



**Dedicated to
National Security**

SINCE 1920

**DISCOVER
YOUR ROLE
IN BUILDING
AMERICA'S
FUTURE.**

Michael D. Huffstetler, Assoc AIA,
LEED AP, F.SAME

SAME National Vice President

Michael Huffstetler, Assoc AIA, LEED AP, F.SAME *Principal | Federal Client Leader, DLR Group*

- Fun Fact: In 2018, spent 4 days at sea as a guest crew member on USCG's tall ship, the Barque Eagle
- UVa Architecture undergrad, 1987
- Active-Duty USAF Civil Engineering Officer + US Army Corps of Engineers (USAF Exchange Officer)
- 36+ years in AEC Industry: federal, aviation, international, then back to federal
- Wife Beth, 6 children (17-33) - "almost" empty nesters
- Hobbies: reading, biking, range, home improvement



**US Army Corps
of Engineers®**

 **DLRGROUP**

- Our History
- SAME Leadership Team
- President's Priorities
- 2025 and 2030 Strategic Plans
- Industry-Government Engagement
- Communities of Interest
- Upcoming National Events

The Military Engineer magazine, January 1920:

“We are establishing at this time a Society of American Military Engineers. This society will serve no selfish purpose. It is dedicated to **patriotism and national security**. Its objects are, in brief, to promote solidarity and **co-operation between engineers in civil and military life**, to disseminate **technical knowledge** bearing upon progress in the art of war and the application of **engineering science** thereto, and to preserve and maintain the best standards and traditions of the profession, all in the interests of patriotism and national security.”



***HAS A RICH LEGACY OF
LEADERSHIP
& SERVICE TO AMERICA ...***

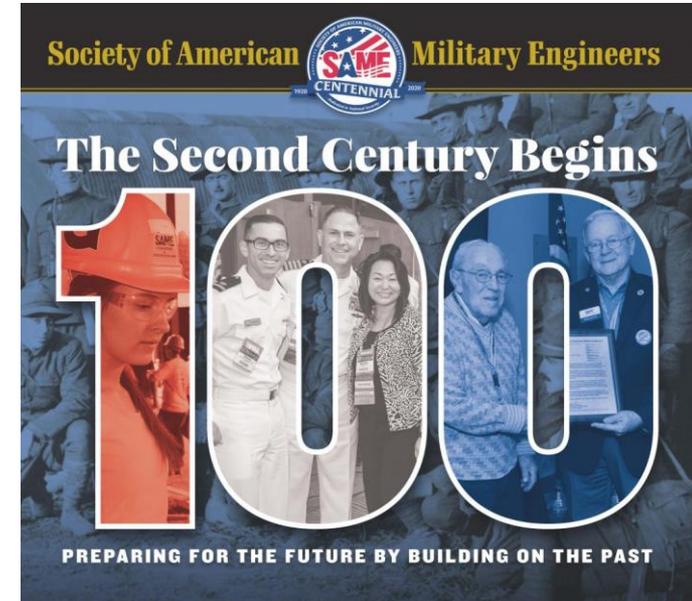


“I have been a member of this Society since its inception... I have belonged to many distinguished groups but none in which I have a greater sense of honor than in the Society of American Military Engineers”.

**General of the Army Douglas MacArthur –
1956**

Our History

- Established 1 Jan 1920:
16 posts, 3500 members
- Today we are an all-volunteer organization of:
 - 24,000 members
 - 95 posts and field chapters
 - 9 international posts
 - 36 student chapters



2023-2024 National Leadership Team



President - Col. Charlie Perham, F.SAME,
USAF (Ret.)

President Elect - Sharon Krock, SPWS, F.SAME
Past President - Cindy Lincicome, F.SAME



Vice Presidents

Lt. Col. Michael Darrow, P.E., PMP, F.SAME,
USA (Ret.)

Michael Huffstetler, Assoc. AIA, LEED AP,
F.SAME

Ben Matthews, P.E., F.SAME

"Find the Value... and BE the Value"

- Post & Member Engagement
- ✓ Executive Director (XD) Search
- Strategic Plan 2030



JETC 2023: Charlie Perham and the Engineer Service Chiefs

New Executive Director (XD)

- MG Mike Wehr, USA (ret) assumed the XD role on Aug 1, 2023
 - 35 years US Army; retired in 2021
 - Chief salaried administrator of the Society, responsible for the effective operation and management of the organization to the Board of Direction, its Executive Committee, and the National President; also serves as Executive Director of the SAME Foundation
 - Oversees activities of the National Office staff (currently at 25 full-time employees)



5 Overarching Society Goals

1. Strengthen Industry-government Engagement
2. Build And Sustain Resilient Communities
3. Develop Leaders For The Profession
4. Enrich The Stem Pipeline For The Nation
5. Prepare Service Members And Veterans For The A/E/C Industry

MISSION
 Build leaders and lead collaboration among government and industry to develop multidisciplinary solutions to national security infrastructure challenges.

VISION
 Serve our nation as the foremost integrator for leadership development and technical collaboration within the A/E/C profession.

2025 STRATEGIC OUTCOME
 Set the industry standard for active membership that creates lasting impact at the local and national levels.

2025 SAME STRATEGIC PLAN

The 2025 SAME Strategic Plan is the result of a year-long inclusive effort that collected input and perspectives from all demographics across our Society. Contributors from Posts and Regions, Strategic Partners and Communities of Interest, Young Members and Fellows, and stakeholders throughout government, industry, academia, and the military were carefully listened to ensure that every member can see themselves in the plan and knows how they can contribute. Our mission to "build leaders and lead collaboration among government and industry to develop multidisciplinary solutions to national security infrastructure challenges" is woven all throughout the five goals and 25 objectives.

The plan is lofty and deliberate. SAME leadership realizes not all Posts will achieve every goal and objective. Posts are encouraged to select the areas where they can provide the greatest impact and best serve their members. Where we combine our vast networks of local, regional, national, and international relationships reaching across the profession, we are confident the Society will successfully achieve their goals and objectives collectively. For 100 years, SAME has been dedicated to patriotism and national security. As we start our second century, we hope you are inspired to further advance these aims of service through building leaders and leading collaboration across the spectrum of our involvement.

★ GOAL 1 ★
STRENGTHEN INDUSTRY-GOVERNMENT ENGAGEMENT
 Lead efforts to foster communication and build relationships among military, public, private, academic, and professional organizations; further collaboration to identify issues and develop solutions in support of national security.

OBJECTIVES:

- Ensure SAME's Industry-Government Engagement Plan promotes multidisciplinary industry-government collaboration and adds value to shared efforts to improve America's infrastructure, with the Society recognized by all stakeholders as the platform for industry-government engagement.
- Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to address common results.
- Ensure SAME's Committee of Interest serves Posts and national entities in subject matter experts, bringing the Society's broad technical diversity to advance knowledge, standards, and best practices.
- Develop a portfolio of professional communications to inform, educate, and reinforce SAME's impact to the nation, provide a repository of industry-government engagement tools, resources and lessons learned on the SAME national website.
- Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences.

★ GOAL 2 ★
BUILD AND SUSTAIN RESILIENT COMMUNITIES
 Lead efforts to prepare communities to absorb, recover, and adapt from natural and man-made threats; fortify our nation's resiliency where people work and live.

OBJECTIVES:

- Leverage local, regional, national, and international partnerships to enhance and raise awareness and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies for natural and man-made events.
- Utilize SAME's multidisciplinary network to connect and educate stakeholders on new and existing technologies and to develop solutions to problems across critical infrastructure sectors.
- Promote partnerships and collaboration supporting the needs of military operations in support of mission assurance and readiness such as energy, water, and cyber security.
- Bolster SAME's national relationships and local Posts to further vertical collaboration between all levels of government and private business.
- Lead collaboration to advance the streamlined acquisition and implementation of resilience solutions.

★ GOAL 3 ★
DEVELOP LEADERS FOR THE PROFESSION
 Lead efforts to enhance leadership development and cultivate the talent necessary to address the nation's grand challenges; ensure the enduring timeliness of the A/E/C profession.

OBJECTIVES:

- Enhance leader development programs at the Post, regional, and national levels and ensure their long-term viability.
- Promote a structured mentoring continuum, highlighting growth and leadership opportunities for members at all levels.
- Support and promote the SAME Foundation in fostering engagement, identifying and developing volunteer leaders, and establishing success plans.
- Increase participation and partnerships with academic institutions and college students at the local, regional, and national levels.
- Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing success plans.

★ GOAL 4 ★
ENRICH THE STEM PIPELINE FOR THE NATION
 Lead efforts to recruit, encourage, and enable youth to pursue STEM careers; help develop the technical capacity that our nation needs to remain globally competitive.

OBJECTIVES:

- Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.
- Grow prospective members of the Society through K-12 outreach, scholarships, sponsorships, and engagement of college students.
- Grow participation in existing, and create new Post and national STEM camps and initiatives; develop programs to motivate members to serve as mentors.
- Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.
- Enhance college success by collaborating nationwide to help define the effective and unique role of Student Chapters.

★ GOAL 5 ★
PREPARE SERVICEMEMBERS AND VETERANS FOR THE A/E/C INDUSTRY
 Lead efforts to fully integrate military and government members into the A/E/C industry support training, identifying, and networking initiatives that build, maintain, and transfer skills to meet current and future needs.

OBJECTIVES:

- Provide technical and joint training, industry best practices, and networking opportunities to servicemembers at the Post, regional, and national levels.
- Provide servicemembers and veterans access to the full spectrum of opportunities for career professional, skilled labor certifications, and other A/E/C qualifications.
- Enable success during and after active service by educating barriers to participation and by partnering with organizations that promote the entry of veterans into well-being.
- Sponsor leader development, networking, mentoring, and skill gap opportunities for transitioning servicemembers that connect them to trade labor unions, industry organizations, and other professional resources.
- Operationalize the Post sponsorship model, where SAME Posts coordinate to welcome servicemembers/veterans and that families upon returning to new locations.

Strategic Plan 2030

- Follow-on to the 2025 SP
- Development: June 2023 – Dec 2024
- StratPlan 2030 Committee Co-Chairs:
 - **Brian Duffy and Al Romano**
 - Assisted by President-elect Sharon Krock
 - 8-10 Committee Members
 - Multiple Focus Groups planned



Strategic Plan Development Team

Strategic Advisor Group (SAG):

- Mike Wehr (XD)
- Cindy Lincicome (Past Pres)
- Mark Handley (Past Pres)
- John Mogge (Past Pres)
- Rad Delaney (Appt Dir)

Strategic Plan Working Group (SPWG):

- Josh Graham (Hum Cap COI)
- Rick Wice (Tech COI)
- Bill Haight (Tech COI)
- Arpan Patel (Guided Pathways TF)
- Carlos Sanchez (RVP-"East")
- Julia Pluff (RVP-"West")
- Charysse Knotts (RVP-OCONUS)
- Craig Bryant (Elec Dir)
- Blair Schantz (Appt Dir)
- Kathy Off (Nat'l Office)
- Ann Ewy (Academy of Fellows)
- Susan Thames (SAME Found Bd)
- Kellie Sak (Post Rep)
- Melvin Williams (Ext Stakeholder)
- Shea Delutix-Smith (Ext StakeH)

Posts Are Making the Difference

- Industry Government Engagement -- 582
- Resilience -- 285
- Leadership -- 558
- STEM -- 645
- Veterans Transition -- 272

SOCIETY OF AMERICAN MILITARY ENGINEERS



“Find the Value... and BE the Value”

IGE Resolving Issues and Challenges

Collaborate

Listening Sessions

Leader Development

Don't guess...Ask!

Project Delivery

Project Partnering

Impact

Climate Change

Cost Engineering

CPARS

Strategic Goals

SDVOSB Certification

Network

Resiliency

Golf

STEM Outreach

Training

Cyber Threats

Sustainability

Leader Development

PFAS

Project Delivery

Project Partnering

Find the Value & BE the Value



Dedicated to National Security Since 1920

Honolulu Post Supports National

- Example: “Honolulu Post awards \$26,000 in scholarships each year because of the generous donations of our sustaining members during this annual PIF – Post is looking to double that amount going forward!”

➔ National SP Goal #3 – Enrich the STEM pipeline for the nation



- **SAME Credentialing Assistance Program**
 - SAME provides financial support for professional development, education, licensure and certification preparation, exam testing, and mentoring initiatives to benefit members.
 - SAME will reimburse a portion of exam sitting or registration fees as well as reimburse for costs of testing preparation and training materials upon confirmation of passing of an exam.
 - Open to all SAME members, regardless of age, min 18 months membership
 - Restrictions: max \$200 for government employee, whether one time or multiple; max \$500 for private sector employee
 - List: **RA, PE, PMP, FMP, CCM, CFM, CEM, CPSM, DBIA, LEED, NICET**; non-listed ones can also be applied for/reviewed
 - More Info and Apply: same.org >>> **Career & Leadership**

- SAME Leadership Development Program
 - Annual program since 2019
 - Funded and Supported by the SAME Foundation
 - May-April year-long commitment; remote format
 - *“encourages the growth and enrichment of the next generation of military, government, and industry leaders through a curriculum of hands-on training, study, and active engagement in new opportunities”*
 - Application process: **Opens 15 Oct - closes 1 Dec**
 - More Info and Apply: **[same.org](https://www.same.org) >>> Career & Leadership >>> Leader Development Program**

Highlighted Value for Members

- **SAME Young Professional JETC Stipends**
 - Limited number of stipends awarded to active SAME young professionals and enlisted members who have demonstrated support of SAME at the Post or National level and who might not otherwise be able to attend.
 - Stipend provides complimentary registration, travel (up to \$500 CONUS and up to \$1500 OCONUS), hotel stay of up to four nights. Recipients accepted based on SAME participation; professional development; and accomplishments/deployments.
 - Eligibility: YP who is 39 or under at the time of the next JETC; member of SAME for at least 18 months at time of application; active member of a SAME Post, Field Chapter or National Community of Interest for the past year
 - Letter of endorsement and completed application by 1 March
 - More Info: same.org >>> [Communities of Interest](#) >>> [YP COI](#)

- Contractor Performance Assessment Reporting System (CPARS) Reform
- Pre Project Partnering
- Alternate Project Delivery Methods
- Small Business Size Standards: Challenges Facing Transitioning Federal Small Businesses
- Avoiding PFAS Information Overload: Targeted Training for Operational Entities
- Climate Change: Sea Level Rise and its Effect on Military and Public Infrastructure
- Cybersecurity: Operational Technologies Threats and Policies



Communities Of Interest (COIs)

- Formerly called “national committees,” a COI offers ANY SAME MEMBER a chance to engage nationally with other professionals focused on a particular area of interest or demographic within the A/E/C industry:
 - Architectural Practice
 - Awards & Recognition
 - College Outreach
 - **New!** Construction
 - Energy & Sustainability
 - Engineering & Construction Camps
 - Enlisted
 - Environmental
 - Facility Asset Management
 - International
 - Joint Engineer Contingency OPS
 - Leader Development
 - Membership
 - Resilience
 - K-12 STEM Outreach
 - Small Business
 - Young Professionals

NEW! Construction Community Of Interest

- The 2022-2023 Working Group was led by MG Mike Wehr (ret) - now SAME Executive Director - to explore the potential for standing up a COI for construction
- Approved at the May BOD
- Open to any SAME member - public and private
- Construction COI Chair: Angie Martinez, P.E., F.SAME
 - angiemartinez@martinezconstruction.com
 - O: 321.349.2002

Upcoming – Connecting Nationally



The banner features a background of vertical purple and black stripes on the left and concentric purple circles on the right. On the left is a circular logo with 'SBC' in the center, 'FEDERAL SMALL BUSINESS CONFERENCE' around the top, and 'FOR THE A/E/C INDUSTRY' around the bottom. The main text reads '2023 SAME SMALL BUSINESS CONFERENCE'. To the right, it says 'NOV 1-3 • 2023' and 'SAN ANTONIO • TX'. Below that is a dark blue box with 'POWERING YOUR PRIORITIES' in white. At the bottom right is the 'SAME' logo and 'SAMESBC.ORG'.

2023 SAME
SMALL BUSINESS
CONFERENCE

NOV 1-3 • 2023
SAN ANTONIO • TX

POWERING YOUR PRIORITIES

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2023-2024 National Leadership Team



Charlie, Sharon, Cindy, Mike D, Mike H, Ben



SOCIETY OF AMERICAN MILITARY ENGINEERS

