



902 Kitty Hawk Rd.
Suite 170, PMB 425
Universal City, TX 78148

MEMORANDUM FOR SAME MEMBERS

January 13, 2026

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, December 4, 2025 via Zoom

Board Members present are in **BOLD**:

President	Col. John Baker
Vice President	Ms. Sarah Fowlkes
Past President	Mr. Rene Cortez
Secretary	Ms. Bridget Booth
Assistant Secretary	Ms. Cassandra Price
Treasurer	Mr. Sam Hutchins, F.SAME
Assistant Treasurer	Mr. Steve Holt, F.SAME
2nd Assistant Treasurer	Mr. Dick Kochanek, F.SAME
Partnership Director	Mr. Sam Barnett
Small Business Coordinator	Ms. Cathy Bond-Cassidy
Golf Committee Chair	Mr. Michael Beach
Programs Director	Mr. John Enyeart
Member Development Director	Mr. James Kisiel
SMVET Support Coordinator	Mr. Mike Monreal, F.SAME
SMVET Transition Coordinator	Mr. Marcus Henneke
Fellows Director	Mr. David Pratt, F.SAME
Young Professional Director	Mr. Andrew Silvas
Individual Member Director	Mr. Ed von Dran
Sustaining Member Director	Ms. Michele Torres
Leadership Lab (LLAB) Director	Ms. Shelby Gund
STEM & College Outreach Director	Mr. Harold Eberbach
K-12/STEM Outreach Coordinator	Mr. Scott Mikos, F.SAME
SAME E&C Camp Coordinator	Capt. Varsha Savalia, USPHS
College Outreach Coordinator	Mr. Terry Watkins
UTSA Student Chapter Mentor	Mr. Terry Watkins
Texas A&M Student Chapter Mentor	Mr. John German
Scholarship Director	Ms. Bonnie Hopke
Newsletter Editor	Mr. Dick Kochanek, F.SAME
Website Manager	Mr. Dick Kochanek, F.SAME
Awards Committee Chair	Mr. Dick Kochanek, F.SAME
Holiday Celebration Chair	Ms. Hilda Quinones

1. The draft Oct 30 Post Board meeting minutes (Attachment 1) was sent out to the Board with the Dec 4 meeting agenda.

Board APPROVED the draft Oct 30 Board meeting minutes as written.

2. Finances/Budget:

- *Attachment 2* is the 2025 Budget Update (as of Nov 29).
- Sam will renew QuickBooks in December at \$170. Need for accessing 2025 data for audit and tax purposes. Also, he will use it to track 2026 financial data until sure want to use SAME system.

- Sam will renew the QuickBooks on-line in Dec at a cost of \$170 for the year.
- New SAME software:
 - Meeting on Dec 3.
 - Jan 6 Training for Finance.
 - Jan 7-9 Receive login credentials.
 - Jan 12 Go Live.
 - Tentative Jan 13 Training session for Events & Communications.

Sam briefed he is renewing the QuickBooks software for an estimated cost of about \$170 for the 2025 Tax preparation and to help with checking the testing of the new re:Members software SAME is planning on implementing for Posts. There are some issues that we need to review in the new system. Bonnie Hopke asked about being included in the Jan 13 webinar on the event planning portion of the new software. Dick Kochanek told Bonnie to email Jill Murphy at SAME to get an invite.

3. 2026 Budget Worksheets:

- *Attachment 3* is the 2026 Budget Worksheets with the inputs received from Board members.

Dick briefed that he had not received all of the inputs for the budget preparation. Hilda Quinones explained that it was difficult to come up with an estimate since there were no definite ideas yet for the 2026 Holiday Celebration. Hilda briefed that prices for venues and food cost for the event continue to escalate. Hilda also said she would not be able to continue on as the Holiday Celebration Chair for 2026. The Board agreed on using the current budget \$6,500 for 2026. The Board also agreed with Steve Holt's estimate of \$2,000 for Community Service Support and John Baker's proposed \$3,000 for Troop/Veteran Support for the 2026 Celebrate America's Military events. The Board also agreed with Bonnie's proposed \$45,000 for Post College Scholarships and Harold Eberbach's \$1,000 for a College Scholarship for a high school student. There was some discussion about the funds for support of members to National Conferences. John Baker mentioned this money could be used to support members attendance at SAME's JETC, PLW and SBC events. Bonnie indicated it might be better to support members to our own SBMRF event rather than the SAME SBC. The Board concurred with Bonnie's suggestion and \$6,000 for member attendance at local/regional/national events. The Board also agreed with \$1,000 for member Professional Development Scholarships. After the discussion the Board APPROVED the 2026 Preliminary Budget with the revisions discussed.

4. College Scholarship Program:

- Get update on scholarship presentations.

John German briefed the presentation of the scholarships went very well to the Texas A&M and Tarleton University winners at Texas A&M following the Texas A&M Student Chapter meeting. John Baker thanked John for his extra effort to make a separate presentation to the other Texas A&M winner who could not make the scheduled presentation. Bonnie briefed she went to Texas Tech to make the presentation to the winners there in a ceremony coordinated with the ROTC Unit Commander. Bonnie added that all the winners were very grateful for receiving the scholarships. Bonnie asked whether Dick heard anything about Buddy Barnes doing the presentation to the University of Houston student winner at the Student Chapter meeting. Dick will follow up with Buddy. Dick also briefed he made the presentation to the University of Texas winner with the leadership of the Navy and Marine enlisted boot strap program attending. John German and Bonnie indicated that the scholarship presentations at the schools are really successful and eliminated the issues we have had in

the past with the winners not being able to make our Holiday Celebration. John and Bonnie also mentioned the great support that Diane Glass and her company Freese and Nichols provided over the years to our college scholarship program.

5. 2025 Post Elections:

- Post Election voting is at <https://2025samesatxvote.eventbrite.com> and ends Dec 5.
- We have candidates for all 5 elected positions:
 - 2026 Vice President/2027 President-elect – Cathy Bond
 - 2026 Secretary – Bridget Booth
 - 2026 Treasurer – Sam Hutchins
 - 2026-2027 Director of Partnerships – Steven Holt
 - 2026-2027 Director of Member Development – James Kisiel
- As of Dec 2, there were 67 voters:
 - There were 66 complete ballots. One member registered, but did not vote for any candidate or submit any write-in candidates.
 - All 5 candidates are projected to be elected to their positions..
 - Historically about 10 percent of eligible Post members vote in the Post elections (13 percent was the highest in the last 10 years). As of Dec 2, we have about 9% of our members that voted.
- Next Steps:
 - Install elected candidates at Jan 9 Holiday Gala
 - Review members for appointed positions

Dick briefed that election voting closes the day after this Board meeting and that all of the candidates above will be elected. He also mentioned that 9 percent of Post members voted this year, which is consistent with the 10 percent average we experienced over the last few years. Dick also mentioned that for the appointed positions on the new Board, we might want to look at revising the Troop/Veteran Support positions since there are really only two Post Streamer tasks in the 2030 SAME Strategic Plan related to this area. John Baker indicated we should discuss this at the Jan Board meeting.

6. Holiday Celebration:

- Get update on Holiday Celebration event.

Hilda briefed that registration is open for the event and Bonnie added that the registration will stay open until Jan 2. Hilda briefed that the event will be a southwest theme and lots of fun. Hilda asked Board members to promote the event. Sam Hutchins asked Hilda for a copy of the contract for the event and Hilda will contact the hotel.

7. Post Meetings:

- Originally planned Nov 13 Post meeting was canceled; we were unable to get a speaker in time to allow enough advertising opportunities.

- 2026 Post Meeting schedule at the Old San Francisco Steakhouse:
 - Jan 22
 - Feb 26
 - Mar 24 (Joint Meeting with APWA at the SAWS facility)
 - Apr 23
 - May 5, 6-7 Golf Tournament and SBMRF (other locations)
 - Aug 20
 - Sep 17 (Joint Professional Ethics Meeting with CMAA at Steakhouse)
 - Oct 15
 - Nov 19
- There were changes in the previous Apr and May dates from the Oct 30 Board approved dates because of changes in the SBMRF schedule and availability of the room at the Steakhouse.
- We are now contracted to the Steakhouse for 7 meetings of at least 40 attendees each.
- Need to start working speakers now for the meetings.

Dick briefed that the 2026 Post meeting dates are now contracted with Old San Francisco Steakhouse. There were some changes to the dates since the dates for our SBMRF changed from April to May, which resulted in changing our planned May meeting to April. He also briefed that we are having a joint meeting with APWA in March hosted by them at the SAWS facility. APWA will be handling the registration and the cost right now is estimated to be \$10-\$15. Dick mentioned that we need to lock in the speakers for the Jan and Feb meetings. John Enyeart briefed that he is working an AFIMSC/AFCEC speaker on project forecasts, which will be different than what is planned for the SBMRF.

8. Leadership Lab:

- Summary of November:
 - Session 5 (Nov 3):
 - Held at HJD Capital with 10 participants (7 in-person, 3 virtual) with 1 Fellow participating (David Pratt)
 - Guest Speaker Cade Deines spoke on the Working Genius model
 - Group Discussion on Crucial Conversations, Ch. 7 Make it Safe
 - Team Social (Nov 20):
 - Held at Chicken N Pickle with 5 in attendance
- Next Up for December:
 - Session 6 (Dec 1):
 - To be held at WSP with guest speaker John Baker.
 - Focus on Crucial Conversations, Ch. 8 State My Path.

- Session 7 (Dec 15):
 - To be held at Moca with guest speaker Sandy Hamby
 - Focus on Crucial Conversations, Ch. 9 Explore Others' Path
- No requested Board Actions at this time.

John Baker attended the most recent meeting and briefed there was good discussion among the Lab participants. He is also mentioned the event was well organized and appreciated the support of Dave Pratt and WSP for hosting the session. Steve Holt mentioned that MOCA would be hosting the Dec 15 session and ask Board members to contact him if they wanted to attend the session.

9. STEM:

- The Post supported the 2025 San Antonio Boosting Engineering Science Technology (SA BEST) organization's annual high/middle school robot completion. We had volunteers for notebook judging (Oct 18-31), marketing presentation judging (Nov 1) and special awards judging on competition day (Nov 2).
- Volunteers are needed for judging the following upcoming Science Fairs:
 - Dec 6, 9:30 am – 12:30 pm at Young Women's Leadership Academy
 - Dec 13, 8:30 – 11:00 am at Harmony Science Academy
 - Jan Alamo Junior Academy of Science Fair (pending)
 - Feb 17 Engineers Week Proclamation Breakfast at UTSA Denman Ballroom
 - 7:00 Booth Set Up / 7:30 Check-In / 8:00 Breakfast)
 - \$350.00 (8 Seats) / \$175.00 (4 Seats) & Display Booth = \$200.00. Scott Mikos working with Event POC to get free booth.
 - Feb 21-22 Alamo Regional Science and Engineering Fair at TBD (normally held at St Mary's University)
 - May 1-3 Great American Air Show & Cyber Expo at JBSA Randolph. Scott in discussion with organizers on our participation.
- If you want to be a volunteer, contact Dick at samesatx@gmail.com.
- Applications for the 2026 SAME E&C Camp Program opened on Dec 1 and run through to Mar 11. Pass the word to any high school students you may know. They can check the SAME website <https://www.same.org/camps/> for the information on the Camps and link to the application.

Scott Mikos briefed on the upcoming STEM events. He asked about the Dec Young Women's Leadership Academy event because he couldn't find any information about it at the school website. Dick indicated the event information was included in an email from Bob Fanick (from the Alamo Region Academy of Science and Engineering), but it did not matter because we did not have any volunteers to support the event. Scott also briefed on the 2026 Engineers Week Proclamation Breakfast and the need for \$350 to reserve a table at the event. Dick mentioned that there was money for support of such events in the preliminary 2026 Budget which the Board just approved. Scott is working with the event organizers to determine whether a display booth is free or if there is a \$200 charge for one. There is an airshow being planned for May at JBSA-Randolph with one day dedicated to a STEM Cyber Day for students. Scott is working with the organizers on our participation. Scott also mentioned the 2026 SAME E&C Camps and that applications for students and

mentors are now open. Scott asked whether Josh Graham and/or Janice and Joseph Dombi had attended the 2025 Camps. Dick indicated that Josh was unable to attend, but would check with the Janice and Joseph Dombi about their participation.

10. College Outreach:

- Get update on UTSA and UT Austin Student Chapter status.
- Terry Watkins volunteered at Project MEND and would like to discuss possible donations to them as they rehabilitate used medical equipment and reissue to those in need.

Terry Watkins briefed that our UTSA Chapter is dormant. The current Chapter President has been unable to generate any interest in the Chapter. He and Terry are planning to meet with the UTSA person that heads up student organizations for ideas to reinvigorate the Chapter. A similar situation exists at UT. Terry met with a freshman who is interested in trying to get the Chapter going again. The student plans to meeting with the UT student organization officials to see what needs to be done to reinvigorate that Chapter. Dick mentioned that there was no input in the 2026 budget for Student Chapter Support. The Board then APPROVED adding \$1,000 to the 2026 Budget for Student Chapter Support. Terry also briefed on Project MEND which is an organization that repurposes used medical equipment to provide people that need it but can't afford it. John Baker knows the CEO of the Project MEND organization and said they have competitions to see who can build a medical apparatus the fastest from a kit of parts. John mentioned it may be something we want to participate in.

11. Post Membership:

- As of Dec 1, the SAME Membership Report shows us at:
 - 764 individual members (minus 83 below our 2025 baseline of 847)
 - 95 organization members (minus 10 below our 2025 baseline of 105)
 - With a net cumulative change of minus 93 below our baselines
 - A cumulative change of +1 is required to earn the Post Membership Streamer
- *Attachment 4* shows our Post Membership Statistics for 2025

Dick briefed that latest numbers for individual and organization membership in the SAME Report and that we have the largest loss of all the 93 Posts in the report. He also briefed the Ed von Dran and Michele Torres are following up with individual and organization members due for renewal. However, things are changing in membership and with the 2025 membership dues increase and another one coming on Jan 1 for 2026, members are taking a hard look at renewals and/or how many Post affiliations they have. John Baker indicated that we had fairly consistent participation at our Post meetings in 2025 and that was most important.

12. SAME Awards:

- The SAME National Awards are described at <https://www.same.org/membership-communities/awards/>
- The deadline to apply is Feb 1.
- If Board members are interested in applying, contact Dick at samesatx@gmail.com There is a narrative required to show accomplishments against the award criteria for all of these awards.

Dick asked anyone interested in being considered for a SAME Award should contact him as soon as possible.

13. Dec Newsletter: – Inputs for the Nov issue are due Dec 5 to Dick.

14. Any Other Issues/Updates:

- John Baker reviewed items covered in the meeting
 - Board Approved 2026 Preliminary Budget
 - Dick Kochanek to contact Buddy Barnes about the scholarship presentation to the University of Houston student
 - Register for the Jan 9 Holiday Gala and encourage others to attend
 - John Enyeart to finalize the Jan 22 Post meeting speaker
 - Contact Steve Holt if interested in attending Dec 15 LLAB session
 - Terry Watkins to provide a write up on Project MEND for the newsletter
 - Contact Dick Kochanek if interested in being submitted for a SAME Award (must be uploaded by Feb 1)

15. Next Board Meeting: **Thursday, Jan 29**, 11:30 am – 1:00 pm, by Zoom.

Attachments

1. Approved Oct 30 Board Meeting Minutes (previously sent to Board)
2. 2025 Budget Update as of Nov 29 (to Board Only)
3. Approved 2026 Preliminary Budget
4. 2025 Post Membership Status

///SIGNED///
Bridget Booth
2025 Post Secretary

APPROVED AS WRITTEN

///SIGNED///
John K. Baker, P.E.
2025 Pot President

ATTACHMENT 4

2025 San Antonio Post Membership (Goal: Growth in IM plus SM Changes)

