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August 22nd, 2022

MEMORANDUM FOR SAME MEMBERS

FROM: San Antonio Post Secretary

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

Board Members present are in BOLD:

President

Vice President

Past President

Secretary

Assistant Secretary

Treasurer

Assistant Treasurer

Industry Gov. Engagement Director

Service Mem. & Veteran Supp. Director

Service Mem. & Veteran Supp. Coord.

Service Mem. & Veteran Trans. Coord.

Leadership & Mentoring Director

Fellows Director

Resilience Director

Young Professional Director

Individual Member Director

Sustaining Member Director

Military Enlisted Affairs Liaison

K-12/STEM Outreach Coordinator

College Outreach Coordinator

SAME E&C Camp Coordinator

STEM & College Outreach Director

UT Student Chapter Mentor

UT Student Chapter Mentor Assistant

UTSA Student Chapter Mentor

Texas A&M Student Chapter Mentor

Scholarship Director

Small Business Coordinator

I-WEPTAC Coordinator

Golf Committee Chair

Leadership Lab (LLAB) Co-Director

LLAB Co-Director

Social Media Coordinator

Newsletter Editor

Website Manager

Awards Committee Chair

Holiday Celebration Chair

Others

Mr. Joshua Graham

Mr. Zakary Payne

Mr. David Pratt

Mrs. Sarah Fowlkes

Mrs. Cathy Bond

Mr. Sam Hutchins

Mrs. Diane Glass

Col. John Baker

Mr. Dave Yang

Mr. Mike Monreal

Mr. Marcus Henneke

Ms. Don Gleason

Mr. Glen Turney

Mrs. Miyoung Squire

Ms. Amanda Navarro

Mr. Ed von Dran

Mrs. Michele Torres

SSgt. Brittany Kennedy-Smith

Mr. Harold Eberbach

Mr. Roger Clarke

Capt. Varsha Savalia

Mr. Patrick Suermann

Mr. Rick Galloway

Ms. Lily Cartwright

Mr. Terry Watkins

Mr. John German

Mrs. Diane Glass

Mr. Rene Cortez

Ms. Bonnie Hopke

Mr. Michael Beach

Mr. Don Gleason

VACANT

Mrs. Amy Shirlberg

Mr. Dick Kochanek

Mr. Dick Kochanek

Mr. Dick Kochanek

Ms. Hilda Quinones

Mr. Tim Pach and Mr. Matthew Owens

1. Any revisions to Jun 30 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. Finances/Budget:

- *Attachment 1* is the 2022 Budget Data Report as of Jul 21.
- We have approximately \$90K in cash in our checking and savings accounts. Based on what future expenses that Sam is aware of we should be good through the remainder of the year and not require us to withdraw funds from our investments. (Holiday Celebration and college scholarships).
- As pointed out in our last board meeting our investments are currently down.

Sam briefed on the provided budget data report and confirmed he doesn't think we will need to withdraw any funds from investments for the remaining of this year and probably not for next year depending on when cash comes in from our future events. Rene and Ellen are working with SBMRF hotel for the March 2023 event to get contract prepared and will let the board know the amount of the deposit that needs to be made; golf tournament deposit for JETC tournament has already been made and is scheduled to be held at the Quarry golf course with an afternoon shotgun start. Sam let the board know that the audit team did meet last week to work on the audit, and it will be completed on schedule, as well as the necessary tax forms.

3. Leadership & Mentoring - There are numerous opportunities to enhance your leadership skills as SAME embraces Strategic Plan Goal 3:

- San Antonio Leadership Lab – Looking for twelve nominees/candidates from San Antonio companies and government by July 2022:
 - This will be the 12th year of the longest running SAME leadership program, let's keep it going
 - Please scour your organizations for your developing leaders and encourage (push) them to join.
 - It takes a push to get people out of their comfort zone, but that is where growth occurs.
 - Link to Leadership Lab application at Post website.
- TX LDP – Looking for three nominees/candidates from San Antonio and Field Chapters by August 2022:
 - The three Posts in the Texas Region are developing an LDP program which will run Jan – Dec 2023.
 - It will mirror the SAME National LDP, with a few tweaks still being worked out.
 - Plan is to be virtual unless an opportunity for an in-person meeting develops (maybe at JETC)
- SAME Leadership Development Program (LDP) 2023-24 program – nomination period Oct – 5 Dec 2023:
 - SAME LDP is gaining great momentum with three classes complete and the fourth underway.
 - The energy at JETC was amazing as leaders are supporting each other and growing in amazing ways just ask them, push them – that's how our leaders encouraged us, and few of us regret it as we look back.
 - Join the effort, grow your skills and be a leader in your organization and SAME.

- San Antonio Mentoring Program:
 - There is no reason to grow, learn and develop on your own - successful people learn from others.
 - There are mentor and mentee applications on the SAME SATX website.
 - Encourage your members to reach out in areas they want to grow, personal and professional
- Contact Don Gleason, our San Antonio Leadership and Mentoring Director, at DGleason2009@hotmail.com or 210-216-0965 for information on any opportunity.

Don briefed on the notes provided in the agenda and is pushing for Leadership Lab participants to apply; he stated we currently only have 5 with another 4-5 interested in applying but a decision will need to be made shortly on if we want to proceed or not since the minimum for the class is 6 participants. Don is reaching out to members of the field chapter for the regional TX LDP and wants SA Post members to participate in the local LL program. Don stated not to worry about the deadlines for applications to the programs, that those dates are flexible and would rather just get people interested in applying for the programs and get more people involved.

4. Post Meetings:

- Meetings locked in with Ole San Francisco Steakhouse for Aug 18, Sep 22 (joint with CMAA) and Nov 17.
- Coordination completed with CMAA SCTX Chapter on the joint Sep 22 meeting. CMAA is awaiting details so they can start advertising to their members.
- Need speaker details for Aug 18 meeting so we can open registrations and start advertising meeting to our members. Reservations must close on Aug 15, 11 am to meet our deadline to caterer. Also need info on speaker to include in Aug newsletter.

Dick confirmed the dates that we have the steak house reserved for and that we have William “Bill” Kidd the G4 Director from IMCOM as the speaker for the August meeting that Col John Baker arranged. Dick will get the registration site built and will open it for reservations soon. Dick also let the board know that we need to get a speaker for the joint CMAA event so that we and the CMAA SCTX Chapter can start advertising the event.

5. Field Chapters:

- Austin Field Chapter has meeting scheduled for Aug 24, 5-7 pm at the Brewtorium in Austin.
- Field Chapter leaders in attendance can provide other updates.
- Discuss progress on Corpus Christi Field Chapter establishment.

Dick stated that we have the Corpus Christi charter drafted and he will send it out to the board for a vote and once it is approved, it will be sent for approval through the RVP and National to get the chapter established. Tim Pach briefed on the status of the Austin field chapter and stated that they are trying to reinvigorate the Austin chapter after a year of being dormant. He stated that they have a couple of individuals who have volunteered to help with some upcoming events. On August 24th there will be a social happy hour event to help get interest going and provide an opportunity to get volunteers to participate in the chapter as well as marketing/business development opportunities. Matthew Owens from Corpus Christi thanked the board for

allowing him to join the meeting and is working on reestablishing a field chapter in the Corpus area. He has been in discussion with multiple SA board members and has reached out to former members to gauge interest in rejoining the post and currently has 10-20 people interested who hold various jobs in the industry (private, public, military, etc.). Matthew also stated he wants to reach out to TAMU Corpus Christi to recruit students and gain involvement from there. He stated that once established as a field chapter, he will get board members established.

6. 2022 Post Streamer:

- *Attachment 2* is the draft write-ups for Post Tasks completed for review by the elected Directors and their goal team members. Dick Kochanek will upload to the Streamer system after receiving Director's concurrence on the "Pending Review" marked tasks.
 - The input to the system for a task is a 250-word maximum narrative; no photos or other type attachments are allowed.
 - One (1) Post Task can be repeated for each Strategic Plan Goal.
- *Attachment 3* is Streamer Task spreadsheet by Goal annotated with notes on status as of Jul 25.
- *Attachment 4* is the Streamer Scorecard based on the draft Task completions. The drafts task completions in total 3300 points; the requirement for a large Post like ours is 1700 points for the Streamer.
- The Scorecard also shows our status for the 2022 Membership Streamer. There seems to be some confusion up at SAME about the Streamer. Earlier in the year Jill Murphy had indicated there would be no 2022 Membership Streamer like in 2021. At the latest SAME Membership COI meeting, she indicated there "probably" would not be a Membership Streamer because of the implementation of the new Enterprise Organization System.

Dick stated that we are 7 months into the year and have completed a lot of the tasks already. He let the board know that he needs the elected directors to review the drafts of the task competition narratives with their goal teams so that they can approve them and then Dick can upload them into the system (attachment 2). Dick attended an earlier COI meeting and believed that the Membership Streamer would be cancelled again for this year due to so many changes in the membership system BUT at the last COI it was implied there might still be a membership streamer. Dick suspects that there will not be a streamer this year since the new structure for companies has already started to be implemented and it is confusing right now; he believes there may be some conversation about this topic at the upcoming PLW. Josh wants the elected directors to get with their teams to get the narratives approved before the next board meeting. Dick said they are easy to review and would prefer to get them uploaded before the PLW; Josh gave directors the deadline of August 4th for review so that Dick can get them submitted before PLW which is the following week. Josh and Zak will help where needed to get them reviewed.

7. Membership:

- Michele Contacted the following Sustaining members that were overdue on their membership with Post:
 - Street Legal Industries – Rejoined!
 - A-Lert Roofing – They do not plan to renew
 - Huitt Zollar
 - CCI General Contractors

- SES Group of Companies
- AG Development
- The Rios Group
- Deloitte
- Ahtna Solutions
- Cushing Terrell
- Johnson Controls Federal Systems
- M2 Federal
- Mendez Engineering
- Sam Garcia Architect
- New/Re-joined Sustaining Members as of Jul 1:
 - IAG
 - International Consulting Engineers

Michele stated that she has been contacting the sustaining members whose memberships have expired and that most were an oversight but the ones that chose not to renew gave reasons such as they decided to change focus in their companies, etc. and she does not think it reflects on the organization or Post.

8. Aug Post Newsletter:

- Inputs for the Aug newsletter are due to Dick by Monday, Aug 1, 5 pm.

INFORMATION UPDATE ONLY

9. Any Other Issues/Updates:

- **Josh stated that he still needs to get Pat Suermann his Bliss Medal from JETC and wants to create an event and/or join a TAMU Student Chapter meeting to give him the award in person. Mike Monreal stated that Pat is currently on a state-wide tour and that we could possibly join him during one of those events; Mike will reach out and get Josh the schedule. John German stated that there won't be a student chapter meeting until September/October but likes the idea of presenting the award to him in person. Josh will gather information and create a plan for presenting him the award.**
- **John German asked Diane Glass about the scholarship program and when he can get that information out to students. Diane is reaching out to National as to when she can release the applications on the website; she is hoping to open applications in September with deadlines being in October and selections being made before Thanksgiving. Diane will reach back out to National to confirm dates.**
- **Josh asked Amanda if there were any YP/Fellow networking events being planned. Don stated that they are looking at an August meeting and inviting LLAB students who have already applied to join. There is no date set but Don will get together with Amanda and confirm event details.**
- **Zak stated that the foundation board is making a push on raising funds and developing marketing material to send out to businesses and members. He stated one of those planned fundraising**

competitions is YP versus Fellow donation competition. The foundation board is still working on how they want to do it but will update the board as he knows more.

- Dick asked Varsha to contact the students who attended the camps to see if one could be available to attend the August 18th meeting to give a 5-minute presentation on their experience as well as getting some to write an article for the newsletter. He also wants Varsha to reach out to the mentor, Aaron Cantu, who attended the two camps to come to a meeting to give a presentation as well and to also write an article for the newsletter.

10. Next Board Meeting: Thursday, Aug 25, 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)
2. Post Streamer Task Write-ups
3. Post Streamer Task Spreadsheet
4. Post Streamer Scorecard

Goal #1 - Strengthen Industry-Government Engagement
Task Completions

Objective #1 - Ensure SAME's Industry-Government Engagement Plan promotes multidisciplined industry-government collaboration and adds value to shared efforts to improve America's infrastructure, with the Society recognized by all stakeholders as the platform for industry-government engagement.

Task #1: Conduct Industry-Government Engagement Workshops with key stakeholders to identify issues, collaborate on solutions, and document progress. Categories can include but are not limited to: Policy/Law; Capacity (skilled labor); Project Delivery Best Practices, Business Practice; Capability (professional expertise, technology); Warfighting; Resilience; small business; market research; cyber security; and knowledge management.

Points Available –250

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio SAME held a Small Business Market Research Fair (SBMRF) on March 9-10, 2022. There were 346 attendees at the SBMRF. The SBMRF included a 2-hour Industry-Government Engagement (IGE) session on Mar 10. The session was moderated by Past SAME President Sal Nodjomian from the Matrix Design Group. Over 70 SBMRF attendees participated in the IGE session. The session focused on Construction Challenges and How to Improve Delivery of Built Architecture including issues such as accelerating delivery without sacrificing value; better schedule and price realism; industry desires for government to do design and construction differently; and alternatives to firm-fixed-price contracts. The session included 2 panels:

- Government Panel with AFCEC's Brig Gen Slominski, USACE's Brian Giacomozzi and Sally Kate from the 772 ESS (Contracting organization) AND
- Industry Panel with Black Veatch's Heidi Perham, HDR's Michael Miller, Kiewit's Joe Wingemer and Whiting-Turner's Kevin Kleinchester

Some of the ideas discussed were: Industry Days; bidder inquiries; reducing bid holding times; contract incentive clauses; pre-construction conferences; mutual understanding meetings; programming document estimates; benefits of education with industry programs; project manager/contracting officer competency; understanding risks associated with contracts; risk analysis tools; successful processes used by other government agencies; and the number of submittal requirements. This session was part of a long-term IGE effort that Sal Nodjomian has been working on.

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**Goal #1 - Strengthen Industry-Government Engagement
Task Completions**

Objective #1 - Ensure SAME's Industry-Government Engagement Plan promotes multidiscipline industry-government collaboration and adds value to shared efforts to improve America's infrastructure, with the Society recognized by all stakeholders as the platform for industry-government engagement.

Task #4: Host an Industry Days/Government Briefings/Small Business events.

Points Available –100

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio SAME held a Small Business Market Research Fair (SBMRF) on March 9-10, 2022. Copies of all presentations were posted to SBMRF registration web site. Topics for the event are listed below:

Presentations:

Welcoming Remarks by San Antonio Councilman Clayton Perry, F.SAME

View from the Top Presentation by Lucian Niemeyer, F.SAME, former Assistant Secretary of Defense for Energy, Installations and Environment

USAF and Army Leadership Missions

Changes to SBA Rules Panel

Cyber/IT Security Requirements Panel

NEPA and the Changing Expectations for Air Force Environmental Panel

Air Force Restoration Emerging Technologies Panel (including fire suppressants)

IGE Session on Construction Challenges and How to Improve Delivery of Built Infrastructure moderated by Past SAME President, Sal Nodjomian featuring Government and Industry Panels:

Air Force Fuels Program

AFCEC & USAFE Acquisition Strategy/Programming Briefings

Army Installation Management Command Strategic Direction Update

There were 346 attendees at the SBMRF and 13.0 PDHs were available for attendees.

242 1-on-1 sessions were also held on March 9-10, with focus and priority scheduling given to all small business participants.

Goal #1 - Strengthen Industry-Government Engagement
Task Completions

Objective #2—Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results.

Task #1: Identify, establish and nurture strategic and organizational partners at local, state, and regional levels and determine how the Post can collaborate with those entities and execute two partnering/joint programs. (Examples include: ASCE, CMAA, NSPE, DBIA etc.) Annually review strategic partnerships for impact, value, reciprocity, and strategic significance and outcomes of partnerships. Identify opportunities for new partnerships within existing goals.

Points Available –200

Uploaded – Action scheduled for September 22

Action Planned:

San Antonio Post will host its annual joint meeting on Professional Ethics with the CMAA South Central Texas Chapter on September 22, 2022.

**Goal #1 - Strengthen Industry-Government Engagement
Task Completions**

Objective #2—Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results.

Task #2: In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships.

Points Available – 100

Uploaded – Action in Progress

Action Completed to Date:

The San Antonio Post held Virtual Post meetings/events using ZOOM technology:

- **February 17, 2022 on the San Antonio River Authority Mission and Project Highlights with 53 attendees**
- **April 20, 2022 Keys to Career Success Panel for Young Professionals with 35 attendees**
- **January – July 2022 Post Board of Direction Meetings**

Goal #1 - Strengthen Industry-Government Engagement
Task Completions

Objective #3 - Ensure SAME's Communities of Interest serve Posts and national entities as subject matter experts, leveraging the Society's broad technical diversity to advance knowledge, standards, and best practices.

Task #2 - Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post.

Points Available – 50

Uploaded – Pending Review

Action Complete Write-up:

90 Post members serve on SAME COIs. There is at least one Post member on every SAME COI or Task Force. More than 10 Post members serve on the Energy & Sustainability, E&C Camps, Environmental, Facility Asset Management, International, Joint Engineer Contingency Operations, K-12 STEM Outreach and Small Business COIs. 42 of 90 members serve on 2 or more of the SAME COIs. 8 Post members serve on the leadership teams of the COIs. Post members serving on the COIs provide updates to the Post Board of Direction on COI initiatives.

Goal #1 - Strengthen Industry-Government Engagement
Task Completions

Objective #5 - Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences.

Task # 3 - Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.

Points Available – 25

Uploaded – Pending Review

Action Complete Write-up:

The Post Board of Direction consists of 32 members that represent the diversity of the Post. 11 of the Board members are females and 21 are males. The Post Board includes 6 Young Professionals and 6 Post Fellows. The Board also includes 14 small business, 11 large business, 5 public agency, 1 academic and 2 retired members. Although there is no specific tracking of ethnicity of its members, the Board does include minority group representatives.

Goal #2 - Build and Sustain Resilient Communities

Task Completions

Objective #1 - Leverage any local, regional, national, and international partnerships to educate and train members and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies to natural and man-made events.

Task #1 - Hold infrastructure resilience specific training sessions and IGE Workshops.

Points Available – 200

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio Post conducted a virtual Post Resilience meeting on February 17, 2022 on the San Antonio River Authority (SARA) and Project Highlights. The presentation by Derek Boese, SARA's General Manager, covered SARA's organization, mission, efforts to provide safe, clean and enjoyable creeks/ivers, details on current and future waste water treatment and collection system projects and other initiatives such as floodplain remapping/modeling, watershed master plans and water quality monitoring. 53 people attended the meeting and 1 PDH was available for attendees.

On February 23, 2022 The Post's Concho Valley Field Chapter held a Chapter meeting on the Texas Energy Grid by Mr. Chris Kirksey from Leo Energy. The presentation covered electrical power generation through the U.S. Grid and Electric Reliability Council of Texas, distribution, and what happened during winter storm Uri of 2021 to the Texas Grid and the aftermath and what has changed since the storm. 16 Chapter members attended the presentation.

Goal #2 - Build and Sustain Resilient Communities

Task Completions

Objective #2 - Utilize SAME's multidisciplinary network to connect and educate stakeholders on new and existing technologies and to develop solutions to problems across critical infrastructure sectors

Task #1- Hold Resilience Technology Industry Day, Roundtable, Post Meeting, or Webinar.

Points Available – 150

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio Post held a Small Business Market Research Fair (SBMRF) on March 9-10, 2022. There were 346 attendees at the SBMRF. The SBMRF included a Resilience session on Cyber/IT Security Requirements on May 9. The session panel included Mr. Lucien Niemeyer, F.SAME, from Building Cyber Security and former Assistant Secretary of Defense for Energy, Installations and Environment, and Mark McClelland from the Air Force Cyber security Program with moderator Brian May from Michael Baker International. The panel covered the security challenges and risks facing both the government and private sectors in both Cybersecurity and IT. Discussion focused on: expense to install and upgrade control systems worldwide; and the difficulty in finding resilient affordable systems that will have longevity with the ever-changing security requirements. Over 45 SBMRF attendees participated in the discussion during the session and 1 PDH was available for attendees.

Goal #2 - Build and Sustain Resilient Communities

Task Completions

Objective #3 - Promote partnerships and collaboration supporting the needs of military installations in pursuit of mission assurance and readiness (such as energy, water, and cyber security).

Task #1 - Locate and share success stories with Post members and SAME National from DoD installations, government and industry that have implemented cyber programs impacting infrastructure and industrial controls systems (Risk Management Framework).

Points Available – 50

Uploaded – Pending Review

Action Completed Write-up:

In the March 2022 Post newsletter, we shared stories with our members on the “Innovative Lease Program Boosts Installations Broadband” from the February 9, 2022 Air Force Civil Engineer Weekly Email. The Installation Broadband article discussed leveraging industry capabilities to provide enhanced cellular coverage for Air Force Installations nationwide to help ensure lethality and readiness by improving connectivity for devices powering missions while benefiting Airmen and Guardians and their families. The initiative goes beyond just quality of life issues but will help USAF maintainers and improving flightlines and mission buildings.

In the April 2022 Post newsletter we also shared a story on “Tyndall AFB’s Hololab Debuts as Virtual Gateway to Installation of the Future “ from the March 18, 2022 Air Force Civil Engineer Weekly Email. The Hololab is the primary interface with the Digital Twin, which is a “near life-like, virtual representation” of the physical world of Tyndall Air Force Base. Airmen can interact with the model using virtual reality goggles. It puts the virtual world into the hands of potential users to improve mission effectiveness.

The link to the Post newsletter is distributed monthly to over 900 Post members.

Goal #2 - Build and Sustain Resilient Communities

Task Completions

Objective #4 - - Utilize SAME's national relationships and local Posts to furnish vertical collaboration between all levels of government and private business.

Task #1 - Look for opportunities to problem solve from the local agency level up. Identify issues that needlessly hinder collaboration in resiliency (i.e., FEMA's ability to work with local government during disasters).

Points Available – 100

Uploaded – Need to Revalidate for 2022

Action Write-up:

In 2018 the U.S. Environmental Protection Agency gave Bexar County in Texas a marginally nonattainment for its ozone designation with a deadline to comply with the guidelines or move up to a moderate designation. Post member and Resilience Committee member, Frank Dieck, serves as a member of the Alamo Area Council of Governments Air Emissions Committee. The Committee brings together stakeholders from government, industry, business and residents with an overall goal of addressing air quality issues in the region. The Committee conducts technical projects that provide the data analysis necessary for air quality planning. The projects include air pollution monitoring, data analysis, emissions inventory development, modeling and reporting. The Committee also develops a wide range of air quality outreach and education programs on topics such as fuels and vehicles, ridesharing, vehicle operation and maintenance and Ozone Action Day Alert programs.

Goal # 3 - Develop Leaders for the Profession
Task Completions

(REPEAT) Objective #4 - - Utilize SAME's national relationships and local Posts to furnish vertical collaboration between all levels of government and private business.

Task #1 - Look for opportunities to problem solve from the local agency level up. Identify issues that needlessly hinder collaboration in resiliency (i.e., FEMA's ability to work with local government during disasters).

Points Available – 100

Uploaded – Pending Review

Action Write-up:

The June 23, 2022 Post meeting featured guest speaker Rogelio Rodriguez from the Water Finance Exchange (WFX) on "Closing the Water Infrastructure Gap." The WFX helps small communities (50,000 or less) develop sustainable and safe drinking water and wastewater systems. Presentation covered how the WFX creates partnerships among critical stakeholders in the water value chain to build scalable solutions, one community at a time. Mr. Rodriguez covered how the organization: (1) identifies water system options; (2) works with communities to identify the best option; (3) coordinates with community leaders and federal/state policy makers for financing options; (4) works with consultants/developers to get well-planned projects; (5) and helps communities get investors in the system. The WFX has identified 30 plus candidate communities with water and wastewater system needs and are currently moving forward on projects in Texas, Illinois, Oregon and Arkansas. 45 members attended the presentation and 1.0 PDH was available for attendees.

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.

Task #1 - Support the National Leader Development Program (LDP) and link to post leader mentoring and development programs, by nominating at least one person from the Post to the Region for the National LDP class.

Points Available – 100

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio Post nominated young professional member and 2022 Post President, Joshua Graham, P.E., CCM, PMP, for the 2022-2023 SAME Leadership Development Program (LDP) class. Joshua was accepted in the 2022-2023 LDP class.

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.

Task #2 - Develop a Post Leadership Program, where Post Board of Directors gain knowledge and understanding of the Post's Standard Operating Procedures and/or Post's Programs Operational success.

Points Available – 100

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio Post conducted its annual Board Retreat virtually for all Board members on February 3, 2022. The retreat covered member introductions, review of the Board organization, responsibilities and expectations of members and the Post President's focus areas for 2022. Board members were then divided into teams corresponding to each of the five Strategic Plan goals led by the elected Director for each goal and an identity/branding/membership team led by the Post President. The teams then conducted individual breakout sessions from February 4-23 to identify the tasks and activities their team planned to achieve to meet their assigned Strategic Plan goal and objectives or focus areas. The team leaders briefed their planned actions at the February 24 Post Board meeting and then those team plans were consolidated into a Post Action Plan to meet the 2025 Strategic Plan goals and objectives in 2022. The team leaders provide updates on their plans during the monthly Board meetings.

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.

Task #3 - Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events, etc.) and scale to the size of the post.

Points Available – 50

Uploaded – Pending Review

Action Completed Write-up:

The Post completed its 2021-22 Leadership Lab class in May 2021. A total of six students from six sustaining member companies participated in twelve bi-monthly meetings (virtual or in-person) from September 2021 to March 2022. During the year the students reviewed two books, 360 Leader by John C. Maxwell's and Crucial Conversations by multiple authors. They also reviewed and discusses five videos: Simon Sinek – How Great Leaders Inspire Action; Patrick Lencioni – Five Dysfunctions of a Team; Stephen Covey – The Speed of Trust; Earl Nightingale – The Strangest Secret; and Zig Ziglar – Over the Top. In addition at the meetings, 16 guest speakers talked about their leadership journey, providing helpful hints to the class. The 16 speakers included: 6 were Post Fellows, 4 were other senior Post leaders, 3 were past graduates of the Leadership Lab and 3 were senior leaders for local area organizations. The students planned and conducted multiple activities to include community support of the VetStrong organization which donates furniture to veterans in need, a virtual Post social and trivia event with the young members called "Geeks Who Drink," a team-building event at the John Newcombe Ranch consisting of various ropes course events, and a graduation event with a guest speaker charging the students to be more involved in SAME going forward. During the year the students were encouraged to develop a personal/professional growth plan and get a mentor. This class which finished in 2022 has now resulted 107 total graduates from the program which started in 2011.

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #2 - Promote a structured SAME mentoring continuum, highlighting growth and leadership opportunities for members at all levels.

Task #1 - Build leadership pathways to achieve return on investment (sponsorships vs scholarships, stipends, Fellow designations) that impact the Post Leadership each year..

Points Available – 50

Uploaded – Pending Review

Action Completed Write-up:

In April 2022, Post Young Professional and STEM Coordinator Harold Eberbach was awarded a \$500 Post Professional Development Scholarship to assist with getting his professional engineer registration. The Post also sponsored Harold to the 2022 JETC.

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #2 - Promote a structured SAME mentoring continuum, highlighting growth and leadership opportunities for members at all levels.

Task #2 - Develop mentorship avenues for Fellows and senior Post members to remain engaged by providing their experience in leadership development of SAME Post members.

Points Available – 50

Uploaded – Pending Review

Uploaded – Pending Review

Action Completed Write-up:

During the 2021-2022 Post Leadership Lab, 16 senior leaders briefed on their leadership experience. The 16 leaders included: 6 were Post Fellows, 4 were other senior Post leaders, 3 were past graduates of the Leadership Lab and 3 were senior leaders for local area organizations. The Post also has mentor and mentee applications available at the Post website to identify members that were looking for mentors to help in their professional development and other members that were available to serve as mentors. The Post also has links to a Post Mentoring Guide and SAME mentoring guidance available at the Post website for mentors and mentees.

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #3 - Support and promote the SAME Foundation in fostering engineering leadership.

Task #1 - Provide support to core SAME program areas of the STEM Pipeline from K-12, Camps, College Outreach and Young Members and transitions between each level. Support can be as a camp mentor, recruiter, or any level of support as defined by the post.

Points Available – 50

Uploaded – Scheduled for Completion December 31

Action Completed to Date:

The Post provided over \$15,521 in financial support during the year to the following SAME program areas:

- **STEM Activities Support - \$1,634**
- **SAME E&C and Local Camps - \$8,877**
- **College Outreach - \$821 (scholarship awards and Student Chapter support)**
- **Young Professionals/Enlisted Members - \$4,189 (professional development scholarships and conference stipends)**

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #3 - Support and promote the SAME Foundation in fostering engineering leadership.

Task #2 - Inform and educate Post members of benefits of supporting the SAME Foundation for leadership development.

Points Available – 25

Uploaded – Pending Review

Action Completed Write-up:

The Post includes a permanent article in the Membership Section of its monthly newsletter on supporting the SAME Foundation and how important it is for members to contribute to the Foundation which supports many important programs for its members. In addition, the Post also included a briefing slide at the end of its meeting reminding meeting attendees of the importance of contributions to the Foundation.

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing succession plans.

Task #1- Have a Fellows POC on the BOD.

Points Available – 25

Uploaded – Pending Review

Action Completed Write-up:

San Antonio Post Fellow Glen Turney is the appointed Director of Fellows on the Post Board of Direction. The following other Post Fellows also serve on the Post Board:

Samuel Hutchins, IV – Elected Post Treasurer

David Yang – Elected Director, Service Member & Veteran Support

Bonnie Hopke – Appointed I-WEPTAC Event Coordinator

Michael Monreal – Appointed Service Member & Veteran Support Coordinator

Richard Kochanek – Appointed Awards Chair

Goal # 3 - Develop Leaders for the Profession
Task Completions

Objective #5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing succession plans.

Task #4 - Include Fellow(s) in leading or actively sharing leadership development responsibilities for the BOD succession planning in developing new leaders.

Points Available – 25

Uploaded – Pending Review

Action Completed Write-up:

6 Post Fellows spoke at the 2021-2022 Post Leadership Lab talked about their leadership journey, providing helpful hints to the class. A Post Fellow organized the April 20, 2022 virtual Post meeting panel discussion on "Keys to Career Success" with a panel of representatives from the Large Business, Small Business, Academia, Local Government and the Military career areas. Two other Post Fellows served as moderator and speakers for the Panel discussion. 35 Post members participated in the event.

Goal # 3 - Develop Leaders for the Profession
Task Completions

(REPEAT) Objective #5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing succession plans.

Task #4 - Include Fellow(s) in leading or actively sharing leadership development responsibilities for the BOD succession planning in developing new leaders.

Points Available – 25

Uploaded – Pending Review

Action Completed Write-up:

Two Post's Fellows assist with the SAME Leadership Development Program and two Post Fellows served as the moderator/speaker of 2022 JETC May 12 sessions on "Leader Development Opportunities and Tools for the A/E/C Industry" and "Leadership through Mentoring

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #1 - Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.

Tasks #1 - Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level.

Points Available – 100

Uploaded – Scheduled for Completion October 2022

Action Completed/Planned to Date:

\$1,000 sponsorship the 2021 San Antonio Boosting Engineering, Science & Technology (SA BEST) Virtual Robot Competition from October 23

Provide volunteers for event

Select team at event for event Post Award

Goal # 4 - Enrich the STEM Pipeline for the Nation

Task Completions

Objective #1 - Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.

Tasks #3 - Actively participate in a local, regional, or national STEM program, event, or competition.

Points Available – 50

Uploaded – Pending Review

Action Completed Write-up:

The Post supported the following 2022 STEM events as follows:

- **January 21-22 virtual Alamo Junior Academy of Science Fair – 1 Post Fellow and 2 other Post members. Members graded the written reports prepared by the students and then graded the oral presentation on the projects with the other judges. The Fair included 83 projects prepared in various STEM categories.**
- **February 11-13 Virtual Alamo Regional Science & Engineering Fair – 1 Post Fellow and 4 other members. The Fair included 270 projects in various STEM categories.**
- **February 22 San Antonio's Engineers Week Proclamation Breakfast – 1 Post Fellow and 7 Post Members including the Post President, Vice President, Scholarship Director, STEM Coordinator, Student Chapter President and College and High School Scholarship Winners. Post had a exhibit table to showcase upcoming SAME E&C Camps. 13 Post sustaining member companies were also sponsors of the event.**

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #1 - Develop a local SAME STEM camp (i.e. week-long day camp, overnight camp, single day camp)

Points Available – 150

Uploaded – Pending Review

Action Complete Write-up:

Post sustaining member Texas A&M College of Architecture operated their annual Camp ARCH from July 11-16, 2022 for high achieving 10th -12th grade students. 80 students participated in the 2020 program. The Camp combines academic instruction and social activities so students can experience what it would be like to be a full-time college student. The Camp offers three focus areas for the students to focus in: Architecture, Construction Science and Landscape Architecture/Urban Planning. The students took on projects such as developing concepts for a community farm in the city of Bryan TX. Students also got to visit the Texas A&M Student Recreation Center and Grand Central Entertainment Center.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #3 - Sponsor a camper.

Points Available – 100

Uploaded – Pending Review

Action Complete Write-up:

In 2022 the Post sponsored 5 campers to SAME E&C Camps as follows:

- **Colin Brandt (Liberty Hill TX) - USAFA Camp**
- **Hunter Guillen (Rockport TX) - USAFA Camp**
- **Kylie Farris (Leander TX) - Army Camp**
- **Luke Ray (San Antonio TX) - Air Force Camp**
- **Arjun Santiago (JBSA-FSH TX) - Navy Camp**

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #4 - Award a high school STEM scholarship for post- secondary education (college/university or technical/trade school).

Point Available – 100

Uploaded – Planned for Completion December 2022

Action Planned:

2022 Post \$40,000 College Scholarship Program.

\$1,000 Scholarship for winner from John Jay Academy Science & Engineering Fair.

Goal # 4 - Enrich the STEM Pipeline for the Nation

Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #6 - Sponsor other types of STEM outreach events such as "bring a student to work day", speak/present to a classroom about the industry during Engineers Week, invite student group(s) to tour a project site.

Point Available – 75

Uploaded – Pending Review

Action Complete Write-up:

February 22, 2022 San Antonio's Engineers Week Proclamation Breakfast – 1 Post Fellow and 7 Post Members including the Post President, Vice President, Scholarship Director, STEM Coordinator, Student Chapter President and College and High School Scholarship Winners. Post had a exhibit table to showcase upcoming SAME E&C Camps. 13 Post sustaining member companies were also sponsors of the event

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #9 - Sponsor or participate in college/university STEM or STEM career related event..

Point Available – 75

Uploaded – Pending Review

Action Complete Write-up:

On February 26, 2022, the Post STEM Coordinator, Post Student Chapter Mentor and Post Student Chapter President at the University of Texas at San Antonio (UTSA) STEM/Welcoming Day event held at UTSA for potential new and existing students during Engineers Week. They used the Post exhibit that the Post had for Engineers Week Proclamation Breakfast to talk to attending students about the benefits of belonging to SAME and the UTSA Student Chapter. They discussed STEM career opportunities with the students.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #3 - Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as camp mentors.

Task #1 - Participate in a local STEM camp with a strategic partner or other organization. (i.e. weeklong day camp, overnight camp, single day camp).

Points available – 100

Uploaded – Pending Review

Action Complete Write-up:

On May 14, 2022 a Post Fellow, two Post members and members of the Post’s sustaining member, the Texas A&M College of Architecture (COA), supported the Society of Design Administration’s “Design Treasures” event at Loma Park Elementary. Design Treasures is a half-day mini-E&C Camp for 4th-5th grade students. The students are divided into teams which rotate through STEM exhibit tables in 15–20-minute intervals. 26 students participated and rotated through 9 STEM exhibit tables set up by organizations. The Post exhibit had the students build jet propulsion cars and the COA exhibit taught them about using various architectural structures. Students raced their jet propulsion cars and were awarded Post medals. The Post also provided a \$1,000 sponsorship to help conduct the event.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #3 - Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as camp mentors.

Task #2 - Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.

Points available – 100

Uploaded – Pending Review

Action Completion Write-up:

The Post sponsored 3 Post members to be mentors at the 2022 SAME E&C Camps:

- **Fellow Janice Dombi and Joe Dombi – Administrative staff for USAFA Camp**
- **Student Member and Post Scholarship Winner Aaron Cantu – mentor at both the USAFA and Air Force Camps**

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #3 - Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as camp mentors.

Task #3 - Develop a program for mentoring scholarship recipients, camp alumni and any other students engaged with the Post to encourage their interest in STEM careers.

Points available – 75

Uploaded – Pending Review

Action Completion Write-up:

The Post has mentor and mentee applications available at the Post website to identify members that were looking for mentors to help in their professional development and other members that were available to serve as mentors. The Post also has links to a Post Mentoring Guide and SAME mentoring guidance available at the Post website for mentors and mentees. The Post assigned senior Post members as mentors to each of the 13 winners of the 2022 Spring Semester Post College Scholarships. Nine of the 13 scholarship winner mentors were Post Fellows.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.

Task #1 - Assign a mentor to scholarship recipients during the school year with follow up on their program of study either in person or by phone, email or video.

Points Available – 50

Uploaded – Pending Review

Action Completion Write-up:

The Post Scholarship and Fellow Directors assigned senior Post members as mentors to each of the 13 winners of the 2022 Spring Semester Post College Scholarships. Nine of the 13 scholarship winner mentors were Post Fellows. One of the Post Fellows for whom one of the scholarships is named, keeps in touch with all previous recipients of his named scholarship. The mentors remained in contact with their assigned scholarship winners via phone calls and emails to keep track of their progress in the COVID environment and to offer any assistance needed.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.

Task #2 - Ensure scholarship recipients are SAME student members of the Post or student chapter.

Points Available – 25

Uploaded – Planned to be completed in November 2022

Action Completion to Date:

The Post's college scholarship application was moved to the SAME National website to attract more SAME student applicants. The software application that should not be impacted by the new organization management system that SAME is implementing in 2022.

The Post Scholarship Director in conjunction with the Post's Membership Directors and the SAME Membership staff will ensure that all winners selected in the 2022 Post Scholarship Program are SAME and Post members.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.

Task #3 - Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.

Points Available – 25

Uploaded – Pending Review

Action Completion Write-up:

On February 26, 2022, the Post STEM Coordinator, Post Student Chapter Mentor and Post Student Chapter President at the University of Texas at San Antonio (UTSA) STEM/Welcoming Day event held at UTSA for potential new and existing students during Engineers Week. They used the Post exhibit that the Post had for Engineers Week Proclamation Breakfast to talk to attending students about the benefits of belonging to SAME and the UTSA Student Chapter. They also provided the students information about the SAME E&C Camps.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters.

Task #1 - Establish a new SAME student chapter and/or nurture an existing student chapter.

Points Available – 150

Uploaded – Actions planned to be complete in December 2022

Action Completed and Planned to Date:

The Post continued to sustain its 3 Student Chapters at Texas A&M University (TAMU), University of Texas at Austin (UT) and the University of Texas at San Antonio (UTSA) even when college organization meetings were restricted.

A Post Fellow and 4 other members participated in a recognition ceremony of Post scholarship award winners at Texas A&M on Mar 3

STEM & College Outreach Director, Post Chapter Mentor and Chapter Faculty advisor participated at the March 24 Texas A&M Chapter meeting and the Post Student Chapter Mentor participated at the April Chapter meeting.

The Post Student Chapter Mentors and Awards Chair worked with the Student Chapters to get their June Status Reports successfully submitted to SAME.

Goal # 4 - Enrich the STEM Pipeline for the Nation

Task Completions

Objective #5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters

Task #3 - Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges and universities with relevant STEM programs.

Points Available – 75

Uploaded – Pending Review

Action Completion Write-up:

A Post Fellow and the STEM Coordinator participated in annual St Mary's University Engineering Department Senior Design Projects Presentation, where teams of multi-disciplined students give a presentation on their capstone experience.

11 student teams had presentations and exhibits on their projects that included

- **Design of an Improved Gel Sanitizer Dispenser System for the San Antonio Airport**
- **San Antonio Food Bank Modernization**
- **Productivity Improvement at the San Antonio VA Hospital**
- **Design and Development of a Policy and Procedure Manual for New Anodizing Plant**
- **ST Engineering Anodizing Plant**
- **Ultrasonic Humidifier**
- **Texas Biomedical Research Institute Door and Feeding System**
- **Driver tech Remote Tire Sensor**
- **Powerline Communications System**
- **All Strings Attached**
- **Drone Data Communication System**

The Post has participated in this event for several years and the format used in it was submitted to SAME for the SAME College Outreach SAME Design Challenge. Following the event the Post members met with some of the faculty to facilitate St Mary's participation in the 2022-23 SAME Design Challenge.

In addition, the Post Awards Chair contacted each of the 17 San Antonio's Independent School Districts STEM Coordinators to distribute information to the districts' students about the SAME E&C Camp programs.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

Objective #5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters

Task #4 - Establish a Post POC to the College Outreach COI

Points Available – 25

Uploaded – Pending Review

Action Completion Write-up:

Dr. Patrick Suermann, the Post Elected Director for STEM & College Outreach, is the overall POC for the Post's College Outreach program and a member of the SAME College Outreach COI. In addition, the Post has 8 other Post members that are members of the COI.

Goal # 4 - Enrich the STEM Pipeline for the Nation
Task Completions

(Repeat) Objective #1 - Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.

Tasks #3 - Actively participate in a local, regional, or national STEM program, event, or competition.

Points Available – 50

Uploaded – Pending Review

Action Completed Write-up:

A Post Fellow and 4 other members participated in the March 18-30, 2022 judging of the Virtual National eCYBERMISSION Competition. In this competition, teams of 6th-9th grade students prepare a written project folder on research/solution for a community-based problem the team selected. To compete in eCYBERMISSION, participants must be part of a complete team. A complete team includes two, three, or four students competing for the same state and one adult Team Advisor who is over the age of 21. Teams choose one of two paths to compete: Science – Asking a question/exploring a problem; or Engineering – Solving a problem. Our volunteers judged over 40 mission folders in the two categories during the competition.

A Post Fellow was a virtual judge at the April 11 hybrid Wyoming National Facilitython Competition. Two high school students competed. There was an in-person judge and 2 virtual judges. The competition format is:

- 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 needing to move in early).
- The students then participate in a no-notice Facility Management 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.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry
Task Completions

Objective #1 - Provide technical and joint training, integration of industry best practices, and networking opportunities to service members at the Post, regional, and national levels

Task #1- Augment existing local government training with industry perspectives and best practices.

Points Available – 150

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio SAME held a Small Business Market Research Fair (SBMRF) on March 9-10, 2022. There were 346 attendees at the SBMRF; 61 of the attendees were DOD organization representatives (nearly 20 percent). The following subject areas were covered to augment existing government training:

View from the Top Presentation by Lucian Niemeyer, F.SAME, former Assistant Secretary of Defense for Energy, Installations and Environment

USAF and Army Leadership Missions

Changes to SBA Rules Panel

Cyber/IT Security Requirements Panel

NEPA and the Changing Expectations for Air Force Environmental Panel

Air Force Restoration Emerging Technologies Panel (including fire suppressants)

IGE Session on Construction Challenges and How to Improve Delivery of Built Infrastructure moderated by Past SAME President, Sal Nodjoman featuring Government and Industry Panels:

Air Force Fuels Program

AFCEC & USAFE Acquisition Strategy/Programming Briefings

Army Installation Management Command Strategic Direction Update

13.0 PDHs were available for attendees.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry
Task Completions

Objective #1 - Provide technical and joint training, integration of industry best practices, and networking opportunities to service members at the Post, regional, and national levels

Task #2- Conduct joint technical training for industry, military and government personnel when appropriate.

Points Available – 150

Uploaded – Pending Review

Action Completed Write-up:

The San Antonio SAME held a Small Business Market Research Fair (SBMRF) on March 9-10, 2022. There were 346 attendees at the SBMRF; 61 of attendees were DOD organization representatives (nearly 20 percent). The SBMRF included a 1-hour session Innovation Technologies for Conventional and Emerging Contaminants as part of an overall session on the Air Force's Environmental Program for FY2022 on Mar 9. The presentation covered the challenges faced by existing and emerging contaminants, the toolbox of remediation technologies such as Hydraulic Fracturing, Electrokinetics and Phytoremediation and where each is best used. The session went on to discuss some of the newest enhancements to these technologies such as improving contact for low-k media and new sorbents and resins. The session finished with an overview of PFAS contaminants and the results from some of the most recent technologies being tested to remove them.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry
Task Completions

Objective #2 - Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications

Task #2 - Co-host, participate or sponsor joint meetings and events with other SAME strategic partners supporting military with PDH programs.

Points Available – 100

Uploaded – Action planned for September 22

Action Planned:

The Post will be hosting a joint meeting with the CMAA South Central Texas Chapter on Professional Ethics. 1-hour of Professional Ethics training is required for professional engineering registration renewal and may other registrations/licenses.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry
Task Completions

Objective #4 - Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being

Task #1- Leverage local and national relationships with organizations and strategic partners that specialize in veteran well-being; providing opportunities for veterans.

Points Available – 100

Uploaded – Pending Review

Action Completed Write-up:

The Post is a member of the Joint Base San Antonio (JBSA) Alliance Partners and publishes the JBSA Alliance Partners & Events Calendar for veterans and their family members to the Post website. The Post distributes information about veteran support major events such as SAME Career Transition Workshop, San Antonio Military Transition Information Workshop, San Antonio Military Spouse Appreciation Day, USACE New Orleans District Job Fair and JBSA Career Summit through its Post member weekly email, social media sites and monthly newsletter.

On July 14, a Post Board member also supported the Air Force Wounded Warrior Program CARE Fair. The Fair allows vendors, businesses, and organizations to come together and showcase how they can support wounded warriors/veterans. The Post member manned a SAME booth to share the SAME Mission and help educate warriors/veterans on the opportunities that exist with SAME.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry
Task Completions

Objective #4 - Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being

Task #2 - Include family when appropriate, to enable service-members to achieve their mission and career goals without losing valuable time with family. (i.e.: social events).

Points Available – 50

Uploaded – Pending Review

Action Completion Write-up:

On June 25, 2022, 10 Post volunteers supported the Operation Float-A-Soldier (OFAS) event at Jacobs Creek Park at Canyon Lake, where wounded warriors and first responders and their families were treated to a day of fun and water sports. Although the wounded warrior/veteran/first responder and family turnout was smaller than anticipated, the participants enjoyed a great BBQ lunch of brisket, chicken, sausage with all the fixings and had many opportunities to participate in all of the available activities provided by OFAS. Our volunteers also had lots of opportunity to spend 1-on-1 time with the participants. The Post also presented a \$500 check to OFAS to help continue with this great event in the future. Our Post has supported this OFAS event since 2013.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry
Task Completions

Objective #4 - Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being

Task #3 - Participate with local and national organizations that support veteran and their family's well-being.

Points Available – 25

Uploaded – Pending Review

Action Completion Write-up:

The Post Leadership Lab students organize and execute a community support project as part of the program. The VetStrong program is run by caring veterans and non-veterans who saw a need and jumped in to make an impact. That need is many US military veterans are homeless, even in Military City USA, San Antonio TX. VetStrong works with donors to get furniture of every type and make it available to veterans so furnishing a home is not an impediment to getting off the street. In March 2022, 6 Post members provided labor to clean and organize their warehouse to make picking up donations easier and improve accountability. The group also cleaned tables, chest of drawers and furniture and provided a \$150 donation to help the VetStrong organization in their mission. This is second year in a row that the Post Leadership Lab members supported the VetStrong program.

Goal 1 Strengthen Industry-Government Engagement - Tasks	Points	Planned/In-Progress	Completed	Writeup	Upload
Objective 1 - Ensure SAME's Industry-Government Engagement Plan promotes multidisciplinary industry-government collaboration and adds value to shared efforts to improve America's infrastructure, with the Society recognized by all stakeholders as the platform for industry-government engagement					
1. Conduct Industry-Government Engagement Workshops with key stakeholders to identify issues, collaborate on solutions, and document progress. Categories can include but are not limited to: Policy/Law; Capacity (skilled labor); Project Delivery Best Practices, Business Practice; Capability (professional expertise, technology); Warfighting; Resilience; small business; market research; cyber security; and knowledge management.	250		Mar 10 SBMRF Session on Construction Challenges and How-to-Improve Delivery of Built Infrastructure - Moderator Past SAME President Sal Nodjomian	7/25/2022	
2. Identify new local touchpoints to key stakeholders within local, state, and federal government entities to determine how the Post can serve those entities.	200				
3. Conduct local Joint Table-Top Exercises (TTX) to stimulate collaboration among government and civilian engineers and planners on locally relevant infrastructure challenges. Include federal, state, or local agencies and strategic partners, as appropriate.	150				
4. Host an Industry Days/Government Briefings/Small Business events.	100		Mar 9-10 SBMRF	7/25/2022	
5. Provide relevant industry best practices and professional development opportunities for government and uniform members.	100				
Objective 2 - Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results					
1. Identify, establish and nurture strategic and organizational partners at local, state, and regional levels and determine how the Post can collaborate with those entities and execute two partnering/joint programs. (Examples include: ASCE, CMAA, NSPE, DBIA etc.) Annually review strategic partnerships for impact, value, reciprocity, and strategic significance and outcomes of partnerships. Identify opportunities for new partnerships within existing goals	200	Sep 22 Post-CMAA Mtg			
2. In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships.	100	Feb, Apr Post Meetings Virtual Jan - Jul Virtual BOD Mtgs			
Objective 3 - Ensure SAME's Communities of Interest serve Posts and national entities as subject matter experts, leveraging the Society's broad technical diversity to advance knowledge, standards, and best practices					
1. Utilize COIs to identify topics and subject matter experts to support Post level technical events: IGE, Workshops, Seminars, Webinars, Conferences, Table Top Exercises	50				
2. Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post	50		90 on SAME COIs	7/25/2022	
Objective 4 - Develop a portfolio of professional communications to inform, educate and reinforce SAME's impact to the nation; provide a repository of industry-government engagement efforts, tools, and lessons learned on the SAME national website					

Goal 1 Strengthen Industry-Government Engagement - Tasks	Points	Planned/In-Progress	Completed	Writeup	Upload
1. Promote progress of Post IGE Workshops through their conclusion by preparing and submitting articles documenting updates in TME, RealTiME, COI communications, Post communications, social media and on the IGE web page.	50				
Objective 5 - Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences					
1. Develop IGE programming to meet the needs of the Post or region consistent with the IGE goal.	100				
2. Survey members to find out interests, issues and demographics	25				
3. Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.	25		Board Makeup Statistics	7/25/2022	
Total	1400				

Goal 2 Build and Sustain Resilient Communities - Tasks	Points	Planned/In-Progress	Completed	Writeup	Upload
Objective 1 - Leverage any local, regional, national, and international partnerships to educate and train members and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies to natural and man-made events					
1. Hold infrastructure resilience specific training sessions and IGE Workshops.	200		Feb 14 Post Meeting on San Antonio River Authority Feb 23 Concho Valley Texas Grid Mtg	7/25/2022	
2. Conduct or participate in emergency management resilience exercise.	150				
3. Develop relationships with regional/local government and suggest ways that SAME can serve or partner with them.	100				
Objective 2 - Utilize SAME's multidisciplinary network to connect and educate stakeholders on new and existing technologies and to develop solutions to problems across critical infrastructure sectors					
1. Hold Resilience Technology Industry Day, Roundtable, Post Meeting or webinar	150		Mar 9 SBMRF Session on Cyber/IT Security Requirements	7/25/2022	
2. Utilize access to technology demonstration programs or other means of technical exchange addressing efficiency, sustainability, and resilience including but not limited to: the Environmental Security Technology Certification Program (ESTCP, OSD) and the GSA Proving Ground (GPG) and several DOE programs.	100				
3. Hold joint resilience meetings or sessions with other professional organizations or SAME Strategic Partners	100				
4. Utilize the SAME Resilience COI as subject matter experts for presentations, roundtables or webinar programs.	50				
Objective 3 - Promote partnerships and collaboration supporting the needs of military installations in pursuit of mission assurance and readiness (such as energy, water, and cyber security)					
1. Locate and share success stories with Post members and SAME National from DoD installations, government and industry that have implemented cyber programs impacting infrastructure and industrial controls systems (Risk Management Framework).	50		Mar and Apr Post Newsletter Articles	7/25/2022	
Objective 4 - Utilize SAME's national relationships and local Posts to furnish vertical collaboration between all levels of government and private business					
1. Look for opportunities to problem solve from the local agency level up. Identify issues that needlessly hinder collaboration in resiliency (i.e. FEMA's ability to work with local government during disasters)	100	Frank Dieck Alamo Air Emissions Committee			
Objective 5 - Lead collaboration to advocate for streamlined acquisition and implementation of resilience solutions					
1. Conduct or participate in Table Top Exercises at the Post/Regional level to stimulate collaboration among military and civilian engineers and planners on locally relevant infrastructure challenges.	200				
2. Enable discussions with federal agency and/or local government leaders and organizations dealing with the real impacts of sea level rise, extreme flooding, wild fires, mudslides or other natural disasters.	150				
(REPEAT) Objective #4 , Task #1	100		Jun 23 Post Closing the Water infrastructure Gap	7/25/2022	
Total	1450				



Goal 3 Develop Leaders for the Profession - Tasks	Points	Planned/In-Progress	Completed	Writeup	Upload
Objective 1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability					
1. Support the National Leader Development Program (LDP) and link to post leader mentoring and development programs, by nominating at least one person from the Post, to the Region for the National LDP class.	100		Josh Graham and Capt Nicholson nominated for 2022 LDP. Josh selected	7/25/2022	
2. Develop a Post Leadership Program, where Post Board of Directors gain knowledge and understanding of the Post's Standard Operating Procedures and/or Post's Programs Operational success.	100		Feb 3 Board Retreat	7/25/2022	
3. Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events, etc.) and scale to the size of the post	50		2021-22 LLAB Program	7/25/2022	
Objective 2 - Promote a structured SAME mentoring continuum, highlighting growth and leadership opportunities for members at all levels					
1. Build leadership pathways to achieve return on investment (sponsorships vs scholarships, stipends, Fellow designations) that impact the Post Leadership each year.	50		\$500 PD Scholarship and JETC Sponsorship for Eberbach	7/25/2022	
2. Develop mentorship avenues for Fellows and senior Post members to remain engaged by providing their experience in leadership development of SAME Post members.	50		Fellows/Sr Leaders Briefing at LLAB	7/25/2022	
3. Develop mentorship program where larger Posts integrate and help enhance smaller Post leadership within the Post's membership.	50		Post Mentor/Mentee Applications Post Mentoring Guide	7/25/2022	
4. Profile what a ready A/E/C leader looks like and how to communicate qualifications across the A/E/C industry (government, industry, academic and business). Share profile(s) with Post membership and National office.	25				
Objective 3 - Support and promote the SAME Foundation in fostering engineering leadership					
1. Provide support to core SAME program areas of the STEM Pipeline from K-12, Camps, College Outreach and Young Members and transitions between each level. Support can be as a camp mentor, recruiter, or any level of support as defined by the post.	50		\$1,000 Sponsorship SDA Design Treasures Sponsor 5 Campers Sponsor 3 Mentors	7/25/2022	
2. Inform and educate Post members of benefits of supporting the SAME Foundation for leadership development.	25		Included in Monthly Newsletter and briefed at Post meetings	7/25/2022	
Objective 4 - Increase participation and partnerships with academic institutions and college students at the Post, regional, and national levels					
1. Establish at least one local college or university contact and conduct one event with the school.	100				
2. Establish and formalize relationships with colleges and universities that support the A/E/C and related disciplines. Document meeting attendance by college student/student chapter members.	100				
3. Establish relationships with ROTC and JROTC programs at colleges, universities and high schools.	50				

Goal 3 Develop Leaders for the Profession - Tasks	Points	Planned/In-Progress	Completed	Writeup	Upload
Objective 5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders and establishing succession plans					
1. Have a Fellows POC on the BOD	25		Glen Turney, BOD Director of Fellows	7/25/2022	
2. Have a Fellow(s) assist another Post without a Fellow in leader development	25				
3. Reach out to another Post with Fellows to collaborate if your Post does not have a Fellow for assistance in developing new leaders.	25				
4. Include Fellow(s) in leading or actively sharing leadership development responsibilities for the BOD succession planning in developing new leaders.	25		Post Fellows Brief at LLAB Keys to Success Panel Discussion	7/25/2022	
5. Include Fellows in helping to recruiting new volunteer leaders	25				
(REPEAT) Objective 5, Task #4	25		Post Members brief leadership & mentoring at 2022 JETC	7/25/2022	
Total	900				

Goal 4 Enrich the STEM Pipeline for the Nation - Tasks	Points	Planned/In-Progress	Completed	Writeup	Upload
Objective 1 - Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM					
1. Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level	100	Sponsor Nov SA BEST Robot Competition			
2. Sponsor, support or mentor a STEM student or team at the K-12 level (i.e. robotics; mini-grand challenges)	50				
3. Actively participate in a local, regional or national STEM program, event or competition.	50		8 Volunteers AJAS 5 Volunteers for ARSEF 5 Volunteers at E-Week Breakfast 3 Volunteers at Feb UTSA STEM Event	7/25/2022	
Objective 2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students					
1. Develop a local SAME STEM camp (i.e. week-long day camp, overnight camp, single day camp)	150		TAMU COA Camp ARCH	7/25/2022	
2. Develop a local camp or STEM Day with a strategic partner or other organization.	150				
3. Sponsor a camper.	100		5 to SAME E&C Camps	7/25/2022	
4. Award a high school STEM scholarship for post- secondary education (college/university or technical/trade school)	100	Award scholarship to at least 1 senior winner at JJSEA Science Fair			
5. Develop a relationship(s) with local K-12 school to support STEM related activities (science fair, STEM guest speakers, field trips etc.)	75				
6. Sponsor other types of STEM outreach events such as "bring a student to work day", speak/present to a classroom about the industry during Engineers Week, invite student group(s) to tour a project site.	75		Sponsor exhibit and table at E-Week Breakfast	7/25/2022	
7. Invite camp alumni back to a Post meeting or event to talk about their experience.	50	SAME E&C Camper to brief at Post meeting			
8. Encourage camp participants to apply for Post and/or national scholarship opportunities.	25				
9. Sponsor or participate in college/university STEM or STEM career related event.	25		3 Volunteers at Feb UTSA STEM Event	7/25/2022	

Goal 4 Enrich the STEM Pipeline for the Nation - Tasks	Points	Planned/In-Progress	Completed	Writeup	Upload
Objective 3 - Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as camp mentors					
1. Participate in a local STEM camp with a strategic partner or other organization. (i.e. weeklong day camp, overnight camp, single day camp)	100		Sponsor of SDA Design Treasures and 2 exhibits	7/25/2022	
2. Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.	100		Sponsor Aaron Cantu, Janice & Joe Dombi as mentors to SAME E&C Camp	7/25/2022	
3. Develop a program for mentoring scholarship recipients, camp alumni and any other students engaged with the Post to encourage their interest in STEM careers.	75		Assigned Mentors to Post Scholarship Winners	7/25/2022	
4. Invite camp mentors back to a Post meeting or event to talk about their experience.	75	SAME E&C Camp Mentor to brief at Post meeting			
Objective 4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions					
1. Assign a mentor to scholarship recipients during the school year with follow up on their program of study either in person or by phone, email or video.	50		Assigned Mentors to Post Scholarship Winners	7/25/2022	
2. Ensure scholarship recipients are SAME student members of the Post or student chapter.	25	Use Post application on SAME website			
3. Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.	25		3 Volunteers at Feb UTSA STEM Event	7/25/2022	
4. Develop student "mentorship" program with other Posts for students who go to school away from their home Post to provide additional support during the school year.	25				
Objective 5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters					
1. Establish a new SAME student chapter and/or nurture an existing student chapter.	150	Continue to mentor 3 Post Student Chapters			
2. Promote the Virtual Student Chapter to all student members and student chapters.	100				
3. Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges and universities with relevant STEM programs.	75		Contacted local SA ISD POCs to spread the word about SAME E&C Camps ST Mary's SR Design Project Review	7/25/2022	
4. Establish a Post POC to the College Outreach COI.	25		STEM & College Outreach Director member of COI	7/25/2022	
Repeat Objective 1, Task 3	50		5 volunteers eCYBERMISSION 1 volunteer Facilthon Wyoming	7/25/2022	
Total	1825				

Goal 5 Prepare Servicemembers and Veterans for the A/E/C Industry - Tasks	Points	Planned/In-Progress	Completed	Uploaded	Earned
Objective 1 - Provide technical and joint training, integration of industry best practices, and networking opportunities to service members at the Post, regional, and national levels					
1. Augment existing local government training with industry perspectives and best practices.	150		Military participation ay Mar 9-10 SBMRF	7/25/2022	
2. Conduct joint technical training for industry, military and government personnel when appropriate.	150		Mar 9 SBMRF Session on Air Force Remediation Emerging Technologies	7/25/2022	
3. Conduct training for military members that enhances wartime mission; document training (PDHs, schedule, other).	150				
4. Integrate into local Military Transitioning Assistance Programs.	100				
Objective 2 - Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications					
1. Utilize scholarship funds to support credentialing and training of service-members.	150				
2. Co-host, participate or sponsor joint meetings and events with other SAME strategic partners supporting military with PDH programs.	100	Sep Post-CMAA Chapter Mtg on Professional Ethics			
3. Communicate National-level credentialing resources with Post members and <i>potential members</i> .	50				
4. Host or sponsor effective credentialing program(s) or courses for veterans.	50				
Objective 3 - Sponsor leader development, networking, mentoring, and job fair opportunities for transitioning servicemembers that connect them to Trade Labor Unions, industry organizations, and other professional resources					
1. Develop mentoring transition program for military personnel; share program details with the National office.	200				
2. Participate in an established mentoring transition program for military personnel.	150				
3. Develop tutoring and/or study-group program for those seeking credentialing support.	100				
4. Established local Warrior (Veteran) Transition Program with local installation) to prepare Veterans for post-military career. Share program information and success stories with the National office.	100				
5. Sponsor or participate in an established Veteran Transition Program(s) at local installation(s).	75				
6. Co-host local networking events and/or job fairs with strategic partners.	75				
7. Host a resume writing/review or mock interview program for transitioning personnel.	50				
8. Include opportunities at industry days and small business events that can include recruitment opportunities.	50				

Goal 5 Prepare Servicemembers and Veterans for the A/E/C Industry - Tasks	Points	Planned/In-Progress	Completed	Uploaded	Earned
9. Sponsor or co-host an event or program with Trade Labor Unions to connect transitioning service-members with opportunities in the construction, asset management industries, or related industry.	50				
Objective 4 - Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being					
1. Leverage local and national relationships with organizations and strategic partners that specialize in veteran well-being; providing opportunities for veterans.	100		JBSA Alliance Calendar Publicizing July 14 AF WW Care Fair	7/25/2022	
2. Include family when appropriate, to enable service-members to achieve their mission and career goals without losing valuable time with family. (i.e.: social events)	50		Jun 25 OFAS	7/25/2022	
3. Participate with local and national organizations that support veteran and their family's well-being.	25		Mar VetStrong Support	7/25/2022	
Objective 5 - Operationalize the Post sponsorship model, where SAME Posts coordinate to welcome servicemembers/civilians and their families upon transitioning to new locations					
1. Collaborate with other Posts on 'transferring' any members who move to another location with a SAME Post. (i.e.: PCS, job changes, etc.)	200				
Total	2125				

2022 Streamer Tracking Scorecard

2025 Strategic Plan Task Accomplishments as of July 25, 2022			
Goal for Streamer > 1,700 Points; At Least 1 IGE Goal Task			
Goal	Completed Task Points	Date Upload to System	Earned Points
1 – IGE			
Obj 1/Task 1	250		
Obj 1/Task 4	100		
Obj 2/Task 1	200		
Obj 2/Task 2	100		
Obj 3/Task 2	50		
Obj 5/Task 3	25		
Sub-Total	725		
2 – RESILIENCE			
Obj 1/Task 1	200		
Obj 2/Task 1	150		
Obj 3/Task 1	50		
Obj 4/Task1	100		
(REPEAT) Obj 4/Task 1	100		
Sub-Total	600		
3 – L&M			
Obj 1/Task 1	100		
Obj 1/Task2	100		
Obj 1/Task 3	50		
Obj 2/Task 1	50		
Obj 2/Task 2	50		
Obj 3/Task 2	25		
Obj 5/Task 1	25		
Obj 5/Task 4	25		
(REPEAT) Obj 5/Task 4	25		
Sub-Total	450		
4 – STEM			
Obj 1/Task 3	50		
Obj 2/Task 1	150		
Obj 2/Task 2	100		
Obj 2/Task 6	75		
Obj 2/Task 9	75		
Obj 3/Task 1	100		
Obj 3/Task 2	100		
Obj 3/Task 3	75		
Obj 4/Task 1	50		
Obj 4/Task 3	25		
Obj 5/Task 3	75		
Obj 5/Task 4	25		
(REPEAT) Obj 1/Task 3	50		
Sub-Total	950		

2022 Streamer Tracking Scorecard

2025 Strategic Plan Task Accomplishments as of July 25, 2022			
Goal for Streamer > 1,700 Points; At Least 1 IGE Goal Task			
Goal	Completed Task Points	Date Upload to System	Earned Points
5 – SM/VET			
Obj 1/Task 1	150		
Obj 1/Task 2	150		
Obj 4/Task 1	100		
Obj 4/Task2	50		
Obj 4/Task 3	25		
Sub-Total	475		
Total All Goals	3300		

2022 Streamer Tracking Scorecard

2022 Membership Statistics as of July 25, 2022									
+1 or More Over Each Baseline for Streamer; 5% or more Total Growth for Distinguished Post Streamer /Goals pending eliminated for 2022									
SAME Rpt	Individual Members				No. of Member Companies/Agencies				Total
Date	Baseline	Current	Change(+/-)	%Change	Baseline	Current	Change(+/-)	%Change	%Change
Jan	419	420	+1	0%	131	132	+1	0.7%	0.7%
Feb	419	410	-9	-2.1%	131	139	+8	1.9%	-0.2%
Mar	419	434	+15	3.6%	131	136	+5	3.8%	7.4%
Apr	419	440	+21	5.0%	131	141	+10	7.6%	12.6%
May	419	440	+21	5.0%	131	135	+4	3.1%	8.1%
Jun	419	436	+17	4.1%	131	137	+6	4.6%	8.7%
Jul	419				131				
Aug	419				131				
Sep	419				131				
Oct	419				131				
Nov	419				131				
Dec	419				131				