



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

November 11, 2024

MEMORANDUM FOR SAME MEMBERS

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, October 24, 2024, Zoom

Board Members present are in **BOLD**:

President	Mr. Rene Cortez
Vice President	Col. John Baker
Past President	Mr. Zakary Payne
Secretary	Mrs. Cassandra Price
Assistant Secretary	Ms. Sarah Fowlkes
Treasurer	Mr. Sam Hutchins, F. SAME
Assistant Treasurer	Mr. Steve Holt, F. SAME
2nd Assistant Treasurer	Mr. Dick Kochanek, F. SAME
Industry Gov. Engagement Director	Mr. Sam Barnett
SMVET Support Director	Mr. Dean Hartman
SMVET Support Coordinator	Mr. Mike Monreal, F. SAME
SMVET Transition Coordinator	Mr. Marcus Henneke
Leadership & Mentoring Director	Mr. James Kisiel
Fellows Director	Mr. Josh Graham, F. SAME
Resilience Director	Mr. John Enyeart
Young Professional Director	Mr. Andrew Silvas
Individual Member Director	Mr. Ed von Dran
Sustaining Member Director	Mrs. Michele Torres
Military Enlisted Affairs Liaison	SMSgt Melwing Isaac-Jimenez
K-12/STEM Outreach Coordinator	Mr. Scott Mikos
College Outreach Coordinator	Mr. Terry Watkins
SAME E&C Camp Coordinator	Capt. Varsha Savalia
STEM & College Outreach Director	Mr. Harold Eberbach
UT Student Chapter Mentor	Mr. Rick Galloway
UT Student Chapter Mentor Assistant	VACANT
UTSA Student Chapter Mentor	Mr. Terry Watkins
Texas A&M Student Chapter Mentor	Mr. John German
Scholarship Director	Mrs. Diane Glass
Small Business Coordinator	Ms. Sarah Fowlkes
SAME National Event Liaison	Ms. Bonnie Hopke, F. SAME
Golf Committee Chair	Mr. Michael Beach
Leadership Lab (LLAB) Director	Mrs. Cathy Bond
LLAB Co-Director	Mr. Cade Deines
Social Media Coordinator	Mrs. Amy Shirlberg
Newsletter Editor	Mr. Dick Kochanek, F. SAME
Website Manager	Mr. Dick Kochanek, F. SAME
Awards Committee Chair	Mr. Dick Kochanek, F. SAME
Holiday Celebration Chair	Ms. Hilda Quinones

1. The Sep 26 Post Board meeting minutes were approved and published at <https://www.same.org/wp-content/uploads/2024/10/240926sabod.pdf>. Are there any additional changes needed?

There were no other revisions to the published September 26 meeting minutes.

2. Finances/Budget:

- *Attachment 1* is the Oct 19 Budget Update.
- Sam Hutchins transferred Small Business and Golf Remaining Funds to E&M and O&M:

Funds From	To O&M	To E&M
Golf	\$101.02	\$909.13
SB	\$6,810.47	\$61,294.25

- Sam and Cathy Bond attended the Laughlin Field Chapter Kickball Tournament Planning Meeting by VTC.
 - Sam briefed on budget information, receipts, reimbursements, etc.
 - Chapter is planning the event to raise funds for a 3rd robotics kit for the RBB Elementary school.
 - Chapter is looking for sponsors for water and other tournament related items.
 - Chapter also wants to get a local student to apply for the SAME STEM Camps next year. Sam mentioned that our Post pays for tuition and transportation for students who have identified our Post as a sponsoring Post and are selected by the Camp directors to attend a Camp so the student's parents don't have to come up with money to attend.
- *Attachment 2* is the 2024 Post meeting results summary to date.

Mr. Hutchins briefed on the budget. Per the last meeting, 10% of the Small Business and 10% of the Golf into O&M. This has been completed.

Mr. Hutchins attended a virtual meeting with Laughlin field chapter to discuss their kickball tournament. He briefed on the budget information. He is going to write up a procedure for them on how to get reimbursed for expenses. Laughlin is planning to use any revenue to get a robotics kit for the local elementary school. They are also looking for some sponsors for water or other tournament related expenses. Also, they are interested in sponsoring a local student to the SAME STEM camps next year.

3. College Scholarships:

- 39 applications were received for this year's college scholarship program, which is more than we have received in the past few years.
- The Scholarship Committee met on Oct 15 to review and finalize the results of the application judging.
- 14 students were selected for scholarships. In addition, Post Fellow and Committee member Bill Myers agreed to fund a special \$500 general scholarship to one other applicant.
- *Attachment 3* is this year's recommended college scholarship awards by the Scholarship Committee.

Ms. Glass briefed on the college scholarship program. We received a total of 39 applications from eight different Texas schools. The Scholarship Committee is recommending 15 winners (attachment 3), including a special award funded by Bill Myers, which adds another \$500 general scholarship. The winners represented four different Texas universities. Awardees included five repeat winners for scholarship awards. Ms. Glass is requesting the board's approval so they can move forward with notifications and sending out these awards. Mr. Baker asked if we have a motion to approve. Mr. Kochanek motioned to approve. Ms. Glass second. All approved.

Mr. Hutchins asked when Ms. Glass would like the checks by early next week. Mr. Hutchins will need to move some money from money market account to cover the scholarship awards. Ms. Glass will send Mr. Hutchins the information he needs for the checks.

4. Leadership & Mentoring:

- Post mentors are needed for each of the college scholarship winners.
- We need Board and Post members to volunteer to serve as mentors for these outstanding students.

Mr. Kisiel said that he would like to get a mentor for each scholarship winner. Ms. Glass said that she has sent the information to Mr. Kisiel so that he can work on assigning mentors. Mr. Kochanek said he would be the mentor for the winner of his named scholarship.

Mr. Baker asked if there was going to be a published list of all the mentors? Mr. Kisiel said the mentors will be notified of their winners contact information. Right now, his objective is to be sure we have got connectivity between the mentors and the mentees.

5. 2025 SBMRF:

- Sarah Fowlkes will provide an update on the Apr 9-10 SBMRF:
 - Contract with hotel has been signed.
 - Preliminary program update
 - Inviting USACE districts.
 - Terry Watkins and Sarah are scheduled to meet with Brig, Gen. Miller on Nov 4 on AFCEC support
- Michael Beach has locked in the Quarry Golf Course for the Golf Tournament on Apr 8 in conjunction with the SBMRF.

Mr. Kochanek briefed that Ms. Fowlkes was able to get the hotel contract signed. They are working on the program from the meeting. The USACE districts have been invited and Ms. Fowlkes and Mr. Watkins are going to meet with Brittany and Gen. Miller on November 4.

Mr. Beach briefed that the Quarry Golf Course was locked in for the golf tournament.

6. Post Elections:

- Election Candidate Call deadline extended from Oct 21 to Oct 31.
- 4 Candidate applications as of Oct 22:

- 2025 Vice President/2026 President-elect – Sarah Fowlkes
- 2025 Secretary – Cassandra Price and Bridget Booth
- 2025 Treasurer – Sam Hutchins
- 2025-26 STEM & College Outreach Director – None
- 2025-2026 Technical Solutions Director – None

Mr. Kochanek stated the Candidate Call deadline has been extended to October 31st. We currently have candidates for VP, Secretary and Treasurer. We do not have any candidates for the two elected director positions. Mr. Kochanek believes Mr. Eberbach is going to reapply for the STEM and College Outreach but he has not registered yet. Mr. Eberbach confirmed that he will be applying. Mr. Baker asked if we knew anybody that would like to apply for the Technical Solutions Director? Mr. Barnett asked what the responsibility for that position is. Mr. Kochanek said it was explained at previous Board meetings when the draft Post tasks associated with the SAME 2030 Strategic Plan were distributed to Board members. Also, it was projected that the Technical Solutions Director (in conjunction with the other elected Directors) would be responsible for lining up the Post meeting programs for the year. Mr. Kochanek is going to reach out to the Mr. Enyeart, our current Resilience Director, and see if he is interested. Mr. Baker noted that there is some overlap between Goal 1 and Goal 2 of the new Strategic Plan. Mr. Barnett said the two Directors will need to collaborate and work together to drive towards both goals. He recommended a candidate with an emergency background for the Technical Solutions Director. He has a couple of folks in mind that he will reach out to. Mr. Baker said he would reach out to member Ms. Patrice Melancon who is on the San Antonio River Authority Board as well.

7. Holiday Celebration:

- Scheduled for Friday, Dec 13, at Embassy Suites – Landmark.
- Hilda Quinones to provide update on event.
- Hilda is looking for donations for the prize drawings.

Mr. Baker said that Ms. Quinones is still looking for donations for the prize drawings.

8. Post Meetings:

- Final 2025 Post meeting is scheduled for Nov 14 on PFAS Forensics.
- Speakers – AFCEC’s Cindy Cash, SRS’s Megan Duley and Battelle’s Amy Dindal
- Reservations are open at <https://241114samesatx.eventbrite.com> until Friday, Nov 8, 11 am.
- Need to decide 2025 meetings:
 - How many?
 - What months and dates? CMAA SCTX will be hosting CMAA-Post Ethics meeting in Sep.
 - Do we stay with Old San Francisco Steakhouse?
- If we are going to have a Jan 2025 meeting, Sam Barnett will need to start working speaker until we get a Technical Solutions Director in place

Mr. Kochanek said that the final meeting is set for November 14th. We have three speakers on PFAS Forensics. We need to discuss meetings for 2025. Do we want to stay with the Steakhouse? Also, how many meetings, what days and which months. If we are going to do one in January, we typically have very low attendance since it is right after the holidays. Mr. Barnett said he would be responsible for establishing speaker relationships, so he is happy to take on finding a speaker for a January meeting. He would like input from the Board and Rene on suggestions to start the year off. Mr. Kochanek said that we typically have seven meetings. The September joint Post-CMAA Chapter meeting on Professional Ethics will be hosted by the CMAA Chapter in 2025. We typically try to avoid summer months due to traveling and vacation. Additionally, we avoid the same month we do the SBMRF. We may also want to skip May because of JETC. Mr. Kochanek recommended January, February, March, August, September (CMAA), October, and November. Mr. Barnett asked what, historically speaking, what is the attendance in January. Mr. Kochanek stated the last time we held a meeting in January was 2021 and 68 attended. However, the meeting was virtual. Mr. Barnett is going to reach out to CPS Energy and see if they would be interested in speaking on infrastructure hardening and risk and resilience strategies. Mr. Baker said that we might be able to increase attendance if the speaker includes project opportunities in their presentations.

9. 2025 Budget:

- Inputs for 2025 Budget were received from Mike Beach, Diane Glass, Dean Hartman and Sam Hutchins (see *Attachments 4-5*)
- It appears Dean Hartman's inputs were based on the 2025 Strategic Plan and associated Post Tasks, which will be replaced by the 2030 Strategic Plan and Post Tasks (draft tasks shown in *Attachment 6*) which will take effect on Jan 1, 2025.
- Additional inputs from the other Board members will be needed to produce a draft budget for the Nov Board meeting.

Mr. Kochanek said that he did not get many inputs, so we are going to have to work on it in November with the November meeting. One of the issues is that Mr. Hartman submitted his input based on the 2025 Strategic Plan. However, the SMVET support program has completed changed with the 2030 Strategic Plan, which is being implemented in January, Mr. Kochanek said on the draft Post task, service member and veteran support is limited to the training of service members and government employees and the transition. Additionally, things like the Pink Berets and other Veteran/Wounded Warrior programs have been eliminated and the focus shifted to preparing our service members for doing their jobs now and for transitioning from military service.

Mr. Kochanek said that we have quite a bit of money in investments – over \$600,000. He and Mr. Hutchins thinks that we should increase our scholars endowed scholarships with UTSA, and Texas A&M. Right now, they are still on the original amount that we started with, which was \$40,000. He also recommended of possibly adding an Endowed Scholarship at UT Austin – which we have talked about but never went ahead and did it. Ms. Glass suggested increasing the UTSA and Texas A&M to \$100,000 and then do \$100,000 at University of Texas Austin for an additional total of \$220,000. Mr. Kochanek asked if everybody agrees at increasing the endowed scholarships? Mr. Baker concurred. Mr. Kochanek and Mr. Hutchins will work something up for next month for the Board to discuss. He said that it is easy to add money to an endowed scholarship. However, starting a new one at UT Austin may take some work, so we will need to decide on how much we want to get started with. It will take approximately 6 – 8 months.

10. Young Professionals:

- Survey of Post YPs was developed to identify best communication options to connect with YPs and their interests.
- Andrew Silvas planned to notify Post YPs of the survey after Oct 9.
- Survey is at <https://2024samesatxYPSurvey.eventbrite.com> and is open until Nov 8, 5pm. As of Oct 22, there have been 5 responses.

Mr. Kochanek said the survey is online. Mr. Silvas has sent it out to young members and the survey will close on November 8. Right now, we have five responses and it is interesting. Most of the responses say their preferred social media outlet is LinkedIn. Additionally, almost all of them have not joined a post LinkedIn site. Mr. Baker suggested that we include a segment in our next newsletter with the survey responses and include a comment to promote our LinkedIn page.

11. STEM:

- Harold Eberbach, Nancy Kalter, Dick Kochanek and Katherine McGookey supported the Oct 12 MATHCOUNTS event at the Frost Bank Center.
- Next volunteer opportunities:
 - San Antonio Boosting Engineering, Science, & Technology (SA BEST) Robot Competition with events happening from Oct 28 thru competition day on Nov 10.
 - Young Women’s Leadership Academy Virtual Science Fair on Dec 7.
 - John Jay Science & Engineering Fair originally scheduled for Nov 2 has been postponed until 2025.
- Postponement of John Jay Fair eliminates the event we have been using to award a college scholarship to a high school student.
- If interested in volunteering, email Dick at samesatx@gmail.com

Mr. Kochanek said we participated in MATHCOUNTS and we are participating in the upcoming SA BEST Robot Competition events. We were scheduled to participate at the John Jay Science & Engineering Fair but it has been postponed to 2025. One issue is that we use the John Jay Science Fair as the source for identifying our senior student to award a high school student a college scholarship that is identified in the Post Task of the current SAME Strategic Plan. Since the fair is postponed, we do not have that option this year. We also have a new one that has been added – Young Women’s Leadership Academy. It is a virtual fair. We may be able to use the Young Women’s Leadership Academy virtual fair to identify a student for a scholarship. Ms. Glass asked if we could potentially select a winner at the SA BEST? Mr. Kochanek said we could but it will be a little complicated because SA BEST is a team event. He and Mr. Eberbach discussed the possibility of giving the scholarship to a team and then have them select a senior to give it to. That is something they will have to investigate.

12. College Outreach:

- Nov 5 Rene Cortez will be speaking at Palo Alto College

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- Dick Kochanek has been invited to participate in a St Mary's University Advisory Council to evaluate their Program Educational Objectives for the Mechanical Engineering Program accreditation by ABET scheduled for Oct or Nov.
- SAME has established a stipend program for college students to attend the Nov SAME SBC and participate in the College Forum session.
- SAME has also decided to fund the College Innovative Design Challenge for college teams to participate in.

Mr. Kochanek was invited to St. Mary's University to serve on their virtual Advisory Council for the reviewing of the program educational objectives for the mechanical engineering program. He will be doing that either this month or next.

SAME has given every SAME college student member the opportunity to apply for a stipend to go to the November SBC in New Orleans. They also decided to do the Innovative Design Challenge competition again for colleges, where a college forms a team and they identify a project to help with some issue in the world. They must make a presentation on the project and can win money for each member of the team. The top prize previously was \$500 per person. Mr. Kochanek has not received any details yet on what the New Design Challenge requirements will be.

We will be traveling to the universities to present scholarships to the awardees and take them to lunch. Mr. Kochanek stated in the past, individuals have sponsored the luncheons. We have excess money in the budget and Mr. Kochanek recommends that we cover the cost of these lunches. Ms. Glass thinks this is a great idea. Mr. Kochanek motioned and Ms. Glass second. The Board passed the motion.

13. Nov Newsletter – Inputs for the Nov issue are due Friday, Nov 1, to Dick.

INFORMATION UPDATE ONLY

14. Any Other Issues/Updates:

- Members to bring up any other issues.

15. Next Board Meeting: **Thursday, Nov 21, 11:30 am – 1:00 pm**, by Zoom

Mr. Baker mention that the next board meeting is during SBC. He recommended maybe having the meeting either right before or after the Post meeting. Mr. Kochanek recommended moving it to the first week in December. Mr. Baker suggest Thursday, December 5th.

//SIGNED//

Cassandra Price

Secretary, San Antonio Post

APPROVED AS WRITTEN

//SIGNED//

Rene Cortez

Post President, San Antonio Post

Attachments

1. Oct 19 Budget Update (to Board Only)
2. 2024 Post Meeting Summary
3. College Scholarship Recommendations
4. 2025 Budget Inputs
5. 2025 Budget Comments

ATTACHMENT 2

2024 Post Meeting Results

Mtg	RSVP	Attd	YM-Enl Attd	Walk ins	Non Mbr	No Show /IOU	No Show Paid	Unpaid	Owed	Act Net	Other \$ Trf	Rev Net	Reg Cost	Act Meal /Person	Pay Advance Fees/Person	Tot Cost	Other Ebrate Fee	PDHs
15-Feb	67	65	8	2	9	0	0			\$174.77	\$0.00	\$174.77	\$35/\$30	\$28.79	\$4.11/\$3.77	\$32.90/\$32.56	\$9.99	34
18-Apr	67	60	8	0	1	3	3			\$80.72	\$0.00	\$80.72	\$35/\$30	\$28.79	\$4.11/\$3.77	\$32.90/\$32.56	\$18.21	35
13-Jun	75	71	4	2	10	1	1			\$213.80	\$0.00	\$213.80	\$35/\$30	\$28.79	\$4.11/\$3.77	\$32.90/\$32.56	\$18.21	44
19-Sep	58	58	9	2	7	1	1			\$159.84	\$0.00	\$159.84	\$35/\$30	\$28.79	\$4.11/\$3.77	\$32.90/\$32.56	\$9.00	39
17-Oct	71	66	4	1	8	2	2			\$156.64		\$156.64	\$35/\$30	\$28.79	\$4.11/\$3.77	\$32.90/\$32.56	\$4.11	41
Total		320	33	7	35	7	7		\$0	\$785.77	\$0	\$785.77						193
Average		64	7	1	7	1								\$28.79				39

ATTACHMENT 3

October 15, 2024

SAME San Antonio Post BOD,

We have \$44,000 in the 2024 budget for the College Scholarship Awards and \$1000 for a High School scholarship. The Scholarship Committee is recommending 14 College Scholarship awards totaling \$44,000.

Please vote YES/NO NLT Wednesday, Oct 23, at 5 pm regarding the Scholarship Committee's recommendations as discussed below.

The Scholarship Committee met on Tuesday, October 15, to review scoring of Post College Scholarship applications and to develop a final recommendation for awards. I would like to thank our committee members for their continued support to the Scholarship Program. Committee Members who scored applications included Cathy Bond, Harold Eberbach, Rick Galloway, John German, Bill Myers, Moises Ramirez, Glen Turney, and Terry Watkins.

We had 10 repeat applicants this year. We are recommending 5 of these repeat applicants for awards. The Scholarship Committee's recommendations for Post College Scholarship awards are as follows.

Application Name	Texas College or University	Major	Scholarship	Amount
Bandrowski, Joshua	Texas A&M University	Civil Engineering	John Hill Carruth	\$4,000
Becerra, Luis	Texas A&M University	Civil Engineering	Col William A. "Bill" Myers	\$4,000
Diabour, frank	Texas Tech University	Computer Science	Larry Martin Small Business	\$4,000
Jameson, Pete	Texas A&M University	Civil Engineering	Gen Edgar Jadwin	\$4,000
Stanford, Gracie	Texas A&M University	General Engineering	John L. German, PE	\$4,000
Stern, Grace	University of Texas at Austin	Nutritional Sciences	Col Richard "Dick" Kochanek	\$4,000
Sullivan, Nick	Texas A&M University	Nuclear Engineering	Brigadier Gen Hubert O. "Hub" Johnson	\$4,000
Bohi, Jerry*	Texas Tech University	Industrial Engineering	General	\$3,000
Breese, Ryan	Texas A&M University	Construction Science	General	\$2,000
Ellis, Ernest*	University of Texas at Austin	Mechanical Engineering	General	\$2,000
Hinz, John	University of Texas at Austin	Aerospace Engineering	General	\$2,000
Hydrick, Jasher*	Texas A&M University	Civil Engineering	General	\$2,000
Moore, Elliot*	Texas A&M University	Mechanical Engineering	General	\$2,000
Nicholas, Hannah	University of Texas at Austin	Biomedical Engineering	General	\$3,000
Mares, Mauricio	University of Texas Rio Grande Valley	Mechanical Engineering	General	\$500

* Prior Named Scholarship winner, only eligible for General Scholarship.

** Need-based scholarship sponsored by Bill Myers.

The recommended scholarship winners are from 4 different Texas Universities. In total, we received and evaluated 39 applications representing 8 Texas Universities.

UNIVERSITY STATISTICS			
University	# Applicants	# Winners	% Winners
Rice University	2	0	0%
St. Edwards University/ University of Texas at Austin	1	0	0%
Texas A&M University	14	8	57%
Texas A&M University - San Antonio	1	0	0%
Texas Tech University	2	2	100%
University of Texas at Austin	15	4	27%
University of Texas Rio Grande Valley	1	1**	100%
University of Texas at San Antonio	2	0	0%
TOTALS	39	15	39%

This year 47% of our scholarship awardees are from under-represented groups including women.

SCHOLARSHIP STATISTICS						
Applicants	2019	2020	2021	2022	2023	2024
Total # of Applicants	19	22	25	19	19	38
Total # of Texas Universities	8	6	7	8	6	9
Total # of Repeat Applicants	3	8	8	6	6	10
% of Repeat Applicants	16%	36%	32%	32%	32%	26%
Total # of Underrepresented Applicants	8	12	5	9	9	16
% of Underrepresented Applications	42%	55%	20%	47%	47%	44%
Total # with >\$5K in loans or work	8	12	14	12	14	21
% with >\$5K in loans or work	42%	55%	56%	63%	74%	54%
Scholarship Awardees						
Total # of Awardees	12	13	13	13	14	15*
Win Rate	63%	59%	52%	68%	74%	39%
Total # of Texas Universities with Awardees	7	6	5	6	4	4
Number of Repeat Awardees	2	7	6	6	4	5
% of Repeat Awardees	17%	54%	46%	46%	29%	33%
Awardees in Underrepresented Group	6	6	5	6	7	7
% of Underrepresented Scholarships	50%	46%	38%	46%	50%	47%
Awardees with >\$5K in loans or work	4	7	8	8	9	9
% with >\$5K in loans or work	33%	54%	62%	62%	64%	60%

ATTACHMENT 4

2021 Post E-M Fund Budget

2025 Projected E&M Revenue													
Source										Comments			
2025 Post SBMRF										\$60,000			
2025 Post E&M Golf Tournament (with SBMRF)										\$3,000			
2025-26 Leadership Lab Tuition										\$2,000			
Interest Investment Funds													
Donation/Other Source													
Total										\$65,000			
2025 Projected E&M Expenses													
Area	Expenses							Budget		2025 DIR/POC	SP Goal	Comment	
	2018	2019	2020	2021	2022	2023	2024 TD	2024	2025				
K-12 Outreach													
SAME E&C Camps	\$6,210	\$7,777	\$500	\$1,000	\$7,878	\$3,907	\$7,843	\$9,000		SCAMP COORD	3		
Local STEM Camps	\$1,000	\$1,000		\$3,000	\$1,000	\$1,000		\$1,000		CAMP & STEM COORD	3		
STEM Activity Support	\$1,900	\$1,439	\$2,008	\$1,000	\$1,635	\$515	\$1,558	\$1,500		STEM COORINATOR	3		
K-12 Sub-Total	\$9,110	\$10,216	\$2,508	\$5,000	\$10,513	\$5,422	\$9,401	\$11,500	\$0	STEMCOLLEGE DIR			
College Outreach													
Student Chapter Support	\$1,325	\$1,082	\$54	\$0	\$822	\$170	\$532	\$1,000		COLLEGEOUTREACH&CHAP MENTORS	3		
College Outreach Sub-Total	\$1,325	\$1,082	\$54	\$0	\$822	\$170	\$532	\$1,000	\$0	STEMCOLLEGE DIR			
Professional Development													
PD-CE Scholarships	\$1,500	\$1,045	\$1,000	\$545	\$0	\$850	\$500	\$1,000		PERSD DIR	3		
SAME/Local Conference Member Support	\$657	\$2,460	\$175	\$849	\$3,610	\$1,641	\$649	\$3,000		PRES, VP & PERSD DIR	3		
YP Meeting Support		\$379			\$1,054	\$529	\$656	\$1,000		PERSD & YP DIR	3		
Board Member Training			\$404		\$0	\$0		\$500		PRES, VP & PERSD DIR	3		
Prof Dev Sub-Total	\$2,157	\$3,884	\$1,579	\$1,394	\$4,664	\$3,020		\$5,500	\$0	PERSD DIR			
Mentoring													
Fellows Mentoring Activities		\$120			\$0	\$0	\$100	\$500		PERSD & FELLOWS DIR	3		
Post Support to Leadership Lab	\$2,500	\$0	\$2,500	\$2,500	\$2,500	\$2,500	\$1,540	\$2,500		PERSD & LLAB DIR	3		
Mentoring Sub-Total	\$2,500	\$120	\$2,500	\$2,500	\$2,500	\$2,500	\$1,640	\$3,000	\$0	PERSD DIR			
College Scholarships													
Annual College Program	\$40,500	\$45,000	\$45,000	\$46,000	\$41,000	\$40,000		\$45,000	\$45,000	SCHOLAR DIR	3	Glass	
Annual High School Program									\$1,000	STEM & COLLEGE DIR	3	Glass	
Endowed Scholarship Support										SCHOLAR DIR	3		
Scholarships Sub-Total	\$40,500	\$45,000	\$45,000	\$46,000	\$41,000	\$40,000	\$0	\$45,000	\$46,000	SCHOLAR DIR	3		
Other E&M													
Support of Other E&M Activities	\$500								\$0	ALL	1-3		
SAME Foundation Donation							\$1,000			ALL	3		
Money Market Expense							\$150		\$150	TREAS		Hutchins	
Other Sub-Total	\$500	\$0	\$0	\$0	\$0	\$0	\$1,150	\$0	\$150	PRES/VP	1-3		
E&M Funds Total	\$56,092	\$60,302	\$51,641	\$54,894	\$59,499	\$51,112	\$12,723	\$66,000	\$46,150				
2025 Projected E&M Fund Summary													
Total E&M Revenue										\$65,000			
Total E&M Expenses	\$56,092	\$60,302	\$51,641	\$54,894	\$59,499	\$51,112	\$12,723	\$66,000	\$46,150				
Net										\$18,850			

2021 Post Ops Fund Budget

2025 Projected Post Ops Revenue												
Source											Comments	
Allocation from 2025 Post SB Conference											Can allocate up to 10% with Board approval	
Allocation from 2025 Post E&M Golf											Can allocate up to 10% with Board approval	
Post Share of SAME Membership Dues											\$6,000	
Net from Luncheons											\$250	
Fellows Sponsorships HC Grand Prize											\$500	
From Investment Funds												
Donation/Other Source												
Total											\$6,750	
2025 Projected Post Ops Expenses												
Area	Expenses							Budget		2025 DIR/POC	SP Goal	Comments
	2018	2019	2020	2021	2022	2023	2024 TD	2024	2025			
Miscellaneous												
Audit/Tax Prep	\$1,430	\$1,530	\$1,605	\$1,600	\$1,630	\$1,730	\$1,730	\$1,800	\$1,800	TREAS	POST OPS	Hutchins
Misc Sub-Total	\$1,430	\$1,530	\$1,605	\$1,600	\$1,630	\$1,730	\$1,730	\$1,800	\$1,800	TREAS		
Community Support												
Community Support Activities	\$1,500	\$500						\$0		ALL	POST OPS	
Comm Spt Sub-Total	\$1,500	\$500	\$0	\$0	\$0	\$0	\$0	\$0	\$0	PRES/VP		
WW/Troop Support												
WW/Troop Activities	\$7,720	\$5,500	\$500	\$3,500	\$2,500	\$2,599		\$6,000	\$6,000	PERSD DIR, VET COORD	3	Hartman
WW/Troop Sub-Total	\$7,720	\$5,500	\$500	\$3,500	\$2,500	\$2,599	\$0	\$6,000	\$6,000	PERS DEV DIR		
Services & Supplies												
Mailbox	\$264	\$264	\$276	\$276	\$300	\$312	\$313	\$312	\$313	TREAS	POST OPS	Hutchins
Postage	\$20	\$28	\$353	\$201	\$19	\$25	\$29	\$50	\$50	TREAS	POST OPS	Hutchins
Computer				\$180	\$161	\$244	\$171	\$200	\$350	TREAS	POST OPS	Hutchins - Zoom/software
Supplies	\$50	\$92	\$101	\$9	\$285		\$97	\$350	\$300	TREAS	POST OPS	Hutchins
Misc										TREAS	POST OPS	
Services & Supplies Sub-Total	\$334	\$384	\$730	\$657	\$480	\$581	\$513	\$912	\$1,013	TREAS		
Awards/Gifts												
Speaker Gifts & Awards	\$110	\$264	\$273	\$435	\$0	\$0	\$22		\$150	AWARDS	POST OPS	Glass Scholarship Awards
Post Coin/Medals	\$430		\$1,812	\$525		\$539				AWARDS	POST OPS	
Awards/Gifts Sub-Total	\$540	\$264	\$2,085	\$960	\$0	\$539	\$22	\$0	\$150	AWARDS		
Other Post Ops												
Post Celebrations			\$0	\$4,000								
HC Fund Support	\$5,500	\$5,500	\$0	\$11,000	\$5,000		\$6,500	\$6,500		HC COORD	POST OPS	
Membership Growth								\$500		MEMBERSHIP DIR	3	
Field Chapter Support					\$80			\$500		PART DIR, FCHAPTERS	1	
Board/YM Social								\$199		PRES/VP	3	
Other Sub-Total	\$5,500	\$5,500	\$0	\$15,000	\$5,080	\$0	\$6,500	\$7,699	\$0	PRES/VP		
Ops Fund Total	\$17,024	\$13,678	\$4,920	\$21,717	\$9,690	\$5,449	\$8,765	\$16,411	\$8,963			
2025 Projected Post Ops Fund Summary												
Total Post Ops Revenue									\$6,750			
Total Post Ops Expenses	\$17,024	\$13,678	\$4,920	\$21,717	\$9,690	\$5,449	\$8,765	\$16,411	\$8,963			
Net									(\$2,213)			

ATTACHMENT 5

Comments Received with 2025 Budget Inputs

Glass Comments on 2025 Budget Input

1. O&M page. I reduced the budget for certificates and frames for 2025 from \$250 to \$150. We found a deal at Hobby Lobby for the frames and should be able to get the same 4-packs on sale next year.
2. E&M. I inserted row 34 for Annual High School Program so we can easily track what we budget for the HS Senior vs the College Sophomores-Seniors. I also corrected the formulas in row 35 to include the new line.
3. Is SP Goal 3 correct for the Scholarship to HS Seniors? I highlighted it yellow because I wasn't sure.

Hartman Comments on 2025 budget input

2025	DIR/POC	SP Goal	Comments
\$6,000	SMVET DIR	5	Roll-Up for 2024 budget request *Recognize 2023 is currently low; had event/two canx'd & we expect to allocate additional to select non-profit
\$3,000			Contributions to support select organizations that address Goal 5 & have considerable success helping military and veterans
\$2,000			Sponsorship for targeted events/activities by vetted organizations that address Goal 5 & have considerable success helping military and veterans
\$1,000			Capitalize on emerging opportunities to integrate & sync with organizations to that align with SMVET mission & make a difference for our military & veterans.

Beach Comment on 2025 budget

1. \$3,000 is a reasonable projection of net revenue from the Golf Tournament

ATTACHMENT 6

Goal 1 Driver Partnerships through Focused Industry-Government Engagement - Tasks	2030 Points
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
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
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
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
Conduct or participate in emergency management exercise with state or local government	150
Enable discussions with federal agency and/or local government leaders and organizations on topics such as man made or natural disasters.	150
Host an Industry Days/Government Briefings/Small Business events.	100
Develop regular IGE programming to meet the needs of the Post or region.	150
Hold joint resilience meetings or sessions with other professional organizations or SAME Strategic Partners	100
Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges and universities with relevant STEM programs.	75
Establish relationships with ROTC and JROTC programs at colleges, universities and high schools.	50
Collaborate with Trade Labor Unions or similar organizations to support workforce development with opportunities in the construction, asset management, or related fields.	50
Identify opportunities with new organizations (federal, state, local) or strategic partnerships to support goals	50

Total Points Goal 1

1625

Goal 2 Deliver Solutions for Critical Infrastructure and Mission Readiness Challenges	2030 Points
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
Hold infrastructure resilience specific training sessions with the Post, other professional organizations or SAME strategic partners.	200
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
Hold Resilience Technology Industry Day, Roundtable, Post Meeting or webinar	100
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
In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships.	50
Utilize the SAME COIs as subject matter experts to support Post level technical events: IGE workshops, seminars webinars conferences table top exercises.	100
Address and share emerging technology issues impacting infrastructure and related systems with government entities	75
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
Survey members to determine interests, issues and opportunities to support the Post	25

Total Points Goal 2

1225

Goal 3 Develop People to Strengthen America's A/E/C Workforce	2030 Points
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
Support training for military members that enhances wartime mission; contractor collaboration, document the training (PDHs, schedule, other).	150
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
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
Establish a new SAME student chapter and/or nurture an existing student chapter.	150
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
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
Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level	100
Sponsor a camper and Invite camp alumni back to a Post meeting or event to talk about their experience.	100
Award a high school STEM scholarship for technical/trade school	100
Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.	100
Provide relevant industry best practices and professional development opportunities for government and uniform members.	100
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
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
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
Sponsor, support or mentor a STEM student or team at the K-12 level (i.e. robotics; mini-grand challenges)	50
Inform and educate Post members of benefits of supporting the SAME Foundation to foster engineering leadership for the nation.	25
Reach out to the AOF for leadership development, succession planning, mentoring assistance, development of new Fellows or Streamers submission assistance.	25

Goal 3 Develop People to Strengthen America's A/E/C Workforce	2030 Points
Sponsor or participate in college/university STEM or STEM career related event.	25
Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.	25
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
Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.	25

Total Points Goal 3

1825