



20770 US HIGHWAY 281 N  
STE 108, PMB 451  
San Antonio, TX 78258-7500

February 24, 2025

MEMORANDUM FOR SAME MEMBERS

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, January 30, 2025, Zoom

Board Members present are in **BOLD**:

**President**  
Vice President  
Past President  
**Secretary**  
**Assistant Secretary**  
**Treasurer**  
**Assistant Treasurer**  
**2<sup>nd</sup> Assistant Treasurer**  
**Partnership Director**  
**Small Business Coordinator**  
**Golf Committee Chair**  
**Technical Solutions Director**  
**Personnel Development Director**  
SMVET Support Coordinator  
SMVET Transition Coordinator  
Fellows Director  
Young Professional Director  
**Individual Member Director**  
**Sustaining Member Director**  
**Leadership Lab (LLAB) Director**  
**STEM & College Outreach Director**  
K-12/STEM Outreach Coordinator  
SAME E&C Camp Coordinator  
College Outreach Coordinator  
UTSA Student Chapter Mentor  
**Texas A&M Student Chapter Mentor**  
**Scholarship Director**  
**Newsletter Editor**  
**Website Manager**  
**Awards Committee Chair**  
**Holiday Celebration Chair**

**Col. John Baker**  
Ms. Sarah Fowlkes  
Mr. Rene Cortez  
**Mrs. Cassandra Price**  
**Ms. Bridget Booth**  
**Mr. Sam Hutchins, F.SAME**  
**Mr. Steve Holt, F.SAME**  
**Mr. Dick Kochanek, F.SAME**  
**Mr. Sam Barnett**  
**Ms. Cathy Bond-Cassidy**  
**Mr. Michael Beach**  
**Mr. John Enyeart**  
**Mr. James Kisiel**  
Mr. Mike Monreal, F.SAME  
Mr. Marcus Henneke  
Mr. Josh Graham, F.SAME  
Mr. Andrew Silvas  
**Mr. Ed von Dran**  
**Ms. Michele Torres**  
**Ms. Shelby Gund**  
**Mr. Harold Eberbach**  
Mr. Scott Mikos, F.SAME  
Capt. Varsha Savalia, USPHS  
Mr. Terry Watkins  
Mr. Terry Watkins  
**Mr. John German**  
**Mr. Moises Ramirez**  
**Mr. Dick Kochanek, F.SAME**  
**Mr. Dick Kochanek, F.SAME**  
**Mr. Dick Kochanek, F.SAME**  
**Ms. Hilda Quinones**

Others Present:

**Past Scholarship Director**

**Ms. Diane Glass**

1. The Dec 5 Post Board meeting minutes are at <https://www.same.org/wp-content/uploads/2025/01/241205sabod.pdf>. Are there any changes needed?

**Dick Kochanek briefed that he had made an error in *Attachment 3* of the Dec 5 minutes and did not include the \$1,000 for the College Student Chapter Support. He will correct the mistake and resend the minutes to Board members. There were no other changes to the minutes and the Board approved the Dec 5 meeting minutes with the change in *Attachment 3*.**

2. Board Members:

- John Baker to install elected Officers/Directors not able to attend the 2024 Holiday Gala:
  - Cassandra Price (Secretary), Sam Hutchins (Treasurer), John Enyeart (Technical Solutions Director) and Harold Eberbach (STEM & College Outreach Director)

*"Do you pledge yourselves to support the Society's Strategic Plan and carry out faithfully the duties of the offices to which you have been elected"*

- *Attachment 1* is the list of members interested in appointment/re-appointment to Board positions.
- *Attachment 2* is the list of appointed Board positions not filled

**John Baker installed Cassandra Price, Sam Hutchins and Harold Eberbach to the positions they were elected to. He later also installed John Enyeart to his position after he joined the meeting late. John Baker appointed/reappointed the members listed in *Attachment 1* to the appointed Board positions shown with the exception of the Scholarship Director position. Diane Glass because of upcoming retirement is unable to fill the position so John appointed Moises Ramirez, who was recommended by Diane, as the new Scholarship Director. The Board reviewed the appointed positions in *Attachment 2* that remained unfilled. Dick mentioned that John German was willing to continue as the TAMU Student Chapter Mentor, but needed to get reimbursement for travel and lodging since he was no longer able to drive back and forth from the meetings on the same day. Harold Eberbach and John Baker felt it was beneficial for John to continue as the Chapter Mentor and didn't have any objections to the reimbursement requested. Ed von Dran indicated that many Post volunteers were traveling to their events without travel being reimbursed, but understood about the need for lodging. After more discussion the Board approved reimbursing John for his lodging to attend three TAMU Chapter meetings. John German was therefore reappointed to the TAMU Student Chapter Mentor position. The Board discussed the other remaining appointed positions in *Attachment 2*. John Baker will discuss the UT Chapter Mentor positions with some retired military engineering officers working in UT Facility Management. John will review the need for the Military Enlisted Liaison and Social Media Coordinator positions as we move through the year. John Enyeart verified that I-WEPTAC, support for which was the primary workload for the Special Projects Coordinator, has moved in a different direction and agreed the position was probably no longer needed. Shelby Gund will look for interested LLAB participants for filling the LLAB Co-Director position.**

3. Board Member Expectations:

- In previous years the Board has approved the policy that Board members are expected to attend at least three (3) of the scheduled Board meetings in the calendar year (typically 11 Board meetings are planned for the year). This may be waived by the Post President on a case-by-case basis.

**The Board approved the Board member expectation of attending at least 3 Board meetings for 2025.**

4. Finances/Budget:

- *Attachment 3* is the 2024 Budget Update (as of Dec 31).
- *Attachment 4* is the 2024 Balance Sheet. This document shows the beginning balances of all accounts, income, expenses, transfers and ending balances of accounts on two pages.

- *Attachment 5* is the 2025 Budget Update (as of Jan 25).
- Last year we started using QuickBooks Online as our accounting system.
  - Sam Hutchins didn't realize that you had to Log Off versus Xing out which causes synchronizations issues in the backend.
  - On Jan 5 QuickBooks started acting up. Sam was told that there were a large number of synchronization errors in the back end and to fix the issue he was going to have to subscribe to data support.
  - Sam chose the one-year support (\$1,199.99) versus the 30-day support at a couple \$100 less.
  - It took them a couple of hours to fix the issue. Lesson learned. They recommended monthly data reviews (included) which Sam will do. Based on the data reviews we can determine if we want to renew this next year.
- We need to conduct the annual financial audit. In the past we have used Board and long-time member volunteers for the audit. Sam and Dick Kochanek discussed the possibility of making this a LLAB and/or Post YPs annual project.

**Sam Hutchins briefed that *Attachment 4* was a more detailed breakout of the 2024 expenses and that *Attachment 5* was the first update on the new budget and it is what members will get for future Board meetings. Sam briefed that he caused an unexpected expense for 2025 because of the way the new QuickBooks system operates and his use of multiple computers with the system. He was able with QuickBooks staff assistance to get our system back on line and learned a valuable lesson from the experience. Sam briefed the Post needs to conduct its annual financial review. Dick and Sam briefed their idea of having this requirement be an annual project for the LLAB and/or YPs to get them more involved in Post operations. Steve Holt volunteered to assist Selby Gund, LLAB Director, and Andrew Silvas, YP Director, in doing this year's audit as a trial of the idea.**

5. Post Contract Execution Authority Renewal:

- Annually, the Board re-issues the authority for Chairpersons and POCs of major program/activities to sign contracts on behalf of the Board/Post when the activities and their related budgets have been approved by the Board IAW the Post Bylaws, Article V, paragraph 3 (see <https://www.same.org/san-antonio/post-governance/>).

**The Board approved the authority for Chairpersons and POCs of major programs/activities to sign contracts on behalf of the Board/Post for 2025 IAW with the current Post Bylaws.**

6. 2025 SBMRF:

- Scheduled for Apr 9-10 at Embassy Suites Landmark with Golf Tournament Apr 8 at the Quarry Golf Course..
- Sarah Fowlkes to provide updates at the meeting.

**Cathy Bond-Cassidy briefed that 50 plus people had already signed up for the event. She said there was a meeting scheduled soon to finalize the AFCEC participation, but several other DOD agencies had already committed to participate. Dick mentioned that we had raffled off the large TV we were using for displaying the 1-on-1 sessions for participants to sign up for the sessions with the idea we would use a projector to display the schedule on the wall in the future. The existing Post projector is old and does not have a HDMI connector and the conversion cables Dick tried for VGA to HDMI signals do not work well with it. Dick also mentioned we might want to invite the SAME Executive Director and if so there is a SAME procedure for these type invites. Cathy said she would bring these issues up at the next committee meeting. John Baker indicated he knew Maj Gen Weir USA (Ret.) and could help with the invite. Sam Barnett also suggested SAME Vice President Ben Matthews might be invited since he was located close to San Antonio. John indicated if we were going to invite Ben it might also be correct to invite the SAME President Sharon Krock. Dick mentioned that the invite(s)**

might involve paying for their registration and rooms. John asked Sam what the financial impact was of inviting all three. Sam indicated there was \$3,000 in SAME/Local Conference Support or the cost could be taken directly from the SBMRF revenue. Cathy said she would take the invite recommendations to the committee for a decision. Dick suggested to Mike Beach that we also might consider providing the local CMAA Chapter with a complimentary foursome or a couple of slots for the Golf Tournament since the CMAA Chapter provided us with a free team registration at their Scholarship Clay Shooting Tournament. Mike will look into the idea.

7. 2024 Post Streamer:

- The Post Streamer submittal is due to SAME on Jan 31. The submittal is a required part of the Post Annual Report which is submitted by Mar 31.
- *Attachment 6* is the Streamer Tracking spreadsheet for our accomplishments toward the 2025 SAME Strategic Plan Post Tasks in 2024.
  - 1,700 points with 1 task completed in the IGE Goal is required to earn the Streamer; more than 1700 points earns the Streamer with distinction.
  - You are allowed to repeat accomplishments for one (1) Post Task in each of the 5 Strategic Plan Goals
  - Dick is estimating we earned 4,525 points for our accomplishments on the Post Tasks.
- Attachment 7 is the narratives for the Post Tasks. These are uploaded online for the Post Streamer submittal.
- For 2025 we will be operating under the 2030 Strategic Plan with its 3 new Goals.

Dick briefed that *Attachment 6* showed what we had accomplished in 2024 against the SAME 2025 Strategic Plan Post Tasks. Dick estimates we achieved 4,525 points against the 1,701 points needed to earn the Post Streamer with distinction for 2024. John Baker thanked the Board for their accomplishments. John asked whether we received the 2030 Strategic Plan Post Tasks yet. Dick indicated the 2030 Plan Post Tasks had not officially been published yet, but the draft of the Post Tasks that he was sent just condensed some of the Post Tasks from the 5 Goals of the 2025 Strategic Plan to align with the 3 new Goals of the 2030 Strategic Plan. Dick will follow-up with SAME to try to get an update on the new Post Tasks status. Dick provided a summary on how the Post Streamer system works and explained how important it is that we document an activity when we complete it so it can be used in the Post Streamer narratives. The Board approved submitting the 2024 Post Streamer.

8. SAME Awards:

- Dick is working 3 SAME Award nominations:
  - Eric Wilbur – new Leader Development Award
  - Joshua Graham – Goethals Medal
  - Sarah Fowlkes – Post Service Medal
- Submittals are due on line by Feb 3

Dick reported that Eric Wilbur's nomination was finished and all that was needed was John Baker's approval to nominate Sarah Fowlkes for the Post Service Medal and John's endorsement for Joshua Graham's nomination for the Goethals Medal. John approved nominating Sarah and indicated he would get Joshua's endorsement letter to Dick.

9. Holiday Celebration:

- We budgeted \$6,500 and spent \$5,915 for the 2024 Holiday Celebration support.
- We should discuss if we are going to continue this level of support for future Holiday Celebrations.
- If so, we should start now on securing a venue.

Hilda Quinones briefed that it would probably take an extra \$2,000 to change locations for the Holiday Celebration from the Embassy Suites Landmark to another venue. She said the Embassy Suites people were easy to work with, parking was good, location was relatively central and the food was generally very good. Dick mentioned that event attendance seemed to be dropping and that we might need to consider a different concept for the event to increase participation. He felt that ticket cost was likely causing the lack of YP participation. Hilda said that the Dec 13 date for 2024 event caused conflicts that precluded regular attendees from participating and the drop in attendance. John Baker indicated that for future events we should try to avoid dates which other major organizations like the Greater Chamber of Commerce are having their Holiday parties on. Hilda briefed that if we are going to make a change in venues that we really need to do so by Mar 2025. John then asked that we do a survey of members to get their feedback and ideas on the Holiday Celebration and to try to include the link for the survey in the Feb newsletter.

10. Field/Student Chapters:

- We are hearing very little from our Field and Student Chapters except for the TAMU Student Chapter and a few events by the UTSA Chapter:
  - UT Austin Chapter – we have lost the Post Mentor and last known Faculty Advisor; unsure whether we still have any student chapter members
  - There has been no word recently from the Concho Valley and Laughlin AFB Chapters
  - Dick received a call last week from a member about the Coastal Bend Chapter. They sent Dick a list of interested members, but many of them were not SAME members or SAME members that were not affiliated with the San Antonio Post or Coastal Bend Field Chapter.
- Distance to most of these Chapters may be hindering our effectiveness in hosting them.

John Baker briefed he knew of some engineers in the UT Facility Management so he will contact them to see if they were interested in being the Mentor(s) of the UT Student Chapter. John asked about the UTSA Chapter and about some event(s) Terry Watkins mentioned in an email that were coming up. Dick said the Chapter was participating in the UTSA Welcome event and the Chapter had a meeting following it. John German briefed that the TAMU Student Chapter also had a very successful meeting on Jan 23. John German also said the Board's decision to provide lodging for his trips to TAMU would help, but that the travel reimbursement should continue to be reviewed because his replacement is likely to come from the San Antonio area, which is further away from the university than he has to travel. Dick mentioned the idea about having Mentor(s) for our Field Chapters so we have a better idea of what is going on at the Chapters. John Baker stated he would consider the suggestion.

11. Feb Newsletter – Inputs for the Feb issue are due Monday, Feb 3 to Dick.

**INFORMATION UPDATE ONLY**

12. Any Other Issues/Updates:

- Ed von Dran suggested the 2<sup>nd</sup> or 3<sup>rd</sup> Thursday in Mar at the Evil Olive for a New Members Meeting, which had been deferred from 2024. John Baker concurred with the dates. Ed said he was still looking at what

**new members should be invited and will provide suggested lists of new members from the last 6 and 12 months for review.**

- **Dick asked about whether we had worked out the details of supporting the SA Engineers Week Proclamation Breakfast on Feb 18. John Baker indicated he wanted to invite LLAB participants and YP members for our Post table and asked about whether the Post had materials for the Post exhibit table. Dick stated he had the table skirt, pull up displays and swag items for the exhibit, but felt we should focus on the SAME STEM Camps because high school students normally attended the event and the Camp application deadline was Mar 12. John Baker wanted to be sure that Post invitees for our table commit to attending so that it is full. Harold Eberbach mentioned that Scott Mikos had the lead for the event and would work out the details.**
- **John Baker mentioned he had some connections with SAISD Board members and would pass along to them information about the SAME STEM Camps and scholarships.**

13. Actions Items/Decisions from Meeting:

- **Diane Glass to remind Moises Ramirez, new Scholarship Director, about his membership renewal.**
- **Board approved reimbursement of lodging for John German's participation at TAMU Student Chapter meetings.**
- **John Baker to reach out to UT Facility Management leaders and others on being UT Student Chapter Mentor(s).**
- **John Baker to review need for Military Enlisted Liaison and Social Media Coordinator positions.**
- **Shelby Gund to review LLAB participants for possible candidate for LLAB Co-Director.**
- **Steve Holt to work with Shelby Gund and Andrew Silvas for the annual financial audit.**
- **Board approved Board member expectation of attending at least 3 Board meetings for 2025.**
- **Board approved Authority for Chairpersons and POCs to sign contracts for the Board/Post after program approvals**
- **Invite and get commitments on attendance from LLAB and YP members to participate at Feb 18 E-Week Proclamation Breakfast Post Table.**
- **Board approved Dick Kochanek submitting 2024 Post Streamer.**
- **John Baker to finish Joshua Graham's SAME award nomination endorsement letter.**
- **Hilda Quinones and Dick Kochanek to develop member survey on Holiday Celebration participation.**
- **Board members to provide inputs for the Feb newsletter to Dick Kochanek on.**
- **John Baker to provide SAISD Foundation contacts information on SAME STEM Camps.**

14. Next Board Meeting: **Thursday, Feb 27, 11:30 am – 1:00 pm, by Zoom.**

## January 30 Post Board Minutes

### Attachments

1. 2025 Appointed Position with Fills
2. 2025 Vacant Appointed Positions
3. 2024 Budget Update (to Board Only)
4. 2024 Budget Balance Sheet (to Board Only)
5. 2025 Budget Update (to Board Only)
6. 2024 Post Streamer Tracking Sheet
7. 2024 Post Streamer Tasks Narratives

///SIGNED///

Dick Kochanek, F.SAME  
Acting Recorder

APPROVED AS WRITTEN

///SIGNED///

John K. Baker, P.E.  
Colonel, USA (Ret.)  
2025 Post President

## ATTACHMENT 1



SAME San Antonio Post 2025 Board Appointments		
Position	2025 Fill	Under Elected Officer/Director
Young Professional Director	Andrew Silvas	Dir Personnel Development
Fellows Director	Joshua Graham, F.SAME	Dir Personnel Development
Sustaining Member Director	Michele Torres	Dir Personnel Development
Individual Member Director	Ed von Dran	Dir Personnel Development
Scholarship Director	Diane Glass	Dir Personnel Development
Assist Treasurer	Steve Holt, F.SAME	Treasurer
2 <sup>nd</sup> Assistant Treasurer	Dick Kochanek, F.SAME	Treasurer
Assistant Secretary	Bridget Booth	Secretary
K-12/STEM Outreach Coordinator	Scott Mikos	Dir STEM & College Outreach
E&C Camp Coordinator	Capt Varsha Savalia, USPHS	Dir STEM & College Outreach
College Outreach Coordinator	Terry Watkins	Dir STEM & College Outreach
UTSA Student Chapter Mentor	Terry Watkins	Dir STEM & College Outreach
Small Business Outreach Coordinator	Cathy Bond-Cassidy	Dir Partnerships
SM/Vet Support Coordinator	Mike Monreal, F.SAME	Dir Personnel Development
SM/Vet Transition Coordinator	Markus Henneke	Dir Personnel Development
LLAB Director	Shelby Gund	Dir Personnel Development
Golf Committee Chair	Mike Beach	Dir Partnership
Holiday Celebration Chair	Hilda Quinones	President/Vice President
Awards Committee Chair	Dick Kochanek, F.SAME	President/Vice President
Newsletter Editor	Dick Kochanek, F.SAME	President/Vice President
Website Manager	Dick Kochanek, F.SAME	President/Vice President

## ATTACHMENT 2

SAME San Antonio Post 2025 Board Unfilled Appointments		
Position	Additional Info	Under Elected Officer/Director
TAMU Student Chapter Mentor	2024 incumbent John German willing to continue if Post able to support travel & lodging for participation at TAMU (about \$260/meeting for 3 meetings in Spring semester.	Dir STEM & College Outreach
UT Student Chapter Mentor	2024 incumbent Rick Galloway not interested in continuing. Chapter faculty advisor also dropped out. Very little 2024 chapter activity	Dir STEM & College Outreach
Assist UT Student Chapter Mentor	Position was not filled in 2024	Dir STEM & College Outreach
Post Military Enlisted Liaison	2024 incumbent SMS Isaac-Jimenez retiring. Little or no participation in 2024. Current draft Post Tasks for 2030 Strategic Plan for Develop People Goal relating to SMVET activities reduced.	Dir Personnel Development
Special Projects Coordinator	2024 incumbent Bonnie Hopke sees no need for position	Dir Partnership
Leadership Lab (LLAB) Co-Director	2024 incumbent moving to new position	Dir Personnel Development
Social Media Coordinator	2024 incumbent Amy Shirlberg unable to participate much in. Can help if position is really needed	President/Vice President

## ATTACHMENT 6

2025 Strategic Plan Post Task Accomplishments Summary for 2024				
(Goal 1,700 Points for Streamer; 1,700 + Points for Streamer with Distinction)				
Goal	Tasks		Tasks Points	
	Available	Completed	Available	Completed
Goal 1 Strengthen Industry-Government Engagement	13	9	1400	1000
Goal 2 Build and Sustain Resilient Communities	10	5	1250	600
Goal 3 Develop Leaders for the Profession	17	13	875	850
Goal 4 Enrich the STEM Pipeline for the Nation	24	16	1775	1200
Goal 5 Prepare Servicemembers and Veterans for the A/E/C Industry	21	8	2125	875
Other				
Total	85	51	7425	4525

## 2025 Strategic Plan Post Task Accomplishments for 2024

GREEN - Completion BLUE - Repeat Completion			
Goal 1 Strengthen Industry-Government Engagement - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 1 - Ensure SAME's Industry-Government Engagement Plan promotes multidisciplinary industrygovernment collaboration and adds value to shared efforts to improve America's infrastructure,with the Society recognized by all stakeholders as the platform for industrygovernment engagement</b>			
1. Conduct Industry-Government Engagement Workshops with key stakeholders to identify issues, collaborate on solutions, and document progress. Categories can include but are not limited to: Policy/Law; Capacity (skilled labor); Project Delivery Best Practices, Business Practice; Capability (professional expertise, technology); Warfighting; Resilience; small business; market research; cyber security; and knowledge management.	250		
2. Identify new local touchpoints to key stakeholders within local, state, and federal government entities to determine how the Post can serve those entities.	200	200	Post Meetings with CoSA Public Works Director and USACE Galveston District CC - new touch points
3. Conduct local Joint Table-Top Exercises (TTX) to stimulate collaboration among government and civilian engineers and planners on locally relevant infrastructure challenges. Include federal, state, or local agencies and strategic partners, as appropriate.	150		
4. Host an Industry Days/Government Briefings/Small Business events.	100	200	Mar 4-5 SBMRF  REPEAT - Gov't Briefings Post Mtg: Apr 18 USACE Galveston; Jun 13 772 ESS; Oct 11 USACE Ft Worth; Nov 14 AFCEC
5. Provide relevant industry best practices and professional development opportunities for government and uniform members.	100	100	Feb 15 Mtg CoSA Bond and Capital Programs & Apr 18 USACE Galveston& Nov 14 PFAS Meeting. 11 PDHs available from meetings; Sep 19 Ethics meeting; gov't members in LLAB; nominated mil member for SAME LDP; \$500 PD-CE Scholarship to gov't member

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 1 Strengthen Industry-Government Engagement - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 2 - Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results</b>			
1. Identify, establish and nurture strategic and organizational partners at local, state, and regional levels and determine how the Post can collaborate with those entities and execute two partnering/joint programs. (Examples include: ASCE, CMAA, NSPE, DBIA etc.) Annually review strategic partnerships for impact, value, reciprocity, and strategic significance and outcomes of partnerships. Identify opportunities for new partnerships within existing goals	200	200	ARASE, MATHCOUNTS, SA BEST, CMAA, St May's University. Orgs involved with SA E-Week
2. In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships.	100	100	Virtual Board meeting and hybrid LLAB sessions. STEM virtual judging. THINKFIT LLAB software
<b>Objective 3 - Ensure SAME's Communities of Interest serve Posts and national entities as subject matter experts, leveraging the Society's broad technical diversity to advance knowledge, standards, and best practices</b>			
1. Utilize COIs to identify topics and subject matter experts to support Post level technical events: IGE, Workshops, Seminars, Webinars, Conferences, Table Top Exercises	50		
2. Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post	50	50	Members on every COI. 100 plus on more than one. Members on leadership teams of 7 COIs
<b>Objective 4 - Develop a portfolio of professional communications to inform, educate and reinforce SAME's impact to the nation; provide a repository of industry-government engagement efforts, tools, and lessons learned on the SAME national website</b>			
1. Promote progress of Post IGE Workshops through their conclusion by preparing and submitting articles documenting updates in TME, RealTiME, COI communications, Post communications, social media and on the IGE web page.	50		
<b>Objective 5 - Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences</b>			

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 1 Strengthen Industry-Government Engagement - Tasks	Points Avail	Est Points Earned	Action Completed
1. Develop IGE programming to meet the needs of the Post or region consistent with the IGE goal.	100	100	Feb 15 Mtg CoSA Bond Program, Mar 4-5 SBMRF NAVFAC, Air Force, USACE Business Opportunities, Apr 18 USACE Galveston Projects, Jun 13 772 ESS Contracting Tools and Oct 11 USACE Ft Worth Projects
2. Survey members to find out interests, issues and demographics	25	25	Oct-Nov Post YP Survey
3. Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.	25	25	32 members: 11 females, 21 males; 8 YPs, 8 Fellows; 14 SB, 12 LB, 3 PAs members
<b>Total</b>	<b>1400</b>	<b>1000</b>	

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## 2025 Strategic Plan Post Task Accomplishments for 2024

GREEN - Completion BLUE - Repeat Completion			
Goal 2 Build and Sustain Resilient Communities - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 1 - Leverage any local, regional, national, and international partnerships to educate and train members and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies to natural and man-made events</b>			
1. Hold infrastructure resilience specific training sessions and IGE Workshops.	200	200	Apr 18 Post meeting USACE Galveston presentation on Coastal Texas Project
2. Conduct or participate in emergency management resilience exercise.	150		
3. Develop relationships with regional/local government and suggest ways that SAME can serve or partner with them.	100	100	Oct 22 John Enyeart participated In Operational Preparedness Symposium by TX Water Environment Association
<b>Objective 2 - 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</b>			
1. Hold Resilience Technology Industry Day, Roundtable, Post Meeting or webinar	150	150	Jun 13 Post meeting on AF Net Zero Program
2. Utilize access to technology demonstration programs or other means of technical exchange addressing efficiency, sustainability, and resilience including but not limited to: the Environmental Security Technology Certification Program (ESTCP, OSD) and the GSA Proving Ground (GPG) and several DOE programs.	100	100	Nov 14 Post meeting presentation on PFAS Forensics
4. Utilize the SAME Resilience COI as subject matter experts for presentations, roundtables or webinar programs.	50		
<b>Objective 3 - Promote partnerships and collaboration supporting the needs of military installations in pursuit of mission assurance and readiness (such as energy, water, and cyber security)</b>			
1. Locate and share success stories with Post members and SAME National from DoD installations, government and industry that have implemented cyber programs impacting infrastructure and industrial controls systems (Risk Management Framework).	50	50	DOD Updates section of Monthly newsletter

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 2 Build and Sustain Resilient Communities - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 4 - Utilize SAME's national relationships and local Posts to furnish vertical collaboration between all levels of government and private business</b>			
1. Look for opportunities to problem solve from the local agency level up. Identify issues that needlessly hinder collaboration in resiliency (i.e. FEMA's ability to work with local government during disasters)	100		
<b>Objective 5 - Lead collaboration to advocate for streamlined acquisition and implementation of resilience solutions</b>			
1. Conduct or participate in Table Top Exercises at the Post/Regional level to stimulate collaboration among military and civilian engineers and planners on locally relevant infrastructure challenges.	200		
2. Enable discussions with federal agency and/or local government leaders and organizations dealing with the real impacts of sea level rise, extreme flooding, wild fires, mudslides or other natural disasters.	150		
<b>Total</b>	<b>1250</b>	<b>600</b>	

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## 2025 Strategic Plan Post Task Accomplishments for 2024

GREEN - Completion BLUE - Repeat Completion			
Goal 3 Develop Leaders for the Profession - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability</b>			
1. Support the National Leader Development Program (LDP) and link to post leader mentoring and development programs, by nominating at least one person from the Post, to the Region for the National LDP class.	100	100	Nominated Fowlkes, Eberbach and Lt Col Mahn for 2025-26 SAME LDP
2. Develop a Post Leadership Program, where Post Board of Directors gain knowledge and understanding of the Post's Standard Operating Procedures and/or Post's Programs Operational success.	100	100	Pre-election info to candidates; Jan BOD meeting discuss responsibilities; periodically discuss Streamer tasks
3. Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events, etc.) and scale to the size of the post	50	50	2023-24 and 2024-25 LLABs
<b>Objective 2 - Promote a structured SAME mentoring continuum, highlighting growth and leadership opportunities for members at all levels</b>			
1. Build leadership pathways to achieve return on investment (sponsorships vs scholarships, stipends, Fellow designations) that impact the Post Leadership each year.	50	50	\$500 PD Scholarship for gov't member; 3 members nominated for AOF; 3 members nominated for 2025-26 SAME LDP; 1 member nominated for SAME Foundation Board; \$1,000 Post donation to Foundation; Bond and Eberbach to PLW; \$656 for YPs; \$4K for LLAB
2. Develop mentorship avenues for Fellows and senior Post members to remain engaged by providing their experience in leadership development of SAME Post members.	50	50	Fellows Director gets Fellows for LLAB sessions; mentoring articles Post newsletter; Post Fellows participate at YP events; Fellows and senior members assigned as mentors to scholarship winners
3. Develop mentorship program where larger Posts integrate and help enhance smaller Post leadership within the Post's membership.	50		

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 3 Develop Leaders for the Profession - Tasks	Points Avail	Est Points Earned	Action Completed
4. Profile what a ready A/E/C leader looks like and how to communicate qualifications across the A/E/C industry (government, industry, academic and business). Share profile(s) with Post membership and National office.	25		
<b>Objective 3 - Support and promote the SAME Foundation in fostering engineering leadership</b>			
1. Provide support to core SAME program areas of the STEM Pipeline from K-12, Camps, College Outreach and Young Members and transitions between each level. Support can be as a camp mentor, recruiter, or any level of support as defined by the post.	50	50	\$59.3 K in support STEM, Yps, LLAB, College Outreach
2. Inform and educate Post members of benefits of supporting the SAME Foundation for leadership development.	25	25	Article in monthly newsletter, briefing slide at Post meetings, member mail update on 2024 Foundation Campaign
<b>Objective 4 - Increase participation and partnerships with academic institutions and college students at the Post, regional, and national levels</b>			
1. Establish at least one local college or university contact and conduct one event with the school.	100	200	Feb 17 UTSA Day exhibit; Nov 7 UT & Nov 21 TAMU Scholarship Presentations  REPEAT - Nov 5 Palo Alto Presentation
2. Establish and formalize relationships with colleges and universities that support the A/E/C and related disciplines. Document meeting attendance by college student/student chapter members.	100	100	Apr 14 TAMU meeting; Sep 4 UTSA Welcome Back Bash; Sep 26 TAMU meeting.
3. Establish relationships with ROTC and JROTC programs at colleges, universities and high schools.	50	50	Scholarship Director maintains list of college ROTC contact; contacted Johnson, South San, Central Catholic, Veteran Memorial, Ronald Reagan, John Marshall, Alamo Heights, Douglas MacArthur and Soutside high school JROTC units about 2024 SAME Camps.

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 3 Develop Leaders for the Profession - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders and establishing succession plans</b>			
1. Have a Fellows POC on the BOD	25	25	Josh Graham Post Fellows Director plus 5 other Fellows on BOD
2. Have a Fellow(s) assist another Post without a Fellow in leader development	25		
3. Reach out to another Post with Fellows to collaborate if your Post does not have a Fellow for assistance in developing new leaders.	25		
4. Include Fellow(s) in leading or actively sharing leadership development responsibilities for the BOD succession planning in developing new leaders.	25	25	Fellows Director gets Fellows for LLAB sessions; mentoring articles Post newsletter; Post Fellows participate at YP events
5. Include Fellows in helping to recruiting new volunteer leaders	25	25	Josh Graham and Dick Kochanek recruiting for election
<b>Total</b>	<b>875</b>	<b>850</b>	

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## 2025 Strategic Plan Post Task Accomplishments for 2024

GREEN - Completion BLUE - Repeat Completion			
Goal 4 Enrich the STEM Pipeline for the Nation - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 1 - Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM</b>			
1. Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level	100	200	Oct 28 - Nov 10 SA BEST Robot Competition  REPEAT - Apr 5 STEM Day Great TX Air Show
2. Sponsor, support or mentor a STEM student or team at the K-12 level (i.e. robotics; mini-grand challenges)	50		
3. Actively participate in a local, regional or national STEM program, event or competition.	50	50	11 STEM events - 33 volunteers
<b>Objective 2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students</b>			
1. Develop a local SAME STEM camp (i.e. week-long day camp, overnight camp, single day camp)	150		
2. Develop a local camp or STEM Day with a strategic partner or other organization.	150	150	Nov 5 Palo Alto College STEM Event; Randall Fields Elementary School STEM Night
3. Sponsor a camper.	100	100	Sponsored 5 campers: 3 to USAFA, 1 to Navy & 1 to Marine Camps
4. Award a high school STEM scholarship for post- secondary education (college/university or technical/trade school)	100	100	14 scholarships \$44K; Myers sponsored \$500 scholarship; 3 endowed scholarships- 1 UTSA, 2 TAMU; Freshman awarded 1 TAMU endowed
5. Develop a relationship(s) with local K-12 school to support STEM related activities (science fair, STEM guest speakers, field trips etc.)	75		

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 4 Enrich the STEM Pipeline for the Nation - Tasks	Points Avail	Est Points Earned	Action Completed
6. Sponsor other types of STEM outreach events such as "bring a student to work day", speak/present to a classroom about the industry during Engineers Week, invite student group(s) to tour a project site.	75	75	Post BMBI, Halff, Michael Baker, Woolpert, Freese & Nichols Sponsors SA E-Week; Vernon & Carter Chair and on SA E-Week Committee; BMBI and HDR Eng-for-Day Programs
7. Invite camp alumni back to a Post meeting or event to talk about their experience.	50	50	5 campers shared their experience in the Aug and Sep issue of Post newsletter
8. Encourage camp participants to apply for Post and/or national scholarship opportunities.	25	25	Camp Coordinator tells campers about SAME Camp Alumni Scholarship
9. Sponsor or participate in college/university STEM or STEM career related event.	25	25	Nov 5 Palo Alto College STEM Event
<b>Objective 3 - Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as camp mentors</b>			
1. Participate in a local STEM camp with a strategic partner or other organization. (i.e. weeklong day camp, overnight camp, single day camp)	100		
2. Sponsor a Post member(s), Student Chapter member(s) to serve as SAME national or local STEM camp mentor or camp staff member.	100		
3. Develop a program for mentoring scholarship recipients, camp alumni and any other students engaged with the Post to encourage their interest in STEM careers.	75	75	Mentors assigned to scholarship winners.
4. Invite camp mentors back to a Post meeting or event to talk about their experience.	75		
<b>Objective 4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions</b>			
1. Assign a mentor to scholarship recipients during the school year with follow up on their program of study either in person or by phone, email or video.	50	50	Post Fellows and other senior leaders assigned to College Scholarship winners
2. Ensure scholarship recipients are SAME student members of the Post or student chapter.	25	25	SAME membership required to sign in to online application

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 4 Enrich the STEM Pipeline for the Nation - Tasks	Points Avail	Est Points Earned	Action Completed
3. Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.	25	25	Feb 17 UTSA Day and Sep 4 UTSA Welcome Back to School Bash
4. Develop student "mentorship" program with other Posts for students who go to school away from their home Post to provide additional support during the school year.	25		
<b>Objective 5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters</b>			
1. Establish a new SAME student chapter and/or nurture an existing student chapter.	150	150	Participated at 10 UTSA, TAMU and UT events
2. Promote the Virtual Student Chapter to all student members and student chapters.	100		
3. Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges and universities with relevant STEM programs.	75	75	Nov 5 Palo Alto College Event; Nov participation in St Mary's program educational objectives.
4. Establish a Post POC to the College Outreach COI.	25	25	BOD member Terry Watkins College Outreach Coordinator & UTSA Chapter Mentor plus others on COI
<b>Total</b>	<b>1775</b>	<b>1200</b>	

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## 2025 Strategic Plan Post Task Accomplishments for 2024

GREEN - Completion BLUE - Repeat Completion			
Goal 5 Prepare Servicemembers and Veterans for the A/E/C Industry - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 1 - Provide technical and joint training, integration of industry best practices, and networking opportunities to service members at the Post, regional, and national levels</b>			
1. Augment existing local government training with industry perspectives and best practices.	150	150	Feb 15 CoSA Bond; Apr 18 USACE Galveston; Nov 14 PFAS Forensics briefs
2. Conduct joint technical training for industry, military and government personnel when appropriate.	150	150	Mar 4-5 SBMRF
3. Conduct training for military members that enhances wartime mission; document training (PDHs, schedule, other).	150		
4. Integrate into local Military Transitioning Assistance Programs.	100		
<b>Objective 2 - Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications</b>			
1. Utilize scholarship funds to support credentialing and training of service-members.	150	150	\$500 PD-CE Scholarship to USAF employee; Lt Col Mahn nominated to 2025-26 SAME LDP
2. Co-host, participate or sponsor joint meetings and events with other SAME strategic partners supporting military with PDH programs.	100	100	Sep 19 Post-CMAA meeting on Professional Ethics.
3. Communicate National-level credentialing resources with Post members and <i>potential members</i> .	50	50	Jan - May issues of Post newsletter
4. Host or sponsor effective credentialing program(s) or courses for veterans.	50		
<b>Objective 3 - Sponsor leader development, networking, mentoring, and job fair opportunities for transitioning servicemembers that connect them to Trade Labor Unions, industry organizations, and other professional resources</b>			
1. Develop mentoring transition program for military personnel; share program details with the National office.	200		

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 5 Prepare Servicemembers and Veterans for the A/E/C Industry - Tasks	Points Avail	Est Points Earned	Action Completed
2. Participate in an established mentoring transition program for military personnel.	150		
3. Develop tutoring and/or study-group program for those seeking credentialing support.	100		
4. Established local Warrior (Veteran) Transition Program with local installation) to prepare Veterans for post-military career. Share program information and success stories with the National office.	100		
5. Sponsor or participate in an established Veteran Transition Program(s) at local installation(s).	75	150	\$2,000 sponsorship of Pink Berets  REPEAT - \$2,000 donation to Broken Warrior Angels for 6th Annual Health & Wellness Fair
6. Co-host local networking events and/or job fairs with strategic partners.	75		
7. Host a resume writing/review or mock interview program for transitioning personnel.	50		
8. Include opportunities at industry days and small business events that can include recruitment opportunities.	50		
9. Sponsor or co-host an event or program with Trade Labor Unions to connect transitioning service-members with opportunities in the construction, asset management industries, or related industry.	50		
<b>Objective 4 - Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being</b>			
1. Leverage local and national relationships with organizations and strategic partners that specialize in veteran well-being; providing opportunities for veterans.	100	100	SMVET section of monthly newsletter
2. Include family when appropriate, to enable service-members to achieve their mission and career goals without losing valuable time with family. (i.e.: social events)	50		
3. Participate with local and national organizations that support veteran and their family's well-being.	25	25	2 members Dec K-9 for Warriors event & \$1,000 donation

## 2025 Strategic Plan Post Task Accomplishments for 2024

Goal 5 Prepare Servicemembers and Veterans for the A/E/C Industry - Tasks	Points Avail	Est Points Earned	Action Completed
<b>Objective 5 - Operationalize the Post sponsorship model, where SAME Posts coordinate to welcome servicemembers/civilians and their families upon transitioning to new locations</b>			
1. Collaborate with other Posts on 'transferring' any members who move to another location with a SAME Post. (i.e.: PCS, job changes, etc.)	200		
<b>Total</b>	<b>2125</b>	<b>875</b>	

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## ATTACHMENT 7

## Goal #1- Strengthen Industry-Government Engagement

Objective #1 - Ensure SAME's Industry-Government Engagement Plan promotes multidiscipline 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.

Task #2: Identify new local touchpoints to key stakeholders within local, state, and federal government entities to determine how the Post can serve those entities.

**Points Available –200**

**Uploaded –**

**Action Completed Write-up:**

**At the Feb 15 Post meeting Razi Hosseini, City Engineer/Director of Public Works for the City of San Antonio briefed attendees on the City's 2024 \$794M Capital Project Program and identified key points of contact for the selection of design consultants. He also explained about the use of the City's Project Dashboard to find the latest updates on City's Capital projects. There were 65 Post attendees at the meeting. 1.0 PDH was available for attendees.**

**At the Apr 18 Post meeting Col Rhett Blackmon, USACE Galveston District Commander briefed on the District's major projects including Project 11 (covering the Channel and Bayou work around Post Houston), Sabine Neches Waterway Improvements, Brazo Island Harbor Partnership, Coastal Storm Risk System, Coastal Texas Project, Sabine Pass Project and Clear Creek Refinement Project. Col Blackmon identified the key points of contact for these projects. There were 60 Post attendees at the meeting, 1.0 PDH was available for attendees.**

## **Goal #1- Strengthen Industry-Government Engagement**

**Objective #1 - Ensure SAME's Industry-Government Engagement Plan promotes multidiscipline 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.**

**Task #4: Host an Industry Days/Government Briefings/Small Business events.**

**Points Available –100**

**Uploaded –**

**Action Completed Write-up:**

**The San Antonio Post held its Annual Small Business Market Research Fair (SBMRF) on March 4-5, 2024. Copies of all presentations were posted to SBMRF registration web site. Topics for the event are listed below:**

**Presentations:**

**SAME Foundation by Zackary Payne, Post President**

**Air Force Leadership Perspective by Brig Gen Kale, Air Force Civil Engineer Center (AFCEC) Commander**

**NAVFAC Southeast Perspective by CDR Joshua Sharp, Corpus Christi NAS Public Works Officer**

**Air Force Installation Contracting Commend Perspective by Brindle Summers, 772 Enterprising Sourcing Squadron (ESS)**

**Air Force Construction Business Opportunities by Jason Cosby, AFCEC**

**Air Force Environmental Programs by Stephanie Metzger, AFCEC**

**Air Force Energy Programs by Julia Cantwell AFCEC**

**USACE Acquisition Strategy/Programming by Chris Reinhardt and Ali Marshall (USACE Ft Worth) and Will Harlon (USACE Omaha)**

**There were over 270 attendees at the SBMRF and one-on-one small/large business networking sessions with government agencies were conducted. 5.0 PDHs were available for attendees.**

## Goal #1- Strengthen Industry-Government Engagement

Objective #1 - Ensure SAME's Industry-Government Engagement Plan promotes multidiscipline 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.

Task #5: Provide relevant industry best practices and professional development opportunities for government and uniform members.

**Points Available –100**

**Uploaded –**

**Action Completed Write-up:**

**At the Feb 15 Post meeting Razi Hosseini, City Engineer/Director of Public Works for the City of San Antonio, briefed attendees on the City's 2024 \$794M Capital Project Program. He explained about the use of the City's Project Dashboard technology to find the latest updates on and manage the City's Capital projects. There were 65 Post including government/military attendees at the meeting. 1.0 PDH was available for attendees.**

**At the Apr 18 Post meeting Col Rhett Blackmon, USACE Galveston District Commander, briefed on the District's major projects. Col Blackmon briefed on the many benefits of the Brazos Island Harbor Public Private Partnership and how it was helping with the work needed for that area. There were 60 Post including government/military attendees at the meeting, 1.0 PDH was available for attendees.**

**At the Nov 14 Post meeting Cindy Cash from AFCEC, Megan Duly from SRS/Oneida and Amy Dindal from Battelle gave a presentation on PFAS Forensics which is a new, innovative PFAS Signature Process developed by Battelle. The process uses artificial intelligence to evaluate mass spectrometry analytical data. There were 63 Post including government/military attendees at the meeting, 1.0 PDH was available for attendees.**

**The Feb 15, Apr 18, Jun 13, Sep 19, Oct 11, Nov 14 Post meetings and the Mar 4-5 Post Small Business Market Research Fair enabled government/military attendees up to 11 PDH credits. In addition, the Sep 19 joint Post-CMAA South Central Texas Chapter meeting covered 1 hour of Professional Ethics training, which is required for many license/certification renewals.**

**One government member was selected for our 2024-2025 Post Leadership Lab. A Post military member was also nominated by the Post in 2024 for the 2025-2026 SAME Leader Development Program. A Post government member was also awarded a \$500 Post Professional Development Scholarship in 2024 for continuing education.**

## Goal #1- Strengthen Industry-Government Engagement

Objective #2—Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results.

Task #1: Identify, establish and nurture strategic and organizational partners at local, state, and regional levels and determine how the Post can collaborate with those entities and execute two partnering/joint programs. (Examples include: ASCE, CMAA, NSPE, DBIA etc.) Annually review strategic partnerships for impact, value, reciprocity, and strategic significance and outcomes of partnerships. Identify opportunities for new partnerships within existing goals.

Points Available –200

**Uploaded –**

### **Action Completed Write-up:**

**In 2024 the San Antonio Post maintained their relationships with several professional organizations such as the Alamo Regional Academy of Science & Engineering (ARASE), Bexar Chapter of MATHCOUNTS, San Antonio Boosting Science, Engineering & Technology (SA BEST), CMAA South Central Texas Chapter. Most of these relationships have been in existence for over 10 years. The Post established new relationships with the local ASCE, NSPE and Structural Engineers Association Chapters..**

**The Post provided volunteers in to support ARASE's Alamo Junior Academy of Science Fair on January 27 and the Alamo Regional Science & Engineering Fair on February 17. The Post also supported the Bexar County MATHCOUNTS competition on February 17 and Oct 12..**

**The Post is a \$1,000 sponsor of the annual SA BEST's Robot Competition for middle/high school teams, provides volunteers for judging team notebooks, team marketing presentations and special awards. The Post also has its own special award for the team that excels in all phases of the competition. A Post Fellow also serves on the planning committee for the annual competition.**

**The Post works closely with the CMAA South Central Texas Chapter. On Sep 19 we hosted the joint Post-CMAA meeting on Professional Ethics then supported their "Christmas in July" event to provide STEM gifts for local students and their Scholarship Clay Shooting even that followed the joint Sep meeting.**

**We also established new relationships with ASCE, NSPE and others, the primary organizers of the 2024 San Antonio Engineers Week celebration. A Post member (also a CMAA member) served as the Chair for the week's activities. The Post and 3 member companies were event sponsors and 2 member companies conducted "Engineer-for-a-Day" programs for local students during the week.**



## Goal #1- Strengthen Industry-Government Engagement

Objective #2—Develop Strategic Partnerships to identify focus areas, challenges, opportunities, and potential solutions, integrating mutual expertise to achieve greater results.

Task #2: In addition to face-to-face meetings, use webinars and other technology to develop and sustain collaborative relationships.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

The San Antonio Post conducted its monthly Board meetings in hybrid format. Post volunteers participating at Alamo Junior Academy of Science Fair on January 28 and the Alamo Regional Science & Engineering Fair on Feb 17 used a software package to record their scores when judging the student's projects. Post volunteers participating in the SkillsUSA/FM-Pipeline virtual Apr 23 FACILITHON used Zoom technology to connect with the other judges and students competing. For the Post's Leadership Lab Program, the Post leased access to the THINKIFIT academic course software, to improve participant's access to the Lab's materials and sessions,

## Goal #1- Strengthen Industry-Government Engagement

Objective #3 - Ensure SAME's Communities of Interest serve Posts and national entities as subject matter experts, leveraging the Society's broad technical diversity to advance knowledge, standards, and best practices.

Task #2 - Ensure Post members are serving on COI Steering Committees and serving as liaisons to the Post.

**Points Available – 50**

**Uploaded –**

**Action Complete Write-up:**

**Post members serve on virtually every SAME COIs/Working Groups over 100 Post members serve on more than one COI/Working Group. Post members serve on the leadership teams of the Construction, Environmental, Facility Asset Management, Geospatial, Leadership Development, Membership and STEM COIs; 3 Post members serve as the Chair or Vice Chair of the COI. Post members serving on the COIs provide updates to the Post Board of Direction on COI initiatives.**

## Goal #1- Strengthen Industry-Government Engagement

Objective #5 - Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences.

Task # 1 – Develop IGE programming to meet the needs of the Post or region consistent with the IGE goal.

**Points Available – 50**

**Uploaded –**

**Action Complete Write-up:**

**Our Post members are most interested in program/project opportunities from DOD and other government agencies. Our 2024 Post meetings/events focused on that requirement as follows:**

- **Feb 15 Post meeting on the City of San Antonio's 2024 Bond Program**
- **Mar 4-5 Post Small Business Market Research Fair presentations on NAVFAC Southwest, Air Force Construction, Environmental and Energy and USACE Business Opportunities**
- **Apr 18 Post meeting on the USACE Galveston District current Projects**
- **Jun 13 Post meeting on 772 ESS on the current status of Air Force Design & Construction Program Contracting Tools**
- **Oct 11 Post meeting on USACE Ft Worth District Projects**

## Goal #1- Strengthen Industry-Government Engagement

Objective #5 - Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences.

Task # 2 - Survey members to find out interests, issues and demographics.

**Points Available – 25**

**Uploaded –**

**Action Complete Write-up:**

**The Post conducted a survey of its young professional members from Oct – Nov 2024. The survey yielded YPs preferred LinkedIn for communications about Post events and were most interested in: volunteer opportunities, SAME/Post event information and information affecting the engineering community,**

## Goal #1- Strengthen Industry-Government Engagement

Objective #5 - Promote inclusion of stakeholder interests at the Post, regional, and national levels through meetings, workshops, symposiums, and conferences.

Task # 3 - Ensure Post leadership reflects the diverse demographics, professions and practices that match the Post membership.

**Points Available – 25**

**Uploaded –**

**Action Complete Write-up:**

**The Post Board of Direction consists of 32 members that represent the diversity of the Post. 11 of the Board members are females and 21 are males. The Post Board includes 8 Young Professionals and 7 Post Fellows. The Board also includes 14 small business, 12 large business, 3 public agency, and 3 retired members. 10 of the working Board members are in direct A/E/C jobs; 19 others are in business development/project management/company executive positions.**

## Goal #1- Strengthen Industry-Government Engagement

**(REPEAT) Objective #1** - Ensure SAME's Industry-Government Engagement Plan promotes multidiscipline 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.

Task #4: Host an Industry Days/Government Briefings/Small Business events.

**Points Available –100**

**Uploaded –**

**Action Completed Write-up:**

**In addition to the Post's Mar Small Business Market Research Fair, the Post had the following government presentations at 2024 Post meetings:**

- **Apr 18 presentation by USACE Galveston District Commander**
- **Jun 13 presentation by the 772 Enterprise Sourcing, Squadron AF Installation Contracting Center**
- **Oct 11 presentation by USACE Ft Worth District Program Manager**
- **Nov 14 presentation by AFCEC Emerging Contaminants Team**

## Goal #2 - Build and Sustain Resilient Communities

Objective #1 - Leverage any local, regional, national, and international partnerships to educate and train members and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies to natural and man-made events.

Task #1 - Hold infrastructure resilience specific training sessions and IGE Workshops.

**Points Available – 200**

**Uploaded –**

**Action Completed Write-up:**

At the Apr 18 Post meeting Col Rhett Blackmon, USACE Galveston District Commander, briefed on the District's major projects which included the Coastal Texas Project, which is a comprehensive program that provides multiple lines of defense against hurricanes while restoring fish and wildlife habitat to enhance overall coastal resilience. There were 60 Post including government/military attendees at the meeting, 1.0 PDH was available for attendees.

## Goal #2 - Build and Sustain Resilient Communities

Objective #1 - Leverage any local, regional, national, and international partnerships to educate and train members and stakeholders on infrastructure risks, mitigation efforts, and joint response strategies to natural and man-made events.

Task #3 – Develop relationships with regional/local government and suggest ways that SAME can serve or partner with them.

**Points Available 100**

**Uploaded –**

**Action Completed Write-up:**

**On Oct 22 the Post’s Resilience Director participated in the 2024 Operational Preparedness Symposium sponsored by Water Environment Association of Texas. The event addressed the importance for water and wastewater utilities to guard against potential disruptions caused by both natural disasters and human conduct. The Operational Preparedness Symposium provided a venue for knowledge sharing between utilities across Texas as well as local, state, and federal government agencies. The Post Director had the opportunity to share information and discuss what SAME had to offer related to water and wastewater protection.**



## Goal #2 - Build and Sustain Resilient Communities

Objective #2 - 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

Task #1- Hold Resilience Technology Industry Day, Roundtable, Post Meeting, or Webinar.

**Points Available – 150**

**Uploaded –**

**Action Completed Write-up:**

The Post's Jun 13 meeting was a presentation by Brindle Summers from the 772 Enterprise Sourcing Squadron, AF Installation Contracting Center. The presentation covered the status of the Air Force Net Zero Program for vertical facility design with passive design to comply with EO 14057, Catalyzing Clean Energy Industries and Jobs through Federal Sustainability. The presentation included the AFCEC and USACE contracting avenues that would be used for the program and the search to identify commercial AE expertise to reduce greenhouse gas emissions, achieve carbon pollution-free electricity by 2035 and net-zero emissions by 2050. There were 71 Post including government/military attendees at the meeting, 1.0 PDH was available for attendees.

## Goal #2 - Build and Sustain Resilient Communities

Objective #2 - 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

Task #2 – utilize access to technology demonstration programs or other means of technical exchange addressing efficiency, sustainability, and resilience including but not limited to: the Environmental Security Technology Certification Program (ESTCP, OSD) and the GSA Proving Ground (CPG) and several DOE programs

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

**At the Nov 14 Post meeting Cindy Cash from AFCEC, Megan Duly from SRS/Oneida and Amy Dindal from Battelle gave a presentation on PFAS Forensics which is a new, innovative PFAS Signature Process developed by Battelle. The process uses artificial intelligence to evaluate mass spectrometry analytical data. This PFAS Fingerprint and Background study project included Air Force installations in California, Delaware, Iowa, Alaska, Ohio, New York and Arizona. The presentation covered the sampling process and analytical methods used in the project. There were 63 Post including government/military attendees at the meeting, 1.0 PDH was available for attendees.**

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## Goal #2 - Build and Sustain Resilient Communities

Objective #3 - Promote partnerships and collaboration supporting the needs of military installations in pursuit of mission assurance and readiness (such as energy, water, and cyber security).

Task #1 - Locate and share success stories with Post members and SAME National from DoD installations, government and industry that have implemented cyber programs impacting infrastructure and industrial controls systems (Risk Management Framework).

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

**The Post has a DOD Updates section in its monthly Post newsletter. It includes articles on cybersecurity and other resilience related topics. For example:**

- **Air Force Revamps Cybersecurity Course**
- **Air Force Energy Assurance Campaign Plan**
- **AFCEC Streamlines CE Work Tasks with Mobile IT Initiative**
- **Florine-Free Foam to Remove PFAS from Firefighting Activities**
- **AFIMSC Focuses on Great Power Competition Solutions**
- **DAF PFAS Cleanup Plan**

**The newsletter is distributed to Post members including a copy to the SAME staff. 12 months of the Post newsletter are maintained at the Post website.**

### **Goal #3- Develop Leaders for the Profession**

Objective #1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.

Task #1 - Support the National Leader Development Program (LDP) and link to post leader mentoring and development programs, by nominating at least one person from the Post to the Region for the National LDP class.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

**The San Antonio Post nominated three members for the 2025-2026 SAME LDP**

- **2025 Post Vice President/2026 Post President-elect and Young Professional, Sarah Fowlkes**
- **2025-26 STEM & College Outreach Director and Young Professional, Harold Eberbach**
- **Lt Col Richard Mahn from the Post's Austin Field Chapter**

### Goal #3- Develop Leaders for the Profession

Objective #1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.

Task #2 - Develop a Post Leadership Program, where Post Board of Directors gain knowledge and understanding of the Post's Standard Operating Procedures and/or Post's Programs Operational success.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

During Post elections, candidates are provided with information on the Board's organization, SAME Strategic Plan Post Tasks and Board member responsibilities related to those tasks. At the Jan 25 Board meeting we review Board member expectations and responsibilities, budget and any other annual requirements that need to be approved by the Board. Vacant appointed Board positions are reviewed to determine whether there is still a requirement for the position and if still required the Board discusses potential candidates. At the Feb 25 Board meeting, members briefed on their plans to accomplish the Strategic Plan Post Tasks. In Apr, the Board held an after-work event to provide an opportunity for Board members to network with one another and discuss any pressing issues impacting the Post. At the Jun 27 meeting, the Post President reviewed member responsibilities with the Board. At the July 25 meeting, the Board reviewed the new goals of the 2030 Strategic Plan and the draft related Post Tasks. The Board discussed if changes were needed in the Board structure with the upcoming Post elections coming up to better accomplish the new 2030 Strategic Plan scheduled to be implemented in Jan 2025.

### Goal #3- Develop Leaders for the Profession

Objective #1 - Execute leader development programs at the Post, regional, and national levels and ensure their long-term viability.

Task #3 - Execute at least one leadership focused event each year. Utilize the Leader Development Program curriculum guidance as a resource (presentations, taped events, etc.) and scale to the size of the post.

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

The Post completed its 2023-2024 Post Leadership Lab (LLAB) class in May 2024, our 12<sup>th</sup> class since the program started in 2011. The 9 graduates, who represented 7 sustaining member companies and 2 government agencies, participated in bi-monthly meetings (virtual or in-person) from Sep 2023 to Mar 2024. The LLAB included: students review and discussion of leadership books and videos, guest speakers including senior leaders from local organizations, and SAME/Post leaders and Fellows including SAME President Cindy Lincicome, who talked about their leadership journey, provided helpful hints to the class. The students planned and conducted multiple community service and Post activities. The class also participated in a team-building event, and a graduation event with a guest speaker charging the students to be more involved in SAME going forward. One of graduates is now serving as a member of the Post Board. The 2024-2025 class started in Sep 9 with 6 more participants with a LLAB graduate as the Director for the program.

### Goal #3- Develop Leaders for the Profession

Objective #2 - Promote a structured SAME mentoring continuum, highlighting growth and leadership opportunities for members at all levels.

Task #1 - Build leadership pathways to achieve return on investment (sponsorships vs scholarships, stipends, Fellow designations) that impact the Post Leadership each year..

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

**The Post provided the following leadership pathways:**

- In Mar 2024, awarded a \$500 Post Professional Development Scholarship to a government member
- Provided \$756 for Young Professional events
- Provided \$4,000 for the 2024-25 Post Leadership Lab
- In Aug 2024, sponsored the travel of 2 Board members, to the 2024 Post Leaders Workshop
- Nominated one Post member to the SAME Foundation Board
- Donated \$1,000 to the SAME Foundation
- Nomination 3 Post members to the Academy of Fellows
- Nominated 3 Post members for the 2025-26 SAME LDP class

### Goal #3- Develop Leaders for the Profession

Objective #2 - Promote a structured SAME mentoring continuum, highlighting growth and leadership opportunities for members at all levels.

Task #2 - Develop mentorship avenues for Fellows and senior Post members to remain engaged by providing their experience in leadership development of SAME Post members.

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

**The Post Director of Fellows developed a schedule for Post Fellows to participate at each of the Post's 2023-2024 and 2024 –2025 Post Leadership Lab sessions. Five Post Fellows were the special guest speakers for the LLAB sessions.**

**Post Fellows also participated in May 6 and Aug 14 Post Young Professional after-work networking events held in 2024.**

**The Post also has mentor and mentee applications available at the Post website to identify members that were looking for mentors to help in their professional development and other members that were available to serve as mentors. The Post also has links to a Post Mentoring Guide and SAME mentoring guidance available at the Post website for mentors and mentees.**

**Mentoring related articles appeared in Feb, Apr, Oct, Nov and Dec issues of 2024 Post newsletter.**

**The Post Director of Leadership & Mentoring finds mentors for each of our Post College Scholarship winners.**



### Goal #3- Develop Leaders for the Profession

Objective #3 - Support and promote the SAME Foundation in fostering engineering leadership.

Task #1 - Provide support to core SAME program areas of the STEM Pipeline from K-12, Camps, College Outreach and Young Members and transitions between each level. Support can be as a camp mentor, recruiter, or any level of support as defined by the post.

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

**The Post provided \$59,308 in financial support during the year to the following SAME program areas:**

- **STEM Activities Support - \$1,962**
- **SAME E&C and Local Camps - \$6,285**
- **College Outreach (Student Chapter Support)- \$305**
- **College Outreach (Scholarships) - \$44,500**
- **Young Professionals/Enlisted/Government Members - \$1,256 (professional development scholarships and events)**
- **Post Leadership Lab - \$4,000**
- **SAME Foundation Donation - \$1,000**

### Goal #3- Develop Leaders for the Profession

Objective #3 - Support and promote the SAME Foundation in fostering engineering leadership.

Task #2 - Inform and educate Post members of benefits of supporting the SAME Foundation for leadership development.

**Points Available – 25**

**Uploaded –**

**Action Completed Write-up:**

**The Post includes a permanent article in the Membership Section of its monthly newsletter on supporting the SAME Foundation and how important it is for members to contribute to the Foundation which supports many important programs for its members. In addition, the Post also included a briefing slide at the end of its Post meetings reminding attendees of the importance of contributions to the Foundation. From Feb – Mar 2024 we pushed for donations to the SAME Foundation in our weekly email blasts to Post members.**

### Goal #3- Develop Leaders for the Profession

Objective #4 - Increase participation and partnerships with academic institutions and college students at the Post, regional, and national levels.

Task #1 - Establish at least one local college or university contact and conduct one event with the school.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

**On Feb 17, the Post University of Texas at San Antonio (UTSA) Student Chapter Mentor and the Student Chapter President Chapter had an exhibit table at the annual UTSA Day event. UTSA Day is a large open house that in many activities like tours, presentations, workshops and more. It provides future students and their families the opportunity to explore the university experience. The Chapter's table provided students with information about SAME.**

**On Nov 7, conducted a scholarship presentation event at the University of Texas at Austin (UT). The Post's UT and TAMU Student Chapter Mentors presented 2024 Post college scholarship awards ranging from \$4,000 to \$2,000 to 4 UT students.**

**On Nov 21, the Post hosted a scholarship presentation luncheon at Texas A&M University (TAMU). The Post Vice President, Post TAMU Student Chapter Mentor and 2 Post Fellows presented 2024 Post college scholarship awards ranging from \$4,000 to \$2,000 to 8 TAMU students.**

### Goal #3- Develop Leaders for the Profession

Objective #4 - Increase participation and partnerships with academic institutions and college students at the Post, regional, and national levels.

Task #2 - Establish and formalize relationships with colleges and universities that support the A/E/C and related disciplines. Document meeting attendance by college student/student chapter members.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

**On Apr 24, the Post Texas A&M University (TAMU) Student Chapter Mentor participated at the Chapter meeting, which featured a tour of the TAMU RELLIS Campus led by Maj Gen Tim Green, USAF (Ret.). 13 TAMU students participated.**

**On Sep 4, the Post University of Texas at San Antonio (UTSA) Student Chapter Mentor participated with UTSA Chapter members at the UTSA Welcome Back to School Bash. Over 700 students participated in the event. The Chapter event table had information about SAME and the Chapter, which included a QR code to sign up as a student member. 35 students signed up for more information about the UTSA SAME Student Chapter.**

**On Sep 26 at the Post TAMU Student Chapter Mentor participated at the Chapter meeting, which featured a presentation by Col Brad Tippet, Professor of Naval and Marine Science. on leadership. 26 students participated.**

### Goal #3- Develop Leaders for the Profession

Objective #4 - Increase participation and partnerships with academic institutions and college students at the Post, regional, and national levels.

Task #3- Establish relationships with ROTC and JROTC programs at colleges, universities and high schools.

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

The Post Scholarship Director maintains a listing of contacts for Texas college/university ROTC contacts. The listing is checked each year to ensure the contacts are current. The list is used to distribute information on the annual Post College Scholarship Call. The scholarship application online at the SAME website also requires that ROTC applicants for our scholarships include an endorsement from the head of their ROTC department. The Post Communications Coordinator also provided information on the 2024 SAME E&C Camp Program to JROTC offices at 9 San Antonio high schools.

### Goal #3- Develop Leaders for the Profession

Objective #5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing succession plans.

Task #1- Have a Fellows POC on the BOD.

**Points Available – 25**

**Uploaded –**

**Action Completed Write-up:**

**San Antonio Post Fellow Joshua Graham is the appointed Director of Fellows on the Post Board of Direction. The following other Post Fellows also serve on the Post Board:**

**Joshua Graham – Elected Past Post President**

**Samuel Hutchins, IV – Elected Post Treasurer**

**John Enyeart – Elected Resilience Director**

**Steven Holt – Appointed Assistant Treasure**

**Bonnie Hopke – Appointed I-WEPTAC Event Coordinator**

**Michael Monreal – Appointed Service Member & Veteran Support Coordinator**

**Dick Kochanek – Appointed Awards Chair**

### Goal #3- Develop Leaders for the Profession

Objective #5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing succession plans.

Task #4 - Include Fellow(s) in leading or actively sharing leadership development responsibilities for the BOD succession planning in developing new leaders.

**Points Available – 25**

**Uploaded –**

**Action Completed Write-up:**

**The Post Director of Fellows developed a schedule for Post Fellows to participate at each of the Post's 2023-2024 and 2024 –2025 Post Leadership Lab sessions. Five Post Fellows were the special guest speakers for the LLAB sessions and discussed Post leadership opportunities**

**Post Fellows also participated in May 6 and Aug 14 Post Young Professional after-work networking events held in 2024 to share their SAME experience.**

### Goal #3- Develop Leaders for the Profession

Objective #5 - Utilize SAME Fellows to assist Posts in building engagement, identifying and developing volunteer leaders, and establishing succession plans.

Task #5 - Include Fellows in helping to recruiting new volunteer leaders.

**Points Available – 25**

**Uploaded –**

**Action Completed Write-up:**

**2 Post Fellows recruited candidates for the 2024 Post Elections. A Post Fellow runs the Post Election process. During Post elections, candidates are provided with information on the Board's organization, SAME Strategic Plan Post Tasks and Board member responsibilities related to those tasks. These efforts resulted 8 YPs served on the Post Board in elected/appointed positions. One of these YPs was elected at the end of 2024 as the 2025 Post Vice President/2026 President-elect.**



### Goal #3- Develop Leaders for the Profession

(REPEAT) Objective #4 - Increase participation and partnerships with academic institutions and college students at the Post, regional, and national levels.

Task #1 - Establish at least one local college or university contact and conduct one event with the school.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

**On Nov 5 the Post President, Post Director of STEM & College Outreach and Post Fellow participated at a STEM Outreach event at Palo Alto Community College organized by the Senior Advisor of the College's STEM Center. The Post President briefed attendees on his STEM Journey in Engineering and then Post members provided information on SAME student membership and discussed member and professional opportunities with the students. About 30 students participated at the event. The event was the result of discussions between the Post and College members who participated at the Apr 5 STEM Day at the Great Texas Air Show at Joint Base San Antonio – Randolph.**

## Goal # 4 - Enrich the STEM Pipeline for the Nation

### Task Completions

Objective #1 - Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.

Tasks #1 - Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

The Post was a \$1,000 sponsor of the 2024 San Antonio Boosting Engineering, Science & Technology (SA BEST) Robot Competition which was ran from Oct 28 to Nov 10 and included 28 high/middle school teams competed. The theme of the 2024 competition was “Low G” and involved building a robot to perform infrastructure related tasks in a simulated low-gravity environment.

The Post provided 4 volunteers (including a Post Fellow) to do the pre-competition day judging of team notebooks and marketing presentations and judging of team exhibits and for other special awards on the competition day. The Post Fellow also served on the planning Board and as assistant head judge for the competition.

The Post also provided a special award for overall excellence by a school team. This year the Lackland Independent School District team from was selected for the Post award, which was presented to the team at the awards ceremony on the Nov 10 competition day.

The Post has been a major supporter of this SA BEST competition for the last 15 years. School winners of the competition go on to compete in the Texas BEST Competition.

**Goal # 4 - Enrich the STEM Pipeline for the Nation**  
**Task Completions**

Objective #1 - Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused on advancing STEM.

Tasks #3 - Actively participate in a local, regional, or national STEM program, event, or competition.

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

**The Post supported the following 11 STEM events with 33 volunteers in 2024:**

- **Jan 28 Virtual Alamo Junior Academy of Science Fair – 2 Post members.**
- **Feb 17 Bexar Chapter MATHCOUNTS Competition – 4 Post members.**
- **Feb 17 Alamo Regional Science & Engineering Fair – 3 Post members.**
- **Mar 13- 27 Virtual eCYBERMISSION Grades 6-9 Team Competition – 2 Post members.**
- **Apr 5 Great Texas Air Show STEM Day – 7 Post members.**
- **Apr 23 Virtual Facilithon Competition in Wyoming – 1 Post member.**
- **Sep 10 Randall Fields Elementary STEM Night – 2 Post members.**
- **Oct 12 Bexar Chapter MATHCOUNTS Competition – 4 Post members.**
- **Nov 5 Palo Alto Community College STEM Outreach Event – 3 Post members.**
- **Oct 28 - Nov 10 – SA BEST High/Middle School Robot Competition – 4 Post members.**
- **Dec 7 Virtual Young Women’s Leadership Academy Science Fair – 1 Post member.**

Goal # 4 - Enrich the STEM Pipeline for the Nation

Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #2 - Develop a local camp or STEM Day with a strategic partner or other organization

**Points Available – 150**

**Uploaded –**

**Action Complete Write-up:**

On Nov 5, the Post President, Post Director of STEM & College Outreach and Post Fellow participated at a STEM Outreach event at Palo Alto Community College organized by the Senior Advisor of the College's STEM Center. The Post President briefed attendees on his STEM Journey in Engineering and then Post members provided information on SAME student membership and discussed member and professional opportunities with the students. About 30 students participated at the event.

On Sep 10, the Post STEM & College Outreach Director and Post supported the STEM Night at Randall H. Fields Elementary STEM Night. The school's STEM representative personally contacted the Post to ask for support at the event because she had seen the Post members participated at other school STEM events. The Post members showed the elementary students how to build a balloon-powered race car. A huge crowd of parents and students participated at the event. Our balloon-powered race car was very popular with the students. So much so that we ran out of supplies to build more cars just about closing time.

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Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #3 - Sponsor a camper.

**Points Available – 100**

**Uploaded –**

**Action Complete Write-up:**

**In 2024 the Post sponsored 5 campers to SAME E&C Camps as follows:**

- **Wesley Durham Fry - USAFA Camp**
- **Ilias Braxton – USAFA Camp**
- **Lyse Niclair - USAFA Camp**
- **Adam Shipman – Navy Seabee Camp**
- **Jorel Williams – Marine Camp**

Goal # 4 - Enrich the STEM Pipeline for the Nation

Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #4 - Award a high school STEM scholarship for post- secondary education (college/university or technical/trade school).

**Point Available – 100**

**Uploaded –**

**Action Complete Write-up:**

In 2024 the San Antonio Post awarded 14 scholarships to Texas college/university students totaling \$44,000. 7 of the winners were awarded named scholarship of \$4,000 and the other 7 winners received general scholarships of \$3,000 or \$2,000. The winners represented 4 Texas Universities (Rice University, Texas A&M, Texas Tech and University of Texas). 47 percent of the winners were from under-represented groups in STEM (Women, African Americans, American Indians/Alaska Natives, and Latinos). In addition, a Post Fellow sponsored a special \$500 to a minority student at the University of Texas Rio Grande Valley.

The Post also has 3 endowed scholarships supporting students throughout their college years: 1 with the University of Texas at San Antonio and 2 with Texas A&M. An incoming freshman, Waylon Trejo, was selected as the recipient of one of the Texas A&M endowed scholarships.

## Goal # 4 - Enrich the STEM Pipeline for the Nation

### Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #6 - Sponsor other types of STEM outreach events such as "bring a student to work day", speak/present to a classroom about the industry during Engineers Week, invite student group(s) to tour a project site.

**Point Available – 75**

**Uploaded –**

**Action Complete Write-up:**

**On Feb 20 to kick off San Antonio's Engineers Week E-Week) activities, the Post sponsored a table at the Proclamation Breakfast including. Post company members Bain Medina Bain, Halff, Michael Baker and Woolpert were E-Week sponsors. Post company members Bain Medina Bain and HDR also conducted Engineer-for-s Day activities for E-Week. A Post member served as the Chair of San Antonio E-Week Committee and another Post member also served on the Committee..**

Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #8- Encourage camp participants to apply for Post and/or national scholarships.

**Point Available – 25**

**Uploaded –**

**Action Complete Write-up:**

**The Post SAME Camp Coordinator explains all of the details of the sponsorship to each of post-sponsored campers. The Post Camp coordinator all tells each of the post-sponsored campers about their eligibility to apply for the SAME Camp Alumni Scholarship after they have finished the Camp.**



Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #2 - Grow student members of the Society through K-12 outreach, scholarships, camp sponsorships, and engagement of college students.

Task #9 - Sponsor or participate in college/university STEM or STEM career related event.

**Point Available – 25**

**Uploaded –**

**Action Complete Write-up:**

**On Nov 5, the Post President, Post Director of STEM & College Outreach and Post Fellow participated at a STEM Outreach event at Palo Alto Community College organized by the Senior Advisor of the College's STEM Center. The Post President briefed attendees on his STEM Journey in Engineering and then Post members provided information on SAME student membership and discussed member and professional opportunities with the students. About 30 students participated at the event.**

Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #3 - Grow participation in existing, and create new, Post and national STEM camps and initiatives; develop programs to motivate members to serve as camp mentors.

Task #3 - Develop a program for mentoring scholarship recipients, camp alumni and any other students engaged with the Post to encourage their interest in STEM careers.

**Points available – 75**

**Uploaded –**

**Action Completion Write-up:**

The Post has mentor and mentee applications available at the Post website to identify members that were looking for mentors to help in their professional development and other members that were available to serve as mentors. The Post also has links to a Post Mentoring Guide and SAME mentoring guidance available at the Post website for mentors and mentees. The Post assigned senior Post members as mentors to each of the 14 winners of the 2024 Post College Scholarships.

Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.

Task #1 - Assign a mentor to scholarship recipients during the school year with follow up on their program of study either in person or by phone, email or video.

**Points Available – 50**

**Uploaded –**

**Action Completion Write-up:**

**The Post Scholarship and Fellow Directors assigned senior Post members as mentors to each of the 14 winners of the 2024 Post College Scholarships. The mentors remained in contact with their assigned scholarship winners via phone calls and emails to keep track of their progress and to offer any assistance needed.**

Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.

Task #2 - Ensure scholarship recipients are SAME student members of the Post or student chapter.

**Points Available – 25**

**Uploaded –**

**Action Completion Write-up:**

**Since 2021, the Post's college scholarship application has been on the SAME National website to attract more SAME student applicants. Applicants must be SAME members to log in to the application. For 2024 Post Scholarship program we had 39 applicants from 6 Texas colleges/universities.**

Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #4 - Align students with mentors to enhance learning and long-term commitment that leads them into STEM professions.

Task #3 - Encourage SAME student members attending colleges/universities with SAME Student Chapters to join those chapters.

**Points Available – 25**

**Uploaded –**

**Action Completion Write-up:**

**On Feb 17, the Post University of Texas at San Antonio (UTSA) Student Chapter Mentor and the Student Chapter President Chapter had an exhibit table at the annual UTSA Day event. UTSA Day is a large open house that in many activities like tours, presentations, workshops and more. It provides future students and their families the opportunity to explore the university experience. The Chapter's table provided students with information about SAME.**

**On Sep 4, the Post University of Texas at San Antonio (UTSA) Student Chapter Mentor participated with UTSA Chapter members at the UTSA Welcome Back to School Bash. Over 700 students participated in the event. The Chapter event table had information about SAME and the Chapter, which included a QR code to sign up as a student member. 35 students signed up for more information about the UTSA SAME Student Chapter.**

Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters.

Task #1 - Establish a new SAME student chapter and/or nurture an existing student chapter.

**Points Available – 150**

**Uploaded –**

**Action Completion Write-up:**

**The Post supports its existing Student Chapters with participation at 10 events as follows:**

- Jan 3 participation with Texas A&M University (TAMU) Student Chapter virtual Chapter operations planning meeting
- Jan 31 participation at TAMU Student Chapter meeting
- Feb 5 participation at the University of Texas at San Antonio (UTSA) Chapter meeting
- Feb 17 participation at UTSA Day event
- Apr 24 participation at TAMU Chapter meeting
- Aug 28 participation at TAMU Chapter meeting
- Sep 4 participation at UTSA Welcome Back BBQ Bash
- Sep 26 participation at TAMU Chapter meeting
- Nov 7 participation at University of Texas at Austin College Scholarship Presentations
- Nov 15 participation at TAMU College Scholarship Luncheon

## Goal # 4 - Enrich the STEM Pipeline for the Nation

### Task Completions

Objective #5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters

Task #3 - Establish relationships with faculty and students at local schools, including community colleges, technical/vocational schools, colleges and universities with relevant STEM programs.

**Points Available – 75**

**Uploaded –**

#### **Action Completion Write-up:**

**On Nov 5 the Post President, Post Director of STEM & College Outreach and Post Fellow participated at a STEM Outreach event at Palo Alto Community College organized by the Senior Advisor of the College's STEM Center. The Post President briefed attendees on his STEM Journey in Engineering and then Post members provided information on SAME student membership and discussed member and professional opportunities with the students. About 30 students participated at the event. The event was the result of discussions between the Post and College members who participated at the Apr 5 STEM Day at the Great Texas Air Show at Joint Base San Antonio – Randolph.**

**In Nov 2024, a Post Fellow was invited by the St Mary's University and participated in Industry Advisory Council for the Mechanical Engineering program. The Council provided inputs on the revised Program Educational Objectives for the certification of the school's Mechanical Engineering program. The Post has built a strong relationship with the University over the last 4 years and has been invited in the past to their senior project review sessions.**

Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

Objective #5 - Enhance college outreach by collaborating nationally to help define the effective and unique role of SAME Student Chapters

Task #4 - Establish a Post POC to the College Outreach COI

**Points Available – 25**

**Uploaded –**

**Action Completion Write-up:**

**Terry Watkins, Post College Outreach Coordinator, is the overall POC for the Post's College Outreach program and a member of the SAME College Outreach COI. In addition, the Post has 4 other Post members that are members of the COI.**



Goal # 4 - Enrich the STEM Pipeline for the Nation  
Task Completions

**(Repeat)** Objective #1 – Become a leader in STEM initiatives by leveraging national partnerships and connecting with locally relevant organizations focused in advancing STEM

Task #1 – Organize and execute or sponsor and participate in a STEM competition or activity at the K-12 level.

**Points Available – 100**

**Uploaded –**

**Action Completion Write-up:**

On Apr 5, the Post supported the JBSA-Randolph Great Texas Air Show's STEM Day, which was dedicated to introduce STEM to students attending local high schools in the greater San Antonio area. The event was attended by over 4,500 students. The Post supported the event by offering a paper airplane contest modeled after the worldwide Red Bull Paper Wings competition. For the majority of the day, the Post exhibit was packed with students making paper airplanes in various shapes and sizes to try for the furthest distance as well as having the planes fly into one of three buckets placed about 10 feet away. One student was able to fly his plane 61 feet and two female students were able to drop their planes into one of the buckets placed. The winners were provided Post medals, but all that participated learned lots about aerodynamics.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #1 - Provide technical and joint training, integration of industry best practices, and networking opportunities to service members at the Post, regional, and national levels

Task #1- Augment existing local government training with industry perspectives and best practices.

**Points Available – 150**

**Uploaded –**

**Action Completed Write-up:**

**The following industry best practices presentations were offered by the Post in 2023:**

**At the Feb 15 Post meeting Razi Hosseini, City Engineer/Director of Public Works for the City of San Antonio briefed attendees on the City's 2024 \$794M Capital Project Program. He explained about the use of the City's Project Dashboard to find the latest updates on City's Capital projects. There were 65 Post attendees at the meeting. 1.0 PDH was available for attendees.**

**At the Apr 18 Post meeting Col Rhett Blackmon, USACE Galveston District Commander, briefed on the District's major projects. Col Blackmon briefed on the many benefits of the Brazos Island Harbor Public Private Partnership and how it was helping with the work needed for that area. There were 60 Post including government/military attendees at the meeting, 1.0 PDH was available for attendees.**

**At the Nov 14 Post meeting Cindy Cash from AFCEC, Megan Duly from SRS/Oneida and Amy Dindal from Battelle gave a presentation on PFAS Forensics which is a new, innovative PFAS Signature Process developed by Battelle. The process uses artificial intelligence to evaluate mass spectrometry analytical data. There were 63 Post including government/military attendees at the meeting, 1.0 PDH was available for attendees.**

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #1 - Provide technical and joint training, integration of industry best practices, and networking opportunities to service members at the Post, regional, and national levels

Task #2- Conduct joint technical training for industry, military and government personnel when appropriate.

**Points Available – 150**

**Uploaded –**

**Action Completed Write-up:**

The San Antonio Post held its Annual Small Business Market Research Fair (SBMRF) on March 4-5, 2024. Copies of all presentations were posted to SBMRF registration web site. Topics for the event are listed below:

**Presentations:**

**SAME Foundation by Zackary Payne, Post President**

**Air Force Leadership Perspective by Brig Gen Kale, Air Force Civil Engineer Center (AFCEC) Commander**

**NAVFAC Southeast Perspective by CDR Joshua Sharp, Corpus Christi NAS Public Works Officer**

**Air Force Installation Contracting Commend Perspective by Brindle Summers, 772 Enterprising Sourcing Squadron (ESS)**

**Air Force Construction Business Opportunities by Jason Cosby, AFCEC**

**Air Force Environmental Programs by Stephanie Metzger, AFCEC**

**Air Force Energy Programs by Julia Cantwell AFCEC**

**USACE Acquisition Strategy/Programming by Chris Reinhardt and Ali Marshall (USACE Ft Worth) and Will Harlon (USACE Omaha)**

There were over 270 attendees including 78 military/government employees at the SBMRF and one-on-one small/large business networking sessions with government agencies were conducted. 5.0 PDHs were available for attendees.

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Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #2 - Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications

Task #1 – Utilize scholarship funds to support credentialing and training of service members.

**Points Available – 150**

**Uploaded –**

**Action Completed Write-up:**

**In Mar 2024, the Post awarded a \$500 Professional Development & Continuing Education Scholarship to a USAF government employee to help obtain an advance degree. In Dec 2024, the Post also nominated Lt Col Richard Mahn from the Post's Austin Field Chapter for the 2025-2026 SAME Leader Development Program.**

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Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #2 - Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications

Task #2 - Co-host, participate or sponsor joint meetings and events with other SAME strategic partners supporting military with PDH programs.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

On Sep 19, the San Antonio Post hosted its annual joint meeting with the CMAA South Central Texas Chapter, another organization it has a long-standing relationship with. Per a previous agreement, the two organizations alternate hosting of the event each year with the presentation being on Professional Ethics, which is a requirement of for many licenses in Texas. Andrew Hunt, PE, CFM, Senior Vice President at Project Control was the presenter and covered the topic of Engineering Ethics through the exciting game of Jeopardy. The Post and CMAA Chapter have built a strong working relationship and advertise each other's meetings and other events including their scholarship fund raising programs. There were 58 Post attendees including military/government at the meeting the meeting, 1.0 PDH was available for attendees.

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #2 - Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications

Task #3 - Communicate National-level credentialing resources with Post members and potential members.

**Points Available – 50**

**Uploaded –**

**Action Completed Write-up:**

**The Post advertised the SAME Credentialing Assistance Program in its Jan – May issues of its monthly newsletter, which is distributed to all Post members.**

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #3 – Sponsor leader development, networking, mentoring, and job fair opportunities for transitioning servicemembers that connect them to Trad Unions, and other professional resources.

Task #5- Sponsor or participate in an established Veterans Transition Program at local installation(s).

**Points Available – 75**

**Uploaded –**

**Action Completed Write-up:**

**In Dec, the Post donated \$2,000 to the Pink Berets organization. This organization works tirelessly to address, educate, coordinate, and provide aid and relief to active-duty women of the United States Armed Forces, Veterans, and First Responders seeking assistance with invisible injuries such as Post Traumatic Stress Disorder and Military Sexual Trauma. The organization has been recognized with the Presidential Lifetime Achievement Award for their lifelong commitment to building a stronger nation through volunteer service.**

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #4 - Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being

Task #1- Leverage local and national relationships with organizations and strategic partners that specialize in veteran well-being; providing opportunities for veterans.

**Points Available – 100**

**Uploaded –**

**Action Completed Write-up:**

**The Post is a member of the Joint Base San Antonio (JBSA) Alliance Partners and publishes the JBSA Alliance Partners & Events Calendar for veterans and their family members to the Post website and includes information about the events in the Service Member and Veterans Support section of its monthly newsletter.**



Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

Objective #4 - Enable success for veterans by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being

Task #3 - Participate with local and national organizations that support veteran and their family's well-being.

**Points Available – 25**

**Uploaded –**

**Action Completion Write-up:**

**In Dec, two Post members spent an afternoon preparing a tasty lunch and spending quality time with several of the veteran's completing the K-9s for Warriors program. The K-9s for Warriors organization provides highly-trained service dogs to military veterans suffering from PTSD, traumatic brain injury and/or military sexual trauma. The Post followed up with a \$1,000 donation event to the organization that does an incredible job transforming these wonderful rescue dogs into full-fledged service dogs.**

Goal # 5 - Prepare Servicemembers and Veterans for the A/E/C Industry  
Task Completions

**(REPEAT)** Objective #3 – Sponsor leader development, networking, mentoring, and job fair opportunities for transitioning servicemembers that connect them to Trad Unions, and other professional resources.

Task #5- Sponsor or participate in an established Veterans Transition Program at local installation(s).

**Points Available – 75**

**Uploaded –**

**Action Completed Write-up:**

**In Dec, Our Post's supported the Broken Warriors Angels at their 6th Annual Health & Wellness Fair with a \$1,000 donation. The organization hosted a highly successful event which brought in helping agencies from across the city of San Antonio and the state to help veterans, including many of homeless and disabled ones. At the event they had the opportunity for food, fellowship, access to benefits, medical care, housing, clothing and an array of uplifting activities that truly make a difference in their lives.**