in 2016 and beyond. First, we are sending out birthday cards to all of our members. This helps to remind members that we do care about them and want the very best for them. Second, we are giving the birthday contact information to our agents to encourage them to speak with our members to ensure their needs are covered. For the members without an agent, we have started calling them from the

SPJST Home Office to ensure they have a positive experience with SPJST and know that we care about them. We have also created a newborn benefit program to encourage greater family involvement with SPJST and focus on the next generation of SPJST members.

We have also made some changes within the Insurance Department to help modernize our processes in areas such as underwriting. One of the biggest changes is that we have begun accepting electronic applications. This was the most frequent request from our agents and can cut days off of the time between a prospect signing the application and SPJST receiving it allowing us to have a faster turnaround time for applications. Another area we have improved is to give weekly updates to agents about the status of pending applications. This allows the agent to know where the application is at in the process and what we need (if anything) to continue the application process.

Other areas of change I would like to highlight include our application, our agent communications, and our incentive programs. We now have a new application that was approved by Texas Department of Insurance (TDI). This application reflects a team effort to improve the quality of information we receive from applicants while making the application process easier for both the applicant and the agent. Going forward, we will have a new web-based illustration system that is projected to be implemented towards the end of 2016 that will allow agents to give illustrations on their phone or tablet while sitting with the prospective member. We are publishing a bi-weekly email to our agents highlighting agents' accomplishments and goals for the organization and encouraging friendly competition to encourage new sales. Our incentive program is changed as well. Rather than focusing solely on the number of applications, our focus has been on putting good sustainable business on the books. This means tying our incentives to persistency requirements and encouraging greater communication between our agents and prospective SPJST members.

As a result of these initiatives, I am excited to see how much our performance has increased from 2014 to 2015. I am thrilled that we have made great progress in bringing on new members. In 2014, we had 888 issued applications, in 2015 we had 1,053 — an increase of 18.5 percent! Additionally, we have done a better job of keeping our membership on the books. Our 13-month persistency was 87.1 percent at the end of 2014, but it improved to 94.6 percent by the end of 2015. Our 25-month persistency was at 81.8 percent in 2014 and has now grown to 91.3 percent at the end of 2015. This shows that we are bringing on better business and keeping it!

One area that needs to be highlighted is our huge improvement in our lapse ratio. The lapse ratio looks at all of the certificates that lapse out in a given year compared to all of the certificates we have on the books. Back in the late 2000s, our lapse ratio was over 11 percent. That means that if we had 50,000 certificates, 5,500 certificates fell off of the books each year. That has improved over the years. In 2014, our lapse ratio was 4.5 percent. However, in 2015, our lapse ratio fell to 2.6 percent. That means that in 2015, we kept more than 900 certificates from falling off the books compared to 2014! To put it in another way, we saved more than 2.5 certificates every single day over the 365 days of 2015.

In 2016, we are improving our numbers compared to 2015. Comparing January to March 2015 to January to March 2016, our issued certificates are up 23.7 percent, and the amount of insurance issued is up 65 percent! I am so thankful for the hard work of our Insurance Department, field managers, and our agents. As the insurance side continues to improve, it allows the fraternal side of SPJST to continue to support our fraternal benefits to the members and affiliated organizations like the SPJST Education and Nature Center (ENC) and the Czech Heritage Museum.

SPJST is a family organization, and our fraternal programs allow us to reach out and impact our community in many different ways. Looking forward, I would like to see us to continue to focus on our fraternal activities. For example, I can remember as

a child how much I looked forward to the SPJST youth club meetings and could meet friends and do community projects. I would like for my children to have those same feelings when they are old enough to join the youth program.

I am very optimistic about the future of SPJST. I believe this management team and Supreme Lodge has done a great job of looking to the future and creating a vision that is sustainable for the long term growth of the Society. I believe we have made great steps in that direction, and I would like to continue to fulfill that vision and to continue to serve as your Vice President.

If you have any questions or concerns, feel free to contact me.

Fraternally,  
Clifton Coufal, FIC, FICF  
Vice President  
—SPJST—

## Supreme Lodge Secretary-Treasurer's 2016 Pre-Convention Report

The purpose of this pre-convention report is to comply with Article 32 (g) of our by-laws and to share a summary of management and performance information with you. Most of all, it is an opportunity to share information with you, our members and our delegates.

The past four years have been years of activity and positive change. I have focused on completing the laddering of our portfolio of investments to match our liabilities to assure that we have adequate cash flow in the event of unforeseen economic shocks and interest rate changes. We have used cash flow testing to assure ourselves that we can successfully respond to major shifts in interest rates. We have been able to thrive in the low interest rate environment and continue to pay a good return on our interest sensitive products. Our investment portfolio is structured in keeping with the best practices for a life insurance society.

I do want to share an abbreviated listing of responsibilities and duties of the Secretary-Treasurer's Department:

- Custody of all matters relating to investment of funds of the Society including management and required record keeping. Investment management is listed first because of its importance in providing funds to support the fraternal programs and activities that define who we are as a society and to fund the life insurance and annuity benefits for our members.

- Recording of Supreme Lodge minutes and informing membership of important conclusions. The publication of minutes in the *Věstník* is important because it is the members' window into the meetings of the Supreme Lodge. Also recording of Investment Committee and officers' minutes and notes.

- Providing member services, administration of annuities, IRAs, certificate loans, and general certificate information requests.

- Managing the mortgage loan department and providing mortgage loans for benefit of our members and lodges.

- Responsible for responding to correspondence not addressed to another department and attesting to all official documents as the corporate secretary.

- Supervising the Home Office building and all real estate belonging to the Society.

- Managing the claims department and paying all death claims.

- Filing of various compliance reports, participating in Supreme Lodge and committee meetings and a variety of other corporate responsibilities. Participating in management of the Society and providing goals for meeting the Society's mission.

Let's go back to 2008 to get a historical perspective on our asset growth. My responsibility for managing the department began on August 1, 2008. Here is a chart illustrating growth of our Society assets.

<b>Year</b>	<b>Total Admitted Assets</b>
2008	\$185,108,063
2009	196,978,272
2010	211,879,313
2011	217,751,169
2012	226,626,612
2013	230,578,498
2014	234,251,749
2015	235,999,512

### **Investments**

We have not delegated away discretion in making everyday investment decisions. Every purchase and sale of any security is decided here in our office. Monitoring a portfolio and making good investment decisions requires a terrific amount of software services to provide information, data, and research. We utilize the services of Buddie Ballard, CFA and Alpha Capital Management to provide information, research, and advice. With their assistance, we were able to enter into a totally transparent method of buying and selling securities with superior custodial services. I use Fidelity Brokerage Services to serve as custodian of all of our securities. Fidelity makes it possible to have online access to our account at all times.

The success that we have enjoyed in turning around our finances can be attributed in part to our current Investment Policy Statement (IPS) and the changes made in our investment process. I certainly want to recognize the Supreme Lodge members for the wisdom to step out of the box and authorize modern, new methods. The successful model we have developed will serve the Society well for many years.

### **Recovery of Surplus**

The following chart illustrates our increase in surplus:

<b>Year</b>	<b>Surplus</b>
2008	\$13,022,948
2009	13,807,528
2010	16,185,721
2011	16,379,403
2012	17,249,404
2013	18,727,459
2014	19,241,757
2015	19,473,989

Surplus is very important especially to a fraternal society. It is not just money available to spend on something. At each year-end, we with the assistance of our actuaries perform a function of matching assets and liabilities. Earnings from surplus support near a half of the cost of our fraternal benefits. Fraternal benefit societies tend to use the earnings from surplus to finance their fraternal programs. Additionally, it is good to have a surplus for the protection against some unforeseen catastrophic economic shock. As a prime example, prior to 2008, SPJST enjoyed a surplus of some \$24.2 million and the problems encountered decreased surplus to just over \$13 million. It is not likely that we will ever encounter this again with all the safety features built into our processes, yet it is comforting to continue to grow our surplus.

Simply observing history, we know that sometime in the future, we will again experience an economic downturn or some economic crisis. We have diligently labored to prepare for this by diversifying our portfolio, laddering our maturities to provide cash flow and improving the quality of our securities. We are financially strong and ready for what the future may bring.

### **Death Claims Paid**

One of the primary reasons our members buy life insurance is to provide funds for their family in the event of their death. During the past four years, the following amounts were paid:

<b>Year</b>	<b>Number of Certificates</b>	<b>Amount Paid</b>
2012	540	\$2,959,924
2013	659	3,744,812
2014	557	3,291,963
2015	749	4,724,888

### **What a Difference a Name Makes**

My report consistently refers to SPJST as a “Society” and not a “company.” Why is SPJST the “light on the hill” among American fraternal societies? It is because we have not forgotten the reason for our existence as a fraternal benefit society. It is because it is important that your leaders

know that we are here to serve you and not some abstract image of a “company.” Yes, we must make prudent business decisions, and we must make a profit but our purpose must be rooted in a higher mission and a vision to serve you better. Our everyday mission must be to remain financially strong for the sole purpose of fulfilling our contractual benefits to you and funding strong fraternal programs that define who we really are. We remain confident that the decisions and governance of the delegates will continue to provide the direction you desire for our “Society.”

### **Challenges and Goals**

We are off to a good start this year, and there is every reason to believe we will have a good year. The goal of bringing our surplus back to \$24 million is on track to becoming a reality before the next convention.

As your Chief Risk Officer (CRO), I am pleased to report that a major goal of implementing an effective and working Enterprise Risk Management (ERM) policy has become a reality. Three ERM subcommittees have been formed to address the risk categories of Investment Risk, Underwriting Risk, and Operational Risk. The three subcommittees address the risk in their assigned category and report to the main ERM committee which in turn reports to the Supreme Lodge. This organized method of addressing the risks and challenges of fraternal insurance organizations is an absolute necessity to keep in good grace with our regulators, auditors, and rating agencies.

It is our goal to see our A.M. Best rating upgraded. We see a trend for continued improvement in our financial strength and are confident we are moving toward an upgrade in our financial rating.

The Society faces challenges that may require us to rethink our approaches. It is crucial that we bring in more new premium income to finance our rich assortment of fraternal programs.

As we confront change, technology, and new ways of doing things, we must be vigilant that we preserve the unique fraternal identity that makes us different from just an insurance company. Over the years, I have

seen fraternal benefit societies allow their unique characteristics to be watered down. We can become more modern and effective without losing our fraternal flavor.

### **In Summary**

In short, it is the duty of the Secretary-Treasurer to manage the funds of the Society to produce income to support our benefit obligations to our members as well as the many fraternal programs the Society provides. Additionally, it is the duty of this position to provide the best possible service to our members and to oversee all administrative duties in a professional manner. I feel that I have done that and ask for your vote of confidence to return me to this position for another four-year term. The fraternal mission of the Society is an inseparable part of every decision I make and every action I take.

During my many years of service in the Secretary-Treasurer’s Department, I have encountered and found solutions to all sorts of challenges and problems. I have successfully managed the Society’s monies through good and bad economic cycles. I have an insurance license, annuity certification, decades of insurance administration, and management experience, a bachelor of science degree, and know how to adapt to and use new technology.

### **Expression of Appreciation**

Appreciation and acknowledgement is expressed to the members of my department, in alphabetical order: Margaret Campbell, Janie Coakley, Rudy Constancio, Tamara Gettys, Linda Hill, Holly Knecht, Ann Paruzinski, Marissa Salinas, Dorothy Tomasek, and Carol Wolf. I appreciate the manner in which you serve our members and how you have grown professionally. I graciously thank the officers, directors, *Věstník* Editor/Director of Communication, and all of you who bless us with your labor of love for our Society and one another.

Most of all, I thank God and give Him the glory for His Blessings and all that He has done in leading us to victoriously meet the challenges we have faced the past four years.

Dorothy and I thank you for your friendship and hospitality during our many years of service. Again, I humbly ask for your support in re-electing me to the position of Secretary-Treasurer.

Fraternally yours,  
Leonard Mikeska, FIC  
Secretary-Treasurer

—SPJST—

## Financial Secretary's 2016 Pre-Convention Report

*A corrected copy of Financial Secretary Vajdak's Pre-Convention Report was presented to delegates at the Convention. The corrected copy appears here.*

This report is submitted in accordance with Article 3 (b) and Article 32 (g) of our 2012 SPJST By-Laws.

I have had the pleasure of serving as Financial Secretary for the past four and one-half years and want to thank the Supreme Lodge members for their support. The Financial Secretary is responsible for all accounting functions of our Society including both financial and statutory reporting and all information technology (IT) functions. My department provides member servicing in the areas of billing questions, address and phone number changes, and general certificate questions. We have also assumed the task of digitizing all of SPJST's paper certificate records.

There have been questions raised as to the qualifications of hired officers and SPJST's finances in some recent issues of the *Věstník*, and I want to alleviate any concerns these letters may have caused. My qualifications are that I have a Bachelor of Science degree and a Master of Agriculture degree both in Agricultural Economics from Texas A&M University. I also have a Doctor of Jurisprudence degree from South Texas College of Law. I have been licensed as a real estate broker since the early 1980s, as a certified public accountant since May 1982 and as an attorney at law since May 1985. All three licenses have been granted by the State of Texas and are active. Prior to

being hired by the Supreme Lodge as Financial Secretary of SPJST, I had a 30-year career as controller or chief financial officer of several companies, some of which were larger than SPJST in terms of both employees and assets. In addition, I am a 55-year member of SPJST.

The budgeting process for SPJST starts in the spring of every year when the Finance Committee meets to discuss allocations for the next year. These allocations are entered in a preliminary budget that I prepare after consulting with my fellow officers. This preliminary budget is furnished to the Supreme Lodge at its annual strategic planning meeting for review and input. A final draft of the budget is presented to the Supreme Lodge members at their October meeting for adoption.

I report the financial standing of SPJST to the Supreme Lodge on a monthly basis with a budget variance report and include a review of these reports in the quarterly meetings of the Supreme Lodge. The Supreme Lodge has an Internal Audit Committee that reviews the accounting records on a semi-annual basis. I also furnish quarterly reports to the Finance Committee and annually review our financial condition with the committee.

The financial reports are audited annually by an independent CPA firm, and the audit report is filed with the Texas Department of Insurance (TDI). No exceptions have been noted in the reports for the period 2012 to 2014. Our 2015 financial reports are currently being audited. TDI also audits our financial records every four to five years. Our last TDI audit was for the period 2009 to 2012, and no exceptions were noted.

There was a consideration posted in the *Věstník* that all expenditures over \$10,000 require approval by the delegates of the prior Convention. Imagine having to get approval of the delegates to pay a death claim or invest in a bond. Secretary-Treasurer Leonard Mikeska routinely invests millions of dollars. This consideration would completely hamper the operations of SPJST and would require almost daily action by the delegates. Secretary-Treasurer Mikeska reports his investments

to the Supreme Lodge. I prepare the budget with the input of the Supreme Lodge and, as previously stated, report any variances to the Supreme Lodge on a monthly basis. These reports along with the audits are the safeguards that are in place to prevent any extraordinary expenditure.

I can assist the Supreme Lodge in forecasting future revenues and most expenses. However, expenditures for death claims and surrenders require the assistance of an actu-

ary. Therefore, the Supreme Lodge has engaged the actuarial firm of Allen Bailey and Associates to assist in the preparation of a five-year business plan. We hope to have this plan in place by the end of this year.

#### Financial Statement

I have included a financial statement of SPJST for a four-year period, which includes 2012, 2013, 2014, and 2015. Please see the statement below:

## SPJST Financial Statement A Four-Year Comparison Statement of Financial Condition

### ASSETS

	2012	2013	2014	2015
Bonds	\$183,671,929	\$194,947,223	\$202,370,856	\$205,204,919
Stocks	11,501,037	5,310,352	4,899,421	4,466,482
Mortgage Loans	22,612,738	20,748,160	18,501,769	16,400,286
Real Estate: Properties occupied by the Society	2,413,319	2,351,186	2,288,892	2,224,849
Properties held for the production of income	64,754	64,754	64,754	64,754
Certificate Loans	1,590,946	1,594,509	1,451,320	1,491,367
Cash	1,049,629	2,256,249	1,300,902	2,875,311
Other Assets	3,722,260	3,306,064	3,373,835	3,271,544
<b>Totals</b>	<b>\$226,626,612</b>	<b>\$230,578,497</b>	<b>\$234,251,749</b>	<b>\$235,999,512</b>

### LIABILITIES AND RESERVES

	2012	2013	2014	2015
Certificate Reserves	\$197,246,129	\$199,901,710	\$203,245,198	\$204,363,643
Liabilities for Deposit-type Contracts	2,452,123	2,555,928	2,566,727	3,888,961
Cert. Benefits Payable	1,543,058	1,065,127	1,344,148	1,203,863
Premiums Received In Advance	86,212	392,177	401,203	563,777
Interest Maintenance Reserve	4,121,608	4,466,126	3,911,108	3,235,064
Asset Valuation Reserve	3,054,404	2,384,990	2,361,726	2,174,660
Other Accrued Liabilities	873,674	1,084,980	1,179,882	1,289,973
<b>Totals</b>	<b>209,377,208</b>	<b>211,851,038</b>	<b>215,009,992</b>	<b>216,525,523</b>
Unassigned Funds	17,249,404	18,727,459	19,241,757	19,279,571
<b>Totals</b>	<b>\$226,626,612</b>	<b>\$230,578,497</b>	<b>\$234,251,749</b>	<b>\$235,999,512</b>

# Statement of Operations

## INCOME

	2012	2013	2014	2015
Insurance and Annuity Premiums	\$16,920,170	\$11,039,915	\$13,472,648	\$12,455,348
Net Investment Income	9,714,007	9,645,233	10,285,633	10,312,222
Amortization of Interest Maintenance Reserve	896,662	829,187	847,812	790,141
Commissions and Expense Allowance	2,832	2,249	2,378	1,514
Miscellaneous Income	13,579	85,529	55,771	76,865
<b>TOTALS</b>	<b>\$27,547,250</b>	<b>\$21,602,113</b>	<b>\$24,664,242</b>	<b>\$23,636,090</b>

## EXPENSES

	2012	2013	2014	2015
Life and Annuity Benefits	\$11,600,233	\$12,004,903	\$13,605,900	\$15,154,052
Surrender Benefits	1,809,467	1,412,720	1,015,009	751,674
Refunds to Members	(263)	(346)	(446)	(199)
Additions to Reserves	7,689,095	2,655,620	3,343,487	1,118,446
Operating Expenses	5,993,272	6,208,841	6,210,775	6,077,643
<b>TOTALS</b>	<b>27,091,804</b>	<b>22,281,738</b>	<b>24,174,725</b>	<b>23,212,155</b>
<b>NET GAIN (LOSS) FROM OPERATIONS</b>	<b>\$ 455,446</b>	<b>\$ (679,625)</b>	<b>\$ 489,517</b>	<b>\$ 423,935</b>
<b>Net Realized Capital Gains or (Losses)</b>	<b>\$ (87,785)</b>	<b>\$ 654,763</b>	<b>\$ 373,066</b>	<b>\$ 89,323</b>
<b>NET INCOME</b>	<b>\$ 367,661</b>	<b>\$ (24,862)</b>	<b>\$ 862,583</b>	<b>\$ 513,258</b>

## STATEMENT OF CHANGES IN CERTIFICATE HOLDERS' SURPLUS

	2012	2013	2014	2015
Balance - Beginning	\$16,379,403	\$17,249,404	\$18,727,459	\$19,241,757
Net Income	367,661	(24,862)	862,583	513,258
Change in Unrealized Capital Gains (+) or Losses (-)	779,720	840,205	(449,548)	(641,459)
Change in Asset Valuation Reserve	(245,261)	669,415	23,263	187,066
Miscellaneous Charges	(32,119)	(6,703)	78,000	(21,051)
<b>BALANCE - ENDING</b>	<b>\$17,249,404</b>	<b>\$18,727,459</b>	<b>\$19,241,757</b>	<b>\$19,279,571</b>

This financial statement enables you to compare assets, liabilities, net income, expenses, and surplus. I am pleased to report that assets have increased by approximately \$18.2 million dollars over the last four years. Total liabilities have also increased by \$15.3 million dollars over the last four years primarily due to the increase in reserves. SPJST suffered under the economic downturns of 2008 and 2009. In 2008, our Unallocated Funds (surplus) dropped to \$13,022,948. The surplus had increased to \$16,379,403 by the time of the 2012 Convention. I am proud to report that the surplus has increased to \$19,279,571 as of December 31, 2015, by approximately \$2.9 million dollars.

In 2012, SPJST had a Net Gain from Operations of \$455,446 but had a realized capital loss of \$87,785. This resulted in an increase in surplus of \$870,001, primarily from unrealized capital gains.

The Society suffered a Net Loss from Operations in 2013 of \$679,625 but had a realized capital gain of \$654,763. The Net Loss from Operations was primarily due to a major decline in annuity sales. Despite this loss, the Society was able to increase the surplus by \$1,478,056. This was accomplished by a decrease in the risk in our portfolio. Higher risk assets require higher reserves. As the risk of the portfolio declines, surplus can increase even if the Society suffers operating losses. Our unrealized capital gains also increased in 2013.

SPJST started to recover from these losses in 2014. The Society had a Net Gain from Operations of \$489,517 and a realized capital gain of \$373,066. However, surplus rose by only \$514,298 due to an increase in unrealized capital losses of \$449,548.

These gains continued in 2015. The Net Gain from Operations was \$423,935, and the realized capital gain was \$89,323. Surplus only rose by \$37,814 due to an increase in unrealized capital losses of \$641,459. All official figures (accrual basis) are taken from the annual statement as submitted to Texas Department of Insurance.

When stock values decline, SPJST recognizes an unrealized loss. This is a direct reduction of surplus. The stock market has

rebounded in 2016, and much of the unrealized capital loss at December 31, 2015, will be reversed in 2016. The financial statement shows that SPJST has decreased our common stock portfolio to approximately \$4.5 million compared to approximately \$10 million at the end of 2011.

We continue to maintain a sizeable amount in our IMR (interest maintenance reserve) which amounts to approximately \$3.2 million. This amount is a deferral of prior gains recognized on the sales of our bonds. The IMR is amortized over the remaining lives of the bonds sold. We are amortizing the IMR faster than we are replenishing the IMR. Based on current and future expected bond market conditions, we do not expect to realize sizable realized gains on our bonds. Therefore, our focus needs to be on replacing the amortization of the IMR with increased premium revenue. If we do not replace the IMR amortization with increased premium revenues, we will need to drastically reduce expenditures.

Earnings on our surplus make it possible to support our fraternal programs that are non-contractual benefits for our members. These benefits including the youth program, refunds to lodges, incentive awards, and the *Věstník* are among the many benefits provided to our members. Our spending on the fraternal programs in 2015 was over \$2.2 million dollars or about \$54 per member. Please review the chart on the next page:

## Fraternal Expenses Covered by Earnings on Surplus

Year Ending	Surplus	Invested Assets	Net Investment Income	Return on Invested Assets	Earnings on Surplus	Fraternal Expenses	Earnings Coverage (Shortfall)
12/31/2000	26,808,646	130,503,402	8,344,477	6.39%	1,714,163	1,054,613	659,550
12/31/2001	25,817,745	137,254,226	8,142,528	5.93%	1,531,623	1,288,517	243,106
12/31/2002	23,842,726	151,926,042	8,157,307	5.37%	1,280,178	1,426,096	(145,918)
12/31/2003	23,872,330	168,130,601	8,723,993	5.19%	1,238,692	1,515,074	(276,382)
12/31/2004	24,724,428	176,619,839	9,299,460	5.27%	1,301,801	1,897,800	(595,999)
12/31/2005	25,376,178	183,056,826	10,480,069	5.73%	1,452,795	1,745,955	(293,160)
12/31/2006	25,742,531	188,354,331	10,072,012	5.35%	1,376,550	1,788,355	(411,805)
12/31/2007	24,261,038	189,705,950	10,841,467	5.71%	1,386,489	2,068,678	(682,189)
12/31/2008	13,022,948	183,343,406	7,889,909	4.30%	560,423	2,258,477	(1,698,054)
12/31/2009	13,807,532	195,004,450	8,600,186	4.41%	608,947	1,990,336	(1,381,389)
12/31/2010	16,185,721	209,263,885	9,758,692	4.66%	754,796	2,109,765	(1,354,969)
12/31/2011	16,379,403	214,625,994	10,221,924	4.76%	780,097	1,888,631	(1,108,534)
12/31/2012	17,249,404	222,904,352	9,714,004	4.36%	751,716	2,262,636	(1,510,920)
12/31/2013	18,727,459	227,272,435	9,645,233	4.24%	794,776	2,237,590	(1,442,814)
12/31/2014	19,241,757	230,877,915	10,285,633	4.46%	857,222	2,285,682	(1,428,460)
12/31/2015	19,279,571	232,727,968	10,312,222	4.43%	854,282	2,232,851	(1,378,569)

I have taken our invested assets from the year 2000 forward and calculated the yield on these Invested Assets based on the investment income. I multiplied the surplus by the investment yield to figure how much is available for fraternal expenses and subtracted the actual fraternal expenses. This calculation either left a surplus or a shortfall. You can see that given the declining investment yield and the change in surplus, we only covered all of the fraternal expenses in the years 2000 and 2001. Every year since then, we have had to use funds from Net Gain from Operations to cover fraternal expenses. Given the 4.43 percent investment yield in 2015, surplus needed to be \$50,402,957 to cover the 2015 fraternal expense.

It will take us many years to get surplus to this level. Therefore, we need to be diligent on two fronts. First, we have to carefully monitor any increases in fraternal expenses. Second, we have to strive to increase premium income to enable us to cover the current shortfall. We include the previously mentioned IMR amortization in Net Gain from Operations. Without this amortization, our current Net Gain from Operations would be negative. IMR amortization will only exist at its current level (\$790K) for four to six more years so we need to have the IMR

amortization replaced by premium income in this period of time. If we do not have the IMR amortization replaced, one of two events will happen. We will have to drastically cut expenses, including our non-contractual fraternal expenses or otherwise we will operate with a negative Net Gain from Operations which will start draining surplus.

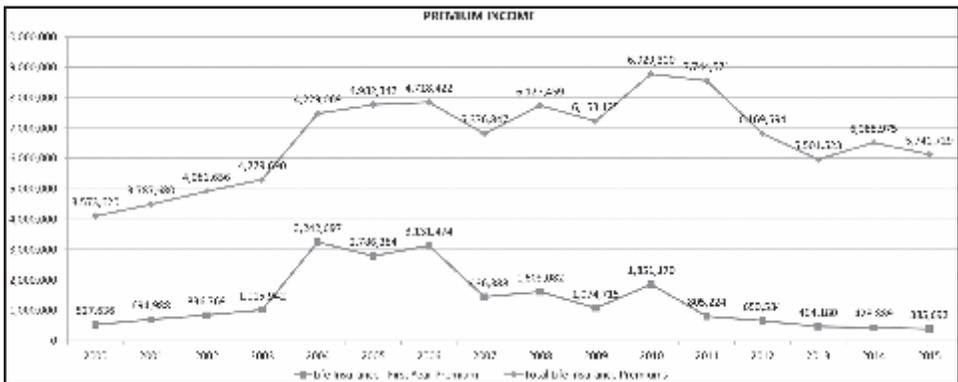
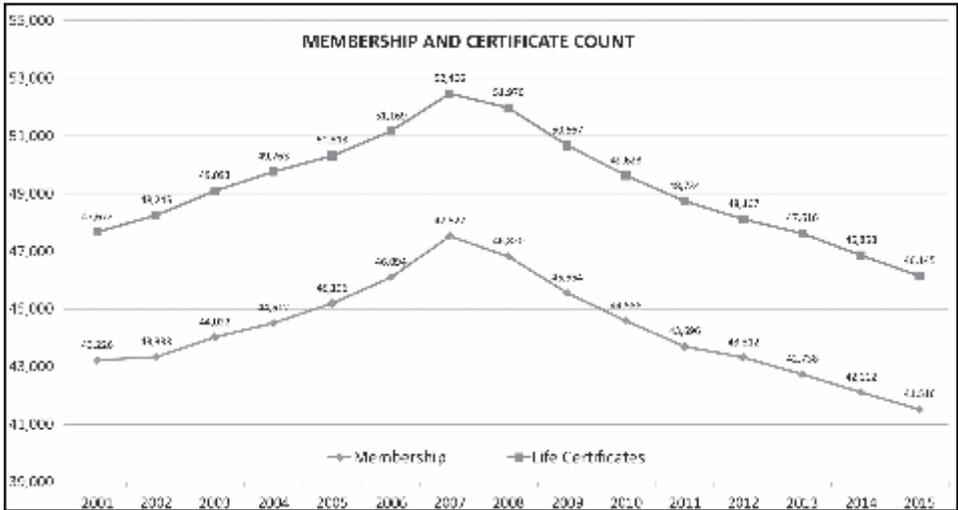
We have also maintained a higher level of interest on our interest sensitive products than is generally available during the past four years. If we are unable to maintain our current level of revenues, the interest paid on the interest sensitive products may be affected.

### A.M. Best Rating

SPJST is one of the few fraternal that have continued to be rated by A.M. Best. We have maintained an A.M. Best rating of B (stable) since 2010. Our annual conference calls with A.M. Best have been very fruitful in some ways. Our investment portfolio and asset to liability matching draw high praise along with our increase in surplus. The ratings scale that A.M. Best uses is called a BCAR score. Our score on this scale indicates that we should be rated higher than a B (stable). However, two main factors that have held down our A.M. Best rating are our declining membership and declining first

year premium income. We have to show improvement in these two aspects of the Society's operations in order to re-achieve our A- (Excellent) rating with A. M. Best.

Please see the charts below that illustrate A.M. Best's concerns and what we have to change to increase our rating:



### Refund and Incentive Awards Program to Local Lodges

Two incentive programs existed for local lodges at the time of the 2012 Convention. The Refund to Lodges provided an incentive to active lodges that was paid at a rate of \$8.50 per certificate on premium paying certificates and \$1.00 per paid-up certificates. All annuity certificates were excluded. The Incentive to Lodges program started approximately 20 years ago. This has enabled local lodges to receive high refunds based on their production provided that guidelines were met. However, a limitation on this program was that the focus was on certificates issued

and not on increased premium income or on retained business.

The Incentive to Lodges program was discontinued in 2014 to focus on the Refund to Lodges program. The Incentive to Lodges program had multiple incentives levels and was confusing. The Refund to Lodges program was redesigned to still provide \$1.00 per paid-up certificate but now paid 2.8 percent of earned premiums to the lodges. The redesigned Refund to Lodges program is now focused on the two areas of concern by A.M. Best: new membership growth and premium growth. A lodge can increase its refund by increasing its membership and

earned premium generated by its lodge.

The last incentives due under the Incentives to Lodges program were paid at the 2016 Incentive Awards Banquet. Both programs have provided more than \$800,000 to the lodges during the past four

years. It is anticipated that the Refund to Lodges program will still provide this same level of support. Therefore, it is very important that each local lodge increase its membership and insurance sales so that these refunds may continue.

### RANKING OF LODGES ACCORDING TO AMOUNT OF INSURANCE IN FORCE AS OF DECEMBER 31, 2015

Ranking	Lodge Number	Total of All Plans		Average Insurance per Member
		Number of Certificates	Amount of Insurance	
1	88, Houston	5,301	54,412,147	10,265
2	47, Seaton	2,017	39,963,384	19,813
3	79, Corpus Christi	1,594	39,220,477	24,605
4	160, San Angelo	1,091	38,654,190	35,430
5	219, El Paso	555	33,713,946	60,746
6	29, Taylor	1,662	28,717,112	17,279
7	107, Floresville	1,000	27,590,019	27,590
8	30, Taiton	915	27,303,449	29,840
9	196, Houston-West	599	27,170,088	45,359
10	49, Rowena	660	24,893,195	37,717
11	17, New Tabor	951	22,877,852	24,057
12	40, El Campo-Hillje	1,166	22,089,067	18,944
13	6, Cottonwood	1,038	21,507,480	20,720
14	9, Snook	760	20,708,673	27,248
15	66, Waco	1,306	19,535,610	14,958
<b>Total</b>	<b>12/31/2015</b>	<b>49,293</b>	<b>\$995,845,016</b>	<b>20,203</b>
<b>Total</b>	<b>12/31/2012</b>	<b>51,579</b>	<b>956,942,707</b>	<b>18,553</b>
<b>Change</b>		<b>(2,286)</b>	<b>38,902,309</b>	<b>1,650</b>

*Top 15 lodges account for 45 percent of total insurance in force.*

### RANKING OF LODGES ACCORDING TO NUMBER OF CERTIFICATES IN FORCE AS OF DECEMBER 31, 2015

Ranking	Lodge Number	Total of All Plans		Average Insurance per Member
		Number of Certificates	Amount of Insurance	
1	88, Houston	5,301	54,412,147	10,265
2	47, Seaton	2,017	39,963,384	19,813
3	29, Taylor	1,662	28,717,112	17,279
4	79, Corpus Christi	1,594	39,220,477	24,605
5	66, Waco	1,306	19,535,610	14,958
6	40, El Campo-Hillje	1,166	22,089,067	18,944

7	84, Dallas	1,148	13,737,361	11,966
8	160, San Angelo	1,091	38,654,190	35,430
9	6, Cottonwood	1,038	21,507,480	20,720
10	107, Floresville	1,000	27,590,019	27,590
11	25, Ennis	996	9,575,251	9,614
12	81, Needville	956	17,274,185	18,069
13	17, New Tabor	951	22,877,852	24,057
14	24, Cyclone	940	15,744,412	16,749
15	54, West	921	15,139,064	16,438

<b>Total</b>	<b>12/31/2015</b>	<b>49,293</b>	<b>995,845,016</b>	<b>20,203</b>
<b>Total</b>	<b>12/31/2012</b>	<b>51,579</b>	<b>956,942,707</b>	<b>18,553</b>
<b>Change</b>		<b>(2,286)</b>	<b>38,902,309</b>	<b>1,650</b>

*Top 15 lodges account for 45 percent of total insurance in force.*

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**RANKING OF LODGES ACCORDING TO NUMBER  
OF PREMIUM-PAYING CERTIFICATES  
IN FORCE AS OF DECEMBER 31, 2015**

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Ranking	Lodge Number	All Paying Plans		Average Insurance per Member
		Number of Certificates	Amount of Insurance	
1	88, Houston	1,355	39,805,231	10,265
2	160, San Angelo	702	36,123,851	35,430
3	79, Corpus Christi	918	36,103,457	24,605
4	219, El Paso	536	33,639,935	60,746
5	47, Seaton	783	33,107,753	19,813
6	196, Houston-West	402	26,169,843	45,359
7	30, Taiton	489	25,378,172	29,840
8	29, Taylor	644	25,279,979	17,279
9	107, Floresville	599	25,178,473	27,590
10	49, Rowena	457	23,638,702	37,717
11	40, El Campo-Hillje	613	20,245,745	18,944
12	17, New Tabor	306	19,868,302	24,057
13	6, Cottonwood	464	19,302,708	20,720
14	171, Lockhart	212	18,471,325	81,683
15	9, Snook	300	17,922,779	27,248
<b>Total</b>	<b>12/31/2015</b>	<b>20,797</b>	<b>877,002,311</b>	<b>20,203</b>
<b>Total</b>	<b>12/31/2012</b>	<b>22,114</b>	<b>846,652,747</b>	<b>18,553</b>
<b>Change</b>		<b>(1,317)</b>	<b>30,349,564</b>	<b>1,650</b>

*Top 15 lodges account for 42 percent of total insurance in force.*

## **Department of Insurance and Independent Audit**

The last Texas Department of Insurance audit was completed for years 2009 through 2012. I am pleased to report that no discrepancies were found, and no changes were made to my financial statement as submitted. Our independent audit is being conducted by Jaynes, Reitmeier, Boyd & Therrell, P.C. for the year 2015. This audit began in January with preliminary work and should be finished by June 10, 2016. The Supreme Lodge reviewed all independent audits for years 2012, 2013, and 2014, and no discrepancies were noted or items changed. As required by state insurance regulations, we are required to file these independent audits with the Texas Department of Insurance in Austin, Texas. Cost of these audits for the past four years has amounted to approximately \$79,196.

## **Data Processing**

Cybersecurity is a major concern today. We are constantly monitoring our data processing operations to maintain the highest security possible. We engaged McLane Intelligent Solutions at the beginning of 2016 to monitor and maintain our firewall and Windows-based operations. We have Windows-based servers to handle our office operations and emails. Many upgrades were made to provide redundancy and disaster recovery on these systems. McLane Intelligent Solutions replaced another IT consultant based on our desire to further improve our security. However, if SPJST would experience a cybersecurity breach, we have cybersecurity insurance in place to assist with the remediation costs.

We continue to maintain our certificate admin programs with United Systems and Software, Inc. (USSI) in Lake Mary, Florida. We are in the final stages of a two-year upgrade to the admin software and have recently viewed a demonstration of the upgraded software. We are continually working with USSI to ensure the software is operating as expected and to utilize our data to the fullest. The USSI software runs on an IBM AS/400 computer. Our AS/400 has been upgraded to the largest disk drives and

most memory that our current AS/400 can handle. Large volumes of data are being added to the hard drives as the old policy records are digitized. The current AS/400 computer will need to be replaced when the scanning project fills the current disk drives.

We are currently scanning the deposits we receive and remotely depositing the funds. We hope to have a new billing statement in place shortly that will enable us to further automate the billing and payment process.

## **In Conclusion**

At this time, I would like to thank the dedicated employees of my department for a job well done. My staff handles all of the premium billing and answers your questions about your invoices or your certificate. They take your address changes and maintain the *Věstník* and calendar mailing lists. We have added a Spanish-speaking individual to assist our Spanish-speaking members. My staff is also diligently working on digitizing (scanning) all of our certificate records. There were records in over 24 six-drawer filing cabinets when this project started. My staff has reduced the number by six. I have made many changes in the departmental processes to make my department more efficient, and my staff has embraced all of the changes. All of my work would be impossible without an efficient office staff.

My employees include Dorothy Stuchly, Debbie Dohnalik, Lisa Kirby, Nancy Miller, Sharon Ingram, Billye Westlake, Sharla Pechal, Terry Malina, Jennifer Wright, Mary Carrillo, and Christina Martinez. Debbie, who is our Accounting Manager, (39 years of service) assists me in supervising the staff and is invaluable with her efficient work and dedication. Lisa, my Executive Assistant (24 years of service), is responsible for the day-to-day accounting and has proven her capabilities and dedication to this position. Nancy, Sharon, Billye, Sharla, Terry, Jennifer, Mary, and Christina have all joined my staff since the prior convention. They and Dorothy (50 years of service) also perform their duties very efficiently and have become invaluable assets to my department.

I am very pleased that they represent me and SPJST at a high level.

I must not forget the other team members of the Home Office. It has been a pleasure working with the other employees and with my fellow Supreme Lodge Officers, the Directors, and the Editor/Director of Communication. There exists a strong cooperation among those responsible for the

daily operations of SPJST.

I find much pride in representing SPJST. My roots go back to the founding of SPJST. My wife Becky and I try our best to represent you well.

Fraternally,  
 Roy W. Vajdak  
 Financial Secretary  
 —SPJST—

## Supreme Lodge Director's 2016 Pre-Convention Report

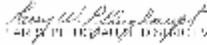
We, the undersigned directors, examined all income and expense in the books of the Supreme Lodge. We also examined the bonds, preferred stock, common stock, mortgage loans, and certificate loans. This examination was conducted on January 18, 2016. The following Balance Sheet as of December 31, 2015, and Statement of Operations for the year ending December 31, 2015, are our financial reports.

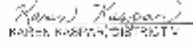
  
 ROBERT W. CRAIG, DIRECTOR

  
 JOHN J. BUEHLER, DIRECTOR

  
 WILLIAM R. BUEHLER, DIRECTOR

  
 PHILIP B. BUEHLER, DIRECTOR

  
 AMY M. BUEHLER, DIRECTOR

  
 KAREN BUEHLER, DIRECTOR

  
 ROBERT L. SAWYER, DIRECTOR

**SPJST SUPREME LODGE BALANCE SHEET  
 AS OF DECEMBER 31, 2015**

<u>ACCOUNT DESCRIPTION</u>	<u>ACCOUNT BALANCE</u>
<b>ASSETS:</b>	
<b>CASH &amp; EQUIVALENTS</b> .....	\$2,875,310.51
<b>INVESTMENTS</b>	
Bonds .....	205,204,819.08
Mortgage Loans .....	16,400,285.82
Certificate Loans.....	1,491,366.73
Commons Stock.....	7,453,822.86
Preferred Stock.....	0.00
Home Office Building .....	2,224,849.35
HO Property Held for Income.....	64,754.47
<b>TOTAL INVESTMENTS</b> .....	<b>232,840,098.29</b>
<b>ACCOUNTS RECEIVABLE</b>	
Accounts Receivable.....	162.68
Prepaid Expenses .....	27,369.97
Agent's Balance Account .....	360,170.85
<b>TOTAL ACCOUNTS RECEIVABLE</b> .....	<b>387,703.50</b>

<b>FURNITURE, EQUIPMENT AND INVENTORY</b>	
EDP Equip Hardware .....	82,987.70
EDP Equip Software .....	18,202.02
SPJST Store Inventory .....	24,741.55
Furniture and Office Equipment .....	128,122.58
<b>TOTAL FURNITURE AND EQUIPMENT .....</b>	<b>250,053.83</b>
<b>TOTAL ASSETS .....</b>	<b>\$236,353,166.13</b>
<b>LIABILITIES AND PRIOR YEARS SURPLUS</b>	
Balance-Mortuary Account .....	\$233,231,192.97
SPJST Scholarship Fund .....	533,398.85
SPJST Dist. Scholarship Fund .....	48,500.00
Premium Over/Short .....	4,113.74
Premiums Pending .....	0.00
Cash Over/Short on M.L. ....	0.00
Accounts Payable Suspense .....	25,625.86
Claims Payable Suspense .....	1,538.22
Federal Tax w/lt - Annuities and Surrenders .....	16,350.85
Guideline/7 Pay Coverage Suspense .....	16.13
Payable to Fort Hood Memorial .....	111.66
West Benevolence Fund .....	37,451.42
West Benefit - Income Only .....	0.00
Reserve for Future Conventions .....	210,000.00
Reserve for By-Law Committee Expenses .....	15,000.00
Reserve for State Exam/Audit .....	23,200.00
Lease .....	0.00
Premiums Clearing .....	0.00
Cash with Application .....	3,166.54
<b>TOTAL LIABILITIES AND PRIOR YEAR'S SURPLUS .....</b>	<b>233,979,705.34</b>
<b>TOTAL CURRENT YEAR GAIN (LOSS) IN ASSETS .....</b>	<b>2,373,460.79</b>
<b>TOTAL LIABILITIES AND SURPLUS .....</b>	<b>\$236,353,166.13</b>

**STATEMENT OF OPERATIONS  
FOR THE PERIOD ENDING DECEMBER 31, 2015**

	<b>Year to Date Amount</b>
<b>REVENUE</b>	
Insurance .....	3,166.54
Annuities and Investment Contracts .....	8,187,388.15
Investments .....	11,418,355.27
Other Revenue .....	28,151.50
<b>TOTAL INCOME .....</b>	<b>27,030,173.98</b>
<b>EXPENSES</b>	
Death Claims .....	1,789,507.30
Contractual Obligations .....	12,912,527.07
Lodge and Member Benefits .....	468,664.86
Insurance Sales and Marketing .....	1,165,108.27
Supreme Lodge Expense .....	115,904.13
Youth Expense .....	279,870.82
Fraternal Expenses .....	354,710.73
President's Department .....	29,104.86
Investments .....	298,337.88
Financial Secretary's Department .....	365,673.32
Home Office .....	3,595,303.95
<b>TOTAL EXPENSES .....</b>	<b>24,656,713.19</b>
<b>NET REVENUE/(LOSS) .....</b>	<b>\$2,373,460.79</b>

— SPJST —

## Finance Committee's Recommendations to the 2016 Convention (Pre-Convention Report)

The elected representatives from each district had a voice in the remunerations and recommendations. Recommendations were discussed and voted on by the committee members, and the majority vote was accepted. Our meetings were open to anyone interested in SPJST. Recommendations made by lodges and individuals were taken into consideration. After deliberating and consulting with the Supreme Lodge Officers, Directors, and Editor/Director of Communication on the financial status of the Society, our committee is pleased to present the following recommendations and remunerations to the delegates of the 32nd SPJST Convention.

### Remunerations and Recommendations

Delegates .....	\$220 per day
Directors .....	\$230 per day
Convention Chairman.....	\$305 per day
Convention Vice Chairman.....	\$275 per day
Convention Secretaries (includes extra hours) .....	\$345 per day
Parliamentarian .....	\$230 per day
By-Law Committee .....	\$230 per day
Finance Committee.....	\$230 per day
Publication Committee .....	\$230 per day
Insurance Committee.....	\$230 per day
Members on All Other Committees .....	\$230 per day
Time Keeper .....	\$230 per day
Sergeant-at-Arms .....	\$230 per day

\*\*Assistant Secretaries (secretary-in-training) be paid \$50 per day. This is in addition to any other remuneration received.

Mileage, 54 cents per mile, or the IRS adjusted rate, at time of travel for one round trip. Mileage will be paid only to the delegate furnishing the transportation. Delegates using commercial mode of transportation will be reimbursed for their expenses not to exceed 54 cents per mile, or the IRS adjusted rate, at time of travel.

District Directors of each district will encourage delegates to minimize expenses for the district by utilizing carpooling or bus transportation for a group. The District Director will review and approve the delegate's claim voucher for the district prior to submission for payment by the Supreme Lodge.

No individual may qualify for more than one per day "the higher per day" remuneration.

Present and past Officers, Directors, Editor/Director of Communication of SPJST, who are not delegates or paid a per day convention rate, shall be reimbursed meals, mileage, and lodging and two tickets to all convention activities, effective immediately.

### Standing Committees

After the 2016 convention, all standing committees shall be paid \$200 per day. Additional \$40 per day for chair and secretary of standing committees or vice chair when acting in place of the chair. Committee members shall be paid for official meetings ONLY.

The Standing Committees that meet on the day before the convention convenes shall be paid, per day, lodging for one night, and meals, as outlined by the previous convention, at the existing standing committee rate.

### Other Committees

The Credentials Committee will be paid for working the day before the convention convenes, as outlined by the previous convention, at the existing standing committee rate.

### Officers' Salaries

January 1, 2017

to December 31, 2017.....\$130,000

Compensation for 2018, 2019, and 2020 to be reviewed annually by the Finance Committee. No more than a 6 percent increase annually.

Members of the Supreme Lodge are to assume duties July 1 in the year of their election. Any incumbent officers being replaced shall be relieved of his/her duties June 30.

A newly elected officer, replacing an incumbent officer, in the Supreme Lodge will be paid 75 percent of the scheduled salary for six months. After six months, the performance will be reviewed and the salary adjusted as deemed appropriate by the Supreme Lodge. The Supreme Lodge will review and make adjustments to the salary as necessary, but not to exceed the salaries authorized by the 2016 convention delegates.

**Longevity Pay**

Officers will be paid annually \$200 for each year of completed employment with SPJST after the 20th year of employment, and adjusted for each year of service added.

**Editor/Director of Communication**

January 1, 2017

to December 31, 2017.....\$107,500

Compensation for 2018, 2019, and 2020 to be reviewed annually by the Finance Committee. No more than a 6 percent increase annually.

Members of the Supreme Lodge are to assume duties July 1 in the year of their election. Any incumbent Editor/Director of Communication being replaced shall be relieved of his/her duties June 30.

Any newly elected Editor/Director of Communication replacing an incumbent will be paid 75 percent of the scheduled salary for six months. After six months, the performance will be reviewed and the salary adjusted as deemed appropriate by the Supreme Lodge. The Supreme Lodge will review and make adjustments to the salary as necessary, but not to exceed the salary authorized by the year 2016 convention delegates.

**Directors**

January 1, 2017

to December 31, 2017.....\$31,500

Compensation for 2018, 2019, and 2020 to be reviewed annually by the Finance Committee. No more than a 6 percent increase annually.

Members of the Supreme Lodge are to assume duties July 1 in the year of their election. Any incumbent District Director being replaced shall be relieved of his/her duties June 30.

In addition to the annual salary, Directors will be paid \$200 per day for attending Supreme Lodge meetings, and be paid \$100 per evaluation, including final evaluations on real estate, plus mileage at 54 cents per mile, or IRS rate at time of travel, lodging, and cost of meals with receipts, not to exceed \$35 per day.

The salary includes delivery of scholarships and insurance policies, attending lodge meetings within the district, District Youth Achievement Day, workshops, and all other duties performed for the Society.

**District Youth Counselors**

\$240 per day, and all assistants, as outlined by the by-laws, be paid \$180 per day, mileage 54 cents per mile, or IRS rate at time of travel, lodging, and actual cost of meals not to exceed \$35 per day while on duty. Any other reimbursements will be recommended to and approved by the Supreme Lodge.

**Youth Department**

Authorize the Supreme Lodge to provide quarterly reimbursements of \$2 per youth to the local lodge youth clubs.

Annual allocations of \$160 for each camper attending camp for 2016. The allocation will be increased to \$195 for campers attending three nights to cover the cost of one extra night and one extra meal. The Finance Committee will review the allocation for 2017, 2018, and 2019 at the annual meeting. All funds are to be accounted for and audited by the district audit committee and a report given at the district spring meeting. The audit (income and expense) must be filed with the Supreme Lodge President within 30 days after the audit. The district youth counselor and district audit committee must see that the report is filed. Any unused revenue is to be placed in the district youth fund.

Authorize the Supreme Lodge to contribute to the district \$1.10 per year for every insured member who has attained the age of 16 years. This amount must be for the benefit of the youth.

### **District Allocation**

The annual allocation to each district be increased to \$4,000 of which \$1,000 will be paid to the lodge hosting the district meeting.

### **District Fraternal Activities Coordinators**

\$100 per day and 54 cents per mile, or IRS adjusted rate at time of travel, lodging, and actual cost of meals with receipts, not to exceed \$35 per day while on duty. Any other reimbursements will be recommended by the President of the Society and approved by the Supreme Lodge. Example: District teams to state tournaments.

### **Education and Nature Center**

No financial request was made, but the Finance Committee will review annually.

### **Czech Heritage Museum**

The Finance Committee recommends a \$50,000 contribution for operations and \$43,000 for the salary of the Administrator for 2016, thereafter to be reviewed annually by the Finance Committee.

### **Rest Homes**

\$1,500 per year, per rest home. The funds are to be placed in the Rest Home Charity fund. Those funds are to be for the rest home residents. \$1,500 annual allocation to the S.P.J.S.T. Assisted Living Home. These funds must be used for residents of the Assisted Living Home.

### **Scholarship Fund**

Authorize the Supreme Lodge to contribute \$30,000 per year to the Scholarship Fund, \$5,000 of the \$30,000 per year to go into the SPJST Scholarship Endowment Fund.

### **Other Recommendations**

(1) Officers, Directors, Editor, members on the Standing Committees, and other authorized personal using a personal car for the use of the Society work, and are authorized to travel for the Society, be paid 54 cents per mile, or the IRS adjusted rate at time of travel.

(2) Per diems as authorized elsewhere in this recommendation should only be paid one-half of the per diem if away from their home base for less than four hours.

(3) Meal allowances authorized elsewhere in this recommendation may be increased from \$35 to \$50 for out-of-state travel.

(4) Officers and Directors should not be paid a bonus until the earned surplus reaches the \$24 million level.

(5) An annual allocation for the upkeep of the SPJST cemeteries, a maximum of \$600 per cemetery, and give the authority to disburse and administer these funds to the Supreme Lodge.

(6) \$1,000 annual allocation to the Czech Heritage Society of Texas (for the purpose of printing and mailing the *Český Hlas* newsletter to members of the society).

(7) \$1,000 annual allocation to the American Sokol Organization, Southern District.

(8) A one-time allocation of \$2,000 to assist the first 25 SPJST lodges with original buildings, for the purpose of renovation or repair.

(9) Delegates and all other parties under remunerations and recommendations get paid for the actual days of attendance of the convention, not to exceed three days.

Respectfully Submitted:  
Finance Committee  
2016 SPJST Convention  
Killeen, Texas

Herman Dewyan Weise (160),  
Chairman  
District Four  
Michael Galler (66), Vice Chairman  
District Three  
Marcel Malak (88), Secretary  
District Five  
Thomas Cannon (186)  
District One  
Edwin Pechal (47)  
District Two  
Glenn Kaminsky (28)  
District Six  
Roy Haag (185)  
District Seven  
—SPJST—

## Finance Committee's Recommendations as adopted at the 2016 Convention

The following is a summary of remunerations which were approved by delegates to the 32nd SPJST Convention.

### Convention Remunerations

Delegates .....	\$220 per day
Directors .....	\$230 per day
Convention Chairman.....	\$305 per day
Convention Vice Chairman .....	\$275 per day
Convention Secretaries (includes extra hours) .....	\$345 per day
Parliamentarian.....	\$230 per day
By-Law Committee .....	\$230 per day
Finance Committee.....	\$230 per day
Publication Committee .....	\$230 per day
Insurance Committee.....	\$230 per day
Members on All Other Committees .....	\$230 per day
Time Keeper .....	\$230 per day
Sergeant-at-Arms.....	\$230 per day

**Mileage** .....54 cents per mile or the IRS adjusted rate at time of travel for one round trip. Mileage will be paid only to the delegate furnishing the transportation. Delegates using commercial mode of transportation will be reimbursed for their expenses not to exceed 54 cents per mile or the IRS adjusted rate at time of travel. The District Director of each district will encourage the delegates to minimize expenses for the district by utilizing carpooling or bus transportation for a group. The District Director will review and approve the delegate's claim voucher for the district prior to submission for payment by the Supreme Lodge.

No individual may qualify for more than one per day "the higher per day" remuneration.

Present and past officers, directors, and Editor/Director of Communication of SPJST who are not delegates or paid a per day convention rate, shall be reimbursed meals, mileage, and lodging, and receive two tickets to all convention activities. Effective immediately.

### Standing Committees

After the 2016 convention, all standing committees shall be paid \$200 per day, additional \$40 per day for chair and secretary of standing committees or vice chair when acting in place of the chair. Committee members shall be paid for official meetings ONLY.

The Standing Committees that meet on the day before the convention convenes be paid, per day, lodging for one night, and meals, as outlined by the previous convention, at the existing standing committee rate.

### Other Committees

The Credentials Committee will be paid for working the day before the convention convenes, as outlined by the previous convention, at the existing standing committee rate.

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January 1, 2017

to December 31, 2017.....\$130,000

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Members of the Supreme Lodge are to assume duties July 1 in the year of their election. Any incumbent officers being replaced shall be relieved of his/her duties June 30.

A newly elected officer, replacing an incumbent officer in the Supreme Lodge, will be paid 75 percent of the scheduled salary for six months. After six months, the performance will be reviewed and the salary adjusted as deemed appropriate by the Supreme Lodge. The Supreme Lodge will review and make adjustments to the salary as necessary, but not to exceed the salaries authorized by the 2016 convention delegates.

### Longevity Pay

Officers will be paid annually \$200 for each year of completed employment with SPJST, after the 20th year of employment, and adjusted for each year of service added.

**Editor/Director of Communication**

January 1, 2017  
to December 31, 2017.....\$107,500

Compensation for 2018, 2019, and 2020 to be reviewed annually by the Finance Committee. No more than a 6 percent increase annually.

The Editor/Director of Communication is to assume duties July 1 in the year of his/her election. Any incumbent Editor/Director of Communication being replaced shall be relieved of his/her duties June 30.

Any newly elected Editor/Director of Communication replacing an incumbent will be paid 75 percent of the scheduled salary for six months. After six months, the performance will be reviewed and the salary adjusted as deemed appropriate by the Supreme Lodge. The Supreme Lodge will review and make adjustments to the salary as necessary, but not to exceed the salary authorized by the year 2016 convention delegates.

**Directors**

January 1, 2017  
to December 31, 2017.....\$31,500

Compensation for 2018, 2019, and 2020 to be reviewed annually by the Finance Committee. No more than a 6 percent increase annually.

Members of the Supreme Lodge are to assume duties July 1 in the year of their election. Any incumbent District Director being replaced shall be relieved of his/her duties June 30.

In addition to the annual salary, Directors will be paid \$200 per day for attending Supreme Lodge meetings and be paid \$100 per evaluation, including final evaluations on real estate, plus mileage at 54 cents per mile, or IRS rate at time of travel, lodging, and cost of meals with receipts, not to exceed \$35 per day.

The salary includes delivery of scholarships and insurance certificates, attending lodge meetings within the district, District Youth Achievement Day, workshops, and all other duties performed for the Society.

**District Youth Counselors**

\$240 per day, and all assistants, as outlined by the by-laws, be paid \$180 per day, mileage 54 cents per mile, or IRS rate at time of travel, lodging, and actual cost of meals with receipts not to exceed \$35 per day while on duty. Any other reimbursements will be recommended to and approved by the Supreme Lodge.

**Youth Department**

Authorize the Supreme Lodge to provide quarterly reimbursements of \$2 per youth to the local lodge youth clubs.

Annual allocations of \$160 for each camper attending camp for 2016. The allocation will be increased to \$195 for campers attending four nights to cover the cost of one extra night and one extra meal. The Finance Committee will review the allocation for 2017, 2018, and 2019 at the annual meeting. All funds are to be accounted for and audited by the district audit committee, and a report given at the district spring meeting. The audit (income and expense) must be filed with the Supreme Lodge President within 30 days after the audit. The district youth counselor and district audit committee must see that the report is filed. Any unused revenue is to be placed in the district youth fund.

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**District Fraternal Activities Coordinators**

\$100 per day and 54 cents per mile, or IRS adjusted rate at time of travel, lodging, and actual cost of meals with receipts, not to exceed \$35 per day while on duty. Any other reimbursements will be recommended by the President of the Society and approved by the Supreme Lodge. Example: District teams to state tournaments.

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The Finance Committee recommends a \$50,000 contribution for operations and \$43,000 for the salary of the Administrator for 2017, thereafter to be reviewed annually by the Finance Committee.

**Rest Homes**

\$1,500 per year, per rest home. The funds are to be placed in the Rest Home Charity fund. Those funds are to be for the rest home residents. \$1,500 annual allocation to the S.P.J.S.T. Assisted Living Home. These funds must be used for residents of the Assisted Living Home.

**Scholarship Fund**

Authorize the Supreme Lodge to contribute \$40,000 per year to the Scholarship Fund, \$7,000 of the \$40,000 per year to go into the SPJST scholarship endowment fund.

**Other Recommendations**

(1) Officers, Directors, Editor, Members on the Standing Committees, and other authorized personnel using a personal car for the use of the Society work, and are authorized to travel for the Society, be paid 54 cents per mile, or the IRS adjusted rate at time of travel.

(2) Per diems as authorized elsewhere in this recommendation should only be paid one-half of the per diem if away from their home base for less than four hours.

(3) Meal allowances authorized elsewhere in this recommendation may be increased from \$35 to \$50 for out-of-state travel.

(4) Officers and Directors should not be paid a bonus until the earned surplus reaches the \$24 million level.

(5) An annual allocation for the upkeep of the SPJST cemeteries, a maximum of \$600 per cemetery, and give the authority to disburse and administer.

(6) \$1,000 annual allocation to the Czech Heritage Society of Texas (for the purpose of printing and mailing the *Cesky Hlas* newsletter to members of the society).

(7) \$1,000 annual allocations to the American Sokol Organization, Southern District.

(8) A one-time allocation of \$3,000 to assist the first 25 SPJST lodges with original buildings, for the purpose of renovation or repair.

(9) Delegates and all other parties under remunerations and recommendations get paid for the actual days of attendance of the convention, not to exceed three days.

(10) Any post-convention extraordinary request will be made to the Supreme Lodge and considered on a case by case basis by the Finance Committee at its annual meeting.

Respectfully Submitted:  
Finance Committee  
2016 SPJST Convention  
Killeen, Texas

Herman Dewyan Weise (160),  
Chairman  
District Four  
Michael Galler (66),  
Vice Chairman  
District Three  
Marceil Malak (88), Secretary  
District Five  
Thomas Cannon (186)  
District One  
Edwin Pechal (47)  
District Two  
Glenn Kaminsky (28)  
District Six  
Roy Haag (185)  
District Seven  
— SPJST —

## Insurance Committee's Report to the 2016 Convention

The Insurance Committee met on December 8, 2015, and extensively reviewed information, operations, and goals of the Insurance Department. The Insurance Committee found that the SPJST Insurance Department is managed well, functioning in an efficient manner, and setting and reaching its goals in insurance sales and retention of certificates.

The Insurance Committee acknowledges that our membership drives have fallen short of the goals set by the Insurance Department mostly due to the current economic status of our country. We discussed the need for SPJST to grow organically within by utilizing our current membership for additional insurance and leads. We are very excited that our certificates issued and insurance issued has grown. The Insurance Committee commends Vice President Coufal and the entire sales force for continuing to set high goals and diligently working to meet these goals for the last three years. The Insurance Committee supports new insurance products brought on board and is pleased with the addition of the newborn benefit for existing members. The Insurance Committee realizes the need to remain competitive in the insurance market.

The Insurance Committee is proud to announce that all of the problems with overfunded Universal Life certificates have been resolved. Software is now installed to prevent payments from being accepted that would cause a Universal Life certificate to become a modified endowment contract (MEC). The Insurance Committee realizes the need for working on the underfunded Universal Life certificates. The Insurance Committee also realizes that the reason most of the ULs are underfunded is due to the member taking out certificate loans and not paying them back, making cash value withdrawals and missing premium payments over the life of the certificate. Members need to review the annual report of certificate values to see if their payments cover the cost of insurance and expense

charge or if their cash value is decreasing.

The Insurance Committee recognizes the efforts of the Insurance Department in training new sales agents and keeping our present sales force educated. We realize this is a combined effort of the Supreme Lodge Vice President and the presence of Fraternal Field Managers throughout the state.

The Insurance Committee acknowledges the need for improved member service throughout our organization. We realize that there needs to be a method for tracking contacts to our present membership and that sales agents need to be offered some type of incentive for making these periodic contacts to our membership. We also realize that servicing our current membership is an excellent way to sell new insurance certificates to family members of our current members.

The Insurance Committee would like to take an expanded role within the Insurance Department in the future so we could have input on items such as the annual incentive program and possibly new products offered by SPJST.

The Insurance Committee is impressed with the work of Clifton Coufal in his role as Vice President of SPJST and look forward to working with him in the future. We are pleased to know that the Supreme Lodge is working more efficiently and that our officers are working collectively for the betterment of SPJST.

Fraternally submitted,  
Insurance Committee  
Susan Skrabanek (17), Chairman  
District One  
Helen Hegwood (88), Secretary  
District Five  
Dolores Skrabanek (47)  
District Two  
Leonard Jansa (160),  
Vice Chairman  
District Four  
Charles Bucek (151)  
District Six  
Wendy Pruski (107)  
District Seven  
— SPJST —

## Publication Committee's Report to the 2016 Convention

This is a report of the Publication Committee for the past four years. The 31st SPJST Convention in Killeen in 2012 elected the following members to the Publication Committee:

District One - Floyd Kostelka  
District Two - Tammy Cannon  
District Three - Bessie Petr  
District Four - Sharon Hohmann  
District Five - Lorenda Baldwin  
District Six - Helen Kelner  
District Seven - Jarolyn Popp

The Committee elected the following officers:

Chairman - Jarolyn Popp  
Vice Chairman - Floyd Kostelka  
Secretary - Helen Kelner

In February 2016, we were saddened with the passing of committee member Bessie Petr of Lodge 84, Dallas. She represented District Three on the Publication Committee since 1992. We appreciate Bessie's service and extend our heartfelt sympathy to her family. Her alternate, Lynda Novak, is completing Bessie's term on the committee,

The 2012 Convention re-elected Melanie Zavodny to serve as *Věstník* Editor/Director of Communication. The Publication Committee met in 2013, 2014, 2015, and 2016 with Melanie and, on occasion, with Supreme Lodge officers and directors, to evaluate past performance and to make recommendations for improving organizational communications. Also, on a regular and as needed basis, Melanie consulted with the Publication Committee on matters pertaining to organizational communications.

### “The Voice of Our Members and SPJST”

The weekly *Věstník* continues to be the voice of SPJST and its members. The page count has increased due to an increase in submissions from lodges, youth clubs,

statewide activities, and members. The average page count per week in 2016 is 36 pages. The average *Věstník* subscriptions currently being mailed out are 9,573. The 2016 *Věstník* cost is an average of 25 cents for printing each issue and 25 cents for mailing each issue. This amounts to about 50 cents per *Věstník*—or approximately the cost of one postage stamp.

In 2013, the first online digital e-*Věstník* was published. *Věstníks* are sent digitally to approximately 300 subscribers each week on Tuesday morning. Members can sign up online for a digital subscription.

Several special *Věstníks* were also published over the past four years. These included annual youth/summer spectacular, member services directory, awards banquet recognition, insurance and annuity extra, treasured memories, Youth Program salute (celebrating 60 years), and special commemorative *Věstník* (celebrating 100 years). The *Věstník* also featured valentine greetings, Czech Easter egg hunt, graduate recognition, pet parade, 100 percent families, grandparents' salute, and Czech Heritage Month activities. Members contributed to all of these special issues and features.

### 104th Anniversary

September 1, 2016, will be 104 years since Frank Fabian edited and published the first *Věstník* in Hallettsville. The *Věstník* observed its 100th anniversary in 2012. To recognize that significant milestone and to preserve SPJST's history, the *Věstník*/Communication Department partnered with Texas Czech Genealogical Society (TCGS) to scan all available past *Věstníks* from 1912 through 2004. SPJST provided the scanners, and TCGS provided the volunteers. TCGS members worked hundreds of hours scanning the *Věstníks*. Communication Department staff checked the scans and rescanned missing or incorrect pages. Through a partnership with the University of North Texas, the entire archived *Věstník* collection is hosted on The Portal to Texas History. The *Věstníks* are indexed and organized by years and can be searched in numerous ways. A link to the

portal appears on the spjst.org website. We are confident that this project will connect generations and provide valuable historical research for SPJST and genealogical data for families.

The *Věstník* Reading Room was also created in the downstairs gallery at the SPJST Home Office. The room includes bound copies of *Věstníks* and computers with digital, searchable copies. A secure area of the room includes acid-free archival boxes that preserve the permanent *Věstník* collection.

### **Editor's Duties**

During the past four years, in addition to editing and publishing the *Věstník* each week, the duties of the *Věstník* Editor/Director of Communication also consisted of assisting the Supreme Lodge in a variety of capacities, including the promotion of fraternal and youth activities and programs and life insurance products and programs. The Editor's duties included the development of printed materials, including newsletters, flyers, brochures, and advertisements for Society marketing and promotions. The Communication Department designed, developed, and distributed more than 30 annual lodge and youth club mailouts each year. Other printed communication projects that the *Věstník*/Communication Department completed included the annual calendar, youth club handbook, SPJST Convention Souvenir Book, and membership campaign promotional materials. As a matter of routine, the Editor represented the Society at various SPJST and member-related activities including heritage and cultural events — throughout the state.

### **SPJST Website**

Additionally, the Communication Department is responsible for designing and maintaining the SPJST website at [www.spjst.org](http://www.spjst.org). A new, redesigned website will be premiered this summer. Through extensive research, a common vision was created that will enable SPJST to re-engineer a site that better reflects SPJST's evolving mission and will build organizational/brand

identity, awareness, strength, and interest in SPJST and the services it provides, while incorporating the latest web technology and functionality. The new website will fuse SPJST's proud past with today's technology to bring SPJST to life in the digital world. The new website will unify and energize the SPJST brand online. It will also enhance the user experience and increase access to organizational products, services, programs, departments, resources, and data. Lodge and agent locators, an interactive event calendar, and an online store will be incorporated. Future plans include an online archive featuring past tournament winners, district kings and queens, and top sales winners.

### **Social Media**

The Communication Department amplifies SPJST's brand and message across multiple social media channels and platforms including Facebook and Twitter. Through consistent engagement and content output, SPJST's social following continues to increase. SPJST has more than 1,800 'friends' on Facebook, which is very good compared to other fraternal organizations that are the size of SPJST.

### **Digital Preservation**

The Editor and Communication Department staff capture SPJST's events and activities through photography and videography. Video projects that the *Věstník*/Communication Department completed include the annual state youth video, State Youth Achievement Day videos, and other SPJST promotional video projects. The department is also developing an online digital preservation archive that features past photos and videos of SPJST's activities.

The Communication Department scanned and digitally preserved approximately 200 youth club scrapbooks that will be part of the online archive.

### **Events, Orel, Floats**

In addition, the Editor promoted and assisted Home Office events and initiatives such as the SPJST Awards Banquet; Fort Hood November 5th, 2009 Memorial; West Benevolence Fund; Corpus Christi Getaway;

and State Youth Achievement Day. The Editor and the Communication Department were responsible for Orel, the SPJST mascot, and Orel's appearances across the state. This included scheduling and coordinating the live, costumed mascot and the 20-foot inflatable mascot at various events. The Editor's duties included all aspects of the two SPJST Floats. Through the effective use of volunteers, the Editor has designed and developed several float themes during the past four years. The floats appear in approximately 30 parades each year. The Editor scheduled the floats in parades working with lodges and youth clubs throughout the state. She also coordinated drivers to deliver the floats to parades and, again, working with volunteers, oversaw the floats' repair and maintenance.

### ***SPJST Tasty Traditions***

Sales of a 700-page *SPJST Tasty Traditions* cookbook featuring 1,400 recipes that was compiled, designed, and edited in 2011 by the *Věstník*/Communication Department—were completed in 2013. Approximately 5,000 cookbooks were sold raising \$41,592 for the Czech Heritage Museum and SPJST Education and Nature Center.

### **SPJST Car Show and Czech Heritage Celebration**

Working with Home Office staff, local lodge volunteers, the Czech Heritage Museum, and SPJST Education and Nature Center, the Editor serves as the chairperson for the SPJST Car Show and Czech Heritage Celebration. Approximately 200 show cars, arts/crafts vendors, silent auction, kids' activities, music, food, kolache eating contest, and heritage displays are included in the spring Join Hands Day event that draws hundreds of spectators. Funds raised benefit the SPJST Foundation which supports the Czech Heritage Museum and SPJST Education and Nature Center.

### **Appreciation and Thanks**

The Publication Committee expresses its sincere thanks and appreciation to *Temple Daily Telegram*, which has printed the *Věstník* since 2005. The relationship between

SPJST and the *Temple Daily Telegram* has always been very friendly. In her annual presentations to the Publication Committee, the *Věstník* Editor/Director of Communication has consistently given the management and personnel at *Temple Daily Telegram* high marks for their professionalism.

The *Věstník* and Communication Department includes three full-time individuals — Editor/Director of Communication Zavodny, Communication Executive Assistant Katherine Morris, and Graphic Design/ Communication Specialist Brooke Hoelscher. Communication Assistant Jerry Pechal is a college student who works limited hours assisting with *Věstník* archiving and other projects. It's interesting to note that all of the *Věstník*/Communication Department staff members participated in the SPJST Youth Program when they were children. This past participation has provided them great insight and knowledge about the entire SPJST organization and its history.

Adult lodge and youth club correspondents and members provide a never-ending flow of lodge news, photos, feature ideas, and other communication projects for the *Věstník* each week.

Melanie was honored by the American Fraternal Alliance with the prestigious Marcia D. Heywood Memorial Fraternal Communications Award. She also serves on the American Fraternal Alliance Fraternal and Communications Section Advisory Council where she works with fraternal and communication leaders across America and Canada.

The Publication Committee expresses its thanks and vote of confidence to *Věstník* Editor/Director of Communication Melanie Zavodny for a job well done in continuing to lead the *Věstník*/Communication Department to new levels. We appreciate the diligence and dedication of our *Věstník* Editor/Director of Communication and her staff. We especially want to acknowledge Melanie and her staff for handling the adversity she faced after the serious traffic accident in 2014 with strength, dignity, courage, and grace. We also recognize the Supreme Lodge for the initiatives that have been implemented. We

express thanks to our lodge and youth club correspondents for their input over the years and to all of our members who are helping to spread the good word about SPJST. Even with the considerable efforts that have been made in the communication area, we believe that many exciting communication and growth opportunities exist for SPJST. Best wishes for a successful convention.

Fraternally submitted,  
 Publication Committee  
 Jarolyn Popp (133), Chairman  
 District Seven  
 Floyd Kostelka (13), Vice Chairman  
 District One  
 Helen Kelner (28), Secretary  
 District Six  
 Tammy Cannon (29)  
 District Two  
 Lynda Novak (84)  
 District Three  
 Sharon Hohmann (160)  
 District Four  
 Lorenda Baldwin (139)  
 District Five  
 —SPJST—

**Resolution Committee's  
 Report  
 to the 2016 Convention**

Whereas, the undersigned members of the Resolution Committee, for and on behalf of the entire delegation, convened in Killeen, Texas, on June 13, 2016, for the 32nd SPJST Convention, wish to express its appreciation to those persons responsible for making the convention an enjoyable and productive gathering.

Now, therefore, be it resolved that the delegation extends its sincere thanks to:

1. The 32nd Convention of the SPJST was called to order by Supreme Lodge President Brian Vanicek (24) at 8:30 a.m. SPJST District Four Director Billy Rollwitz (49) and Don Urbanovsky (6) posted the colors. CarrieAnn Jones (154) sang the National Anthem and Fred Buri (88)

sang the Czech National Anthem, *Kde Domov Můj?* David Bucek (151) led the Pledge of Allegiance. Supreme Lodge Vice Chairman/District Six Director Karen Kaspar (30) offered a convention prayer. Supreme Lodge Chairman/ District One Director Donnie Victorick (9) issued words of welcome to the delegation.

2. City of Killeen Mayor Jose Segarra welcomed everyone to the City and issued a proclamation naming June 12, 13, 14 and 15, 2016 as “SPJST Days.”
3. SPJST Standing Committee Members, Supreme Lodge Officers, SPJST Home Office Employees, and SPJST Members who gave of their time in getting the convention underway.
4. Thanks to Melanie Zavodny (246), Katherine Morris (47), and Brooke Hoelscher (47) for an excellent job on the convention program book and thanks to the many well wishers who purchased advertisements as well as those organizations and individuals who sent letters of commendation.
5. Thanks for the Howdy Party entertainment by Jerry Haisler (47) and the Melody 5 on Sunday evening, June 12, 2016, at the Killeen Civic and Conference Center. The performance was sponsored by Allen Bailey and Associates, Inc., Actuaries.
6. Thanks to Congressman Joe Barton of Texas’ Sixth Congressional District and Chairman of the Czech Congressional Caucus for his video-taped greeting and words of encouragement to convention delegates.
7. Thanks to Supreme Lodge President Brian Vanicek (24) for officially convening the 32nd SPJST Convention.
8. Thanks to Supreme Lodge President Brian Vanicek (24) and family for the kolaches provided on Monday, June 13

and Melanie Zavodny (246) for the daily goodies placed on the tables for each delegate. Thanks to District Two Director Jesse Pospisil (29) and District Seven Director Robert J. (Bob) Bayer (107) for the kolaches provided on Tuesday, June 14 and Supreme Lodge Chairman/District One Director Donnie Victorick (9) for the kolaches provided on Wednesday, June 15, 2016.

9. Thanks to Convention Chairman Donnie Victorick (9); Vice Chairman Susan Skrabanek (17); convention secretaries; Parliamentarian Roy Vajdak (88); and the standing committee members for their work, participation, and guidance during the deliberations.
10. We would like to recognize the youngest delegate, age 27, Kyle Skrabanek (17) and the oldest delegate, age 91, Josephine Pflughaupt (88). The average age of the delegates is 64 years. The delegates who have attended the 12 past conventions were Robert J. (Bob) Bayer (107), Elaine Berkovsky (63), and Josephine Pflughaupt (88). We also recognize the delegates who are multi-generational in addition to those attending with siblings.
11. We would like to recognize the lobby presence of Czech Heritage Museum and Genealogy Center, SPJST Education and Nature Center, Texas Czech Genealogical Society, and The SPJST Store.
12. Thanks to “Let Us Do the Cooking” for providing lunches every day during the convention; also for the formal banquet, Monday night, June 13.
13. Thanks to Supreme Lodge Secretary-Treasurer Leonard Mikeska (200) and Shilo Inn for the buffet breakfasts from 6 to 8 a.m.
14. Special guests at the banquet were Honorary Supreme Lodge President Howard Leshikar (48) and wife Nancy (48); Honorary Supreme Lodge Vice President Gene McBride (200) and wife Frances (200); Honorary Supreme Lodge Legal Advisor Drew Popelka (47) and guest Janie Valdez (177); Honorary Supreme Lodge District Two Director Bobby Wuensche (48); Honorary Supreme Lodge District Six Director Michael Ahlstrom (32) and wife Kathy (32); President and Chairman of the Board of the Texas Czech Heritage and Cultural Center, Inc. Retta Chandler (25) and husband Charles; President of the Board of Directors of the Czech Heritage Museum and Genealogy Center Jerry Milan (154) and wife Henrietta (154); Administrator of the Czech Heritage Museum and Genealogy Center Susan Chandler and daughter Marie Wilhelm; President of the American Sokol – Southern District Bob Podhrsky (130) and wife Diane; Texas Polka Music Museum Board Member Glen Chervenka (24) and wife Freda; President of the History of West Museum Georgia Hutyra and guest; President of Texans Of Czech Ancestry Arlene Cloyd and husband Alan; Chairman of the Czech Educational Foundation Of Texas Dr. Clint Machann and wife Dr. Ginny Machann; Membership Chair of the Texas Czech Genealogical Society Merlene Bravenec; 2015-2016 State King Brady Alexander (47) and parents Tarrant and Debbie Alexander (47); State Duke Seth Martinez (47) and parents Adam and Tammy Martinez (47); 2015-2016 State Queen Kacie Vanecek (48) and mother Donna Vanecek (48); State Duchess Makayla Newsom (48) and mother Michelle Newsom (48); S.P.J.S.T. Rest Homes Director Donnie Victorick (9) and wife Janice (9); President of the SPJST Education and Nature Center Donald (Donnie) Howard (185) and wife April Haag-Howard (185); Principal and Senior Portfolio Manager of Alpha Capital Management Buddy Ballard (24) and wife Julie (24); President of RVOS

Farm Mutual Insurance Wiley Shockley (160); Administrator of the S.P.J.S.T. Rest Home No. 1 in Taylor Woody Richards (29); Business Office Manager of S.P.J.S.T. Rest Home No. 1 in Taylor Diane Volek (29); Assistant Business Manager of S.P.J.S.T. Rest Home No. 1 in Taylor Shelley Werchan (29) and husband Buster Pavlicek (29); Marketing Director of S.P.J.S.T. Rest Home No. 1 in Taylor Julie Stermer; Administrator of S.P.J.S.T. Rest Home in Hillje Rowena Tabler-Smith; Member Engagement Director of Hermann Sons Jennifer Cernosek; and Director of Catholic Family Fraternal of Texas Jean Ribar.

15. Thanks for the convention banquet entertainment by Czech and Then Some on Monday evening, June 13 at the Killeen Civic and Conference Center. The performance was sponsored by Allen Bailey and Associates, Inc., Actuaries.
16. The convention recognized and expressed thanks to all Veterans for their military service and for their continuing service to their families, to society, and to SPJST.
17. Tanner Wood (49) for his winning Flag Day Essay.
18. The Resolution Committee thanks the Home Office Staff for their professional service.
19. The delegates for their devotion and diligence.

Fraternally submitted,  
Resolution Committee  
Lorenda Baldwin (139), Chairman  
Cristy Girod (29)  
Gay Revel (97)  
—SPJST—

## Recommendations of the Convention Order Committee to the 2016 Convention

- (a) Morning sessions shall begin at 8 a.m. each morning, and the convention will continue until 6 p.m. each afternoon, with 15 minute intermissions at about 10 a.m. and 3:30 p.m. (except Monday which will be at 3 p.m.) and a lunch break from 12 noon until 1 p.m. A caterer will serve food, and tickets should have been purchased prior to the convention. Tickets should be in your registration packet.
- (b) No person shall speak to a motion or an issue more than once, and not more than three minutes, except that a proponent of a motion may have a three-minute rebuttal. Extensions of time may be granted only with permission of a majority of the delegates present and such extension will not be for more than another three minutes.
- (c) The Convention Chairman shall have the right to dismiss the afternoon sessions early if he/she deems necessary due to evening activities. He/She shall have the right to extend the time of recess beyond 6 p.m. in the event that a need arises. He/She shall have the right to call an evening session of the convention if he/she determines it necessary for its completion. An appropriate dinner break will be provided for the delegates.
- (d) No written material will be distributed to the delegates in the convention unless it is signed by the individual who distributed the material and is done so with the consent of the Convention Chairman.
- (e) If delegates decide to leave the convention prior to its adjournment, they will be deducted one full day's allocation for attending the convention. A valid medical issue may be considered an exception.
- (f) All other matters shall be governed by the by-laws and Robert's Rules of Order.

(g) Nominations for officers of the Supreme Lodge will be made by the following procedure:

“I (name) Lodge (number) nominate (name of candidate) for the office (state name of office.)”

No second is required.

There will be no speeches.

- (h) If more than two individuals are nominated and no one receives a majority of votes, the two nominees receiving the largest number of votes will be the nominees for a runoff election.
- (i) Current standing committee members who are not delegates are requested to sit at the tables provided.
- (j) Visitors and leaders of other societies will be recognized at the Monday evening banquet but shall not speak.
- (k) Per the By-Laws Article 6, Section 13 (j), the next convention will be held in or near Temple.
- (l) A copy of every written report shall be given to the convention secretaries immediately after the report is made to the convention.
- (m) When amendments or changes to the by-laws are being considered, the action taken by the convention will be recorded by the secretaries and shown in the minutes. These minutes will conform to the words written on the cover sheet of the by-laws recommendation booklet.
- (n) Delegates are encouraged to speak and to make their views known to the assembly.

### **Convention Order Committee Procedure for Vote by Ballot**

In all elections where there is more than one nominee for the office (whether in the convention or in the district caucus), the vote will be by ballot.

Each election teller will be furnished with ballot boxes that each delegate for each district will individually deposit ballots into.

Each election teller is responsible to see that each delegate deposits only one ballot in the ballot box. The delegates will be instructed to fold each ballot only one time.

The chairman of the election tellers will assure that all procedures are completely carried out. Any election teller will immediately report problems to the chairman of the election tellers. If a problem arises that cannot be resolved, the Convention Chairman will be called on for assistance.

Tellers may request that two SPJST staff members be present in the room where tellers are working. Otherwise, no person other than the Tellers Committee members may be present in the room or within hearing distance of the room where the tellers are working.

Election tellers will sign the attached oath and turn it in to the Convention Chairman.

Election tellers agree to treat as confidential how every delegate voted and to not divulge, comment on, or otherwise make known how any delegate voted, and to not permit anyone who is not a delegate to be in the room where ballots are tabulated.

In a contested election, if the difference each candidate receives is less than 10 percent, the tellers will automatically do a recount of the ballots.

### **A. Convention**

Temporary tellers appointed by the Supreme Lodge President will serve through the election of the Convention Chairman and Vice Chairman.

Tellers appointed by the Convention Chairman and Vice Chairman (one from each district) serve for the remainder of the convention.

- Chairman
- Three observers to the caller
- One caller
- Two tally

In votes by ballot, the delegates will use the official beige ballot furnished in the convention packet.

When delegates have concluded voting, they will fold their ballot **one time** only. The teller for each district will **personally carry** the ballot box to **each delegate who will deposit his/her ballot in the ballot box**.

After everyone has voted, the election tellers will go to their designated room, and the following procedures will be followed:

- The ballot box for District One will be opened, and there will be one election teller who will call the vote. Three election tellers will serve as observers of the caller and will closely observe the caller and the ballot that is being called.
- There will be two election tellers to serve as tabulators who are seated at least 10 feet apart who will each tabulate the vote.
- When the votes are completed for District One, the votes will be totaled and both tallies compared to be sure the tallies agree.
- The same procedures will be followed until all the votes for the other districts in numerical order have been tabulated and agree in a like matter.
- The overall vote will then be certified, signed by the election tellers, and returned in the usual manner to the Convention Chairman.

## **B. DISTRICT CAUCUS**

The District Director convenes the caucus.

### **Caucus Election**

#### **Tellers**

One teller is the convention teller from the district and serves as teller chairman.

Two tellers are appointed by the district caucus chairman (who is elected in this convention district caucus).

Two tellers are appointed by the district caucus secretary (who is elected in this convention district caucus).

- Teller Chairman
- One observer
- One caller
- One observer
- One tally

Members who are not delegates and not committee members have the right to attend the caucus, but they cannot vote and cannot make motions. They are requested to sit in a separate area.

## **C. District Elections**

1. The election teller for the convention that was selected from the district will serve as chairman of the tellers for the caucus and brings the district ballot box to the caucus.

2. In the event that more than one person is nominated for the caucus chairman and/or more than one person is nominated for the caucus secretary, then the general teller shall appoint four temporary tellers from the delegates in that district to tabulate the votes in the election of the caucus chairman and/or caucus secretary.

3. The elected permanent caucus chairman and the elected caucus secretary for the district (both of whom are elected in this convention district caucus) will each appoint two caucus tellers. (This makes a total of five election tellers for each district.)

4. Each position and substitute specified in Article 6, Section 13 (i) will be elected preceding the next position. For example, the district director will be elected and so on until all of the positions are filled.

5. A District Director cannot be elected to any standing committee.

6. At the district caucus, a person is eligible to serve in only one active position on a standing committee. A person is eligible to run and be elected to more than one active position but he/she must choose which position it will be and before the caucus adjourns, must announce which position

he/she chooses and then another election will be held in the caucus before this is reported to the Convention Chairman for ratification. A person can serve in one active slot and can have as many alternate slots as he/she is elected to. If events are such that he/she can assume another active slot, he/she must choose within 30 days and notify the Supreme Lodge President and the district in writing.

7. The election teller that is serving for the district is responsible for taking the ballot box to each delegate and to see that each delegate deposits one ballot in the ballot box and that each ballot is folded only once.

8. The election tellers will retire to a separate room and will follow the following procedure to count the ballots:

(a) One election teller will call the vote and one election teller will serve as observer of the caller and will closely observe the caller and the ballot being called.

(b) One election teller will serve as tabulator, and one election teller will closely observe the tabulation made by the tabulator.

(c) When the votes are completed, the votes will be totaled by the tabulator and checked by the tabulator observer.

(d) As each position is filled, the chairman of the tellers will report the vote signed by all election tellers to the district chairman in writing who will announce the results.

(e) The same procedure will be followed until all positions are filled.

(f) The results will be reported by the district election teller chairman to the Convention Chairman in the usual manner and signed by all election tellers, the caucus chairman, and caucus secretary.

(g) No person other than Tellers Committee members may be present in the room or within hearing distance of the room where the tellers are working.

(h) Election tellers agree to treat as confidential how every delegate voted and to not divulge, comment, or otherwise make known how any delegate voted and to not permit anyone who is not a delegate to be in the room where ballots are being tabulated.

9. The minutes of the district caucus shall be signed by the caucus chairman and caucus secretary and all election tellers and be given to the Convention Chairman (complete form attached.) The Convention Chairman will give this report to one of the two lead convention secretaries.

### **Convention Final Adjournment**

Immediately after the convention is adjourned, the tellers will meet and shred all convention ballots and caucus ballots.

Strict security will be maintained by the chairman of the convention tellers to assure that no one has access to the ballots until the ballots are destroyed.

As soon as the delegates adopt this Convention Order, each delegate will promptly be furnished with a copy.

Convention Order Committee  
Yvonne Marcaurele (30), Chairman  
Lynda Novak (84)  
Jarolyn Popp (133)

### **CONVENTION TELLERS**

#### **OATH OF SECRECY (Attachment)**

The Convention has shown its confidence in me by choosing me as an election teller.

I swear or affirm that I will not discuss or disclose how anyone or any lodge voted directly or indirectly.

In the caucus election tabulations, I will promptly leave the tabulation room as soon as my district ballots have been counted and will not return unless directed to do so by the Convention Chairman.

On a daily basis, when the convention recesses for the day, the election tellers will immediately meet and shred all convention ballots.

Immediately after the convention is adjourned, I agree to meet with the rest of the tellers and burn or shred all convention ballots and caucus ballots.

I have read and understand the procedure for vote by ballot, and I will follow this procedure.

If you will abide by this oath, please sign on the line which appears below:

Signed by the Convention Tellers  
 Kyle Skrabanek (17)  
 District One  
 James Skrabanek (47)  
 District Two  
 Mary Steinman (154)  
 District Three  
 Arnulfo Rivera (219)  
 District Four  
 Doris Bronikowski (88)  
 District Five  
 Jeanette Kaminsky (28)  
 District Six  
 Marcus Rebeck (79)  
 District Seven

**DISTRICT CAUCUS MINUTES**  
 (Attachment)

Call to Order  
 by District Director \_\_\_\_\_  
 Election of Caucus Chairman \_\_\_\_\_  
 Election of Caucus Secretary \_\_\_\_\_  
 Election of Director \_\_\_\_\_  
 Election of Substitute Director \_\_\_\_\_  
 Election of By-Law Committee \_\_\_\_\_  
 Election of Substitute  
 By-Law Committee \_\_\_\_\_  
 Election of Finance Committee \_\_\_\_\_  
 Election of Substitute  
 Finance Committee \_\_\_\_\_  
 Election of Insurance Committee \_\_\_\_\_  
 Election of Substitute  
 Insurance Committee \_\_\_\_\_  
 Election of Publication Committee \_\_\_\_\_  
 Election of Substitute  
 Publication Committee \_\_\_\_\_

_____	_____
Caucus Chairman	Caucus Secretary
_____	_____
Teller	Teller
_____	_____
Teller	Teller
_____	_____
Teller Chairman	

**Supplemental and Corrected Pre-Convention Report from the Financial Secretary**

**SUPPLEMENTAL REPORT**

A.M. Best has continued our B rating for 2016. In addition, we have received a clean audit report from Jaynes, Reitmeier, Boyd & Therrell, P.C. for the year 2015.

May 26, 2016

Dear Members:  
 In accordance with the 2012 SPJST By-Laws, I am submitting a report of our Society which is extracted from the Quarterly Statement for the period ending March 31, 2016.

This report gives you pertinent items of information concerning our Society. All items are entered as found in the Quarterly Statement which was filed with the Texas Department of Insurance in May 2016.

Please review this report in detail, and should you have any questions, please contact me.

Fraternally,  
 Roy W. Vajdak  
 Financial Secretary

**SPJST FINANCIAL STATEMENT AS OF MARCH 31, 2016**

**STATEMENT OF FINANCIAL CONDITION**

**ASSETS**

Bonds .....	\$205,707,137
Stocks .....	4,880,539
Mortgage Loans .....	15,895,215
Real Estate:	
Properties occupied by the Society .....	2,208,839
Properties held for the production of income .....	74,754
Certificate Loans .....	1,511,639
Cash .....	2,676,163
Other Assets .....	3,275,335
<b>TOTALS.....</b>	<b><u>\$236,229,621</u></b>

**LIABILITIES AND RESERVES**

Certificate Reserves .....	\$204,906,896
Liability for	
Deposit-type Contracts .....	3,820,128
Certificate Benefits Payable.....	1,389,341
Premiums Received In Advance.....	553,780
Interest Maintenance Reserve.....	3,061,734
Asset Valuation Reserve .....	2,288,889
Other Accrued Liabilities.....	<u>1,088,220</u>

**TOTALS** .....\$217,108,988

Unassigned Funds .....19,117,633

**TOTALS** .....\$236,226,621

**STATEMENT OF OPERATIONS**

<b>INCOME</b>	<b>3/31/2016</b>
Insurance	
and Annuity Premiums .....	\$4,031,091
Net Investment Income.....	2,580,661
Amortization of Interest .....	170,507
Maintenance Reserve	
Commissions and Expense	
Allowance .....	482
Net Realized Capital Gains	
or (Losses).....	(195,624)
Miscellaneous Income .....	14,644
<b>TOTALS</b> .....	<u>\$6,601,761</u>

**DISTRIBUTION OF INCOME**

Life and Annuity Benefits.....	\$4,692,166
Refunds to Members .....	(101)
Additions to Reserves .....	543,253
Operating Expenses .....	<u>1,655,075</u>

**TOTALS** .....\$6,890,393

**NET INCOME** .....(\$288,632)

**STATEMENT OF CHANGES  
IN CERTIFICATE HOLDERS'  
SURPLUS**

	<b>3/31/2016</b>
Balance, Beginning .....	\$19,279,571
Net Income .....	(288,632)
Change in Unrealized	
Capital Gains or (Losses).....	158,548
Change in Asset Valuation	
Reserve .....	(114,229)
Miscellaneous Changes.....	<u>82,375</u>

**BALANCE, ENDING** .....\$19,117,633

**CORRECTED  
FINANCIAL SECRETARY'S  
PRE-CONVENTION REPORT**

*Financial Secretary Vajdak's corrected Pre-Convention Report appears on pages 86 to 95.*

— SPJST —

**Amendment  
to the Finance Committee's  
Recommendations  
to the 2016 Convention  
(Pre-Convention Report)**

(10) Any post-convention extraordinary request will be made to the Supreme Lodge and considered on a case by case basis by the Finance Committee at its annual meeting.

Respectfully Submitted,  
Finance Committee Members  
2016 SPJST Convention  
Killeen, Texas

Herman Dewyan Weise (160),  
Chairman  
District Four  
Michael Galler (66), Vice Chairman  
District Three  
Marceil Malak (88), Secretary  
District Five  
Thomas Cannon (186)  
District One  
Edwin Pechal (47)  
District Two  
Glenn Kaminsky (28)  
District Six  
Roy Haag (185)  
District Seven

— SPJST —





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