

# Welcome to Board Day!

- 0830 – 0900: Continental Breakfast
- 0900 – 0930: National Leadership Team Discussion
- 0940 – 1130: Board Training
- 1130 – 1220: Lunch
- 1230 – 1520: Formal Board Meeting
- 1730 - 1900: President's Reception

## **WIFI**

Network Name: SAMEJETC

Password: OneMission

# National Leadership Team Discussion

Joe Schroedel, Executive Director

Cindy Lincicome, President

Charlie Perham, President Elect



*Welcome to the SAME  
National Board of Direction (BOD)*

*Executive Director Welcome Brief  
As of 1 May 2023*



## ***What does the BOD do?***

*SERVES SAME, THE SAME FOUNDATION, OUR NATION, OUR PROFESSION, OUR STAKEHOLDERS BY:*

Learning BOD Duties, Responsibilities and Authorities (New BOD Training at [www.SAME.org/document-echange](http://www.SAME.org/document-echange);  
Left Menu: National Board of Direction/General Board Info/Board Training)

Governing the Society

Establishing, Measuring and Leading the delivery of the SAME Strategic Plan

Actively carrying out BOD duties (legally binding – we carry Directors  
and Officers insurance to protect you and SAME)

Appointing the Chair of the Foundation Board (selected by the Foundation  
Board)

Building trust internally and externally (Represent SAME Values always)

Inspiring member engagement (recruiting volunteer leaders)

Not a Board of “Directors” ---  
Members of SAME’s Board  
of Direction have specific  
Roles and Titles ...  
collectively provide  
direction.

## ***What does the XC do?***

***SERVES SAME, THE SAME FOUNDATION, OUR NATION, OUR PROFESSION, OUR STAKEHOLDERS BY:***

Executing tasks given to it by the BOD or NLT

Overseeing Business Operations

Vetting and preparing actions for BOD decision

Approving national IGE issues

Appointing SAME Foundation directors (nominated and selected by the Foundation Board of Directors)

Building trust internally and externally ... developing and maintaining strategic relationships.

Inspiring member engagement (recruiting volunteer leaders)

## ***What does the XD do?***

***SERVES SAME, THE SAME FOUNDATION, OUR NATION, OUR PROFESSION, OUR STAKEHOLDERS BY:***

Being held accountable by the BOD – executive leadership; fiduciary, legal compliance

Providing executive leadership and continuity of leadership for the Society

Leading and Managing the National Office Staff Team

Managing the Business – sustaining the financial health and growth of SAME

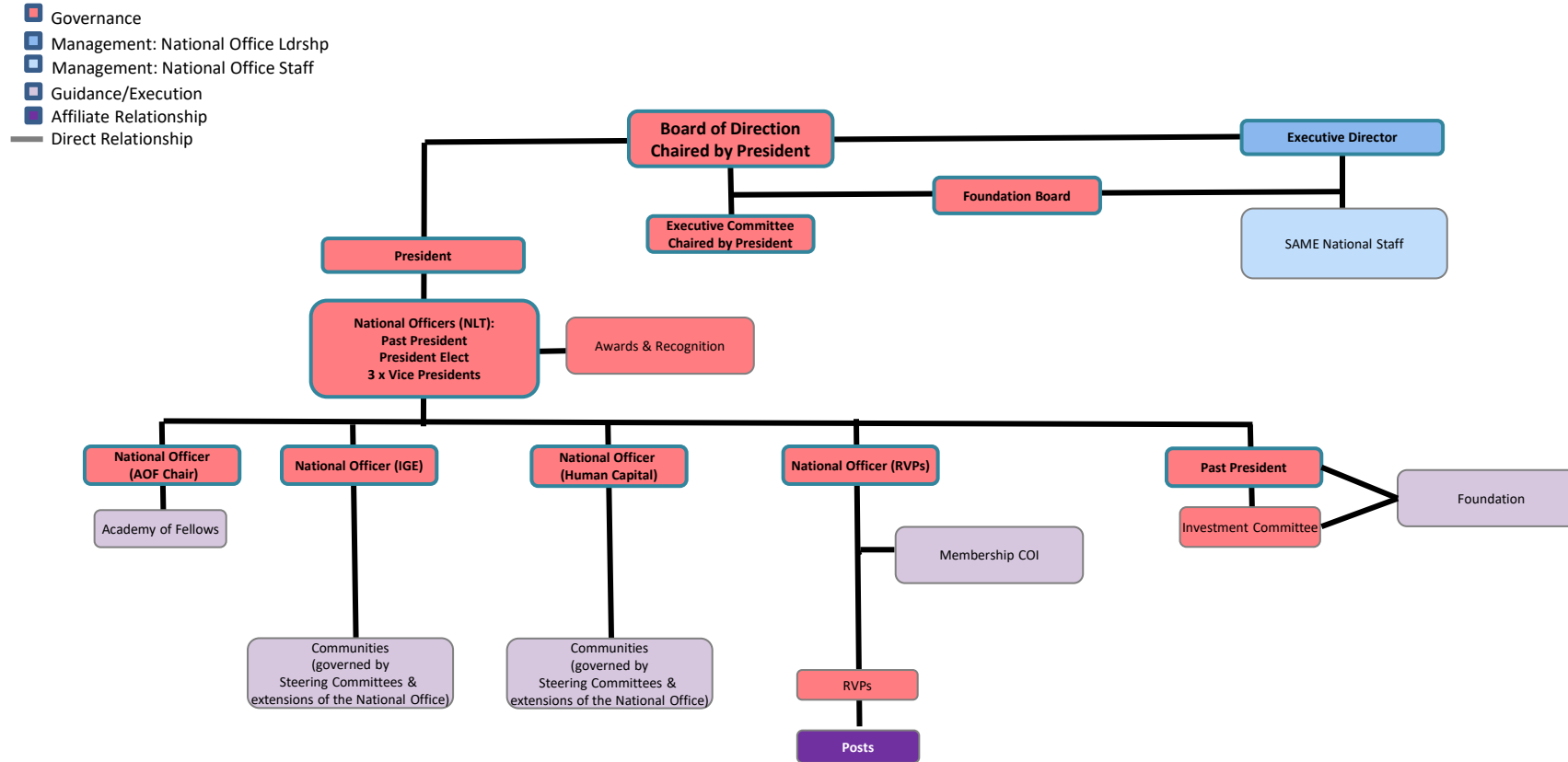
Advising National Volunteer Leaders on SAME's Strategic Direction

Building trust internally and externally ... developing and maintaining strategic and executive relationships

Recruiting volunteer national leaders

# SAME National Governance & Management

As of 5-2-22



## National Office Standing Priorities

Outcome: Enable Volunteers  
Produce IMPACT



The National Office Staff Team is here to SERVE!

“SAME Headquarters”





## 2023 National Office Priorities to Support Strategic Plan 2025:

1. **Grow IGE Impact:** Enable measurable progress on IGE efforts at national and post levels; continue to mature the EAG and the IGE management system; continue to grow tech COI engagement in support of IGE and grow the membership of technical COIs to increase SAME's technical reach to serve IGE and Post needs.
2. **Fully integrate the EMS:** Leverage the integration of the AMS, CMS, FMS, SAME APP and 3<sup>rd</sup> party systems to: better inform decision making; increase efficiency and effectiveness of the staff; enable COI and Post leaders (train them to use the system to better communicate and manage the members and stakeholders); and refine business operations.
3. **Operationalize COI's:** Train COI's to effectively use the AMS Community module to grow technical capacity, develop and deliver relevant program content, recruit members, and manage stakeholders; finalize the National Camps program; leverage National LDP projects; grow the Membership COI ability to recruit engaged members; deliver measurable progress on: Service Member Working Group and Construction TF. Implement Special COI Event Policy.
4. **Support the SAME Foundation Board:** Routinize the relationship between the Society BOD and the Foundation Board to better generate and manage resources in support of SAME program delivery and enable the Foundation Board to better manage and grow the corpus.
5. **Stimulate Member Engagement:** Capitalize on the Dues Restructuring Initiative, EMS (treat every member as a valued individual) and our Brand to motivate member engagement and contributions.

**FOCUS ON DELIVERABLES ...  
IMPACT**

# Strengthening the SAME Brand

**BOD Task:** *Contribute to the progress of these efforts through the Power of Positive Communications.*

## Grow IGE Impact

We are building an enduring culture of leading Industry-Government Engagement that is being recognized as making a meaningful impact on our national security.

**We all need** to reinforce that IGE is what SAME is about.

## Operationalize COIs

Communities of Interest hold the key to our ability to take the Society to members and expand access to new technical and leadership reaches.

**We all need** to promote the involvement of more members in COIs and more fully leverage the unique breadth of technical and leadership diversity that SAME facilitates.

## Fully Develop EMS

We have leapt forward from a horse to a hovercraft with the new EMS.

**We all need** to stay the course on the EMS journey, because with a fully integrated best-in-class system, the technological jump requires us all to be engaged to focus the power of the system and make it happen.

## 2030 Strategic Plan

The time is upon us to identify what SAME will look like in a generation.

**We all need** to realize the 2030 Strategic Plan serves as an inflection point to guide the Society toward that future—to be mindful of and consider member interests, but especially to focus on and fortify our core identity.

## Summary

- We have made great strides in the governance and management of SAME ... let's sustain it ... the Volunteer Leaders (NLT, BOD, XC) Govern, the Staff Manages.
- We all have an obligation to know the rules, teach others the rules and use the rules to move SAME forward in the delivery of our Strategic Plan.
- We are all servants of our Members, our Stakeholders, our profession and our nation ... our governance and management enable us to make a real impact.
- Doing it right allows us more discretionary time to enjoy our friendships!

# Year in Review

Board of Direction  
1 May 2023

*Cindy Lincicome*

***COUNT ON US***

# Agenda

- 2023 XC/BOD Governance Decisions
- 2023 Focus Areas – Industry Government Engagement
- 2023 Focus Areas – Special Assignments
- 2023 Vibrant Posts
- Leadership/STEM
- Recognition – President Medal Award

## 2023 XC/BOD Governance Decisions

- Established SAME Home Fund Investment Policy Guidance
- Sunset International Community of Interest
- National Camp Program Approved & Initiated
- Dues Restructuring Initiative – successful and nearly complete
- Implemented National DEI Plan
- Approved Strategic Plan Development Charter
- Incorporated By Laws Review & Updates
- Established Executive Director Succession Model
- Approved Strategic Plan Development Charter

## National

- Current, active projects: 8
- Completed projects: 2 (Cost Engineering and SDVOSB Certification)
- Anticipate additional projects as a result of the IGE Summit

## Listening Sessions:

- Facilitated 4 sessions for SBC'22; exceptional feedback
- Facilitating 2 sessions for JETC'23; added focus areas

## Warfighter Seminars:

- 2 topics
- First IGE project/Warfighter Seminar crossover (Cyber risk to OT)

## Facility Asset Management Forum:

- Expanding to 2 topics at JETC'23

## National

### Inaugural IGE Summit:

- Hosted by the Construction TF
- Over 110 registered, over 65 attendees
- Will become an annual event, with additional topics presented by various IGE teams

### SBC'22:

- Added DOT, DOI, USAID, HHS and DHS as presenters

## Posts

- **Post-level Listening Sessions Planned**
- **IGE National Team**
  - Developed 5 new tools
    - IGE Mentors List, regular IGE communication to Post Programs Chairs
- **Held 572 IGE Activities**
- **Post Presidents:** 15 post Presidents are government civilians or uniformed



# Industry Government Engagement

- Contractor Performance Assessment System Reform
- Pre-Project Partnering
- Alternate Project Delivery Methods
- Small Business Size Standards:  
Challenges Facing Transitioning Federal Small Businesses
- Avoiding PFAS Information Overload: Targeted Training  
for Operational Entities
- Climate Change:  
Sea Level Rise and its Effect on Military and Public  
Infrastructure
- Cybersecurity:  
Operational Technologies Threats and Policies



# 2023 Focus Areas – Special Assignments

- **Servicemember Task Force**
  - Led by Dave Newkirk, F.SAME
  - BOD approved Working Group in Membership COI
- **Construction Task Force**
  - Led by MG Mike Wehr (Ret)
  - NLT/XC approved proposal to BOD – Construction COI
  - Facilitated 1<sup>st</sup> IGE Summit
- **Elected Director Utilization**
  - Led by Michael Huffstetler, F.SAME
- **Guided Pathways Task Force**
  - Led by Arpan Patel
  - Integrate to Strategic Plan 2030 Development



## Activities

- Industry Government Engagement -- 582
- Resilience -- 285
- Leadership -- 558
- STEM -- 645
- Veterans Transition -- 272

## Streamers

- 70 Posts won the Streamer Award and 53 earned it with Distinction Distinction.



# Shout Out to Our RVPs

- **National Camp Program** – VP Sharon Krock, F.SAME
  - NLT approved development of National Camp Program
  - Camp Season is Upon Us – Cindy Miller, F.SAME
- **Academy of Fellows** – VP Rad Delaney, F.SAME
  - Completed Fellow Survey – Pat Coullahan, F.SAME
  - Initiated Future Fellows concept – Jeanne LeBron, F.SAME
- **Construction Task Force/IGE/Post Leadership**
  - LTC Craig Bryant



# Recognition



**Allison Cantu**  
(IGE, Camps,  
Post & Members)



**Al Romano** (IGE,  
COI, XC, Strategic  
Direction)



**Mike Wehr**  
(Construction Task  
Force/IGE).



**Mercedes Enrique**  
IGE, Foundation  
Campaigns, Mentoring LDP



**Miro Kurka**  
(IGE, RVP, Post)



**Elizabeth Walker**  
(USACE, IGE)

# 2023-2024 Look Forward

Board of Direction  
1 May 2023

*Charlie Perham*

***FIND THE VALUE – BE THE VALUE***

## Leadership Assignments

- Cindy Lincicome - Chair of the Academy of Fellows
- Sharon Krock – NLT Liaison/oversight of 2030 Strategic Plan
- Mike Darrow – Lead of Human Capital COIs
- Ben Matthews – Lead of Tech COIs
- Mike Huffstetler – Lead of RVPs

## Priorities

- Support and grow post membership and engagement
- 2030 Strategic Plan
- Executive Director Transition

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*Find the value ... Be the value*

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# Call to Order





# Strategic Plan 2030 Development Kick Off

*103 YEARS YOUNG, STILL RELEVANT, AND STILL ADAPTING ...*

*TO MEET STAKEHOLDER AND MEMBER NEEDS.*

# Bottom Line Up Front - Strategic Plan Development Underway

- **Strategic Direction** – Membership focus – “Take the Society to Members” – EXPAND ACCESS and ENGAGEMENT
- **Strategic Plan Development Charter** – Approved by the XC on 27 March – includes tough questions we need to ask ourselves
- **Strategic Development Team** – Team Composition Guidelines approved by the XC on 27 March
  - Identify Chair or co chairs and the right team
  - Need to be bold to *focus* SAME – one key question is – “How do we balance member interests with our core mission (IGE)?”
- **Discussion** (Survey Monkey Summary)
  - Development Team/Focus Areas
- **Path Forward**
  - Activate team now to meet milestones in the Charter

# Strategic Plan 2030 Context - *this plan is critical to our future*

- Low member engagement, flat membership for 80 years ... are we trying to do too much with too few .... Maybe 4-5% engaged ... need to focus organization ... and recognize membership trends (need to “take organization to members”) to truly grow impact while balancing the diverse interests of our members with the urgently needed focus on SAME’s core deliverables (IGE, Leadership).
- Pandemic has changed context ... labor market ... definition of “engaged” member (virtual) ... SAME APP in development will help enable ... other enablers ...
- Established 5-year plan approach – 2020, 2025 ... right pace, well integrated governance and management ... so process is there ... but made changes around the fringe ... need to ask truly strategic questions to move forward.
- Need to institutionalize our strategic plan requirement and approach (include requirement in bylaws) at end of this cycle ... avoid the past where we lost the goodness of the 1986 and 1997 strategic assessments ... need even greater progress than the 2020 and 2025 plans) ... AND ... we have some great ongoing initiatives (e.g. operationalizing COI’s, constructing COI’s, National LDP, EAG, etc.) that need to rise to the top.

*... we are getting organized NOW ... to build on our progress ... to be deliberate, thoughtful, critical and bold about our approach to develop Strategic Plan 2030 ...*

## XC Comments during staffing of draft charter:

“The Charter is a great foundation for our efforts to rethink our direction for the next five years.”

“We need to be bold.”

“I agree wholeheartedly with taking the society to members. I would pair that with efforts to increase involvement from those members.”

“We need to answer the very tough question of who we want to be in 2030 and how we need to evolve for our evolving membership? Amazing work has been done over the past 10 years (and especially the past 5) to get SAME organized and forward thinking. Now, how are we going to evolve to really effectively define who we are? The number of COIs and even the number of focus areas in the draft charter speak to the diversity of SAME as an organization. We need to harness that and use it to grow. I would argue that every focus area identified ties back to a different value statement defining SAME’s purpose. You can ask 10 people in the same room what the value is of SAME to them and get 20 different answers. This is our biggest challenge.”

## Industry Government Engagement

- 2/3 of Membership Identified
- Industry Government Engagement
  - 2022 – 582
  - 2021 – 491
- Leadership Development
  - 2022 – 558
  - 2021 – 390

## Other Identified Areas

- Filling STEM Pipeline and Leader Development for Profession
- Veterans Transition
- Building Resilient Communities

# Approved Development Team Composition Guidelines

**OUTCOME:** constitute a team that brings fresh ideas, wide member engagement, avoids rice bowls or pet projects ... is truly strategic.

**HOW: Constitute within the following guidelines:**

- Team Leadership (NLT recommends; cannot be chair of previous Development Team but can be member of previous Development Team).
- Diversity (thought, strategic planning experience, experience in SAME and sister organizations, government experience, gender, race, age, company affiliation, technical background).
- Representation and Inclusion (government, industry, levels across SAME, SAME Foundation).

*NOTE: get the right representative, not necessarily the chair or leader (too busy)*

- Form a *Development Team Advisory Group* (members of the previous development teams).
  - Include the National LDP Guided Pathways TF.
  - The National Office will provide one staff coordinator (the full staff will support the Team as required).
-

### Charter Identified

- NLT Oversight – President Elect - Sharon Krock
- Chair
- Co-Chair
- Focus Group Leaders
- National Guided Pathways Task Force Representative

### BOD Survey Monkey Recommendations:

Great input received – spreadsheet with results will be sent with minutes.

## Charter Identified

- Stakeholders
- Governance
- Membership Growth
- Membership Engagement
- Operationalizing COIs
- Member Interests
- Service to Members
- Metrics

## BOD Survey Monkey

### Recommendations:

Great input received – spreadsheet with results will be sent with minutes.



# Major Milestones in Strategic Plan 2030 Development

**7 March 2023:** Provided Strategic Plan Development intent (way ahead).

**27 March (XC Meeting at Capitol Week):** Strategic Plan Development Charter approved by XC. Begin building core development team (call members, etc).

**19 April (NLT Call):** Announced NLT designated member for 2023-2024 Strategic Plan oversight.

**1 May (BOD):** Brief Strategic Direction, Strategic Plan 2030 Development Plan (Charter), Development Team; Discuss and solicit Focus Area and Team input

**1 May (BOD):** Reset XC for 2023-2024 (BOD approval).

**Aug 2023 (PLW):** Brief participants on Strategic Plan Development; finalize Focus Groups.

**Nov 2023 (BOD):** Update progress.

**May 2024 (BOD):** Approve Final Draft; Present metrics, including revised Streamer Program.

**Nov 2024 (BOD):** Approve supporting Post and COI plans for 2025.

**NOTE:** Unlike the last plan, Posts and COI's will have time to develop work plans during the last half of *2024 PRIOR* to the implementation of Strategic Plan 2030 in January 2025.

# Executive Director Succession

**Outcome.** The Selection Committee has determined that an Executive Director Search Committee is required to recruit highly qualified candidates that can sustain the forward momentum of the Society. The ultimate objective is to find the right next XD for the society.

- Application Period extended with no close date
- Search Committee Charter Established
- Search Committee – led by Dave Anderson
  - Tim Byers
  - Todd Semonite
  - Mark Handley
  - Heather Wishart-Smith

- Search Committee provide a bimonthly update to the Selection Committee and the HR consultant.
- The report will include:
  - Feedback from engagements with potential candidates (eg. interested but reason not available).
  - Identify candidates that are “on the fence”
  - Requirements impacting application submissions
  - Search Committee chair or a representative will participate in all XD Succession Team meetings.

## **TASK**

Review adequacy of the bylaws with respect to the three nonvoting members of the BOD: XD, Treasurer, and Counsel.

XC Meeting  
3.27.2023

## **CHAIR**

Nick Desport

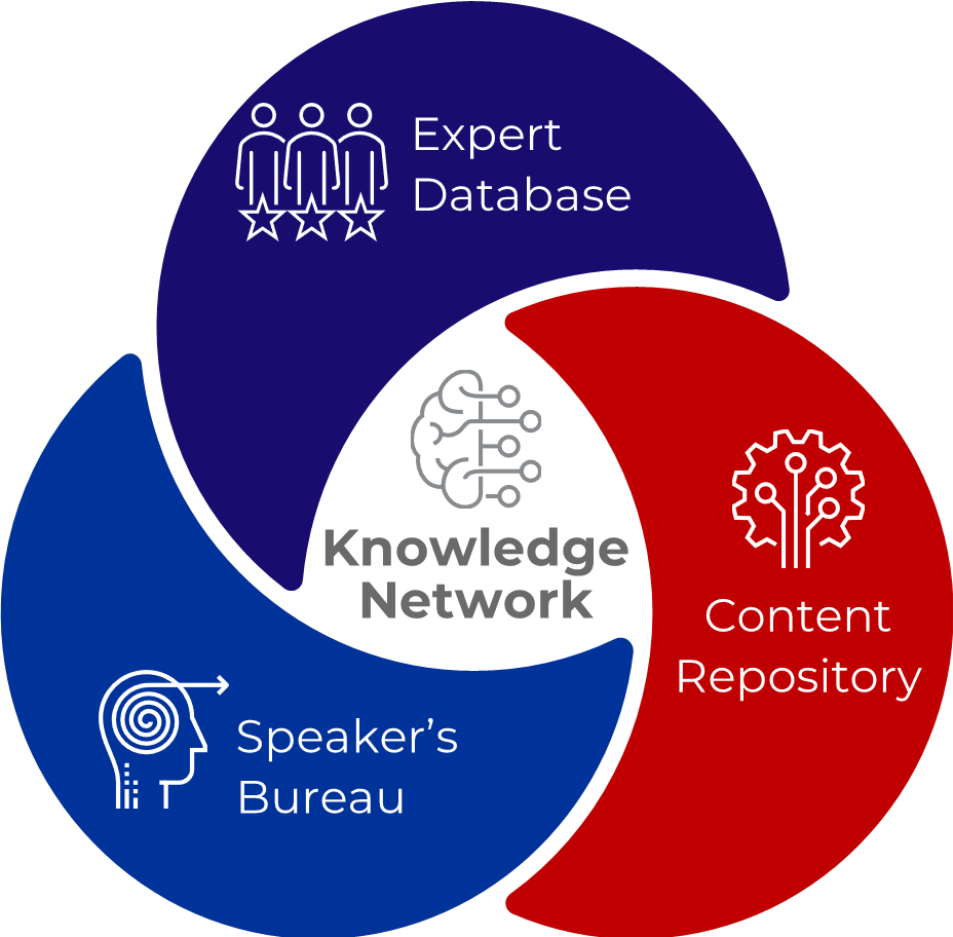
# **SAME Executive Director Update**

## Joe Schroedel, SAME Executive Director



# SAME Knowledge Network

Camille Murray, Brandi Smith,  
and Brec Wilshusen





Origin: Resilience COI Speaker's Bureau



Evolution: The Knowledge Network

Identified a need for easy access to SMEs and engaging content at the COI and Post levels.

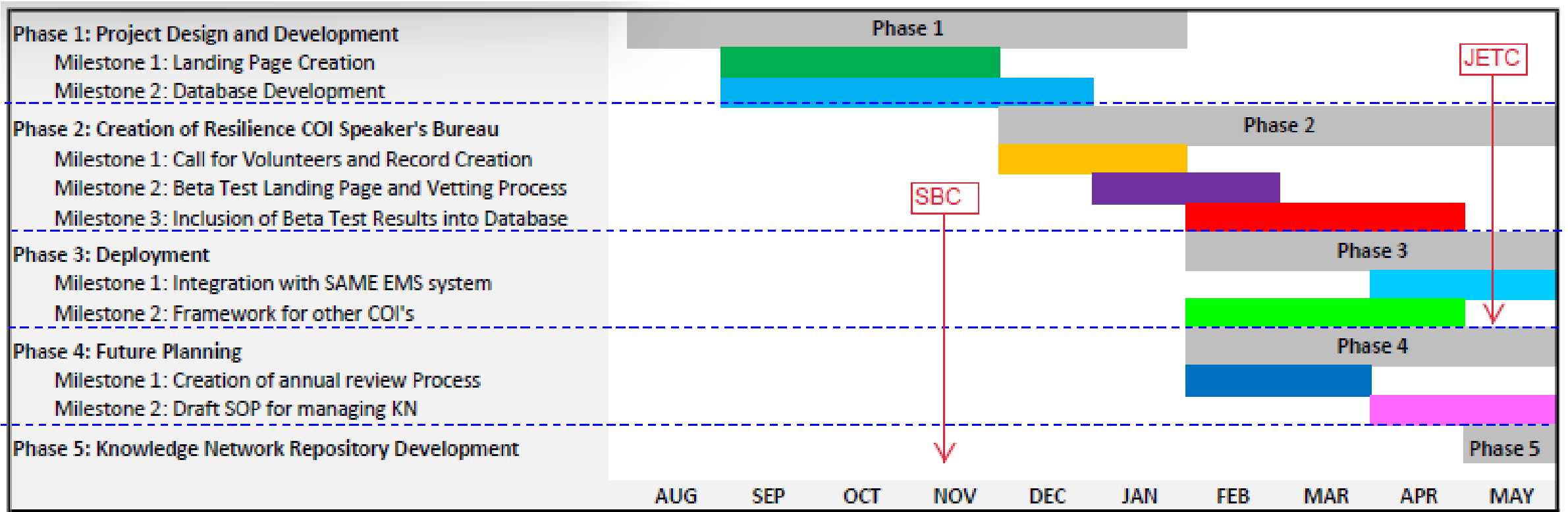
A photograph of a swimming pool with several lanes. The lanes are separated by yellow lane lines with red tips. The water is clear blue. In the background, there are lane markers with numbers 3, 4, 5, 6, and 7. The pool is outdoors, and the sky is visible in the background.

## What is the Knowledge Network?

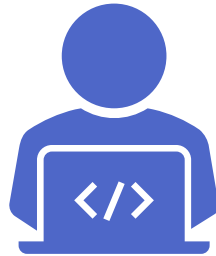
A technology platform providing centralized access to a curated “pool” of SMEs, speakers, and engaging, relevant & diverse content for use by COIs, Posts, and SAME members.



# The Development Journey



# Capitalize...Operationalize...Energize



## **FIND AN EXPERT: Expert Database**

Searchable database of vetted and approved SMEs.

Contact information for communication.

Categorized by COI.

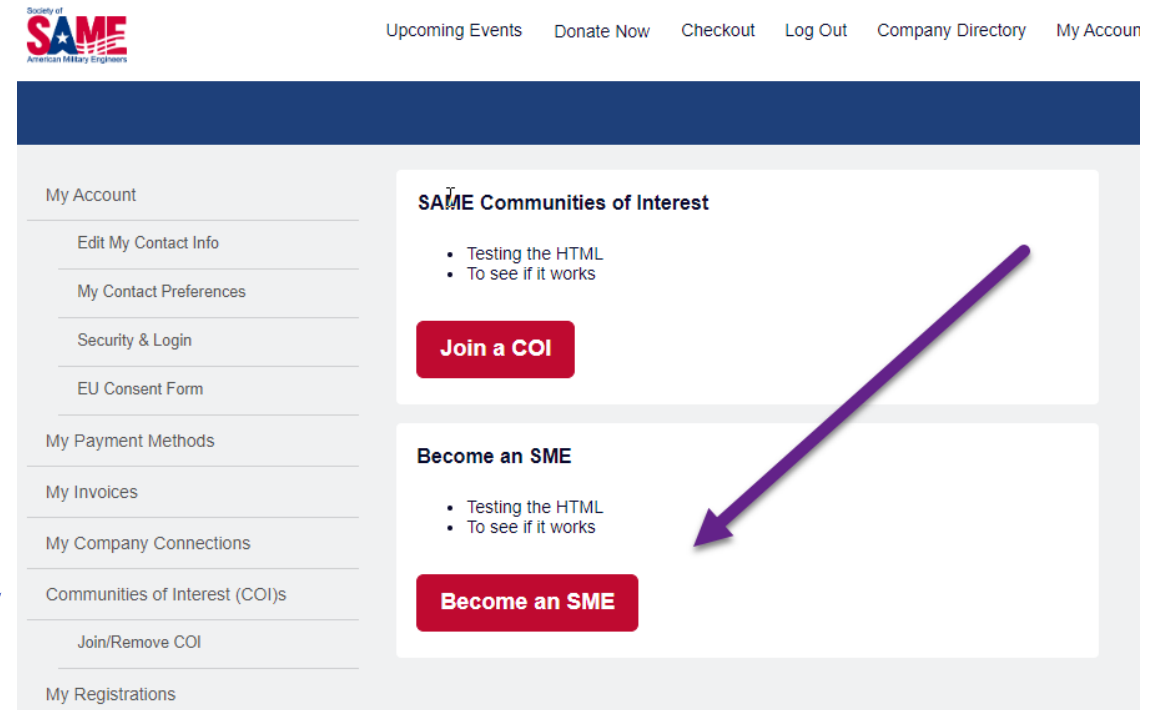
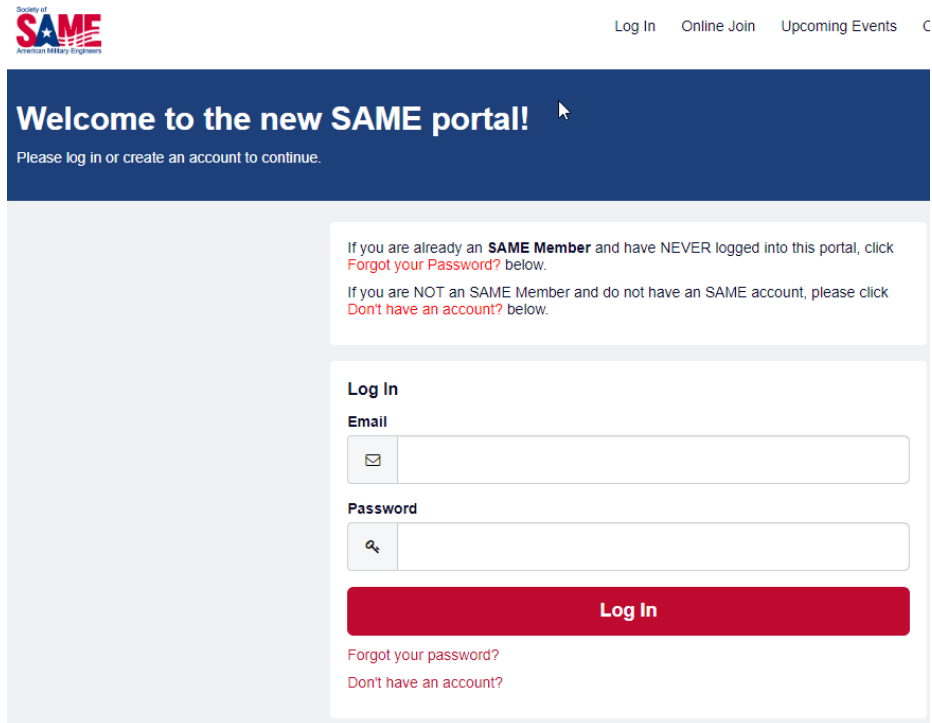
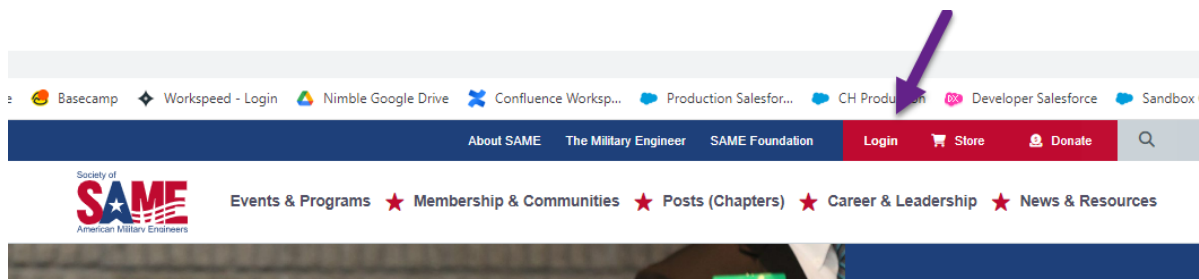


## **FIND A SPEAKER: Speaker's Bureau**

Previously vetted SMEs who are interested in speaking engagements.

Searchable gallery of presentation abstracts.

Presentation topics categorized by COI.



Relies on both Nimble and Open Water for functionality.

- SAME.org (Nimble) is the first point of entry.

# Open Water Landing Page



- ★ Home
- ★ My Account
- ★ Apply to be a SME
- ★ Search Presentations Now



Welcome to the SAME Knowledge Network Portal!

The Knowledge Network is a technological collaboration tool that provides SAME members - both civilian and military - with access to new technologies, methodologies, and expertise by creating a centralized clearinghouse of multi-discipline industry experts. By leveraging volunteer Subject Matter Experts to create the SAME Knowledge Network Speaker's Bureau, members can utilize the searchable database to identify and directly contact A/E/C industry thought leaders. The Knowledge Network also provides Posts and National COIs with access to engaging, relevant, and diverse programs and presentations.

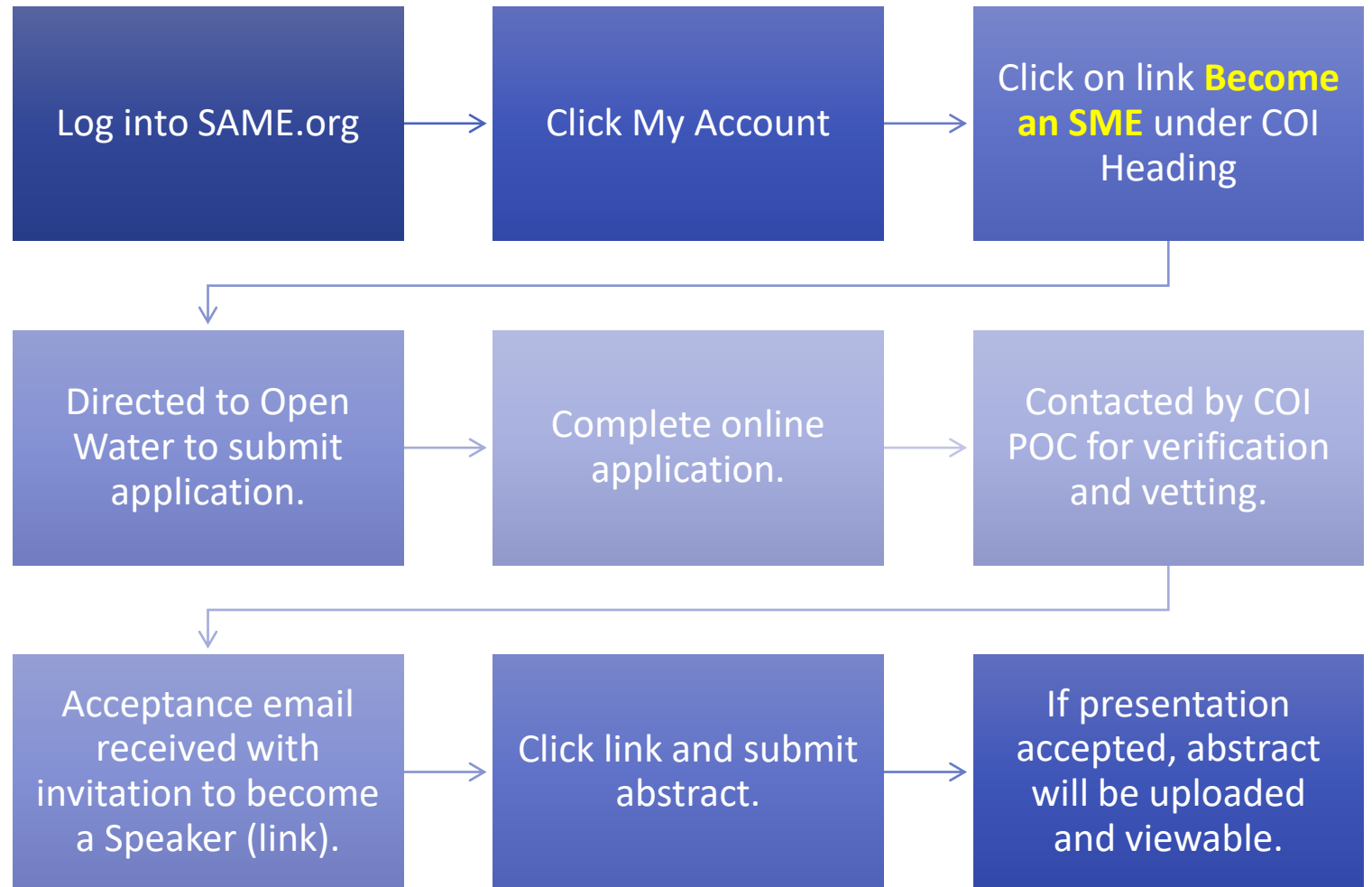
We are looking for experienced individuals who want to share their knowledge and apply to be an expert to this unique community. By volunteering, you will be contributing to a robust network of professionals and will be a part of enhancing SAME's vision of industry government engagement.

**If you are a Subject Matter Expert (SME), you will be required to create a login. Please click on the "Apply to be a SME" link on the navigation menu to continue.**

**Only SAME membership can search for submitted abstracts. If you wish to search for submitted abstracts, please click on the "Search Presentations Now" link on the navigation menu to continue.**



# The Application Process (Applicant)



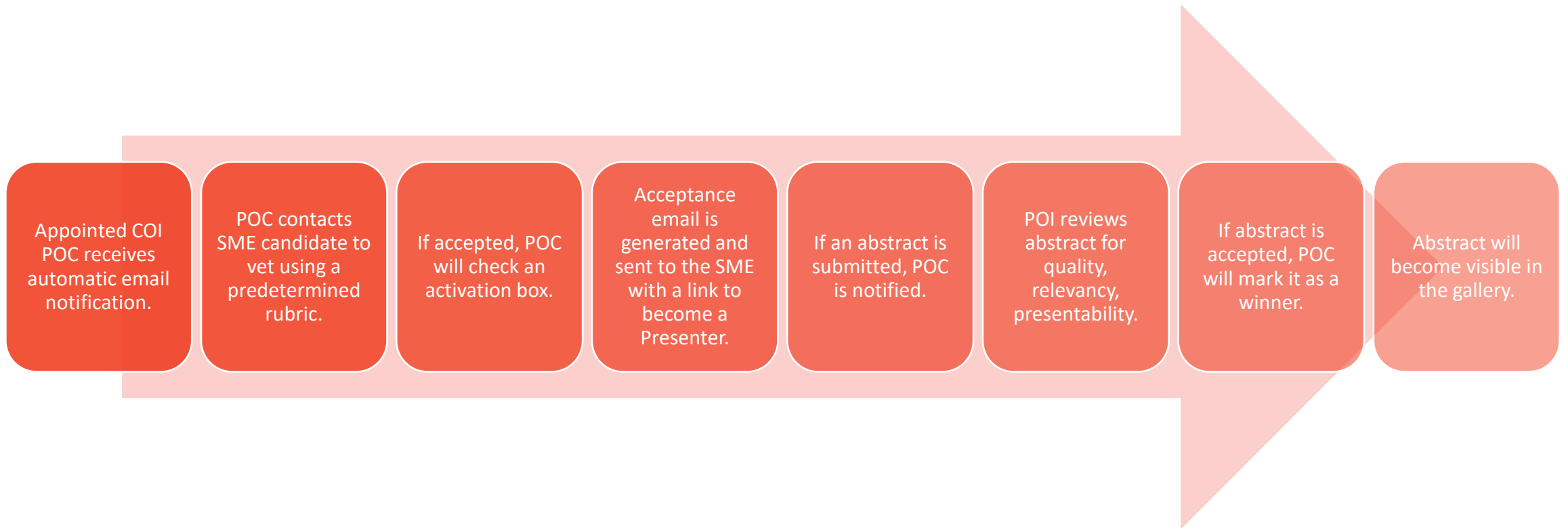
# COI: The Critical Piece

The Knowledge Network requires engagement from the COIs.

- Create KN subcommittee within COI and identify KN POC
- Develop COI specific vetting criteria
- Develop SOPs for annual updates
- Nomination of SMEs



# The Back End Process (COI)



# The Roadmap



COI ENGAGEMENT



SOP DEVELOPMENT



MOBILE APP



MARKETING AND  
BRANDING CAMPAIGN



INCENTIVES, AWARDS AND  
RECOGNITIONS FOR SMES



AUTOMATION FOR  
INCORPORATING  
NATIONAL EVENT  
SPEAKERS



**We**

**need**

**YOU!**



# Strengthening the SAME Brand

**BOD Task:** *Contribute to the progress of these efforts through the Power of Positive Communications.*

## Grow IGE Impact

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# **SAME Finance Update**

Dr. Taha Seid, SAME Controller



# Introduction

- Taha Seid, DBA Senior Controller
- 14 years experience in finance and accounting
  - 8 years in public accounting
  - 6 years in corporate ( Mainly non-for-profit industry)
- Education
  - BA – Accounting - George Mason University
  - MBA – Accounting – Keller Management School, DeVry University
  - PHD – Management & Leadership – Walden University

## National Office Standing Priorities (since 2014)



1. Support our Regions, Posts and Members

2. Support our National  
Strategic Plan

3. Enhance our National  
Reputation



**Serve** “up” and “out”!

*Deeds Not Words!*

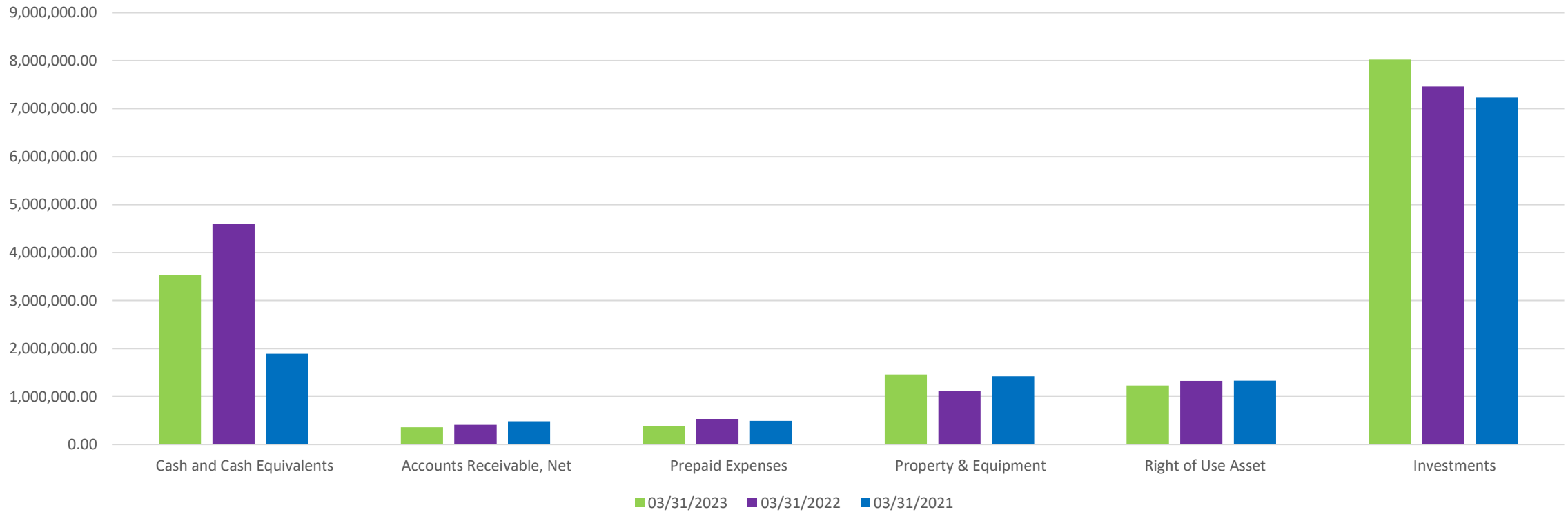
# Agenda



- Overview of Statement of Financial Position as of March 31, (2023 VS 2022 VS 2021)
- Overview of Statement of Income and Expenses (2023 VS 2022 VS 2021)
- Overview of Investment activities – 1<sup>st</sup> Quarter 2023
- Overview Budget VS actual – 1<sup>st</sup> Quarter 2023

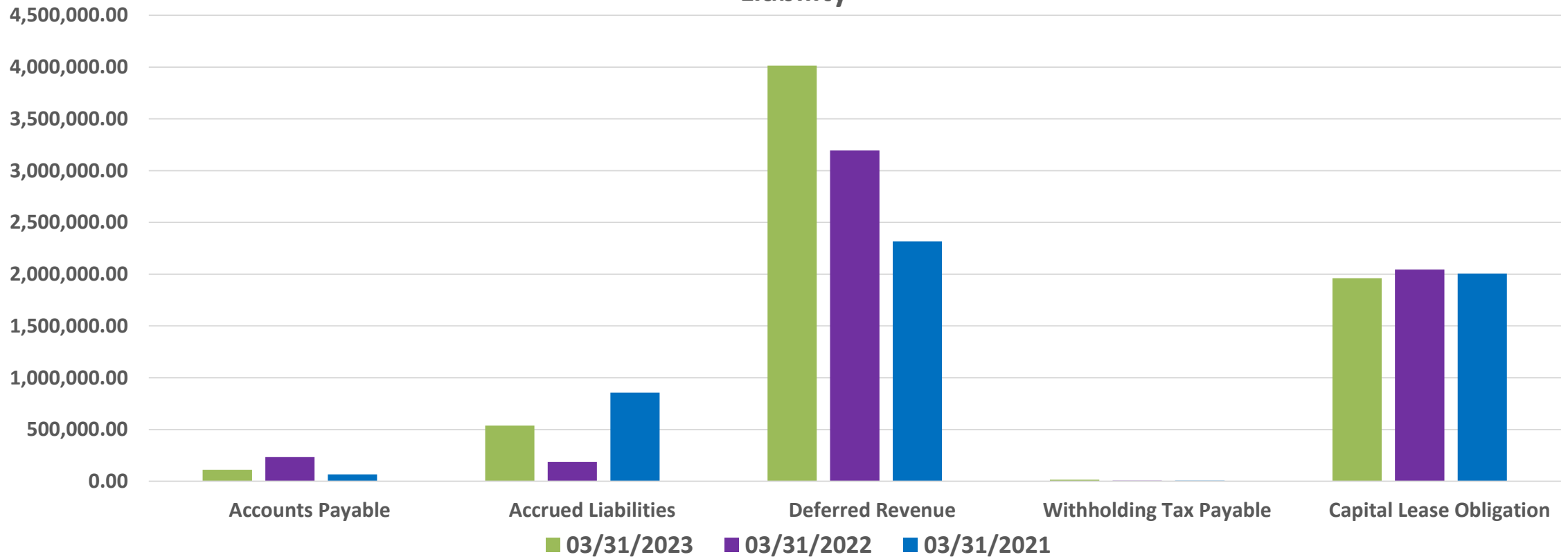
# OVERVIEW OF 1<sup>ST</sup> QUARTER 2023 FINANCIAL RESULTS

## Assets



# OVERVIEW OF 1<sup>ST</sup> QUARTER 2023 FINANCIAL RESULTS (continued)

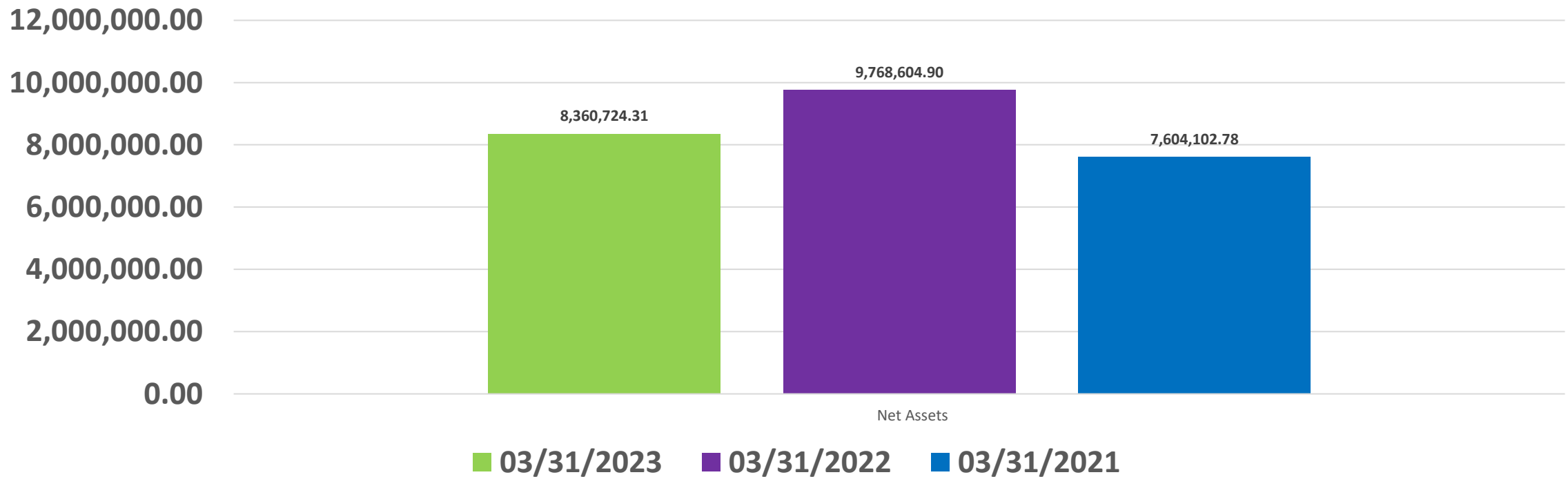
## Liability



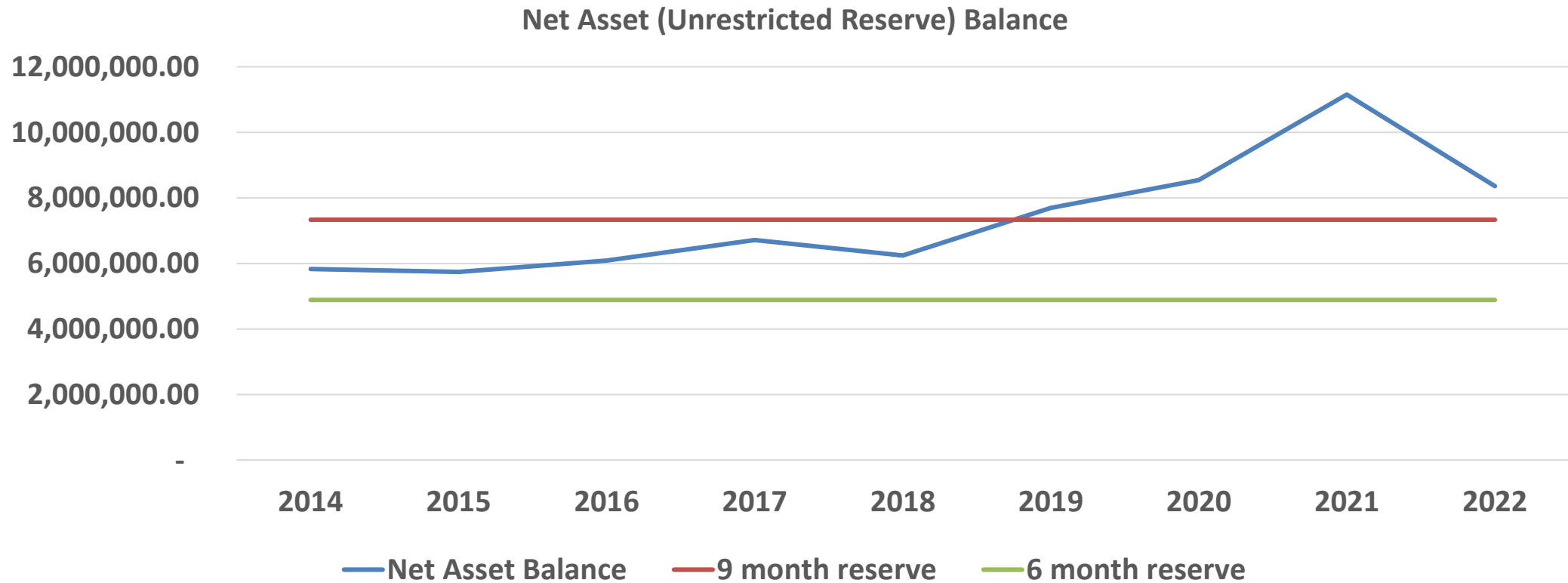


# OVERVIEW OF 1<sup>ST</sup> QUARTER 2023 FINANCIAL INFORMATION (continues)

## Net Asset

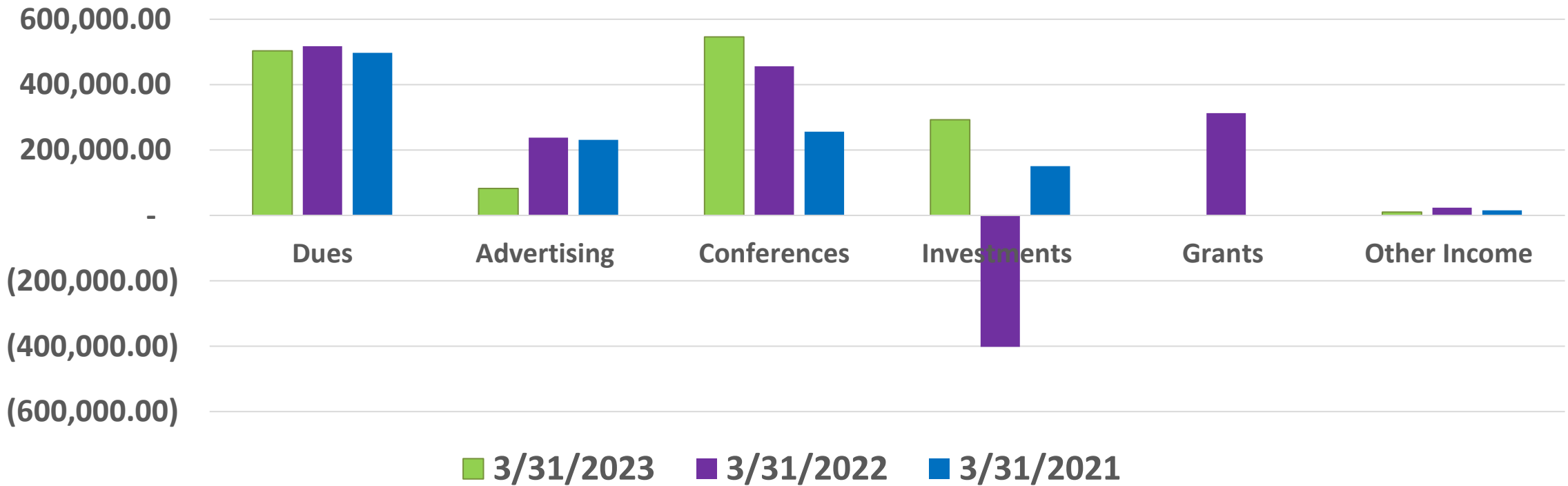


# OVERVIEW OF 1<sup>ST</sup> QUARTER 2023 FINANCIAL INFORMATION (continues)

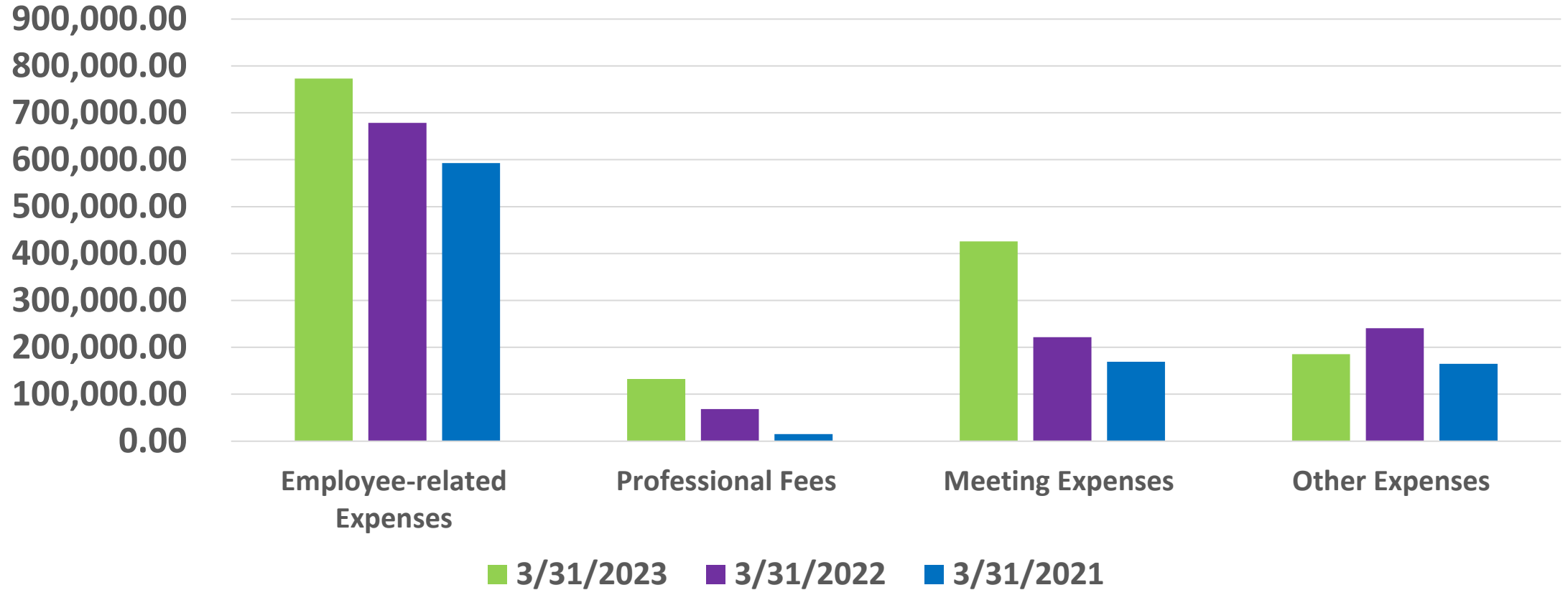


# OVERVIEW OF 1<sup>ST</sup> QUARTER 2023 FINANCIAL INFORMATION (continues)

## Revenue



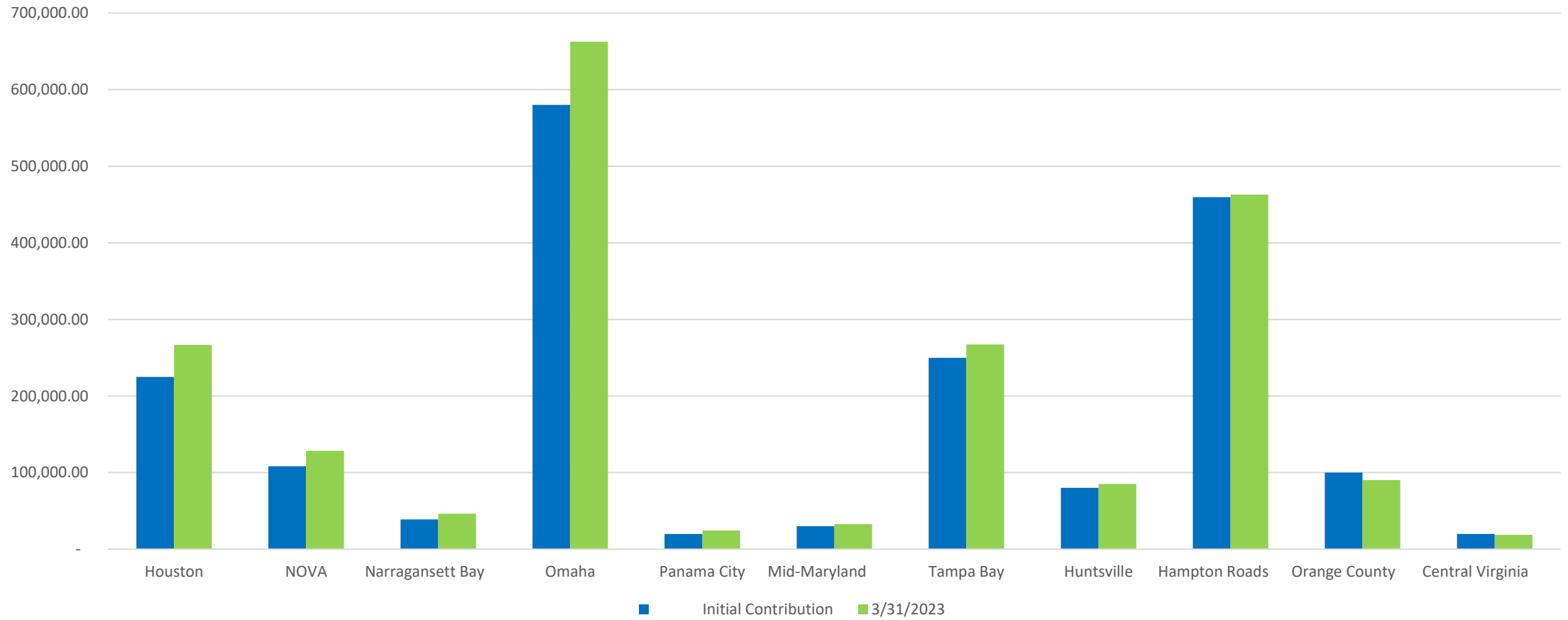
## Expenses



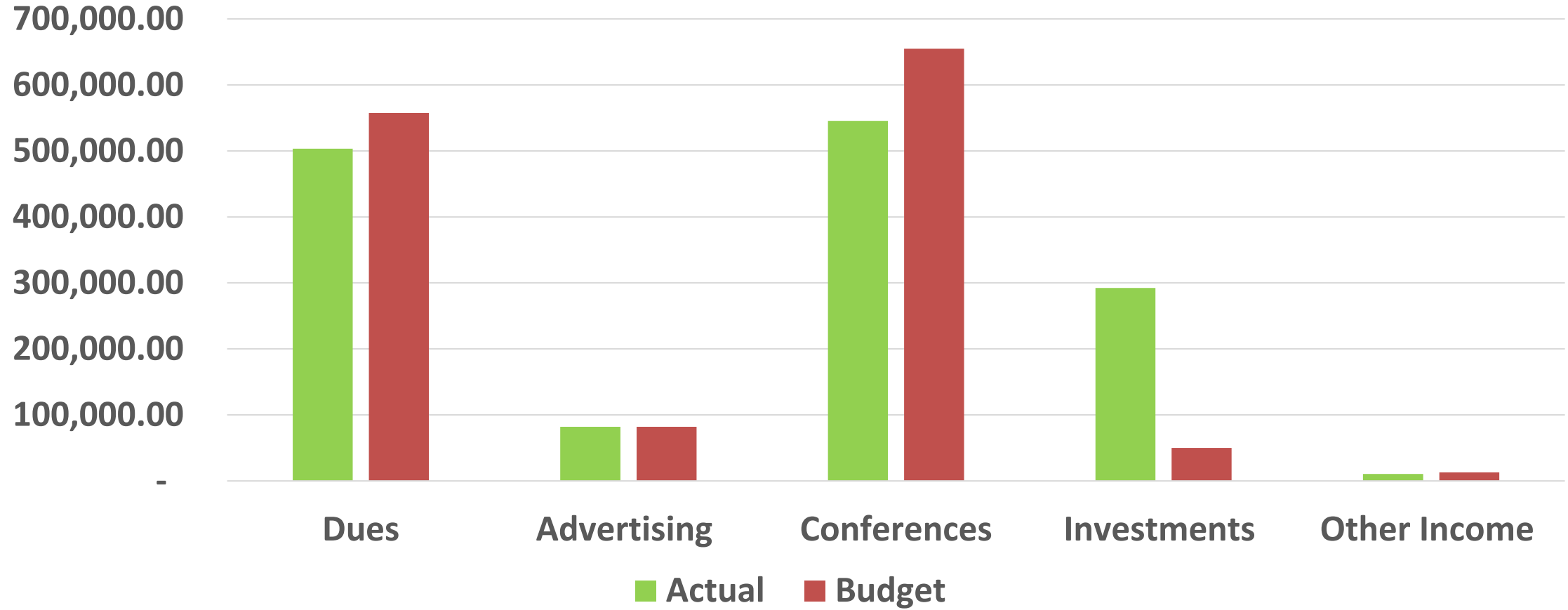
Investments:						
		Start Value	1QTR	YTD	End Value	Notes
	RBC (SAME)	\$2,557,789	5.93%	-15.39%	2,657,214.08	(incl -\$500k, EMS)
	RBC (Home Fund)	\$2,082,079	0.04%	0.58%	2,099,191.72	(*86.2% in T-Bills)
	Fiducient (SAME):	\$3,103,618	0.83%	-15.73%	3,265,108.50	(incl -\$400k, EMS)
	Fiducient (Foundation):	\$3,151,063	6.04%	2.95%	3,305,150.01	
EMS: \$1M XC authorization fully liquidated and all initial expenses paid; steady state from here out (budget)						
1QTR23 Post Funds Reports sent to Posts						
*Home Fund activated (Investment Committee) – gradual investment by RBC IAW IPG						
Foundation Finance Meeting (TBD):						
Planned Outcomes:						
Clarify roles, responsibilities, procedures for integrated SAME/SAMEF financial management.						
Integrate new players						
Draft discussion outline being reviewed by Foundation Board.						

Post	Initial Contribution	3/31/2023	Change in value	Return since Contribution
Houston	225,000.00	266,655.93	12,431.57	19%
NOVA	108,400.00	128,488.75	5,990.18	19%
Narragansett Bay	39,000.00	46,200.14	2,153.86	18%
Omaha	580,000.00	662,639.31	30,892.41	14%
Panama City	20,000.00	24,487.48	1,141.61	22%
Mid-Maryland	30,000.00	32,626.96	1,521.08	9%
Tampa Bay	250,000.00	267,514.77	12,471.61	7%
Huntsville	80,000.00	85,203.90	3,972.23	7%
Hampton Roads	459,500.00	462,817.27	21,576.66	1%
Orange County	100,000.00	90,306.96	4,210.13	-10%
Central Virginia	20,000.00	18,821.49	877.46	-6%

### Post Fund Status

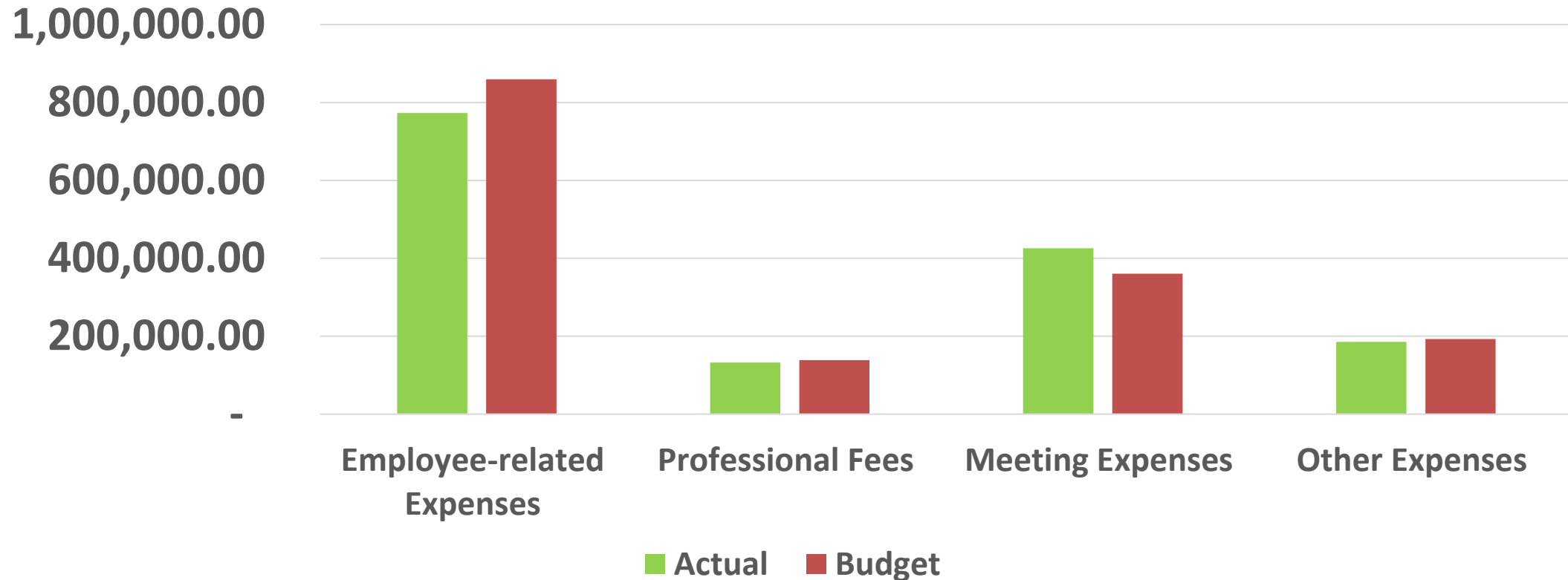


## Revenue - Budget VS Actual





## Expense - Budget VS Actual



*We are financially healthy.*

*We have a strong finance team to get the job done.*

*We are adapting to our new system and developing a new financial and internal control policy to reflect new process.*

*We are off to a good start with a new auditor. Audit field work expected to start first week of August.*

*Investment returns near benchmark; IPGs still valid; Post Funds recovering after positive 1QTR.*

***Deeds Not Words!***  
***Schroedel (2014 – 202x)***



# **SAME IGE Update**

Rob Biedermann, SAME Director of Programs



## ***IGE isn't just a streamer !!***

LTC Wendell “Buddy” Barnes, P.E., F.SAME (Dist.), USA (Ret.)

# IGE REPORT – National IGE Projects

## 8 ongoing projects:

- TORN
- Project Partnering (Pre-Award)
- Alternate Project Delivery
- Small Business Size Standards
- CPARS reform
- PFAS training
- Cybersecurity in the built environment
- Sea level rise

## 2 completed projects:

- Cost Engineering
- SDVOSB Certification

Completed projects pending SAME Perspectives and other content

Anticipate 1-2 additional projects for XC consideration in the next few months

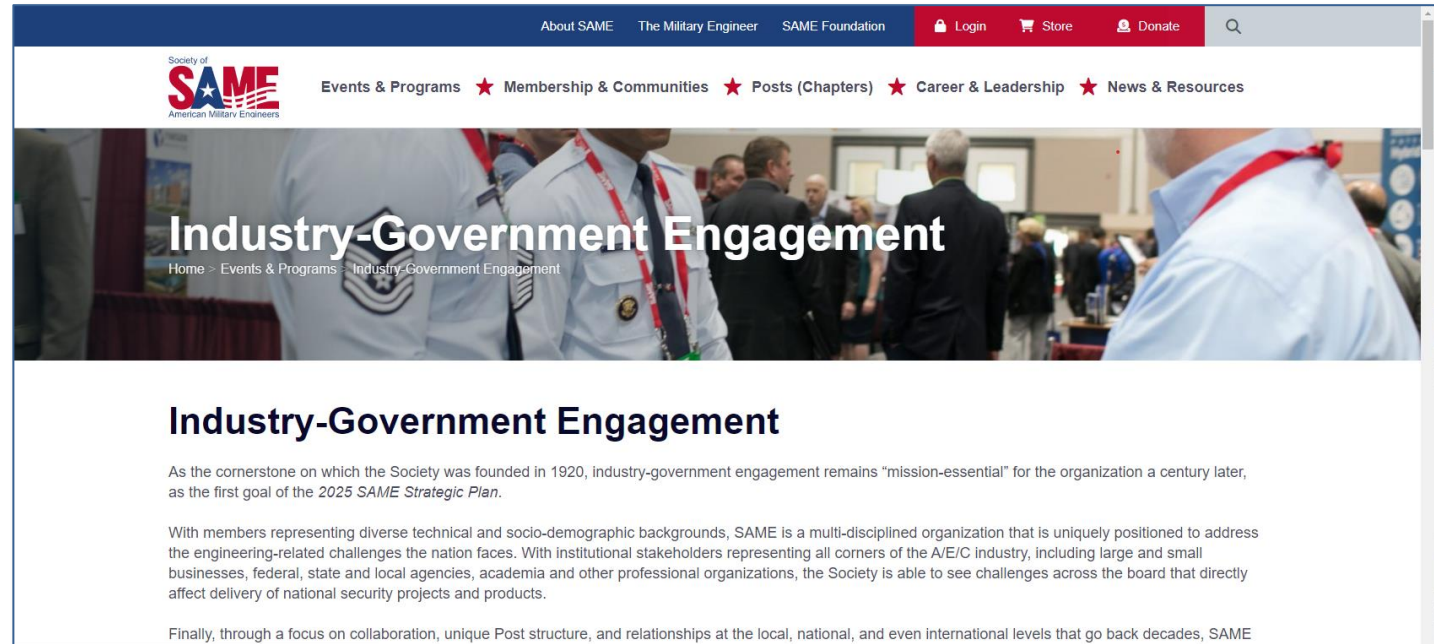
***See IGE Matrix in your read ahead for details***

- Hosted by the Construction TF
- Post-session to Capital Week; 113 registered, ~65 attended
- Examined three topics:
  - *Can We Afford the Consequences of Not Making Changes?*
  - *The Shrinking Federal Contractor Base*
  - *Got Risk? How to Improve Current Project Delivery Methods*
  - Report out at JETC'23
- Current IGE National projects – ½ would fit

- Opportunity for AEC industry leaders to provide direct feedback to senior government engineering leaders – often the service chiefs directly
- Initial 4 sessions during SBC'22
- Additional 2 sessions during JETC'23
- Small group, ~10 industry attendees
- SAME facilitated
- Assisting Posts to conduct, 1 scheduled (Savannah Post)



- <https://www.same.org/events-programs/industry-government-engagement-2/>
- Revamped, enhanced
- Why IGE is important to SAME
- Current Projects
  - Project Scope, Impact, PM
  - Documents, other media
- Completed Projects – *SAME Perspectives*
- Post IGE news, information in the future
- **NEW** - IGE Mentors



# **SAME Elected Director Governance Update**

Mike Huffstetler, Appointed Director/Incoming VP



## Agenda

- Issue/Problem Statement
- Planned Changes
- Planned Timing/Action Items

**As a significant group that is ELECTED each year by the general membership, our goal with these Elected Director (ED) enhancements is to ensure their 3-year investment is not wasted.**

**Every EDs' potential for future society leadership and impact to our national governance can, and should be, enhanced by the ED experience!**

## Issue/Problem Statement:

- We are not consistently fulfilling the intended purpose of a “Director” – to use each person’s experience and knowledge to the betterment of the Society
- ED nomination process lacks prescriptive qualifications
- Many members view the ED as something to be “bestowed” or as a SAME “resume builder”
- Although our membership at large elects them, for years the ED has been widely considered to be less demanding (called a “skate” position)

## Issue/Problem Statement (cont):

- As some have clearly demonstrated, EDs are effective when they are tasked to do something - preferably planned and intentional (not reactive)
- We do not currently maximize the EDs' growth and impact since we do not consistently task them – i.e. not all will be asked to lead specific Task Forces
- No single NLT member can oversee all 12 EDs

*“Right now, we are all cowboys.”*

– current Elected Director

## Planned Changes:

- Each ED nominee will be asked to demonstrate prior BOD or similar leadership experience (SAME, other) as a minimum requirement
- National Office will convey the current President's Strategic Plan focus areas/priorities into that year's call for ED nominations
- We will require each of the 4 new EDs to attend the May BOD and to receive on-site orientation/training (breakout session w/ all EDs)

- New ED Roadmap = **Engagement & Exercised Leadership!**
  - Year 1 EDs: *“Our Ambassadors”*
    - As they each articulated in their nomination packets, each first year ED will be focused on serving and supporting the Strategic Plan and the President’s priorities
  - Year 2 EDs: *“Our Voices”*
    - As general membership-elected, second year EDs will be focused on seeking out and bringing perspectives of certain member segments to the President/NLT
  - Year 3 EDs: *“Our Champions”*
    - Their third year is focused on mentoring Year 1 EDs, transitioning task forces, and assisting the current President-Elect



# ELECTED DIRECTOR GOVERNANCE

- New Oversight Structure of EDs:

“Class” of Elected Directors (4 each):	ED Focus	ED Oversight / Mentoring:	Pres-Elect	Pres	Past-Pres
During their 1 <sup>st</sup> year	President’s Agenda	Current Past President (oversees 4 new EDs)			
During their 2 <sup>nd</sup> year	Voice of Membership (and as-assigned Task Forces)	Current President (oversees 4 EDs)			
During their 3 <sup>rd</sup> year	Mentoring (and as-assigned Task Forces)	Current President-Elect (oversees 4 EDs)			

- Pairs the most “senior” NLT member (Past-President) with the most “junior” ED (Year 1)
- Provides pass it forward/mentoring opportunities to every ED during their final year
- Maintains flexibility for Task Force assignments (intended for Year 2 and 3 EDs only)

## Planned Action Items:

1. Update National Leadership Nominating Procedures Guide -  
**Action: National Office**
2. Update Bylaws - **Action: Bylaws Subcommittee**
3. Consider developing an Elected Director Manual, similar to the RVP manual - **Action: EDs task group lead by a 3<sup>rd</sup> Year ED, with SAME National staff support**

# ELECTED DIRECTOR GOVERNANCE

- 08/07/22 – XC initiates task to study Elected Director (ED) role/governance
- 10/19/22 – Report and Recommendations submitted to National President
- 11/01/22 – ED Governance task overview shared w/ Fall BOD
- 01/11/23 – Draft ED proposal presented to NLT - changes requested\*
- 02/09/23 – Draft ED proposal briefed to current EDs for additional input
- 03/27/23 – Final ED proposal presented to XC – concurred
- 05/01/23 – Final ED proposal shared w/ Spring BOD

\*Per the NLT’s direction on 11 Jan 2023 and as endorsed by the XC, any proposed updates to the SAME Bylaws and/or Nominating Procedures Guide will be “paused” for one year, to allow for these changes to first be implemented and monitored during 2023-2024.

## THANK YOU to all contributing leaders ...

### SAME Past Presidents:

- John Mogge
- Marv Fisher
- Tony Leketa
- Sal Nodjomian
- Buddy Barnes
- Gary Engle
- Mark Handley
- Heather Wishart-Smith

### SAME Elected Directors:

- NK Mbaya
- Arpan Patel
- Anita Larson
- Nick Desport
- Adam Boubede

# Questions?

# **SAME Construction Task Force Proposal**

Mike Wehr, Task Force Chair



**BLUF:** Form a Construction Community of Interest IOT to solve Construction industry issues as SAME fulfills the larger mission of serving as the premier facilitator of industry-government engagement in the Architecture / Engineering / Construction industry.

## Background:

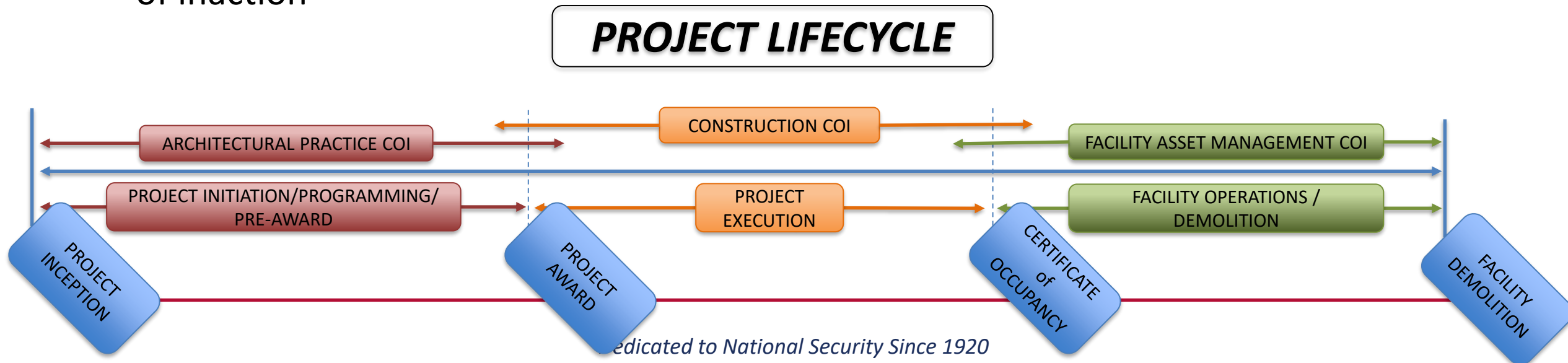
- TF appointed by SAME 2022-2023 President, Cindy Lincicome, at JETC 2022 to “Confirm or Deny the need for a Construction COI by forming an inclusive TF for diversity of thought, enabled by enough leadership to deliver timely recommendations that make progress on addressing today’s challenges in the Construction Industry...”
- Chaired by MG Mike Wehr, USA (RET), initial TF membership consisted of professionals from across the public and private sectors of the A/E/C industry
- Initial Way Ahead proposed a recommendation to the BoD NLT SBC 2023

How does SAME facilitate industry-government engagement (IGE) in order to improve the construction delivery of federal projects in an environment of heavy competition for talent and resources, lack of pricing predictability, and competing investment priorities?



# Construction Task Force Update – Analysis of On-going Activities within SAME

- Construction challenges not directly addressed in any formal function within SAME. At times construction challenges addressed as a by-product of other activities and initiatives.
- No other existing COIs adopt Construction as their purview. Currently 3 on-going IGE efforts would be best stewarded by the proposed Construction COI.
- Construction Task Force hosting *Inaugural IGE Summit* during Capital Week 2023 to address 3 key project delivery topics: shrinking contractor base, risk tolerance, risk of inaction



**PROPOSED MISSION:** The Construction Community of Interest (CCOI) improves construction delivery of federal projects to keep them on budget, on schedule and of the highest quality in order to reverse our growing inability to do so, which is threatening the infrastructure security of our Nation.

## STRATEGIC ALIGNMENT

- **Goal 1: Strengthen Industry-Government Engagement:** *Lead efforts to foster communication and build relationships among military, public, academic, and professional organizations; further collaboration to identify issues and develop solutions in support of National security.*
  - Serve as focal point for engagement between the Construction Industry and public sector agencies to improve construction project delivery.
- **Goal 3: Develop Leaders for the Profession:** Lead efforts to enhance leadership development and cultivate the talent necessary to address the nation’s grand challenges; ensure the enduring stewardship of the A/E/C profession.
  - Create opportunities to develop the next generation of Construction industry leaders for the Nation.

- Proposed Initial COI Leadership Structure:
  - Chair
  - Vice Chair
  - Secretary
  - Vice Chair, Programs
  - Vice Chair, Communications

- Active TF Membership:
  - MG(R) Mike Wehr, Atkins Defense Sector Manager, Large Business
  - Ben Nichols, Harkins Builders, Medium/Large Business
  - Kevin Wimsatt, CEO, Bold Concepts, Small Business
  - LTC Craig Bryant, USACE, Tulsa District Deputy Commander
  - Mario Burgos, President & CEO at Burgos Group, LLC, Small Business
  - Angie Martinez, VP Business Development at Martinez Construction Services, Small Business
  - Curt Haldeman, Regional VP, Federal Division at Granite Construction, Large Business
  - CAPT (R) Julius C. "Jake" Washington, Jacobs, large business
  - RADM(R) John Korka, Clark Construction Group, Division President, Large Business
  - Rob Biedermann (SAME Direct Support, along with Jeanne LeBron & Merle Keener)

- Formal establishment of COI
- Identify and emplace COI leadership
- Develop CCOI Workplan, lines of effort

***DECISION***



# Construction Task Force Update – Way Ahead

BLUF: SAME MUST form a Construction COI to focus on Construction challenges in national security related infrastructure projects. Inaction will result in failure.

TASK	INITIAL	ACTUAL / CURRENT
Brief SAME Board of Direction (BoD)	11/1/2022	11/1/2022 (A)
Brief SAME Executive Advisory Group (EAG)	11/3/2022	11/3/2022 (A)
Gather inaugural Construction TF for initial guidance (SBC)	SBC'22	SBC'22 (A)
Finalize additional TF members	11/4/2022	11/4/2022 (A)
<del>Conduct Survey to inform focus areas</del>	<del>NOV-DEC 2022</del>	
Initiate routine weekly TF meetings	DEC 2022	11/17/2022 (A)
Report to NLT on initial findings		2/22/2023 (A)
Incorporate guidance from <del>BoD</del> NLT	<del>Post-JETC'23</del>	Pre-CW'23
Conduct IGE Summit		CW'23
<del>Report to BoD on initial findings</del> Conduct IGE Summit Follow	JETC'23	
Make recommendation to BoD	SBC'23	JETC'23

# **SAME Foundation Update**

## Tim Byers, Foundation Chair-Elect



# Strategic Plan Progress

Charlie Perham, President-Elect





# Tech COI Update

COI	Lead	Status
Environmental	Rick Wice	<ul style="list-style-type: none"> <li>• One more year</li> <li>• ECOI Monthly resurgence.</li> <li>• 9 webinars – multiple cosponsored by the RCOI</li> <li>• ECOI PFAS IGE finalized 2 PFAS IGE fact sheets</li> </ul>
Joint Engineering Contingency Operations	James Romasz	<ul style="list-style-type: none"> <li>• Rick Sloop Inbound</li> <li>• SBC 2022 Panel on “Alternative Government Procurement Options for Military Construction”</li> <li>• Supported all six Joint Engineer Operations Courses</li> <li>• Four 2022 Warfighter Seminars at JETC 2022 - 20 findings and recommendations for the JOEB Work Plan, Joint Assessments and other mechanisms</li> </ul>
Resilience	Al Romano	<ul style="list-style-type: none"> <li>• Pat Hogeboom inbound</li> <li>• Developed and advanced SLR &amp; OT IGEs</li> <li>• Joint Webinars with Env. COI on Resilience Topics</li> <li>• Collaborated with several POSTs (NOVA, NJ/NY, Philly, S.F., etc.) in support of local/regional resilience &amp; cybersecurity programs</li> </ul>

# Tech COI Update

COI	Lead	Status
Small Business	Sally Clark	<ul style="list-style-type: none"> <li>• One more year SB Certificate Program Launch of the Business Development &amp; Marketing Working Group</li> <li>• LinkedIn COI page</li> </ul>
Facility Asset Management	Lisa Cooley	<ul style="list-style-type: none"> <li>• Mike Zapata Inbound</li> </ul>
Architectural Practice	Cathy Otis	<ul style="list-style-type: none"> <li>• One more year</li> <li>• 6% Design Limitation IGE</li> <li>• Installation of the Future Installation IGE with Resilience COI</li> <li>• APCOI Journal publish bi-annually</li> </ul>
Energy & Sustainability	Norm Campbell	<ul style="list-style-type: none"> <li>• One more year</li> <li>• Engage membership and increase participation through monthly meetings, webinars</li> <li>• EV Infrastructure IGE program</li> <li>• JETC Energy Track</li> </ul>

# Strategic Plan Progress

Sharon Krock, Vice President



## Overall Human Capital COIs

Webinar Wednesdays!

COI Liaisons – main role/responsibility is to attend at least two different COI meetings and report to the other potential cross-over or ways each COI could benefit from the other

Community Hub – ongoing progress

Profile Updates – very important to double-check your membership profile to ensure you will receive correspondence from the COIs that you choose

Post POCs are key to connecting COIs to Posts

Several LDP UPIC Projects related directly to COI challenges/concerns

## Camps COI – Cindy Miller, Chair

Goal 4 – Enrich the STEM Pipeline, also Goal 3 – Develop Leaders for the Profession

- National Camp Program – Draft Operations Manual, Responsibility/Timeline Matrix
  - Navy, Port Hueneme, CA
  - USAFA, Colorado Springs, CO
  - USAF, Scott AFB, IL
  - USMC, Camp Lejeune, Jacksonville, NC
  - Army, Vicksburg, MS
- Stand up camp in Jacksonville in 2024 with Jacksonville Post and NAVFAC SE
- Standardized marketing across all camps - 250 applications but aiming for 1,000!

## College Outreach COI – Marilyn Zenko, Chair

Goal 4 – Enrich the STEM Pipeline for the Nation, also Goal 3 – Develop Leaders for the Profession

Innovation Design Challenge -

Reconnecting with Student Chapters

## Enlisted COI – Shane Payne, Chair

Goal 5 – Prepare Service Members and Veterans for the A/E/C Industry

- Increased participation at the COI level
- Highlight value to enlisted members

## K-12 STEM COI – Liza Grudin, Chair

Goal 4 – Enrich the STEM Pipeline for the Nation

- Strategic Partners brought in for Webinars with excellent attendance
- Sharing Best Practices so Posts don't need to invent their own plans



## Leader Development COI – Roland DeGuzman, Chair

### Goal 3 – Develop Leaders for the Profession

- National Leader Development Program (LDP) – huge success for the fourth year!
- UPIC Projects: Exciting and challenging work lies ahead
- Mentoring and leader development activities at the Regional and Post levels
- Weekly alternating meetings for executive committees: COI meetings and LDP meetings

## Young Professional COI- Corey Weaver, Chair

### Goal 3 – Develop Leaders for the Profession

- Credentialing Application – now online!
  - Special thanks to Tim Dahms and Victoria Mechtly
- Successfully bringing YPs and Fellows together at every national event
  - Pre-JETC and Pre-SBC Connections
  - YP-Fellow Networking Event
  - Mentoring Opportunities



# *Strategic Plan Progress – Human Capital COIs*

# Knowledge Sharing!

# Strategic Plan Progress

## Mike Darrow, Vice President



# RVP and Membership Update

- RVPs continued to focus on post engagement and helping some continue to recover from COVID
- Monthly RVP Calls:
  - A lessons learned segment to share best practices amongst RVPs
  - Increase focus on integrating COIs at the Post Level
    - Guest COI presentations each month
- Post Assessments to occur this summer
  - Slight refinement to the questionnaire
  - Expected Surveys to begin in July - RVP/Post President Dialogue



## RVP Guidelines for 2022 Annual Post Assessments

Each Post will be evaluated annually starting with the Foundation level and building from there. These are guidelines for evaluating Posts. RVPs should use their best judgement on where a Post falls in these categories. Posts may be "green" and "red" for something in each level. Please complete one form for each Post.

Minimum Post Requirements: Leadership in place, succession plans, at least 10 individual and 3 corporate members.  
\* Green - fully functioning \* Yellow - functioning at some level \* Red - not functioning

Post/Region: Fort Worth Post/TEXAS RVP/DRVP Name: Matthews/Wilbur

Foundation Level:	Green	Yellow	Red
Full board = major positions filled	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Do they rotate on/off</li> <li>What is the strength of leadership</li> <li>Any challenging/difficult volunteer(s)</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Regular meetings = scheduled and relevant	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Who shows up - same people or variety</li> <li>Are regular meetings held (monthly/quarterly)</li> <li>Variation of in-person/hybrid meetings</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Annual report submitted on time</li> <li>Annual audit completed</li> <li>990 tax return submitted</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Website Audit - current information, post contacts listed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planning for 2023	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Using 2025 Streamers for programs</li> <li>Understanding Streamers are now required as part of the Annual Report</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Streamers - Entering information into the Streamer Portal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Intermediate Level:	Green	Yellow	Red
Succession Plan to develop new leaders in a variety of positions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Variety of programs supporting the Strategic Plan - in-person and/or hybrid	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industry-Government Engagement (basic level)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Building resilience throughout the Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developing leaders for the profession	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Producing STEM professionals for the Nation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preparing veterans for the A/E/C industry	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Membership participation - same people or variety based on program/activity; Inviting non-members to attend and join	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach to new members - welcome, create an environment of belonging	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

# RVP Terms

- Current and new RVPs

Region – Current RVP	First	Last	Term	Incoming RVP
<b>California</b>	Mike	Herman	2021-2023	Jim Carter
<b>Carolinas</b>	Russell	Patterson	2020-2023	Frank Mondo
<b>Europe</b>	Chris	Knutson	2022-2024	
<b>Gulf Coast</b>	Ryan	Elliott	2022-2024	
<b>Heartland</b>	Miro	Kurka	2022-2023	Robert Burton
<b>Lakes</b>	Kevin	Wilson	2020-2023	David Johnson
<b>Mid Atlantic</b>	Bob	Bevins	2022-2024	Summer Gladden
<b>Missouri River</b>	Michelle	Chambliss-Cain	2021-2023	Julia Pluff
<b>North Atlantic</b>	Carlos	Sanchez	2022-2024	
<b>Northeast</b>	Christen	Sardano	2021-2023	Lisa Brandon
<b>Northern Tier</b>	Mark	Ohlstrom	2021-2023	Caroline Roberts
<b>Ohio Valley</b>	Scott	Nesbit	2021-2023	Alex Masters
<b>Pacific</b>	Brian	Duffy	2021-2023	Joshua Biggers
<b>Rocky Mountain</b>	Aaron	Murray	2022-2024	
<b>Southeast</b>	Pamela	Little	2022-2024	
<b>Southwest</b>	Bruce	Preston	2022-2024	
<b>Tennessee/Kentucky</b>	Ted	Foster	2022-2024	
<b>Texas</b>	Ben	Matthews	2021-2023	Eric Wilbur

## Streamers

- 77 Post submitted completed (3 incomplete submissions)
- 70 Posts earned the Streamer
- 53 Posts earned the Streamer with Distinction!
- 2023 Streamer Portal – opening this month – new link and new login for each Post is also coming

Encourage Posts to add their information throughout the year – DO NOT WAIT UNTIL NEXT JANUARY!

Full Results: <https://www.same.org/wp-content/uploads/2023/03/streamer-results-revised-2022.pdf>

- DE&I: Continued focus on DE&I roll out
  - Tool Kit on the website
- Post Support: Enabling the Post Membership Chairs
  - Holding quarterly zoom meetings with membership chairs.
    - Job description of what membership does
    - How to connect
    - How to get rosters
    - How the new dues structure works – led by Jill Murphy and Ann McLeod
- Tools subcommittee:
  - Support National Office efforts to train Posts to use the EMS
    - Webinars, the newsletter, How-to guides etc.

## Post DEI Toolkit & Resources

- **Cultivating a Sense of Belonging**
- **Understanding LBGTO Umbrella**
- **Cultural Competency**
- **2020 DEI Survey Results and Report**

### DEI Partnerships

- **Diversity in Action**





# Strategic Plan Progress

Rad Delaney, Vice President



## EXECUTIVE COMMITTEE 2022-2023

- Deputy Chair
- Vice Chair, Communications & Marketing
- Vice Chair, Outreach & Engagement
- Vice Chair, Awards & Recognition
- Vice Chair, Internal
- Vice Chair, Mentoring
- Vice Chair, Events

- SAME Staff POC
- DF Liaison
- Elected Directors

Ann Ewy, F.SAME

Carrie Ann Williams, CPSM, F.SAME

Rick Rubin, P.E., F.SAME

Jeanne LeBron, F.SAME

Brig Gen Patrice Melancon, P.E., F.SAME, USAF (Ret.)

Philius Angelides, P.E., F.SAME

Col Shawn Moore, F.SAME, USAF (Ret.)

Kathy Off, PMP

LTC Buddy Barnes, P.E., F.SAME (Dist.), USA (Ret.)

COL C. Patrick Hogeboom IV, P.E., F.SAME, USA (Ret.)

Col Patrick M. Coullahan, P.E., F.SAME, USAF (Ret.)



## BLOCKING & TACKLING

- New Fellows Selection
  - Annual Webinar
  - Nominations Package Review
- From the Academy: TME Articles - Bi-Monthly
- Town Halls: Quarterly
- Luncheons: JETC, SBC, Cap Week
- Newsletters: Quarterly
- Awards
  - Golden Eagle
  - Gerald Brown Mentoring
- Mentoring
  - Serve on evaluation panels for COI initiatives
  - Recruit Fellows as mentors for LDP and Camps



## ADDITIONAL TASKS

- Continue Refining Fellows Selection Process
  - Transparent, Meaningful & User Friendly
- Continue Fellows Manual Updates
- Address Enlisted and Active-duty roadblocks
- Fellows Survey – Every Three Years
- Membership Database
  - Improve Outreach
  - Identify Active Fellows
  - Improve Fellow Integration



## NEW INITIATIVE -“HALFWAY TO FELLOWSHIP”, “FORWARD TO FELLOWSHIP” (Working Titles)

- **Purpose**

- Unveil the process for Active-Duty members.
- Makes the process more self-directed and less dependent on a current or former leader.
- Increase both the transparency of the AOF process and the understanding of what AOF involvement may look like.
- Opportunity to grow and thereby strengthen the Academy of Fellows; it's not just about the numbers.

*Why should I be a Fellow?*

*What should I start doing now if I eventually want to be a Fellow?*

*How can I work towards Fellowship if I'm deployed?*

## NEW INITIATIVE -“HALFWAY TO FELLOWSHIP”, “FORWARD TO FELLOWSHIP” (Working Titles)

- **Structure**

- Develop a webinar series different from the pre-application given every summer.
- Start the education process earlier than 10 years, no later than five, possibly earlier?
- By then the candidates will know they want to advance in SAME but its still not too late to develop a resume
- Possible 1:1 coaching.
- Reach out to those who aren't already heavily involved.
- Candidates can self-nominate and would need to keep a log and self-track via LinkedIn/Excel....
- SAME can assign a coach to help navigate the process.
- For active-duty members, will highlight ways to deal with deployments and 2-to-3-year stints.
- PUBLICIZE & COMMUNICATE the program!
- **We talk about the program and make its existence very public, and people jump on the path themselves.**

## NEW INITIATIVE - “HALFWAY TO FELLOWSHIP”, “FORWARD TO FELLOWSHIP” (Working Titles)

- **Kick-Off**

- Formal announcement
- Continuing Publicity Program
- TME Article
- Presentation at PLW
- Will need buy-in and help spreading the message from Society Leadership.
- Reach out to Posts, RVPs, RFPOCs & PFPOCs
- How do we reach those members who aren't already heavily involved?



# Consent Agenda – 100% BOD voted!!

- BOD Meeting Minutes 11-1-22
- XC Meeting Minutes 11-30-22
- XC Meeting Minutes 3-27-23
- Foundation Meeting Minutes 3-27-23
- 2023-2024 Board of Direction & Executive Committee
- 2023 Election Results
- Fort Drum Post Closure



# THANK YOU & KEEP UP THE GOOD WORK!

- Bob Bevins
- Adam Boubede
- Michelle Chambliss-Cain
- Lisa Cooley
- Pat Coullahan
- Jeff Davis
- John Davis
- Rad Delaney
- Brian Duffy
- Liza Grudin
- Mark Handley
- Mike Herman
- Patrick Hogeboom\*
- Mike Huffstetler\*
- Charysse Knotts
- Sharon Krock\*
- Miro Kurka
- Cindy Lincicome\*
- Ben Matthews\*
- Scott Nesbit
- Mark Ohlstrom
- Liz Parent
- Russell Patterson
- Shane Payne\*
- Charlie Perham\*
- Al Romano
- Jim Romasz
- Christen Sardano
- Corey Weaver
- Kevin Wilson

\*moving to different board position

# OATH OF OFFICE

Please raise your right hand and repeat after me the **oath** of office. In the presence of honored guests and **members** here assembled - I, (state your name), do so solemnly promise and pledge - that I will faithfully and honestly- discharge the duties of my position to the best of my knowledge and ability to serve our Society Members, Posts, Regions, National Entities and the National Security of our Nation.



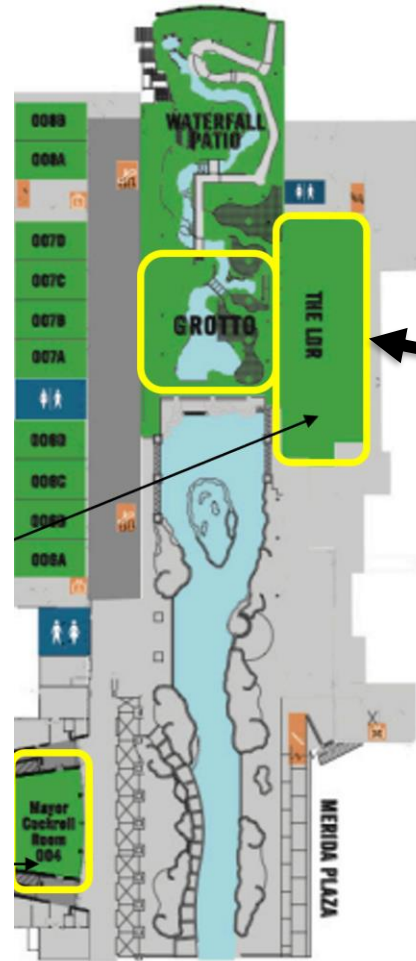
# President's Closing Remarks

Cindy Lincicome

# President Elect Remarks

Charlie Perham (with hair)





President's Reception  
Convention Center, River Level,  
LDR Room