



Society of American Military Engineers

Dedicated to National Security – Since 1920

September 15, 2024

SUBJECT: President's Nominating Committee Guidance
(2025 Elections)

Dear SAME Members:

In accordance with the SAME National Leadership Nominating Procedures, the National President of the Society must provide guidance to augment the established requirements for elections. These, found in the Nominating Procedures and Bylaws are located on the SAME Governance webpage: <https://www.same.org/governance>. Please review these documents for complete requirements, timing, expectations, and instructions, as well as this letter for additional guidance.

Nominating our next SAME leaders is a team effort. **Everyone in the Society can play an important part in helping recruit qualified members to compete for these positions.** Even if you do not meet the qualifications at this point in your SAME/professional career, you should familiarize yourself with the process so you can recruit, submit, or strive to submit a nomination in the future.

Nominations are being accepted for the following SAME Board of Direction (BOD) positions:

- President-Elect, 2025-2026 (will elevate to National President, 2026-2027)
- Vice President (2025-2027)
- Elected Directors (2025-2028)

Focus for 2025 BOD Elections:

- 2030 Strategic Plan—All will be charged with carrying out the *2030 SAME Strategic Plan*. We have succeeded as an organization for more than a century because of our willingness and ability to adapt and remain focused on the needs of our members and stakeholders to produce measurable impacts. We need leaders who will continue to drive that adaptation, through thought-leadership and growth.
- Membership—Recruitment, retention, value, succession, and communication; these are all key aspects of ensuring SAME is a growing professional organization that is increasing its membership and developing a pipeline of engaged, committed members at all levels.

For Elected Director positions, which are potential future senior leaders in our Society, we want to offer the opportunity to as many qualified individuals as possible; therefore, if enough qualified candidates are available, preference should be given to those that have not previously served on the BOD.

For National Officer positions, finding the proper balance on the National Leadership Team is vital to create the best leadership for the Society. The National Officer Nominating Committee will consider the attributes of the current President, President-Elect and continuing Vice Presidents as they will remain a part of the next National

PRESIDENT
SHARON L. KROCK, SPWS, F.SAME
SCHNABEL ENGINEERING INC.

PRESIDENT-ELECT
MICHAEL D. HUFFSTETLER, ASSOC. AIA, LEED AP, F.SAME
DLR GROUP

PAST PRESIDENT
COL. CHARLES D. PERHAM, F.SAME, USAF (Ret.)
MATRIX DESIGN GROUP

VICE PRESIDENT
BENJAMIN E. MATTHEWS, P.E., F.SAME
MICHAEL BAKER INTERNATIONAL

VICE PRESIDENT
BRIG. GEN. PATRICE A. MELANÇON, P.E., F.SAME, USAF (Ret.)
CWG CONSULTING

VICE PRESIDENT
ALBERT V. ROMANO, CFM, F.SAME
INDUSTRY CONSULTANT

TREASURER
MARIO BURGOS
PRAIRIE BAND LLC

EXECUTIVE DIRECTOR
MAJ. GEN. MICHAEL C. WEHR, P.E., USA (Ret.)

Leadership Team. Candidates submitting nominations for these positions will be asked to address the following statement in a two-minute video to help assess their potential impact: “Based on our 2030 Strategic Plan, I am the right person to lead SAME because...”

Both Nominating Committees (for National Officers and for Elected Directors) will meet prior to receiving the nominees to discuss the procedures and this guidance.

The committees will consider what the whole person provides as a candidate including the following leadership characteristics:

- Strong track record of SAME engagement
- Executive presence
- Vision
- Mentorship
- Personable/approachable
- Military/government/industry continuity on the National Leadership Team

Once nominations close, each committee will conduct disciplined and thoughtful deliberations to assess the potential of the nominee to meet the leadership characteristics outlined in this guidance. BOD Elections for National Officer and Elected Director will be held next spring, March 1 to April 15, 2025.

As we move forward as an organization, we can all do our part to help *Share the Value* of SAME by helping identify, recruit, and support our next national leaders.

Very respectfully,



Sharon L. Krock, SPWS, F.SAME
SAME National President