



Board Meeting Minutes
 March 27, 2023, 1330 EDT

BOARD MEMBERS		
Dave Nash	Tim Byers	Sal Nodjomian
Mike Blount	*Mario Burgos	Mercedes Enrique
Randy Gardner	*Mark Handley	John Henderson
Ed Jackson	Jane Penny (v)	Sally Riker
Bob Schlesinger	Todd Semonite	*Joe Schroedel
Ron Silva (v)	Susan Thames	*Dan Miller (v)
*Cindy Lincicome	*Rob Biedermann	*J.R. Steele
*Norm Campbell	*Craig Crotteau	

*Non-voting
 (v) virtual attendance
 Not in attendance

Dave Nash called the meeting to order and established a quorum. He executed the agenda as written (Encl 1). Dave mentioned the action list that was put out after the January meeting (Encl 2) and that we are moving through the list well. There is a meeting planned for April 17, 2:00 pm for the Foundation XC and finance staff to clearly define roles, responsibilities, and processes. We are changing the process of disbursement, with the Society deciding where money is spent and reporting back. We need to work on campaign plans for JETC. Org chart has been established. Need to work on fund rating which will come in time. Planning for the Fundraising Reception has gone really well.

Finance Report

Ed Jackson gave a finance report (Encl 3). Ed asked the board to provide feedback on how the information is presented to make it easier to digest. SAME hired Dr. Taha Seid who will be the new Finance Controller (started April 3). Ed covered the support request from the Society, the 2023 budget and statements as of Dec. 31, 2022, and investment results. The Foundation provides an amount to the Society by October 15 and the Society provides impact information on March 31 from the previous year.

- For We Must Go To Them Grant Support, the \$43K is \$18K rolled over from 2022 + \$25K request in 2023.
- The Society will need to articulate the impact that the funds had on the program so that the Foundation is able to market this and bring in more money. This needs to be measurable information which will take some time – they do not exist at this point.
- We will codify a template for the Society to use for reporting.
- Need to extract Post Fund information from Foundation revenue. The Foundation itself has \$1.1M, not \$3.1M.
- Pledges should be captured in accounts receivable.
- Consider using a dashboard vs showing all the detailed information to the whole board.
- Out of 11 Posts, there have only been 3 withdrawals – they are using it as a long-term investment. The Society should develop some guidelines for Posts to ensure they are using the money for the purpose the money was raised.
- Kentuckiana Post would like a presentation from a Foundation Board member about Post Funds.

Marketing & Communications Plan Update

Sally gave an update on marketing & communications. She is very happy with the final case statement, which required a lot of collaboration. This is a living document that can be edited based on potential donors, more measurable data, etc.... It may be time to start thinking about potential benefits for donors at different levels. She showed the board a menu template that could be customized (Encl 4).

- Need to ensure that the final template matches donor levels in the Stewardship Policy and that we are consistent with benefits.

Operations Report

Susan mentioned her work on the alumni database for LDP. It is important to track the graduates for data and impact. She plans to work on something similar for campers as well. Right now, alumni are contacted annually to provide feedback. Need to collect all of their stories. The Stewardship Policy should be updated. Instead of Sal or Dave Nash speaking at National events, we could have LDPers speak during general sessions.

Society-Foundation Request for Funds Update

Rob gave an update on the Society-Foundation request for funds. Chronologically:

- 31 March – Society will report to the Foundation, the impact of the funding made in the previous fiscal year (see draft 2022 report at Encl 5). We have synched the request for resources with annual work plan development. The Society has a Review & Ranking Committee that reviews requests and prioritizes them for input into the budget cycle.
- 15 October – Foundation provides a number for funding for FY24. That will be applied to the list of priorities and then direction given to the Society for the budget (presented in December).

The vision is that we create a corpus and try to maintain it through this process so that it is not a guessing game. The Foundation Financial Framework allows for 50% of donations to go to the corpus.

Fundraising Report

Sal thanked everybody for their input on the case statement. It is being put to use – Sal described his most current lead – Allegis Group. They are a staffing agency to the A/E/C world and we have begun discussions with them. Lessons learned – this takes time, be prepared to tailor what you are saying - there is a lot of listening involved. Their decision-maker was their DEI Chair. In collaboration with SAME staff, Sal created a menu of items and they are in the process of creating an MOU. We will do an official “lessons learned” after this. We have to do formal data collection to add to our story as we approach outside companies. We can restrict funds and include that when we present the funding number to the Society. Those funds will also be tracked through our financial system as restricted and reported on appropriately. Sal made a request for additional fundraising support – from board members or volunteers. Dave mentioned that we may want to grow the board to provide more support.

- What is the strategy on campaigns? We don't have a formal 2023 campaign. We believe we are now ready to approach companies external to SAME. That doesn't mean there won't be a parallel individual campaign, but it won't be the main effort. We will still get the message out to internal companies via our annual events and marketing efforts.
- Dave said our goal is to double our corpus. \$3.5M (total) for 2023.
- Will we declare the end of the campaign from 2022? Our YPs did not give much (number of donations). The success was due to Mercedes' interpersonal connections through the \$5K matching. We will announce the amount raised for 2022 and then announce the new campaign at JETC.
- Mario mentioned that he would once again provide the board challenge – he would prefer that every board member donates \$166 vs a handful giving much more. 100% board donations is the goal.
- Should we ask Posts for money? Some Posts have lots of money that they are not using – could we not ask them to contribute every three years or so? If Posts are going to raise money, we want them to use it for their local programs. It is very important that the Society and the Foundation never appear to be competing with each other. There were mixed feelings on this – it will be discussed further.

- Other ideas included different components of LDP to be offered as sponsorships – Mike Blount will develop this concept further. We will get answers to these questions through our listening to what companies want.

Foundation Fundraising Event

Mike gave an overview of how we identified folks to connect with for the fundraising event. The event seemed to be a success – Kathy will provide a consolidated spreadsheet with board feedback on the event and any leads they may have.

New Business

There was no new business to report.

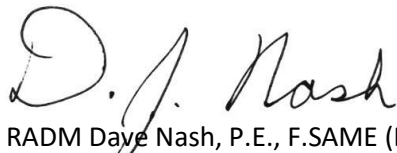
XD Comments

Joe mentioned the importance of keeping an open dialogue between the Society and Foundation and the importance of reporting the impact of funding. The Society XC approved the 2030 Strategic Plan Charter and will be asking for representation from the Foundation. Finally, we can legally provide staff support and other resources as a gift to the Foundation – the benefit to the Foundation is that overhead is kept to a minimum and the charitable score is higher.

President Comments

The Society is ready to support the Foundation tonight and throughout the year. We will be taking the case statement with us as we visit Posts. We have members coming off of the Society Board who may be interested in supporting the Foundation.

Next Board Meeting is at JETC: May 2, 1:00 – 3:00 pm CDT.



RADM Dave Nash, P.E., F.SAME (Dist.), USN (Ret.)
Chair, SAME Foundation

Encl 1: Agenda

Encl 2: Finance Report

Encl 3: Corporate Partner Template

Encl 4: Marketing Benefits Template

Encl 5: 2022 Impact Report to Foundation

ENCLOSURE 1

	AGENDA	DISCUSSION LEAD
1330 – 1335	Call to Order, Quorum Established, Pledge of Allegiance	Dave Nash
1335 – 1345	Finance Report <i>(including procedures for corpus approach for generating annual disbursements)</i>	Ed Jackson/Tim Byers
1345 – 1355	Marketing & Communications Plan Update	Sally Riker/Jane Penny
1355 – 1405	Operations Report <ul style="list-style-type: none"> • <i>Stewardship Report (update from Strat Plan Meeting)</i> 	Susan Thames
1405 – 1415	Society – Foundation Request for Funds Update	Rob Biedermann
1415 – 1445	Fundraising Report <ul style="list-style-type: none"> • <i>Campaign Plan update</i> • <i>Fund Rating update</i> • <i>Corporate Fundraising update</i> 	Sal Nodjomian
1445 – 1500	Foundation Fundraising Event Prep	Mike Blount/Ed Jackson
1500 – 1505	New Business	All
1505 – 1510	Summary & Close	Dave Nash

ENCLOSURE 2

Action items

Complete case statement

Sal committed to finalizing the case statement prior to the Foundation Fundraising event at Capital Week – March 27. Board members were asked to provide final feedback by COB January 27.

Finalize marketing and communications plan

Sally and Jane will work with Frankie Hamme at the National Office to complete a marketing and communications plan in time to market the Foundation Fundraising Event. An update will be provided at the March 27 Foundation Meeting.

Ensure our internal processes of receiving, safeguarding, and dispersing are sound

The Stewardship Committee (soon to be finalized) will work with Sai Newton-Tryer and other National staff to ensure processes are sound. An update will be provided at the March 27 Foundation Meeting.

Establish procedures for corpus approach for generating annual disbursements to SAME

The Finance Committee will work on this action with and update provided at the March 27 Foundation Meeting.

Change process for disbursement between Foundation and SAME

To be proposed to SAME leadership at the NLT call on February 22. Dave and Tim will work with Rob Biedermann at the National Office to adjust the current procedure.

- Foundation gives BOD amount of funds that can be provided without diminishing the Foundation Corpus
- BOD funds programs that support SAME strategic Plan and stated purpose of the Foundation.
- At the end of the funded year, SAME quantifies results of using funds provided to the Foundation.
- Foundation uses results in marketing and communications work.

Create process and plans for future campaign plans

The Fundraising Committee will work on this action in conjunction with Josh Graham from LDP. Update will be provided at the March 27 Foundation Meeting.

Finalize committees for 2023

Tim Byers is currently working on assignments. Board members should provide their preferences to Dave, Tim, or Kathy before January 30. Those who do not provide input, to include planned actions in the position, will be assigned to open positions.

Work on fund rating

The Fundraising Committee will continue to work on our fund rating across major rating sites.

Capital Week reception – identify prospects

Ed and Mike have scheduled a meeting with National Staff for February 8 to discuss the event. All Board members should be identifying prospects. This action item will be a Board-wide effort.



Foundation Finance & Investment Committee Quarterly Board Update

Ed Jackson | John Henderson

27 MARCH 2023

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AGENDA

SAME Program Support FY23 Request

FY2023 Budget Update

FY23Q1 Investment Results

SAME Foundation Finance Framework

NOTE: SAME is actively searching for a new Finance Controller to replace Sai Newton Tryer. Beatriz Cook will be assisting our team on an interim basis until that search is complete. Mario Burgos is the National SAME Treasurer (SAME and Foundation)

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FY23 SAME Program Support (No change from Jan 23 Report)

<u>PRI PROGRAM</u>	<u>'23 REQUEST</u>	<u>'23 APPROVED</u>
1 National Leadership Development Program	\$125,000	\$125,000
2 STEM Camp Mentor Program	\$25,000	\$25,000
3 <i>We Must Go To Them</i> Grant Support	\$43,000*	\$32,000
4 STEM Camp Tuition Support	\$15,000	\$0
TOTAL	\$208,000	\$182,000

*NOTE: * Only expended \$4,000 of \$22,000 request '23 request includes \$18,000 rollover from '22 authorization and \$25,000 in '23 funding request*

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SAME Statement of Financial Position (Dec 22)

	Year To Date 12/31/2022		Year To Date 12/31/2022
Assets			Net
Current Assets			
Cash and Cash Equivalents		Revenue	
1020 - Cash - Eagle Bank - Foundation	461,564.75	4000 - Contributions - Individual	157,000.00
Total Cash and Cash Equivalents	461,564.75	4100 - Contributions - Corporations	61,000.00
Accounts Receivable, Net		Total Contributions	218,000.00
Accounts Receivable		Conference Registrations and Sponsorships	
1105 - Grants Receivable	0.00	4300 - Registration	2,100.00
1109 - Accounts Receivable	19,695.00	Total Conference Registrations and Sponsorships	2,100.00
1140 - Due From SAME	17,310.00	Other Income	
Total Accounts Receivable	36,995.00	4900 - Miscellaneous Income	260.00
Total Accounts Receivable, Net	36,995.00	Total Other Income	260.00
Total Current Assets	498,559.75	Investment Income	
Long-term Assets		4700 - Interest & Dividends	36,000.00
Property & Equipment		4800 - Unrealized Gain/Loss	(240,302.88)
1603 - Computers & Equipment	7,474.50	4850 - Realized Gain/Loss	(3,000.00)
1609 - Accumulated Depreciation	-7,474.50	Total Investment Income	11,697.12
Total Property & Equipment	0.00	Total Revenue	315,057.12
Total Long-term Assets	0.00	Expenses	
Investments		Professional Fees	1,185.00
Long Term Investments	3,151,063.00	5101 - Nonstaff Expenses	168.40
Total Long Term Investments	3,151,063.00	5214 - Registration Costs	14,030.30
Total Investments	3,151,063.00	Meeting Expenses	
Total Assets	3,649,622.75	5100 - Supplies & Materials	1,972.07
Liabilities and Net Assets		5101 - Nonstaff Expenses	2,716.36
Liabilities		5214 - Registration Costs	12,100.00
Short-term Liabilities		Total Meeting Expenses	16,788.43
Accounts Payable		Other Expenses	
2040 - Due to SAME	121,692.13	5200 - Salaries	20,250.00
Total Accounts Payable	121,692.13	5201 - Staff Expenses	94,450.27
Accrued Liabilities		5410 - Printing & Production	(6,202.36)
2100 - Deposits Held for Pledges	1,936,496.13	5900 - Bank & Credit Card Fees	14,929.71
Total Accrued Liabilities	1,936,496.13	5920 - Miscellaneous Expense	1,074.66
Total Short-term Liabilities	2,158,188.26	Total Other Expenses	110,335.00
Total Liabilities	2,158,188.26	Total Expenses	2,326,926.16
Net Assets		Total Change in Net Assets	311,057.12
Net Assets		Net Assets - Beginning	1,002,900.78
3000 - Fund Balance	1,692,906.75	3000 - Fund Balance	1,002,900.78
Total Net Assets	1,692,906.75	Net Assets - Ending	1,313,957.90
Change in Net Assets	+165,492.34		
Total Net Assets	1,858,399.09		
Total Liabilities and Net Assets	3,649,622.75		

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FIDUCIENT Advisors

SAME Foundation
As of 12/31/2022

Quarterly Review
Portfolio Snapshot

Investment Activity QTD

Beginning Value	2,971,714.48
Net Gain	183,858.18
Net Additions	0.00
Ending Value	3,151,063.09
Returns	6.04%
Fees	-4,437.57

Asset Allocation

Ending Value	Allocation
Cash	3,376.14 0.11%
Equity	2,478.94 7.84%
Fixed Income	431,267.36 13.72%
Real Assets	402,367.80 12.77%
International Equity	516,196.96 16.26%
Domestic Equity	1,026,848.85 32.59%
Emerging Markets	120,084.86 3.81%
High Yield	120,084.86 3.81%
Private Equity	120,084.86 3.81%
Real Estate	120,084.86 3.81%
Commodities	120,084.86 3.81%
Art	120,084.86 3.81%
Collectibles	120,084.86 3.81%
Other	120,084.86 3.81%
SAME Foundation	3,151,063.09 100.00%

CY22Q4 Investment Performance: Fiducient

Joe Syron (Fiducient) presented Q4 results on 28 Feb. Commodities were up on the year primarily the first part of 2022. Foundation and Operating accounts down on the year as a result. No big actions to take in response since the market overall was poor. However, replacing PGIM due to relatively poor performance and because they replaced their manager rather than wait to see how new manager does, moving on. International performed better in Q4 than US due to poor US dollar performance relatively speaking. However, international still seems to be struggling. In the next 6 months—maybe more—will look to put some into TIPS (treasury inflation-protected securities) due to lower risk and higher relative returns. Small Cap US perceived to be a good area to invest in now. Will add maybe 1% here. Q1 Forecast Review scheduled for 25 Apr.

FIDUCIENT Advisors

SAME Foundation
As of 12/31/2022

Quarterly Review
Performance Review

Ending Value	Allocation	Quarter % Return	Year To Date % Return	12/31/2021 % Return	9/30/21 % Return	6/30/21 % Return	3/31/21 % Return	2020 % Return	2019 % Return	2018 % Return	Since 4/30/2007 % Return	
SAME Foundation	3,151,063.09	100.00%	6.04%	-11.10%	-15.16%	8.89%	2.19%	16.86%	8.14%	13.13%	-3.38%	2.89%
Fixed Income	551,352.22	17.50%	1.10%	-1.50%	-0.50%	1.50%	0.50%	1.50%	1.50%	1.50%	1.50%	1.50%

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Post Investment Ledger (end of CY22)

Schwab Asset Account of THE SOCIETY OF AMERICAN MILITARY ENGINEERS

Account Number: 6522-2402

Business Period: December 1-31, 2022

Account Value as of 12/31/2022: \$ 3,151,063.09

Change in Account Value

This Period	Year to Date
Starting Value	\$ 2,976,126.88
Deposits	\$ 1,894.07
Withdrawals	\$(4,437.57)
Transfer of Securities (In/Out)	0.00
Income Reinvested	\$(3,860.92)
Change in Value of Investments	\$(93,867.37)
Ending Value on 12/31/2022	\$ 3,151,063.09
Total Change in Account Value	\$(85,963.99)

Asset Composition

Market Value	% of Account Assets
Bank Sweeps	1.7%
Real Funds	4.0%
Equity Funds	26.7%
Exchange Traded Funds	5.0%
Total Assets Long	38.4%
Total Account Value	100.0%

Post	Joined	Initial Investment	22-Mar	22-Dec	Variance
1 Omaha	3/1/2017	560,000	706,000	631,747	71,747
2 Hampton Roads	12/1/2020	460,000	493,000	441,241	-18,759
3 Tampa Bay	5/1/2019	250,000	285,000	255,043	5,043
4 Houston	11/1/2017	225,000	284,000	254,224	29,224
5 NOVA	11/1/2017	108,400	137,000	122,499	14,099
6 Orange Country	11/1/2021	100,000	96,000	86,097	-13,903
7 Huntsville	8/1/2020	80,000	90,000	81,232	1,232
8 Narragansett Bay	11/1/2017	39,000	49,000	44,406	5,406
9 Panama City	9/1/2019	30,000	26,000	23,346	-6,654
10 Mid-Maryland	11/1/2019	30,000	34,000	31,106	1,106
11 Central VA	1/1/2022	20,000	20,000	17,944	-2,056
SAMEF				1,162,547	

SAMEF Post Funds Investment Summary Q4 2022

	Houston	NB	NOVA	Omaha	PC	Mid-Maryland	Tampa Bay	Huntsville	Hampton Roads	Orange County	Central VA	SAMEF	ADJ	TOTAL
Reg Balance	239,790.93	41,535.40	115,521.91	595,787.50	22,018.69	29,330.33	240,533.87	76,604.48	416,131.80	81,200.61	16,921.74	1,096,384.94	(7.72)	2,971,714.48
Deposit														-
Interest/Dividends	5,131.70	890.26	2,473.65	12,749.77	470.56	629.54	5,144.42	1,640.62	8,902.58	1,736.00	362.46	23,458.30	-	63,589.86
Capital Gain														-
Withdrawals														-
Donations														-
Gain/Loss	9,701.46	1,683.03	4,676.41	24,103.37	889.60	1,190.14	9,725.50	3,101.58	16,830.28	3,281.91	685.23	44,347.80	-	120,216.32
Mgt Fees	(359.73)	(62.41)	(173.40)	(893.74)	(32.99)	(44.13)	(360.62)	(115.01)	(624.06)	(121.69)	(25.41)	(1,644.40)	-	(4,457.57)
Total	14,473.43	2,510.88	6,976.66	35,939.40	1,327.18	1,775.55	14,509.30	4,627.19	25,108.81	4,896.22	1,022.29	66,161.70	-	179,348.61
Ending balance per schedule	254,224.36	44,046.28	122,498.57	631,746.90	23,345.87	31,105.88	255,043.17	81,231.68	441,240.61	86,096.83	17,944.03	1,162,546.64	(7.72)	3,151,063.09

Per Statement (0.00) Variance

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Foreword

OUR MISSION:
 "The SAME Foundation is committed to reinvigorating our national science and technology strategy. A safe and prosperous America is directly linked to outpacing competitors in STEM fields that influence the global economy. Advancing our cause requires a collective investment from academia, industry, and government – building upon the advances in STEM in concert with the needs and aspirations of the American people."

Dave Nash
 2023 SAME Foundation Chair

2023 SAME FOUNDATION

PROGRAMMING + EVENT SPONSORSHIP PACKAGES





01 BRONZE SPONSOR	02 SILVER SPONSOR	03 GOLD SPONSOR	04 PLATINUM SPONSOR	05 PLATINUM PLUS+ SPONSOR
\$250	\$500	\$1000	\$1500	\$2500+
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???	???	???	???	???
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BUY NOW	BUY NOW	BUY NOW	BUY NOW	BUY NOW



BRONZE SPONSOR

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



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SILVER SPONSOR

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

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GOLD SPONSOR

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PLATINUM SPONSOR

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PLATINUM PLUS+ SPONSOR

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OUR MISSION

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WHERE YOUR SPONSORSHIP CAN TAKE US:

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OUR MISSION
CAMPS

WHERE YOUR SPONSORSHIP CAN TAKE US:

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OUR MISSION
LEADERSHIP DEVELOPMENT PROGRAM

WHERE YOUR SPONSORSHIP CAN TAKE US:

Developing leaders for the profession is an enabler for the future of our nation. The Leader Development Program developing leaders for the profession is an enabler for the future security of our nation.

The Leader Development Program meets this need by identifying and cultivating talented mid-career professionals to ensure the Nation's future engineering

and leadership needs are met. The year-long program of speakers, book discussions, and exercises challenge participants to know themselves, know their team, and know their future. It finishes with a Capstone Project that requires individual or group projects that benefit the Society and the engineering profession.



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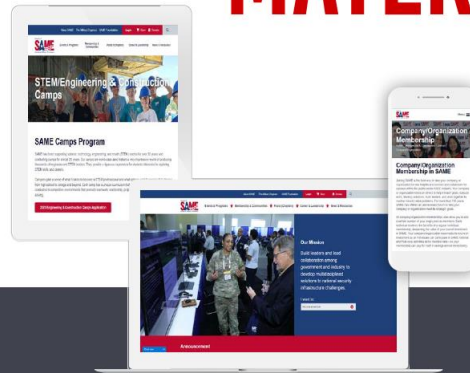
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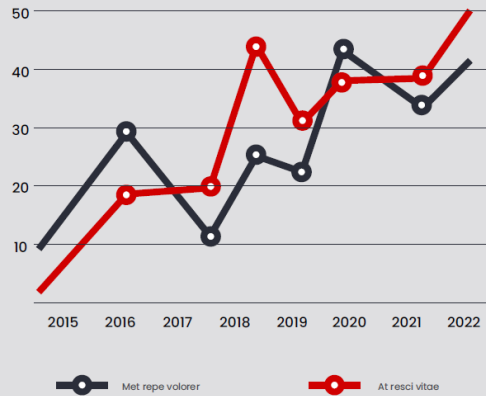
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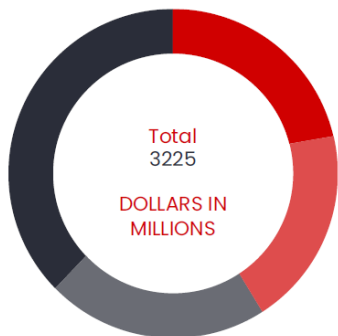


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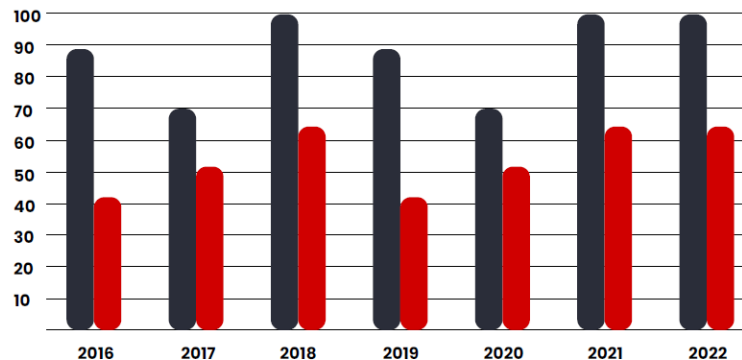
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DONATION testimonials

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ELIZABETH JONES
 Creative Director

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MATTHEW SMITH
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Leader Development Program 2022

During 2022 several milestones took place for the Leader Development Program (LDP).

At SAME's Joint Engineer Training Conference (JETC) in 2022, the Society witnessed the graduation of the first three cohorts of 57 students with 55 in attendance, and the inauguration of the 20 students of the new 2022-23 LDP cohort. Having 55 trained leaders attend JETC demonstrated the value of being members of SAME, the comradery that comes from shared values and purpose, and the mutual support which results in these graduates forming a strong core of future Society, Industry and Government leaders positioned to greatly benefit the A/E/C community. At the time of this report, we just finalized the list of 20 students for the 2023-2024 LDP cohort, committed to participate in the intense one-year program focusing on three main themes: *Know Your Self, Know Your Team, and Know Your Future.*

*I decided to join the LDP program because I was looking for
kind of a Master's Level leadership training.
--LCDR Sam Lee, Class of 2019-2020*

The basic structure of the program consists of professionally facilitated sessions on self-awareness and emotional intelligence held at JETC. In the succeeding months the class attends monthly webinars, meets with a mentor, reads three books with monthly book sessions, and conducts a research project that provides impact to the Society or supports efforts of the 2025 Strategic Plan. Each participant puts in approximately 120 hours during the year. Prior to graduation, the cohort receives some final training on coaching as a leadership skill and each participant is afforded the opportunity to provide feedback on the program as a whole. All cohorts today have followed a similar curriculum, albeit slightly adjusted during the pandemic. Graduation of the 2022-2023 Class is scheduled for May 4 at 8:30 a.m. during the JETC General Session in San Antonio, Texas.

Each participant is tasked with a Utilization Project Implementation Capstone assignment. The only requirement for the project is that it positively impact the Society. The projects ultimately give an opportunity for each participant to exercise the leadership skills they have mastered through the program, while providing them with an opportunity to give back to SAME and the Foundation that sponsored them through the program. UPIC assignments have made significant, measurable impacts on industry-government engagement, STEM, Resilience, Leader Development, and Service Member Transition/Engagement. Several projects developed by one cohort have been advanced by students from cohorts that follow from year to year. For example, the Guided Pathway project initiated by Arpan Patel in 2021 was picked up by the 2022-23 team of Cameron Bowsky, Anne MacMillan, and Brittany Schultze who worked with the SAME staff to automate the process of tracking young members transitioning from college member to young professionals in the new SAME Enterprise Management System (EMS).

TJ Fakler, Kevin Remley, and Colleen Rust, students from the class of 2021, set out to support American Indian and Alaska Native youth through engagement in STEM activities and outreach in their communities. Their UPIC was so successful that the scope was later expanded through the award of a \$62,000 grant from the United Engineering Foundation for calendar year 2022. Lori Kropidowski, class of 2021-22, developed a STEM camp with the Ahtna Native Corporation, which brought high school students and chaperones into Anchorage. We Must Go To Them also received funding from the SAME Foundation and is covered in another report. All of

these efforts were made possible by leaders completing their UPIC, which now boasts 32 successful projects since 2021, with 12 more in the works.

Past LDP participants can be found throughout the Society, from Post Presidents to the SAME Board of Direction to COI Chairs. LDP Graduates Lt Col Craig Bryant, Capt Arpan Patel, CMSgt Adam Boubede are directors; Lt Kevin Remley is the USPHS liaison officer; and Pam Little is the Southeast Regional Vice President. There are also LDP alumni on the SAME Board of Direction Ballot for Elected Director positions...incredible!! Another LDP graduate, Zakary Payne, has been part of the COI leadership team since completing the program and is currently serving as the Post President for the San Antonio Post. Zakary followed in the footsteps of Joshua Graham, a current LDP student, who is poised to become the K12 STEM Outreach COI Chairperson and an inductee into the 2023 Academy of Fellows. Albuquerque Post President and LDP Task Force member, Colleen Rust, is just another example of LDP graduates giving back by engaging in the Society in meaningful ways. A common statement from LDP alumni is that they never would have taken on important Post and national SAME roles without the confidence they developed through the LDP program. The LD COI and LDP Task Force are also benefiting significantly from the LDP alumni with no less than eight members actively engaged in COI/Task Force activities. But it doesn't end there, LDP alumni are supporting the start-up of the 2023 Texas Region LDP and a new program is also being planned by LDP alumni at the Atlanta Post. Finally, members are also being promoted within the industry with one former student being named President of their Company shortly after graduating from the LDP.

I learned that anybody, at even the lowest level of an organization, has opportunity to lead.
—Taylor Chassignac, Class of 2021-2022

We Must Go to Them:

Developing a Toolkit for STEM Engagement to American Indian/ Alaska Native Communities

The Society of American Military Engineers (SAME) sought funding to support pilot STEM outreach activities in four sites across the United States serving local American Indian/Alaska Native (AI/AN) communities. The outreach was led by local volunteer SAME Posts and members working in conjunction with their respective neighboring tribes and community partners. SAME members met with AI/AN community leaders to determine STEM needs in the community. From that initial community dialogue, the Post and community identified and conducted at least one outreach event customized for the community's local cultures and priorities. The lessons learned from pilot outreach activities were aggregated into a Toolkit for STEM Engagement that SAME is promoting to other SAME Posts and members of the engineering outreach community at large.

Research conducted by SAME in 2020-21 indicated that outreach needed to be brought to the local tribal community, hence the title *We Must Go To Them*. SAME also recognized that it was important to go to each community with an open mind and a listening attitude rather than coming in with a pre-made solution.

The UEF funding allowed SAME to continue to explore how best to approach AI/AN STEM Outreach by putting research into practice at 4 locations across the United States: New Mexico, Alaska, Florida, and Oklahoma.

A Cultural Advisory Panel was put together under the leadership of SAME member Shawna Newman (Chickasaw/Choctaw), President of the NDN Companies. The cultural awareness panelists included Larry Yazzie (Meskwaki/Dine), Jacqueline Melcher (Oglala Lakota Sioux and SAME member), September Myres (Shoshone-Bannock Tribe and SAME member), Daniel Adam Warrior (Mvskoke Creek), Kayla DeVault Wendt (Anishinaabe/Shawnee and SAME member), and Kathryn Martin (Mentasta Tribe). Panelists were from different backgrounds to represent the diversity within Indigenous communities. The panelists discussed a variety of questions including how best to approach AI/AN communities. The recording of the panel can be found at <https://youtu.be/YDgs3hf4Fng>.

The 4 teams conducted multiple outreach events across the country, each reflecting the desires of local AI/AN communities and organizations.

Albuquerque Post

Colleen Rust, LDP class of 2021, was one of the original LDP team who researched how to conduct STEM outreach to AI/AN communities. Other members of the Albuquerque leadership team included Kayla Copeland and Jon Pena.

In New Mexico, the SAME partnered with the Pueblo of Santa Ana, New Mexico MESA, and the American Indian Services Pre-Freshman Engineering Program (AIS PREP). The Pueblo of Santa Ana wanted people to conduct hands-on activities with students as well as funding for kits that will be used for years to come. New Mexico MESA used funds to overcome financial barriers associated with travel and brought 115 Navajo students from across New Mexico to a day focused on Agricultural STEM Careers. AIS PREP wanted equipment such as 3-D printers, robot kits, and Chromebooks.



Santa Ana Youth Hands-on Hydrology Outreach (SAY H2O) Program. WMGTT provided STEM kits as well as instruction on the building of the Hoover Dam.





115 students in grades 6-12 at NM MESA Ag Career Fair Day. Students would not have been able to attend without SAME/UEF support.

Anchorage Post

Lori Kropidlowski, LDP class of 2022, led the team in Anchorage.

Lori and her team worked with the Ahtna Native Corporation to develop and run a 3-day STEM, Construction, and Survey Career Exploration Camp for high school students and chaperones in Anchorage. The students and chaperones were provided stipends, another technique for overcoming financial barriers as identified in the original LDP research.

The camp details came together through a committee of Ahtna shareholder management including Michelle Anderson, Kathryn Martin, Jamie Ginn, Tracy Parent, Mercedes (Starr) Knighten, Corina Ewan, and Crystal Ewan, all of Athabaskan decent. They met regularly beginning in January 2022 to envision what type of program would best serve the young people. The vision was to provide opportunity and to educate the youth of the native corporation on what the STEM and construction industries are and what opportunities Ahtna has to offer for future careers. Kathryn Martin also participated in a cultural awareness panel which benefitted other Posts such as Albuquerque, NM and Panama City, FL who were also participating in their own programs. Much care was taken to develop a student workbook outlining STEM, survey, and construction career options, and a PowerPoint used during the program.





“As an Ahtna Shareholder, who grew up in the Ahtna region, I know where these kids have come from. I know what it is like to be them. Jobs are scarce in the Copper Valley, and the ability to gain training or skills is even more slim. As a graduating high school senior in 2005, all I wanted was a job. An ability to make money and support myself and potential family. Thank you for doing this for Ahtna’s youth. It is programs like these, that can build up the region, pull people out of poverty, raise families, and change lives. I genuinely appreciate the effort, and that I got to be a part of it.”

Panama City

Shawna Newman and Samantha Murphy led the effort in Florida. Shawna was interviewed for the LDP research project in 2021 and has remained an active advisor throughout the development of We Must Go To Them.

The Florida team partnered with the Florida Indian Youth Program Camp, which reaches Native American, Native Alaskan, and Native Hawaiian students ages 14 – 19 in the Florida/Georgia area. They recognized funding gaps in areas such as field trips. Grant funds provided STEM materials for learning activities, instructor support, and field trips to the Tallahassee Regional Crime Laboratory and Gulf Specimen Marine Lab and Aquarium. Samantha Murphy was a guest speaker at the program, providing information about career opportunities in the environmental field.



Tulsa

The involvement of the Tulsa Post came about due to a site change. The original 4th WMGTT site was to be the Minot Post, under the leadership of TJ Fackler, one of the original LDP class of 2021 researchers. However, Covid and distance created problems that led to this site withdrawing from the project. In the meantime, MSgt Brad

Wilson of the Innovative Readiness Training program of the Air National Guard heard about the project and asked to participate as an observer. He was overseeing two IRT missions in the summer of 2022, one to build veteran’s housing on the Cherokee Reservation in Oklahoma, and the other to build a Senior Center on the Blackfeet Reservation in Montana. He was interested in conducting K12 STEM events during the missions. After Minot withdrew, the IRT missions became the 4th site.

In Oklahoma the team investigated a couple options before deciding on purchasing STEM Pathway (robot) kits from Kids Spark for the Durbin Feeling Language Center in Tahlequah OK, the capital of the Cherokee Nation. This school serves over 180 students with lessons taught in the Cherokee language. The school, with the permission of Kids Spark, will translate the activities into the Cherokee language.

During 2022 MSgt Wilson met with the Blackfeet leadership to investigate their interest in STEM support. As part of this, Jeannine Finton from SAME national visited during the Distinguished Visitors event in September which led to continuing conversations with staff from the Blackfeet Community College. While no specific actions were taken in Montana in 2022 the conversations may open the door to future STEM events.



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Presentation of Robotics Kits to the Durbin Feeling Language Center in Tahlequah OK, the capital of the Cherokee Nation.

TAKEAWAYS:

Each tribal community will have their own cultural identity and way of life.

Be sensitive to possible cultural differences. For example, in many Tribes it is a sign of respect to avoid eye contact.

Reach out to the local community leaders to gain buy-in and develop a plan most likely to impact the community.

Don’t come to a meeting with the solution—listen to the community and find out what the needs are and what they are already doing.

Remember that financial hurdles exist for most AI/AN communities. Develop plans that minimize costs for participants. Providing money for STEM equipment is appreciated.

Be humble and respectful. Give everyone a chance to speak and do not cut anyone off.

For more information, including the complete AI/AN STEM Outreach Toolkit, visit the dedicated SAME webpage in support of AI/AN Outreach <https://www.same.org/events-programs/stem-outreach-to-american-indian-alaska-natives/>.

