

WELCOME TO POST LEADERS WORKSHOP!

SAME 101

August 6-8, 2023

Charlie Perham, F.SAME

National President



SAME Mission

OUR MISSION:

**BUILD LEADERS AND LEAD COLLABORATION AMONG
GOVERNMENT AND INDUSTRY TO DEVELOP
MULTIDISCIPLINED SOLUTIONS TO NATIONAL
SECURITY INFRASTRUCTURE CHALLENGES.**

2025 Strategic Plan Goals

- Strengthen Industry-Government Engagement
- Build and Sustain Resilient Communities
- Develop Leaders for the Profession
- Enriching the STEM Pipeline for the Nation
- Prepare Servicemembers and Veterans for the A/E/C Industry

Your Elected Volunteer Leaders!

National Leadership Team ... they are all **HERE!**

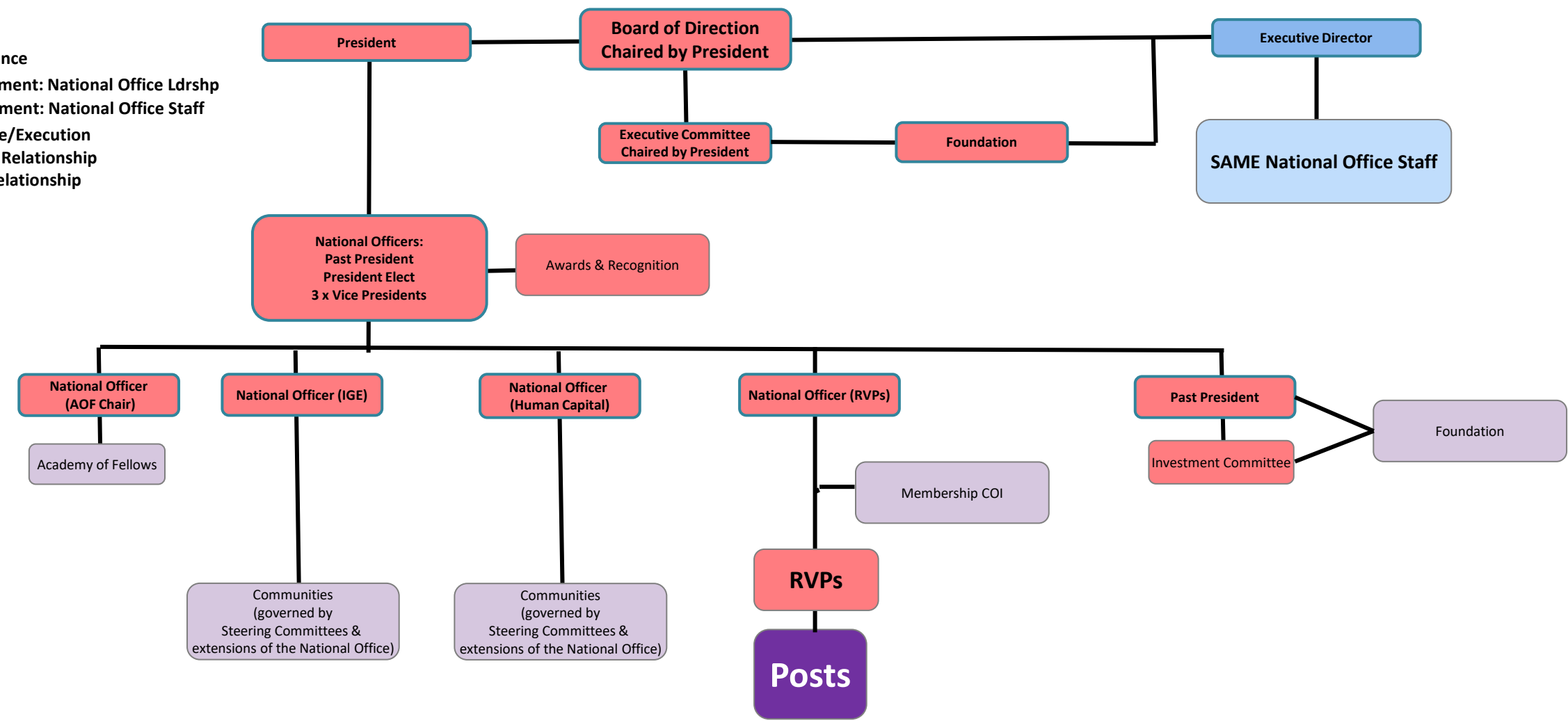
- Charlie Perham, President
- Cindy Lincicome, Past President
- Sharon Krock, President-Elect
- Mike Darrow, Vice President – Human Capital COIs
- Ben Matthews, Vice President – Technical COIs
- Mike Huffstetler, Vice President – RVPs/Posts

National Staff who are here at PLW

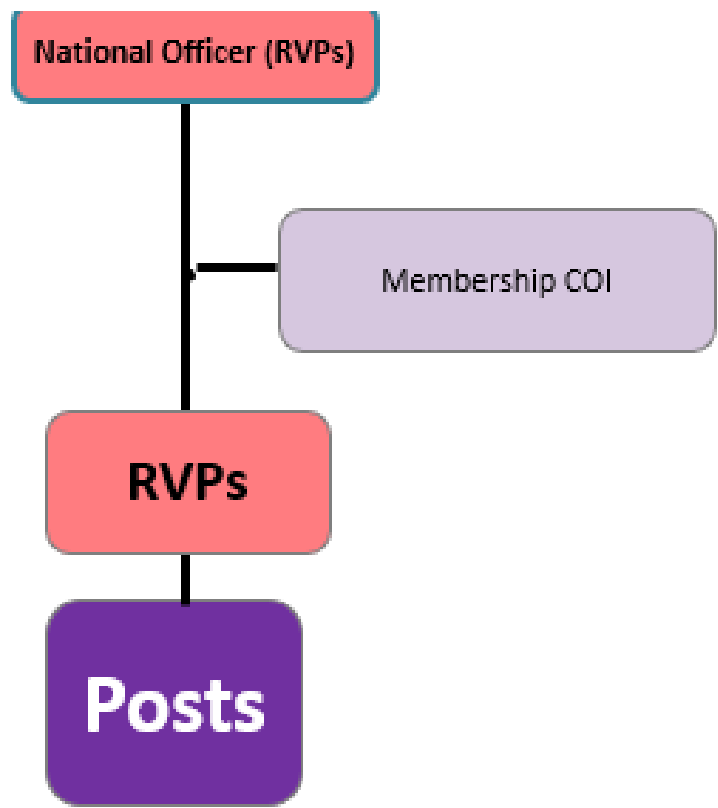
- Joe Schroedel, Executive Director - outgoing
- Mike Wehr, Executive Director - incoming
- Ann McLeod, Director, Meetings, Membership & Business Operations
- Rob Biedermann, Director, Industry Government Engagement
- Jill Murphy, Associate Director, Membership & Post Operations
- Alicia Perez-Arrieta, Associate Director, Meetings
- Belle Febbraro, Associate Director, Education
- Lai Nguyen, Post Operations Coordinator
- Seth Ivey, Marketing Specialist

SAME 101 - Governance

- Governance
- Management: National Office Ldrshp
- Management: National Office Staff
- Guidance/Execution
- Affiliate Relationship
- Direct Relationship



SAME 101 - Governance



There are:

- 18 Regions (geographic)
- 95 Posts

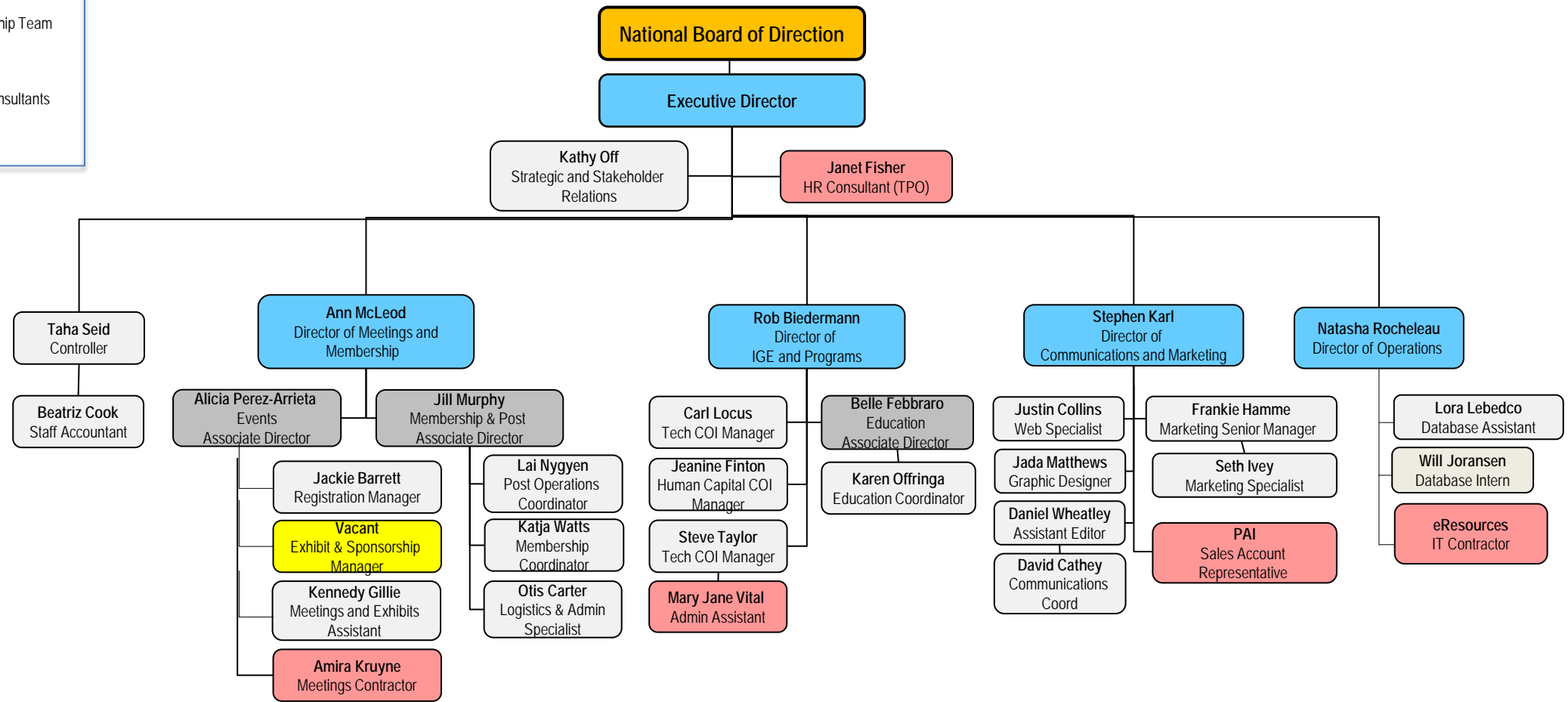
All posts fall into a region.

All Posts are considered small, medium, or large based on the number of members. Thresholds are:

- Small: 1-175
- Medium: 176-450
- Large: 451+

SAME 101 – National Office Staff

Senior Leadership Team
Teammates
Outsourced Consultants
Vacant





Dedicated to National Security Since 1920

We are here for YOU!!

POSTS@SAME.ORG is checked by multiple people...make it your default communication!


WEBMASTER@SAME.ORG for help on your SAME-hosted website

Ann McLeod, Director – amcleod@same.org

Jill Murphy, Associate Director – jmurphy@same.org

Lai Nguyen, Post Ops Coordinator – lnguyen@same.org

Katja Watts, Membership Coordinator – kwatts@same.org

- How do you pronounce our acronym?
 - Sammy
 - Say-me
 - Same
 - S.A.M.E. 



SAME 101 - Acronyms

AOF – Academy of Fellows	COI – Community of Interest
CONUS – Continental United States	OCONUS – Outside Continental United States
CTW – Career Transition Workshop	EAG – Executive Advisory Group
EMS – Enterprise Management System	IGE – Industry Government Engagement
JECO – Joint Engineer Contingency Operations	JETC – Joint Engineer Technical Conference (SAME Annual Meeting)
LDP – Leader Development Program	NAICS – North Atlantic Industry Classification System
NLT – National Leadership Team	PDH – Professional Development Hour
RVP – Regional Vice President	SBC – Small Business Conference
SLO – Service Liaison Officer	TME – The Military Engineer Magazine
TTX – Table Top Exercise	YP – Young Professional

What is IGE??

Industry – Government Engagement

The IGE Equation: Culture + Process = Impact

- IGE is a culture of transparency, trust, and teamwork;*
- IGE is a process of leadership, education, and partnership;*
- By solving problems and building consensus, IGE creates impact*

- Career Transition Workshop - February
- Capital Week – March (Members Only!)
 - Foundation Fundraising Reception
 - DOD & Federal Agency Briefings
 - AOF Luncheon
 - Other workshops
- JETC - May
- Post Leaders Workshop – August (Post + Nat'l Leaders Only)
- Small Business Conference - November



Current Membership Stats

Category	Industry	Government	Nonprofit Academic	Retired/Life	Total
Organization Members	1,447	30	43	N/A	1,522
Individual Members	14,424	4,341	421	2,052	21,413

Paid members as of 7/28/2022

Membership Structure

- SAME has 2 types of membership
 - individual
 - organization
- All individuals are members (no more “reps”)
 - Memberships include 1 Post; additional posts can be added at a fee
- Organizational memberships (corporate, nonprofit, academic, agency) include:
 - 3 to 6 individual memberships (depends on company size); additional individuals can be added for a fee.
 - 1 Post for the organization; additional posts can be added at a fee
 - We offer a corporate rate for individuals who the company adds or who work for a member company
 - Individuals “own” their membership – if they leave, they take it with them and will be invoiced individually.
- Everyone renews annually!



Individual Member Dues

Member Type	Rate
Private Industry Regular	\$125
Private Industry Young Professional*	\$75
Government Regular	\$55
Government Young Professional*	\$40
Academia or Non-Profit	\$55
Academia or Non-Profit Young Prof.*	\$40
Retired (not working in any capacity)	\$55
Student – full-time, undergrad or high school, aged 25 or younger	\$0
Additional Post Fee, Per Post	\$10

Individual memberships include one Post. Additional Posts are \$10 per Post

*Young Professional is an individual aged 39 and younger

Corporate Dues

COMPANY DUES				
Total Employee Count	National	Add'l Post Each	Add'l Individual	Add'l Young Prof
1-10	\$325	\$80	\$95	\$60
11-50	\$650	\$150	\$95	\$60
51-100	\$800	\$180	\$95	\$60
101-500	\$950	\$225	\$95	\$60
501-1,000	\$1,200	\$300	\$95	\$60
1,001-5,000	\$1,450	\$350	\$95	\$60
5,001 +	\$1,700	\$350	\$95	\$60

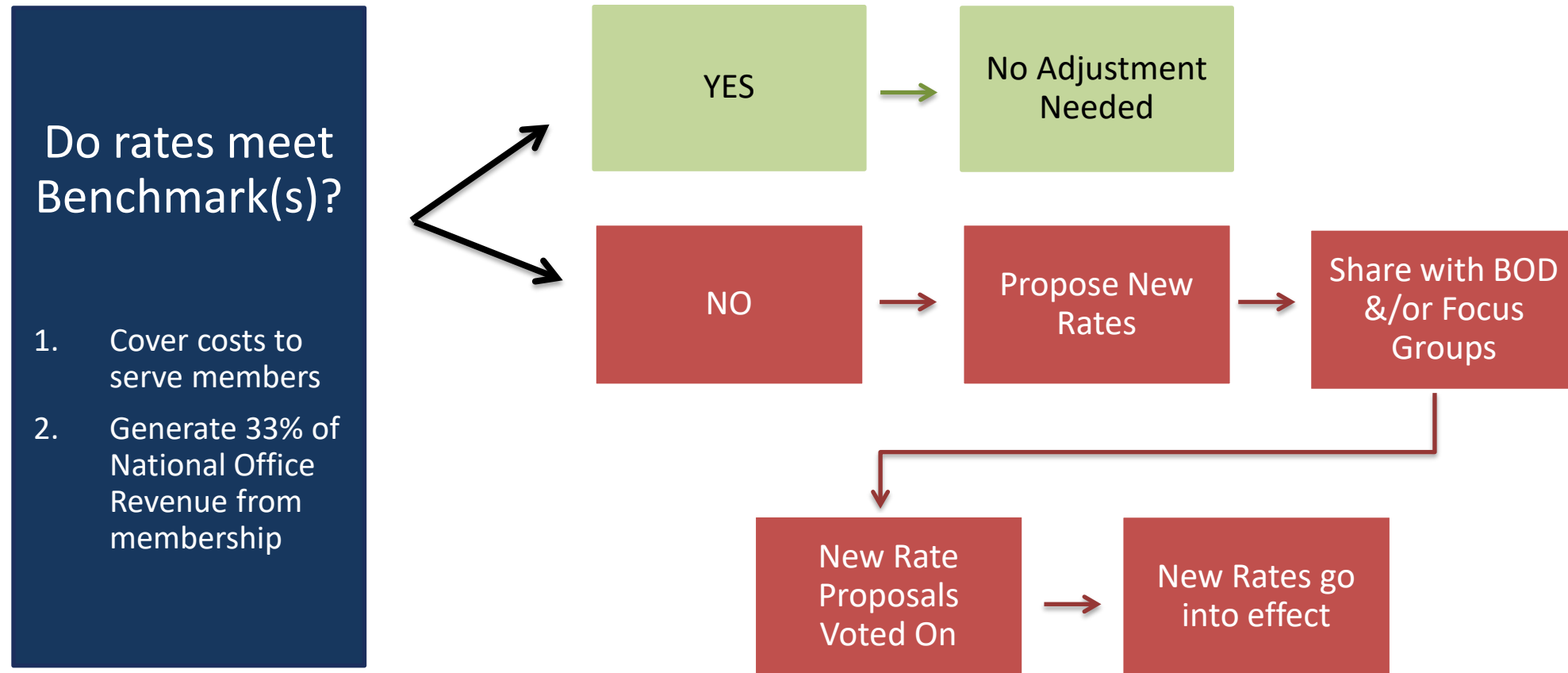
- Corporate memberships include 3 individual memberships for companies with 1-10 employees or 6 individual memberships for companies with more than 11 employees
- Corporate memberships include one Post for the company. Additional Posts are on a sliding scale.
- Individuals select one Post. Additional Posts are \$10 per Post. Individuals can select ANY Post!!

Dues Sharing with Posts

- Posts receive a share of all member dues
- For Individuals, Posts receive \$5/paid individual who is a member of that Post
- For Companies, Posts receive 15% of the Per-Post rate for each company that is a member of that Post
- Paid Quarterly by ACH! (provided your Post is in good standing)

Dues Review + Increases

How do we determine if a dues increase is needed?





Annual Cycle of Post Requirements

Month	Activity
May	<ul style="list-style-type: none">▪ Presidents meeting @ JETC▪ Student chapter Streamer submissions due
June	<ul style="list-style-type: none">▪ PLW Registration opens▪ AOF Nominee webinar
July	<ul style="list-style-type: none">▪ Presidents Call
August	<ul style="list-style-type: none">▪ PLW▪ Assemble Foundation Support Requests
September	<ul style="list-style-type: none">▪ Small Business Awards nominations open▪ Share info from PLW with BOD
October	<ul style="list-style-type: none">▪ AOF Nominations due▪ LDP Application Process Opens▪ Presidents Call



Annual Cycle of Post Requirements

Month	Activity
December	<ul style="list-style-type: none">▪ National Award Nominations open through 2/1
January	<ul style="list-style-type: none">▪ Final Streamer submissions due 1/31▪ Presidents Call
February	<ul style="list-style-type: none">▪ Award nominations close 2/1▪ JETC travel stipends available to Govt Presidents of Small/Med Posts
March	<ul style="list-style-type: none">▪ Annual Reports due 3/31▪ Streamer results available
April	<ul style="list-style-type: none">▪ Student chapter reports due 4/15▪ Presidents Call



Communities of Interest

- Elected leader oversight: VPs
- Assigned *Staff Liaisons*
- Quarterly COI Chair calls **
 - VP led
 - 2nd Wednesday, 3rd month of the quarter
 - 9/13/23, 12/12/23, 3/13/24, 6/12/24
- *Annual Work Plan, Resource Request*

Community of Interest	Vice President	Staff Liaison
TECHNICAL		
Architectural Practice	Ben Matthews	S Taylor
Construction	Ben Matthews	R Biedermann
Energy & Sustainability	Ben Matthews	C Locus
Environmental	Ben Matthews	C Locus
Facility Asset Management	Ben Matthews	C Locus
Health Engineering TF	Ben Matthews	C Locus
Joint Engineer Contingency Operations	Ben Matthews	S Taylor
Resilience	Ben Matthews	C Locus
Small Business	Ben Matthews	A McLeod
HUMAN CAPITAL		
Camps	Mike Darrow	S Taylor
College Outreach	Mike Darrow	J Finton
Enlisted	Mike Darrow	S Taylor
Leader Development	Mike Darrow	J Finton
Membership	Mike Darrow	J Murphy
K-12 STEM Outreach	Mike Darrow	J Finton
Young Professionals	Mike Darrow	J Finton

Operationalizing COIs

- A definition: COIs in action engaging volunteer leaders to maximize benefit to SAME members and the A/E/C community to create measurable, beneficial impact.
- Translate abstract concepts into measurable, accessible, repeatable, and iterative processes to grow beneficial impact.
- Examples:
 - Train COI's to effectively use the AMS Community module to grow community engagement, value, and technical capacity.
 - Develop and deliver relevant program content.
 - Engage members, increase leadership opportunities.
 - Manage stakeholders – strategic partners, etc.
 - Leverage National LDP projects.
 - Deliver measurable progress, content.

Academy of Fellows – What and Why?

The Academy of Fellows (AOF) is an community within SAME, which recognizes members who have distinguished themselves in service to the nation, the engineering profession, SAME, and have committed to continue to provide this same level of service into the future.

The AOF sets its strategic priorities and action plans, and serves to inform and inspire all members, including Fellows, to embrace the Fellows' pledge and commitment to mentoring.

- Benefit to you: Credibility among peers, clients, partners, and competitors, “Fellowship in an Exclusive Community”
- Benefit to your Posts: Network of seasoned and experienced members who are a resource for succession planning, programming, strategic planning and more. Help to engage members from all sectors.
 - AOF Executive Committee
 - Chair: Cindy Lincicome
 - Deputy: Jeanne LeBron
 - Vice Chair Internal: Patrice Melancon
 - Vice Chair Mentoring: Shawn Howley
 - Vice Chair Outreach & Engagement: Russell Patterson
 - Vice Chair Marketing & Communications: Carrie Ann Williams
 - Vice Chair Events: Lisa Thoele Dugan
 - Vice Chair Awards & Recognition: Beth Harris
 - Staff POC: Kathy Off
 - Regional Fellow Points of Contact (RFPOC) – listed in your packet
 - Post Fellow Points of Contact (PFPOC)



Academy of Fellows – How?

“I urge you to approach this honor of being invested as a Fellow not as a moment in time, or a professional ‘lifetime achievement award’ of sorts. Rather, I urge you to approach your new status as Fellow as the start of a new opportunity, a charge to be a role model, a charge to be a mentor, and a charge to share all you have learned with future leaders with whom much can be shared, and just as much learned.”

-Heather Wishart-Smith, P.E., PMP, LEED AP, F.SAME, F.ASCE, 2018 Gerald C. Brown Mentoring Awardee

- Minimum GO/NO GO requirements
 - Member in good standing
 - 10 years of membership at submission deadline.
- Nomination form has eight parts:
 - Nominee Information
 - Fellows Action Statement
 - 10 ACTIVE years of service to SAME
 - 10 ACTIVE years of service to Industry
 - Awards, Honors, Recognition and other Service
 - Society Knowledge
 - Citation
 - Endorsements
- Journey to Fellow Program – *Coming Soon!*



Academy of Fellows – What do they do?

They....

- Lead Posts
- Run Camps
- Mentor Veterans
- Serve the Foundation
- Lead IGE efforts & Industry Days
- Serve as National Leaders
- Mentor Young Professionals
- Mentor children in STEM

- If you need something, ask a Fellow!



Remember we are
here to support
you and your Post.

Have FUN tonight
and throughout
PLW!

