



SAME Foundation Board Meeting Notes

0800-1030, Wednesday, Nov. 15, 2017

Room 303, David L. Lawrence Convention Center, Pittsburgh, PA

Present (in person or call in)		
RADM (R) Gary Engle	Julie Fisher	Jennifer Fogg
Angie Goral	COL (R) Tony Leketa	VADM (R) Mike Loose
Maj Gen (R) Gene Lupia	Col (R) John Mogge	MG (R) John Peabody
Hal Rosen	Roger Wozny	Col (R) Sal Nodjomian**
BG (R) Joe Schroedel**	Allison Ingram**	Kathy Off**
Not Present		
Maj Gen (R) Del Eulberg	COL (R) Bud Griffis	LTG (R) Robert Van Antwerp

**Non-voting

Summary: Committee Chairs gave reports on finances, investments, communications, and the Post Investment Policy feedback (Encl 1). There was discussion about stewardship and the need for policies regarding stewardship. The board then reviewed two of five requests for funds and approved one – the Engineering & Construction Camp Scholarships request.

Administrative: The Foundation Board had a quorum of 11 people IAW the Foundation Bylaws.

Communications/ Fundraising Staffing Update: The board was briefed on the opportunity to hire Kathy Swayze from Impact Communications. She would develop the Case for Support, the Communications & Marketing Plan, and provide Planned Giving Consulting. There are some varying views among board members on whether or not members should be involved in direct fundraising and solicitation of contributions that require further discussion. There are many diverse examples of similar foundations using different approaches to this concept and we may adopt a position that those who wish to may, but there is no expectation that board members are required to do so.

Action: Allison has already scheduled a conference call with Kathy Swayze to brief the board on her capabilities and impact. The board will decide on an action after the presentation.

Financial Update: The treasurer presented the most current financial report (Encl 1). No concerns were raised.

Investment Committee Update: The board was briefed on investments which our out-performing the Society's investments. The Post Funds Policy does allow the option to charge Posts an additional management fee in addition to the investment manager fee.

Action: Since the meeting, Allison has looked into the issue of registering with territories and OCONUS locations. There is no issue with territories, but our agent does not deal internationally. Will look further into international registration with Hal Rosen.

Marketing Committee Update: Nothing to report.

Post Investment Policy Feedback: The Society President briefed the board on feedback from Posts that were approached to deposit funds in the Foundation. Posts of all sizes were approached, with some Posts enthusiastically taking advantage of the Foundation management and a few declining to respond. The board agreed that it is not the Foundation's intent to strong-arm Posts into participating – some may simply choose not to. The Policy will be updated based on the feedback of those Posts that are participating: Houston, Northern Virginia, and Narragansett.

Internal Outreach: The board was briefed on internal communications purpose, objectives and actions and received the approval of the board. Included with the minutes are the updated briefing and FAQs (Encl 2). There was discussion about the specific use of Fellows as Foundation Ambassadors. The general consensus was that fellows have the same responsibility of the Society Board to be articulate, educated, and up-to-date on the Foundation. There was also discussion about members volunteering to work for the board (Jack Seibert, Ron Torgerson). It was determined that the board cannot be insulate and volunteers should be utilized, with responsibility remaining with the board. Jennifer Fogg agreed to serve as the AOF Engagement Chair (Foundation Liaison).

Action: Jennifer to make contact with Ray Willcocks, AOF Chair.

Stewardship: The board was briefed on stewardship and the many issues that need to be considered as we begin to define our stewardship policy and plan of action:

- 1) Donations of non-monetary gifts.
- 2) Spouse/Family if donor passes away.
- 3) Restrictions on who we accept donations from.
- 4) Assistance we are willing to give donors.
- 5) Policy on pledges.
- 6) Naming policy.
- 7) Memorial & tribute gifts.
- 8) Matching gifts.
- 9) Release of donor information/ gift publicity.

Kathy Swayze has since provided Sample Gift Acceptance Policies to be considered before the next discussion (Encl 3).

Action: The board agreed to have a call specifically about stewardship in January, 2018.

Requests for Funds:

Camps: The board agreed that the request to fund camp scholarships met the compelling purpose of the Foundation and was approved.

Stipends: The board felt that the request to cover stipends (previously covered by the E&M Fund) did not meet the compelling purpose of the Foundation. The Foundation President suggested that there may be a need for a one year transition adjustment of the original transfer of funds to cover stipends and asked the Executive Director for a recommendation. Subsequent to the Board meeting, the National Office analyzed stipends since 2011 and recommended the following to the Foundation President who vetted the recommendation and agreed that the issue is closed.

- No need for an adjustment (transition). One could argue that since we spent \$92,879 less than we put into the E&M Fund, a transition adjustment could be made. But I would argue

that if the Foundation did not exist, we would not be tapping into the E&M Fund (or any reserve) for any operational reason. This was the only point that led to discussion this morning with my team – but my argument about what that 6-year, positive variance represents held water.

- Going forward (starting on 2018) stipends remain the responsibility of the National Office operating budget (reason: not meet the Foundation compelling purpose).
- JETC and Golden Eagle contributions cease and more importantly, there is no expectation of a recurring contribution from the National Office operating budget. This is exactly what has led to issues at the post level where separately incorporated scholarship funds with separate boards exist (NJ, Dallas, etc). If however, as happened in 2011 and 2012, the National Office experiences a revenue windfall, the National Office has the option to contribute part or all of the windfall to the Foundation's unrestricted fund and would include any such recommendations in our annual budget brief to the XC. By the way, the possibility exists that we will collocate the VA's SB conference with ours in New Orleans in 2018 – would be a huge windfall.

Credentialing Achievement Awards Program and **CMAA credential** subsidizing was tabled for a future discussion.

LDP Program: The board was briefed by the Executive Director on the progress of the development of the National Leader Development Program. He proposed that the Foundation take the LDP Development Team (led by Mike Darrow and Caroline Roberts, membership being developed) under its wing so the Foundation can simultaneously decide what parts of the program it will underwrite as the program is being developed. The Foundation President participated in a discussion group at the Society Board of Direction meeting the previous day. He felt that the detail requested by the Foundation in October in order to support, is not yet available and therefore, the decision should be tabled for now.

The Foundation President expressed the need for a Funds Request Policy and for the Society to prioritize the requests to the Foundation. This will be discussed at a later date.

Encl 1: Agenda & Read-aheads

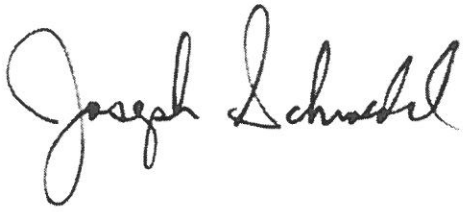
Encl 2: Foundation Briefing & FAQs

Encl 3: Sample Gift Acceptance Policies

Encl 4: Action Tracker

Encl 5: Org Chart

Encl 6: Contact List

A handwritten signature in cursive script that reads "Joseph Schroedel".

Brig. Gen. Joseph Schroedel, P.E., F.SAME, USA (Ret.)
Executive Director, SAME Foundation

Minutes approved, December 4, 2017:

A handwritten signature in cursive script that reads "John Mogge".

Col. John Mogge, Ph.D., RA, F.SAME, USAF (Ret.)
President, SAME Foundation



SAME Foundation Board Meeting Agenda

0800-1030, Wednesday, Nov. 15, 2017

Room 303, David L. Lawrence Convention Center, Pittsburgh, PA

Will Attend		
RADM (R) Gary Engle	Maj Gen (R) Del Eulberg	Julie Fisher
Jennifer Fogg	Angie Goral	COL (R) Bud Griffis
COL (R) Tony Leketa	*VADM (R) Mike Loose	Maj Gen (R) Gene Lupia
Col (R) John Mogge	MG (R) John Peabody	Hal Rosen
*LTG (R) Robert Van Antwerp	*Roger Wozny	Col (R) Sal Nodjomian**
BG (R) Joe Schroedel**	Allison Ingram**	Kathy Off**
Will not Attend		

*Will Call-in

**Non-voting

TIME	AGENDA	BRIEFER
0800-0805	Call to Order – Quorum Established – Pledge of Allegiance	John Mogge
Reports		
0805 – 0815	Action Review (Encl 1)	Action POCs
0815 – 0825	Communications/Fundraising Staffing Update (Encl 2)	Allison Ingram & Joe Schroedel
0825 – 0835	Financial Update (Encl 3)	Allison Ingram
0835 – 0850	Investment Committee Update (Encl 4)	Gary Engle
0850 – 0905	Marketing Committee Update	Jennifer Fogg
0905 – 0920	Post Investment Policy Feedback (Encl 5)	Sal Nodjomian
0920 – 0935	Internal Outreach Committee Update (Encl 6)	Roger Wozny
Unfinished Business		
0935 – 0950	Stewardship Committee Formation & Mission	Gene Lupia
New Business		
0950 – 1020	Foundation Budget	John Mogge
	Engineering & Construction Camps (Encl 8)	
	Stipends (all stipends – SBC example is linked) (Encl 9)	
	Credentialing Achievement Awards Program (CAAP) (Encl 10)	
	CMAA (Encl 11)	
Summary		
1020 – 1030	Summary of key actions	John Mogge/Kathy Off

Encl 1: Action Tracker

Encl 2: Communications/Fundraising Staffing Update

Encl 3: Financial Update

Encl 4: Investment Committee Update

Encl 5: Post Investment Policy Feedback

Encl 6: Internal Outreach Committee Update + BOD Slides

Encl 7: Run to 2020 Slides

Encl 8: Camp Request & Documents

Encl 9: Stipends (SBC Example)

Encl 10: CAAP

Encl 11: CMAA MOA

Encl 12: Org Chart

Encl 13: Contact List

Action Tracker

Meeting	Action	Responsible	Estimated Completion
1-26-17	Cost accounting procedure established	Joe Schroedel	Complete*
1-26-17	Clarify how operating costs will remain separate from SAME BOD	Joe Schroedel	Complete*
1-26-17	Identify actions that SAME has already taken to support the compelling purpose	Joe Schroedel	Complete*
1-26-17	Identify Posts with separate incorporated scholarship funds	Joe Schroedel	11-15-17
3-8-17	Provide specific examples of how SAME supports National Security	Joe Schroedel	Complete*
Monthly	Finance provides John Mogge a list of contributors.	Allison Ingram	NA*
5-23-17	Post – Draft Post Funds Policy ready for distribution	Allison Ingram & Hal Rosen	Complete*
5-23-17	Hire outside help.	Joe Schroedel & John Mogge	In Progress
8-11-17	Joe Schroedel will provide a letter to board members outlining the coverage.	Joe Schroedel	In Progress
8-21-17 XC	Draft new FAQ based on recent revisions and post to Foundation web page.	Allison Ingram	On hold – for final Post Funds Policy

*Items will be marked complete for one distribution and then removed from the tracker.

Communications/Fundraising Staffing Update

The following is a summary of a meeting between Kathy Swayze, Impact Communications, Joseph Schroedel, and Allison Ingram.

Foundation's Compelling Purpose: Producing Engineering Leaders for the Future.

Developing the compelling purpose is important, but how does the Foundation use the message to raise funds?

Facts:

- 90% of fundraising dollars come from people, not companies or other foundations. People give to people.
- It is estimated that the WWII generation and Baby Boomers will transfer \$59 trillion in assets by 2061.
- 10,000 Baby Boomers are turning 65 every day.
- The most effective way to raise money is to tell a story.
- The average planned gift is \$55,000.

Proposed Steps to create the Fundraising Strategy:

1. Case for Support--- Approximately \$15-20K

Are we all answering the basis questions the same way? The Case for Support helps define the project and develops a path forward. The key component of the project is that before the strategy is developed, interviews are conducted across many constituencies. From those interviews, a marketing concept is developed. The Case for Support also includes Board Training on how to deliver message, and a "script" of three or four key points that every fundraising pitch should include.

2. Communication/Marketing Plan Developed \$10K

Once the message is clear, the next step is to determine how the message will be communicated. Based on industry best practices and proven successes a holistic strategy will be developed—in person, telemarketing, social media, print, and other techniques are considered. This step also includes determination of how to develop "levels" of giving that are meaningful.

3. Planned Giving Consulting \$8-10K

This step can happen with or without the other steps, but a planned giving campaign can reap tremendous results considering the amount of potential available funds. The planned giving consultant helps develop targets, approaches and social maps.

Can we use internal resources?

The National Staff has the skills and desire to advance the communication plan, and there is a keen interest in learning and being successful. However, there is currently the staff does not possess fundraising expertise. However, partnering with an expert the first time, will help develop the internal skill set.



Statement of Financial Position
As of September 30, 2017

Assets

Investments	\$	65,519
Due from SAME		1,004,744
Total Assets	\$	1,070,263

Liabilities and Net Assets

Liabilities

Due to SAME	\$	17,383
Total Liabilities		17,383

Net Assets

Beginning Balance		0
Current Year Change in Net Assets		1,052,880
Total Net Assets		1,052,880
Total Liabilities and Net Assets	\$	1,070,263



Statement of Activities

For the Period of Nine Months Ended September 30, 2017

Revenue

Contributions	\$	1,032,512
Dividends and Interest		6,879
Unrealized Gains and Losses		32,343
Total Revenue	\$	1,071,734

Expenses

Professional Services	\$	15,493
Offices Supplies		293
Board Activities		1,597
Bank Fees		1,471
Total Expenses		18,854

Change in Net Assets

\$ 1,052,880



<u>Post</u>	<u>Last Contact</u>	<u>Contact</u>	<u>Status</u>	<u>Amount</u>	<u>Contribution Date</u>
Chicago	10/13/2017	Bill Santelik	Expressed interested for the Jim Hagan fund, no decision yet		
Denver		Rick Burt	No contact		
Houston	10/11/2017	Mike Fitzgerald	In Checking Account, waiting for check to clear	\$ 225,000.00	10/31/2017
Narragansett	10/12/2017	Brian Balukonis	Interested, but no decision made yet		
Northern Virginia	11/3/2017	Tom Christiansen	CD Matured and Deposit is on its way	\$ 108,435.00	11/5/2017
Robins	10/19/2017	Michael Coats	Not interested at this point		
Tampa		Stephanie Thoresen	No contact		
Total				\$ 333,435.00	




Investment Committee Update

Gary Engle

15 November 2017 Foundation Board Session

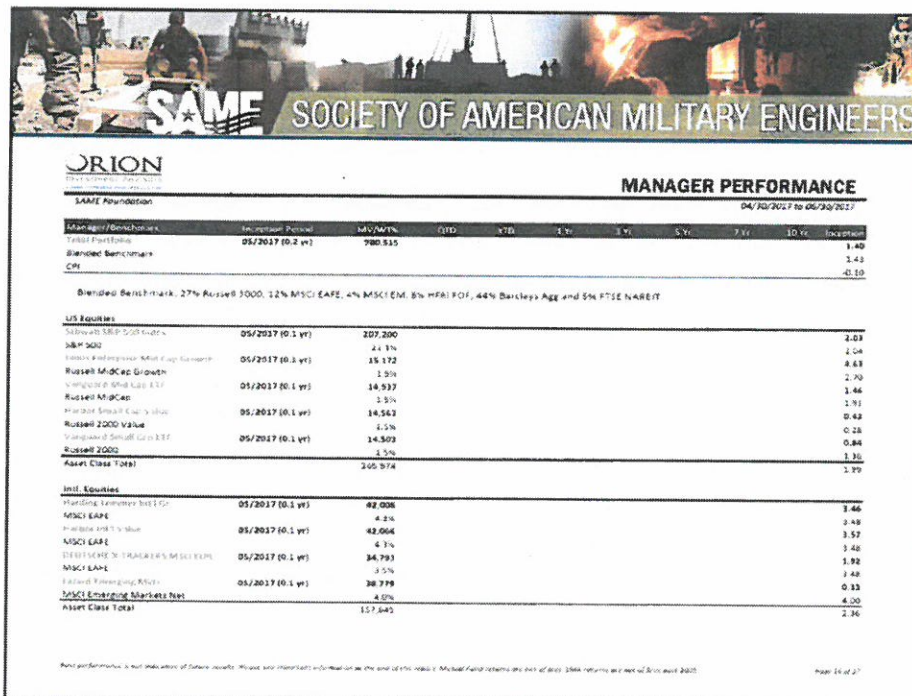
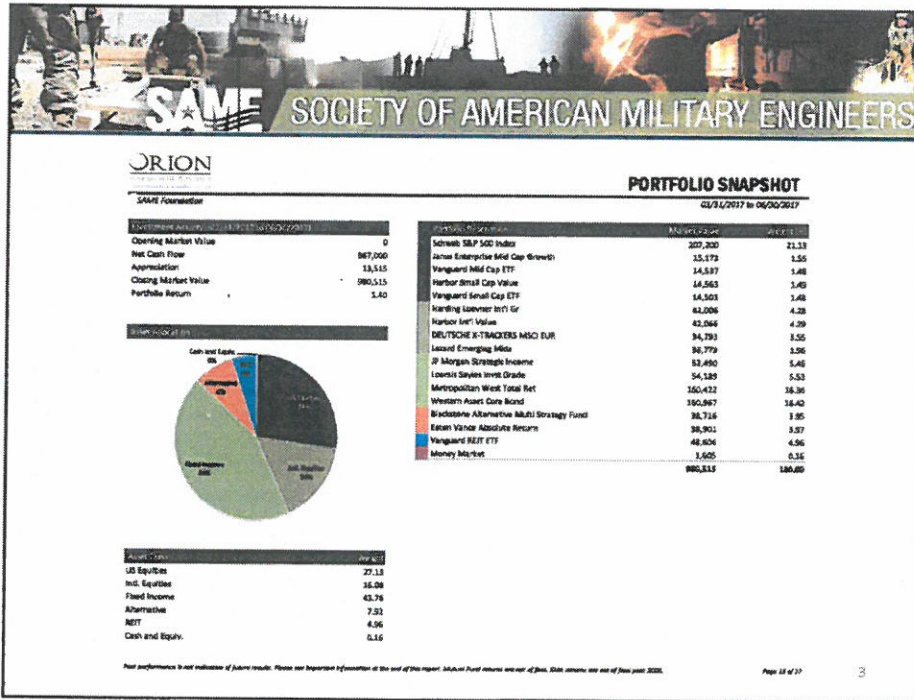
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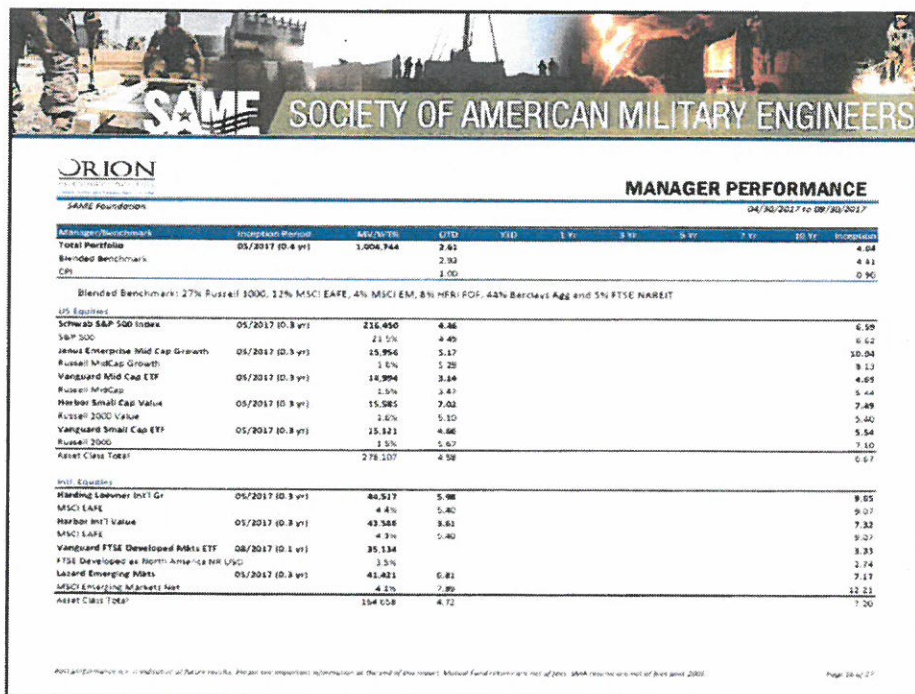
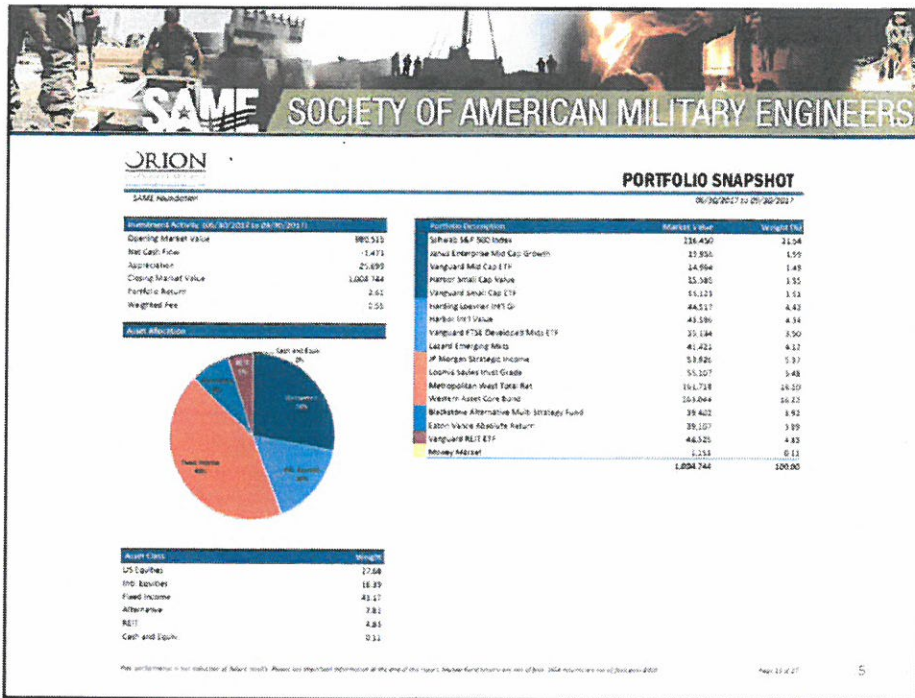


Investment Committee Update Topics

- Finalized, Approved, and Posted the SAME Investment Policy
- Established a rotation of 1-2 new Investment Committee members per year, with a ~3 year term for a max of 5 people. Currently:
 - Allison Ingram
 - Mark Handley
 - Heather Wishart-Smith
 - Candis Hamilton (Young Member)
 - Gary Engle (Foundation Board Vice President)
- Ran a "Seeking Investment Committee Member" notice in RealTIME
 - No responses of interest
 - Working some other approaches to tap right talent base
- 2 November Investment Committee reviews of Orion and Baird Portfolios – my insights
- Last 2nd Quarter Results for Foundation Investments (from August Brief)
- New 3rd Quarter Results for Foundation Investments

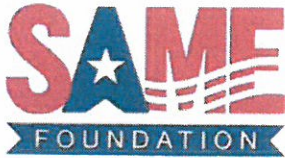
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Total				\$ 333,435.00	



**Internal Outreach Committee (IOC) Update
November 15, 2017**

Actions since August 11, 2017 Board Meeting

- I. Chair, John Mogge referred a request to Roger Wozny from the Atlanta Post for a briefing on the Foundation that could be used during its Post meeting. A MS PowerPoint was prepared and sent along with a copy of Foundation Frequently Asked Questions to Frank Ward of the Atlanta Post with copies to John and Kathy Off. Copies of both are attached for information.
- II. In October, IOC members were invited to provide input regarding:
 - A. Internal Outreach Committee purpose and objectives
 - B. Committee objective(s)
 - C. Opinions about actions the Committee should or should not take
 - D. Other related items
- III. The following suggestions are proposed for consideration by the Foundation Board regarding the IOC mandate:
 - A. Internal Outreach Committee Purpose

The Foundation Chair's succinct statement for the Committee is endorsed: *To guide factual and consistent dissemination of information about the National Foundation to the Posts.*
 - B. Proposed Committee Objectives
 1. Ensure that every Post in SAME understands the purpose, attributes and benefits of the Foundation.
 2. Respond to inquiries and requests for information regarding the Foundation from the Posts.
 3. Prepare periodic updates regarding the Foundation for dissemination to the Posts (and the general membership).
 4. Receive feedback from Posts regarding their experiences with the Foundation and welcome testimonials.
 - C. Proposed Actions of the Internal Outreach Committee
 1. Coordinate with the SAME National Academy of Fellows regarding dissemination of Foundation information.
 2. Prepare and periodically update a standardized briefing for use by Fellows and Posts which describes the purpose and current status of the Foundation.
 3. Facilitate contact of the leadership of each Society Region and Post to schedule a briefing by a Foundation Board member, informed Fellow and/or headquarters staff regarding the Foundation

C. Proposed Actions of the Internal Outreach Committee (continued)

4. Provide follow-up information regarding the purpose, intent or operation of the Foundation and Post participation in its investment component.

IV. Other related items

- A. The fundamental underlying understanding is that actions by the Internal Outreach Committee be endorsed by and in concert with the SAME Foundation vision, mission, objectives, corporate articles and by-laws.
- B. There has been discussion that the Society Fellows be "ambassadors" to promote the Foundation throughout the Society (and perhaps benefactors). Discussion within the IOC suggests that it may be inappropriate for the AOF to be representing the Foundation Board to the Posts.
- C. As a concurrent item, Kathy Off forwarded an e-mail from Ron Torgersen, FSAME, Regional Fellows POC wherein he indicated to Ray Wilcox, Chair, Academy of Fellows his willingness to develop a Post Communications Plan Template (for use by the AOF). Many, if not all Foundation Board members know Ron. If the AOF is developing a plan to include Foundation information, it should certainly be vetted by the Foundation Board.
 1. There was IOC discussion about whether non-Foundation Board individuals, specifically Ron should be on the IOC. The feeling is that additional Foundation Board members are welcome on the IOC, however the Foundation Board is likely not ready to involve non-board members on Foundation committees, if at all.
- D. Several Post level encounters and experiences were shared by IOC members and others in the Society, specifically:
 1. The Society Foundation is not yet well known throughout the organization.
 2. Post boards and leadership are not informed enough about Foundation investment participation to decide whether to invest Post funds.
 3. A report on Beta Test results from charter Post investors should be made available as soon as possible and disseminated Society wide.

ACTION ITEMS:

1. **Foundation Board approval or modification of proposed Internal Outreach Committee purpose, objectives and actions.**
2. **Clarification regarding Academy of Fellows participation as "ambassadors" (sales reps) of the Foundation.**

Respectfully submitted,



Roger J. Wozny, P.E., FSAME, LEED® AP
SAME Foundation Board Member



Update for the SAME Board of Direction
November 14, 2017

Fostering Engineering Leadership for the Nation

<http://www.same.org/foundation>

Recall - the Foundation?



- Nonprofit Corporation registered in the District of Columbia
- Article 3: Purpose: The purposes for which the Corporation is organized are: charitable, educational, and scientific purposes with the meaning of Section 501(c)(3) of the Internal Revenue Code including but not limited to support of the educational and scientific purposes of the Society of American Military Engineers.
- Does not have members.
- Does have a “volunteer” Board of “working” Directors

It Exists to:



- Support the Strategic Plan 2020 Outcomes (internal and external)
- Separate philanthropic from operational – with the motivation to attract available (broadly based) resources.
- Provide an (optional) repository for Post Scholarship Funds (serve volunteers)
 - Leverage national investment management expertise
 - Eliminate separate post level incorporated funds
 - Compliment post fundraising
- Serve the wider objectives of the AEC industry and professional societies

Draft - Post Deposit Policy Update



- Requested support from Sal, RVPs, and Posts to review the draft policy, and offer feedback
- Good constructive feedback – many thanks to all – ready to finalize the policy
- Be clear this is not in any way a “money” grab – but rather a service to the posts to allow them to place their scholarship resources with the Foundation in a restricted manner or unrestricted and have it managed for them.
- Subsequently, the Houston Post has decided to take advantage of the service.
- Additionally, the Foundation has received a gift and a notice of a gift from two member associated estates.
- Meeting is tomorrow and once we review each committee reports we will post our board meeting minutes on the SAME website for all to see.

What can you do to help the Foundation?



- Be articulate about your Foundation
 - What it is and what it is not!
 - Separate out the rumors from the facts
- Be an advocate for its broad purpose to individuals and corporations and organizations beyond our ranks
- Promote the "Compelling Need" – help find the needy
- Volunteer to help the committees with their tasks – no board membership required to do this
- Stay current on the affairs of the Foundation – website monthly

Society of SAME
American Military Engineers





The Run to 2020!!

Energizing Strategic Plan 2020 ... and
Setting the Stage for our Next Century of Service

"We're leveraging our 100th Anniversary!!"

"What's all of the excitement?"

30 Oct 2017

11/10/2017 Dedicated to National Security Since 1920 1

Society of SAME
American Military Engineers

What Right Looks Like

September 2017: Philadelphia Post Awards Night.

Jeff York is recognized for *Extraordinary Efforts in Maintaining and Advancing the Objectives of the Post.*


Jeff's Comments: "... I was new to SAME in 2002 and was asked to plan and run part of JETC which the post was running that year. I didn't realize it was going to be a full time job, but after it was over, I enjoyed working with the post people so much that I stayed active for the last 15 years ..."

September 2032: Every Post Awards Night.

CPT Jane Doe is recognized for *Extraordinary Efforts in Maintaining and Advancing the Objectives of the Post.*

Jane's Comments: "... I was new to SAME in 2017 and was asked to help plan part of the SAME Centennial in which every post participated to help the Society achieve our 2020 vision. I was given the opportunity to participate to the extent that I was able. It was a fun and meaningful journey, and after it was over, I enjoyed working with the people so much that I became more active and have enjoyed the last 15 years ..."

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Concept


Leverage our Centennial now to add emphasis to Strategic Plan Outcomes.

- Establish the XC as the lead for executing actions – fix XC membership for short run (Add Chairs: AOF, YMC, STEM, JECO)
- Unify society efforts at all levels to ensure we accomplish our vision of being acknowledged as the lead integrator within the A/E/C community.
- Increase active participation of all members over the next three years to finish this plan and kick start the next.
- Generate genuine excitement around the centennial, especially to enhance the military, government recruiting program.

Focus National and Post Outcomes to drive *The Run to 2020*

- Strategic Plan 2020 outcomes defined by the May 2017 BOD (Major Actions). Organize this effort around those outcomes with work groups to accomplish. Posts fulfill their part of the efforts.
 - Integrate committee and council efforts around bigger outcomes – also provides outcome focused basis for developing next strategic plan.
 - Focus the AOF actions on SAME legacy – get all Fellows engaged in specific efforts that reflect on SAME’s legacy in order to project our role for the future – support all work groups
 - Focus the YMC on future engineers – finish development and implementation of the national LDP program and accomplish specific actions to motivate young member participation now and for the long run – they are our future

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Concept (continued)

JETC 2020: The Kick Off Celebration in Washington D.C., the birthplace of SAME

- NOT a JETC with a birthday cake!
- Use SAME’s 100th birthday as an opportunity to host a national celebration of the impact engineers (general term) have made on America’s national security in the last 100 years – ie a huge celebration ... 5,000 or 10,000 people?
- Heavy partner and industry participation ... (XD’s of other Societies already like the idea)
- Keynotes of stature (Gen Colin Powell, ???)
- Assemble all past presidents? Commemorations? Reenactments? Open to Public – not your usual exhibit hall or program ...
- ... Let your imagination run wild ...
- AND ... the BOTTOM LINE ... an opportunity for stakeholders to acknowledge us as the Lead Integrators ...

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Planning Organization

Overall Management: XC plus – fix some of the XC membership for the next three years:
AOF Chair, YMC Chair, JECO Chair, STEM Chair

National Leadership Team Lead: President Elect (PE)

Centennial Planning PM: XD

Planning Staff: National Office Staff (directed by XD)


Main Projects:

- National Event
- Post and Regional Events
- Strategic Plan 2025
- Work Groups
- ... complete after BOD Critical Task Analysis on 14 Nov 2017

Advisors: Senior Mentoring Group (TBD)

Stakeholder, Partner Participation: Engage in *work groups* and *tasks* as appropriate

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Work Groups

<u>Work Group</u>	<u>Lead</u>	<u>Team (Staff support all)</u>
Ind-Gov Engagement (TTx, CEO RT, Issues WS)	Pres	AOF, RVP, SBC, FAM, Resilience, JECO, Env, Energy & Sustainability, IC Partners: AIA, IFMA, APPA, Fed agencies, State agencies, Local govt agencies ...
Recruiting (Participation)	VP(RVP)	National (NCO, enlisted Cmte); Post (RVPs and Posts)
Producing Engineers (professionals)	VP (C&C)	AOF, YMC, STEM, Camps, College Outreach, APC, Foundation Partners: AEOP, TSA, NCCER, BSA, SMPS, AIA ...
Preparing Veterans for the A/E/C Industry	MG Aadland (either ADir or Sen Mentor)	AOF, YMC, Credentialing, TW, Warrior Transition Partner: AGC, ABC, NCCER, VIP, NextOp, CMAA, IFMA, APPA, YMC NCO and Enlisted Cmte ...
Leader Development (National Program)	YMC Chair	YMC, AOF, Foundation

The Run to 2020!! Enabling Strategic Plan 2020

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The "Run To 2020" Work Groups

Industry-Government Engagement: We have established a national CEO Round Table to allow executives to discuss strategic issues as well as inhibitors to successful project delivery. At the post level, we are establishing Post Issues Workshops to complement our well established market research efforts. The Post Issues Workshops bring multiple entities together to help solve real challenges on existing projects or to local program execution. The VA-SBA effort I mentioned grew out of our Charleston Post Issues Workshop. The overall outcome – enhance the value that we provide both government and industry in accomplishing our main mission of leading collaboration.

Recruiting (Participation): We launched an all-out recruiting campaign, focused mainly on potential military and government members, but also focused on getting more of our existing membership more actively engaged. For the past two years we have focused our Post Leaders Workshop on training post leaders how to recruit, manage and retain volunteers! So, at the Post level we are changing the culture from what many of us recall {"...you will join SAME ..."} to "... come join us .. here's the value we offer you ..."! We are now integrated into CECOS, AFIT, Ft Leonard Wood and Ft Leavenworth at the national level to capture students while they are in a school setting. We have also initiated a sponsorship program whereby posts actively communicate with other posts when a member moves, or in the case of graduating students, to notify a gaining post of new members heading their way! We're taking a page out of the culture of caring that is part of the wider military family. The overall outcome – significantly increase participation and make SAME the Society of Choice for military and government engineers.

The Run to 2020!! Enabling Strategic Plan 2020

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The "Run To 2020" Work Groups


Producing Engineers (professionals): Collectively, our STEM, Camps and college outreach programs touch the lives of potential engineers (general term) along the entire span of their early developmental years. We have established many partnerships with government, industry and academia that serve to fill the shortage of engineers our nation faces – truly a national security issue. The overall outcome – integrate these efforts to ensure continual engagement to ensure we can track the ultimate delivery of a new engineer to the nation! ...and by doing so, attract life-long SAME members!!

Preparing Veterans for the A/E/C Industry: We have made significant strides in our credentialing efforts that have resulted in the alignment of the military trades related school curricula with the requirements for civilian certification! The Army Engineer School effort leads the way, but the Navy and Air Force efforts are catching up. We have also implemented many programs and partnerships that are aimed at helping military veterans transition into the A/E/C industry. The overall outcome – we want to integrate these efforts around the impact needed by our country – fill the skills shortage gap – and help our veterans in the process!

National Leader Development Program: This initiative will become a real gem! Our intent is to develop a national, year-long program for about 25 "students" per year. The first class will start at JETC 2019 and graduate at JETC 2020 (intentionally, the first class graduates and the second class starts at our Centennial). Each student will have a Fellow assigned as a mentor. This effort will help focus and integrate the efforts of the Academy of Fellows, the Young Member Council and the Foundation. The link to the Foundation is ingenious – this work group will double as a committee of the Foundation because the overall Compelling Purpose of the Foundation, as established by the Foundation Board, is to "Develop engineering leaders for the nation"! So, the Foundation can consider how to underwrite the program while it participates in the development of the program! The overall outcome of this work group is to establish the first mechanism by which the Foundation delivers its compelling purpose and leverage the genuine goodness of that purpose to grow the Foundation!


The Run to 2020!! Enabling Strategic Plan 2020

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Critical Tasks (Sample)

<u>Critical Tasks</u>	<u>Lead</u>	<u>Notes</u>
Increase Fellows Participation in Posts	ACF	Len Dillinger lead TF
Golden Eagle 2020 (Special)	ACF	Optional
Historical Analysis	ACF	Contribute to TME, TME Special, Celebration events
Communications	Staff	Other agencies in TME, TME (Run Up, Spec Ed);
Past President "sign up" message	Pres	Recruit participation and support
Organize Senior Mentor Group	XD	
Foundation Plan	Found Pres	Leverage Centennial for fund raising (grow corpus)
National Kick Off Event	Staff	SAME Host National Celebration of engineering contributions to U.S.
Regional, Local Celebration Plan	VP(RVP)	Start: May 2020, end May 2021
GMU Student Chapter Test	XD	NOVA Post assist
Develop Strategic Plan 2025	PE	Build on Work Groups
Develop Recognition Plan	ACF/YMC	Past and Future ... Reset SAME approach to Awards and Recognition while identifying special awards/recognition as part of the Centennial celebration (eg. a special GED?), ...



BOD INPUT – 14 NOV

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BOD Actions and Centennial Planning Crosswalk

Based on detailed assessments of Strategic Plan 2020 progress (Nov 2016 BOD, 2016 Annual Reports, Post streamer submissions, Post Annual Financial Reports, etc.), the May 2017 BOD determined Eight Actions that would help focus the Society to address the strategic plan areas that are lagging.

The Centennial provides a once in a lifetime purpose for actively participating over the next three years to accomplish the BOD Actions, and hence, our Strategic Plan. The construct for the Centennial Planning is based directly on the BOD Actions.

<p><u>BOD Actions (May 2017)</u></p> <ol style="list-style-type: none"> 1. Implement Recruiting Program 2. Develop Life long member support 3. Fully Implement Industry-Government Engagement Plan 4. Implement Volunteer Mgt, Best Practices – New PLW 5. Push Communications from Posts 6. Mandatory Post Annual Reports – celebrate volunteers 7. RVPs assess posts, field chapters, student chapters 8. Establish a Centennial Planning TF 	<p><u>Run to 2020</u></p> <p><i>Recruiting Work Group operational; add post recruiting Producing Professionals Work Group, Preparing Veterans for the A/E/C Industry Work Group, Leader Development Work Group</i></p> <p><i>Industry-Government Work Group</i></p> <p><u>Accomplished</u> – continue to refine PLW</p> <p><u>On going</u> – no need for special work group – staff lead</p> <p><u>Accomplished</u> – Routine annual battle rhythm and written (video too) Annual Report well established</p> <p>To be presented to BOD in November; note: a policy for the disposition of funds from posts that are inactivated will be presented to the Nov 2017 BOD</p> <p><u>Accomplished</u></p>
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BOD 14 November Discussion Groups

Discussion Groups: (Leader in parentheses – groups next slide)

1. Recruiting (Cindy Lincome)
2. Producing Engineers (Mike Blount)
3. Preparing Veterans for the A/E/C Industry (Buddy Barnes)
4. Industry-Government Engagement (Sal Nodjorian)
5. Leader Development (Lisa Thoele)
6. Centennial Planning Tasks and Celebration Ideas (Joe Schroedel)


- Marv – float/observe

Discussion Group Tasks:

Review concept – identify changes to improve
 Review and Define Work Groups (group membership, leadership, partners, ...)
 Brainstorm ideas for the Centennial Celebration
 Brainstorm tasks for Senior Mentor Group; identify candidates
 Identify Critical Tasks: Using your assessments of Strategic Plan progress, develop the critical tasks for your Work Group that, when accomplished, will enable the Society to achieve our 2020 Vision and Goals. Review sample tasks on Slide 9 too.
 Back brief the BOD

Discussion Group Back Brief to BOD Format: next two slides

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Centennial Planning Input From Discussion Group: _____

Work Group Review:

Centennial Celebration Ideas:

Senior Mentor Group Candidates:

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Society of SAME
American Military Engineers

Critical Tasks Input

From Discussion Group: _____

<u>Critical Tasks</u>	<u>Lead</u>	<u>Notes</u>

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Society of SAME
American Military Engineers

BOD 14 November Discussion Groups

Recruiting:
Cindy Lincome (Lead)
 John Accardi (ED)
 Shawn Moore (RVP)
 Thomas Heinold (RVP)
 Jacki Hacker (RVP)
 Rich Houghton (RVP)
Blair Schantz (Int'l C)
Chris Knutson (for Schantz)
 Rick Cox (EnvC)
 Mark Handley (Energy, SustC)
 Jill Murphy (Staff)

Preparing Veterans for A/E/C:
Buddy Barnes (Lead)
 Kevin Lovell (ED)
 Tony Price (ED)
 Paula Loomis (APC)
 Neal Wright (CredC)
 Tony Petrocitto (RVP)
 Cindy Miller (RVP)
Tony Hoffman (Warrior Trans)
 MG Bo Temple (Appt Dir)
 Stephen Karl (Staff)

Producing Engineers:
Mike Blount (Lead)
 Ray Wilcocks (AOF)
 Joe Angell (ED)
 Ben Matthews (ED)
 Yvonne Simon (ED)
 Scott Jarvis (RVP)
 Corey Weaver (College)
Gerald Morris (Camps)
 Scott Prosuch (STEM)
Victoria Stoneking (AF STEM)
 Nick Desport (Staff)

Industry-Govt. Engagement:
Saf Nodjoman (Lead)
 John Cawthorne (ED)
 Bob Bevens (ED)
 John Blaisdell (RVP)
 Sharon Krock (RVP)
 Stuart Harrison (FAM C)
 Bill Haight (JECD)
 Joe Manous (Res C)
 Rich Stump (RVP)
 Patricia Bonilla (SEC)
 Kathy Off (Staff)

Leader Development:
Lisa Thoele (YMC) (Lead)
Mike Darrow (RVP)
Caroline Roberts (LDP co-lead)
Jay Manik (Dep RVP for Darrow)
 Angela Nocera (ED)
 Sally Riker (ED)
 Tony Higdon (RVP)
 Brian Balukonis (ED)
 John Hickey (RVP)
 Patrice Melancon (RVP)
 Allison Ingram (Staff)
 John Mogge (Foundation)

Centennial Planning Tasks & Celebration:
Joe Schroedel (Lead)
 Amy Basehoar (AwardsC)
 Anita Larson (ED)
 Hal Rosen (CNCL)
Steve Thomas (RVP)
 Kenny New (RVP)
 Bob Keyser (RVP)
 Ann McLead (Staff)

Notes: Underline = not attending; italics = not BOD members
Marv Fisher Floating

11/10/2017 Dedicated to National Security Since 1920 14

From: Gerald Morris [mailto:dodprojectmanager@gmail.com]
Sent: Tuesday, September 12, 2017 3:07 AM
To: Mogge, John/TPA <John.Mogge@CH2M.com>
Cc: Joseph Schroedel <jschroedel@same.org>; Scott Prosuch <sprosuch@earthlink.net>; Joe Angell <jangell@msegroup.com>; Henry.A.Dulaney@usace.army.mil <Henry.A.Dulaney@usace.army.mil> <Henry.A.Dulaney@usace.army.mil>; Allison Ingram <AIngram@same.org>; Nick Desport <ndesport@same.org>
Subject: Foundation and SAME Camp Alumni Scholarships [EXTERNAL]

John:

I had a meeting with Nick and Allison to discuss SAME EC Camps last week and wanted to discuss one point that was brought to my attention and ask for the Foundation Board's assistance.

Several years ago, SAME started a scholarship program for EC Camp Alumni to provide a four year cumulative \$5000 scholarship for one recipient from each camp. This funding came from the E and M fund. Now that this is no longer in existence and the Foundation has been stood up, these scholarship's for this FY, were born by the camp budget. Luckily this year, the new sponsorships that donated to the Camps helped to offset this expense; however, we cannot count on this each year in the future.

I would ask for the Foundation Board to consider funding these scholarships going forward so we could utilize any future sponsorship funds towards capital improvements and expanding camps. As you may be aware, we added 10 additional campers to the USMC Camp last year, Scott AFB will have its inaugural camp next Summer with 40 campers, and Mike Blount is working diligently to restart the Navy Camp by 2019.

I thank you for any help you can provide and stand ready to provide any additional information if needed.

Thank you,

Gerald Morris

SAME Engineering and Construction Camps College Scholarship Program

The SAME EC Camp Scholarships have awarded over \$125,000 to former campers to further their education in Architecture, Engineering, or STEM related degrees. The program provides \$1250 per year, renewable for up to four years as long as required criteria are met. This program was originally started by funding from the EM Fund that has since been discontinued as the Foundation was stood up. This year these funds were thankfully covered by donations from the new sponsorship programs through SAME; however, this is not guaranteed in future years.

The camps operate on a neutral revenue basis and if we are to continue this program, we will need support from the foundation. Any sponsorship funds in my opinion would be used to offset capital expenses and/or provide financial assistance to campers and mentors.

We are currently in the process of standing up a new Air Force Camp at Scott AFB in 2018 as well as restarting the Navy Camp at Port Hueneme or Gulfport, MS in the 2019 season, so the need will increase as we would like to continue awarding 1 scholarship to alumni of each of the camps. At the present time the commitment would be for \$15,000, and would increase \$1250 for each camp added per year until the fourth year where it would max out at \$5000 per the below chart:

<u>Camp</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
USAF Academy	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
ARMY	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
USMC	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
Scott AFB		\$ 1,250.00	\$ 2,500.00	\$ 3,750.00	\$ 5,000.00	\$ 5,000.00
USN			\$ 1,250.00	\$ 2,500.00	\$ 3,750.00	\$ 5,000.00
Total	\$15,000.00	\$16,250.00	\$18,750.00	\$21,250.00	\$23,750.00	\$25,000.00

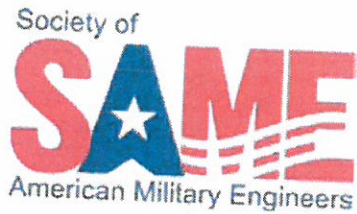
This is the maximum amount requested, as some students will unfortunately not meet the minimum requirements or may exceed them and graduate early.

I have attached the current application form for your review and comments if warranted. I would like to thank the Foundation for their consideration and am available to provide any additional details or information as needed.

V/R,

Gerald Morris

SAME EC Camps Chairperson



2017 Engineering & Construction Camp Scholarship Award

SAME is offering a scholarship program for former campers from any of the four SAME Engineering & Construction Camps. Qualified applicants must have attended a SAME Engineering & Construction Camp, are currently high-school seniors preparing to enter college, and who will major in engineering, architecture, or an engineering-related field. (The scholarship is not intended for those individuals who have already been accepted to a service academy.)

The SAME Engineering & Construction Camp scholarship is intended to be a four-year, continuing scholarship with stipends of \$1,250 paid out each successive year, based on the student's continued demonstration of satisfactory academic performance in engineering, architecture, or an engineering-related field.

Eligibility: To be eligible for this scholarship, applicants must meet all four of the following criteria:

1. Applicant must be a graduate of a SAME Engineering & Construction Camp (USAFA, Vicksburg, Camp Lejune or Port Hueneme).
2. Applicant must be a high-school senior planning on attending a four-year college (not a service academy).
3. Applicant must indicate a plan to major in engineering, architecture, or an engineering-related field.
4. Applicant must meet the minimum GPA criteria of 3.5.

The deadline to turn in completed application materials for Fall 2017 is Friday, March 31, 2017.

To apply, complete the following form, in its entirety and provide the following attachments:

1. Two (2) letters of recommendation from teachers, coaches, military personnel, community leaders and others
2. Copies of recent awards and commendations
3. Essay for #15
4. Any other relevant supporting material

Award winners will then be required to have their transcripts verifying their GPA and test scores submitted.

E-mail completed application materials to David Pratt at the email address noted below. ALL materials must be received no later than Friday, March 31, 2017, to be considered.

David M. Pratt, P.E., CEM, LEED AP
Chair, E&C Camp Scholarship Committee
dpratt.gb@gmail.com

SAME 2017 Engineering & Construction Camp Scholarship Award Application

Name of Applicant: _____ Date: _____

Address: _____

Phone: _____ Email: _____

Name of college/university to which you have been accepted and plan to attend:

Proposed College Major: _____

1. Current GPA: _____ Anticipated Graduation Date: _____

2. List Advanced Placement classes (past and present) and the grade you received.

3. SAT Score: _____

4. ACT Score: _____

5. Enrolled in JROTC?: Yes No

Enrolled in Civil Air Patrol or Naval Sea Cadet?: Yes No

Planning to enroll in ROTC in college? Yes No

6. List participation in high-school academic organizations and positions held, if any.

7. List participation in any professional organizations, such as but not limited to ASCE, ASME, SAME, etc.

8. List participation in other high-school activities and role or positions held, if any (sports teams, clubs, groups, organizations, etc.).

9. List any high-school student leadership positions held.

10. List participation in community service activities or organizations, timeframe and positions held, if any, while in high school.

11. List any community leadership positions held while in high school.

12. List any academic awards received in high school.

13. List any other awards or recognition received in high school.

14. List any work or employment experience while in high school.

15. List any other applicable interests/hobbies/pursuits that are not addressed above.

16. Provide a short, 200- to 300-word essay describing why you chose your particular major, what you plan to do with your degree when completed, and how that relates to the SAME values of integrity, patriotism, public service, national security, technical competence, excellence and environmental stewardship.

Be sure to include the following with your completed application form:

1. Two (2) letters of recommendation from teachers, coaches, military personnel, community leaders and others (*refer to reference sheet on page 5*)
2. Copies of recent awards and commendations
3. Essay for #16
4. Any other relevant supporting material

Award winners will then be required to have their transcripts verifying their GPA and test scores submitted.

E-mail completed application to:

David M. Pratt, P.E., CEM, LEED AP
Chair, E&C Camp Scholarship Committee
dpratt.gb@gmail.com

2017 SAME Engineering & Construction Camp Scholarship Award Application

Reference Sheet

The candidate noted below is applying for an SAME Engineering & Construction Camp Scholarship. To be eligible, the candidate must meet all four of the following criteria:

- 1. Applicant must be a graduate of a SAME Engineering & Construction Camp (U.S. Air Force Academy-Colorado Springs, Colo., U.S. Navy Seabees- Port Hueneme Calif., U.S. Army-Vicksburg, Miss., or U.S.M.C., Camp Lejeune, NC).**
- 2. Applicant must be a high-school senior planning on attending a four-year college (not a service academy).**
- 3. Applicant must indicate a plan to major in engineering, architecture, or an engineering-related field.**
- 4. Applicant must meet the minimum GPA criteria of 3.5.**

You may write your recommendation on the next page, or attach a formal letter. Please include the following information:

Candidate's Name:
Your relationship:
Length of time you have known the candidate

Instructions to Recommendation Writer: This letter of recommendation should be based upon your personal interaction with the scholarship candidate and should take into consideration your observance of how he/she meets the criteria listed above, including his/her ability to succeed in the engineering, architecture, or an engineering-related field. If you need more space than is provided on this sheet, you may attach additional pages. **If you wish to email your letter directly to the scholarship committee, you may do so by forwarding it to dpratt.gb@gmail.com.** Thank you for taking time to write this letter.

Name of Recommender: _____

Signature: _____

Date: _____

Email: _____

Recommendation for: _____

Stipend Opportunities (SBC)

Young Member & Small Business Stipends.

Stipends to attend SBC will be awarded to active SAME young members or representatives of a small business (100 or fewer employees) who have demonstrated support of SAME at the Post or National level and who might not otherwise be able to attend.

Eligibility Criteria

- Member who represents a small business (100 or fewer employees) and has been a member of SAME since January 1, 2016
 - Member who is 39 and under at the time of SBC, and has been a member of SAME since January 1, 2016
 - Active member of an SAME Post, Field Chapter, or National Committee or Council
 - Completion of application form to include a summary of SAME participation, why the conference would be beneficial to the individual's professional development, and acknowledgement that participation would not be possible without stipend support
 - Individual may not have attended SBC in the past three years
 - Individual may not have received a stipend to JETC in the past three years
 - SAME cannot award stipends to multiple individuals from the same company
 - Applicants who have already paid registration fees will not be refunded.
- Awardees will be accepted based on: SAME Participation; Professional Development; and Accomplishments and Deployments.

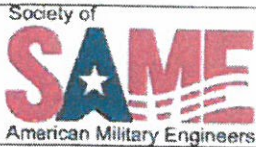
Stipend Overview

- Up to 10 stipends will be awarded
- Stipend includes:
 - Three nights hotel accommodations at one of the official conference hotels
 - Complimentary Full Conference Registration
- Stipend recipients will be notified via email by **October 13, 2017**
- Upon notification of being offered a stipend, awardees must confirm their acceptance and supervisor approval* to attend. Once confirmed, they will receive instructions on how to register for the conference and make hotel reservations. Stipend recipients failing to follow the instructions will not be reimbursed.

*Before accepting stipends, nominees must obtain approval from their supervisor and Federal employees (military and civil service) should seek the advice from their local ethics counselor. Military personnel are expected to obtain the government rate at their selected hotel and should adhere to current regulations regarding wearing of the uniform.

Applications for stipends will be awarded based on favorable review of the application materials. To be considered for a 2017 SBC Stipend, applicants must complete the online application by **September 30, 2017**. Those selected to receive the stipend will be notified by **October 13, 2017**.

For questions or for additional assistance, please contact Stacy Humes, SAME Membership & Post Operations: shumes@same.org

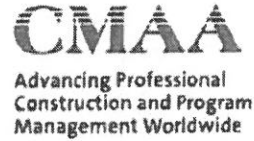
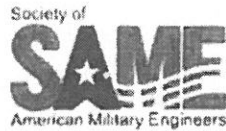


Professional Credentialing Achievement Awards Program for Young Members and NCOs

1. **Purpose.** The purpose of the Credentialing Achievement Awards Program, hereafter referred to as the (CAAP), is to promote the professional development of SAME Young and NCO Members in support of the SAME Strategic Plan. The CAAP serves to fulfill the third objective of the Education and Mentoring Fund Charter which is "to provide financial support to professional development, education and mentoring initiatives that will benefit SAME members..." This program is not intended to replace existing programs offered by Posts, employers, or other organizations but rather provide **an achievement award for individuals who demonstrate meritorious public service or achievement.**
2. **Management of the CAAP.** Following are the roles and responsibilities for implementing the program:
 - a. SAME HQ, together with the Young Member Council, will educate members and posts about the program, promote its use, and maintain information on the application criteria and process on the SAME website.
 - b. SAME HQ will establish a budget for the program for 2014 and subsequent years. The FY budget will be divided in half so there are funds available for each cycle. If the Committee has more applications than budget in the first half, the Director of Programs can make a decision to reallocate the funds, and if additional funds are needed in the second half, the Director of Programs can recommend an addition to the SAME Executive Director.
 - c. The Young Member Council will organize and establish a schedule for package submissions and evaluations.
 - d. The Young Member Council will nominate two members to a selection committee to rank package submissions and provide recommendations of recipients of the awards to the Director of Programs based on the applicants' involvement in SAME. At least one of these members must be an officer in the Young Member Council.
 - e. The review committee will evaluate the information in the application and approve awards that meet all the eligibility requirements. If there are more applications than funds available, the Committee will rank order the applications based on merit using the information in the applications. The Committee will select those which can be awarded. Any person not awarded in the current cycle may resubmit in the next cycle.
 - f. Achievement awards cannot be made for receipts with a date more than 12 months from the application due date.
 - g. Applicants must be an NCO or young member. Note there is no age limit for NCO applicants. Young members must be less than or equal to age 39 by the application due date.
 - h. Applicants must have passed the respective examination and provide required documentation with the application.
 - i. No single government official or employee shall receive through this awards program more than \$200 in awards, whether one time or multiple awards.
 - j. No single private sector individual shall receive through this program more than \$500 in awards, whether one time or multiple awards.
 - k. The Director of Programs shall chair a committee with the Young Member Council Chair to annually review the program and update the process.
3. **Credentials Supported by the CAAP:** The program will support exam sitting or registration fee award for the following credentials, licensures, or certifications which are considered to have an intrinsic value to SAME's mission and the architectural and engineering professions.
 - a. Fundamentals of Engineering Exam and Professional Engineer Exam (any discipline)
 - b. Architect Registration Examination (for any division)
 - c. Certified Construction Manager (Sponsored by Construction Management Association of America)
 - d. Design-Build Certification (Sponsored by Design-Build Institute of America)
 - e. Leadership in Energy and Environment Design (Sponsored by U.S. Green Building Council)
 - f. Certified Energy Manager (Sponsored by Association of Energy Engineers)
 - g. Project Management Professional (Sponsored by Project Management Institute)
 - h. Certified Facility Manager (Sponsored by International Facility Management Association)
 - i. Credentials offered by National Institute for Certification in Engineering Technologies (NICET)
 - j. Others on a case by case reviewed by the Committee and approved by the SAME Director of Programs

A handwritten signature in black ink, appearing to read "Joseph Schrodell".

Brig. Gen. Joseph Schrodell, P.E., F.SAME, USA (Ret.)
Executive Director



Memorandum of Agreement
between
Society of American Military Engineers
and
Construction Management Association of America

The terms and conditions outlined in this Memorandum of Agreement will guide the Society of American Military Engineers (SAME) and the Construction Management Association of America (CMAA). Its execution recognizes the intent of the two Associations to form a strategic alliance to facilitate collaboration and information sharing, to provide professional development for SAME members involved in the architecture, engineering and construction services to the Department of Defense and other federal, state and local public agencies.

SAME Mission. SAME leads collaborative efforts to identify and resolve national security infrastructure-related challenges.

CMAA Mission. The mission of CMAA is to promote the profession of Construction Management and the use of qualified Construction Managers on capital projects and programs.

Areas of Mutual Support

- **Certification.** SAME agrees to endorse the CCM. SAME will support the CCM designation on the SAME website, in newsletters (banner) and in *The Military Engineer (TME)*. SAME will not support any other Construction related certifications.
 - CMAA will produce a minimum of two webinars about the CCM for SAME members annually.
- **Conferences.** SAME and CMAA agree to market each other's annual conferences on respective websites. CMAA agrees to provide copies of *The Military Engineer (TME)* to its conference attendees and SAME agrees to provide information on CMAA to its conference attendees, and both parties agree to consider opportunities for participation at each other's annual conferences.
 - CMAA will be provided with a booth at the SAME Joint Engineer Training Conference (JETC) and the SAME Small Business Conference (SBC). CMAA will be provided with 4 complimentary full registrations to each conference.
 - SAME will be provided with a booth at the CMAA National Conference & Trade Show. SAME will be provided with 4 complimentary full registrations to the conference.
 - SAME will be provided with a table exhibit at the CMAA Capital Projects Symposium. SAME will be provided with 4 complimentary full registrations to the conference.
 - SAME will be identified as a Bronze level sponsor for both CMAA national events.
 - SAME will provide CMAA with a Bronze level table at the SAME Golden Eagle dinner for CMAA staff and VIPs.
- **Education and Training.** SAME and CMAA agree to link their respective continuing education courses to their respective education websites. SAME agrees to host CMAA educational courses for its members, subject to positive feedback from attendees through course evaluations. In addition, SAME and CMAA agree to provide appropriate content that would be beneficial to members of both organizations.
 - CMAA to provide SAME members with unlimited access to their virtual (online) CCM prep course at 66% discount. (\$699 member rate x 66% discount = \$232.75)
- **Registration Fees.** SAME and CMAA agree to allow members of their associations to register at the member rate, regardless of membership status, for each other's conferences and continuing education sponsored or hosted at the national level. This does not apply to CMAA Chapters and SAME Posts.

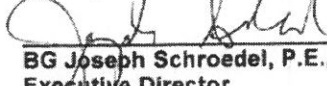
- **Chapter Collaboration.** SAME Posts and CMAA Chapters are encouraged to collaborate by having joint meetings and hosting education sessions for members of both associations.
 - CMAA and SAME will annually share list of chapter leaders with each other to distribute to Chapter and Post Leaders to encourage joint meetings and collaboration.
 - SAME would like to invite CMAA Chapter leaders to attend our Post Leaders Workshop as full attendees. Cost of hotel, travel and workshop attendance would be up to CMAA to cover but we believe our workshop has potential to be a premier chapter event for the A/E/C industry.
- **Market Research.** SAME and CMAA agree to partner on future market research projects. CMAA will send out research surveys to its members on the behalf of SAME and SAME will send out research surveys to its members on the behalf of CMAA – limit of 2 per year.
- **Member Lists.** SAME and CMAA agree that the protection of their respective member lists is paramount. Each organization will send out three (3) electronic communications for the other organization per year (contingent upon association approval) and will provide their physical mailing list three (3) times annually to a bonded mailhouse for the purpose of a direct promotional mailing. (Mail pieces must be approved by the other association prior to sending. All costs associated with mailing, including postage and list management will be the responsibility of the requesting organization)

Term of Memorandum of Agreement. SAME and CMAA both agree that this agreement shall continue until either party, with 90 days written notice, elects to end the agreement. SAME and CMAA both agree to meet annually to have a face to face review of agreement and to discuss future collaboration strategies. To be included in face to face meeting are both organization's senior staff.

Construction Management Association of America

 3-21-16
 Bruce D'Agostino, CAE, FCMAA
 President & CEO

Society of American Military Engineers

 3-28-16
 BG Joseph Schroedel, P.E., F.SAME, USA (Ret.)
 Executive Director



In 2011, The Society of American Military Engineers (the "Society") established an Education and Mentoring Fund ("E&M Fund"). The E&M fund was established to promote the educational, professional development and mentoring goals of the Society. In conjunction with the *2020 Strategic Plan* creation, the Society filed the necessary IRS paperwork to establish The Society of American Military Engineers Foundation ("Foundation") as a separate 501(c)3 tax exempt organization. The Foundation was established in spring 2016.

The Foundation establishment creates a separation of the philanthropic objectives of the Society from the Society's day to day operations. The Foundation will also provide a secure and beneficial repository for charitable and other bequeaths from members of the Society and the public at large. Initially, the Foundation will accept the transfer of the Society's E&M Fund (approximately \$900,000) and will continue to honor previous donor imposed restrictions. The Foundation expects to grow rapidly through aggressive fundraising campaigns in the years prior to the SAME Centennial in 2020.

www.same.org/foundation

FREQUENTLY ASKED QUESTIONS

How will the Foundation funds be spent?

The primary purpose of the Foundation is to continue to promote the strategic goals of the Society and to support the development and growth of members and future members. Therefore, spending will include but is not limited to the following:

- Funding member professional development and career advancement programs, including negotiating certification discounts, and then funding the programs
- Providing stipends to fund member travel to SAME events
- Supporting SAME Engineering & Construction Camps
- Promoting STEM-related initiatives
- Providing scholarships to students who are pursuing degrees in STEM-related fields

Can Posts transfer funds to the Foundation?

Absolutely. The Foundation welcomes and values funds from Posts. In fact, the Foundation aims to ease the Posts' administrative burden of investing and fund distribution.

Assuming that Post spending objectives are consistent with the purposes of the Foundation, the Post and the Foundation will enter into an agreement that specifies fund spending and designations.

Can Posts draw funds for operational purposes?

As explained above, the objectives of the Foundation are specific. Therefore, if some of the funds are required for operational needs, that money should not be invested with the Foundation.

How are funds invested and managed?

All Foundation assets will be invested with oversight of an investment committee and under the provisions of an Investment Policy Statement. This statement specifies that the Foundation funds are to take a long-term view. The statement also requires that investment returns are compared to industry benchmarks to ensure the fund is performing to expectation. Quarterly, the investment committee will review results and benchmarks. Additionally, the Foundation will employ the services of a foundation-specialized investment advisor. Due to the size of the investment, the investment broker fee has been negotiated to 0.6%, which is below industry average.

Can restrictions be imposed on the way the money is spent?

When money is contributed to the Foundation, the donor can limit the spending of the contribution to a specific use or time criteria.

What is the difference between unrestricted, temporarily restricted, and permanently restricted support?

First, it should be noted that the Foundation welcomes all types of support.

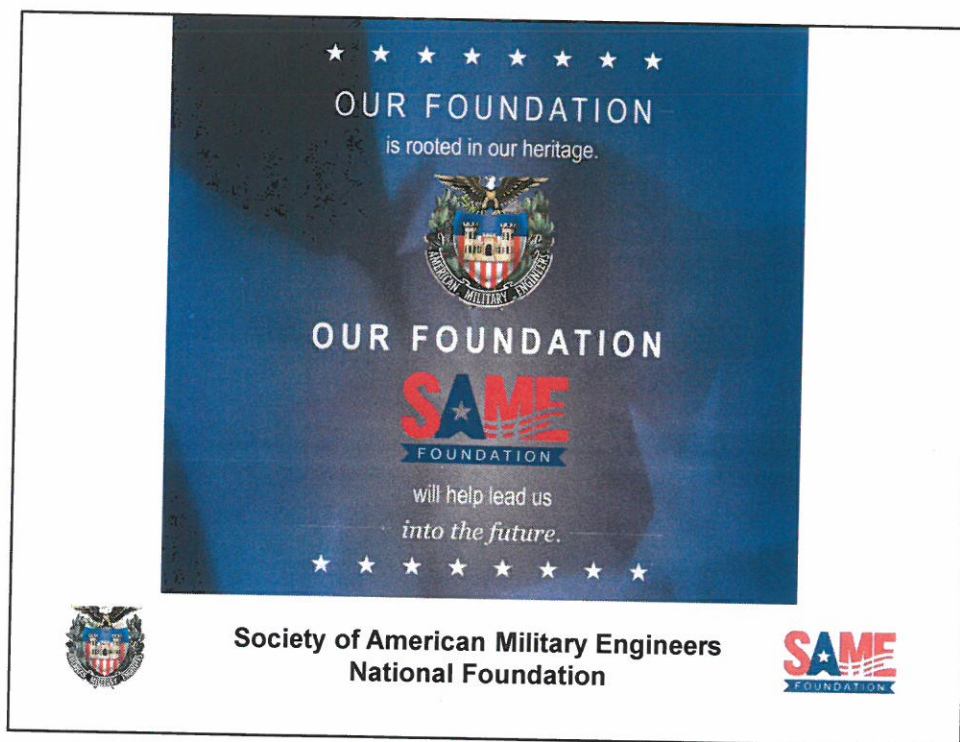
- Unrestricted support includes all contributions to the Foundation that can be spent, based on the discretion of Foundation leadership.
- Temporarily restricted support includes all contributions that can be expended but must be for a specific purpose (time or use).
- Permanently restricted support includes all contributions which are not expendable by the Foundation. The most common example of a permanent restriction is an endowment fund, where the Foundation can use the investment earnings, but not the corpus.

Will we be charged a management fee?

Posts will not be charged a management fee by SAME. However, the 0.6% investment advisors fees will be deducted from investment earnings. The purpose of the Foundation is to support the overall strategic goals of the Society, which includes supporting Posts. The Foundation will seek unrestricted contributions to support the administration of the foundation and will not pass the costs on to the Post.


Still have questions about the Foundation?

Please feel free to contact Allison Ingram, SAME Director of Finance and Administration at (703) 549-3800 Ext 130 or aingram@same.org. If she is unable to answer your questions, she will ensure the right person is contacted.



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OUR FOUNDATION
is rooted in our heritage.




OUR FOUNDATION
SAME
FOUNDATION

will help lead us
into the future.

★ ★ ★ ★ ★ ★ ★ ★



**Society of American Military Engineers
National Foundation**



What is the Foundation?

- Nonprofit Corporation registered in the District of Columbia
- Article 3: Purpose: The purposes for which the Corporation is organized are: charitable, educational, and scientific purposes with the meaning of Section 501(c)(3) of the Internal Revenue Code including but not limited to support of the educational and scientific purposes of the Society of American Military Engineers.
- Does not have members.
- Does have a "volunteer" Board of Directors



**Society of American Military Engineers
National Foundation**



Why have a Foundation?

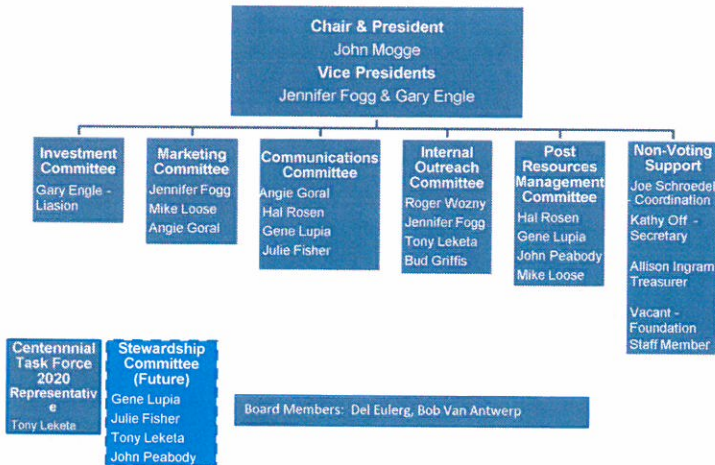
- Support the Strategic Plan 2020 Outcomes (internal and external)
- Separate philanthropic from operational – with the motivation to attract available (broadly based) resources.
- Provide an (optional) repository for Post Scholarship Funds (serve volunteers)
 - Leverage national investment management expertise
 - Eliminate separate post level incorporated funds
 - Compliment post fundraising
- Serve the wider objectives of the AEC industry and professional societies



Society of American Military Engineers
National Foundation



Who is the Foundation?



Society of American Military Engineers
National Foundation



How does the Foundation work and what work has been done?

- *Slow and methodically* – “walk before we run”
- Small teams based on a broad strategy – outlined by the Foundation By-Laws
 - Clear alignment on the fiduciary differences between the Society and its Foundation
 - Ensure we have the “Compelling Need” correct and deployable
 - Build the dialog and get the word out
 - Understanding the competitive market for philanthropic activities
 - Build a specific plan around the market conditions and our niche space in the market
 - Build a communications plan to deploy the “need” to the target market
 - Begin to generate more resources beyond the transferred funds



**Society of American Military Engineers
National Foundation**



What can you do to help the Foundation?

- Be articulate about your Foundation
 - What it is and what it is not!
 - Separate out the rumors from the facts
- Be an advocate for its broad purpose to individuals and corporations and organizations beyond our ranks
- Promote the “Compelling Need” – help find the needy
- Volunteer to help the committees with their tasks – no board membership required to do this
- Stay current on the affairs of the Foundation – website monthly



**Society of American Military Engineers
National Foundation**



Frequently Asked Questions



1. How will the Foundation funds be spent?
2. Can Posts transfer funds to the Foundation?
3. Can Posts draw funds for operational purposes?
4. How are funds invested and managed?
5. Can restrictions be imposed on the way the money is spent?
6. What is the difference between unrestricted, temporarily restricted and permanently restricted support?
7. Will Posts be charged a management fee?



Society of American Military Engineers
National Foundation



Other questions – <http://www.same.org/foundation>



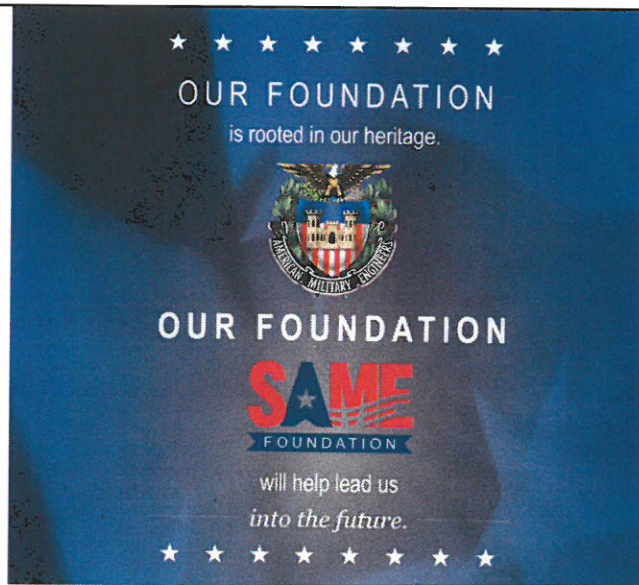
Society of American Military Engineers
National Foundation



Fostering Engineering Leadership for the Nation



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SAMPLE ORGANIZATION

Gift Acceptance Policies

Organization, a non-profit organization organized under the laws of the District of Columbia, encourages the solicitation and acceptance of current and planned gifts for purposes that help further and fulfill its mission, which is to ...(mission)

I. Purpose of Gift Acceptance Policies

These Gift Acceptance Policies govern the acceptance of gifts by the organization and provide guidance to prospective donors and their advisors. The Board of Directors, staff and volunteers of the organization may solicit and accept current and planned gifts from individuals, corporations, foundations, organizations and other entities to secure the organization's future growth and mission. These policies were developed in order to protect the interests of the organization and to ensure that all gifts accepted are best used to enhance the current programs of the organization and to provide the maximum possible benefit to both the organization and the community it serves. These policies shall apply to all current and planned gifts received by the organization for any of its programs or services.

II. Use of Legal Counsel

The organization shall seek the advice of legal counsel in matters relating to acceptance of gifts when appropriate. Review by counsel may be recommended for:

- 1) Closely-held stock transfers subject to restrictions or buy-sell agreements.
- 2) Documents naming the organization as Trustee.
- 3) Gifts involving contracts, such as bargain sales or other documents requiring the Organization to assume an obligation.
- 4) Transactions with potential conflicts of interest.
- 5) Other instances in which use of counsel is deemed appropriate by the staff or Gift Acceptance Committee.

III. Conflict of Interest

The organization will urge all prospective donors to seek the assistance of personal legal and financial advisors in matters relating to their planned gifts and the resulting tax and estate planning consequences.

IV. Restrictions on Gifts

The organization will accept current gifts and planned gifts for general or specific programs and purposes, provided that such gifts are not inconsistent with its mission, purposes and priorities. The organization will not accept current or planned gifts that are too restrictive in purpose. Gifts that are too restrictive include those that violate the terms

of the corporate charge, that are too difficult to administer, or that are for purposes outside its mission. In addition, the organization will not solicit, or accept gifts from, tobacco companies.

V. Types of Gifts

The following gifts are acceptable as current or planned gifts without review by the Gift Acceptance Committee, unless they constitute non-standard gifts (see section VI below):

- 1) **Cash:** Cash is acceptable in any form. Checks shall be made to the organization and shall be delivered to (address).
- 2) **Securities:** Stocks are acceptable, including, when appropriate, closely held stocks, partnerships and/or LLCs. It is the Organization's policy to sell stocks immediately upon receipt. To give a stock gift to the Organization, contact. The Organization's tax identification number is (number), and the DTC number is (number).
- 3) **Bequests:** Bequests to the organization under wills and trusts are acceptable. The organization suggests the following language to make a simple bequest: "I give to the organization, a District of Columbia 501(c)(3) not-for-profit organization located at (address) [all or ___ percent of my residuary estate] or [the sum of \$___] to be used for its general purposes."
- 4) **Pension/Retirement/Life Insurance Plan Beneficiary Designations:** Designations of the organization as the beneficiary of pension, retirement or life insurance plans are acceptable.
- 5) **Tangible Personal Property:** Gifts of tangible personal property are acceptable if they are not inconsistent with the organization's mission and meet the following criteria:
 - a. The property is marketable or may be put to use by the organization
 - b. There are no, or minimal, restrictions on the use, display or sale of the property
 - c. There are no, or minimal, carrying costs for the property

VI. Gifts That Require Review from the Gift Acceptance Committee

Gifts of real estate, certain life insurance policies, charitable remainder trusts, charitable lead trusts, or gifts of partial or remainder interests will, in most instances, require review by the Gift Acceptance Committee. In all instances, non-standard contributions will require review by the Gift Acceptance Committee. A non-standard contribution includes a contribution of an item that is not reasonably expected to be used to satisfy or further the organization's exempt purpose (aside from the need of such organization for income or funds) and for which (a) there is

no ready market to which the organization may go to liquidate the contribution and convert it to cash, and (b) the value of the item is highly speculative or difficult to ascertain.

VII. The Gift Acceptance Committee

The Gift Acceptance Committee is responsible for reviewing, properly screening and accepting gifts that require review, and making recommendations to the Board of Directors on gift acceptance issues when appropriate.

The Gift Acceptance Committee shall consist of:

- 1) The Co-Presidents
- 2) The Board Chair
- 3) Two members of the Executive Committee
- 4) One member of the Development Committee
- 5) Such other members as appointed by the Chair of the Board

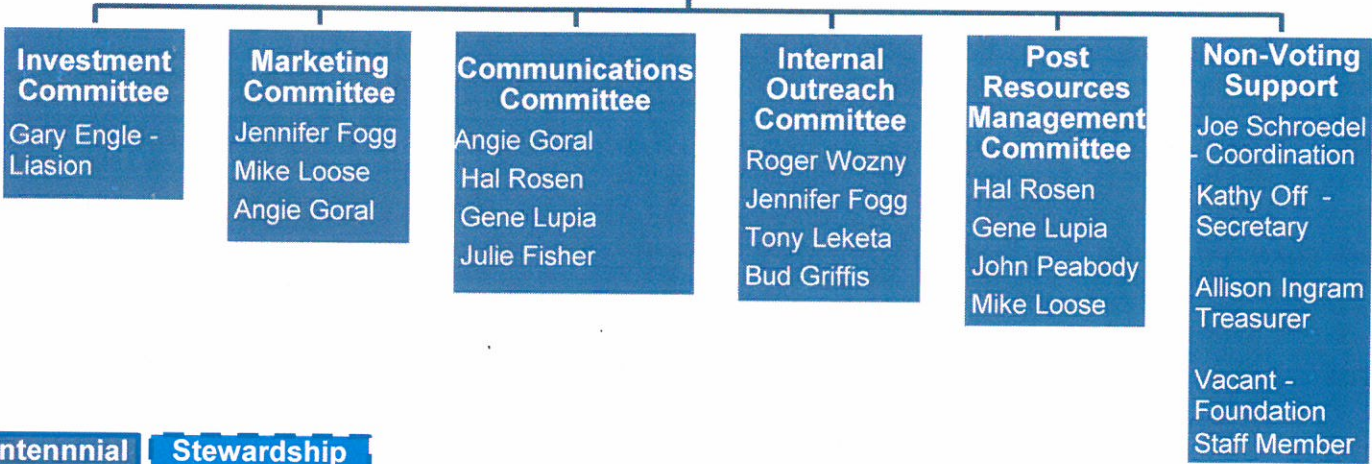
Action Tracker

Meeting	Action	Responsible	Estimated Completion
5-23-17	Hire outside help.	Joe Schroedel & John Mogge	In Progress
8-11-17	Joe Schroedel will provide a letter to board members outlining the coverage.	Joe Schroedel	In Progress
8-21-17 XC	Draft new FAQ based on recent revisions and post to Foundation web page.	Allison Ingram	On hold – for final Post Funds Policy
11-15-17	Can we register with OCONUS locations?	Allison Ingram & Hal Rosen	3-1-17
11-15-17	Engagement Chair to make contact with AOF Chair	Jennifer Fogg	1-1-17
11-15-17	Schedule Stewardship Call	Kathy Off	1-1-17

*Items will be marked complete for one distribution and then removed from the tracker.

**Society of American Military Engineers
National Foundation Organization**

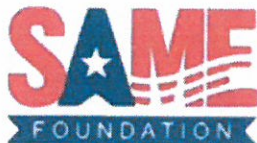
Chair & President
John Mogge
Vice Presidents
Jennifer Fogg & Gary Engle



Centennial Task Force 2020 Representative
Tony Leketa

Stewardship Committee (Future)
Gene Lupia
Julie Fisher
Tony Leketa
John Peabody

Board Members: Del Eulberg, Bob Van Antwerp



Foundation Board Contacts:

It is imperative that all board members use the e-mail addresses below as opposed to using an existing e-mail chain. There has been no change in contact information since the last Board Meeting.

Name	E-mail	Phone
Col (R) John Mogge	John.mogge@ch2m.com	813-281-7746
RADM (R) Gary Engle	Gary.engle@aecom.com	206-676-2511
Maj Gen (R) Eulberg	eulbergconsulting@gvtc.com	210-850-5590
Julie Fisher	jfisher@f-w.com	303-519-9364
Jennifer Fogg	jfogg@tbsokc.com	405-528-4490
COL (R) Bud Griffis	griffis@nyu.edu	
Angie Goral	Angie.goral@martinezservicesinc.com	321-544-3616
COL (R) Tony Leketa	chiefafl@aol.com	443-534-2717
VADM (R) Mike Loose	Mike.loose@parsons.com	202-469-6626
Maj Gen (R) Gene Lupia	genelupia@gmail.com	703-608-4528
MG (R) John Peabody	Johnw.peabody@gmail.com	571-451-0954
Hal Rosen	haroldrosen@comcast.net	301-765-1828
LTG (R) Robert Van Antwerp	Robert.vanantwerp@flippengroup.com	979-693-7660
Roger Wozny	wozengineer@cox.net	402-333-8497
BG (R) Joe Schroedel	jschroedel@same.org	703-549-3800 x110
Allison Ingram	aingram@same.org	703-549-3800 x130
Kathy Off	koff@same.org	703-549-3800 x153