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**President 2017-2018**
Col. Sal M. Nodjomin, P.E., F.SAME, USAF (Ret.)

**President-Elect 2017-2018**
Col. Marvin Fisher, USA (Ret.)

**President (Immediate Past)**

**Vice President**
Lt. Col. Wendell “Buddy” Barnes, P.E., F.SAME, USA (Ret.)

**Vice President**
Cindy Lincicome, F.SAME
SAME Board Members 2017 - 2018

Regional Vice Presidents:
- California: Anthony Petroccitto,
- Carolinas: Steve Thomas, P.E.
- Europe: Col. Anthony “Tony” Higdon, P.E., USAF
- Great Lakes: Col. Thomas Heinold, P.E., F.SAME, USA (Ret.)
- Lower Mississippi: Kenneth New
- Middle Atlantic: Lt. Col. Michael Darrow, P.E., USA (Ret.)
- Missouri River: Jackie Hacker
- New England: John Blaisdell
- North Atlantic: Sharon Krock, F.SAME
- Northwest: Capt. John Hickey, P.E., LEED AP, CEM, USCG (Ret.)
- Ohio Valley: Col. Shawn Moore, USAF
- Pacific: Richard Stump, AIA, LEED AP BD+C
- Rocky Mountain: Col. R. Scott Jarvis, F.SAME, USAF (Ret.)
- South Atlantic: Cindy Miller
- South Central: Col. Robert Keyser, P.E., F.SAME, USAF (Ret.)
- Southwest: Col. Richard Houghton, CFM, USAF (Ret.)
- TEXOMA: Brig. Gen. Patrice Melancon, F.SAME, USAFR

Committee Chairs
- Architectural Practice: Col. Paula Loomis, FAIA, F.SAME, USAFR (Ret.)
- Awards and Recognition: Amy D’Alonzo-Basehoar, F.SAME (non-voting)
- College Outreach: Corey Weaver, P.E., USACE Huntington District
- Credentialing, Education, Certification & Licensing: Lt. Col. Neal Wright, P.E., F.SAME, USA (Ret.)
- Energy & Sustainability: Rear Adm. Mark Handley, P.E., USN (Ret.),
- Engineering & Construction Camps: Gerald Morris Jr.
- Environmental: Rick Cox
- Facilities Asset Management: Col. Stuart Harrison, P.E., CFM, F.SAME, USA (Ret.)
- International: Col. Blair Schantz, USA (Ret.)
- Joint Engineer Contingency Operations: Col. Bill Haight, USA (Ret.)
- Resilience: Jim Hagan
- STEM: Lt. Col. Scott Prosuch, F.SAME, USA, (Ret.)

Council Chairs:
- Small Business: Patricia Bonilla
- Young Member: Lisa Thoele
Elected & Appointed Directors:

2015 –2018
• Brian Balukonis, P.E., F.SAME, USACE
• Lt. Col. Tony Price, F.SAME, USA (Ret.)
• Sally Riker, F.SAME
• Angela Nocera, P.E.

2016 –2019
• Cdr. Joseph Angell II, P.E., CCM, DGIA, USN (Ret.)
• Lt. Col. Kevin Lovell, PMP, USA (Ret.)
• Ben Matthews, P.E., F.SAME, Atkins
• Col. John Cawthorne, F.SAME, USAF (Ret.)

2017-2020
• CAPT. Robert “Bob” Bevins, P.E., F.SAME, USCG, USCG
• John Accardi Jr., F.SAME,
• Anita Larson, PG, PMP, F.SAME
• Yvonne Simon, AIA, RA
• Maj. Gen. Merdith “Bo” Temple, P.E., PMP, F.SAME, USA (Ret.) (Appointed/Non-Voting)
SAME Committees and Councils

Become Involved in SAME

SAME’s Committees & Councils enable members to engage nationally with other professionals who are focused on a particular discipline or demographic within the A/E/C industry. From developing education sessions for major SAME events, to providing content for SAME publications, to identifying the subjects of national webinars and other professional development opportunities, the SAME Committees & Councils help shape the national dialogue—both inside and outside SAME. SAME’s Committees & Councils bring together members of each uniformed service and industry to identify the needs and capabilities of the joint engineer force. Committees & Councils foster connections among federal, state and local government, academia and the private sector to increase resilience; inspire students to pursue a career in the A/E/C industry; work to improve industry-government collaboration; keep members up to date on emerging trends and technologies; share best practices; document lessons learned; and much, much more.

Help shape the national dialogue.
Join an SAME Committee or Council today!
www.same.org/committees-councils

Architectural Practice Committee

The Architectural Practice Committee aims to promote architecture within SAME, broaden the organization’s exposure across the architectural community, and recruit more architects to the membership. The committee holds professional development calls, develops content for national webinars and conferences, and publishes a quarterly online newsletter.

www.same.org/architectural-practice

Credentialing Committee

The Credentialing Committee works to identify the credentials that can support SAME members, primarily noncommissioned officers, while they are in their current careers and to help prepare them to be more professional when they transition. The committee acts as SAME’s chief integrator with credentialing organizations and as an advisor to the SAME national office on education offerings and programs.

www.same.org/credentialing

College Outreach Committee

The College Outreach Committee helps oversee more than 60 Student Chapters at colleges and universities nationwide. The committee, working with Posts, organizes programs and presents opportunities to future members of the A/E/C profession that will build their leadership skills; foster networking and mentoring; and assist with job placement for recent graduates.

www.same.org/college-outreach

Energy & Sustainability Committee

The Energy & Sustainability Committee focuses on key issues facing government and industry, including energy and water challenges, cyber security, and resilience. The committee leads topic development for national conferences and webinars, brokers dialogue among public and private sector subject matter experts, and supports SAME national, regional and Post events by helping develop content for their programs.

www.same.org/energy-sustainability
Engineering & Construction Camps Committee

The Engineering & Construction Camps Committee oversees the SAME STEM Camps program, which is highlighted by week-long camps held in conjunction with the U.S. Army, U.S. Marine Corps, and U.S. Air Force Academy and supported by SAME Posts and Sustaining Members. These camps each year draw more than 150 high school students from across the United States and have helped inspire hundreds of youth to a career in engineering and related fields.

www.same.org/camps

Environmental Committee

The Environmental Committee provides a forum for interchange of ideas to create value for civilian, military and industry members through professional development calls, helping shape topics for conferences and webinars, and developing partnerships with other professional organizations. The committee also publishes a bi-monthly resource brief.

www.same.org/environmental

Facility Asset Management Committee

The Facility Asset Management Committee promotes effective and sustainable stewardship of federal facilities through research and advocacy of best practices, education opportunities, and collaborations with other industry organizations. The committee holds professional development calls, develops topics for national conferences, and helps organize the annual Facility Management Workshop.

www.same.org/facility-asset-management

International Committee

The International Committee enables SAME members across the globe to connect with government, industry and other professional organizations on issues of interest to our national security and to promote engineering opportunities. Each year, the committee hosts the International Business Opportunities Webinar series, which provides a big-picture view of federal A/E/C needs worldwide directly from government leaders.

www.same.org/international

Joint Engineer Contingency Operations Committee

The Joint Engineer Contingency Operations Committee serves to facilitate discussion among the military and industry on current joint engineer operations, including doctrine, policy, and capabilities, as well as issues that need to be addressed for future operations. The committee organizes the Table Top Exercise at the Joint Engineer Training Conference and supports the Joint Engineer Operations Course with speakers.

www.same.org/jeco

Resilience Committee

The Resilience Committee helps to facilitate public and private sector collaboration to advance policies and practices that will improve the resilience of communities, citizens, businesses, infrastructure and utility systems, and the nation as a whole. The Resilience Committee focuses both on maintaining national policy-level relationships and establishing support for local resilience efforts and projects through SAME Posts.

www.same.org/resilience

STEM Committee

The STEM Committee works to create opportunities to support the nation’s needs for science, technology, engineering and mathematics (STEM) professionals through relationships with organizations like Boy Scouts of America, Army Educational Outreach Program, the Technology Student Association and National Science Teachers Association. The committee also aims to bring awareness to Post-level programs to reach youth of all ages and inspire them to a career in a STEM field.

www.same.org/stem
SAME Councils

Small Business Council

The Small Business Council works to ensure that small businesses in the A/E/C industry have a strong voice to keep government agencies and large businesses aware of the capabilities within the small business community and to ensure that contracting and legal issues are kept in the open. Each year, the Small Business Council helps develop topics for the SAME Small Business Conference.

www.same.org/small-business

Young Member Council

The Young Member Council provides opportunities for young professionals and servicemembers (age 39 and under) to develop personally and in their career to ensure a stable pipeline of future leaders for both the industry and SAME. The Young Member Council hosts mentoring events with SAME Fellows at all major SAME events and oversees the Credentialing Achievement Awards Program.

www.same.org/young-member
Campers – College Students – Young Members

SAME Camper: The typical camper is a rising 9th grader to a rising 11th grader. Rising 11th grader must have applied to an Academy.

- IS THIS BRINGING YOUTH TO ENGINEERING OR JUST CONFIRMING THE DECISION THEY HAVE MADE?
- HOW ARE YOU FINDING YOUR CAMPERS?
  - Post members kids, local high school STEM programs, Junior ROTC, referrals from academy camps
- HOW LONG DO YOU COMMUNICATE WITH CAMPERS?
  - Before camp, after camp that summer, scholarship announcement time, each summer before camper presentations
- DO YOUR CAMPERS JOIN SAME AS A STUDENT MEMBER?
  - All campers should be SAME Student members and members of at least the sponsoring post
- DO YOUR CAMPERS MAKE A POST MEETING PRESENTATION?
  - We pay a significant amount (1/2 registration and transportation to camp) all campers should make a presentation to the post
- DO YOU EVER SEE THEM AGAIN
  - Posts should invite campers to meetings and if possible sponsor the student and parent attendance, at a minimum have a mentor stay in contact
- HOW MANY OF YOUR CAMPERS ATTEND COLLEGE FOR STEM DEGREES?
  - Does your STEM Committee track them, your College Outreach Committee track them, your Membership Committee track them, WHO DOES?

SAME Scholarship Awardee:

- ARE YOUR APPLICANTS SAME STUDENT MEMBERS?
  - All your applicants should be student members, there is no cost to them
- DO YOU INVITE PAST CAMPERS TO APPLY?
  - This is a group that you have invested in, stay in touch and invite them to apply and seek a STEM degree
- DO YOU ASSIGN A POST MEMBER AS THE Awardee’S MENTOR?
  - This may be a Fellow, they need a job, or Junior Member, this gives them a connection with their recent past
• **DO YOU ADVERTISE IN HIGH SCHOOLS AND COLLEGES?**
  - Pick a few schools to start, consider ones with dedicated STEM Programs, if you have a Student Chapter us them to advertise

• **IS YOUR NORMAL APPLICANT A MEMBER’S CHILD?**
  - STEM degrees should have priority, do you provide scholarships to students attending Academies (AF, Navy, Army, etc.)

• **HOW MANY PAST CAMPERS HAVE RECEIVED SCHOLARSHIPS?**
  - You have wetted their appetite with a great camp, do not let that go to waste

• **DO YOU ASSIST SCHOLARSHIP STUDENTS WITH INTERNSHIPS?**
  - Your Sustaining Member firms need to give priority to your scholarship students for summer internships, coordinate with Posts where the student calls home-no rent!

• **DO YOU KNOW WHERE YOUR SCHOLARSHIP GRADUATES WENT?**
  - One of the hardest things to do; the Mentor should know and your Post needs to send an introductory email to the receiving Post and copy the graduate

• **HOW MANY YOUNG MEMBERS HAVE YOU MADE?**
  - Campers to College to Young Member, that is our goal
Credentialing Committee

The SAME Credentialing Committee had its origin in August 2012, as the Warrior Transition Task Force. Its purpose is to:

- Foster professional credentialing recognized and valued by the Architecture, Engineering and Construction sector of the economy.
- To “raise the bar”, increasing the professionalism of the serving Military Engineer community- a better residual force and a better transition.
- Provide transitioning and retiring military engineers with recognized credentials to enable their smooth integration into civilian employment.

Relationships with recognized credentialing bodies. We maintained a three-level focus:

- Professional: Project Management Institute (PMP and CAPM), Construction Management Association of America (CCM and CMIT), the International Facilities Management Association (CFM and other), the Association for Facilities Management, and others.
- Technician: National Institute for the Certification of Engineering Technicians- CET Certified Technicians- primarily Electric Power generation
- Construction and Associated Trades: NCCER, Unions and Industrial Trades bodies
  
a. Executed MOA with National Council of Examiners for Engineering Surveying (NCEES) for mutual benefit.
  
b. We developed a collaboration with the US Army Engineer School (USAES) at Fort Leonard Wood, MO.
  
c. We achieved a partnership with NCCER, the accrediting body for open shop industrial construction trades. To date NCCER, the service schools and SAME have accomplished these results:

• With NCCER and NextOp, SAME’s Texoma Region has helped sponsor Job Fairs at Fort Polk and Fort Hood.
• NCCER has a goal of completing an assessment of ALL military engineering specialties by the end of 2017. To date, NCCER has certified these military engineering specialties:

Certified 10 Army MOSs for credential after AIT/OBC/OAC
Certified US Navy Seabees- 36 ratings (the 7 main Seabee ratings at multiple levels)
Certified US Air Force- 8 engineering AFSCs
Currently assessing and mapping USCG and USMC engineers to NCCER certifications
Resilience Committee

1. Make sure your Post’s Resilience programs are aligned with both Goal 4 of the SAME Strategic Plan and with the current Committee definitions of our Resilience and Cyber focus. Those definitions can be found on the Committee’s Website.

2. These lessons learned from the Committee’s Workshop held in Boston in April 2017:
   • A good start is to engage agency partners at the Federal, State, and Local levels (e.g. USACE, FEMA, other DOD regional installations and regional DCOs, USCG, state DOTs, state police, and state emergency management personnel). In addition, invite key local municipal partners that operate water, electric, and telecommunication utilities
   • A suggested approach to these partners initially might be to ask “out of our Post resources how can we add value to your mission?” If this discussion goes well you will then come away with a more focused idea of their unconstrained needs.

3. Specific areas where we found the Post resources can support this group of partners:
   • Support of the performance of pre & post-disaster assessments
   • Support in the development of local disaster enhanced recovery plans
   • Assist both FEMA and the state emergency management agencies with table-top exercises
   • Co-host or sponsor local events to share knowledge and ideas concerning local grants, programs, and state budgets for emergency response. Focus on state and local emergency management agencies
   • Help facilitate the conversation of long term thinking on resilient design, standards, and regulations. Facilitate this dialogue across agencies as well as thru the Post membership
   • Out of the many phases where FEMA is active it seems that the area of Preparedness (planning) would be a good first step in a future local partnership
   • Engage in a resilience education program to Student Chapters and make available current opportunities for internship and apprenticeship programs available within partnering agencies
   • Collaborate on local, regional, and state agency advertising of resilience training events.

4. Thoughts on your Post’s Path Forward
   • Make sure your Post has an existing POC or working group to address your Resilience goals
   • Contacts need to be made with regional DHS PSAs, and Defense Coordinating Officers
   • As you implement your plans make sure you utilize the National Committee’s resources, especially the Committee’s Knowledge Management System. Visit:
     • http://www.same.org/Become-Involved/Committees-Councils/Committees/Resilience
   • Create local action plans with group stakeholders with regular calls and/or meetings

5. Your National Resilience Committee is here to support you and the Posts. Please explore our Website further and we encourage your Post to watch for our upcoming Webinars and monthly Ted-Talks.
Academy of Fellows

Chair - Col. Raymond Willcocks, P.E., F.SAME, USAF (Ret)
Deputy Chair & Investiture - Richard “Rad” Delaney, AIA, LEED AP, F.SAME, Prime AE

How they can help Posts:

• Act as interface between the Society and the Fellows contacts at the Posts, taking the lead on relaying the mentoring ideas from National to the Posts and working closely with the Post Fellows contacts in implementing those ideas.

• Be active in the recruitment and selection of New Fellows.

• Review packages of Potential Fellows (see the website for timeline: http://www.same.org/Become-Involved/Academy-of-Fellows/How-to-Nominate-a-Fellow-Form). This should not be a quick review of the packages, but a critical review of what the nominee has done for the Society and Profession.

• Participate in the Fellows Nomination Webinar (or at least download the PPT file) to maintain current procedural knowledge. The webinar will take place on July 14, 2017, 12:00 EDT. Instructions for participation are on the website above.

• Communicate with the Post Fellow Chairs quarterly to ensure things are going well, and to encourage them to be Mentors to the rest of the Post.

• Pass along “Best Practices” from other Posts in their Region, or if they learn from other Posts accomplishments. Send best practices to me, raywilco@comcast.net.

• Act as an Ambassador for the SAME Foundation to Posts that do not have a Post Fellow Chair.

• Assist the RVP when needed.

• Finally, the Regional Fellows serve the RVP – RVPs are responsible for selection and removal if/when appropriate. The SAME Bylaws call for terms that mirror the RVP term, with the option to extend.
Regional Fellow Contacts:

California  John Accardi Jr., F.SAME
Carolinas  Capt. Walter L. "Len" Dillinger, P.E., F.SAME, USN (Ret.)
Europe  Sandra J. Zettersten, AIA, RA, F.SAME
Great Lakes  Harry R. Price, P.E., F.SAME
Lower Mississippi  Rodger Aitken, P.E., F.SAME, USNR (Ret.)
Mid-Atlantic  Capt. James H. "Jim" Donahue, P.E., F.SAME, USCG (Ret.)
Missouri River  David A. Packard, R.A., PMP, F.SAME
New England  Sheila Warren, F.SAME
North Atlantic  Eric D. Stahl, P.E., LEED AP, F.SAME
Northwest  Martin J. "Marty" Boivin, P.E., F.SAME
Ohio Valley  Timothy N. "Tim" Kyper, P.E., F.SAME
Pacific  Capt. William F. "Will" Boudra, P.E., F.SAME
Rocky Mountain  Col Ronald A. Torgerson, P.E., CPMP, CHS-V, F.SAME, USAF (Ret.)
South Atlantic  Gwen Parker, F.SAME
South Central  Col. Donald J. "Don" Blanchard, P.E., F.SAME, USAF (Ret.)
Southwest  Brig. Gen. Patrick A. "Pat" Burns, P.E., F.SAME, USAF (Ret.)
TEXOMA  Glen Turney, P.E., F.SAME
STEM Post Programs
www.same.org/STEM

SAME Posts are the key in executing the SAME STEM program. As a society, SAME has hosted STEM events for over 50 years and influenced thousands of students to become engineers or chose a STEM career.

Keys to STEM Success
STEM Committee Chair - coordinates STEM activities. This person should link the activities of the Scholarship program; SAME STEM Camp recruiting; Tracking of students; Outreach/presentation activities; Special event such as Boy/Girl Scout badging. The Post STEM committee chair should also be a member of the nation STEM Committee.

Integrated Approach - Posts should connect with local schools to recruit for our STEM camps and become partners for promoting scholarships and other Post STEM activities.

Ideas for a Vibrant STEM program:

- STEM Committee Chair – appointed and a member of the national STEM committee
- Scholarship Program – New guidance on conducting an effective program – available online
- SAME STEM Camps – Promote, recruit, select and sponsor students to attend our camps. After camp mentor, track and support your campers. Encourage them to apply for scholarships.
- Mentors for Camps – our camp programs work because Young Members serve as a mentor to the campers. This role is critical and posts should consider sponsoring a YM to a Camp.
- Outreach to Students – develop relationships with STEM schools in your area. Teachers are often looking for engineers to talk to students on subject or on “being an engineer”
- Outreach to Teachers – Teachers need support also, why not adopt a Teacher into your Post and offer mentoring and technical support in a subject area
- Boy/Girl Scouts Merit Badge program - conduct a merit badge day to allow these scouts to earn their architecture, engineering, badge
- STEM Camp – run your own local STEM camp, it can be a one day event to longer and can take any form that your post can support.
- Local STEM Events – most committees or school districts have STEM Days or special events, volunteers to get involved and advertise SAME programs (camp, scholarships).

Best Practices

- Connect with other Posts understand their programs or adopt a proven event.
- Send campers every year – mentor and track your campers
- Sponsor a Young Member to be a camp Mentor – these YM are critical to the camp programs
- Conduct STEM presentations at Post meetings and within your community.
SAME Scholarship & Mentorship - Support, Enhance, and Create Post Programs

SAME as a society provides almost $1M annually to HS Students. A quality Post scholarship program should not only provide financial assistance for higher education, but also:

- Use multi-year scholarships to develop relationships
- Track recipients to ensure standards are being met
- Assign a mentor to help guide the student
- Report back to the Post and national on progress and result
Engineering Camp Programs - Where to Begin

Immediate Needs:

• Need a SAME Champion
• Need a willing camp program leader
• Need local University
• Need multiple local venues

First Year

• Start monthly meetings.
• Develop a draft budget.
• Establish reoccurring date for the academy. Develop an advertising plan.
• Start outlining a program.
• Prepare electronic application

Second year – Continue Meetings

• Lock in a program for year 3
• Designate a coordinator for each day’s events.
• Designate an advertising plan and leader.
• Place application on web site by September.

Third year – Finalize Program

• Start receipt of apps for year two.
• Update all scheduling changes.
• Confirm volunteer mentors.
• Get all volunteers trained.
• Get a THANK YOU coordinator.
• Confirm all contracts, buses.

Run Camp

• CHECK IN: Provide schedules
• Confirm student emergency information
• Confirm medical, food restrictions
• Confirm parent’s responsibility
• Have extra application forms available
• DAILY: Confirm all volunteers
• Track leaders; confirm all events
• Insure a Male and Female volunteer for each overnight.
• Confirm buses for the next day
• Confirm all meals scheduled next day

Immediately After Camp meet to critique the Camp

• Congratulate all at the meeting.
• Review student evaluations.
• Develop lessons learned.
• Consider adjustments to next year’s plan.
• Schedule meeting for next year’s program.
Succession Planning for Posts

Objective: Provide the strongest, most ready leadership team to oversee post operations.

Prerequisites:
1. Clear Post Vision and Mission
2. Agreement on Continuity of Purpose/ Long-term Vision

Interdependent Actions
1. Engage the community to find a cadre of new post and new board members
   a. In general you can get easier buy-in for change with new members. You also need a group you can energize to try new ideas, especially if the ideas have failed in the past. You need people who will put energy into new ideas
   b. Specifically not a “new board” but a group of maybe 2-3 personnel added to the board each year who join to support the vision, and replace outgoing members. # should vary based on board size, and should not grow the board, merely allow longer term members to reduce their role.
   c. The energy of the new people will pull fence sitters toward action. They will bounce off failure to implement quicker.
2. Make Change Easier
   a. Make sure the existing key leaders support Change, and agree on where it is needed
   b. Institute Board Rules to encourage action, yet include Board Involvement
      i. We increased emphasis on budget approval. Once approved, Chairs and Vice Chairs had approval to act on all items in the budget. In the past, they needed to come back to the board before acting.
      ii. During the year, Committees inform the board on progress. This shifted us to the board needing to Stop action. As a result if the board doesn’t act, things happen. In the past if the board didn’t act (which it frequently didn’t) nothing happened.
   c. This has allowed committee chairs to try new ideas. It has also allowed us to identify leaders that most clearly aligned with the post mission and vision. It also provided data-points on training/experience we need to provide on an individual post-member basis
3. Identify leaders
   a. Within the existing leadership, find mentors and senior leaders to develop and guide the post.
   b. Based on their desires and traits assign some in ops roles and others in primarily mentoring roles.
   c. We’ve found this to be a nice progression
      1. Senior ops, then
      2. Sit in the back, and observe and mentor, then
      3. Become more silent supporters (we created an Emeritus Director title. Senior members who were critical to the post growth still get treated as board members, but have no voting rights beyond their normal member rights)
d. Identify “engaging” mentors- Engaging is a heck of a qualifier. We don’t need someone who can’t mentor to promise to help, then ignore the task.

e. Realign Committee Structure to take advantage of senior leaders and mentors.
   i. We consolidated our committee structure. Ex Training and Education, Em Management/Resiliency, and Education and Leadership committees became the Training Committee, with a Chair and three Vice-Chairs (Programs, Scholarship and Camp, Em Management/Resiliency)
   ii. The Chair is focused on developing the Vice Chairs, staying aligned with the Vision, and making the vice chair’s task easier
   iii. As a result the three groups work more closely together, and we are finding the next generation of Chairs. This “step” also helps us develop Presidents.

Accession Planning

1. Establish a progression to president. Whether you reserve a spot for military, go straight civilian, or use a mixed group, there needs to be a line of progression. Discuss and identify training, assignment progression, society values should someone have to be nominated to president? In the past this was a “who’s willing, who we trust, and who has been around” determination. We have always defaulted to the military, sight unseen, some of which did not want to engage. In these cases the society relied on hard working members behind the scene.

2. Our Accession Plan- The plan is evaluated every year. If the work situation of those involved changes or if we find that they need more experience we can, mentor and shift nominees.

   a. 2nd VP, prior year committee chair or in a national/regional position, manages the budge prep with the finance chair, so they learn more about where the funds come from and the current use. 1st VP, previous year 2nd VP, more involved with the Nomination Process, and interworking of the post, but in a support role. They get to see the president duties without the responsibility. They are more involved with the Secretary and Committee Chairs
   b. President, previous year 1st VP
   c. The extended plan now includes
      i. Progressions from YM, to Vice Chair duties, to Chairs, then Officer
      ii. Secretary and Treasure – We added Assistants, who are expected to fleet up.

Mentoring

1. As an off-shoot of our accession plan, we are developing a mentoring program

2. We track both the individual and the position on an excel spreadsheet.

   a. We can pencil in personnel for the next 10 years to positions
   b. We track each members progression (typically the board members, but would include members who have expressed interest in more involvement, but not ready to join the board).
   c. By starting at filling in potential presidents, and then backing out the training and opportunities needed, the roles needed became readily apparent.
   d. We work backward, from the senior positions.
Mentoring Cont.

e. We use the gaps in roles and after-president time, to start identifying good periods to dedicate to regional and national opportunities.

f. The natural progression added application to become a fellow

Continuing Actions

1. We need to develop “advisor” or “mentor” sheets, to ensure our senior leaders are working with our members, and that we are covering items: such as national and regional opportunities, fellows programs, and recruiting new members.

2. Develop a process to ensure all members have access to mentoring and post positions. Do not become so rigid as to close off new member participation. Board membership and leadership positions are all voted on by the post. We need to ensure this is mentoring and not a predetermination.

3. Possibly redefine the roles of the Audit Committee. In addition to validating financials, have them ensure the post committee processes are being developed and followed. Make them the QA/QC of the post.
Membership Recruiting Plan

The Plan links SAME National Leaders, RVPs, Post Leaders and the National Office staff together in a coordinated effort. It supports the SAME Strategic Plan towards the outcome of increasing 5% in military/government members per year and “Growing Engineers.”

There are four main components to the Plan:

1. SAME Value Brief
2. What is the Recruiting “Universe”?
3. How to organize
4. Implementation Tools

1. SAME Value Brief “Script”

Professional Growth & Development
- PDH Offerings - SAME conferences, courses, webinars and Post Programs
- Discounted Training, Credentialing and Certification through Strategic Partners – AIA, CMAA, DBIA, Drexel University, ICC, NCESS, SMPS, Diversity in Action, Learning for Life, NextOp
- Leadership Development Program at the Post level, the National level, Committees & Councils, Academy of Fellows mentoring
- Profession Building & Transition Programs through Transition Workshop and Post programs

Relationship Building & Networking
- Joint Military Opportunities
- Industry-Government Collaboration to Solve challenges
- Councils & Committees – International, Small Business, mission committees

Connecting People & Communities
- Care for each other and families – Sponsorship network throughout SAME Posts
- Sponsor scholarship recipients – college, campers, young members
- Community Involvement – STEM K-12 programs, Camp Mentors, Veteran’s Support, BSA/GSA

Staying Informed
- Lifetime Learning through SAME programs and Partners
- TME, Real TiME, JETC, SBC, Podcasts, Social Media
2. What is the Recruiting Universe?

- Military – in Uniform, Reserve, Guard
- Federal Government Agencies – 12 directly involved in National Security
- State & Local Government, Council of Governments – 50+
- Military Academies, Colleges & Universities – 19
- Engineering Honor Societies – 7
- ROTC Programs – 1000+ nationwide

NATIONAL TARGETS
- AFIT (180)
- Fort Leonard Wood (200)
- Port Hueneme (200)
- Fort Leavenworth (60)
- JEOC (300)

LOCAL POST TARGETS
- All Local Military Units
- Federal and Government Agencies
- State & Local Governments

3. How To Organize

Recruitment
- Engineering Schools
- Military Academies
- Local Opportunities

Connection
- RVPs and Posts
- Host Post – Membership POCs are critical

Retention
- Host Post – Initial Membership, Welcome, Recognize, Collect data and Inform next Post
- Next Post – Welcome to incoming member, Recognize, Inform next Post
4. Implementation Tools

**Sponsorship: “Separates SAME from other Societies”**

- Welcome new members and transferring members
- Host informational or social event “Member get a Member”
- Signs up new members to their post
- Notifies next SAME Post when that member moves
- Next Post welcomes member and acknowledges them at meetings and in newsletter

**Recognition**

- Awards & Recognition
- Member anniversaries at meetings and events. (5, 10, 20, 25, 30, & 50 years)
- Recognize new and transitioning members at meetings/events and in Post newsletters.

**National Office Support**

- New database clean up and management efforts
- Monthly membership reports more available in the Post Resources Center
- Revised renewal outreach – SAME National will reach out to military members every 1 vs 5 years
- Revised and updated all membership renewal letters
- Instituted the practice of reaching out to all non-members who attend national SAME events and inviting them to join
- Developing new tools and resources to assist with member recruitment (Value Brief, annual report video, power point presentations, Individual Membership brochure)
Let SAME's Partnerships Work for You!

Aligning with the SAME Strategic Plan, SAME partners with a variety of organizations to collaborate on National Security and to promote issues such as STEM, professional development, and support of veterans.

A. The key to success for strategic partnerships (and included in MOAs) is implementation and collaboration at the Post level. Joint meetings are now tracked on Post annual reports; Posts should feel comfortable hosting joint meetings with organizations that support our National Direction.

B. A Strategic Partnership provides opportunities for Posts and individuals to contribute to the strategic plan. Exploring these partnerships will:
   - Help recruit new members from industry and government.
   - 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.

Current Strategic Partners Include:

- Associated General Contractors of America - AGCA
- The American Insitute of Architects - AIA
- Construction Management Association of America - CMAA
- Design Build Institute of America - DBIA
- Diversity in Action
- Drexel University
- Energy & Technology Exploring
- Homes for Our Troops
- International Code Council - ICC
- International Facilities Management Association - IFMA
- National Council of Examiners for Engineering and Surveying - NCEES
- National 8A Association
- Next Op
- Paralyzed Veterans of America - PVA
- Project Management Institute - PMI
- Society of Marketing Professional Services - SMPS
- Technology Student Association - TSA
- Zebit

Question about: Kathy Off, CGMP, PMP | Strategic & Stakeholder Relations | koff@same.org | 703-549-3800 ext. 153
CLAS – Chapter Leader Access System

www.same.org/CLAS - Best used with Chrome

• Login – CLAS login is the same as for the SAME website login.
• User Name is your email address in your member profile.
• Password is your member ID number, unless you personalized it.
• If you don’t remember either, please email member@same.org

A. CLAS will welcome you by name and ask which Post you want to work with. If you serve on more than one Post Board of Direction, simply click on the one you need.
B. Select Download Post Rosters - Rosters from CLAS are both viewable and downloadable. When downloaded they will be in .csv format which can be ‘saved as’ an Excel document and then sorted as needed.

Available Lists:
• Active Individual Members – Includes individual members that count towards the Streamer
• Company and Agency Representatives - Sustaining member and Agency Member reps
• Companies and Agencies – Active sustaining company and agency member organizations
• Dropped Individual Members – Individual members that have dropped in the last 12 months
• Student and Faculty Members
• Expired Company and Agency Representatives – Sustaining and Agency member individual representatives that have dropped in the last 12 months

Other Resources:
• Current Post Officers - Provides name, position, term dates and email of currently listed Post Leaders.
• Current Change of Post Officers Form - links to the submission form. Please complete all fields.
• Post Contact Information - Post address on record. Post information may be changed by emailing updated information to Stacy Humes: shumes@same.org.
• SAME Member Types (PDF) - member type descriptions
Post Resources Center

http://www.same.org/Get-Connected/Post-Resource-Center

This is the section of the SAME website for Post Administration information as well as a place to share documents or search for best practices.

The most commonly requested information will be in the Quick Links area.

Quick Links:
- 2020 Strategic Plan Streamer Criteria [PDF]
- Change of Post Officers Report
- CLAS Instruction Sheet [PDF]
- CLAS (Chapter Leader Access System) [Download Post Rosters]
- Post Operations Manual
- Explain the SAME Foundation to your Post [ppl]
- 2017 SAME Industry - Government Engagement Plan
**Best Practices**

The Best Practice Document Exchange and tabs on the right side of the page is where you will find additional information on various topics.

<table>
<thead>
<tr>
<th>Post Best Practices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who has time to re-invent the wheel? This ever-growing collection of Post Program Best Practices, Models, and Samples are used by other SAME Posts and is designed to generate ideas and save you time. Feel free to adapt to your needs or adopt it as is!</td>
</tr>
</tbody>
</table>

» **Best Practices Document Exchange**

<table>
<thead>
<tr>
<th>Communication &amp; Outreach</th>
</tr>
</thead>
<tbody>
<tr>
<td>Here are links to files and pages to assist in the communication with, and outreach to, potential, new and current members.</td>
</tr>
</tbody>
</table>

» **Committees & Councils**

SAME national committees and councils work is key to the success of SAME's overall mission: Connecting military, government and private-sector members of the AECIC community to promote education and professional development, and to advance business practices, technologies and techniques used in the profession.

» **Post Website Guidelines**

We encourage creativity and resourcefulness, but ask that each Post review, and be familiar with, these guidelines to make sure that the message of SAME is presented consistently online.

» **Social Media and Email Best Practices**

» **Standards Manual for SAME Logo & Insignia Use**

<table>
<thead>
<tr>
<th>STEM Camps</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SAME Best Practices Rock Island Post working with Boy Scouts of America [Webinar]</strong></td>
</tr>
<tr>
<td><strong>SAME STEM Volunteer Opportunities [Webinar]</strong></td>
</tr>
<tr>
<td><strong>SAME Post Leaders Best Practices - How to start a regional STEM Camp: The Exploring Engineering Academy [Webinar]</strong></td>
</tr>
<tr>
<td><strong>How to Start a STEM Camp at Your Post with Exploring Engineering Academy [PDF]</strong></td>
</tr>
</tbody>
</table>
Each of the folders in the Document Exchange Center contains templates, samples and best practices for the topic. Click on the folder and the contents will appear on the right. To save the file, right click and select “download.”
SAME Post Social Media Tips and Tricks

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:
A. Posting on Twitter - SAME National has a twitter account listed as @SAME_HQ. 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
B. Length of Post - For Twitter although there is a 140-character count limit keeping it to no more than 130 characters will make it easy to share.
C. 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 hashtags include:
   #IamSAME  #SAMEJETC  #SAMESBC  #FMWORKSHOP
D. Simple URLs - When posting a link that is not used to generate a preview (see below) 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.

Facebook:
A. 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 post events and member accomplishments, etc.
B. 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.

Linked-In:
A. Posting on Linked-In - SAME National has a Linked-in Page which can be found by searching for Society of American Military Engineers (SAME), was well as several “groups” in Linked-in. We encourage our posts to create their own accounts and use Linked-In to promote post events and member accomplishments, 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.

Instagram:
A. Posting on Instagram - SAME National has an Instagram Fan Page which can be found by searching for SAMEFanPage. We encourage our posts to create their own accounts and use Instagram to share photos of Post meetings and events. SAME National is always looking for photos from our posts for use in TME and our RealTiME Newsletter. Use of Instagram will allow SAME National to access these images easily.
B. Once you have created your own post Instagram account, be sure to add samefanpage as a group you are following and you will be able to view the photos and messages as well as share your posts images.
SAME Industry-Government Engagement Plan 25 July 2017

A. SAME was formed in 1920 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.” SAME has a proud tradition of delivering on that purpose.

B. The purpose of this engagement plan is to build on current programs which include monthly meetings, Industry Days, Industry Roundtables and Regional and National Conferences by focusing on specific topics that enhance the collaboration between industry and government to solve challenges.

C. Objectives.

   1. First Objective: Raise the added value of its industry-government collaboration by creating a stronger focus on developing mutually beneficial project delivery and acquisitions solutions for both the government and industry which in turn enhance our national security and the relevance of SAME.
   2. Second Objective: Enhance SAME’s delivery of the professional development programs for members.
   3. Third Objective: Identify major areas of importance to government and industry (eg STEM, Wounded Warrior Support, hiring veterans, growing the construction trades workforce, etc) that can be supported by SAME at the post, regional and national levels. Incorporate them into appropriate programs.

D. Synergistic Concept for these Objectives.

Each industry-government engagement will also emphasize the mutual education, and hence understanding, necessary to help validate the key issues requiring either attention or further education of decision or policy makers. This concept compliments continuing efforts to foster a systematic and productive dialogue between industry and government regarding program trends (corporate level interest), opportunities (local interest) and capabilities (government interest).

E. Approach.

To enhance and generate stronger outcomes from SAME sponsored industry-government engagements, the following are the elements of an annual systematic engagement plan. In every case, the intent is to get the appropriate people from industry and government at a common venue to produce tangible benefits from the engagement.

   1. CEO/Presidents Roundtable (National level): The first annual roundtable was held in September, 2016. The event was attended by Engineering Service Chiefs and key staff, the Veteran’s Administration, CEOs and Presidents from select companies and SAME Leaders. It was professionally facilitated by a third-party contractor who also helped to select the issue based on the current administrative climate. The collaborative discussion resulted in a unified perspective from SAME on Public-Private-Partnerships. Due to the high demand to participate in the discussion, SAME will consult with the contractor to apply a submission process for sustaining member firms wishing to take part in the subsequent Roundtables.
   2. SAME Perspectives is a written summary of the issues and recommendations discussed during the Roundtable. SAME Perspectives is an educational tool (vice attempt to lobby) for use within industry
and government. The input received from the first Roundtable was summarized in a pamphlet (SAME National Perspectives Pamphlet, Vol. 1) that has been disseminated as a thought provoking paper. It is posted to the website and should be shared with all members and industry and government professionals.

3. SAME Industry-Government Workshops (Post/local level): Post level workshops are intended to take advantage of sustaining member post memberships and local government relationships to collaborate and resolve issues at a lower level. The intent is to implement solutions locally and report the impact of those solutions. For those topics requiring further action, posts will forward them to SAME National for consideration by the CEO Roundtable or forwarded to the appropriate national level authority of the impacted agency or agencies.

i. Reference SAME 2020 Strategic Plan, Goal 1, Required Element #4: “Conduct one or more topical issue workshops in support of the Industry-Government Engagement Plan.”

ii. Issues can be recommended by Post membership via survey, call for papers, or other methods.

iii. For Post purposes, “Government” can be defined as local, city, regional, etc. Posts are not limited to Federal Agencies.

iv. Post must solicit appropriate attendees such that the issue can be thoroughly discussed by all stakeholders. Depending on the issue, this action could also potentially satisfy Required Element #3 and Desired Element #4.

v. Results of the workshop must be reported to SAME National, regardless of solution status, to satisfy the requirement, share with govt. and industry leadership, and to share with other posts and members who may be experiencing similar issues.
Special Thanks to Our Sponsors!

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