

POST LEADERS REFERENCE GUIDE

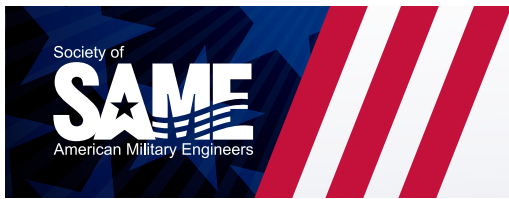
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(Post Resource Guide, as of Summer 2023)

"I believe SAME boils down to two things: finding value, and then being the value for others. I have no doubt that the thousands of our members can find value through their engagement in the Society. My hope is that each of you are inspired to go to your Posts and volunteer to be the value for others—to lead, mentor, volunteer, and to inspire others to join. This is the best way to give back. The next year is going to be amazing for SAME, from our tremendous leader development programs to world-class industry-government engagement. Get involved, make a difference, and be the value. I look forward to advancing our causes together."

- Col. Charlie Perham, F.SAME, USAF (Ret.), 104th SAME National President



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As of July 15, 2023

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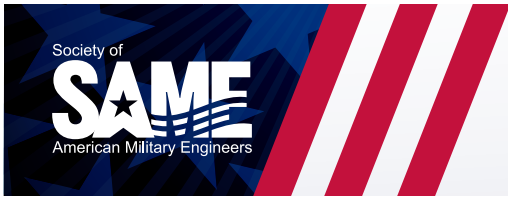
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WHAT IS IGE?

As Goal 1 of the 2025 SAME Strategic Plan, and the cornerstone on which SAME was founded in 1920, strengthening industry-government engagement is the most important impact the Society can make as we move ahead in our second century. And recently, as outlined by many senior leaders at JETC in May 2022, there is a perfect storm of challenges facing the A/E/C community right now: growing requirements, historic workloads, and capacity concerns as well as inflation, logistics and supply chain issues, and long-term risks such as climate change, population shifts, and geopolitical pressures.

Building mission-critical facilities and infrastructure, and ensuring more effective and efficient project delivery, is essential to mitigating these challenges. The key to success lies in greater transparency, trust, and partnership between government and industry—an environment of collaboration that SAME can help to create and foster.

WHAT IS AN IGE WORKSHOP?

- Identifying a problem
- Bringing people to the table who have a stake in the issue and the authority to solve the problem
- Finding solutions
- Follow through

IDENTIFYING A TOPIC

What challenges does your Post or Region face?

- Technical (water, environment, transportation, energy)
- Resiliency/Sustainability
- Funding
- Policy Changes/Conflicts
- Multi-Agency Coordination/Partnering
- Other?

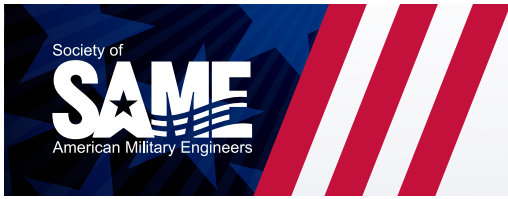
What agencies are stakeholders in solving the challenge?

- Federal
- State
- County/Parish
- City
- Special Purpose Entities
- Do we know them?
- Have we asked them what they wish industry knew or what they think their challenges are?

EVENT PLANNING & LOGISTICS:

Things to consider when thinking about your IGE Workshop:

- External participants and necessary agreements
- Date, location, type of facility –needs to be centered on external requirements
- Budget –agreements may drive pricing
- Communication –focused or widely distributed
- Preparation –data collection, rehearsals, appropriate format



WHAT IS IGE?

PLANNING/PREPARATION SCHEDULE

- Establish committee – at least 6 months out
- Determine topic – at least 6 months out
- Determine date and location – at least 4 months out
- Develop budget – at least 3 months out
- Finalize speakers – at least 3 months out
- Begin advertising event- at least 2 months out, longer if requesting sponsors
- Prepare event materials (program, slides) – at least 3 weeks out
- Finalize venue details – at least 2 weeks out
- Dry runs – at least 1 week out

EXECUTE

Prepare

- Vision of what you expect to achieve
- What data is needed ahead of the event and how to obtain it
- Assess if you have the right participants

Format

- Panel, round table, other appropriate format
- Number of participants and guests
- Who gets to talk and when
- Virtual component?
- Record the session(s)

Moderators

- Moderators are extremely helpful during a virtual event
- Need to manage the discussion, keep conversation on track
- Can aid in dealing with hybrid situations
- Assign a note-taker

Event Closing

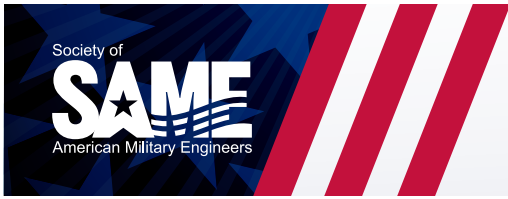
- Ensure time left for group wrap-up
- Ensure discussion is at an appropriate endpoint
- Next steps –assign people and dates

Event Outcomes

- Prepare your audience: Share read-aheads allowing your audience to participate
- Follow-Up: Stay in contact with presenters and participants after the event
- Methods of reporting successes: White paper, website, follow up programs, tell the National Office!

BEST PRACTICES & LESSONS LEARNED

- Planning will take longer than you think
- Update your website with the correct information
- Event logistics need to be solid
- Dry runs for sessions
- Communicating with attendees, speakers, exhibitors/sponsors
- Follow up is key!



LEADER DEVELOPMENT

The beginning of the SAME Mission statement says it all; SAME will build leaders... That simple statement sets the foundation for the growing leaders across the entire spectrum of the organization and a member's career.

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

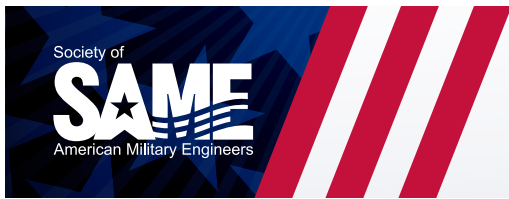
Leader Development is central to Goal 3 of the SAME Strategic Plan, but it is also woven throughout the other 4 goals. Whether it is solving technical or resilience challenges, mentoring and growing STEM professionals, or taking advantage of service members and veterans' leadership talents, SAME has the tools to help posts and members in Leader Development

LEADER DEVELOPMENT COI

The LD COI is committed to supporting Leader Development across the Society through four pillars

- **Programs:** Providing recurring, engaging, and informative programs to the Society that help develop leaders for the A/E/C industry and the nation. Programming includes speakers/webinars, a leader development resource center, and collaboration with SAME conferences and other initiative such as streamers, STEM Camps, etc.
- **Mentoring:** Tap into the knowledge of our 26,000+ members located worldwide and 1,500 member firms. The COI fosters networks that connect mentors and proteges, and links them with resources and guidance to build strong mentoring relationships
- **Post Level Leader Development:** Focused on growing leaders at all levels by collecting and leveraging best practices from SAME's worldwide posts and chapters.
- **National Leader Development Program:** This competitive, one-year program is the Society's pinnacle leadership development curriculum, supported by the SAME Foundation. Develops the next generation of world class military, government, civilian, and industry leaders.

The LD COI realizes leadership development occurs at many levels and spans a member's career. The COI has established resources tailored to allow individuals, Posts, and regions to customize a program to meet their specific needs.



LEADER DEVELOPMENT

POST LEADER DEVELOPMENT RESOURCES

The Post Leader Development Toolkit, Mentoring Guide and Mentoring Toolkit are all available on the SAME Website, accessible from the Leader Development Community of Interest: <https://www.same.org/membership-communities/communities-of-interest-list/leader-development-community/>

Leader Development Toolkit includes:

- Application Process
- Program Components
- Sample Curriculum
- Class Discussions
- Mentors
- Speakers
- Utilization Projects
- Recommended Reading/Videos
- FAQs
- Leader Development webinar archive

MENTORING RESOURCES

Mentoring Guide and Post Toolkit: <https://www.same.org/career-leadership/mentorship-opportunities>

ACADEMY OF FELLOWS

The AOF includes over 800 Fellows, each with the capacity to serve as a mentor to others. Mentors interact and communicate with mentees, on a consistent basis, both in-person or by other means, and serve them in many important roles, including:

- Advocate
- Advisor
- Coach
- Sponsor

AOF Mentoring Resources: <https://www.same.org/membership-communities/academy-of-fellows>

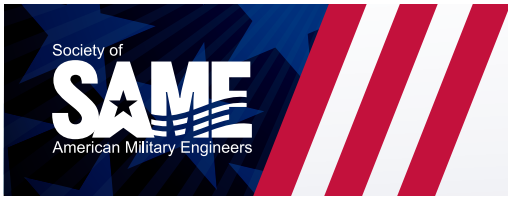
LEADERSHIP OPPORTUNITIES OUTSIDE THE POST

There are myriad ways to grow your SAME involvement at the Regional and National Levels. Some of those opportunities include:

- Regional Vice President and Deputy Regional Vice President
- Community of Interest Leadership
- National committees and Task Forces
- National Elected Directors
- National Officers
- SAME Foundation Leadership

Key Dates:

- SAME Leader Development Program Application Window: October – December
- National Elected Director and Officer positions – Nomination and application window October – December



MEMBERSHIP STRUCTURE AND DUES

(APPROVED JULY 2021)

WHAT YOU NEED TO KNOW

The SAME Board of Direction approved changes to SAME’s member structure and dues rates on July 19, 2021.

Changes allow us to:

- Better serve and manage members at the Post and national levels.
- Simplify overly complicated membership and dues structure.
- Improve SAME’s financial stability by aligning dues with the value the Society provides; aligning dues revenue closer to industry standards; and covering costs to serve members.
- Contribute to the ongoing overhaul of the membership database (Enterprise Management System).

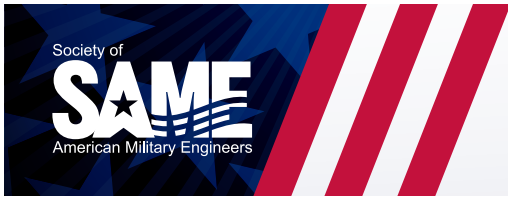
Key Impacts of New Membership Structure

- All individuals are able to engage anywhere with ease.
- Consistency between membership types.
- More engaged, active members in Posts.
- Allows for more flexibility and consistency for all individuals.
- Each member knows their status—with one data record per individual. More accurate counts of members.
- Membership operations are streamlined.
- Management of company memberships is easier and more efficient for both companies and SAME; less time is spent on administration in managing membership operations.
- Streamlines what is included in company memberships to eliminate confusion.

Individual Membership Information and Updates

- As of October 2022 all individual members are part of the new structure and dues rates.
- Membership includes one Post; individuals may join as many additional Posts as desired for a small fee per Post.
- Military and government civilians pay the same rate.
- Multi-year memberships have been eliminated, including the purchase of new Life Memberships. All current LIFE members are grandfathered.
- All current uniformed members are grandfathered into their current structure until they transition out of uniform.

New Individual Member Rates	
Private Industry - Regular	\$125
Private Industry - Young Prof.	\$75
Government - Regular	\$55
Government - Young Prof.	\$40
Academia/Nonprofit	\$55
Academia/Nonprofit - Young Prof.	\$40
Retired	\$55
Student	\$0
Additional Post Fee, Per Post	\$10



MEMBERSHIP STRUCTURE AND DUES

(APPROVED JULY 2021)

COMPANY / ORGANIZATION MEMBERSHIP INFORMATION AND UPDATES

SAME is committed to the vibrant relationships the Society has with its member companies and organizations—and to ensuring a transparent process in working through respective changes with each company.

As of July 2023 all company memberships are part of the new structure and dues rates. Companies are notified 60 days prior to their renewal so they have time to make decisions on their membership. The National Office works with each company’s primary point of contact to help them best structure their membership.

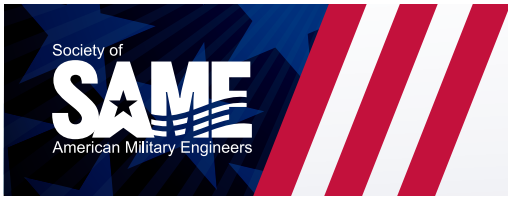
Key Company Changes

- Provides more flexibility for companies and individuals.
- Eliminates company “representatives”. All members will be Individual Members, including people who are paid for directly as part of a company membership.
- Allows individuals who work for a member company to buy an Individual Membership at a corporate rate.
- Eliminates multiple member records. Every member will have one record.
- Individual Members who are paid for by the member company will “own” their membership (rather than be a “representative”). They take it with them if they leave the company, then they will be billed directly on an annual basis to renew. A company can opt to add individual memberships to its corporate invoice at any time at the corporate rate. Companies will no longer be able to ‘swap’ individuals.
- Companies will purchase people and Posts separately. This gives companies more flexibility because they can select Posts where they most want to be involved and have a corporate presence.
- Companies will not have to purchase a Post just to allow a single person to join it. The individual can join at the corporate individual rate and join the Post(s) of their choosing. Individuals can join as many Posts as desired.

New Company / Organization Dues				
# of Employees	National Dues	Per Post Fee	Corporate Individual	Corporate Young Prof.
1-10	\$325**	\$80	\$95	\$60
11-50	\$650*	\$150	\$95	\$60
51-100	\$800*	\$225	\$95	\$60
101-500	\$950*	\$300	\$95	\$60
501-1,000	\$1,200*	\$350	\$95	\$60
1001-5,000	\$1,450*	\$350	\$95	\$60
5,001 +	\$1,700*	\$350	\$95	\$60
Public Agency	\$325 / 3 years*	\$80	\$55	\$40
Academic Inst.	\$325*	\$80	\$55	\$40

*includes six individual memberships

**includes three individual memberships



MEMBERSHIP RECRUITMENT & RETENTION

VALUE PROPOSITION = What does your Post uniquely offer members and how do you deliver those benefits?

Define yours!

- Start with “WIIFM” = What’s In It For Me?
- Be relevant to members and the local community based on SAME’s mission and Strategic Plan
- Do you offer technical training; IGE workshops to solve problems; site tours; social events?
- Survey your members
 - Be prepared to act on their responses
 - Be flexible if you get mixed results
- Utilize the resources: other members, National Staff, RVP, National Leadership, Fellows, Membership COI, Technical COIs

★ ★ ★ ★ ★ *If you deliver value, people will show up! New members will join!* ★ ★ ★ ★ ★

RECRUITING – THE ACT OF ATTRACTING, ENGAGING, OR ENROLLING SOMEONE AS A MEMBER
★ *The top reason people don’t join: NO ONE ASKED!* ★

Ways to recruit

- Tell your SAME story
- Ask them about their professional story and listen
- Ask them where they need help with their business and explain “WIIFM”
- Invite them to a meeting or event
- Ask them to join
- Invite local and state and tribal government entities to present at a meeting or event – invite their staff to attend and encourage them to join
- Follow up!

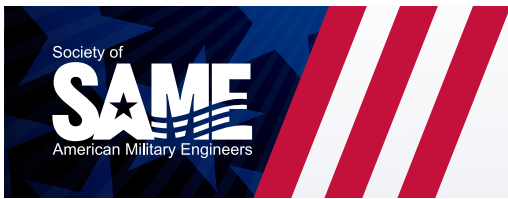
Who are your Prospective Members?

Are you solely reliant on DOD and/or the uniformed services? If so, look beyond our name for:

- Other federal agencies such as: Department of Transportation, Department of Homeland Security, Department of Energy, National Park Service, Department of the Interior, General Services Administration, Veterans Affairs, Department of State, etc.
- Local, state, and tribal governments
- Academics (colleges/universities) and research organizations
- Reach out to every non-member who attends a meeting or event and ask them to join

Retention – starts the day someone joins!

- Welcome new members – personal email, invite them to the next meeting; introduce them at the meeting; set up an onboarding program; cultivate a sense of belonging
- Survey members – find out what they want/need, share results and act on them
- Ask for involvement – people will engage when asked; be clear about expectations and time
- Reach out before the end – 80% of members get their value at the Post level



SUCCESSION PLANNING

WHY IS SUCCESSION PLANNING IMPORTANT?

- Contributes to our Strategic Plan by growing a multitude of capable leaders...build the bench
- Ensures continuity of leadership and guarantees Post survival!
- Vital for small and medium Posts
- Guarantees flow of fresh ideas/new perspectives
- Absent strong succession planning, "the few" may discourage new volunteers
- Drive diversity of thought and experiences = helps create a sense of belonging

KEYS TO A STRONG BOARD:

- Communicate roles and responsibilities – Create a "position description" including expectations, responsibilities, and anticipated time commitment.
- Communicate Post openings - Emails, website, at meetings, personal outreach is the best way. The majority of people just need to be asked!
- Support Post leaders – Avoid leader burnout by recruiting committee members to help and delegating smaller or one-time tasks to other volunteers
- Regularly rotate board members – Rotate people off the board and replace them with others. Consider term limits for board membership and committee participation or chairs. New leaders bring new ideas and energy to the Post!

Succession planning shouldn't stop at the Post President! National opportunities add value to members and Posts including:

- Community of Interest Chair, Committee leads
- Regional Vice President/Deputy Regional Vice President
- Elected Director

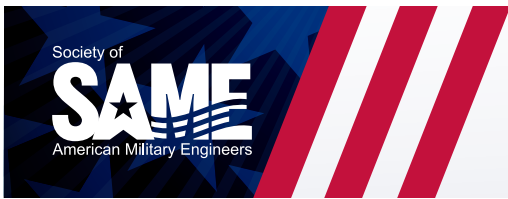
REMEMBER:

- ✓ Never turn down a volunteer...find them the right opportunity! Remember the 5-minute volunteer idea? It can be a great solution!
- ✓ Actively seek out your replacement and future replacements...most people just need to be asked
- ✓ Development happens at every level...map the path! Including regional and national level positions.
- ✓ Diversify your search – actively seek out folks outside your bubble
- ✓ Challenge Young Professionals to lead early and often
- ✓ Deliberate development & succession planning are the key to maintaining momentum

KEEPING YOUR POST STRONG

Signs of a Healthy Post:

- Clear Post vision and mission
- Regularly scheduled meetings, interesting content that draws reliable attendance
- Programming that supports any or all of the five SAME Strategic Plan goals
- Participation from both private and public-sector membership, ideally a combination of federal, state, and local
- Membership growth year over year
- Timely filing of annual report and financial statements
- Streamer submissions
- Strong slate of Post leadership with succession planning for 3+ years, future leaders being developed and mentored



SUCCESSION PLANNING

MY POST IS STARTING TO FALL SHORT: WHAT DO I DO?

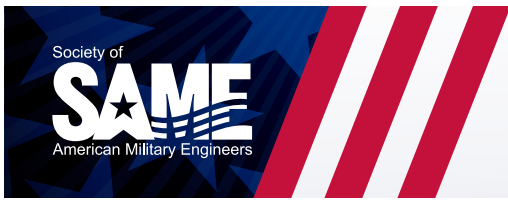
- ★ Call your Regional Vice President (RVP) ★
- ★ Schedule a meeting with your RVP, National Office Membership & Post Operations staff, and National Vice President strategic leader for RVPs ★

DISCUSS AND CONSIDER:

- Meeting times and locations. Do you meet at a time and location that is convenient for the majority of your membership? Should you consider rotating breakfast/lunch/evening events, and/or location?
- Meeting cadence. Are you meeting regularly enough for people to include it in their schedule? Should you consider meeting quarterly or bi-monthly vs. monthly to maximize attendance and quality of programming?
- Meeting programming. What is the current composition of your membership, and what membership and participation are you looking to attract? Are you scheduling programming for an “old guard” that is no longer relevant? What do your current members and desired members looking to gain from attending?
- Post leadership. Does your leadership reflect your current and desired membership? Is Post leadership open to new and innovative ideas to attract and retain members, or stubbornly clinging to “the way we’ve always done it?”
- Member participation. What level of participation do you have from federal, state, and local agencies? Large businesses? Consider your value proposition to attract their active participation.
- Communications. How are you communicating Post events and activities? Are you providing sufficient notice, and communicating through a variety of media to maximize accessibility? Is your Post website updated regularly?
- Survey your members to help identify any issues and to help you refresh or develop new Post offerings.

POTENTIAL RESOURCES:

- SAME Academy of Fellows. Fellows are charged to support the Society through the Posts. What Fellows can you draw on to provide guidance, start up a leadership development or mentoring program, and attract new members? If you do not have any Fellows in your Post, consider seeking the guidance of a Fellow in another nearby Post, and turn to some of your more seasoned members who may not have the official Fellow designation. Are you growing your own Fellows?
- Past leaders. These leaders have a vested interest in seeing the Post thrive, and can provide advice, guidance, and possibly assist in attracting attendance. Consider having a group of past Post Presidents as an advisory council.
- Young Professionals. They are the future of our Society.
- Non-traditional Post leaders. Are there some junior marketing or administrative staff from company members who might seek and benefit from a Post leadership opportunity?
- SAME strategic partner organizations. Consider co-hosting events with organizations to attract new members and gain more critical mass. This can be a great way to increase attendance, gain access to new and interesting programming, and attract a new membership base.



POST BOARD CONTINUITY CHECK LIST

The Post board should have multiple people with access to or knowledge of all of the following as it applies to the Post. The knowledge and information should be passed on to new board members. Those positions, such as Treasurer, should have a hand-off meeting to ensure continuity and understanding of finances.

- IRS 990 tax return filings – due by May 15 – who has access to the online IRS account?
- Annual Budget – should be prepared and approved before the end of the year.
- PayPal or online credit card processor – where are funds deposited or who has authority to move funds?
- Bank accounts – who has signatory authority? Who has access to statements?
- Scholarship fund
- SAME Foundation fund
- Post Mailing Address – where are bank statements, IRS correspondence, billing invoices etc. sent?
- Contracts – monthly meeting space, events, fundraisers – who maintains and where are they kept?
- Annual Audit – conducted internally or externally, not by anyone with access to funds or accounts
- State Registration, if required
- Post email account – login information, access to membership lists
- Administrative login to the Post website
- Logins for event registration sites
- Social media login and schedule of what is posted
- Post Officer report update to National Office
- SAME Annual Report filings – due March 31
- Streamer Portal access and who is responsible for updates/final submission
- Post Bylaws- review and updated every five years
- Student Chapter operation
- Field Chapter management
- Post banner, flag, Streamers



CREATING VALUABLE TRAINING & EDUCATIONAL EVENTS

CHECK YOUR DATES!

- Deconflict with other Posts in your region and larger society events
- Deconflict with National Events
- Holidays, including religious ones

RFPS & CONTRACTS

- Provide a summary of the event – preferred dates, location
- Event Requirements – meeting space, number of attendees, sleeping rooms, catering, parking, AV
- History of past event performance
- Requested concessions – free rooms based on number of rooms booked; waiver of rental fees
- Check the cancellation clause
- Force Majeure
- Have the SAME events staff review your contract BEFORE you sign it

CONTENT IS KING!

- Survey your members for education topics and preferences
- Issue a Call for Presentations
- Invite government (federal, state, local, airport, transit authority) speakers for program briefings
- Search the Post membership for potential speakers, panelists or moderators
- Work with speakers to streamline slides
- Add polls to keep audience attention
- Provide PHDs for technical and ethics training sessions
- Thank your sponsors!

POST EVENT

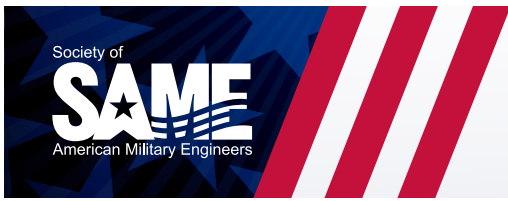
- Survey attendees
- Hold an after-action meeting to talk about what went well and what didn't
- Post presentations online
- Create your plan for your next event including checklists, assignment grids, budget and financial goals

SAME STAFF CONTACTS:

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Event Logistics: Alicia Perez-Arrieta – aperez@same.org



DEI NATIONAL PLAN

- 1. General.** This plan is the primary implementing document for the Diversity, Equity, and Inclusion Mission Statement in the SAME bylaws. This plan covers the Strategic Plan 2025 hence this initial plan covers the remainder of Strategic Plan 2025.
- 2. Proponent:** The proponent for this DEI Action Plan and any further implementing plans is the Membership COI (DEI Subcommittee). The primary National Office Staff point of contact is the Membership Director.
- 3. Revisions.** This Plan will be revised as required, but at a minimum each time the Strategic Plan is revised. The Membership COI will ensure that DEI is represented on the Strategic Plan development team.
- 4. 2025 Objectives.** The following objective align with the three elements of the DEI Mission Statement:

OBJECTIVE 1:

Grow DEI Knowledge and Understanding. Establish and sustain a common understanding among SAME members of diversity, equity, and inclusion (DEI) and its importance to the accomplishment of the SAME Strategic Plan.

PRIORITY ACTION: DEI Toolkit (Lead: Membership COI). Develop and implement a DEI Toolkit. Provide a repository of training, education and communications tools for Posts, Regions, COIs, and the national team. The Toolkit will be reviewed in conjunction with the development of the SAME Strategic Plan every five years and revised as appropriate.

THE KEY ELEMENTS OF THE DEI TOOLKIT ARE:

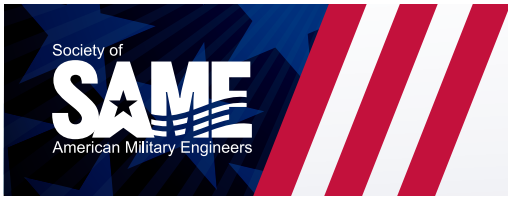
SAME Leader Training: DEI is a leadership responsibility. The Leadership Development (LD) COI will develop DEI content for the National and Post level LDP curricula to educate emerging leaders on DEI, and best prepare them as future leaders of the Society to advance DEI in SAME. The LD COI will review and revise recruiting practices and criteria to enhance the diversity and inclusion of LDP classes. The National Leadership Team (NLT) will continuously monitor the implementation and impact of all SAME DEI efforts.

SAME Member and Staff Training and Education: The National Office Programs and Membership teams will coordinate the development and implementation of Annual DEI training for Post, Region, and National leaders to provide basic literacy on DEI, check understanding of the SAME Action Plan and motivate them to support efforts within their sphere of influence. This training will be integrated annually into the Post Leaders Workshop (PLW) and New Board Member Training. The training will also be a National Office Staff annual training requirement that will be accomplished during an annual DEI workshop.

Communications: The National Office Communications Team coordinates the dissemination of member testimonials routinely, but at least quarterly to reinforce the value of DEI efforts and successes across the Society. Pursue publication of an article in Diversity in Action to attract interest in SAME membership and our DEI efforts. Communicate the diversity of SAME membership and leadership in a way that reflects our DEI goals. Create external messaging for DEI in support of “communications to inform, educate, and reinforce SAME’s impact to the nation.” Maximize the utility of different mediums (web, Real TiME, etc).

Best Practices: SAME COIs will work with their COI members and their external partners to determine best ways to identify and share successful best practices (strategies, programs, and ideas; both internal and external) that attract more diverse and equitable populations. The intent is to reflect the Society’s commitment to DEI recruitment, advancement, and retention by taking advantage of successful best practices. To enhance this effort, create new strategic partners with engineering organizations like NSBE, SHPE, BEYA, SACNAS, NOMA, AISES, SASE, NACME, HENAAC, and Latinos in Science and Engineering. Further, examine partnerships with the top engineering HBCU’s (Hampton University, NC A&T, Jackson State University, Howard University, and Florida A&M).

Industry Impact: The National Office Membership team shares SAME resources (training, best practices, communications) with sustaining members to encourage the adoption of DEI initiatives in their firms to help impact the long-term diversity, equity, and inclusion of the A/E/C industry.



DEI NATIONAL PLAN

OBJECTIVE 2:

Membership Management. Establish and sustain membership management practices that enhance the achievement of the SAME diversity, equity, and inclusion (DEI) executive commitment.

PRIORITY ACTION: Membership Practices (Lead: National Office Membership Team). Review and revise as necessary key membership management practices. The intent is to review the extent to which membership management practices at all levels provide opportunities for and encouragement to achieve greater diversity, equity, and inclusion within SAME.

New Membership Database (EMS Initiative): Incorporate member demographics analysis into the new member database. Revise member analysis and reporting to the BOD to include DEI.

Member Needs Assessment Survey: Incorporate the DEI Survey into the tri-annual Member Needs Assessment Survey (2022, 2025, ...). Follow-up on the 2020 survey to gauge member perceptions on diversity, equity and inclusion and analyze member demographics.

Recognition and Awards: Consider positive means of recognizing contributions to diversity, equity, and inclusion (national, post or individual). Encourage Posts to emphasize DEI aspects of their Post program and membership input to their Annual Report (includes Streamers).

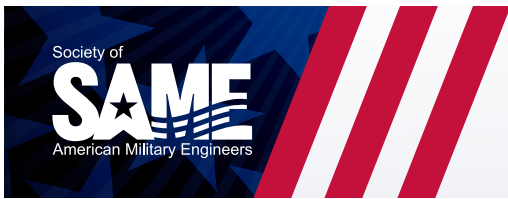
Member Recruitment. Work with sustaining member companies and military representation to broaden inclusion of the SAME representatives and, through SAME participation, to provide development opportunities for member employees.

Review Student Chapters. Explore the opportunity to establish student chapter(s) at Historically Black Colleges and Universities (HBCUs) and colleges that attract students from diverse and underserved populations.

Member Value. Explore SAME's demographics compared to the USG, US Military, government civilian and the A/E/C industry populations. Assess the impact of diversity, equity, and inclusion on the perception of or realization of the value SAME membership provides. Examine ways to strengthen the desired member value such as encouraging the inclusion of diverse organizations in SAME meetings, events, training, and COI's.

DEI IDEAS FOR POST LEADERS

- Invite a DEI-focused speaker to a Post event or workshop. Reach out to our DEI subcommittee for ideas (DRCrafter@leoadaly.com or elaina.edwards@wsp.com).
- Check out SAME's DEI Toolkit at <https://www.same.org/about-same/dei/>
- Expand advertising and sharing of scholarship and camp applications to schools with underrepresented populations
- Expand K-12 activities in your post to include schools with underrepresented populations.



DEI NATIONAL PLAN

OBJECTIVE 3:

Contribute to the diversity, equity and inclusion of the A/E/C Industry. Establish and sustain programs that contribute to the diversity, equity, and inclusion (DEI) of the A/E/C industry over time and in turn attract potential members to SAME.

PRIORITY ACTION: Programs Impact Review (Lead: National Office Programs team; supported by the Membership team and Membership COI). Review all major SAME programs to determine the best opportunities to help shape the A/E/C industry's diversity, equity, and inclusion. The intent is to foster diversity, equity and inclusion through positive example while engaging potential A/E/C members, from impressionable youth through transitioning adults.

Engage Across COIs. Hold targeted conversations and set goals with COIs to explore diversity efforts, offer opportunities, scholarships, and outreach to underserved communities (K12, Camps, LDP, etc.). COIs will include initiatives in their 2023 Work Plans.

Mentoring. Develop and enhance current mentoring efforts to include setting DEI goals within existing Society programs.

Consider:

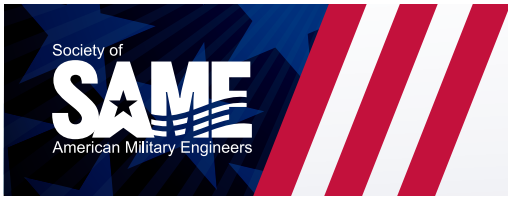
- Work with COIs Chairs to facilitate buy-in and engagement.
- Leverage opportunities such as conferences. For example, pair underrepresented attendees with an experienced mentor prior to the event; meet at the icebreaker.
- Engage the AOF; Fellows mentor a member from an underrepresented group.

Scholarships. Develop guidelines for Post scholarship programs with supporting analysis and considerations that will expand current programs. Include such considerations as: providing financial assistance to families to support first generation college goers (which may include financial assistance to cover incidental costs or internships); HBCUs; online programs; and Tech Schools. Initiate a discussion within SAME regarding merit based versus need based scholarships.

SAME Camps: Develop marketing materials for SAME Posts and member companies to aid in recruiting underrepresented communities for camps and college scholarships. Create customizable document for use by local Posts. Sustain the current trend of diverse camper participation in SAME national camps.

STEM Programs. Ensure the progress of the national Alaskan Native/Native American STEM Project ("We Must Go to Them") as a model for other K-12 STEM programs that are targeted at underrepresented communities where they reside. Assess the degree to which SAME reaches new K-12 students (and their families) that have not been exposed to engineering previously.

Credentialing. Support credentialing & training of underrepresented groups of service members. Develop a resource plan to support training for licensing (examine use of Post scholarship funds, Foundation support, etc.).



SAME 2025 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
- Evaluation Process
- Membership Streamer Requirements
- Distinguished Post Criteria
- Operational and Annual Report Requirements
- Post Leader Resources List

2025 SAME STRATEGIC PLAN – STREAMERS TASKS

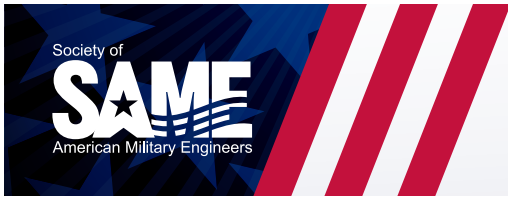
▪ LARGE POSTS – 1700 points	▪ MEDIUM POSTS – 1000 points	▪ SMALL POSTS – 600 points
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Every Post will be required to enter its activities as part of its Annual Report.

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.

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 ANNUAL REPORT REQUIREMENT

The Post Annual Report includes financial information as well as administrative and operational requirements. The report must be submitted on time (by March 31) for the Post to earn the Streamer for the reporting calendar year.

FINANCIAL REPORTING

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

ADMINISTRATIVE AND OPERATIONAL REQUIREMENTS

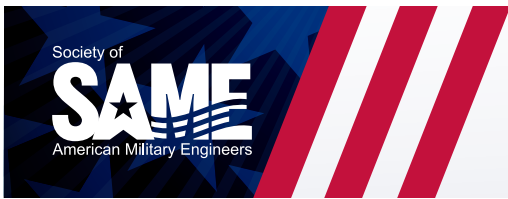
- Hold at least one event or activity supporting Industry-Government Engagement.
- Develop/implement a succession plan to grow new Post and Society leaders.
- Send a Post board member to Post Leaders Workshop.
- Utilize Fellows and/or senior Society members in support of Post Programs.
- Promote inclusion 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 also includes the following data reporting:

- Regularly updated website
- Annual submission of Post Officer/Leader roster
- Confirmation of new member welcome
- Recognition of new Corporate Members
- 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 has total oversight of the Streamers and the evaluation process.
- Streamer evaluation will be overseen by Elected Directors on the Board of Direction.
- Each reviewer 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 will then be able to review, approve, and points will be awarded.
- Elected Directors 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.



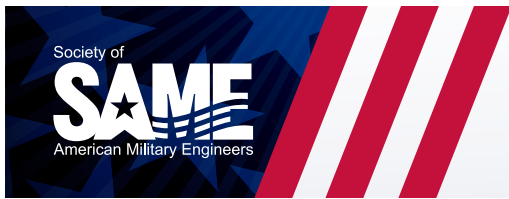
POST LEADERS RESOURCE LIST

POSTS ARE INTEGRAL IN SAME'S ACHIEVEMENT OF
OUR STRATEGIC PLAN!

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 throughout 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 your Post here.
 - **Directories** – Listings of all SAME company!
 - **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!



2023-2024 SAME NATIONAL BOARD OF DIRECTION

NATIONAL OFFICERS

President: Col. Charlie Perham, F.SAME, USAF (Ret.), Matrix Design Group
President-Elect: Sharon Krock, SPWS, F.SAME, Schnabel Engineering
Vice President: Lt. Col. Michael Darrow, P.E., PMP, F.SAME, USA (Ret.),
USACE Norfolk District
Vice President: Mike Huffstetler, Assoc. AIA, LEED AP, F.SAME, DLR Group
Vice President: Benjamin Matthews, P.E., F.SAME, Michael Baker International
Past President: Cindy Lincicome, F.SAME, TLI Construction
Treasurer: Mario Burgos, Burgos Group (Non-voting)
Counsel: Craig Crotteau, Esq., P.E., Dawson & Associates (Non-voting)
President, SAME Foundation: Rear Adm. David Nash, P.E., F.SAME (Dist.),
USN (Ret.) (Non-voting)

REGIONAL VICE PRESIDENTS

California: Jim Carter, F.SAME, EMAX Laboratories Inc.
Carolinas: Lt. Col. Frank Mondo, LEED AP, P.E., F.SAME, Jacobs
Europe: Lt. Col. Christian Knutson, CEng, P.E., PgMP, F.SAME, USAF (Ret.),
Jacobs
Gulf Coast: Lt. Col. Ryan Elliot, P.E., USAF (Ret.), K.S. Ware & Associates LLC
Heartland: Robert Burton, P.E., Benham Design LLC
Lakes: David Johnson, Consor
Mid-Atlantic: Summer Gladden, LEED AP, Leebcor Services LLC
Missouri River: Julia Pluff, F.SAME, Farnsworth Group Inc.
North Atlantic: Carlos Sanchez, F.SAME, MBP
Northeast: Lisa Brandon, GHD Inc.
Northern Tier: Caroline Roberts, GISP, Jacobs
Ohio Valley: Alex Masters, Siemens Industries Inc.
Pacific: Joshua Biggers, P.E., LEED AP, PMP, USACE Pacific Ocean Division
Rocky Mountain: Aaron Murray, Wood
Southeast: Pamela Little, P.E., Pond & Company
Southwest: Bruce Preston, RA, TSK Architects
Tennessee/Kentucky: Ted Foster, P.E., CxA, PSP, Smith Seckman Reid
Texas: Col. Eric Wilbur, P.E., F.SAME, USAF (Ret.), Wilbur Consulting

COMMUNITIES OF INTEREST CHAIRS

Architectural Practice: Catherine Otis, RA, Gannett Fleming Inc.
College Outreach: Marilyn Zenko, Terracon Consultants Inc.
Energy & Sustainability: Norm Campbell, F.SAME, Go Electric
Enlisted: Master Sgt. Bradley Wilson, USAF, Innovative Readiness Training
Program, USAF
Camps: Cdr. Cindy Miller, P.E., F.SAME, USN (Ret.), Jacobs
Construction: Angie Martinez, P.E. F.SAME, Martinez Construction
Services
Environmental: Rick Wice, PG, F.SAME, Battelle
Facility Asset Management: Michael Zapata, P.E., Air Force Civil Engineer
Center
Joint Engineer Contingency Operations: Col. Rick Sloop, P.E., USAF
(Ret.), Fluor
Leader Development: Cdr. Roland DeGuzman, P.E., CEM, USN (Ret.), MBP
Membership: Dana Otto, WSP
Resilience: Col. C. Patrick Hogeboom IV, P.E., F.SAME, USA (Ret.), Michael
Baker International
Small Business: Sally Clark, AFG Group Inc.
STEM Outreach: Josh Graham, P.E., PMP, F.SAME, HDR
Young Professional: Suzanne Grix, Forgen

ELECTED DIRECTORS

2021-2024

Lt. Col. Craig Bryant, P.E., USA, USACE Tulsa District
Tiffany Castricone, RA, Michael Baker International
Col. Nick Desport, RA, LEED AP, F.SAME, USAF (Ret.), Merrick & Company
Christina Przygoda, LEED AP, RA, PMP, Yaeger Architecture

2022-2025

Danielle Barner, PMP, Atkins
NK Mbaya, F.SAME, S&B Christ Consulting
Dave Newkirk, F.SAME, BCE Engineers Inc.
Capt. Arpan Patel, USAF, 560th RED HORSE Squadron

2023-2026

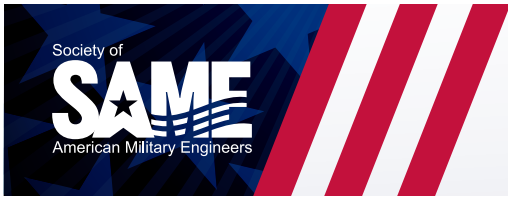
Col. Scott Grainger, P.E., PMP, F.SAME, USAF, University of Portland
Col. Anthony Higdon, P.E., F.SAME, Weston Solutions Inc.
Lt. Erin Krug, P.E., USNR, USACE St. Paul District
Master Sgt. Shane Payne, USA, 526th Engineer Construction Company

APPOINTED DIRECTORS

Rad Delaney, AIA, LEED AP, F.SAME, PRIME AE Group
Col. Blair Schantz, F.SAME, USA (Ret.), Prime Associates LLC
Lee Ann Zelesnikar, iSoft Solutions

SERVICE LIAISON OFFICERS

Matthew Parks, U.S. Army
Maj. Kathleen Deiters, USAF, U.S. Air Force
Lt. j.g. Alice Beittel, NOAA, National Oceanic & Atmospheric
Administration
Lt. Cdr. Corey Fagan, P.E., USCG, U.S. Coast Guard
Lauren Luckett, Department of State
Lt. Emily Wolff, CEC, USN, U.S. Navy
Lt. Kevin Remley, P.E., USPHS, U.S. Public Health Service
Raymond Savoy, Department of Veterans Affairs
Seth Cutler, Office of the Secretary of Defense



SAME REGIONS & POSTS

CALIFORNIA

Regional Vice President:

Jim Carter, F.SAME, EMAX Laboratories, Inc.

Deputy Regional Vice President:

Phil Welker, GeoEngineers

- Inland Empire, Riverside, CA
- Los Angeles, CA
- Orange County, CA
- Oxnard-Ventura, CA
- Sacramento, CA
- San Diego, CA
- San Francisco, CA

CAROLINAS

Regional Vice President:

Frank Mondo, P.E., F.SAME, Jacobs

Deputy Regional Vice President:

Scott Hartung, F.SAME, AECOM

- Cape Fear, Wilmington, NC
- Carolina Midlands, Columbia, SC
- Charleston, SC
- Coastal Carolina, Camp Lejeune, NC
- Fort Bragg, NC
- Savannah, GA

EUROPE

Regional Vice President:

Chris Knutson, P.E., F. SAME, Jacobs

Deputy Regional Vice President:

Charysse Knotts, P.E., F. SAME, Black & Veatch Special Projects

- Kaiserslautern, Germany
- Rhein-Main, Germany
- United Kingdom

GULF COAST

Regional Vice President:

Ryan Elliott, P.E., K.S. Ware & Associates LLC

Deputy Regional Vice President:

Scott Smith, P.E., Pond & Company

- Emerald Coast, Mary Esther, FL
- Louisiana, LA
- Mobile, AL
- Panama City, FL
- Pensacola, FL
- Vicksburg, MS

HEARTLAND

Regional Vice President:

Robert Burton, P.E., Benham Design

Deputy Regional Vice President:

Lt Col. Craig Bryant, USA

- Arkansas, AR
- Memphis, TN
- Oklahoma City, OK
- Tulsa, OK
- Wichita Mountains

LAKES REGION

Regional Vice President:

David Johnson, Consor

- Chicago, IL
- Illini, Champaign, IL
- Lake Michigan, Wauwatosa, WI
- Minneapolis-St. Paul, MN
- Rock Island, IL

MIDDLE ATLANTIC

Regional Vice President:

Summer Gladden, Leebcor Services Inc.

Deputy Regional Vice President:

Ed Chamberlayne, P.E., F.SAME, PRIME AE Group, Inc.

- Blue Ridge, Winchester, VA
- Central Virginia, Fort Lee, VA
- Hampton Roads, Norfolk, VA
- Northern Virginia, Ft. Belvoir, VA
- Virginia Peninsula, Langley AFB, VA
- Washington, DC

MISSOURI RIVER

Regional Vice President:

Julia Pluff, F.SAME, Bric Partnership

Deputy Regional Vice President:

Scott Nall, P.E., FSB Architects + Engineers

Deputy Regional Vice President:

David Packard, RA, F.SAME

- Fort Leonard Wood, MO
- Greater Kansas City, MO
- Omaha, NE
- Scott Field, Scott AFB, IL
- St. Louis, MO

NORTH ATLANTIC

Regional Vice President:

Carlos Sanchez, F.SAME, MBP

Deputy Regional Vice President:

Mindy Hinsley, F.SAME, Hinsley Collective, LLC

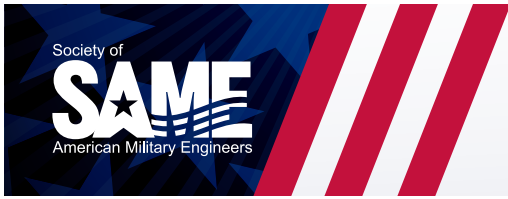
- Baltimore, MD
- Chesapeake, MD
- Mid-Maryland, MD
- New Jersey
- New York City, NY
- Philadelphia, PA

NORTHEAST

Regional Vice President:

Lisa Brandon, GHD, Inc

- Boston, MA
- Narragansett Bay, RI
- Piscataqua, NH



SAME REGIONS & POSTS

NORTHERN TIER

Regional Vice President:

Caroline Roberts, Jacobs

Deputy Regional Vice President:

- Big Sky, Malmstrom AFB, MT
- Mount Tacoma, WA
- Lewis and Clark, Fairchild AFB, WA
- Portland, OR
- Minot, ND
- Seattle, WA

OHIO VALLEY

Regional Vice President:

Alexander Masters, Siemens Industries, Inc.

- Buffalo, NY
- Huntington, WV
- Cincinnati, OH
- Kittyhawk, Dayton, OH
- Detroit, MI
- Pittsburgh, PA

PACIFIC

Regional Vice President:

Joshua Biggers, P.E., Air Force IMSC

- Anchorage, AK
- Korea
- Guam, USA
- Japan
- Honolulu, HI

ROCKY MOUNTAIN

Regional Vice President:

Aaron Murray, Wood

Deputy Regional Vice President:

Wendy Amann, P.E., F.SAME, Huitt-Zollars, Inc.

- Denver, CO
- Great Basin, Salt Lake City, UT
- Frontier, Cheyenne, WY
- Pikes Peak, Colorado Springs, CO
- Gem State, Mountain Home AFB, ID

SOUTHEAST

Regional Vice President:

Pamela Little, P.E., Pond & Company

Regional Vice President:

Beth Harris, CPSM, F.SAME, PRIME AE Group, Inc.

Regional Vice President:

Michael Ulekowski, P.E., F.SAME, MULE Engineering & Construction

- Atlanta, GA
- Robins AFB, GA
- Fort Benning-Columbus, GA
- South Florida Post
- Jacksonville, FL
- Space Coast, Patrick AFB, FL
- Moody-Valdosta, GA
- Tampa Bay, FL

SOUTHWEST

Regional Vice President:

Bruce Preston, RA, LEED, PMP, TSK Architects

Deputy Regional Vice President:

Colleen Rust, EA Engineering Science & Technology

- Albuquerque, NM
- Southern Nevada, Las Vegas, NV
- Phoenix, AZ
- Tularosa Basin, Holloman AFB, New Mexico
- Southern Arizona, Tucson, AZ

TENNESSEE/KENTUCKY

Regional Vice President:

Ted Foster, P.E., Smith, Seckman, Reid, Inc.

- Huntsville, AL
- Tennessee Valley, Oak Ridge, TN
- Kentuckiana, Louisville, KY
- Nashville, TN

TEXAS

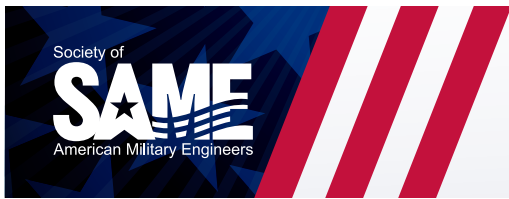
Regional Vice President:

Eric Wilbur, P.E., F.SAME, Wilbur Consulting

Deputy Regional Vice President:

Liz Parent, P.E., F.SAME, 5Engineering

- Dallas, TX
- Fort Worth, TX
- Houston/Galveston, TX
- San Antonio, TX

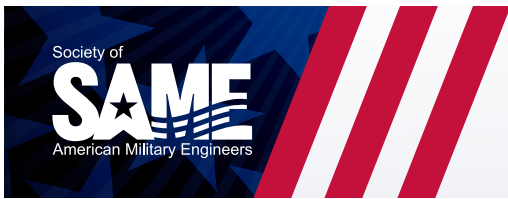


ACADEMY OF FELLOWS REGIONAL POINT OF CONTACTS

The SAME Academy of Fellows recognizes those members who have rendered dedicated and outstanding service to the Society, military engineering, and the A/E/C profession. SAME has bestowed the title of Fellow on select members since 1972; however in 1995 an academy was founded to formally acknowledge these distinguished individuals for their dedication to SAME and the A/E/C profession. Today, there are more than 800 members of the Academy of Fellows.

A critical role within the Academy of Fellows organizational structure are Regional Fellows Points of Contact. These individuals serve to keep the Fellows in their Region informed, help coordinate new Fellows nominations packets and provide mentoring/reviews, and work with the AOF Executive Committee on other initiatives and programming, including Fellows Town Hall Meetings.

Region:	Contact:	
California	Kathryn Stewart, P.E., F.SAME	kathryn.stewart7.civ@us.navy.mil
Carolinas	Capt. William "Bill" Grip, P.E., F.SAME, USN (Ret.)	william.grip@aol.com
Europe	Allan Lucht, P.E., F.SAME	al_golf@hotmail.com
Gulf Coast	Mike Thompson, P.E., F.SAME	mthompson@thompsonengineering.com
Heartland	CUCM James "Roger" Aitken, P.E., F.SAME, USNR (Ret.)	rodgeraitken@comcast.net
Lakes	Lt. Col. Kevin J. Lovell, PgMP, PMP, F.SAME, USA (Ret.)	kevin.j.lovell18@gmail.com
Mid-Atlantic	Capt. Jay Manik, P.E., F.SAME, USCG (Ret.)	manikjg@cdsmith.com
Missouri River	David A. Packard, RA, PMP, F.SAME	davidpackard1224@gmail.com
North Atlantic	Denise A. Tegtmeyer, P.E., F.SAME	tegtmeyer.denise@gmail.com
Northeast	Sheila Warren, F.SAME	swarren2828@gmail.com
Northern Tier	Col. David Brewer, F.SAME, USAF (Ret.)	dave.brewer@jacobs.com
Ohio Valley	Timothy N. "Tim" Kyper, P.E., F.SAME	tim@digioiagray.com
Pacific	William "Bill" Kontess, AIA, PMP, F.SAME	bill.kontess@mbakerintl.com
Rocky Mountain	Anita Larson, F.SAME	anita.larson@tumeq.com
Southeast	Capt. Mike Blount, P.E., F.SAME, USN (Ret.)	michael.blount@aecom.com
Southwest	Col. Richard Houghton, CFM, F.SAME, USAF (Ret.)	colonel.houghton@gmail.com
Tennessee/Kentucky	Col. Bob Ruch, F.SAME, USA (Ret.)	ruchb@pondco.com
Texas	Jim O'Brien, P.E., F.SAME	jobrien@obrieneng.com



ANNUAL CALENDAR CYCLE RVP/POST

Month	RVP	Posts
May	<ul style="list-style-type: none"> Post Presidents meeting @ JETC 	<ul style="list-style-type: none"> Post Presidents meeting @ JETC
June	<ul style="list-style-type: none"> PLW Registration opens AOF Nominee webinar 	<ul style="list-style-type: none"> PLW Registration opens AOF Nominee webinar
July		
August	<ul style="list-style-type: none"> Post Leaders Workshop AOF first Nominee list due 	<ul style="list-style-type: none"> Post Leaders Workshop Assemble Foundation Support Requests
September	<ul style="list-style-type: none"> Begin Post Annual Assessments Submit Foundation Requests 	<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 10/1 Submit annual Post assessments to the VP 	<ul style="list-style-type: none"> AOF Nominations due 10/1 LDP Application Process Opens
November	<ul style="list-style-type: none"> RVP Meeting @ SBC BOD Meeting @ SBC 	<ul style="list-style-type: none"> Small Business Conference
December	<ul style="list-style-type: none"> National Award Nominations open Make Regional LDP Candidate Selection 	<ul style="list-style-type: none"> National Award Nominations open
January	<ul style="list-style-type: none"> Final Streamer submissions due 1/31 	<ul style="list-style-type: none"> Final Annual Streamer submissions due 1/31
February	<ul style="list-style-type: none"> National Award nominations close Term extension requests due to VP, XD, President 	<ul style="list-style-type: none"> National Award nominations close Post President stipends available to Govt Post Presidents of Small/Med Posts
March	<ul style="list-style-type: none"> Post Annual Reports due 3/31 Streamer results available 	<ul style="list-style-type: none"> Post Annual Reports due 3/31 Streamer results available
April	<ul style="list-style-type: none"> JETC Prep 	<ul style="list-style-type: none"> Student chapter reports due 4/15

UPCOMING SAME NATIONAL EVENTS

Posts & Regions should avoid holding events over the same dates.

Capital Week

2024: March 25 – 27, Bethesda North Marriott Hotel & Conference Center, Rockville, MD

JETC

2023: May 2-4, Henry B. Gonzalez Convention Center, San Antonio, TX

2024: May 14-16, Gaylord Palms Resort & Convention Center, Kissimmee, FL

2025: May 13-15, Kentucky International Convention Center, Louisville, KY

2026: May 19-21, Oregon Convention Center, Portland, OR

2027: May 18-20, Wisconsin Center, Milwaukee, WI

Post Leaders Workshop

2023: August 6-8, Westin Fort Lauderdale Beach Resort, Ft. Lauderdale, FL

Small Business Conference

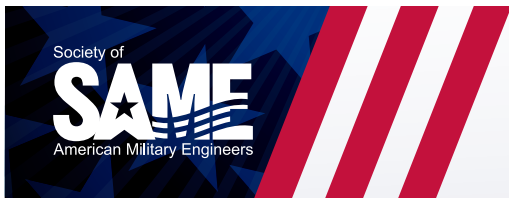
2023: Nov 2-4, Henry B. Gonzalez Convention Center, San Antonio, TX

2024: Nov 1-3, Morial Convention Center, New Orleans, LA

2025: Nov 19-21, Phoenix Convention Center, Phoenix, AZ

2026: TBD

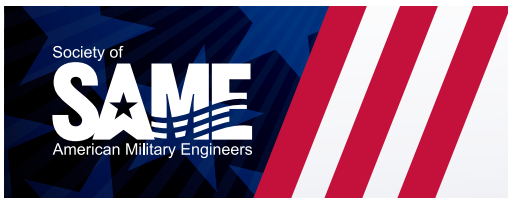
2027: Nov 17-19, Kentucky International Convention Center, Louisville, KY



SAME NATIONAL AWARDS & MEDALS

Award Name	
Bliss Medal	For excellence in education and student mentoring
Built Award (biennial)	Celebrates built projects for a SAME partner agency completed in the past 5 years throughout the world
Design Award (biennial)	Celebrates design excellence in the built environment for planned and constructed works throughout the world
Goethals Medal	For preeminence in engineering, design or construction
Gibson Veterans Transition Medal	For superior efforts in assisting uniformed personnel transition to the private sector.
Industry Government Engagement Individual Award	For Excellence and Leadership for fostering Industry Government Engagement
Industry Government Engagement Post Award	For Excellence and Leadership for fostering Industry Government Engagement
Industry Small Business Advocate Award	For contributions as an outstanding spokesperson and advocate for small business
J.W. Morris Sustaining Member Award (Large Company)	For eminent contributions to SAME by a large company member organization
Membership Recruitment Champion	For superior efforts in recruiting new members into the society at the Post level
Paul R. Smith NCO Medal	For outstanding leadership and contributions to military engineering
Post Service Medal	For significant and faithful service to SAME at the Post level
President's Medal	Recognizes outstanding SAME leadership and accomplishment by an individual within the society during the National President's tenure
Robert B. Flowers Small Business Award	For eminent contributions to SAME by a Small Business Sustaining Member
Seymour S. Greenfield Sustaining Member Award (Medium Company)	For eminent contributions to SAME by a Sustaining Member organization
STEM Champion Award (Individual)	For excellence and leadership in supporting STEM
STEM Excellence Post Award (Large, Medium and Small Posts)	For excellence and execution in supporting STEM
Student Leadership Medal	For outstanding leadership in support of student professional development and mentoring
Sverdrup Medal	For engineering leadership by a uniformed Young Professional member
Toulmin Medal	For most outstanding article written for The Military Engineer by an SAME member
Tudor Medal	For engineering leadership by a civilian Young Professional member
Urbahn Medal	For preeminence in architecture
Walter O. Bachus Gold Medal	For SAME lifetime contributions and achievement
Young Professional Medal	For outstanding leadership and accomplishments in support of the SAME mission by a Young Professional member
Large Business Award	Honoring achievements and accomplishments that work to strengthen and support small business by a large business.
Post Small Business Liaison Officer	For eminent contributions in leadership, support and activities that best exemplifies the mission of the Small Business Community
Small Business Award	Honoring achievements and accomplishments that work to strengthen and support small business by a small business
Other Recognition	
Regional Vice Presidents Medal	Presented to those individuals and organizations that have demonstrated exemplary service over a time period or significant contribution to a specific event within the Region
Regional Vice Presidents Coin	Recognizes a specific and above-ordinary contribution by an individual within the Region
SAME Presidents Coin	Recognizes a specific and above-ordinary contribution by an individual to the society during the National President's tenure
SAME National Coin	Recognizes a specific and above-ordinary contribution by an individual in the Society; awarded by NLT other than National President

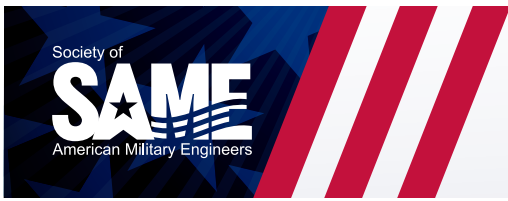
*SAME also presents medals and awards annually on behalf of the uniformed services; visit www.same.org/awards for more information.



INSTALLATION OF POST OFFICERS

PROCEDURES FOR POSTS

1. The presiding officer (such as the outgoing Post President) introduces the installing officer who is normally a Society officer or director (such as an RVP), or a senior member of the Post.
2. The installing officer asks the new officers (except the President-Elect) to come forward and stand at his/ her left in this order: Vice President, Secretary, Treasurer, and Directors. (If there are additional officers, they should form in the line at the appropriate places.)
3. The installing officer introduces these newly elected officers and asks them as a group: "Do you pledge yourselves to support the Society's Strategic Plan and carry out faithfully the duties of the offices to which you have been elected or appointed?"
4. All of the new officers respond: "I do."
5. The installing officer asks the outgoing and new President to come forward. (They do so and stand at the "installer's" right; the new President next to the "installer.")
6. The installing officer asks the outgoing President to present the Post Charter and Post Bylaws to the President-Elect. (This is done.)
7. The installing officer asks the new president: "Do you pledge yourself to support the Society's Strategic Plan and carry out the duties of the President of the _____ Post to the best of your ability?"
8. The new President responds: "I do."
9. The installing officer then states: "I now declare the newly elected officers and directors of the _____ Post to be duly installed."
10. The installing officer may then make any appropriate remarks about the ceremony, the outgoing group, or the newly installed group. These may include laudatory remarks about the Post's accomplishments, or perhaps challenge the newly installed group to achieve certain goals or objectives.
11. By prior mutual agreement, either the presiding officer, or the outgoing or new Post President, then takes control of the meeting to close and remind the members of the next meeting date, time, and location



SOCIAL MEDIA BEST PRACTICES

HOW TO POST AT YOUR POST!

Social media channels provide a great way to communicate news, information, updates and more with your post members in addition to e-mail. The SAME National Office encourages our posts to use social media to spread the word about local events, recognition of post member accomplishments, etc.

Twitter:

- Posting on Twitter - SAME National has a twitter account listed as @SAME_National. We encourage our posts to create their own accounts and use twitter to promote post events and member accomplishments. The suggested handle for posts is @SAME_____POST
- Length of Post - For Twitter although there is a 280-character count limit, keeping it to no more than 130 characters will make it easy to share.
- Hashtags - Create hashtags that are short but meaningful – if hashtags are too long, they will be harder for people to use in retweets and engagements. SAME National uses individual hashtags for each event.
- Image Size - 1200px X 675px or 16:9 is ideal
- Simple URLs - When posting a link that is not used to generate a preview the link should be a simple URL or a bit.ly link. Twitter allows you to enter a URL and will translate to a simple URL for you.

Post Leaders Workshop	#SAMEPLW23
Small Business Conference	#SAMESBC23
Career Transition Workshop	#SAMECTW24
Capital Week / DOD	#SAMECAP24
Joint Engineer Training Conference	#SAMEJETC24
Leader Development Program	#SAMELDP24
Holidays	#SAMECelebrates
Members	#IamSAME

Facebook:

- Posting on Facebook - SAME National has a Facebook Fan Page which can be found by searching for Society of American Military Engineers (SAME). We encourage our posts to create their own accounts and use Facebook to promote member accomplishments and activities
- Length of Post – Facebook differs from Twitter in that there is no limit to characters in a post. However, it is recommended that the post not exceed 250 characters. Using photos and graphics are encouraged to assist in sending the message.
- Image Size – 1200 x 630 pixels is the ideal image size for a Facebook post.

Linked-In:

- Posting on Linked-In - SAME National has a Linked-in Page which can be found by searching for Society of American Military Engineers (SAME), as well as several “groups” in Linked-in. We encourage our posts to create their own accounts and use Linked-In to promote post member accomplishments and post/national events, etc. Linked-in can also be used by posts to allow post members to list open positions within their companies. SAME National does not allow these listings, however at the local level this kind of messaging is good for the local post members.
- Length of post – 210 characters or less before a “see more” button appears. The body of the post can contain 1,300 characters.
- Image Size – 1200 x 630 pixels is the ideal image size for a Linked-In post.

OVERVIEW & METHODOLOGY

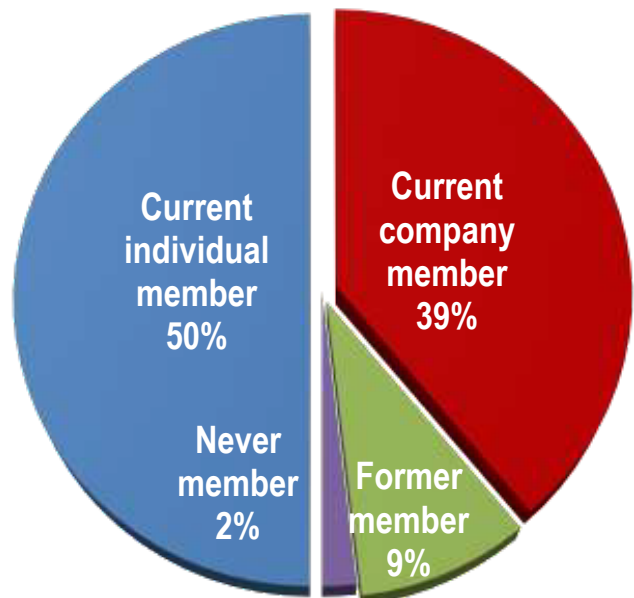
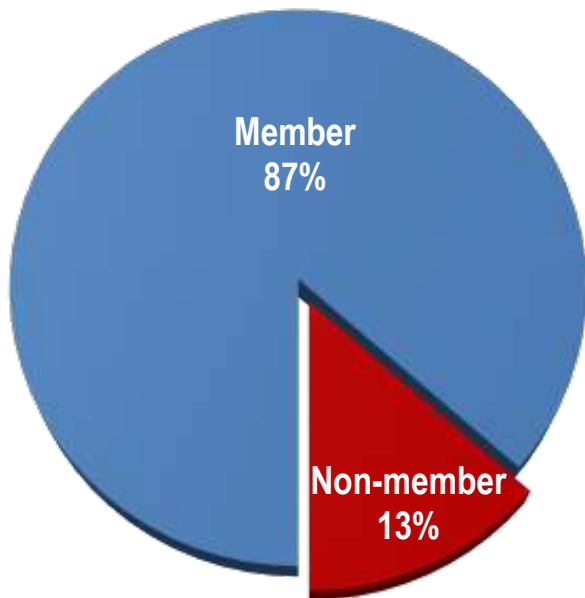
Whorton Marketing & Research administered a survey among SAME members and non-members over the period of February 11-March 5.

- The survey was designed and administered among a population of 32,820 individuals with deliverable addresses, including 24,706 current members and 8,114 former members.
- At the time of data cutoff, a total of 3,784 responses were received, including 3,265 current and 508 former members. The response rate for current members was 13.2% and 6.3% among former members.

MEMBERSHIP CATEGORY AND MEMBER STATUS

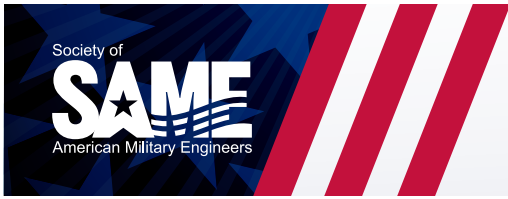
Given their larger numbers and twice as high a response rate, actual current members comprise a large majority of respondents—87%, compared to 13% of non-members.

- Respondents report that they were split between 50% current individual and 39% current company members. Another 9% identify as former members, and 2% have never held membership.



POST MEMBERSHIP

Almost all respondents (92%) report being currently or formerly active in a local Post. Among them, 21% reported two Posts, and 14% reported three.

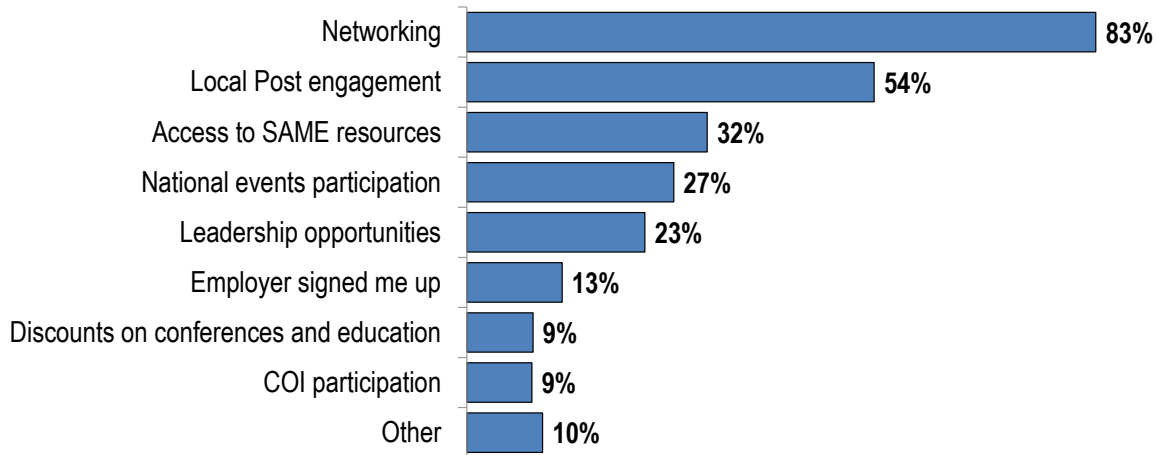


SAME 2022 MEMBER SURVEY REPORT

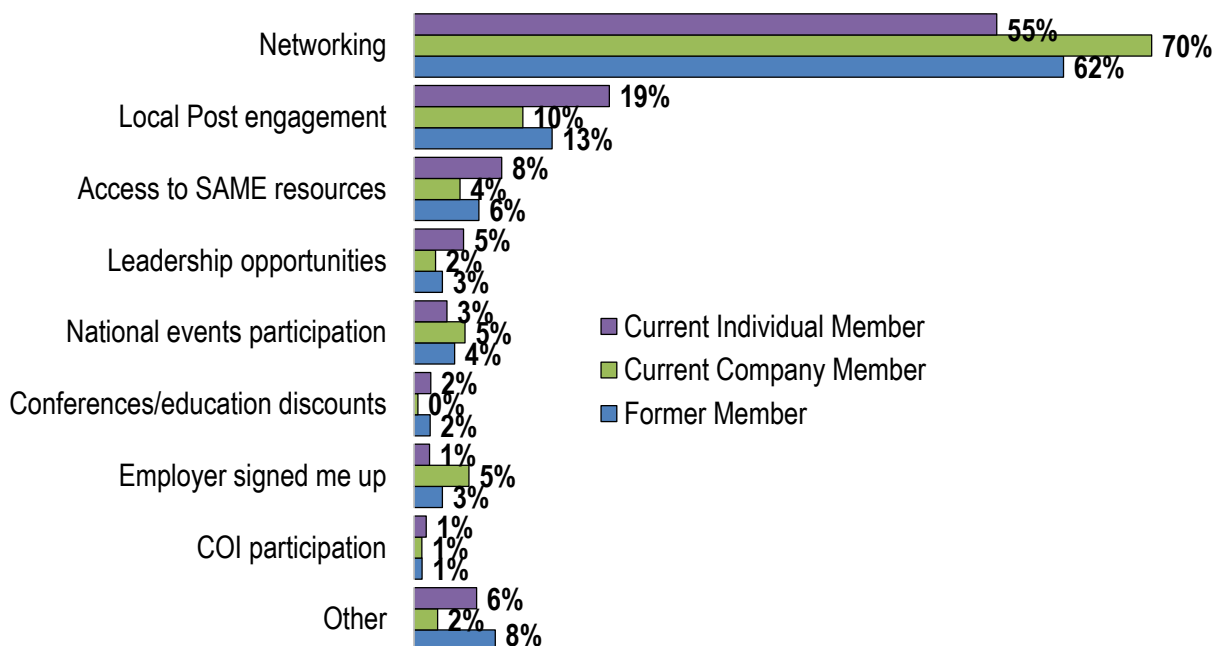
IMPORTANT REASONS FOR ORIGINALLY BECOMING A SAME MEMBER

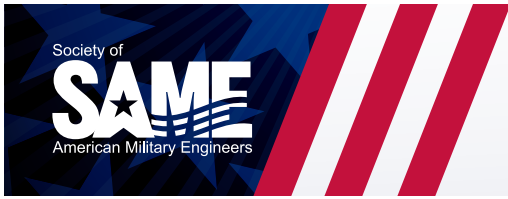
The most common reasons for joining SAME are networking (83%) or local Post engagement (54%).

- Fewer than one-third join for access to SAME resources (32%), national event participation (27%), and leadership opportunities (23%). Fewer joined via their employer signing them up (13%), conference or education discounts (9%), or COI participation (9%).
- Although they are equally likely to be motivated by networking, current members are much more likely to have joined for Post engagement (56% compared to 41% of former members), and national events participation (29% vs. 18%), while they are slightly less likely to have joined for leadership opportunities and COI participation, and are less likely to have joined because their employer signed them up.



- The single most common reason for joining is networking, particularly among current company members (70%) with no other specific reason mentioned by more than 10% (local Post engagement).
- Current individual members are also most likely to value networking (55%) although fewer indicate it, while more of them joined primarily for local Post engagement (19%) and access to resources (8%).
- Former members also primarily joined for networking (62%), Post engagement (13%), or resources (6%).





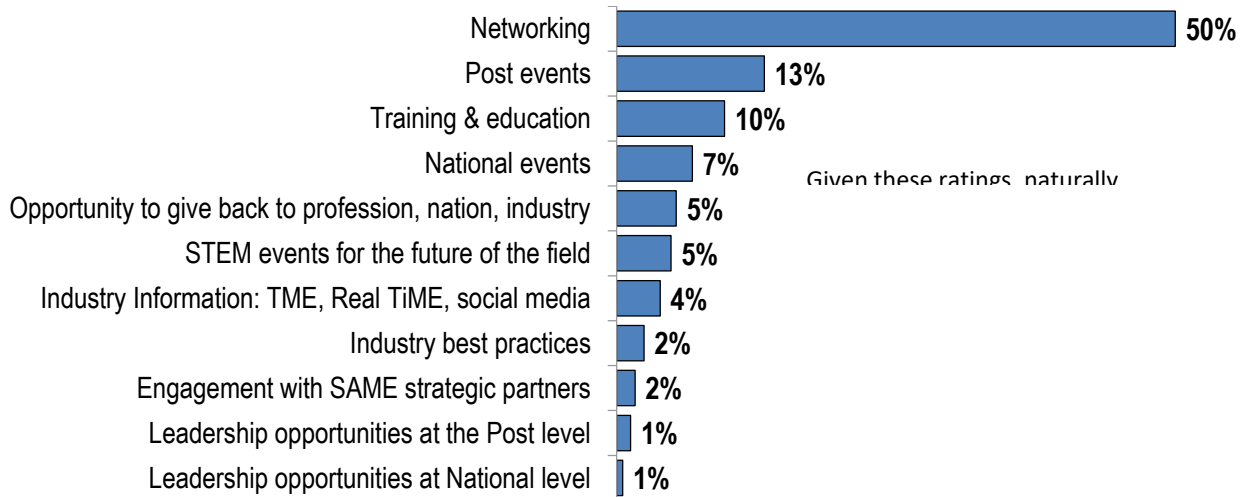
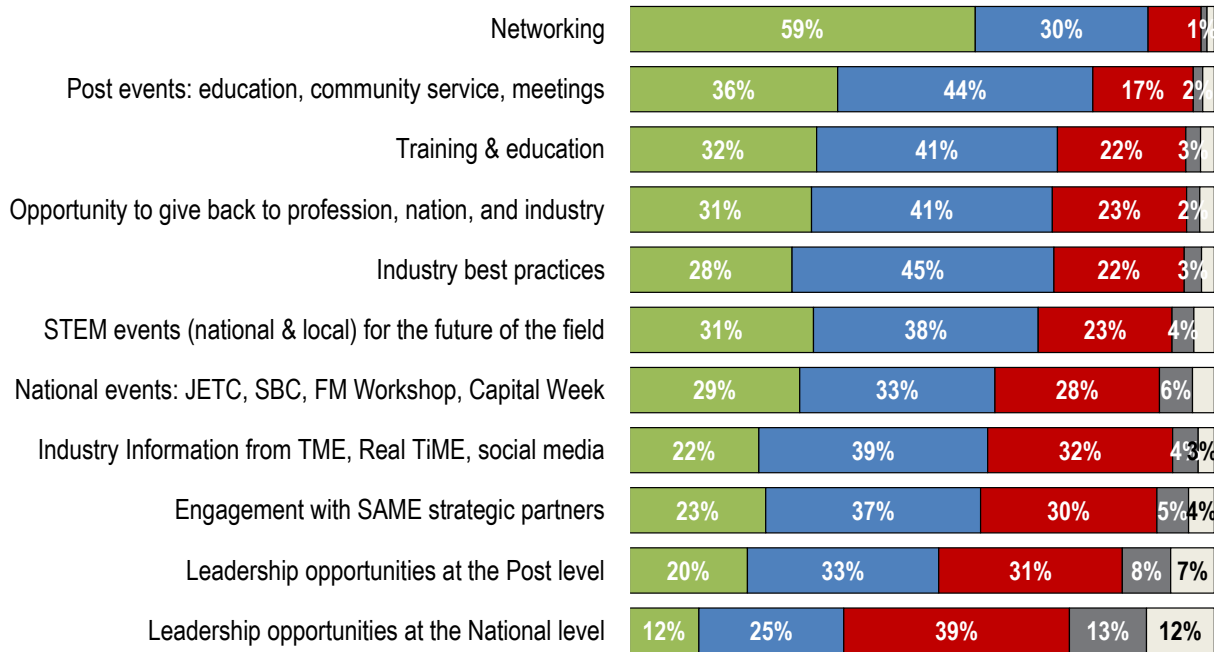
SAME 2022 MEMBER SURVEY REPORT

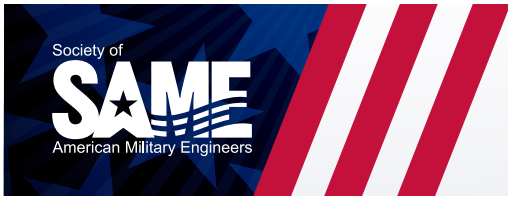
IMPORTANCE OF SAME BENEFITS

Networking is by far the most important benefit that SAME provides to the individual or their organization, rated 4.44 on a 5-point scale.

- Only Post events: education, community service, meetings (4.09) were rated above 4.0.
- There is a cluster of four benefits, including training & education (3.98), the opportunity to give back to profession, nation, and industry (3.96), industry best practices (3.93), and national & local STEM events for the future of the field (3.91).
- Three other benefits are rated a little lower including national events such as JETC, SBC, FM Workshop, and Capital Week (3.78), industry information from TME, Real TiME, and social media (3.74), and engagement with SAME strategic partners (3.69).
- Leadership opportunities are rated least important at the Post level (3.50) and at the National level (3.12).

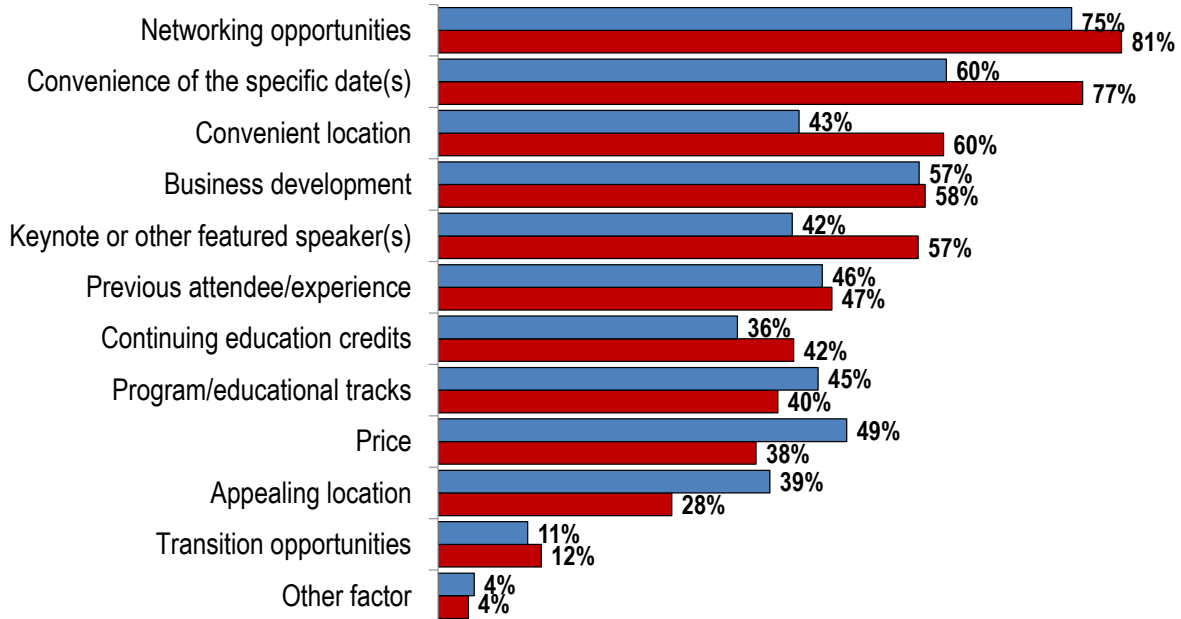
■ Extremely Important
 ■ Very Important
 ■ Somewhat Important
 ■ Somewhat Unimportant
 ■ Not at all Important



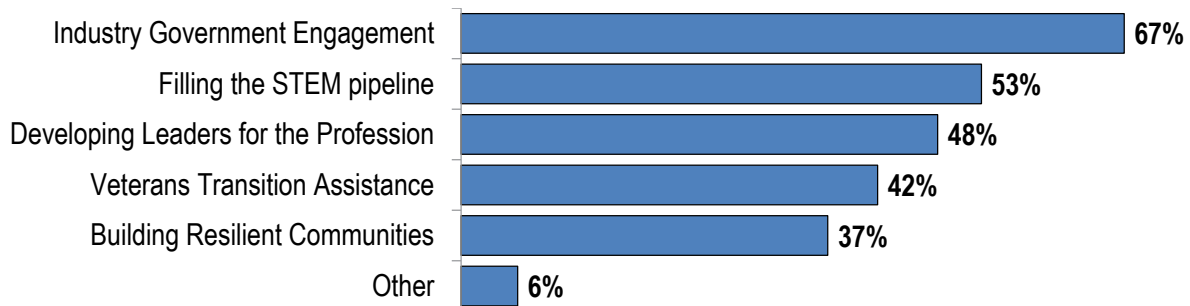


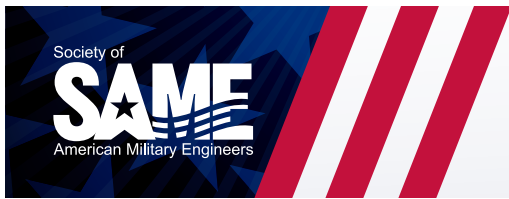
SAME 2022 MEMBER SURVEY REPORT

FACTORS MOST INFLUENTIAL IN DECISION TO ATTEND POST EVENTS



STRATEGIC ISSUES SHOULD SAME FOCUS ON OVER THE NEXT 3-5 YEARS





SAME FOUNDATION - SUMMARY FOR POST LEADERS

BACKGROUND

The SAME Foundation was created by the SAME Board of Direction in 2015 and incorporated in 2016 as a 501 (c)(3) nonprofit. To “seed” the Foundation, the Society transferred its Education and Mentoring Fund to the Foundation with the intent that the Foundation grow that corpus over time to generate funds to support Society programs that are in line with the Foundations’ compelling purpose. Guided by SAME Strategic Plan, the Foundation Board is supported administratively by the SAME national staff and coordinates closely with the Society BOD.

THE FOUNDATION’S OFFICIAL COMPELLING PURPOSE:

“To foster engineering leadership for the nation.”

The SAME Foundation provides financial support to Society programs that foster leader development covering the full spectrum from youth STEM programs to formal Leader Development Programs to transitioning veterans into the engineering and construction workforce and more. Currently, the Foundation provides financial support to three key national SAME programs including its flagship support effort, the National LDP Program.

POST FUNDS POLICY

The Foundation Board developed an optional service by which Posts entrust their scholarship funds to the Foundation for professional investment management. The joint SAME-SAME Foundation Investment Committee oversees the management firms. Posts retain full ownership and control of their funds. Several posts participate in the Post Funds Policy, accruing these benefits:

- Avoid the administrative burden and risk to volunteers of investing and fund management
- Enjoy a modest management fee which is based on the total corpus
- Control Post funds - 30 days or less to receive funds when needed

FOUNDATION-POST RELATIONSHIP

The Foundation’s fundraising campaigns (Annual Member, Planned Giving Campaign, Corporate) are designed to offer members opportunities to support the Foundation while avoiding competition with Post fundraising efforts.

QUESTIONS

The Foundation website (<https://www.same.org/foundation>) includes general information about the Foundation that will answer many questions. There is also a set of Frequently Asked Questions on the website. Questions can also be directed to Kathy Off at koff@same.org, who will forward them to the appropriate person(s) on the Foundation Board, the Society Leadership or National staff.



MISSION:

“Build leaders and lead collaboration among government and industry to develop multidisciplinary solutions to national security infrastructure challenges.”

VISION:

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

STRATEGIC GOALS:

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

ENDURING PURPOSE:

“To promote solidarity and co-operation between engineers in civil and military life, to disseminate technical knowledge bearing upon progress in the art of war and the application of engineering science thereto, and to preserve and maintain the best standards and traditions of the profession, all in the interests of patriotism and national security.”

GOLD

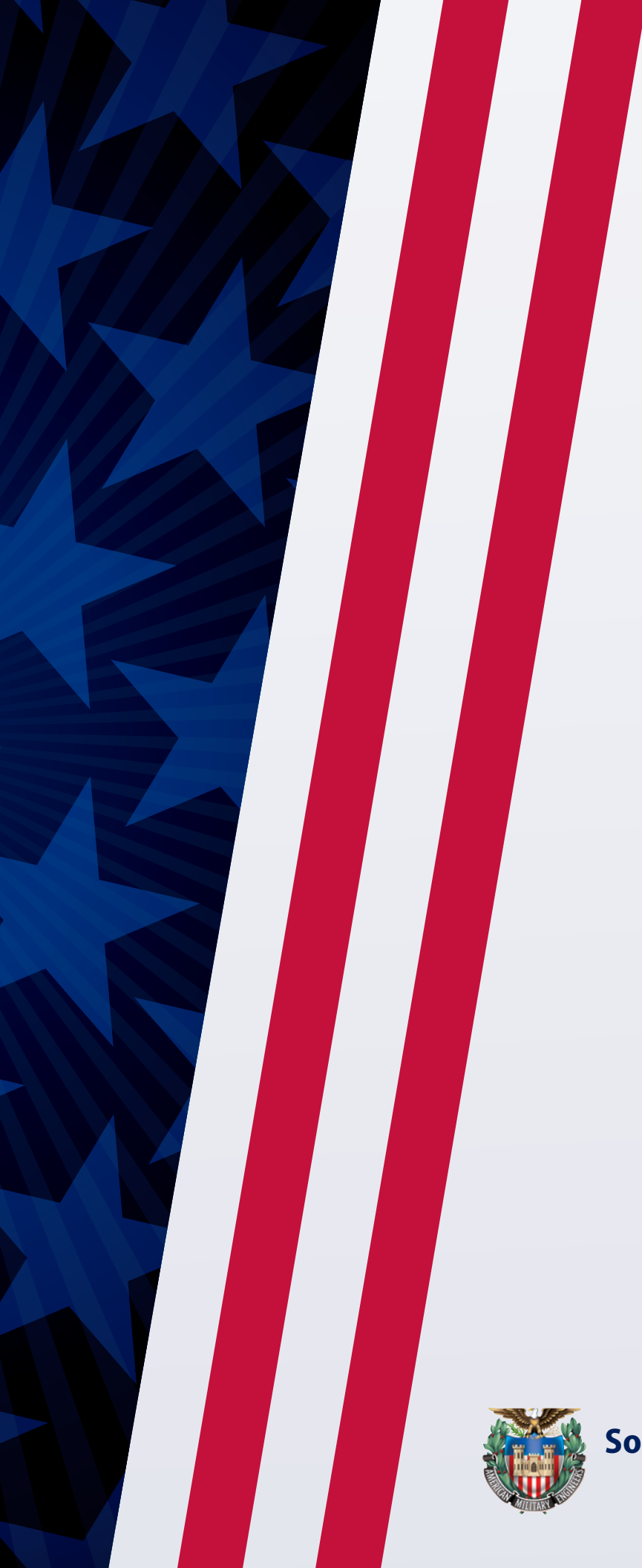


**BLACK &
VEATCH**

SILVER



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