SAME OMAHA POST – BOARD MEETING
December 2, 2021

ATTENDEES				
Board Members (12 total, 7 needed for quorum, 9 present) VPs are highlighted in green	*Anne Peterson*	*Stephanie Heibel*	~~*COL Himes*~~	Chris Langan
	Brian Schuele	*Mike Huffstetler*	*Brec Wilshusen*	Roger Wozny
	Ryan Watzke	*Natasha Gromak*	*Bill Glismann*	Phil Deakin
	~~*Kandi Srb*~~	~~*Stephanie Ling*~~	*Bobbi Jo Lang*	Chris Artz

		Meeting Minutes	2021 Streamer Elements (blue = left to complete, green=completed). **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!** **A)** Post Streamer: 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** **B)** Membership Streamer: Must show cumulative growth across number of individual members and number of sustaining member FIRMs 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 (not applicable for 2021)
General		• This meeting was held via Microsoft Teams teleconference, meeting was called to order at 12:00 pm; meeting adjourned at 12:49 pm. • January board meeting will be held on Thursday 1/6/21 from 12-1pm Central, future board meetings will be held the Thursday before the general membership meeting from 12-1 pm. • Need to discuss guidelines for sending info out from other organizations to our post membership. • Natasha will send out board meeting invites for 2022.	**Future Meeting Dates** (can cancel any Field Club reservation 7 days in advance, Scott Conference Center has 6 month cancelation policy) • 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), City of Omaha - Sewer Separation Project Update • Thursday, February 10, 2022 • Thursday, March 10, 2022 – Hotel Deco • Thursday, April 14, 2022 • Industry Day Events, May 31-June 2, 2022 • Thursday, July 14, 2022 (checking day with Chris) • Thursday, August 11, 2022 • Thursday, September 8, 2022 • Thursday, October 13, 2022 (checking day with Chris) • Thursday, November 10, 2022 • Thursday, December 8, 2022
President COL Himes		• NA	
Past President Anne Peterson		• NA	

Black Hills Field Post Bryan Vulcan	• NA	
Treasurer Brian Schuele	• Industry Day revenue came in much higher than expectations • We've spent a bit less on monthly programs as we did in the past • Probably need to put some $ back into foundation account, recommending a minimum of 60K, will discuss this more in our January meeting and hope to make a decision then	
Director for Awards and Recognition Stephanie Heibel	• Still need nomination for the public sector award • Received streamer info from Mike H., but need it from other VPs • Need to confirm that COL will be at December luncheon	
Communications Ryan Watzke	• Will be sharing a couple of social media posts • Chris will get proposed meeting dates to Ryan to post to calendar • Will get Industry Day on the calendar as well	

Professional Development and Personal Growth Kandi Srb (Chris Artz)	• Tentative dates for next years meeting, January meeting will be at Scott Conference center, February back at Field Club, March Hotel Deko, June will be Industry Day, need to decide when we do change of officers	**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

Resilience Brec Wilshusen	• Working on topic for National webinar, coordinating panel for NE floods, determining who to speak, etc.	**Goal 2.1 Task 1 – 200 pts** • Hold infrastructure resilience specific training sessions and IGE Workshops. **Goal 2.1 Task 2 – 150 pts** • Conduct or participate in emergency management resilience exercise. **Goal 2.1 Task 3 – 100 pts** • Develop relationships with regional/local government and suggest ways that SAME can serve or partner with them. **Goal 2.2 Task 1 – 150 pts** • Hold Resilience Technology Industry Day, Roundtable, Post Meeting, or webinar. **Goal 2.2 Task 2 – 100 pts** • 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. **Goal 2.2 Task 3 – 100 pts** • Hold joint resilience meetings or sessions with other professional organizations or SAME Strategic Partners **Goal 2.2 Task 4 – 50 pts** • Utilize SAME's Resilience COI as subject matter experts for presentations, roundtables or webinar programs. **Goal 2.3 Task 1 – 50 pts** • 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). **Goal 2.4 Task 1 – 50 pts** • 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 **Goal 2.4 Task 2 – 50 pts** • Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post **Goal 2.5 Task 1 – 200 pts** • 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. **Goal 2.5 Task 2 – 150 pts** • 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.

Leadership and Mentoring Bill Glismann /Anne Peterson	• All student teams made their submittals back in November, 18 HS teams and 16 MS teams • Working on workshop at Kiewit • Looking for key notes speaker for competition day, possibly looking for someone from NASA, might be able to get someone virtually if not in person	**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.

| **Relationships**
Bobbi Jo Lang | • Will be sending out Save the Date for Industry Day
• 25 new members as of first of November
• One new member from PTAC event in October
• UNL chapter now has a board, will be a fully recognized club on the campus soon
• Moving forward on Industry Day planning, it will be there before we know it, survey said Double Tree didn't do a good job, everything else was fairly positive | **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). |

Industry-Government Engagement Mike Huffstetler	• Before end of calendar year or right after first of the year, consider sending out a survey to membership, closing out the year to ask any committee feedback, IGE would like to get feedback on what content folks are interested in, specific regional or local issues we should explore, did one a while ago, done by an outside firm, Chris, Bobby, Mike and Anne are interested in helping	**Goal 1.1 Task 1 – 250 pts:** • 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 **Goal 1.1 Task 2 – 200 pts:** • 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. **Goal 1.1 Task 3 – 150 pts** • 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. **Goal 1.1 Task 4 – 100 pts** • Host an Industry Day/Government Briefing/Small Business events. **Goal 1.1 Task 5 – 100 pts** • Provide relevant industry best practices and professional development opportunities for government and uniform members. **Goal 1.2 Task 1 – 200 pts** • 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 **Goal 1.2 Task 2 – 100 pts** • In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships. **Goal 1.3 Task 1 – 50 pts** • 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 **Goal 1.3 Task 2 – 50 pts** • Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post **Goal 1.4 Task 1 – 50 pts** • 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. **Goal 1.5 Task 1 – 100 pts** • Develop IGE programming to meet the needs of the Post or region consistent with the IGE goal. **Goal 1.5 Task 2 – 25 pts** • Survey members to find out interests, issues, and demographics **Goal 1.5 Task 3 – 25 pts** • Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.

Small Business Veronica Doga	• NA	
Young Members and College Outreach Stephanie Ling	• Need to plan scotch tasting event, probably in January this year	
Scholarship and Camps Joel Peterson	• Still looking for Fellow mentors for Luke and Grace scholarship recipients, John Henderson is Jake's mentor	
Fellows Phil Deakin	• Not had any Fellows meetings in the last 3 months, will be arranging in December • Putting together a simple plan for 2022 • Some national webinars carry PDHs, some do not	
Veteran Outreach Rob Hufford	• NA	
E-Week Tom Svoboda	• NA	

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**
- **Committee Chairs**

Membership Streamer: Must show cumulative growth across number of individual members and number of sustaining member FIRMs
- **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