

AUGUST POST MEETING—SUSTAINABILITY

Our next Post meeting will be on **Thursday, August 17, 11:30 am -1:00 pm**, at the Old San Francisco Steakhouse, 10223 Sahara Dr, San Antonio, TX 78216, and feature speakers from the City of San Antonio’s Office of Sustainability.



Through innovative programs focusing on energy efficiency, community and corporate sustainability, and sustainable transportation, the Office of Sustainability (OS) for the City of San Antonio is working to make San Antonio a great place to live, work, and play while enhancing the environment, quality-of-life, and our

economic vitality.

Rising energy costs and increasing concerns about the long term impact of current levels of energy consumption are important issues for the City of San Antonio. Efforts to improve environmental quality and reduce consumption make sense, both social and economically. The OS provides staff support to City departments, the business community, and other public agencies to develop and implement sustainability initiatives.

One of the initiatives we will be hearing about from the speakers is the Cool Pavement program. San Antonio can get hot. Some parts of the city, especially those with a lot of buildings and roads but not much natural shade, can get even hotter – sometimes, by as much as 20 degrees. This is called the “urban heat island” effect. One reason is our streets. Asphalt, used to pave roads, traps heat and releases it at night, making a hot city even hotter. It can also increase air pollution. The water-based asphalt treatment known as cool pavement reflects more sunlight and absorbs less heat, thereby reducing spikes in temperature at night. It’s safe to use, containing no harmful chemicals, enhances the life of the pavement, and is compatible with traditional asphalt. Cool pavement looks different, too – it’s lighter and grayer in color.



Make your reservations for the meeting at <https://230817samesatx.eventbrite.com>.

The **deadline to RSVP is Monday, August 14, 11 am.**

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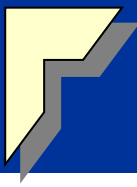
June YP Event

The San Antonio Post Young Professionals (YPs) hosted a social event at TopGolf on Tuesday, June 27, from 5-7 pm. It was a fun evening filled with golf, good food, and a little bit of friendly competition.

Thank you to Tae Parrish, Josh Graham, Aaron Engler, Rene Cortez, Julio Rodriguez, Allen Duplichan, Achmed Johnson, and Cade Deines for attending!

Please keep an eye out for our next event, we would love to see you there!





San Antonio Post!

I hope you all enjoyed the July 4th holiday and are surviving the hot weather of our Texas summer.

June was another busy month. As I mentioned in the last issue, we started by supporting the 2023 STEMKAMP (Science, Technology, Engineering and Mathematics Kids of Active Duty Military), a week-long camp focused on serving children of active duty military and veteran personnel. This year's theme was "Disaster Masters." On June 9, the Camp's Family Day, our very own Brig Gen Patrice Melançon represented the Post by giving a presentation on the Tyndall AFB rebuild effort. You can read all about it in this issue. Many thanks to Patrice for continuing our efforts to help develop our future young professionals.

At our June 20 Post meeting, speaker Brendan O'Donoghue gave us some great insight into ICON's new 3-D concrete printing technology. Many thanks to Director John Baker for arranging the presentation and to Dave Pratt, one of our Past Presidents, for filling in for Rene Cortez and I to lead the meeting. As you can see from the lead article in this issue, we have another great presentation coming up for our August meeting on the City of San Antonio's sustainability initiatives – so don't miss out on it!

Thanks to our Young Professional (YP) Director Amanda Navarro for organizing our TopGolf event on June 27. It was an opportunity for our YPs, other members and even a few potential new members to network and have some fun together. Check out the recap of the event in this issue.

Our 2023-24 Leadership Lab program is kicking off. See the application in this issue and download it at our Post website. Our Post has led the way in Leader Development Programs in SAME. Here's your chance to take advantage of this professional development program.

The SAME Small Business Conference (SBC) will be held here November 1-3. SAME is expecting 4,000 - 5,000 attendees. Registration will be opening around mid-July. Since we are in the host city, we are also likely to get notice of the volunteer opportunities to support the event very soon. For the May JETC, we provided over 50 volunteers to assist SAME. More will be needed to support the SBC. For just 8 hours of volunteer time, a member can earn a free conference registration. I encourage you to be a volunteer. Not only do you help the Society as a volunteer, but you get the benefit of being able to attend this national event.

That's it for now. I look forward to seeing you all at our August Post meeting!

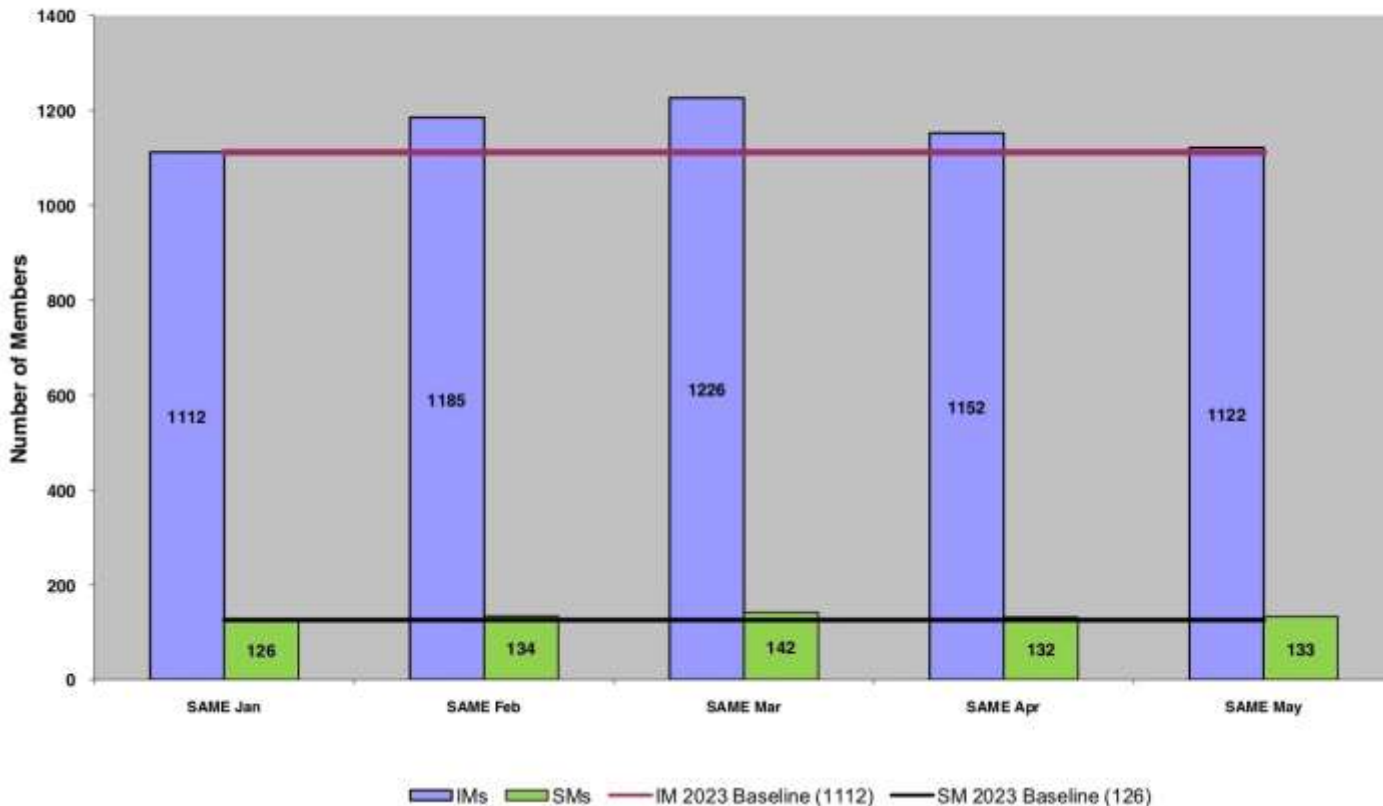
Zakary Payne

Post President

From the President's Desk

Membership

2023 San Antonio Post Membership
(Goal: Pending)



If you are a member, be sure to check your membership status!

See <https://classic.same.org/Get-Connected/Find-a-Post/San-Antonio/Membership-Info>

Learn more about our Post - click [HERE](#) for our New Member Handbook

**YOUR
MEMBERSHIP
MATTERS**

NEW MEMBERS

We would like to welcome our new members who joined or re-joined (in a new capacity) our Post from Jun 2 – Jun 30, 2023:

NAME	ORGANIZATION	TYPE
Kyle Brown		Retired/Unemployed
Cooper Gill	CEN-TEX Engineering	Private Industry
Tom Leahy	American Structurepoint, Inc.	Private Industry
Connie Lein	Freese and Nichols, Inc.	Private Industry
Daveedth Macias	USN Public Works Department	Government
Ben Miller	American Structurepoint, Inc.	Private Industry
Greg Morrissey	ABB, Inc.	Private Industry
Tyler Pence	American Structurepoint, Inc.	Private Industry
Kristi Villanueva	Tru-Matrix Contracting Services, LLC	Private Industry
Ronnie Villanueva	Tru-Matrix Contracting Services, LLC	Private Industry

We would also like to welcome our new organizational members who joined or re-joined our Post from Jun 2 – Jun 30, 2023:

ORGANIZATION	TYPE
SES group of companies	Private Sector
Tru-Matrix Contracting Services, LLC	Private Sector

A graphic with the text "THANKS FOR JOINING US" in large, white, bold, sans-serif capital letters. The text is set against a background that is a gradient from purple on the left to green on the right, with a slight shadow effect.

RELOCATING???

Did you get a new job or assignment? Or maybe there's some other reason you are or soon will be relocating away from the San Antonio area? There are many important things to think or be concerned about when moving - home, utilities, school for the kids, changing of mail address, vehicle registration and more.

Those, of course, are everybody's focus areas as they prepare for the next big step in their career or personal lives.

As you work those things in your move, it's easy to forget about your SAME membership. Things like what happens to my membership or is there a Post/Chapter where I'm relocating to may not be on the top of your list to think about and rightfully so.

So we are here to help you with your SAME membership transition. Just email us where you are moving at samesatx@gmail.com and we will help getting your membership record changed and notifying the Post/Chapter in the area you are moving to.

We value you as a SAME member and even though you may be moving away from the San Antonio area we want you to continue to receive all the benefits of membership with our great Society.



MAKING A DIFFERENCE AS A MEMBER - SUPPORT OUR SAME FOUNDATION

The SAME Foundation supports programs that introduce youth to STEM, develop emerging leaders within our membership, and increase the number of veterans transitioning into the engineering and construction workforce. The Foundation also provides a secure and beneficial repository for charitable and other bequeaths from members of the Society and the public at large.

Our nation must have a continuous pipeline of quality engineering and STEM leaders to address the complex national security and infrastructure challenges. The SAME Foundation was specifically created to attack this need by leveraging the charitable capacity of our Society and of engineering and related professions.

Contributing to our SAME foundation is your opportunity to make a difference as a SAME professional!!!

Please consider donating to the SAME Foundation at <https://my.same.org/donate>.



POST SUPPORTS STEMKAMP

Post member Patrice Melancon addressed campers and their family members who came for the last day of the STEMKAMP (Science, Technology, Engineering and Mathematics Kids of Active Duty Military Personnel) Family Day on June 9.

STEMKAMP was a week-long, hands-on STEM learning camp for students in grades 3-8 on June 5-9, 2023 at Byron Steele II High School. This year the STEMKAMP theme was DISASTER MASTERS! The camp explored natural disasters to include: earthquakes, oil spills and meteor strikes, a field trip and STEMKAMP 2023 Family Day!

Patrice gave a brief overview of the Tyndall Air Force Base rebuild, trying to give the kids examples that they could relate to in terms of the size, cost, and timeline of the rebuild. She also talked about different aspects of engineering, from planning to design to construction considerations. Patrice also mentioned some of the innovation ongoing at Tyndall. Not surprisingly, almost all of the questions Patrice got were about the new robot dogs.

204 Schertz/Cibolo/Universal City ISD students in grades 3-8 participated at the STEMKAMP.



Professional Development

SAME Credentialing Assistance Program

SAME is invested in providing members with the tools and resources to develop and advance their careers within the A/E/C profession.

The Credentialing Committee is a sub-group of the Young Professionals Community of Interest (COI), and is working to help members understand the importance of credentials, what credentials apply to the A/E/C profession, and how to get and maintain them.

The Young Professionals COI oversees SAME's Credentialing Assistance Program (CAP) to promote the professional development of young professional, enlisted and other members in support of the Society's Strategic Plan. The CAP provides financial support for professional development, education, licensure and certification preparation, exam testing, and mentoring initiatives to benefit members.

Eligibility Requirements

- This program is open to all SAME members, regardless of age.
- Applicants must be a member of SAME for at least 18 months before applying.
- Applicants must have passed the respective examination and provide required documentation with the application.

What this Program Covers

- This program will provide financial assistance for exam sitting fees, registration fees, and/or study expenses (such as books or classes for the specific exam).

Restrictions

- No single government official or employee shall receive through this assistance program more than \$200 in assistance, whether one time or multiple times.
- No single private sector individual shall receive through this program more than \$500 in assistance, whether one time or multiple times.

Non-Listed Credentials

- A SAME member may request reimbursement for a credential not listed. The Credentialing Committee will evaluate the information in the application and determine whether or not to approve the request. Additional information may be requested.

To apply go to <https://www.same.org/events-programs/credentialing-opportunities/#CAP> and click on the "Submit CAP Application" link to the application. The first step to the application is to log in as a SAME member.

The program is continuously open to help meet your requirements.

CAP is a great opportunity for SAME members - don't miss out!!!

**PROFESSIONAL
DEVELOPMENT
SCHOLARSHIPS**
GROWING THE WORKFORCE

Post Leadership Lab

2023 - 24 Post Leadership Lab Applications Open

(Get at <https://classic.same.org/Portals/0/posts/satx/documents/2023lab.pdf>)



2023-2024 San Antonio Post Leadership Lab Candidate Application Form

Below is the SAME San Antonio Post Leadership Lab three-page application form. Please type or print in ink. Use only the space provided. Avoid attaching/submitting additional pages, resumes or other information. This application must be emailed to arrive no later than July 31, 2023 at samesaleadlab@gmail.com with the subject line as "2023-24 SAME Leadership Lab Application – Your Name." You can contact Leadership Lab Co-Directors Cathy J. Bond-Cassidy at 210-683-0392/ Sam Barnett 971-282-1757 or samesaleadlab@gmail.com, with any questions or alternative forms of delivery.

Section One: Personal Information, Education and Employment

Full Name: Last	First	Middle/Maiden	Preferred First Name	DOB	M/F
Position/Title	Company Name		Business Address	City	Zip
Work Telephone	Fax	Email Address			
Name of Current Supervisor/Title	Address		Telephone	Fax	Email
Home Address	City	Zip	Home Telephone		

Education, Part I: List schools, years attended, degrees obtained and fields of study (For those without a degree, please provide a brief statement for experience in lieu of education)

1. Graduate Degree/University:
2. Undergraduate Degree/University:
3. Non-Degreed Statement:

Education, Part II: List continuing education/training acquired during the last 12 months and any Current or Previous Experience leading people

Present Employment:

Describe your present position, length of service, scope of responsibility.

Post Leadership Lab

2023 - 24 Post Leadership Lab Applications Open

(Get at <https://classic.same.org/Portals/0/posts/satx/documents/2023llab.pdf>)

Section Two: Community Involvement

List civic, professional, religious and other organizations in which you are currently or have been recently involved. Indicate office, committee and/or leadership position held if appropriate. (Limit 2)

Section Three: Personal and/or Business Achievement

Describe personal and business accomplishments, awards, and/or honors as well as describe any appointments to any boards or commissions. (Limit 3)

How have these experiences influenced you as a leader?

List three of your most important accomplishments and why you consider them as such. (Limit 3)

Section Four: Goals

Describe your goals in the following categories:

Personal (Limit 3):

Business/Career/Leadership (Limit 3):

Describe both a leadership strength and a leadership weakness that you wish to enhance and/or improve during the Leadership Lab? What area within your current leadership capabilities would you most like to improve or obtain through the leadership lab?

Strength/Weakness:

Leadership Capability Improvement:

Post Leadership Lab

2023 - 24 Post Leadership Lab Applications Open

(Get at <https://classic.same.org/Portals/0/posts/satx/documents/2023lab.pdf>)

Section Five: Personal Statement

Provide a short personal statement on why you are applying for the SAME San Antonio Post Leadership Lab and what leadership means to you and how you intend to utilize the skills you learn.



Post Leadership Lab

2023 - 24 Post Leadership Lab Applications Open

(Get at <https://classic.same.org/Portals/0/posts/satx/documents/2023lab.pdf>)

ELIGIBILITY:

An applicant must be:

A SAME and San Antonio Post member in good standing and maintain his/her membership in good standing throughout the duration of the lab.

An independent agent, professional and/or consultant, in business or government, a minimum of two (2) years with established client base, or

A person who has, for a minimum of one (1) year, been in mid-management and has had responsibility for budgets, people management, and/or other business aspects of his/her group/department.

TUITION:

If selected for the Leadership Lab, the tuition is \$250. If you are not in the San Antonio area, please reach out to Cathy Bond-Cassidy at cbond@boldconcepts.com for pricing. Please indicate below who will pay tuition on your behalf.

Firm Self

SUBMITTAL

Send the completed application to the following address:

ATTN: Cathy Bond-Cassidy, Course Co-Director
samesaleadlab@gmail.com

SELECTION PROCESS:

The Advisory Board, comprised of SAME Board Members and Young Members, will select the class. Qualified candidates will be notified of their acceptance.

SAME SAN ANTONIO POST LEADERSHIP LAB PROGRAM SCHEDULE:

Recruitment	June - August 2023
Selection	August 2023
Sessions	Sept 2023 – March 2024
Graduation	April 2024

APPLICANT COMMITMENT:

I understand that SAME San Antonio Post Leadership Lab is an integrated seven-month learning series. I acknowledge that, if chosen as a participant, the following commitments are required:

a. Attendance is essential at all scheduled sessions if I am to get the full benefit of the lab through interaction with fellow students, class mentors, and speakers. I understand that more than 20% absences may lead to my being dropped from the program without reimbursement.

b. I commit to my full attention and participation in the Leadership Lab throughout all sessions. This includes:

- Attend 12 ea 2-hour lab sessions twice a month starting in September 2023 thru March 2024 (except Nov and Dec).
- Set aside necessary preparation time for each lab session.

- Participate in three (3) Leadership Lab team building, service and/or social activities held after work hours or on weekends.
- Participate in at least one (1) additional San Antonio Post meeting, Board meeting and volunteer/scheduled event during the Leadership Lab
- Serve on a Committee to organize and plan Lab events. Committees include: Graduation, SBMRF, Social, SAME Participation, and Recorder.
- Allocate the time necessary to fulfill all graduation requirements.
- Avoid any interruptions in lab participation except under emergency or urgent circumstances.
- Refrain from telephone calls, e-mail, texting or other work during lab sessions.
- Be on time for each lab session as it is essential to the learning process and a courtesy to speakers and fellow participants.

c. I understand and agree that my participation in the Leadership Lab Program is a license granted by the SAME San Antonio Post. If, at any time, the Advisory Board, in its sole discretion, determines that my continued participation may be detrimental to the program, to my fellow participants, or to the program facilitators, this license may be revoked without notice.

Applicant's Signature

Date

EMPLOYER COMMITMENT:

As the Applicant's employer, we approve his/her application to SAME San Antonio Post Leadership Lab Program and will endorse and support his/her participation if chosen, and acknowledge the time, effort and commitment required of a participant. By signing this document, we acknowledge the foregoing conditions for participation in SAME San Antonio Post Leadership Lab Program.

Employer/Supervisor's Printed Name Telephone No.

Employer/Supervisor's Signature and Title

Date

After graduation, Leadership Lab participants are expected to maintain their SAME membership in good standing and also use the skills, knowledge and experience gained to be an "active participant" in SAME and/or Post leadership roles, events and volunteer activities to help The Society meet the goals and objectives of the SAME Strategic Plan.

Leadership & Mentoring

Reverse Mentoring?

What? How can younger people teach me anything?

From the day we were born, elders have helped youngsters by:

- Showing them the way to and how to interact in school.
- Helping them with their homework, learning new skills.
- Guiding them in understanding the business world.

But as technology and business processes are changing, the older generation is falling behind on:

- Learning new software.
- Understanding new ways to market ideas.
- Communicating with Gen X, Y and Z about job expectations.



Reverse mentoring pairs younger employees with executive team members to mentor them on various topics of strategic and cultural relevance.

Harvard Business Review found four main benefits:

- 1) Increased retention of Millennials.
- 2) Sharing of digital skills.
- 3) Driving culture change.
- 4) Promoting diversity.

How is your company culture facilitating reverse mentoring?

Get information by contacting our Leadership and Mentoring Director, Don Gleason, at DGleason2009@hotmail.com. Or see the mentorship application on the SAME SA Post website at <https://classic.same.org/satx>

JBSA ALLIANCE PARTNERS & EVENTS

JULY-AUG 2023

HIRING EVENTS

July 20 (1000-1300): AGIF - National Veterans Outreach Program Employment & Housing Fair

Located at 611 N Flores St

Aug 1-2: HOH Career Summit at Boeing Center at Tech Port

Register at: HiringOurHeroes.org/jbsa

Aug 29 (0900-1300): Raising the Flag Job Fair

Located at Marbach Alamo Workforce Solutions 7008 Marbach

NON-HIRING EVENTS

July 1: 3rd Annual Charlie Watkins Parade of Honor For Veterans (hosted by Jacqueline Smith Foundation)

Register at: thejSmithfoundation.org

July 6 (1200-1300): ACI Learning Campus Tour at 8200 IH-10 W, Ste 801

To register, contact Missy Cruz at michele.cruz@acilearning.com

July 11 (0800-1700): Resume Essentials & Interview Skills (hosted by Endeavors & DOL) at Endeavors

Register at:

July 14 (1900): Mil Country Meet UP at The District on 46

Register at: <https://www.eventbrite.com/e/milcountry-meetup-2023-tickets-514495659367>

July 18-21: 59th Annual NCOA Conference at Holiday Inn Riverwalk Hotel

For more information: www.ncoausa.org, or contact Executive Director - jterry@ncoausa.org

July 20 (1800-2000): People VET (hosted by Good Samaritan Veteran Outreach Center)

Register at: <https://www.eventbrite.com/e/peoplevet-san-antonio-tickets-657998951577>

July 20 (1900): #LinkedIn Mil ATX (North Austin Area)

Register at: <https://www.eventbrite.com/e/military-austin-texas-meetup-5-linked-in-mil-atx-tickets-514481838027>

July 22 (1300-1800): Vets2Industry Virtual Networking Event

Register at: <https://vets2industry.org/events-page/>

July 25 (0800-1700): Marketing Yourself (hosted by Endeavors & DOL) at Endeavors

Register at:

July 29: CMA at Randolph Brooks Federal Credit Union

Registration information coming soon.

Aug 10 (0900-1300): Raising the Flag Professional Pitch Day (hosted by TVC)

Located at Good Samaritan Veterans Outreach & Transition Center

Upcoming Alliance Briefers

June 20 - Four Block

June 27: Flagship Health 7616 culebra Rd Ste 130 (in person)

JBSA SkillBridge Showcase

June 21 - SA Zoo

JBSA MILITARY & FAMILY READINESS
CENTER
CALENDAR OF EVENTS



M&FRCs provide all inclusive assistance, employment assistance, financial assistance, and transition assistance for active duty, spouses, dependent children and veterans.

JBSA TRANSITION ASSISTANCE PROGRAM (TAP)
ALL CLASSES OFFERED MULTIPLE TIMES MONTHLY
AT EACH LOCATION

CONTACT YOUR M&FRC/TAP CENTER TO REGISTER

LACKLAND - (210) 671-3722
FT SAM TAP - (210) 916-7322
RANDOLPH - (210) 652-5321

"WE ARE STRONGER TOGETHER"
#JBSAALLIANCE

Airmen to See Changes in Deployment Cycles with AFFORGEN

(AF CE Weekly Email July 4 by Secretary of the Air Force Public Affairs)

ARLINGTON, Va. (AFNS) -- Big changes are underway for deployed Airmen as the U.S. Air Force transitions away from the expeditionary Air Force model of force presentation to the Air Force Force Generation model after more than 20 years of contingency operations.

What you need to know:

The Air Force is changing the way it presents and generates forces for the first time in more than 20 years.

The changes are designed to improve Air Force readiness for the high-end fight and to better communicate the capabilities that the service can provide to the Joint Force.

All Airmen, except those assigned to joint positions, will be assigned to one of four phases that deploy on a 24-month cycle, or possibly more frequently for units assigned to the air component to a Combatant Command.

Implementation of the new Air Force Force Generation model will evolve over time.

This change establishes a more structured and predictable cycle to better prepare Airmen for distributed, high-end combat operations by allowing focused time for individual and unit training and certification. The model also seeks to give joint leaders a more accurate picture of Air Force readiness and how the service can better support joint operations while maintaining that readiness.



According to Air Force senior leaders, the Air Force remains unmatched in its ability to provide airpower anytime, anywhere, but the service is now adapting to changes in the strategic environment to continue to fly, fight and win. While today's Airmen are used to operating from main operating bases in uncontested environments, future conflicts will present radically different challenges that make this hard-earned experience less applicable.

AFFORGEN and related concepts are some of the ways the Air Force is advancing its warfighter culture to ensure its ability to win tomorrow's conflicts as part of the joint team.

"We have been able to get away with taking three Airmen from this base, five Airmen from this base, and two Airmen from that base, deploying them and expecting them to come together on day one and be a team," said Lt. Gen. James Slife, headquarters Air Force deputy chief of staff for operations, during an AFFORGEN panel at the Air Warfare Symposium March 8. "We don't actually think that's the way the future operating environment is going to permit us to operate."

Slife's comments reinforced comments made by Air Force Chief of Staff Gen. CQ Brown, Jr., during his keynote address on the state of the Air Force during the September 2022 Air, Space and Cyber Conference.

"We need an approach that serves our national security and defense strategies, our joint warfighting concept and recognizes the changing threats and tendencies in the character of warfare," Brown said, emphasizing the need to accelerate the adoption of new operational concepts. "Adoption is making the concepts part of our DNA, part of our culture."

Brown considers AFFORGEN as one of the drivers for culture change, particularly in the way the Air Force presents and deploys forces — others are agile combat employment, mission command, multi-capable Airmen and the wing A-staff construct.

Brown instituted his strategic approach of "Accelerate Change or Lose" when he became the Air Force's Chief of Staff because he saw uncontested air dominance was not assured, and AFFORGEN, along with other drivers for change, are a way for the service to maintain its dominance in a changing operational environment.

AFFORGEN establishes a 24-month rotational cycle broken into four, six-month phases: Prepare, Certify, Available and Reset. Airmen and units build readiness through the prepare and certify phases, deploy during the available phase and reintegrate and reconstitute during the reset phase.

(continued next page)

Airmen to See Changes in Deployment Cycles with AFFORGEN (cont'd)

While Airmen in joint assignments do not typically support Air Force deployments, they could be tasked worldwide and should ensure they remain ready. Airmen assigned to the air components of combatant commands, such as Indo-Pacific Command or European Command, may deploy for operations and exercises within their specific CCMD's area of responsibility. However, in some cases they may also be tasked to deploy outside of that AOR.

AFFORGEN will continue to evolve as Airmen deploy and provide lessons learned to their units. The Headquarters Air Force Lessons Learned Directorate, along with the Headquarters Air Force Directorate of Operations are the focal points for AFFORGEN-related lessons learned, studies, analyses, assessments, modeling, simulation and policy. In addition, the Air Force Expeditionary Center is responsible for developing a standardized way for commanders to coordinate training, share lessons and mentor their successors.

Force elements

Under AFFORGEN, the Air Force presents capabilities as force elements made up of multiple unit type codes. Each type of FE provides a specific operational capability:

- **Mission Generation:** Provides combat, combat support (those that are specifically identified on the aviation/operational UTC's mission capability statement) and combat service support capability. There are multiple types of MG FEs: Mobility, Air Superiority, Global Precision Attack, Suppression of Enemy Air Defenses, Long Range Strike, High-Altitude Intelligence, Surveillance, and Reconnaissance, Air Refueling, Intra-Theater Airlift and Combat Search and Rescue.
- **Open the Airbase:** This FE provides capabilities to open an airbase, regardless of follow-on mission(s), including command and control, force protection, cargo and passenger handling, logistics, airfield operations, force accountability, finance and contracting, host nation support, reception and bed-down of follow on forces.
- **Command and Control:** This FE provides the capabilities to establish an Air Expeditionary Wing C2 structure and includes initial wing operations, maintenance, mission support and medical group commanders as well as the Air (A) and special staffs.
- **Establish the Airbase:** This FE provides sufficient forces to support most missions or weapon systems. It integrates with the Open the Air base and C2 FEs as required and provides the earliest capability to enable and sustain the generation of missions.
- **Operate the Airbase:** This FE enhances combat support and combat services support capabilities beyond what the Establish the Airbase FE provides and brings it to full operational capability.
- **Robust the Airbase:** This FE provides additional combat support and combat service support to increase the robustness of the capabilities already in place.
- **Demand Force Teams:** DFTs are units or capabilities with unique or highly specific combat, combat support, or combat service support capabilities. Examples include the Expeditionary Medical Support System, Rapid Engineering Deployable Heavy Operations Repair Squadron – Engineer, or Combat Camera squadrons

In addition to being part of an FE, USAF-funded active-duty Airmen are assigned to deployment phases A, B, C, or D, which replace the previous P-and X-bands. Airmen will begin deploying under AFFORGEN in October, with phase C followed by D, A, and B phases every six months. These phases then repeat every 24-months.

AFFORGEN FEs are intended to be tailorable but not divisible. This means if a joint force commander only requests a specific subset of UTCs from a FE, the remaining UTCs will remain unavailable for use during that AFFORGEN cycle.

SecAF Reading List

(AF CE Weekly Email Jun 27 by Secretary of the Air Force Public Affairs)



Airmen and Guardians,

As we enter a new era of great power competition, it is crucial that we improve our understanding of our pacing challenge – the People's Republic of China (PRC). To that end, I am publishing a reading list to provide suggested works intended to enhance our knowledge of China's history, culture, society, strategy, and military modernization program – and their implications for the Air Force and Space Force.

From my own experience serving as an Army officer and member of the Senior Executive Service during the Cold War, I learned firsthand the importance of deepening one's understanding of potential competitors. By closely studying the Soviet Union, we were able to better appreciate motivations, strategic intent, operational methods, and tactics. This, in turn, helped us better prepare for and prevent conflict. Our ability to anticipate and counter Soviet actions helped us to deter effectively and ultimately led to the collapse of the Soviet Union.

Today, we face a similar and, in some ways, greater challenge with China. The PRC's rapid modernization of its military and increasingly assertive behavior in the Indo-Pacific region poses a significant challenge to U.S. national interests, the security of the homeland, and regional stability. There is no time to lose in responding to this challenge. Studying and better understanding China is a prerequisite to making sound decisions about how to best deter, and, if necessary, defeat our pacing challenge.

I strongly encourage all Airmen and Guardians to invest time in reading from among the books on this list. By doing so, you can enhance your understanding of the challenges we face and become a stronger member of our One Team.

Thank you for your unwavering commitment to our nation. One Team, One Fight!

A handwritten signature in black ink, appearing to read "Frank Kendall".

Frank Kendall

Secretary of the Air Force

Read List at: <https://www.af.mil/News/Article-Display/Article/3404337/secaf-reading-list-understanding-our-pacing-challenge/>

Largest MILCON Project in AF History

(AF CE Weekly Email, Jun 20, by Airman 1st Class Zachary Nordheim, 325 FW Public Affairs)

TYNDALL AIR FORCE BASE, Fla. – Zone 1 is the single largest military construction contract on record in the Air Force database. The U.S. Army Corps of Engineers awarded a \$532 million contract towards 12 construction projects that will have direct impact on the incoming F-35A Lightning II mission.

Beginning in September 2022, construction on the Zone 1 complex has furthered the transformation of Tyndall into a high-tech, robust fighter wing. Built to meet the needs of current and future forces by incorporating resilient infrastructure, innovative designs, and novel technology, Tyndall will be able to equip Airmen to execute the mission of today and tomorrow.

“Currently, a lot of earth work is taking place,” said 1st Lt. Eric Long, Air Force Civil Engineer Center/Natural Disaster Recovery Division Zone 1 assistant project manager. “They’re doing surcharge right now, which is essentially placing large amounts of dirt on top of where the buildings are planned to be. This helps consolidate and squeeze out all the water in the soil to create a stable building area. Once the surcharge is removed, they will start putting foundations in.”



To save costs in the construction process, work is being done to re-use and re-cycle from preexisting resources around the zone. This includes the dirt from surcharging, water extracted from the ground, unexpected materials in the ground, and previously laid concrete from the flight line.

“Right now, the project is focused on Hangar 1 delivery so we can bring in the F-35s,” said Melissa Lewis, AFCEC/NDR Division Zone 1 project manager. “Everything is built in a dominoes effect. Anything that happens to Hangar 1 will then happen to Hangar 2, then 3, then the rest of the 12 projects.”

Zone 1 includes several aircraft hangars, a maintenance complex, group headquarters, aircraft parking aprons, aircraft support equipment storage, a corrosion control facility and an F-35A flight simulator training facility. Total completion is scheduled for January 2026.

“Even though this is such a large project, everything has been running smoothly because of the relationships and smooth communication we have with the United States Army Corps of Engineers, Civil Engineers, contractors, and users,” said Lewis.

As each day passes, an immense amount of work is being done to transform Tyndall into the ‘Installation of the Future’. Zone 1 completion will be a huge accomplishment so the 325th Fighter Wing can project unrivaled combat airpower for America!

Honors Gallery

June 15 Post Meeting (Old San Francisco Steakhouse)

Sam Hutchins and Cassandra Price at Check-in



Attendees Enjoy Networking Time



Past President Dave Pratt Leads Meeting



Director Joh Baker Introduces Guest Speaker



Brendan O'Donoghue Briefs on 3D Concrete Printing



Dave Pratt Presents Speaker Gift



Upcoming Events

SAME & Other Activities

(see <https://classic.same.org/Get-Connected/Find-a-Post/San-Antonio/Events> for Post Events)

(see <https://classic.same.org/calendar> for SAME Events)

- July - August Veteran Events - see [page 14](#)
- CMAA SCTX “Christmas in July Happy Hour”, July 20, Blue Star Brewery - see <https://sctxcmaa.org>
- SAME College Outreach COI Webinar “Establishing, Facilitating and Mentoring Healthy Student Chapters”, July 26, 2 pm - see <https://www.same.org/membership-communities/communities-of-interest-list/college-outreach-community/>
- Post Board Meeting, July 27, Laurel Heights Methodist Church
- 2023-24 Post Leadership Lab Applications Due - see [page 9-12](#) and <https://classic.same.org/Portals/0/posts/satx/documents/2023lab.pdf>
- Post Meeting, August 17, Old San Francisco Steakhouse, City of San Antonio Sustainability Initiatives—see [page 1](#) and <https://230817samesatx.eventbrite.com>
- CMAA SCTX Scholarship Clay Shooting, August 18, Joshua Creek Ranch - see [page 21](#) and <https://sctxcmaa.org>
- Post Board Meeting, August 31, Laurel Heights Methodist Church
- CMAA SCTX—Post Breakfast Meeting, September 28, Petroleum Club, Professional Ethics by Andrew Hunt - watch for RSVPs to open at <https://sctxcmaa.org>
- Post Board Meeting, September 28, Laurel Heights Methodist Church
- Post Meeting, October 19, Old San Francisco Steakhouse
- Post Board Meeting, October 26, Laurel Heights Methodist Church
- 2023 SAME Small Business Conference, Nov 1-3, San Antonio - see <https://www.samesbc.org>
- Post Board Meeting, November 23, Laurel Heights Methodist Church
- Post Holiday Celebration, Dec 9, Embassy Suites Landmark Parkway



Upcoming Events



CMAA SCHOLARSHIP CLASSIC 3RD ANNUAL SPORTING CLAYS COMPETITION



WHITE WING SPONSOR



JOSHUA CREEK RANCH

**132 CRAVEY RD
BOERNE, TX 78006**

FRIDAY, AUGUST 18, 2023

**\$200/ PERSON OR \$800/ TEAM
BRING A GUEST \$35 (LUNCH ONLY) BUFFET
LUNCH-RAFFLE-AWARDS @1:30**

SPONSORSHIP OPPORTUNITIES

PREMIUM: White Wing \$3,500

12-GAUGE \$3,000

STATION SPONSOR \$1,200 (INCLUDES TEAM & SIGNAGE)

**SPONSOR AND REGISTER @ <https://sctxcmaa.org/>
OR**

**CONTACT: JEFF HABERSTROH, CHAPTER PRESIDENT
jhaberstroh@projectcontrol.com
210-336-0810**

2023 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>President (E)</i> <u>Zakary Payne</u>	(210) 213-1888	Matrix Design Group, Inc.
<i>Vice President (E)</i> <u>Rene Cortez</u>	(210) 286-8120	Jacobs
<i>Treasurer (E)</i> <u>Sam Hutchins</u> , F.SAME		Retired
<i>Secretary (E)</i> <u>Cassandra Price</u>	(210) 323-4125	Cherokee Nation Mgt & Consulting
<i>Director, Industry Government Engagement 2023 (E)</i> <u>John Baker</u>	(210) 872-1705	LAN, Inc.
<i>Director, Resilience, 2023-24 (E)</i> <u>John Enyeart</u> , F.SAME	(210) 552-8368	AFIMSC
<i>Director, Leadership & Mentoring, 2023 (E)</i> <u>Don Gleason</u>	(210) 216-0965	Achieve New Heights, LLC
<i>Director, STEM & College Outreach, 2023-24 (E)</i> <u>Harold Eberbach</u>	(210) 995-0535	KMEA
<i>Director, Servicemember & Veteran Support 2023-24 (E)</i> <u>Dean Hartman</u>	(907) 306-8345	Michael Baker International
<i>Immediate Past President</i> <u>Joshua Graham</u>	(330) 518-8701	HDR, Inc.
<i>Assistant Secretary (A)</i> <u>Sarah Fowlkes</u>	(512) 329-0031	AmaTerra Environmental
<i>Assistant Treasurer (A)</i> <u>Steve Holt</u> , F.SAME	(210) 355-1355	MOCA Systems
<i>Director, Young Professionals (A)</i> <u>Amanda Navarro</u>	(210) 446-4320	Merrick & Company
<i>Director, Fellows (A)</i> <u>Glen Turney</u> , F.SAME	(210) 317-5448	HDR, Inc.

Post Board Organization Chart

2023 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>Director, Individual Members (A)</i> <u>Ed von Dran</u>	(210) 930-2834 ext 2012	Alpha Terra Engineering, Inc.
<i>Director, Sustaining Members (A)</i> <u>Michele Torres</u>	(703) 593-4407	HFS Company
<i>Military Enlisted Affairs Liaison (A)</i> VACANT		
<i>Director, Scholarships (A)</i> <u>Diane Glass</u>	(210) 355-1355	Freese and Nichols
<i>K-12/STEM Outreach Coordinator (A)</i> <u>Scott Mikos</u>	(210) 395-8871	AFIMSC
<i>SAME E&C Camp Coordinator (A)</i> <u>Capt Varsha Savalia</u>	(520) 313-1482	Public Health Service
<i>College Outreach Coordinator (A)</i> <u>Terry Watkins</u>	(210)403-6329	Jacobs
<i>Univ of Texas Student Chapter Mentor (A)</i> <u>Rich Galloway</u>	(512) 913-0355	EA Engineering, Science & Technology
<i>Assist Univ of Texas Student Chapter Mentor (A)</i> <u>Lily Cartwright</u>	(512) 419-6419	AECOM
<i>Texas A&M Student Chapter Mentor (A)</i> <u>John German</u>	(210) 621-5889	Retired
<i>UT San Antonio Student Chapter Mentor (A)</i> <u>Terry Watkins</u>	(210)403-6329	Jacobs
<i>Small Business Coordinator (A)</i> <u>Sarah Fowlkes</u>	(512) 329-0031	AmaTerra Environmental
<i>SAME National Event Liaison (A)</i> <u>Bonnie Hopke</u> , F.SAME	(210) 495-7744	FPM Remediations, Inc.
<i>Servicemember & Vet Support Coordinator (A)</i> <u>Mike Monreal</u> , F.SAME	(210) 845-5515	Broaddus & Associates

Post Board Organization Chart

2023 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	EMAIL
<i>Servicemember & Vet Transition Coordinator (A)</i> <u>Markus Henneke</u>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <u>Sam Barnett</u>	(971) 282-1757	iParametrics
<i>Leadership Lab Co-Director (A)</i> <u>Cathy Bond-Cassidy</u>	(210) 683-0392	Bold Concepts
<i>Website Manager/Newsletter Editor (A)</i> <u>Dick Kochanek</u> , F.SAME	(210) 884-9731	Retired
<i>Social Media Coordinator (A)</i> <u>Amy Shirlberg</u>	(210) 452-6626	Spec Pro Services
<i>Awards Committee Chair (A)</i> <u>Dick Kochanek</u> , F.SAME	(210) 884-9731	Retired
<i>Golf Chair (A)</i> <u>Michael Beach</u>	(830) 816-5434	Broadbent and Associates.
<i>Holiday Celebration Chair (A)</i> <u>Hilda Quinones</u>	(210) 896-8711	Q&A Diversified LLC



Post Board Organization Chart

Post Sustaining Members

as of Jun 30 Rosters

Company/Agency	Website
#	
A	
AECOM	https://aecom.com/
Aerostar Environmental and Construction	http://www.bbch-llc.com
AG Development Group, LLC	http://agdgllc.com
AGCM, Inc.	https://www.agcm.com
AHTNA Consulting Company	http://aeiak.com
Alpha Facilities Solutions LLC	http://alfacilities.com
Alpha Terra Engineering, Inc.	http://atei97.com
American Structurepoint Inc.	https://www.structurepoint.com
Aptim Federal Services, LLC	https://www.aptim.com
AR6 Construction & Engineering, LLC	https://ar6ce.com/
ARA	https://www.ara.com
B	
B2Z Engineering LLC	https://b2zeng.com/
Baer Engineering and Environmental Consulting Inc.	http://baereng.com
Bain Medina Bain, Inc.	http://www.bmbi.com
Battelle	https://www.battelle.org
BB&E Consulting Engineers Professionals	http://www.bbände.com
Benham Design LLC	http://www.benham.com
Bhate	https://www.bhate.com
Binkley & Barfield, Inc.	https://www.binkleybarfield.com/
Black & Veatch Special Projects Corp.	https://www.bv.com
Booz Allen Hamilton, Inc.	https://www.boozallen.com
Bristol Industries	http://www.bristol-companies.com/services/engineering
Burns & McDonnell	http://www.burnsmcd.com
C	
CAPE	http://www.cape-inc.com
CCI Prime Contractors, LLC	http://www.cci-alliance.com/home/
CDM Smith	http://cdmsmith.com
CHA Consulting Inc.	http://www.chacompanies.com
Chenega Cororation	https://www.chenega.com/
Cherokee Nation Businesses	http://cherokeenationbusinesses.com
City of San Antonio	https://www.sanantonio.gov/PublicWorks

Post Sustaining Members

as of Jun 30 Rosters

City of San Antonio - Aviation Dept	https://www.sanantonio.gov/aviation/
College of Architecture, Texas A&M	https://www.arch.tamu.edu
Command Commissioning LLC	https://command-cx.com/
CP&Y, Inc.	http://www.cpyi.com
CTI and Associates, Inc.	http://cticompanies.com
Cushing Terrell (CTA Inc.)	https://www.cushingterrell.com
Cyntergy AEC	https://www.cyntergy.com/
D	
Dawson Technical, LLC	https://www.dawsonohana.com/
DE Corp	https://www.dec corp.com/houston
Deloitte	https://www.deloitte.com
Desert Concepts Energy & Environmental Inc	https://desert-concepts.com/
Design Build Consortium, LLC	https://www.manta.com/c/mb4ypf0/design-build-consortium-llc
E	
Eaton Corporation	http://www.eaton.com/Eaton/index.htm
ECC	http://www.ecc.net/2010/
ECT2	https://www.ect2.com/
EEA Consulting Engineers	https://www.eeace.com
Encotech Engineering Consultants	http://www.encotechengineering.com/site/sections/6
F	
FLUOR	http://www.fluor.com/pages/default.aspx
Freese and Nichols, Inc.	https://www.freese.com
G	
Garver	https://garverusa.com
Gideon USA	http://www.gideonusa.com/
Gridmatic	https://www.gridmatic.com
H	
HB&A	https://www.hbaa.com/
Health Facility Solutions Company	http://hfscompany.com
Huitt-Zollars Inc	http://www.huitt-zollars.com
Hydrogeologic, Inc.	https://www.hgl.com

Post Sustaining Members

as of Jun 30 Rosters

I	
IMEG Corp.	https://www.imegcorp.com
IntegriWard, LLC	https://integriward.com/
INTERA Inc	https://www.intera.com/
International Consulting Engineers	https://www.icengineers.net
J	
J&J Worldwide Services	https://www.ijwws.com
Jacobs	https://www.jacobs.com
K	
KBR	http://ww2.wyle.com
Klewet	https://www.kiewit.com/
Kleinfelder	https://www.kleinfelder.com
KMEA	https://www.kmea.net/
KOMAN Holdings, LLC	https://komanholdings.com/
L	
Leidos	https://www.leidos.com/
LJB, Inc.	https://www.ljbinc.com/
LMI	http://www.lmi.org/en/HOME
Los Alamos Tech Assoc, Inc. (LATA)	http://www.lata.com
M	
M2 Federal Inc.	https://m2federal.com
Matkin Hoover Engineering & Surveying	http://www.matkinhoover.com
Mead & Hunt, Inc.	https://www.meadhunt.com
Medina Consulting Company, Inc.	http://www.medinacci.com
Merrick & Company	https://www.merrick.com/
Michael Baker International	https://www.mbakertntl.com
MOCA Systems Inc.	https://mocasystems.com/
N	
North Wind Group	https://www.northwindgrp.com

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as of Jun 30 Rosters

O	
Oneida ESC Group	http://otie.com
P	
P. Engineering PLLC	https://www.pmax-eng.com
Page	https://pagethink.com
Parsons	https://www.parsons.com/pages/default.aspx
Perini Management Services, Inc.	http://pmsi.tutorperini.com
PIKA International	http://www.pikainc.com
Pond & Company	https://www.pondco.com
Protection Engineering Consultants	https://www.protection-consultants.com/
Q	
QRI/Quaternary Resource Investigate	https://qri.com/
R	
RSP Architects, Ltd	https://www.rsparch.com
S	
SES Energy Services LLC	http://www.bbch-llc.com
SES Group of Companies	https://eteba.org
SIA Solutions LLC	https://www.siasolutions.com/
Slay Engineering	http://www.slayengineering.com
Stantec, Inc.	https://www.stantec.com
Steelcase, Inc.	https://www.steelcase.com
Street Legal Industries, Inc.	http://www.slind.net
Surveying and Mapping, LLC	https://www.sam.biz
T	
Tanaq Environmental LLC	https://tanaq.com/
Tepa Companies.	https://www.tepa.com/
Terracon Consultants, Inc.	https://www.terracon.com/
Tetra Tech, Inc.	http://www.tetrattech.com
The Akana Group Inc.	https://theakanagroup.com

Post Sustaining Members

as of Jun 30 Rosters

T	
Tigerbrain Engineering, Inc.	http://tigerbrain.com
Torres-Moore LLC	
Trihydro Corporation	https://www.trihydro.com
Tru-Matrix Contracting Services LLC	https://www.tru-matrix.com
U	
V	
Versar	https://www.versar.com
W	
Walter P. Moore	https://www.walterpmoore.com
Weston Solutions, Inc.	http://www.westonsolutions.com
Woolpert, Inc.	http://woolpert.com
Z	

