



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

January 16, 2025

MEMORANDUM FOR SAME MEMBERS

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, December 5, 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 Oct 24 Post Board meeting minutes were sent out to Board members on Nov 20 and are at <https://www.same.org/wp-content/uploads/2024/12/241024sabod.pdf> . No comments were received. Are there any changes needed now?

There were no other revisions to the published October 24 meeting minutes. Minutes are approved

2. Finances/Budget:

- *Attachment 1* is the Nov 30 Budget Update.
- Sam Hutchins moved \$40,000 from the Merrill Lynch Money Market to checking to pay for scholarships.
- Sam met with Merrill Lynch on investments. We are doing well; there are no proposed changes to our current investment strategy from the meeting.
- *Attachment 2* is the 2024 Post meeting results summary.

Mr. Hutchins provided the standard budget updates. He moved the \$40,000 from the money market over to pay the scholarships. Most of the scholarships have already been cashed.

Mr. Hutchins will not be at the Holiday Gala. He has worked with Ms. Quinones to ensure the hotel receives payment. Mr. Cortez asked if there are any other payments that are due either at the end of the calendar year or in early January. Mr. Hutchins said just reimbursements for the Holiday Gala. Ms. Quinones will submit for reimbursement after the holiday party.

3. 2025 Budget:

- *Attachment 3* is the proposed budget from the inputs received by Dick Kochanek from Board members Mike Beach, Cade Deines, Sarah Fowlkes, Diane Glass, Dean Hartman and Sam Hutchins.
 - The budget input from Dean Hartman was based on Post Tasks related to Goal 5 of 2025 SAME Strategic Plan and not the Post Tasks related to the new Goal 3 of the 2030 Strategic Plan effective Jan 1, 2025. Much of the proposed expenses are not applicable to new SMVET Post Tasks in Goal 3.
 - The detailed input for the LLAB was based a projection of 12 participants in the 2025-26 class. Reviewing the LLAB history, we have not had 12 or more participants in the LLAB since 2016.
- Where no inputs were received, Dick Kochanek carried over the 2024 budgeted amount (highlighted in ORANGE).

Mr. Kochanek said that the items highlighted in orange under E&M did not receive input so he carried over the numbers from 2024. Mr. Deines did a great job on preparing a very detailed budget input for the leadership lab. However, it was based on having 12 participants and we haven't had that many in several years. Mr. Kisiel doesn't see any reason why we can't get 12 students. If we do not get that many, we will not use all the budget.

One additional budget item to discuss is possibly increasing our endowed scholarship at Texas A&M UTSA. Mr. Kochanek's initial thoughts were to add \$25,000 to the existing three endowed scholarships, which would be \$75,000 and then plan for \$40,00 to try and start one at UT Austin, where we do not have an endowed scholarship. However, this needs to be flushed out a bit more.

Mr. Mikos said he did not get a chance to make comments on the budget yet. With the Engineering week coming up in February and the additional STEM events that we have been picking up throughout the year, do

we need to increase the STEM Activity Support budget. Mr. Kochanek thinks we will not spend the full \$9,000 for the SAME E&C Camps, which will leave some additional money for the STEM Activity Support.

Mr. Kochanek pointed out that we did not use the budget for Board Member Training this year. The idea was for the board members to get together and look at the post task under the strategic plan goals and decide what their plan is for the year. Mr. Baker asked that if we could meet on a Friday afternoon (around 3:30 pm) and once finished have a celebratory happy hour. He was considering the last week of January or the first week of February. Ms. Fowlkes recommended checking dates with industry days. There is the Rocky Mountain Omaha Industry Day in the last week of January. Additionally, Tulsa's industry day is the following week.

Mr. Kochanek asked if we have consensus on the budget. Budget was approved by the board. The LLAB and SMVET will need to be monitored to determine whether we need the money budgeted in these areas for 2025. In addition, we will need to look at whether or not we need to continue supporting the Holiday Gala with \$6,500 with the low attendance projected for the event in 2024.

4. Holiday Celebration:

- Scheduled for Friday, Dec 13, at Embassy Suites – Landmark; see https://www.eventleaf.com/e/2024_SAME_San_Antonio_Holiday_Gala for more information.
- Hilda Quinones to provide an update at the meeting.

Ms. Hopke says that we only have 43 attendees signed up but we expect more to sign up before registration ends.

Mr. Kochanek has sent out several email reminders. Mr. Cortez posted a LinkedIn reminder as well. Ms. Quinones said she will need assistance with setting up and decorations. Additionally, we will need a volunteer to assist with registration

5. 2025 SBMRF:

- The committee is scheduled to meet the 2nd week of December to solidify the sponsorships and registration details so we can open registration at the beginning of January.
- Terry Watkins and Sarah Fowlkes should also be notified this month on who the AFCEC POC will be for the event so that coordination of the AFCEC speakers can get started.
- Sarah to provide additional updates at the meeting.

Ms. Fowlkes said they are meeting as a committee next week to make sure we are all on the same page with sponsorships and registrations to open the first week or second week of January. In 2025, SBMRF will be in April, so this gives us a little more time. Mr. Watkins and Ms. Fowlkes met with Gen. Miller. We will get a POC at the end of this month. Mr. Cortez offered assistance with engaging with any agencies. Ms. Fowlkes said she may need help with USACE Omaha. Mr. Baker will look at dates for February. He will send an email out with a vote.

6. Post Elections:

- *Attachment 4* is an update on Post Election voting as of Dec 2.
- Voting closes on Dec 4 at 5 pm. Dick Kochanek to provide the final election results at the meeting.

Mr. Kochanek provided final results. We finished with 84 votes, which is about 10% of our current membership. This is in line with the last three years of voting. Ms. Fowlkes is our president elect; Ms. Price was reelected to Secretary; Mr. Hutchins is returning as treasurer; Mr. Eberbach was elected as STEM and

College Outreach; Mr. Enyeart was elected for the new Director Technical Solutions; Mr. Gazelle will be the Director of Personnel Development; and Mr. Barnett will be the Director of Partnerships.

Mr. Kochanek suggested Ms. Booth be elected to Assistant Secretary.

The newly elected positions will be installed at the Holiday Gala. For those not in attendance, they will be installed at the board meeting. The president can install them Mr. Cortez asked how the newly elected positions will be installed.

7. Director and Committee Leads Updates:

- Rene Cortez wants each Director and Committee Lead to be prepared to recap their 2024 accomplishments at the meeting.

Mr. Cortez said that he is only looking for a 30 to 60 second recap on accomplishments over the last year.

Mr. Hartman provided brief update on SMVET activities and support. They have had multiple outreach events. There are still a few events remaining: The Pink Berets and K-9s for Warriors. Mr. Hartman participated in the Health and Wellness Fair sponsored by Broken Warrior's Angels, where we were able to engage with veterans, including many of our homeless and disabled brothers and sisters, and make a meaningful donation on behalf of the Post. Mr. Dave Norton and Mr. Mickey Addison spent an afternoon at the K-9s for Warriors ranch preparing a tasty lunch and spending quality time with several of the veterans completing the program with their service dogs.

Mr. German provided a brief summary on College Outreach. He said the Texas A&M Student Chapter had a very good year. We had eight meetings that were well attended with good speakers.

Mr. Hutchins provided a highlight from this past year. The biggest highlight is that we moved to QuickBooks Online. This allows us to import into an Excel spreadsheet and creates reports within minutes. The other thing to highlight is the money market. We went from receiving \$10 in interest, we made \$3.000 in interest.

Mr. Kisiel provided a brief summary on this year's highlights. One highlight is the LLAB continues to grow. Additionally, Mr. Kisiel is working with Ms. Glass to assign mentors to the scholarship awardees.

Mr. Barnett stated his focus this year has been on driving our membership participation within the Post luncheons and increasing new membership. We have had great attendance across the luncheons. Mr. Barnett will be working with Mr. Enyeart to coordinate programs and outreach. Additionally, he is working closely with Mr. Baker to establish our next Post speaker. They have a couple of ideas around water and power delivery and resiliency.

Mr. von Dran provided an update on new members. In 2024 we had over 100 new members. He is working to set up a new member meet and greet for some time in March or April.

Ms. Torres said she has been working on developing a sponsorship packet for our events that can potentially give discounts to sustaining member. She is finishing it up the beginning of 2025.

Mr. Barnett asked how we can engage FEMA and other areas of Emergency Management. We do a good job engaging with our Public Works partners, but suggest that it would be good to touch on emergency response, recovery and preparedness.

8. STEM:

- 2025 San Antonio Engineer Week (E-Week) Participation:
 - 2025 E-Week will take place from Feb. 16-22, 2025
 - E-Week was founded by the National Society of Professional Engineers (NSPE) in 1951. More national information is at <https://www.nspe.org/resources/partners-and-state-societies/engineers-week>

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- Locally, the San Antonio E-week is led by the NSPE-TX (TSPE) Bexar Chapter (current POC is Ms. Dawn Vernon, from Bain Medina Bain, also a SAME SA Post member). Information on the San Antonio schedule at <https://www.e-week.org/events>.
- In 2024, the SAME SA Post sponsored a table at the Proclamation Breakfast (keynote address from SA Mayor, Ron Nirenberg), with attendance primarily by BOD Members
- For 2025, the scheduled events include the following (details at <https://www.e-week.org/events>).
 - Tue, 2/18 – Proclamation Breakfast (where the 2025 Young Engineer of the Year Award is recognized).
 - Tue, 2/18 – Future Engineers for the Day.
 - Tue, 2/18 – Society of Hispanic Professional Engineers (SHPE) Texas Hold em Poker Tournament.
 - Wed, 2/19 – Structural Engineering Association of Texas (SEAOt) Target Shooting Tournament & Social Dinner.
 - Wed, 2/19 – Doubles Pickleball Tournament.
 - Thu, 2/20 – TSPE Bexar Honoring Past Presidents Luncheon.
 - Thu, 2/20 – Society of Marketing Professional Services (SMPS) Mixer.
 - Fri, 2/21 – Golf Tournament.
 - Sat, 2/22 – “Pi” Mile (5K) Fun Run/Walk & Costume Contest.
 - Sat, 2/22 – Engineer of the Year Banquet & Casino Night.
- John Baker is recommending the following Post participation:
 - Purchase a table at Proclamation Breakfast and have LDP class and mentors attend (up to table limit). Market and plan in advance for max participation.
 - Promote E-Week events for the benefit of SAME SA Post members and their organizations.
 - Cancel/reschedule any Post meeting that would normally be the third Thursday (2/20/2025) to de- conflict with E-Week activities.
 - After 2025 E-Week, consider if the SAME SA Post would like to sponsor a 2026 E-Week event as a way to promote the Post in the local area and recruit new members.
- Harold Eberbach, Dick Kochanek, Bobbi Lang and Dawn Vernon participated in the various events of the San Antonio Boosting Engineering, Science, & Technology (SA BEST) Robot Competition happening from Oct 28 thru competition day on Nov 10.
 - 28 school teams participated in the competition
 - The game this year was called “Low G” and involved building a robot to perform infrastructure related tasks in a simulated low-gravity environment.
 - Post volunteers judged team notebook, team marketing presentations and selected teams for special awards.
 - Lackland ISD team was selected for the Post’s special award on Nov 10 competition day.

- Upcoming STEM events:
 - Dec 7 Young Women's Leadership Academy Virtual Science Fair.
 - Dec 14 Harmony Science Academy Fair.
 - Jan 11 Alamo Junior Academy of Science (AJAS) Fair.
 - Jan 25 Harmony School of Science Fair.
 - Feb 22 Alamo Regional Science and Engineering Fair (ARSEF).

Mr. Mikos said the big event we have coming up is engineer week, which is the 16th through the 22nd. He has worked with Dawn in the past for the breakfast and they have had discussions about how Ms. Shirlberg can become more involved in E-week. He is going to reach back out to Dawn and find out what we can do.

Mr. Baker stated he is part of the NSPE. He talked to Dawn and some other people with the organization that are organizing these events and it has become apparent that these events are high pay off and high participation events, these E-week ones seem to be the sort of rally point for a lot of different organizations. This would be a good way to become involved in the community and industry and promote our organization. Mr. Baker said that they proclamation breakfast is a fairly well attended event because they present the young Engineer of the Year award. Additionally, the banquet and Casino Night are well attended. Mr. Kochanek stated that in the past we have had an exhibit at the proclamation breakfast. We pushed the SAME Engineering Construction Camp Program at that event because they bus in a lot of high school students to participate in the breakfast. Mr. von Dran said that if there are a lot of high school kids coming to the breakfast, we could use that opportunity to solicit internships through the SAME. He suggested reaching out to members and ask if their company typically hires summer interns. Mr. Kochanek said we also used to encourage some of the sustaining member companies to participate in the engineer of a day program.

Mr. Mikos provided summary of the San Antonio Boosting Engineering, Science, & Technology (SA BEST) Robot Competition. Dick, Bobby and Dawn all participated in the event. The Lackland team was selected as our Post Award winner. They made it to the semifinals before being eliminated.

Mr. Mikos provided a list of upcoming events that he could use some volunteers, so if anyone is interested, please let him know.

9. College Outreach:

- College Scholarships:
 - Scholarship presentations were made to the University of Texas winners on Nov 7 by Rick Galloway and John German.
 - Scholarship presentations were made to the Texas A&M Scholarship winners by John Baker, John German, Dick Kochanek and Bill Myers on Nov 15. Waylan Trejo, one of the Post's TAMU endowed scholarship winners also was recognized at the presentation luncheon.
- On Nov 5 Rene Cortez, Harold Eberbach and Dick Kochanek supported a Palo Alto College STEM Center event.

Rene gave a presentation on engineering opportunities. Rene, Harold and Dick also had an exhibit table at the event to discuss SAME student membership opportunities.
- On Nov 21 the TAMU SAME Student Chapter held its final meeting for this school semester. The sixteen student attendees toured through the George H. W. Bush Combat Development Center on the TAMU RELLIS campus northwest of College Station. At this Center, research is conducted on new and innovative tools of

warfare, including robots, specialized gear, equipment, vehicle accessories, and more.

- In Nov Dick Kochanek participated in the Industry Advisory Council for the Mechanical Engineering program at St. Mary's University. The Council provided inputs on the revised Program Educational Objectives for the certification of the school's Mechanical Engineering program.

Mr. Kochanek shared that for the first time, we had one of our endowed scholarship winners at the luncheon at Texas A&M.

Mr. Baker said that each of the colleges within the Alamo colleges district has a Vet center. Maybe there would be an opportunity for us to combine the efforts of the scholarships, college outreach and veterans by reaching out to the veterans at each of the Alamo Colleges and finding out those that are interested in STEM degrees. Mr. Cortez agreed that is a good idea. He was not aware they had Vet centers with each office. Mr. Cortez recommended working that through Mr. Eberbach as he is already engaged with the colleges' DoD grant program.

Mr. Kochanek was invited to participate in a council event to review the mechanical engineering program objectives at St. Mary's University. The program objectives are needed for their continued ABET accreditation. He provided his comments on the program educational objectives.

10. 2025 Post Meetings:

- Based on the discussion at the October Board meeting, the Old San Francisco Steakhouse can make the following dates available for us in the Swing Room for our Post meetings.
 - Jan 16
 - Mar 20
 - Jun 19
 - Aug 21
 - Oct 16
 - Nov 13
 - In Sep CMAA SCTX will host a joint breakfast meeting with us on Professional Ethics
- Our cost of the luncheon meal will increase by \$1.00, but our existing registration pricing of \$35 will still cover the cost, registration fees and credit card fees.

Mr. Kochanek provided proposed dates for 2025 Post meetings. September's meeting will be a joint meeting again with CMAA on professional ethics, however this time it is hosted by CMAA and is a breakfast meeting. There is a slight increase (\$1) in the meal cost. Mr. Kochanek asked if everyone is good with the seven dates provided. For the eighth, February and April are open. April is our small business market research fair, so February may be a better month. We could target that month to have the member, welcome, new member welcome. Mr. Baker stated that June 19th may be a conflict because of the Texas Society of Professional Engineers' annual conference in San Antonio. Additionally, June 19th is a Federal Holiday. Mr. Kochanek is going to see if June 12th is available. The board is good with the other dates. Mr. Kochanek will proceed with changing the date in June and getting the venue booked for the other meetings.

11. Awards and Recognition:

- 3 members, Sarah Fowlkes, Harold Eberbach and Lt Col Richard Mahn, applied for the SAME Leader Development Program 2025-2026 Class. Post provided Post President endorsements.
- Finalizing Academy of Fellow nominations for Rene Cortez, Scott Mikos and Zack Payne

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- Those interested in being considered for SAME Awards (list at <https://www.same.org/membership-communities/awards/> under SAME National Awards – JETC should contact Dick. Looking at Josh Graham for the Goethals Medal to start.

Mr. Kochanek provided a recap. We have three members that applied for the 2025/26 SAME Leadership Development Program. All three packages have been submitted. Next big thing is the SAME awards. If anybody feels like they should be considered for a SAME national award, let Mr. Kochanek know so we can start working the packages. The list for the awards is listed above.

12. Jan Newsletter – Inputs for the Jan issue are due Friday, Jan 3, to Dick.

INFORMATION UPDATE ONLY

13. Any Other Issues/Updates:

- Members to bring up any other issues.

14. Next Board Meeting: **Thursday, Jan 30**, 11:30 am – 1:00 pm, by Zoom

Attachments

1. Nov 30 Budget Update (to Board Only)
2. 2024 Post Meeting Summary
3. 2025 Approved Preliminary Budget (to Board Only)
4. Dec 2 Post Election Voting Update

///SIGNED///
Cassandra Price
Post Secretary

APPROVED AS WRITTEN

///SIGNED///
John Baker, PE
Col, USA (Ret.)
2025 Post President

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 Ebrite 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 4

2024 SAME San Antonio Post Election Results

Tot Votes		65	7%	of eligible voters	
VPres					
	Fowlkes	65	100%		
	Write-in	0	0%		
Sec					
	Booth	28	43%		
	Price	37	57%		
	Write-in	0	0%		
Treas					
	Hutchins	65	100%		
	Write-in	0	0%		
Dir Partnerships					
	Enyeart	65	100%		
	Write-in	0	0%		
Dir STEM & College Outreach					
	Eberbach	65	100%		
	Write-in	0	0%		
Bad Votes					
	Non-Mbr	0			
	Dup	0			
	Incomplete	2			
	Total	2			