SAME

STREAMERS PROGRAM

Supporting the
2025 SAME Strategic Plan

"Mutual confidence and efficient cooperation are possible only if we are well acquainted. Therefore, let us make an effort, a continuous effort, to 'get together.'"

-The Military Engineer, July-August 1920

SAME MISSION

"Build leaders and lead collaboration among government and industry to develop multidisciplined solutions to national security infrastructure challenges."

SAME VISION

"Serve our nation as the foremost integrator for leadership development and technical collaboration within the A/E/C profession."

2025
STRATEGIC OUTCOME

Set the industry standard for active membership that creates lasting impact at the local and national levels.

2025 SAME Streamers Program

Introduction

The following pages outline SAME's 2025 Streamers Program and annual reporting system. This program and reporting system was developed with input from all areas of the Society and in alignment with the *2025 SAME Strategic Plan*. The program and reporting system was approved by the SAME Board of Direction in May 2020, for implementation beginning with the 2021 calendar year.

► Tasks Supporting the Five Goals of the 2025 SAME Strategic Plan
- Goal 1: Strengthen Industry-Government Engagement
- Goal 2: Build and Sustain Resilient Communities
- Goal 3: Develop Leaders for the Profession
- Goal 4: Enrich the STEM Pipeline for the Nation
- Goal 5: Prepare Servicemembers and Veterans for the A/E/C Industry

► Reporting System for Posts

► Evalution Processs

► Membership Streamer Requirements

► Distinguished Post Criteria

► Operational and Annual Report Requirements

► Post Leader Resources List

2025 SAME Strategic Plan – Streamers Tasks

► **Large Posts** – 1700 points

► **Medium Posts** – 1000 points

► **Small Posts** – 600 points

Every Post will be required to enter its activities as part of its Annual Report.

Key Elements:

► There is one Streamer that will be awarded that includes contributions to each goal of the 2025 Strategic Plan.

► The program is a points-based system and tiered by Post size.

► Every Post is required to complete one task that contributes to the society's primary goal: Strengthening Industry-Government Engagement.

► Points are awarded as all or nothing (Posts will be able to provide additional details if the evaluator feels the submission does not meet the intent of the task.)

► The points were developed in conjunction with the 2025 Strategic Plan and are derived based on relative impact on the plan, as determined by input from around the Society.

► Should a Post want to submit a task for evaluation that is not included in the current list of suggested tasks, they will be asked to do so at the start of the program year and a group of designated reviewers (from COIs, A&R COI, and Elected Directors) will approve the task and assign a point value.

Membership Streamer:

There is a separate Membership Streamer that requires cumulative growth across individual members and Sustaining Member companies.

Annual Report:

The Annual Report and Streamers are connected so that a Post must file its financial Annual Report to earn the Streamer. Posts must submit Streamer tasks for their Annual Report in order to be considered complete.

GOAL 1:
STRENGTHEN INDUSTRY-GOVERNMENT ENGAGEMENT

Lead efforts to foster communication and build relationships among military, public, private, academic, and professional organizations; further collaboration to identify issues and develop solutions in support of national security.

GOAL 1: **OBJECTIVE 1**

Ensure SAME's Industry-Government Engagement Plan promotes multidisciplined industry-government collaboration and adds value to shared efforts to improve America's infrastructure, with the Society recognized by all stakeholders as the platform for industry-government engagement.

Suggested Post Tasks

TASKS	POINTS
► Conduct local Industry-Government Engagement Workshops with key stakeholders to identify issues, collaborate on solutions, and document progress. Categories can include but are not limited to: Policy/Law; Capacity (skilled labor); Project Delivery Best Practices, Business Practice; Capability (professional expertise, technology); Warfighting; Resilience; small business; market research; cyber security; knowledge management. ► Conduct Roundtable Discussion to identify potential issues ► Document IGE Workshop with complete details: • Topic/Date; Participating Agencies/Organizations; Outcomes/Impact; Follow-up Conducted/Needed	250
► Identify new local touchpoints to key stakeholders within local, state, and federal government entities to determine how the Post can serve those entities. • Meet with state, regional and/or local government to educate on how SAME can serve the community (could include Department of Public Works; City/County Engineer; Transportation/Transit Authority; Emergency Services; Environmental Services; Port Authority) • Meet with military to educate how SAME can serve area's installation. • Establish a Student Chapter with local college/university. Arrange for seminars/briefings at local college/university displaying strengths of national security A/E/C industry and emphasizing future career paths.	200
► Conduct local Joint Table Top Exercises (TTX) to stimulate collaboration among government and civilian engineers and planners on locally relevant infrastructure challenges. Include federal, state, or local agencies and strategic partners, as appropriate.	150
► Host an Industry Day/Government Briefing/Small Business events.	100
► Provide relevant industry best practices and professional development opportunities for government and uniform members.	100

GOAL 1: **OBJECTIVE 2**

Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results.

Suggested Post Tasks:

TASKS	POINTS
▶ Identify, establish and nurture strategic and organizational partners at local, state, and regional levels and determine how the Post can collaborate with those entities and execute two partnering/joint programs. (Examples include ASCE, ACEC, AGC, CMAA, NSPE, DBIA). Annually review strategic partnerships for impact, value, reciprocity, and strategic significance and outcomes of partnerships. Identify opportunities for new partnerships within existing goals	200
▶ In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships.	100

GOAL 1: **OBJECTIVE 3**

Ensure SAME's Communities of Interest serve Posts and national entities as subject matter experts, leveraging the Society's broad technical diversity to advance knowledge, standards, and best practices.

Suggested Post Tasks:

TASKS	POINTS
▶ Utilize COIs to identify topics and subject matter experts to support Post level technical events: • IGE Workshops, Technical Briefings, Seminars, Webinars, Conferences, Table Top Exercises	50
▶ Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post	50

GOAL 1: **OBJECTIVE 4**

Develop a portfolio of professional communications to inform, educate and reinforce SAME's impact to the nation; provide a repository of industry-government engagement efforts, tools, and lessons learned on the SAME national website.

Suggested Post Tasks:

TASKS	POINTS
▶ Promote progress of Post IGE Workshops through their conclusion by preparing and submitting articles documenting updates in TME, RealTiME, COI communications, Post communications, social media, and on the IGE webpage.	50

GOAL 1: **OBJECTIVE 5**

Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences.

Suggested Post Tasks:

TASKS	POINTS
▶ Develop IGE programming to meet the needs of the Post or region consistent with the IGE goal.	100
▶ Survey members to find out interests, issues, and demographics	25
▶ Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.	25

GOAL 2:
BUILD & SUSTAIN RESILIENT COMMUNITIES

Lead efforts to prepare communities to absorb, recover, and adapt from natural and man-made threats; fortify our nation's resolve directly where people work and live.

GOAL 2: **OBJECTIVE 1**

Leverage any local, regional, national, and international partnerships to educate and train members and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies to natural and man-made events.

Suggested Post Tasks:

TASKS	POINTS
► Hold infrastructure resilience specific training sessions and IGE Workshops.	200
► Conduct or participate in emergency management resilience exercise.	150
► Develop relationships with regional/local government and suggest ways that SAME can serve or partner with them.	100

GOAL 2: **OBJECTIVE 2**

Utilize SAME's multidisciplinary network to connect and educate stakeholders on new and existing technologies and to develop solutions to problems across critical infrastructure sectors.

Suggested Post Tasks:

TASKS	POINTS
► Hold Resilience Technology Industry Day, Roundtable, Post Meeting, or webinar.	150
► Utilize access to technology demonstration programs or other means of technical exchange addressing efficiency, sustainability, and resilience including but not limited to the Environmental Security Technology Certification Program (ESTCP, OSD), the GSA Proving Ground (GPG), and several DOE programs.	100
► Hold joint resilience meetings or sessions with other professional organizations or SAME Strategic Partners	100
► Utilize SAME's Resilience COI as subject matter experts for presentations, roundtables or webinar programs.	50

GOAL 2: **OBJECTIVE 3**

Promote partnerships and collaboration supporting the needs of military installations in pursuit of mission assurance and readiness (such as energy, water, and cyber security).

Suggested Post Tasks:

TASKS	POINTS
► Locate and share success stories with Post members and SAME National from DOD installations, government, and industry that have implemented cyber programs (and other efforts) impacting infrastructure and industrial controls systems (Risk Management Framework).	50

GOAL 2: **OBJECTIVE 4**

Utilize SAME's national relationships and local Posts to furnish vertical collaboration between all levels of government and private business.

Suggested Post Tasks:

TASKS	POINTS
► Look for opportunities to problem solve from the local agency level up. Identify issues that needlessly hinder collaboration in resiliency (i.e. FEMA's ability to work with local government during disasters)	100

GOAL 2: **OBJECTIVE 5**

Lead collaboration to advocate for streamlined acquisition and implementation of resilience solutions.

Suggested Post Tasks:

TASKS	POINTS
► Conduct or participate in Table Top Exercises at the Post/Regional level to stimulate collaboration among military and civilian engineers and planners on locally relevant infrastructure challenges.	200
► Enable discussions with federal agency and/or local government leaders and organizations dealing with the real impacts of sea level rise, extreme flooding, wildfires, mudslides, or other natural disasters.	150

GOAL 3:
DEVELOP LEADERS FOR THE PROFESSION

Lead efforts to enhance leadership development and cultivate talent necessary to address the nation's grand challenges; ensure the enduring stewardship of the A/E/C profession.

GOAL 3: **OBJECTIVE 1**

Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.

Suggested Post Tasks:

TASKS	POINTS
▶ Support SAME's National Leader Development Program (LDP), and link to Post leader mentoring and development programs, by nominating at least one person from the Post, to the Region for the National LDP class.	100
▶ Develop a Post Leadership Program, where Post Board of Directors gain knowledge and understanding of the Post's Standard Operating Procedures and/or Post's programs operational success.	100
▶ Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events) and scale to the size of the Post.	50

GOAL 3: **OBJECTIVE 2**

Promote a structured SAME mentoring continuum, highlighting growth and leadership opportunities for members at all levels.

Suggested Post Tasks:

TASKS	POINTS
▶ Build leadership pathways to achieve return on investment (sponsorships versus scholarships, stipends, Fellow designations) that impact the Post Leadership each year.	50
▶ Develop mentorship avenues for Fellows and senior Post members to remain engaged by providing their experience in leadership development of SAME Post members.	50
▶ Develop mentorship program where larger Posts integrate and help enhance smaller Post leadership within the Post's membership.	50
▶ Profile what a ready A/E/C leader looks like and how to communicate qualifications across the profession (government, industry, academic and business). Share profile(s) with Post membership and National Office.	25

GOAL 3: **OBJECTIVE 3**
Support and promote the SAME Foundation in fostering engineering leadership.

Suggested Post Tasks:

TASKS	POINTS
► Provide support to core SAME program areas of the STEM Pipeline from K-12, Camps, College Outreach, and Young Members, and transitions between each level. Support can be as a camp mentor, recruiter, or any level of support as defined by the Post.	50
► Inform and educate Post members of benefits of supporting the SAME Foundation for leadership development.	25

GOAL 3: **OBJECTIVE 4**
Increase participation and partnerships with academic institutions and college students at the Post, regional, and national levels.

Suggested Post Tasks:

TASKS	POINTS
► Establish at least one local college or university contact and conduct one event with the school.	100
► Establish and formalize relationships with colleges and universities that support the A/E/C and related disciplines. Document meeting attendance by college student/Student Chapter members.	100
► Establish relationships with ROTC and JROTC programs at colleges, universities, and high schools.	50

GOAL 3: **OBJECTIVE 5**
Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders and establishing succession plans.

Suggested Post Tasks:

TASKS	POINTS
► Have a Fellows POC on the Post Board of Directors	25
► Have a Fellow(s) assist another Post that does not have a Fellow in leader development	25
► Reach out to another Post with Fellows to collaborate if your Post does not have a Fellow for assistance in developing new leaders.	25
► Include Fellow(s) in leading or actively sharing leadership development responsibilities for the Board of Director succession planning in developing new leaders.	25
► Include Fellows in helping to recruiting new volunteer leaders	25

GOAL 4:
ENRICH THE STEM PIPELINE FOR THE NATION

Lead efforts to inspire, encourage, and enable youth to pursue STEM careers; help develop the technical capacity our nation needs to remain globally competitive.

GOAL 4: **OBJECTIVE 1**

Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.

Suggested Post Tasks:

TASKS	POINTS
▶ Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level	100
▶ Sponsor, support or mentor a STEM student or team at the K-12 level (such as robotics, mini-grand challenges)	50
▶ Actively participate in a local, regional or national STEM program, event or competition.	50

GOAL 4: **OBJECTIVE 2**

Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Suggested Post Tasks:

TASKS	POINTS
▶ Develop a local SAME STEM camp (week-long day camp, overnight camp, or single-day camp)	150
▶ Develop a local camp or STEM Day with a strategic partner or other organization.	150
▶ Sponsor a camper to attend a camp.	100
▶ Award a high school STEM scholarship for post-secondary education (college/university or technical/trade school)	100
▶ Develop a relationship(s) with local K-12 school to support STEM related activities (science fair, STEM guest speakers, field trips, tours)	75
▶ Sponsor other types of STEM outreach events such as "bring a student to work day," speak/present to a classroom about the industry during Engineers Week, invite student group(s) to tour a project site.	75
▶ Invite camp alumni back to a Post meeting or event to talk about their experience.	50
▶ Encourage camp participants to apply for Post and/or national scholarship opportunities.	25
▶ Sponsor or participate in college/university STEM or STEM career event.	25

GOAL 4: **OBJECTIVE 3**

Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as camp mentors.

Suggested Post Tasks:

TASKS	POINTS
► Participate in a local STEM camp with a strategic partner or other organization. (week-long day camp, overnight camp, single-day camp)	100
► Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.	100
► Develop a program for mentoring scholarship recipients, camp alumni, and any other students engaged with the Post to encourage their interest in STEM careers.	75
► Invite camp mentors back to a Post meeting or event to talk about their experience.	75

GOAL 4: **OBJECTIVE 4**

Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.

Suggested Post Tasks:

TASKS	POINTS
► Assign a mentor to scholarship recipients during the school year with follow up on their program of study either in person or by phone, email or video.	50
► Ensure scholarship recipients are SAME student members of the Post or Student Chapter.	25
► Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.	25
► Develop student "mentorship" program with other Posts for students who go to school away from their home Post to provide additional support during the school year.	25

GOAL 4: **OBJECTIVE 5**

Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters.

Suggested Post Tasks:

TASKS	POINTS
► Establish a new SAME Student Chapter and/or nurture an existing Student Chapter.	150
► Promote the Virtual Student Chapter to all student members and chapters.	100
► Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges, and universities with relevant STEM programs.	75
► Establish a Post POC to the College Outreach COI.	25

GOAL 5:
PREPARE SERVICEMEMBERS & VETERANS FOR THE A/E/C INDUSTRY

Lead efforts to fully integrate military and government members into the A/E/C industry; support training, credentialing, and networking initiatives that build, maintain, and translate skills to meet current and future needs.

GOAL 5: **OBJECTIVE 1**

Provide technical and joint training, integration of industry best practices, and networking opportunities to servicemembers at the Post, regional, and national levels.

Suggested Post Tasks:

TASKS	POINTS
► Augment existing local government training with industry perspectives and best practices.	150
► Conduct joint technical training for industry, military and government personnel when appropriate.	150
► Conduct training for military members that enhances wartime mission; document training (PDHs, schedule, other).	150
► Integrate into local Military Transitioning Assistance Programs.	100

GOAL 5: **OBJECTIVE 2**

Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications.

Suggested Post Tasks:

TASKS	POINTS
► Utilize scholarship funds to support credentialing and training of servicemembers.	150
► Co-host, participate, or sponsor joint meetings and events with other SAME strategic partners supporting the military with PDH programs.	100
► Communicate national-level credentialing resources with Post members and potential members.	50
► Host or sponsor effective credentialing program(s) or courses for veterans.	50

GOAL 5: **OBJECTIVE 3**

Sponsor leader development, networking, mentoring, and job fair opportunities for transitioning servicemembers that connect them to Trade Labor Unions, industry organizations, and other professional resources.

Suggested Post Tasks:

TASKS	POINTS
► Develop mentoring transition program for military personnel; share program details with the National Office.	200
► Participate in an established mentoring transition program for military personnel.	150
► Develop tutoring and/or study-group program for those seeking credentialing support.	100
► Established local Warrior (Veteran) Transition Program with local installations) to prepare veterans for post-military career; share program information and success stories with the National office.	100
► Sponsor or participate in an established Veteran Transition Program(s) at local installation(s).	75
► Co-host local networking events and/or job fairs with strategic partners.	75
► Host a resume writing/review or mock interview program for transitioning personnel.	50
► Include opportunities at industry days and small business events that can include recruitment opportunities.	50
► Sponsor or co-host an event or program with Trade Labor Unions to connect transitioning servicemembers with opportunities in the construction, asset management industries, or related industry.	50

GOAL 5: **OBJECTIVE 4**

Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being.

Suggested Post Tasks:

TASKS	POINTS
► Leverage local and national relationships with organizations and strategic partners that specialize in veteran well-being.	100
► Include family when appropriate, to enable servicemembers to achieve their mission and career goals without losing valuable time with family (such as offering social events or family packages)	50
► Participate with local and national organizations that support veteran and their family's well-being.	25

GOAL 5: **OBJECTIVE 5**

Operationalize the Post sponsorship model, where SAME Posts coordinate to welcome servicemembers/civilians and their families upon transitioning to new locations.

Suggested Post Tasks:

TASKS	POINTS
► Collaborate with other Posts on "transferring" any members who move to another location with a nearby SAME Post (such as PCS, job changes).	200

Membership Streamer

The Membership Streamer will be based on growth both in individual memberships and Sustaining Member company memberships. Sustaining Company Member representatives will not count towards the Streamer.

Metrics for winning the Membership Streamer

To earn the Membership Streamer, Posts are required to grow cumulatively across the categories of membership. Ideally Posts should grow in all categories; however, technically, Posts have to show overall growth. That means a Post could lose individual members, but offset it with a substantial enough increase in Sustaining Member companies, thereby showing an overall increase in membership.

The SAME National Office will provide a starting number for both individual members and Sustaining Member companies. Monthly statistics will be provided in the Post Resource Center *(www.same.org/post-resource-center)* in order for Posts to know exactly where they stand each month. Additionally, reports will be available "on demand" in each Post leader's member dashboard, which is also available on the SAME website.

Criteria for Distinguished Post

► **Post must accomplish task(s) that contribute to all five goals**

► **Post must exceed the number of points required to earn the Streamer**
  - **Small Post:**   +600 points
  - **Medium Post:**   +1,000 points
  - **Large Post:**   +1,700 points

► **Post must grow membership by 5% or more**

Post Annual Report Requirement

The Post Annual Report will include financial information as well as administrative and operational requirements. The report must be submitted on time (March 1) for the Post to earn the Streamer for the reporting calendar year.

Financial Reporting

- ☐ The annual report will require financial data reporting of income/expenses and bank balances.
- ☐ Posts will be required to submit their 990 to the IRS and confirm the date submitted.
- ☐ Posts will be required to provide the date of their most recent annual audit and any findings.

Administrative and Operational Requirements

- ☐ Hold at least one event or activity supporting Industry-Government Engagement.
- ☐ Develop/implement a succession plan to grow new Post and Society leaders.
- ☐ Send a Post board member to Post Leaders Workshop.

- ☐ Utilize Fellows and/or senior Society members in support of Post Programs.
- ☐ Promote inclusion and diversity on Post Board of Directors.
- ☐ Utilize and contribute to Post Best Practices to further support Posts' success over the long term.

The annual report will also include the following data reporting:

- ☐ Regularly updated website
- ☐ Annual submission of Post Officer/Leader roster
- ☐ Confirmation of new member welcome
- ☐ Recognition of Sustaining Members companies
- ☐ Number of meetings/events held
- ☐ Student Chapter and/or Field Chapter support, if applicable

- ☐ Strategic Partner activities/collaboration
- ☐ Collaboration with other Posts
- ☐ STEM Outreach hours/financial
- ☐ Veterans Support hours/financial
- ☐ Community Service hours
- ☐ Scholarships awarded/financial amount

Review of Streamer Submissions

- ► The Society's National Officer overseeing RVPs and the A&R COI has total oversight of the Streamers and the evaluation process.
- ► Streamer evaluation teams will be overseen by Elected Directors on the Board of Direction.
- ► Evaluation teams of two to four people will include COI members.
- ► Each team will be responsible for reviewing eight to nine Post submissions quarterly by logging into the Streamers Evaluation on their member dashboard.
- ► Evaluators will determine if the submission by the Post meets the intent of the tasks under the goals and award the points.
- ► If an evaluator has a question or feels the

submission doesn't meet the intent of the task, they will contact the submitter to ask for additional information. The submitter will be able to login and update the submission. The evaluator then will then be able to review, approve, and points will be awarded.

- ► Elected Directors, with assistance from the A&R COI will review the final Streamer submissions, review all Post point totals, membership growth and final annual report submission to determine Streamer results and Distinguished Posts.
- ► The summary page of Post completed tasks will show the total points they have earned towards the Streamer at any time throughout the year.

THANK YOU FOR CREATING A STRONG SOCIETY WITH US.

Post Leaders Resources List

▶ *Post Resource Center* – Your go-to-guide for successfully operating your Post. Find streamer criteria, change of officer reports, best practices samples and templates, operations manuals, and more!

▶ *Post Document Exchange* – Find samples of anything and everything you might need, shared by other posts thoughout the Society! Why reinvent the wheel?

▶ *Communities of Interest* – The Communities of Interest (COIs) offer members a chance to engage within a particular area of practice within the industry or a demographic within the Society. They are a great source for developing education and training for your post!

▶ *National Leadership* – Find the list of the Society's leaders here, including the National Officers, Regional Vice Presidents, Elected Directors, and COI Chairs.

▶ *National Office Team* – The National Office is here to support Posts. Find the list of our team here to get help with whatever you might need!

▶ *Leverage SAME's Strategic Partners to enhance your Post's benefits*. Hold joint meetings and include them for industry engagement workshops, small business events and more. They are a great source of potential new members and business intelligence—and it's all about collaboration!

▶ *Member Dashboard* – The dashboard is a vital tool to helping operate your post and leveraging your SAME membership. You must login to your SAME member account to access this information. On the dashboard you will find:

- Post Leaders – available only to registered officers of your Post, you can run a membership roster for you Post here.
- Directories – Listings of all SAME individual and company members, the SAME National Board of Direction, Community of Interest members, and more!
- Your Account – this is where you can manage and update your personal information. A complete profile helps you leverage your SAME membership and sets a good example to your Post members. Because the more you know about them, the better you can serve!