



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

MEMORANDUM FOR SAME MEMBERS

July 30, 2026

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, June 26, 2026 via Zoom ([Rev1](#))

Board Members present are in **BOLD**:

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

Ms. Sarah Fowlkes
Ms. Cathy Bond-Cassidy
Col. John Baker
Ms. Bridget Booth
Ms. Danielle Genzer
Mr. Sam Hutchins, F.SAME
Vacant
Mr. Dick Kochanek, F.SAME
Mr. Steve Holt, F.SAME
Mr. Chris Scott
Mr. Michael Beach
Mr. John Enyeart
Mr. James Kisiel
Mr. Mike Monreal, F.SAME
Mr. Marcus Henneke
Mr. David Pratt, F.SAME
Mr. Andrew Silvas
Mr. Ed von Dran
Ms. Michele Torres
Ms. Shelby Gund
Mr. Braden Deines
Mr. Harold Eberbach
Mr. Anthony Figiera
Capt. Varsha Savalia, USPHS
Mr. Terry Watkins
Mr. Terry Watkins
Mr. Richard Mahn
Col. John Baker
Ms. Bonnie Hopke
Mr. Dick Kochanek, F.SAME
Mr. Dick Kochanek, F.SAME
Mr. Dick Kochanek, F.SAME
Ms. Kelsey Edwards

Additional Attendees: None

1. The final Jun 26 Post Board meeting minutes are at <https://www.same.org/wp-content/uploads/2026/07/260626sabod.pdf>.

James Kisiel motions to approved, Terry Watkins Seconded. Motion passed unanimously.

2. Board Member:

- Director Harold Eberbach recommends the appointment of Post member Anthony Figiera to the vacant STEM Coordinator position.
 - A recent retired USAF officer, he has an extensive network of young military officers. He also has close ties with the JBSA-Lackland Civil Air Patrol cadet program and the Northside ISD.

Vice President Cathy Bond appointed Anthony “Fig” Figiera to the STEM Coordinator position.

3. Finances/Budget:

- *Attachment 1* is the 2026 Budget Update as of Jul 25.
- Sam Hutchins will be out of country from Aug 26 through Sep 10. Dick Kochanek will also be out of country from Aug 28 to Sep 13. Board members should plan accordingly for upcoming financial related issues.
- *Attachment 2* is the Financial Audit Report completed by Young Member Director Andrew Silvas and LLAB Director Shelby Gund.

Sam Hutchins will be out of the country Aug 26-Sept 10 and Dick Kochanek will be out of the country Aug 29-Sep 13. Board members to pre-coordinate if they will need Post money during that time, as Sam and Dick will not have their typical access to funds during that time.

Sam and Sarah have both already signed the Financial Audit. Sam will submit the Audit Report up to National with the Board’s approval. He notes the period for this Audit was updated from 2024 to 2025.

Dick asked why on the Audit Report it showed that the Treasurer did not have the Membership Roster. Sam confirms he technically did not have the Membership Roster in his Treasurer’s materials, but it is available any time on the Post website (and is updated frequently, so that is the best place to find it).

Dick stated the Treasurer’s Report Updates were presented to both the BOD at every meeting and to the general membership at the Oct 16, 2026 Post meeting, so he feels the box on the Audit Report should be checked “Yes”. In addition, Dick also mentioned that the Audit Report question indicated that the Treasurer’s Report be presented at “every Post Board/general membership meeting” which indicates Post Board and/or general membership meetings. He felt that question should be answered “Yes”. Sam clarified what was presented at the Oct 16 meeting was for the previous year, so he feels this should be checked “No.” John Baker suggested that we might present the Board approved budget at the beginning of the year at a Post meeting and follow it with our normal update on expenses at another Post meeting toward the end of the year. Cathy Bond will look into this change for 2027.

The Board APPROVED submitting the signed Audit Report to SAME.

4. Leadership Lab (LLAB)::

- Get update on 2026-2027 LLAB applications
- Jul 31 is the current deadline for applications.

Shelby Gund briefed they had received 5 applications and asked Board members to send prospective applicants to herself or Braden Deines. Shelby will coordinate with Sam and Dick on payments. Leadership Lab application deadline will be extended to Aug 14.

5. Fellows Nominations:

- Fellows Nomination Schedule:
 - Sep 4 – 50 % nomination package due to Regional Fellows Vice Chair (RFVC)
 - Sep 11 – RFVC submits list of nominees to SAME
 - Oct 18 – Complete draft nomination package due to RFVC
 - Dec 4 – Final nomination package uploaded to SAME
- Get update on potential nominations

Jon Baker, James Kisiel, and Michele Torres are under consideration. Michele stated she does not have time to put a submission packet together this year but is appreciative for the consideration and will follow up next year.

6. College Outreach:

- On Jul 8, Past Post President Rene Cortez provided a STEM pathway related speech with approximately 50 PREP students at Palo Alto College. The students were highly engaged and asked excellent questions.
- On Jul 10, Harold Eberbach briefed at the St Philip's College Summer Bridge program for students. It is a program for junior and senior high school students considering a degree in a STEM field.
- Bonnie Hopke to provide update on College Scholarship Program
- We need to make a decision on the sponsorship of Texas Tamale Tailgate event for Texas cadets at the USMA. If we have not been able to get answer about a joint sponsorship with the Houston-Galveston Post, we should decide on using the \$1,000 the Board approved to re-align from unused Professional Development Scholarship funds for a Post sponsorship of the event.

UT Austin is asking their ROTC members for a volunteer to be the University's POC. Terry will follow up once the new school year starts.

The UTSA chapter is on life support. Terry met with Dr. Peterson previously and will meet with him again to try to get support on the UTSA Student Chapter and Post College Scholarship Program from the UTSA group Dr. Peterson manages. Terry met with UTSA ROTC Commander since they have not been active on scholarship applicants or chapter functions. Terry owes him a follow up email with the Post college scholarship program schedule. There is an opportunity for Terry to speak with the students once the school year starts. Terry is continuing to spread the word to get life back into UTSA chapter. Cathy offers to lend support if needed.

Per Bonnie Hopke, College Scholarship applications will open August 25th and close September 25th. Committee evaluations will take place from the end of September to early October. Scholarship presentations

will go from the end of October to the Friday before their Thanksgiving breaks. Cathy, Danielle, Steve, Terry, and Dick offered to be judges. Bonnie requested scholarship judge volunteers reach out to her.

Dick motioned to approve the \$1,000 sponsorship of the Texas Tamale Tailgate event. Bonnie seconds, Motion passed unanimously. Sam will coordinate with James Kisiel to pay online using the Post credit card.

7. Holiday Celebration:

- Get update on Jan Holiday Celebration Event.

Dick covers section for Kelsey Edwards. Kelsey has been coordinating with the Quarry Golf Course to gather details. Tentative date January 8th. Bonnie expresses budget concerns, the Quarry could cost \$1,000 for just the room rental and she believes the Embassy hotel did not charge a room rental fee. Cathy asks Kelsey to update her BOD email list to include her in future correspondence.

8. Upcoming Post/Chapter Meetings:

- At the Aug 20 Post meeting, Eric Salas, PhD, and Amanda Roberts, PhD, from St. Philip's College will be provide an update on the College's Center for Excellence for Science.
 - We are also looking at having a SAME STEM Camper and STEM Camp Mentor provide a short update on their Camp experience.
 - Reservations for the meeting are open until Monday, Aug 17, 10 am, at <https://260820samesatx.eventfrite.com>.
 - This meeting may result in a net loss because of the number of speakers and SAME Camp attendees getting comp registrations.
- Our Austin Field Chapter also has a Lunch and Learn session on Hazardous Material on Aug 20 presented by EA Consulting Engineers.
 - This session will also provide 1 CEU credit on this subject for architects.
 - Reservations are open for this meeting at <https://260829atxfc.eventbrite.com> until Monday, Aug 17, 5 pm.

Dick reviews section with no additional discussion.

9. 2027 Post Meeting Location:

- Dick Kochanek was notified by the Old San Francisco Steakhouse that the Swing Room (the room we normally use for meetings) will not be available on Thursdays in 2027. The Crystal Room in the Steakhouse is available on Thursdays.
- A Board electronic vote was started on Jul 20 to consider the options. See results in *Attachment 3*.
- If we stay with Thursdays and move to the Crystal Room, proposed dates (pending coordination with the Steakhouse) for the 2027 meetings are Jan 28, Feb 18, Mar 18, Apr 22, Aug 19, Sep 17 (hosted by CMAA), Oct 21 and Nov 18. Other dates and holidays close to the proposed dates are:
 - Post Holiday Celebration – Jan 8
 - Martin Luther King Day – Jan 18
 - SAME Career Transition Workshop – starts Feb 8
 - Presidents Day – Feb 15

- Engineers Week – Feb 21-27
- SAME Capital Week – starts Mar 16
- SAME JETC – starts May 18
- Memorial Day – May 31
- Labor Day – Sep 6
- Columbus Day – Oct 11
- Veterans Day – Nov 11
- SAME SBC – starts Nov 17
- Thanksgiving – Nov 23

Dick provides detail on the Crystal Room amenities and reviews the proposed 2027 meeting schedule. He notes the September meeting will be a breakfast meeting hosted by the CMAA Chapter.

John Baker makes a motion to approve the 2027 meetings on Thursdays in the Crystal Room at San Francisco Steakhouse. Motion passed unanimously.

Dick asks when we expect to host the SBMRF in 2027? Cathy felt it went really well in May, but the timing is ultimately up to AFCEC. Board agrees it's better to host the SBMRF before JETC. May also holds JETC, so there will be no Post meeting in May. Bonnie notes the earlier we get SBMRF on people's calendar, the better since we'll be competing with other Post's Industry Day. Terry Watkins mentioned the Brig Gen Miller, AFCEC Commander, is retiring and his position will be converted to a SES grade civilian position. There are a number of civilians including AFCEC member(s) who are being considered for the position. The change in leadership may involve more coordination the usual for the AFCEC support to the SBMRF.

Dick notes historically we have an issue getting speaker for January meeting, plus we'll meet for the Holiday Celebration, so he asks for interest in hosting January Post meeting. Cathy, James and Board agree not to have January Post meeting.

10. Membership:

- As of the 19 membership rosters, we have 757 individual members against our 2026 baseline of 683 and 86 organization members against our 2026 baseline of 82 for a net cumulative change of +78 and are currently eligible for the 2026 Membership Streamer.
- Get update on survey of lost organization member

Ed Von Dran has gotten feedback from his group-emails: since he doesn't have an SAME national email domain people do not think his membership emails are legitimate. Ed will continue to provide membership updates and remind people to renew when they are 90 days out from expiration. National automatically contacts people 60 days out, but he feels a personal reach out is also important to show we are monitoring and encouraging membership. Issue could be IT security increases or National's automatic emails are going to Corporate Representative instead of the individual members.

Michele sent a survey to sustaining members that did not renew and nobody responded. She will ping them again. Michele to let Sarah know the survey was not successful before Sarah goes to Post Leaders Workshop, so she can discuss our membership efforts.

11. 2030 Strategic Plan Post Tasks:

- Get update from elected Directors on Goals 1-3 Post Tasks.

Goal 1 – James states the email was sent out.

Goal 2 – No action yet.

Goal 3 – James to take another look at Member Development and STEM Outreach goals to see if we can input in those categories. Dick briefed our initial look at Strategic Plan Post Tasks accomplishments totaled 2,800 points (not including Goal 2 Post Tasks) so we are in good shape toward the goal of 1,900 points for a large Post. James notes the Texas Tamale event can be added to College Outreach and Community Outreach goals. He adds we are providing Mentorship (from San Antonio Post to Regional) so we can claim points for that also. Goals with no completed or planned actions are to be evaluated and Board to decide whether we need to/have time to pursue those or not. Dick reminds the group one activity can count for multiple goals.

Dick reminds Board to get Distinguished Post recognition we need to accomplish earn more than 1,900 Post Task points, complete at least 2 Post Tasks per Strategic Plan Goal and earn Membership Streamer. We did not earn Distinguished Post in 2025 due to not earning the Membership Streamer. John, Cathy and Sarah are meeting with National Executive Director Dave Hill on Wednesday of next week, he also invited Patrice Melancon as National President Elect.

12. Any Other Issues/Updates:

- Members to bring up any other issues.

James addresses leadership and development of members: we have strong Post Leadership Lab and Texas Region Leadership Development Program (LDP). SAME National is no longer funding the Texas LDP. These LDPs need to be funded by the Post(s). That is what we're telling San Antonio, Houston, Dallas, and Ft. Worth Posts regarding any kind of funding for the Texas Region LDP. Dick stated a previous Texas Regional Meeting determined everyone's share would be \$1,200. The Texas LDP will ask for the funds when needed. This budget will come from Member Development, but Dick states money will likely need to be moved from other categories (could take from excess in the SAME Camp or Troop Support budget). James to follow up to confirm this Regional LDP budget and requests this be included in the budgets in the future. James to create MOA for definition and transparency. Cathy requests this topic be on the agenda next month.

13. Aug Newsletter – Inputs for the Aug issue are due Monday, Aug 3, to Dick.

Cathy reminds everyone to submit their newsletter information to Dick.

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

Attachments

1. 2026 Budget Update as of 7/27/2026 (to Board Only)
2. Post Audit Report as of 7/27/2026 (to Board Only)
3. Board E-Vote Results on Post Meeting Location
4. [Post Streamer Tasks Update as of 7/30/2026](#)

///SIGNED///

Danielle Genzer

2026 Post Assistant Secretary

APPROVED AS WRITTEN

///SIGNED///

Cathy Bond-Cassidy

2026 Post Vice President

ATTACHMENT 3

2027 Post Meeting Location Board E-Vote

Voting Options:

- A. Stay with the Steakhouse and Thursdays and selected dates that are available for the Crystal Room. The advantage of this is the final catering guarantee date remains on Monday morning of the meeting week.
- B. Stay with the Steakhouse and change the meeting date to Fridays to stay in the Swing Room. The advantages of this are we stay in the Room we have been using and the final catering guarantee date is delayed to Tuesday morning of the meeting week.
- C. Stay with the Steakhouse and change the meeting date to Wednesdays to stay in the Swing Room. The advantage of this is we stay in the Room we have been using, but the disadvantage is the final catering guarantee date moves to Friday of the week before the meeting date.
- D. Stay with the Steakhouse and change the meeting date to Tuesdays to stay in the Swing Room. The advantage of this is we stay in the Room we have been using, but the disadvantage is the final catering guarantee date moves to Thursday of the week before the meeting date.
- E. Stay with the Steakhouse and change the meeting date to Mondays to stay in the Swing Room. The advantage of this is we stay in the Room we have been using, but the disadvantage is the final catering guarantee date moves to Wednesday of the week before the meeting date.
- F. Stay with holding meetings on Thursday and search for a new venue.

Results of Voting:

- 18 of 25 (72%) of Board members voted
- 13 of the 18 voters (72%) choose Option A
- 4 of the 18 voters (22%) choose Option B
- 1 of the 18 voters (6%) choose Option C
- No Board voters selected Option D, E and F as their first choice
- 2 of the 5 Board members that didn't select Option A added that A was their 2nd choice
- 2 of the 13 voters that selected Option A added that B and F were their 2nd choice

Room Assessment after Jul 27 Tour of Crystal Room (see photos):

Pros

- Room can hold 120 – almost double of the highest Post meeting attendance lately
- Sound in the room comes from two (2) huge speakers wall-mounted on the walls at the stage – sound quality is very good and fills the room easily
- Registration desk can be set up in the room or hallway

Cons

- Room temperature control did not seem to be a problem on the day of the visit even though it was the lunch hour and sunny, The room is glassed in and may present problems during really hot days.
- Projection is different than in the Swing Room. Rather than a mounted screen two (2) large-screen TVs are moved into the room near the stage and are connected so you just plug in your laptop via a HDMI connection. Although other organizations use it for presentation, it was not possible to see how well the dual TV screens work from all angles.

ATTACHMENT 4

Task

2026 Post Streamer Tracking Worksheet						
Goal 1 Driver Partnerships through Focused Industry-Government Engagement - Tasks	2030SP Points	Est Points Earned	Action Completed	Action Planned	ECD	Notes
1 Identify NEW local touchpoints to key stakeholders within local, state, and federal government entities to determine how the Post can serve or partner with those entities. Host or participate in an event with the government stakeholders related to serving the entities	250	250	24 Mar 2026 – Participated in a joint APWA South Central Branch/SAWS activity addressing local infrastructure priorities and identifying ways the Post and its partners can support public-agency stakeholders.			Claim as the new local government/partner touchpoint. Retain the event announcement, agenda, attendance record, presentation, and APWA/SAWS correspondence.
2 Conduct at least one join event activity with a strategically aligned organization at the local, state or regional level. Complete a value assessment of continuing the partnership with the organization after the event/activity	200	200	26 Feb 2026 – Hosted Southwest Research Institute (SwRI) for the Post program "Technology Developments for Geothermal Power and Energy Storage," presented by Dr. Tim Allison.			SwRI is an external nonprofit research organization strategically aligned with the Post's energy and infrastructure mission. Post-event value assessment: 47 attendees, including 13 Young Professional/military attendees, demonstrated strong technical and member value; continue seeking collaboration with SwRI. Dick Kochanek's 24 Jul 2026 email identifies this event as qualifying. Sources: https://www.same.org/wp-content/uploads/2026/02/2602FORUM.pdf and https://www.same.org/wp-
3 Conduct or participate in a table-top exercise/other activity with military and/or government on a locally relevant infrastructure challenge	200	200	24 Mar 2026 – Participated with APWA and SAWS in an infrastructure-focused activity addressing a locally relevant public-infrastructure challenge.			Claim under the "other activity" portion of the criterion. Retain the event agenda, presentation, attendance record, and correspondence showing military/government or public-agency participation.
4 Collaborate with other Posts on 'transferring' any members who move to another location with a SAME Post. (such as PCS, job changes, academic assignment) in order to retain membership and partnerships	100					
5 Conduct or participate in emergency management exercise with local, state or regional government	150					
6 Conduct meetings/discussions with federal agency government leaders and organizations on topics such as man-made or natural disasters	150	150	22 Jan 2026 – Hosted Lt Col John Marshall, AFIMSC, for a forecast on Department of the Air Force facility investment. 25 Jun 2026 – Hosted Gerald Boetsch Jr., AFCEC, for an Air Force Utilities Privatization overview.			Both programs provided direct discussions with federal agency leaders on infrastructure investment, utility reliability, and continuity of essential services. Source: https://www.same.org/san-antonio/newsletters-and-resources/
7 Host an Industry Day/Government Briefings/Small Business event	100	100	Participated in and supported the 2026 Small Business Market Research Fair (SBMRF), connecting government representatives, small businesses, and industry participants.			Retain the program, registration/attendance information, participating-agency list, sponsor materials, and related email or Teams correspondence.
8 Develop regular IGE programming to meet the needs of the Post or region.	150	150	Maintained recurring Industry-Government Engagement programming through the January AFIMSC facility-investment briefing, February SwRI energy-technology program, and June AFCEC utilities-privatization program.			The sequence demonstrates regular programming responsive to Post and regional infrastructure needs. Source: https://www.same.org/san-antonio/newsletters-and-resources/
9 Conduct at least one joint resilience event/activity with a strategically aligned organization at the local, state or regional level	100	100	25 Jun 2026 – Conducted a joint infrastructure-resilience activity with AFCEC centered on Air Force Utilities Privatization and the reliable delivery of installation utility services.			Claim as a resilience-focused activity with a strategically aligned federal organization. Retain the presentation, event announcement, registration/attendance record, and follow-up documentation. Source: https://www.same.org/san-antonio/newsletters-and-resources/
10 Conduct discussions/meetings on infrastructure-related topics with school, college, university or technical/vocational schools with STEM programs	75	75	13 May 2026 – Post representatives met with Alamo Colleges District/St. Philip's College to discuss the STEM pipeline, speakers and panels, one-day STEM events, technical-career pathways, and scholarships. 16 Jun 2026 – Post representatives engaged UTSA's Klesse College of Engineering and Integrated Design regarding scholarships, internships, student participation, and future technical programs.			Realigned to current Task 10 based on Dick Kochanek's 24 Jul 2026 email. These are direct discussions with colleges having STEM programs. Source: https://www.same.org/wp-content/uploads/2026/06/260528sabod.pdf

11	Establish relationships with ROTC and JROTC programs at colleges, universities and high schools	50		The Post maintained its relationship with Texas A&M Army ROTC through Board-appointed Texas A&M Student Chapter Mentor Col. John Baker and the Student Chapter's February 2026 program involving Col. Scott Dellinger, Texas A&M Professor of Military Science. The engagement connected Post mentors, students and Army ROTC leadership for technical and career-development discussions.		
12	Collaborate with Trade Labor Unions or similar organizations to support workforce development with opportunities in the construction, asset management, or related fields	50	50	10 Apr 2026 – Supported the SkillsUSA FACILITHON, a career and technical education competition focused on facilities management and related construction and asset-management career pathways.		Realigned from Task 10 to Task 12. SkillsUSA is a similar workforce-development organization, and this placement avoids double-counting the Alamo Colleges activity. Source: https://www.same.org/wp-content/uploads/2026/05/260430sabod.pdf
13	Organize, sponsor or participate in a local community service activity that supports the strategic plan	50	50	Post members organized, sponsored, or participated in local STEM outreach and service activities supporting the Post's strategic goal to develop people and expand the engineering workforce pipeline.		Retain the STEM Committee report, volunteer roster, event announcements, scholarship/camp records, and photographs. Program context: https://www.same.org/san-antonio/k-12-stem-outreach/

Total Points Goal 1

1625

1325

DUPLICATE ACTIVITY Duplicate activity from any of the tasks in Goal One: Drive Partnerships *(for instance, participate in an emergency management exercise with a different government agency)*

2026 Post Streamer Tracking Worksheet						
Goal 3 Develop People to Strengthen America's A/E/C Workforce - Personnel Development	2030SP Points	Est Points Earned	Action Completed	Action Planned	ECD	Notes
1. Provide and support credentialing opportunities through scholarships, stipends and other training resources focusing on servicemembers, young professionals, and small business representatives	150			Aug 20 ATXFC Field Chapter Meeting on HAZMAT Handling (required for Architects) for 1 CEU. Sep 17 Post-CMAA Meeting on Professional Ethics		
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)	150	150	5.5 PDHs available May 6-7 SBMRF. Jan, Feb, Jun Post meetings 3 PDHs available. Feb 26 Post meeting on SwRI on Geothermal Power and Energy Storage. Mar 24 Post-AWPA meeting on City and Air Force Pavement Maintenance Technology.	Aug, Sep, Oct, Nov 4 PDHs available		
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	150					
7. Support the SAME Leader Development Program by nominating at least one person from the Post to the Region for an LDP class	100	100	Harold Eberbach and Richard Mahn in 2026-2027 Class. Nominated Fowlkes, Edwards for 2027-2028 Class			
8. Conduct a Post leader training program or develop guidance so that members of the Post Board of Directors can learn about the Post's Standard Operating Procedures and their responsibilities	100	100	12 graduates of 2026-2027 Post LLAB	2026-2027 Class projected to start Sep 2026		
13. Share relevant industry best practices and professional development opportunities for government and service members through Post communications avenue	100	100	Feb 26 Post meeting on SwRI on Geothermal Power and Energy Storage. Mar 24 Post-AWPA meeting on City and Air Force Pavement Maintenance Technology. Jan Newsletter article on changes support occupational licensing and recognition of out-of-state licenses a for military service members, military veterans, and military spouses and voverment ciilian opportunities. Mar newsletter article on AF and SP emphasis on qualitary of life issues for servicemembers and AF Geologic Hydrogen Research Initiative. May newsletter article on Advanced Nuclear Power for Installations			
14. 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	75	75	Sponsored Capt. Andrew Perham, President of Laughlin AFB Field Chapter to 2026 JETC. Sponsored SMSgt Colon as Mentor USMC STEM Camp			
16. Share information on SAME credentialing resources and other industry credentialing information and opportunities with Post members	50	50	Article in monthly Post newsletter on SAME CAP and CRC			
17. Conduct tutoring/study groups on credentialing for Post members	50					
18. Inform and educate Post members of the benefits of supporting the SAME Foundation	25	25	Article in monthly Post newsletter on support of SAME Foundation and include at the end of each Post meeting			
19. Reach out to the AOF for leadership development, succession planning, mentoring assistance, development of new Fellows or Streamers submission assistance	25	25	Post Fellow Steven Holt member of Pathway to Fellows program			
23. Ensure Post leadership reflects the diverse demographics, professions, and practices that match the Post membership	25			Determine at EOY		

Total Points Goal 3

1000

625

DUPLICATE ACTIVITY Duplicate activity from any of the tasks in Goal Three: Develop People (participate in multiple STEM events in the spring/fall)

2026 Post Streamer Tracking Worksheet

Goal 3 Develop People to Strengthen America's A/E/C Workforce - STEM & College Outreach	2030SP Points	Est Points Earned	Action Completed	Action Planned	ECD	Notes
4. Develop a Post-level STEM Camp, sponsor a camp, or participatee in an existing local area STEM Camp (week-long day camp, overnight camp, single day camp)	150	150	Jan 29 Eberbach, Mikos, Ortiz Will Rogers Academy STEM Night. Jul 10 Eberbach speaker St Philip's College Summer Bridge Program for middle/high school students	Participate in 2026 SA BEST Robotics Competition		
5. Establish a new SAME student chapter and/or effectively nurture an existing student chapter	150	150	Co-sponsor of Texas A&M Chapter with H-G Post (pay half the expenses). Watkins and Mahn working re-generation of UTSA and UT Chapters			
6. Conduct an SAME college outreach event with a local college/ university that currently does not have a student chapter	100	100	Jul 8 Cortez speaker at STEM Pathway event for Palo Alto College students. Feb 17 Baker, Enyeart, Fowlkes, Kochanek, Savalia, Watkins Proclamation Breakfast E-Week. Amy Garza SA E-Week Committee Chair			
9. Conduct, sponsor, or participate in a STEM competition or activity at the K-12 level	100	100	Jan 31 Kochanek and Mikos Alamo Junior Academy of Science event			
10. Fully Sponsor a high school student to attend one of the national SAME STEM/Engineering & Construction Camps and invite camp alumni back to a Post meeting or event to talk about their experience or share through various Post communications	100	100	Sponsored 3 students to SAME STEM Camps	Aug 20 Post meeting Camper scheduled to brief. Camper experience article in Aug newsletter		
11. Award a high school scholarship for technical/trade school	100	100	Hopke, Kochanek, Watkins presented \$50K to increase Post UTSA Endowed Scholarship which Freshman are eligible for.	\$45K budget for 2026 College Scholarship program and \$1K budget for additional highschool senior award		
12. Sponsor a Post or Post student member to serve as a mentor/staff member at an SAME STEM/Engineering & Construction Camp, or a local area STEM Camp	100	100	Sponsred SMSgt Richard Colon as mentor for USMC			
15. Sponsor, support or mentor a STEM student or team at the K-12 level (such as robotics, mini-grand challenges, math competition)	50			Sponsor 2026 SA BEST Robotics Competition		
20. Sponsor or participate in college/university outreach event or STEM career related event	25	25	Invited UTSA Students to 2026 SBMRP. Jul 8 Cortez speaker at STEM Pathway event for Palo Alto College students. Apr 10 Kochanek FACILITHON Competition judge at Texas State 2026 SkillsUSA Leadership & Skills Conference			
21. Encourage SAME student members who attend colleges/ universities with an SAME Student Chapters to join those groups	25					
22. Develop a student "mentorship" program to support student members during the school year through their "Home Post" or with other Posts (can be virtual or in-person)	25	25	2025 Post Scholarship Winners assigned Post Mentors	Sponsor Texas Tamale Tailgate event for Texas Cadets at West Point		

Total Points Goal 3

925

850

DUPLICATE ACTIVITY Duplicate activity from any of the tasks in Goal Three: Develop People (participate in multiple STEM events in the spring/fall)