

## OCTOBER POST MEETING

The San Antonio Post's next meeting will be on **October 11, 11:30 am – 1:00 pm**. at the **Old San Francisco Steakhouse**.

The meeting will provide attendees with an update on the U.S. Army Corps of Engineers (USACE) Fort Worth District programs. The Fort Worth District provides vital public engineering services, in peace and war, to strengthen our Nation's security, energize the economy, and reduce risks from disasters. Its vision is to be A GREAT engineering force of highly disciplined people working with our partners through disciplined thought and action to deliver innovative and sustainable solutions to the Nation's engineering challenges.

Our **guest speaker** will be **Christopher Reinhardt**, who is a Program Manager (PM) at the Fort Worth District. Christopher has 19 years experience as a USACE PM.

He has a Bachelor of Science degree in Public Policy and Management from the University of Southern California and a Master of Public Administration degree from Savannah State University.

Make your reservation at <https://241017samesatx.eventbrite.com>.

**Deadline to RSVP is Friday, October 11, 11am.**



**US Army Corps  
of Engineers  
Fort Worth District**

***DON'T MISS OUT ON THIS EVENT!!!***

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## Candidate Call for 2024 Post Elections

The Post is now accepting applications from members interested in an elected Officer/Director position on the 2025 Board of Direction. There are five (5) elected positions are available for the upcoming Post elections:

- 1. 2025 Vice President/2026 President-elect** - This is a 2-year position. The individual elected will first serve as Vice President under **John Baker**, our previously elected 2025 President, then assumes the role of Post President for 2026. Following the individual's year as President, he/she will be asked to continue to serve as Past Post President on the 2027 Board.
- 2. 2025 Treasurer** - This is a 1-year position (elected/re-elected each year). This individual is the Chief Financial Officer for the Post and overall responsible for all financial matters and accounts.
- 3. 2025 Secretary** - This is a 1-year position (elected/re-elected each year). This individual is overall responsible for all administrative matters related to Post operations.

SAME will kick off the **2030 SAME Strategic Plan** beginning on Jan 1, 2025. Under the new plan, the goals have been reduced to 3 versus the 5 goals of the 2025 Strategic Plan. The new goals are: (1) Drive Partnerships; (2) Deliver Solutions; and (3) Develop People. The Post Board has decided to reorganize its elected Directors to better align with the 2030 Strategic Plan goals. Our existing 5 elected Directors will transition to a 4 elected Director structure. For 2025 **our current IGE Director, Sam Barnett**, will transition to the 2025 Director of Partnerships (responsible for Goal 1 of 2030 Strategic Plan. A newly elected Director of Technical Solutions will be responsible for Goal 2 of the 2030 Strategic Plan. Our **current Leadership & Mentoring Director, James Kisiel**, will transition to the 2025 Director of Personnel Development and with the newly elected Director of STEM & College Outreach will be responsible for Goal 3 of the 2030 Strategic Plan.

The other 2 of the 5 elected positions in the upcoming Post elections will then be:

**4. 2025-26 Director, Technical Solutions** - This is a 2-year position. There are 4 elected Directors (2 elected/re-elected each year) responsible for the 3 Goals in the **2030 SAME Strategic Plan**. This Director with the help of other applicable Board/Committee members is overall responsible for:

- **Strategic Plan Goal 1, "Deliver Solutions"**, and its associated objectives and suggested Post tasks - see the **Goals/Objectives/Tasks worksheet** at the Post website
- Arrange for speaker(s) for Post meetings and other events as needed.
- Assisting other elected Directors with solutions and technology related objectives/tasks within their assigned Goals
- Working with other elected Directors to ensure the Post accomplishes enough of the suggested Post tasks related to the Strategic Plan to earn the new Post Streamer annually

**5. 2025-26 Director, STEM & College Outreach** - This is a 2-year position. It is another of the 4 elected Directors (2 elected/re-elected each year) responsible for the 3 Goals in the **2030 SAME Strategic Plan**. This Director in conjunction with the Director for Personnel Management and the help of other applicable Board/Committee members is overall responsible for:

- **Strategic Plan Goal 3, "Develop People"**, and its associated objectives and suggested Post tasks - see the **Goals/Objectives/Tasks worksheet** at the Post website

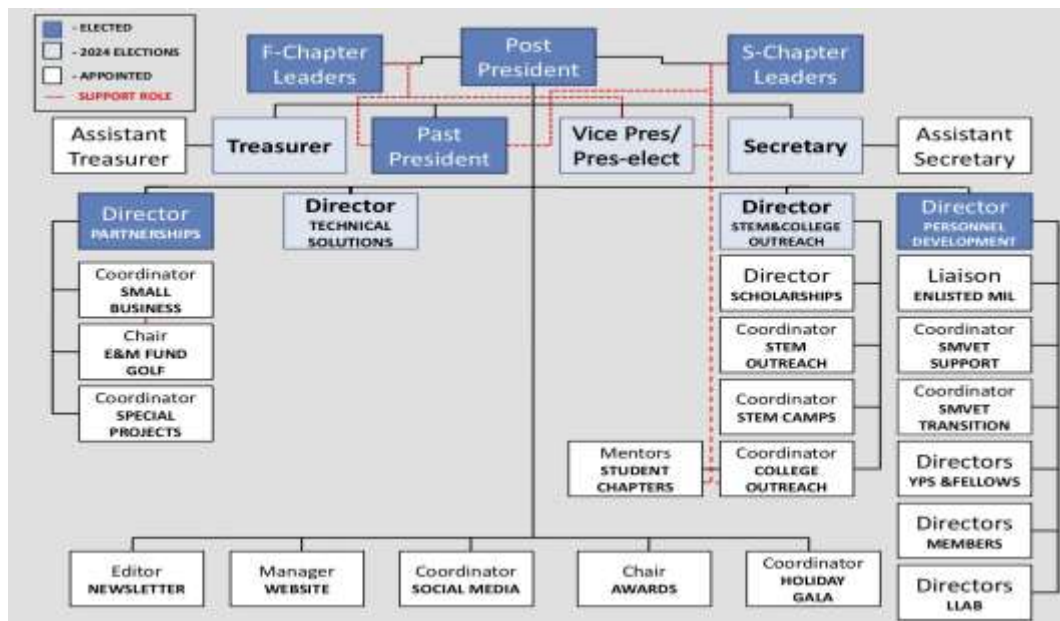
(continued next page)

## Candidate Call for 2024 Post Elections (cont'd)

5. **2025-26 Director, STEM & College Outreach (cont'd)** - This Director in conjunction with the Director for Personnel Management and the help of other applicable Board/Committee members is also overall responsible for:

- Assisting other elected Directors with personnel related objectives/tasks within their assigned Goals
- Working with other elected Directors to ensure the Post accomplishes enough of the suggested Post tasks related to the Strategic Plan to earn the new Post Streamer annually

The chart below (see also [Board Organization Chart](#)) shows the new 2025 Post Board organization structure



To be eligible to be a candidate for our elections, you MUST:

1. Be a current **SAME AND San Antonio Post individual member** AND
2. Not be a candidate for or an elected/appointed member of another Post's Board of Direction AND
3. If elected, keep your SAME and San Antonio Post membership current during your term

**These positions do involve a commitment of time.** There are Board meetings, Post meetings and work related to your specific activities/areas of responsibilities, which all together involve several hours each month. If you travel frequently as part of your job, it may hinder you from effectively filling a Board position.

All Post members should consider serving on the Post Board of Direction. We strongly encourage military and other public agency Post members to consider being candidates. The diversity and ideas from your job experience offer great opportunities to improve our operations and to make our activities more relevant to your respective organizations.



To apply, go to <https://2024electionsamesatx.eventbrite.com> by **Monday, October 21.**

# President's Corner



Hello San Antonio Post!

The focus this month is on you, our Post members. We all know we have a great Post – a standout in our Texas Region and Society by any measure. For your Post to continue at a high cadence, expand impactful programs, and improve, we need more “participating” members.

That doesn't mean just an increase in the number of members and having more members just attend our Post meetings, Small Business event, Golf Tournament, Holiday Celebration and other gatherings we have throughout the year. “Participating” means playing a role in the activities that help our Society contribute to our community and meet the goals and objectives of its Strategic Plan, which are evolving come January 1st. There will be 3 new Goals that we as a Post will help our Society achieve in the next five years – **DRIVE PARTNERSHIPS, DELIVER SOLUTIONS, and DEVELOP PEOPLE.**

How do you become a “participating” member? You simply answer the call when Post needs arise. Right now timing couldn't be better for you to “participate.”

Our candidate call is open for this year's Post elections. There are five (5) elected positions available – there's no better way to help us support the Society's Strategic Plan then to be in a Post leadership role. Yes, these are elected positions, but even if not elected you become a prime candidate for one of the many appointed positions on our Post Board.

As you see in this issue, we are also looking for mentors now for our Leadership Lab class and will soon be looking for more for this year's winners of our college scholarships. We also need mentors/advisors for our Field and Student Chapters. Being a mentor helps our Post and Society meet the new DEVELOP PEOPLE goal and build the future leaders of our professions and SAME.

We also have a number of volunteer opportunities coming up in local/national STEM, Community Service and Military/Veteran support events. There's no better way to spread the word about the SAME brand then helping out in these events. These impactful events are highly rewarding to target audience and SAME volunteer alike.

This is your great Post! The time is now to step up and become a “participating” member!

***Rene Cortez, P.E., P.G.***

Post President

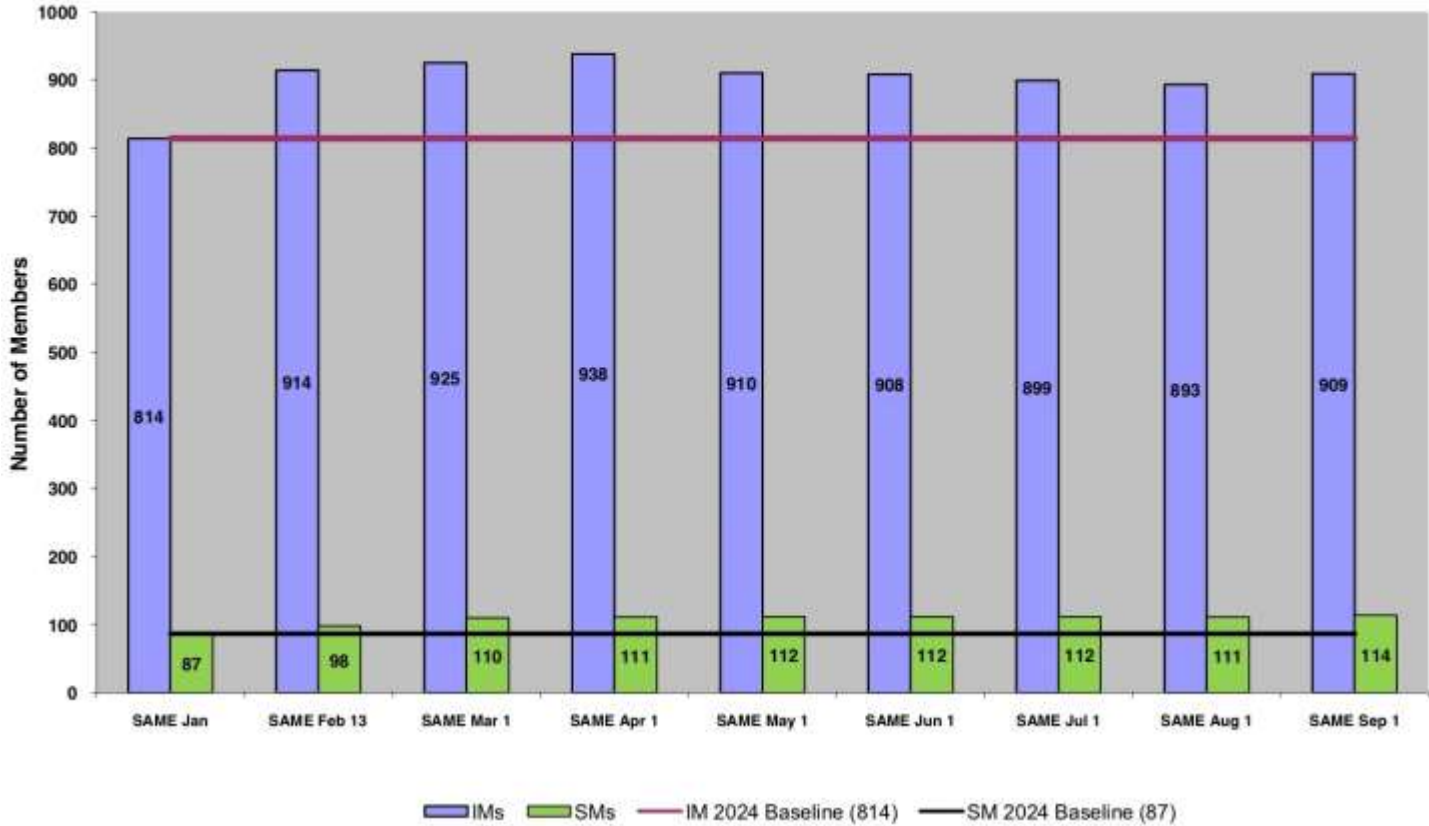


From the President's Desk



# Membership

2024 San Antonio Post Membership  
(Goal: Increase IMs and SMs)



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

[Individual Member Roster](#)

[Company/Organization Member Roster](#)

[Student Member Roster](#)

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 Sep 3 – Oct 1, 2024:

NAME	ORGANIZATION	TYPE
Luis Becerra	ESA South Inc.	Private Industry
Mauricio Contreras	Frausto Castillo Construction Group	Private Industry
Alfredo Frausto		Student
Ethan Harpuder	US Army	Government
Aiyana Homer	USAF	Government
Macy Hoppes		Student
Caleb King	University of Texas	Student
Varun Potluri		Student
Abigail Skelton	A & M Engineering and Environmental	Private Industry
Todd Trometer	ESA South Inc.	Private Industry

We would also like to welcome our new organizational members who joined or re-joined our Post from Sep 3 – Oct 1, 2024:

ORGANIZATION	TYPE
Gannett Fleming Inc.	Private Sector
HDR	Private Sector
SES Energy Services LLC	Private Sector

**THANKS FOR  
JOINING US**

## 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/Field 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](mailto:samesatx@gmail.com) and we will help getting your membership record changed and notifying the Post/Field 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.



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## 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. See <https://www.same.org/foundation/> for details.

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!!!

**The SAME Foundation is currently having a Fundraising Campaign. The Post just recently donated \$1,000 to the Foundation. We hope you will consider donating or encouraging your company/organization to donate to the SAME Foundation at <https://my.same.org/donate>.**



# Leadership & Mentoring

## 2024-25 Post Leadership Lab Update

Our Post's 2024-2025 Leadership Lab kicked off on September 9th at Matrix Design Group. We had 7 participants (6 in-person, one online) and were grateful to have an amazing guest speaker, Eric Wilbur, kick us off on how leadership is defined. All members this year have submitted requests for Mentors to James Kisiel (we would love for you to reach out and pair with our Leadership Lab participants!).



On Saturday, September 21, we had 6 team members join for an action-packed day of Team Bonding at the ropes course at John Newcombe Ranch. One of our virtual participants (CPT Aiyana Homer) was even able to join us and meet her cohorts in person! It was a great time of working through fears together, breaking down barriers and trusting each other, learning to communicate, and developing a bond as a team to triumph through the obstacles.



Our second Leadership Lab session was held on September 23rd at Halff, where Don Gleason enlightened us on how our different personalities result in preferred styles of communication. Our group is spread across the DiSC model, showing that we have numerous strengths that can be brought to the table as well as weaknesses we can learn from each other on how to improve. This will be great to learn from as the team practices crucial conversations with various personality types. We concluded the session with additional team bonding to get to know everyone further and working together to accomplish goals.



When we meet next on October 7th at HDR Engineering, we will start diving into our Crucial Conversations book (Chapters 1-5) and learn all about the benefits of the Mentorship Program from Josh Graham and his mentee,

*Nicholas Gillett*



# Leadership & Mentoring

## Mentors Needed

Our Post Leadership Lab is “juice that is worth the squeeze.” As part of that squeeze we would like to, potentially, find you!

We want to change trajectories by giving back in a way that enables those that follow us.

That being said, how much the mentee “puts in” directly impacts what they “get out.” The mentee drives the train... but sometimes needs a little push.

They must “recognize that the mentee is in control of the direction that the mentee-mentor relationship takes. It is imperative that you establish expectations and commit to each other what you can support with your busy lives.”

Our Post website’s page at <https://www.same.org/san-antonio/mentoring/> includes mentoring guides that offer best practices, intent, and tools to enable a productive membership.

We **need a few more mentors now for our Leadership Lab participants** and in a few more weeks we will need some more to serve as mentors for our 2024 College Scholarship Program winners.

Please consider being a mentor, contact James Kisiel, our Leadership & Mentoring Director, at [jkisiel@half.com](mailto:jkisiel@half.com).



## POST SUPPORTS STEM EVENTS

On September 10, Harold Eberbach, STEM & College Outreach Director, and Board member Dick Kochanek supported the Randall H. Fields Elementary STEM Night.

A huge crowd of parents and students participated at the event. Our balloon-powered race car was again very popular with the students. So much so that we ran out of supplies to build more cars just about closing time.

Prior to the STEM Night Harold also participated in the National STEM Challenge which included virtual judging of student projects.



**Attendance at Fields Elementary STEM Night**



**Race Car Building at Event's Post Exhibit**

## POST STEM VOLUNTEER OPPORTUNITIES

We have the following upcoming STEM events that we need volunteers to help support:

- **October 12 - MATHCOUNTS, Frost Bank Center** - Volunteers will serve as scorers and proctors for students taking competition math quizzes. **NO MATH SKILLS ARE REQUIRED.** There are scoring rubrics used to score the test. Volunteers will be needed from about 10:15 am - 3:30 pm (typically the volunteers finish even earlier)
- **October - November - SA BEST High/Middle School Robot Competition.** Events include virtual judging of team robot designs on the evenings of October 8 and 9; virtual judging of team notebooks starting October 28; in-person judging of team marketing presentations November 9 at St Mary's University; and in-person judging for special awards (including our own Post award) November 10 at St Mary's University.
- **November 2 - Science & Engineering Fair, John Jay High School.** Nearly 100 students (10th grade-12th grade) will participate in this competition. Volunteers are needed to select scholarship winners and the school's Research Team that will participate in Regional and State Fairs for the 2024-25 school year. Judging will start at 10 a.m. and should end around 1pm. As it is with most school events, volunteers will submit information for a background check to participate.

To be a volunteer, email [samesatx@gmail.com](mailto:samesatx@gmail.com).



## 2024-2025 San Antonio Post Scholarship Update

We received 39 scholarship applications this year representing 8 Texas Universities!

University	# Applicants
Rice University	2
St. Edwards University/ University of Texas at Austin	1
Texas A&M University	14
Texas A&M University - San Antonio	1
Texas Tech University	2
University of Texas at Austin	16
University of Texas Rio Grande Valley	1
University of Texas at San Antonio	2
<b>Totals</b>	<b>39</b>

Our Scholarship Committee Judges are currently evaluating the applications. The Scholarship Committee will make our recommendation to the Post Board of Directors by October 17, 2024. Upon approval, we will notify the winners and schedule award ceremonies.

The goal of our scholarship program is to select approximately 7 to 12 qualified and promising Texas university sophomores through seniors to receive San Antonio Post scholarships for the Spring Semester 2025. The Post awards two types of scholarships: seven Named Scholarships up to \$4,000 each; and several General scholarships between \$1,000 and \$3,000 at the discretion of the Post Board of Directors. All scholarships are a one-time cash award. Our budget this year is \$44,000.

Direct any questions to [same.sa.scholarships@gmail.com](mailto:same.sa.scholarships@gmail.com).

Diane Glass  
Post Scholarship Director





## Student Chapter Update-UTSA

Post College Outreach Coordinator and UTSA Student Chapter Mentor **Terry Watkins** attended the UTSA Welcome Back BBQ Bash on Wednesday, September 4, from 11:00 AM – 1:00 PM at the Biotechnology, Sciences and Engineering Building Atrium on Campus.

Our UTSA Chapter was one of about 20+ school organizations that had a table at the event which was attended by an estimated 700 students. The event coordinators registered students, issued them a food ticket and a participation sheet that required them to get several organizations to stamp their sheet proving they talked to at least 3 organization for which they earned a free T-shirt.

**Celeste Olvera**, last year's Chapter Treasurer and the only current officer still at UTSA, arrived to assist with manning the booth and fielding questions. We had pens and the phone holders as handouts along with a SAME fact sheet with a QR code to take interested students directly to the "Join as a student" page on the SAME website. We also had a sign in/contact sheet for student interested UTSA Chapter updates. We handed out about 35 SAME fact sheets and had 38 students sign in and provide contact information. Celeste and Terry will be tabulating the contact list and schedule a fall meeting to invite those who signed in. Celeste is also setting up a meeting with our UTSA faculty advisor to try to increase his involvement in the Chapter.



## Student Chapter Update-Texas A&M University

The Texas A & M University (TAMU) SAME Student Chapter held its monthly meeting on Thursday, September 26, at 5:30 pm in Room 2405 at the Memorial Student Center (MSC). There were 26 students in attendance, along with one faculty advisor, Lance Clark, and the Chapter Mentors from the Houston Galveston and our Post TAMU Student Chapter Mentor John German. The meeting was led by the Chapter President Jacob Shiflet, and had been planned by the Chapter Board members, including Tom Kaiser and Luke Kaiser.

The speaker was Col. Brad Tippit, Professor of Naval and Marine Military Science, TAMU.

Col. Tippit spoke about Leadership in a clear and concise manner, and cited examples and specifics based on his own 26 years of military service. It was very informative and beneficial to the Chapter members present, including many who are also members of the TAMU Cadet Corps.

President Shiflet then encouraged members to sign up for one of the Chapter leadership positions that are part of the election planned for the October meeting. After reports about college scholarships, future meetings, opportunities to attend national SAME meetings, and potential field trips for the Chapter, the students took time to talk with each other, enjoy some pizza, and to visit with Col. Tippitt.

The next meeting is planned for October 23 at the MSC at 5:30 pm.





# SMVET Support

## IBSA WORKFORCE & TRANSITION ALLIANCE CALENDAR OF EVENTS

<b>10 Oct</b>	0900-1500	CMA Warrior Transition Workshop
<b>12 Oct</b>		Retiree Appreciation Day - Houston/ Ellington Field
<b>19 Oct</b>		Retiree Appreciation Day - FSH
<b>2 Nov</b>		Retiree Appreciation Day - Randolph
<b>8 Nov</b>	1000-1400	National Veterans Outreach Program 26 <sup>th</sup> Annual Veterans Stand Down *
<b>3 Nov</b>	1500-1800	Dress for Success Top Golf TEEOFF to SUCCESS *

### Recurring Community Events

<b>11<sup>th</sup> every Month</b>		Texas Veterans Commission BUDDY CHECK DAY
<b>Tuesday</b>	1330-1430	TVN Monthly Q&A *
<b>Tuesday</b>	1800-1930	Table Talk: Color me Camo Peer to Peer Group *
<b>Wednesday</b>	1130-1300	Women VETS Talk *
<b>Wednesday</b>	1800	Cohen Military Family Clinic at Endeavors Insomnia Cognitive Behavioral Therapy Group *
<b>Thursday</b>	1900-2200	LinkedIn MilATX; 2 <sup>nd</sup> Thurs of every month
<b>Friday</b>	1100-1215	Cohen Military Family Clinic at Endeavors Recovering from Sexual Trauma from Despair to Hope *
<b>Second Friday every Month</b>	1900-2200	MilCountry Meet Up, tickets <a href="https://thedistricton46.com/https://www.eventbrite.com/e/2024-milcountry-meetup-tickets-791605171377">https://thedistricton46.com/https://www.eventbrite.com/e/2024-milcountry-meetup-tickets-791605171377</a>
<b>Saturday</b>	1400-1900e	V2I Virtual Networking Events; tickets <a href="https://vets2industry.org/events-page/">https://vets2industry.org/events-page/</a>
<b>Saturday</b>	1400-1700e	V2I Military Spouse Virtual Networking Mixer (quarterly when no V2I Networking Events), register <a href="https://vets2industry.org/events-page/">https://vets2industry.org/events-page/</a>



**MORE SMVET EVENTS ON NEXT PAGES**

# SMVET Support



NATIONAL VETERANS  
OUTREACH PROGRAM

## NVOP'S 26TH ANNUAL VETERANS STAND DOWN

NOVEMBER 8 2024 | 10AM - 2PM



**FREE SERVICES \* FOOD \* LEGAL AID  
HAIRCUTS \* AND MUCH MORE!**

611 N FLORES, SAN ANTONIO, TX  
THIS IS A VETERANS ONLY EVENT  
PLEASE BRING VA ID OR DD214



# SMVET Support



YOU ARE INVITED TO THE 6TH ANNUAL  
**HEALTH & WELLNESS FAIR**

**ALL ARE WELCOME**

**SATURDAY | 10:00 TO 13:00**  
**16 NOVEMBER | FREE ENTRY**



**VFW POST 76**  
**10 10th St, San**  
**Antonio, TX 78215**

**MUSIC - FOOD - DRINK**



# DOD Updates

## Air Force Civil Engineer Center Unveils Heritage Wall (AF CE Weekly Email Sep 10 story by Luke Allen AFIMSC PA)

JOINT BASE SAN ANTONIO-LACKLAND, Texas – Members of the Air Force Civil Engineer Center unveiled a new heritage wall at AFCEC headquarters at Joint Base San Antonio, Lackland on August 29, 2024.

In October 2012, a bold initiative was launched by the Air Force to revolutionize how the civil engineer enterprise backs Air Force installations, as this would establish the AFCEC.

Since its inception, AFCEC has taken charge to drive the transformation during this dynamic period, demonstrating that centralization is not only feasible but also crucial and beneficial to the Air Force's capacity to carry out missions effectively, strengthen installations, and enhance combat power.





## Secretary of Defense Announces Seven New Initiatives to Enhance Well-Being of Military Force and Their Families

(AF CE Weekly Email Sep 24 story by Secretary of the Air Force Public Affairs)

WASHINGTON (AFNS) -- Secretary of Defense Lloyd J. Austin III announced seven initiatives to improve the quality of life for service members and their families today. These actions build on the extensive and unprecedented actions that Department of Defense leaders have taken over the past four years as part of Austin's Taking Care of People initiative.

Secretary Austin directed the implementation of the following:

**Health Care Flexible Spending Accounts for Service Members:** To reduce out-of-pocket health care costs for service members, the DoD will make HCFSA's available to Service members for the first time through a Special Enrollment Period in March 2025. HCFSA's are an optional benefit that enable Service members to set aside up to \$3,200 in pretax earnings per Service member to pay for health care costs, such as co-payments, contact lenses, glasses, dental care, and annual deductibles.

**Access to Wi-Fi Pilot:** To reduce out-of-pocket expenses and improve quality of life for junior enlisted Service members, the DoD is implementing a series of pilot projects to provide high-speed Wi-Fi internet access at no cost to Service members living in unaccompanied housing, which will form the basis of a long-term plan to build a Wi-Fi connected force.

**Making Moves Easier:** Building on previous expansions of move-related payments to Service members, the DoD will increase Temporary Lodging Expense reimbursement to 21 days (up from 14 days) and allow Temporary Lodging Allowance to be authorized for up to 60 days when it is necessary for a Service member or dependent to occupy temporary lodging immediately before leaving a permanent duty station outside the continental United States. The DoD will also initiate a study to review and evaluate increasing the household goods weight allowances for Service members.

**Further Expand Spouse Eligibility for My Career Advancement Account Financial Assistance:** To support career advancement for military spouses, eligibility for MyCAA financial assistance will be expanded to spouses of active-duty Service members and spouses of National Guard and reserve Service members on Title 10 orders in the E-7, E-8, E-9, and W-3 ranks. Financial assistance may be utilized to pursue a license, certification, or associate degree as well as testing for college credit and continuing education units. This initiative aims to reduce barriers to employment for military spouses.

**Investment in Childcare Workforce:** To improve access to childcare for military families, we must invest in our childcare workforce to ensure we can recruit and retain childcare providers. The DoD is working closely with Congress to fund compensation increases for childcare providers and to add key positions — lead educators and special needs inclusion coordinators — that will enhance the developmental and educational support provided to children served by DoD child development centers.

**Quality of Life at Remote and Isolated Installations Review:** The DoD will conduct a review on risk and protective factors, and prevention capabilities of harmful behaviors at three remote installations. The results of the review will be used to inform and improve quality of life at those locations.

**Uniform Costs Review:** The DoD will review the quality of standard uniform clothing items issued to the enlisted force and the enlisted monetary uniform replacement allowance rates to ensure they are sufficient.

The Department continues to collaborate with Congress and state partners to ensure the successful implementation and ongoing support of these initiatives.

# Upcoming Events

## SAME & Other Activities

(see <https://www.same.org/san-antonio/events/> for Post Events)

(see <https://www.same.org/events-programs/> for SAME Events)

- Post STEM Volunteer Opportunities, Oct - Nov - see [page 11](#)
- SMVET Support Activities, Oct - Nov - see [pages 15-17](#)
- Post Meeting, Oct 17, Old San Francisco Steakhouse - USACE Ft Worth District with speaker Christopher Reinhardt, see [page 1](#) and <https://241017samesatx.eventbrite.com>
- Deadline to Declare as Candidate in Post Elections, Oct 21- see [pages 2-3](#) and <https://2024electionsamesatx.eventbrite.com>
- Post Meeting, Nov 14, Old San Francisco Steakhouse - PFAS Forensics with speaker Cindy Cash, AFCEC/CZRX, SAVE THE DATE
- SAME Federal Small Business Conference, Nov 20-22, New Orleans - see <https://www.samesbc.org>

**WHAT'S  
HAPPENING**



# Honors Gallery

## September 19 Post-CMAA SCTX Meeting at San Francisco Steakhouse

YP and Board Member Harold Eberbach Leads Invocation and Pledge of Allegiance



Attendees Enjoy Networking Time



President Rene Cortez Kicks Off Meeting



Speaker Andrew Hunt Briefs on Ethics Issues



CMAA Director Dawn Vernon Briefs on Chapter's Upcoming Events



SAME Texas RVP Eric Wilbur Presents RVP Coin to Andrew



# 2024 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>President (E)</i> <b><u>Rene Cortez</u></b>		Oneida ESC Group
<i>Vice President (E)</i> <b><u>John Baker</u></b>	(210) 872-1705	Lockward, Andrews & Newnam, Inc.
<i>Treasurer (E)</i> <b><u>Sam Hutchins</u></b> , F.SAME		Retired
<i>Secretary (E)</i> <b><u>Cassandra Price</u></b>	(210) 323-4125	Cherokee Nation Businesses
<i>Director, Industry Government Engagement 2024-25 (E)</i> <b><u>Sam Barnett</u></b>	(971) 282-1757	iParametrics
<i>Director, Resilience, 2024 (E)</i> <b><u>John Enyeart</u></b> , F.SAME	(210) 552-8368	AFIMSC
<i>Director, Leadership &amp; Mentoring, 2024-25 (E)</i> <b><u>James Kisiel</u></b>	(830) 455-0284	Half Associates
<i>Director, STEM &amp; College Outreach, 2024 (E)</i> <b><u>Harold Eberbach</u></b>	(210) 995-0535	KMEA
<i>Director, Servicemember &amp; Veteran Support 2024 (E)</i> <b><u>Dean Hartman</u></b>	(907) 306-8345	Michael Baker International
<i>Immediate Past President</i> <b><u>Zakary Payne</u></b>	(210) 213-1888	Matrix Design Group, Inc.
<i>Assistant Secretary (A)</i> <b><u>Sarah Fowlkes</u></b>	(512) 423-9089	Jacobs
<i>Assistant Treasurer (A)</i> <b><u>Steve Holt</u></b> , F.SAME	(210) 391-0921	MOCA Systems
<i>Director, Young Professionals (A)</i> <b><u>Andrew Silvas</u></b>	(210) 643-0544	Broadbent & Associates
<i>Director, Fellows (A)</i> <b><u>Joshua Graham</u></b> , F.SAME	(330) 518-8701	HDR

## **Post Board Organization Chart**

# 2024 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>Director, Individual Members (A)</i> <b><u>Ed von Dran</u></b>	(210) 326-6991	.Alpha Terra Engineering, Inc.
<i>Director, Sustaining Members (A)</i> <b><u>Michele Torres</u></b>	(703) 593-4407	Health Facility Solutions Company
<i>Military Enlisted Affairs Liaison (A)</i> <b><u>SMSgt Melwing Isaac Jimenez</u></b>	(701) 340-9023	AFIMSC
<i>Director, Scholarships (A)</i> <b><u>Diane Glass</u></b>	(210) 355-1355	Freese and Nichols, Inc.
<i>K-12/STEM Outreach Coordinator (A)</i> <b><u>Scott Mikos</u></b>	(210) 383-8644	AFIMSC
<i>SAME E&amp;C Camp Coordinator (A)</i> <b><u>Capt Varsha Savalia</u></b>	(520) 313-1482	USPHS
<i>College Outreach Coordinator (A)</i> <b><u>Terry Watkins</u></b>	(210)403-6329	Jacobs
<i>Univ of Texas Student Chapter Mentor (A)</i> <b><u>Rick Galloway</u></b>	(512) 913-0355	Retired
<i>Texas A&amp;M Student Chapter Mentor (A)</i> <b><u>John German</u></b>	(210) 621-5889	Retired
<i>UT San Antonio Student Chapter Mentor (A)</i> <b><u>Terry Watkins</u></b>	(210)403-6329	Jacobs
<i>Small Business Coordinator (A)</i> <b><u>Sarah Fowlkes</u></b>	(512) 423-9089	Jacobs
<i>Special Event Coordinator (A)</i> <b><u>Bonnie Hopke</u></b> , F.SAME	(210) 495-7744	Retired
<i>Servicemember &amp; Vet Support Coordinator (A)</i> <b><u>Mike Monreal</u></b> , F.SAME	(210) 845-5515	Broaddus & Associates

## **Post Board Organization Chart**

# 2024 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	EMAIL
<i>Servicemember &amp; Vet Transition Coordinator (A)</i> <b><u>Markus Henneke</u></b>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <b><u>Cade Deines</u></b>	(210) 681-0954	HJD Capital, Inc.
<i>Leadership Lab Co-Director (A)</i> <b><u>Cathy Bond-Cassidy</u></b>	(210) 683-0392	Bold Concepts, Inc.
<i>Website Manager/Newsletter Editor (A)</i> <b><u>Dick Kochanek</u></b> , F.SAME	(210) 884-9731	Retired
<i>Social Media Coordinator (A)</i> <b><u>Amy Shirlberg</u></b>	(210) 452-6626	Spec Professional Services
<i>Awards Committee Chair (A)</i> <b><u>Dick Kochanek</u></b> , F.SAME	(210) 884-9731	Retired
<i>Golf Chair (A)</i> <b><u>Michael Beach</u></b>	(830) 816-5434	Broadbent and Associates.
<i>Holiday Celebration Chair (A)</i> <b><u>Hilda Quinones</u></b>	(210) 896-8711	Q&A Diversified LLC



## **Post Board Organization Chart**



# Post Sustaining Members

as of October 1 Rosters

Company/Agency	Website
<b>#</b>	
3KEYS SERVICES GROUP LLC	<a href="http://www.3ksq.com/">http://www.3ksq.com/</a>
<b>A</b>	
Aerostar Environmental and Construction	<a href="http://www.bbch-llc.com">http://www.bbch-llc.com</a>
AG3 Group, LLC	<a href="https://ag3-group.com/">https://ag3-group.com/</a>
Alpha Facilities Solutions, LLC	<a href="https://alphafacilities.com/">https://alphafacilities.com/</a>
Alpha Terra Engineering, Inc.	<a href="http://atei97.com">http://atei97.com</a>
Alpha Testing LLC	<a href="https://www.alphatesting.com/">https://www.alphatesting.com/</a>
American Structurepoint Inc.	<a href="https://www.structurepoint.com">https://www.structurepoint.com</a>
Aptim Federal Services, LLC	<a href="https://www.aptim.com">https://www.aptim.com</a>
AR6 Construction & Engineering, LLC	<a href="https://ar6ce.com/">https://ar6ce.com/</a>
<b>B</b>	
B2Z Engineering LLC	<a href="https://b2zeng.com/">https://b2zeng.com/</a>
Badger CPA	<a href="https://badgercpa.com/">https://badgercpa.com/</a>
Baer Engineering and Environmental Consulting Inc.	<a href="http://baereng.com">http://baereng.com</a>
Bain Medina Bain, Inc.	<a href="https://bmbi.com/">https://bmbi.com/</a>
Battelle	<a href="https://www.battelle.org">https://www.battelle.org</a>
BB&E Consulting Engineers Professionals	<a href="https://bbande.com/">https://bbande.com/</a>
Benham Design LLC	<a href="http://www.benham.com">http://www.benham.com</a>
Bhate	<a href="https://www.bhate.com">https://www.bhate.com</a>
Binkley & Barfield, Inc.	<a href="https://www.binkleybarfield.com/">https://www.binkleybarfield.com/</a>
Black & Veatch Special Projects Corp.	<a href="https://www.bv.com">https://www.bv.com</a>
Booz Allen Hamilton, Inc.	<a href="https://www.boozallen.com">https://www.boozallen.com</a>
Bristol Industries	<a href="http://www.bristol-companies.com/services/engineering">http://www.bristol-companies.com/services/engineering</a>
Burns & McDonnell	<a href="http://www.burnsmcd.com">http://www.burnsmcd.com</a>
<b>C</b>	
CAPE	<a href="http://www.cape-inc.com">http://www.cape-inc.com</a>
CCI Prime Contractors, LLC	<a href="https://www.cci-alliance.com/home/">https://www.cci-alliance.com/home/</a>
CDM Smith	<a href="https://www.cdmsmith.com/">https://www.cdmsmith.com/</a>
Chenega Cororation	<a href="https://www.chenega.com/">https://www.chenega.com/</a>
Cherokee Nation Businesses	<a href="https://cherokeenationbusinesses.com/">https://cherokeenationbusinesses.com/</a>
City Electric Supply	<a href="https://www.cityelectricsupply.com/">https://www.cityelectricsupply.com/</a>

# Post Sustaining Members

as of October 1 Rosters

City of San Antonio	<a href="https://www.sanantonio.gov/PublicWorks">https://www.sanantonio.gov/PublicWorks</a>
City of San Antonio - Aviation Dept	<a href="https://flysanantonio.com/business/">https://flysanantonio.com/business/</a>
CP&Y, Inc.	<a href="https://www.cpyi.com/">https://www.cpyi.com/</a>
CTI and Associates, Inc.	<a href="http://cticompanies.com">http://cticompanies.com</a>
Cushing Terrell (CTA Inc.)	<a href="https://cushingterrell.com/">https://cushingterrell.com/</a>
Cyntergy AEC	<a href="https://www.cyntergy.com/">https://www.cyntergy.com/</a>
<b>D</b>	
DAP Construction Management LLC	<a href="https://www.dapconstructionmgt.com">https://www.dapconstructionmgt.com</a>
DAWSON	<a href="https://www.dawsonohana.com/">https://www.dawsonohana.com/</a>
Day & Zimmermann	<a href="https://www.dayzim.com/">https://www.dayzim.com/</a>
DE Corp	<a href="https://www.dec corp.com/houston">https://www.dec corp.com/houston</a>
Desert Concepts Energy & Environmental Inc	<a href="https://desert-concepts.com/">https://desert-concepts.com/</a>
Design Build Consortium, LLC	<a href="https://www.manta.com/c/mb4ypf0/design-build-consortium-llc">https://www.manta.com/c/mb4ypf0/design-build-consortium-llc</a>
Domestic Rail Solutions /Corp	<a href="https://drscontracting.com/">https://drscontracting.com/</a>
<b>E</b>	
Eaton Corporation	<a href="https://www.eaton.com/us/en-us.html">https://www.eaton.com/us/en-us.html</a>
ECC	<a href="https://www.ecc.net/">https://www.ecc.net/</a>
ECT2	<a href="https://www.ect2.com/">https://www.ect2.com/</a>
EEA Consulting Engineers	<a href="https://eeace.com/">https://eeace.com/</a>
EvoTech LLC	<a href="https://evotech.technology/">https://evotech.technology/</a>
<b>F</b>	
FLUOR	<a href="https://www.fluor.com/">https://www.fluor.com/</a>
Force Asset Management	<a href="https://www.forceam.com">https://www.forceam.com</a>
Forefront	<a href="https://www.forefronthealthcare.com">https://www.forefronthealthcare.com</a>
FPM Remediations	<a href="https://www.fpm-remediations.com">https://www.fpm-remediations.com</a>
Freese and Nichols	<a href="https://www.freese.com">https://www.freese.com</a>
<b>G</b>	
Gannett Fleming Inc.	<a href="http://www.gannettflrming.com">www.gannettflrming.com</a>
Garver	<a href="https://www.garverusa.com/">https://www.garverusa.com/</a>
<b>H</b>	
Hasen Global / LLC	<a href="http://hasenglobal.com/">http://hasenglobal.com/</a>
HB&A	<a href="https://www.hbaa.com/">https://www.hbaa.com/</a>
HDR	<a href="http://www.hdrinc.com">www.hdrinc.com</a>
Health Facility Solutions Company	<a href="https://hfscompany.com/">https://hfscompany.com/</a>
Holtz Adams Construction&Consulting, LLC	<a href="https://www.holtzadams.com">https://www.holtzadams.com</a>
Huitt-Zollars Inc	<a href="https://www.huitt-zollars.com/">https://www.huitt-zollars.com/</a>
Hydrogeologic, Inc.	<a href="https://www.hgl.com">https://www.hgl.com</a>

# Post Sustaining Members

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<b>I</b>	
IMEG Corp.	<a href="https://www.imegcorp.com">https://www.imegcorp.com</a>
IntegriWard, LLC	<a href="https://integriward.us/">https://integriward.us/</a>
International Consulting Engineers	<a href="https://www.icengineers.net">https://www.icengineers.net</a>
<b>J</b>	
Jacobs	<a href="https://www.jacobs.com">https://www.jacobs.com</a>
JVR LLC/ Construction Services	<a href="https://www.jvrlc.com">https://www.jvrlc.com</a>
<b>K</b>	
KBR	<a href="https://www.kbr.com/en">https://www.kbr.com/en</a>
Kiewit	<a href="https://www.kiewit.com/">https://www.kiewit.com/</a>
Kleinfelder	<a href="https://www.kleinfelder.com">https://www.kleinfelder.com</a>
KMEA	<a href="https://www.kmea.net/">https://www.kmea.net/</a>
KOMAN Holdings, LLC	<a href="https://komankc.com/">https://komankc.com/</a>
<b>L</b>	
LMI	<a href="https://www.lmi.org/">https://www.lmi.org/</a>
Los Alamos Tech Assoc, Inc. (LATA)	<a href="https://www.lata.com/">https://www.lata.com/</a>
<b>M</b>	
M2 Federal, Inc.	<a href="https://www.m2federal.com">https://www.m2federal.com</a>
Matrix Design Group	<a href="https://www.matrixdesigngroup.com">https://www.matrixdesigngroup.com</a>
Mead & Hunt, Inc.	<a href="https://meadhunt.com/">https://meadhunt.com/</a>
Medina Consulting Company, Inc.	<a href="https://medinacci.com/">https://medinacci.com/</a>
Merrick & Company	<a href="https://www.merrick.com/">https://www.merrick.com/</a>
MHR Engineering	<a href="https://mhreng.com/">https://mhreng.com/</a>
Michael Baker International	<a href="https://www.mbakertntl.com">https://www.mbakertntl.com</a>
MOCA Systems, Inc.	<a href="https://mocasystems.com">https://mocasystems.com</a>
<b>N</b>	
North Wind Group	<a href="https://northwindgrp.com/">https://northwindgrp.com/</a>

# Post Sustaining Members

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<b>O</b>	
Office Source Ltd	<a href="https://officesourceltd.com/">https://officesourceltd.com/</a>
Olsson	<a href="https://www.olsson.com">https://www.olsson.com</a>
Oneida ESC Group	<a href="https://oescgroup.com/">https://oescgroup.com/</a>
<b>P</b>	
P. Max Engineering	<a href="https://www.pmax-eng.com">https://www.pmax-eng.com</a>
Page	<a href="https://pagethink.com">https://pagethink.com</a>
Parra & Co	<a href="https://www.parracompany.com">https://www.parracompany.com</a>
Parsons	<a href="https://www.parsons.com/">https://www.parsons.com/</a>
PIKA International	<a href="http://www.pikainc.com/">http://www.pikainc.com/</a>
Pond & Company	<a href="https://www.pondco.com">https://www.pondco.com</a>
Protection Engineering Consultants	<a href="https://www.protection-consultants.com/">https://www.protection-consultants.com/</a>
<b>Q</b>	
QRI/Quaternary Resource Investigate	<a href="https://qri.com/">https://qri.com/</a>
<b>R</b>	
RSP Architects, Ltd	<a href="https://www.rsparch.com">https://www.rsparch.com</a>
<b>S</b>	
SCIDEV, Ltd.	<a href="https://scidevlt.com/">https://scidevlt.com/</a>
SES Constructors LLC	<a href="http://www.bbch-llc.com">www.bbch-llc.com</a>
SES Energy Services LLC	<a href="http://www.bbch-llc.com">www.bbch-llc.com</a>
Silver Lake Construction LLC	<a href="https://www.silverlake-construction.com/">https://www.silverlake-construction.com/</a>
Stantec, Inc.	<a href="https://www.stantec.com">https://www.stantec.com</a>
Steelcase, Inc.	<a href="https://www.steelcase.com">https://www.steelcase.com</a>
Street Legal Industries, Inc.	<a href="http://www.slind.net">http://www.slind.net</a>
STV	<a href="http://www.stvinc.com">www.stvinc.com</a>
Surveying and Mapping, LLC	<a href="https://www.sam.biz">https://www.sam.biz</a>
<b>T</b>	
Tepa Companies.	<a href="https://www.tepa.com/">https://www.tepa.com/</a>
Terracon Consultants, Inc.	<a href="https://www.terracon.com">https://www.terracon.com</a>
Tetra Tech, Inc.	<a href="https://www.tetrattech.com/">https://www.tetrattech.com/</a>
The Akana Group Inc.	<a href="https://theakanagroup.com">https://theakanagroup.com</a>



# Post Sustaining Members

as of October 1 Rosters

T	
Tigerbrain Engineering, Inc.	<a href="https://tigerbrain.com/">https://tigerbrain.com/</a>
Torres-Moore LLC	none listed
Transnet Communications LLC	<a href="https://www.transnet-co.com">https://www.transnet-co.com</a>
Trihydro Corporation	<a href="https://www.trihydro.com">https://www.trihydro.com</a>
U	
V	
V2X	<a href="https://gov2x.com/">https://gov2x.com/</a>
Versar Global Solutions	<a href="https://www.versar.com">https://www.versar.com</a>
W	
Walter P. Moore	<a href="https://www.walterpmoore.com">https://www.walterpmoore.com</a>
Weston Solutions, Inc.	<a href="http://www.westonsolutions.com">http://www.westonsolutions.com</a>
Woolpert, Inc.	<a href="https://woolpert.com/">https://woolpert.com/</a>
Y	
Yates Construction	<a href="https://www.wgyates.com/">https://www.wgyates.com/</a>

