



SAME Executive Committee Meeting Notes

0900 - 1200, Sunday, August 4, 2024

Attended			
Mario Burgos	Allison Cantu	Jim Carter	Tim Dahms
Summer Gladden	Robert Grainger	Mike Huffstetler	Angie Martinez
Ben Matthews	Patrice Melancon	Dave Nash*	Charlie Perham
Albert Romano	Mike Wehr*		
Did Not Attend			
Craig Crotteau*	Tony Funkhouser	Sharon Krock	Rick Sloop

*Non-voting v Virtual Participation

Opening

Call to Order: A quorum was established (13 of 15 voting members). Mike Huffstetler, President Elect, stood in for Sharon Krock, President, who had a travel delay. He called the meeting to order. The meeting was conducted in person at Post Leaders Workshop, Scottsdale, AZ. The planned agenda (Encl 1) was executed (see Encl 2 Slides).

Decisions: There were four decisions proposed for the XC. All were approved with slight modifications as noted:

- Updated Investment Policy – Approved (Encl 3)
- BOD Agenda – Approved (Encl 4)
- Camp Pendleton Engineering & Construction Camp – Day Camp Approved for 2025 (Encl 5)
- 2025 Allocation DRAFT – Approved (Encl 2)

Governance Review

Mike Wehr, Executive Director, gave a brief overview of our governance focus for this year. Within the next few weeks, we will be entering the nomination process soon, RVPs will assess their Posts, and we will begin budget development.

Finance Update (Slides 6-15)

Mario Burgos, Treasurer, presented the Q2 financial report (June 30). He complimented the transparency and reporting of the National Staff. We are financially healthy and within budget. Part of the conversation moved to Membership and the importance of targeted recruiting. There was much detail in the discussion, but Dave Nash, Past President and Foundation Chair, reminded the XC that the important thing for them to do is to keep track of trends – start with a summary and trends.

- Accounts receivable include \$99,947 due from the Foundation and \$35,475 A/R from advertising customers.
- We were more efficient in collecting our receivables in June 2024 than in June 2023 (\$35K in 2024 VS 98K in 2023).
- Cash and Cash equivalents, property and equipment, and long-term investments account for 96% of the association’s total assets.
- The 9% increase in investments was attributable to positive market performance in 2024.
- The slight increase in deferred revenue was attributed to camp registration, Membership, and sponsorship for SBC 2024.
- The decrease in the capital lease obligation was attributed to rent payment and amortization.
- The unrestricted net asset reserve balance is \$9.6 Million.

- \$2.3M of the net asset balance is reserved for the Home Fund. It was proposed at the 2024 JETC Board Meeting that the \$2.3M be transferred to the Foundation. However, that money is reserved for the Home Fund to ensure that SAME National always has a “home base.” Also, that money is invested and collecting interest. The remaining \$7.3M is the unrestricted reserve balance for general activities.
- The 13% increase in advertising income in June 2024 was due to more advertising sales by PAI, a consulting company helping us sell advertising for TME.
- The 14% decrease in admin income in June 2024 was due to the poor performance of the market in the first two quarters of 2024.
- The 90% increase in program support income in June 2024 was attributed to the Foundation grant collected in the 1st Q compared to 2023.
- The 20% increase in admin expense in June 2024 was due to new licenses, higher Logic, computers for new employees, and a change in rent payment recording.
- The 22% increase in program support expense in 2024 compared to 2023 is due to the STEM pathway for the Indigenous youth programs and travel subsidy.
- The 82% increase in Admin revenue in June 2024 compared to June 2023 was due to unrealized gain in the 1st and 2nd Quarter. (This represents the largest impact on the overall budget.)
- The 13% decrease in program support income in June 2024 compared to June 2023 was due to timing differences.
- The 13% decrease in advertising expenses in June 2024 compared to June 2023 was due to the timing difference in printing and production costs.

Investment Policy Statement (IPS) (Slides 16-19):

- Reviewed and updated through multiple committee meetings.
- Major changes include combining all investment policies into one document and setting an aggregated 5% minimum annual portfolio income goal.
- This policy will be reviewed annually.
- The portfolio will be in compliance with the OFAC sanctions list (<https://ofac.treasury.gov/sanctions-list-search-tool>).

The updated IPS was approved.

Higher Logic Update:

Natasha Rocheleau, Director of Data Operations, gave an overview of Higher Logic progress (SAME Engage). This is up and running with some groups already using it.

- Any group can share documents, discussion, information, etc.... It is integrated with the database.
- The key is that the group needs to have a “champion.” This person would make sure that things are up-to-date, make sure there is nothing inappropriate, and spurn conversation and activity.
- It does work on government computers as well.
- You can have sub-groups as well.

IGE Update & Pressing Issues

On behalf of Rob Biedermann, Mike Wehr gave an IGE update. There are three projects on standby – TORN, Pre-Project Partnering, and Alternate Project Delivery Methods. Some of the projects have moved to COIs and are not necessarily separate IGE Projects. We have a new project, Artificial Intelligence, led by Victoria Mechtly. Other projects of note are Cybersecurity and Warfighting. Need to monitor how much govt. prompting and participation there is for projects. Would like to include govt. presentation on projects during EAG.

BOD Agenda

Mike Wehr presented the draft BOD Agenda for November. Financials will be for the 3rd Quarter. **The XC approved the BOD Agenda for November.**

Foundation Report

Dave Nash gave an update on the SAME Foundation.

- We have raised close to \$400K this year, with a portion of this being from positive market gains. Dave reiterated that the Foundation is not in the business of running programs, but to raise money. The Foundation gets pulled into various discussions because a particular donor wants their money to go to a certain focus (either restricted or unrestricted).
- We are looking at a new and improved legacy system for planned giving and will have more information in the next six months.
- The Foundation will be updating it's Case Statement (brochure that assists in fundraising).
- Forming a Strategic Planning Committee under the direction of next Chair, Tim Byers.
- We are trying to form an Advisory Council – currently have two people (Mannish Mardia and a representative from Actalent).
- Updating our Stewardship process to make it simplified.
- Working on paying for a portion of labor dedicated to the Foundation. All non-profits have expenses and right now the Foundation is able to maintain a Platinum rating because SAME is providing labor. The Foundation will begin to take on that expense slowly over time beginning with the 2025 budget. A proposal from Dave Nash being considered is to fund a half FTE (full time equivalent) for Foundation governance support.
- The Foundation has considered hiring a professional fundraiser. There is currently a volunteer filling that role. There is continuing discussion about this within the Foundation.
- Should the Foundation Chair be a voting member of the Society Board? Originally, the position was meant to be an ex officio member of the Society Board. Mike Wehr will discuss with Counsel.

Camp Pendleton SAME Camp Proposal (Encl 5)

Allison Cantu, Camps COI Chair, and Jim Carter, CA RVP, gave an update on the proposed SAME National Engineering & Construction Camp at Camp Pendleton. Interest developed at Camp Pendleton in 2019 to host a SAME Camp. The Orange County Post has been a proponent of the Armed Services YMCA at Camp Pendleton for many years, so there is experience and a champion. The idea is to have a day camp for 2025 with local campers and expand in 2026 to a full SAME National Camp. The Orange County Post will support and has submitted a letter of commitment. The objective of the day camp is to form the relationships required for the full camp. The only potential resource request for 2025 is for insurance, which needs to be developed and cost estimated. The National Camp Program team opted not to include a process for day camps right now, but there is a whole process for the camp to be a full SAME-branded camp. This will be a Post camp for 2025. **The XC opted to let the day camp continue as a Post-lead event and vote on the full camp in 2026 at a later date.**

2030 Strategic Plan Update

Charlie Perham, Immediate Past President, gave an update on 2030 Strategic Plan Implementation. He and Brian Duffy, Appointed Director, have surveyed BOD on implementation lines of effort related to Organization, Operations, and Administration. Three teams have been meeting within those respective areas to work on recommendations for the top-rated efforts in their areas. Some recommendations may be controversial and will need to be widely socialized on the board prior to the Fall Board Meeting. We will need to have a dynamic discussion and not necessarily strive for unanimous vote.

AOF Post Mentoring Program Update (Slides 30-33)

Patrice Melancon, VP - AOF, noted that the Strategic Plan Implementation Team felt that the AOF could be helpful in mentoring Posts through Post Streamer submission. Albert Romano, VP - RVPs, mentioned the need to talk to RVPs first to determine what the Post needs are. The AOF in conjunction with RVPs will move forward with this effort. Bill Grip, AOF Chair of Outreach & Engagement, will serve as the AOF Liaison for this

effort. Albert will pulse RVPs, share the needs with AOF to prioritize engagement, and then provide a quarterly report on progress. This information will also inform the NLT Travel Calendar. The group will provide a sample of RVPs/Posts to report on at the Fall Board Meeting. Ann McLeod, Director of Meetings, Membership, and Post Operations, noted that closing a Post or changing status to Field Chapter should not be considered a failure – it may just be a shifting of operations.

Review & Ranking Committee (R²C) Report (Slides 34-41)

Charlie Perham presented the R²C Draft Ranking for XC approval. The primary purpose of the R²C is to allocate grant money and other funds to various SAME COIs, programs, Posts or Regions. The process is growing and improvements are always being implemented. The Past President chairs the committee May to May, but the money is spent in the calendar year. Governance was put in place this year to determine how unexpended funds could be administered. To see the full policy and associated timeline, visit the Governance web page: <https://www.same.org/wp-content/uploads/2024/07/same-resource-request-policy-24.pdf>.

- For 2024, the total allocation was \$210,892 and the spend to date is \$149,200.
- For the first time, we received more funds requested than what the Foundation is expected to grant. A grading scale was used to prioritize programs that fit the Foundation's purpose.
- 2025 requests totaled \$376,718 and the R2C has tentatively approved \$274,238. The total amount requested of the Foundation is \$301,238.

The XC approved the draft R²C ranking.

COI Annual Workplan Approvals/Issues

Mike Huffstetler (Tech COIs), Albert Romano (Membership), and Ben Matthews, VP (HC COIs), presented. For Technical COIs, all of the work plans have been submitted; there were no resource requests submitted and there are currently no issues. All of the COIs have monthly meetings, some even more frequent. For Human Capital COIs, STEM and College Outreach are looking for volunteers to serve on their steering committees. The mantra for HC COIs this year is “identify, inspire, connect, and retain.” Membership COI submitted a work plan and will focus on not only growing membership, but also retaining membership by sharing the value of SAME through outreach. They want to better assist Posts with their membership growth.

Addendum

The following email was sent to the XC on October 11, 2024:

You may recall some discussion/reporting of the fact that SAME is changing banks from Eagle Bank to Capital One Bank. Per our auditors, our Treasurer is calling for a formal vote on the matter so that we may begin the process. This will be an addendum to our August Meeting Minutes. Should anybody require discussion, we will call a special virtual meeting. Reasons for changing banks are as follows (from Mario Burgos, Treasurer):

- Our current bank (Eagle Bank) has closed nearly all branches in the area over the last several months. When the National Office called to inquire as to whether he should be concerned, they were referred to the attorney – not a good sign.
- Staff did additional research via our investment advisors and learned that our existing bank is in a precarious position due to its commercial loan portfolio.
- Three bank proposals were evaluated by the National Office.
- To proactively mitigate risk for funds in excess of the FDIC insured amounts, we made a decision to move to a larger bank (Capital One).

Please respond to this email with your vote of support (Yes, No, Need Discussion) NLT Friday, October 18. No response will indicate your agreement.

A majority vote in support of the bank change was collected prior to October 18.

Next: BOD, 19 November 2024.

Adjourn: 1210 hrs.



MG Mike Wehr, P.E., USA (Ret.)
Executive Director

Encl 1: XC Agenda

Encl 2: Briefing Slides

Encl 3: Updated Investment Policy Statement (separate attachment)

Encl 4: Fall BOD Agenda

Encl 5: Camp Pendleton SAME Camp Proposal (separate attachment)

ENCLOSURE 1

TIME	AGENDA	RESPONSIBLE
0900 - 0905	Call to Order, Opening Remarks	Sharon Krock
0905 - 1000	Governance Review Finance Update – Q2 + Investment Committee revised policy - Decision Higher Logic Update IGE Update & Pressing Issues BOD Agenda - Decision	Mike Wehr Taha Seid/Mario Burgos Natasha Rocheleau Mike Wehr Mike Wehr
1000 – 1010	Foundation Update	Dave Nash
1010 – 1020	Camp Pendleton Update – Decision?	Allison Cantu/Jim Carter
1020 - 1050	Strategic Plan Implementation Update	Charlie Perham
1050 – 1100	AOF Post Mentoring Program Update	Patrice Melancon, Albert Romano
1100 - 1115	R2C Update – 2025 Allocation DRAFT Decision	Charlie Perham
1115 - 1145	COI Annual Workplan Approvals/Issues (by exception)	Ben Matthews, Mike Huffstetler
1145 – 1155	PLW Plan	Sharon Krock/Jill Murphy
1155 – 1200	Closing Remarks	Sharon Krock



Agenda

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1020 - 1050	Strategic Plan Implementation Update	Charlie Perham
1050 – 1100	AOF Post Mentoring Program Update	Patrice Melancon, Albert Romano
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SAME Finance Report & Investment Policy

(Jan 1 – Jun 30 2024)

Mario Burgos, Treasurer



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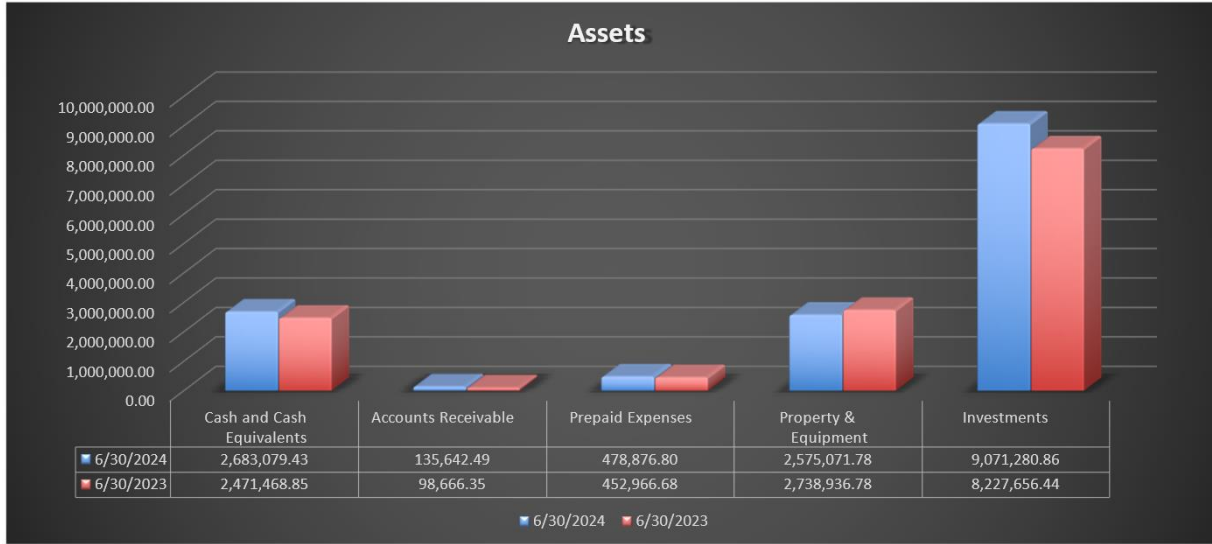
Agenda

- Statement of Financial Position as of June 30, (2024 VS 2023)
- Statement of Income and Expenses Analysis June 2024 VS 2023 actual
- Statement of Income and Expenses Analysis 2024 budget to actual

Financial Report Schedule - XC

- 1st quarter financials will be presented in May 2024 (JETC)
- The 2023 audit report will be presented in May 2024 (JETC)
- April financials will be presented to XC in June 2024
- May financials will be presented to XC in July 2024
- **2nd Quarter financials will be presented in August 2024**
- July financials will be presented to XC in September 2024
- August Financial will be presented to XC in October 2024
- 3rd Quarter financials will be presented in November 2024 (SBC)
- October financials will be presented to XC in December 2024
- November financials will be presented to XC in January 2025
- December financials will be presented to XC in March 2025

Statement of Financial Position



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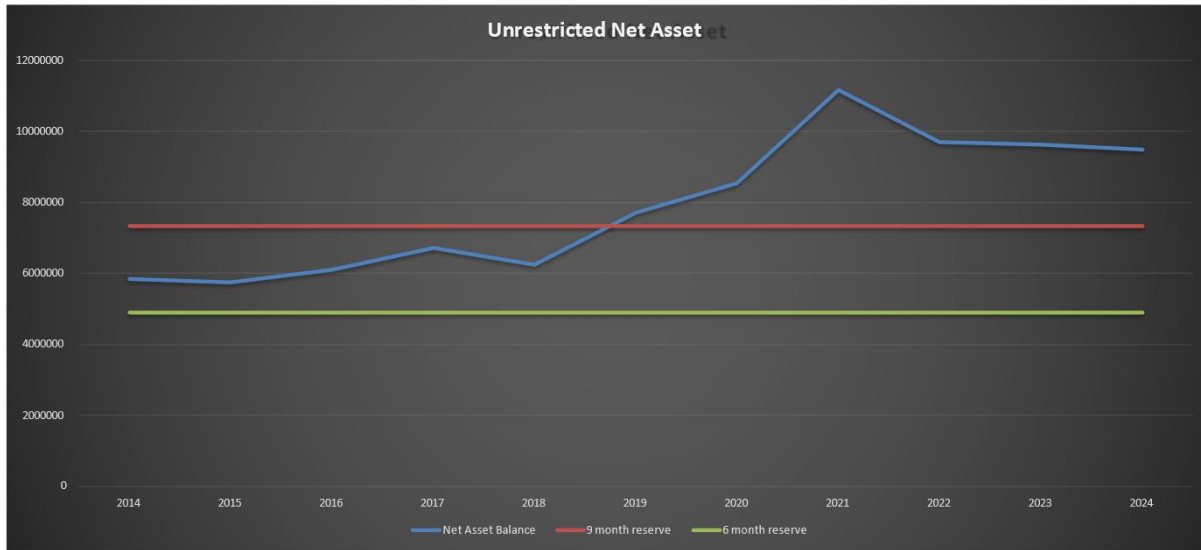
Statement of Financial Position



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Statement of Financial Position



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Revenue Analysis June 2024 VS 2023 Actual

Revenue Sources	6/30/2024	6/30/2023	\$ Variance	% Variance	Reason
Membership	1,166,181	1,022,661	143,520	12%	Timing Difference
Communication	401,669	347,937	53,732	13%	PAI proven effective
Meetings & Events	3,149,944	3,018,162	131,782	4%	Europe 2024 (Bi-Annual)
Admin	486,750	556,841	(70,091)	(14%)	Market performance in 2024.
Post Operation	7,579	3,750	3,830	51%	
Program Support	369,240	36,850	332,390	90%	Foundation Grant collected in the 1 st Q in 2024.
Total	5,581,363	4,986,200	595,163	11%	

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Expenses Analysis June 2024 VS 2023 Actual

Expense Sources	6/30/2024	6/30/2023	\$ Variance	% Variance	Reason
Membership	335,028	274,189	60,839	18%	
Advertising	297,567	280,582	16,985	6%	
Meetings & Events	2,717,045	2,505,269	211,775	8%	
Admin	1,387,354	1,182,850	204,503	15%	Higher Logic, Renew and additional license & change in rent payment recording
Post Operation	86,598	77,692	8,905	9%	
Program Support	686,232	535,895	150,336	22%	Indigenous Youth Program in 2024
Total	5,509,824	4,856,478	653,346	13%	

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Revenue Analysis – Budget to Actual

Income Sources	6/30/2024 Actual	6/30/2024 Budget	Variance	% Variance	Reason
Membership	1,166,181	1,262,854	(96,673)	(8%)	
Advertising	401,669	394,895	6,774	2%	
Meetings & Events	3,149,944	3,117,250	32,694	1%	
Admin	486,750	86,814	399,936	82%	The unrealized gain in the 1 st and 2 nd Quarter
Post Operation	7,579	0	7,579	100%	
Program Support	369,240	415,400	(46,160)	(13%)	Timing difference – Camp registration
Total	5,581,363	5,277,213	304,150	16%	

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Expenses Analysis – Budget to Actual

Expense Sources	6/30/2024 Actual	6/30/2024 Budget	Variance	% Variance	Reason
Membership	335,028	339,375	(4,347)	(1%)	
Advertsing	297,567	334,893	(37,326)	(13%)	Printing & Production for TME
Meetings & Events	2,717,045	2,875,974	(158,929)	(6%)	
Admin	1,387,354	1,512,312	(124,958)	(9%)	Change in rent payment recording and license renewal budgeted in later months
Post Operation	86,598	89,102	(2,504)	(3%)	
Program Support	686,232	673,295	12,937	2%	
Total	5,509,824	5,824,951	(315,127)	(6%)	

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Finance Report

We are financially healthy.

We are within budget

Serve to Inspire!

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Agenda

- IPS – History
- IPS Review process
- IPS Major Changes
- Questions
- Vote

History

- Initially two funds – Foundation and Operating
- Operations Reserve split between two Advisors and Foundation with one Advisor
- Advisors to created policy for each fund
- A home fund pool created with an overreaching goal

Review Process



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Major Changes

- The IPS is combined in one document
- Three investment pools (Operating Reserve Fund, Foundation Fund, and Home Fund)
- An aggregated goal of 5% minimum annual portfolio income
- The IPS will be reviewed on an annual basis
- No investment in US adversaries

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IGE Update & Pressing Issues

Mike Wehr, Executive Director



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Current National IGE Projects

- Pre-Project Partnering
- Alternate Project Delivery Methods
- Small Business Size Standards: Challenges Facing Transitioning Federal Small Businesses
- Avoiding PFAS Information Overload: Targeted Training for Operational Entities
- Climate Change: Sea Level Rise and its Effect on Military and Public Infrastructure
- Cybersecurity: Operational Technologies Threats and Policies
- Warfighting - the Future Challenge and Installations' Requirements
- Addressing the Electric Vehicle Infrastructure Challenge (EVIC)
- Artificial Intelligence

NEW PROJECT

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AOF Post Mentoring Program Update



Patrice Melancon, Vice President/AOF Chair
Albert Romano, Vice President -RVPs

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AOF Post Mentoring Program Update

Background

- 2030 Strategic Plan recommendations called for the AOF to provide greater support to the RVPs & Posts.
- Recommended support - mentoring to RVPs & Post Leaders targeting those that need the most immediate help.
- Patrice Melancon (Chair, AOF) and Albert Romano (NLT Liaison for RVPs) held a call with other AOF Leaders on July 19, 2024 to discuss need and approach for a program.
- Unanimous support from the AOF leaders to establish a program and work with RVPs and Post Leaders to identify needs.

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Planned Actions

- Establish “Posts (& RVPs) Mentoring Program.”
 - Support posts with challenges developing local work plan & reporting through streamer submissions.
- Collaborate with the RVPS – who needs help?
- Albert Romano and Patrice Melancon as NLT VPs representing RVPs and AOF will co-lead this effort.
- Bill Grip will serve as AOF Liaison to the RVP program for this effort; will attend monthly RVP calls.
- Albert to pulse RVPs to ID specific needs - initial focus on Posts struggling to meet governance requirements.
 - Needs shared with the AOF to prioritize engagement.
- Quarterly progress review and report out to AOF XC.

Celebrating the Academy of Fellows

Mark your calendars to attend
SAME’s 30th Year Celebration
Dinner of the Academy of Fellows
at Capital Week 2025!



Review & Ranking Committee (R²C) Board of Direction Report

Charlie Perham, Past President



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2024/2025 R²C Committee Members

- Chairman: Charlie Perham (Immediate Past President)
 - Tony Higdon (Elected Director)
 - Pat Hogeboom (COI Chair)
 - Coleen Rust (Regional Vice President)

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R²C Process

- **Primary Purpose:** Allocate Grant and other funds to various SAME COIs, Programs, Posts or Regions.
- COIs (w/workplans), Programs, Posts, Regions submit requests EOM JUN for subsequent year
- VPs reviews, endorses
- R²C TENTATIVELY prioritizes, allocates EOM JUL, informs XC of results
- Foundation determines funding for subsequent year, informs SAME NLT 15 OCT
- R²C determines final priority and allocations EOM OCT
- XC approves final R²C allocations as part of annual SAME budget NLT mid-DEC



<https://www.same.org/wp-content/uploads/2024/07/same-resource-request-policy-24.pdf>

2024 Spend to Date

Community of Interest / Program	Program	2024 Allocation	2024 Spend (to date)	Spend Notes
Young Professionals COI	Credentialing Assistance Program (CAP)	\$ 2,800	\$ 500	Anticipate ~\$2,000 underrun
	Cohort Onboarding, Graduation Support	\$ 133,092	\$ 100,000	~\$30,000 available for reallocation (for 2024 spend)
Leadership Development COI	Pathway to (Dredging) Success	\$ 15,000	\$ 8,000	Anticipate ~\$6,000 underrun, request to roll to 2025
STEM Outreach COI	STEM Pathways for Indigenous Youth	\$ 20,000	\$ 20,000	Anticipate full spend
Veteran Transition Workshop	VTW Junior Officer / Enlisted Travel Stipends (airfare, hotel)	\$ 10,000	\$ 4,700	~\$5,000 available for reallocation (for 2024 spend)
Camp Program	Camps - Mentor travel (airfare, transportation)	\$ 20,000	\$ 8,500	Reallocated underrun within Camp program
	Camps - Marketing support	\$ 10,000	\$ 7,500	Reallocated underrun within Camp program
SUBTOTAL (INITIAL):		\$ 210,892	\$ 149,200	

R²C TENTATIVE Recommendation

Community of Interest / Program	Program	2025 Request	R ² C ACTION (INITIAL)		Notes
			Priority	Amount	
Young Professionals COI	1 Credentialing Review Course Pilot Program	\$ 10,000	B	\$ 6,000	
	2 Credentialing Assistance Program (CAP)	\$ 8,000	B		
	3 Cohort Onboarding, Graduation Support	\$ 141,238	A	\$ 141,238	2024 underrun due to reduced JETC lodging
Leadership Development COI	6 UPIC Financial Support	\$ 10,000	A	\$ 2,000	VP: Outcomes must be defined, stewardship of funds; PH: After several years and nearly a hundred UPICs not sure funding has and will be a widely needed.
	7 Pathway to (Dredging) Success	\$ 54,810	A	\$ 15,000	Includes ~\$46,810 in new funding, carry-over of ~\$6,000 from unused 2024 allocations. VP: If this becomes an ongoing program, who is the
College Outreach COI	8 Student Chapter Workshop held during SBC in 2025	\$ 42,400	B	\$ 25,000	Previously carried in budget: VP: Tie to Innovation Challenge? R2C: Regional program more effective? PH: Seek sponsored, corporate donations?

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38

R²C TENTATIVE Recommendation

Community of Interest / Program	Program	2025 Request	R ² C ACTION (INITIAL)		Notes
			Priority	Amount	
STEM Outreach COI	10 STEM Pathways for Indigenous Youth	\$ 40,000	AAA	\$ 30,000	
Veteran Transition Workshop	11 VTW Junior Officer / Enlisted Travel Stipends (airfare, hotel)	\$ 5,000	B+	\$ 5,000	
Camp Program	12 Camps - Insurance	\$ 15,000	A	\$ 40,000	R2C: Issue of charging the correct registration fee.
	13 Camps - Mentor travel (airfare, transportation)	\$ 10,000	A		
	14 Camps - OCONUS camper transportation	\$ 5,000	A		
	15 Camps - Marketing support	\$ 10,000	A		
LD COI / Texas Region	16 2025 Texas Region Leader Development Program	\$ 19,170	A	\$ 10,000	VP: Continue to define budget and execution plan
SUBTOTAL (INITIAL):		\$ 376,718		\$ 274,238	

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2025 R ² C Recommended Submissions	\$274,238	
Ongoing Directed Grants	\$27,400	GSA, Camp Alumni scholarships
TOTAL Recommended Need	\$301,238	

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R²C TENTATIVE Recommendation: Disapproved

Community of Interest / Program	Program	Request	2024 Spend (approximate) (if applicable)	R ² C ACTION (INITIAL)		Notes
				Priority	Amount	
DISAPPROVED REQUESTS						
Young Professionals COI	National Webinar Speaker Support	\$ 6,000	\$ -	C	\$ -	VP: Additional background, development needed (syllabus, outline, etc.).
Leadership Development COI	Mentoring Training	\$ 8,000	\$ -	C	\$ -	VP: Additional background, development needed (syllabus, outline, etc.). Impact definition, development needed (how may trained, effectiveness, etc.)
College Outreach COI	2025 Student Innovation Challenge Competition	\$ 7,495	\$ -	C	\$ -	VP: Needs advertising and execution plan. Tie to Student Chapter Workshop?
LDP UPIC	AI Integration in the A/E/C Industry	\$ 6,100	\$ -		\$ -	VP: Does not fall within current travel stipend programs, SAME does not typically pay speakers, other to participate in conferences
		\$ 27,595	\$ -			

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ENCLOSURE 4

TIME	AGENDA	RESPONSIBLE
0830 - 0900	Continental Breakfast	
0900 – 0910	Call to Order, Pledge	Sharon Krock
0910 – 1000	National Office Update <ul style="list-style-type: none"> • Finance Q3 • Membership • Higher Logic • IGE Update 	Mike Wehr Taha Seid/Mario Burgos Ann McLeod Natasha Rocheleau Rob Biedermann
1000 - 1010	Foundation Update	Dave Nash
1010 – 1020	R2C Update	Charlie Perham
1020 – 1030	AOF Update	Patrice Melancon
1030 – 1120	Strategic Plan Implementation – Decision	Brian Duffy/Charlie Perham
1120 – 1130	Consent Agenda* <ul style="list-style-type: none"> • BOD Meeting Minutes May 2024 • Foundation Meeting Minutes July 2024 • XC Meeting Minutes Aug 2024 	Charlie Perham
1130 – 1230	Lunch & Networking	
1230 – 1245	Technical COIs <ul style="list-style-type: none"> • Assessments • Strategic Review 	Mike Huffstetler
1245 – 1315	Human Capital COIs <ul style="list-style-type: none"> • Assessments • National Camps Program Update • Strategic Review 	Ben Matthews
1315 – 1330	Regions/Posts <ul style="list-style-type: none"> • Assessments • Membership COI 	Albert Romano
1330 – 1340	President’s Closing (Review Actions and Direction)	Sharon Krock
1340 - 1400	Break	
1400 – 1530	Breakout Meetings (RVPs, COIs, Directors, SLOs)	
1730 – 1900	President’s Reception	Sharon Krock

*items that do not receive a unanimous vote in Survey Monkey will be removed from the consent agenda and added to the agenda for discussion & vote.