



Understanding SAME Membership for Posts

Historical Post Memberships as of January 1 yearly

2026 Post Size Ranges	
Post Size	Member Count
Small	10-130
Medium	131-300
Large	301+

	June 1, 2026	2026	2025	2024	2023	2022	2021
Individuals	23,854	22,658	28,254	33,516	32,114	27,348	30,364
Companies	3,253	3,028	4,162	4,518	4,689	4,509	4,520

Membership Structure – Hybrid

2 types of
memberships

- individual
- organization

Within each category,
further classification
based on “type”

- Public (govt), private, nonprofit, etc.

Everyone renews
annually on their
anniversary date!

- We do not pro-rate

Why Dues Matter

- **Financial Stability:** Dues cover everyday operating costs (direct and indirect), and essential communication networks.
- **Mission Impact:** Dues fund our core programs, public awareness campaigns, and direct advocacy.



About Membership and DUES!

- The National Office Database is the database of record for all memberships
- The National Office processes all membership applications and collects all dues payments
- Posts receive a portion of all Post membership dues
 - \$5 per paying individual
 - 15% of the corporate Post dues rate
 - Paid quarterly
- Dues rates are approved by the Board of Direction
 - Yearly review
 - Routine dues adjustments give SAME financial stability, help us ensure we are covering the direct and indirect costs to serve members, and that we are keeping up external economic factors

BOD Approved Dues Adjustment Process

Calculate average dues needed to meet two benchmarks:

- A. Generate 33% of operating revenue from dues
- B. Cover membership operating expenses

Do current rates meet benchmarks?

YES

No Adjustment Needed

NO

Propose New Rates

Share with XC

XC agrees to move to BOD vote

BOD approval

New Rates go into effect

Individual Membership Highlights



EVERYONE is considered an individual member!

1 Post included in every membership

Additional posts can be added for a fee of \$10 each

All individuals “own” their membership regardless of who pays.

Those transitioning from one employer type to another change rates at next renewal.



Individual Member Dues



Employer Type	<i>New Rate (began Jan 1, 2026)</i>
Private Industry Regular	\$200
Private Industry Young Professional*	\$120
Government Regular	\$75
Government Young Professional*	\$50
Academia or Non-Profit	\$125
Academia or Non-Profit Young Prof.*	\$100
Retired (not working in any capacity)	\$100
Student – full-time, undergrad or high school, aged 25 or younger	\$0
Additional Post Fee, Per Post, Per Person	\$10

*Young Professional is an individual aged 39 and younger

Corporate Membership Highlights



Include 3 to 6 individual memberships (depends on company size)



Additional individuals can be added for a fee at a corporate rate



All persons included in an organizational membership are considered individual members.



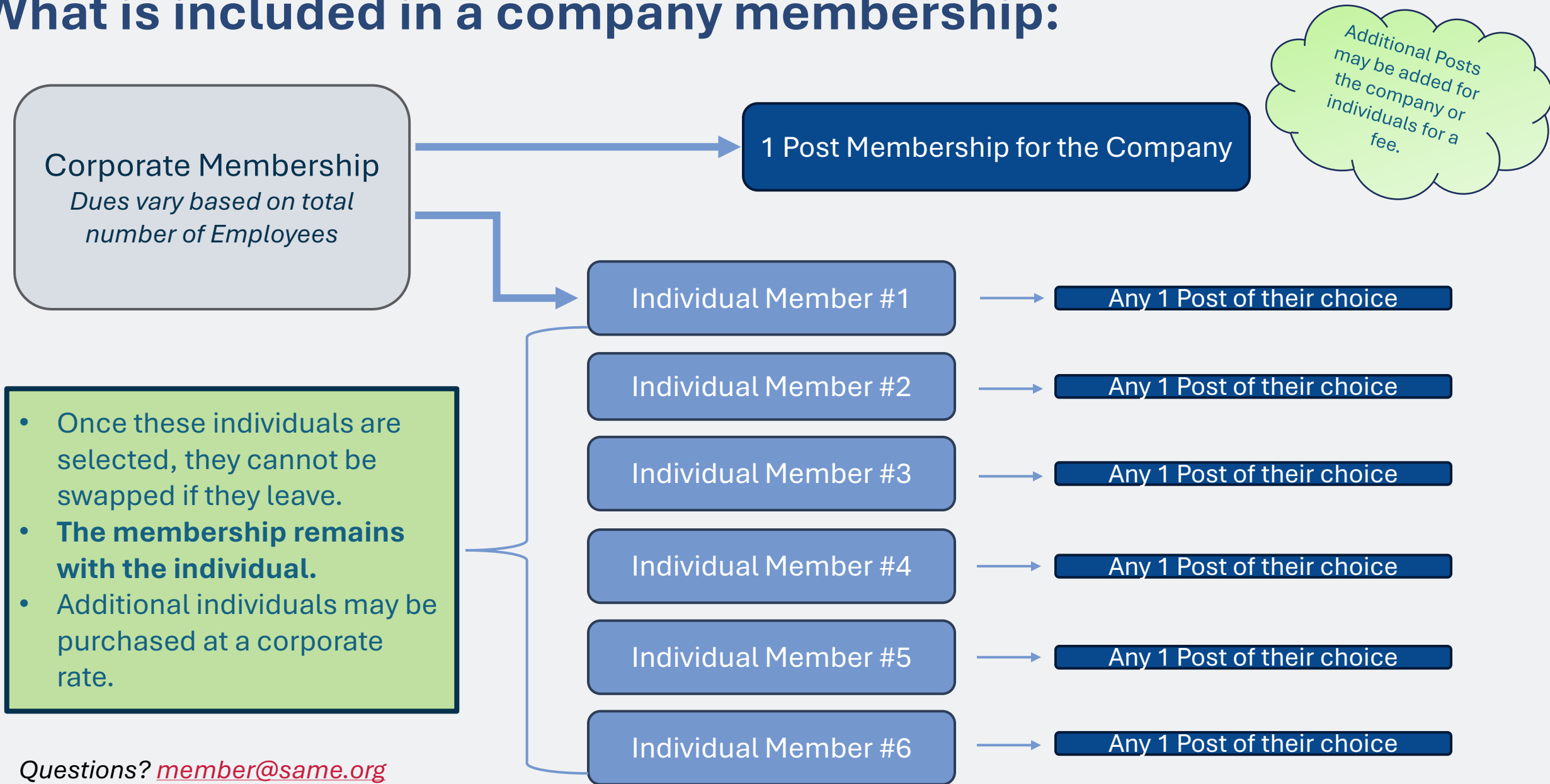
Includes 1 Post for the organization; additional posts can be added for a fee



Dues rate determined by employee size of ENTIRE company (*NOT just the federal division*)



What is included in a company membership:



Corporate Member Dues



As of Jan 1, 2026

Total Employee Count	National	Add'l Post Each	Add'l Individual	Add'l Young Prof
1-10	\$600	\$80	\$175	\$135
11-50	\$1,200	\$150	\$175	\$135
51-100	\$1,400	\$180	\$175	\$135
101-500	\$1,600	\$225	\$175	\$135
501-1,000	\$1,800	\$300	\$175	\$135
1,001-5,000	\$2,000	\$350	\$175	\$135
5,001 +	\$2,200	\$350	\$175	\$135
Government Agency	\$400/3years	\$80	\$75	\$50
Nonprofit/Academic	\$400	\$80	\$125	\$100

- Corporate memberships include 3 individual memberships for companies with 1-10 employees or 6 individual memberships for companies with more than 11 employees



New Member Onboarding – National Office

Review all new member records for accuracy weekly

Send all new members acknowledgement immediately

Add to New Member Welcome series of time emails over the first 6 months:

- Update your member profile
- Engage with your Post
- Join a Community of Interest
- Take advantage of professional development
- Attend events
- Read TME/Engage with SAME online



You've Recruited Them...Start Keeping Them

Retention starts the day someone joins!

- It's easier to keep a member than recruit a new one!

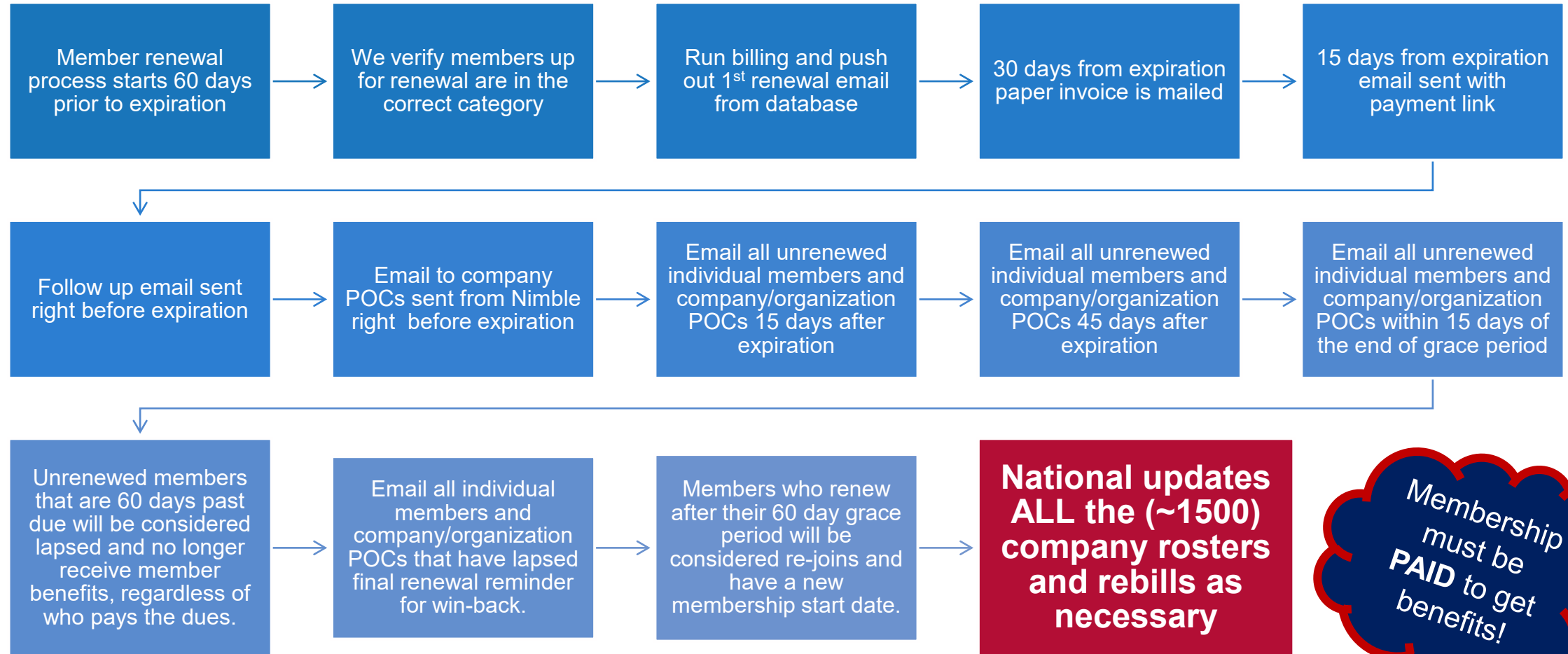
Reach out to new members every month:

- Welcome email/call
- Invite them to the next event – Announce new members at meetings
- Pair them with a seasoned member – Introduce them to the board
- Get their feedback on how it's going

Encourage being active

- Ask them to help with a short-term volunteer role or sit on a committee
- Find out why they joined – capitalize on it
- Check in before renewal time
- **Show them that being active adds even more value**

Membership Renewals: 10+ Step Process



Monthly Membership Numbers



- Monthly numbers are a snapshot in time based on the first of the month
- Post Membership Reports are real-time and can change daily
- Monthly stats are on the Post Resource Center
- Post Membership Reports are on your Member Account left menu

Post Membership Reports

Membership Reports are...

- REAL TIME! They change constantly
- Never will be the same as the snapshots posted online

Use your reports to:

- Welcome new members monthly!
- Review regularly for renewals & thank members for renewing
- Remind “grace period” members to renew before they lapse
- Help with succession planning – finding new volunteers





Questions?
Reach us at:
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