



SAME OMAHA POST – BOARD MEETING
October 14, 2021

ATTENDEES	<i>Anne Peterson</i>	<i>Stephanie Heibel</i>	<i>COL Himes</i>	Chris Artz
Board Members (12 total, 7 needed for quorum, 7 present)	<i>Brian Schuele</i>	<i>Mike Huffstetler</i>	<i>Brec Wilshusen</i>	Chris Langan
VPs are highlighted in green	<i>Ryan Watzke</i>	<i>Natasha Hartley</i>	<i>Bill Glismann</i>	Roger Wozny
	<i>Kandi Srb</i>	<i>Stephanie Ling</i>	<i>Bobbi Jo Lang</i>	Tom Svoboda

	Meeting Minutes	<p>2021 Streamer Elements (blue = left to complete, green=completed). <u>As soon as a task is completed, please send notes for how streamer element was satisfied to the Post President for uploading the details into the Post's Reporting System!</u></p> <p>A) <u>Post Streamer:</u> tasks must be performed across the Strategic Goals (1.IGE (required); 2. Resilient Communities; 3. Develop Leaders; 4. STEM; 5. Prepare Service members/VETS for AEC) - 1700 total points required for large post</p> <p>B) <u>Membership Streamer:</u> Must show cumulative growth across number of individual members and number of sustaining member FIRMs</p> <p><u>Distinguished Post Criteria:</u></p> <ol style="list-style-type: none"> 1) Must accomplish tasks in EACH of the FIVE Strategic Goals 2) Must exceed the minimum points (1700) 3) Must grow membership by 5% or more
General	<ul style="list-style-type: none"> • This meeting was held via Microsoft Teams teleconference, meeting was called to order at 12:00 pm; meeting adjourned at 12:40 pm. • November board meeting will be held on Thursday 11/4/21 from 12-1pm Central, future board meetings will be held the Thursday before the general membership meeting from 12-1 pm even when we start in person meetings, however our November board meeting will be held on the 4th since the 11th is a federal holiday. • Need to discuss guidelines for sending info out from other organizations to our post membership. • Meeting minutes were approved • Notes from Dave Packard that I didn't see before the meeting: <ul style="list-style-type: none"> ○ Tonight, the UNL Student Chapter will host their kickoff meeting. We hope to select the Student leaders and develop a budget. I propose that the Post purchase SAME logo polo shirts for the four officers. ○ I have contacted UNO for a faculty sponsor. ○ I would also like to pursue the production of a SC banner for use at each meeting. 	<p>Future Meeting Dates (can cancel any Field Club reservation 7 days in advance, Scott Conference Center has 6 month cancellation policy)</p> <ul style="list-style-type: none"> • November 18th, 2021 – Possible virtual joint meeting with Rock Island Post, probably need to reschedule this due to a conflict Rock Island has on the 18th (Field Club + virtual start at 1200) Board meeting will be on November 4th, 2021 since November 11th is a federal holiday. • December 9th, 2021 - Anticipated – Need presenter for this (Field Club + virtual start at 1200) • January 13th, 2022 – In person at Scott Conference Center (Field Club closed in January+ virtual start at 1200)
President COL Himes	•	



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Past President Anne Peterson	<ul style="list-style-type: none"> • 	
Black Hills Field Post Bryan Vulcan	<ul style="list-style-type: none"> • NA 	
Treasurer Brian Schuele	<ul style="list-style-type: none"> • NA 	
Director for Awards and Recognition Stephanie Heibel	<ul style="list-style-type: none"> • Getting with people to start filling out streamer goals • Will be looking at new awards for December meeting 	
Communications Ryan Watzke	<ul style="list-style-type: none"> • Send any Industry Day photos to Ryan • Working with TME for post advertisements • Working with COL for presidents' message 	



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Professional Development and Personal Growth
 Kandi Srb

- Industry Day Notes from Co-Chairs
 - On task to exceed budget income of \$85K
 - Quite a few hiccups with DoubleTree with audio visual and food, blame COVID and staffing issues, looking at ways to improve, looking at other venues downtown
 - Email survey out for next Industry Day, result was May of 2022, 7 months away
 - Getting quotes and working with the COLs office to make sure Corps can attend
 - 550 total attendees 52 Corps folks were registered for the conference, ~ 1/3 were speakers, 5 Air Force registrants
 - Suggestion that the Corps have a manned booth at the next Industry Day with a schedule
 - There was no overall participant survey, will there be one sent out? If there is a desire to send a survey the e-mail could start with the initial feedback being we are targeting a May 2022 Omaha Industry Day.

- Goal 3.1 Task 1 – 100 pts**
 - Support SAME’s 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.
- Goal 3.1 Task 2 – 100 pts**
 - 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.
- Goal 3.1 Task 3 – 50 pts**
 - Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events) and scale to the size of the Post.
- Goal 3.2 Task 1 – 50 pts**
 - Build leadership pathways to achieve return on investment (sponsorships versus scholarships, stipends, Fellow designations) that impact the Post Leadership each year.
- Goal 3.2 Task 2 – 50 pts**
 - Develop mentorship avenues for Fellows and senior Post members to remain engaged by providing their experience in leadership development of SAME Post members.
- Goal 3.2 Task 3 – 50 pts**
 - Develop mentorship program where larger Posts integrate and help enhance smaller Post leadership within the Post’s membership.
- Goal 3.2 Task 4 – 25 pts**
 - Profile what a ready A/E/C leader looks like and how to communicate qualifications across the profession (government, industry, academic and business). Share profile(s) with Post membership and National Office.
- Goal 3.3 Task 1 – 200 pts**
 - 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.
- Goal 3.3 Task 2 – 150 pts**
 - Inform and educate Post members of benefits of supporting the SAME Foundation for leadership development.
- Goal 3.4 Task 1 – 100 pts**
 - Establish at least one local college or university contact and conduct one event with the school.
- Goal 3.4 Task 2 – 100 pts**
 - 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.
- Goal 3.4 Task 3 – 50 pts**
 - Establish relationships with ROTC and JROTC programs at colleges, universities, and high schools.
- Goal 3.5 Task 1 – 25 pts**
 - Have a Fellows POC on the Post Board of Directors
- Goal 3.5 Task 2 – 25 pts**
 - Have a Fellow(s) assist another Post that does not have a Fellow in leader development
- Goal 3.5 Task 3 – 25 pts**
 - Reach out to another Post with Fellows to collaborate if your Post does not have a Fellow for assistance in developing new leaders.
- Goal 3.5 Task 4 – 25 pts**
 - Include Fellow(s) in leading or actively sharing leadership development responsibilities for the Board of Director succession planning in developing new leaders.
- Goal 3.5 Task 5 – 25 pts**
 - Include Fellows in helping to recruiting new volunteer leaders



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<p>Resilience Brec Wilshusen</p>	<ul style="list-style-type: none"> Looking at merging Resilience into Industry-Government Engagement section 	<p>Goal 2.1 Task 1 – 200 pts</p> <ul style="list-style-type: none"> Hold infrastructure resilience specific training sessions and IGE Workshops. <p>Goal 2.1 Task 2 – 150 pts</p> <ul style="list-style-type: none"> Conduct or participate in emergency management resilience exercise. <p>Goal 2.1 Task 3 – 100 pts</p> <ul style="list-style-type: none"> Develop relationships with regional/local government and suggest ways that SAME can serve or partner with them. <p>Goal 2.2 Task 1 – 150 pts</p> <ul style="list-style-type: none"> Hold Resilience Technology Industry Day, Roundtable, Post Meeting, or webinar. <p>Goal 2.2 Task 2 – 100 pts</p> <ul style="list-style-type: none"> 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), the GSA Proving Ground (GPG), and several DOE programs. <p>Goal 2.2 Task 3 – 100 pts</p> <ul style="list-style-type: none"> Hold joint resilience meetings or sessions with other professional organizations or SAME Strategic Partners <p>Goal 2.2 Task 4 – 50 pts</p> <ul style="list-style-type: none"> Utilize SAME's Resilience COI as subject matter experts for presentations, roundtables or webinar programs. <p>Goal 2.3 Task 1 – 50 pts</p> <ul style="list-style-type: none"> Locate and share success stories with Post members and SAME National from DOD installations, government, and industry that have implemented cyber programs (and other efforts) impacting infrastructure and industrial controls systems (Risk Management Framework). <p>Goal 2.4 Task 1 – 50 pts</p> <ul style="list-style-type: none"> Utilize COIs to identify topics and subject matter experts to support Post level technical events: IGE Works Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post hops, Technical Briefings, Seminars, Webinars, Conferences, Table Top Exercises <p>Goal 2.4 Task 2 – 50 pts</p> <ul style="list-style-type: none"> Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post <p>Goal 2.5 Task 1 – 200 pts</p> <ul style="list-style-type: none"> 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. <p>Goal 2.5 Task 2 – 150 pts</p> <ul style="list-style-type: none"> Enable discussions with federal agency and/or local government leaders and organizations dealing with the real impacts of sea level rise, extreme flooding, wildfires, mudslides, or other natural disasters.
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Leadership and Mentoring

Bill Glismann
 /Anne Peterson

- Need mentors at various schools, sent out emails to firms that have judges, but not mentors
- Only 9 mentors total from SAME Sustaining firms, maybe work with Bobbi Jo to work with getting mentor firms enrolled as Sustaining Members
- 36 mentor slots, many need to be filled, will highlight at next membership meeting
- Submittals due November 11th, 2021

- Goal 4.1 Task 1 – 100 pts**
 - Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level
- Goal 4.1 Task 2 – 50 pts**
 - Sponsor, support or mentor a STEM student or team at the K-12 level (such as robotics, mini-grand challenges)
- Goal 4.1 Task 3 – 50 pts**
 - Actively participate in a local, regional or national STEM program, event or competition.
- Goal 4.2 Task 1 – 150 pts**
 - Develop a local SAME STEM camp (week-long day camp, overnight camp, or single-day camp)
- Goal 4.2 Task 2 – 150 pts**
 - Develop a local camp or STEM Day with a strategic partner or other organization.
- Goal 4.2 Task 3 – 100 pts**
 - Sponsor a camper to attend a camp.
- Goal 4.2 Task 4 – 100 pts**
 - Award a high school STEM scholarship for post-secondary education (college/university or technical/trade school)
- Goal 4.2 Task 5 – 75 pts**
 - Develop a relationship(s) with local K-12 school to support STEM related activities (science fair, STEM guest speakers, field trips, tours)
- Goal 4.2 Task 6 – 75 pts**
 - 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.
- Goal 4.2 Task 7 – 50 pts**
 - Invite camp alumni back to a Post meeting or event to talk about their experience.
- Goal 4.2 Task 8 – 25 pts**
 - Encourage camp participants to apply for Post and/or national scholarship opportunities.
- Goal 4.2 Task 9 – 25 pts**
 - Sponsor or participate in college/university STEM or STEM career event.
- Goal 4.3 Task 1 – 100 pts**
 - Participate in a local STEM camp with a strategic partner or other organization. (week-long day camp, overnight camp, single-day camp)
- Goal 4.3 Task 2 – 100 pts**
 - Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.
- Goal 4.3 Task 3 – 75 pts**
 - Develop a program for mentoring scholarship recipients, camp alumni, and any other students engaged with the Post to encourage their interest in STEM careers.
- Goal 4.3 Task 4 – 75 pts**
 - Invite camp mentors back to a Post meeting or event to talk about their experience.
- Goal 4.4 Task 1 – 50 pts**
 - 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.
- Goal 4.4 Task 2 – 25 pts**
 - Ensure scholarship recipients are SAME student members of the Post or Student Chapter.
- Goal 4.4 Task 3 – 25 pts**
 - Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.
- Goal 4.4 Task 4 – 25 pts**
 - 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.
- Goal 4.5 Task 1 – 150 pts**
 - Establish a new SAME Student Chapter and/or nurture an existing Student Chapter.
- Goal 4.5 Task 2 – 100 pts**
 - Promote the Virtual Student Chapter to all student members and chapters.
- Goal 4.5 Task 3 – 75 pts**
 - Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges, and universities with relevant STEM programs.
- Goal 4.5 Task 4 – 25 pts**
 - Establish a Post POC to the College Outreach COI.



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October 14, 2021**

Relationships

Bobbi Jo Lang

- As of September, we are up 13 Sustaining memberships which is over twice our goal. The new format utilized by national to track is making the individual membership quite a challenge as when a company moves to a sustaining membership, it takes their individual members off the table. I am hoping our numbers increase due to I.D. registrations. We have 173 individual members which means we are down by 5 and need to get 14 new members.
- I am participating in the PTAC Meet the Buyers conference next week on behalf of SAME Membership – I will do a short presentation as well as have a booth.

- **Goal 5.1 Task 1 – 150 pts**
 - Augment existing local government training with industry perspectives and best practices.
 - **Goal 5.1 Task 2 – 150 pts**
 - Conduct joint technical training for industry, military and government personnel when appropriate.
 - **Goal 5.1 Task 3 – 150 pts**
 - Conduct training for military members that enhances wartime mission; document training (PDHs, schedule, other).
 - **Goal 5.1 Task 4 – 100 pts**
 - Integrate into local Military Transitioning Assistance Programs.
 - **Goal 5.2 Task 1 – 150 pts**
 - Utilize scholarship funds to support credentialing and training of servicemembers.
 - **Goal 5.2 Task 2 – 100 pts**
 - Co-host, participate, or sponsor joint meetings and events with other SAME strategic partners supporting the military with PDH programs.
 - **Goal 5.2 Task 3 – 50 pts**
 - Communicate national-level credentialing resources with Post members and potential members.
 - **Goal 5.2 Task 4 – 50 pts**
 - Host or sponsor effective credentialing program(s) or courses for veterans.
 - **Goal 5.3 Task 1 – 200 pts**
 - Develop mentoring transition program for military personnel; share program details with the National Office.
 - **Goal 5.3 Task 2 – 150 pts**
 - Participate in an established mentoring transition program for military personnel.
 - **Goal 5.3 Task 3 – 100 pts**
 - Develop tutoring and/or study-group program for those seeking credentialing support.
 - **Goal 5.3 Task 4 – 100 pts**
 - Established local Warrior (Veteran) Transition Program with local installations) to prepare veterans for post-military career; share program information and success stories with the National office.
 - **Goal 5.3 Task 5 – 75 pts**
 - Sponsor or participate in an established Veteran Transition Program(s) at local installation(s).
 - **Goal 5.3 Task 6 – 75 pts**
 - Co-host local networking events and/or job fairs with strategic partners.
 - **Goal 5.3 Task 7 – 50 pts**
 - Host a resume writing/review or mock interview program for transitioning personnel.
 - **Goal 5.3 Task 8 – 50 pts**
 - Include opportunities at industry days and small business events that can include recruitment opportunities.
 - **Goal 5.3 Task 9 – 50 pts**
 - Sponsor or co-host an event or program with Trade Labor Unions to connect transitioning servicemembers with opportunities in the construction, asset management industries, or related industry.
 - **Goal 5.4 Task 1 – 100 pts**
 - Leverage local and national relationships with organizations and strategic partners that specialize in veteran well-being.
 - **Goal 5.4 Task 2 – 50 pts**
 - Include family when appropriate, to enable servicemembers to achieve their mission and career goals without losing valuable time with family (such as offering social events or family packages)
 - **Goal 5.4 Task 3 – 25 pts**
 - Participate with local and national organizations that support veteran and their family's well-being.
 - **Goal 5.5 Task 1 – 200 pts**
 - Collaborate with other Posts on "transferring" any members who move to another location with a nearby SAME Post (such as PCS, job changes).
- Membership Streamer:** Must show cumulative growth across the number of individual members and number of sustaining member FIRMs.
- Membership Contribution to Distinguished Post Criteria:** Must grow membership by 5% or more (combination of individual member growth and sustaining member firm growth).



SAME OMAHA POST – BOARD MEETING
October 14, 2021

<p>Industry-Government Engagement Mike Huffstetler</p>	<ul style="list-style-type: none"> • NA 	<p>Goal 1.1 Task 1 – 250 pts:</p> <ul style="list-style-type: none"> • Conduct local 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; knowledge management. • Conduct Roundtable Discussion to identify potential issues • Document IGE Workshop with complete details: Topic/Date; Participating Agencies/Organizations; Outcomes/Impact; Follow-up Conducted/Needed <p>Goal 1.1 Task 2 – 200 pts:</p> <ul style="list-style-type: none"> • Identify new local touchpoints to key stakeholders within local, state, and federal government entities to determine how the Post can serve those entities. • Meet with state, regional and/or local government to educate on how SAME can serve the community (could include Department of Public Works; City/County Engineer; Transportation/Transit Authority; Emergency Services; Environmental Services; Port Authority) • Meet with military to educate how SAME can serve area's installation. • Establish a Student Chapter with local college/university. Arrange for seminars/briefings at local college/university displaying strengths of national security A/E/C industry and emphasizing future career paths. <p>Goal 1.1 Task 3 – 150 pts</p> <ul style="list-style-type: none"> • 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. <p>Goal 1.1 Task 4 – 100 pts</p> <ul style="list-style-type: none"> • Host an Industry Day/Government Briefing/Small Business events. <p>Goal 1.1 Task 5 – 100 pts</p> <ul style="list-style-type: none"> • Provide relevant industry best practices and professional development opportunities for government and uniform members. <p>Goal 1.2 Task 1 – 200 pts</p> <ul style="list-style-type: none"> • 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, ACEC, AGC, CMAA, NSPE, DBIA). Annually review strategic partnerships for impact, value, reciprocity, and strategic significance and outcomes of partnerships. Identify opportunities for new partnerships within existing goals <p>Goal 1.2 Task 2 – 100 pts</p> <ul style="list-style-type: none"> • In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships. <p>Goal 1.3 Task 1 – 50 pts</p> <ul style="list-style-type: none"> • Utilize COIs to identify topics and subject matter experts to support Post level technical events: IGE Workshops, Technical Briefings, Seminars, Webinars, Conferences, Table Top Exercises <p>Goal 1.3 Task 2 – 50 pts</p> <ul style="list-style-type: none"> • Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post <p>Goal 1.4 Task 1 – 50 pts</p> <ul style="list-style-type: none"> • 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 webpage. <p>Goal 1.5 Task 1 – 100 pts</p> <ul style="list-style-type: none"> • Develop IGE programming to meet the needs of the Post or region consistent with the IGE goal. <p>Goal 1.5 Task 2 – 25 pts</p> <ul style="list-style-type: none"> • Survey members to find out interests, issues, and demographics <p>Goal 1.5 Task 3 – 25 pts</p> <ul style="list-style-type: none"> • Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.
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SAME OMAHA POST – BOARD MEETING
October 14, 2021

Small Business Veronica Doga	<ul style="list-style-type: none"> • Veronica did a fabulous job on Industry Day presentation 	
Young Members and College Outreach Stephanie Ling	<ul style="list-style-type: none"> • Spoke with Dean about an MCC Student Chapter, working through logistics, would like to have an informational meeting with students, Dave Packard will assist with this meeting • Young Member Top Golf event went well • Svoda working with UNO and UNL on Engineering week • Student chapter meeting at UNL at 4 pm today via Zoom 	
Scholarship and Camps Joel Peterson	<ul style="list-style-type: none"> • Still looking for Fellow mentors for the two Henderson scholarship recipients 	
Fellows Phil Deakin	<ul style="list-style-type: none"> • NA 	
Veteran Outreach Rob Hufford	<ul style="list-style-type: none"> • Has fly fishing event coming up Halloween weekend, will get posted to website 	

2021-2025 Streamers Program:

Post Streamer: tasks must be performed across the FIVE Strategic Goals (1. IGE (required); 2. Resilient Communities; 3. Develop Leaders; 4. STEM; 5. Prepare Service members/VETS for AEC) - **1700 total points required (large post)**

VP and Committee Alignment to Goals:

Goal 1 – Strengthen Industry Government Engagement

- **VP for Industry Government Engagement**
- **Committee Chairs (tbd)**

Goal 2 – Build & Sustain Resilient Communities

- **VP for Resilience**
- **Committee Chairs**

Goal 3 – Develop Leaders for the Profession

- **VP for Professional Development and Personal Growth**
- **Committee Chairs**

Goal 4 – Enrich the STEM Pipeline for the Nation

- **VPs for Leadership and Mentoring**
- **Committee Chairs**

Goal 5 – Prepare Servicemembers & Veterans for the A/E/C Industry

- **VP for Relationships**



**SAME OMAHA POST – BOARD MEETING
October 14, 2021**

- **Committee Chairs**

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- **VP for Relationships**
- **Membership Chair**

Distinguished Post Criteria:

- 1) Must accomplish tasks in EACH of the FIVE Strategic Goals
- 2) Must exceed the minimum points (1700)
- 3) Must grow membership by 5% or more