

**PROCEEDINGS
OF THE
33rd SPJST Convention**



SPJST

**August 14 and 15, 2021
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	Věstník Editor/Director of Communication

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33rd SPJST Convention: Rescheduling and Election Updates

33rd Convention

Scheduled for June 2020

The initial schedule for the 33rd SPJST Convention was set for Sunday, June 14, to Tuesday, June 16, 2020, at the Killeen Civic and Conference Center in Killeen, Texas.

33rd Convention

Rescheduled to August 2020

During the quarterly meeting conducted via video conference on April 21, 2020, the Supreme Lodge decided to postpone the Convention due to the COVID-19 pandemic. The new dates were set for Friday, August 14, to Sunday, August 16, 2020, still at the Killeen Civic and Conference Center.

33rd Convention

Rescheduled to August 2021

Considering the persistent challenges of the pandemic, the Supreme Lodge, in a teleconference on July 1, 2020, voted to further postpone the Convention to Friday, August 13, to Sunday, August 15, 2021. The event will still take place at the Killeen Civic and Conference Center, with Convention-related elections conducted by mail poll in August 2020.

***Vestnik* • July 13, 2020**

Delegates to elect statewide, district leaders in August; balance of 33rd SPJST Convention deferred to 2021

The Supreme Lodge voted in a Wednesday, July 1, 2020, teleconference to handle SPJST's 2020 SPJST Convention-related elections by mail poll in August 2020 and to advance the By-Law and other Committee recommendations to the convention in the summer of 2021. Procedural items related to the August 2020 voting process were finalized during a July 8 Supreme Lodge teleconference and will be communicated to convention delegates in a July 15 webinar.

“Addressing the elections in August enables SPJST to remain in compliance with the section of the Texas Insurance Code with mandates that we elect a board of directors every four years,” said Supreme Lodge President Brian Vanicek. In a recent online poll of SPJST Convention delegates, 80 percent expressed a preference to either advance the convention in its entirety to 2021 or to hold elections in August and advance all committee presentations and deliberations to 2021.

Standing Committees

SPJST's four standing committees - By-Law, Finance, Insurance, and Publication - are comprised of seven members, one elected by each district. A member seeking to have to have his or her name included on the ballot for one of the standing committees must meet the same requirements as a voting delegate, namely to have attended at least one-half of their lodge meetings in the year 2019. Qualifying individuals may submit their name and committee preference by email to *Věstník* Editor/Director of Communication Melanie Zavodny at melaniez@spjst.com on or before Friday, July 24, 2020. There will not be elections for alternate district directors and/or alternative standing committee members.

—SPJST—

***Vestnik* • July 27, 2020**

Except from article “Delegate webinars set pace for future online gatherings”

2020 Convention Elections

SPJST Convention elections will be held by mail poll next month. That was decided by the Supreme Lodge just prior to the first webinar on July 1. Those ballots will be mailed to delegates from the SPJST Home Office on Wednesday,

August 12.

The balance of Convention related items — including recommendations by the By-Law and other standing committees — will take place August 13 to 15, 2021, at the Killeen Civic and Conference Center.

The first item on your ballot will be a recommendation from the Credentials Committee to approve the list of delegates to the 33rd SPJST Convention.

Following our webinar on July 1, I designated three delegates to serve on the Credentials Committee. They are Sister Susan Skrabanek of Lodge 17, New Tabor in District One; Sister Rita Spinn of Lodge 80, Holland in District Two; and Brother Michael Galler of Lodge 66, Waco in District Three. The Committee met at the SPJST Home Office on Tuesday, July 7 at which time they reviewed each of the delegates' qualifications and approved them for final approval.

The first item on the ballot — which delegates will be receiving by mail — will be the recommendation of the Credentials Committee that seeks approval of the list of delegates that will accompany your ballot package.

This will require a simple yes or no vote from the delegate before proceeding to the election of Supreme Lodge officers — namely the President, Vice President, and Chief Financial Officer as well as the *Vestnik* Editor/Director of Communication.

The only position there that is contested is that of Supreme Lodge Vice President. There, the delegates will be selecting from one of the two candidates. Regarding district elections, delegates will be voting to fill the positions of district director and standing committee members.

District Seven has three candidates vying for the position of district director. As such, it will be necessary for the winning candidate to emerge with a simple majority of the total votes cast by the district. In the event that there is a run-off, we are confident that a subsequent

run-off election could be held in time to enable the winning candidate to be seated for the October Supreme Lodge meeting.

Members seeking to have their name included on the ballot for one of the standing committees were required to send in their request by email to Melanie on or before Friday, July 24, 2020. This notice was previously posted in the *Vestnik*.

There will not be elections for alternate district directors and/or alternate standing committee members. Any vacancies that may emerge between the time of our elections and the 34th Convention are to be filled by the district.

Delegates will have approximately four weeks to cast their ballots which must be returned in the return envelope to the accounting firm that will conduct the tabulation. It will be necessary for the ballots to be in the office of the accounting firm no later than 5 p.m. September 15, 2020.

Fraternally,
Brian Vanicek
SPJST President
— SPJST —



Certification of the Delegates to the 33rd SPJST Convention

July 7, 2020

We, the undersigned members of the 33rd SPJST Convention Credentials Committee, met at the SPJST Home Office in Temple, Texas, on July 7, 2020, and reviewed the steps taken by the Home Office Staff and the Chief Financial Officer in assuring that all delegates reported by the lodges are qualified. We reviewed the process of determining the number of votes that will be attributed to each delegate. The paperwork and records which are downloaded from the Admin system database were made available to us, and we found no exceptions.

After due inspection and consideration, we are satisfied that the listing of delegates including the number of votes attributed to each delegate is correct and in compliance with the SPJST By-Laws, and that all listed delegates are qualified to serve.

We, the members of the Credentials Committee, recommend to the delegates of the 33rd SPJST Convention to vote to approve and seat all delegates listed on the attached Exhibit A.

Signed on this the 7th day of July, 2020.

Fraternally,
Credentials Committee of the 33rd SPJST Convention

Rita Spinn, Chairperson
Lodge 80, Holland

Michael Galler
Lodge 66, Waco

Susan Skrabanek
Lodge 17, New Tabor

Exhibit A - 33rd SPJST Convention Delegates

LODGE	DISTRICT	FIRST NAME	LAST NAME	VOTES
1	1	Sharon F.	Fritsch	211.0000
9	1	William (Bill) J.	Orsak	180.6667
9	1	Donnie S.	Victorick	180.6667
9	1	Janice A.	Victorick	180.6667
13	1	Doris L.	Ford	134.0000
13	1	Deborah A.	Kostelka	134.0000
17	1	Randy A.	Gaas	165.2500
17	1	Holly R.	Narro	165.2500
17	1	Kyle G.	Skrabanek	165.2500
17	1	Susan D.	Skrabanek	165.2500
38	1	Dorothy J.	Lastovica	159.0000
39	1	Ronald C.	Roesler	197.0000
51	1	Diane F.	Marusik	103.0000
67	1	Adrienne	Kobza	106.0000
141	1	Rick M.	Martinez	123.0000
186	1	Victor	Mendez Jr.	234.0000
189	1	Henry P.	Mayo	234.0000

DISTRICT 1 TOTAL				2838
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LODGE	DISTRICT	FIRST NAME	LAST NAME	VOTES
15	2	Sandra L.	Fischer	126.0000
15	2	Mary H.	Rodriguez	126.0000
18	2	David W.	Meyer	153.6667
18	2	Ferdinand L.	Meyer	153.6667
18	2	Charles R.	Wilson	153.6667
20	2	Bridget C.	Bohac	183.5000
20	2	Emilie Ann	Tischler	183.5000
24	2	Robert (Bobby) W.	Hoelscher Jr.	163.2500
24	2	Brenda K.	Maddux	163.2500
24	2	Daniel O.	Wilde	163.2500
24	2	Linda M.	Wilde	163.2500
29	2	Tammy R.	Cannon	142.1250
29	2	Cristy P.	Girod	142.1250
29	2	Adolph A.	Grieger Jr.	142.1250
29	2	Jesse C.	Pospisil	142.1250
29	2	Linda C.	Pospisil	142.1250
29	2	Frankie J.	Pustejovsky	142.1250
29	2	Lynette K.	Rieger	142.1250
29	2	Ronnie	Rieger	142.1250
47	2	Brandon K.	Bartek	149.4444
47	2	Mary "Amber"	Bartek	149.4444
47	2	Patsy M.	Koslovsky	149.4444
47	2	Joyce D.	Kraatz	149.4444
47	2	Edwin J.	Pechal	149.4444

47	2	James R.	Skrabanek	149.4444
47	2	Joyce	Skrabanek	149.4444
47	2	Danny	Stepan	149.4444
47	2	Edwin J.	Vasicek	149.4444
48	2	Howard B.	Leshikar	164.0000
48	2	Donna Kay	Vanecek	164.0000
80	2	Joe W.	Liles	171.3333
80	2	Frank	Pajestka Jr.	171.3333
80	2	Rita K.	Spinn	171.3333
87	2	Carolyn S.	Greene	172.6667
87	2	Linda D.	Hopper	172.6667
87	2	George Sidney	Kacir	172.6667
155	2	Albert J.	Klinkovsky	174.0000
177	2	Donald P.	McCrea	195.0000
177	2	Shirley A.	McCrea	195.0000
182	2	Becky L.	Beckendorf	59.0000
187	2	Carla J.	Krenek	145.0000
187	2	Rubie M.	Volek	145.0000
200	2	James R.	Hosch	128.0000
246	2	David W.	Nauert	164.0000

DISTRICT 2 TOTAL	6780
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LODGE	DISTRICT	FIRST NAME	LAST NAME	VOTES
6	3	Jeanette	Beseda	139.6000
6	3	Peggy	Dobecka	139.6000
6	3	Barbara	Hykel	139.6000
6	3	Milton N.	Peterson	139.6000
6	3	Don	Urbanovsky	139.6000
25	3	Raymond A.	Elleven	164.5000
25	3	Margaret A.	Krajca	164.5000
25	3	Betty J.	Macalik	164.5000
25	3	Linda M.	Trojacek	164.5000
35	3	Gene E.	Pavelka	179.5000
35	3	Randy C.	Pavelka	179.5000
54	3	Linda J.	Kaluza	154.2500
54	3	Ronnie F.	Kaluza	154.2500
54	3	Mary L.	Mynar	154.2500
54	3	Marcella T.	Vaculik	154.2500
66	3	Diana L.	Engelke	167.0000
66	3	John J.	Engelke	167.0000
66	3	Douglas A.	Galler	167.0000
66	3	Michael L.	Galler	167.0000
66	3	Dana J.	McAdams	167.0000
66	3	Ronald D.	Neumann	167.0000
84	3	James (Jim)	Liska	160.2000
84	3	Lynda	Novak	160.2000
84	3	Vivian Cheryl	Petr	160.2000
84	3	Vicki C.	Sims	160.2000

84	3	Justine M.	Yeager-Andreason	160.2000
92	3	Pamela D.	Durham	157.5000
92	3	Kenneth J.	Krivanek	157.5000
92	3	Mary Ann	Krivanek	157.5000
92	3	Mary C.	Krivanek-Saladin	157.5000
154	3	Jerry B.	Milan	148.6667
154	3	Lesli	Milan	148.6667
154	3	Mary J.	Steinman	148.6667
180	3	Rhonda L.	Hurtik	142.0000
183	3	Antonette M.	Pustejovsky	168.0000
183	3	Kay (Katherine) G.	Weeks	168.0000

DISTRICT 3 TOTAL	5689
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LODGE	DISTRICT	FIRST NAME	LAST NAME	VOTES
49	4	Laura A.	Pospichal	154.0000
49	4	Sylvia M.	Rollwitz	154.0000
49	4	Brad K.	Teplicek	154.0000
76	4	William J.	Ibarra	205.0000
157	4	Cynthia J.	Kristinek	175.0000
160	4	Charlene	Dusek	142.8333
160	4	Sharon J.	Hohmann	142.8333
160	4	Brenda J.	Holik	142.8333
160	4	Sandra K.	Jansa	142.8333
160	4	Betty A.	Schwartz	142.8333
160	4	Herman Dewyan	Weise	142.8333
207	4	Joyce L.	Kotulek	35.0000
219	4	Diana	Lopez	144.7500
219	4	Aracely	Quiz	144.7500
219	4	Maria G.	Sanchez-Chacon	144.7500
219	4	Francisco	Viniegra	144.7500
229	4	Jesusita	Hudson	121.0000
230	4	Lilah Ann	Deleon	98.0000

DISTRICT 4 TOTAL	2532
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LODGE	DISTRICT	FIRST NAME	LAST NAME	VOTES
81	5	Baley E.	Stavinoha	239.6667
81	5	Bradley T.	Stavinoha	239.6667
81	5	Thomas (Tom) D.	Stavinoha	239.6667
88	5	Lori	Bornaschella	148.0345
88	5	Doris A.	Bronikowski	148.0345
88	5	Robert A.	Bronikowski	148.0345
88	5	Adam P.	Curley	148.0345
88	5	Alex C.	D'Ambrosio	148.0345
88	5	John B.	Douglas	148.0345
88	5	Ryan B.	Epps	148.0345
88	5	Carol A.	Globke	148.0345

88	5	Sarah I.	Godwin	148.0345
88	5	Kathleen (Kathy) S.	Green	148.0345
88	5	Vanessa L.	Guerrero	148.0345
88	5	Carolyn (Carol) J.	Havemann	148.0345
88	5	Donald G.	Havemann	148.0345
88	5	Jeffery A.	Hickl	148.0345
88	5	Jason L.	Homrighaus	148.0345
88	5	Janice M.	Jahns	148.0345
88	5	Wallace H.	Jahns	148.0345
88	5	Ana	Latigo	148.0345
88	5	Juan	Latigo	148.0345
88	5	Sandra	Latigo	148.0345
88	5	Dorothy M.	Pflughaupt	148.0345
88	5	Josephine J.	Pflughaupt	148.0345
88	5	Larry W.	Pflughaupt	148.0345
88	5	Lynn A.	Pflughaupt	148.0345
88	5	Aaron E.	Rigamonti	148.0345
88	5	Dennis L.	Roeder	148.0345
88	5	Joseph R.	Sayegh	148.0345
88	5	Ashley D.	Victorick	148.0345
88	5	Melissa D.	Victorick Brown	148.0345
91	5	Frankie L.	Brewer	196.5000
91	5	Malba	Smesny	196.5000
139	5	Lorenda L.	Baldwin	289.0000
142	5	James R.	Coleman	138.0000
142	5	Dennis W.	Hermis	138.0000
142	5	Kerry D.	Herrington	138.0000
142	5	Patricia A.	Schleider	138.0000
172	5	Jerome (Jerry) C.	Dressler Jr.	195.0000
172	5	Robert D.	Mayfield	195.0000
172	5	Helen L.	Schewe	195.0000
196	5	Linda A.	Bratina	157.0000
196	5	Mark	Childres	157.0000
196	5	Donald L.	Fruin	157.0000
232	5	Rudolph	Rusnak	52.0000

DISTRICT 5 TOTAL	7354
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LODGE	DISTRICT	FIRST NAME	LAST NAME	VOTES
4	6	Annie M.	Vahalik	132.6667
4	6	Helen A.	Zabransky	132.6667
4	6	Patricia A.	Zabransky	132.6667
8	6	Anton D.	Machacek	107.0000
23	6	Elizabeth A.	Holub	165.0000
28	6	Glenn L.	Kaminsky	154.5000
28	6	Helen A.	Kelner	154.5000
30	6	Lisa A.	Bubela	155.5000
30	6	Karen S.	Kaspar	155.5000
30	6	Yvonne M.	Marcaurele	155.5000

30	6	Marjorie A.	Treumer	155.5000
32	6	Margarette A.	Frederick	156.7500
32	6	Mark W.	Lester	156.7500
32	6	Wanda G.	Lester	156.7500
32	6	Silvia A.	Rangel	156.7500
40	6	Ardis Ann	Bacak	165.0000
40	6	Vlasta C.	Bartos	165.0000
40	6	Mary Ann	Cerny	165.0000
40	6	Cathy V.	Garcia	165.0000
40	6	Felix T.	Garcia	165.0000
41	6	Darlene K.	Baker	85.0000
63	6	Elaine F.	Berkovsky	196.0000
97	6	Donna J.	Vanek	193.0000
151	6	David C.	Bucek	147.0000
151	6	Gerald C.	Macha	147.0000
184	6	Elmer J.	Michna	163.0000

DISTRICT 6 TOTAL	3984
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LODGE	DISTRICT	FIRST NAME	LAST NAME	VOTES
79	7	Lydia J.	Bridges	160.6250
79	7	Victor W.	Bridges	160.6250
79	7	Gerilyn A.	Donnell	160.6250
79	7	Larry J.	Elzner	160.6250
79	7	Marcus F.	Rebecsek	160.6250
79	7	Virginia D.	Rebecsek	160.6250
79	7	Jerry E.	Sijansky	160.6250
79	7	Michael A.	Urbanovsky	160.6250
107	7	Pauline J.	Bayer	142.4000
107	7	Robert J.	Bayer	142.4000
107	7	Eric W.	Bielefeld III	142.4000
107	7	Oscar J.	Korus	142.4000
107	7	Wendy A.	Pruski	142.4000
117	7	Frances	McDonald	199.0000
133	7	Jarolyn M.	Popp	170.6667
133	7	Robert R.	Popp Jr.	170.6667
133	7	Vicki L.	Reese	170.6667
185	7	Donald Ray	Howard	127.0000
202	7	Sandra K.	Hoggard	187.5000
202	7	Sharon A.	LaGrange	187.5000
258	7	Chester E.	Jenke Sr.	65.0000

DISTRICT 7 TOTAL	3275
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TOTAL ALL VOTES	32452
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33rd SPJST Convention Ballot in Lieu of Convention

August 12, 2020

Dear Delegate to the 33rd SPJST Convention:

As provided by Article VI, Section 12 in our current SPJST By-Laws, the Supreme Lodge voted unanimously to conduct a ballot in lieu of special convention which will open the 33rd SPJST Convention to seat the delegates. When the three ballots are voted and concluded, Convention action will be adjourned until it is reconvened on August 13, 2021. The three ballot items you will vote on are:

1. Vote to accept the recommendation of the Credentials Committee to approve the list of delegates and their number of votes and to seat them as delegates to the 33rd SPJST Convention.
2. Vote to elect the President, Vice President, Chief Financial Officer, and Editor/Director of Communication to be effective October 1, 2020. {Section 885.056 of the Texas Insurance Code provides that the chief governing body of a fraternal benefit society (convention) meet at least once every four years; and elect a board of directors to conduct the business of the society between meetings of the assembly.} The officers serve on the Supreme Lodge in the capacity of directors.
3. The delegates of each district will vote to elect their director and standing committee members to serve in their respective district, effective October 1, 2020.

Instructions

- Please vote FOR or AGAINST the recommendation of the Credentials Committee to approve the delegates and votes as listed.
- Cast your vote for Supreme Lodge President, Vice President, Chief Financial Officer, and Editor/Director of Communication.
- Cast your vote for district director and district standing committee members.
- Sign the ballots.
- Place the ballots in the provided envelope that is addressed to Henry L.S. Jezek, CPA, and drop in the U.S. Mail. This envelope must be received in Mr. Jezek's office no later than 5 p.m. on Tuesday, September 15, 2020. Please note that if your ballot is not in Mr. Jezek's office by 5 p.m. on Tuesday, September 15, it will not be counted.
- Do not place any other items in the ballot envelope.

Fraternally submitted,
For the SPJST Supreme Lodge

Leonard Mikeska
Chief Financial Officer



Master Ballot - 33rd SPJST Convention Ballot in Lieu of Convention

Please use this Master Ballot to record your vote for or against the recommendation of the Credentials Committee to approve the list of names of elected delegates and number of votes each lodge and delegate is entitled to and to approve their certification as duly elected delegates to the 33rd SPJST Convention. Your vote FOR will officially seat the delegates and open the Convention by ballot.

Please use this ballot to also vote for Supreme Lodge President, Supreme Lodge Vice President, Supreme Lodge Chief Financial Officer, and Editor/Director of Communication. A District Election Ballot is also enclosed to vote for your district director and standing committee members.

After you have completed all ballots, please mail them in the provided envelope. The ballots must be received in the office of Henry L.S. Jezek, CPA no later than 5 p.m. on Tuesday, September 15, 2020.

VOTE ON RECOMMENDATION OF CREDENTIALS COMMITTEE

The Credentials Committee recommends that you vote to approve and seat the duly elected delegates listed in the attached Exhibit A. The Credentials Committee is satisfied that the listed delegates who were duly elected by their local lodge are qualified to serve as delegates to the 33rd SPJST Convention. Please vote FOR to qualify them to represent their lodges in voting on the necessary business of SPJST.

FOR

AGAINST

CANDIDATE FOR PRESIDENT

Brian Vanicek

Brian Vanicek is the only candidate for the position of SPJST President. Please check the box below to cast your vote to elect Brian Vanicek to the position of SPJST President.

Brian Vanicek

CANDIDATES FOR VICE PRESIDENT

Delisle L. Doherty · Richard Hrbacek

There are two qualified candidates for the position of SPJST Vice President. Please check the box below to cast your vote for the candidate of your choice for SPJST Vice President.

Delisle L. Doherty

Richard Hrbacek

CANDIDATE FOR CHIEF FINANCIAL OFFICER

Leonard Mikeska

Leonard Mikeska is the only candidate for the position of SPJST Chief Financial Officer. Please check the box below to cast your vote to elect Leonard Mikeska to the position of SPJST Chief Financial Officer.

Leonard Mikeska

CANDIDATE FOR EDITOR/DIRECTOR OF COMMUNICATION

Melanie Zavodny

Melanie Zavodny is the only candidate for the position of SPJST Editor/Director of Communication. Please check the box below to cast your vote to elect Melanie Zavodny to the position of SPJST Editor/Director of Communication.

Melanie Zavodny

Place this Master Ballot and the District Election Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezek, CPA. Ballot must be received in the office of Henry L.S. Jezek no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date



District One Election Ballot 33rd SPJST Convention Ballot in Lieu of Convention

Please use this District Election Ballot to vote for the director of your district and the standing committee members. After you have completed all ballots, please mail them in the provided envelope. The ballots must be received in the office of Henry L.S. Jezek, CPA no later than 5 p.m. on Tuesday, September 15, 2020.

CANDIDATES FOR DISTRICT ONE DIRECTOR

Jim Schroeder · Donnie Victorick

There are two qualified candidates for the position of SPJST District One Director. Please check the box below to cast your vote for the candidate of your choice for the position of SPJST District One Director.

Jim Schroeder

Donnie Victorick

CANDIDATE FOR DISTRICT ONE BY-LAW COMMITTEE REPRESENTATIVE

Bill Orsak

Bill Orsak is the only candidate for District One By-Law Committee representative. Please check the box below to cast your vote to elect Bill Orsak to the position of District One By-Law Committee representative.

Bill Orsak

CANDIDATE FOR DISTRICT ONE FINANCE COMMITTEE REPRESENTATIVE

Debbie Kostelka

Debbie Kostelka is the only candidate for District One Finance Committee representative. Please check the box below to cast your vote to elect Debbie Kostelka to the position of District One Finance Committee representative.

Debbie Kostelka

**CANDIDATE FOR DISTRICT ONE
INSURANCE COMMITTEE REPRESENTATIVE**

Susan Skrabanek

Susan Skrabanek is the only candidate for District One Insurance Committee representative. Please check the box below to cast your vote to elect Susan Skrabanek to the position of District One Insurance Committee representative.

Susan Skrabanek

**CANDIDATE FOR DISTRICT ONE
PUBLICATION COMMITTEE REPRESENTATIVE**

Floyd Kostelka

Floyd Kostelka is the only candidate for District One Publication Committee representative. Please check the box below to cast your vote to elect Floyd Kostelka to the position of District One Publication Committee representative.

Floyd Kostelka

Place this District Election Ballot and the Master Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezek, CPA. Ballot must be received in the office of Henry L.S. Jezek no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date



District Two Election Ballot 33rd SPJST Convention Ballot in Lieu of Convention

Please use this District Election Ballot to vote for the director of your district and the standing committee members. After you have completed all ballots, please mail them in the provided envelope. The ballots must be received in the office of Henry L.S. Jezek, CPA no later than 5 p.m. on Tuesday, September 15, 2020.

CANDIDATE FOR DISTRICT TWO DIRECTOR

Jesse Pospisil

Jesse Pospisil is the only candidate for the position of SPJST District Two Director. Please check the box below to cast your vote to elect Jesse Pospisil to the position of SPJST District Two Director.

Jesse Pospisil

CANDIDATE FOR DISTRICT TWO BY-LAW COMMITTEE REPRESENTATIVE

Bridget Bohac

Bridget Bohac is the only candidate for District Two By-Law Committee representative. Please check the box below to cast your vote to elect Bridget Bohac to the position of District Two By-Law Committee representative.

Bridget Bohac

CANDIDATE FOR DISTRICT TWO FINANCE COMMITTEE REPRESENTATIVE

Edwin Pechal

Edwin Pechal is the only candidate for District Two Finance Committee representative. Please check the box below to cast your vote to elect Edwin Pechal to the position of District Two Finance Committee representative.

Edwin Pechal

**CANDIDATE FOR DISTRICT TWO
INSURANCE COMMITTEE REPRESENTATIVE**

Patsy Koslovsky

Patsy Koslovsky is the only candidate for District Two Insurance Committee representative. Please check the box below to cast your vote to elect Patsy Koslovsky to the position of District Two Insurance Committee representative.

Patsy Koslovsky

**CANDIDATE FOR DISTRICT TWO
PUBLICATION COMMITTEE REPRESENTATIVE**

Amber Bartek

Amber Bartek is the only candidate for District Two Publication Committee representative. Please check the box below to cast your vote to elect Amber Bartek to the position of District Two Publication Committee representative.

Amber Bartek

Place this District Election Ballot and the Master Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezeq, CPA. Ballot must be received in the office of Henry L.S. Jezeq no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date



District Three Election Ballot 33rd SPJST Convention Ballot in Lieu of Convention

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CANDIDATE FOR DISTRICT THREE DIRECTOR

John Engelke

John Engelke is the only candidate for the position of SPJST District Three Director. Please check the box below to cast your vote to elect John Engelke to the position of SPJST District Three Director.

John Engelke

CANDIDATE FOR DISTRICT THREE BY-LAW COMMITTEE REPRESENTATIVE

Mary Steinman

Mary Steinman is the only candidate for District Three By-Law Committee representative. Please check the box below to cast your vote to elect Mary Steinman to the position of District Three By-Law Committee representative.

Mary Steinman

CANDIDATE FOR DISTRICT THREE FINANCE COMMITTEE REPRESENTATIVE

Michael Galler

Michael Galler is the only candidate for District Three Finance Committee representative. Please check the box below to cast your vote to elect Michael Galler to the position of District Three Finance Committee representative.

Michael Galler

**CANDIDATE FOR DISTRICT THREE
INSURANCE COMMITTEE REPRESENTATIVE**

Robert Sill

Robert Sill is the only candidate for District Three Insurance Committee representative. Please check the box below to cast your vote to elect Robert Sill to the position of District Three Insurance Committee representative.

Robert Sill

**CANDIDATE FOR DISTRICT THREE
PUBLICATION COMMITTEE REPRESENTATIVE**

Lynda Novak

Lynda Novak is the only candidate for District Three Publication Committee representative. Please check the box below to cast your vote to elect Lynda Novak to the position of District Three Publication Committee representative.

Lynda Novak

Place this District Election Ballot and the Master Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezek, CPA. Ballot must be received in the office of Henry L.S. Jezek no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date



District Four Election Ballot 33rd SPJST Convention Ballot in Lieu of Convention

Please use this District Election Ballot to vote for the director of your district and the standing committee members. After you have completed all ballots, please mail them in the provided envelope. The ballots must be received in the office of Henry L.S. Jezek, CPA no later than 5 p.m. on Tuesday, September 15, 2020.

CANDIDATE FOR DISTRICT FOUR DIRECTOR

Bobby Davis

Bobby Davis is the only candidate for the position of SPJST District Four Director. Please check the box below to cast your vote to elect Bobby Davis to the position of SPJST District Four Director.

Bobby Davis

CANDIDATE FOR DISTRICT FOUR BY-LAW COMMITTEE REPRESENTATIVE

Beverly Teplicek

Beverly Teplicek is the only candidate for District Four By-Law Committee representative. Please check the box below to cast your vote to elect Beverly Teplicek to the position of District Four By-Law Committee representative.

Beverly Teplicek

CANDIDATE FOR DISTRICT FOUR FINANCE COMMITTEE REPRESENTATIVE

Dewyan Weise

Dewyan Weise is the only candidate for District Four Finance Committee representative. Please check the box below to cast your vote to elect Dewyan Weise to the position of District Four Finance Committee representative.

Dewyan Weise

**CANDIDATE FOR DISTRICT FOUR
INSURANCE COMMITTEE REPRESENTATIVE**

Leonard Jansa

Leonard Jansa is the only candidate for District Four Insurance Committee representative. Please check the box below to cast your vote to elect Leonard Jansa to the position of District Four Insurance Committee representative.

Leonard Jansa

**CANDIDATE FOR DISTRICT FOUR
PUBLICATION COMMITTEE REPRESENTATIVE**

Sharon Hohmann

Sharon Hohmann is the only candidate for District Four Publication Committee representative. Please check the box below to cast your vote to elect Sharon Hohmann to the position of District Four Publication Committee representative.

Sharon Hohmann

Place this District Election Ballot and the Master Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezek, CPA. Ballot must be received in the office of Henry L.S. Jezek no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date



District Five Election Ballot 33rd SPJST Convention Ballot in Lieu of Convention

Please use this District Election Ballot to vote for the director of your district and the standing committee members. After you have completed all ballots, please mail them in the provided envelope. The ballots must be received in the office of Henry L.S. Jezek, CPA no later than 5 p.m. on Tuesday, September 15, 2020.

CANDIDATE FOR DISTRICT FIVE DIRECTOR

Bradley Stavinoha

Bradley Stavinoha is the only candidate for the position of SPJST District Five Director. Please check the box below to cast your vote to elect Bradley Stavinoha to the position of SPJST District Five Director.

Bradley Stavinoha

CANDIDATE FOR DISTRICT FIVE BY-LAW COMMITTEE REPRESENTATIVE

Dorothy Pflughaupt

Dorothy Pflughaupt is the only candidate for District Five By-Law Committee representative. Please check the box below to cast your vote to elect Dorothy Pflughaupt to the position of District Five By-Law Committee representative.

Dorothy Pflughaupt

CANDIDATES FOR DISTRICT FIVE FINANCE COMMITTEE REPRESENTATIVE

Marceil Malak • Ashley Victorick

There are two qualified candidates for the position of District Five Finance Committee representative. Please check the box below to cast your vote for the candidate of your choice for District Five Finance Committee representative.

Marceil Malak

Ashley Victorick

**CANDIDATE FOR DISTRICT FIVE
INSURANCE COMMITTEE REPRESENTATIVE
Kerry Herrington**

Kerry Herrington is the only candidate for District Five Insurance Committee representative. Please check the box below to cast your vote to elect Kerry Herrington to the position of District Five Insurance Committee representative.

Kerry Herrington

**CANDIDATE FOR DISTRICT FIVE
PUBLICATION COMMITTEE REPRESENTATIVE
Baley Stavinoha**

Baley Stavinoha is the only candidate for District Five Publication Committee representative. Please check the box below to cast your vote to elect Baley Stavinoha to the position of District Five Publication Committee representative.

Baley Stavinoha

Place this District Election Ballot and the Master Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezek, CPA. Ballot must be received in the office of Henry L.S. Jezek no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date



District Six Election Ballot 33rd SPJST Convention Ballot in Lieu of Convention

Please use this District Election Ballot to vote for the director of your district and the standing committee members. After you have completed all ballots, please mail them in the provided envelope. The ballots must be received in the office of Henry L.S. Jezek, CPA no later than 5 p.m. on Tuesday, September 15, 2020.

CANDIDATE FOR DISTRICT SIX DIRECTOR

Annie Vahalik

Annie Vahalik is the only candidate for the position of SPJST District Six Director. Please check the box below to cast your vote to elect Annie Vahalik to the position of SPJST District Six Director.

Annie Vahalik

CANDIDATES FOR DISTRICT SIX BY-LAW COMMITTEE REPRESENTATIVE

Yvonne Marcaurele • Joe Siptak

There are two qualified candidates for the position of District Six By-Law Committee representative. Please check the box below to cast your vote for the candidate of your choice for District Six By-Law Committee representative.

Yvonne Marcaurele

Joe Siptak

CANDIDATE FOR DISTRICT SIX FINANCE COMMITTEE REPRESENTATIVE

Karen Kaspar

Karen Kaspar is the only candidate for District Six Finance Committee representative. Please check the box below to cast your vote to elect Karen Kaspar to the position of District Six Finance Committee representative.

Karen Kaspar

**CANDIDATE FOR DISTRICT SIX
INSURANCE COMMITTEE REPRESENTATIVE**

Elizabeth Holub

Elizabeth Holub is the only candidate for District Six Insurance Committee representative. Please check the box below to cast your vote to elect Elizabeth Holub to the position of District Six Insurance Committee representative.

Elizabeth Holub

**CANDIDATE FOR DISTRICT SIX
PUBLICATION COMMITTEE REPRESENTATIVE**

Marjorie Treumer

Marjorie Treumer is the only candidate for District Six Publication Committee representative. Please check the box below to cast your vote to elect Marjorie Treumer to the position of District Six Publication Committee representative.

Marjorie Treumer

Place this District Election Ballot and the Master Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezek, CPA. Ballot must be received in the office of Henry L.S. Jezek no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date



District Seven Election Ballot 33rd SPJST Convention Ballot in Lieu of Convention

Please use this District Election Ballot to vote for the director of your district and the standing committee members. After you have completed all ballots, please mail them in the provided envelope. The ballots must be received in the office of Henry L.S. Jezek, CPA no later than 5 p.m. on Tuesday, September 15, 2020.

CANDIDATES FOR DISTRICT SEVEN DIRECTOR

Sandra Hoggard • Regina House • Donnie Howard

There are three qualified candidates for the position of SPJST District Seven Director. Please check the box below to cast your vote for the candidate of your choice for the position of SPJST District Seven Director.

- Sandra Hoggard**
- Regina House**
- Donnie Howard**

CANDIDATE FOR DISTRICT SEVEN BY-LAW COMMITTEE REPRESENTATIVE Oscar Korus

Oscar Korus is the only candidate for District Seven By-Law Committee representative. Please check the box below to cast your vote to elect Oscar Korus to the position of District Seven By-Law Committee representative.

- Oscar Korus**

CANDIDATE FOR DISTRICT SEVEN FINANCE COMMITTEE REPRESENTATIVE Colleen Jenke

Colleen Jenke is the only candidate for District Seven Finance Committee representative. Please check the box below to cast your vote to elect Colleen Jenke to the position of District Seven Finance Committee representative.

- Colleen Jenke**

**CANDIDATE FOR DISTRICT SEVEN
INSURANCE COMMITTEE REPRESENTATIVE**

Wendy Pruski

Wendy Pruski is the only candidate for District Seven Insurance Committee representative. Please check the box below to cast your vote to elect Wendy Pruski to the position of District Seven Insurance Committee representative.

Wendy Pruski

**CANDIDATES FOR DISTRICT SEVEN
PUBLICATION COMMITTEE REPRESENTATIVE**

Trey Bielefeld • Chester Jenke

There are two qualified candidates for the position of District Seven Publication Committee representative. Please check the box below to cast your vote for the candidate of your choice for District Seven Publication Committee representative.

Trey Bielefeld

Chester Jenke

Place this District Election Ballot and the Master Ballot in the provided envelope addressed to the accounting firm of Henry L.S. Jezek, CPA. Ballot must be received in the office of Henry L.S. Jezek no later than 5 p.m., Tuesday, September 15, 2020. Please sign below. Delegate's signature is required.



Delegate's Signature

Date

Results of Ballot in Lieu of Convention

During the July 1, 2020, Supreme Lodge meeting, the Board discussed the fact that election of officers and directors must take place every four years. Since the 33rd Convention was postponed due to the Covid Pandemic, to comply with state regulations, the elections would need to be accomplished by a Ballot In Lieu of Convention.

During that meeting, decision was made to open the 33rd SPJST Convention by a Ballot In Lieu of Convention for the purpose of seating duly elected delegates and conducting election of Supreme Lodge officers, the editor and director of communication, and directors. A Credential Committee was named. The following duly elected delegates were named to serve on that committee: Rita Spinn, Susan Skrabanek, and Michael Galler.

A motion was adopted in the July 8, 2020, Supreme Lodge Meeting to conduct a Ballot In Lieu of Convention to be mailed to delegates on August 14, 2020, which must be returned by September 15, 2020, to be counted.

The first item to be placed on the agenda of the Ballot In Lieu of Convention was a vote on the seating of the delegates to the 33rd SPJST Convention delegates on certification and recommendation of the Credential Committee. On completion of the Ballot In Lieu of Convention on September 15, 2020, the Convention would be recessed until the Convention was again reconvened. The Supreme Lodge in its July 1, 2020 meeting set the date of the reconvening of the Convention to be August 14-15, 2021, in the Killeen Convention Center. Thus, after recessing the Convention on September 15, 2020, the reconvening date was August 14, 2021. A copy of the certification of the Credential Committee and recommendation to seat the duly elected delegates appears on page 6. Also included on pages 14 to 29 are copies of the Ballot In Lieu of Convention.

The Supreme Lodge selected Henry Jezek, CPA, to be the teller to tabulate the vote, and he would execute an oath of secrecy and shred the ballots after he verified the count. The tabulation of votes included a vote to accept the recommendation of the Credential Committee to seat the delegates, the vote to elect each Supreme Lodge Officer, the Editor/Director of Communication, directors and standing committee members in each district.

The votes cast and returned to the teller by September 15, 2020, were tabulated and delivered to Supreme Lodge President Brian Vanicek at the Home Office in Temple, Texas, on Wednesday, September 16, 2020, where they were stored unopened in the locked vault at the Home Office.

The results were announced live by President on a webinar held Thursday, September 17, 2020, at 7 p.m.

The recommendation to seat the delegates to the 33rd SPJST Convention carried with 29,967 votes approving.

Results of the tabulation of votes for Supreme Lodge officers and *Vestnik* Editor/Director of Communication were:

Supreme Lodge President
 *Brian Vanicek (24) 28,686

Supreme Lodge Vice President
 Delisle Doherty (196) 14,006
 *Richard Hrbacek (1) 15,961

Supreme Lodge Chief Financial Officer
 *Leonard Mikeska (200) 28,934

***Vestnik* Editor/Director of Communication**
 *Melanie Zavodny (246) 28,847

* denotes election winner

Results of the tabulation of votes for district elections were:

District One

Director	
Jim Schroeder (189)	0
*Donnie Victorick (9)	2,604

Standing Committee Members

By-Law	
*Bill Orsak (9)	2,604
Finance	
*Debbie Kostelka (13)	2,604
Insurance	
*Susan Skrabanek (17)	2,604
Publication	
*Floyd Kostelka (13)	2,604

District Two

Director	
*Jesse Pospisil (29)	6,037

Standing Committee Members

By-Law	
*Bridget Bohac (20)	6,037
Finance	
*Edwin Pechal (47)	5,865
Insurance	
*Patsy Koslovsky (47)	5,865
Publication	
*Amber Bartek (47)	5,865

District Three

Director	
*John Engelke (66)	5,061

Standing Committee Members

By-Law	
*Mary Steinman (154)	6,037
Finance	
*Michael Galler (66)	5,865
Insurance	
*Robert Sill (183)	5,865
Publication	
*Lynda Novak (84)	5,865

District Four

Director	
*Bobby Davis	2,532

Standing Committee Members

By-Law	
*Beverly Teplicek (49)	2,532
Finance	
*Dewyan Weise (49)	2,532
Insurance	
*Leonard Jansa (160)	2,532
Publication	
*Sharon Hohmann (160)	2,532

District Five

Director	
*Bradley Stavinoha (81)	6,567

Standing Committee Members

By-Law	
*Dorothy Pflughaupt (88)	5,883
Finance	
Marceil Malak (88)	1,267
*Ashley Victorick (88)	5,307
Insurance	
*Kerry Herrington (142)	6,179
Publication	
*Baley Stavinoha (81)	6,271

District Six

Director	
*Annie Vahalik (4)	3,899

Standing Committee Members

By-Law	
Yvonne Marcaurele (30)	934
*Joe Siptak (4)	2,965
Finance	
*Karen Kaspar (30)	3,590
Insurance	
*Elizabeth Holub (23)	3,899
Publication	
*Marjorie Treumer (30)	3,899

District Seven

Director	
Sandra Hoggard (202)	555
*Regina House (202)	2,073
Donnie Howard (185)	326

Standing Committee Members

By-Law	
*Oscar Korus (107)	2,954
Finance	
*Colleen Jenke (258)	2,669
Insurance	
*Wendy Pruski (107)	2,954
Publication	
*Trey Bielefeld (107)	1,991
Chester Jenke (258)	963

* denotes election winner

At the conclusion of the Ballot In Lieu of Convention, the 33rd SPJST Convention was recessed on September 15, 2020, until August 14, 2021.

— SPJST —

**Session 1
Saturday Morning
August 14, 2021
8:30 a.m. to 10:02 a.m.**

Supreme Lodge President (SLP) Brian Vanicek (24) called the 33rd SPJST Convention to order at 8:30 a.m. Aracely Quiz (219) and Mark Rebecok (79) posted the colors. Sarah Urbanovsky (79) sang the American and Czech National Anthems. David Bucek (151) led the Pledge of the Allegiance, and Supreme Lodge Chief Financial Officer (SLCFO) Leonard Mikeska (200) offered a convention prayer.

Supreme Lodge Chair (SLCh) John Engelke (66) issued words of welcome to the delegation, stating it is great to be able to come together again. He asked for delegates' support to make changes that the Supreme Lodge believes are necessary to guide SPJST in the years ahead.

SLP Brian Vanicek (24) read a proclamation from Mayor Jose Segarra on behalf of the City of Killeen. The proclamation acknowledged SPJST's significant contributions to the Fort Hood Memorial and declared August 13 to 15 as "SPJST Days" in the City of Killeen.

Supreme Lodge Vice President (SLVP) Delisle Doherty (196) offered a memorial tribute and prayer to SPJST members and leaders who have passed away since the 32nd SPJST Convention, including Honorary Supreme Lodge Financial Secretary Jerry Mikulas (47), District Four Director Billy Rollwitz (49), Honorary District Five Director Larry W. Pflughaupt (88), and Honorary District Six Director Michael K. Ahlstrom (32).

SLP Brian Vanicek (24) introduced the four secretaries for the 33rd SPJST Convention, all members of the SPJST Home Office staff: Red Team - Jennifer Jones (47) and Doni Powell (80) and Green Team - Lisa Kirby (24) and Nancy Miller (177).

SLP Brian Vanicek (24) said that it would be the duty of the convention secretaries to keep an accurate record of all convention minutes. He noted that the minutes are the official written record of convention actions and should contain mainly a record of what was done at the meeting, not what was said by the members. He stated the Convention was being digitally recorded, and the recordings would be converted to text documents after the convention.

Supreme Lodge Officers and Directors and *Vestnik* Editor/Director of Communication were introduced: Vice President Delisle Doherty (196) and wife Lila (196); Chief Financial Officer Leonard Mikeska (200) and wife Dorothy (200); Financial Secretary Roy W. Vajdak (88) and wife Becky (88); District One Director/Supreme Lodge Vice Chair Donnie Victorick (9); District Two Director Jesse Pospisil (29) and wife Linda (29); District Three Director/Supreme Lodge Chair John Engelke (66) and wife Diana (66); District Four Director Bobby Davis (160) and wife Anita (160); District Five Director Bradley Stavinoha (81) and wife Cecilia (81); District Six Director Annie Vahalik (4) and husband Philip (4); District Seven Director Regina House (202) and husband James (202); and *Vestnik* Editor/Director of Communication Melanie Zavodny (246) and husband David Nauert (246). SLP Brian Vanicek (24) introduced his wife, Joan (24).

SLP Brian Vanicek (24) welcomed special honored guests: Honorary Supreme Lodge President Howard B. Leshikar (48); Honorary Supreme Lodge Legal Advisor Sidney Kacir (87); Honorary District Six Director Karen Kaspar (30); and Honorary District Seven Director Bob Bayer (107). Also welcomed to the Convention were State Queen Megan Ohnheiser (185); State King Caleb See (9); RVOS President Wiley Shockley (160); and RVOS Vice President Richard Hykel (6).

SLP Brian Vanicek (24) directed delegates' attention to the 33rd SPJST Convention Souvenir Program Book and complimented *Vestnik* Editor/Director of Communication Melanie Zavodny (246) and her team of Katherine Morris (47) and Brooke Hoelscher (47) for their work in compiling and completing the Convention souvenir book. He also thanked the lodges and individuals who contributed items to the publication. He encouraged delegates to review the many letters which had been submitted by Convention well-wishers. The letters, he said, reminded him of the historic legacy that SPJST represents and of the fraternal responsibility that we share.

SLP Brian Vanicek (24) welcomed delegates to the Convention and thanked them for laying the groundwork and preparing for this 33rd Convention. He recognized lodge leaders for their efforts to maintain relevant fraternal programming in their lodges. He also thanked sales agents for helping to grow SPJST organically through its existing structure as well as for introducing the organization to new members. He expressed his appreciation to the lodge leaders who had properties to manage for their devotion in maintaining their buildings through a difficult year, noting that Lodge 48, Beyersville lost its hall to a fire in 2019 but was able to rebuild bigger and better in 2020 and that the lodge was an inspiration.

SLP Brian Vanicek (24) commented that the delegates for the Convention were seated earlier in 2020.

SLP Brian Vanicek (24) expressed appreciation to the SPJST Standing Committees, lodges, and Home Office personnel for all of the advance planning and preparation which have gone into the 2021 Convention, and he hoped that the delegates would find their Convention experience stimulating and rewarding.

SLP Brian Vanicek (24) thanked everyone who participated in Friday evening's Howdy Party and recognized Jerry Haisler (47) and Friends for the

musical backdrop which they lent to the celebration. He gave special thanks to the directors and department heads who picked up some of the expenses of the preceding evening.

SLP Brian Vanicek (24) stated that going forward, the success of SPJST relies on our continued ability to unite, innovate, and achieve our fraternal objectives as we stay true to SPJST's vision, which is to encourage cherished Czech traditions, and to provide high quality, competitive life insurance for our members.

SLP Brian Vanicek (24) summarized SPJST's financial and fraternal performance since the 2016 Convention, expressing his appreciation to the members of the Supreme Lodge for their loyalty, support, and leadership that they have displayed. He pointed out that every typical issue of the *Vestnik* is about members doing good things for each other and for their community – that's what it's all about. They are taking that tradition of helping people care for their families and extending it to their communities, and that reflects good on us all.

SLP Brian Vanicek (24) said that the last five years have been productive for SPJST and for fraternalism and that "we are family" if not by blood, then by common bond. He concluded his opening remarks by stating that SPJST is well-positioned financially and is focusing on positioning itself for dynamic growth in the future.

SLP Brian Vanicek (24) requested that the chair of the Credentials Committee step forward to deliver her report.

Credentials Committee Chair (CCC) Rita Spinn (80) commented that the numbers for the report were not completed.

SLP Brian Vanicek (24) announced that the Credentials Committee was comprised of Chair Rita Spinn (80), Susan Skrabanek (17), and Michael Galler (66).

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

District One - Ronald Pflughaupt (1)
District Two - Joe Liles (80)
District Three - Jim Liska (84)
District Four - Brenda Holik (160)
District Five - Doris Bronikowski (88)
District Six - Donna Vanek (97)
District Seven - Sandra Hoggard (202)

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

CCC Rita Spinn (80) presented her report:

173 delegates {later corrected by Supreme Lodge Controller (SLC) Roy W. Vajdak (88) to reflect 175 delegates}
Total votes: 30,690

SLP Brian Vanicek (24) called for a motion to accept the delegates and votes.

Mary Steinman (154) made a motion, but no motion was actually needed since the motion and second were coming from the Credentials Committee.

Motion passed.

SLP Brian Vanicek (24) explained the responsibilities and duties of the Convention Chair. He then opened the floor for nominations.

Robert J. (Bob) Bayer (107) nominated Donnie Victorick (9).

Karen Kaspar (30) nominated Yvonne Marcaurele (30).

SLC Roy W. Vajdak (88) explained using the brown ballot to vote for the Convention Chair.

Donnie Victorick (9) commented to only fold the ballots once.

SLP Brian Vanicek (24) introduced Parliamentarian Daniel Knight (88).

SLP Brian Vanicek (24) announced the video "Genealogy of SPJST" would be played. The video replay was delayed due to audio difficulties.

SLP Brian Vanicek (24) shared statistical data regarding delegates who have attended the most Conventions:

Josephine Pflughaupt (88) and Robert J. (Bob) Bayer (107) have both attended 14 Conventions as delegates.

SLCFO Leonard Mikeska (200) has attended each Convention since 1960.

"Genealogy of SPJST" video was then played.

Convention recessed at 10:02 a.m. for the morning break.

—Jennifer Jones and Doni Powell
Red Team



**Session 2
Saturday Morning
August 14, 2021
10:30 a.m. to 12:15 p.m.**

SLP Brian Vanicek (24) reconvened the convention at 10:30 a.m. He asked for the results of the election of convention chair.

Tellers Committee Chair (TCC) Sandra Hoggard (202) announced the results for the election of convention chair:

Donnie Victorick (9) -
22,469.4643 votes
Yvonne Marcaurele (30) -
8,220.5357 votes
Total votes: 30,690.00

Donnie Victorick (9) was announced as the convention chair.

Convention Chair (CC) Donnie Victorick (9) asked SLP Brian Vanicek (24) to conduct the election of convention vice chair.

Lori Pace (154) nominated Douglas Galler (66).

Karen Kaspar (30) nominated Yvonne Marcaurele (30).

Sandra Hoggard (202) requested that ballots contain the lodge number, the name of the candidate, and to fold the ballot one time. The ballots would be picked up by the tellers and tabulated.

Robert J. (Bob) Bayer (107) made a motion to include a transcript of the "Genealogy of SPJST" video that SLP Brian Vanicek (24) and *Vestnik* Editor/Director of Communication (VEDC) Melanie Zavodny (246) presented on the history of SPJST as part of the proceedings of the 33rd Convention. Carolyn F. Beseda (88) seconded the motion. All were in favor, and the motion passed.

During tabulation of votes for the position of convention vice chair, various lodge activities were announced:

Pamela Durham (92) - Czech Heritage Festival Day at Lodge 92, Fort Worth

Annie Vahalik (4) - Victoria County Czech Heritage Festival

Lynda Novak (84) - Czech Heritage Day Celebration at Dallas Sokol

Brandon Bartek (47) - Outdoor Extravaganza at Lodge 47, Seaton

Brad Teplicek (49) - Annual Membership Drive at Lodge 49, Rowena

Raymond Elleven (25) - 50th Anniversary of Lodge 25, Ennis Hall

Daniel Wilde (24) - Halloween Barbecue Dinner Fundraiser at Lodge 24, Cyclone

Aaron Rigamonti (88) - Larry W. Pflughaupt Endowment Scholarship Fund, Czech Day, Football Fan Day, and Czech Fest at Lodge 88, Houston

Don Urbanovsky (6) - Westfest Celebration

Jesse Pospisil (29) - Annual Barbecue Cookoff at Lodge 29, Taylor

Kyle Skrabanek (17) - Kolache Fest in Caldwell

Kristen Jones (81) - Grand Re-Opening at Lodge 81, Needville

Pamela Durham (92) - Western Swing Festival at Lodge 92, Fort Worth

TCC Sandra Hoggard (202) announced the results for the election of convention vice chair:

Douglas Galler (66) -
18,804.2755 votes
Yvonne Marcaurele (30) -
11,885.7225 votes
Total votes: 30,689.998

Douglas Galler (66) was announced as the convention vice chair.

SLP Brian Vanicek (24) turned the gavel over to CC Donnie Victorick (9), who thanked everyone for the support and asked for respectful conversation.

Convention Vice Chair (CVC) Douglas Galler (66) thanked the delegation for entrusting him to serve as convention vice chair. He noted that it is important to see more young people get involved and be knowledgeable about what is going on in SPJST.

CC Donnie Victorick (9) agreed, stating that it was time for younger members to step forward as many members are reaching their older years and we need to start looking for replacements. He challenged more young people to step forward at the convention in 2024 to do these jobs so the organization is around for another 100 years.

CC Donnie Victorick (9) appointed the following members to serve on the Convention Order Committee: Kyle Skrabanek (17), Kerry Herrington (142), and Elizabeth Holub (23), Chair.

CC Donnie Victorick (9) discussed the day's proposed events. He stated that members will need to be appointed for the various convention committees.

Convention Order Committee Chair (COCC) Elizabeth Holub (23) read the recommendations of the Convention Order Committee to the 2021 Convention. *{The document "Recommendations of the Convention Order Committee to the 2021 Convention" appears in the appendix.}*

The recommendations were unanimously approved with a voice vote.

Pamela Durham (92) raised a point of inquiry. She stated the Convention Order Committee did not address the agenda so she inquired if we will be following the agenda in Section 13 on page 14 of the 2016 by-laws. Parliamentarian Daniel Knight (88) stated that, as a general rule, if a committee's report does not contradict the by-laws, the constitution of the by-laws is followed. Pamela Durham (92) pointed out a conflict since Section 13 (d) states: "Act on all reports filed by Supreme Lodge members and all standing committees (By-Law, Finance, Insurance, and Publication)" and Section 13 (e) states: "Deliberate by-laws."

Pamela Durham (92) made a motion that the Convention Order Committee reconsider its recommendations and the delegates deliberate the by-laws before the other committee reports are presented. The motion was seconded by Cheryl Petr (84).

Discussion followed from JR Coleman (142), Pamela Durham (92), Ray Elleven (25), and CC Donnie Victorick (9).

Robert J. Bayer (107) asked if a copy of caucus instructions would be given to each district so all can review. CC Donnie Victorick (9) stated that it would be provided at each caucus.

CC Donnie Victorick (9) asked for a show of hands on the motion. A vote by show of hands was too close to call so a voice vote was taken, which was also too close to call. Parliamentarian Daniel Knight (88) announced that a paper ballot would be required.

Cathy Garcia (40) declared a point of inquiry as to the topic of the vote. Pamela Durham (92), CC Donnie Victorick (9), Mary Steinman (154), and Dorothy Pflughaupt (88) contributed to the discussion. Parliamentarian Daniel Knight (88) suggested that the motion be withdrawn, and since the By-Law Committee is a standing committee, the Convention Chair can - at his discretion - call the By-Law Committee to present its report first.

Pamela Durham (92) stated that her concern was that the By-Law Committee would present its report, but it wouldn't be deliberated until after all reports were presented. She said that if the By-Law Committee's recommendations are enacted, all standing committees will go away, and a different procedure would then need to be followed. She asked to insert the word "deliberate" then agreed to withdraw her motion with the acknowledgment that we will deliberate the by-laws with the presentation of the By-Law Committee's report. Parliamentarian Daniel Knight (88) announced that, from a parliamentarian's standpoint, that cannot be done.

Pamela Durham (92) then withdrew her motion, and the second by Cheryl Petr (84) was also withdrawn.

CC Donnie Victorick (9) stated the conflict with deliberating the by-laws in the convention order has been noted and will be corrected before the next convention.

CC Donnie Victorick (9) and CVC Douglas Galler (66) appointed the following members for convention committees:

Convention Order Committee

Kyle Skrabanek (17)
Kerry Herrington (142)
Elizabeth Holub, Chair (23)

Credentials Committee

Michael Galler (66)
Rita Spinn, Chair (80)

Convention Secretaries

Red Team

Jennifer Jones (47)
Doni Powell (80)

Green Team

Nancy Miller (177)
Lisa Kirby (24)

Tellers Committee

District One - Ronald Pflughaupt (1)
District Two - Joe Liles (80)
District Three - Jim Liska (84)
District Four - Brenda Holik (160)
District Five - Doris Bronikowski (88)
District Six - Donna Vanek (97)
District Seven - Sandra Hoggard, Chair (202)

Resolution Committee

Rubie Volek (187)
Kay Weeks (183)
Jarolyn Popp, Chair (133)

Grievance Committee

District One - Henry Mayo (189)
District Two - Linda M. Wilde (24)
District Three - Peggy Dobecka (6)
District Four - Betty Schwartz (160)
District Five - Janice Jahns (88)
District Six - David Bucek (151)
District Seven - Mark Rebeck, Chair (79)

Parliamentarian

Daniel Knight (88)

Sergeant-at-Arms

Edwin Vasicek (47)
Brad Teplicek (49)

Timekeeper

Chester Jenke, Sr. (258)

Joyce Kotulek (207) was originally appointed to serve on the Grievance Committee; however, she was not present at the convention. Therefore, Betty Schwartz (160) was appointed to serve on the Grievance Committee.

Robert J. (Bob) Bayer (107) made a motion to approve the convention committee appointments. The motion was seconded by Mary Steinman (154) and passed unanimously.

CC Donnie Victorick (9) asked the Supreme Lodge Officers to discuss highlights from their respective reports.

SLP Brian Vanicek (24) directed delegates to review the *Vestnik* issue which included the pre-convention reports. Highlights include credit to the lodges for their efforts since the last convention; SPJST's assets of approximately \$244 million; excited to see new business lines in 2021; sales training and mission with much credit going to Vice President Delisle Doherty (196); year 2020 dominated world headlines - fraternal front is the silver lining; SPJST was able to accelerate its digital technology capabilities and continue to maintain its ongoing business obligations; and digital transformation and future developments should begin and end with the member. He also mentioned the new software database, youth clubs, and fraternal programs. He encouraged delegates to read the reports that were printed in the *Vestnik* and that are included in the convention app.

Mary Steinman (154) requested to make a motion that the reports be accepted as printed in the *Vestnik*. CC Donnie Victorick (9) said that he must ask for any additions to the reports that were printed in *Vestnik*. SLP Brian Vanicek (24) agreed and handed the podium to SLVP Delisle Doherty (196).

SLVP Delisle Doherty (196) stated his whole focus is looking at the 360-degree view - not at districts, lodges, Home Office, etc., but as one group and what is best for SPJST as a whole, not for each individual factor - not just as agents to have other tools, but to allow members to look at our own data and make our own changes. He discussed marketing and

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1:00 p.m. to 2:15 p.m.**

rebranding of what we can do to help lodges with signage and more sponsorships; if lodge has no building; restructured private lines; and agent program. He restructured staff duties to reduce third party vendors in order to save more than \$150,000 due to creating much more efficiency.

He discussed branding the lodges and helping SPJST become more community-centered. He explained that you can use a computer to look at your data; your sales agent can use his phone to give a quote so every agent works for every lodge. It doesn't matter where the agent comes from. SPJST is no longer the best kept secret in Texas, but it is well known in Texas by working as one team, not as an individual officer, agent, Home Office, etc. He stated that the Insurance Committee did not meet, as we are one team, and we will all work together.

SLCFO Leonard Mikeska (200) spoke. He stated that his report is as presented. The year 2020 ended with \$244.8 million in assets. COVID-19 required changes, and the Home Office team can now work remotely with calls being routed to mobile phones. We are working to improve member service. We have had a positive impact on investment yield. We are looking at other investment opportunities. In June 2020, our yield was 4.47 percent; in June 2021, it increased to 4.62 percent. We monitor the quality very closely, which has shown no decrease over time, without adding more risk. An enterprise risk management (ERM) policy was implemented to reduce risk in the organization. Management team intends to keep moving the organization forward, keeping us strong and increasing revenue without increasing risk. We continue to closely monitor the impact of COVID-19, the actuary, etc.

Convention recessed at 12:15 p.m. for lunch.

—*Lisa Kirby and Nancy Miller
Green Team*



CC Donnie Victorick (9) reconvened the convention at 1:00 p.m.

Resolution Committee Chair Jarolyn Popp (133) addressed the delegation and asked that resolutions should be written and submitted to her.

SLC Roy W. Vajdak (88) presented his report. He advised that we should watch expenses and noted the last few years of deficits. He also recognized and thanked his staff.

Pamela Durham (92) requested additional details on the information provided by SLC Roy W. Vajdak (88).

CC Donnie Victorick (9) commented that SPJST is a fraternal with a mission but is still a non-profit - but without a profit, there is no mission.

SLP Brian Vanicek (24) addressed his pre-convention report. He stated that lodges doing community service are a rallying point for their communities. He also mentioned that he is willing to work with lodges to establish strategic planning strategies for their lodges.

CC Donnie Victorick (9) called the By-Law Committee to the stage. By-Law Committee members are:

District One - Bill Orsak (9)
District Two - Bridget C. Bohac (20)
District Three - Mary Steinman (154)
District Four - Beverly Teplicek,
Secretary (49)
District Five - Dorothy Pflughaupt,
Chair (88)
District Six - Joseph Siptak,
Vice Chair (4)
District Seven - Oscar Korus (107)

Point of order was declared by Howard B. Leshikar (48) regarding a vote being required to approve hearing the committees in a different order.

Parliamentary Daniel Knight (88) clarified that the delegation can take a vote on the committee reports, can have discussions, or can table.

Cathy Garcia (40) asked if the by-law recommendations would be voted on after all standing committee reports were heard.

CC Donnie Victorick (9) stated that we will be deliberating, discussing, and taking action within each standing committee's report.

CC Donnie Victorick (9) addressed the convention on previous years of financial challenges, premium refunds, governmental laws, sales, and membership.

Pamela Durham (92) declared a point of order and stated the convention needed to return to the business.

Parliamentary Daniel Knight (88) announced that the convention chair has permission to make a statement.

CC Donnie Victorick (9) continued his statement discussing the premiums refund program that began in 1967 and ceased in 2006. He stated SPJST gave up more than \$18 million dollars for this program. He then mentioned the Universal Life program and advanced commissions and how the programs have affected SPJST through the years.

Pamela Durham (92) made a call for the orders of the day. She stated that we are not following the agenda that was adopted for the day.

CC Donnie Victorick (9) ceased his statement.

Mary Steinman (154) asked if any change of order needed to be voted on.

CC Donnie Victorick (9) replied no. By-Law Committee Chair (BLCC) Dorothy Pflughaupt (88) stated that the By-Law Committee has reviewed all proposals and acted upon them. She requested SLP Brian Vanicek (24) and VEDC Melanie Zavodny (246) to join the By-Law Committee on the stage in order to clarify by-law proposals.

SLP Brian Vanicek (24) and VEDC Melanie Zavodny (246) joined the By-Law Committee on the stage. They defined and explained corporate governance and how passage of the proposed by-law recommendations would affect SPJST's organizational structure and the

membership.

Seven directors (Board of Directors) will hire and set the salary for the President/CEO. The President/CEO will hire the Vice President of Sales and Marketing, Vice President of Communications, Chief Financial Officer, and Controller. The President/CEO and other officers will have no voting power. The Executive Committee will consist of the seven voting directors and the five non-voting officers.

Overhead slides were presented comparing the current organizational structure versus the proposed organizational structure. *{The documents "Current SPJST Organizational Structure" and "Proposed SPJST Organizational Structure" appear in the appendix.}* The six key points from the document "How Passage of the Proposed By-Law Recommendations Would Affect SPJST's Organizational Structure" was reviewed. *{The document "How Passage of the Proposed By-Law Recommendations Would Affect SPJST's Organizational Structure" appears in the appendix.}* The graphics of the structures and the document were previously presented to delegates in the *Vestnik* and at district delegates' meetings. The items were also included in the "SPJST By-Law Recommendations" booklet that all delegates received in their convention bags.

BLCC Dorothy Pflughaupt (88) stated that the By-Law Committee met earlier to discuss Section 31. Votes (on page 15 of the by-law recommendations document) after hearing feedback from delegates. The By-Law Committee is amending its recommendations to strike the sentence that is listed in red print and revert to the sentences that are lined out. Section 31 will read as:

Section 31. Votes. A lodge represented by its delegate or delegates is entitled to one vote for every adult member. Delegates from each lodge shall divide their lodge's votes equally among them-

selves. In the event the votes do not divide equally among the lodge's delegates, the extra votes shall be assigned proportionally to all of the lodge's delegates. (Example, a lodge with 4 delegates and 405 votes would result in each delegate having 101.25 votes).

BLCC Dorothy Pflughaupt (88) explained how the voting is tabulated with the tabulating program that SLC Roy W. Vajdak (88) developed. She explained that it has been critiqued, is usable, and is correct and a perfect system.

Herman Dewyan Weise (160) asked how can the tabulation system be perfect if we had an error earlier today. SLC Roy W. Vajdak (88) explained how the votes were allocated and stated that some delegates - instead of listing their lodge number on their individual ballots - listed their district number. The lodge did not lose its vote count; it was allocated over fewer individuals.

Robert J. (Bob) Bayer (107) stated that 30,550 members are happy to see the change in voting.

Brandon Bartek (47) stated that a list of delegates and vote counts have been provided to all delegates. He questioned that validity of a ballot if the lodge number was not listed on the ballot.

SLC Roy W. Vajdak (88) responded that since the district number was listed on the ballot (and not the lodge number), you would have to assume that the delegate was still voting - instead of throwing out the ballot.

Pamela Durham (92) asked for a parliamentary inquiry and asked if there was a motion on the floor for discussion to occur.

Parliamentarian Daniel Knight (88) answered that there is no motion on the floor. He said there are questions and discussion between the delegates and By-Law Committee Chair. He mentioned that the discussion deviated from the by-law recommendations to a vote that happened several hours ago.

BLCC Dorothy Pflughaupt (88)

explained that, if approved by the delegates, the marked out Section 24 that appears in black on page 15 of the by-law recommendations booklet will remain in effect and will become the new Section 31.

Linda M. Wilde (24) asked if this By-Law Committee is the committee that decided to change it.

BLCC Dorothy Pflughaupt (88) responded yes.

Lori Pace (154) suggested that for future conventions, delegate names be placed on the outside of the convention bags. Then, ballots can be personalized with the lodge numbers.

SLP Brian Vanicek (24) commented on why the By-Law Committee decided not to change the voting process.

BLCC Dorothy Pflughaupt (88) asked if there is anything else to discuss or if anyone has any questions about the proposed recommendations.

Robert J. (Bob) Bayer (107) commented on by-law recommendations and changes and questioned why it has taken 17 years to pass.

BLCC Dorothy Pflughaupt (88) stated that the By-Law Committee has made an honest effort to ensure that members understand the recommendations and the need to change.

Pamela Durham (92) made a motion to table the rest of discussion on the by-laws until we hear the rest of the reports from the other standing committees.

Melissa Victorick Brown (88) joined the discussion.

Herman Dewyan Weise (160) called for a point of order since we have a motion on the floor.

Parliamentarian Daniel Knight (88) explained the procedures under SPJST's by-laws and Robert's Rules of Order. He stated that it is procedurally improper to table at this time since the By-Law Committee has not yet concluded its report.

Pamela Durham (92) withdrew her motion to table the discussion.

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Parliamentarian Daniel Knight (88) clarified that the By-Law Committee Chair will continue to answer all questions related to the by-law recommendations to ensure everyone understands that upon which we are voting. He explained that the motion to table would be appropriate after the entire discussion on the by-law recommendations is completed.

Pamela Durham (92) requested that delegates refer to Article VI, Section 12 (e) and Article VII, Section 25 (4) which removes compensation for delegates and convention members from the Finance Committee. She pointed out that if the by-laws are voted in as presented, the Finance Committee will not be able to act on its recommendations. She questioned how is this to be resolved.

BLCC Dorothy Pflughaupt (88) requested a recess for the By-Law Committee to conference.

Herman Dewyan Weise (160) commented that when there is a motion on the floor, there cannot be comments or discussion until the motion is seconded.

Jarolyn Popp (133) asked if we were to be okay with all of the changes up to this point.

BLCC Dorothy Pflughaupt (88) stated that everything in the by-law recommendations document is open for discussion.

CC Donnie Victorick (9) announced a 20-minute recess.

*—Jennifer Jones and Doni Powell
Red Team*



CC Donnie Victorick (9) reconvened the convention to return to the By-Law Committee's presentation.

Parliamentarian Daniel Knight (88) clarified that we were currently hearing the report of the By-Law Committee. He reiterated that any delegate can ask questions at any time. He explained the differences between "point of order," "point of personal privilege," and "point of information." He conveyed that when you have a motion to vote on something, that is when you have deliberation. At that time, the rules that were adopted earlier come into play where a delegate can speak on an issue one time for three minutes. If the delegate makes a motion, then the delegate has a rebuttal of three minutes. He further stated that was not the time to debate the report because we were still receiving the report from the By-Law Committee.

Pamela Durham (92) called for a point of inquiry. She stated that BLCC Dorothy Pflughaupt (88) asked if there were any other sections of the by-laws that we would like to discuss.

Parliamentarian Daniel Knight (88) stated that, under the rules, we are hearing and receiving a report. He reiterated that delegates can raise questions about any parts of the report at this time through a "point of information."

BLCC Dorothy Pflughaupt (88) asked for any points of information concerning the by-law recommendations by the By-Law Committee.

Cheryl Petr (84) raised a question concerning Page 15, Section 30, (a)(1) which previously stated, "One delegate for lodges from 20 to 100 adult members," and is now to be changed from lodges with 20 to 200 members. She questioned the reasoning for changing number of delegates per number of members.

SLC Roy W. Vajdak (88) commented it was a general recommendation from the Supreme Lodge. CC Donnie Victorick (9) stated as a member of the Supreme Lodge and as Convention Chair, he concurred. It is a way to cut expenses by increasing the number of members that each delegate represents, by reducing the number of delegates to save money. He said the previous method with 300 delegates at a convention was wasteful, according to the American Fraternal Alliance.

Cheryl Petr (84) stated that lodges are having trouble getting delegates.

Parliamentarian Daniel Knight (88) raised a point of information concerning the by-law recommendation on Page 15, Section 30, (a)(1) and (2) changing from one delegate in lodges with 20 to 100 adult members to one delegate in lodges with 20 to 200 adult members. He asked if anyone knew how many lodges were in the 100 to 200 range that would lose a delegate.

John Engelke (66) commented that lodges will not be losing representation, but that each delegate would be representing more members in order to save money for SPJST.

BLCC Dorothy Pflughaupt (88) asked for questions or points of information regarding the by-law recommendations.

Melissa Victorick Brown (88) asked BLCC Dorothy Pflughaupt (88) to speak about the operations manual and reiterate that some of the information is printed in green and will be moving to the Operations Manual.

BLCC Dorothy Pflughaupt (88) clarified that the information that is printed in green will move to the operations manual that is kept internally at the Home Office.

CC Donnie Victorick (9) expanded on BLCC Dorothy Pflughaupt's (88) comment. He said that the counsel from the American Fraternal Alliance who reviewed our by-laws stated that 80 percent of what is in our by-laws shouldn't be there. Instead, it should be in the oper-

ations manual. This is so the Supreme Lodge can make day-to-day changes versus waiting four years to make changes at the quadrennial convention, utilizing a ballot in lieu of convention, or calling a special convention which costs \$250,000 to \$300,000. He said that as directors and officers, our fiduciary job is to provide what is best for the organization and make decisions in the best interest of SPJST. He stated that it bothers him because he sees a lack of trust among the delegates towards the leadership in SPJST. He assured everyone that he has never made a decision that was not in the best interest of SPJST.

Aaron Rigamonti (88) asked who would be making decisions regarding changes to the operations manual.

CC Donnie Victorick (9) stated it would be the Executive Committee.

SLP Brian Vanicek (24) commented that the operations manual is a living document that should reflect all of the documents in every area of all Home Office operations. The operation manual includes information from human resources, staff handbook, accounting, investments, insurance, fraternal, communications, youth, information technology, scholarships and other areas of operations - every process in the Home Office. The objective of the operations manual is to keep all process documentation in one place.

BLCC Dorothy Pflughaupt (88) asked for additional points of information regarding the by-law recommendations that were presented by the By-Law Committee.

Jarolyn Popp (133) asked for clarification on the Governance Committee and who the members are.

CC Donnie Victorick (9) asked BLCC Dorothy Pflughaupt (88) if he can answer the question. She agreed. CC Donnie Victorick (9) explained that if these by-law recommendations pass, the delegates would go into their district caucuses to elect a Governance Committee representative from each district. The Governance Committee will

assume the responsibilities from the current By-Law and Finance Committees.

Jarolyn Popp (133) asked if the Governance Committee is taking the place of the current four standing committees. CC Donnie Victorick (9) replied yes.

BLCC Dorothy Pflughaupt (88) explained the difference between current standing committees and the proposed Governance Committee. She said that the Executive Committee can appoint committees, at any time, if needed, to cover the insurance, finance, and publication areas from among experienced members and specialists.

Yvonne Marcaurele (30) spoke in favor of the by-law recommendations and reiterated the positive aspects of the proposed recommendations. She asked the delegates if they elected their district directors with full confidence. If they did, they have empowered our organization to stay vital and vibrant. She stated that delegates have had many opportunities over the past year to read the recommendations, ask questions, and seek information at district meetings, delegates' meetings, through the *Vestnik*, and in online meetings and forums. She praised the members of the By-Law Committee who have worked to present a document that will keep SPJST viable.

Cathy Garcia (40) requested a point of information concerning Page 6, Section 9 - Membership Classes. She was concerned about the age at which a member is considered to be able to vote as an adult member. The pros and cons of the recommendation for changing the age from 16 to 18 were discussed. The By-Law Committee's recommendation is conforming the by-laws to the age of majority, which is 18, in the State of Texas. Involved in the discussion were BLCC Dorothy Pflughaupt (88), SLP Brian Vanicek (24), Vicki Sims (84), Mary Steinman (154), and CC Donnie Victorick (9).

BLCC Dorothy Pflughaupt (88) asked three times for points of information from the delegates. She received no

more questions and passed the floor to CC Donnie Victorick (9). He reiterated the importance of the By-Law Committee's proposed recommendations and stated that the Committee has spent countless hours preparing the document. He then asked BLCC Dorothy Pflughaupt (88) if the By-Law Committee is prepared to present its motion to the delegates.

Parliamentarian Daniel Knight (88) explained the proper procedure regarding main motions and motions to table.

CC Donnie Victorick (9) asked for the desire of the delegates. Delegates verbally responded with a request to vote.

BLCC Dorothy Pflughaupt (88) stated that the By-Law Committee is presenting its recommendations, with the exception of Section 31, to the delegates for a vote.

CC Donnie Victorick (9) explained that in order to pass, the vote requires a two-thirds majority.

Pamela Durham (92) made a motion to table the discussion until after the other three standing committees have presented their reports.

Cheryl Petr (84) seconded the motion to table the discussion.

CC Donnie Victorick (9) noted that a simple majority vote was required to table the discussion. He asked delegates to stand if they were in favor of the motion to table the vote. The motion failed as more than two-thirds voted against the motion.

CC Donnie Victorick (9) asked if there was any further discussion.

J.R. Coleman (142) spoke in favor of the By-Law Committee's proposal. He praised the work of the By-Law Committee and the Supreme Lodge in presenting these by-laws to the delegates. He noted that all Supreme Lodge members support the recommendations.

CC Donnie Victorick (9) again asked if there was any further discussion.

Jesse Pospisil (29) called the question.

Parliamentarian Daniel Knight (88) indicated that it is the convention chair's discretion on how to call for the vote. CC Donnie Victorick (9) called for a standing vote and asked all in favor of the By-Law Committee's recommendations to please stand.

Herman Dewyan Weise (160) requested a secret ballot for the vote concerning the by-laws recommendations.

CC Donnie Victorick (9) reviewed the four-step procedure for a vote by secret ballot.

Step 1: Take out your ballot.

Step 2: Write your lodge number on the ballot. (Do not write your district number on the ballot.)

Step 3: Indicate the purpose of the vote (by-law recommendation)

Step 4: Check whether you are voting FOR or AGAINST the motion.

SLC Roy W. Vajdak (88) informed CC Donnie Victorick (9) that some delegates had left the convention and that the lodge votes would be allocated among the remaining delegates in the respective lodge.

The secret ballot voting process began at 3:16 p.m.

While awaiting the voting tabulation, CC Donnie Victorick (9) recognized Donald Havemann (88) and Lynda Novak (84) who were celebrating birthdays. Delegates sang "Happy Birthday" to them.

CC Donnie Victorick (9) announced the results of the secret ballot vote regarding the By-Law Committee recommendation:

FOR: 23,418.7011 or 76.4%

AGAINST: 7,219.2989 or 23.6%

Total: 30,638 votes

CC Donnie Victorick (9) stated that one person became ill and left prior to the voting so 52 votes were not added to the list.

The new by-laws were adopted at 3:49 p.m. at which time CC Donnie

Victorick (9) dismissed the By-Law Committee. The delegates applauded the By-Law Committee as they exited the stage.

CC Donnie Victorick (9) asked the Finance Committee to come to the stage to present its report.

Lynda Novak (84) noted that she was pleased that the recommendations passed. She asked if it will be the President/CEO who now will recommend salaries to the Board of Directors.

CC Donnie Victorick (9) agreed, stating that the Board of Directors will set the salary of the President/CEO, who is hired by the Board of Directors. The President/CEO will recommend salaries for all of the other officers to the Board of Directors.

Lynda Novak (84) asked that VEDC Melanie Zavodny (246) be commended for her extensive efforts as *Vestnik* Editor/Director of Communication and now as an Executive Officer (Vice President of Communications). Lynda Novak (84) asked that the Board of Directors consider all of the extra hours that EDOC Melanie Zavodny (246) contributes to share the SPJST message to others. Lynda Novak (84) further stated that she believes that VEDC Melanie Zavodny (246) should receive the same salary as the other officers, as she wants someone who works hard to get rewarded.

CC Donnie Victorick (9) agreed and stated that as a member of the Board of Directors, he will seriously consider Sister Novak's (84) request.

FCC Herman Dewyan Weise (160) thanked the committee members for their efforts and introduced the members of committee:

District One - Debbie Kostelka (13)

District Two - Edwin Pechal (47)

District Three - Michael Galler,

Vice Chair (66)

District Four - Herman Dewyan Weise,
Chair (160)

District Five - Ashley Victorick,
Secretary (88)

District Six - Karen Kaspar (30)
District Seven - Colleen Jenke (258)

FCC Herman Dewyan Weise (160) read the recommendations from the Pre-Convention *Vestnik*:

Delegates	\$165 per day
Directors	\$165 per day
Convention Chair	\$230 per day
Convention Vice Chair.....	\$210 per day
Convention Secretaries	
per day includes	
extra hours	\$260 per day
Parliamentarian.....	\$165 per day
By-Law Committee.....	\$165 per day
Finance Committee	\$165 per day
Publication Committee.....	\$165 per day
Insurance Committee	\$165 per day
Members on All Other	
Committees.....	\$165 per day
Timekeeper	\$165 per day
Sergeant-at-Arms	\$165 per day

FCC Herman Dewyan Weise (160) pointed out that Home Office staff members are serving as convention secretaries. FCC Herman Dewyan Weise (160) asked CC Donnie Victorick (9) if the recommendations should be discussed one at a time or as a group. CC Donnie Victorick (9) stated they should be discussed one at a time. FCC Herman Dewyan Weise (160) then asked for comments and questions from the delegates.

Lori Pace (154) raised a point of information. She stated that she believes it is a conflict that the same per diem is paid to those who stay in a hotel versus those who do not have a need for a hotel. CC Donnie Victorick (9) stated that you cannot distinguish among who stays in a hotel versus who doesn't. Each delegate only receives one round trip mileage.

FCC Herman Dewyan Weise (160) stated the Finance Committee did not entertain that thought since the information was not presented to the Committee prior to the deadline for recommendations.

Pamela Durham (92) asked for a point of information regarding the per diem approved at the 2016 Convention. FCC Herman Dewyan Weise (160) answered that \$220 was approved at the 2016 Convention. Delegates' per diem of \$165 is being recommended at this convention. He explained the reasoning being that delegates are receiving complimentary breakfast, lunch, and banquet meals; the hotel has provided an additional discount; and that cuts are being made throughout the organization. He reiterated that the organization remains financially strong. He also discussed surplus losses.

Melissa Victorick Brown (88) asked FCC Herman Dewyan Weise (160) for the Finance Committee's rationale on cutting the District Youth Counselors' per diem from \$240 per day to \$150 per day in the April Supreme Lodge meeting. FCC Herman Dewyan Weise (160) replied that the district youth counselors (DYCs) were receiving more per day than the District Directors and that the Finance Committee recommended cuts to all areas. He stated that it was not the Finance Committee who cut the per diem in April. The Finance Committee makes recommendations to the Supreme Lodge, but it's the Supreme Lodge that actually votes on the recommendations.

Melissa Victorick Brown (88) added that the Supreme Lodge also made cuts to the assistants to the DYCs. She stated that the district youth program must have a certain level of participation in order to have an assistant DYC. She encouraged the Finance Committee to explore the amount of time, effort, and energy that goes into the youth program in order to understand the amount of work.

CC Donnie Victorick (9) asked SLP Brian Vanicek (24) to address the issue.

SLP Brian Vanicek (24) stated that the recommendation came from the Finance Committee which was to be submitted to the 2020 Convention delegates. He explained that what took place in the April Supreme Lodge meeting

served as a stopgap measure since Finance Committee recommendations from convention to convention have a lifespan. The Supreme Lodge wanted to make sure there was compensation for DYC's since we were out of the four-year window from the prior convention.

SLP Brian Vanicek (24) announced that he will seek to establish a charter committee for the Youth Department to review various aspects of the Youth Program, including compensation for the DYC's. This committee will include three District Directors, State Fraternal Director, President/CEO, and District Youth Counselors.

Mary Steinman (154) stated she was blindsided and with the decision to lower the DYC's per diem. She believes all of the Finance Committee's recommendations should have been voted on by the Supreme Lodge in April or that the decisions should have waited until this convention.

FCC Herman Dewyan Weise (160) asked for additional questions or comments. He stated the motion by the Finance Committee was for delegates to be paid \$165 per diem.

Ray Elleven (25) questioned number 2 on page 38 of the *Vestnik* containing the Finance Committee's Pre-Convention Report, which states that 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. FCC Herman Dewyan Weise (160) stated this applied to standing committee members (which we will no longer have) and not to delegates.

Pamela Durham (92) raised a point of information and asked which by-laws we were working under at this time. CC Donnie Victorick (9) answered that we were working under the 2016 by-laws.

Mary Steinman (154) asked if the By-Law Committee specified if the by-law recommendations are to be in effect immediately.

Parliamentarian Daniel Knight (88) displayed both the 2016 by-law book

and the 2021 by-law document and explained that the 2016 by-laws state an effective date on the latter of July 1 or the date filed with Texas Department of Insurance following the Convention at which they were adopted. The 2021 by-law document does not include an effective date; however, the issue can be procedurally fixed with a simple vote after the standing committees' reports and recommendations.

Mary Steinman (154) asked for clarification that since we are working from the 2016 by-laws, will we be covering all of the recommendations from the Finance Committee. CC Donnie Victorick (9) answered that it is at the Finance Committee's discretion for the delegates to consider the recommendations or for the Finance Committee to recommend them to the Board of Directors.

CC Donnie Victorick (9) called for a standing vote on the motion that delegates, directors, parliamentarian, committee members, timekeeper, and parliamentarian be paid \$165 per diem; convention chair \$230 per diem; and convention vice chair \$210 per diem. The motion carried.

FCC Herman Dewyan Weise (160) stated that the Finance Committee is recommending that mileage be the IRS rate at time of travel less 20 cents per mile for anyone authorized for SPJST travel who uses their personal automobile. Currently, the IRS rate is 56 cents so if this passes, the mileage will be 36 cents.

Pamela Durham (92) raised a point of information if the directors, officers, staff, and other personnel are currently being paid 56 cents per mile minus the 20 cents. FCC Herman Dewyan Weise (160) answered that those who are using their personal vehicles for travel are currently being paid 56 cents per mile. He further stated that if the recommendation passes, they would be paid 36 cents per mile, which is the current IRS rate minus 20 cents. Pamela Durham (92) then asked if the 36 cents per mile only applied to delegates. FCC Herman

Dewyan Weise (160) stated it applies to everyone who uses their personal vehicles for SPJST travel. Pamela Durham (92) inquired if this is the appropriate time for delegates to ask questions on this matter or only raise points of information.

Parliamentarian Daniel Knight (88) explained points of information and stated that once the question is called, delegates can speak against it for up to three minutes.

FCC Herman Dewyan Weise (160) asked for any other questions. He then called on CC Donnie Victorick (9) for the vote.

Pamela Durham (92) raised a point of order and stated that discussion should be allowed. FCC Herman Dewyan Weise (160) acknowledged her. Pamela Durham (92) discussed the IRS rates and asked that the SPJST mileage rates not be reduced.

CC Donnie Victorick (9) asked for any further discussion. He then called for the question of the Finance Committee's recommendation of the IRS rate for mileage minus 20 cents per mile with a standing vote. The motion failed.

Mary Steinman (154) made a motion to retain the IRS standard mileage rate. The motion was seconded by Dana McAdams (66). CC Donnie Victorick (9) asked for discussion. Seeing none, he called for a voice vote. The motion passed.

FCC Herman Dewyan Weise (160) announced that the next item in the Finance Committee's recommendations pertained to Standing Committees. He asked CC Donnie Victorick (9) if the item should be addressed since Standing Committees would no longer exist after the 2021 Convention. Pamela Durham (92) called a point of order and stated that Standing Committees currently exist since we are operating under the 2016 by-laws. Parliamentarian Daniel Knight clarified that the Finance Committee's recommendation is for after 2021 so there would be no Standing Committees in existence.

FCC Herman Dewyan Weise (160) presented the Finance Committee's recommendation for those serving on the Governance Committee and other committees as appointed by the Executive Committee. The Finance Committee recommends \$150 per diem with the chair, secretary, and vice chair (only if acting in place of the chair) to be paid \$175 per diem. In addition, they will be paid lodging, meals, and mileage. This recommendation excludes Executive Committee members.

Mary Steinman (154) asked FCC Herman Dewyan Weise (160) if this recommendation is actually stated under "Standing Committees" but will be for "Other Committees." He concurred.

Pamela Durham (92) raised a point of information. She asked what was the committee's per diem previously. CC Donnie Victorick (9) stated it was \$200 per diem.

FCC Herman Dewyan Weise (160) asked for additional questions and comments. He then asked CC Donnie Victorick (9) for the question. CC Donnie Victorick (9) restated the motion and asked for a voice vote. The motion carried.

FCC Herman Dewyan Weise (160) asked if any of the other recommendations should be discussed. Mary Steinman (154) asked if the Convention sets the directors' salary.

FCC Herman Dewyan Weise (160) stated that in the new by-laws, the Governance Committee will set the directors' salary. Since the Governance Committee is not yet elected, the Finance Committee will recommend the directors' salary. FCC Herman Dewyan Weise (160) explained the Finance Committee's recommendation for both directors and officers with the bonus potential. He expressed concerns that if there is no bonus potential set for officers then the directors' salary should remain the same, without bonus potential.

Mary Steinman (154) noted her concern relating to the salary for the

Editor/Director of Communication position due to the time and effort required for that position.

Pamela Durham (92) asked how often the officers and directors have been meeting the \$1 million surplus goal that was set. FCC Herman Dewyan Weise (160) said it has been many years since the goal has been met. Pamela Durham (92) asked CFO Leonard Mikeska (200) what is the possibility or probability of achieving that goal in 2021 or 2022.

CC Donnie Victorick (9) stated it would be impossible.

CFO Leonard Mikeska (200) stated that additional insurance sales have been added to our books and that is an investment for our future.

SLC Roy W. Vajdak (88) stated it is unlikely to be achieved.

John Engelke (66) asked why is the officers' salary being reduced 20 percent, but the directors' and the EDOC's salary being reduced 10 percent. Ashley Victorick (88) replied that directors make decisions on what is presented to them by the officers. The EDOC also does not have a direct effect on the surplus like the officers do. Officers need to be held to a higher accountability; therefore, that is the reason for the difference in the Finance Committee's recommendation.

Mary Steinman (154) asked why were we taking time to discuss officers' salaries when the delegates were no longer approving them. FCC Herman Dewyan Weise (160) answered that this discussion is an opportunity for the delegates to have some input to the Board of Directors.

SLP Brian Vanicek (24) stated that the Finance Committee was provided with a salary study last year for officers and directors. He asked FCC Herman Dewyan Weise (160) if he received the study. FCC Herman Dewyan Weise (160) replied yes.

SLP Brian Vanicek (24) informed the delegates that a panoramic photographer is set up outside the Convention

Center, in front of the Fort Hood Memorial. He said that the outside temperature is 96 degrees and if anyone is not comfortable being in the heat, they were asked to remain inside the Convention Center.

SLP Brian Vanicek (24) announced that a Catholic Mass will be held at 5:45 p.m., and the convention banquet will begin at 6:30 p.m.

CC Donnie Victorick (9) recessed the Convention at 4:47 p.m. until 9:00 a.m. on Sunday, August 15.

—Lisa Kirby and Nancy Miller
Green Team



**Session 5
Sunday Morning
August 15, 2021
9:00 a.m. to 12:00 p.m.**

CC Donnie Victorick (9) reconvened the Convention at 9:00 a.m. and asked all District Directors to confirm that all delegates were present.

All delegates recited the Pledge of Allegiance. CFO Leonard Mikeska (200) offered a prayer. CC Donnie Victorick (9) led a moment of silence for departed members and troops serving our country.

CC Donnie Victorick (9) requested SLVP Delisle Doherty (196) to come to the stage to introduce a special guest speaker.

SLVP Delisle Doherty (196) introduced Michael Zelesnik of New Orleans, Louisiana. Michael is the Vice President of Insurance Solutions with Equisoft.

Michael Zelesnik addressed the delegation and shared a PowerPoint presentation on the new administrative system that SPJST will be working to implement over the next two years. After his presentation, he asked for questions.

Lilah DeLeon (230) inquired if this be available for Android phones. Michael Zelesnik replied that it would be.

CC Donnie Victorick (9) thanked Michael Zelesnik for his presentation. He informed the delegates that if they have questions regarding the new software to contact the officers. He stated that we are here to serve the members and to ensure that they are taken care of.

CC Donnie Victorick (9) turned the convention over to VCC Douglas Galler (66) to review the convention minutes.

CVC Douglas Galler (66) brought VEDC Melanie Zavodny (246) to the stage.

VEDC Melanie Zavodny (246) addressed the delegation regarding the convention app and the availability of the minutes on the app. She mentioned that 148 delegates have downloaded the

app and expressed appreciation to all for supporting the app. She explained where the minutes from Sessions 1 and 3 could be located in the app. Paper copies were also available to those who were unable to download the app.

A break was taken at 9:40 a.m.

VCC Douglas Galler (66) reconvened the convention at 10:00 a.m.

VCC Douglas Galler (66) asked for any additions or changes to the minutes from Sessions 1 and 3.

Carolyn F. Beseda (88) stated that regarding the history video that was presented by SLP Brian Vanicek (24) and VEDC Melanie Zavodny (246), a motion was made to include the text from the video in the convention minutes, and Carolyn F. Beseda (88) seconded the motion.

CVC Douglas Galler (66) stated that Robert J. (Bob) Bayer (107) made the motion yesterday to add the text from the video into the minutes.

Henry Mayo (189) made a motion to approve the minutes. Jesse Pospisil (29) seconded the motion. VCC Douglas Galler (66) called for a voice vote. The motion carried.

CVC Douglas Galler (66) invited SLP Brian Vanicek (24) to the stage for a tribute to the military. SLP Brian Vanicek (24) explained that we have been recognizing Veterans at the Convention for several years. The salute was first started in 2000 by then Supreme Lodge President Howard B. Leshikar (48). SLP Brian Vanicek (24) introduced Macy Narro (17) as the grand prize winner of the 2021 SPJST Youth Flag Day Essay Contest. He read her biography and asked her to come to the stage to read her winning essay.

Macy Narro (17) presented her essay.

CC Donnie Victorick (9) commented on Macy's presentation and stated that if we all live by the words, we will stay united and strong.

SLP Brian Vanicek (24) called all Veterans to the front of the auditorium as the delegates stood and applauded them.

SLP Brian Vanicek (24) asked the Veterans to introduce themselves and identify their branch of military service.

CC Donnie Victorick (9) commented that Macy Narro (17) is running for Burlinson County Fair Queen and is selling tickets for the organization's scholarship program. Macy Narro (17) addressed the delegates and thanked them for their support.

CVC Douglas Galler (66) asked the Finance Committee to come to the stage to complete their report from yesterday.

FCC Herman Dewyan Weise (160) commented on the survey that SLP Brian Vanicek (24) referenced yesterday.

FCC Herman Dewyan Weise (160) stated that the Finance Committee is recommending the directors' salary to be \$31,500 per year. In addition to the annual salary, directors will be paid \$150 per diem for attending Executive Committee meetings, and be paid \$100 per evaluation, including final evaluations on real estate, plus mileage at 56 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 SPJST.

FCC Herman Dewyan Weise (160) asked if there were any questions or comments.

VCC Douglas Galler (66) restated the motion on the floor and asked for any discussion.

John Douglas (88) asked if the directors' salaries and mileage amounts have been benchmarked.

FCC Herman Dewyan Weise (160) stated the Finance Committee did not have any information on benchmarking. FCC Herman Dewyan Weise (160) asked SLP Brian Vanicek (24) if he has any information on benchmarking the salaries. SLP Brian Vanicek (24) referred to the salary survey referenced on the preceding day.

John Douglas (88) stated that it is common practice to benchmark all of these items against peer groups prior to making recommendations. He said that no recommendations should be made without benchmarking.

CC Donnie Victorick (9) commented that the benchmark ranges from different fraternal organizations on what the directors are required to do. He stated that there is no comparison on the amount of work and the travel that SPJST directors do in relation to other fraternal organizations. He believes the salary is adequate; it has not been raised in four or five years; and the directors are doing what is best for SPJST.

Yvonne Marcaurele (30) asked for clarification on the stated mileage amount being proposed and whether it was the IRS mileage rate at time of travel or the IRS rate minus 20 cents.

FCC Herman Dewyan Weise (160) responded that it is the IRS mileage rate at time of travel. He asked delegates to scratch out the words "minus 20 cents" in any reference in the Finance Committee recommendations that says "IRS mileage rate at time of travel minus 20 cents." He also asked that the delegates to scratch out the words "reviewed by the Finance Committee" in any references throughout the report since there will no longer be a Finance Committee.

Pamela Durham (92) stated she was confused because it was mentioned that there were no changes to the directors' salaries. However, she pointed out, the per diem was changed from \$200 to \$150. FCC Herman Dewyan Weise (160) concurred. Pamela Durham (92) then stated that the delegates' per diem is \$165, but the directors' per diem is \$150. She recommended that the delegates change the directors' per diem to \$165.

Mary Steinman (154) joined the discussion saying that the Home Office pays for the directors' lodging so therefore, the directors' per diem should be \$150.

FCC Herman Dewyan Weise (160) clarified that the directors' lodging is paid for by the Home Office.

John Engelke (66) also stated that the directors' lodging is paid for by the Home Office. He remarked that the directors agree that the \$150 per diem is sufficient for their needs.

Lori Pace (154) commented regarding John Douglas' (88) discussion on benchmarking. She asked if that is the same as the survey that was conducted and could be used as a guideline for the salaries and reimbursements.

FCC Herman Dewyan Weise (160) responded that it is similar, but if a real benchmark is taken, we would have to compare "apples to apples."

Lori Pace (154) commented that the directors voluntarily no longer receive insurance coverage from SPJST.

Jesse Pospisil (29) stated that Supreme Lodge meetings used to be three days. Currently, the meetings are more efficient and are only one or two days, which results in additional cost savings for SPJST.

VCC Douglas Galler (66) asked for the vote. FCC Herman Dewyan Weise (160) restated the motion on the floor which was the directors' salary to be \$31,500 per year. In addition to the annual salary, directors will be paid \$150 per diem for attending Executive Committee meetings, and be paid \$100 per evaluation, including final evaluations on real estate, plus mileage at 56 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 SPJST.

Mary Steinman (154) asked FCC Herman Dewyan Weise (160) if the wording in the recommendations that are printed in the *Vestnik* regarding the bonus is to be removed.

FCC Herman Dewyan Weise (160) responded yes, the bonus has been removed.

CVC Douglas Galler (66) called for a voice vote. The motion carried.

FCC Herman Dewyan Weise (160) referred to the Finance Committee's pre-convention report and read the items to be presented as recommendations to the Governance Committee and to the Board of Directors. These included recommendations for DYCs, Youth Department, and district allocation.

FCC Herman Dewyan Weise (160) remarked that he understood that the Supreme Lodge recently decided upon a contribution to the Czech Heritage Museum. He asked SLP Brian Vanicek (24) to inform the members of the action taken in the Supreme Lodge meeting. SLP Brian Vanicek (24) stated that the Supreme Lodge extended an outright gift of \$10,000 to the Czech Heritage Museum in April and a \$25,000 matching funds grant provided that the Museum raised \$25,000 on its own. SLP Brian Vanicek (24) said the Museum generated the \$25,000 in about three months, and checks were presented to the Czech Heritage Museum from SPJST at last night's Convention banquet for \$10,000 and for \$25,000.

FCC Herman Dewyan Weise (160) then asked SLP Brian Vanicek (24) to explain the Supreme Lodge's action regarding the Scholarship Fund. SLP Brian Vanicek (24) responded that the Supreme Lodge decided in 2020 to authorize up to 40 scholarships to be awarded in 2021, and 39 scholarships were awarded in April. Those were a combination of scholarships awarded through endowments and cash awarded from the Society.

FCC Herman Dewyan Weise (160) asked the Supreme Lodge officers and directors why they acted on some of the Finance Committee's recommendations in the April meeting, but not the others.

SLP Brian Vanicek (24) responded that the items addressed were pressing ones that were discussed in the fall's strategic planning session. The other items were already funded for 2021 from previous decisions that were made in 2020.

Melissa Victorick Brown (88) stated that she believes the Supreme Lodge did not have the authority to make the change to the DYCs compensation in the April Supreme Lodge meeting and that it should be reverted.

Pamela Durham (92) requested to know under what authority the Supreme Lodge changed the DYCs compensation since it was to be voted on at the Convention. She also commented that she believed the DYCs pay reduction should be consistent with the others who received pay reductions. She recommended that if the Supreme Lodge did not have the authority to change the DYCs compensation, then the DYCs should be reimbursed retroactively.

SLP Brian Vanicek (24) replied that in between conventions, the Supreme Lodge has authority to take action on matters it feels is necessary. The recommendations that the delegates established at the 2016 Convention were followed for four years. Those recommendations expired in 2020. The Finance Committee typically presents recommendations to the Supreme Lodge in the spring; however, they did not issue any recommendations in March 2021. When preparing for the April Supreme Lodge meeting, SLP Brian Vanicek (24) suggested looking at the recommendations that the Finance Committee presented in June 2020 for the Convention that was to take place in August 2020. The Finance Committee recommended \$150 per diem for the DYCs compensation. Therefore, the Supreme Lodge agreed to approve that recommendation.

Pamela Durham (92) reported that the DYCs compensation was previously \$240, and it was reduced to \$150. She stated her objection still stands regarding the Supreme Lodge not having the authority to change the DYCs compensation.

FCC Herman Dewyan Weise (160) commented that the DYCs compensation was a 62.5 percent reduction.

Sandra Hoggard (202) remarked that the district allocations were also cut in half.

FCC Herman Dewyan Weise (160) responded that the Finance Committee recommended doing away with or combining the fall fun day with the spring or annual meeting. Therefore, the districts would receive \$2,000 instead of \$4,000.

SLP Brian Vanicek (24) reiterated FCC Herman Dewyan Weise's (160) comment and said the Supreme Lodge also approved an additional \$500, upon request, for each district that hosts an additional event during the year.

Cheryl Petr (84) pointed out that "16 years" should now be "18 years" under "Youth Department" in the Finance Committee's pre-convention report. FCC Herman Dewyan Weise (160) agreed.

SLP Brian Vanicek (24) announced that, after conferring with SLC Roy W. Vajdak (88), the reduction in the DYCs compensation was 37.5 percent and not 62.5 percent as previously stated.

FCC Herman Dewyan Weise (160) then continued with the items under "Other Recommendations" in the Finance Committee's pre-convention report.

SLVP Delisle Doherty (196) commented that the number of Home Office staff has been reduced. SLP Brian Vanicek (24) stated that the 2016 Souvenir Convention Book included 46 Home Office staff members. The 2021 Souvenir Convention Book lists 35 Home Office staff members, which includes part-time staff. This represents an approximate 25 percent reduction in staff due to attrition, combining positions, and reassignments.

Mary Steinman (154) commented that several members were asking why the positions were not being replaced. She stated that it is due to technology and is happening within her employer, too.

FCC Herman Dewyan Weise (160) continued with "Other Recommendations" in the Finance Committee's pre-convention report, specifically addressing non-contractual spending.

SLP Brian Vanicek (24) responded by reading the actual non-contractual benefit amounts from 2016 to 2020. He stated that these amounts do not exceed the revenue generated by the income of the surplus. However, additional operating expenses are added to the amounts and amended to the costs. He seeks to address non-contractual benefits with the Board of Directors in the October meeting. He believes non-contractual benefits should reflect as such. He explained that non-contractual benefits are benefits for the members and funds for organizations that we assist. SLP Brian Vanicek (24) said that the non-contractual benefits have been cut; however, he does not believe that we should continue cutting the heart of our organization that defines who we are.

Ashley Victorick (88) requested a point of information from SLP Brian Vanicek (24) regarding the temporary employees that were hired in 2012 who have now become permanent employees. He asked how many certificates do they scan per day.

SLP Brian Vanicek (24) asked SLC Roy W. Vajdak (88) to respond since the statement applied to his department.

SLC Roy W. Vajdak (88) explained the scanning process going through files, folders, and pockets. The employees started with Lodge 1 and are currently on Lodge 80. He reported that good progress is being made with scanning the certificates and verifying them. The employees average about 20 to 25 certificates per day.

FCC Herman Dewyan Weise (160) continued with number 10 under “Other Recommendations” in the Finance Committee’s pre-convention report regarding allocations to the four lodges who are in their original buildings since being chartered.

Ronnie Pflughaupt (1) explained the historical significance of Lodge 1, Fayetteville and pointed out that the lodge hall has been recognized by the city, county, state, and nation. He appreciated the Finance Committee’s recom-

mendation and encouraged the Board of Directors to approve it. He also asked for donations for the upkeep of the hall and invited members and delegates to visit the lodge hall.

FCC Herman Dewyan Weise (160) concluded his report by thanking the Finance Committee members for their support and the delegates for their attention.

CVC Douglas Galler (66) also thanked the Finance Committee members for their work over the past four years. He dismissed the Finance Committee from the stage. He then turned the Convention back over to CC Donnie Victorick (9).

CC Donnie Victorick (9) also thanked FCC Herman Dewyan Weise (160) and the Finance Committee.

Parliamentarian Daniel Knight (88) addressed delegates regarding procedural parliamentary standpoint. He then discussed the effective date of the by-laws that were passed yesterday. He stated that the “2016 By-Laws of the SPJST” lists the effective date as July 1 for amendments to the by-laws. This was under the assumption that the Convention was to be held in June. However, due to COVID-19, the June 2020 Convention was rescheduled to August 2020 then postponed to August 2021. According to Article XX - Rules of Procedure in the 2016 SPJST By-Laws, if the by-laws do not specifically address an issue, then Robert’s Rules of Order shall govern. The most recent Robert’s Rules of Order, rule 57.15, says amendments become effective immediately unless the by-laws specify otherwise. However, Robert’s Rules of Order, rule 57.17 says amendments become part of the by-laws immediately. When the 2021 by-laws were passed yesterday, they immediately became a part of the 2016 by-laws, which means that some provisions would not become effective until July 2022. In his opinion, the immediate integration of the newly passed 2021 by-laws into the 2016 by-laws combined with the effective date

clause renders the by-laws absurd. He further explained that a procedural motion can be made to amend the by-laws previously adopted.

J.R. Coleman (142) made a motion to amend the by-laws previously adopted at this Convention as follows: The following sentence shall be added to Section 21 of the 2021 by-laws - "These by-laws shall become effective immediately upon the conclusion of any action taken by the 2021 Convention as of the Standing Committee reports provided for by the 2016 by-laws."

Mary Steinman (154) seconded the motion.

CC Donnie Victorick (9) asked for any comments or questions. He then called for a standing vote. The motion passed unanimously.

CC Donnie Victorick (9) expressed his appreciation to Parliamentarian Daniel Knight (88) for his guidance and expertise. Delegates responded with a resounding round of applause.

CC Donnie Victorick (9) asked SLVP Delisle Doherty (196) if the Insurance Committee has a report. The Committee did not meet and did not have a report.

CC Donnie Victorick (9) then called for the Publication Committee to come to the stage and present its report.

PCC Floyd Kostelka (13) introduced the Publication Committee members:

District One - Floyd Kostelka,

Chair (13)

District Two - Amber Bartek (47)

District Three - Lynda Novak,

Vice Chair (84)

District Four - Sharon Hohmann (160)

District Six - Marjorie Treumer (30)

District Seven - Trey Bielefeld (107)

PCC Floyd Kostelka (13) also recognized Baley Stavinoha (81), who was unable to attend, as the District Five representative; longtime Publication Committee Chair Jarolyn Popp (133); and longtime Publication Committee

Secretary Helen Kelner (28). He spoke about the accomplishments of the *Vestnik*/Communication Department over the past five years and its work to improve efficiency and significantly reduce costs. He praised the work and efforts of VEDC Melanie Zavodny (246), Graphic Design/Communication Specialist Brooke Hoelscher (47), and *Vestnik*/Communication Specialist Katherine Morris (47).

Rita Spinn (80) raised a point of personal privilege. She thanked VEDC Melanie Zavodny (246) and her staff for their promptness and assistance with the *Vestnik* and other projects. CC Donnie Victorick (9) also recognized VEDC Melanie Zavodny's husband, David Nauert (246), for his help throughout the years. Jesse Pospisil (29) pointed out that even after the auto collision in 2014, VEDC Melanie Zavodny (246) continued to produce a *Vestnik* each week while in the hospital and during recovery.

CC Donnie Victorick (9) asked VEDC Melanie Zavodny (246) to come to the stage to address the delegation. She received a standing ovation.

VEDC Melanie Zavodny (246) recognized and thanked the members, officers, directors, Publication Committee, past chair Jarolyn Popp (133), Brooke Hoelscher (47), and staff for their service to SPJST. She asked members to keep SPJST in their hearts as they spread fraternalism and communicate SPJST throughout Texas.

CC Donnie Victorick (9) dismissed the Publication Committee.

SLP Brian Vanicek (24) expressed his appreciation to the Standing Committees for their work.

CC Donnie Victorick (9) called for any miscellaneous business needing to be discussed.

Resolution Committee Chair (RCC) Jarolyn Popp (133) requested that SLP Brian Vanicek (24) explain resolutions that are to be submitted to the Resolution Committee. SLP Brian Vanicek (24) stated that resolutions recognize the

individuals that contribute to the elements that make the Convention come together. He cited several examples and agreed to work closely with RCC Jarolyn Popp (133) and the Resolution Committee to prepare the document.

Pamela Durham (92) mentioned that all delegates are now part of the SPJST Advisory Committee. She asked that the Advisory Committee consider two recommendations for the Board of Directors: 1) To reconsider the DYC per diem to make it commensurate with other per diems and to make it retroactive to April 2021; and 2) To immediately revise the salary of VEDC Melanie Zavodny (246), who is now an officer, to be commensurate with an officer's salary.

Jarolyn Popp (133) seconded the motion.

J.R. Coleman (142) addressed the reduction in the DYCs per diem. He expressed that it is a volunteer position in a volunteer organization. He added that the officer's salary is an executive decision that should be left up to the Board of Directors.

CC Donnie Victorick (9) reminded the delegates that they have three minutes to speak. He asked Donnie Howard (185) to step in as timekeeper for Chester Jenke (258), who left earlier due to a medical emergency with his wife.

Dana McAdams (66) stated that the DYCs per diem was reduced 37.5 percent which she believes is unfair when compared to the other reductions.

Henry Mayo (189) asked for point of clarification that the motion on the floor is a recommendation to the Board of Directors and not a binding decision.

Pamela Durham (92) explained that it is a recommendation to the next Board of Director's meeting.

SLVP Delisle Doherty (196) raised a point of order and asked if the motion can be made.

Parliamentarian Daniel Knight (88) responded that the new by-laws went into effect immediately following the Standing Committees' reports. At that

time, the delegates become the SPJST Advisory Committee. Therefore, it is a proper motion.

SLP Brian Vanicek (24) stated that this is the kind of input that the SPJST Advisory Committee will provide to the Executive Committee.

With no further discussion, CC Donnie Victorick (9) called for a vote. The motion carried.

Carolyn F. Beseda (88) extended an invitation to the Czech Center Museum Houston Gala on October 8.

Mary Steinman (154) thanked the Home Office staff for their time and assistance.

CC Donnie Victorick (9) acknowledged Ivan DeLeon, son of Lilah DeLeon (230), for celebrating his seventh birthday. The delegation sang "Happy Birthday" and applauded him.

SLP Brian Vanicek (24) introduced Lauren Gerick (66) and Madison Murphy (6), who were dressed in Czech national costume (*kroj*) and would be available to meet and greet delegates during lunch. Madison Murphy (6) was crowned the 2021-2022 Miss Texas Czech-Slovak Queen earlier in the year, and Lauren Gerick (66) was crowned the 2021-2022 Miss Czech-Slovak U.S. Queen in Wilber, Nebraska, last weekend. They both addressed the delegates, explaining their *kroj* and roles throughout the year.

SLP Brian Vanicek (24) also acknowledged 2021-2022 State Queen Megan Ohnheiser (185) and State King Caleb See (9) who were present yesterday and 2021 Flag Day Essay Contest winner Macy Narro (17) and the importance of the SPJST Youth Program.

SLP Brian Vanicek (24) updated the delegation on the Czech Moravian Benevolence Fund to benefit those cities in the Czech Republic that were decimated by a tornado on June 24, 2021. He announced that the goal of \$25,000 by August 14 was surpassed. Donations topped \$28,000. SLP Brian Vanicek (24) thanked the members and organizations for their contributions and support.

**Session 6
Sunday Afternoon
August 15, 2021
1:00 p.m. to 3:10 p.m.**

CC Donnie Victorick (9) announced that the Convention would soon break for lunch. He explained that the delegates will proceed to their district caucuses after lunch to elect an alternate director, Governance Committee representative, and an alternate Governance Committee representative. He encouraged the delegates to elect qualified, committed members to serve in the positions.

Parliamentarian Daniel Knight (88) advised that a motion and a second was needed to close miscellaneous business. He also announced that each District Director is asked to pick up a handout that explains the district caucus process due to the changes to the by-laws.

Kyle Skrabanek (17) made a motion to close miscellaneous business.

Rita Spinn (80) seconded the motion.

CC Donnie Victorick (9) called for a voice vote. The motion carried unanimously.

CC Donnie Victorick (9) recessed the Convention for lunch at 12:00 p.m. until 1:00 p.m.

—Lisa Kirby and Nancy Miller
Green Team



CC Donnie Victorick (9) reconvened the convention at 1 p.m. He recognized the oldest delegate - Josephine Pflughaupt (88); youngest delegate - Hannah Kovar (9); and delegates who have attended the most conventions - Josephine Pflughaupt (88); and Robert J. (Bob) Bayer (107).

CC Donnie Victorick (9) reiterated that each district director has a copy of the agenda for the district caucus. *{The document "SPJST Convention District Caucus" appears in the appendix.}* He reminded each director to review the 10 steps during the caucus so that no confusion existed as to the order. He asked the delegates to take their ballots with them to the caucus in case of a contested race.

The district teller of the convention will be head teller of the caucus. SLC Roy W. Vajdak (88) will be at the table in this meeting room to count votes as required. The district teller will then return to the caucus and present the results. The delegates were dismissed to their respective district caucuses at 1:05 p.m.

CC Donnie Victorick (9) reconvened the meeting at 2:40 p.m.

CC Donnie Victorick (9) gave instructions on using the yellow credentials sheet for delegates and for Standing Committee members. He reviewed the per diem for delegates and committee members (\$165), in addition to the round trip reimbursement rate for mileage (56 cents per mile). SLC Roy W. Vajdak (88) reminded the delegates that a 1099 form will not be distributed for tax purposes unless the annual expense total is \$600.

CC Donnie Victorick (9) asked the convention committees for any final reports. None of the committees had reports to present except for the Resolution Committee. RCC Jarolyn Popp (133) read the report. *{The docu-*

ment “Resolution Committee Report” appears in the appendix.}

CC Donnie Victorick (9) then dismissed all convention committees, parliamentary, and sergeant-at-arms.

Regina House (202) updated the delegates on the status of Colleen Jenke (258) who suffered a medical emergency earlier in the day and was transported to the local hospital. Regina House (202) stated that Colleen Jenke (258) had tested negative for COVID-19 and had passed all the medical tests received so far. No one would be allowed to visit her at the hospital due to COVID-19 regulations. Colleen Jenke (258) and husband Chester Jenke, Sr. (258) live in Seguin. Regina House (202) asked for prayers for both of them.

CC Donnie Victorick (9) read the results of the district caucus elections:

District Caucus Results

District One Caucus Results

Director

Donnie Victorick
Lodge 9, Snook

Alternate Director

Susan Skrabanek
Lodge 17, New Tabor

Governance Committee

Bill Orsak
Lodge 9, Snook

Alternate Governance Committee

Kyle Skrabanek
Lodge 17, New Tabor

District Two Caucus Results

Director

Jesse Pospisil
Lodge 29, Taylor

Alternate Director

Rita Spinn
Lodge 80, Holland

Governance Committee

Edwin Pechal
Lodge 47, Seaton

Alternate Governance Committee

Bridget C. Bohac
Lodge 20, Granger

District Three Caucus Results

Director

John Engelke
Lodge 66, Waco

Alternate Director

Douglas Galler
Lodge 66, Waco

Governance Committee

Michael Galler
Lodge 66, Waco

Alternate Governance Committee

Mary Steinman
Lodge 154, Fort Worth

District Four Caucus Results

Director

Bobby Davis
Lodge 160, San Angelo

Alternate Director

Beverly Teplicek
Lodge 49, Rowena

Governance Committee

Brad Teplicek
Lodge 49, Rowena

Alternate Governance Committee

Cynthia Kristinek
Lodge 157, Lubbock

District Five Caucus Results

Director

Bradley Stavinoha
Lodge 81, Needville

Alternate Director

Kerry Herrington
Lodge 142, Houston

Governance Committee

Dorothy Pflughaupt
Lodge 88, Houston

Alternate Governance Committee

Ashley Victorick
Lodge 88, Houston

District Six Caucus Results

Director

Annie Vahalik
Lodge 4, Hallettsville

Alternate Director

Joe Siptak
Lodge 4, Hallettsville

Governance Committee

Lisa Bubela
Lodge 30, Taiton

Alternate Governance Committee

Yvonne Marcaurele
Lodge 30, Taiton

District Seven Caucus Results

Director

Regina House
Lodge 202, Jourdanton

Alternate Director

Wendy Pruski
Lodge 107, Floresville

Governance Committee

Oscar Korus
Lodge 107, Floresville

Alternate Governance Committee

Donnie Howard
Lodge 185, New Braunfels

Honorary Supreme Lodge President Howard B. Leshikar (48), Honorary Supreme Lodge Legal Advisor Sidney Kacir (87), Honorary District Six Director Karen Kaspar (30), and Honorary District Seven Director Robert J. (Bob) Bayer (107) were asked by CC Donnie Victorick (9) to install the elected district representatives.

CC Donnie Victorick (9) thanked all of the convention committees, delegates, and CVC Douglas Galler (66).

Robert J. (Bob) Bayer (107) remarked, “What’s next? Here we come!”

Led by youth member Sarah Urbanovsky (79), all attendees sang “God Bless America.”

The 33rd SPJST Convention officially adjourned at 3:10 p.m.

—Jennifer Jones and Doni Powell
Red Team



APPENDIX



33rd Convention 2021

List of Delegates

• District One •

Lodge 1, Fayetteville

Ronald Pflughaupt

Lodge 9, Snook

Hannah Kovar
William Orsak
Donnie Victorick

Lodge 13, Dime Box

Debbie Kostelka
Floyd Kostelka

Lodge 17, New Tabor

Randal Gaas
Holly Narro
Kyle Skrabanek
Susan Skrabanek

Lodge 38, Kovar

Dorothy Lastovica

Lodge 39, Bryan

Ronald Roesler

Lodge 51, Ellinger

Diane Marusik

Lodge 67, Schulenburg

Adrienne Kobza

Lodge 141, Sealy

Ricky Martinez

Lodge 186, Caldwell

Victor Mendez, Jr.

Lodge 189, Bryan-College Station

Henry Mayo

• District Two •

Lodge 15, Buckholts

Sandra Fischer
Mary Helen Rodriguez

Lodge 18, Elgin

David Meyer
F.L. Meyer
Charles R. Wilson

Lodge 20, Granger

Bridget Bohac
Emilie Tischler

Lodge 24, Cyclone

Robert Hoelscher, Jr.
Brenda Maddux
Daniel Wilde
Linda Wilde

Lodge 29, Taylor

Tammy Cannon
Cristy Girod
Adolph Grieger, Jr.
Jesse Pospisil
Linda Pospisil
Frankie Pustejovsky
Lynette Rieger
Ronnie Rieger

Lodge 47, Seaton

Amber Bartek
Brandon Bartek
Patsy Koslovsky
Joyce Kraatz
Edwin Pechal
James Skrabanek
Joyce Skrabanek
Daniel Stepan
Edwin Vasicek

Lodge 48, Beyersville

Howard Leshikar

Lodge 80, Holland

Joseph Liles
Frank Pajestka, Jr.
Rita Spinn

Lodge 87, Temple

Carolyn Greene
Linda Hopper
Sidney Kacir

Lodge 155, Austin

Albert Klinkovsky

Lodge 177, Academy

Donald McCrea
Shirley McCrea

Lodge 182, Falls County

Becky Beckendorf

Lodge 187, Round Rock

Carla Krennek
Rubie Volek

Lodge 200, Bruceville-Eddy

James R. Hosch

Lodge 246, Morgan's Point

David Nauert

• **District Three** •

Lodge 6, Cottonwood

Jeanette Beseda
Peggy Dobecka
Barbara Hykel
Milton Peterson
Don Urbanovsky

Lodge 25, Ennis

Raymond Elleven
Margaret Krajca
Betty Macalik
Linda Trojacek

Lodge 35, Elk

Gene Pavelka
Randy Pavelka

Lodge 54, West

Linda Kaluza
Ronnie Kaluza
Mary Lou Mynar
Marcela Vaculik

Lodge 66, Waco

Diana Engelke
John Engelke
Douglas Galler
Michael Galler
Dana McAdams
Ronald Neumann

Lodge 84, Dallas

James Liska
Charles G. Nemec, III
Lynda Novak
Cheryl Petr
Vicki Sims

Lodge 92, Fort Worth

Pamela Durham
Kenneth Krivanek
Mary Ann Krivanek
Mary C. Saladin

Lodge 154, Fort Worth

Jerry Milan
Lori Pace
Mary Steinman

Lodge 180, Burleson

Rhonda Hurtik

Lodge 183, Arlington

Antonette Pustejovsky
Katherine Weeks

• **District Four** •

Lodge 49, Rowena

Laura Pospichal
Sylvia Rollwitz
Brad Tepicek

Lodge 76, Wichita Falls

William Ibarra

Lodge 157, Lubbock

Cynthia Kristinek

Lodge 160, San Angelo

Charlene Dusek
Sharon Hohmann
Brenda Holik
Sandra Jansa
Betty Schwartz
Herman Dewyan Weise

Lodge 207, Iowa Park

Joyce Kotulek

Lodge 219, El Paso

Diana Lopez
Aracely Quiz
Maria Sanchez-Chacon
Francisco Viniegra

Lodge 229, Abilene

Jesusita Hudson

Lodge 230, Midland

Lilah Deleon

• **District Five** •

Lodge 81, Needville

Kristen Jones
Bradley Stavinoha
Thomas Stavinoha

Lodge 88, Houston

Carolyn Beseda
Lori Bomaschella
Doris Bronikowski
Robert Bronikowski
Fred Buri
JoAnn Buri
Adam Curley
Alex D'Ambrosio
Cindy L. Dobias-Mlcak
John Douglas
Ryan Epps
Carol Globke
Sarah Godwin
Carolyn Havemann
Donald Havemann
Jason Homrighaus
Janice Jahns
Wallace Jahns
Daniel Knight
Cindy Messina
Carolyn Pechacek
Dorothy Pflughaupt
Josephine Pflughaupt
Lynn Pflughaupt
Aaron Rigamonti
Dennis Roeder
Joseph Sayegh
Ashley Victorick
Melissa Victorick Brown

Lodge 91, San Jacinto

Frankie Brewer
Malba Smesny

Lodge 139, Danbury

Lorenda Baldwin

Lodge 142, Houston

James Coleman
Dennis Hermis
Kerry Herrington
Patricia Schleider

Lodge 172, Pasadena

Jerome Dressler, Jr.
Robert Mayfield
Helen Schewe

Lodge 196, Houston-West

Linda Bratina
Mark Childress
Donald Fruin

Lodge 232, Houston Midtown

Rudolph Rusnak

• **District Six** •

Lodge 4, Hallettsville

Annie Vahalik
Helen Zabransky
Patricia Zabransky

Lodge 8, Weimar

Anton Machacek

Lodge 23, Moravia

Elizabeth Holub

Lodge 28, East Bernard

Glenn Kaminsky
Helen Kelner

Lodge 30, Taiton

Lisa Bubela
Karen Kaspar
Yvonne Marcaurele
Marjorie Treumer

Lodge 32, Victoria

Margarette Frederick
Mark Lester
Wanda Lester
Silvia Rangel

Lodge 40, El Campo-Hillje

Ardis Bacak
Vlasta Bartos
Mary Cerny
Cathy Garcia

Lodge 41, Port Lavaca

Darlene Baker

Lodge 63, Sweet Home

Elaine Berkovsky

Lodge 97, Placedo

Donna Vanek

Lodge 151, Wharton

David Bucek

Gerald Macha

• **District Seven** •

Lodge 79, Corpus Christi

Gerilyn Donnell

Larry Elzner

Marcus Rebecek

Virginia Rebecek

Jerry Sijansky

Michael Urbanovsky

Lodge 107, Floresville

Pauline Bayer

Robert Bayer

Erich Bielefeld III

Oscar Korus

Wendy Pruski

Lodge 117, Robstown

Frances McDonald

Lodge 133, San Antonio

Jarolyn Popp

Robert Popp

Vicki Reese

Lodge 185, New Braunfels

Donald Howard

Lodge 202, Jourdanton

Sandra Hoggard

Sharon Lagrange

Lodge 258, Seguin

Chester Jenke, Sr.

**Pre-Convention Report
President Brian Vanicek**

Dear Brothers and Sisters,

Thank you delegates to the 33rd SPJST Convention and members for the positive difference that you make in your lodge, in your community, and in SPJST. Thank you, too, for your trust and for believing in the fraternal ideal of doing good for each other and for the community. Your faith has been and remains a powerful motivator to me. My report is meant to provide you with a composite look at SPJST since our last convention in 2016. That covers a lot of ground; however, I will do my best to let you know what things look like from my perspective.

Let's start with a question. What does building a swimming pool in Houston have in common with a charitable fundraiser in Ennis or a canned food drive in Hallettsville? Everything! All of our activities – from Camp Kubena to the Corpus Christi Getaway are united in that they bring vitality and substance to the words fraternalism, brotherhood, and humanity. The good times and the bad times are the family history that we as members of the SPJST Family share. Collectively, they define the character and progress of our fraternal order.

In 2021, we celebrate the 124th anniversary of the founding of SPJST! We are alive with the same spirit and promise that filled the Fayette County Courthouse in La Grange, Texas, on December 28, 1896, when 25 Texans of Czech descent met to organize a new fraternal benefit society. The rededication of the historic SPJST Lodge 19, Velehrad hall on May 19, 2019, on the campus of Texas Czech Heritage and Cultural Center in La Grange reminds us of that history. Even as the Velehrad project honors specific names, dates, and places, the Velehrad story is also the story of immigration, integration, and assimilation — something that each of

us — as descendants of many different races, creeds, and national origins — have in common.

SPJST Well Capitalized

With assets of approximately \$244 million, SPJST continues to fulfill its financial obligations to its members and keep pace with the life insurance industry. The Society offers its members an extensive menu of life insurance options, including annuities and IRAs. From a financial perspective, SPJST remains healthy and well capitalized. I'm especially excited to see the new business volume that has come on in 2021. With a revitalized emphasis on SPJST branding, sales training, and mission, I look forward to seeing this trend continue. Vice President Doherty's report will give you a good idea of the progress that is unfolding. On a related note, best wishes in retirement to Honorary Supreme Lodge Vice President Hiram Dixon for his dutiful service to SPJST. I will always remember Hiram as the man who conceived the idea for the Fort Hood November 5, 2009 Memorial. It was a tremendous challenge and honor for SPJST and to me, personally, to have been a part of that project from concept to completion.

The year 2020 — a year in which COVID-19 dominated the world stage — was atypical in terms of fraternal outreach. The prior year — 2019 — more clearly reflects the depth of SPJST's fraternal commitment. In 2019, SPJST members devoted more than 50,000 service hours to their communities. SPJST also gave approximately \$250,000 to deserving service organizations and charities in 2019. In 2021, there are approximately 40,000 SPJST members in 100 lodges throughout Texas.

On the fraternal front, our watchword remains "relevancy" — doing those things that bring meaning and substance to the SPJST fraternal mission. We simply want to be the best that we can be. The prescription for relevan-

cy in the Supreme Lodge and in our local lodges is strategic planning — making a conscious effort to routinely address what we are doing to deliver value to our members and our communities.

The silver lining of 2020 was the way it accelerated SPJST's embrace of the digital workplace. Necessity provided management with a motivational kick to break from the past and think about how to do things differently.

Prior to March 2020, Home Office work life was routine and involved commuting to work, processing data, and handling sundry assignments in much the same way as the day before and the day before that. In three short months, we became more resourceful: Insurance applications without face-to-face contact; business activities shifting online; and business meetings conducted by teleconference. To that end, my thanks to the entire SPJST Home Office staff and management for making it work!

SPJST's digital transformation process remains an area ripe with promise. Future developments in SPJST's drive to integrate digital technology should begin and end with the member — to create technology solutions that members and prospective members want to use.

Performance Overview

The statistical data that is presented in Controller Roy Vajdak's report quantifies organizational performance since the last convention. Even so, I am compelled to comment on the decline in surplus which is referenced in his report.

While an increase in unallocated surplus is always desirable, two of the key objectives over the last several years — and certainly this pre-dates 2016 — has been to correct multiple legacy issues that had been intertwined within the insurance program as well as to improve the credit quality of the investment portfolio. Here, I must express my appreciation to the members of SPJST

Supreme Lodge for their loyalty, support, and for the determination and leadership that they have demonstrated in correcting the procedural inadequacies of the past and investing in technological solutions for the future. Already, as a result of the actions taken in 2019 and 2020, the diversity and value of SPJST investment portfolio has been enhanced, enabling the Supreme Lodge to increase annuity rates at mid-year 2020.

It doesn't stop there. SPJST remains engaged in a system-wide effort to analyze and implement operational excellence within SPJST. The overriding objective is to implement the behaviors and work processes required for SPJST to be successful in the future. Of course, we should always be vigilant with costs but it's more than just that. Driving fraternal growth requires ongoing and calculated investments in the business, in the form of new sales and marketing technology, and fraternal activities that support excellent customer service and member experiences.

The last five years have been productive for SPJST and for fraternalism. That's not to say we didn't have our challenges, disagreements, and reconciliations along the way. That's the way it goes with families. In SPJST, we are "family" if not by blood, then by common bond. Look through any typical issue of the *Vestnik* and what do you see? Members doing good things for each other and for their communities — that's what it's all about. 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 and that's a positive reflection on us all!

Fraternal Engagement

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.

There is great value in the collaborative ties that exist within the SPJST youth program and that are nurtured by our statewide District Youth Counselors, their assistants, and youth leaders. They know the importance of working together to achieve common goals. Their commitment represents a powerful and driving force behind the success of the SPJST youth program. A special thanks to those youth club members and adult volunteers who helped to promote the colorful Czech heritage and culture by fielding Beseda dance groups throughout the state.

SPJST sponsored 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. While we're on that topic, my special thanks to State Fraternal Director Frank Horak, Fraternal Services Specialist Tammy Martinez, and *Vestnik* Editor/Director of Communication Melanie Zavodny for their collaborative efforts in constructing SPJST's first online youth competition — the SPJST Youth Showcase — an online competition created to fill the void created by the cancellation of the face-to-face 2020 District Youth Achievement Days and State Youth Achievement Day.

Again in 2021, District YADs held online. These were scheduled late last fall when there was still some question as to whether the social distancing mandated by COVID-19 would still be in place. I speak for many, I know, when I say we look forward to 2022 and a return to on-site YADs. A reminder to you all: Even though the district youth achievement competitions were online

this year, State Youth Achievement Day is scheduled here in Temple on Saturday, July 31. Hope to see you there!

SPJST recognizes the opportunity that it has to make a positive difference in the lives of its young people as well as others by committing itself through its fraternal programming to developing a greater appreciation, understanding, and involvement with the natural world. SPJST's summer camping program fosters a spirit of cooperation, an appreciation of the natural environment and helps campers to achieve their full potential.

In 2016, SPJST purchased a 182-acre property in Fayette County, Texas, which the Society designated in January 2018 as Camp Kubena. While running a camp can be considered a noble endeavor, it is also a business. My thanks to the Camp Kubena team for the wonderful job that they are doing with the program and to Camp Kubena Executive Director Rob Clift for the visionary role that he is fulfilling. While SPJST's Summer Camp program was canceled in 2020 due to COVID-19 concerns, Camp Kubena remained open and the property was used by groups throughout the summer as a day-camp facility with limited activities. As of this writing, we are in the middle of SPJST Summer Camp sessions and it's going great!

Thank you to all of our members who donated money to support the SPJST 100 Pennies Scholarship Fund Drive or contributed to our endowed scholarships. Your contributions combined with SPJST's annual cash allocation enabled many of our younger members to attend college. During the four-year period from 2016 to 2021, a total of 359 scholarships totaling \$366,500 were presented. This total includes General Scholarships, Leadership Grants, District Merit Scholarships, State Merit Scholarships, and Royalty Scholarships that were awarded at State Youth Achievement

Days. Bear in mind, this total does not include the many scholarships that were also awarded by our local lodges.

Since the 2016 convention, the SPJST Home Office continued to show strong support for a multitude of annual public events, most notably helping to sponsor such events as National Polka Festival in Ennis, Westfest in West, Kolache Festival in Caldwell, and Slavic Heritage Festival in Houston. The Society also offered its support to an array of cultural and heritage groups including Czech Heritage Museum and Genealogy Center in Temple, Czech Educational Foundation of Texas (CEFT), Texans of Czech Ancestry (TOCA), Czech Heritage Society of Texas, Texas Czech Heritage and Cultural Center in La Grange, Czech Center Museum Houston, and Sokol. It was an honor for us to work with and to be affiliated with these fine organizations and the projects that they championed.

On a Related Note . . .

The SPJST Foundation was established as an independent 501(c)3 non-profit corporation in 2012 by SPJST to administer to the growth and development of the Czech Heritage Museum and Genealogy Center in Temple, educational programs at Camp Kubena, and endeavors of significant merit and in line with the Foundation's objectives. SPJST Foundation initiatives since the last convention included the Hurricane Harvey Relief Effort (2017), SPJST Founders' Day Celebration hosted by Lodge 1, Fayetteville (2018), the relocation and rededication of the historic SPJST Lodge 19, Velehrad hall on the property of Texas Czech Heritage and Cultural Center in La Grange (2019), and helping to underwrite the publication of *Czech Songs in Texas* (2020). The SPJST Foundation is currently collecting funds for the Czech Moravian Benevolence Fund. The fund will provide assistance to areas of the Czech Republic ravaged by a tornado on June 24, 2021.

Looking Ahead

Now, here we stand in 2021 – 124 years into the future from where we started. Present and future generations of our SPJST Family will benefit as a result of our harmonious and collaborative efforts. A fraternal future where we might rediscover and reinvent products and services that make a positive difference in the lives of our members and the communities we serve. A future where the emphasis is on volunteerism and reinforces the values outlined in our SPJST vision statement and that is: to provide a wholesome family environment; to encourage cherished Czech traditions; and to provide high quality life insurance for our members.

Trust, honesty, and responsibility to the membership and the public are three key pillars of fraternal life insurance and SPJST. These pillars are reinforced through the implementation and oversight of good corporate governance.

Corporate governance in the life insurance industry — including fraternal life insurance — continues to be a growing focus among state regulators. Broadly speaking, the term describes the practices and structures through which a Society manages its business and works to meet its financial and fraternal objectives and achieve long-term substantiality. As Supreme Lodge President, my driving is to ensure the financial security and fraternal relevancy of SPJST. Everything else plugs into that equation.

The modernization of SPJST's By-Laws reflects a thoughtful and deliberative process. The Special Structure Committee designated by the 2008 Convention delivered a presentation to the 2012 Convention, the foundation of which was enacted by delegates of the 2016 Convention. We continue this dialogue leading into the 2021 Convention through the traditional rule-making process as provided for in our SPJST By-Laws.

Six significant changes as well as other sundry amendments to SPJST's

governance structure were considered and discussed by Supreme Lodge officers and directors in the months preceding the April 2021 Supreme Lodge meeting. The recommendations were presented in the form of a motion which was unanimously approved during the April 2021 Supreme Lodge meeting and were then submitted to the SPJST By-Laws Committee for consideration.

The SPJST By-Law Committee met in Temple on May 22 and 23, 2021, to review recommendations to the by-laws which had been submitted for consideration. Among the items considered were the corporate governance recommendations that had been submitted by the Supreme Lodge. Those recommendations as well as other sundry amendments to SPJST's governance structure were discussed — and in some cases revised — and endorsed by the By-Law Committee. They are as follows:

- (1) The seven District Directors (Board of Directors) become responsible for the hiring, evaluation, compensation, and overall direction of the President/CEO. The President/CEO will have the authority for overseeing the executive management team and Society operations.

- (2) The following managerial positions will serve as non-voting members of the Executive Committee: President/CEO, Vice President of Sales and Marketing, Vice President of Communications, Chief Financial Officer, and Controller.

- (3) All convention delegates will serve as members of the SPJST Advisory Council between conventions. SPJST Advisory Council members will serve on a volunteer basis and meet annually each spring with the Executive Committee — online or face-to-face — with the goal being to

keep SPJST Advisory Council members engaged and responsive in matters relating to the growth and development of SPJST.

(4) A seven-member Governance Committee will be elected in caucus elections at the 2021 Convention. The Governance Committee will make recommendations to the Convention for the salaries of the seven directors. Additionally, Governance Committee members will serve as tellers for the 2024 SPJST Convention and as the Convention Grievance Committee. Any duties heretofore assigned to the various standing committees will be assigned to charter committees of the Executive Committee.

(5) The Executive Committee will be solely responsible for the consideration and distribution of any cash gifts and/or monetary assignments by SPJST. Under Texas law, directors and managers have a fiduciary responsibility to the organizations which they lead and direct. The Executive Committee has a legal obligation to manage and protect the property and money of the Society.

(6) Voting. The number of delegates that a lodge may send to the Convention shall be based on the following scale: (a) One delegate for lodges with 20 to 200 adult members; and (b) One additional delegate for each additional 200 adult members. A lodge represented by its delegate or delegates shall be entitled to one vote for every delegate. The system is straightforward and easy to understand — one delegate equals one vote. It is analogous to the voting method that takes place by our elected officials at the state and national levels.

Upon motion, consideration, and adoption by delegates to the 33rd SPJST Convention, these by-law changes would become effective immediately. Officers and employees would retain their existing positions within the organization and become subject to the revised by-laws effective August 16, 2021.

The By-Law Committee met most recently by teleconference on June 29. I had the opportunity to sit in on that meeting. My thanks and commendations to the By-Law Committee for the diligence and attention to detail which they have displayed throughout their deliberations and in their communications with the delegates within their respective districts. I look forward to a great convention!

Our job as officers, directors, and delegates to the 2021 SPJST Convention is not to simply repeat the past but to employ the convention process to shape a positive future. A future where we rediscover, or maybe reinvent, new fraternal products and services that make a positive difference in the lives of our members and the communities that we serve. A future where the emphasis is on volunteerism and reinforces the values outlined in our SPJST vision statement and that is: to provide a wholesome family environment; to encourage cherished Czech traditions; and to provide high quality, competitive life insurance for our members.

The success of SPJST over the preceding five years since our last Convention reflects well on everybody — our members, lodge officers, district leaders, Supreme Lodge, Editor/Director of Communication, Home Office staff, and sales agents. Also, I want to recognize the tremendous dedication and work ethic of my assistant, Sandra Dubcak. She's great at helping to keep me on track! Her ability to effectively multi-task a dozen projects at a time is incredible. Finally, I extend my appreciation to my part-

timer, Sister Ruth Hanusch — for the conscientious job that she does in helping the Fraternal Department remain responsive to the needs and concerns of our members.

As a lifelong member of SPJST, it has been an honor to serve you as President these past 17 years. We've had a great run and are on track to achieve new heights in the years to come. With a deep awareness of the responsibility conferred by your trust. I will continue to work diligently for you as we carry our fraternal mission.

Fraternally,
Brian Vanicek
SPJST Supreme Lodge President



Pre-Convention Report Vice President Delisle Doherty

When I took this position in the second week of November, I knew we were going through challenging times. The Society has lost more than \$1 million for four consecutive years, with more than \$2 million in 2020. We were in the middle of the COVID-19 pandemic with no end in sight. With that said, I've been a business consultant for more than 20 years. I also knew in every bad economy, every industry has someone that was losing and someone gaining. The only question we had to ask was, "Will we let SPJST be the one losing or the one gaining?" With losses four years in a row, it was time to take a new analytic approach to turn SPJST around. Fortunate for me, the Society just invested in an independent efficiency audit, and the results were delivered in October — just before I arrived. There is no doubt this has been a challenging seven months so far but with the right analytics, we have been able to make many changes in a short period of time. I hope you will find the following breakdown, not just interesting, but leave you with confidence in the direction we are now headed.

My First Goal

My first goal was to lay out a business plan that was realistic and executable. There were five areas I felt needed attention: Regional General Agents (RGAs), Agent Program, Products, Underwriting, and Branding and Marketing, which included the fraternal aspects. Each one of these had its place within the efficiency audit. This is a three-year plan that would take patience and focus, but I knew with our team at the Home Office and Supreme Lodge, if we worked together, anything could be achieved.

RGAs and Agent Program

If the RGAs did not have the right expectations, then the agents would not either. SPJST has always had minimum standards, but they were never enforced. The first thing we did was clean up the agent program. This was not popular, but the truth is, it costs us money to keep agents on the books - even if they are not selling. At the beginning of 2020, we had more than 300 agents and only 39 percent sold two or more certificates, even though six was the minimum standard.

We then looked at the commission structure. We were paying full-time agents the same as part-time agents and getting 80 percent less production. The efficiency audit talked about us having some of the highest commissions in the industry. This made sense to create two commission structures and to realign all commissions so we were still as competitive but not giving the house away. This took pressure off the agents we kept, who were not producing as much and put pressure on the full-time agents to meet minimum standards.

The next thing we did was work to set up a training schedule throughout the state to allow the agents to get specific topic training and receive continuing education credit to stay compliant with the state. We set up 45 classes in 19 different topics, 77 continuing education hours, and 47 salesmanship hours. These were set up throughout Texas along with 12 virtual training classes held once a month. This allowed us to reach every agent in every district. The 12 virtual classes were also recorded and put into a video library on the agent website to allow agents to go back to review the classes as needed.

The last thing is to make sure all agents are compliant with the Texas Department of Insurance (TDI) annuity certification regulation. Since a third of our products are annuities and agents cannot sell them if they are not compliant, we are making it mandatory for all agents to be annuity-certified by the end

of the year. If an agent does not have a license, they cannot get certified so they will also have to get their license by the end of 2021. It does not make sense to have agents aboard who cannot sell one-third of our products, which happens to be our most profitable products. As a result, we are trending to do more annuities in 2021 than in 2019 and 2020 combined.

Once we have this in place, we have to invest in the tools for the RGAs and agents to succeed. We are currently customizing an illustration program that will allow agents to give a quote anywhere, anytime, on any machine (cell phones, tablets, laptops, Androids, Macs, Windows, iPhones, etc.) as long as they have internet or Wi-Fi ability (all smart phones have that ability). Currently, our software is limited to certain devices and cannot be used with many older devices (nothing before Windows 10, no Mac laptops, no mobile phones, etc.)

With us modernizing the tools, emphasis on training, using the right technology, and setting the right expectations, we have become more efficient and profitable. The agent website has been approved to allow agents to see more information on their clients, and the RGAs are able to see any certificate-holder's information in their district. Today, we are at 196 agents and are trending to do more business before the convention in 2021 than in 2020.

Products and Support

The second set of analytics we did revealed our two most unprofitable products comprised of 68 percent of our insurance sales. We decided to reprice our whole life products to become more profitable. We are looking at setting new minimums for the whole life products to keep us from underselling and losing money in this category. In addition, we created a new simplified final expense plan to make it easier for the members with health issues to get additional insurance. We are currently rein-

venting our Universal Life plans to prevent future problems and become more reactive to keep future generations from losing their certificate because the economy downturned while their cost of insurance went up. We continue to look at our other products today and will be looking for new products in the future. We put special emphasis on training agents on our annuity products and are remarketing our current products.

We signed a contract with DocuSign to allow us to use electronic signatures on change forms to speed up the process allowing for the Insurance Department staff to give more support to the members. This let us create a system that allows us to work more efficiently and save more than \$100,000 on payroll by not replacing two positions that are no longer necessary.

Underwriting

Although underwriting had made a lot of strides over the last two years, we still had room to improve. The efficiency study talked about how many hands touch an application from the time it comes in until the time it gets issued. We retrained and restructured duties to allow us to become more efficient. It allowed us to eliminate our third-party vendor and bring our request for medical records in house, saving us thousands of dollars. We restructured part of our contract with the reinsurer to allow us discretion on any products for ages 40 and younger up to \$250,000. This gave us more opportunity to push through products without the use of blood and urine (apps) and the use of medical records. With these systems in place, we have been able to save on payroll expenses, cross-train more employees, handle a larger workload, and save thousands in third party charges.

Branding and Marketing

Being a business consultant and owning a marketing and printing company, I understand the importance of the

SPJST brand. For us to succeed, I know we cannot be an insurance company and a fraternal company. We have to be a fraternal insurance company. This means we have to work together. We are not 108 lodges, seven districts, and four departments. We are one statewide fraternal company. With that, I vowed to work closely with the directors and officers to update our technology and re-brand and market SPJST.

To do that, we must be willing to spend money to market the lodges to their communities, brand SPJST throughout the state, and give the lodges the tools to grow their membership. I committed more than \$50,000 for the following programs:

1. We are giving every lodge new outdoor signage. We have produced two - 4-foot by 8-foot signs that will allow the public to recognize each lodge as SPJST. This makes use of our current logo and colors (red, white, and blue). For any lodge that does not have a building, but meets regularly in one place, we will produce a 4-foot by 8-foot sign that says your lodge meets there, if that location allows.
2. We are creating four new brochures (insurance, annuities, member benefits, and youth). Each of these brochures are going to be produced in English and Spanish.
3. From these brochures, we are going to create five posters (insurance, annuities, member benefits, youth, and agents in the area - not just in the lodge). We are going to put these in nice frames for the lodges to have advertising showing who SPJST is inside the building.

4. We are looking at events in the markets we have a presence. If you don't have a building, it does not mean we cannot be present for you in

the community. We want to be active in as many community events we can.

5. We are looking at doing seminars for the community in the lodges or sponsored by the lodge, if you don't have a building, to put our name out there.

6. Just because the agents are assigned to one lodge, they are being trained to work for all the lodges. We are asking the lodge to contact us if they have someone interested in membership, and we will assign the nearest or the best qualified agent for the situation to work for that lodge for the day. Essentially, every lodge has 196 agents working for them.

7. We are creating a member referral program that will allow anyone who refers someone to your lodge - and they purchase insurance or an annuity - they will receive a gift card as a thank you. No drawing in a hat. If they buy, you get it. This will allow us to receive more quality referrals.

8. We are working with Camp Kubena to create a marketing plan that will make them more profitable so they can grow our youth, promote us in the community, and help brand us as more than just insurance.

We are going to continue to commit to marketing the lodges, but in return, we ask that you take away your boundaries, put away your feelings for your agents and RGAs, and work as a team. We are going to continue investing in technology, marketing, and branding SPJST. We will work with the lodges to become community centers and continue to grow the agent program. The insurance, financial, accounting, and fraternal department, along with the directors are committed to changing the culture to become a Texas fraternal with

a Czech culture, not seven districts, 108 lodges, and four departments. We are one team with the same goals. Increase our membership, celebrate the culture, support our lodges, become community centers, and grow our youth.

We have many other things in the works, including adding more member benefits that we will communicate as we move forward. I want to thank you for allowing me to be part of this team and look forward to all the good things coming.

Fraternally yours,
Delisle L. Doherty
SPJST Supreme Lodge
Vice President



**Pre-Convention Report
Chief Financial Officer
Leonard Mikeska**

I will begin by assuring you that the SPJST is financially strong. At yearend, we had near \$1 billion of insurance in force and a surplus of \$13.4 million. Actuary's Cash Flow Testing confirmed that our reserves are adequate. The outside audit just completed gave us a clean opinion. Changes in our investment management have increased our investment income by more than \$1 million over the past 12 months. This is money that will help fund our fraternal programs and benefits. Be assured that we take our fiduciary responsibility serious, and we will do whatever it requires to keep SPJST a strong and viable Society.

At yearend 2020, the investment portfolio remains well positioned to endure the current state of the financial markets. Our fixed income portfolio had a book value of \$244.8 million. We have no exposure to common stock and over 95 percent of the portfolio is invested in investment grade issues. "Investment grade" refers to highest two quality designations recognized by the National Association of Insurance Commissioners (NAIC), our regulatory body. In addition, the securities that we own are issued in public markets. This means we have liquidity when we or our members need it. These two factors – credit quality and liquidity – insure we can serve our members and agents now and in the future. As of June 18, 2021, the average quality of our \$222.4 million portfolio is A3 and the book yield is 4.56 percent.

The COVID-19 pandemic upset financial markets beginning early last year because the response to the virus caused many sectors of the United States economy to close. Because Americans did not travel, they did not consume much fuel either. You may have seen that oil prices at one time traded below \$0 (as low as -\$40/barrel!) owing to excess supply and no available storage. Energy companies and all their related suppliers

were strained as well. Market professionals referred to this 'upset' as a market 'dislocation'. With the 2008-2009 financial crisis still fresh in their memory, the Federal Reserve stepped in around mid-March of last year to provide liquidity. The Dow Industrial Average, which had declined as low as 18,591, immediately reversed its decline and recently has traded near 35,000. While we do not own stocks, stocks are an important barometer on the overall financial health of the economy. It is good to see a winding down of the COVID-19 pandemic as we get back to normal.

On the bright side, the virus did present some investment opportunities, and we have been able to benefit from higher reinvestment rates. Further, AQS Asset Management, our fixed income advisor has been successful in reallocating some of our positions to take advantage of this. Despite the pandemic in 2020, we moved forward with many changes. We implemented a comprehensive Enterprise Risk Management policy to help us focus on the future challenges. We made numerous changes in technology to make us more efficient and provide better service to you.

Many insurance companies have been challenged by the low interest rates we have experienced. Bonds in the 3 percent range have forced us to look at other investment opportunities to increase income. With the collaboration with AQS, our investment consulting firm, we have an arrangement to participate in large well secured loans with several other fraternal societies. In this way, we can participate in loans of \$10 million or more very much like much larger insurance companies and earn good rates of return of 6 percent or more.

Investment involves risk and reward. While we constantly seek the reward, we also seek to minimize the risk. We continue to know one of our primary challenges is to generate enough returns on our investments to fund the fraternal programs that in many ways define the nature of our Society.

I previously referred to cash flow testing. I want to comment that we do this complex study annually to confirm that we have made adequate provision for the Society's obligations under our certificates and contracts. Analysis determined that assumptions under the likely scenarios found we have made adequate provision for the Society's obligations.

In addition to the more than \$219.5 million in fixed income, the Society owned at yearend over \$9.7 million in mortgage loans, \$5.1 million in real estate, and some \$10.5 million in certificate loans, cash, and other assets.

Comparison of Assets

2016	\$238.1 million
2017	\$238.9 million
2018	\$243.7 million
2019	\$244.7 million
2020	\$244.8 million

There are many other responsibilities attributed to the position of Chief Financial Officer (CFO) in addition to custody of all matters relating to investment of Society funds. I want to briefly review a few of them.

The CFO is responsible for managing the real estate owned by the Society which currently consists of the Home Office, the Social Security Administration Building, and the Camp Kubena physical facility. The lease on the SSA Building provides good income; however, it does require a lot of management time of staff to provide required services.

Responsibility of servicing some \$9.7 million of first lien mortgage loans is the responsibility of the CFO Department. It involves receipt of payments, monitoring delinquencies, payment of taxes, and insurance coverage. This includes a special lending program for lodge property loans and mortgage notes that are purchased for income.

The CFO is responsible for managing the claims department and is proud of our record of prompt payment of death claims. We have worked to automate portions of the claims process and use email

responses and forms to speed up the claim's settlement. We are in process of automating more of the procedures so that we can improve on our excellent record of payment of death claims. Death benefits have ranged from \$3.5 million in 2016 to \$3.7 million in 2019, and \$5.7 million in 2020. We experienced 31 COVID-19 related claims for \$273,678 which represented a portion of the \$2 million spike in death claims in 2020.

It is amazing that from 2010 to 2020, we paid some \$40.8 million in death benefits to our members. Think about how these claim payments met the needs of our members and their families when a loved one passed from this life. Additionally, we continue to provide many fraternal benefits and programs for our youth and adults.

The CFO Department is responsible for providing member services which includes responding to member's contacts for information, cash values, certificate loans, and surrenders. The department has trained specialists to provide information and administration of both IRA and non-IRA annuities and assist with withdrawals, required minimum distributions, and all general servicing questions. Service requests may come by mail, phone, in person, or email. We use email as much as possible for efficiency and to speed up response time. We have updated our phone system, but we always want to give you access to a person answering if you need assistance.

The CFO position serves as the corporate secretary of the organization and is responsible for attesting documents and maintaining records of documents. This includes maintaining records of minutes of the Supreme Lodge, the Investment Committee, the Supreme Lodge Officers, the Enterprise Risk Management (ERM) Committee, and the management team. Assistant to the CFO Janie Coakley was appointed by the Supreme Lodge to take minutes of the Supreme Lodge meetings, and she has excelled at this assigned task as well as assistance with other management responsibility.

The CFO serves as the Chief Risk Officer of SPJST. We have in place an Enterprise Risk Management (ERM) Committee with three subcommittees. It is the responsibility of the ERM Committee and the subcommittees to identify risks and to put in place processes that will identify and mitigate risk the organization faces. An updated ERM policy was implemented in 2020 including a heat map which greatly improves our ability to identify and manage risk.

The world around us is changing more rapidly than we sometimes imagine. We, the managers of the organization, are aware of the need to be innovative and relevant. The challenges of the need for change that will make us relevant to our younger members can test our management skills; however, we will move forward with new methods and new technology, and we will be competitive in this new environment. We focus a lot of attention to converting paper records to electronic form for efficiency and in preparation for enabling our members to electronically log in to their certificates and membership information. We will make new technology our focus to provide better service to our members.

One of the significant challenges SPJST has faced is the current low interest rate environment. SPJST has a variety of programs that were put in place when interest rates and investment returns were as much as two to three times current returns. Investment returns provided an abundance of extra funds to support many of the programs that came to define SPJST. It soon became apparent that with traditional fixed income investments yielding 4 percent or less, new opportunities for investment would need to be put in place to meet the challenge of funding our programs and our 3.25 percent annuity payout rate. By reducing operating expenses and taking advantages of new and innovative opportunities, we have been able to continue our programs and fraternal benefits as well as our good annuity payout rate.

An important responsibility of the CFO is to maintain and motivate a staff that will provide the best possible service to our members and to oversee the many diverse administrative duties of this corporate office in a professional manner.

My many years of experience as Secretary-Treasurer, Vice President, and Chief Financial Officer have equipped me to meet the challenges of this time. I have an insurance license, annuity certification, decades of insurance administration and management experience, a Bachelor of Science degree, and a love of new technology. In the 1990s, I adopted the phrase, "The Best is Yet to Come." I truly believe that for SPJST, "The Best is Yet to Come."

Appreciation and acknowledgment are expressed to the members of the CFO Department in alphabetical order: Janie Coakley, Rudy Constancio, Tamara Gettys, Linda Hill, Ann Paruzinski, Marissa Salinas, and Carol Wolf. I praise each of you for your dedication in serving our members and acknowledge how each of you have grown professionally.

Now, 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 and overcome.

My wife Dorothy and I thank you for your friendship and hospitality. Thank you and be blessed.

Fraternally yours
Leonard Mikeska, FIC
Chief Financial Officer



Pre-Convention Report Controller Roy Vajdak

This report is submitted in accordance with Article VI Section 8(b) and Article VIII Section 31(m) of our 2016 SPJST By-Laws.

I have had the pleasure of serving as Controller (previous titles were Financial Secretary and Director of Accounting/Information Technology Services) for the past nine and one-half years and want to thank the Supreme Lodge for their support. The Controller is responsible for all accounting functions of our Society including both financial and statutory reporting and all IT functions. My department provides member servicing in the areas of billing questions, address and phone number changes, and general certificate questions. We have continued the task of digitizing the SPJST's paper certificate records.

Financial Statement

I have included a financial statement of SPJST for a five-year period, which includes 2016, 2017, 2018, 2019, and 2020. All official figures are taken from the annual statement as submitted to Texas Department of Insurance (TDI) and National Association of Insurance Commissioners (NAIC). Please see the statement on pages 77 and 78.

This financial statement enables you to compare assets, liabilities, net income, expenses, and surplus. Assets have increased by approximately \$8.2 million over the last five years. Total liabilities have also increased by \$14.3 million over the last five years primarily due to the increase in reserves. SPJST has continue to suffer under the low interest environment that has existed since 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 and to \$19,279,571 for the year ending before

the 2016 Convention. However, the surplus has decreased by \$5.9 million to \$13,384,513 for the year ending on December 31, 2020.

There are two main reasons for this decrease. The first reason is the discovery in 2016 that our prior actuary had not properly calculated the reserve credit on our reinsurance. The credit was overstated and reduced our reserve requirement. We had to reduce surplus by \$1.6 million to correct the reserves we held. The second reason is the Net Loss from Operations in 2018, 2019, and 2020. I will give more information on the operating losses later in this report.

In 2016, the SPJST had a Net Gain from Operations of \$362,002 and a realized capital gain of \$175,219. However, we had to increase reserves by \$1.6 million as noted above. This resulted in a decline in surplus of slightly more than \$1 million.

The Society had a Net Gain from Operations in 2017 of \$81,059 but realized capital loss of \$988,371 from the bankruptcy of a bond holding in our bond portfolio. SPJST is required to hold an Asset Valuation Reserve (AVR) to help offset the effects of a loss on our investment portfolio. The AVR offset this loss and enabled us to recognize a \$71,000 gain in surplus.

There is no way to sugar-coat 2018, 2019, and 2020. The capital loss recorded in 2019 from the complete liquidation of our common stock portfolio should not be a main focus. We are required to mark-to-market common stocks. Therefore, the capital loss recorded in Net Income is offset by the Change in Unrealized Capital Gains or (Losses) in the Statement of Changes in Certificate Holders' Surplus. Maybe a better way to state this is that losses in the common stock portfolio have been recognized over the life of the common stock portfolio. This is not an excuse for the loss generated by the common stock portfolio but an explanation that it has been accruing for years.

Attachments I, II, and III on pages 80 and 81 are condensed versions of the 2018, 2019, and 2020 Analysis of Operations by Lines of Business that are a part of the Annual Statement that SPJST files with TDI and NAIC. Please note that the losses are generated by our fraternal activities.

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 *Vestnik* are among the many benefits provided to our members. Our spending on the fraternal pro-

SPJST FINANCIAL STATEMENT
A FIVE-YEAR COMPARISON
STATEMENT OF FINANCIAL CONDITION

ASSETS

	2016	2017	2018	2019	2020
Bonds	\$206,453,866	\$213,251,567	\$217,901,352	\$222,932,360	\$219,514,479
Stocks	3,830,017	3,102,791	3,886,343	0	500,000
Mortgage Loans	13,294,448	11,314,945	9,744,265	8,724,511	9,694,542
Real Estate:					
Properties occupied by the Society	2,173,994	2,117,386	2,095,126	2,035,041	1,986,358
Properties held for the production of income	3,536,134	3,354,667	3,312,360	3,205,103	3,115,545
Certificate Loans	1,560,740	1,617,531	1,665,919	1,703,135	1,685,945
Cash	3,893,032	728,348	1,842,675	2,927,601	4,271,918
Other Assets	3,347,532	3,461,458	3,293,350	3,201,876	3,454,763
TOTALS	\$238,089,763	\$238,948,693	\$243,741,390	\$244,729,627	\$244,223,550

LIABILITIES AND RESERVES

Certificate Reserves	\$207,590,095	\$208,796,569	\$213,412,843	\$215,618,316	\$216,945,095
Liability for Deposit-type Contracts	3,874,308	4,261,173	6,814,272	6,956,743	6,761,469
Certificate Benefits Payable	983,574	1,185,577	1,362,698	883,285	1,845,928
Premiums Received in Advance	539,920	547,582	47,559	48,988	72,065
Interest Maintenance Reserve	2,913,894	2,810,221	2,343,091	1,971,598	2,094,368
Asset Valuation Reserve	2,806,543	1,865,585	1,748,890	1,750,773	1,916,012
Other Accrued Liabilities	1,123,939	1,153,204	1,140,871	1,228,053	1,204,100
TOTALS	219,832,273	220,619,911	226,870,224	228,457,756	230,839,037
Unassigned Funds	18,257,490	18,328,782	16,871,166	16,271,871	13,384,513
TOTALS	\$238,089,763	\$238,948,693	\$243,741,390	\$244,729,627	\$244,223,550

STATEMENT OF OPERATIONS

INCOME	2016	2017	2018	2019	2020
Insurance & Annuity Premiums	\$14,689,949	\$12,518,702	\$13,956,243	\$13,066,968	\$12,682,826
Net Investment Income	10,262,187	10,651,717	9,951,689	9,944,512	9,364,000
Amortization of Interest Maintenance Reserve	751,233	586,394	532,311	503,051	401,667
Commissions & Expense Allowance	1,133	1,384	702	446	222
Miscellaneous Income	59,840	91,519	39,409	71,314	27,498
TOTALS	25,764,342	23,849,716	24,480,354	23,586,291	22,476,213

grams in 2020 was more than \$1.5 million or about \$39 per member. Please review the chart “SPJST Fraternal Expenses Covered by Earnings on Surplus” on page 78.

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

DISTRIBUTION OF INCOME	2016	2017	2018	2019	2020
Life & Annuity Benefits	\$17,520,191	\$15,032,704	\$14,578,602	\$16,133,660	\$17,813,612
Refunds to Members	(1,100)	(142)	(532)	(515)	(213)
Additions to Reserves	1,612,396	1,206,477	4,616,271	2,205,474	1,326,778
Operating Expenses	6,270,853	7,529,618	6,163,993	6,062,413	5,530,424
TOTALS	25,402,340	23,768,657	25,358,334	24,401,032	24,670,601
NET INCOME FROM OPERATIONS	\$362,002	\$81,059	(\$877,980)	(\$814,741)	(2,194,388)
Net Realized Capital Gains or (Losses)	175,219	(988,371)	(52,904)	(2,514,593)	(281,332)
NET INCOME	\$537,221	(\$907,312)	(\$930,884)	(\$3,329,334)	(\$2,475,720)
STATEMENT OF CHANGES IN CERTIFICATE HOLDERS' SURPLUS					
INCOME	2016	2017	2018	2019	2020
Balance, Beginning	\$19,279,571	\$18,257,490	\$18,328,782	\$16,871,166	\$16,271,871
Net Income	537,221	(907,312)	(930,884)	(3,329,334)	(2,475,720)
Change in Unrealized Capital Gains or (Losses)	657,511	35,114	(616,422)	2,799,216	(308,663)
Change in Asset Valuation Reserve	(631,883)	940,957	116,695	(67,294)	(165,240)
Miscellaneous Changes	(1,584,930)	2,533	(27,005)	(1,883)	62,265
BALANCE, ENDING	\$18,257,490	\$18,328,782	\$16,871,166	\$16,271,871	\$13,384,513

SPJST FRATERNAL EXPENSES COVERED BY EARNINGS ON SURPLUS								
Year Ending	Surplus	Invested Assets	Total Assets	Net Investment Income	Return on Invested Assets	Earnings on Surplus	Net Fraternal Expenses	Fraternal Expense Shortfall
12/31/2000	26,808,646	130,503,402	132,433,760	8,344,477	6.39%	1,714,163	1,054,613	659,550
12/31/2001	25,817,745	137,254,226	139,231,234	8,142,528	5.93%	1,531,623	1,288,517	243,106
12/31/2002	23,842,726	151,926,042	153,871,299	8,157,307	5.37%	1,280,178	1,426,096	(145,918)
12/31/2003	23,872,330	168,130,601	170,485,151	8,723,993	5.19%	1,238,692	1,515,074	(276,382)
12/31/2004	24,724,428	176,619,839	178,957,846	9,299,460	5.27%	1,301,801	1,897,800	(595,999)
12/31/2005	25,376,178	183,056,826	185,322,488	10,480,069	5.73%	1,452,795	1,745,955	(293,160)
12/31/2006	25,742,531	188,354,331	190,661,326	10,072,012	5.35%	1,376,550	1,788,355	(411,805)
12/31/2007	24,261,038	189,705,950	192,059,326	10,841,467	5.71%	1,386,489	2,068,678	(682,189)
12/31/2008	13,022,948	183,343,406	185,108,063	7,889,909	4.30%	560,423	2,258,477	(1,698,054)
12/31/2009	13,807,532	195,004,450	196,978,272	8,600,186	4.41%	608,947	1,990,336	(1,381,389)
12/31/2010	16,185,721	209,263,885	211,879,313	9,758,692	4.66%	754,796	2,109,765	(1,354,969)
12/31/2011	16,379,403	214,625,994	217,751,169	10,221,924	4.76%	780,097	1,888,631	(1,108,534)
12/31/2012	17,249,404	222,904,352	226,626,612	9,714,004	4.36%	751,716	2,262,636	(1,510,920)
12/31/2013	18,727,459	227,272,435	230,578,498	9,645,233	4.24%	794,776	2,237,590	(1,442,814)
12/31/2014	19,241,757	230,877,915	234,251,749	10,285,633	4.46%	857,222	2,285,682	(1,428,460)
12/31/2015	19,279,571	232,727,968	235,999,512	10,312,222	4.43%	854,282	2,232,851	(1,378,569)
12/31/2016	18,257,490	234,742,230	238,089,763	10,262,187	4.37%	798,160	2,222,833	(1,424,673)
12/31/2017	18,328,782	235,760,582	238,948,693	10,651,717	4.52%	828,099	2,100,889	(1,272,790)
12/31/2018	16,871,163	240,566,911	243,741,390	9,951,689	4.14%	697,920	1,994,144	(1,296,224)
12/31/2019	16,271,872	241,647,633	244,729,627	9,944,558	4.12%	669,639	1,893,814	(1,224,175)
12/31/2020	13,384,513	240,877,017	244,223,550	9,364,000	3.89%	520,318	1,536,603	(1,016,285)

that given the declining investment yield and the change in surplus, we only covered all 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.

Therefore, we need to be diligent on two fronts. First, we must decrease fraternal expenses. A reduction in fraternal expenses is the only way to rapidly reduce the Net Losses from Operation. Second, we must strive to increase premium income to enable us to cover the current shortfall. However, any increase in premium income does not result in an immediate increase in income. Our current life products have a breakeven point anywhere from five to 10 years. The breakeven point on our annuities ranges from three to four years. A concerted

effort has been implemented to increase the quality of our bond portfolio. The higher the quality of the bond, the lower the interest earned. However, a higher quality of bond also has a reduced possibility of a potential bankruptcy by the bond issuer. If we do not drastically cut fraternal expenses, we will continue to operate with a negative Net Gain from Operations which will continue draining surplus.

A.M. Best Rating

The Supreme Lodge voted to drop our rating by A.M. Best in the April 2020 meeting. We had maintained an A.M. Best rating of B since 2010 but the outlook was downgraded from stable to negative following our 2019 conference call.

TOP 15 LODGES ACCORDING TO TOTAL NUMBER OF CERTIFICATES AS OF DECEMBER 31, 2020

Ranking	Lodge Number		Total of All Plans		Average Insurance per Member
			Number of Certificates	Amount of Insurance	
1	88	Houston	5,082	94,302,702	18,556
2	47	Seaton	1,924	40,365,635	20,980
3	79	Corpus Christi	1,591	37,957,388	23,858
4	29	Taylor	1,518	25,699,138	16,930
5	66	Waco	1,151	17,258,773	14,995
6	160	San Angelo	1,076	35,956,657	33,417
7	40	El Campo-Hillje	1,029	19,109,262	18,571
8	84	Dallas	1,027	10,906,870	10,620
9	6	Cottonwood	934	18,995,066	20,337
10	17	New Tabor	924	24,854,104	26,898
11	25	Ennis	911	9,234,274	10,136
12	30	Taiton	887	29,453,537	33,206
13	81	Needville	879	18,008,581	20,488
14	54	West	876	15,102,325	17,240
15	24	Cyclone	865	14,179,432	16,392
Total	12/31/2020		45,801	1,040,178,558	22,711
Total	6/30/2020		46,146	1,043,556,981	22,614
Change			(345)	(3,378,423)	97
Total	12/31/2019		46,578	1,050,297,546	22,549
Change			(777)	(10,118,988)	162

Attachment I: ANALYSIS OF OPERATIONS BY LINES OF BUSINESS - 2018

	Total	Insurance			Accident and Health	Fraternal
		Life	Individual Annuities	Accident and Health		
1. Premiums and annuity considerations for life and accident and health contracts.....	13,956,243	6,788,124	7,168,119			
3. Net investment income.....	9,951,689	4,025,931	5,925,658			
4. Amortization of interest maintenance reserve (IMR).....	532,311	215,340	316,971			
6. Commissions and expense allowances on reinsurance ceded.....	702			702		
8.3 Aggregate write-ins for miscellaneous income.....	39,408	6,949	17,914	0	15,145	
9. Totals (Lines 1 to 8.3).....	24,480,354	11,035,644	13,428,662	702	15,145	
10. Death benefits.....	3,830,300	3,830,300				
11. Matured endowments (excluding guaranteed annual pure endowments).....	64,844	64,844				
12. Annuity benefits.....	9,467,446		9,467,446			
14. Surrender benefits and withdrawals for life contracts.....	1,035,483	1,035,483				
15. Interest and adjustments on contract or deposit-type contract funds.....	180,529		180,529			
17. Increase in aggregate reserve for life and accident and health contracts.....	4,616,271	2,590,358	2,025,913			
18. Totals (Lines 10 to 17).....	19,194,873	7,590,985	11,673,888	0	0	
19. Commissions on premiums and annuity considerations and deposit-type funds (direct business only).....	818,460	694,342	124,118		1,964,367	
21. General insurance expenses and fraternal expenses.....	5,183,214	2,495,824	723,023		44,922	
22. Insurance taxes, licenses and fees.....	162,318	91,019	26,377		0	
25. Aggregate write-ins for deductions.....	0	0	0	0	0	
26. Totals (Lines 18 to 25).....	25,353,865	10,802,170	12,547,405	0	2,009,289	
27. Net gain from operations before refunds to members (Line 9 minus Line 26).....	(878,572)	233,474	(881,456)	702	(1,994,144)	
28. Refunds to members.....	532					
29. Net gain from operations after refunds to members and before realized capital gains or (losses) (Line 27 minus Line 28).....	(877,980)	234,006	(881,456)	702	(1,994,144)	

Attachment II: ANALYSIS OF OPERATIONS BY LINES OF BUSINESS - SUMMARY - 2019

	Total	Insurance		Accident and Health	Fraternal
		Life	Individual Annuities		
1. Premiums and annuity considerations for life and accident and health contracts.....	13,066,968	6,724,202	6,342,766		
3. Net investment income.....	9,944,512	4,107,413	5,837,099		
4. Amortization of Interest Maintenance Reserve (IMR).....	503,051	207,777	295,274		
6. Commissions and expense allowances on reinsurance ceded.....	446			446	
8.3 Aggregate write-ins for miscellaneous income.....	71,314	7,321	9,903	0	54,090
9. Totals (Lines 1 to 8.3).....	23,586,291	11,046,713	12,485,042	446	54,090
10. Death benefits.....	3,705,955	3,705,955			
11. Matured endowments (excluding guaranteed annual pure endowments).....	60,252	60,252			
12. Annuity benefits.....	10,851,887	XXX	10,851,887		
15. Surrender benefits and withdrawals for life contracts.....	1,318,380	1,318,380			
17. Interest and adjustments on contract or deposit-type contract funds.....	197,186		197,186		
19. Increase in aggregate reserves for life and accident and health contracts.....	2,405,474	2,405,701	(200,227)		
20. Totals (Lines 10 to 19).....	18,339,134	7,490,288	10,846,846	0	XXX

21.	Commissions on premiums, annuity considerations and deposit-type contract funds (direct business only).....	818,610	717,532	101,078		
23.	General insurance expenses and fraternal expenses.....	5,003,926	2,986,224	194,513		1,903,189
24.	Insurance taxes, licenses and fees, excluding federal income taxes.....	159,877	108,119	7,043		44,715
27.	Aggregate write-ins for deductions.....	0	0	0		0
28.	Totals (Lines 20 to 27).....	24,401,547	11,302,163	11,151,480		1,947,904
29.	Net gain from operations before dividends to policyholders, refunds to members and federal income taxes.....					
30.	Dividends to policyholders and refunds to members.....	(815,256)	(265,450)	1,333,562	446	(1,893,814)
31.	Net gain from operations after dividends to policyholders, refunds to members and before federal income taxes.....	(615)	(515)			XXX
32.	Federal income taxes incurred (excluding tax on capital gains).....	(814,741)	(254,935)	1,333,562	446	(1,893,814)
33.	Net gain from operations after dividends to policyholders, refunds to members and federal income taxes and before realized capital gains or (losses) (Line 31 minus Line 32).....	(814,741)	(254,935)	1,333,562	446	(1,893,814)

Attachment III: ANALYSIS OF OPERATIONS BY LINES OF BUSINESS - 2020

	Total	Individual Life	Individual Annuities	Accident and Health	Fraternal
1. Premiums and annuity considerations for life and accident and health contracts.....	12,682,826	6,568,635	6,114,191		
3. Net investment income.....	9,364,000	3,922,656	5,441,344		
4. Amortization of Interest Maintenance Reserve (IMR).....	401,667	168,262	233,405		
6. Commissions and expense allowances on reinsurance ceded.....	222			222	
8.3 Aggregate write-ins for miscellaneous income.....	27,498	22,874	4,965		(341)
9. Totals (Lines 1 to 8.3).....	22,476,213	10,682,427	11,793,905	222	(341)
10. Death benefits.....	5,738,970	5,738,970			
11. Matured endowments (excluding guaranteed annual pure endowments).....	39,617	39,617			
12. Annuity benefits.....	10,625,157		10,625,157		
15. Surrender benefits and withdrawals for life contracts.....	1,199,521	1,199,521			
17. Interest and adjustments on contract or deposit-type contract funds.....	270,347		270,347		
19. Increase in aggregate reserves for life and accident and health contracts.....	1,326,778	1,822,569	(495,791)		
20. Totals (Lines 10 to 19).....	19,440,390	8,800,877	10,339,713		
21. Commissions on premiums, annuity considerations and deposit-type contract funds (direct business only).....	738,402	652,322	86,080		
23. General insurance expenses and fraternal expenses.....	4,637,080		706,128		1,493,471
24. Insurance taxes, licenses and fees, excluding federal income taxes.....	154,942	86,952	25,199		42,791
28. Totals (Lines 20 to 27).....	24,670,814	11,977,432	11,157,120	0	1,536,262
29. Net gain from operations before dividends to members and before federal income taxes.....					
30. Dividends to policyholders and refunds to members.....	(2,194,601)	(1,295,005)	636,765	222	(1,536,603)
33. Net gain from operations after dividends to members and before federal income taxes and before realized capital gains or (losses) (Line 31 minus Line 32).....	(2,194,368)	(1,294,792)	636,765	222	(1,536,603)
34. Policy certificates in force end of year.....	45,883	43,048	2,773	72	

Refund to Lodges

The Refund to Lodges program provides \$1.00 per paid up certificate and 1.5 percent of earned premiums to the lodges. The Refund to Lodges program is focused on the two areas of concern previously expressed by A.M. Best: new membership growth and premium growth. A lodge can increase its refund by increasing its membership and the earned premium generated by its lodge. The program has provided more than \$817,000 to the lodges during the past five years. Therefore, it is very important that each local lodge increase its membership and insurance sales so that these refunds may continue. Listed below are the top 15 lodges in several categories.

Department of Insurance and Independent Audit

A Texas Department of Insurance audit was completed in 2018 for years 2013 through 2017. I am pleased to report that no financial discrepancies were found, and no changes were made to my financial statement as submitted. The financial reports are audited annually by Jaynes, Reitmeier, Boyd & Therrell, P.C. The Supreme Lodge reviewed all independent audits for years 2015, 2016, 2017, 2018, and 2019 and no discrepancies were noted, or items changed. The Supreme Lodge is scheduled to review the 2020 audit in the July 2021 meeting. As required by state insurance regulations, we are required to file these independent audits with TDI and NAIC. Cost of these audits for the past six years has been more than \$149,000.

Data Processing

Cybersecurity was a concern in my 2016 Convention report and has become an even larger concern today. We must continually patch, upgrade, and replace systems to stay diligent. There are many IT firms and providers that claim to be cybersecurity experts but are soon found to be lacking especially in dealing with IBM operating systems. SPJST has

engaged BFB Consulting, Inc. to assist us in this area due to their background and expertise with IBM operating systems. However, if SPJST would experience a cybersecurity breach, we have cybersecurity insurance in place to assist with the remediation costs.

The only deficiency noted in the last TDI audit was not a financial issue but a lack of a formal disaster recovery policy and business continuity policy. BFB Consulting has assisted in these areas starting with formal IT Security policies. Our IT Security policies were adopted in the July 2019 Supreme Lodge meeting. During this same Supreme Lodge meeting, the Supreme Lodge also voted to engage TierPoint as a disaster recovery site. This disaster recovery site is fully operational and has been tested.

The COVID-19 crisis has tested the systems put into place for a business continuity issue. Many of our staff have been operating remotely this past year without having any issues servicing our members. The final step needed is to document the business continuity planning in a formal policy.

We continue to employ McLane Intelligent Solutions to monitor and maintain our Windows-based operations. We have Windows-based servers and desktops to handle our office operations and emails.

We continue to maintain our certificate admin programs with United Systems and Software, Inc. (USSI) in Lake Mary, Florida. 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 Power 9 server. We finalized two upgrades to the admin software following the last convention.

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 the premium billing and answers your questions about your invoices or your certificate.

**TOP 15 LODGES ACCORDING TO TOTAL
INSURANCE IN FORCE AS OF DECEMBER 31, 2020**

Ranking	Lodge Number		Total of All Plans		Average Insurance per Member
			Number of Certificates	Amount of Insurance	
1	88	Houston	5,082	94,302,702	18,556
2	47	Seaton	1,924	40,365,635	20,980
3	79	Corpus Christi	1,591	37,957,388	23,858
4	219	El Paso	671	37,254,429	55,521
5	160	San Angelo	1,076	35,956,657	33,417
6	30	Taiton	887	29,453,537	33,206
7	196	Houston-West	589	27,198,171	46,177
8	29	Taylor	1,518	25,699,138	16,930
9	9	Snook	760	25,182,027	33,134
10	17	New Tabor	924	24,854,104	26,898
11	49	Rowena	620	24,403,263	39,360
12	133	San Antonio	631	23,157,312	36,699
13	142	Houston	680	21,188,990	31,160
14	107	Floresville	844	20,218,612	23,956
15	171	Lockhart	276	19,268,469	69,813
Total for All Lodges			45,801	1,040,178,558	22,711

Top 15 lodges account for 46.8 percent of total insurance in force.

**TOP 15 LODGES ACCORDING TO TOTAL AMOUNT OF PREMIUM
PAYING INSURANCE IN FORCE AS OF DECEMBER 31, 2020**

Ranking	Lodge Number		Number of Certificates	Amount of Premium Paying Insurance
1	88	Houston	1,573	80,720,283
2	219	El Paso	639	37,043,515
3	79	Corpus Christi	935	34,288,921
4	160	San Angelo	678	33,013,214
5	47	Seaton	732	32,784,987
6	30	Taiton	468	27,376,754
7	196	Houston-West	390	26,136,032
8	49	Rowena	389	22,350,864
9	133	San Antonio	438	21,987,162
10	9	Snook	303	21,902,452
11	29	Taylor	549	21,685,487
12	17	New Tabor	290	21,289,505
13	171	Lockhart	257	19,003,286
14	142	Houston	243	18,837,122
15	107	Floresville	452	17,590,859
Total for All Lodges			19,214	914,608,351

Top 15 lodges account for 47.7 percent of total premium paying insurance in force.

They take your address changes and maintain the *Vestnik* mailing list. We have a Spanish-speaking staff member to assist our Spanish-speaking members. My staff is also diligently working on digitizing (scanning) all our certificate records. They have completed scanning the new records that were in 24 six-drawer filing cabinets and are now scanning the old pocket part records. I continue to make many changes in the departmental processes to make my department more efficient, and my staff has embraced all the changes. All my work would be impossible without an efficient office staff.

My employees include Dorothy Stuchly, Debbie Dohnalik, Lisa Kirby, Nancy Miller, Sharon Ingram, Jennifer Wright, Mary Carrillo, Marie Wolf, Joyce Harris, Danny Walden, and Jennifer Jones. Debbie, who is our Accounting Manager (44 years of service), assists me in supervising the staff and is invaluable with her efficient work and dedication. Lisa, my Executive Assistant (29 years of service), is responsible for the day-to-day accounting and has proven her capabilities and dedication to this position. Marie, Joyce, Danny, and Jennifer Jones have all joined my staff since the prior convention. They and Dorothy (55 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
Controller



Pre-Convention Report - Supreme Lodge Directors

**SPJST SUPREME LODGE BALANCE SHEET
AS OF DECEMBER 31, 2020**

<u>ACCOUNT DESCRIPTION</u>	<u>ACCOUNT BALANCE</u>
ASSETS:	
CASH & CASH EQUIVALENTS	\$4,270,919.10
INVESTMENTS	
Bonds	219,935,167.43
Mortgage Loans.....	9,694,542.36
Certificate Loans.....	1,685,945.04
Common Stock	0.00
Preferred Stock.....	500,000.00
Home Office Building.....	1,986,357.64
HO Property Held For Income.....	3,480,822.85
Accumulated Depreciation - Prop Held.....	(429,066.50)
Capitalized Leasing Fees	45,991.81
Amortized Leasing Fees	(23,940.09)
Investment In SSA Building	67,276.19
Accumulated Depreciation - Inv In SSA Building.....	(3,488.00)
Investment In SPJST ENC, LLC	1,000.00
Investment In SPJST Camps, LLC.....	108,228.82
TOTAL INVESTMENTS	237,048,837.55
ACCOUNTS RECEIVABLE	
Accounts Receivable	6,882.70
Prepaid Expenses	11,948.78
Deposits Receivable	1,834.00
Agent's Balance Account	378,720.35
TOTAL ACCOUNTS RECEIVABLE	399,385.83
FURNITURE, EQUIPMENT AND INVENTORY	
EDP Equip Hardware	60,290.22
EDP Equip Software.....	134,058.80
SPJST Store Inventory	14,972.40
Furniture and Office Equipment	9,756.15
TOTAL FURNITURE AND EQUIPMENT	219,077.57
TOTAL ASSETS	\$241,938,220.05
LIABILITIES AND PRIOR YEARS SURPLUS	

Balance-Mortuary Account	\$241,672,128.15
SPJST Scholarship Fund	488,512.12
SPJST Dist. Scholarship Fund	51,640.00
Premium Over/Short	2,784.47
Federal Tax W/H - Annuities & Surrenders	6,820.61
Fed. Tax W/H-Salaries	2,387.08
Fed. Unemployment Taxes Payable-Salaries	76.09
Sales Tax Payable	529.05
Guideline/7 Pay Overage Suspense	35.49
Payable To Fort Hood Memorial	408.38
West Benevolence Fund	0.39
Reserve For Future Conventions	280,000.00
Reserve For By-Law Committee Expenses	20,000.00
Reserve For State Exam/Audit	21,750.00
Cash With Application	10,844.02

TOTAL LIABILITIES AND PRIOR YEARS SURPLUS242,557,915.85

TOTAL CURRENT YEAR GAIN (LOSS) IN ASSETS(619,695.80)

TOTAL LIABILITIES AND SURPLUS.....\$241,938,220.05

**STATEMENT OF OPERATIONS
FOR THE PERIOD ENDING DECEMBER 31, 2020**

	Year to Date Amount
REVENUE	
Insurance	\$7,744,458.88
Annuities and Investment Contracts	6,618,149.19
Investments	11,053,458.04
Other Revenue	(5,060.21)

TOTAL INCOME\$25,411,005.90

EXPENSES	
Death Claims	\$5,550,617.24
Contractual Obligations	13,586,969.35
Lodge and Member Benefits	209,721.76
Insurance Sales and Marketing	1,119,013.96
Supreme Lodge Expense	300,075.57
Youth Expense	76,251.41
Fraternal Expenses	77,546.14
President's Department	7,185.80
Investments	691,867.13
Financial Secretary's Department	636,184.00
Home Office	3,775,269.34

TOTAL EXPENSES26,030,701.70

NET REVENUE/(LOSS)(\$619,695.80)

**Pre-Convention Report
Vestnik Editor/
Director of Communication
Melanie Zavodny**

Dear SPJST Members,

Thank you for your membership in SPJST. Our delegates will soon gather to deliberate and set the course for our great fraternal organization over the next three years—and beyond. This week's *Vestnik* features pre-convention reports. I encourage you to take the time to read these reports and to stay tuned to the *Vestnik* as we prepare for the 33rd SPJST Convention in August.

We have accomplished many things in the *Vestnik*/Communication Department over the past five years. The communication industry is constantly changing, and we are staying abreast of the many opportunities that exist — especially as it relates to digital marketing, branding, and communications.

**“The Voice of Our Members
and SPJST”**

The *Vestnik* is the tool that bonds all members in all departments - throughout SPJST in youth clubs, lodges, districts, and across the state. It is the voice of the membership and the entire organization. A weekly publication since its beginning in 1912, the *Vestnik* recently transitioned to a bi-monthly publication after delegates to the 2016 Convention voted in favor of the change in September 2019 through a ballot in lieu of convention. The primary reason for the change was to increase efficiency and allow SPJST to expand its communication by integrating new media tools and strategies to increase brand relevance. By adapting and embracing changes - in communications and in SPJST's governance - we will remain relevant in the fraternal and life insurance industry.

Several efforts to reduce *Vestnik* expenses were implemented in late

2016, which have resulted in a savings of \$440,000.

A bi-monthly publication since October 2019, the *Vestnik* continues to be the voice of SPJST and its members. While the reduced frequency has created a significant cost savings for SPJST, the same amount of work goes into each overall publication. The same amount or more content continues to be designed, developed, and edited in fewer publications with increased page counts.

The average page count per week in 2021 is 31 pages. The average *Vestnik* subscriptions currently being mailed out are 4,746. The 2021 *Vestnik* cost is an average of 61 cents for printing and mailing each issue.

Several special *Vestnik* features are included throughout the year. These include valentine greetings, Czech Easter activities, graduate recognition, 100 percent families, and Czech Heritage Month activities.

My sincere thanks and appreciation to *Temple Daily Telegram*, which has printed the *Vestnik* since 2005. The relationship between SPJST and the *Telegram* has always been very friendly. I greatly appreciate the management and personnel at *Temple Daily Telegram* for their professionalism and expertise in the publication and news media industry.

Vestniks are also sent digitally to approximately 1,150 subscribers on the second and fourth Monday mornings of each month. Members can sign up online for a digital subscription.

To those who submit articles and photographs to the *Vestnik* . . . my utmost appreciation to you— for you truly are the backbone and voice of our newspaper. 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 *Vestnik* for each issue. Please keep those items coming! Thanks, too, to the readers for their loyalty. It is the readers and members who make it all worthwhile. Thank you.

Vestnik Celebrates 109th Anniversary

September 1, 2021, will be 109 years since Frank Fabian edited and published the first *Vestnik* in Hallettsville. To recognize the *Vestnik's* significant 100th anniversary milestone in 2012 and to preserve SPJST's history, the *Vestnik/Communication* Department partnered with Texas Czech Genealogical Society (TCGS) to scan all available past *Vestniks* from 1912 through 2004. Through a partnership with the University of North Texas, the archived *Vestnik* collection is hosted on The Portal to Texas History. The entire collection has also been uploaded to [issuu.com](https://issuu.com/spjst/stacks), which is a digital discovery and publishing platform that enables distribution of digital content. In both collections, *Vestniks* are indexed and organized by years and can be searched in numerous ways. A link to the *Vestnik* archives appears on the spjst.org website. The direct link is <https://issuu.com/spjst/stacks>. This project has connected generations and has provided valuable historical research for SPJST and genealogical data for families.

The *Vestnik* Reading Room, which is located in the downstairs gallery at the SPJST Home Office, includes bound copies of *Vestniks* and a computer with digital, searchable copies. A secure area of the room includes the permanent *Vestnik* collection that is stored in acid-free archival boxes.

Vestnik/Communication Department Duties

During the past five years, in addition to editing and publishing the *Vestnik*, the duties of the Communication Department have been vast and consisted of working hand-in-hand with other departments in a variety of capacities, including the promotion of fraternal and youth activities and programs and life insurance products and programs. This also includes the design and development of digital and printed materials, 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 (prior to 2020). In addition, digital materials are designed throughout the year. Other printed communication projects that the *Vestnik/Communication* Department produces include the annual calendar, youth club handbook, SPJST Convention Souvenir Book, and membership promotional materials. As a matter of routine, the Editor represents the Society at various SPJST and member-related activities including heritage and cultural events throughout the state. In addition, the Communication Department promotes and assists Home Office events and initiatives such as SPJST Founders Day, Corpus Christi Getaway, and State Youth Achievement Day.

Digital Communications

Whether it is moderating a webcast, producing a video, designing a webpage, or composing an email blast, digital communications are at the forefront of our daily tasks.

SPJST.org

The Communication Department is responsible for designing and maintaining the SPJST website at www.spjst.org. A new website was premiered in late 2016. After extensive research, a common vision was created that enabled SPJST to re-engineer a site that better reflected SPJST's evolving mission and helped build organizational and brand identity, awareness, strength, and interest in SPJST and the services it provides - while incorporating the latest web technology and functionality. The goal of the website was to fuse SPJST's proud past with today's technology to bring SPJST to life in the digital world. The new website unified and energized the SPJST brand online. It enhanced the user's experience and increased access to organizational products, services, programs, departments, resources, and

data. Lodge and agent locators, an interactive event calendar, and an online store were incorporated into the site's final design.

Instead of enrolling in a maintenance plan where costs range from \$10,000 to \$35,000 per year, the Communication Department updated and maintained the website from 2016 through 2019 thus yielding significant cost savings. Due to technological advancements and the inability to update the proprietary design, the website, unfortunately, was outdated in mid-2019. After a fervent search for alternative approaches, a new website was launched in late 2019, with much of the work being handled inhouse through the Communication Department. This, too, resulted in a significant cost savings for SPJST. The *Vestnik*/Communication Department continues to maintain the website. Additional features and updates will continue to be implemented.

The Communication Department always works with Camp Kubena on its various marketing and communication efforts along with designing, developing, and maintaining the campkubena.com website.

Email Campaigns

The Communication Department has created and maintains email contact lists for various department and member audiences who have shared their emails with SPJST. Informational and call-to-action campaigns are designed and sent to members, sales agents, delegates, youth leaders, lodge officers, and other audiences.

Social Media

Several years ago, social media did not exist. Today, a company or organization must promote itself on numerous social media channels in order to stay relevant. SPJST's brand and message are amplified across multiple social media channels and platforms including Facebook, Twitter, Instagram, Pinterest, LinkedIn, YouTube, and Vimeo. Through consistent engagement

and content output, SPJST's social following continues to increase.

Relevant content topics are constantly developed to reach members and potential members. Social ad campaigns integrate SPJST's overall marketing campaign plan and channels while analyzing key metrics. The Communication Department is an advocate for SPJST in social media spaces, engaging in dialogues and answering questions where appropriate. We also monitor trends in social media tools, applications, channels, design, and strategy.

Digital Preservation

The Communication Department captures SPJST's events and activities through photography and videography. Video projects that the Communication Department completed include the annual state youth video, State Youth Achievement Day videos, and other SPJST promotional video projects. The department continues to develop an online digital preservation archive that features past photos and videos of SPJST's activities.

The Communication Department scanned and digitally preserved approximately 300 lodge and youth club scrapbooks that are part of the online archive.

SPJST Floats

The Communication Department coordinates all aspects of the two SPJST Floats and parade appearances. Working with lodges, youth clubs, and city/festival officials across the state, the floats participate in approximately 25 small town and big city parades each year where they promote SPJST, its fraternal programs, life insurance products, lodges, and youth clubs. I extend appreciation to my dedicated husband David Nauert who designs, constructs, and maintains the two floats and prepares them for each parade.

SPJST Car Show and Czech Heritage Celebration

Working with several Home Office staff members, local lodge volunteers, the Czech Heritage Museum, and Camp Kubena, the Communication Department coordinates the annual SPJST Car Show and Czech Heritage Celebration, which raises funds for The SPJST Foundation. The day includes arts/crafts vendors, silent auction, kids' activities, music, food, and heritage displays and draws thousands of spectators. The event also brings an awareness of SPJST and its programs to the greater Central Texas community. In 2019, the October event featured almost 250 show cars and many business, lodge, and individual sponsors generating approximately \$10,000 for the SPJST Foundation.

SPJST Brand Standards

The Communication Department is constantly collaborating with all SPJST departments and managers and with Camp Kubena on various projects. One of the current projects that we are engaged in is developing consistent brand standards. The SPJST brand is much more than a logo, a tagline, or a set of colors. It defines who we are, what we say, and how we act. It's how we see ourselves and how we want others to see us. Whether it's a brochure, business card, lodge signage, social media post, a baseball cap, letterhead, or an email, the goal is to display and communicate the SPJST brand consistently across all forms of media and platforms.

Project Innovation - Giving Life to Ideas

Converting an idea into reality is a challenging task that we take pride in. We are presented with words on a page, and with thought, creativity, and productivity, the idea comes to life with photos, videos, colors, and animation. We aim to build our brand to generate awareness of our products and programs, inspire conversations, and create member and experiences. We will soon unveil four

new brochures and posters that will drive SPJST's brand.

Membership Survey

A membership survey was included with the SPJST privacy notice in 2020 that was mailed to all members. A big thanks to each of the 1,000-plus members who responded to the survey. The Communication Department staff read and compiled the responses which were then organized into a digital infographic presentation that was presented to the Supreme Lodge and in the *Vestnik*. These responses provide a handy snapshot of our members' interests in our organization. The results provide valuable insights that will drive our strategies and products in the years to come.

Member Services Directory

Bringing back the Member Services Directory has been a goal for several years that will be a reality once again in 2021. Instead of a printed edition, the directory will be online as a part of the spjst.org website. The directory will include member business listings, local lodge contacts, sales agents, information about SPJST's products, programs, and benefits. The online format will allow for regular revisions and updates as well as the addition of new member business and service listings.

Convention App

The SPJST Convention App was launched in June and is the official source for the latest updates on the 2021 Convention. The app is ready for delegates to download and install on their iOS or Android devices. It can also be viewed from a laptop or desktop computer. The app includes convention news, convenient RSVP/meal payments options, documents, social feed, frequently asked questions, schedule, hotels, venue map, pre-convention reports, contacts, and photos. The SPJST Convention App is your source for the latest updates on the 2021 Convention.

Catalyst for Change

On March 13, 2020, the world watched as a national emergency was declared in the United States concerning the COVID-19 outbreak. Closer to home, as cases continued to rise, Texas and Bell County leaders encouraged business shut-downs, social distancing, and stay-at-home orders. An essential business, SPJST remained open to service and communicate with members by telephone, email, internet and social media, online meetings and webcasts, and mail. SPJST's leadership team met on Friday, March 20 to determine how to adequately distance the staff in order to keep everyone safe. The Communication Department volunteered to work remotely, beginning March 23, 2020.

Since then, Communication Department staff have learned new mindsets, behaviors, and values in the new remote working environment. There was no game plan for what we faced through the COVID-19 crisis. We honed in on our digital skills and transformed into a new normal.

As a result, COVID-19 has been a catalyst to reinvent the future of communication - and work - opportunities in SPJST to make things better than they were. New technologies have necessitated new roles, which have encouraged new skills.

SPJST leaders, lodges, youth clubs, sales agents, and Home Office staff held virtual meetings and trainings frequently. These may have happened before but never to such an extent. Webinars and webcasts deliver value, build relationships, improve members' knowledge of certain topics and programs, empower and integrate members, create opportunities for discussing concerns, and increase trust in the organization.

Communication Department staff learned how to do work disparately and with far less oversight: they learned "on the job" what works and what doesn't work remotely. Ironically, in the midst of social distancing, we became closer. We

built a more agile, adaptive team, have been more consistently in touch with each other, and connection has become a priority in the name of working remotely. But beyond that, we are connected with purpose and as a community. Resilience has become just as important to strategic thinking as cost and efficiency.

SPJST leaders now have, in some sense, been gifted with a better idea of what can and cannot be done outside the Home Office's traditional processes, and COVID-19 forced both the pace and scale of workplace innovation. In the Communication Department, we are finding simpler, faster, and less expensive ways to operate. All of this points to our innate ability to change and to move away from standardized solutions and prescribed approaches. COVID-19 has certainly been a catalyst to reinvent the future of work and to create opportunities for SPJST to look at things differently.

Project Management

In a given week, the Communication Department is juggling a multitude of projects. The Department is currently integrating an efficient project management platform into its daily routine in an effort to better organize work. Tasks are managed, tracked, and shared with teammates. Project cards provide an ecosystem of checklists, due dates, attachments, conversations, and more.

Today's Communications

Even with the considerable efforts that have been made in the communication area, many exciting communication and growth opportunities exist for SPJST. Communications has changed dramatically over the past 15 years, and our ability to anticipate and respond to those changes is what makes an impact for our organization and ultimately drives success. Even though communications has changed, the underlying strategy hasn't. Finding strong message pillars and brand story and communicating it clearly and effectively to target audiences

is still the way to go. We can be effective telling our story—no matter how the media changes. And, of course, in a fast-changing world, creativity is always the best weapon!

Publication Committee

My sincere thanks to the Publication Committee for its service to SPJST and its tremendous support of the *Vestnik*/Communication Department. The Committee's role is to meet annually with the Editor/Director of Communication in order to evaluate past performance and to make recommendations for improving organizational communications on a regular and as needed basis. Current Publication Committee members are Chair Floyd Kostelka of Lodge 13, Dime Box (District One); Vice Chair Lynda Novak of Lodge 84, Dallas (District Three); Secretary Baley Stavinoha of Lodge 81, Needville (District Five); Amber Bartek of Lodge 47, Seaton (District Two); Sharon Hohmann of Lodge 160, San Angelo (District Four); Marjorie Treumer of Lodge 30, Taiton (District Six); and Trey Bielefeld of Lodge 107, Floresville (District Seven). Thanks, too, to past committee members Chair Jarolyn Popp of Lodge 133, San Antonio; Secretary Helen Kelner of Lodge 28, East Bernard; Tammy Cannon of Lodge 29, Taylor; Lorenda Baldwin of Lodge 139, Danbury; Vonda Smesny of Lodge 91, San Jacinto; and Regina House of Lodge 202, Jourdanton for their service since the 2016 Convention.

Appreciation and Thanks

My thanks to everyone who has helped me achieve deadlines and goals over the past five years. Sincere thanks to *Vestnik*/Communication Specialist Katherine Morris (23 years of service) and Graphic Designer/Communication Specialist Brooke Hoelscher (7 years of service) for their dedication and support. Both of these ladies are lifelong SPJST members and are graduates of the SPJST Youth Program. Their experience and knowledge of SPJST and the

communication areas, along with their creativity, are invaluable assets to the *Vestnik*/Communication Department and the entire SPJST organization.

My thanks to our lodge and youth club correspondents for their input over the years and to all of our members who help to spread the good word about SPJST.

And, finally, thank you to my husband David for his support, encouragement, and priceless assistance that have certainly been the wind that has carried me.

As a third-generation and lifelong SPJST member whose heart is filled with excitement and passion for this organization, I will greatly appreciate your continued support and confidence in me as *Vestnik* Editor/Director of Communication. The *Vestnik*, promoting SPJST, and communicating the SPJST brand will continue to be my top priorities, and I will continue to work with the Officers, Directors, Home Office Staff, and our members. Thank you, and may God bless SPJST and our membership.

Fraternally yours,
Melanie Zavodny, FIC
Vestnik Editor/
Director of Communication



Pre-Convention Report By-Law Committee

The purpose of this pre-convention report is in compliance with the current SPJST By-Laws as approved by delegates at the 32nd Convention in 2016 and to share with you information that was submitted and acted on by the By-Law Committee.

The By-Law Committee met six times in 2020 - with four of those being teleconference meetings due to the COVID-19 pandemic which led to postponing the 33rd Convention to August 2021. The Committee also meet four times in 2021. All of the recommendations received were read, reviewed, and discussed at great length before being acted upon. The Committee worked diligently to ensure that the results would be in the best interests of SPJST. The recommendations were published in the *Vestnik* for all members to read. They can be viewed in the SPJST Convention App that is available for all delegates to download. The submitted recommendations can also be viewed on SPJST's website at <https://spjst.org/2021-convention/>

The By-Law Committee appreciates you, members and lodges, who submitted your recommendations to us for consideration as this proves your interest in the SPJST organization.

The By-Law Committee recommendations for the 33rd SPJST Convention are presented beginning on page 96. Please note that the document is color coded:

Black is the current by-laws.

Red is the proposed change.

Green signifies moving the text

to the SPJST Operations Manual.

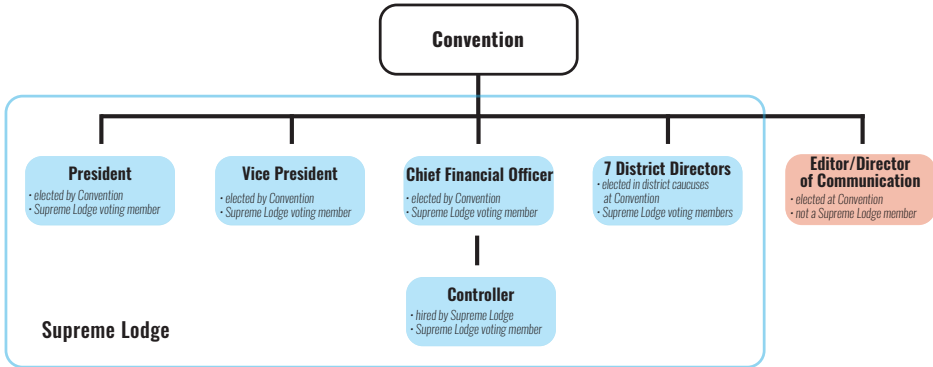
Blue represents codification of the text.

Respectfully,
Dorothy Pflughaupt (88)
Chair
District Five
Joe Siptak (4)
Vice Chair
District Six
Beverly Teplicek (49)
Secretary
District Four
Bill Orsak (9)
District One
Bridget Bohac (20)
District Two
Mary Steinman (154)
District Three
Oscar Korus (107)
District Seven

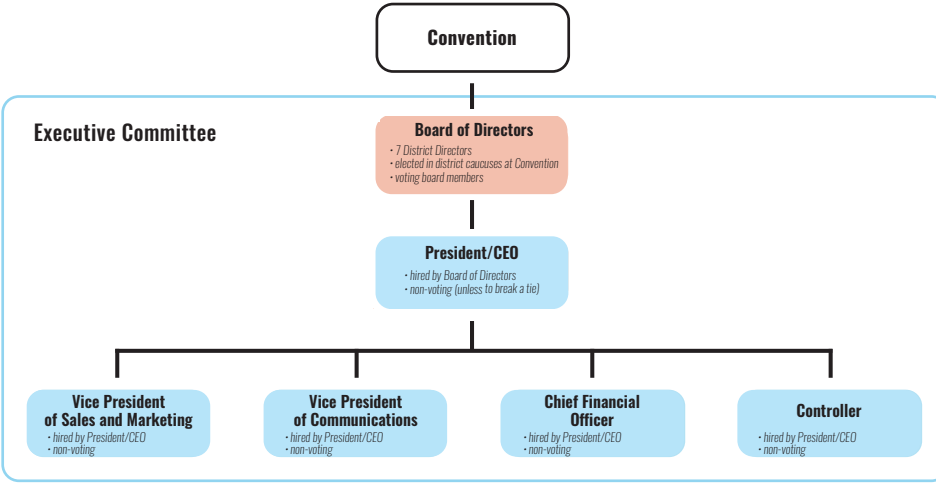




**Current
SPJST
Organizational
Structure**



**Proposed
SPJST
Organizational
Structure**



Executive Officers are President/CEO, Vice President of Sales and Marketing, Vice President of Communications, Chief Financial Officer, and Controller.

How Passage of the Proposed By-Law Recommendations Would Affect SPJST's Organizational Structure

The SPJST By-Law Committee met in Temple on May 22 and 23, 2021, and to review recommendations to the by-laws which had been submitted for consideration. Among the items considered were the corporate governance recommendations that had been submitted by the Supreme Lodge. Six noteworthy changes as well as other sundry amendments to SPJST's governance structure were discussed — and in some cases revised — and endorsed by the By-Law Committee. They are:

1 The seven District Directors (Board of Directors) become responsible for the hiring, evaluation, compensation, and overall direction of the President/CEO. The President/CEO will have the authority for overseeing the executive management team and Society operations.

2 The following managerial positions will serve as non-voting members of the Executive Committee: President/CEO, Vice President of Sales and Marketing, Vice President of Communications, Chief Financial Officer, and Controller. The President/CEO will vote only in the case of a tie except in matters related to the President/CEO's benefits and/or compensation.

3 All convention delegates will serve as members of the SPJST Advisory Council between conventions. SPJST Advisory Council members will serve on a volunteer basis and meet annually each spring with the Executive Committee -- online or face-to-face -- with the goal being to keep SPJST Advisory Council members engaged and responsive in matters relating to the growth and development of SPJST.

4 A seven-member Governance Committee will be elected in caucus elections at the 2021 Convention. The Governance Committee will make recommendations to the Convention for the salaries of the seven directors. Additionally, Governance Committee members will serve as tellers for the next SPJST Convention and as the Convention Grievance Committee. Any duties heretofore assigned to the various standing committees will be assigned to charter committees of the Executive Committee.

5 The Executive Committee will be solely responsible for the consideration and distribution of any cash gifts and/or monetary assignments by the SPJST. Under Texas law, directors and managers have a fiduciary responsibility to the organizations which they lead and direct. The Executive Committee has a legal obligation to manage and protect the property and money of the Society.

6 Voting. The number of delegates that a lodge may send to the Convention shall be based on the following scale: (a) One delegate for lodges with 20 to 200 adult members; and (b) One additional delegate for each additional 200 adult members. A lodge represented by its delegate or delegates shall be entitled to one vote for every delegate. The system is straightforward and easy to understand -- one delegate equals one vote. It is analogous to the voting method that takes place by our elected officials at the state and national levels.

Upon motion, consideration, and adoption by delegates to the 33rd SPJST Convention, the by-law changes become effective immediately. Officers and employees would retain their existing positions within the organization and become subject to the revised by-laws effective August 16, 2021.

—SPJST—

PREAMBLE

—The main idea and purpose of this Society, as organized by fearless and peace-loving Czech pioneers in Texas, was and is:

— To provide and promote fraternal and social fellowship among its members.

— To endeavor to keep alive the cherished traditions, customs, heritage, culture, and language of our forefathers.

— And generally, through moral, spiritual, and economic respect, to encourage benevolence and humanity through the Society with sound practical life insurance for its members.

— This Society operates under the lodge system and provides for the payment of life, sick, accident, or other benefits to its members.

ARTICLE I NAME

Section 1. The name of this Fraternal Benefit Society is SPJST, originally chartered as *Slovanská Podporující Jednota Státu Texas* (Slavonic Benevolent Order of the State of Texas {SPJST}).

ARTICLE II PRINCIPAL OFFICE

Section 2. The principal office (Home Office) of SPJST shall be located in Temple, Texas.

ARTICLE III OBJECTIVES MISSION AND VISION STATEMENTS

Section 3. The objectives of this Society, as organized by fearless and peace-loving Czech pioneers in Texas, are:

(1) To provide and promote fraternal and social fellowship among its members.

(2) To endeavor to keep alive the cherished traditions, customs, heritage, culture, and language of our forefathers.

(3) Generally, through moral, spiritual, and economic respect, to encourage benevolence and humanity through the Society with sound practical life insurance products for its members.

(4) To operate under the lodge system.

(5) To provide for the payment of life, sick, accident, or other benefits to its members.

Section 4. Mission. Insuring and enriching lives.

Section 5. Vision. Our vision is to provide financial security for our members; build a wholesome family environment; and encourage cherished Czech traditions.

Section 2. —Vision. Our vision is to provide a wholesome family environment; to encourage cherished Czech traditions; and to provide high quality, competitive life insurance for our members.

ARTICLE IV FRATERNAL BENEFICIARY SOCIETY

Section 6. SPJST is a 501(c)(8) non-profit corporation formed, organized, and incorporated under the fraternal benefit society laws of the State of Texas; and carried on solely for the mutual benefit of its members and their communities and beneficiaries; and having a lodge system, with a representative form of government. SPJST shall have all the powers granted to it by law. SPJST will strive to be a financially strong fraternal benefit society and to provide high quality, competitive life insurance and value-added benefits to its members. SPJST will conduct its affairs in a manner that is perceived as a good corporate citizen.

ARTICLE V MEMBERSHIP

Section 7. Application for Membership. Individuals may become members if they meet the requirements for membership established by SPJST, apply for membership upon a form in use by SPJST, and are accepted into membership in accordance with the rules, procedures, and rituals of SPJST. All members must be citizens, legal residents of the United States, or tax-paying non-residents with a legal Individual Taxpayer Identification Number (ITIN).

Section 7. —Application for Membership. Individuals may become members if they meet the requirements for membership established by SPJST, apply for membership upon a form in use by SPJST, and are accepted into membership in accordance with the rules, procedures, and rituals of SPJST. All members must be citizens or legal residents of the United States.

Section 8. Local Lodge Membership. The local lodge has the right to determine whether it will accept an applicant for membership into the lodge. Upon receipt of notification of a new candidate for membership, the local lodge shall vote to accept or to reject the candidate no later than the second regularly scheduled meeting after notification is received by the local lodge. The candidate for membership must receive a majority vote of those present and voting to be accepted as a member. The local lodge secretary notifies the candidate whether he/she is accepted or rejected. If rejected, the member may begin application to another lodge. No one may hold membership in more than one SPJST lodge.

Section 8. — Local Lodge Membership. The local lodge has the right to determine whether it will accept an applicant for membership into the lodge. Upon receipt of notification of a new candidate for membership, the local lodge must vote to accept or to reject the candidate no later than the second regularly scheduled meeting after application is accepted. The candidate for membership must receive a majority vote of those present and voting to be accepted as a member. The local lodge secretary notifies the candidate whether he/she is accepted or rejected. If rejected, the member may begin application to another lodge. No one may hold membership in more than one SPJST lodge.

Section 9. Membership Classes. There shall be the following classes of members:

(a) Adult Member.

(1) A person of 18 or more years whose application has been accepted and approved and to whom there has been issued a certificate of membership and insurance or annuity which is in force or who is receiving a settlement agreement benefit by reason of such insurance or annuity. It is expressly determined that in this latter event, the owner of the insurance or annuity, if different from the insured, shall have no privileges of membership and the insured will retain these rights.

~~(1) A person of 16 or more years whose application has been accepted and approved and to whom there has been issued a certificate of membership and insurance or annuity which is in force or who is receiving a settlement agreement benefit by reason of such insurance or annuity. It is expressly determined that in this latter event, the owner of the insurance or annuity, if different from the insured, shall have no privileges of membership and the insured will retain these rights.~~

(2) A person may become a member by purchasing an annuity in a minimum amount as set by the **Board of Directors** and pays his or her local lodge dues and assessments, if any, annually in advance.

(3) Further, it is determined that in the event that a third party owner surrenders the insurance or annuity, the insured who is the member shall have his/her membership privileges imparted by the surrendered insurance or annuity terminated immediately.

(4) Members upon reaching age 18 automatically become adult members with all rights of adult members by complying with all requirements of adult membership.

~~(4) Members upon reaching age 16 automatically become adult members with all rights of adult members by complying with all requirements of adult membership.~~

(5) Adult members whose life insurance certificates have matured based on the applicable mortality table shall remain members of SPJST, with all the privileges and benefits of active members and shall not be required to pay any dues or assessments.

(6) An adult member suspended for non-payment of premiums, dues, and assessments, if any, loses his/her right to vote and is not eligible for election.

(7) Adult members are eligible for election as officers of local lodges, in the district, delegates, as committee members, and as members of the **Board of Directors.**

(b) Youth Member. SPJST may insure the lives of children. Such insurance shall be issued upon the application of an authorized adult (who shall not by reason thereof, nor by reason of any benefit providing for waiver of premium, become a member) who has an insurable interest. At age 18, the insured youth shall become an adult member.

~~(b) Youth Member. SPJST may insure the lives of children. Such insurance shall be issued upon the application of an authorized adult (who shall not by reason thereof, nor by reason of any benefit providing for waiver of premium, become a member) who has an insurable interest. At age 16, the insured youth shall become an adult member.~~

(c) Associate Member. An associate member is a person who holds an SPJST certificate purchased through an outside agency under contract with SPJST selling group insurance. This member will not have SPJST or local lodge privileges, benefits, or voting rights.

(d) Social Member.

(1) A social member is a member whom a lodge votes in as a social member, who completes a social membership form, and who pays his/her membership dues and assessments, if any, to the local lodge.

(2) A social member is not eligible to vote or hold office; however, a social member may, at the discretion of the local lodge, serve on an appointed committee with the inherent right to deliberate and vote on that committee.

(3) A social member must pay for the *Vestnik* if he/she desires to receive it.

(4) An uninsurable child whose parent or guardian is a member can participate in the youth program.

Section 10. Membership Guidelines. All members shall guide themselves according to the charter, constitution, and by-laws of SPJST; otherwise, they are subject to penalty as defined by these by-laws and as prescribed by the **Board of Directors** for violation and non-observance of them. No subordinate body, nor any of its subordinate officers or members, shall have the power or authority to waive any of the provisions of the by-laws of SPJST. Such provisions shall be binding on SPJST and every member and beneficiary of a member.

Section 11. Induction of New Members. Induction of new members may be conducted at a time and date convenient to the local lodge and the new members.

ARTICLE VI CONVENTION

Section 12. Purpose. The Supreme Governing Body of SPJST shall be known as the Convention and shall be composed of delegates elected according to the rules of these by-laws. The Convention is the sole judge of eligibility and qualifications of all delegates and substitutes. The Convention has the power to:

(a) Adopt, amend, and supplement the by-laws of SPJST.

(b) Receive and act on all reports filed by the **Executive Committee** and the **Governance Committee**, which must be published in the *Vestnik* 30 days before the Convention. **The Board of Directors** may make one combined report if they so agree.

~~(b) Receive and act on all reports filed by Supreme Lodge officers and directors and all committees, which must be published in the *Vestnik* 30 days before the Convention. Directors may make one combined report if they so agree.~~

(c) Elect District Directors, **Alternate District Directors**, **Governance Committee members**, and **Alternate Governance Committee members**.

(e) Elect Supreme Lodge President, Vice President, Chief Financial Officer (Secretary-Treasurer), Editor/Director of Communication, district directors, and all required committees.

(d) **Determine compensation of District Directors.**
~~(d) Determine salaries of Supreme Lodge President, Vice President, Chief Financial Officer (Secretary-Treasurer), Editor/Director of Communication, district directors, and all required committees.~~

(c) Determine compensation for all delegates, Convention officers, and Governance Committee members, and Convention expense borne by SPJST. Delegates and Convention officers will be paid the week following the Convention.

(e) Determine compensation for all delegates, Convention officers, and committee members, and Convention expense borne by SPJST. Delegates, Convention officers, and committee members will be paid the week following the Convention.

(f) ~~Decide what donations will be made to various charities and educational institutions, etc.~~

Section 13. Regular Conventions. Regular Conventions are held once every four years. The date and location of the next regular Convention shall be set by the **Board of Directors** and published in the *Vestnik* no later than January of the Convention year.

~~**Section 9. Regular Conventions.** Regular Conventions are held once every four years. The date of the next regular Convention shall be set by the Supreme Lodge and published in the *Vestnik* no later than January of the Convention year.~~

Section 14. Special Conventions. Special Conventions may be held upon a two-thirds vote of all members of the **Board of Directors** for an urgent matter concerning the welfare of SPJST. Such **Special Conventions** shall be held at such time and place as may be determined by the **Board of Directors**. No business may be taken up at such **Special Convention** except for the purpose for which called, which purpose shall be clearly and distinctly set forth in the call for the **Special Convention**. A call for a **Special Convention** shall be **disseminated electronically** at least 30 days prior to the convening of such **Special Convention**, addressed to each delegate at his/her last known **email** address as shown by the records of SPJST. At the **Special Convention**, delegates from each lodge shall have the same number of votes as at the preceding **Regular Convention**.

Section 15. Quorum. Two-thirds of delegates seated at any **Regular** or **Special Convention** shall constitute a quorum for the transaction of all business.

Section 16. Ballot In Lieu of Special Convention. In lieu of calling a special Convention, the **Board of Directors** may send a ballot to all delegates by mail or by email. The ballot may include one or more resolutions that could be considered and adopted at a special Convention. The proposed resolution or resolutions must be mailed or **emailed** to the delegates at least 30 days before the ballots must be returned. Delegates from each lodge shall have the same number of votes as at the preceding regular Convention. A resolution shall be deemed adopted upon receipt of signed ballots with votes equal to the number of votes that would have been needed to adopt the resolution at a special Convention at which all delegates were present.

Section 17. Order. All proceedings of the Convention will be conducted in the following order, unless decided otherwise by the **Board of Directors** and approved by the delegates:

~~**Section 17. Order.** All proceedings of the Convention will be conducted in the following order, unless decided otherwise by the Convention Order Committee and approved by the delegates:~~

(a) **The President/CEO convenes the Convention.**

(a) ~~Supreme Lodge President convenes the Convention and appoints a temporary committee of seven tellers, one from each district, to tabulate votes during the election of the Convention Chair and Convention Vice Chair.~~

(b) **Credentials report.** A list of names of elected delegates and number of votes each lodge and delegate is entitled to will be made available to delegates at the beginning of the Convention by the **Board of Directors**.

(b) ~~Credentials Committee report. A list of names of elected delegates and number of votes each lodge and delegate is entitled to will be made available to delegates at the beginning of the Convention. At least 30 days prior to the Convention, the Supreme Lodge President will appoint three members to the Credentials Committee.~~

Section 14. Special Conventions. Special Conventions may be held upon a two-thirds vote of all members of the Board of Directors for an urgent matter concerning the welfare of SPJST. Such Special Conventions shall be held at such time and place as may be determined by the Board of Directors. No business may be taken up at such Special Convention except for the purpose for which called, which purpose shall be clearly and distinctly set forth in the call for the Special Convention. A call for a Special Convention shall be disseminated electronically at least 30 days prior to the convening of such Special Convention, addressed to each delegate at his/her last known email address as shown by the records of SPJST. At the Special Convention, delegates from each lodge shall have the same number of votes as at the preceding Regular Convention.

Section 15. Quorum. Two-thirds of delegates seated at any Regular or Special Convention shall constitute a quorum for the transaction of all business.

Section 16. Ballot In Lieu of Special Convention. In lieu of calling a special Convention, the Board of Directors may send a ballot to all delegates by mail or by email. The ballot may include one or more resolutions that could be considered and adopted at a special Convention. The proposed resolution or resolutions must be mailed or emailed to the delegates at least 30 days before the ballots must be returned. Delegates from each lodge shall have the same number of votes as at the preceding regular Convention. A resolution shall be deemed adopted upon receipt of signed ballots with votes equal to the number of votes that would have been needed to adopt the resolution at a special Convention at which all delegates were present.

Section 17. Order. All proceedings of the Convention will be conducted in the following order, unless decided otherwise by the Board of Directors and approved by the delegates:

~~Section 17. — Order. All proceedings of the Convention will be conducted in the following order, unless decided otherwise by the Convention Order Committee and approved by the delegates:~~

- (a) **The President/CEO convenes the Convention.**
 - ~~(a) — Supreme Lodge President convenes the Convention and appoints a temporary committee of seven tellers, one from each district, to tabulate votes during the election of the Convention Chair and Convention Vice Chair.~~
 - (b) **Credentials report.** A list of names of elected delegates and number of votes each lodge and delegate is entitled to will be made available to delegates at the beginning of the Convention by the Board of Directors.
 - ~~(b) — Credentials Committee report. A list of names of elected delegates and number of votes each lodge and delegate is entitled to will be made available to delegates at the beginning of the Convention. At least 30 days prior to the Convention, the Supreme Lodge President will appoint three members to the Credentials Committee.~~

- ~~(c) Elect Convention officers (Chair and Vice Chair) from among the delegates.~~

- ~~(e) — Elect Convention officers (Chair and Vice Chair) and name Convention committees (Resolution, Grievance, Order, Teller, other necessary committees) from among the delegates.~~

- ~~(d) Reports by Governance Committee and Executive Committee.~~

- ~~(d) — Act on all reports filed by Supreme Lodge members and all standing committees (By-Law, Finance, Insurance, and Publication).~~

- (e) Deliberate by-laws.

- ~~(f) — Convention committees' reports.~~

- (f) Miscellaneous business.

- ~~(h) — Elect Supreme Lodge President, Vice President, and Chief Financial Officer (Secretary-Treasurer), Editor/Director of Communication, district directors, and all required committees.~~

- (g) District caucuses. The purpose of these seven, separate district caucuses is to nominate and elect a District Director, Alternate District Director, Governance Committee member, and Alternate Governance Committee member. Each delegate will vote in accordance with Section 31 (Votes) of the by-laws. The District Director will act as temporary chair of the district caucus until delegates elect a permanent chair.

- ~~(i) — District caucuses. The purpose of these seven, separate district caucuses is to nominate and elect a district director and substitute; By-Law Committee member and substitute; Finance Committee member and substitute; Insurance Committee member and substitute; and Publication Committee member and substitute. Each delegate will vote in accordance with Section 24 (Votes) of the by-laws. The district director will act as temporary chair of the district caucus until delegates elect a permanent chair.~~

- ~~(j) — Select location for the succeeding Convention.~~

- (h) Install District Directors and Governance Committee members.

- (k) — Install elected officials and standing committee members.

- (i) Adjourn Convention.

Section 18. Convention Officers. The President/CEO shall convene the Convention and shall preside until a Convention Chair is elected. The President/CEO shall appoint the secretaries of the Convention. The Convention Chair and Convention Vice Chair are the Convention officers.

~~Section 15. — Convention Committees.~~ The following committees appointed by the Convention Chair and Convention Vice Chair will function during the Convention:

- (a) — Resolution Committee — three members.

Section 14. Special Conventions. Special Conventions may be held upon a two-thirds vote of all members of the **Board of Directors** for an urgent matter concerning the welfare of SPJST. Such Special Conventions shall be held at such time and place as may be determined by the **Board of Directors**. No business may be taken up at such Special Convention except for the purpose for which called, which purpose shall be clearly and distinctly set forth in the call for the Special Convention. A call for a Special Convention shall be **disseminated electronically** at least 30 days prior to the convening of such Special Convention, addressed to each delegate at his/her last known **email** address as shown by the records of SPJST. At the Special Convention, delegates from each lodge shall have the same number of votes as at the preceding Regular Convention.

Section 15. Quorum. Two-thirds of delegates seated at any Regular or Special Convention shall constitute a quorum for the transaction of all business.

Section 16. Ballot In Lieu of Special Convention. In lieu of calling a special Convention, the **Board of Directors** may send a ballot to all delegates by mail or by email. The ballot may include one or more resolutions that could be considered and adopted at a special Convention. The proposed resolution or resolutions must be mailed **or emailed** to the delegates at least 30 days before the ballots must be returned. Delegates from each lodge shall have the same number of votes as at the preceding regular Convention. A resolution shall be deemed adopted upon receipt of signed ballots with votes equal to the number of votes that would have been needed to adopt the resolution at a special Convention at which all delegates were present.

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- (b) ~~Credentials Committee report.~~ A list of names of elected delegates and number of votes each lodge and delegate is entitled to will be made available to delegates at the beginning of the Convention. At least 30 days prior to the Convention, the Supreme Lodge President will appoint three members to the **Credentials Committee**.

Section 21. Voting. The enactment, deletion, or amendment to a by-law requires a two-thirds vote by authorized votes of delegates present. Unless otherwise required by law or the laws of SPJST, all other matters are decided by a majority of authorized votes of the delegates present. Delegates shall vote by voice, show of hands, standing, roll call, or secret ballot as designated by the Convention Chair. No delegate shall vote by proxy.

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Section 19. — Election of Supreme Lodge President, Vice President, Chief Financial Officer (Secretary-Treasurer), Editor/Director of Communication, and District Directors. Establish a screening process for the purpose of reviewing all qualifications of submitted candidates for Supreme Lodge President, Vice President, Chief Financial Officer (Secretary-Treasurer), Editor/Director of Communication, and seven District Directors. The screening committee has the right to gather additional background information, submit the slate of qualified candidates to the delegates 90 days prior to Convention, and shall have the discretion to consult with personnel with legal and human resource expertise to assure compliance with current labor laws. The By-Law Committee will serve as the screening committee. Anyone seeking the positions of Supreme Lodge President, Vice President, Chief Financial Officer (Secretary-Treasurer), Editor/Director of Communication, or District Director must announce candidacy at least 120 days prior to Convention.

Section 22. Minutes. The Convention minutes should accurately summarize what was discussed and actions taken by the Convention. The minutes should be accurate, concise, objective, and to the point, but written in such a way that they do not leave out critical information and are easily understood and usable in the future. Minutes may include brief summaries of the discussions but should reflect a record of the exact wording of motions, amendments, and resolutions as well as who made the motions, who seconded them, and the outcome of any votes taken. The minutes shall be kept and approved in the English language. A copy of the Convention minutes shall be sent to each local lodge secretary, all Convention delegates, Governance Committee members, and/or members, upon request.

Section 20. — Minutes. The minutes shall be kept and approved in the English language. A copy of the Convention minutes shall be sent to each local lodge secretary; all Convention delegates; members of all standing committees (By-Law, Finance, Insurance, and Publication); and all members, upon request.

Section -. Publicity. The President/CEO and Vice President of Communications are responsible for appropriate publicity pertaining to Conventions.

Section 21. Publicity. Supreme Lodge President and Editor/Director of Communication are responsible for appropriate publicity pertaining to Conventions.

ARTICLE VII GOVERNANCE COMMITTEE

Section 23. Composition. The Governance Committee shall be comprised of seven elected members (one from each of the seven districts).

Section 24. Eligibility. Executive Committee members, their spouses, and SPJST Home Office employees are not eligible for membership on the Governance Committee, but they are free to attend the Governance Committee meetings, make suggestions and recommendations, and assist the Governance Committee.

- (a) Governance Committee members are expected to attend their respective district meetings. If two meetings are missed during a four-year period, the alternate will be appointed to complete the remainder of the term.

Section 25. Duties. The Governance Committee shall have the following duties:

- (a) Review submitted recommendations for changes to the by-laws. The Governance Committee secretary shall forward all signed by-law recommendations to the *Vestnik* for publication. The Governance Committee will consider, arrange, and recommend motions for amending by-laws of the succeeding Convention; eliminate conflicts in the by-laws; codify and rearrange the by-laws; and deliberate and decide on all recommendations for amending the by-laws and, if necessary, prepare and present its own recommendations for changes to any articles. The Governance Committee will submit recommendations to the *Vestnik* enabling publishing 30 days prior to the Convention. Immediately following the Convention, the Governance Committee will arrange and compile the newly-adopted by-laws with all changes and amendments.

- (b) Review all compensation and financial benefits of District Directors. Gather relevant information and recommendations regarding reasonable compensation for District Directors and present a proposal to the Convention. Any increase in compensation must be approved by the delegates of the Convention.

- (c) Recommend to the Convention compensation of District Directors. The Committee's recommendations shall be published in the *Vestnik* 30 days prior to the Convention.

- (4) Recommend to the Convention per diem of delegates and salaries of district directors. The Committee's recommendations shall be published in the *Vestnik* 30 days prior to the Convention.

- (d) Assist the President/CEO in the tabulation of votes during the election of the Convention Chair and Convention Vice Chair.

- (e) Assist the Convention Chair in the tabulation of votes of matters brought before the Convention.

- (f) Serve as the Grievance Committee at the Convention. Help resolve disputes at the Convention.

Section 26. Committee Chair. The Governance Committee shall convene immediately following the Convention and elect a Committee Chair, Vice Chair, and Secretary from its members.

Section 27. Meetings. During the Convention year, the Governance Committee shall hold a minimum of two meetings, one at least six months and one immediately prior to the start of the Convention. The day and time shall be designated by the Governance Committee Chair after consultation with Governance Committee members. The Governance Committee Chair may call special meetings and shall call a special meeting upon written request of at least three Governance Committee members. Any meeting of SPJST at which written minutes are kept, except the Convention, may meet by telephone conference or other means of communication that allows all participants to simultaneously communicate with each other. All non-electronic meetings should be at the Home Office.

Section 28. Quorum and Voting. A majority of the Governance Committee shall constitute a quorum for the transaction of Governance Committee business except that a smaller number may adjourn a meeting for lack of a quorum. The Committee shall act by a majority of Committee members present.

ARTICLE VIII LODGE DELEGATE ELECTIONS

Section 29. Election of Delegates. Delegates and substitute delegates shall be elected no later than January at the local lodge meeting that precedes the Convention for the term from one Convention to the next Convention.

Section 30. Number of Delegates per Lodge. Every lodge has the right to elect delegates in accordance with its membership.

- (a) The number of delegates a lodge may send to the Convention shall be based on the following scale:

- (1) One delegate for lodges with 20 to 200 adult members;

- ~~(1) One delegate for lodges with 20 to 100 adult members;~~

- (2) One additional delegate for each additional 200 adult members.

- ~~(2) One additional delegate for each additional 150 adult members.~~

(b) Changes in Lodge Membership. If a lodge obtains enough new active members to qualify for an additional delegate to the Convention in the time period between the annual meeting and 60 days before the Convention, then that lodge shall send the substitute delegate or delegates with the most votes. A lodge losing the required number of members between such time shall not lose the delegate or delegates.

(c) New Lodges. A lodge chartered during the Convention year may elect its delegates and its substitutes any time before the convening of the Convention. A lodge chartered, merged, or reorganized less than three years preceding the election of its delegates may elect its delegates and substitutes from among those members having attended a majority of the regular meetings from the date of its charter, merger, or reorganization.

Section 31. Votes. A lodge represented by its delegate or delegates is entitled to one vote for every delegate.

Section 24. Votes. A lodge represented by its delegate or delegates is entitled to one vote for every adult member. Delegates from each lodge shall divide their lodge's votes equally among themselves. In the event the votes do not divide equally among its delegates, the extra votes shall be assigned proportionally to all of the lodge's delegates. (Example, a lodge with 4 delegates and 405 votes will result in each delegate having 101.25 votes).

Section 32. Substitute Delegates. Substitute delegates shall be elected according to the procedures for election of delegates. No more than 10 substitute delegates shall be elected per lodge. A substitute delegate shall attend the Convention if one of the elected delegates cannot attend. The substitute delegate or delegates shall be chosen to fill vacancies according to which substitute delegate received the most votes at the annual lodge meeting.

Section 33. Delegate Election Requirements.

- (a) Qualifies as an adult member.
- (b) Is present during the election or is absent due to unavoidable circumstances.

(c) Attended at least 50 percent of the regular meetings of the lodge during one year preceding the Convention year. Lodges meeting monthly, 50 percent is six meetings; lodges meeting bi-monthly, 50 percent is three meetings; and lodges meeting quarterly, 50 percent is two meetings. (When there is a conflict with the date of their local lodge meeting, Executive Committee members, district fraternal activities coordinators, on official business, may count as attending a regular meeting for this purpose. The state fraternal director, district youth counselors and their assistants, on official business, may count as attending youth club meetings. Notification must be given to the local lodge secretary prior to the event with written confirmation made by the party within two weeks following the event.) Newly transferred members' attendance record of the previous lodge shall be accepted.

(e) Attended a majority of the regular meetings of the lodge during one year preceding the Convention. Lodges meeting quarterly, majority would be two meetings. (When there is a conflict with the date of their local lodge meeting, Supreme Lodge members, Editor/Director of Communication, fraternal field managers, and state and district fraternal activities coordinators, on official business, may count as attending a regular meeting for this purpose. The state youth director, district youth counselors and their assistants, on official business, may count as attending youth club meetings. Notification must be given to the local lodge secretary prior to the event with written confirmation made by the party within two weeks following the event.) Newly transferred members' attendance record of the previous lodge shall be accepted.

(d) Is a citizen of the United States of America at the time of election.

(e) Is not an officer or director of another fraternal life insurance society.

(f) Any member who desires to serve as a delegate who is an underwriter of any insurance company or an agent (underwriter) of any other fraternal life insurance society may be elected but must first disclose this information to the local lodge members prior to the election.

Section 34. Term. Delegates and substitute delegates shall hold office until their successors are seated at the following Convention. The delegates and substitutes to the most recent regular Convention shall be the delegates and substitutes to any special Convention or for any ballot in lieu of a special Convention. If a delegate is not in the Convention by the second day, he/she will not be seated unless he/she has a good excuse as decided by the majority of the seated delegates, such as serious illness/emergency or death in immediate family. In the event of the merger of two or more lodges following the Convention, those delegates of each lodge shall be entitled to the same number of votes they had at the preceding Convention.

Section 35. Delegate Selection Procedure.

- (a) When a lodge is entitled to two or more delegates, the nomination and election of delegates is made by whatever procedure is deemed most convenient and expedient by the local lodge. If a nominating committee is used, nominations from the floor must be permitted. In the election process, a secret ballot may be used. Ballots containing designating more nominees than permitted are void and not counted. The nominees receiving the highest number of votes are elected.
- (b) The result of the election of delegates and substitutes shall be forwarded to the Chief Financial Officer (Secretary-Treasurer) within 30 days after the election. Failure to do so will nullify the lodge's delegates.

(c) The Chief Financial Officer forwards to the local lodge secretary the required forms in duplicate that must be **completed** by the secretary and signed by the president and secretary of the local lodge, to certify the election of the delegate and substitute(s). After completion, one form must immediately be forwarded to the Chief Financial Officer. The elected delegate must present the second form to the Credentials Committee, **an ad hoc committee of the Board of Directors comprised of Convention delegates**, during Convention registration. The credential form must contain:

- (1) A statement of the number of regular meetings held by the lodge the delegate is representing.
 - (2) The number of regular meetings attended by the delegate in the year preceding the Convention.
 - (3) The mileage from the delegate's home to the Convention site and return.
- (d) Lodges failing to comply with all required lodge duties and obligations within 60 days prior to the Convention will lose their right to representation at the Convention.
- (e) In the event of a delegate's death, incapacity, or transfer to another lodge, he/she shall automatically be replaced by the first substitute of such lodge.

ARTICLE IX BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

Section 36. Composition of Board of Directors. The Board of Directors shall be composed of the seven elected District Directors (one from each of the seven districts). The Board of Directors shall have the authority to provide rules and regulations for the extension and development of SPJST and shall have all other necessary and incidental powers to carry out the objectives of SPJST and such other duties as prescribed by these by-laws.

Section 37. Composition of Executive Committee. The Executive Committee shall be composed of the Board of Directors (seven District Directors) and the Executive Officers (President/CEO, Vice President of Sales and Marketing, Vice President of Communications, Chief Financial Officer, and Controller).

~~**Section 29. Composition.** The Supreme Lodge shall be composed of the President, Vice President, Chief Financial Officer (Secretary-Treasurer), Controller, and seven elected directors (one from each of the seven districts). The Supreme Lodge shall have the authority to provide rules and regulations for the extension and development of SPJST and shall have all other necessary and incidental powers to carry out the objectives of SPJST and such other duties as prescribed by these by-laws.~~

Section 38. Conflicts of Interest.

(a) No agent of any other **competitive** life insurance company, or any officer or director of any similar fraternal order is eligible for membership on the **Executive Committee**.

(b) No **Executive Committee** member shall receive commission for the sale of property belonging to SPJST. No **Executive Committee** member can buy property from SPJST. No **Executive Committee** member shall be personally liable to SPJST or its members for monetary damages for any act or omission in the **Executive Officer's** or **District Director's** capacity as an **Executive Officer** or **District Director** except in the following instances:

(1) For any breach of the **Executive Officer's** or **District Director's** duty of loyalty to SPJST or its members;

(2) For any act or omission not in good faith or which involves intentional misconduct or knowing violation of the law;

(3) For any transaction from which the **Executive Officer** or **District Director** received a **benefit deemed improper by the Board of Directors**, whether or not the benefit resulted from action taken within the scope of the **Executive Officer's** or **District Director's** position;

~~(3) For any transaction from which the officer or director received an improper benefit, whether or not the benefit resulted from action taken within the scope of the officer's or director's position;~~

(4) For any act or omission for which the liability of an **Executive Officer** or **District Director** is expressly provided for by statute or payment of a dividend.

(c) No person can be an employee of the **SPJST Home Office** if he/she is related to any member of the **Executive Committee** within the third degree, as construed under Section 573 of the Government Code of the Texas Revised Civil Statutes.

Section 39. Duties. The affairs of SPJST shall be managed under the direction of the **Board of Directors** between regular meetings of the Convention. The **Board of Directors** has the duty and authority to:

(a) Provide leadership for all SPJST members and others.

(b) Promote fraternalism between lodges.

(c) Learn and promote Czech heritage and language and the history of SPJST.

(d) Employ legal counsel on an as-needed basis.

(e) Provide sufficient insurance coverage for the protection of SPJST.

(f) Collaborate with Executive Officers and conduct a strategic planning process and develop an annual business plan with clearly defined qualitative and quantitative goals.

~~(-)~~ Approve a contract on an annual basis, if deemed beneficial, for the printing of the *Vestnik*, after consulting with the Vice President of Communications.

~~(g)~~ Approve a contract on an annual basis, if deemed beneficial, for the printing of the *Vestnik*, after consulting with a member of the Publication Committee designated by that committee, and the Editor/Director of Communication.

(g) Adopt formulas to determine the amount of refund to lodges based on premium income from members and other incentive factors after a review of the annual statement and consultation with the actuary.

(h) Adopt such additional plans and tables of insurance including annuities and universal life products, which appear to be beneficial, according to fraternal insurance laws of the State of Texas.

(i) Ratify compensation schedule and incentive programs for sales agents.

(j) Fill vacancies for the President/CEO and Governance Committee members.

~~(k)~~ Fill vacancies in the Supreme Lodge and Editor/Director of Communication with the exception of the President, as specified in Section 41 (Vacaney).

(k) Employ a certified public accountant, upon recommendation of the Chief Financial Officer (~~Secretary-Treasurer~~), to prepare a detailed report concerning the condition of SPJST.

(l) Prepare a report of its progress/accomplishments since the preceding Convention. Each Executive Officer must submit a report to be printed in the *Vestnik* at least 30 days prior to the Convention. The Board of Directors may submit one combined report, if they so agree.

(m) Investigate all irregularities, disorders, and incompetence in office of the President/CEO or any District Director. Following a thorough investigation, including a hearing of such charges and 20 days advance notice to the accused, the Board of Directors may discharge the accused from his/her office by a two-thirds vote.

~~(n)~~ Investigate all irregularities, disorders, and incompetence in office of any Supreme Lodge member and Editor/Director of Communication (after consultation with the Publication Committee). Following a thorough investigation, including a hearing of such charges and 20 days advance notice to the accused, the Supreme Lodge may discharge the accused from his/her office by a two-thirds vote.

(n) Suspend local lodges for not performing their local lodge duties and for irregularities deemed by the Board of Directors to be detrimental to SPJST. In the event of suspension, and until the suspension is lifted by the Board of Directors, one or more of the following shall be in effect:

(1) The loss of representation at regular and special Conventions of SPJST.

(2) All official lodge records and papers shall be relinquished to the Board of Directors for examination.

(3) The name and number of the local lodge will be dropped from the roster of the lodges.

(4) The loss of representation at district meetings and other functions of SPJST.

(5) The loss of representation at all youth functions on the district and state levels.

(6) No new applications for membership will be accepted.

(7) No transfers into the lodge will be accepted.

(8) All meetings and activities normally carried on by such lodge will cease.

(9) No local lodge dues will be collected.

(o) Suspend or discharge local lodge officers and committees for irregularities in office detrimental to SPJST on charges filed by members of the local lodge or the Board of Directors, and after 20 days notice to the accused and due hearing thereon, by a vote of two-thirds of the Board of Directors.

~~(-)~~ Determine the amount of application fee and rate of interest on mortgage loans according to prevailing conditions, and the demand for loans in the best interest of SPJST.

~~(p)~~ Determine areas that can be outsourced or partnered for increased efficiency.

(p) Select and give discretionary authority to an investment manager on recommendation of the Chief Financial Officer and ratify the sale and purchase of bonds and stocks by a majority vote.

~~(r)~~ Ratify the sale and purchase of bonds and stocks by a majority vote.

(q) Ratify the operating budget of the Home Office.

~~(u)~~ Ratify the salary of Home Office employees, as proposed by Supreme Lodge officers and Editor/Director of Communication.

(r) Assign additional duties to the President/CEO as needed.

(s) Assign further duties to any member of the Supreme Lodge.

(s) Review proposed agenda items and agenda for the Convention. The agenda will be constructed by the Executive Officers. All proposed agenda items must be submitted to the Executive Officers at least 60 days prior to the start of the Convention to be included in the Convention agenda.

~~(a) Review proposed agenda items and agenda for the Convention. The agenda will be prepared by the Supreme Lodge officers. All proposed agenda items must be submitted to the By-Law Committee at least 60 days prior to the start of the Convention to be included in the Convention agenda.~~

(t) Review resolutions submitted for consideration of the Convention and make recommendations to the Convention regarding such resolutions. Any proposed resolution must be submitted to the Executive Officers at least 30 days prior to the start of the Convention to be considered by the Convention.

(u) Examine and pass upon the credentials of the delegates to the Convention.

(v) Review the financial standing of the Society annually and ensure that a financial report is prepared and presented to the Convention.

(w) Present a report at district meetings.

(x) Participate in lodge and district events to inform the membership on matters pertaining to SPJST.

(y) Ratify hiring and compensation of all Executive Officers.

Section 40. Chair of the Board of Directors. The Board of Directors shall elect a chair and vice chair for a term of one year from among its seven elected District Directors. The chair shall preside at all meetings of the Board of Directors and perform such other duties as may be designated by the Board of Directors. The vice chair will preside in the absence of the chair.

Section 41. Regular Meetings. The Board of Directors shall meet quarterly during the third week or weekend in January, April, July, and October. In case of necessity, the President/CEO, in conference with the Chair of the Board of Directors, has the right to change the date of the meeting. Meetings are open to SPJST members except during executive sessions concerning personnel, disciplinary matters, litigation, or threatened litigation.

Section 42. Special Meetings. Special meetings of the Board of Directors may be called by the President/CEO or the Chair of the Board of Directors, in case of necessity. In the event that five members of the Board of Directors determine a necessity for a special meeting, and the President/CEO refuses to call such a meeting, the five members may, by written notice, call all members of the Board of Directors to such a special meeting and hold the meeting. Five members of the Board of Directors will constitute a quorum at special meetings.

Section 43. Location. Meetings of the Board of Directors shall be held at the Home Office, unless the President/CEO or the Board of Directors designate an alternative location.

Section 44. Quorum and Voting. Five members of the Board of Directors shall constitute a quorum. The act of a majority of the members present at a meeting at which quorum is present shall be the act of the Board of Directors, unless the act of a greater number is required by the Charter of Incorporation, by-laws, or applicable law.

Section 45. Electronic Communication. The Executive Committee and any committee or sub-committee of the Board of Directors, or any other meeting of SPJST at which written minutes are kept, except the Convention, may meet by telephone conference, online, or other means of communication that allows all participants to simultaneously communicate with each other.

Section 46. Action Without Meeting. Any action required or permitted to be taken by the Board of Directors or any committee or sub-committee of the Board of Directors may be taken without a meeting by written consent of all of its members then in service. A written consent under this provision shall have the same force and effect as a vote taken at a meeting.

Section 47. Minutes. The Board of Directors will designate a Home Office staff member to record minutes of all transactions at all open Board of Directors' meetings and special meetings. The Chief Financial Officer (Secretary-Treasurer) will maintain minutes and exhibits of the Board of Directors' meetings and Investment Committee meetings. Written consent may be given electronically.

(a) The minutes will be printed in the *Vestnik* within 30 days after each regular or special Board of Directors' meeting.

(b) The minutes will include each item voted on at the meeting with a record of how each member of the Board of Directors voted on each issue. Matters concerning personnel, disciplinary matters, litigation, threatened litigation, and marketing plans will not be included.

Section 48. Committee Establishment. The Board of Directors may appoint committees to have such authority as the Board of Directors may delegate. Each committee shall consist of three or more Executive Committee members. Additional committee members may be appointed by the Board of Directors. A majority of the members of each committee shall constitute a quorum for the transaction of all committee business.

~~**Section 40.** Committee Establishment. The Supreme Lodge may appoint an audit committee and other committees of the Supreme Lodge to have such authority as the Supreme Lodge may delegate. Each committee shall consist of three or more Supreme Lodge members. Additional committee members may be appointed by the Supreme Lodge. A majority of the members of each committee shall constitute a quorum for the transaction of all committee business.~~

Section 49. Audit Committee. The Audit Committee shall be responsible for the oversight of the auditors of the Society, the audit of financial statements of the Society, review of investment transactions and performance of the investment portfolio, operational procedures, and such other responsibilities designated to it from time to time.

Section 50. Communications Committee. The Communications Committee shall be responsible for determining what material proposed to be included in the *Vestnik* may be harmful to and against the best interests of SPJST.

(-) Working with the Vice President of Communications, the Governance Committee will eliminate duplications, remove conflicting articles, and recodify all by-laws, in compliance with the Texas Department of Insurance. A neat, readable proof copy with a complete index will be forwarded to each member of the Governance Committee for approval and one copy to each Executive Committee member for comments. Such comments shall be forwarded to the Governance Committee within 10 days after receipt thereof and prior to final approval by the Governance Committee. The Executive Committee will determine if copies will be printed or available digitally and will provide copies to lodges and members, upon request. A sealed package containing all of the Committee's records from the Convention will be forwarded to the President/CEO. The sealed package may be opened in case of necessity only in the presence of the Board of Directors. The Home Office will provide assistance as needed to accomplish this duty.

Section 51. Vacancy. In the event of a vacancy by the Vice President of Sales and Marketing, Vice President of Communications, Chief Financial Officer, or Controller, such vacancy will be filled by appointment by the President/CEO with ratification by the Board of Directors.

Section 41. Vacancy. In the event of a vacancy by the President, Vice President, Chief Financial Officer (Secretary-Treasurer), or Controller, such vacancy will be filled by appointment by the Supreme Lodge.

(a) In the event of a vacancy by the President/CEO, such vacancy will be filled by the Board of Directors. (a) The office of President shall be temporarily filled by the Vice President until a new President is appointed by the Supreme Lodge.

(b) In the event of a vacancy by the *Vestnik* Editor/Director of Communication, such vacancy will be filled by appointment by the Supreme Lodge after consultation with the Publication Committee.

(b) In the event of a vacancy by a District Director, the position shall be filled by the Alternate District Director.

(c) In the event of a vacancy by an Alternate District Director who succeeded the District Director, the District President shall call a meeting of the delegates of the previous regular Convention to a place centrally located for the purpose of electing a new District Director and Alternate District Director for the term to the next Convention. This election shall be carried out within 30 days. The results of the election shall be announced to the Executive Committee without delay.

Section 52. Removal of President/CEO or District Directors.

(a) The President/CEO may be removed "for cause" by a two-thirds affirmative vote of the Board of Directors at a meeting called for that purpose. A District Director may be removed from the Board of Directors "for cause" by a two-thirds affirmative vote of the Board of Directors at a meeting called for that purpose. The member of the Board of Directors whose status is at issue shall not be entitled to vote in the matter. "For cause," for purposes of this section, shall include:

Section 42. Removal of Supreme Lodge Members. A Supreme Lodge member may be removed from the Supreme Lodge "for cause" by a two-thirds affirmative vote of a majority of all members of the Supreme Lodge excluding the Supreme Lodge member whose status is at issue at a meeting called for that purpose. "For cause," for purposes of this section, shall include:

- (1) Inability or failure to perform the duties and responsibilities of an Executive Committee member;
- (2) Engaging in conduct unbecoming of an Executive Committee member;
- (3) Absence from two Board of Directors' meetings during the course of a calendar year, without good cause;
- (4) Breaching a fiduciary duty owed to SPJST, its members, or beneficiaries;
- (5) Materially violating these by-laws, the Charter of Incorporation, or any code of ethics or conflict of interest policy adopted by SPJST; or
- (6) Ceasing to be a member of SPJST.

(b) For the President/CEO, a determination of cause shall be made within the reasonable discretion of the Board of Directors. For a District Director, a determination of cause shall be made within the reasonable discretion of the Board of Directors, in consultation with the District President.

(c) The President/CEO or District Director, upon termination of his/her tenure, must deliver to their successors all property belonging to SPJST. A determination of cause shall be made within the reasonable discretion of the Supreme Lodge. All Supreme Lodge members, upon termination of their tenures, must deliver to their successors all property belonging to SPJST.

ARTICLE X EXECUTIVE OFFICERS

Section 53. Officer Requirements. To be a Executive Officer, an individual must meet the following requirements:

(a) Be a member of SPJST for at least one year preceding the appointment. Individuals who do not meet this one-year requirement may be hired; however, they shall not serve as an Executive Officer until they have been a member for one year.

~~(a) Be a member of SPJST for at least one year preceding the election or appointment.~~

(b) Be a citizen of the United States of America.

(c) Must have at least \$50,000 of SPJST life insurance or if uninsurable, then an SPJST annuity in at least the amount of \$20,000.

(d) Appreciate and promote the Czech language and culture and fluently speak the English language.

(e) Any other requirements that the **Board of Directors** may prescribe that take into consideration the nature of the position and magnitude of the business and affairs of SPJST.

~~(e) Any other requirements that the Supreme Lodge may prescribe that take into consideration and magnitude of the business and affairs of SPJST.~~

Section 44. Term. The term of office for Supreme Lodge President, Vice President, and Chief Financial Officer (Secretary-Treasurer) and Supreme Lodge officers elected at the 32nd Convention is from July 1 of the Convention year to June 30 of the following Convention year.

(f) No Executive Officer can hold more than one office at a time, and no Executive Officer can receive more than one compensation at one time.

(g) No Executive Officer can receive commissions for services as a sales agent. The spouse of an Executive Officer can receive commissions for services as a sales agent at a reduced rate as determined by the commission structure for part-time agents.

~~(g) No Supreme Lodge officer or his/her spouse can receive commissions for services as a sales agent.~~

(h) No Executive Officer may hold any position in the districts or lodges.

Section 54. General Duties.

(a) Coordinate and conduct workshops for the training of local lodge officers in the first quarter of each year.

(b) Submit a quarterly report to the **Board of Directors** of all services performed prior to each board meeting.

(c) Submit reports regularly to the *Vestnik*.

Section 55. President/CEO. The President/CEO shall be appointed by the Board of Directors. The President/CEO shall serve as the Chief Executive Officer of the Society, shall have general supervision and direction of the day-to-day business and affairs of the Society, and

shall perform all duties incumbent to the position and such other duties as may be prescribed by the Board of Directors from time to time. The President/CEO is the official head of SPJST and oversees all departments. The President/CEO is an ex officio member of all appointed committees within the Board of Directors. Subject to such rules and policies as may be prescribed by the Board of Directors, the President/CEO shall have authority to appoint and terminate such other officers, agents, and employees and to delegate authority to them with ratification of the Board of Directors upon appointment and/or termination of an Executive Officer.

~~**Section 46. President/CEO.** The President is the official head of SPJST and oversees all departments. The President is an ex officio member of all appointed committees within the Supreme Lodge. In addition to the Executive Officer requirements, the President/CEO must also have experience and knowledge in the fraternal life insurance field; demonstrated leadership capacity in the fraternal activities field; management skills; and the ability to communicate clearly and persuasively with others. Other requirements include:~~

(a) Bachelor's degree in marketing, communications, or business or equivalent work experience.

(b) Management and marketing experience.

Section 56. Reasonable Compensation. Reasonable compensation of the President/CEO shall be determined by the Board of Directors. Reasonable compensation of all Executive Officers other than the President/CEO shall be recommended by the President/CEO and approved by the Board of Directors. In its determination of reasonable compensation, the Board of Directors or a committee delegated authority for officer compensation shall take into account, among others, the services rendered by the officer, the performance of the officer, the performance of the Society, market and industry standards, and compensation paid to officers of similarly situated fraternal benefit societies.

Section 47. Vice President of Sales and Marketing. The Vice President of Sales and Marketing shall assist the President/CEO in activities promoting SPJST. In addition to the Executive Officer requirements, the Vice President of Sales and Marketing must also have experience and knowledge in the fraternal life insurance field; demonstrated leadership capacity in the life insurance field; marketing and management skills; and the ability to communicate clearly and persuasively with others. Other requirements include:

(a) Bachelor's degree in marketing, communications, or business or equivalent work experience.

(b) At least 5 years of life insurance experience.

(c) Management and marketing experience.

(d) Annuity certification.

Section 47. Vice President. The Supreme Lodge Vice President shall assist the President in activities promoting SPJST. In addition to the Supreme Lodge officer requirements, the Vice President must also have experience and knowledge in the fraternal life insurance field; demonstrated leadership capacity in the life insurance field; marketing and management skills; and the ability to communicate clearly and persuasively with others. Other requirements include:

- (a) Bachelor's degree in marketing, communications, or business or equivalent work experience.
- (b) 5 to 10 years of life insurance experience.
- (c) Management and marketing experience.
- (d) Annuity certification.

Section 48. Chief Financial Officer. In addition to the Executive Officer requirements, the Chief Financial Officer must have experience in corporate management and administration/accounting and knowledge in the mortgage lending and loan origination field, investment management, property management, and claims and annuity administration. Other requirements include:

- (a) Bachelor's degree in finance, accounting, or business or equivalent work experience.
- (b) At least 5 years of progressively responsible experience in the investment field.

Section 48. — Chief Financial Officer (Secretary-Treasurer). In addition to the Supreme Lodge officer requirements, the Chief Financial Officer (Secretary-Treasurer) must have experience in corporate management and administration/accounting and knowledge in the mortgage lending and loan origination field, investment management, and claims and annuity administration. Other requirements include:

- (a) Bachelor's degree in finance, accounting, or business or equivalent work experience.
- (b) 5 to 10 years of progressively responsible experience in the investment field.

Section 49. Controller. In addition to the Executive Officer requirements, the Controller must have experience and knowledge in the accounting and information technology fields. Other requirements include:

- (a) Bachelor's degree in finance, accounting, or business or equivalent work experience.
- (b) At least 5 years of progressively responsible management experience in the accounting field.

Section 49. — Controller. In addition to the Supreme Lodge officer requirements, the Controller must have experience and knowledge in the accounting and information technology fields. Other requirements include:

- (a) Bachelor's degree in finance, accounting, or business or equivalent work experience.
- (b) 5 to 10 years of progressively responsible management experience in the accounting field.

Section 50. Staff. After consulting with the President/CEO, the Vice President of Sales and Marketing, Vice President of Communications, Chief Financial Officer, and Controller have the authority to hire employees working directly under the respective officer.

Section 50. — Staff. After consulting with the President, the Vice President, Chief Financial Officer (Secretary-Treasurer), and Controller have the authority to hire employees working directly under the respective officer.

ARTICLE XI SPJST ADVISORY COUNCIL

Section 57. Convention delegates shall serve as members of the SPJST Advisory Council between conventions. SPJST Advisory Council members shall serve on a volunteer basis and meet annually each spring with the Executive Committee with the objective of keeping the SPJST Advisory Council members engaged and responsive in matters relating to the growth and development of SPJST.

ARTICLE XII DISTRICT DIRECTORS

Section 58. District Director Qualifications. These qualifications shall reflect the complexity and magnitude of the business and affairs of SPJST and shall therefore include expertise in corporate governance, financial accounting, and insurance, among others.

(a) District Directors are accountable to members and owe duties of loyalty and care to SPJST. District Directors' performance should be evaluated through SPJST's long-term performance, financial and otherwise.

(b) District Directors must have high integrity and the appropriate competence to represent the interests of all members in achieving the long-term success of SPJST. Ideally, in order to facilitate engaged and informed oversight of SPJST and the performance of management, a subset of District Directors will have professional experiences directly related to SPJST. At the same time, however, it is important to recognize that some of the best ideas, insights, and contributions can come from District Directors whose professional experiences are not directly related to SPJST.

(c) District Directors should be business savvy and member-oriented, and have a genuine passion for SPJST.

(d) District Directors should have complementary and diverse skill sets, backgrounds, and experiences.

(e) District Directors need to commit substantial time and energy to the role.

Section 59. District Director Requirements. ~~These qualifications shall reflect the complexity and magnitude of the business and affairs of SPJST and shall therefore include expertise in corporate governance, financial accounting, and insurance, among others. To be a District Director, an individual must meet the following requirements:~~

- (a) Be a citizen of the United States of America at the time of election.
- (b) Be an active member for at least one year prior to the time of election.
- (c) Have SPJST life insurance in force or, if uninsurable, have an SPJST annuity.
- (d) Meet the lodge attendance requirements for delegates.
- (e) Appreciate and promote the Czech language and culture and fluently speak the English language.
- (f) Attend the Convention or have an excuse for not being present that is acceptable by two-thirds of the delegates.
- (g) Be capable of assuming the responsibilities as outlined herein and as established by SPJST from time to time.
- (h) Reside within the ~~bounds of director's~~ respective district.

(i) ~~Candidates seeking election for one of the seven elected District Director positions must state their intention to seek election and submit information to the Vestnik regarding their qualifications for a District Director position in accordance with the procedures established and published by the Board of Directors at least 120 days prior to the Convention. The Board of Directors shall help identify and encourage well qualified candidates from each District to seek election as a District Director and Alternate District Director. The Board of Directors shall review candidate information and may gather additional background information and shall submit the slate of candidates and qualification information to an ad-hoc Credentials Committee comprised of Convention delegates who shall review and provide the slate of candidates and information regarding qualifications to the delegates at the Convention.~~

Section 60. Term. The terms of the elected District Directors shall be for four years and commence upon the close of the Convention during which they are elected and terminate upon the close of the following Convention. No District Director can hold any position in the SPJST Home Office or district.

Section 52. ~~—Term. The term for directors is from July 1 of the Convention year to June 30 of the following Convention year. No director can hold any position in the SPJST Home Office or district.~~

Section 61. General Duties. District Directors will:

- (a) Oversee the management and progress of SPJST.
- (b) Oversee the compliance of all by-laws and decisions of the Conventions and the Board of Directors.

ARTICLE XIII
VESTNIK – OFFICIAL PUBLICATION
EDITOR/DIRECTOR
OF COMMUNICATION
AND VESTNIK – OFFICIAL PUBLICATION

Section 54. Qualifications. In addition to the Executive Officer requirements, the Vice President of Communications must have experience editing and composing a newspaper; possess journalistic qualifications; have knowledge of the fraternal benefit system and English and Czech languages; and be well-versed in media law, especially as it relates to privacy concerns and libel.

~~**Section 54.** —Qualifications. In addition to the Supreme Lodge officer requirements, the Editor/Director of Communication must have experience editing and composing a newspaper; possess journalistic qualifications; have knowledge of the fraternal benefit system and English and Czech languages; and be well-versed in media law, especially as it relates to privacy concerns and libel.~~

Section 55. General Duties. The Vice President of Communications will:

~~**Section 55.** —General Duties. The Editor/Director of Communication will:~~

- (a) Manage all aspects of the *Vestnik*.
- (b) Manage all aspects of the SPJST internet website and social media.
- (b) ~~Manage all aspects of the SPJST internet website.~~
- (c) Coordinate public relations in the community and across the state to improve SPJST's public image as directed by the President/CEO.
- (d) Submit a quarterly report of all services performed to the Board of Directors prior to each board meeting.

Section 56. ~~—Term. The Editor/Director of Communication's position will be elected by the delegates at the Convention. The term of office is from July 1 of the Convention year to June 30, following the Convention. The Editor/Director of Communication may not hold any position in the district or serve as an agent for any other life insurance company or any similar fraternal order.~~

Section 57. Staff. After consulting with the President/CEO, the Vice President of Communications has the right to hire employees working directly under the Vice President of Communications.

~~**Section 57.** —Staff. After consulting with the President, the Editor/Director of Communication has the right to hire employees working directly under the Editor/Director of Communication.~~

Section 58. — Supreme Lodge Discussions. The Editor/Director of Communication will be included in any Supreme Lodge discussions involving the *Vestnik*/Communication Department.

Section 59. Dismissal. The Communications Committee has the obligation to see that the Vice President of Communications does not print articles inimical to the best interests of SPJST. The Vice President of Communications may be dismissed for any of the following offenses:

Section 59. — Dismissal. The Publication Committee has the obligation to see that the Editor/Director of Communication does not print articles inimical to the best interests of SPJST and that he/she otherwise fulfills his/her obligation. The Editor/Director of Communication may be dismissed after first being recommended for dismissal by a majority of the Publication Committee. Following a thorough investigation, including a hearing of such charges and 20 days advance notice to the accused, the Supreme Lodge may discharge the Editor/Director of Communication from office by a two-thirds vote. The authority of dismissal rests with the Supreme Lodge whose decision is by two-thirds vote. The Editor/Director of Communication may be dismissed for any of the following offenses:

(a) Incompetence, which means he/she does not manage the Society's communications satisfactorily in a dignified and professional manner.

(a) Incompetence, which means he/she does not manage the *Vestnik* satisfactorily in a dignified and professional manner.

(b) Willfully refusing cooperation with the Publication Committee.

(b) Using the *Vestnik* for personal promotion.

(c) Promoting ideas harmful to SPJST.

Section 62. Official Publication *Vestnik*. SPJST shall have an official publication. The name of the official publication shall be *Vestnik*. The *Vestnik* will be published twice monthly and in color.

Section 63. Subscriptions. A *Vestnik* shall be sent to SPJST members as shown on the records of SPJST, except that if SPJST records show that two or more members have the same mailing address, an official publication mailed to one of them is deemed mailed to all of them at the same address unless a separate copy is requested. Names and addresses of members requesting the *Vestnik* must be furnished to the Home Office. Schools, colleges, and universities offering and instructing the Czech language for credit will receive the *Vestnik* free of charge upon request.

Section 62. *Vestnik* Content. The *Vestnik* shall contain material grouped in sections, including original editorial articles, various reports, a youth section, and a Czech heritage/cultural section. A portion of the printed material shall be in the Czech language.

(a) Letters should be of purely fraternal spirit, without political, religious, or anti-religious inclinations.

(b) Each *Vestnik* shall include the contact information for Executive Committee members and Governance Committee members.

(b) Each *Vestnik* shall include the contact information for Supreme Lodge members, Editor/Director of Communication, and all standing committee members.

(c) The *Vestnik* shall have lessons and articles in the Czech language.

(c) The *Vestnik* shall have lessons in the Czech language.

(d) Any notice, report, or statement required by law, including notice of election, may be published in the *Vestnik*.

(e) During the month of May, names and addresses of district and local lodge secretaries will be published in the *Vestnik*.

(f) At least 30 days prior to the convention, the *Vestnik* will include pre-convention reports of the Executive Committee and Governance Committee and a list of delegates' names and lodge numbers.

(f) At least 30 days prior to the convention, the *Vestnik* will include pre-convention reports of the Supreme Lodge officers and directors and standing committees and a list of delegates' names and lodge numbers.

(g) Any suggestions for improving SPJST communications should be referred to the Vice President of Communications.

(g) Any suggestions for the improvement of the contents of the *Vestnik* should be referred to the Editor/Director of Communication or to the chair of the Publication Committee, and the committee will then direct the Editor/Director of Communication to make the changes accordingly.

Section 63. — Objectionable Material. The Communications Committee will make decisions concerning objectionable contributions in the following manner:

(1) If the Vice President of Communications considers any matter questionable or harmful to SPJST, he/she shall send a copy of the material in question to each member of the Communications Committee, who shall respond by return mail. The Committee may consult with legal counsel.

(2) If the material is considered acceptable by the majority of the members of the Committee, the Vice President of Communications will publish the article in its entirety.

(3) No letter may be published in its censored form without consent of the writer. Objectionable material will be returned to the writer by the Vice President of Communications. If the Vice President of Communications fails to submit material turned down by him/her, the writer may submit the letter to the President/CEO and the decision of the President/CEO will override the opinion of the Vice President of Communications.

Section 63. — Objectionable Material. The Publication Committee will make decisions concerning objectionable contributions in the following manner:

(1) If the Editor/Director of Communication considers any matter questionable or harmful to SPJST, he/she shall mail a copy of the material in question to each member of the Publication Committee, who shall respond by return mail. The committee may consult with legal counsel.

(2) If the material is considered acceptable by four members of the committee, the Editor/Director of Communication will publish the article in its entirety.

(3) No letter may be published in its censored form without consent of the writer. Objectionable material will be returned to the writer by the Editor/Director of Communication. If the Editor/Director of Communication fails to submit material turned down by him/her, the writer may submit the letter to the Publication Committee Chair and the decision of the Publication Committee will override the opinion of the Editor/Director of Communication.

(-) The Vice President of Communications will outline and report to the Convention the format, editorial policies, and general usefulness of the *Vestnik*. This report will be published in the *Vestnik* 30 days prior to the Convention.

(1) Outline and report to the Convention the format, editorial policies, and general usefulness of the *Vestnik*, working in collaboration with the Editor/Director of Communication. This report will be published in the *Vestnik* 30 days prior to the Convention.

ARTICLE XII STANDING COMMITTEES: BY-LAW, FINANCE, INSURANCE, AND PUBLICATION

Section 64. — Composition. Each standing committee shall be comprised of seven members, one elected by each district. The committee members elected at the Convention will function through the succeeding Convention.

Section 65. — Committee Officers. Each standing committee shall convene immediately following the Convention and elect a committee chair, vice chair, and secretary from its membership.

Section 66. — Eligibility. Supreme Lodge members, their spouses, and SPJST Home Office employees are not eligible for membership on any standing committee, but they are free to attend the committee meetings, make suggestions and recommendations, and assist the committees in every way possible. The committee has the right to deliberate and hold executive sessions during which the persons mentioned in this section will not be present.

(a) Committee members must attend their respective district spring meetings. If two meetings are missed during a four-year period, the substitute will be appointed to complete the remainder of the term.

(b) In the event that neither the elected member nor his/her substitute can serve on the committee for which such member has been elected, the district delegates from the preceding Convention shall elect another member from the district membership to serve. The election procedure will be determined by the district officers. The district president shall notify the secretary of such standing committee and the Supreme Lodge of the results of the election without delay.

Section 67. — Quorum and Voting. A majority of each standing committee shall constitute a quorum for the transaction of standing committee. The committee shall act by a majority of committee members present.

Section 68. — Electronic Communication. Any meeting of SPJST at which written minutes are kept, except the Convention, may meet by telephone conference or other means of communication that allows all participants to simultaneously communicate with each other.

Section 69. — Compensation. Committee members will receive compensation for attending meetings as adopted by the preceding Convention.

Section 70. — By-Law Committee.

(a) Purpose. The By-Law Committee's purpose is to:

(1) Consider, arrange, and recommend motions for amending by-laws of the succeeding Convention.

(2) Eliminate conflicts in the by-laws.

(3) Codify and rearrange the by-laws.

(4) Deliberate and decide on all recommendations for amending the by-laws and, if necessary, prepare and present its own recommendations for changes, additions, or deletions of any articles.

(5) Submit recommendations to the *Vestnik* for publishing 30 days prior to the Convention.

(6) Arrange and compile the newly adopted by-laws with all changes and amendments immediately following the Convention. The By-Law Committee will eliminate duplications, remove conflicting articles, and recodify all by-laws, in compliance with the Texas Department of Insurance.

(7) Submit a neat, readable, finished product with a complete index to the publisher within 90 days after the Convention.

(8) Print the by-laws. The printer must forward one copy of the proof to each member of the committee for approval and one copy to each Supreme Lodge member for comments. Such comments shall be forwarded to the By-Law Committee within 10 days after receipt thereof and prior to final approval by the committee. The

Supreme Lodge determines the number of copies to be printed and furnishes copies to lodges and members, upon request.

(9) Forward a sealed package containing all of the committee's records from the Convention to the Supreme Lodge President. The sealed package may be opened in case of necessity only in the presence of the Supreme Lodge.

(10) The Home Office will provide assistance as needed to accomplish this purpose.

(b) Meetings. The By-Law Committee convenes not later than January of the Convention year. In the event additional recommendations are made in the Convention, and if the committee deems it advisable for the purpose of considering and deciding on such recommendations, the committee will convene during the Convention and present its recommendations.

(c) By-Law Recommendations.

(1) Recommendations for changes to the by-laws must be signed and submitted to any member of the By-Law Committee not later than 60 days prior to the Convention. Recommendations must be submitted in the English language.

(2) The By-Law Committee secretary shall forward all signed by-law recommendations to the *Vestnik* for publication.

(3) Rejected recommendations can be presented by a delegate in the Convention during deliberation of the respective article.

Section 71. Finance Committee.

(a) Purpose. The Finance Committee's purpose is to:

(1) Review the prior year financial statement.

(2) Review all compensation and financial benefits of Supreme Lodge members and Editor/Director of Communication. Any increase in compensation must be approved by the delegates of the 2016 Convention.

(3) Recommend whether a bonus will be paid to Supreme Lodge members and Editor/Director of Communication. The Finance Committee will recommend a formula as how the bonus is to be paid. No bonus shall be paid without the consent of the Finance Committee.

(4) Recommend to the Convention per diem of delegates and committees; salaries of elected officials; donations; allocations; and expenditures. Requests must be signed and submitted to any member of the Finance Committee not later than 60 days prior to the Convention. Requests not submitted 60 days prior to the Convention cannot be brought up for discussion on the Convention floor. The Finance Committee recommendations shall be published in the *Vestnik* 30 days prior to the Convention.

(b) Meetings. The Finance Committee shall meet annually. The committee will meet as necessary during the year of the Convention, after January 1.

Section 72. Insurance Committee.

(a) Purpose. The purpose of the Insurance Committee is to:

(1) Outline and report to the Convention the growth and progress of the Insurance Department.

(2) Provide input to the Supreme Lodge Vice President on products and innovative ideas.

(3) Represent SPJST by promoting insurance programs and products.

(4) Participate in lodge and district events to inform the membership on matters pertaining to the Insurance Department.

(b) Meetings. The Insurance Committee will meet as requested by the Supreme Lodge Vice President. One meeting must be held at least six months prior to the Convention to consider by-law recommendations.

Section 73. Publication Committee.

(a) Purpose. The purpose of the Publication Committee is to:

(1) Outline and report to the Convention the format, editorial policies, and general usefulness of the *Vestnik*. This report will be published in the *Vestnik* 30 days prior to the Convention.

(2) Determine what material proposed to be included in the *Vestnik* may be harmful to and against the best interests of SPJST.

(b) Meetings. The Publication Committee will meet annually. Special meetings will be held in exceptional cases when problems cannot be settled by correspondence.

ARTICLE XIV DISTRICTS

Section 64. Composition. Districts are subordinate bodies under the jurisdiction of the Board of Directors. SPJST is divided into seven districts across the state of Texas in which lodges are located. The districts are composed of the following counties:

(a) DISTRICT ONE: Austin, Bastrop (except Lodge 18), Brazos, Burleson, Caldwell, Cherokee, Fayette, Grimes, Houston, Lee, Leon, Madison, Panola, Robertson, Rusk, Trinity, Walker, and Washington.

(b) DISTRICT TWO: Bell, Blanco, Burnet, Coryell, Falls, Gillespie, Kendall, Kerr, Lampasas, Llano, McCulloch, Mason, Menard, Milam, San Saba, Travis, Williamson, Lodge 18, Elgin (located in Bastrop County), and Lodge 200, Bruceville-Eddy (located in McLennan County).

(c) DISTRICT THREE: Anderson, Bosque, Bowie, Camp, Cass, Clay, Collin, Cooke, Dallas, Delta, Denton, Ellis, Erath, Fannin, Franklin, Freestone, Grayson, Gregg, Hamilton, Harrison, Henderson, Hill, Hood, Hopkins, Hunt, Jack, Johnson, Kaufman, Lamar, Limestone, McLennan (except Lodge 200, Bruceville-Eddy), Marion, Montague, Morris, Navarro, Palo Pinto, Parker, Rains, Red River, Rockwall, Smith, Somervell, Tarrant, Titus, Upshur, Van Zandt, Wise, and Wood.

(d) DISTRICT FOUR: Andrews, Archer, Armstrong, Bailey, Baylor, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Culberson, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, El Paso, Fisher, Floyd, Foard, Gains, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hudspeth, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, Midland, Mills, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Potter, Pecos, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Sterling, Stephens, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Val Verde, Ward, Wheeler, Wichita, Wilbarger, Winkler, Yoakum, and Young.

(e) DISTRICT FIVE: Angelina, Brazoria, Chambers, Fort Bend, Galveston, Hardin, Harris, Jasper, Jefferson, Liberty, Montgomery, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, San Jacinto, Shelby, Tyler, and Waller.

(f) DISTRICT SIX: Aransas, Calhoun, Colorado, DeWitt, Goliad, Gonzales, Jackson, Lavaca, Matagorda, Refugio, Victoria, and Wharton.

(g) DISTRICT SEVEN: Atascosa, Bandera, Bee, Bexar, Brooks, Cameron, Comal, Dimmit, Duval, Edwards, Frio, Guadalupe, Hays, Hidalgo, Jim Hogg, Jim Wells, Karnes, Kenedy, Kinney, Kleberg, La Salle, Live Oak, Maverick, McMullen, Medina, Nueces, Real, San Patricio, Starr, Uvalde, Webb, Willacy, Wilson, Zapata, and Zavala.

Section 65. District Meetings. Districts have the right to assemble for consultation, information, and administration within the limits of the by-laws of SPJST.

(a) Members of every district must hold an annual business meeting each year, which may be combined with social and youth activities.

~~(a) Members of every district must hold at least one business meeting each year, which may be combined with social and youth activities.~~

(b) Every district formulates its own rules and regulations that must not conflict with the by-laws of SPJST. Any time a district desires to adopt a new activity program, which is not provided for in SPJST's by-laws, it will present its proposal to the District Director, who in turn, will present it to the **Board of Directors** for approval.

(c) All deliberations and minutes must be conducted in the English language.

Section 66. District Officers. The following district officers shall be elected during the ~~during the first meeting of the year~~ **annual meeting**: president; first vice president (to serve as fraternal activities coordinator for the district unless the district elects a fraternal activities coordinator as a separate position); second vice president (optional); secretary; treasurer; fraternal activities coordinator (optional); reporter (optional); district youth counselor; assistant youth counselor (where applicable); and flag bearer.

Section 77. Duties of District Officers.

(a) **President.**
(1) Preside at all district meetings utilizing basic parliamentary procedure and conduct business according to an agenda.

(2) See that all by-laws, rules, and regulations are observed by the members assembled.

(3) Appoint the majority of all appointed committees.

(4) Sign all letters and other documents.

(5) Represent the district in public relations and official SPJST functions.

(6) Work with other district officers to coordinate district activities.

(7) Perform all duties and obligations as set out by the rules and regulations of the district.

(b) **Vice President.**

(1) Assist the president in meetings.

(2) Appoint the minority of members on all appointed committees.

(3) Serve as the fraternal activities coordinator for the district if a separate position is not elected.

(4) Perform all duties and obligations as set out by the rules and regulations of the district.

(5) Assume the president's duties in the event of incapacity, absence, resignation, or death.

(c) **Secretary.**

(1) Maintain a record of attendance at all meetings.

(2) Prepare and direct district correspondence.

(3) Maintain correspondence with the Home Office on district changes and other important information.

(4) Maintain accurate minutes of all deliberations in the meetings as provided in the constitution and by-laws.

(5) Forward a list of district officers to the Chief Financial Officer (**Secretary-Treasurer**) within 30 days after the district election.

(6) Receive all mail and reply thereto at the request of the president of the district.

- (d) Treasurer.
- (1) Receive all money.
 - (2) Pay all bills of the district.
 - (3) Receive written report from all committees within 48 hours showing receipt and handling of all funds.
 - (4) Render to the membership periodic reports of all district assets and resources, monetary, and other.
 - (5) Submit his/her books, including all checks and statements, to the auditing committee at the district meeting. The books must be audited at least once per year.
- (e) Fraternal Activities Coordinator.
- (1) Suggest, plan, and coordinate all fraternal activities for the district.
 - (2) Work with committee members to accomplish fraternal activities.
 - (3) Keep and maintain accurate records of district fraternal services.
 - (4) Work with the district officers to set goals.
 - (5) Comply with requests from the Home Office for fraternal services and other reports on district fraternal activities.
- (f) Reporter.
- (1) Write interesting articles and district news for the *Vestnik* and local newspapers.
 - (2) Photograph and record district events for posterity and news articles.
 - (3) Submit event photographs to the *Vestnik* and local newspapers.
 - (4) Coordinate publicity for the district.
- (g) District Youth Counselor. (Complete duties are defined in the current SPJST Youth Club Handbook.)
- (1) Organize and conduct district camp.
 - (2) Initiate and conduct all youth programs at district meetings.
 - (3) Plan and coordinate at least one district-wide social for all youth members in the district per year, provided funds are available.
 - (4) Conduct annual district youth leader training.
 - (5) Organize and conduct District Youth Achievement Day.
 - (6) Visit each youth club in his/her district at least once during the year.
 - (7) Communicate with youth leaders in the district on a regular basis (at least once per quarter). The NYC will conduct an orientation with a new youth leader.
 - (8) Publicize district youth events, including YAD and camp, in the *Vestnik* and local media outlets (newspaper, radio, television, community bulletins, internet), when possible.
 - (9) Submit an annual report to the State Fraternal Director and President/CEO no later than 30 days following the district's annual spring meeting.
 - (10) Submit quarterly reports, including youth club contacts and district youth fund activity, to the State Fraternal Director.

Section 78. District Planning Meetings. The District Director may attend meetings of the district officers in an advisory or planning capacity but does not have a vote.

Section 79. District Officer Resignation. In the event of the resignation of the president between district meetings, the first vice president will automatically assume that office. Any other positions vacated between district meetings shall be filled by a person designated by a majority of the other district officers who will then seek ratification of their appointment at the next district meeting.

Section 80. District Annual Allocation. Each district will receive an allocation of \$4,000 per year from the Supreme Lodge to be placed in the district's General Expense Fund. This sum is to be used by the district to pay the lodge hosting the district meeting \$1,000 per meeting with the balance being used to defray the expenses of the district and to promote growth for SPJST.

Section 67. District Audit Committee. The district must elect or appoint an audit committee, consisting of three or more members. If appointed, the president appoints the majority of the committee, and the vice president appoints the minority. This is to be done in the annual meeting. The duties of the audit committee are to audit at least once a year the income and expense of the operation of the district and the district youth. This information will be reported to the district.

Section 68. District Meeting Order of Business.

- (a) Convening of the meeting
- (b) Pledge of Allegiance
- (c) Welcome by host lodge president
- (d) Roll call of officers
- (e) Roll call of lodges
- (f) Recognition of guests
- (g) Reading of minutes
- (h) Tribute to departed members
- (i) Reading of 50- and 75-year and Age 96 members
- (j) Treasurer's report
- (k) District Youth Counselor's report
- (l) **Governance Committee report**
- (m) **Executive Officer's report**
- (n) District Director's report
- (o) Old business
- (p) New business
- (q) Audit committee report
- (r) Election of district officers
- (s) **Selection of site, time, and date of annual meeting**
- (t) Adjournment of the meeting

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- (b) ~~Pledge of Allegiance~~
- (c) ~~Welcome by host lodge president~~
- (d) ~~Roll call of officers~~
- (e) ~~Roll call of lodges~~
- (f) ~~Recognition of guests~~
- (g) ~~Reading of minutes~~
- (h) ~~Tribute to departed members~~
- (i) ~~Reading of 50- and 75-year and Age 96 members~~
- (j) ~~Treasurer's report~~
- (k) ~~District Youth Counselor's report~~
- (l) ~~Reports of standing committee representatives (By Law, Finance, Insurance, and Publication)~~
- (m) ~~Supreme Lodge report~~
- (n) ~~Director's report~~
- (o) ~~Old business~~

- (p) –New business
- (q) –Audit committee report
- (r) –Election of district officers
- (s) –Selection of site, time, and date of fall fun day/spring meetings
- (t) –Adjournment of the meeting

ARTICLE XV LOCAL LODGES

Section 69. Charter. Lodges and youth clubs are subordinate bodies under the jurisdiction of the **Board of Directors**. Individual local lodges must receive their charters from the **Board of Directors**. Lodges are largely self-governing organizations but shall comply with these by-laws, the current edition of “Robert’s Rules of Order,” Local Lodge Officers’ Handbook, and all other requirements adopted by the **Board of Directors**. A local lodge may, upon adoption of a proper resolution by its membership, incorporate for fraternal, benevolent, and charitable purposes and make contracts, purchases, mortgages, lease and hold real and personal property necessary to carry out its purposes under the Texas Non-Profit Corporation Act.

Section 70. Rules and Regulations. Lodges shall have the right to make and adopt rules and regulations in conformity with the Charter of Incorporation and by-laws of SPJST and not in conflict with any regulations or requirements of the **Board of Directors**. Such laws, alterations, or amendments are to take effect only upon the written consent of the **Board of Directors**. Every lodge is authorized, at its will, to grant sick benefits as often as it sees fit to do in accordance with its own rules and regulations.

Section 71. Charter Withdrawal. The **Board of Directors** may withdraw the charter of any lodge in the event the **Board of Directors** determines that withdrawal is in the best interest of SPJST. The **Board of Directors** shall provide for the disposition of property of lodges that have been suspended or dissolved in a manner consistent with the purposes of lodges.

Section 72. New Lodges. A newly established lodge is free to adopt any name with the approval of the **Board of Directors**. Prior to granting permission to designate a proposed lodge in an area, the **Board of Directors** shall review and consider the potential need for the area, and the proximity of existing lodges.

- (a) The application for permission to organize a new lodge must be forwarded to the **Board of Directors** on an appropriate form listing the names of not less than 20 respectable persons who were not members of SPJST at the time of application but who have applied for insurance and have been accepted as members in anticipation of forming a new lodge.
- (b) The **Board of Directors** will then send a representative to the new lodge for the purpose of organizing the lodge, electing officers, and giving basic lodge or organizational instruction and general information about SPJST.

(c) After a new lodge has sufficient members, other than transfers and juveniles, it must, after one year of its organization, be formally chartered in accordance with the wishes of the members and the **ritual of the Board of Directors**.

(d) If 20 members cannot be secured immediately, a proposed lodge can be designated and members can be accumulated over a period of up to 365 days into the proposed lodge in process of being formed. The **Board of Directors** has the authority to extend this period. If a lodge is not organized within the period authorized, the **Board of Directors** will assign any members in the proposed lodge to another lodge of the member’s choice or to the nearest SPJST lodge.

Section 73. Mergers. Two or more lodges wishing to merge or consolidate may do so if notice is given to the membership of both lodges in the *Vestnik* at least twice before the meeting at which consolidation is to be considered. Each member who has attained the age of 18 years will be mailed a written notice that a merger will be voted upon at such meeting. The merger can become effective only if a majority of the members present of each merging lodge vote in favor of the merger.

Section 74. Lodge Meetings. Local lodges must conduct monthly meetings unless they have permission from the **Board of Directors** to meet every three months so as to remain in good standing and have authority to elect delegates to the Convention. Meetings are conducted on the day and hour specified by the regulations of the local lodge.

- (a) Presence of five members of a local lodge in good standing constitutes a quorum for valid transaction of all business of the local lodge, according to the by-laws and rules.
- (b) Discussions of political and religious matters of any kind are not allowed in lodge meetings. The president of the lodge is required to stop such discussions.
- (c) Each member has the right to attend meetings of other lodges; however, he/she does not have the right of deliberation, unless called upon by the president.
- (d) Officers and committees are installed in the regular meeting following the annual meeting or at a time deemed most expedient to the lodge.
- (e) All deliberations and minutes ~~may~~ will be conducted in the English language.

Section 75. Annual Meeting. The annual meeting is to be held in November or December, or the first meeting thereafter. The election of nominated candidates is held during the annual meeting at which time every member has the right to vote for any other candidate on his/her ballot. Whenever a lodge deems it necessary, with the consent of two-thirds of the members present, it may nominate candidates for officers, delegates, and committees in the meeting preceding the annual meeting.

Section 76. Lodge Dues. Every local lodge determines its own local dues, if any, at annual meetings. Every lodge has the right to levy special dues and assessments, if any, on its members when the regular assessments and funds of the lodge are not sufficient to cover the sick benefits and other purely lodge purposes and requirements. These assessments also apply to social members. Members who have their certificates paid up in due course, according to the terms thereof and who wish to remain active members, must pay the local lodge dues and assessments, if any, as prescribed by the lodge to which they belong, payable annually. Dues are to be paid to the treasurer before or at the end of the regular business meeting.

Section 77. Suspension of Membership. Members may be suspended from local lodge membership but will not lose their insurance benefit except for nonpayment of premiums or if it occurs within the contestable period of the benefit contract and is for material misrepresentation in the application for membership or insurance.

Section 78. Lodge Officers. The following officers will be elected: president, vice president (to serve as fraternal activities coordinator for the lodge unless the lodge elects a fraternal activities coordinator as a separate position), second vice president (optional), secretary, treasurer, fraternal activities coordinator (optional), reporter (optional), and youth leader (optional). Lodges will also elect or appoint a flag bearer (optional), assistant youth leader(s) (optional), and parliamentarian (optional).

(a) The offices of the local lodge president and secretary cannot be combined, but each other office may be combined with other offices.

(b) Election of officers is by ballot whenever more than one candidate is nominated for the same office. A majority of votes decides. Officers are elected for one year or until their successors are elected. All officers elected take office on January 1, except lodges holding annual meetings in January, in which case such officers take office immediately following election.

(c) All outgoing local lodge officers must turn over all records, reference material, booklets, etc., and money to their successor in good order at the end of their term.

Section 79. Board of Trustees. In case of necessity and if the size and volume of business warrants it, a lodge may elect a board of trustees. The board of trustees may consist of as many members as the lodge deems expedient. The board of trustees is responsible for all lodge property and gives a current account of that property to the members.

Section 80. Candidate Eligibility. In nominating a candidate for local lodge office, only those members who attend the lodge functions and meetings on a regular basis should be elected. A lodge may require in its rules and regulations that a member must have attended a majority of the meetings for the year of the election in order to be elected as an officer. An exception to the attendance re-

quirement exists where an office has not been filled prior to the election. A member on suspension, for whatever reason, will not be elected to a position of responsibility in the lodge. Any member of the local lodge who desires to serve as a lodge officer who is an underwriter of any insurance company or an agent (underwriter) of any other fraternal life insurance society may be elected but must first disclose this information prior to the election.

Section 81. Dissolution. In the event of dissolution of a lodge, after the payment of all legally binding debts, the remaining assets and funds of the lodge, if any, shall never inure to the benefit of any member of the lodge and no funds or property of the lodge shall be distributed among or revert to any member. Nothing herein will prevent transferring such funds or property to another duly chartered SPJST local lodge, or from one duly chartered SPJST lodge merging with another duly chartered SPJST lodge.

(a) No lodge can be dissolved as long as 20 members are still in favor of its further existence.

(b) In case a lodge is dissolved, it is the duty of the last officers to deliver all books and papers belonging to the lodge to the Home Office.

Section 82. Insurance. All lodges are encouraged to secure and maintain liability insurance in the minimum amount of \$300,000 and workers' compensation insurance (if the lodge has any employees) and have the carrier/insurer furnish proof of such coverage to the Home Office. This also includes those lodges that do not own their lodge facility.

ARTICLE XVI BENEFIT CERTIFICATES

Section 83. Contract. The certificate of membership and insurance or annuity, together with any riders or endorsements attached to it, the application, the declaration of insurability (if any) signed by the applicant, the Charter of Incorporation, by-laws of SPJST, and Operations Manual and all amendments to them, constitute the entire contract when it is issued. Any subsequent changes, additions or amendments to the Charter of Incorporation or by-laws shall be binding upon the applicant member, certificate owner, beneficiaries and other persons affected, and shall govern and control in all respects, except that no changes shall destroy or diminish benefits promised in the certificate when it was issued. ~~IF SPJST's reserves for any class of SPJST's benefit certificates becomes impaired, the Supreme Lodge Board of Directors may require the certificate holders to pay SPJST an equitable proportion of the deficiency as determined by the Supreme Lodge Board of Directors. The aggregate amount for the impaired reserves may not exceed the total amount required to comply with section 885.408 of the Texas Insurance Code.~~

Section 84. Terms. Any person upon whose life a certificate is issued prior to attaining the age of 18 years shall be bound by the terms of the application and certificate and by all the laws and rules of SPJST to the same extent as though the age of 18 years had been attained at the time of application.

Section 85. Beneficiaries. Benefit certificates may be made payable to such person or persons, entity, or interest as may be permitted under the rules and regulations of SPJST and applicable state laws.

(a) In the event a named beneficiary predeceases the insured or is otherwise not legally entitled to receive the certificate proceeds, the certificate proceeds shall be paid per stirpes to the family members of the insured in the following succession, as applicable, (1) the surviving spouse; (2) children; (3) grandchildren; (4) parents; (5) brothers and sisters; (6) grandparents; and (7) estate of the deceased.

~~(a) In the event a named beneficiary predeceases the insured or is otherwise not legally entitled to receive the certificate proceeds, the certificate proceeds shall be paid per stirpes to the family members of the insured in the following succession, as applicable, (1) the surviving spouse; (2) children; (3) grandchildren; (4) parents; (5) brothers and sisters; (6) grandparents; (7) other relatives in accordance to the laws of descent and distribution of Texas. In the event it is determined that the deceased insured has no living relatives, after a reasonable search, the certificate proceeds shall be paid to the estate of the insured.~~

(b) A beneficiary shall not have or acquire any claim against SPJST whatsoever until the insured dies unless otherwise provided by law.

(c) If a member moves from his/her last known address and his/her absence cannot be accounted for, for a period of seven years, his/her beneficiary will be paid the proceeds accruing under the certificate (Section 133.001, Civic Practice and Remedies Code or its successor).

Section 86. Reserves. If SPJST's reserves for any class of SPJST's benefit certificates becomes impaired, the Board of Directors may require the certificate holders to pay SPJST an equitable proportion of the deficiency as determined by the Board of Directors. The aggregate amount for the impaired reserves may not exceed the total amount required to comply with section 885.408 of the Texas Insurance Code. If such payment is not made, either:

~~Section 86. — Reserves. If the reserves as to all or any class of certificates become impaired, the Supreme Lodge may require that there shall be paid by the owner to SPJST the amount of the owner's equitable proportion of such deficiency as ascertained by the Supreme Lodge. If such payment is not made, either:~~

(a) it shall stand as indebtedness against the certificate and draw interest not to exceed the rate specified for certificate loans; or

(b) in lieu of or in combination with, the owner may accept a proportionate reduction in benefits under the certificate.

Section 87. Certificate Loans. The policies and procedures for certificate loans shall be governed by the terms of the insurance certificate contract and laws of the State of Texas. Certificate loans are administered in accordance with policies and procedures determined by the Board of Directors and fully in compliance with the certificate contract.

Section 88. Assignments. No assignment of the certificate shall be binding upon SPJST until the original or copy is filed with SPJST at the Home Office and the Home Office shall have made written acknowledgment thereof. SPJST assumes no responsibility for the validity of any assignment and any claim hereunder by an assignee shall always be inferior to those of SPJST to secure any indebtedness against this certificate, whether such indebtedness shall be created before or after any assignment.

Section 89. Change of Beneficiary. Any member desiring to change his/her beneficiary may do so.

(a) The request for change of beneficiary must be completed by the member on a form in use by SPJST. Change of beneficiary forms must be filed with SPJST at the Home Office. A person whose designation as a beneficiary is revocable may not have or obtain a vested interest in the proceeds before the certificate pays out.

(b) No beneficiary change shall take effect unless received by the Home Office during the lifetime of the insured. When it is received, any change shall take effect as of the date the request for beneficiary change was signed, as long as the request for change was mailed or actually delivered to the Home Office while the insured was alive. Such beneficiary change shall be null and void where SPJST has made a good faith payment of the proceeds or has taken other action before receiving the change.

ARTICLE XVII ANNUITY CERTIFICATES

Section 90. Eligibility Requirements. SPJST members (life insurance certificate holders) are eligible and may purchase an annuity with a \$100 minimum contribution.

Section 91. Exceptions.

(a) Any individual under 70 years of age must apply for an SPJST life insurance certificate, but if rated above standard, the individual may become a member with the purchase of an annuity in an amount of \$1,000 minimum.

(b) Any individual under 70 years of age regardless of insurability may become a member with the purchase of an annuity in an amount of \$5,000 minimum.

(c) Any individual over 70 years of age regardless of insurability may become a member with the purchase of an annuity in an amount of \$1,000 minimum.

ARTICLE XVIII MORTGAGE LOANS

Section 92. The Board of Directors sets policies and procedures on Mortgage Loans.

The Board of Directors is fully authorized to set policy and procedure in connection with members' applications for loans on real estate. No one individual or corporation may have total loans exceeding \$500,000. This limitation does not apply to SPJST lodge buildings and 501(c)(3) organizations. No District Director shall be permitted to evaluate

a mortgage loan if he/she is related to the applicant either by blood, marriage, or business connections, or if he/she has any direct or indirect interest in the loan to be made.

ARTICLE XIX INDEMNIFICATION

Section 93. Indemnification. To the extent permitted by law, SPJST does hereby agree to indemnify and hold harmless each member of the Executive Committee and Editor/Director of Communication serving SPJST against liability for any claims or causes of action which may be made against any of the above stated individuals, of any kind or nature, for such acts or omissions which would arise in the performance of their duties. SPJST shall agree to pay any damages on behalf of any of the above stated individuals for which they may be held liable. SPJST shall agree to pay any and all expenses that may be incurred by any of the above stated individuals, including, but not limited to payment of reasonable attorney fees for defense of any claims or cause of action made whatsoever.

Section 94. Insurance. SPJST shall maintain insurance on each Executive Committee member and Editor/Director of Communication against liability for acts or omissions in the performance of their duties as determined by the Board of Directors.

ARTICLE XX FUNDS AND INVESTMENTS

Section 95. There shall be established and maintained by dues and assessments collected from members and from all other income of the Society, a fund or funds for the payment of death and other benefits and for the accumulation of reserves on certificates as provided by law and/or the benefit certificates, and for the expense of management and extension of the Society.

Section 96. The Board of Directors shall have supervision over the operations of the funds of the Society which shall be invested in accordance with the investment policies adopted by the Board of Directors and all applicable laws.

ARTICLE XXI INTERPRETATION OF BY-LAWS

Section 97. If any section of these by-laws should not be explicit, or in case of uncertainty or dispute as to its intent or meaning, the Board of Directors shall have the power to decide upon such situation; and its decision shall remain in force until such decision or section is duly amended.

ARTICLE XXII RULES OF PROCEDURE

Section 98. If the Charter of Incorporation or by-laws of SPJST are silent as to any procedural aspect of any action or meeting hereunder, the procedures of the current latest edition of "Robert's Rules of Order" shall control such procedure.

ARTICLE XXIII WAIVER

Section 99. No subordinate body, nor any of its subordinate officers or members, shall have the power or authority to waive any of the provisions of the by-laws of the Society. Such provisions shall be binding on the Society and every member and beneficiary of a member.

ARTICLE XXIV AMENDMENTS

Section 100. Repeal/Amend. These by-laws may be repealed or amended in whole or in part by a two-thirds majority vote at any regular or special Convention.

Section 101. Between meetings of the Convention, the Board of Directors may by two-thirds vote of all members of the Board of Directors, amend these by-laws in any way necessary to clarify or give effect to Convention enactments, to remove or revise contradictions or ambiguities, or to make these bylaws conform to the laws of the State of Texas. All by-law changes shall be published in the *Vestnik* stating the reason for the change.

Section 102. Effective Date. Amendments to these by-laws shall take effect upon their adoption, unless another time is specified, and shall be submitted to Texas Department of Insurance. All amendments to the Charter of Incorporation or by-laws of SPJST or a synopsis thereof shall be published in the *Vestnik* within the time required by the laws of the State of Texas. The Chief Financial Officer shall file with Texas Department of Insurance a certified copy of each amendment not later than the 90th day after the date of enactment of the amendment. A printed copy of the by-laws, as amended, that is certified by the Chief Financial Officer is prima facie evidence that the by-laws were legally adopted.

Section 109. Effective Date. Amendments to these by-laws shall take effect on July 1 following the Convention at which they were adopted. All amendments to the Charter of Incorporation or by-laws of SPJST or a synopsis thereof shall be published in the *Vestnik* or mailed directly to members within the time required by the laws of the State of Texas. The Chief Financial Officer (Secretary-Treasurer) shall file with Texas Department of Insurance a certified copy of each amendment not later than the 90th day after the date of enactment of the amendment. A printed copy of the by-laws, as amended, that is certified by the Chief Financial Officer (Secretary-Treasurer) is prima facie evidence that the by-laws were legally adopted.

Section 103. Power to Correct Typographical Errors. The Convention directs the Executive Officers to correct typographical errors that might appear in the foregoing by-laws and to renumber the articles, sections, subsections, and/or subparagraphs in codifying the same so as to place them in proper order but without changing the context, intent, and purpose thereof. Should any article, section, or part of these by-laws be held invalid for any reason whatsoever by any court of competent jurisdiction, such holding shall not affect the remainder or any part thereof.

ARTICLE XXV RESOLUTION OF DISPUTES

Section 104. The purpose of this article is to provide a method for fair resolution of disputes consistent with the fraternal nature of SPJST. Should a formal complaint be brought against any member(s), committee member(s), or officer(s), the provisions contained in this article shall be followed as these procedures have been structured to reflect the spirit of the disciplinary process as detailed in the current edition of "Robert's Rules of Order."

(a) Local lodges of SPJST and their officers and members, as well as members of the Executive Committee, shall guide themselves according to all applicable laws and by-laws of SPJST; otherwise, they are subject to penalty for violation and non-observance of them. Punishments that a lodge can impose generally fall under the headings of corrective actions, censure, suspension, or expulsion. Members may be suspended from membership for the following reasons, but will not lose their insurance benefit except for nonpayment of premiums and dues:

1. Members found to be guilty of immoral acts;
2. Members convicted of felonious acts;
3. Members derelict in their responsibilities;
4. Members guilty of improper conduct and habitually failing to adhere to the by-laws, rules and regulations in the meeting; and
5. Members whose actions are considered injurious to SPJST or its purposes.

(b) Formal disciplinary procedures should be regarded as a drastic step reserved for serious situations or those potentially so. In the event that a grievance cannot be resolved informally, SPJST provides an orderly, confidential, and progressive procedure to deal with any serious differences of opinion which cause a member to believe that they have been dealt with unjustly.

(c) The grievance must be submitted in writing and signed by the person(s) making the charge. The grievance should be specific and should identify a desired outcome. Anonymous or unsigned grievances will not be considered. The grievance should be addressed to the lodge president — or if the lodge president is being cited — to the lodge vice president; and so on. Grievances dealing with matters on a district level or state level are to be directed directly to the Office of the President/CEO — or if the President/CEO is being cited — to the Chair of the Board of Directors. The procedural process is essentially the same as outlined throughout this section.

(d) The lodge president shall appoint a Lodge Grievance Committee of at least three members who are not directly involved or named in the grievance. The lodge president shall serve as a non-voting member of the Grievance Committee. In the event that the grievance involves the lodge president, the committee shall be appointed by the vice president or another lodge officer not cited or affected directly by the grievance. The Lodge Grievance Committee may be a standing committee of the lodge; otherwise, the Lodge Grievance Committee shall be designated at the next lodge meeting following the written filing of the grievance.

(e) The Lodge Grievance Committee will be instructed to make a determination that the allegations cited against the member are well-founded. In the event that the allegations are determined well-founded, the Lodge Grievance Committee shall address the matter, including any corrective actions which are deemed necessary, discretely with the member in question.

(f) The severity of the action taken or recommended by a Lodge Grievance Committee should depend upon the nature and severity of the offense. Under most circumstances, it is recommended that upon first offense, that the Lodge Grievance Committee issue a discrete written warning to the accused, detailing the offense and the corrective action(s); moreover, SPJST seeks to ensure that a lodge doesn't expel anyone from membership for reasons of race, religion, gender, or disability.

(g) If the problem persists following this issuance of written warning — or if the individual cited protests the findings of the Lodge Grievance Committee — then the Lodge Grievance Committee may reconvene to reconsider the matter and — if deemed necessary — request that the accused member be brought before the general membership at a regularly scheduled lodge meeting for a hearing to:

(1) consider evidence and determine innocence or guilt by a two-thirds vote of eligible voting members present; and

(2) consider and vote upon disciplinary action(s) recommended by the Grievance Committee, subject to an affirmative vote by two-thirds of the voting members present.

(h) In the event of a finding of guilt by the lodge, the cited member may appeal, in writing, to the Board of Directors. Such an appeal must be made within 15 days after receipt of notice of action by the Grievance Committee; likewise, the aggrieved member, if not satisfied with the Grievance Committee's ruling or sentencing, may appeal to the Board of Directors in the same manner as the accused member.

(i) The appeal will be added to the agenda of the next regular meeting of the Board of Directors.

(j) The Board of Directors shall investigate thoroughly all facts pertinent to the ruling of the Grievance Committee. To facilitate in this process, the lodge Grievance Committee will furnish a transcript of all prior proceedings on the matter to the President/CEO. (k) The Board of Directors shall uphold, reject, and/or amend the ruling of the Grievance Committee, and this decision shall stand.

(l) All grievance proceedings under the by-laws shall be held in executive session, and the name of the member under investigation shall not be disclosed in any public communication or to any person other than to persons whose testimony is necessary in connection with the initial proceedings and/or subsequent lodge intercession. All communications concerning disciplinary proceedings are to be marked "Confidential" and all disciplinary files are to be maintained in strict confidence.

—SPJST—

Pre-Convention Report Finance Committee

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 Officers, Directors, and Editor/Director of Communication of the Supreme Lodge on the financial status of the Society, our committee is pleased to present the following recommendations and remunerations to the delegates of the 33rd Convention of the SPJST.

Remunerations and Recommendations

Delegates	\$165 per day
Directors	\$165 per day
Convention Chair	\$230 per day
Convention Vice Chair.....	\$210 per day
Convention Secretaries per day includes extra hours	\$260 per day
Parliamentarian.....	\$165 per day
By-Law Committee.....	\$165 per day
Finance Committee	\$165 per day
Publication Committee.....	\$165 per day
Insurance Committee	\$165 per day
Members on All Other Committees	\$165 per day
Timekeeper	\$165 per day
Sergeant-at-Arms	\$165 per day

**Assistant Secretaries (secretary-in-training) be paid \$20 per day. This is in addition to any other remuneration received.

Mileage, the IRS rate at time of travel less 20 cents per mile 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 the IRS adjusted rate at time of travel less 20 cents per mile. The District Director of each district will encourage the delegates to minimize expenses for the district by utilizing car-pooling 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 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 two tickets to all convention activities.

Standing Committees

After the 2021 convention, all standing committees shall be paid \$150 per day, additional \$25 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, if called upon by officers and directors, as outlined by the previous convention, at the existing standing committee rate.

Officers' Salaries

January 1, 2022
to December 31, 2022.....\$104,000
(with bonus \$156,000)

Bonus Potential: While there is a reduction of salary, Officers are subject to a bonus should the year's final Annual Statement reflect a \$1M net gain from operations and a \$1M increase in surplus fund.

Compensation shall remain the same until the next convention with bonus remaining in place.

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 2021 convention delegates.

Editor/Director of Communication

January 1, 2022
to December 31, 2022.....\$96,750
(with bonus \$129,000)

Bonus Potential: While there is a reduction of salary, Officers are subject to a bonus should the year’s final Annual Statement reflect a \$1M net gain from operations and a \$1M increase in surplus fund.

Compensation shall remain the same until the next convention with bonus remaining in place.

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 of the Supreme Lodge, 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 2021 convention delegates.

Directors

January 1, 2022
to December 31, 2022.....\$28,350
(with bonus \$37,800)

Bonus Potential: While there is a reduction of salary, Officers are subject to a bonus should the year’s final Annual Statement reflect a \$1M net gain from operations and a \$1M increase in surplus fund.

Compensation shall remain the same until the next convention with bonus remaining in place.

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.

In addition to the annual salary, Directors will be paid \$150 per day for attending Supreme Lodge meetings, and be paid \$100 per evaluation, including final evaluations on real estate, plus mileage at the current IRS rate at time of travel less 20 cents per mile, 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 YAD, workshops, and all other duties performed for the Society.

District Youth Counselor

\$150 per day, and all assistants, as outlined by the by-laws, be paid \$100 per day, mileage at the current IRS rate at time of travel less 20 cents per mile, 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. Per diems should only be paid one-half of the per diem if away from their home base for less than 4 hours. To be reviewed annually by the Finance Committee

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 2022. These funds are to be used exclusively for the youth. The allocation will be increased to \$195 for campers attending three nights to cover the cost of one extra night and one extra meal. 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 funds are to be returned to the Home Office.

Authorize the Supreme Lodge to contribute to the district 80 cents per year for every insured member who has attained the age of 16 years. This amount must be for the benefit of the youth.

The Finance Committee will review the allocation for 2022 and 2023 at its annual meeting.

District Allocation

The annual allocation to each district shall be \$2,000, of which \$1,000 will be paid to the lodge hosting the district meeting. To be reviewed annually by the Finance Committee.

Czech Heritage Museum

The Finance Committee recommends a \$50,000 contribution for operations, thereafter to be reviewed annually by the Finance Committee.

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, to be reviewed consecutively by the Finance Committee each year.

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 the IRS adjusted rate at time of travel less 20 cents per mile.

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 (should the above recommendation for officer and director pay not pass, this recommendation is to remain).

5. An annual allocation for the upkeep of the SPJST Cemeteries, a maximum of \$1,000 per cemetery, and give the authority to disburse and administer these funds to the Supreme Lodge.

6. Reduce the payment of health and dental insurance for employees to 50 percent of the premium.

7. Reduce the payment of health and dental insurance for retired employees and spouses to 50 percent of premiums.

8. Do not increase overall number of employees as of March 14, 2020, and attempt to achieve a 10 percent reduction in the number of employees.

9. Reduce non-contractual spending by 20 percent annually, starting August 15, 2021, until an amount is achieved that does not exceed the revenue generated by the income of the surplus or unassigned funds. This amount to be determined by the rate of return on all assets multiplied by the amount of unassigned funds of the preceding year. To be

reviewed annually by the Finance Committee.

10. An allocation of \$6,250 to each of the four lodges in their original building since being chartered. This will be a one time allocation to the four lodges totaling \$25,000. Copies of expenditures must be provided to Supreme Lodge for review and disbursement.

Respectfully submitted,
Finance Committee Members
Herman D. Weise (160)
Chair
District Four
Michael Galler (66)
Vice Chair
District Three
Ashley Victorick (88)
Secretary
District Five
Debbie Kostelka (13)
District One
Edwin Pechal (47)
District Two
Karen Kaspar (30)
District Six
Colleen Jenke (258)
District Seven



Finance Committee's Recommendations As Adopted

The following is a summary of remunerations which were approved by delegates to the 33rd SPJST Convention:

Convention Remunerations

Delegates\$165 per day
Directors\$165 per day
Convention Chair\$230 per day
Convention Vice Chair.....\$210 per day

Mileage

56 cents per mile, or IRS rate at time of travel. 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 the IRS adjusted rate at time of travel.

Governance Committee

\$150 per diem with the chair, secretary, and vice chair (only if acting in place of the chair) to be paid \$175 per diem. In addition, they will be paid lodging, meals, and mileage. This recommendation excludes Executive Committee members.

Directors Annual Salary.....\$31,500

In addition to the annual salary, Directors will be paid \$150 per day for attending Executive Committee meetings, and be paid \$100 per evaluation, including final evaluations on real estate, plus mileage at 56 cents per mile, or the 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 SPJST.



Pre-Convention Report Insurance Committee

With a new Vice President coming in and resigning within 30 days, and a replacement coming in November, during the 2021 planning session, it was decided to forgo the Insurance Committee meeting. Several changes had to be made fast, and tough decisions had to be made so a meeting with the new Vice President would not produce anything new at the time.

The Insurance Department made several moves to increase margins and production. First thing was to clean up the agent program. Non-productive contracts were terminated, and new addendums were created to make the minimum standards clearer. Commissions were then restructured to allow for some of our lower margin products to be more profitable. A new all-cash incentive program was designed for all agents who reach the numbers to earn an incentive, not just the top 10.

We created a training system and put out a statewide training schedule for all of 2021. This also included 12 virtual training classes. That allows the agents to pick what topics and what continuing education classes they wish to attend. This allows the agents to stay compliant with the state requirements much easier. There are more than 124 hours of classroom studies scheduled in 2021. Production has increased with 116 less agents.

We then repriced our whole life products increasing the margins to increase profitability. We are currently restructuring the Universal Life and term products to keep them from under-producing.

A new customized quoting software system is being built that will allow all agents to do quotes, anywhere on any device, anytime. This will make it much easier to get their jobs done. Currently, our system is limited to cer-

tain devices and cannot be accessed by many agents who are using Macs, iPhones, or anything earlier than Windows 10.

We created a new “simplified final expense” product to make it easier to sell, and we increased it from \$25,000 max to \$30,000 max, opening up our market.

We renegotiated our contract with the reinsurer to allow our underwriting to be more competitive. We can now forgo blood and urine (APPS) and attending physician statements (APS) for anyone under age 40 and under up to \$250,000 in insurance, if their MIB and script check comes back clean. This is saving us thousands in expenses and speeding up the underwriting process. We terminated our contract with the third-party vendor that did our APS and brought it in house, saving us even more. It also sped up receiving medical records from an average of 28 days to 7 days, improving underwriting even more.

We are working closely with the Fraternal and Communication Departments to create a new branding and marketing program. We are creating four new brochures (insurance, annuities, youth, and member benefits) that will allow for us to produce them in English and Spanish. We are creating framed posters for the lodges, mirroring the brochures so the community will know who we are when renting the facility. We have created and are in the process of distributing two - 4-foot by 8-foot signs to all lodges with a building. This will make the community recognize it as an SPJST lodge when they drive by. It will put consistency in the signage throughout the state.

We are increasing our sponsorships in the SPJST communities, especially where there are no lodge buildings, so we can become centers of activities in those communities. Creating a presence in each community will allow us to brand and market better.

We are creating a new member refer-

ral program that will reward quality referrals and give, especially youth, incentives to refer their friends.

There are several other things in the works that will be announced as we get them together.

Delisle S. Doherty (196)
Supreme Lodge Vice President
for the Insurance Committee:
Susan Skrabanek (17)
Chair
District One
Patsy Koslovsky (47)
Secretary
District Two
Robert Sill (183)
District Three
Leonard Jansa (160)
District Four
Kerry Herrington (142)
District Five
Elizabeth Holub (23)
District Six
Wendy Pruski (107)
District Seven



Pre-Convention Report Publication Committee

This is a report of the Publication Committee for the past five years. The 32nd SPJST Convention in Killeen in 2016 elected the following members to the Publication Committee: District One - Floyd Kostelka; District Two - Tammy Cannon; District Three - Lynda Novak; District Four - Sharon Hohmann; District Five - Vonda Smesny; District Six - Helen Kelner; and District Seven - Jarolyn Popp.

The Committee elected the following officers: Chairman - Jarolyn Popp; Vice Chairman - Floyd Kostelka; and Secretary - Helen Kelner.

In 2019, Sister Smesny was replaced by Lorenda Baldwin in District Five, and Sister Popp was replaced by Regina House in District Seven.

With the ballot in-lieu of convention in August 2020, members elected the following members to the Publication Committee: District One - Floyd Kostelka; District Two - Amber Bartek; District Three - Lynda Novak; District Four - Sharon Hohmann; District Five - Baley Stavinoha; District Six - Marjorie Treumer; and District Seven - Trey Bielefeld.

The Committee then elected the following officers: Chairman - Floyd Kostelka; Vice Chairman - Lynda Novak; and Secretary - Baley Stavinoha.

The 2016 Convention and the ballot in lieu of convention in August 2020 re-elected Melanie Zavodny to serve as *Vestnik* Editor/Director of Communication. The Publication Committee met in 2017, 2018, 2019, and 2020 with Melanie and, on occasion, with Supreme Lodge officers and directors, to evaluate past performance and to make recommendations for improving SPJST communications. Also, on a regular and as needed basis, Melanie consulted with the Publication Committee on matters pertaining to organizational communications.

Cost Savings and Efficiency

Several efforts to reduce *Vestnik* expenses were implemented in late 2016, which have resulted in a savings of \$440,000. In September 2019, through a ballot in lieu of

convention, delegates to the 2016 Convention approved for the *Vestnik* to convert to a bi-monthly publication. The primary reason for the change was to increase efficiency and allow SPJST to expand its communication by integrating new media tools and strategies to increase brand relevance.

A lot has changed in the past few years with lodges meeting less frequently; members' busy lifestyles; and the availability of other communication platforms rather than print media. Print media is still very important; however, there are several new media tools and strategies that have been integrated in order for SPJST to stay relevant.

***Vestnik*/Communication Department**

The Publication Committee annually discusses and reviews the vast duties and responsibilities of the *Vestnik*/Communication Department. These include developing effective messaging and communication strategies; working with all forms of media, including press releases and digital campaigns, print materials, social media, audio, video, and more; responding to crises or challenging situations quickly and professionally; attending lodge engagements and hosting special events; making sure all Society materials have consistent and positive messaging and branding; conducting quality control on all communications; managing a team of communications volunteers (lodge and youth club reporters); and developing relationships and working with media outlets, lodges, members, and other companies and organizations.

The Communication Department works to ensure the Society maintains a positive image by overseeing and approving any organization information and announcements before they're released to the membership and/or public. The Communication Department designs the promotional and marketing materials to ensure they represent a positive image before being published. The Department produces high-level, brand-driven content with written, verbal, and digital communication skills; conveys exciting and interesting messages and content through creative approaches; utilizes organizational

skills and the ability to multitask and prioritize projects while working on a deadline and in a fast-paced environment; creates web, mobile, and social content; and applies technological ability to work on a variety of digital platforms.

In addition, the roles of the *Vestnik*/Communication Department include managing the following:

- *Vestnik*
- *Vestnik*, Photo, Video Archives
- SPJST Website—spjst.org and spjst.com
- Member Services Directory
- Email Campaigns
- Social Media
- SPJST Parade Floats
- Other Parade Appearances
- Media Contacts/Correspondence
- Advertising Materials
- Brochures, Promotional Materials, and Forms Design/Development
- Inhouse Printing/Finishing of Brochures, Other Printed Informational/Promotional Materials
- SPJST Operations Manual
- SPJST Calendar
- SPJST Car Shows
- SPJST Convention Souvenir Program Book
- Event Photography and Videography
- Event/Promotional Video Production
- Webcast, Webinars, Online Meetings
- Camp Kubena Website - campkubena.com
- Camp Kubena Branding, Marketing Design
- Event, Activity, Product, Campaign Promotions

Furthermore, the Communication Department provides support to Home Office departments, Standing Committees, districts, lodges, youth clubs, sales agents, and members in various capacities - from designing letterhead, flyers, and digital productions to consulting and guiding programs to providing direct support at events and activities to organizing and moderating online events. The Communication Department is currently working closely with the Youth Department on the 2021 Youth Achievement Days; with the Chief

Financial Officer's Department on the 2021 Convention; with the Fraternal Department and SPJST Foundation on the Czech Moravian Benevolence Fund; with the Contoller's Department on the privacy notice mailout; and with the Insurance Department on four new brochures and other rebranding efforts.

Appreciation and Thanks

The Publication Committee expresses its sincere thanks and appreciation to *Temple Daily Telegram*, which has printed the *Vestnik* 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 *Vestnik* Editor/Director of Communication has consistently given the management and personnel at *Temple Daily Telegram* high marks for their professionalism.

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 *Vestnik* each week.

The *Vestnik* 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. It's interesting to note that all of the *Vestnik*/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. The Publication Committee also recognizes past part-time Communication Assistants Jerry Pechal (2013 to 2018) and Doris Tyroch (2018 to 2020) for their dedication and contributions to the Communication Department.

The Publication Committee expresses its appreciation for the superior performance by Editor/Director of Communication Melanie Zavodny, Communication Executive Assistant Katherine Morris, and Graphic Designer/Communication Specialist Brooke Hoelscher. They have displayed noteworthy efficiency and thoroughness while working

in an intense, fast-moving, deadline-driven environment. The Communication Department has confronted enormous challenges that required extraordinary team effort.

Melanie was the architect of modernizing and updating SPJST's communication efforts. She invested long hours (including nights and weekends), working numerous seven-day weeks and countless extra hours to ensure that the Communication Department provided unparalleled support to members, lodges, and Home Office departments. We convey our personal gratitude for a job exceptionally well done.

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. Best wishes for a successful convention.

Fraternally submitted,
Floyd Kostelka (13)

Chair
District One
Lynda Novak (84)
Vice Chair
District Three
Baley Stavinoha (81)
Secretary
District Five
Amber Bartek (47)
District Two
Sharon Hohmann (160)
District Four
Marjorie Treumer (30)
District Six
Trey Bielefeld (107)
District Seven



Recommendations of the Convention Order Committee to the 2021 Convention

The Convention Order Committee presents the following recommendations to the 2021 Convention:

- (a) The Saturday, August 14 morning session shall begin at 8:30 a.m., and the Convention will continue until 4:30 p.m. on the first day with a 30-minute break at approximately 10 a.m. and 2:30 p.m. A caterer will provide the noon lunch, and tickets should have been purchased prior to the Convention. Tickets should be in your registration packet. The 33rd Convention photograph will be taken between 4:30 and 5 p.m. on the east side of the Fort Hood November 5, 2009 Memorial. There will be a Catholic mass celebrated at 5:45 p.m. in the Convention Center Special Events Room. The banquet reception will begin at 6:30 p.m. in the Convention Center Ballrooms A and B. Breakfast for all delegates will be at 7:30 a.m. on Sunday, August 15 at the Convention Center Ballrooms A and B. There will be an ecumenical religious service presented at 8 a.m. in the Convention Center Special Events Room. The Convention will reconvene at 9 a.m. with a 30-minute break at approximately 10:30 a.m. A caterer will provide the noon lunch, and tickets should have been purchased prior to the convention.
- (b) No delegate 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) 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 Chair.
- (d) 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.
- (e) All other matters shall be governed by the by-laws and Robert's Rules of Order.
- (f) Current standing committee members who are not delegates are requested to sit at the tables provided.
- (g) Visitors and leaders of other societies will be recognized at the Saturday evening banquet but shall not speak.
- (h) Per the By-Laws Article 6, Section 13: The date* of the next regular Convention shall be set by the Supreme Lodge and published in the *Vestnik* no later than January of the Convention year.
**"and location," subject to pending by-law amendment*
- (i) A copy of every written report shall be given to the Convention secretaries immediately after the report is presented to the Convention.
- (j) 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.

- (k) Delegates are encouraged to speak and to make their views known to the assembly.

Convention Order Committee Procedure for Vote by Ballot

In all caucus elections where there is more than one nominee for a position, the vote will be by ballot. Each election teller will be furnished with a ballot box into which each delegate within that district will deposit their ballot. 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 chair of the election tellers will assure that all procedures are completely carried out. Any election teller will immediately report problems to the chair of the election tellers. If a problem arises that cannot be resolved, the Convention Chair will be called on for assistance.

The SPJST Controller will assist the tellers with the tallying process. Election tellers may also request that an additional SPJST staff member 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 Chair.

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 Chair and Vice Chair.

Tellers appointed by the Convention Chair and Vice Chair (one from each district) serve for the remainder of the convention:

- Chair
- 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 Chair.

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 chair.

Two tellers are appointed by the district caucus chair (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 Chair
- 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 chair 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 chair 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 chair and/or caucus secretary.

3. The elected permanent caucus chair 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. In that the district director was elected in 2020, the first position to be elected will be that of alternate director 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 Chair 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 chair of the tellers will report the vote signed by all election tellers to the district chair 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 chair to the Convention Chair in the usual manner and signed by all election tellers, the caucus chair, 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 chair and caucus secretary and all election tellers and be given to the Convention Chair (complete form attached.) The Convention Chair 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 chair 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.

Fraternally submitted,
Convention Order Committee
Elizabeth Holub (23), Chair
Kyle Skrabanek (17)
Kerry Herrington (142)



DISTRICT CAUCUS MINUTES
(Attachment)

Call to Order
by District Director _____

Election of Caucus Chair _____

Election of Caucus Secretary _____

Caucus Chair appoints 2 Tellers:

1) _____

2) _____

Caucus Secretary appoints 2 Tellers:

1) _____

2) _____

Teller Chair (Convention Teller) _____

- Observer _____

- Caller _____

- Tally _____

Election of

Alternate Director _____

Election of

Governance Committee _____

Election of Alternate Governance

Committee _____

Caucus Chair

Caucus Secretary

Teller

Teller

Teller

Teller

Teller Chair

Tellers Committee Oath of Secrecy 33rd SPJST Convention

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.

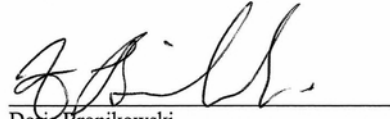
Immediately after the convention is adjourned, I agree to meet with the rest of the tellers and burn or shred all remaining convention ballots and caucus ballots.

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:



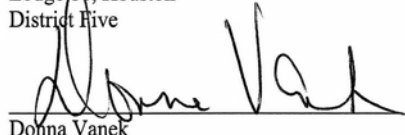
Ronnie Pflughaupt
Lodge 1, Fayetteville
District One




Doris Bronikowski
Lodge 88, Houston
District Five



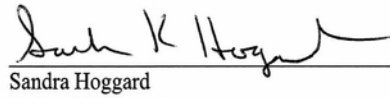
Joe Liles
Lodge 80, Holland
District Two




Donna Vanek
Lodge 97, Placedo
District Six



Jim Liska
Lodge 84, Dallas
District Three



Sandra Hoggard
Lodge 202, Jourdanton
District Seven



Brenda Holik
Lodge 160, San Angelo
District Four

SPJST Convention – District Caucus

From the proposed by-laws: Section 17. (g) District caucuses. The purpose of these seven, separate district caucuses is to nominate and elect a District Director, Alternate District Director, Governance Committee member, and Alternate Governance Committee member. Each delegate will vote in accordance with Section 31 (Votes) of the by-laws. The District Director will act as temporary chair of the district caucus until delegates elect a permanent chair.

1. District Director convenes the caucus and serves as temporary chair.
One teller is the Convention Teller from the district and serves as Teller Chair.
2. Delegates elect Caucus Chair.
3. Delegates elect Caucus Secretary.
4. Caucus Chair appoints two tellers
5. Caucus Secretary appoints two tellers.
6. Delegates elect Alternate District Director.
7. Delegates elect Governance Committee member.
8. Delegates elect Alternate Governance Committee member.
9. Caucus Chair adjourns caucus.
10. District Caucus Chair will deliver results to the Convention Chair.

Tellers

One teller is the convention teller from the district and serves as teller chair.

Two tellers are appointed by the District Caucus Chair (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 Chair
- One observer
- One caller
- One observer
- One tally

Non-Delegates/Non-Committee Members

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.

Resolution Committee's Report to the 2021 Convention

Whereas, the undersigned members of the Resolution Committee, for and on behalf of the entire delegation, convened in Killeen, Texas, on August 14, 2021, at the 33rd SPJST Convention, wish to express its appreciation to those persons responsible for making the Convention a pleasant and productive gathering.

Now, therefore, be it resolved that the delegation extends its sincere thanks to:

1. The 33rd Convention of SPJST which was called to order by Supreme Lodge President Brian Vanicek (24) at 8:30 a.m. Aracely Quiz (219) and Mark Rebecsek (79) posted the colors. Sarah Urbanovsky (79) sang the National Anthem and the Czech National Anthem, *Kde Domov Muj?* David Bucek (151) led the Pledge of Allegiance. SPJST Chief Financial Officers Leonard Mikeska (200) offered a Convention prayer. Supreme Lodge Chair John Engelke (66) issued words of welcome to the delegation.

2. Thank you to City of Killeen Mayor Jose Segarra who issued a proclamation naming August 13, 14, and 15 as "SPJST Days" in Killeen, Texas.

3. Thank you to SPJST Standing Committee Members, Supreme Lodge Officers and Directors, SPJST Home Office Employees, and SPJST members who gave of their time in getting the convention underway.

4. Thank you to Melanie Zavodny (246), Brooke Hoelscher (47), and Katherine Morris (47) for an excellent job on the 33rd 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 Friends on Friday evening, August 13, 2021, at Killen Civic and Conference Center. The performance was sponsored by Brian and Joan Vanicek (24). The beer was sponsored by District One Director Donnie Victorick (9) and District Five Director Bradley Stavinoha (81).

6. Thank you to Supreme Lodge President Brian Vanicek (24) for officially convening the 33rd SPJST Convention.

7. Thank you to District Three Director John Engelke (66), District Six Director Annie Vahalik (4), and District Seven Director Regina House (202) for the kolaches provided on Saturday, August 14; and thank you to President Brian Vanicek (24) and District Two Director Jesse Pospisil (29) for the beer provided for the banquet on Saturday night. Thank you to District Three Director John Engelke (66), District Four Director Bobby Davis (160), and *Vestnik* Editor/Director of Communication Melanie Zavodny (246) for the kolaches provided on Sunday, August 15.

8. Thank you to Convention Chair Donnie Victorick (9); Vice Chair Douglas Galler (66); Parliamentarian Daniel Knight (88); Convention Secretaries Jennifer Jones (47), Lisa Kirby (24), Nancy Miller (177), and Doni Powell (80); and Standing Committee members for their work, participation, and guidance during the deliberations.

9. We would like to recognize the youngest delegate, Hannah Kovar (9), age 28; and the oldest delegate, Josephine Pflughaupt (88), age 96. The delegates who have attended the most conventions were Bob Bayer (107) and Josephine Pflughaupt (88) who have both attended 14 conventions. We also

recognize the delegates who are multi-generational in addition to those attending with their siblings.

10. Thank you to 2021-2022 SPJST State Queen Megan Ohnheiser (185) and 2021-2022 State King Caleb See (9) for their attendance and their voluntary assistance to the 2021 SPJST Convention and for their presentations on Saturday evening.

10. Thank you to “Let Us Do the Cooking” for providing lunches on both days during the convention; and thank you to Jake’s Barbecue of Dime Box for providing the banquet meal on Saturday night.

11. Thank you to Father Stephen Nesrsta (54) of Holy Trinity Catholic Church for delivering the Catholic mass on Saturday night.

12. Thank you to Yvonne Marcaurele (30), Karen Kaspar (30), and Lisa Bubela (30) for assisting with the Catholic mass.

13. Thank you to special guests at the Saturday banquet, Alfred and Bernice Vrazel (15), who have given their lives to sharing the gift of polka and waltz music to so many and in the interest of bringing vitality to their Czech heritage.

14. Special guests at the Convention were District 55 State Representative Hugh Shine (87) and wife Debbie Shine; Czech Heritage Museum and Genealogy Center Administrator Susan Chandler; Catholic Women’s Union of Texas (KJZT) Director Cindy Morris (15) and husband Michael (47); Hermann Sons Vice President of Operations and Chief Operations Officer Samantha Schulmeier and husband Jonathan Kelley; RVOS President Wiley Shockley (160) and wife Mary (246); Alfred Vrazel (15) and wife Bernice (15); Father Stephen Nesrsta (54) of Holy Trinity Catholic Church in Jarrell; and

Reverend Joe Emerson, pastor of Unity of the Brethren Church.

15. Thank you to Pastor Joe Emerson of Unity of the Brethren for delivering the ecumenical service on Sunday morning.

16. Thank you to Macy Narro (17), age 17, for presenting her award-winning SPJST Flag Day essay at the start of the patriotic program honor SPJST Veterans for their military service and the contributions that they continue to make to the country, to their communities, and to their lodges.

17. Thank you to the SPJST Veterans who were recognized for their service.

18. The Resolution Committee thanks the Home Office staff and everyone else for their professional service leading into and during the 33rd SPJST Convention.

19. Finally, thank you to the delegates for moving SPJST to a new level of professionalism and fraternalism.

Fraternally submitted,
Jaryl Popp, Chair (133)
Kay Weeks (183)
Rubie Volek (187)



Genealogy of the SPJST 1848 to 2021

presented by
Brian Vanicek, SPJST President
and **Melanie Zavodny,**
Vestnik Editor/Director of Communication

Genealogy of the SPJST

1848 to 2021

Welcome, ladies and gentlemen to the Genealogy of the SPJST: 1848 to 2021. I'm SPJST President Brian Vanicek and joining me is SPJST *Vestnik* Editor/ Director of Communication Melanie Zavodny. You know, Melanie, a lot of people are into genealogy these days.

They sure are: Ancestry.com. 23 and Me. That kind of thing . . .

That's right! Looking back offers people a way to connect and learn from the past while building their future. Whether you're tracing the lineage of a family or the history of an organization, it enables you to better understand why you're the way you are!

And that's what we'll be doing over the next few minutes . . .

In this case, we're going to take a deep dive into the history of SPJST . . . The Slavonic Benevolent Order of the State of Texas – or, as we were chartered by the State of Texas in 1897 – *Slovanska Podporujici Jednota Statu Texas*.

SPJST marked its 124th anniversary on July 1. That's a lot of years to our credit. Even so, the roots of SPJST go back much further. SPJST was created by a historical chain of events which preceded the actual founding of our Society in 1897.

And it's been changing with the times ever since . . .

Chartered by the State
of Texas in 1897

• Slavonic Benevolent
Order of the State
of Texas

• *Slovanska
Podporujici Jednota
Statu Texas*



The Revolution of 1848

• The revolutions
started in France
in February of
1848 and quickly
spread to
Germany, Italy
and the Austrian
Empire.



The establishment of SPJST in 1897 was a derivative of the events that were set in motion some 50 years earlier by the Revolution of 1848. Let's set the stage . . .

The Revolution of 1848 was a series of spontaneous civil clashes that took place all over Europe, including the Austrian Empire – which is where many of our SPJST ancestors were living at the time.

The revolutions started in France in February 1848 and quickly spread to the monarchies in Germany, Italy, and the Austrian Empire.

All over Europe, there was tremendous dissatisfaction with the ruling classes.

The people were rebelling at being treated like second-class citizens in their homelands. They wanted a more democratic government. They wanted a free press. They wanted to retain their ethnic identity. Plain and simple: They wanted freedom.

There were more than 20 revolutions taking place simultaneously and with no real central coordination . . . The unrest spread across Europe like wildfire . . .



Within a year and a half or so, tens of thousands of people – mostly dissenters – were killed. And while the revolution failed, some major concessions were made and the seeds of change had been planted. It forced the government to abolish serfdom – a system in which unfree laborers were tied to the land – and allowed for freedom of movement throughout the Austrian Empire.

This is a map of Moravia which was part of the Austrian Empire. It's the region where so many Texans of Czech ancestry can trace their roots.

The Revolution of 1848 marked a turning-point in the history of European political and social thought. It got the people – everyone from farmers and laborers to merchants and academics wanting more – more democracy, more social justice, and more freedom.



In the years that followed, a new nationalism and can-do spirit emerged in the Czech lands. It's what led to the founding of the Sokol movement in the Czech lands in 1862. Sokol, which means "falcon" was organized as a patriotic organization dedicated to the physical, mental, moral, and cultural advancement of members.

To this day, Sokol remains a dynamic international gymnastic and cultural organization and shares a close affiliation with many SPJST lodges.





This “new nationalism” and feeling of independence helped to set the stage for mass migration from Central Europe to the United States of America.

Dreaming of a place – a new place to call home – with unlimited opportunities was made easy thanks to letters coming from early emigrants, German shipping advertisements, and from the stories and advertisements posted in Czech newspapers . . .

The majority of the Bohemian and Moravian immigrants entered the United States through New York, Baltimore, or Boston on the East Coast or through New Orleans or Galveston in the South. Some also came directly through the Saint Lawrence Seaway into the harbors around the Great Lakes.

Upon arrival, many immigrants settled in the larger cities. In the early 1850s, St. Louis was the largest Czech settlement in America and remained so for another two decades. Most of the Czechs living in St. Louis came up the Mississippi River after having disembarked in New Orleans from their overseas journey.



Closer to home, here in Texas, large-scale and family immigration to the state began in the 1850s with the immigration of Reverend Josef Arnost Bergman, described as the “father” of Czech immigration to Texas.

Initially, the Czechs settled in Austin, Fayette, Lavaca, and Washington counties and developed productive agricultural communities. Many took up farming in Texas’ Blackland Prairie region (pictured here).

They often tended to live around German settlements since they were familiar with the language and lifestyle.



Meanwhile, up in St. Louis, the Czechs were a tight group. Their favorite gathering place was a tavern on Ninth Street owned by Jakub Mottl . . .

The meetings and gatherings at Mottl's tavern grew in popularity as did their desire to establish a more permanent group. This community of friends appealed to one of their own, Hynek Vodicka, to set up a constitution and by-laws for such an organization.

The organization that they established in 1854 was – the *Cesko-Slovanska Podporujici Spolecnost* – translated the Czecho-Slovak Protective Society (C.S.P.S.). The organization, without official sanction from any governmental body, functioned primarily as a private, fraternal insurance society providing for the sick and for the families of deceased members.

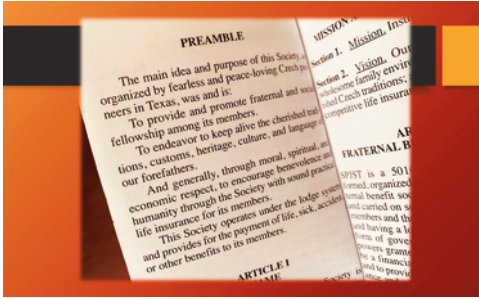
The C.S.P.S. was unique in that it would later serve as a model for many other fraternal benefit societies in America organized in later years. The State of Missouri approved the C.S.P.S. charter on March 12, 1859, making it the first incorporated American fraternal organization.



On March 3, 1862, it was decided to form a Main Lodge of the CS.P.S. Seven members were elected to direct the Main Lodge to “ . . . see that other units were formed under the banner of C.S.P.S. throughout the country . . . ”

The first C.S.P.S. lodge to charter in Texas was Cechomoravan No. 105, in Ellinger, organized on April 6, 1884.

Many others soon followed including lodges in Schulenburg, Dubina, New Tabor, Cat Spring, Nelsonville, Bila Hora, Wesley, Bryan, Sebesta (now Snook), Elgin, Ennis, Lee County, Granger, Moravia, Weimar, West, La Grange, Shiner, Williamsburg, Cameron, Caldwell, Seaton, Novohrad, and Velehrad. Pictured are officers of the CSPS Main Lodge in Texas taken in Schulenburg, Texas, in 1886, several of whom would be among the leaders forming SPJST a decade later.



At the time of the 10th C.S.P.S. Convention in Cedar Rapids, Iowa, held in 1891, the C.S.P.S. was peaking in terms of growth . . . It was the largest organized group – representative of the entire Czech immigration community – in the United States. They had approximately 9,500 members in 177 lodges.

One of the main purposes of the C.S.P.S. and which has been handed down from the very beginning in SPJST, and which appears, in so many words, in our Preamble: “. . . to foster and preserve the Czech language in this new Nation and the general moral, spiritual, and economic well-being of our countrymen.”

The 11th SPJST Convention of the C.S.P.S. in St. Paul, Minnesota, in 1896 was a critical one for that organization.

Delegates representing the Midwest and Texas C.S.P.S. lodges had gone to the St. Paul convention with instructions to make one last effort to set up insurance payments according to the age and occupation of the applicant as well as to secure insurance coverage for their wives. These requests had been going on for quite some time.

In short, the progressive reforms failed as a majority of the delegates at the Convention did not support them . . .



Giving up on their efforts at fiscal reform, Texas C.S.P.S. leaders met on December 28, 1896, at the courthouse in La Grange and set about the task of forming a new fraternal organization for Texas families.

A three-member committee was elected to draw up a set of by-laws for the new organization. The committee elected consisted of J.R. Kubena, Augustin Haidusek, and Frank Cihal. Haidusek later gave up the job, and L.V. Vanek was named to this committee.

The first SPJST convention was held in La Grange on June 29, 1897, with the society starting operations on July 1, 1897, with 782 members and 25 lodges. SPJST received its state charter on August 12, 1897.



The first officers – elected to serve two-year terms – were President I.J. Gallia of Engle, Trustee Ferdinand Breska of Velehrad, and Secretary-Treasurer J.R. Kubena of Fayetteville.

SPJST’s first base of operations was in Fayetteville. The reason being that the central figure in administering the affairs of the Society, Secretary J.R. Kubena, had his personal business operations in that city. Until his death in 1938, Kubena administered the affairs of the SPJST out of a single room in his general store. This is a picture of the SPJST Home Office that was located on the square in Fayetteville. The building is still there today!



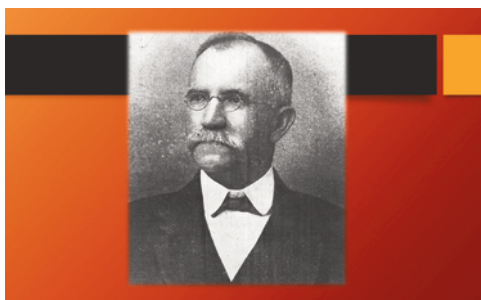
To honor the pioneering spirit of J.R. Kubena, highly regarded as the “Daddy of the SPJST,” SPJST Directors in 2017 designated the Society’s 182-acre Fayette County camp and retreat center as “Camp Kubena.”



In addition to Mr. Kubena, SPJST has its share of illustrious and celebrated members over the years. The list of biographical sketches could fill volumes.

One of the best known and influential Texans of Czech ancestry at the turn of the preceding century was Augustin Haidusek, pictured here. Born in Moravia in 1845, he was brought by his parents to Texas when he was 11.

Haidusek was a strong backer and supporter of SPJST and the founder of the first Czech-language newspaper of that time, *Svornost*. Haidusek also holds the distinction of being the first lawyer of Czech origin to be licensed by the bar to practice law in Texas and was the first person of Czech descent to be elected to the Texas State Legislature.



SPJST Home Office relocates from Fayetteville to Temple in 1953



SPJST Home Office operations remained in Fayetteville until they were moved to Temple after the 1952 Convention in Houston. The decision to move to Temple was based on the city's central location and easy accessibility. The Professional Building, pictured here, was occupied on July 20, 1952.

A basic function of SPJST operation from its inception has been the sale of fraternal life insurance contracts.

All business affairs are administered through three arms of the organization – the Convention, the Supreme Lodge, and local lodges. The conventions – consisting of delegates elected by the local lodges – meet every four years and are the supreme governing and legislative body.

As the years passed and SPJST grew, it became increasingly evident that adequate and suitable quarters would have to be sought elsewhere. The solution resided in the construction of a new building.

Groundbreaking ceremonies were held on October 25, 1969, with formal dedication of the new SPJST Home Office building on the corner of Main Street and French Avenue in Temple, Texas, taking place on Sunday, January 31, 1971.

The office space was expanded with the addition of a new wing in 2007.



In preparing for this presentation, we used as a reference a book written by Henry Maresh in 1934 called *The Czech Pioneers of the Southwest*. I want to share with you a passage from the book that I believe helps explain the important role SPJST has historically filled in communities all over the state . . .

And keep in mind, these words were written in 1934 when the SPJST was just 37 years old:



“ (One of) the chief aims and mission of the SPJST . . . is the (monetary benefits) paid to the beneficiaries of the deceased . . .

“The purpose and mission of the lodge goes further. The benefit to the living members has a potential value that can hardly be estimated. Lodges of the organization are to be found in every section of the State . . .

“Many of these lodges have built large, attractive, well-furnished lodge buildings of their own — usually on spacious grounds, where centers the cultural, social, and fraternal life of the (community) and near-by settlements. It is quite impossible to estimate the value of these properties . . .



“The lodge halls are furnished with facilities for promoting the social and educational life of the communities. Well-equipped stages offer opportunities for developing dramatic talent.

“The size of the auditoriums allow floor space for dancing, and the grounds that belong in connecting with the lodge buildings, are suitable for outdoor entertainments such as picnics and open air musicals. The lodge is the social center of every community.”



It was during SPJST's early years – during its first quarter century – that American society and lifestyles changed dramatically. Texas and our nation were becoming progressively more industrialized. At the same time, the country was becoming more urban and less rural.

Many people – including the sons and daughters of our early members – moved off the farms and into the towns and cities. In many cases, they took SPJST with them.

It was during this time that many of our urban lodges were established.

These urban lodges – in concert with our small town and rural lodges – provided SPJST and community members with a community-oriented fraternal identity at a time when life in America was becoming increasingly impersonal and unstable.

SPJST lodges – and lodge halls – across the state earned a reputation as the “go-to” place for family-oriented good times. Everything from dances and picnics to weddings and community events!

The fraternal legacy of these later years – the S.P.J.S.T Rest Homes, youth program, and various cultural enrichment programs – including the Czech Heritage Museum and Genealogy Center in Temple – are with us still today!



SPJST celebrated its 124th anniversary on July 1, 2021! We are alive with the same spirit and promise that filled the Fayette County Courthouse in La Grange, Texas, in 1896, when 25 Texans of Czech descent met to organize a new fraternal benefit society.

The rededication of the historic SPJST Lodge 19, Velehrad hall in 2019 on the campus of Texas Czech Heritage and Cultural Center in La Grange reminds us of that history.

Even as the Velehrad project honors specific names, dates, and places, the Velehrad story is also the story of immigration, integration, and assimilation — something that each of us — as descendants of many different races, creeds, and national origins — have in common.



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.

The SPJST Home Office continues to embrace and celebrate its Czech roots by annually showing strong support for a multitude of annual public events, most notably helping to sponsor such events as National Polka Festival in Ennis, Westfest in West, Kolache Festival in Caldwell, and Slavic Heritage Festival in Houston. And, we're planning to add to that list . . .



SPJST continues to offer its support to multiple cultural and heritage groups including the Czech Heritage Society of Texas, Czech Heritage Museum and Genealogy Center in Temple, Czech Educational Foundation of Texas, Texans of Czech Ancestry, Texas Czech Heritage and Cultural Center in La Grange, Czech Center Museum Houston, and Sokol. It is an honor for us to work with and to be affiliated with these fine organizations and the projects that they champion.

The SPJST Foundation was established as an independent 501(c)3 non-profit corporation in 2012 by SPJST to administer to the growth and development of the Czech Heritage Museum and Genealogy Center in Temple, educational programs at Camp Kubena, and endeavors of significant merit and in line with the Foundation's objectives. The SPJST Foundation is currently collecting funds for the Czech Moravian Benevolence Fund. The fund will provide assistance to areas of the Czech Republic ravaged by a tornado on June 24, 2021. We set a goal to raise \$25,000 before August 14. Just yesterday, donations received topped \$27,000. Thanks to those of you who have given generously . . .

It brings to mind the words of Vojta Naprstek, who was an early Czech immigrant in America, who said, "That which the heart unites, the sea shall not divide."

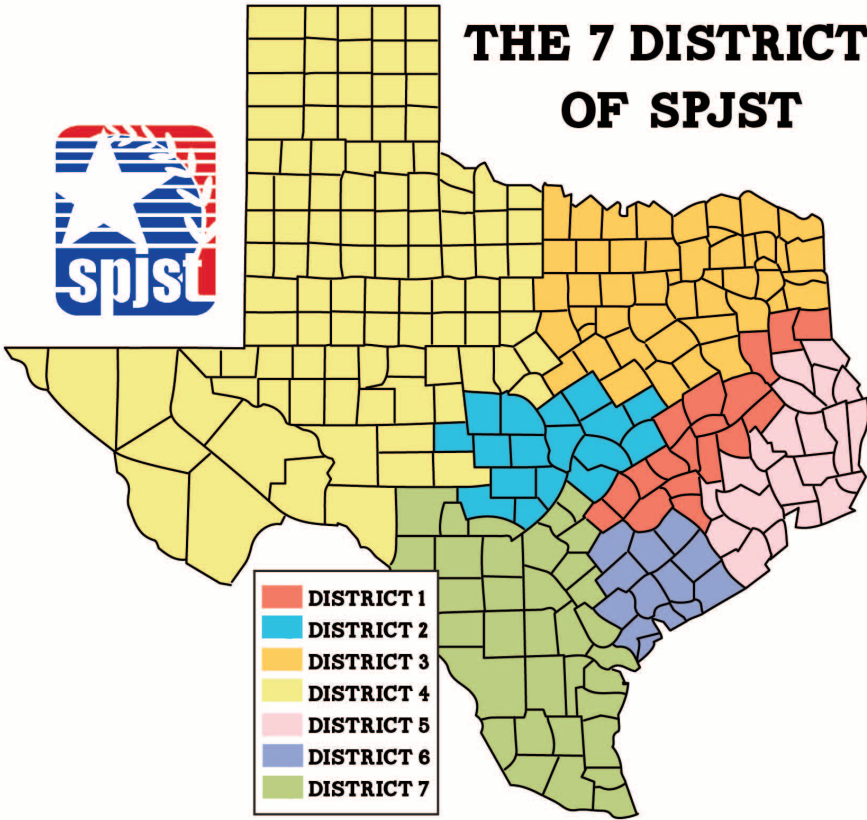


Now, here we are: 124 years into the future from where we started. We celebrate our past and plan for the future.

A future where the emphasis is on volunteerism and reinforces the values outlined in our SPJST vision statement and that is: "To provide a wholesome family environment; to encourage cherished Czech traditions; and to provide high quality life insurance for our members."



THE 7 DISTRICTS OF SPJST



COUNTIES

- **DISTRICT 1** - Austin, Bastrop, Brazos, Burleson, Caldwell, Cherokee, Fayette, Grimes, Houston, Lee, Leon, Madison, Panola, Robertson, Rusk, Trinity, Walker, Washington
- **DISTRICT 2** - Bell, Blanco, Burnet, Coryell, Falls, Gillespie, Kendall, Kerr, Lampasas, Llano, McCulloch, Mason, Menard, Milam, San Saba, Travis, Williamson
- **DISTRICT 3** - Anderson, Bosque, Bowie, Camp, Cass, Clay, Collin, Cooke, Dallas, Delta, Denton, Ellis, Erath, Fannin, Franklin, Freestone, Grayson, Gregg, Hamilton, Harrison, Henderson, Hill, Hood, Hopkins, Hunt, Jack, Johnson, Kaufman, Lamar, Limestone, McLennan, Marion, Montague, Morris, Navarro, Palo Pinto, Parker, Rains, Red River, Rockwall, Smith, Somervell, Tarrant, Titus, Upshur, Van Zandt, Wise, Wood
- **DISTRICT 4** - Andrews, Archer, Armstrong, Bailey, Baylor, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Culberson, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, El Paso, Fisher, Floyd, Foard, Gains, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hudspeth, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, Midland, Mills, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Potter, Pecos, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Sterling, Stephens, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Val Verde, Ward, Wheeler, Wichita, Willbarger, Winkler, Yoakum, Young
- **DISTRICT 5** - Angelina, Brazoria, Chambers, Fort Bend, Galveston, Hardin, Harris, Jasper, Jefferson, Liberty, Montgomery, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, San Jacinto, Shelby, Tyler, Waller
- **DISTRICT 6** - Aransas, Calhoun, Colorado, DeWitt, Goliad, Gonzales, Jackson, Lavaca, Matagorda, Refugio, Victoria, Wharton
- **DISTRICT 7** - Atascosa, Bandera, Bee, Bexar, Brooks, Cameron, Comal, Dimmit, Duval, Edwards, Frio, Guadalupe, Hays, Hidalgo, Jim Hogg, Jim Wells, Karnes, Kenedy, Kinney, Kleberg, La Salle, Live Oak, Maverick, McMullen, Medina, Nueces, Real, San Patricio, Starr, Uvalde, Webb, Willacy, Wilson, Zapata, Zavala



*Insuring
& Enriching
Lives*