



Board Meeting Minutes

July 23, 2025, 1130 EST

BOARD MEMBERS		
*Jordan Beard	Steve Blinderman	Mike Blount
Tim Byers	Lloyd Caldwell	*Craig Crotteau
Mercedes Enrique	Eddie Gonzalez	Bill Haight
Mark Handley	Steve Houser	Ed Jackson
Sal Nodjomian	Dana Otto	Paul Owen
Sally Riker	Bob Schlesinger	Todd Semonite
Louise Slate	Susan Thames	Kathryn Thomas
*Mike Wehr	*Mike Huffstetler	*Ben Matthews

*Non-voting

~~Not in attendance~~

Generated by AI. Be sure to check for accuracy.

Call to Order

Tim Byers, SAME Foundation President, called the meeting to order and established a quorum. The meeting was held virtually via Teams. Slides are in Enclosure 1. Action items and decisions are in red bold. Attendees introduced themselves. The agenda was outlined and the **minutes from the January 7, 2025 meeting were approved.**

- Strategic POAMs: Tim and the team reviewed the strategic POAMs, emphasizing the need for clear actions and accountability. They discussed the importance of aligning fundraising efforts with the strategic goals and the need for continuous improvement.
 - Clear Actions: Tim emphasized the need for clear actions and accountability in the strategic POAMs. He highlighted the importance of defining specific goals, actions, and timelines to ensure successful implementation.
 - Fundraising Alignment: The team discussed the importance of aligning fundraising efforts with the strategic goals. They emphasized the need to focus on initiatives that support the foundation's mission and long-term objectives.
 - Continuous Improvement: Continuous improvement was identified as a key component of the strategic POAMs. The team agreed to regularly review and update the POAMs to ensure they remain relevant and effective in achieving the foundation's goals.

Finance Report

Summary: The Budget and Investment Committee presented the financial report. As of June 30, 2025, 97% of the annual budget for expenses had been expended. Key expenditures included \$256K in program funding, \$25K for Camp Alumni Scholarships, \$25K for Girl Scout Camp Scholarships, and \$25K for Society labor reimbursements. Remaining funds for professional fees and other expenses were at 72% of the budget. Investment returns and post-specific returns were reviewed. Concerns were raised by Orange County and Hampton Roads Posts regarding investment performance. The board agreed to monitor expenses closely in the coming months.

- **Financial Update:** James Black provided a detailed financial update, highlighting the current revenue and expenses, the performance of investments, and the need for better budgeting and investment strategies. He emphasized the importance of maintaining financial integrity and the need for annual audits. Lloyd Caldwell took the board through the POAM.
 - Revenue and Expenses: James Black reported that the foundation's total revenue was \$235,000, with expenses amounting to \$345,000, resulting in a \$110,000 loss. He noted that contributions were lower than expected, and corporate donations were significantly below target.
 - Investment Performance: James highlighted the foundation's investment performance, with a total return of 6.875% for the year. He explained that the investments included U.S. equities, fixed income, international markets, real estate, and cash.
 - Budgeting and Strategy: James emphasized the need for better budgeting and investment strategies. He proposed developing a more disciplined approach to budgeting, including defining how excess funds should be allocated to programs, staff support, and growing the corpus.
 - Financial Integrity: James stressed the importance of maintaining financial integrity through annual audits and ensuring compliance with financial regulations. He mentioned that the foundation aims to sustain its positive GuideStar rating.

Fundraising Report

Summary: The board reviewed the fundraising progress for 2025. As of June 2025, over \$141K had been raised. Top individual donors included Melissa Smith (\$68K), Mannish Mardia (\$50K), and Mario Burgos (\$44K). Top organizational donors included NCEES (\$100K), Actalent (\$100K), and Ansys (\$85K). **The board approved the purchase of the Kindsight platform (~\$8-9K)** to support donor identification and outreach. The goal is to generate at least \$50K in donations from the platform within one year.

- **Fundraising Efforts:** Mercedes Enrique and the team discussed the current state of fundraising efforts, including the need for more corporate outreach and the potential for endowments. They emphasized the importance of securing large donations and the role of the Soaring Eagle Award in attracting sponsors.
 - Corporate Outreach: Mercedes Enrique highlighted the need for increased corporate outreach to secure large donations. She discussed the potential for endowments and the importance of targeting privately held large companies through the National Academy of Construction (NAC) members.
 - Endowments: Mercedes proposed the creation of endowments to generate a steady income stream for the foundation. She explained that a \$1,000,000 endowment could generate \$40,000 annually, which would be used to support SAME programs indefinitely.
 - Soaring Eagle Award: The Soaring Eagle Award was discussed as a key initiative to attract sponsors. Sally confirmed that Terry Mestas was selected as the first recipient, and the award aims to celebrate industry leaders and attract sponsorships from large corporations.
 - Fundraising Events: Various fundraising events were planned, including the silent auction, Soaring Eagle Award, JETC fundraiser, and SBC Camp STEM fundraiser. Each event has designated leads to ensure successful execution and maximize fundraising potential.

- Kindsight Decision: The team discussed the potential benefits and challenges of using Kindsight for data mining and grant writing. They emphasized the need for volunteer commitment and the potential for significant returns on investment. The decision to proceed with Kindsight was approved.
 - Benefits of Kindsight: The team discussed the benefits of Kindsight, including its ability to assist with data mining, grant writing, and identifying potential donors. The software could significantly enhance fundraising efforts by providing valuable insights and recommendations.
 - Volunteer Commitment: Concerns were raised about the need for volunteer commitment to maximize the software's potential. It was noted that effective use of Kindsight would require volunteers to spend approximately 10 hours per week on data mining and analysis.
 - Approval and Implementation: The decision to proceed with Kindsight was approved, with an initial allocation of \$8,000 for one year. The team agreed to evaluate the software's effectiveness after one year to determine if it should be continued.
- Grant Opportunities: Eddie discussed the current grant opportunities and the importance of securing funding for camps and other programs. He emphasized the need for a proactive approach to grant writing and the potential benefits of using Kindsight.
 - Current Grants: Eddie provided an update on the current grant opportunities, including three proposals and one letter of inquiry. He highlighted the importance of securing funding for camps and other programs to support the foundation's mission.
 - Proactive Approach: Eddie emphasized the need for a proactive approach to grant writing, including identifying potential funding sources and developing strong proposals. He mentioned that Kindsight could significantly enhance the grant writing process.
- Soaring Eagle Award: Sally provided an update on the Soaring Eagle Award, including the selection of Terry Mestas as the first recipient. She discussed the planning and coordination efforts, including the involvement of various committee members and the need for sponsorship.
 - Recipient Selection: Sally announced that Terry Mestas, Deputy CEO of Sound Transit, was selected as the first recipient of the Soaring Eagle Award. Terry's leadership in managing a \$142 billion infrastructure project was highlighted as a key factor in her selection.
 - Planning and Coordination: Sally detailed the planning and coordination efforts for the Soaring Eagle Award, including regular meetings with committee members. The team is working on developing a branding strategy, securing sponsorships, and organizing the award presentation event.
 - Sponsorship Needs: The need for sponsorships to support the Soaring Eagle Award was emphasized. Sally mentioned that the award aims to attract industry-wide recognition and support, with potential sponsors being approached to contribute to the event's success.

Mission Support Committee

Summary: Several board members volunteered to support onboarding, research, and nominations. The board reviewed marketing efforts, stewardship activities, and governance updates.

- Pre-meeting votes: **The board voted to approve the Conflict of Interest Statement. They also approved updates to the Foundation Bylaws resulting from Society Bylaws changes - these were also approved by the SAME BOD (early June 2025).** These votes were conducted via email with no discussion required.
- Governance & Nominations: Bob Schlesinger provided an update on the board nominations process, emphasizing the need for quality nominations and the importance of maintaining a diverse and effective board. He encouraged members to submit nominations by the August 1st deadline. The board discussed succession planning. Three members (Mike Blount, Mercedes Enrique, Todd Semonite) expressed interest in extending their terms. Ed Jackson will not continue. Update: the board received 14 nominations.
- Recognition and Stewardship: Susan and the team discussed the importance of recognizing the contributions of board members and donors. They emphasized the need for better communication and marketing to improve the perception of the foundation and its impact.
 - Board Member Recognition: Susan proposed recognizing the contributions of board members during Capital Week events. She suggested presenting plaques and publicly acknowledging their efforts to enhance the foundation's visibility and appreciation.
 - Donor Recognition: The team discussed the importance of recognizing donors and providing regular updates on how their contributions are being used. This includes personalized communication and public acknowledgment to maintain donor engagement and support.
 - Improving Perception: Efforts to improve the foundation's perception were discussed, including better communication and marketing strategies. The team emphasized the need to highlight the foundation's impact and successes to attract more support and involvement.
- Marketing and Branding: Susan discussed the importance of improving the foundation's marketing and branding efforts. She emphasized the need for better communication, social media presence, and recognition of board members and donors.
 - Improving Marketing: Susan highlighted the need to improve the foundation's marketing efforts, including better communication and a stronger social media presence. She mentioned the importance of using platforms like LinkedIn to increase visibility and engagement.
 - Recognizing Contributions: The importance of recognizing the contributions of board members and donors was discussed. Susan proposed public acknowledgment and personalized communication to enhance engagement and support.
 - Fixing Perception: Susan addressed the need to fix the perception of the foundation, including correcting misinformation and highlighting the foundation's impact.

Summary & Next Steps

The board agreed to continue evaluating investment strategies and to monitor budget execution. The next Foundation XC Meeting is scheduled for September 10, 2025. The next full board meeting will be held at the National Office (in person) on January 7, 2026.

Follow-up tasks:

- Kindsight Decision: Contact the Kindsight salesperson to confirm the start date and training schedule for the software. (Kathelina) - complete
- Kindsight Volunteers: Identify and confirm additional volunteers who can commit to using Kindsight for data mining to ensure the software's value is maximized. (the team) - complete
- Endowment Definition: Define the structure and details of the external corporate outreach endowments. (Mercedes Enrique)
- Endowment Legal Review: Consult with Craig to ensure there are no legal issues with naming awards for endowments. (Mike)
- Endowment Financial Review: Discuss the financial implications and setup of endowments with James Black. (Mercedes Enrique)
- Soaring Eagle Gala Support: Provide support to Sally for the planning and execution of the Soaring Eagle Gala. (the team)
- Board Nominations: Submit any additional board nominations by the 1st of August. (the team) - complete
- Stewardship POAM: Develop and distribute the stewardship POAM within 60 days, including the lanes for cultivation and fundraising. (Steven Blinderman)
- Foundation Board Recognition: Plan and implement a recognition process for outgoing Foundation Board members during Capital Week. (Susan)



MG Mike Wehr, P.E., USA (Ret.)
Executive Director

Encl 1: Presentation Slides

Encl 2:

A : Fundraising POAM:

https://docs.google.com/spreadsheets/d/1yL5psZoUk1iH_T5C55HQVG7U9XiRQeHe/edit?usp=sharing&ouid=103855302916962830413&rtpof=true&sd=true

B : Budget & Finance POAM: Engage (Finance Folder)

C : Marketing POAM : Engage (Marketing Folder)