



Board of Governors

AOC Educational Foundation
1001 N. Fairfax St., Suite 300
Alexandria, VA 22314

MINUTES

12 June 2025



THOSE PRESENT

Executive Committee

- ☒ Tony Lisuzzo, President
- ☒ Dennis Monahan, Secretary
- ☒ Erik Bamford, International

- ☒ Amanda Brockermeyer, Vice President
- ☒ Jim Utt, Treasurer
- ☒ Shelley Frost, Executive Director

Regional Directors

2025

- ☒ Erik Bamford, International I
- ☒ Amanda Brockermeyer, Pacific
- ☒ Mark Schallheim, North-Western

2026

- ☒ Maj. Brandon Coleman, Southern
- ☐ Jang Pyo “JP” Kim, International II
- ☒ Myles Murphy, Northeast

2027

- ☒ Frank “Cowboy” Ball, Mountain-Western
- ☒ Jeff Hughes, Mid-Atlantic
- ☒ Jim Utt, Central

Adjunct Member (Board of Governors)

2025-2026

- ☒ Guy Albanese
- ☒ Nino Amoroso

Immediate Past President

- ☒ Brian “Hinks” Hinkley

Staff and Others (not-voting)

- ☒ Shelley Frost
- ☒ Tony Ramos
- ☒ Ken Miller
- ☒ Larry Rzepka
- ☒ Lauren Schoener-Gaynor
- ☒ Kathy Hartness
- ☒ Hollann Schwartz
- ☒ Eric Colon
- ☒ Ken Dworkin
- ☒ Dr. Haruko Kawahigashi Nino
- ☒ Scott Oliver
- ☒ Paul Vavra
- ☒ Nino Amoroso
- ☒ Jeffrey Fischer
- ☒ Kevin Finch
- ☒ Fran Orzech

Legend: ☒ Present ☐ Not Present Present by TEAMS/Telephone

CALL TO ORDER

Proper meeting notice having been given and with a **QUORUM** present, the Board of Governors meeting **CONVENED** at 0900 EST, Thursday, 12 June 2025 via in-person meeting at the Gaylord Hotel National Harbor and via TEAMS video teleconference. President Lisuzzo called the meeting to order.



President Lisuzzo provided the following introductory comments:

- Greatly appreciate the work that everyone is putting into the meetings; appreciate the work being put into readaheads; looking for a little more support from Regional Directors in their reports
- Thanked the staff for pulling together the setting for the June meetings
- Recommended looking at deputy positions associated with regional directors to assist and provide backup when needed

SECRETARY REPORT

Minutes for the 13th of March 2025 Board of Governors (BoG) meeting were posted as readaheads for member review and approval. Highlights were presented to the Board.

No Action Items (AI) were opened during the 13 March 2025 BoG meeting.

It was **MOVED** and **SECONDED** (Brockermeyer/Albanese) to APPROVE the minutes from the 13 March 2025 BoG meeting. **MOTION PASSED.**

TREASURER REPORT

Treasurer Utt provided a review of the Education Foundation Fund as follows:

- Key successes:
 - Onboarded Larry Rzebka and he is already making progress
 - Received first new scholarship (\$10k) from Rohde & Schwarz
- Financial overview – account balance of \$170.4k on 30 April; budgeted loss of \$144.6k, adjusted loss as of 15 May is \$30.4k.
- Challenges and risks – expecting to spend all of the available funds this year. Imperative to add money to the Foundation to help it grow.
- Next steps and goals – going to update the bookkeeping so that the Foundation has its own books. Multiple options on this. Recommendation is to engage AOC's accounting firm in Q4 2025 or as soon as donation revenues begin.

It was **MOVED** and **SECONDED** (Albanese/Schallheim) to APPROVE the Treasurer's report as presented. **MOTION PASSED.**

GOVERNANCE REPORT

Mr. Brandon Coleman provided an update on committee activities as follows:

- Current priorities:
 - All OpMans for the Foundation must be reviewed and approved by the board NLT December 2025.
 - Financial Management OpMan (Appendix I) reviewed and ready to approve.
- Challenges and risks – none.
- Next steps and goals – We must ensure all Governing documents are approved by December 2025.

It was **MOVED** and **SECONDED** (Brockermeyer/Monahan) to APPROVE the Treasurer's report as presented. **MOTION PASSED.**



DEVELOPMENT/FUNDRAISING COMMITTEE REPORT

Mr. Nino Amoroso provided an update on committee activities as follows:

- Fundraising is critical; looking at various approaches to get funds/donations from all sources.
 - Launched our first spring annual fund campaign to our individual members of AOC. For the first time, donations can be restricted to 6 different finds: General Fund, Scholarship Fund, Awards & Recognition Fund, EMS/STEM Activities Fund, Community Education Fund or Special Projects Fund. We anticipate this ask going out every other month until the end of the year. (May, July, September, & November)
 - We anticipate a more targeted approach to our corporate members so as not to compete for the revenue AOC receives through sponsorships, exhibits and their Partners Program. Launch anticipated at the end of June/beginning July time frame.
 - Looking at innovative areas that have been tried before; working with other organizations (e.g.: industry buy-in); looking at a fundraising dinner to potentially coincide with Armed Forces Day (all nations).
 - Encouraged all Board members to give to the 2025 Annual Fund Campaign.
 - Sherm identified that we need to focus on programmed services as that is where the majority of donations are aligned. The amount of pure “feel good” donation to 501(c) is typically very small.
- The AOC Educational Foundation is developing a Corporate Advisory Council to serve in an advisory and information-exchange capacity to the AOC Foundation’s Board of Governors. Membership will consist of a representative designated from a corporation that has donated either an unrestricted or restricted gift of at least \$10,000 on an annual basis to the Foundation.

SCHOLARSHIPS AND FUTURE 5 PROGRAM UPDATE

Mr. Larry Rzepka provided an update on committee activities as follows:

- Launch of the new “From Service to Scholar” program funded by Rhode & Schwarz.
 - Launched our first efforts for the new “From Service to Scholars” program targeting individuals (or a qualified member of their family) attending higher education classes under the current GI Bill. Our hopes are to give out five \$2,000 scholarships to help with the expenses not covered by the GI Bill. Rhode & Schwarz have pledged \$50,000 over the next five years to support the program.
- Future Five – identification of potential candidates and how to incorporate our international members into the mix.
 - Applications are currently slow for the program; believe a new marketing strategy might need to be developed to increase interest in the program. Challenge has become how to incorporate our chapters that are not in the United States.



- A potential idea we are looking at is to expand the Future 5 program; Keep the name but have regional or geographically-designated areas have their own Future 5. Example: Future 5 Europe; Future 5 Asia, etc. Might increase interest as well as participation in the program. Would also encourage a younger global audience to become members of the AOC.
- However we decide to move forward, we need participation from our overseas members and a way to let them know there is a place here at the AOC Foundation and Association for them and an opportunity to be mentored by some of the finest EW minds in the world.
- Discussion on how to develop a new scholarship structure to incorporate our chapters world-wide as feeders into a regional then finals competition.
 - Our strategic plan calls for us to develop a scholarship program that would include our chapters in the design of such a program. The challenges are obvious – our chapters operate at different financial levels as well as membership size and local commitment.
 - An idea we are exploring is to invite our chapters who currently have a competitive scholarship program at the local level is to then consider nominating their winner to compete for even more dollars at either a regional level or at the national level. This way they maintain control of their local competition and funding. We don't get involved except to ask if they will be nominating their winner to go to the next level.
 - As the competitors progress through the process, finalists will then be declared with the winner announced at our annual International Symposium & Conference. It would also encourage our local chapters to advocate and promote their winning representative at the next level.

STEM COMMITTEE UPDATE

Mr. Mark Schallheim provided an update on committee activities as follows:

- Interaction with AOC Chapters to explore their involvement in STEM activities in their local communities.
 - Outreach to the AOC Chapter Presidents or their representatives was determined to be the key to promoting the inclusion of the electromagnetic spectrum in STEM education by our chapters to their local communities.
 - A meeting was arranged with the Committee Chair and the Chapter Presidents to start gathering information on exactly which of our chapters are involved in doing this. As a result, the data is starting to be collected and can be used by the Foundation to start promoting their efforts on a national/international level.
 - Hopes are that by showcasing some of the chapters' efforts, other chapters world-wide will start doing the same in their local areas and increase the pipeline of students exposed to the EMS encouraging them to consider where their future studies and careers might be heading.
- Partnership with the Society for Science and their International Science & Engineering Fair (ISEF) May 2025 in Columbus, Ohio.



- The AOC Educational Foundation participated in the Society for Science's International Science & Engineering Fair held in Columbus, Ohio from May 11-16 in Columbus, Ohio. We manned an exhibit booth for the College & Career Fair and came on board as a Special Award Organization providing \$5,000 in prize money for projects that demonstrated an understating of EW and the electromagnetic spectrum.
- More than 1,600 students from 62 countries participated in the competition. Our team of judges was made up of Mark Schallheim, Seng Hong, Adam Tagert, Eugene Sullivan, Keith Everly, William Baez & Larry Rzepka.
- Discussion on how to potentially partner with the National Science Teachers Association and the World Robot Olympiad Association to provide speakers and demonstrations at their conferences and international events
 - After our success at the 2025 ISEF, the Committee has been discussing other avenues to engage young people in the study of STEM; specifically, to start studying the EMS and looking at potential future careers.
 - One avenue is through our science educators. We have been invited, and are considering, potentially partnering with the National Science Teachers Association to provide lecturers, an exhibit booth and a possible demonstration of how teachers could incorporate the study of the EMS in their science programs at their Fall conference in Minneapolis in November.
 - In addition, we have been approached by the World Robot Olympiad Association to consider holding a demonstration at some of their national/international competitions. Their International Final will be held in Singapore in November with anticipated representation from 85 countries.

Hollann asked Mark to put together an article for online publication.

COMMUNITY EDUCATION COMMITTEE UPDATE

Mr. Larry Rzepka provided an update on committee activities as follows:

- Developing relationships throughout the academic EW and historical communities to exchange information & recognition opportunities
 - Discussions on outreach to science & academic organizations were had and it was agreed that the first two we target because of prior contacts were the Society for Science and the National Science Teachers Association; both have yielded positive results, and we are currently developing a working relationship with them.
 - The Princeton Museum of Innovation and Leadership have initiated talks with us to discuss a potential arrangement to showcase some historical EW artifacts and museum pieces at the new museum they are developing. We must first locate where some of our past museum pieces are currently being stored or showcased. Perhaps work with the Association's historical committee. We would also like to identify three museums to potentially support.
 - Need to develop a recruiting strategy to get more members involved on this committee – especially university professors and major industry-related corporate representatives.



- Development of an AOC Foundation Research Prize to include an evaluation board
 - If the Community Education Committee is to work on our outreach to a variety of education communities to promote the EW and spectrum of operations career fields, we feel it is a necessity to develop an annual research prize of some sort recognizing academic/scientific research in this discipline. Not a scholarship...not a grant...a research prize.
 - First steps would be to form an ad hoc committee of external stakeholders and experts to help organize and establish the parameters of the research prize as well as the administrative process needed for a prize call, award evaluation and presentation & recognition.
 - In addition, internally we must decide how we pick and invite members to serve on an evaluation board to review all recommendations/entries for the annual award. A definite cross section of academicians, researchers, professionals, & defense professionals will need to be represented.
- Establishing an administrative process and identification of potential funding for current & new projects
 - Identification of major donors, whether corporate, individual or foundation, will be contingent on the establishment of the funding priorities for the Foundation. As will be the discovery of exactly what historical or museum-ready artifacts the AOC might have in their possession.
 - It will be imperative that we first develop working partnerships with like-minded organizations to increase the visibility of the Committee and Foundation until we can develop a steady funding source for our projects. The larger our network...the larger our pool of potential donor prospects.
 - Sponsorships of museum exhibits would most likely come from a corporate source and the development of a research prize would best be done with a variety of funding prospects to avoid the potential of a major donor wanting to “name” the prize after their company. But that has not been determined yet.

Other conversation items:

- Nino pointed out this is a great mentoring opportunity.
- Sherm asked about international interests? Are we looking outward? Yes, Larry pointed out that we are reaching international audience through the research aspect and others.
- Sherm described an international need for training. We need to make sure we are able to receive international monies from individuals, organizations, and governments.

STRATEGIC PLANNING COMMITTEE UPDATE

Mr. Myles Murphy reviewed the following committee activities:

- Establish a robust fundraising program to ensure the sustainability and growth of our scholarships and educational initiatives.
 - Launched our first spring annual fund campaign to our individual members of AOC. For the first time, donations can be restricted to 6 different finds: General Fund, Scholarship Fund, Awards & Recognition Fund, EMS/STEM



- Activities Fund, Community Education Fund or Special Projects Fund.
- We anticipate a more targeted approach to our corporate members so as not to compete for the revenue AOC receives through sponsorships, exhibits and their Partners Program. Launch anticipated at the end of June/beginning July time frame.
- Developing a Corporate Advisory Council to serve in an advisory and information-exchange capacity to the AOC Foundation's Board of Governors. Membership will consist of a representative designated from a corporation that has donated either an unrestricted or restricted gift of at least \$10,000 on an annual basis to the Foundation.
- We have recently purchased an online subscription to the "Foundation Directory Online" which is a major tool nonprofits use to identify potential grant prospects that we could send proposals to. On June 10th, we will be conducting an in-house workshop with the Strategy Committee to start identifying our top funding priorities
- Expand and enhance our scholarship programs to provide financial support to aspiring EMSO professionals
 - Applications for the STEM Student of the Year Award currently sit at thirteen.
 - Applications are currently slow for the Future 5 program. A potential idea we are looking at is to expand the Future 5 program; Keep the name but have regional or geographically-designated areas have their own Future 5. Example: Future 5 Europe; Future 5 Asia, etc. Might increase interest as well as participation in the program. Would also encourage a younger global audience to become members of the AOC.
 - Launched our first efforts for the new "From Service to Scholars" program targeting individuals (or a qualified member of their family) attending higher education classes under the current GI Bill. Our hopes are to give out five \$2,000 scholarships to help with the expenses not covered by the GI Bill. Rhode & Schwarz have pledged \$50,000 over the next five years to support the program.
 - We have discussed using this scholarship as a template for other major corporations to create their own scholarship program with us Goal is to add at least three additional scholarships by the end of the year.
- Support and enhance EMS STEM activities on the electromagnetic spectrum for youth engagement across Chapters and with other organizations to expose young students to the exciting possibilities within the EMSO domain.
 - A meeting was arranged with the Committee Chair and the Chapter Presidents to start gathering information on exactly which of our chapters are involved in doing this. As a result, the data is starting to be collected and can be used by the Foundation to start promoting their efforts on a national/international level.
 - The AOC Educational Foundation participated in the Society for Science's International Science & Engineering Fair held in Columbus, Ohio from May 11-16 in Columbus, Ohio. We manned an exhibit booth for the College & Career Fair and came on board as a Special Award Organization providing



- \$5,000 in prize money for projects that demonstrated an understating of EW and the electromagnetic spectrum.
 - We have been invited, and are considering, potentially partnering with the National Science Teachers Association to provide lecturers, an exhibit booth and a possible demonstration of how teachers could incorporate the study of the EMS in their science programs at their Fall conference in Minneapolis in November.
 - We have been approached by the World Robot Olympiad Association to consider holding a demonstration at some of their national/international competitions. Their International Final will be held in Singapore in November with anticipated representation from 85 countries
- Broadening opportunities for learning and talent development to ensure a steady pipeline of skilled professionals entering the EMSO workforce.
 - The Princeton Museum of Innovation and Leadership have initiated talks with us to discuss a potential arrangement to showcase some historical EW artifacts and museum pieces at the new museum they are developing. We must first locate where some of our past museum pieces are currently being stored or showcased.
 - We are also planning on identifying three museums to potentially support; a recruiting strategy to get more members involved on this committee – especially university professors, major industry-related corporate representatives and military personnel will be key to developing a selection process.
 - The committee feels it is a necessity to develop an annual research prize of some sort recognizing academic/scientific research in this discipline. First steps would be to form an ad hoc committee of external stakeholders and experts to help organize and establish the parameters of the research prize as well as the administrative process needed for a prize call, award evaluation and presentation & recognition.
 - Identification of major donors, whether corporate, individual or foundation, will be contingent on the establishment of the funding priorities for the Foundation. As will be the discovery of exactly what historical or museum-ready artifacts the AOC might have in their possession

Other conversation items:

- Need to do a better job with Future 5 incorporation into the organization; how can we get them more involved?
- Held a discussion over the past couple days to figure out what it will take to keep the Foundation running for the next few years:
 - Planning to go out to all BOD/BOG for funding; also approaching industry
 - We run out of money next year (2026); for the past few years the Foundation has been using funds that were already raised because all of the money currently flows-through completely
 - Anticipate \$1 million is required as an initial feed to “prime the pump”; this includes staff salary, scholarships. Etc.



- Amanda expressed concern about \$1 million as a lump sum due to inability to recall from an 801(c); her preference would be to split it into 2 and donate both years; allows time to read the metrics in real time and assess real requirements
- Ken Miller agreed with amanda in that incremental funding is a good approach due to the degree of risk present. This is something that hasn't been tried in the foundation before.
 - AEF would like to make a formal request to the BOD today
 - Held detailed discussion on risks which could impact the success of the foundation as relates to the BOD investment
- Discussed the donations database and the opportunities that exist
- Larry will provide a 2-year budget by 1 September
- Need to build a database of scholarships to show good news stories; are we getting the right people early enough in our community; chapters put those names on end of year reports

QUESTION: How much money does the AEF require of the AOC, and how will they budget it, to keep the Foundation running for the next few years?

ASSIGNED ACTION: President Lisuzzo assigned the AEF Strategy Committee to develop a Financial Plan for what is needed and how it would be utilized if the AOC were to make a sizeable donation as requested. Plan will be briefed at the 9 October 2025 BoD/BoG meeting. Action Item: **G-2025-01**.

CLOSING COMMENTS

President Lisuzzo thanked everyone for participating in the meeting. He also reviewed the schedule for meetings throughout the remainder of 2025. One of the recent meetings was the Chapter Representative meeting. That meeting was successful and the chapters provided good representation. Finally, looking to get more involved in the International activities.

It was **MOVED** and **SECONDED** (Brockermeyer/Monahan) to adjourn the meeting.

MOTION PASSED. President Lisuzzo **ADJOURNED** the proceedings at 1115 hours EST, 12 June 2025.

RESPECTFULLY SUBMITTED

Presented by the Secretary for **APPROVAL** by the Board of Governors on 9 October 2025.

Dennis Monahan

Dennis Monahan, Secretary

9 October 2025

Date

