



20770 US HIGHWAY 281 N
STE 108, PMB 451
San Antonio, TX 78258-7500

August 29, 2024

MEMORANDUM FOR SAME MEMBERS

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, July 25, 2024, Zoom

Board Members present are in BOLD:

President

Vice President

Past President

Secretary

Assistant Secretary

Treasurer

Assistant Treasurer

2nd Assistant Treasurer

Industry Gov. Engagement Director

Service Mem. & Veteran Supp. Director

Service Mem. & Veteran Supp. Coord.

Service Mem. & Veteran Trans. Coord.

Leadership & Mentoring Director

Fellows Director

Resilience Director

Young Professional Director

Individual Member Director

Sustaining Member Director

Military Enlisted Affairs Liaison

K-12/STEM Outreach Coordinator

College Outreach Coordinator

SAME E&C Camp Coordinator

STEM & College Outreach Director

UT Student Chapter Mentor

UT Student Chapter Mentor Assistant

UTSA Student Chapter Mentor

Texas A&M Student Chapter Mentor

Scholarship Director

Small Business Coordinator

SAME National Event Liaison

Golf Committee Chair

Leadership Lab (LLAB) Director

LLAB Co-Director

Social Media Coordinator

Newsletter Editor

Website Manager

Awards Committee Chair

Holiday Celebration Chair

Mr. Rene Cortez

Col. John Baker

Mr. Zakary Payne

Mrs. Cassandra Price

Ms. Sarah Fowlkes

Mr. Sam Hutchins

Mr. Steve Holt

Mr. Dick Kochanek

Mr. Sam Barnett

Mr. Dean Hartman

Mr. Mike Monreal

Mr. Marcus Henneke

Mr. James Kisiel

Mr. Josh Graham

Mr. John Enyeart

Ms. Amanda Navarro

Mr. Ed von Dran

Mrs. Michele Torres

SMSgt Melwing Isaac-Jimenez

Mr. Scott Mikos

Mr. Terry Watkins

Capt. Varsha Savalia

Mr. Harold Eberbach

Mr. Rick Galloway

VACANT

Mr. Terry Watkins

Mr. John German

Mrs. Diane Glass

Ms. Sarah Fowlkes

Ms. Bonnie Hopke

Mr. Michael Beach

Mrs. Cathy Bond

Mr. Cade Deines

Mrs. Amy Shirlberg

Mr. Dick Kochanek

Mr. Dick Kochanek

Mr. Dick Kochanek

Ms. Hilda Quinones

1. The Jun 27 Post Board meeting minutes were approved and published at <https://www.same.org/wp-content/uploads/2024/07/240627sabod.pdf>. Are there any additional changes needed?

There were no other revisions to the published June 27 meeting minutes.

July 25 Post Board Minutes

2. Finances/Budget:

- *Attachment 1* is the Jul 20 Budget Update.
- Transfer of investment funds from Vanguard to Merrill Lynch (ML) discussed at Jun meeting:
 - Paperwork was sent to Vanguard by ML.
 - As of Jul 20, Vanguard shows account balance as \$0 but transfer has not reached ML.
- Transferred \$6,500 from Operations to Holiday Celebration in accounting system.
- Taxes - Accountant still has. They were swamped with COVID Audits. With extension, tax return must be done by Nov 15. Should be completed soon.
- Sam will be out of town Aug 17 – Sep 3. Dick will be on travel Jul 30 – Aug 8.

Mr. Hutchins went over the above notes. Mr. Cortez asked if Mr. Hutchins anticipates any decisions needing to be made while he is out. Mr. Hutchins said that he did not believe so. All the Vanguard stuff has been done. There are two outstanding checks waiting on student receipts. Mr. Kochanek asked if any purchases have been identified for the LLAB. Mr. Hutchins said the software was already renewed but he has not seen any purchases from LLAB yet.

3. Board Positions:

- Although we have been advertising the available TAMU and UT- Austin Student Chapter Mentor positions, Dick has not received any volunteers.
 - John German has volunteered to continue as TAMU Chapter Mentor for a few more months until a replacement has been found.
 - Rick Galloway, who indicated by phone earlier in the year to Dick he wanted to continue as UT-Austin Chapter Mentor, has let his SAME membership lapse.
- We've had little to no contact with our 4 Field Chapters (Austin, Coastal Bend, Concho Valley, and Laughlin). The only 2024 contact has been from Laughlin in May on a Chapter Officer change and on Jul 22 about the agenda for their July meeting (see *Attachment 2*). The agenda includes an item about starting a private financial account which is inconsistent with the guidance for Field Chapters in the Dec 2023 SAME Post Operations Manual.

Mr. Kochanek said we still not have any volunteers for the Mentor positions. Additionally, Mr. Rick Galloway is not a member currently. Per Mr. Kochanek, Mr. Galloway wants to continue but he hasn't heard from him. Mr. Cortez said he would reach out to Mr. Galloway for a game plan.

Mr. Kochanek stated we have four field chapters but we have only been contacted by Laughlin. Mr. Tim Pach is on the line for the Austin field chapter. Mr. Pach provided a quick update on the Austin chapter. He stated that he does not have any hot items at this time. The chapter's focus is on revitalizing a planning team to get things kicked off. He is having some conversations with Mr. John McCarr and some other folks at Ft. Hood. There is a planning session scheduled for August 23 with the intention of planning out a year of targets with bimonthly events and name some positions to carry the Chapter forward. Mr. Kochanek asked if Mr. Pach

knew of anyone that would like to be a mentor to the UT Students. Mr. Pach said he thought there may be some potential candidates. Mr. Pach is going to send out a note to a target audience.

Mr. Kochanek said that Laughlin is having a golf or kickball tournament at the base. They are planning to issue a scholarship with the proceeds from the tournament. Mr. Hutchins is working with Ms. Hernandez to set up a separate area in our funds to track Laughlin's funding. As of right now, Laughlin is targeting the tournament NLT September 30.

Mr. Cortez asked Mr. German if there has been any outreach for potential successors to his position? Mr. German is not aware of anyone coming forward. Mr. German said he will do it through the fall and see what potential possibilities come up. Mr. Cortez asked the board to reach out to any A&M alumni.

4. Leadership Lab (LLAB):

- The application deadline for the 2024-25 LLAB has been extended to Aug 9.
- Cade Deines and Cathy Bond are following up with possible 11-13 applicants who have expressed interest in the class

Mr. Kochanek said the last update he heard from Mr. Deines and Ms. Bond is that they have two applications and are chasing down 11 others to complete their application. The application date has been extended to Aug 9.

5. STEM:

- Varsha Savalia has collected inputs from 3 of our 5 sponsored SAME Camp students about their Camp experience for the Aug newsletter:
 - Ilias Braxton – USAFA Camp
 - Westley Durham Fry – USAFA Camp
 - Lyse Nidair – USAFA Camp
- Varsha will also try to get our Campers to attend the Sep, Oct or Nov Post meetings to say a few words about their experience; school class schedules may impact their availability.

Mr. Eberbach provided a quick update. Ms. Savalia is still trying to get inputs from the camp students about their camp experience. She has received three out of the five so far. Aside from the camp, they are starting the kickoff for the San Antonio BEST robot competition. We just submitted the sponsorship letter as well as the \$1,000 check to that organization. The actual competition is November 10 and the kickoff events is on September 15. Mr. Eberbach said we would like to become more involved in the SA BEST competition, so hopefully we will get more volunteers as we come closer to that date.

6. College Outreach:

- Terry Watkins met with UTSA student activity representatives Jill Ford and Kait Sullivan to discuss ways to improve the SAME chapter's recruitment at UTSA. There's a Sep 4 Welcome Back BBQ Bash student organization recruiting event scheduled.
- Terry wants to know if some YPs are available to attend with him to assist our student chapter in recruiting.

July 25 Post Board Minutes

- Terry will also update the Board on the latest College Outreach COI session that was held Jul 16.

Mr. Eberbach said there has been a meeting with Mr. Watkins to reinvigorate and revitalize our fourth Welcome Back BBQ Bash on September 4. Mr. Eberbach is talking with some students at UTSA to become more involved and Mr. Watkins is looking for some YPs to attend and assist and recruit.

Mr. Hutchins asked if they were going to need money before September 4 for the BBQ Bash. Mr. Eberbach said it is hosted by UTSA, but he was hoping we could get some SWAG to give away.

Mr. Cortez said that he just forwarded an email to Mr. Eberbach and Mr. Kochanek from Palo Alto College on their STEM program. They have a grant from DoD for connecting students in on their campus. This connection came from this year's Randolph AFB Airshow. Mr. Scott Mikos is also tracking this. We have been invited to speak and participate in their STEM event, Nov 4 – 7th. Mr. Cortez said he is an alumnus of Palo Alto. He will set up a call to make sure we are all on the same page on their expectations and details of our level of participation.

7. Post Meetings:

- Next Post meeting is a joint meeting with SCTX Chapter of CMAA we are hosting on Sep 19 on Professional Ethics. There was a communication problem within the CMAA Chapter and they scheduled a Scholarship Clay Shooting event on the same day starting at 1 pm in Boerne so there may be a small turn out of CMAA members.
- Our Nov 14 Post meeting will feature speaker Cindy Cash from AFCEC/CZR on PFAS Forensics.
- The SCTX Chapter is having its Christmas in July Toy Drive and Happy Hour on July 25. For the Post Streamer requirement, we need to participate in two (2) joint events with other organizations. The event is FREE but you just need to bring a toy donation. Dick is signed up to attend; if possible, we'd like to get more Board members to attend.

Our next Post meeting is on September 19. It is supposed to be a joint meeting with SCTX Chapter of CMAA. However, CMAA messed up and scheduled their clay shooting on that same day, so we may not get a big turnout from CMAA members. The Post meeting will be at the Old San Francisco Steakhouse.

We have a speaker for the November 14 Post meeting, Ms. Cindy Cash. Mr. Kochanek said we just need a guest speaker for the October 17 Post Meeting. He said there was a suggestion from one of the members of getting the new AFCEC Commander. Mr. Cortez will work that invitation up through the Colonel network. Mr. Kochanek said it would be a big draw.

Mr. Kochanek said that tonight is the CMAA Chapter's Christmas in July Toy Drive. Mr. Kochanek signed up for it and will be attending. Mr. Cortez and Mr. Graham will not be able to attend.

8. 2030 SAME Strategic Plan (SP):

- *Attachment 3* shows the Goals and Objectives of the 2030 SP approved by SAME Board at the May 2024 JETC.
- SAME's Kathy Off indicated to Dick the formal version of the plan (like we had for the 2025 SP) is being worked and will be out shortly.

July 25 Post Board Minutes

- On Jul 16, Dick was asked (with a few other SAME Post members) to provide comments on the proposed Post Streamer Tasks related to the new 2030 SP Goals prior to SAME bringing them up at the Aug 4-6 Post Leaders Workshop and their implementation on Jan 1, 2025:
 - SAME took some of the Streamer Tasks from the 2025 SP and realigned them to the 3 new SAME Goals.
 - Some of the 2025 SP IGE, Resilience and SMVET Goal tasks were realigned to the new Goal 1 Develop Partnerships.
 - Some of 2025 SP IGE, Resilience and SMVET Goal tasks were realigned to the new Goal 2 Develop Solutions.
 - Many of the 2025 SP Leadership, Mentoring, STEM, College Outreach and SMVET Goal tasks were realigned to the new Goal 3 Develop People (Leaders).
 - Along with the new Post Task list, SAME proposed changing the criteria for earning the Streamer to 1800 points for a Large Post, 1400 for a Medium Post and 950 for a Small Post from the current 1700, 1000 and 600 points respectively.
- Dick provided comments to proposed new tasks on July 18 – see *Attachment 4*. The comments focused on clarifying some of the wording and eliminate duplication.
- Impact on Post Board Structure:
 - We currently have 5 elected Directors; each associated with one of the 2025 SP’s 5 Goals.
 - 3 of the 5 Director positions (Resilience, STEM & College Outreach and SMVET) would normally be up for election this year.
 - We need to decide how we are going to proceed with this year’s elections since we should be sending out the call for elections candidates soon.
 - One idea is to go to a 3 elected Directors structure:
 - ✓ The current IGE Director would transition to the new Partnership Director.
 - ✓ The current L&M Director would transition to People Development Director (dropping the STEM & College Outreach and SMVET Director positions) and moving the STEM, College Outreach and SMVET Coordinators and other related positions under the new People Development Director.
 - ✓ Then we would elect one 2025-26 Director (with responsibilities for Infrastructure Solutions or Sustainability or Resilience) who would be aligned with the new Goal 2 Develop Solutions.
 - ✓ This idea would greatly increase the responsibility of the current L&M Director – see *Attachment 5*.
 - Another idea is to have 4 elected Directors and split the responsibility for the new Goal 2 Develop People between 2 Directors:

July 25 Post Board Minutes

- ✓ We would elect a 2025-26 Director (with responsibility for Infrastructure Solutions or Sustainability or Resilience) as in the first option
- ✓ And then elect a second 2025-26 Director for People Development (one being responsible for STEM, College Outreach & LLAB; the other being responsible for SMVET areas, Fellows and YPs) – see *Attachment 5*.

Mr. Kochanek briefed the above updates on the 2030 Strategic Plan. Additionally, he said that the 2030 Strategic Plan was approved in May. Last week, some Post members received what they projected to be the new Post tasks associated with the 2030 Strategic Plan to review and make comments. They took the five goals that we have in 2025 (for this year) and developed three goals for 2030: develop partnerships, develop solutions and develop people and leaders. Mr. Kochanek is one of the Post members that received the consolidated goals. He made suggestions to clean it up and make it a little simpler. One suggestion he made was that you could get credit if you have a leader development program (LDP) or had a meeting /event that focused on leader development, which would help small/medium Posts get credit for this task without needing to conduct a full LDP.

Based on the Strategic Plan, we need to decide how we are going to proceed with this year's elections since we should be sending out the call for elections candidates soon. Right now, three of our five Directors will be finished this year, so we need to look at what do we want to do – stay with five Directors or change it up. Mr. Kochanek has provided the BOD with ideas on a three or four Director structure (Attachment 5). Ms. Hopke asked if it has been hard to find people for the five Director positions. Mr. Kochanek said it was especially for the Resilience Director. Ms. Hopke's concern is changing our structure every time national makes a change. Mr. Cortez' concern is the workload and overburdening the directors if we consolidate down from five to three. Mr. Kochanek said it is a heavy burden, especially for the People Director. Under the four Director structure, the People Director would be split between two Directors. One Director would have STEM & College Outreach, Scholarships, Student Chapters and the addition of the LLAB. The second Director would have YPs, Fellows, SMVET and Enlisted MIL. Even splitting it up into two Directors, there is a lot. Ms. Hopke likes the two Directors for people and sort of splitting that up.

Mr. Cortez asked what does the Solutions Director do? Mr. Kochanek said that it is a lot of previous Resilience Director's responsibilities. It also has some of the COI stuff and IGE workshops. Mr. Kochanek tried to split the COI stuff and clarify it.

Mr. Cortez would like to get additional feedback from the BOD. It's clear that the three Director structure is a no go for us, because we are a large post and that is way too much of a burden. It might work for a smaller Post. Mr. Cortez asked if anyone had any concerns from the second proposed structure. Ms. Hopke suggested moving the LLAB over to the second Director to even out the workload and to align the LLAB with working professionals versus students. Mr. Kochanek said this move will essentially make Director One the Stem and College Outreach Director and Director Two will be the SM Vet and Leadership and Mentoring Director. Mr. Cortez liked keeping the titles so that it is clear for everybody. There was consensus among the Board for the four Director structure with the LLAB program being realigned under the second People Director.

Mr. Kochanek and Mr. Cortez do not like the title, Solutions Director. Mr. Kochanek has requested ideas from Board members being submitted to Mr. Kochanek on the Director names for discussion at the August BOD meeting.

9. Aug Newsletter – Inputs for the July issue is due Friday, July 26, to Dick.

INFORMATION UPDATE ONLY

10. Any Other Issues/Updates:

- Members to bring up any other issues.

Mr. Cortez brought up concern of the membership numbers. He saw they were dipping down in the last newsletter. Mr. Kochanek said it's the issue of the company memberships. He said right now we are good as far as our standards in individual membership and company membership because the goals are low for this year. However, we do have a lot of people in what is called grace period status – their actual term data is expired, but they remain on the books for 60 to 90 days.

Mr. Kochanek asked Ms. Quinones if she had an update on the holiday celebration. Ms. Quinones said that she is doing plenty of homework all around town trying to find alternative locations. She is not lacking ideas – just money. Historically we try to make it so that it is easy to park, we are in a simple location that everybody can get to, and that we can all be in the same room versus bar hopping. Parking seems to be a limiting factor all the way around. The other limiting factor is that if we are going to choose a venue other than the one we have now, we are going to have to pay around \$2,000 - \$2,100 more. We have set aside a date, December 13, at our current location, just to make sure we have a location as we continue to explore other alternatives. Bottomline, if we keep our prices the same to do a cocktail party or a buffet party, we would be left with no extra funds to do entertainment because the cost of food is getting more expensive. Bad news – it doesn't look like we are going to change the venue. Good news, we are going to be able to afford our party.

Mr. Cortez said that Ms. Fowlkes provided an update on our Small Business Conference. It is tentatively scheduled for April 1 – 2 (after the meeting changed to April 9-10). Mr. Kochanek asked if we are going back to the longer format. Mr. Cortez stated we are. He asked Mr. Kochanek to get this put on the national calendar.

11. Next Board Meeting: Thursday, August 29, 11:30 am – 1:00 pm, by Zoom

Attachments

1. Jul 20 Budget Update (to Board Only)
2. Laughlin AFB Field Chapter Meeting Agenda
3. 2030 SAME Strategic Plan Goals
4. 2030 SAME Strategic Plan Post Steamer Tasks
5. 2025 Board Org Options

//SIGNED//
Cassandra Price
Post Secretary

APPROVED AS WRITTEN

//SIGNED///
Rene Cortez
Post President


ATTACHMENT 2



Agenda
Monthly Meeting
July 2024

1. New Officers
 - President – Karla Hernandez
 - Vice President - Frances Kwok
 - Secretary – Lt. Katherine Moore
 - Treasurer – Sandy Harper & Geoffrey Beto
 - Industry-Government Engagement (IGE) Director – Lt. Ryan Pfanstiel
 - Program Chair - Vacant
 - STEM Outreach Chair – Cynthia Goszewski
 - Scholarship Director - Vacant
 - Membership Director - Vacant
 - Media Relations – Vacant
2. Recent Events:
 - JETC 2024 Recap
 - Ex-Plan (budget 2-3 members to attend)
3. Upcoming Events:
 - Federal Small Business Conference
 - i. 1-3 Nov 2024, New Orleans, LA
4. LAFB Field Chapter Opportunities
 - Establish a private org account
 - i. Suspense date: 31 Aug 2024
 - Coordinate fundraiser (golf or kickball tournament) NLT 31 Sep.
 - Coordinate meeting with SFDRCSISD CTE for STEM NLT 31 Sep.
 - i. Help a student apply for the SAME STEM/Engineering & Construction Camps
 - 1. Suspense date: 31 Jan 2025
 - ii. Interested in being a mentor for the STEM/Engineering & Const. Camp
 - Provide scholarship to a STEM students NLT 30 Apr. 2025
 - i. Establish requirements and submit package to SFDRCSISD.
 - Provide Kit to the Robotics SFDRCSISD team.
 - Establish a set date for monthly meetings

ATTACHMENT 3



2030 Strategic Plan

Vision, Mission, & Goal Statements

- **Vision Statement:**
Serve as the trusted integrator across the A/E/C and related professions in addressing our nation's economic and security interests at home and abroad.
- **Mission Statement:**
Lead collaboration in support of our national security priorities.
- **Goals:**
 - *Drive Partnerships through focused industry-government engagement.*
 - *Deliver Solutions for critical infrastructure and mission readiness challenges.*
 - *Develop People to strengthen America's STEM pipeline and technical workforce.*

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2030 Strategic Plan

- **Goal:** *Drive Partnerships through focused industry-government engagement.*

- Objectives:
 - Support engagement with our nation's military and agency partners in their role of addressing complex challenges globally.
 - Promote multi-disciplined collaboration among public, private, and academic sectors, at all levels, to address critical needs impacting national security.
 - Provide expertise, knowledge, and resources on current and emerging practices that affect the nation's built and natural environments.
 - Create and leverage strategic partnerships with similarly aligned organizations and stakeholders to optimize the use of SAME's resources, expertise, and capabilities.
- Desired Outcome: SAME serves as the society of choice for our partners to assist them in addressing current and future complex challenges, through focused and deliberate engagement, collaboration, and partnering actions by SAME's entire governance structure with various internal and external stakeholders.

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2030 Strategic Plan

➤ **Goal:** *Deliver Solutions for critical infrastructure and mission readiness challenges.*

- Objectives:
 - Operationalize SAME Communities of Interest, placing focus on national security topics.
 - Encourage Posts and Regions to prioritize issues centered in their respective areas.
 - Leverage expertise from SAME members, government agencies, academia, and other key stakeholders to identify matters affecting national security, gather facts, and recommend solutions.
 - Communicate issues, contributing factors, and findings through multi-media means & venues.
 - Pursue policy and programmatic efforts that strengthen acquisition practices that support the industrial base.
- Desired Outcome: SAME's Communities of Interests are elevated and highlighted as "Solution Laboratories" on topics of great interest and impact to our nation. Posts and Regions remain attuned and responsive to issues in their environments. Enhance traditional communication methods (TME) by distributing electronic content via SAME website(s), emails, and the SAME App -- pushing "value" to our membership.

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2030 Strategic Plan

➤ **Goal:** *Develop People to Strengthen America's STEM Pipeline and Technical Workforce.*

- Objectives:
 - Provide avenues to support inclusive involvement in STEM and trade related careers, professional & technical development, leader development, and transition assistance.
 - Promote a structured mentoring continuum, highlighting professional growth and leadership opportunities for members at all ages and experience levels.
 - Cultivate leaders who embrace diversity, equal opportunity, inclusion, and lead with courage, character, respect, and tolerance.
 - Improve student chapter/higher education involvement in nurturing future Architecture/Engineer/Construction (A/E/C) professionals and military engineers.
 - Align with the SAME Foundation and other organizations focused on people and personal/professional development.
- Desired Outcome: Optimize SAME's human capital programs, Posts, and Regions to maintain and enrich the STEM pipeline by introducing youth to the industry and enhancing personal and professional growth of those already in the profession.

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4

ATTACHMENT 4

**2030 SAME Strategic Plan
Goal 1 Drive Partnerships
Post Streamer Tasks**

Task #	Goal 1 Driver Partnerships through Focused Industry-Government Engagement - Tasks	2030 Points	Proposed Points	Notes/Changes
1	Identify new local touchpoints to key stakeholders within local, state, and federal government entities to determine how the Post can serve or partner with those entities.	250	250	Participate in an event/activity with local, state and federal government stakeholders to assist them with infrastructure related challenges.
2	Identify, establish and nurture strategic and organizational partners at local, state, and regional levels and determine how the Post can collaborate with those entities and execute two partnering/joint programs. (Examples include: ASCE, CMAA, NSPE, DBIA etc.) Annually review strategic partnerships for impact, value, reciprocity, and strategic significance and outcomes of partnerships.	200	200	Conduct at least one joint event/activity with a A/E/C or STEM related organization at the local, state or regional level (such as ASCE, CMAA, DBIA, AIA, APWA, etc.) on an infrastructure challenge or resilience related topic. Complete a value assessment of continuing the partnership with the organization after the event/activity.
3	Conduct or participate in Table Top Exercises at the Post/Regional level to stimulate collaboration among military and civilian engineers and planners on locally relevant infrastructure challenges.	200	200	Conduct or participate in an exercise/meeting/other activity with military and/or government engineers and planners on a locally relevant infrastructure challenge.
	Collaborate with other Posts on 'transferring' any members who move to another location with a SAME Post. (i.e.: PCS, job changes, etc.) in order to retain membership and partnerships.	100		DELETE - not directly related to Goal
4	Conduct or participate in emergency management exercise with state or local government	150	align="center"> 200	COMBINE INTO 1 TASK - Conduct or participate in an exercise/discussion/event with federal, state or local government leaders on emergency management or other topics related to man-made or natural disasters.
	Enable discussions with federal agency and/or local government leaders and organizations on topics such as man made or natural disasters.	150		
5	Host an Industry Days/Government Briefings/Small Business events.	100	150	OK AS IS
	Develop regular IGE programming to meet the needs of the Post or region.	150		DELETE - included in Goal 2 Tasks
	Hold joint resilience meetings or sessions with other professional organizations or SAME Strategic Partners	100		DELETE - included in Task 2
6	Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges and universities with relevant STEM programs.	75	50	Conduct discussions on infrastructure related topics with school, college, university and/or technical/vocational schools with STEM programs.
	Establish relationships with ROTC and JROTC programs at colleges, universities and high schools.	50		MOVED TO Develop Leaders Goal 3 Task 14
	Collaborate with Trade Labor Unions or similar organizations to support workforce development with opportunities in the construction, asset management, or related fields.	50		MOVED TO Develop Leaders Goal 3 Task 15
7	Identify opportunities with new organizations (federal, state, local) or strategic partnerships to support goals	50	50	Organize, sponsor or participate in a local community service activity (Food Bank, Habitat for Humanity, Meals on Wheels, etc.) to promote the SAME brand and the value of partnership with SAME.

Total Points Goal 1

1625 1100

2030 SAME Strategic Plan

Goal 2 Develop Solutions

Post Streamer Tasks

Task #	Goal 2 Deliver Solutions for Critical Infrastructure and Mission Readiness Challenges	2030 Points	Proposed Points	Notes/Changes
1	Conduct Industry-Government Engagement Workshops with key stakeholders to identify issues, collaborate on solutions, and document progress. Categories can include but are not limited to: Policy/Law; Capacity (skilled labor); Project Delivery Best Practices, Business Practice; Capability (professional expertise, technology); Warfighting; Resilience; small business; market research; cyber security; and knowledge management.	250	250	OK AS IS
2	Hold infrastructure resilience specific training sessions with the Post, other professional organizations or SAME strategic partners.	200		DELETE in Goal 1 Task 2 and 3
	Conduct local Joint Table-Top Exercises (TTX) to stimulate collaboration among government and civilian engineers and planners on locally relevant infrastructure challenges. Include federal, state, or local agencies and strategic partners, as appropriate.	200		DELETE in Goal 1 Task 3
3	Hold Resilience Technology Industry Day, Roundtable, Post Meeting or webinar	100	200	OK AS IS
4	Look for opportunities to problem solve from the local agency level up. Identify issues that needlessly hinder collaboration in resiliency (i.e. FEMA's ability to work with local government during disasters)	150	200	Conduct or participate in discussions/meetings with applicable government representatives to identify possible improvements to local or Region resiliency and emergency management programs.
	In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships.	50		Delete - not directly related to Goals
5	Ensure Post members are serving on COI Steering committees and as liaisons back to the Post	25	50	At least one Post member serves on a solutions related SAME COI (Architectural Practice, Facility Asset Management, Energy & Sustainability, Resilience, Construction, etc.)
6	ADDED		50	Post Member serves on leadership team of a solutions-related COI.
7	Utilize the SAME COIs as subject matter experts to support Post level technical events: IGE workshops, seminars webinars conferences table top exercises.	100	50	Use a member of a solutions-related COI or SAME subject matter expert as a guest speaker at a Post IGE/other event.
	Address and share emerging technology issues impacting infrastructure and related systems with government entities	75	100	COMBINE in 1 TASK - Share information from solutions-related COIs and other new technology information related to critical infrastructure with Post/SAME members, partner organizations and applicable local government agencies via Post/SAME communication avenues.
	Promote progress of Post IGE Workshops through their conclusion by preparing and submitting articles documenting updates in TME, RealTIME, COI communications, Post communications, social media and on the IGE web page.	50		
	Ensure Post members are serving on COI Steering committees and as liaisons back to the Post	25		MOVED to Task 5
	Survey members to determine interests, issues and opportunities to support the Post	25		DELETE - not directly related to Goals

Total Points Goal 2

1250

900

2030 SAME Strategic Plan
 Goal 3 Develop People
 Post Streamer Tasks

Task #	Goal 3 Develop People to Strengthen America's A/E/C Workforce	2030 Points	Proposed Points	Notes/Changes
1	Support Credentialing efforts by utilizing scholarship funds to support credentialing and training of service-members. Communicate National credentialing resources to Post members. Develop tutoring/study groups for those seeking support.	150	50	Provide credentialing opportunities using scholarships, stipends and other resources for members focusing on service members, young professionals and small business representatives.
2			50	Share information on SAME and other credentialing resources with Post members.
3			50	Conduct tutoring/study groups on credentialing for Post members.
4	Support training for military members that enhances wartime mission; contractor collaboration, document the training (PDHs, schedule, other).	150	150	Conduct, sponsor or participate in Post/other agency events that provide training for service members and government employees to help them perform their mission.
5	Develop mentoring transition program for military personnel or Participate in an established mentoring transition program. Could be a resume writing/review or mock interview program. Share details with the National Office.	150	150	Develop/Conduct a Post mentoring program or participate in another organization's established program for members focusing on young professionals, college students and transitioning service members.
6	Develop a local SAME STEM camp (i.e. week-long day camp, overnight camp, single day camp) at the Post level or with a Strategic Partner	150	100	Develop a local SAME STEM Camps, sponsor, or participate in a existing local area STEM Camp.
7	Sponsor a camper and Invite camp alumni back to a Post meeting or event to talk about their experience.	100	100	Sponsor a high school student to a SAME STEM Camp or existing local area STEM Camp
8	Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.	100	50	Sponsor a Post or Post Student member to serve as a mentor/staff member at a SAME STEM Camp or local area STEM Camp.
9	Sponsor a camper and Invite camp alumni back to a Post meeting or event to talk about their experience.		50	Have sponsored Camper and/or Camp mentor share their Camp experience with Post members at a Post meeting /event or through Post communications avenues.
10	Establish a new SAME student chapter and/or nurture an existing student chapter.	150	100	Establish a SAME Student Chapter, provide support to an existing Student Chapter and/or conduct a college outreach event with a local college/university.
11	Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.	25	25	OK AS IS
12	Sponsor or participate in college/university STEM or STEM career related event.	25	50	Sponsor or participate in college/university outreach event or STEM career related event.
13	Award a high school STEM scholarship for technical/trade school	100	100	Award a scholarship or have an endowed scholarship to support a high school, college/university or technical/trade school student.
14	(Moved from Goal 1 Tasks) Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges and universities with relevant STEM programs.	50	50	Establish relationships with ROTC and JROTC programs at colleges, universities and high schools to identify potential scholarship applicants.
15	(Moved from Goal 1 Tasks) Collaborate with Trade Labor Unions or similar organizations to support workforce development with opportunities in the construction, asset management, or related fields.	50	50	Collaborate with Trade Labor Unions or similar organizations that support workforce development to identify opportunities in the construction, asset management, or related fields for students and transitioning service members.
16	Support the National Leader Development Program (LDP) by nominating at least one person from the Post, to the Region for the National LDP class.	100	100	OK AS IS
17	Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events, etc.) and scale to the size of the post	50	100	Conduct a Post/Region Leader Development Program (LDP), support another Post's/Region LDP or execute at least one leadership focused Post event.
18	Develop a Post Leadership Program, where Post Board of Directors gain knowledge and understanding of the Post's Standard Operating Procedures and/or Post's Programs Operational success.	100	100	Conduct a Post leaders training program or develop guidance so Post Board of Directors members can learn about the Post's Standard Operating Procedures and their responsibilities.

2030 SAME Strategic Plan
Goal 3 Develop People
Post Streamer Tasks

Task #	Goal 3 Develop People to Strengthen America's A/E/C Workforce	2030 Points	Proposed Points	Notes/Changes
19	Support or sponsor Government and/or YP members to attend SAME National events (JETC, SBC, CTW) Hold a follow up meeting with the board or Post about their experience.	75	50	Support or sponsor a government and/or young professional member to attend a SAME National events (JETC, SBC, CTW)
20	Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level	100	150	Conduct, sponsor, or participate in a STEM competition or activity at the K-12 level.
21	Sponsor, support or mentor a STEM student or team at the K-12 level (i.e. robotics; mini-grand challenges)	50	50	OK AS IS
	Sponsor a camper and Invite camp alumni back to a Post meeting or event to talk about their experience.	100		MOVED to Task 9
	Award a high school STEM scholarship for technical/trade school	100		MOVED to Task 13
	Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.	100		MOVED to Task 8
22	Provide relevant industry best practices and professional development opportunities for government and uniform members.	100	100	Share relevant industry best practices and professional development opportunities for government and service members through Post communications avenues.
	Support or sponsor Government and/or YP members to attend SAME National events (JETC, SBC, CTW) Hold a follow up meeting with the board or Post about their experience.	75		MOVED to Task 19
	Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events, etc.) and scale to the size of the post	50		INCLUDED in Task 17
	Provide support to core SAME program areas of the STEM Pipeline. Support can be as a camp mentor, recruiter, or any level of support as defined by the post.	50		DELETE - not needed
	Sponsor, support or mentor a STEM student or team at the K-12 level (i.e. robotics; mini-grand challenges)	50		MOVED to 21
23	Inform and educate Post members of benefits of supporting the SAME Foundation to foster engineering leadership for the nation.	25	25	OK AS IS
	Reach out to the AOF for leadership development, succession planning, mentoring assistance, development of new Fellows or Streamers submission assistance.	25		DELETE - not needed
	Sponsor or participate in college/university STEM or STEM career related event.	25		MOVED to Task 12
	Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.	25		MOVED to Task 11
	Develop student "mentorship" program to support student members through home Post or with other Posts to provide additional support during the school year. Can be virtual or in-person.	25		DELETE - Included in Task 5
	Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.	25		DELETE - not measurable

Total Points Goal 3

2450

1800

ATTACHMENT 5

