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May25th, 2022

MEMORANDUM FOR SAME MEMBERS

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, April 28th, 2022, Zoom Meeting

Board Members present are in BOLD:

President	Mr. Joshua Graham
Vice President	Mr. Zakary Payne
Past President	Mr. David Pratt
Secretary	Mrs. Sarah Fowlkes
Assistant Secretary	Mrs. Cathy Bond
Treasurer	Mr. Sam Hutchins
Assistant Treasurer	Mrs. Diane Glass
Industry Gov. Engagement Director	Col. John Baker
Service Mem. & Veteran Supp. Director	Mr. Dave Yang
Service Mem. & Veteran Supp. Coord.	Mr. Mike Monreal
Service Mem. & Veteran Trans. Coord.	Mr. Marcus Henneke
Leadership & Mentoring Director	Ms. Don Gleason
Fellows Director	Mr. Glen Turney
Resilience Director	Mrs. Miyoung Squire
Young Professional Director	Ms. Amanda Navarro
Individual Member Director	Mr. Ed von Dran
Sustaining Member Director	Mrs. Michele Torres
Military Enlisted Affairs Liaison	SSgt. Brittany Kennedy-Smith
K-12/STEM Outreach Coordinator	Mr. Harold Eberbach
College Outreach Coordinator	Mr. Roger Clarke
SAME E&C Camp Coordinator	Capt. Varsha Savalia
STEM & College Outreach Director	Mr. Patrick Suermann
UT Student Chapter Mentor	Mr. Rick Galloway
UT Student Chapter Mentor Assistant	Ms. Lily Cartwright
UTSA Student Chapter Mentor	Mr. Terry Watkins
Texas A&M Student Chapter Mentor	Mr. John German
Scholarship Director	Mrs. Diane Glass
Small Business Coordinator	Mr. Rene Cortez
I-WEPTAC Coordinator	Ms. Bonnie Hopke
Golf Committee Chair	Mr. Michael Beach
Leadership Lab (LLAB) Co-Director	Mr. Don Gleason
LLAB Co-Director	VACANT
Social Media Coordinator	Ms. Amy Shirlberg
Newsletter Editor	Mr. Dick Kochanek
Website Manager	Mr. Dick Kochanek
Awards Committee Chair	Mr. Dick Kochanek
Holiday Celebration Chair	Ms. Hilda Quinones

1. Any revisions to Mar 31 Post Board meeting minutes at <http://www.same.org/Get-Connected/Find-a-Post/San-Antonio/Leadership/Meeting-Minutes?>

No changes- APPROVED as written.

2. 2022 Post Board Positions:

- Josh Graham appointed SSgt Brittany Kennedy-Smith to the Enlisted Military Liaison position replacing TSgt Kris Martin
- Still looking for LLAB Director

INFORMATION UPDATE ONLY

3. Finances/Budget:

- *Attachment 1* is the 2022 Budget Data Report as of Apr 24.
- Sam Hutchins will provide the information to our accountant to prepare our taxes soon. The accountant has filed an extension with the IRS. Taxes are normally due on May 17.

Sam is looking for 2-3 volunteers to help with the Post audit over this late summer/early summer. Zakary Payne and Mike Beach volunteered to help.

4. SAME Review of Post Event Contracts:

- At the March Board meeting, the Board approved the following requirement for SAME reviews of Post contracts:

The Post will send new major event contracts (that involve large expenditures, room guarantees, etc.) to SAME and provide SAME one-week to review the contracts before signing. The Post President (or Vice President in absence of the President) may reduce the length of time for the SAME review period or waive this requirement if the event POC determines the SAME review time will impact the event execution.

INFORMATION UPDATE ONLY

5. Leadership & Mentoring:

- Leadership Lab:
 - Six students graduated on Apr 7 at a ceremony and dinner held at Mamacita's on IH-10. This culminated seven months of dedicated effort to advance their leadership lid. There will be an article in the May newsletter on the graduation. Thank you to Josh Graham and Eric Wilbur for attending and your support throughout the year.
 - It's never too early to start recruiting for the 2022-23 Leadership Lab class. Search your staff for those who have the potential to move into leadership roles. Don't just ask them, push them – that's how our leaders encouraged us, and few of us regret it as we look back.
- Texas Regional LDP (Leadership Development Program):

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- The four Posts in the Texas SAME Region are coming together to develop a Regional LDP. We are looking for three members from the San Antonio Post to meet with three members from each of the other posts for a 12-month leadership development opportunity starting in Jan 2023. Contact our POC Don Gleason at DGleason2009@hotmail.com.
- The details of the program are being developed – but it will follow the SAME National LDP model with the best of the leadership programs from our Texas Posts. It's not a replacement for our Leadership Lab or SAME LDP, but an augmentation. Interaction with fellow Texas SAME Post members to advance their thinking, understanding and execution of leadership.
- Mentoring:
 - Who in your organization is a worthy mentor? Our Post needs them!
 - We need leaders to step up to mentor our annual Post scholarship winners, plus mentor the many outstanding individuals in our AEC organizations.
 - Almost every accomplished leader points back to a mentoring relationship that helped them expand their thinking and take-on calculated risks in their careers. To step into projects or programs with their guidance to develop new skills. We don't know what is possible until we try.
 - The links to the mentorship applications are on the Post webpage. Encourage your leaders to volunteer.

Don Gleason covered the opportunities that are coming up regarding leadership and mentoring and briefed on the notes provided in the agenda. Don stated we are going to start the next leadership lab in September and wants at least twelve students for the class. Texas Regional is looking to start a similar program to ours but make it larger as a steppingstone to the one at the National level. They are looking for about three people to nominate for this program which will probably happen remotely.

6. College Outreach:

- Our UTSA Student Chapter submitted for Distinguished Student Chapter on Apr 7.
- Student Chapter Status Reports (on-line form) are due for all 3 Student Chapters on May 1.

Dick stated that UTSA submitted their streamer for Distinguished Student Chapter and the online report for all Student Chapters are due June 1st (changed from May 1 for 2022). Dick and Josh will reach out of POCs to remind them.

7. STEM Outreach:

- Dick participated as a virtual judge at the Apr 11 Hybrid Wyoming Facilithon:
 - 2 high school students competed. There was an in-person judge and 2 virtual judges.
 - Prior to meeting with the judges, the students take a 50 question, multiple-choice facility related quiz (worth 400 points)
 - The students then participate in a role-playing scenario (worth 400 points) on a facility related issue (example a facility under construction where something changes like the owners having to move in early). The students have 15 minutes to study the scenario and then present for 5 minutes before the judges on

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what they would do. Judges can then ask questions about the presentation. The students are graded in comprehension, analysis, solution, presentation, and dialogue areas.

- The students then participate in a no-notice FM Challenge (another issue related to the scenario and worth 200 points) that they have 3 minutes to review and answer 3 preset questions about what they would do. Judges have another opportunity to ask questions about the answers. The students are graded in action and resolution areas.
- Harold Eberbach is coordinating with SkillsUSA for other Facilitathon and volunteer opportunities.
- On May 14, Harold Eberbach, Dick Kochanek, Varsha Savalia, and Karina Badillo (from TAMU College of Architecture) will participate at Society of Design Administration's Design Treasures event (mini-E&C Camp for 4-5 graders) at Loma Park Elementary. Both the Post and TAMU College of Architecture will have tables with STEM activities at the event.
- Harold and Dick are working with BEST Robotics on the Fall robot competition to identify volunteer opportunities. We also typically support the event with a \$1,000 sponsorship and provide a Post award.
 - Event will return to an in-person competition at St. Mary's University.
 - Game Day competition is on Oct 23.
 - This event provides another opportunity to award college scholarship to a high school student. Some organizations award a scholarship to the winning team(s) allowing the school and team to select a senior on the team for the award. This is an option for us as an alternative to selecting a student in the John Jay Academy Science & Engineering Fair for a scholarship as we did in 2021.
- Harold is continuing outreach with local Elementary and High School around the area for potential partnerships in JROTC programs and introducing SAME and STEM outreach events.
- E&C Camps:
 - 5 students applied for the SAME E&C Camps and identified our Post as a possible sponsor. We notified SAME the Post would support all 5 if approved by the Camp Directors. All 5 students have been accepted to Camps:
 - **Colin Brandt** (Liberty Hill TX)- Alternate for USAFA Camp – **Accepted for USAFA Camp**
 - **Hunter Guillen** (Rockport TX)- Primary for USAFA Camp – **Accepted for USAFA Camp**
 - **Kylie Farris** (Leander TX)- Primary for Army Camp, Alternate for Marine Corps Camp and Alternate for Navy Camp – **Accepted for Army Camp**
 - **Luke Ray** (San Antonio TX)-Primary for Air Force Camp (Scott AFB), Alternate for Navy Camp and Alternate for Marine Corps Camp – **Accepted for Air Force Camp**
 - **Arjun Santiago (aka Jen Sa)** [JBSA-FSH TX]-Primary for Navy Camp, Alternate for Army Camp and Alternate for Air Force Camp (Scott AFB) – **Accepted for Navy Camp**
 - The campers have been notified by SAME of their approval as campers and Varsha Savalia has notified the campers on the details of the Post sponsorships.
 - We also have 3 mentors participating at the SAME Camps:
 - Aaron Cantu (Post College Scholarship Winner) - Air Force Camp.

- Janice and Joe Dombi – USAFA Camp.
- Applications for TAMU’s Camp ARCH closed Apr 1. We expect to get an update on that program for the Camp-related Post Streamer Tasks.

Harold briefed on the notes provided on the agenda and highlighted all the volunteers and events in which they are participating. Harold is also working outreach to other schools and focusing on their ROTC programs. Dick stated we are in good shape for the camps and have a lot of participation this year from people attending as mentors.

8. SMVET Support:

- Mike Monreal contacted The Pink Berets to coordinate our collaboration and support for 2022. They are interested in receiving support from the Post and will be looking for volunteer support this year. We are invited to visit their new space at the Veteran’s Wellness Center on DeZavala to learn more about their program. The visit is scheduled on May 17.
- Mike Monreal also contacted Operation Float-A-Soldier to start coordinating our support for 2022. They continue to have trouble acquiring a venue to support their events for this year. We will stay in touch to see if the situation improves moving forward.
- The SMVET Support Team would like to extend a heartfelt thanks to TSgt Kris Martin, Post Military Enlisted Affairs Liaison, for his outstanding contribution and support to our group. We’d also like to extend a fond farewell as TSgt Martin and his family get ready to PCS to UK in the coming month for his new assignment.
- The SMVET Support Team would like to follow up on plans to host our 2023 Post fund raising events at the start of JETC and SBC in San Antonio. The SMVET Support Team would like to propose using one of the events (preferably SBC) to raise funds and awareness for our local SMVET support organizations and agencies.

Mike Monreal stated that the Pink Berets offered to give tours of their new facility on May 17th. The Pink Berets are finalizing their calendar and are planning to host several events and we will continue to support them. OFAS is still struggling to find a location to host their event and Mike suggests holding off this year on supporting them since they may not be hosting an event in 2022 and focus on Pink Berets. Dave Yang stated we are looking to support over organizations, like the Warrior & Family Support Center at JBSA – Ft Sam Houston, that we have supported in the past. Once they have more information, Dave will report back to the board on days and plans. Dave Yang also thanked Kris Martin on all the work he has done with the board. Dave also stated he wants to look for opportunities to support local veteran organizations and want to put in the future.

9. Post Meeting:

- We had 54 registered and 35 attended the Apr 20 “Keys to Career Success” panel discussion Post meeting:
 - 9 YPs registered and 4 YPs attended.
 - Panelists and moderator were sent Post Coins to thank them for their participation.

- Link to recording of meeting is available at <https://www.same.org/Get-Connected/Find-a-Post/San-Antonio/Events/Presentations>.
- Our Concho Valley Field Chapter has meeting scheduled on Apr 27 on the “San Angelo’s Water System.”
- Need to discuss:
 - Next meeting(s) and subject area(s)?
 - For the Sep 22 Joint Post-CMAA meeting (we are scheduled to host):
 - Whether we are going to have the virtually or in-person?
 - Ethic speaker for meeting?
 - If in-person, location for meeting?

Dick briefed on the notes provided in the agenda highlighting the last meeting and stated that Concho Valley is our strongest field chapter currently. Dick is curious what we want to do for our next meeting in June (date, virtual or in-person, etc.) and that we need to start thinking about our joint meeting with CMAA in September for the ethics meeting. Bonnie stated that she thinks we need to push for all meetings to go back to in-person based on feedback she has heard during the SBMRF. Rene seconds everything that Bonnie said. Josh stated that he is also in favor of in-person events. Dick went on to say that we have connections with people that we can use to get decent prices at event spaces/restaurants that we can use for meetings. Josh asked for ideas on potential speakers for the joint ethics CMAA meeting. Josh will work with Col. Baker to find someone that can be entertaining since the topic can be dry. Bonnie suggested using a membership-based location near her (Aggie Park) and there are board members to this club so hopefully we would be able to wave some of the fees BUT we would have to use their caterer which can be expensive or not be the best quality. Mike Monreal stated that he has attended meetings there since it has been remodeled and confirms that it is a great location and setup.

10. Post Leaders Workshop (PLW):

- The SAME PLW is scheduled for Aug 7-9 (event ends 1 pm on Aug 9) in Ft Lauderdale, FL.
- SAME covers registration & hotel (2 nights CONUS/3 nights OCONUS) for each attendee. Posts covers travel costs. Approximate airfare cost is \$450/person as of Apr 26.
- Registration opens in May.
- We need to identify our 2 representatives

Dick stated dates and location for this year’s PLW which is back to being held in-person. National is asking for two reps from each Post; National will cover registration and hotel costs so Post is only responsible for airfare which is around \$400 currently. Dick stated that the original purpose of the PLW is for newer board members but that it has shifted to be a mix of newer and more experienced board members so he is not sure how it will be this year since it’s been two years since it has been held in-person. Dick also stated that in previous years a Student Chapters leaders’ session has happened in conjunction, but that information has not yet been released. Josh, Dick, and Zak will get together to find names to suggest at the next board meeting.

11. JETC/SAME Event Support:

- We are sponsoring YP Harold Eberbach and Student Member and TAMU Student Chapter President, Deniqua Freddie, to the 2022 JETC.
- Dick sent SAME's Kelly Dawson an email with some additional questions about Post responsibilities for the 2023 JETC and SBC. He also asked about the status of the FM Workshop, which does not appear in the 2022 and 2023 SAME calendar.

INFORMATION UPDATE ONLY- Dick reiterated that Dick sent the answers to our previous questions out in an email before the board meeting. Dick stated we will need to host revenue producing events and events that will help us hit streamer requirements. Bonnie suggests using I-WEPTAC to hit those streamers, but she hasn't heard anything yet regarding details. Dick indicated that we probably should plan on holding the SBMRF or an Industry Day in 2023 to meet the required Post task(s) in the IGE Goal of the SAME Strategic Plan.

12. Post Membership:

- As of the Mar SAME Membership Report we had 434 IMs (plus 15 above our baseline of 419) and 136 SMs (plus 5 above our baseline of 131).
- As of the Apr 18 rosters we had 443 IMs (plus 24 above our baseline) and 137 SMs (plus 7 above our baseline. Total membership (IMs and REP members) is 1056.

INFORMATION UPDATE ONLY- Booze Allen is having a timing issue with their membership but that they have discussed ideas about how to resolve the issue and will discuss with National.

13. SAME Awards:

- We earned the 2021 Post Streamer with Distinction.
- 2022 accomplishments completed against Post Streamer Tasks were included in the Mar Board meeting minutes. Elected Directors/POCs need to work up 250-word narratives for them for uploading to 2022 on-line Streamer system.

INFORMATION UPDATE ONLY

14. May Post Newsletter:

- Inputs for the May newsletter are due to Dick by Monday, May 2, 5 pm.

INFORMATION UPDATE ONLY

15. Any Other Issues/Updates:

- **Dick is going to start looking at venues we can use to host in-person meetings at. Bonnie, Dick, Zak, and Josh will work together to figure out potential ideas.**

16. Next Board Meeting: **Thursday, May 27, 11:30 am – 1:00 pm.**

///SIGNED///

Sarah Fowlkes
Secretary, San Antonio Post

Approved as written:

///SIGNED///

Joshua Graham
Post President, San Antonio Post

Attachments

1. 2022 Budget Data (to Board Only)