



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

MEMORANDUM FOR SAME MEMBERS

June 9, 2026

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, May 28, 2026 via Zoom

Board Members present are in **BOLD**:

President	Ms. Sarah Fowlkes
Vice President	Ms. Cathy Bond-Cassidy
Past President	Col. John Baker
Secretary	Ms. Bridget Booth
Assistant Secretary	Ms. Danielle Genzer
Treasurer	Mr. Sam Hutchins, F.SAME
Assistant Treasurer	Vacant
2nd Assistant Treasurer	Mr. Dick Kochanek, F.SAME
Partnership Director	Mr. Steve Holt, F.SAME
Small Business Coordinator	Mr. Chris Scott
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
Leadership Lab (LLAB) Co-Director	Mr. Braden Deines
STEM & College Outreach Director	Mr. Harold Eberbach
K-12/STEM Outreach Coordinator	Vacant
SAME E&C Camp Coordinator	Capt. Varsha Savalia, USPHS
College Outreach Coordinator	Mr. Terry Watkins
UTSA Student Chapter Mentor	Mr. Terry Watkins
UT Student Chapter Mentor	Mr. Richard Mahn
Texas A&M Student Chapter Mentor	Col. John Baker
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. Kelsey Edwards

Additional Attendees: None

1. The Apr 30 Post Board meeting minutes are at <https://www.same.org/wp-content/uploads/2026/05/260430sabod.pdf>.
Apr 30 Board minutes were approved.
2. New Board Member:
 - Sarah Fowlkes to introduce Danielle Genzer as newly appointed Assistant Secretary.
 - Cathy Bond introduced Danielle Genzer to the Board. Dick Kochanek has name badges for new Board members Braden Deines, Kelsey Edwards, Danielle Genzer, Richard Mahn, Chris Scott and a replacement badge for Sarah.**Dick Kochanek will bring the new name badges to June 26th SAME meeting for pick up. If the new Board members cannot make it, they can reach out to Dick via email to work out a pick up.**
3. Finances/Budget:
 - *Attachment 1* is the 2026 Budget Update as of May 23.
 - As per the Apr Board Meeting, Sam withdrew \$50K from our Merrill Lynch (ML) investments to increase our UTSA Endowed Scholarship. Funds are currently in the ML Money Market Account since the funds are not needed until mid-June.
 - Moved \$75K from checking account (proceeds from Small Business Conference) and placed it in the ML Money Market Account.
 - ML Money Market Account has \$176,670.77 in it. Sam can move the funds to our checking account from same day to 2 days.
 - This year to date we made \$1,043.57 in credit card rewards. Most of this is a result of paying Small Business and Golf using credit cards.
 - This year to date we made \$760.60 in the ML Money Account.
 - Small Business Market Research Conference generated a profit of \$95,402. There are a few bills still out.
 - Golf generated \$5,315. Some of the golf related revenue was assigned to Small Business since individual sponsorships were not split between small business and golf.
 - Taxes were filed with the IRS and forwarded to National on May 20.
 - Input Sam received on Golf:
 - The personnel at the game sites could have generated more revenue if they could have taken credit cards using Square. We can do that next year. Sam did it with Dick this year. They will need to install the Square app on their phone and Sam will have to give them access and brief training. You only need your phone to take tap credit cards. Since we are using the free version, I have very limited access controls.**Shelby Gund is wrapping up the audit. She needs to get with Andrew Silvas on filling out an audit form, but is hoping to get everything wrapped up by next Board meeting.**
4. 2026 Golf & SMBRF:
 - Summary of results:

- 365 attendees
- Several new exhibitors – at least one plans on being back next year for sure.
- 5.5 PDHs were available; 11 attendees claimed a total of 55 PDHs
- All comments received were positive. Examples - “best Industry Day of year”; “best one yet”; “SA Post always does it right”

Cathy Bond covering this section for Sarah Fowlkes. Cathy confirmed at least one exhibitor has stated they plan to come back next year. Cathy also stated she got personal texts claiming we even have the best food of the industry days. She noted a great job to the team and thanked them for their effort. Cathy Bond and Dick also mentioned that the food offerings were very good.

5. Texas Region Events:

- Texas LDP should open in July/August for applications with the start happening in September. James Kisiel provided a draft of the application (see *Attachment 2*)
- Regional CTW is taking place in October. Save the Dates should be going out soon. No real support is needed from our Post beyond sharing the fliers and information with our Post and military community.

Dick noted the first draft of the Regional LDP Application was in the agenda package.

Dick stated all 4 regional posts were supposed to donate \$1,200 to assist in operating the Regional LDP. The Post will be asked for the money by the LDP leadership, as-needed. He doesn't know if any Posts have sent the money yet. Sam Hutchins confirmed there has been no update recently, and noted he just needs to know when we'll be called upon to send that money so it can be accounted for in the budget. We assume it will be soon, if the Regional LDP starts in September. Cathy and Sarah to coordinate with other regional Posts and report back.

6. Fellows Nominations:

- Dave Pratt, Fellows Director, is looking for suggestions on potential nominations for Academy of Fellows. 10 years of service to SAME is required for nominees.

Dick confirmed involvement does not have to be continuous 10 years to qualify, only need a total of 10 years. David Pratt emphasized that 10 years is a minimum; it will require significant involvement in SAME with well defined service. David Pratt, requests candidate suggestions from the Board so he can start engaging with them. David stated nomination presentations have not been scheduled yet, he will let us know when they are.

7. Post Leaders Workshop (PLW):

- SAME PLW is scheduled for Aug 2-4 in Scottsdale AZ SAME covers registration and hotel for 2 Post leaders and Post supports their travel expense.
- Registration will be opening soon.
- Posts can send other leaders, but must cover registration and hotel (was \$400 in 2025) and travel costs
- Sarah Fowlkes and Richard Mahn are interest in attending.

Dick noted we can send more than 2 people; if we do, then the post covers all of the cost. Dick clarifies Richard Mann is brand new to board, the Austin Field Chapter President, and the UT Austin Student Chapter Mentor. Dick makes a motion to approve Sarah Fowlkes and Richard Mann as PLW attendees. Terry Watkins

seconded and the Board APPROVED the motion. Dick will let Sarah and Richard know they have been approved for this program.

8. College Outreach:

- UTSA Endowed Scholarship :
 - *Attachment 3* is the current status of our endowed UTSA scholarship.
 - Board approved \$50K increase at Apr meeting; Sam moved money to checking account
 - Presentation scheduled for Jun 16, 10 am, to the Dean of the Klesse College of Engineering & Integrated Design.
 - Those interested in participating should contact Bonnie Hopke.
- Steve Houser, Dick Kochanek and Terry Watkins judged projects submitted for the SAME Innovative Design Challenge Competition for the SAME College Outreach COI. 10 submittals were received (only 8 were complete). 3 winners were selected;
 - Washington University Team - Locus Suit: Wearable Navigation System Restoring Independence
 - United States Military Academy Team - Standard Bus: A Standardized Small SATELLITE Solution
 - New York University Team - Thermal Fluid Model for Cooling The Subway Station
 - This year like last year a sustaining member company provided the funds for the winners' awards. The COI is considering asking Post for contributions to award bigger prizes for 2027.
- Sponsorship of Texas Tailgate Party for USMA Students:
 - The event is scheduled for Nov 7 with advertising projected to start by the end of July.
 - Per the Board's previous decision, James Kisiel has reached out to the Houston/Galveston Post about a joint sponsorship of the event but has not heard back. He is looking for Board members that might help with contacts in the H/G Post. James has also reached out to Liz Parent and Yvonne Rivera.
- Get Update on UTSA, UT and Teas A&M Student Chapters.
 - (ADDED VIA ADDENDUM) - UT Student Chapter student leader, Max Flores, identified the requirements to establish the Student Chapter at UT. He identified some other interested students but did not make the suspense date to meet requirements to establish the chapter prior to the end of the 2025-26 school year, so the next opportunity to file with UT will be in August. He has had difficulty identifying a Faculty Sponsor (SAME requirement, not UT requirement), so I will be reaching out to the ROTC Professor of Military Science to gauge interest, or possibly connect with one of their Assistant PMSs. More to follow. There are some other administrative requirements, but Terry said he should be able to provide most if not all examples from UTSA.

Terry reported that Bonnie Hopke had little success with making contact with Texas A&M and UT Austin above increasing our existing endowed scholarships with them or starting a new one so Bonnie made contact with UTSA. Terry stated this is an opportunity to jumpstart our student chapter at UTSA. He has seen a lack of participation in this past year, so we need to get UTSA leadership to understand intent of the student chapter program. If anyone else wants to attend the June 16th presentation, they are welcome to join.

Dick and Terry noted how impressive the Innovative Design Challenge Competition submittals were. Dick noted in the past the prizes were awarded by the SAME Foundation. The SAME Foundation recently de-

prioritized it, so a sustaining member's company picked up the ball and have been providing the funds for the prizes to the teams. Dick feels we and other Post(s) could help fund the competition prizes (possibly ~\$1,000). He also proposed a traveling trophy idea. The COI should decide on the post-level prize contributions in the fall.

Terry to connect with UTSA chapter leader. John Baker was unable to attend the past two A&M meetings; they had a mixer in March and in April they toured Kyle Field. The A&M chapter is done for the semester and the BoD is planning for the fall semester at a meeting in August. John Baker will participate in the August planning meeting .

9. SAME E&C Camp:

- 3 of the 4 Post sponsored campers have paid their share (\$400 each) of the camp registration fee to SAME. Camper Nikolai Mezokh, selected for the Nay Camp, has not yet paid the required half of the registration fee.
- All four campers have been sent the Post sponsorship information letters. Varsha Savalia has not received flight costs reimbursement from campers yet.
- Volunteer mentors (SMSgt Colon and Pat Suermann) were notified about travel sponsorship. As of May 22, SMSgt Colon and Pat Suermann indicated they have not been informed if they are selected or not as a camp mentor.
- Post members Janice and Joe Dombi, originally planned as volunteers for the USAFA Camp staff, have notified us they will not be participating at the Camp this year.
- On May 21, Post paid its part of the four campers' registration fees (\$1,600).

Dick stated SMSgt Colon has been accepted and has submitted reimbursement paperwork. One of the 4 campers has yet to pay \$400 share of the registration, Varsha Savalia is following up with that person. Dick noted a 2 student campers were accepted at the Hawaii camp and a non-SAME member had submitted a request for a sponsorship to be a mentor at that camp , where travel cost is expensive. He feels the Hawaii camp should be for kids on those islands in the Pacific Region or CONUS West Coast, rather than be open for CONUS students. The Hawaii camp in its first year so this may be worked out in the future.

10. Partnering:

- Harold Eberbach, Dick Kochanek, and Steve Holt met with Alamo Colleges District / St. Philip's College representatives on May 13 to discuss STEM pipeline efforts and possible areas where SAME can support.
- They have several events that could provide partnering opportunities:
 - STEM Symposium (Fall) - MS - HS
 - and STEM Extravaganza (Spring) - Elem
 - "Breaking Through STEM" event in March
 - STEM panels / career day participation
 - LLAB member or SAME young professional or other member speaker support
 - Trade school / technical college scholarship opportunities
- The Science and Math Summer Academy (SAMSA) and MESA programs were also discussed. Both seem like larger commitments, so they may not be the best fit for direct SAME support right now.

- The better near-term fit may be to support smaller, targeted opportunities:
 - Provide speakers or panelists
 - Help with one-day STEM events
 - Support career pathway discussions
 - Look at scholarship options for trade school and technical college students

Harold met with Alamo Colleges and since then they've reached out to Harold for a speaking engagement. Overall, he felt the partnership opportunities that were 1-day events were best for us (some of the other STEM events St. Phillips offers are multi week events and would be difficult for us to support). Harold stated the Post LLAB and other LDP graduates would be good volunteers to support these events. John Baker notes St. Phillips is part of Alamo Colleges. John has met with Northwest Vista and Northwest Lakeview Presidents who both represented themselves as the go-to people for STEM engagement. Alamo Colleges don't have a single POC for STEM engagement, so the challenge is getting a critical mass of students together to have a student chapter or large events. John noted the 5 different Alamo Colleges could all act independently. Northwest Lakeview is supposed to be the main college for engineering, but each of the 5 colleges offer classes for engineering. Dick stated St. Phillips is interested in getting speakers, as they already have routine meetings for engineering faculty and students.

Dick also mentioned the Post might be able to sponsor a scholarship for a student to pursue a trade certification training with St. Phillips College. The Post might even be able to use the scholarship to support an enlisted person to get a trade certification. John Baker will provide contacts for Harold with the other colleges in the Alamo Colleges system.

11. Field Chapters:

- Concho Valley (Goodfellow AFB) – Dick received an email indicating they have not had any events in nearly 2 years. There are only 7 SAME members with this Field Chapter affiliation (but 3 are current Post Board members and the Past RVP). It may be time to dissolve this Field Chapter since there appears to be no interest in it.
- Laughlin AFB – Dick is awaiting response from Capt. Perham (who we sponsored to JETC) on any activities completed or planned. There are 12 SAME members with this Field Chapter affiliation (3 are current Post Board members and the Past RVP)
- Coastal Bend – Dick was contacted the Chapter and they still have not had their first meeting. There are 13 SAME members with this Chapter affiliation (3 are current Post Board members and the Past RVP)
- Austin – Board member Richard Mahn is the Chapter President. Chapter has some plans for events, but they have not been finalized yet. There are 23 SAME members with this Field Chapter affiliation (3 are current Post Board members and the Past RVP)
 - ADDED VIA ADDENDUM - Had a chapter leadership meeting on 5/12. We're planning to set up a couple of events for the summer and fall, but still working to solidify details. We're looking at a tour of some TXARNG facilities (e.g. Camp Mabry Microgrid or Icon 3-D printed concrete facilities) and possibly a UT Austin Mulva Hall tour. We're also looking at setting up a lunch-and-learn in the near term to keep the Field Chapter on people's radar as an active organization. Challenges remain the low density of Federal owners and Federally-aligned private sector firms in the Austin area, so we're attempting to leverage the proximity of the ARTXNG HQ in Austin as "Federally-adjacent" in hopes of drawing in more State of Texas owners/agencies, since in many respects they have similar challenges to Federal stakeholders.

Concho Valley: Dick is concerned as this chapter has fallen apart, have very low membership count, and haven't had an event in a few years. Unsure what to do. Harold tried to get something going with no success. Cathy said Nick Gillett was President but has graduated and the field chapter fell apart after that.

Laughlin: Dick indicated he is waiting for an update from Capt Perham, the Chapter President, who we sponsored to 2026 JETC.

Coastal Bend: Dick is concerned about this chapter as it broke apart because of lack of participation. Dick worked with them last year, but they never got the first meeting started. Dick is back in touch with them and has a videocall scheduled in the coming weeks.

Austin: Dick feels we are on solid ground. Chapter President is a Post Board member and SAME LDP graduate, who he feels we'll get momentum there.

Cathy offers her support for any assistance needed.

12. Veteran Support:

- James has not been able to make contact with Markus Henneke or Mike Monreal to discuss revamping Coordinator positions in this area since there is reduced emphasis in this area with 2030 Strategic Plan and Post Streamer Program (see *Attachment 4*)
- No input on any planned servicemember & veteran support activities this year.

John Baker noted Mike Monreal is running unopposed as County Judge, so he will not have time for SAME after the election this November. That will eliminate the issue of two people in one position. We will await further discussion with James Kiesel at the next Board meeting.

13. Post Meetings:

- Awaiting speaker details for Jun 25 Post meeting.

John Enyeart stated we scheduled AFCEC's Gerald Boetsch to brief 25 June meeting. The topic will be about energy projects Air Force wide but will focus on JBSA nuclear reactor. Bio and photo to come.

14. Membership:

- As of the May 1 SAME Post Membership Stats report, we have 748 individual members against our 2026 baseline of 683 and 84 organization members against our 2026 baseline of 82 for a net cumulative change of +67 and are currently eligible for the 2026 Membership Streamer.
- Michele Torres is doing a survey of our lapsed company members to see if we can determine the primary reason for them dropping their affiliation with our Post.

Michele Torres plans to send survey out next week. She will report back next meeting. Ed Von Dran said he needs to send out blast today or tomorrow for those people pending or recently dropped, to get them back. He usually gets 1-2 sign ups out of 100 reminders. Cathy appreciates his effort and asks him to keep us posted.

15. Jun Newsletter – Inputs for the Jun issue are due Monday, Jun 1, to Dick.

Dick would like to have Leadership Lab application ready for this issue. Braden Deines confirmed it will not be ready for this issue, so he'll coordinate with Shelby Gund to push forward on the finalization.

16. Any Other Issues/Updates:

- Members to bring up any other issues.

Kelsey Edwards started National LDP at JETC and they're working on capstone projects focused on addressing an issue at the National- or Post-level. If anyone has specific ideas that would make a good capstone project, she requests feedback or ideas. Dick states we're all struggling with what can a Post do to encourage companies and organizations to join their Post or stay affiliated with their Post. Michele seconds that, we need strong value proposition since companies ask "what do I get?" or what value does our Post provide to them? Examples discussed during the meeting were various sponsorship options and perks; newsletter advertisements.

17. Next Board Meeting: Friday, June 26, 11:30 am – 1:00 pm, by Zoom

Attachments

1. 2026 Budget Update as of 5/23/2026 (to Board Only)
2. Draft 2026 Texas Region LDP Application
3. UTSA Endowed Scholarship Status
4. Servicemember/Veteran Related 2030 Strategic Plan Post Tasks

**///SIGNED///
Danielle Genzer
2026 Post Assistant Secretary**

APPROVED AS WRITTEN

**///SIGNED///
Cathy Bond-Cassidy
2026 Post Vice President**

ATTACHMENT 2



2026 Texas Region Leader Development Program Application

In support of SAME Strategic Plan Goal #3: Develop People to Strengthen America’s STEM Pipeline and Technical Workforce

Commented [JK1]: Change year

Below is the SAME Texas Region Leader Development Program application form. Please fill out the document and return. Please do not attach/submit additional pages, resumes or other information in lieu of or in addition to the info request. We use this format to communicate in a variety of ways and it is important to have uniform data for all the class. This application must be emailed to arrive no later than **August 1, 2026** to jkisiel@olsson.com with the subject line “2026 Texas Leader Development Program Application – Your Name.” You can contact Leader Development Program Director James Kisiel at 713.823.7068, or jkisiel@olsson.com, with any questions or alternative forms of delivery.

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Commented [JK3]: Change year

Commented [JK4]: Change Name, Number, Email

Section One: Personal Information, Education and Employment

Full Name: Last				First	Middle/Maiden	Preferred First Name	
Position/Title		Company Name		Mailing Address	City	Zip	
Telephone			Email Address			Post	
Name of Current Supervisor/Title			Address		Telephone	Email	

Education: List schools, years attended, degrees obtained and fields of study. Also list any licenses or certifications:

1. |
2. |
3. |

Present Employment:

Describe your current position, length of service, scope of responsibility.

|

Section Two: Community Involvement

List civic, professional, religious, and other organizations in which you are currently or have been recently involved. Indicate office, committee and/or leadership position held if appropriate. (Limit 2)

- {
1.
2.
}

Section Three: Personal and/or Business Achievement

Describe personal and business accomplishments, awards, and/or honors as well as describe any appointments to any boards or commissions. (Limit 3)

- {
1.
2.
3.
}

List three of your most important accomplishments and why you consider them as such. (Limit 3)

- {
1.
2.
3.
}

Section Four: Goals

Describe your goals in the following categories:

{
Personal (Limit 3):

- {
1.
2.
3. }
}

Business/Career (Limit 3):

- {
1.
2.
3. }
}

Describe at least one leadership strength and one leadership areas to develop that you wish to enhance and/or improve during the Leader Development Program:

- {
1. Strength{ }
2. Areas to develop{ }
}

Section Five: Personal Statement

Provide a short personal statement on why you are applying for the SAME Texas Region Leader Development Program:

{

}

What do you expect to gain from the LDP experience? How do you see that affecting your leadership capabilities in the future?

{

}

How do you see yourself applying what you gain from the program towards your future involvement in SAME?

{

}

ELIGIBILITY:

An applicant must be:

An SAME member in good standing and maintain his/her membership in good standing throughout the duration of the program.

An independent agent, professional and/or consultant, in business or government, a minimum of two (2) years with established client base, or

A person with aspiration to assume responsibility for budgets, people management, and/or other business aspects of his/her group/department.

TUITION:

There is no registration cost to participate in the program. However, books must be provided by the applicant or the applicant’s organization.

SUBMITTAL

Send the completed application to the following address:

ATTN: James Kisiel, Course Director
jkisiel@olsson.com

SELECTION PROCESS:

The SAME Texas Region LDP Planning Team, comprised of SAME Fellows and National Leaders will select the class. Priority will go to members of Texas Region Posts (Houston/Galveston, San Antonio, Dallas, and Fort Worth Posts). Members of other SAME Posts will be considered on a space-available basis. Qualified candidates will be notified of their acceptance.

SAME TEXAS LEADER DEVELOPMENT PROGRAM SCHEDULE:

Recruitment	April – July 2026
Selection	August 2026
Sessions	September 2026 – May 2027
Graduation	May 2027

APPLICANT COMMITMENT:

I understand that SAME Texas Region Leader Development Program is an integrated nine-month learning series. I acknowledge that, if chosen as a participant, the following commitments are required:

a. Attendance is essential at all scheduled sessions if I am to get the full benefit through interaction with fellow students, class mentors, and speakers. I understand that more than 20% absences may lead to my being dropped from the program.

b. I commit to my full attention and participation in the Leader Development Program throughout all sessions. This includes:

- Attend 1-hour sessions each month starting in September 2026 through May 2027.

- Prepare for and participate in discussions of books to be assigned throughout the course.
- Participate in at least one (1) additional SAME Post meeting, Board meeting OR volunteer/scheduled event during the Leader Development Program
- Avoid any interruptions in meeting participation except under emergency or urgent circumstances. Refrain from telephone calls, e-mail, texting or other work during monthly sessions and book discussions.
- Be on time for each session as it is essential to the learning process and a courtesy to speakers and fellow participants.
- Select a mentor to engage and assist you throughout the program. (For assistance with mentor selection, contact Charlie Hart (eachart2024@gmail.com).

c. I understand and agree that my participation in the Leader Development Program is a license granted by the SAME Texas Region. If, at any time, the SAME Texas Region LDP Planning Team, in its sole discretion, determines that my continued participation may be detrimental to the program, to my fellow participants, or to the program facilitators, this license may be revoked without notice.

Applicant’s Signature

Date

EMPLOYER COMMITMENT:

As the Applicant’s employer, we approve his/her application to SAME Texas Region Leader Development Program and will endorse and support his/her participation if chosen, and acknowledge the time, effort and commitment required of a participant. By signing this document, we acknowledge the foregoing conditions for participation in the SAME Texas Region Leader Development Program.

Employer/Supervisor’s Printed Name Telephone No.

Employer/Supervisor’s Signature and Title

Date

After graduation, Leader Development Program participants are expected to maintain their SAME membership in good standing and use the skills, knowledge and experience gained to be an active participant in SAME and/or Post leadership roles, events and volunteer activities to help The Society meet the goals and objectives of the SAME Strategic Plan.

Commented [JK5]: Change name and email

Commented [JK6]: Change years

Commented [JK7]: Change years

Society of American Military Engineers (SAME) Texas Region Leader Development Program

Scheduled Meetings

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Know Yourself		
Thursday, September 17, 2026	Opening Retreat	Opening Retreat: Book Discussion, DISC, Book Discussion 1 - "Emotional Intelligence, 2.0" TBD , TX
Friday, September 18, 2026	Opening Retreat	Opening Retreat: Book Discussion, DISC, Speakers, Networking, Lunch - TBD , TX
Thursday, October 1, 2026	Book	Book Discussion 2 - "Dare to Lead," Rumbling with vulnerability
Thursday, October 15, 2026	Speaker	Speaker (TBD) Discussion Rumbling with vulnerability
Thursday, October 29, 2026	Book	Book Discussion 3 - "Dare to Lead," BRAVING trust language
Thursday, November 12, 2026	Speaker	Speaker (TBD) Discussion Trust language
Thursday, December 3, 2026	Book	Book Discussion 4 - "Crucial Conversations"
Know Your Team		
Thursday, January 7, 2027	Speaker	Speaker (TBD) Discussion Crucial Conversations
Thursday, February 18, 2027	Book	Book Discussion 5- "Five Dysfunctions"
Thursday, March 4, 2027	Speaker	Speaker (TBD) Discussion 5 Dysfunctions
Thursday, March 18, 2027	Book	Book Discussion 6 - "Drive: The Surprising Truth About What Motivates Us"
Thursday, April 1, 2027	Speaker	Speaker (TBD) Discussion on motivations
Thursday, April 15, 2027	Book	Book Discussion 7 - "Start with Why"
Thursday, April 29, 2027	Speaker	Speaker (TBD) Discussion on why do you "do"
Know Your Future & Graduation		
Thursday, May 6, 2027	Closing Retreat	Closing Retreat, Speakers (Regional/National, Next Steps, AAR)
Friday, May 7, 2027	Closing Retreat	Closing Retreat, Speakers (Regional/National, Next Steps, AAR)

*All online meetings will begin at 11 AM Central Time

ATTACHMENT 3



THE UNIVERSITY OF TEXAS/TEXAS A&M
INVESTMENT MANAGEMENT COMPANY

SOCIETY OF AMERICAN MILITARY ENGINEERS SAN ANTONIO POST ENDOWED SCHOLARSHIP

Endowment Distribution Percentage

Average Market Value for Period Ended August 31, 2025
Five quarter average
\$65,562.35

Total Distributions to Endowment Income Account as a % of
Average Market Value
4.34%

Individual Endowment Return (Unitholder Level)

One Year	9.14%
Three Years (Annualized)	7.44%
Five Years (Annualized)	8.61%
Ten Years (Annualized)	8.04%

Long Term Fund Return and Expenses (Fund Level)

	One Year	Annualized		
		Three Years	Five Years	Ten Years
Investment Return (Net of Fees)	10.01%	8.29%	9.43%	8.67%
Investment Related Fees:				
UTIMCO Management Services	0.08%	0.09%	0.09%	0.09%
Other Investment Management Costs	0.02%	0.02%	0.02%	0.02%
External Investment Manager Fees	2.52%	2.14%	2.37%	2.22%
Total Investment Related Fees	2.62%	2.25%	2.48%	2.33%
Estimated Investment Return (Gross of Fees) (1)	12.63%	10.54%	11.91%	11.00%

	One Year	Annualized		
		Three Years	Five Years	Ten Years
Investment Return (Net of Fees)	10.01%	8.29%	9.43%	8.67%
Endowment Policy Portfolio (2)	6.73%	7.06%	8.37%	7.57%
Net Investment Return in Excess of Benchmark	3.28%	1.23%	1.06%	1.10%

(1) The Estimated Gross of Fees Investment Return shown above is an approximation of the investment return before the impact of investment related fees. The investment fee ratios have been calculated on a calendar year basis for the respective years of the periods.

(2) The Endowment Policy Portfolio is the index or benchmark for the endowment funds that UTIMCO manages. The return of the Endowment Policy Portfolio is the sum of weighted benchmark returns of the approved benchmarks for each asset class weighted by the target allocations as outlined in the Long Term Fund's Investment Policy Statement.



THE UNIVERSITY OF TEXAS/TEXAS A&M
INVESTMENT MANAGEMENT COMPANY

SOCIETY OF AMERICAN MILITARY ENGINEERS SAN ANTONIO POST ENDOWED SCHOLARSHIP

YEAR ESTABLISHED: 2000

BOOK VALUE: \$40,104.39

Activity from September 1, 2024 to August 31, 2025

Market Value as of September 1, 2024	\$64,739.05
<i>The market value of investment holdings on the date specified.</i>	
Contributions and Reinvestments	-
<i>New gifts and distributions/allocations reinvested to the endowment during this time period.</i>	
Withdrawals	-
<i>Funds withdrawn from the endowment. Withdrawals are generally made due to an administrative adjustment or if the endowment is a term endowment.</i>	
Net Investment Returns (Losses)	6,290.95
<i>Total net investment growth or loss to the value of the fund.</i>	
Distributions and Allocations:	
Distributions to Endowment Income Account	(2,846.88)
<i>These funds were made available for expenditure according to the purpose of the endowment.</i>	
Development Allocation	(508.05)
<i>Fee of 0.80% (80 basis points) of the average net asset value of the endowment's Long Term Fund unit holdings approved by the UT Board of Regents to be disbursed to each institution to ensure endowment administration and compliance; to provide more adequate funding for development operations at the institution; and to substantially increase philanthropic revenue to support education, research, and clinical missions and goals of the institution.</i>	
Total Distributions and Allocations	<u>(3,354.93)</u>
Market Value as of August 31, 2025	<u>\$67,675.07</u>

Five-Year Investment History

YEAR ENDED 8/31	NET CONTRIBUTIONS (WITHDRAWALS)	INCOME REINVESTED	DISTRIBUTIONS /ALLOCATIONS	INVESTMENT RETURN	TOTAL MARKET VALUE	TOTAL BOOK VALUE	LTF MARKET VALUE	LONG TERM FUND UNITS
2021	-	104.39	(2,857.36)	17,053.13	69,085.36	40,104.39	69,085.36	6,818.90
2022	-	-	(2,922.30)	(4,165.84)	61,997.22	40,104.39	61,997.22	6,818.90
2023	-	-	(3,045.43)	2,769.79	61,721.58	40,104.39	61,721.58	6,818.90
2024	-	-	(3,196.57)	6,214.04	64,739.05	40,104.39	64,739.05	6,818.90
2025	-	-	(3,354.93)	6,290.95	67,675.07	40,104.39	67,675.07	6,818.90

Reading Your Endowment Report



THE UNIVERSITY OF TEXAS/TEXAS A&M
INVESTMENT MANAGEMENT COMPANY

DONOR ENDOWMENT

YEAR ESTABLISHED: 1988

BOOK VALUE: \$129,499.04

Activity from September 1, 2024 to August 31, 2025

Market Value as of September 1, 2024 \$396,309.84
The market value of investment holdings on the date specified.

Contributions and Reinvestments
New gifts and distributions/allocations reinvested to the endowment during this time period.

Withdrawals
Funds withdrawn from the endowment. Withdrawals are generally made due to an administrative adjustment or if the endowment is a term endowment.

Net Investment Returns (Losses) 38,511.03
Total net investment growth or loss to the value of the fund.

Distributions and Allocations:

Distributions to Endowment Income Account (17,427.68)
These funds were made available for expenditure according to the purpose of the endowment.

Development Allocation (3,110.10)
Fee of 0.80% (80 basis points) of the average net asset value of the endowment's Long Term Fund unit holdings approved by the UT Board of Regents to be disbursed to each institution to ensure endowment administration and compliance; to provide more adequate funding for development operations at the institution; and to substantially increase philanthropic revenue to support education, research, and clinical missions and goals of the institution.

Total Distributions and Allocations (20,537.78)

Market Value as of August 31, 2025 \$414,283.09

Five-Year Investment History

YEAR ENDED 8/31	NET CONTRIBUTIONS (WITHDRAWALS)	INCOME REINVESTED	DISTRIBUTIONS /ALLOCATIONS	INVESTMENT RETURN	TOTAL MARKET VALUE	TOTAL BOOK VALUE	LTF MARKET VALUE	LONG TERM FUND UNITS
2021	-	-	(17,496.60)	104,398.06	422,916.38	129,499.04	422,916.38	41,742.92
2022	-	-	(17,889.29)	(25,501.82)	379,525.27	129,499.04	379,525.27	41,742.92
2023	-	-	(18,643.02)	16,955.68	377,837.93	129,499.04	377,837.93	41,742.92
2024	-	-	(19,568.21)	38,040.12	396,309.84	129,499.04	396,309.84	41,742.92
2025	-	-	(20,537.78)	38,511.03	414,283.09	129,499.04	414,283.09	41,742.92

Sum of the market value of the investment holdings for the endowment at the beginning of the year (September 1, 2024).

Funds received from donors or matching funds. Contributions may be received in the form of cash, securities, real estate, mineral interests, and other assets. Contributions are reported at market value on the contribution date. Includes reinvestment of distributions and allocations into the endowment principal which becomes a permanent part of the endowment. Allocations reinvested represent amounts not received by the institution, i.e., the difference between the amount available and the actual amount sent to the institution.

Total funds distributed to the institution to support the purposes of the endowment. In some instances, the distributions are not received in cash but are automatically reinvested into the endowment principal. Distributions (payout) are derived from the LTF units held by the endowment and any separately invested assets.

The LTF distributions are determined by the number of units held and payout in cents per unit.

The separately invested assets receive income, which may include interest, dividends, and real estate income that is also distributed to the institution.

Summary of information presented in the body of the Endowment Report for years 2021 through 2025.

Sum of the book value of the investment holdings held at the end of the year. The book value also represents all contributions, reinvested income and any realized gains (losses) attributable to the sale of an investment. The difference between market value and book value is unrealized gains and losses.

Endowment's investment in the LTF. It is the number of LTF units held by the endowment multiplied by the LTF market value per unit at the end of the year.

Funds that are withdrawn from the endowment. Because most endowments are perpetual, withdrawals are minimal. Those made are normally due to an administrative adjustment or if the endowment is a term endowment.

Represents the change in endowment value during the period attributable to both realized and unrealized capital appreciation and income net of all investment fees and expenses, from both the LTF and separately invested assets. Separately invested assets are individual investment holdings of the endowment such as real estate, stocks, bonds, and mineral interests.

Total funds allocated to support strategic endowment and fundraising growth. Amount shown is the maximum allocation available and charged to the LTF.

Beginning market value, plus contributions and additions and net investment return, less withdrawals and cash distributions and allocations. This value will also comprise the sum of the market value of the investment holdings for the endowment at the end of the year.

Number of LTF units held by the endowment at the end of the year.

Reading Your Endowment Report

Average Market Value is derived from the sum of the endowment's market value for the five quarters ended August 31, 2025 divided by five.

Computes the change in the endowment's investment value, including capital appreciation (realized and unrealized gains and losses), investment income net of all investment fees and allocations expressed as a percentage of the endowment's market value at the beginning of the year (September 1, 2024).

Endowment's return is calculated individually for the twelve month periods ended August 31, 2021, 2022, 2023, 2024, and 2025 and the results are geometrically linked to provide a five year annualized return. The total return computes the change in the endowment's investment value, including capital appreciation (realized and unrealized gains and losses), investment income net of all investment fees and allocations expressed as a percentage of the endowment's market value at the beginning of the period.

Endowment's return is calculated individually for the twelve month periods ended August 31, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, and 2025 and the results are geometrically linked to provide a ten year annualized return. The total return computes the change in the endowment's investment value, including capital appreciation (realized and unrealized gains and losses), investment income net of all investment fees and allocations expressed as a percentage of the endowment's market value at the beginning of the period.

Endowment Distribution Percentage

Average Market Value for Period Ended August 31, 2025
Five quarter average
\$401,349.78

Total Distributions to Endowment Income Account as a % of
Average Market Value
4.34%

Total cash distributions divided by the average market value.

Individual Endowment Return (Unitholder Level)

One Year	9.14%
Three Years (Annualized)	7.44%
Five Years (Annualized)	8.61%
Ten Years (Annualized)	8.04%

Endowment's return is calculated individually for the twelve month periods ended August 31, 2023, 2024, and 2025 and the results are geometrically linked to provide a three year annualized return. The total return computes the change in the endowment's investment value, including capital appreciation (realized and unrealized gains and losses), investment income net of all investment fees and allocations expressed as a percentage of the endowment's market value at the beginning of the period.

Long Term Fund Return and Expenses (Fund Level)

	Annualized			
	One Year	Three Years	Five Years	Ten Years
Investment Return (Net of Fees)	10.01%	8.29%	9.43%	8.67%
Investment Related Fees:				
UTIMCO Management Services	0.08%	0.09%	0.09%	0.09%
Other Investment Management Costs	0.02%	0.02%	0.02%	0.02%
External Investment Manager Fees	2.52%	2.14%	2.37%	2.22%
Total Investment Related Fees	2.62%	2.25%	2.48%	2.33%
Estimated Investment Return (Gross of Fees) (1)	12.63%	10.54%	11.91%	11.00%

The LTF is charged various amounts for investment management and UT System and UT System institution administrative purposes.

The UTIMCO management services fee represents UTIMCO's costs of managing the investments and providing day-to-day operations.

Other investment management costs include custody fees, consulting fees, legal fees, accounting fees, background check fees and risk management services fees.

External investment manager fees are either paid directly or, in the case of private investment general partners, hedge fund managers and mutual fund investments, are netted against investment returns in accordance with standard industry practice.

	Annualized			
	One Year	Three Years	Five Years	Ten Years
Investment Return (Net of Fees)	10.01%	8.29%	9.43%	8.67%
Endowment Policy Portfolio (2)	6.73%	7.06%	8.37%	7.57%
Net Investment Return in Excess of Benchmark	3.28%	1.23%	1.06%	1.10%

(1) The Estimated Gross of Fees Investment Return shown above is an approximation of the investment return before the impact of investment related fees. The investment fee ratios have been calculated on a calendar year basis for the respective years of the periods.

(2) The Endowment Policy Portfolio is the index or benchmark for the endowment funds that UTIMCO manages. The return of the Endowment Policy Portfolio is the sum of weighted benchmark returns of the approved benchmarks for each asset class weighted by the target allocations as outlined in the Long Term Fund's Investment Policy Statement.

ATTACHMENT 4

Servicemember/Veteran Related 2030 Strategic Plan Post Tasks

Goal 3 – Develop People

1. Provide and support credentialing opportunities through scholarships, stipends and other training resources focusing on **servicemembers**, young professionals, and small business representatives.
2. Conduct, support or participate in **training for military members and government employees** that help them perform their mission. Document the training (PDHs, schedule, other)
3. Develop/Conduct a Post mentoring program or participate in another established program for members focusing on young professionals, college students, **transitioning service members, or enlisted/NCOs/ junior officers**. This could be a resume writing/review or mock interview program. Share details with the National Office for inclusion in communications such as TME, RealTiME, SAME Newsroom, and social media
4. Support or **sponsor a government** and/or young professional member to attend an SAME National event(s): to include, JETC, SBC, CTW, PLW, Capital Week. Have them share their experience with the Post Board of Directors or through Post communications.

Goal 1 – Drive Partnerships

1. Conduct or participate in a **table-top exercise/other activity with military and/or government** on a locally relevant infrastructure challenge.
2. Collaborate with Trade Labor Unions or similar organizations to **support workforce development with opportunities in the construction, asset management, or related fields**
3. Organize, sponsor or participate in a **local community service activity** that supports the strategic plan

Goal 2 – Deliver Solutions

1. Identify, address, and share emerging technologies and related issues impacting infrastructure and related systems **with government entities** (such as AI, cybersecurity, smart systems)