SAME Board of Direction Minutes  
0900 - 1700, Tuesday, Nov. 14, 2017  
David L. Lawrence Convention Center, Rm 304-305, Pittsburgh, PA

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<tr>
<td>John Accardi</td>
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<td>Amy Basehoar</td>
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<td>Patricia Bonilla</td>
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<td>Sly d’Agreglia**</td>
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<td>Bill Haight</td>
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<td>John Hickey</td>
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<td>Robert Keyser</td>
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<td>Paula Loomis</td>
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<td>Ben Matthews</td>
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<td>John Mogge**</td>
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<td>Sal Nadjomian</td>
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<td>Scott Prosuch</td>
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<td>Joe Schroedel**</td>
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<td>Bo Temple**</td>
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<td>Tony Hofmann**</td>
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<tr>
<td>Did Not Attend</td>
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<tr>
<td>James Coburn**</td>
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<td>Rich Khalil**</td>
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**Non-voting

Call to Order: 1345 hrs
Prior to the actual meeting, the board heard a briefing by Victoria Stoneking from the Air Force STEM Program. The goal is to collaborate on the program at the local level with SAME Posts (encl 1). The board also heard a Foundation update from Foundation President, John Mogge. Posts have the ability to alleviate volunteer burden by placing scholarship money in the Foundation as an extra service. Repository of the Foundation is NOT a Post money-grab. John asked the board, specifically RVPs, to be advocates, articulate, and to stay current on Foundation activities via the website, www.same.org/foundation (encl 1). The leadership presented Joe Schroedel with the King Collaborator Award, representing the work he has done and will do to support SAME’s vision. The board then divided into discussion groups per the agenda (encl 2) and re-convened at 1345 hrs.

Consent Agenda
The following consent agenda items were approved, pending further research on the ability for deactivated Post Funds to be transferred to a local SAME Camp:

- Minutes BOD Meeting 22 MAY 17
- Minutes FDN Meeting 23 MAY 17
- Minutes XC Meeting 21 AUG 17
- Bylaws Update
- Deactivated Post Funds Policy
- Deactivation of Posts (Red River, Yuma, High Plains, Dolimiti – field chapter)
- Awards TF Recommendations
• Membership Streamer TF Recommendation
Action: Allison Ingram will research tax ID issues surrounding the transfer of deactivated Post Funds to camps.

Old Business

Membership Dues Structure
One of the tasks coming out of the May board meeting was to simplify the dues structure. Jill Murphy briefed the board on her research beginning with individual member dues. There was discussion regarding resistance to any perceived change or increase in dues resulting from a re-structure. Sal Nodjomian reminded the board that the rationale for ignoring the complex dues structure for so long was due to the poor market which has now recovered. SAME is currently overly dependent on events for revenue which is dangerous from a risk perspective. Jill will continue her research and communicate the cost effectiveness of any changes to structure.
Action: Jill Murphy will produce a timeline for the board to provide feedback, and to show when any potential changes would take effect.

Strategic Partner Update
Kathy Off briefed the board on current Strategic Partnerships. She provided the criteria that National uses to produce a worthy MOA and provided examples of how our partners can participate in our Run to 2020 and collaborate at the Post level.

Calendar Process Update
Joe Schroedel briefed the board on the importance of de-conflicting our National Calendar to ensure that we provide maximum ROI for our members and enhance the ability for our leadership to attend local events. Posts need to ensure that events are added to the National Calendar on-line as soon as possible and that there is an attempt to de-conflict with other major events. Many of our members rely on the on-line National Calendar for their business strategy.

New Business

Discussion groups provided feedback via group leaders. The common thread is to increase participation via the Run to 2020 and Beyond. Volunteer opportunities can be tailored to fit many levels of time commitment, therefore giving a larger percentage of our membership a voice in their Society. Leaders will provide discussion summaries to National for input into an action plan.
Action: Joe Schroedel will develop action plan from discussion group input and present it at the Executive Committee meeting in December for review before publishing for the membership.

Adjourn: 1610 hrs.
sal Nodjomian emphasized the need to energize every sub-set of our Society as we prepare for 2020 and beyond. The board shared a toast with the 2018 Golden Eagle Award Recipient for contributions to the industry, Ed Gibson.

BG Joseph Schroedel, P.E., F.SAME, USA (Ret.)
Executive Director

Encl 1: Board Slides
Encl 2: Meeting Agenda
Encl 3: Action Tracker

11-21-17
SAME FALL BOARD DAY

Jim Hagan, F.SAME
1952 - 2017
Air Force STEM

Victoria Stoneking
Plans and Program Engineer, USAF

www.afstem.org

Foundation Update

Update for the SAME Board of Direction
November 14, 2017
John Mogge, Foundation President

Fostering Engineering Leadership for the Nation

http://www.same.org/foundation
Foundation Update

Recall - the Foundation?

- Nonprofit Corporation registered in the District of Columbia
- Article 3: Purpose: The purposes for which the Corporation is organized are: charitable, educational, and scientific purposes with the meaning of Section 501(c)(3) of the Internal Revenue Code including but not limited to support of the educational and scientific purposes of the Society of American Military Engineers.
- Does not have members.
- Does have a "volunteer" Board of "working" Directors

Dedicated to National Security Since 1920

Foundation Update

It Exists to:

- Support the Strategic Plan 2020 Outcomes (internal and external)
- Separate philanthropic from operational – with the motivation to attract available (broadly based) resources.
- Provide an (optional) repository for Post Scholarship Funds (serve volunteers)
  - Leverage national investment management expertise
  - Eliminate separate post level incorporated funds
  - Compliment post fundraising
- Serve the wider objectives of the AEC industry and professional societies

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Draft - Post Deposit Policy Update

- Requested support from Sal, RVPs, and Posts to review the draft policy, and offer feedback
- Good constructive feedback – many thanks to all – ready to finalize the policy
- Be clear this is not in any way a “money” grab – but rather a service to the posts to allow them to place their scholarship resources with the Foundation in a restricted manner or unrestricted and have it managed for them.
- Subsequently, the Houston and NoVa Posts have decided to take advantage of the service.
- Additionally, the Foundation has received a gift and a notice of a gift from two member associated estates.
- Meeting is tomorrow and once we review each committee reports we will post our board meeting minutes on the SAME website for all to see.

What can you do to help the Foundation?

- Be articulate about your Foundation
  - What it is and what it is not!
  - Separate out the rumors from the facts
- Be an advocate for its broad purpose to individuals and corporations and organizations beyond our ranks
- Promote the “Compelling Need” – help find the needy
- Volunteer to help the committees with their tasks – no board membership required to do this
- Stay current on the affairs of the Foundation – website monthly
The Run to 2020!!

Energizing Strategic Plan 2020 ... and

Setting the Stage for our Next Century of Service

"What's all of the excitement?"

"We're leveraging our 100th Anniversary!!"

30 Oct 2017

What Right Looks Like

September 2017: Philadelphia Post Awards Night

Jeff York is recognized for Extraordinary Efforts in Maintaining and Advancing the Objectives of the Post.

Jeff's Comments: "... I was new to SAME in 2002 and was asked to plan and run part of JETC which the post was running that year. I didn't realize it was going to be a full time job, but after it was over, I enjoyed working with the post people so much that I stayed active for the last 15 years ..."

September 2032: Every Post Awards Night

CPT Jane Doe is recognized for Extraordinary Efforts in Maintaining and Advancing the Objectives of the Post.

Jane's Comments: "... I was new to SAME in 2017 and was asked to help plan part of the SAME Centennial in which every post participated to help the Society achieve our 2020 vision. I was given the opportunity to participate to the extent that I was able. It was a fun and meaningful journey, and after it was over, I enjoyed working with the people so much that I became more active and have enjoyed the last 15 years ..."
Concept

Leverage our Centennial now to add emphasis to Strategic Plan Outcomes.

- Establish the 3C as the lead for executing actions – fix 3C membership for short run (Add Chairs: AOR, YME, STEM, IEC) 
- Unify society efforts at all levels to ensure we accomplish our vision of being acknowledged as the lead integrator within the A/E/C community.
- Increase active participation of all members over the next three years to finish this plan and kick start the next.
- Generate genuine excitement around the centennial, especially to enhance the military, government recruiting program.

Focus National and Post Outcomes to drive The Run to 2020

- Strategic Plan 2020 outcomes defined by the May 2017 BOD (Major Actions). Organize this effort around those outcomes with work groups to accomplish. Posts fulfill their part of the efforts.
- Integrate committee and council efforts around bigger outcomes – also provides outcome focused basis for developing next strategic plan.
  - Focus the A/E actions on SAME legacy – get all Fellows engaged in specific efforts that reflect on SAME’s legacy in order to project our role for the future – support all work groups
  - Focus the YME on future engineers – finish development and implementation of the national LDP program and accomplish specific actions to motivate young member participation now and for the long run – they are our future.

11/28/2017

Concept (continued)

JETC 2020: The Kick Off Celebration in Washington D.C., the birthplace of SAME

- NOT a JETC with a birthday cake!
- The SAME’s 100th birthday as an opportunity to host a national celebration of the impact engineers (general term) have made on America’s national security in the last 100 years – in a huge celebration... 5,000 or 10,000 people?
- Heavy partner and industry participation... (OD’s of other Societies already like the idea)
- Keynotes of stature (Gen Colin Powell, ???)
- Assemble all past presidents? Commemorations? Reenactments? Open to Public – not your usual exhibit hall or program...
- ... Let your imagination run wild...
- AND... the BOTTOM LINE... an opportunity for stakeholders to acknowledge us as the Lead Integrators...
Planning Organization

Overall Management: XC plus – fix some of the XC membership for the next three years:
AOF Chair, YMC Chair, JECO Chair, STEM Chair

National Leadership Team Lead: President Elect (PE)

Centennial Planning PM: XD

Planning Staff: National Office Staff (directed by XD)

Main Projects:
- National Event
- Post and Regional Events
- Strategic Plan 2025
- Work Groups
  - ... complete after BOD Critical Task Analysis on 14 Nov 2017

Advisors: Senior Mentoring Group (STG)

Stakeholder, Partner Participation: Engage in work groups and tasks as appropriate

Work Groups

<table>
<thead>
<tr>
<th>Work Group</th>
<th>Lead</th>
<th>Team (Staff support all)</th>
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<tbody>
<tr>
<td>Ind-Gov Engagement (TTx, CEO RT, Issues W5)</td>
<td>Pres</td>
<td>AOF, RVP, SBC, FAM, Resilience, JECO, Env, Energy &amp; Sustainability, IC</td>
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<tr>
<td></td>
<td></td>
<td>Partners: AIA, IFMA, APPA, Fed agencies, State agencies, Local gov agencies ...</td>
</tr>
<tr>
<td>Recruiting (Participation)</td>
<td>VP (RVP)</td>
<td>National (NCO, enlisted Cmte); Post (RVPs and Posts)</td>
</tr>
<tr>
<td>Producing Engineers (professionals)</td>
<td>VP (C&amp;C)</td>
<td>AOF, YMC, STEM, Camps, College Outreach, APC, Foundation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Partners: AEO, TSA, NCCER, BSA, SMPS, AIA ...</td>
</tr>
<tr>
<td>Preparing Veterans for the A/E/C Industry</td>
<td>MG Aaland</td>
<td>AOF, YMC, Credentialing, TW, Warrior Transition</td>
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<td></td>
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<td>Partners: ASC, ABC, NCCER, VFP, NextOp, CMAA, IFMA, AIA ...</td>
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<tr>
<td></td>
<td></td>
<td>or Sen Mentor) APPA, YMC NCO and Enlisted Cmte ...</td>
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<tr>
<td>Leader Development (National Program)</td>
<td>YMC Chair</td>
<td>YMC, AOF, Foundation</td>
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The Run to 2020: Enabling Strategic Plan 2020
The "Run to 2020" Work Groups

Industry-Government Engagement: We have established a national CEO Round Table to allow executives to discuss strategic issues as well as inhibitors to successful project delivery. At the post level, we are establishing Post Issues Workshops to complement our well-established market research efforts. The Post Issues Workshops bring multiple entities together to help solve real challenges on existing projects or to local program execution. The VA-SBA effort I mentioned grew out of our Charleston Post Issues Workshop. The overall outcome — enhance the value that we provide both government and industry in accomplishing our main mission of feeding collaboration.

Recruiting (Participation): We launched an all-out recruiting campaign, focused mainly on potential military and government members, but also focused on getting more of our existing membership more actively engaged. For the past two years we have focused our Post Leaders Workshop on training post leaders how to recruit, manage and retain volunteers! So, at the Post level we are changing the culture from what many of us recall ("...you will join SAME...") to ("...join us... here’s the value we offer you...")! We are now integrated into CECS, AFIT, FT Leonard Wood and FT Leavenworth at the national level to capture students while they are in a school setting. We have also initiated a sponsorship program whereby posts actively communicate with other posts when a member moves, or in the case of graduating students, to notify a gaining post of new members heading their way! We’re taking a page out of the culture of caring that is part of the wider military family. The overall outcome — significantly increase participation and make SAME the Society of Choice for military and government engineers.

The Run to 2020! Enabling Strategic Plan 2020

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The "Run To 2020" Work Groups

Producing Engineers (professionals): Collectively, our STEM, Camps and college outreach programs teach the lives of potential engineers (general term) along the entire span of their early developmental years. We have established many partnerships with government, industry and academia that serve to fill the shortage of engineers our nation faces — truly a national security issue. The overall outcome — Integrate these efforts to ensure continued engagement to ensure we can track the ultimate delivery of a new engineer to the nation! ...and by doing so, attract life-long SAME members!!

Preparing Veterans for the A/E/C Industry: We have made significant strides in our credentialing efforts that have resulted in the alignment of the military trades related school curricula with the requirements for civilian certification! The Army Engineer School effort leads the way, but the Navy and Air Force efforts are catching up. We have also implemented many programs and partnerships that are aimed at helping military veterans transition into the A/E/C industry. The overall outcome — we want to integrate these efforts around the impact needed by our country — fill the skills shortage gap — and help our veterans in the process!

National Leader Development Program: This initiative will become a real gem! Our intent is to develop a national, year-long program for about 25 “students” per year. The first class will start at JETC 2019 and graduate at JETC 2020 (intentionally, the first class graduates and the second class starts at our Centennial). Each student will have a Fellow assigned as a mentor. This effort will help focus and integrate the efforts of the Academy of Fellows, the Young Member Council and the Foundation. The link to the Foundation is ingenuous — this work group will double as a committee of the Foundation because the overall Compelling Purpose of the Foundation, as established by the Foundation Board, is to “Develop engineering leaders for the nation!” So, the Foundation can consider how to underwrite the program while it participates in the development of the program! The overall outcome of this work group is to establish the first mechanism by which the Foundation delivers its compelling purpose and leverage the genuine goodness of that purpose to grow the Foundation.

The Run to 2020! Enabling Strategic Plan 2020

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11/28/2017
Critical Tasks (Sample)

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<tr>
<th>Critical Tasks</th>
<th>Lead</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Increase Fellows Participation in Posts</td>
<td>AOF</td>
<td>Len Dilinger lead TF</td>
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<tr>
<td>Golden Eagle 2020 (Special)</td>
<td>AOF</td>
<td>Optional</td>
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<tr>
<td>Historical Analysis</td>
<td>AOF</td>
<td>Contribute to TME, TME Special, Celebration events</td>
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<tr>
<td>Communications</td>
<td>Staff</td>
<td>Other agencies in TME, TME (Run Up, Spec Ed)</td>
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<tr>
<td>Past President &quot;sign up&quot; message</td>
<td>Pres</td>
<td>Recruit participation and support</td>
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<tr>
<td>Organize Senior Mentor Group</td>
<td>XD</td>
<td>Leverage Centennial for fund raising (grow corpus)</td>
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<tr>
<td>Foundation Plan</td>
<td>Found Pres</td>
<td>SAME Host National Celebration of engineering contributions to U.S.</td>
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<tr>
<td>National Kid's Off Event</td>
<td>Staff</td>
<td>START: May 2020, end May 2021</td>
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<tr>
<td>Regional, Local Celebration Plan</td>
<td>VP(VC)</td>
<td>NOVA Post assis</td>
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<tr>
<td>GMU Student Chapter Test</td>
<td>XD</td>
<td>Build Work Groups</td>
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<tr>
<td>Develop Strategic Plan 2025</td>
<td>PE</td>
<td>Past and Future ... repeat SAME approach to Awards and Recognition</td>
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<tr>
<td>Develop Recognition Plan</td>
<td>AOF/MMC</td>
<td>while identifying special awards/recognition as part of the Centennial</td>
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<td>celebration (eg: a special GED!);</td>
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BOD INPUT – 14 NOV

BOD Actions and Centennial Planning Crosswalk

Based on detailed assessments of Strategic Plan 2020 progress (Nov 2016 BOD, 2016 Annual Reports, Post streamer submissions, Post Annual Financial Reports, etc.), the May 2017 BOD determined Eight Actions that would help focus the Society to address the strategic plan areas that are lagging.

The Centennial provides a once in a lifetime opportunity for actively participating over the next three years to accomplish the BOD Actions, and hence, our Strategic Plan. The conduct for the Centennial Planning is based directly on the BOD Actions.

BOD Actions (May 2017)

1. Implement Recruiting Program
2. Develop Life long member support
3. Fully Implement Industry-Government Engagement Plan
4. Implement Volunteer Mgt, Best Practices – New PLW
5. Push Communications from Posts
6. Mandatory Post Annual Reports – celebrate volunteers
7. RVPs assess posts, field chapters, student chapters
8. Establish a Centennial Planning TF

Run to 2020

Recruiting Work Group operational, add post recruiting
Producing Professionals Work Group, Preparing Veterans for the A/E/C Industry Work Group, Leader Development Work Group
Industry-Government Work Group
Accomplished – continue to refine PLW
On going – no need for special work group – staff lead
Accomplished – Routine annual baffle rhythm and written (video too) Annual Report well established
To be presented to BOD in November; note: a policy for the disposition of funds from posts that are inactivated will be presented to the Nov 2017 BOD
Accomplished
BOD 14 November Discussion Groups

Discussion Groups: (Leader in parentheses – groups next slide)

1. Recruiting (Cindy Lisciocone)
2. Producing Engineers (Mike Bloom)
3. Preparing Veterans for the A/E/C Industry (Buddy Barnes)
4. Industry-Government Engagement (Sal Nudjiman)
5. Leader Development (Lisa Thayer)
6. Centennial Planning Tasks and Celebration Ideas (Joe Schroeder)

Discussion Group Tasks:

- Review concept – identify changes to improve
- Review and Define Work Groups (group membership, leadership, partners, ...)
- Brainstorm ideas for the Centennial Celebration
- Brainstorm tasks for Senior Mentor Group, identify candidates
- Identify Critical Tasks: Using your assessments of Strategic Plan progress, develop the critical tasks for your Work Group that, if accomplished, will enable the Society to achieve our 2020 Vision and Goals. Review sample tasks on Slide 9 too.
- Back brief the BOD

Discussion Group Back Brief to BOD Format: next two slides

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Centennial Planning Input
From Discussion Group: ___________________________

Work Group Review:

Centennial Celebration Ideas:

Senior Mentor Group Candidates:

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Critical Tasks Input
From Discussion Group: ____________________________

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<th>Critical Tasks</th>
<th>Lead</th>
<th>Notes</th>
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11/28/2017

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BOD 14 November Discussion Groups

Recruiting:
Cindy Lincorne (Lead)
John Arcand (ED)
Shawn Moore (RVP)
Thomas Heinold (RVP)
Jacki Hacker (RVP)
Rich Houghton (RVP)
Blair Schantz (Int'l C)
Chris Knutson (for Schantz)
Rick Cox (EnviroC)
Mark Handley (Engy, SusC)
Jill Murphy (Staff)

Industry-Govt. Engagement:
Sal Nedorjan (Lead)
John Canethorne (ED)
Bob Bevis (ED)
John Biesnell (RVP)
Sharon Kregg (RVP)
Stuart Harrison (FAM C)
Bill Haight (EDC)
Joe Marous (Res C)
Rich Stump (RVP)
Patria Bonilla (SBC)
Kathy Off (Staff)

Preparing Veterans for A/E/CE:
Buddy Barnes (Lead)
Kevin Lowell (ED)
Tony Price (ED)
Paula Loomis (APC)
Neal Wright (CtwC)
Toni Petruccello (RVP)
Cindy Miller (RVP)
Tony Hoffman (Warrior Trans)
MG Do Temple (Apt Di)
Stephen Karl (Staff)

Leader Development:
Lisa Theole (YMC) (Lead)
Mike Darrow (RVP)
Caroline Roberts (LDP co-lead)
Joy Manik (Deep RVP for Darrow)
Angela Nocera (ED)
Sally Riker (ED)
Tony Higdon (RVP)
Brian Belianaois (ED)
John Hickey (RVP)
Patria Malanovac (RVP)
Allison Ingram (Staff)
John Mogge (Foundation)

Producing Engineers:
Mike Blount (Lead)
Ray Whilcocks (ADP)
Joe Angel (ED)
Ben Matthews (ED)
Yvonne Simon (ED)
Scott Jarvis (RVP)
Corey Weaver (College)
Gerald Morris (Campt)
Scott Plowshuch (STEM)
Vittoria Steinkeing (AF STEM)
Nick Desing (Staff)

Centennial Planning Tasks & Celebration:
Joe Schroeder (Lead)
Amy Bashevar (Awards C)
Anita Larson (ED)
Hal Rosen (CWL)
Steve Thomas (RVP)
Karen New (RVP)
Bob Hoke (RVP)
Ann McLeod (Staff)

Notes: Underline = not attending; italics = not BOD members
Mary Fisher Collins
Ring the Good Idea Chimes!

Board Meeting
Sal Nodjomian, SAME President

- Consent Agenda
- Old Business
- Back Briefs
- Commitment to 2020 Plan
Consent Agenda

- Minutes from past meetings
- Bylaws
- Deactivated Post Funds Policy
- Deactivation of Posts
  - High Plains (Rocky Mtn Region)
  - Red River (Lower Mississippi Region)
  - Yuma (Southwest Region)
  - Dolomiti (European Region – transition to Field Chapter)
- Awards TF Recommendations
- Membership Streamer TF Recommendations

Old Business

- Membership Dues Structure Update
- Strategic Partner Update
- Calendar Process Update
Membership Dues Analysis

Jill Murphy: Membership and Post Operations Manager
Nick Desport: Programs, Membership and Post Operations Director
Individual Membership Dues Analysis

Findings:
- SAME undercharges for dues at all levels
- Only org that does not have annual renewals for all categories
- SAME is one of only two orgs that doesn't charge student dues
- Cost to service a member: $19.08/yr
- Last Full Dues Restructure: 2007 - 2008

Recommendations:
- Institute annual renewal dues for all members, including Military
- Simplify IM dues structure
  - Reduce from 14 to 7 categories
- Restructure proposal to XC March 2018
- Full BOD vote May 2018
- Implement Jan 2019

Sustaining Member Dues Analysis

On journey to provide engaged SM management
- National SM Matrix Team created in July 2017
- SM Engagement Specialist: Advertised for hire Nov 8th
- Industry Advisory Panel to provide industry input in the future?

Findings
- 70% of SAME SMs are 100 employees or below
- 80% of new SAME SMs are 100 employees or below
- SM Renewal Churn Rate is 83% each month (100 of 120)
  - Associations Average is 79%

Timeline: Full SM Dues analysis in 2018 & recommendation to BOD in Nov 2018
Strategic Partner Update

Strategic Partnership MOAs Must...

- Be 1-2 pages long
- Be mutually beneficial
- Not include any exchange of money
- Ensure that SAME can deliver on promises
- Be focused on a particular initiative or aspect of the Strategic Plan
Strategic Partner Update

The key to success for strategic partnerships is implementation and collaboration at the Post level.

- Help recruit new members
- Expand the geographic reach of the SAME mission
- Help members gain access to new intellectual property
- Help members solve local A/E/C challenges and issues through collaboration

SAME Calendar Process

OUTCOMES:
- Avoid scheduling conflicts between Post, Region and National events.
- Schedule National Leadership representation (Pres, Pres-Elect, Past Pres, VPs, XD) at Post and Regional events.

National Office POC: Martina Salazar: (703) 549-3800 msalazar@same.org

PROCESS:
1. ALL: Maintain Post, Regional and National web site calendars.
2. ALL: Identify potential conflicts before scheduling a major event.
3. National Office:
   a. Conduct internal bi-weekly calendar huddle to review all major post and regional events and identify POC and critical info for each event.
   b. Conduct quarterly national leadership calendar huddle to determine availability of leadership to attend events identified in para 3.a. above.
   c. Establish coordination between national leader attending event and the host post or region.

We can’t coordinate National Leadership attendance at your event if we don’t know about it or know who to contact!
Discussion Group Back-briefs

- Industry – Govt. Engagement – Sal Nodjomian
- Recruiting – Cindy Lincicome
- Producing Engineers – Mike Blount
- Preparing Veterans – Buddy Barnes
- Leader Development – Lisa Thoele
- Centennial Planning Tasks & Celebration – Joe Schroedel

COMMITMENT to the 2020 PLAN!
Don't forget your booth assignments! Turn them in to the SAME booth.
Summary & Adjourn
Sal Nodjomian, SAME President

President’s Reception
East Atrium, 3rd Floor (same floor you are on now)
<table>
<thead>
<tr>
<th>TIME</th>
<th>AGENDA</th>
<th>BRIEFER</th>
</tr>
</thead>
<tbody>
<tr>
<td>0900 - 0910</td>
<td><strong>Call to Order, Quorum established, Pledge, Moment of Reflection for</strong></td>
<td><strong>Sal Nodjomian</strong></td>
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<td>Jim Hagan</td>
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<td>0910 - 0925</td>
<td><strong>AF STEM Presentation</strong></td>
<td><strong>Victoria Stoneking</strong></td>
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<td>0925 - 1000</td>
<td><strong>Foundation Update and Post Funds Policy Discussion</strong></td>
<td><strong>John Mogge</strong></td>
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<tr>
<td>1000 - 1030</td>
<td><strong>The Run to 2020 Brief</strong></td>
<td><strong>Joe Schroedel/XC</strong></td>
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<tr>
<td>1030 - 1045</td>
<td><strong>Transition to Discussion Groups</strong></td>
<td><strong>All</strong></td>
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<tr>
<td>1045 - 1400</td>
<td><strong>Discussion Groups w/working Lunch</strong></td>
<td><strong>All</strong></td>
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<tr>
<td>1400</td>
<td><strong>Convene Board Meeting</strong></td>
<td><strong>Sal Nodjomian</strong></td>
</tr>
<tr>
<td>1400 - 1415</td>
<td><strong>Consent Agenda</strong></td>
<td><strong>Joe Schroedel</strong></td>
</tr>
<tr>
<td></td>
<td>• Minutes BOD Meeting 22 MAY 17</td>
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<tr>
<td></td>
<td>• Minutes FDN Meeting 23 MAY 17</td>
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<td></td>
<td>• Minutes XC Meeting 21 AUG 17</td>
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<tr>
<td></td>
<td>• Bylaws Update</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Deactivated Post Funds Policy</td>
<td></td>
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<tr>
<td></td>
<td>• Deactivation of Posts</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Awards TF Recommendations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Membership Streamer TF Recommendation</td>
<td></td>
</tr>
<tr>
<td>1415 - 1445</td>
<td><strong>Old Business</strong></td>
<td><strong>Jill Murphy</strong></td>
</tr>
<tr>
<td></td>
<td>• Membership Dues Structure Update</td>
<td><strong>Kathy Off</strong></td>
</tr>
<tr>
<td></td>
<td>• Strategic Partner Update</td>
<td><strong>Joe Schroedel</strong></td>
</tr>
<tr>
<td></td>
<td>• Calendar Process Update</td>
<td></td>
</tr>
<tr>
<td>1445 - 1615</td>
<td><strong>Back Briefs and Plan Modifications</strong></td>
<td><strong>Sal Nodjomian</strong></td>
</tr>
<tr>
<td></td>
<td>• Industry-Govt. Engagement</td>
<td><strong>Cindy Lincicome</strong></td>
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<tr>
<td></td>
<td>• Recruiting</td>
<td></td>
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<tr>
<td></td>
<td>• Producing Engineers</td>
<td><strong>Mike Blount</strong></td>
</tr>
<tr>
<td></td>
<td>• Preparing Veterans for A/E/C</td>
<td><strong>Buddy Barnes</strong></td>
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<tr>
<td></td>
<td>• Leader Development</td>
<td><strong>Lisa Thoede</strong></td>
</tr>
<tr>
<td></td>
<td>• Centennial Planning Tasks &amp; Celebration</td>
<td><strong>Joe Schroedel</strong></td>
</tr>
<tr>
<td>1615 - 1630</td>
<td><strong>Commitment to 2020 Plan</strong></td>
<td><strong>Joe Schroedel</strong></td>
</tr>
<tr>
<td>1630 - 1700</td>
<td><strong>Summary and Adjourn</strong></td>
<td><strong>Sal Nodjomian</strong></td>
</tr>
<tr>
<td>1700 - 1900</td>
<td><strong>President's Reception East Atrium, 3rd Floor</strong></td>
<td><strong>Sal Nodjomian</strong></td>
</tr>
</tbody>
</table>

Encl 1: Action Tracker
Encl 2: Strategic Partner Spreadsheet
Encl 3: Run to 2020 Centennial
Read-ahead: Assessment Summaries (RVP, C&C, AOI)
Read-ahead: Awards TF Recommendations
Read-ahead: Calendar Process Update
Read-ahead: Deactivated Post Funds Policy
Read-ahead: Financials
Read-ahead: Foundation Post Funds Policy
Read-ahead: Membership Dues Structure Update
Read-ahead: Membership Streamer TF Recommendation
Read-ahead: Minutes (3)
Read-ahead: Proposed Bylaws
Read-ahead: Proposed Deactivated Posts
## SAME Board of Direction
### Action Tracker

<table>
<thead>
<tr>
<th>#</th>
<th>Meeting/Date</th>
<th>Action</th>
<th>Responsible</th>
<th>Estimated Completion or Update</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>11-16-16</td>
<td>Awards Task Force</td>
<td>Tony Price</td>
<td>11-14-17</td>
<td>Complete*</td>
</tr>
<tr>
<td>2</td>
<td>11-16-16</td>
<td>Re-institute NCO/Enlisted Council</td>
<td>Joe Schroedel w/support from BOD Members with assistance from Member Recruiting and Retention work group (MMRWG)</td>
<td>Tabled</td>
<td>YM Council has Enlisted/NCO Sub-Committee that may grow into Society-wide committee.</td>
</tr>
<tr>
<td>3</td>
<td>Nov 16</td>
<td>Leadership Development Committee Update</td>
<td>YMC</td>
<td>11-14-17</td>
<td>Ongoing*</td>
</tr>
<tr>
<td>4</td>
<td>5-22-17</td>
<td>Develop a National Standard of Life-Long Support through Recruiting, Retention, and Scholarships, to demonstrate care for members in order to set SAME apart.</td>
<td>MRRWG</td>
<td>11-14-17</td>
<td>Ongoing*</td>
</tr>
<tr>
<td>5</td>
<td>5-22-17</td>
<td>Develop a National Scholarship Standard in support of the Standard of Life-Long Support.</td>
<td>MRRWG</td>
<td>11-14-17</td>
<td>Ongoing*</td>
</tr>
<tr>
<td>6</td>
<td>5-22-17</td>
<td>Establish the Centennial Planning in order to begin planning the SAME Centennial Celebration, reimagine JETC 2020, and make recommendations to the BOD.</td>
<td>Joe Schroedel w/support from BOD Members</td>
<td>11-14-17</td>
<td>Complete*</td>
</tr>
<tr>
<td>7</td>
<td>5-22-17</td>
<td>Establish Membership Streamer TF and report findings to BOD</td>
<td>Jill Murphy</td>
<td>11-14-17</td>
<td>Complete*</td>
</tr>
<tr>
<td>8</td>
<td>5-22-17, 8-21-17, 11-14-17</td>
<td>Report findings on Membership Dues Structure to include &quot;micro businesses.&quot;</td>
<td>Nick Desport &amp; Jill Murphy</td>
<td>11-14-17</td>
<td>Ongoing/ Jill will produce timeline for board/ final report in May</td>
</tr>
<tr>
<td>9</td>
<td>11-14-17</td>
<td>Research tax ID issues surrounding the transfer of deactivated Post Funds to local camps.</td>
<td>Allison Ingram</td>
<td>12-13-17</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>11-14-17</td>
<td>Develop Action Plan from discussion group input</td>
<td>Joe Schroedel</td>
<td>12-13-17</td>
<td></td>
</tr>
</tbody>
</table>

*A completed or ongoing task will be shown as complete for one BOD meeting and then removed from the tracker.*