



## Board Meeting Minutes January 7, 2026, 1300 EST

Meeting Attendance	Meeting Duration: 2h 23m	Meeting Attendance	Meeting Duration: 2h 23m
*Beard, Jordan	2h 17m 12s	Houser, Steve	1h 59m 23s
*Black, James	2h 24m 22s	*Huffstetler, Mike	1h 23m 33s
Blinderman, Steve	2h 21m 53s	*Linsky, Scott	2h 22m 3s
Blount, Mike	2h 29m 58s	Mechtly, Victoria	2h 22m 37s
Byers, Tim	0	Miller, Cindy	2h 26m 12s
Caldwell, Lloyd	2h 23m 30s	Nodjomian, Sal	2h 25m 16s
*Calustro, Patcy	2h 23m 44s	*Off, Kathy	2h 32m 44s
*Crotteau, Craig	0	Otto, Dana	2h 16m 39s
Durscher, Beth	2h 36s	Owen, Paul	2h 26m 17s
Enrique, Mercedes	2h 24m 7s	Riker, Sally	35m 2s
Gonzalez, Edward	2h 21m 54s	Semonite, Todd	0
Haight, Bill	1h 59m 21s	Slate, Louise	2h 23m 10s
*Hamme, Francine	2h 25m 17s	Thomas, Kathryn	1h 26m 2s
Handley, Mark	0	*Wehr, Mike	2h 26m 47s

\*Non-voting

**Partially generated by AI. Be sure to check for accuracy.**

### Call to Order

Sal Nodjomian, SAME Foundation President-Elect, was filling in for Tim Byers. He 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. The agenda was outlined and the **minutes from the July 23, 2025 meeting were approved.**

Mike Wehr, SAME Foundation Executive Director, provided remarks. He highlighted the budget brief for the Society done on 15 December. It was a vote of confidence to shape the staff around the new governance structure and the Foundation. Sal reminded the board that 2026 will be the 10-year anniversary of the Foundation. Previously, the board was focused on process and internal structure which has led us to where we are now – ready to move forward. The number of applicants to the board is a testament to the work done thus far. Now we need to get to a point where we are generating the revenue that propels the Society forward. The board will need to focus strategically on fundraising initiatives and effectively manage the donor cycle. We need to focus on Soaring Eagle and impact vs process.

### Finance Report

Paul Owen, Budget & Investment Committee Chair, gave an overview of the Budget & Investment POAM (Encl 2). Paul has assumed responsibility for this committee from Ed Jackson. We need to continue to grow the corpus. Investments did well which made up for some of the fundraising shortfalls.

James Black, Director of Finance & Administration, presented the foundation's financial status (Encl 1, Slides 5-11), including cash position, investment returns, multi-year pledges, and the 2026 budget, with Sal Nodjomian, Paul, and others discussing the implications of lower-than-expected corporate contributions and the need for improved fundraising to support program growth.

- Cash Position and Multi-Year Pledges: James explained that the foundation's ending cash was \$556,000, which is \$151,000 lower than the previous year, but after accounting for receivables and payables, the adjusted cash position is \$640,000. He also clarified the accounting for multi-year pledges, noting \$167,000 in net pledges from individuals and corporations, which must be recorded in the year pledged, affecting future revenue reporting.
- Investment Performance: James reported a strong investment year up 13.5%, increasing the foundation's investments by \$211,000 to \$1.68 million, and the post's investments by \$366,000 to \$3.2 million. Our net position increased \$287,000. Paul and James discussed the importance of maintaining a minimum cash base and considering more aggressive investment strategies to maximize returns.
- Budget Shortfalls and Program Funding: Sal Nodjomian highlighted that corporate contributions fell significantly short of the ambitious target set after a record 2024, emphasizing the need for a renewed fundraising push and the need for the fundraiser position currently out for hire. The foundation's donation to the society reached a high of \$341,000 (to include additional donations after the grant was made), but the 2026 budget projects a decrease to \$310,000, raising concerns about sustaining and growing program support. However, there is a success story in that we have been able to increase funding to the Society year after year. We want to be able to fully fund all that the Society requests (vs. tempered requests based on Foundation funding ability). Additionally, we can eventually fund requests outside of the Society.
- Expense Management and Reallocation: James detailed the reconciliation of program expenses, noting \$104,000 in unspent funds, particularly in camps and leadership programs. The group discussed options for reallocating or returning unused funds, with James proposing a shift to a cost-reimbursement model to improve cash management and reduce year-end surpluses.

## **Fundraising Report**

Mike Blount, Fundraising Committee Chair, reviewed ongoing and upcoming fundraising efforts, including the Soaring Eagle Gala, silent auction, endowment campaign, grants, and planned giving, with a focus on volunteer engagement, donor stewardship, and the need for board participation to meet ambitious revenue goals. He gave a summary of Battle of the Services which raised \$20,000 with 200 donors (Air Force won).

- Silent Auction and Event Coordination: Paul described preparations for the silent auction at JETC, noting the need to double last year's donations to reach a \$100,000 revenue goal. The team is coordinating with posts and regions to secure auction items, including event booths and unique experiences, and is mindful of potential competition with the Soaring Eagle event for donor attention.
- Grants and Planned Giving: Eddie Gonzalez reported on recent grant activity, including a rejection from the Kroger Foundation and ongoing efforts to secure funding for STEM pathways (from NCEES) and camps, as well as submitting again for the UEF grant. Bill updated the group on planned giving, noting limited response to recent appeals and plans to conduct targeted outreach to fellows and senior members using the Engage program. No news to report with Planned Giving. Bill Haight is continuing to promote and spread awareness via various mediums.

- Endowment Campaign and Corporate Outreach: Mercedes outlined the strategy for building a multi-million-dollar endowment to generate sustainable income for foundation programs, with two \$25,000 commitments already secured. She requested support from James and Kathy to finalize documentation for restricted gifts and volunteered to lead corporate outreach efforts, blending endowment asks with benefactor opportunities for current programs.
- Volunteer Engagement and Board Participation: Mike Blount and Sal Nodjoman stressed the importance of board members volunteering for leadership roles in upcoming campaigns, donating personally, and recruiting others to participate. They highlighted the need for a coordinated approach to stewardship and fundraising, with Mark Handley tasked to study potential organizational changes. Volunteer needs include:
  - 2027 Silent Auction Chair
  - 2027 JETC Fundraising Chair
  - Grants Chair
  - 2026 SBC Fundraising Chair
- Kindsight Utilization: Mike shared his thoughts on the benefits and drawbacks of Kindsight. It is not a user-friendly platform and seems to be outperformed by other AI search functions. He shared the inconsistencies between what we know and what Kindsight produces on various board members. He has established regular meetings with board members and staff to flesh out the future of the Foundation's Kindsight use. The goal is that it must pay for itself twice over to continue using it. We do foresee the new fundraiser doing a deeper dive into the program.
- Soaring Eagle Gala Planning: Beth, Sally, Kathryn, and the committee provided updates on the Soaring Eagle Awards Gala, emphasizing the need for 100% board participation in securing benefactors (a portion of the donation is tax deductible). The team is working to meet print deadlines and maximize marketing efforts, with a focus on leveraging board members' networks and addressing logistical challenges such as ticketing for public sector attendees. Kathryn shared her list of company contacts and asked board members to choose companies for outreach. SAME will confirm with Counsel on public sector invitations to sit on benefactor tables.

## **Mission Support Report**

Cindy Miller, Mission Support Committee Chair, had members of her subcommittees speak about their activities with SAME Staff giving an overview of marketing efforts and her covering governance in Mark Handley's absence. She also mentioned the ongoing efforts to build a team to focus on program impact and reporting.

- Stewardship: Steven described the stewardship committee's efforts to send personalized thank-you notes to donors, with plans to enlist all board members in writing notes to all donors. The committee is developing processes for donor recognition and cultivation to encourage repeat giving.
- Marketing: Sally Riker and Francine Hamme outlined the foundation's marketing calendar, including social media campaigns, newsletters, and special initiatives for the 10th anniversary. They encouraged board members to engage with and share foundation content on LinkedIn and other platforms to expand reach. Frankie outlined the following items:
  - CFC Campaign has been extended to the end of Jan (dedicated emails)
  - Celebration of the 10 yr anniversary – will have a dedicated web page, historical documentary, and content posted

- Founders Day – March 23, with dedicated push
- Continuing with quarterly newsletters
- Governance & Nominations: Cindy provided a governance update (Slides 18-23) covering board membership transitions, organizational chart, nomination process, and bylaws review process.
  - Board Terms: Cindy presented the current board roster, noting upcoming transitions and the need to fill three open positions. The group discussed the process for extending terms and the importance of succession planning for key leadership roles, including vice chair and committee leads.
  - Organizational Chart Approval: **The board approved an updated organizational chart**, (Slide 19) which includes new staff positions and clarifies reporting lines. We reserve the right to adjust and change the organization at any time. We may bring a new structure forward in July that incorporates findings from Mark Handley on the combination of fundraising and stewardship. Two members raised concerns about the dual role of the treasurer with a “nay” vote. The Treasurer is a non-voting member of the Foundation Board. He does not administer the use of the funds (this is done by James Black). Counsel has since been consulted (along with research) with a no-conflict determination. One member has since reversed their vote to “yay.”
  - Bylaw Review & Nomination Process: Cindy and Mark Handley are leading a review of the foundation's bylaws to resolve inconsistencies and ensure alignment with current practices. The board also discussed the nomination timeline and criteria for new members, emphasizing the need for fundraising experience and commitment to the foundation's mission. Sal encouraged members of the board to start thinking about their career path within the Foundation Board in order to backfill leadership positions.

### Summary & Next Steps

Board members have received an email with a survey that includes conflict of interest, board responsibilities, etc... The next formal board meeting is scheduled for July 16, 2026, with calendar invites to follow. Sal opened the floor to general discussion and alibis. Paul Owen emphasized the need for clarity in roles on the finance side. Mike Blount encouraged board members to evangelize with enthusiasm the upcoming events and impact. He also reiterated the expectation for all board members to donate annually. Cindy encouraged donor visits to camps to see first-hand the impact of their dollars. Sal also mentioned the need to cover as many regional/local events as possible to spread awareness. Mike Wehr thanked the board members for all of their efforts thus far and how far the Foundation has come in the last 10 years.

### Follow-up tasks:

- Org Chart Treasurer Role Review: Confirm with legal counsel whether having the SAME and SAME Foundation Treasurer as the same person presents a conflict of interest and report back to the board. (Mike Wehr has consulted with Craig Crotteau per the minutes)
- Endowment Documentation: Finalize and provide the required documentation for endowment donors to ensure funds are used for their intended purposes (e.g., camps/campers). (James, Kathelina)
- Silent Auction Item Solicitation: Solicit and secure additional items for the silent auction, including outreach to posts for industry day packages and to board members for personal contributions. (Paul, Mike Blount, all board members)
- Soaring Eagle Benefactor/Sponsorship Assignments: Assign remaining companies on the Soaring Eagle benefactor list to board members for outreach and follow-up, and provide scripts as needed. (All board members, Kathryn)

- Soaring Eagle Marketing Materials: Develop and distribute updated marketing materials and flyers for Soaring Eagle to support benefactor outreach and event promotion. (Sally, Beth, Frankie)
- Presentation Slides: Update slide template for the year for regional/local presentation (Sal)
- Board Survey Completion: Complete the annual board survey sent via SurveyMonkey, including conflict of interest and fiduciary responsibility statements. (All board members)
- Audit Committee Formation: Recruit volunteers for the audit committee to prepare for the March 8th audit. (All interested board members, James)



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

Encl 1: Presentation Slides

Encl 2: POAMs

A : Fundraising POAM: Engage (Fundraising Folder)

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

C : Mission Support POAM : Engage (Mission Support Folder)



# Foundation Board Meeting

1-7-26 (Virtual)

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## Agenda

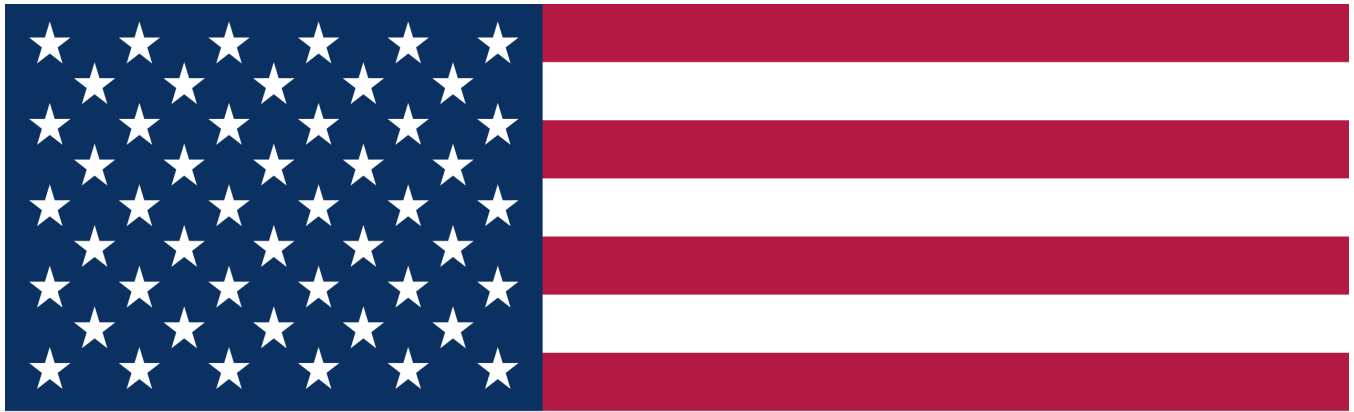
- Call to Order (*Sal filling in for Tim*)
- Consent Agenda
- XD Remarks
- Reports
  - Finance
  - Fundraising
  - Soaring Eagle
  - Mission Support
- Summary & Next Steps



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## Reports

### **SAME Foundation Budget and Investment Committee**

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# Society of American Military Engineers Foundation Financial Report

December 31, 2025 Report

Report January 7, 2025

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## SOCIETY OF AMERICAN MILITARY ENGINEERS FOUNDATION

### Statement of Position

For the period ending December, 31 2025

	Year To Date 12/31/2025 Current Year Balance	Prior Year To Date 12/31/2024 Prior Year	Year To Date Variance
<b>Assets</b>			
Cash and Cash Equivalents	555,742	706,819	(151,077)
Accounts Receivable	136,934	44,976	91,958
Accounts Receivable, Multit-Year	167,403	-	167,403
Prepaid Expenses	5,637	441	5,195
Long Term Investments - Foundation	1,679,507	1,467,817	211,689
Long Term Investments - Posts	3,188,872	2,822,966	365,905
<b>Total Assets</b>	<b>5,734,094</b>	<b>5,043,021</b>	<b>691,073</b>
<b>Liabilities and Net Assets</b>			
Due to SAME	52,919	15,219	37,700
Post Liabilities	3,188,872	2,822,966	365,905
<b>Total Liabilities</b>	<b>3,241,790</b>	<b>2,838,185</b>	<b>403,605</b>
<b>Total Net Assets</b>	<b>2,492,304</b>	<b>2,204,836</b>	<b>287,468</b>
<b>Total Liabilities and Net Assets</b>	<b>5,734,094</b>	<b>5,043,021</b>	<b>691,073</b>

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**SOCIETY OF AMERICAN MILITARY ENGINEERS FOUNDATION**  
**Statement of Activity**  
**For the Year Months Ended December, 31 2025**



	Actual	Budget to Period	Variance	Annual Budget	Budget Remaining
<b>Operating Revenues</b>					
Contributions - Individual	173,434	191,264	(17,830)	191,264	17,830
Contributions - Post	14,710	-	14,710	-	(14,710)
Contributions - Corporations	98,629	386,436	(287,807)	386,436	287,807
Contributions Multiyear (2026 on)	161,573	-	161,573	386,436	224,863
Contributions -Other	3,570	-	3,570	-	(3,570)
Subtotal Contributions	<b>451,916</b>	<b>577,700</b>	<b>(125,784)</b>	<b>964,136</b>	<b>512,220</b>
Investment Interest & Dividends Net Fees	44,675	26,083	18,592	26,083	(18,592)
<b>Total Operating Income</b>	<b>496,591</b>	<b>603,783</b>	<b>(107,192)</b>	<b>990,219</b>	<b>493,628</b>
<b>Operating Expenses</b>					
Donations from Foundation	341,000	316,000	25,000	316,000	(25,000)
Software	9,010	2,500	6,510	2,500	(6,510)
State Registration Fees	6,450	5,000	1,450	10,299	3,849
Auditor Fees	2,750	5,000	(2,250)	5,000	2,250
Bank Fees	8,561	4,200	4,361	4,200	(4,361)
Taxes & Licenses	4,330	9,344	(5,014)	9,344	5,014
Other Costs	468	6,697	(6,229)	1,398	930
<b>Total Operating Expenses</b>	<b>372,568</b>	<b>348,741</b>	<b>23,827</b>	<b>348,741</b>	<b>(23,827)</b>
<b>Net Operations</b>	<b>124,023</b>	<b>255,042</b>	<b>(131,019)</b>	<b>641,478</b>	<b>517,455</b>
<b>Non Operating Revenue</b>					
Investment Gains & Losses (Net Fees)	<b>163,445</b>	-	<b>163,445</b>	-	<b>(163,445)</b>
<b>Change in Net Assets</b>	<b>287,468</b>	<b>255,042</b>	<b>32,426</b>	<b>641,478</b>	<b>354,010</b>

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**SOCIETY OF AMERICAN MILITARY ENGINEERS FOUNDATION - Rolling Cash Forecast**  
**For the Year Months Ended December, 31 2025**



	Actual												
	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Year End Total
<b>Income</b>													
Contributions - Individual	12,382	7,197	56,727	4,763	31,149	5,120	92,771	177	5,514	10,550	20,234	12,911	259,495
Contributions - Post	-	-	1,000	7,000	5,000	-	410	1,300	-	-	-	-	14,710
Contributions - Corporations	1,000	-	-	11,800	6,000	-	122,512	-	2,829	15,000	-	15,000	174,141
Contributions -Other	-	-	-	-	-	-	1,033	-	-	-	-	2,536	3,570
Investment Interest & Dividends	2,932	10	2,204	1,612	1,652	4,392	1,759	1,661	2,221	1,722	1,649	32,066	53,901
Investment Gains & Losses (Net Fees)	62,421	(31,865)	(33,904)	(1,441)	48,960	43,919	963	34,286	34,277	13,940	5,996	(23,334)	154,218
<b>Total Revenues</b>	<b>78,735</b>	<b>(24,669)</b>	<b>26,027</b>	<b>23,735</b>	<b>92,762</b>	<b>53,432</b>	<b>219,448</b>	<b>37,424</b>	<b>44,842</b>	<b>41,212</b>	<b>27,880</b>	<b>39,199</b>	<b>660,036</b>
<b>Expenses</b>													
Donations from Foundation	316,000	-	-	-	-	-	25,000	-	-	-	-	-	341,000
IT and Software Services	442	442	442	442	442	3,091	-	-	3,710	-	-	-	9,010
State Registration Fees	-	-	6,450	-	-	-	-	-	-	-	-	-	6,450
Auditor Fees	-	-	-	2,750	-	-	-	-	-	-	-	-	2,750
Bank Fees	3,528	(1,918)	1,841	405	962	922	322	891	196	292	301	819	8,561
Taxes & Licenses	-	-	-	-	-	4,330	-	-	-	-	-	-	4,330
Other Costs	468	-	-	-	-	-	-	-	-	-	-	-	468
<b>Total Expenses</b>	<b>320,438</b>	<b>(1,477)</b>	<b>8,733</b>	<b>3,596</b>	<b>1,404</b>	<b>8,343</b>	<b>25,322</b>	<b>891</b>	<b>3,907</b>	<b>292</b>	<b>301</b>	<b>819</b>	<b>372,568</b>
<b>Surplus/(Deficit)</b>	<b>(241,703)</b>	<b>(23,182)</b>	<b>17,295</b>	<b>20,139</b>	<b>91,358</b>	<b>45,089</b>	<b>194,126</b>	<b>36,533</b>	<b>40,935</b>	<b>40,920</b>	<b>27,579</b>	<b>38,380</b>	<b>287,468</b>
<b>Plus Other Cash Activity</b>													
Donations Receivable, Net	5,000	-	-	-	-	-	(206,573)	-	39,171	-	-	-	(162,403)
Prepaid Expenses	442	(4,867)	442	442	442	3,091	-	-	(5,195)	-	-	-	(5,195)
Investment Activities	(67,889)	31,855	31,700	(172)	(50,613)	(48,312)	(3,756)	(35,947)	(36,498)	(15,662)	(7,646)	(8,751)	(211,689)
Net Due to/ from SAME	(5,585)	(5,851)	(6,705)	(14,455)	(20,275)	(1,275)	22,065	(1,300)	6,063	(15,750)	(1,100)	(15,110)	(59,258)
Accounts Payable	468	(468)	6,450	(3,700)	(2,750)	-	-	-	-	-	-	-	-
<b>Total Other Cash Activity</b>	<b>(67,564)</b>	<b>20,679</b>	<b>31,887</b>	<b>(17,885)</b>	<b>(73,196)</b>	<b>(46,496)</b>	<b>(188,264)</b>	<b>(37,247)</b>	<b>3,560</b>	<b>(31,412)</b>	<b>(8,746)</b>	<b>(23,861)</b>	<b>(438,549)</b>
<b>Net Cash Flows</b>	<b>(309,267)</b>	<b>(2,503)</b>	<b>49,181</b>	<b>2,254</b>	<b>18,162</b>	<b>(1,407)</b>	<b>5,863</b>	<b>(714)</b>	<b>44,495</b>	<b>9,508</b>	<b>18,834</b>	<b>14,518</b>	<b>(151,077)</b>
<b>Summary</b>													
Opening Balance	706,819	397,552	395,049	444,231	446,484	464,646	463,239	469,102	468,388	512,882	522,390	541,224	706,819
Plus Net Cash Flows	(309,267)	(2,503)	49,181	2,254	18,162	(1,407)	5,863	(714)	44,495	9,508	18,834	14,518	(151,077)
<b>Closing Balance</b>	<b>397,552</b>	<b>395,049</b>	<b>444,231</b>	<b>446,484</b>	<b>464,646</b>	<b>463,239</b>	<b>469,102</b>	<b>468,388</b>	<b>512,882</b>	<b>522,390</b>	<b>541,224</b>	<b>555,742</b>	

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## 2025 Reallocation of the Remaining Foundation Grant to SAME



	Budget	Authorized Expenses	Balance Remaining	Unauthoroized Expenses	Balance if Allocated
Camps - General	94,900	84,360	16,116	5,575	-
COI - HC - Leadership Development	6,000	-	6,000	-	-
COI - HC - Young Professionals	6,000	6,000	-	-	-
COI - HC - College Outreach	1,750	1,000	750	-	-
We Must go to Them Grant	30,000	30,000	-	72,923	-
Leader Development Program	177,350	95,525	81,825	3,574	-
<b>Total</b>	<b>316,000</b>	<b>216,885</b>	<b>104,690</b>	<b>82,072</b>	<b>22,619</b>

Total Labor & Fringe in 2025 for Foundation Activities is forecast to \$81,675 of which \$30,000 is funded by the Foundation

### SOCIETY OF AMERICAN MILITARY ENGINEERS FOUNDATION Budget 2026 and Statement of Activity



	2026 Budget Foundation Activities	2026 Budget Soaring Eagle	Combined 2026 Budget
<b>Revenues</b>			
Contributions - Individual	200,000	-	200,000
Contributions - Post	10,000	-	10,000
Contributions - Corporations	175,000	-	175,000
Contributions -Other	1,000	-	1,000
Contributions - Multl Year	-	-	-
Registrations	-	95,000	95,000
Sponsorships	-	31,000	31,000
Investment Interest & Dividends Net Fee	28,000	-	28,000
Investment Gains & Losses	-	-	-
<b>Total Revenues</b>	<b>414,000</b>	<b>126,000</b>	<b>540,000</b>
<b>Expenses</b>			
Salaries	80,000	-	80,000
Donations from Foundation	310,000	-	310,000
Travel - Non Staff	1,000	7,000	8,000
Catering	2,500	34,500	37,000
Audio-Visual	-	6,000	6,000
Meeting Costs	-	6,000	6,000
Printing and Postage	16,500	1,500	18,000
Advertising	2,000	1,500	3,500
IT & Software Services	14,500	-	14,500
State Registration Fees	7,000	-	7,000
Auditor Fees	2,500	-	2,500
Bank Fees	9,000	-	9,000
Taxes and Licenses	4,500	-	4,500
Investment Fees	9,500	-	9,500
<b>Total Expenses</b>	<b>459,000</b>	<b>56,500</b>	<b>515,500</b>
<b>Changes in Net Assets</b>	<b>(45,000)</b>	<b>69,500</b>	<b>24,500</b>

## Questions?

Contact information

James Black

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202.465.5713

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## Fundraising Report

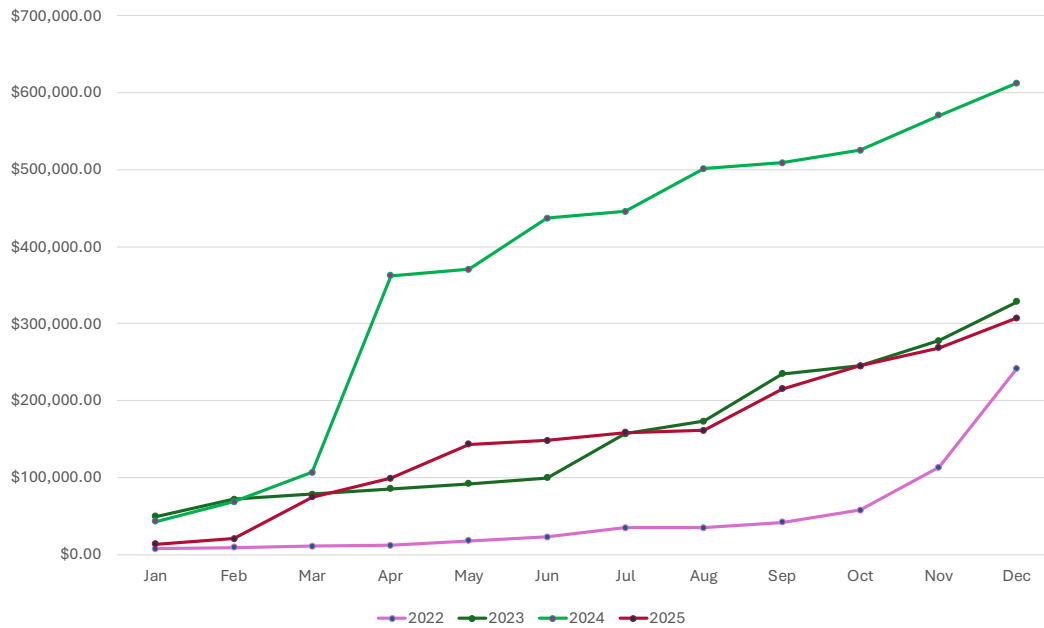
- Leads for all events – around the room
- Need to update the POAM for 2026
- Enlist volunteers for Fundraising Events
- Develop an Indoctrination Plan for new Fundraising Director
- Thoughts on Kindsight
- Create oversight duties for Vice Chair – Fundraising and Stewardship

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CY 25 - \$302,457.75

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## 4 YR Fundraising History



## Fundraising Report

**2024**

Total: >\$612K

**2025**

Total: >\$302K

### Top Donors

Pond & Company	\$10,000.00
Orange County Post	\$10,000.00
CMS Corporation	\$10,000.00
Mario Burgos	\$10,000.00
Matrix Design Group	\$11,500.00
SAME	\$11,500.00
Japan Post	\$15,000.00
Orange County Post	\$15,000.00
Manish Mardia	\$20,000.00
Melissa Smith	\$50,000.00
Actalent Services	\$50,000.00
National Council of Examiners for Engineering and Surveying (NCEES)	\$100,000.00

### Top Donors

ECC	\$10,000.00
Melissa Smith	\$10,000.00
Ernest Enrique	\$10,000.00
Matrix Design Group	\$11,000.00
Clark Construction	\$15,000.00
Mario Burgos	\$15,000.00
Actalent Services	\$50,000.00

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## Grants

- Kroger Foundation Proposal for Army Camp Unsuccessful
- Planning NCEES Letter of Interest to support STEM Pathways (Feb 1<sup>st</sup> deadline)
- Waiting on report on current UEF STEM Pathways grant to gauge opportunity for another submission. Unsuccessful in 2025.
- Recruited a Grants volunteer: Kyle Young, 2025 LDP'er and Hawaii and Marine camp mentor. Will help pursue camps support.
- Presented on the Foundation CFC campaign to Veterans Administration South Central Texas Regional meeting (12/10, over 400 attendees)

## Reports

# Soaring Eagle

## Mission Support

### Mission Support Report (POAM)

- Stewardship
- Marketing
- Governance/BOD Nominations - **Decision**
- Program Impact

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## Governance & Nominations

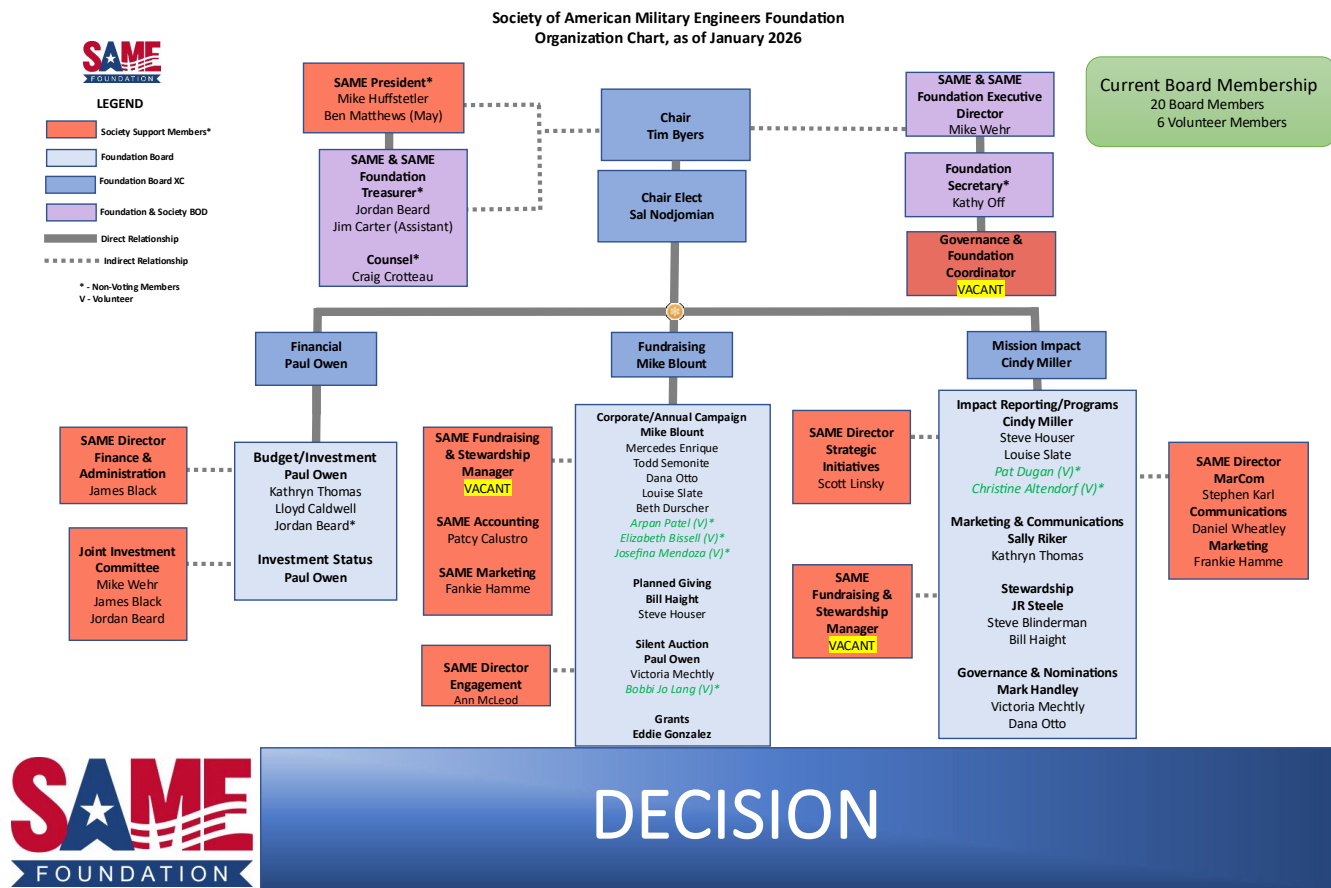
### Board Membership & Succession Planning

- Current Board Membership
  - 20 Board Members

Last Name	First Name	2026	2027	2028	2029	2030	2031
Byers	Tim						
Nodjoman	Sal						
Riker	Sally						
Enrique	Mercedes						
Blount	Mike						
Semonite	Todd						
Blinderman	Steve						
Gonzalez	Eddie						
Haight	Bill						
Handley	Mark						
Owen	Paul						
Steele	J.R.						
Caldwell	Lloyd						
Houser	Steve						
Otto	Dana						
Slate	Louise						
Thomas	Kathryn						
Durscher	Beth						
Mechtly	Victoria						
Miller	Cindy						

- 6 Volunteer Members

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## Committee Assignments



## Board Membership & Succession Planning

- Second Term Ending
  - Sal Nodjoman (2020-2025 – Extended for Vice Chair/Chair Dec 2028)
  - Tim Byers – Dec 2026
- First Term Ending (Jan 2024- Dec 2026)
  - Desire to extend for another three years
    - Steve Blinderman
    - Mark Handley
    - Paul Owen
    - JR Steel
  - Does not desire to extend
    - Eddie Gonzalez
    - Bill Haight
- Need to fill 3 spots to maintain 20 Board members

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## Proposed Nominating Timeline

Task	Start	Finish
Committee confirm Board members intention (term ending)	1 December	30 December
Confirm number of new nominees to replace departing board members	1 January	30 March
Confirm Criteria for new nominees (EXCOM and Board)	1 March	1 May
Advertise for new board members	1 June	1 August (Nom Due)
EXCOM and Governance Committee vet nominees and recommends new members to full board	2 August	30 August
Foundation Board reviews and approves new board members	1 September	15 September
Foundation Board Presidents forwards recommended board members to SAME Executive Director	16 September October	20 September
SAME EXCOM votes on recommendations	20 September	15 October
New board members, volunteers, non-selects are notified (Prior to SBC)	15 October	15 November
New Board members join board	1 January	

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### Proposed Nominating Procedures

- Qualifications
  - **Prerequisite: Unquestioned ethics, behavior, loyalty, and integrity**
  - Demonstrated **commitment** to the Society's mission, vision, & strategic plan – 25%
  - **Experience** with fundraising for philanthropic organizations OR financial management OR marketing OR stewardship of donations OR charity ratings for philanthropic organizations – 40%
  - Strong multi-level communications skills – 15%
  - Previous high-level leadership in military service or corporate private sector – 10%
  - Diverse backgrounds withing the full spectrum of Society membership -10%
- Online nominations due by 1 August. No self nominations.

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### Summary & Next Steps

- Annual Board Survey (Required):  
<https://www.surveymonkey.com/r/W6R6KHG>
- Capital Week Meeting: March 25-27 TBD
- JETC Meeting: May 19-21 TBD
- **Next formal board meeting (virtual): July 16, 2026, 12:00 – 4:00 pm ET**
- SBC Meeting: Nov 4-6 TBD

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