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San Antonio, TX 78258-7500

April 11, 2023

MEMORANDUM FOR SAME MEMBERS

FROM: San Antonio Post Secretary

SUBJECT: Post Board Meeting Minutes, March 30, 2023, Zoom/In Person Meeting

Board Members present are in **BOLD**:

**President**

**Vice President**

**Past President**

Secretary

Assistant Secretary

**Treasurer**

Assistant Treasurer

**2nd Assistant Treasurer**

Industry Gov. Engagement Director

**Service Mem. & Veteran Supp. Director**

Service Mem. & Veteran Supp. Coord.

Service Mem. & Veteran Trans. Coord.

Military Enlisted Affairs Liaison

**Leadership & Mentoring Director**

**Fellows Director**

**Resilience Director**

**Young Professional Director**

Individual Member Director

Sustaining Member Director

STEM & College Outreach Director

**K-12/STEM Outreach Coordinator**

**College Outreach Coordinator**

**SAME E&C Camp Coordinator**

**UT Student Chapter Mentor**

UT Student Chapter Mentor Assistant

**UTSA Student Chapter Mentor**

**Texas A&M Student Chapter Mentor**

Scholarship Director

**Small Business Coordinator**

**SAME National Event Liaison**

**Golf Committee Chair**

Leadership Lab (LLAB) Director

LLAB Co-Director

Social Media Coordinator

**Newsletter Editor**

**Website Manager**

**Awards Committee Chair**

Holiday Celebration Chair

**Mr. Zakary Payne**

**Mr. Rene Cortez**

**Mr. Joshua Graham**

Mrs. Cassandra Price

Mrs. Sarah Fowlkes

**Mr. Sam Hutchins**

Mr. Steve Holt

**Mr. Dick Kochanek**

Mr. John Baker

**Mr. Dean Hartman**

Mr. Mike Monreal

Mr. Marcus Henneke

VACANT

**Mr. Don Gleason**

**Mr. Glen Turney**

**Mr. John Enyeart**

**Mrs. Amanda Navarro**

Mr. Ed von Dran

Mrs. Michele Torres

Mr. Harold Eberbach

**Mr. Scott Mikos**

**Mr. Terry Watkins**

**Capt. Varsha Savalia**

**Mr. Rick Galloway**

Ms. Lily Cartwright

**Mr. Terry Watkins**

**Mr. John German**

Mrs. Diane Glass

**Mrs. Sarah Fowlkes**

**Ms. Bonnie Hopke**

**Mr. Michael Beach**

Mrs. Cathy Bond

Mr. Sam Barnett

Mrs. Amy Shirlberg

**Mr. Dick Kochanek**

**Mr. Dick Kochanek**

**Mr. Dick Kochanek**

Mrs. Hilda Quinones

Other Present:

**Bill Myers**

**Matthew Owens**

**Post Fellow**

**Coastal Bend Chapter Organizer**

1. Are there any revisions to the Feb 23 Post Board meeting minutes published at <https://classic.same.org/Get-Connected/Find-a-Post/San-Antonio/Leadership/Meeting-Minutes?>

**There were no other revisions to published Feb Board meeting minutes.**

2. Board E-Votes:

- The Board approved the 2022 Annual Report data (*Attachment 1*) by majority electronic vote on Mar 15.

**FOR THE RECORD**

3. Finances/Budget:

- *Attachment 2* is the 2023 Budget update as of Mar 25.
- Sam Hutchins submitted the Post's 2022 Annual Report on Mar 15 and SAME confirmed receipt on Mar 16.
- We received Rich Cavada's payment for his Jan Post meeting no show reservation; this increased net revenue for the meeting to \$98 and year-to-date meeting revenue to \$76.12.
- Sam moved \$50K from checking to Savings.

**Zakary Payne asked whether the \$71K plus reflected in Attachment 2 for the Small Business was the net revenue from the SBMRF. Sam indicated yes because all bills he received had been paid. Bonnie Hopke and Sarah Fowlkes indicated there were no other bills from the event except Sarah said there would a small expense for a thank you meal for the Committee. Rene Cortez asked whether we received any feedback from SAME on the Annual Report submittal. Sam indicated the only feedback received was acknowledgement of its receipt. Dick Kochanek stated there was no feedback on the reports except if a Post fail to submit the report it will not receive their share of the membership dues owed them until they do.**

4. 2023 SBMRF:

- Update by Committee on final results of Mar 1-2 event.

**Sarah briefed the SBMRF was huge success with 371 attendees, over 280 one-on-one sessions and over \$70K plus in revenue for the Post which was the result of the great work of the Committee. Sarah also indicated they started discussion on the format for the 2024 event. The Board congratulated Sarah and the Committee for their efforts.**

5. 2023 JETC:

- Get updates where we stand on our Post support of JETC, May 2-4:
  - Society Ball Band notification to SAME?
  - Honor Guard for Opening Ceremony?

- National Anthem Singer for Opening Ceremony?
- Mariachi Group recommendation to SAME for JETC? If so, what events/days?
- The SMVET team is requesting Board approval to try to get SAME to provide some space at JETC (booth, an area/section not a designated booth or other space) to permit participation from the JBSA Workforce & Transition Alliance.

**After some discussion between Zakary and the SAME staff about providing government employees transportation to the Convention Center for JETC, SAME instead indicated they would look into reimbursement of the parking downtown for the employees. Zakary briefed that the original band that he and Sarah had identified for the Society Ball was unavailable so he would get with Victoria Hernandez about the ideas for other bands. Zakary will notify SAME when they have an available band recommendation. Zakary reported that Scott Mikos was working the honor guard, anthem singer and school mariachi band. The Board discussed when it would be best for the mariachi group to perform because of the possible conflict with school schedules. The consensus was to have the mariachis on May 2 between 7:30 – 8:30 am to welcome attendees before the opening general session starts. The group could then get back to school. Scott, who joined the meeting later, had made initial contact about the honor guard, anthem singer and mariachi group from South San Antonio ISD, but had not heard back. Zakary told Scott to proceed with mariachi group, but to hold off on the other items because he had a lead on the JBSA 902<sup>nd</sup> Fire Department honor guard and singer. Rene Cortex also mentioned he knew of two other schools that had mariachi groups that could be a backup to Scott's effort.**

**Dean Hartman reported that SAME could provide free space at JETC for the JBSA Alliance Group, but those attending had to register for JETC. Dean briefed that could be 2-4 people. The Board concurred it was a good idea to have the group at JETC. There was some discussion about what the registration would cost. Dean indicated they group was a government organization so the registration should be \$147 each if the representative was a SAME member or \$471 each if a non-member. If Dean wanted to fund the Alliance Group's participation, then the group's participation cost would be handled as a reimbursement after they pa[d. Dean will work with SAME on the cost of the registration(s). Zakary indicated there was no need for Board approval since Dean had authority on expenses within his SMVET budget.**

**After the meeting Zakary recommended the e7 Band from San Antonio to SAME for the Society Ball. SAME concurred with the recommendation and will proceed with contracting the band.**

6. Leadership & Mentoring:

- Leadership Lab
  - Started the month with our community support activity, cleaning the headwaters of the San Antonio River at UIW. Our members integrated with other teams for a great day beautifying and protecting our environment. Thanks Andrew Silvas for organizing.

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- We complete the program this month. On Mar 13 we held a first, an open discussion of discussion and lessons learned to date, at Chicken and Pickle. Then we had Susan Hamby from MOCA about her journey to become CEO in a male-dominated field.
- On Mar 28 our members will host a Post Trivia night with the Young Professionals at The Flying Saucer at IH-10 and Huebner Rd. Come out and interact with your members.
- We conclude the year with our graduation on Mon Apr 3 at Alamo Café on San Pedro. We will recognize each member's accomplishments with a certificate and mementos.
- As of the graduation, Don Gleason turns the program reins to Cathy Bond and Sam Barnett.
- Mentoring - We continue to open the aperture for SAME members to get a mentor thru the Post. The application is on the website.
- Our Leadership Lab Program has been recognized :
  - On the Post Best Practices SAME web page - <https://www.same.org/news/post-best-practices-leading-the-charge-for-leader-development/>
  - In the Mar-Apr TME - <https://www.same.org/tmeissue/tme-march-april-2023/> pages 1 and 75-77

**Don Gleason announced the graduation of the 2022-23 Class will complete his 4 years as Leadership Lab Director. Cathy Bond and Sam Barnett will take for 2023-24 class. The Board congratulated Don for his efforts on the program. Don mentioned the Mar 13 session identified some ideas from the LLAB class on possible changes to the program. One example was a bit less focus on books and videos and more on applications of leadership skills. Don emphasized that the increased job workload of LLAB participants has sometimes hindered their attendance. Don tried to address this by changing the meetings to Mondays but other days/times for the meetings might have to be considered. He also mentioned that the LLAB application is signed by employers indicating they would give participants the time to participate. Employers may have to be reminded of this. Don will now put more emphasis on the mentoring aspect of his Director position responsibilities now.**

### 7. Young Professionals:

- The Trivia Night event to be held on March 28th has about 7 RSVPs as of March 27th. More information to be provided during Board meeting.
- Amanda attended the Mar YP COI monthly call. One of the bigger updates is that the Credential Assistance Program is now available to all SAME members. The COI is still looking for volunteers for the Programs and Communications Steering Committees. Amanda has descriptions of these positions and typical volunteer time for anyone interested.
- Amanda will be attending a SAME YP Conference Committee Call on Mar 28 to discuss the JETC YP/Fellow Networking Event as well as a potential event between our Post's YP group and National YP visitors around conference time.

- Amanda provided information on upcoming events, credentialing assistance, and volunteer opportunities to the Post YPs. The next monthly call is planned to be held Apr 14. Topic to be determined.

**Amanda Navarro briefed that the SAME Credentialing Scholarships at the SAME website are open to all members. She also briefed that the YP COI is looking for new ideas for the YP-Fellows event at JETCs. Amanda also mentioned the COI is looking for Team Leaders for pre-JETC YP events (to be held the week before JETC). Joshua Graham indicated he had volunteered. Don also mentioned he had volunteered to be one of the mentors for JETC 1<sup>st</sup> time attendees.**

8. Meeting Programs:

- John Baker is looking at the following for Post meeting speakers:
  - Apr. 20: AFCEC Presentation: Digital Twins (Invited). John will lock down the Apr speaker ASAP.
  - Jun. 15: ICON Presentation on 3-D Construction Technology (Invited)
  - Aug. 17: Sustainability / Resilience Topic TBD
  - Oct. 19: Facility Engineering Topic TBD
- Looking at the following for possible Field Trips. John can schedule both tours but would need preferably 20+ participants for each. John is looking for comments on the trips, go/no-go decision and recommended days/times.
  - San Antonio Water System (SAWS): “Rain-to-Drain” Tour (Rain to Drain - San Antonio Water System (saws.org)), Link up at SAWS HQ (US-281 and Mulberry) for a day-long (8am-4pm) interactive tour on a chartered bus with walking tours at stops along the way
  - Dam Construction Tour with the Guadalupe-Blanco River Authority (GBRA): Either at Lake Dunlap SE of New Braunfels (The Plan — Lake Dunlap, Texas) or Lake McQueeney in Seguin (<https://www.virtualbx.com/construction-preview/seguin-gbra-secures-80-million-to-rehab-lake-mcqueeney-lake-placid-dams/>)
  - Any other recommendations (e.g. VA Hospital – facility engineering, San Antonio Colleges District – capital improvement program, etc.)?

**Zakary briefed that John reported the Apr 20 meeting speaker on Digital Twins would be Scott Ensign II, Geospatial Subject Matter Expert, from AFCEC. Scott also will bring a young professional from his office. Dick mentioned that since the San Francisco has no WIFI it was important the presentation not include a link up to an actual demonstration of the system. The Board also discussed John’s ideas for Post tours. The consensus was that tours would likely be popular with members, but didn’t feel day-long tours would be practical. John German indicated that the San Antonio River Authority (SARA) offered many different tours of shorter duration and he would be willing to help coordinate with SARA. John Enyeart also mentioned there were tour options at UTSA such as the Texas Sustainable Energy Research Institute (SERI), which he could help with. Mike Beach suggested combining a short**

**tour with a happy hour afterwards to help the networking with YP members. The Board thought this was an excellent concept for Post tours.**

9. College Outreach:

- Tim Pach, Stanley Consultants and Austin Field Chapter leader, organized and facilitated the Mar 23 Joint Austin Field Chapter and UT Student Chapter meeting. Meeting was held in the UT Austin Mechanical Engineering Building on campus (ETC 2.132).
  - John German and Lily Cartwright represented the Post Board.
  - Other SAME members attending included: Bob Cox, an Architect in private practice; Greg Schmidt from SAM Engineering and Surveyors; Chris Joseph a UT Facilities Project Manager who recently returned from an overseas Navy Deployment; and Steve Boyles the incoming Student Chapter Faculty Advisor.
  - 12 UT students were in attendance including Tiffany Tran, the Chapter President.
  - Food was provided by the Student Chapter and coordinated by Tiffany Tran.
  - Meeting agenda included:
    - Introductions
    - Overview of SAME by Tim Pach
    - Response to questions from Tim to SAME members attending
    - Q and A with students.
    - Info sharing about SAME, scholarships, mentoring, internships, & SA Post support.
    - Remarks from Chapter President
    - Future meeting was not announced
  - Sidebar conversations with students took place after the meeting concluded. Many Austin Field Chapter members provided their contact information and invited students to reach out for mentoring or internship inquiries.
- Result of the survey of sustaining member companies on a virtual meeting and providing a list or POC for internship/entry level jobs for our Student Chapter is at *Attachment 3*.
  - How do we proceed? If we are going to have a virtual meeting, it will have to be in April to avoid conflict with exam schedule and summer break.
- We have been online now with our Post College Scholarship Program for 2 years. Dick Kochanek was copied on a SAME email with the Space Coast Post about having their scholarship program online.
  - We were referred to in the SAME response for help.
  - The SAME email included this wording “we (SAME) will make it (Open Waters platform) available to Posts for one year for free and charge an annual fee (I think it's \$500) but you'd have your own account and you can use it for whatever you want and however you want.”

- So it looks like this is another surprise coming the new SAME EMS that there will be a cost of having our scholarship application online at the SAME server.

**John German briefed the joint Austin Field and UT Student Chapter event was excellent with a great turnout by UT students. John suggested that 1 or 2 joint meetings per year could be beneficial for both Chapters. Rick Galloway, who was unable to attend the event, concurred with John's assessment. Rick met with Dr. Boyles, the new UT Chapter Faculty Advisor, to discuss the Chapter. Dr. Boyles is from the UT Dept of Transportation and is a Transportation Planner. He wants to connect with the UT ROTC program and the Army Future Command in Austin to help increase student participation and interest in the Chapter. Dr. Boyles also mentioned that many of the students were interested in cybersecurity and he will look into connections related to it.**

**The Board decided to focus first on providing the company internship/entry level position information to the student chapters and then later consider virtual event(s). Rick Galloway agreed to take the lead on consolidating the information from the companies participating in the survey in Attachment 3. Terry Watkins and John German will provide assistance to Rick on the effort.**

10. STEM:

- Recent participation in local STEM events:
  - On Mar 4, Harold Eberbach, Dick Kochanek, Scott Mikos and Varsha Savalia had an exhibit at the John Jay STEM Fest providing 3 STEM activities (balloon powered car, spinner and catapult) for attendees.
  - On Mar 15-29 – Victoria Hernandez, Dick Kochanek and Varsha Savalia judged projects by 6<sup>th</sup>-8<sup>th</sup> graders in the eCYBERMISSION national competition. As of Mar 27, volunteers judged 15 projects
  - On Mar 25, Rene Cortez, Harold Eberbach and Dick Kochanek had an outside tent display at the “RocketIT Into the Future” Science Festival at CAST MED High School (on Brooks City Base) featuring the balloon powered car and spinner activities. About 75 + students participated at our display.
  - On Mar 29, Dick Kochanek supported the STEM Night at Raba Elementary with the balloon powered car activity. This was requested by one of the school's STEM teachers, who had attended the Mar 4 John Jay STEM Fest.
- Upcoming volunteer opportunities
  - In-person Texas State Facilithon on Apr 13-15 at the Omni Hotel in Houston. Dick Kochanek is planning on attending. See <https://fmpipeline.org/tx-state-facilithon-2023/>
  - We received a Mar 27 request to participate in a STEMKAMP (STEM for Kids of Active Duty Military Personnel) being planned the first week in June 5-9 for 3-8 graders at Steele High School in Cibolo. Scott Mikos is contacting POC for info.
- SAME E&C Camp Update:

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- We received 5 applications for students requesting sponsorship by our Post after applications closed on Mar 15.
- One application was from a student in Phoenix AZ. Dick checked with the Phoenix Post and learned they didn't receive any applications and had money budgeted to support campers. They wanted to sponsor the Phoenix AZ camper. In our required Mar 27 response to SAME on camper sponsorships we indicated sponsorship by the Phoenix Post rather than our Post for the camper.
- We notified SAME of our desire to sponsor the other 4 campers:
  - **Noah Hernandez** (Boerne Champion HS, Boerne TX) - Army Camp Primary, USMC Camp Alternate and USAFA Camp Alternate
  - **Brennen McGuire** (River City Believers Academy, Cibolo TX) - USAFA Camp Primary, USMC Camp Alternate
  - **Sonoma Caldwell** (Round Rock HS, Cedar Park TX) - Air Force Scott Field Camp Primary, USAFA Alternate
  - **Liberty Smith** (La Vernia HS, La Vernia TX) - Air Force Scott Field Camp Alternate
- We will sponsor the travel of Post members Janice and Joe Dombi to serve on the USAFA Camp staff. In turn, we get a guaranteed and free camper registration at the USAFA Camp. Other Camp Mentor opportunities are available at <https://www.same.org/camps/mentors-and-staff/>

**Scott briefed on the recent STEM event participation by the Post and upcoming events. After the meeting agenda was published, we learned the Texas State Facilitathon will be held at Houston Community College Central Campus instead of the Omni Hotel; Dick is scheduled to attend. Scott indicated that children of DOD civilian employees would also be able to attend the June STEMKAMP and that the organizers were looking for SAME participation on Jun 9. The participation would be to let people know what SAME is all about and not really to offer a STEM. Scott will provide more info on the STEMKAMP.**

**Varsha Savalia updated the Board on SAME Camp applications received. We notified SAME we will sponsor 4 campers. We worked with the Phoenix Post on the application we received from the student in the Phoenix AZ area and the Phoenix Post agreed to sponsor that student to a Camp. Varsha briefed the decision of the Camp Directors on the student's acceptance into their Camps is the next step. Varsha plans to clarify the letter to our sponsored students accepted to Camps on reimbursement of airfare travel to avoid the 2022 issue we experienced where one of the campers booked multiple connections and special seating.**

11. April Newsletter – Inputs due Mar 31 to Dick for the April issue.

### **INFORMATION UPDATE ONLY**

12. Membership:

- Published SAME Membership Reports show us with:



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- A 2023 baseline of 126 sustaining member companies/agencies and 1,112 individual members
- As of the end of Jan, 126 sustaining member companies/agencies and 1,112 individual members (individual members now include what we previously referred to a company/agency rep members)
- As of the end of Feb, 134 sustaining member companies/agencies and 1,185 individual members.
- As of Mar 3, 142 sustaining member companies/agencies and 1,226 individual members

**Dick indicated he did not understand why SAME generated the Mar Membership Report on Mar 3 rather than waiting until the end of the month like the others. Bonnie Hopke briefed her membership status is now fixed because she was notified SAME accepted her JETC volunteer registration. She said it was a real struggle for her small company to get its membership straight in the new system and couldn't imagine how much more difficult it must be for the large sustaining member companies.**

### 13. SAME Awards Update:

- Post Winners
  - Terry Watkins – Bliss Medal
  - David Pratt – Goethals
  - Dick Kochanek – Bachus Gold Medal
  - San Antonio Post – Post STEM Excellence Award (Large Post)
- Award presentation at May 4 JETC Society Ball

**Dick briefed that for 2022 overall in the SBC and JETC awards submittals we had 7 nominations and 5 winners. After the meeting, we also received notification that we won the 2022 Post Streamer with Distinction**

### 14. April Newsletter – Inputs due Mar 31 to Dick for the April issue.

#### **INFORMATION UPDATE ONLY**

### 15. Post Website:

- SAME started conversion of Post websites to new EMS format. See <https://www.same.org/san-antonio/> for first look at transitioned site. SAME plans training on Word Press for Posts before new websites are turned over to Post for management. Our website at <https://classic.same.org/satx> remains operational in the meantime.
- Speculating from what we found out about the online scholarship application, there may also be a cost to having the new website on the SAME server.

#### **INFORMATION UPDATE ONLY**

### 16. Any Other Issues/Updates:

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- **Mike Beach and Bonnie provided an update on the May 1 Post Golf Tournament. There are about 50 golfers signed up (individual and from sponsorships) and \$8,000 in sponsorships received. Mike indicated that 87 was the minimum number of golfers needed to guarantee we have the whole course. He will be selecting the food menu on Apr 26. He already has several volunteers to help with event, but more may be needed as the event date gets closer.**
- **Sarah Fowlkes announced her company AmaTerra Environmental had been sold and she will be working with the new company Environmental Research Group in the same capacity.**

**17. Next Board Meeting -Thursday, Apr 27, at Laurel Heights United Methodist Church and on Zoom**

Attachments

1. 2022 Annual Report Submittal (to Board Only)
2. 2023 Post Budget as of Mar 25 (to Board Only)
3. SM Company Internship Survey Results

///SIGNED///

Richard “Dick” Kochanek  
Acting Recorder/Board Member

APPROVED AS WRITTEN

///SIGNED///

Zakary Payne  
Post President

# ATTACHMENT 3

2023 Post SM Internship Survey Results

Company	POC(s)	POC(s) Email	POC(s) Phone	Virtual Event	Job List	Job POC
<b>AECOM</b>	Lily Cartwright	cartwright.lily@gmail.com	361-683-8278	X	X	
<b>Binkley &amp; Barfield</b>	JR Reddish Ashton Brinkley Jake Bosley	JRReddish@binkleybarfield.com Abinkley@binkleybarfield.com JBosley@binkleybarfield.com	713-203-5874	X	X	
<b>DEC</b>	Johan Petterson	Johan.Petterson@decorp.com	214-601-2571	X		X
<b>HFS</b>	Joe Bianco	jbianco@hfscorporation.com	210-816-4784	X	X	
<b>Jacobs</b>	Terry Watkins	Terry.Watkins@jacobs.com	210-722-8353	X	X	
<b>Matrix Design Group</b>	Angela Wenger	angela.wenger@matrixdesigngroup.com	516-655-4839	X	X	
<b>Moose Engineers</b>	Mike Hayes	mikeh@mooseengineers.com	210-373-3381		X	X
<b>Pond</b>	Kyle Freedman Jay Howard	Kyle.Freedman@pondco.com Jay.Howard@pondco.com		X	X	
<b>Protection Engineering</b>	Aldo McKay	amckay@protection-consultants.com	210-288-6023	X		
<b>Tigerbrain Engineering</b>	Jim Green	JFGreen@Tigerbrain.com	636-357-4242	X	X	X