

ICEAA Board of Director's Meeting  
1100 – 1300 | Friday, February 10, 2023

Zoom Virtual Conference  
AGENDA  
as of February 9, 2023

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1. 11:05 – Secretary's Report Arlene Minkiewicz

- a. **Vote:** approve December 2022 minutes

2. 11:10 – Treasurer's Report Madeline Teller

- a. **Vote:** approve Treasurer's Report

3. 11:10 – Professional Development

- a. Vice President of Professional Development Report – Jennifer Kirchhoffer
  - i. Certification Update
  - ii. CEBoK-S Update
  - iii. Updates to CEBoK Module 6 (Dave Brown)
- b. ICEAA/DAU Memorandum of Understanding – Kevin Cincotta

4. 11:40 – 2023 Workshop Jennifer Scheel

- a. 2023 Workshop Update

5. 12:00 – BOD 2023-2025 Nomination Update Rick Collins

6. 12:15 – Plan next meeting and adjourn Bob Hunt

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Voting Attendees

Tim Anderson, Joe Bauer, Dave Brown, Rick Collins, Bob Hunt, Brent Johnstone, Jennifer Kirchhoffer, Cole Kupec, Alan Mayer, Arlene Minkiewicz, Danny Polidi, Cari Pullen, Christina Snyder, Madeleine Teller, Barbara Wilson, Kellie Wutzke

Non-voting Attendees:

Sharon Burger, Kevin Cincotta, Megan Jones, Jennifer Scheel

Welcome, quorum count, introductions:

Bob Hunt

Meeting is called to order, Bob thanks everyone for joining. Quorum established at 11:03 am.

Due to a scheduling conflict, 2023 Workshop Committee Chair Jennifer Scheel requested the agenda be adjusted to allow the Workshop discussion to take place first.

2023 Workshop Update

Megan Jones, Jennifer Scheel

Megan reports that sponsorships and registrations for the 2023 Workshop are starting to come in, the notifications to the authors of the accepted abstracts will be notified on Monday, so things are moving along with the main event, but the question of Government Day and who will lead it remains.

Rick has had discussions with OSD CAPE regarding their commitment level to participating in Government Day. OSD CAPE have since indicated they will not be able to support the event with enough registrants and recommend we cancel it. Megan had a similar conversation with a representative from AFCAA.

Bob asks if Rick believes this is a permanent “no” or just a “not at this time.” Rick believes the senior officials he has looked to attract to the event are understaffed and overwhelmed at this time and don’t see the event as a priority.

Christina believes the opportunity for Government Day may come in the future. She shares a conversation she had with her NAVAIR colleagues a few weeks ago where they raved about the excellent experience they had at the ICEAA Workshop in Pittsburgh, but had

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passed their budgeting deadline for sending more attendees to San Antonio. They do intend to increase attendance in 2024. She adds that the board has talked about Government Day as a “replacement for DODCAS”, but in that same conversation, her NAVAIR constituents said, without prompting, that the ICEAA Workshop already gives them the same opportunities to meet with other agencies that DODCAS used to provide. She is hopeful that we can find a dedicated project lead and the necessary government participation to try again for 2024.

Rick and Bob lament the lost opportunity for both ICEAA and the government agencies. Bob suggests creating a Government Special Interest Group as a means to generate interest in a Government Day. He believes the event is critical to both the DOD community and ICEAA.

Megan asks if Government Day is canceled, should we plan to have our Board meeting on Monday, May 15, along with the Board/Sponsor Happy Hour? The Board agrees. Megan reports that the OEM meetings will be wrapping up at 5 so we can host the happy hour with board and sponsors when they are done with the room.

Jennifer Scheel adds that during the May 2022 board meeting we discussed conducting a “Cost Challenge” event for Junior attendees and has begun connecting with and discussing with others who have put on similar challenges. Megan has some contacts who seem interested in this challenge, she will forward to Jennifer.

Christina, who is serving as the Association Awards chair for 2023, reminds the board to spend some time over the holidays thinking about nominations for the 2023 awards, which are due March 15. The committee is also always on the lookout for additional judges, should anyone wish to contribute (as well as onsite volunteers and best paper judges).

Also moving forward is the keynote speaker selection: Jennifer S., Christina, and ICEAA member Tom Dauber have begun discussions and searches.

Secretary Report:

Arlene Minkiewicz

No comments or edits were suggested for the October 2022 minutes either in advance of the meeting or during.

**Vote:** Motion is raised to approve the October 2022 minutes. No further discussion is requested. Seconded and passed.

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Treasurer Report:

Madeleine Teller

Madeline explains the financial statements were not provided for this meeting due to proximity to the end-of-year statements that will be presented at our next meeting.

Megan says that she investigated the Employee Retention Credit for COVID relief funds with our payroll provider and that we will qualify for upwards of \$50,000 in refunds, that will be received as reductions in our payroll bills throughout 2023.

Rick asks about the status of ICEAA's overall financial position, and how it relates to the Workshop, how successful will the Workshop need to be. Megan says she and Madeleine will be able to answer more precisely once the end of year finances are available, but that we should always aim to perform well at the Workshop, as it is our primary revenue source. If we have a similar year to Pittsburgh, in the neighborhood of \$150K net revenue or greater, we will be in good shape.

Rick follows with a question on the membership dues increase, have we gotten negative feedback on the increase, and have members declined to renew as a result. Megan says the opposite happened, there was a big surge of membership right before the increase, and many companies sent large renewal orders at the old rate. The downside being that those memberships were charged at the old rate, but nevertheless a large number of renewals came in, and the board should be happy with the result.

Bob says personally, he has not heard any negative feedback regarding the dues increase. Rick says his CFO asked what additional value was coming along with the increase; Madeleine and Megan remind the board that CEBoK is now included along with membership, and that prices for nearly everything are higher than they were since 2015.

**Vote:** Motion is raised to approve the December 2022 treasurer's report. No further discussion is requested. Seconded and passed.

Professional Development Update

Jennifer Kirchhoffer

Jennifer presents slides. Certification status remains strong overall, with increases in the previous month. Megan has completed the rebranding of the CEBoK-S slides, Jennifer is in the process of incorporating Kevin and Arlene's corrections/suggestions into the final slides, which she expects to be able to deliver and release in early January - Hope to have it out and

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ready to go by the conference in May, Megan has been working on developing our LMS system that will enable our selling CEBoK-S and other training.

Professional Development Update: CEBoK-S

Kevin Cincotta

Questions are still needed for the CEBoK-S exam. Jennifer suggests targeting seven people to work with Kevin to provide five questions each, we will be in better shape. Rick and Bob ask if any questions were received after Megan sent out the question guidelines after the last meeting; Kevin said he did, but not enough, since many of the questions overlapped. Bob and Rick offer to find some question writers, Jennifer suggests having a meeting with Kevin and these subject matter experts to better clarify what questions he has and needs on which topics. Kevin agrees, still wary to distribute the exam questions, but a targeted approach should with limited scope will be more effective.

Arlene volunteers to contribute, saying that since she is only a few years away from retirement, she does not intend to pursue the certification and can contribute objectively without concern with revealing the questions to her. Bob suggests Karen McRichie; Rick suggests Dave Brown (Technomics), and Peter Braxton; Dave Brown (Ball) volunteers as well. Christina applauds Arlene's idea and will try to think of other soon-to-retire members who may want to contribute as a way of giving back to the community. Jennifer K. suggests reaching out to some of the initial CEBoK-S writers who are very familiar with the material already.

Kevin adds that a great way to write a question that's different but reinforces a concept is to invert or abstract a concept presented, such as when testing  $A+B=C$ , a question that looks for  $A-B$  is not going to be a duplicate and creates a good opportunity to test comprehension. The best questions he's received are abstractions on topics in the material rather than asking for rote memorization.

Professional Development Update: CEBoK Module 6

Dave Brown

Dave Brown provides a report on the update to CEBoK Module 6 (Data Analysis). He and Jennifer K. met to review their outline and plan for the updates, to focus on data analysis and data visualization, with a total of around 8 subcategories. A good portion of the existing Module 6 will remain relevant, but are looking for 10-20 people to help contribute, with the hopes that a handful of them will be dedicated to the effort. Dave asks the board to think of

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potential participants with expertise in data visualization and machine learning, especially younger analysts who will be more aware of the means and methods that are being taught in colleges today. Kevin recommends Karen Mourikas, who gave a presentation on the topic for MITRE recently; Rick has some individuals in mind, including Adam James; Kellie volunteers.

Professional Development Update: MOA with DAU

Kevin Cincotta

Kevin reminds the board that ICEAA has an MOA with the DAU to allow us use of their BCF-250 course while developing CEBOK-S in exchange for providing our updates to DAU as we develop. His contact at the DAU said they've been reviewing their standing MOAs and believe they are not benefiting from our agreement and are considering terminating ours, especially since they are planning to update their BCF-250 course and don't feel obligated to share their updates with us.

The draft of the MOA that got shared with the board in 2020 offered DAU additional incentives like discounted memberships, materials, and waived software certification exam fees, but the DAU management removed the concessions. However, those same benefits that were removed in 2020 are now what the DAU is requesting in order to renew the MOA.

Kevin asks if the board wishes to continue the MOA, and if so, should we try to reintroduce the original benefits, or if we should terminate the agreement. Christina believes offering these benefits will also help ICEAA get more certified estimators, Kevin agrees.

Megan asks the board to consider the issue in two questions. She and Kevin had discussed yesterday giving DAU the current CEBOK-S material (with the caveat that it is not finalized) to demonstrate our effort. With the board's approval, Kevin and Megan will send CEBOK-S to the DAU, and let them know we are interested in continuing the agreement. The board approves.

Regarding the concessions ICEAA is willing to incorporate into the MOA, Jennifer K. asks to see what was promised in the initial draft; Megan shows onscreen:

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ICEAA

- Provide a DAU representative with an advisory/non-voting role at any working group meetings concerned with commenting upon, accepting, or rejecting proposed sCEBoK content
- Upon completion of sCEBoK and the related certification exam, provide all Department of Defense (DoD) acquisition professionals in the Cost Estimating career field who complete and pass BCF 250 with the option to, within one year of BCF 250 completion:
  - Receive a free, one-year license to sCEBoK
  - Take the certification exam associated with sCEBoK, free of charge
- In order to receive these benefits, the acquisition professionals described above must be members of ICEAA. These individuals shall have the option to become ICEAA members at the discounted student rate (currently \$45/year) for the first year, if they join ICEAA within one year of BCF 250 completion.

The board discusses the concessions in the MOA. The general consensus is that the board was happy with these benefits being in the MOA before, they're happy to offer them again. No objections are raised to offering the items provided above to the DAU. Kevin will move forward with an offer to renew/extend the MOA with this language, edited to update SCEBoK to CEBoK-S and that the student membership rate is now \$70 vs. \$45.

2023-2025 Board Nominating Committee Update

Rick Collins

Rick presents slides showing an explanation of the nomination process and the selected Nominating Committee members. Rick reminds those who have verbally committed to running will still need to complete the nomination form online on the ICEAA website by January 9, and that any ICEAA member in good standing, whether or not they've expressed their interest to Rick, can complete the form to nominate themselves to be vetted by the Nominating Committee.

There is another way to get on the ballot, which is via petition. After the slate is released on February 1, individuals can collect 25 ICEAA members' signatures by March 1 to be automatically included on the ballot without being vetted by the nominating committee. Rick suggests the board discuss at a future meeting whether this is still a good policy to follow. Megan adds that the petition also rewards those who missed the first deadline with an easier and more lenient process.

Jennifer K. asks what is involved in the candidate vetting; Rick says there is not much written guidance. The committee knows many of the candidates and can attest to their qualifications, others will require reading the information the candidate provided, seeking out other opinions when necessary. Megan says in the four ICEAA elections she's taken part in, the nominating committee has only rejected one candidate, an unknown individual whose motivation for running was inappropriate, and doesn't expect anyone to be rejected,

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most people who have the motivation to nominate themselves are usually qualified. While Rick apologizes for the soft answer, Jennifer is satisfied to know that rejecting candidates is reserved for rare occasions when a candidate has obvious conflicts or issues. Rick says while that's true, he will also consider past board performance, the nominating committee will factor in whether or not the candidate served satisfactorily in their previous role. Jennifer asks if a candidate is rejected, will the nominating committee report that to the board? There's no answer to that question in our bylaws, and it's one that hasn't come up before.

Christina says this is an instance where the petition nomination makes sense, despite the poor timing: if the nominating committee determined a candidate to be unqualified, but 25 members believe the candidate should be included, the members should have the power to re-nominate the candidate. Perhaps the petition nomination can be reserved for those candidates that were rejected by the nominating committee and not available to those who did not make the first deadline. The board agrees to discuss the policy at a later date.

Rick and the nominating committee are looking for candidates to run for positions, and welcomes any and all recommendations from the board. Board members should let Rick know if there are people who aren't on the slate but would make good candidates. Several individuals have verbally committed to run, and Megan reminds everyone again that regardless of what's been said, all candidates need to complete the nomination form on the website to be considered.

The Region Director election takes place after the overall election. Megan will look up the actual timing, but we separated the region election from the general election so that if a candidate lost their race in the general, they could run again for a regional position. The results of the general election are provided on May 1; the inauguration of the new board is July 1, so the region election will take place during that time. If a candidate wants to declare up front that they want to run for a regional position if they lose their general election, we can prepare that in advance. Dave says he's interested in being nominated for Region 5 director should he lose the At-Large position.

Christina asks if any candidates have nominated themselves that were not approached by the nominating committee in advance; Megan says one new candidate for At-Large has submitted their form. Christina suggests increasing the marketing effort for nominations, as these candidates are good individuals to reach out to for future projects or committees.



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New Business, Plan Next Meeting & Adjourn

Bob Hunt

Megan reports that Dale Shermon's health is not improving as hoped and would like to send him a holiday gift with the board's well wishes; all agree. Megan asks the board to keep Dale in their thoughts this season.

Megan says she hopes to announce to the membership before the holidays that we have launched our new database system that all members will need to log in and update their profiles and passwords on. This system will be handling membership purchases and workshop registrations, and in early 2023 we will be releasing a much-desired certification point tracking system in the new database where members can record and store their recertification point accumulation.

The board agrees to hold a virtual meeting February 10, 2023.

With no objections to the board meeting date or other new business, a motion to adjourn is raised, seconded, and approved. The meeting adjourns at 12:23.

# Treasurer Report

Madeline Teller



# Balance Sheet as of February 7

Investments	Balance (Jan 2021)	Balance (Jan 2022)	Balance (Apr 2022)	Balance (July 2022)	Balance (Sep 2022)	Balance (Feb 2023)	Mature	APY Rate
PFCU 4339703-56-5	\$ 33,883	\$ 34,194	\$ 34,232	\$ 34,258	\$ 34,312	\$ 34,586	Dec-23	2.40%
PFCU 4507023-56-4	\$ -	\$ -						-
PFCU 4566018-56-2	\$ 87,760	\$ 88,367	\$ 88,487	\$ 88,569	\$ 88,691	\$ 88,885	Feb-25	4.45%
PFCU 4717075-56-0	\$ -	\$ -						-
PFCU 4717076-56-8	\$ 38,141	\$ 38,369	\$ 38,411	\$ 38,464	\$ 38,623	\$ 38,836	Aug-23	1.65%
PFCU 4717077-56-6	\$ 38,662	\$ 38,893	\$ 38,936	\$ 38,990	\$ 39,151	\$ 39,366	Aug-23	1.65%
PFCU 7047946-56-6	\$ 45,770	\$ 46,433	\$ 46,501	\$ 46,548	\$ 46,619	\$ 46,712	Jul-23	0.60%
PFCU 7664998-56-9	\$ 52,737	\$ 53,053	\$ 53,121	\$ 53,201	\$ 53,322	\$ 53,482	Mar-23	0.90%
Money Market & Cash	\$ 514	\$ 515	\$ 515	\$ 515	\$ 515	\$ 515	n/a	
Subtotal	\$ 297,467	\$ 299,824	\$ 300,203	\$ 300,545	\$ 301,233	\$ 302,382		
	Balance (Jan 2021)	Balance (Jan 24, 2022)	Balance (Apr 26, 2022)	Balance (July 11, 2022)	Balance (Sep 19, 2022)	Balance (Feb 7, 2023)		
Eagle Checking Balance	\$ 126,047	\$ 96,434	\$ 273,546	\$ 185,502	\$ 145,514	\$ 158,611		
	Balance (Jan 2021)	Balance (Jan 2022)	Balance (Apr 26, 2022)	Balance (July 11, 2022)	Balance (Sep 19, 2022)	Balance (Feb 7, 2023)		
Total Liquidity	\$ 423,514	\$ 396,258	\$ 573,749	\$ 486,047	\$ 446,747	\$ 460,994		

# 2022 Actuals and 2023 Estimate

Activity	2021 EOY Actual	EOY Estimate as of Sep 19 2022	2022 EOY Actual	2023 Estimate
2021 Workshop	\$ 171,344	\$ 800	\$ 896	\$ -
2022 Workshop	\$ (21,755)	\$ 166,453	\$ 185,398	\$ -
2023 Workshop			\$ 22,095	\$ 150,000
Nesma Workshop	\$ -	\$ (3,000)	\$ (3,667)	\$ (3,500)
Canada Workshop	\$ -	\$ (4,155)	\$ (4,155)	\$ -
QED (paid) Webinars	\$ 25	\$ 200	\$ 175	\$ 1,000
Certification Program	\$ 25,295	\$ 34,374	\$ 31,013	\$ 32,550
Online Exam (Mettl)	\$ -	\$ 1,020	\$ (1,020)	\$ (1,020)
CEBoK Sales & Training	\$ 20,429	\$ 6,293	\$ 4,620	\$ 2,500
SCEBoK Contract	\$ (45,375)	\$ -	\$ -	\$ -
ICEAA World & Journal	\$ (7,820)	\$ (8,211)	\$ (8,465)	\$ (8,925)
Advertising	\$ 2,990	\$ 2,278	\$ 364	\$ 2,500
Membership: Mgt & Support	\$ 88,150	\$ 100,000	\$ 133,138	\$ 140,000
Chap Support & Outreach	\$ (559)	\$ (6,500)	\$ (6,491)	\$ (6,500)
Interest & Other Income	\$ 4,284	\$ 4,400	\$ 2,371	\$ 2,500
Staffing & Contractors	\$ (256,937)	\$ (279,224)	\$ (230,316)	\$ (241,832)
Office Operations + IT	\$ (48,658)	\$ (61,091)	\$ (68,457)	\$ (71,984)
Other (COVID Grant)	\$ 45,880	\$ -	\$ -	\$ 50,000
<b>TOTALS</b>	<b>\$ (22,709)</b>	<b>\$ (46,363)</b>	<b>\$ 57,499</b>	<b>\$ 47,289</b>

# ICEAA BoD Report VP for Professional Development

Jennifer Kirchhoffer  
10 February 2023

# Certification Summary Stats

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- Overall certifications as of December 31, 2022:
  - CCEA® 756 (including 11 CCEA®-P - ↓12 since Nov 30, 2022)
  - PCEA® 60 (including 23 CCEA Eligible - ↓22 since Nov 30, 2022)
  - CPP 9 (no change)
- Re-certifications:
  - 82 certifications have renewed in 2022
  - 76 in 2021, 81 in 2020, 86 in 2019, 97 in 2018, 80 in 2017
- Other Countries with Certified Individuals:
  - UK - 52
  - Canada – 66
  - Australia – 5
  - Brussels – 4
  - Saudi Arabia & Egypt – 2

# Certification Program ...

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- Operational Status

## 120 Exams Administered in 2022

- 156 in 2021  
148 in 2020  
215 in 2019  
167 in 2018  
164 in 2017
- Of the 120 Exams:  
76 Industry  
44 Government (US Coast Guard, DHS, NAVAIR, AF, Navy)
- 65 exams are scheduled

# Learning Management System Implementation

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- Purchased Freestone but we could not deploy until iceaaonline.com rolled over to the latest YM release
  - Rollout of new YM hosted site hit a few snags over last few months but was completed in Jan 23
  - Freestone LMS rollout should be complete by EOM Feb 23
- Initial Content for LMS
  - CEBoK-S powerpoint pdf - \$300/\$450 for full course and \$75/\$125 per module
  - CEBoK Training Videos (includes download of briefed slides) - \$50/\$200 per module



# CEBoK-S and Software Est. Certification

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- CEBoK-S final content release EOM Feb 23
- 2023 Workshop Training track will focus on CEBoK-S this year
  - Insufficient demand to conduct training for CEBoK and CEBoK-S at workshop
  - Training videos of CEBoK from Sep 21 will be available for purchase in LMS
- Software Estimating Certification Exam (led by Kevin)
  - Timeline?
  - Status?
  - Certification Name?
  - Pre-requisites?
  - Draft content for Certification page on ICEAAOnline.com

# CEBoK Module 6 Update Status

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- Module 6 updates being led by Dave Brown



# 2023 Workshop Update

Jennifer Scheel, 2023 Workshop Chair



# Sponsors to date



## Gold Sponsors



## Silver Sponsors



## Sponsors & Exhibitors



# 2023 Workshop Committee



Workshop Chair:

**Jennifer Scheel**

Training Program Chair:

**Jennifer Kirchhoffer**

Papers Program Chair:

**Cortney Collins**

Association Awards Chairs:

**Christina Snyder  
Courtney Silies**

Best Paper Awards Chair:

**David Peeler**

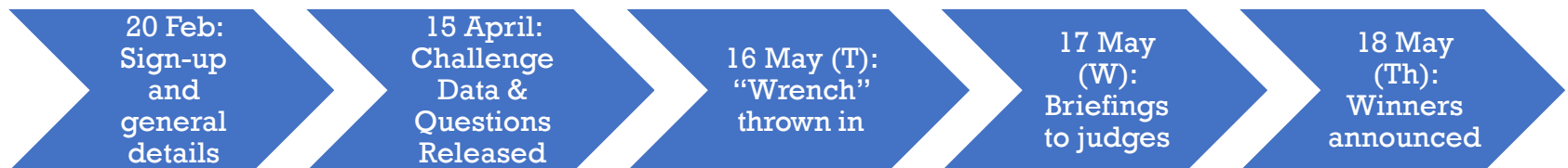
Keynotes Chair:

**Tom Dauber**

# ICEAA Cost Challenge



- Objective: engage junior to mid-level cost (<5 years of experience) in ICEAA by creating opportunity for visibility with leaders in the cost community
- Architects: Aileen Donohue, Zach Pryor, and Brian Kadish
- Schedule:



# OEM Roundtable, Monday 3-5pm



- When registering for the Workshop, non-government individuals can opt to attend the OEM Roundtable on Monday, May 15 from 3-5pm
- Members of the OEM COG are planning the program and developing content



# 2023 ICEAA Awards

*recognizing*

- ★ Outstanding ICEAA members who have made a difference in the profession
- ★ Individuals or teams whose work leaps beyond the forefront
- ★ Emerging superstars with a blindingly bright future
- ★ Pillars of the community whose years of dedication have strengthened all of us

*Nominate shining stars by March 15 at*  
[iceaaonline.com/awards](https://iceaaonline.com/awards)





# Nominating Committee Status Report

10 February 2023

# Nominating Committee Effort Complete

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- Per ICEAA's By-laws, committee provided initial slate to ICEAA Secretary on 15 Jan 2023
  - 21 candidates running for 17 positions
    - 7 incumbents running for 2<sup>nd</sup> term for their current position
    - 3 incumbents running for 1<sup>st</sup> term for new position (Pres, EVP & Region 5)
    - 11 non-incumbents running
      - 2 candidates were unsolicited, i.e., they expressed interest via website & committee approved candidacy
  - 12 of the 17 positions are uncontested; exceptions include:
    - VP Professional Development
    - At-Large Director (x2)
    - Region 2
    - Region 3
- Thanks to the committee
  - Christian Smart (Galorath), Kevin Cincotta (Mitre), Karen Mourikas (Boeing), Katie Geier-Noreiga (DHS), James Smirnoff (NRO)

# 2023-25 Slate to Date (p. 1 of 2)

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- Pres – Christina Snyder (Systems Planning & Analysis)
- EVP – Kellie Wutzke (Cobec Consulting)
- VP for Professional Development
  - Jennifer Kirchenhoffer (Tecolote Research)
  - Darrin DeReus (DoD)
- Secretary – Arlene Minkiewicz (Unison)
- Treasurer – Madeleine Teller (Tecolote Research)
- At-Large Director (choose 2)
  - Carol Dekkers (Quality Plus Technologies)
  - Rich Hartley (Boeing – Washington DC)
  - Dave Ingalls (Augur Consulting)



# 2023-25 Slate to Date (p. 2 of 2)

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- Region 1 (NE) – Cari Pullen (Air Force Cost Analysis Agency)
- Region 2 (Mid Atlantic)
  - Tim Anderson (Aerospace Corp)
  - Dan French (Cobec Consulting)
- Region 3 (AL/FL/GA)
  - Daniel Harper (Mitre)
  - Christian Smart (Galorath Federal)
- Region 4 (MI/MN/MO/OH) – Jennifer Scheel (Galorath Federal)
- Region 5 (WA/CO) – Dave Brown (Ball Aerospace)
- Region 6 (TX) – Brent Johnstone (Lockheed Martin – Ft Worth)
- Region 7 (CA) – Wendy Robello (Northrop Grumman – San Diego)

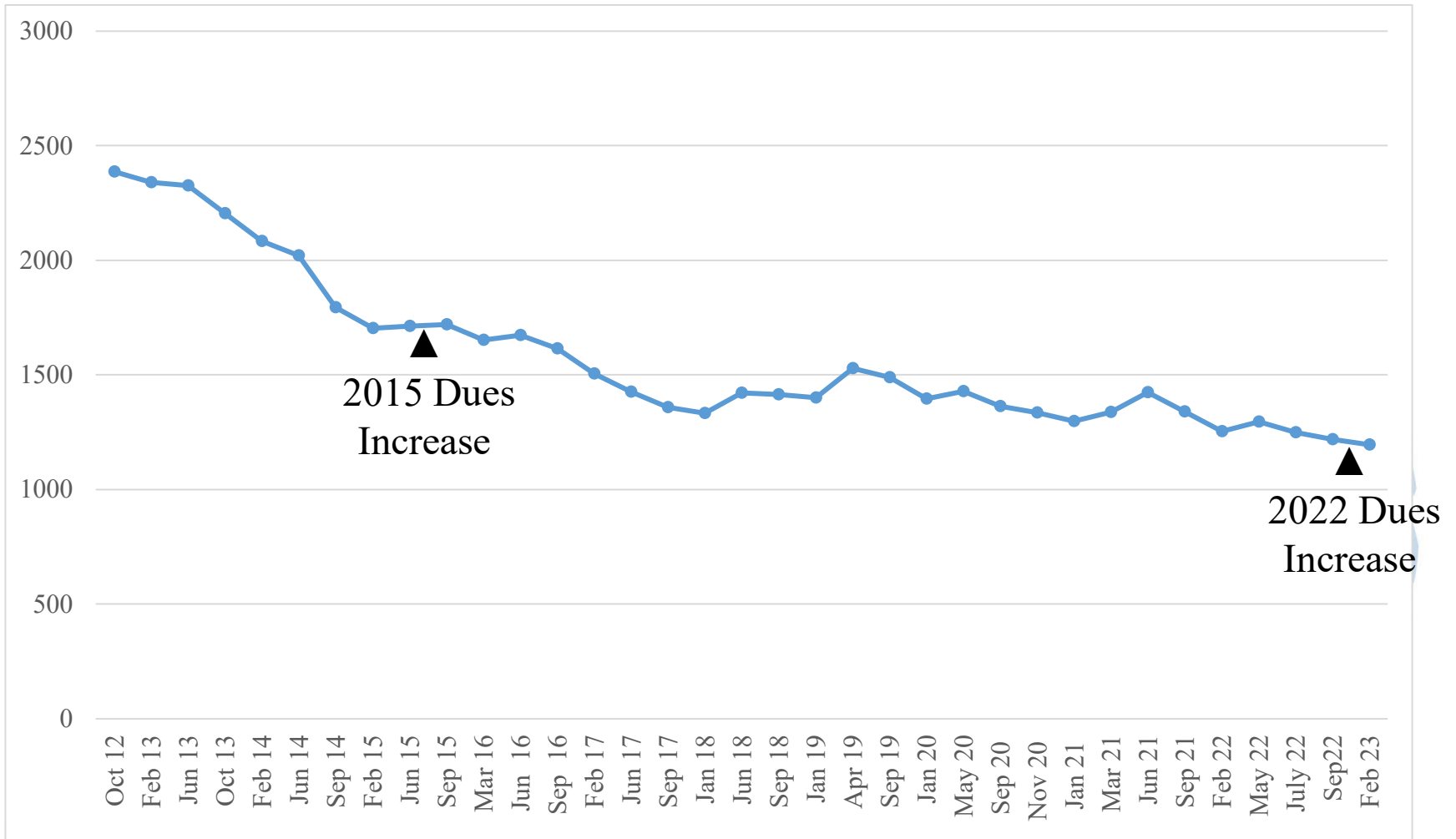
# What's Next?

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- Current slate may grow via petition process
  - Candidates receiving  $\geq 25$  member signatures NLT Mar 1 automatically qualify for slate
  - Since the nominating committee has no veto power, the board should consider changing this in advance of the 2025-27 election process
- Current slate + petitioned candidates = final slate
- Polls open from 15 Mar to 15 Apr

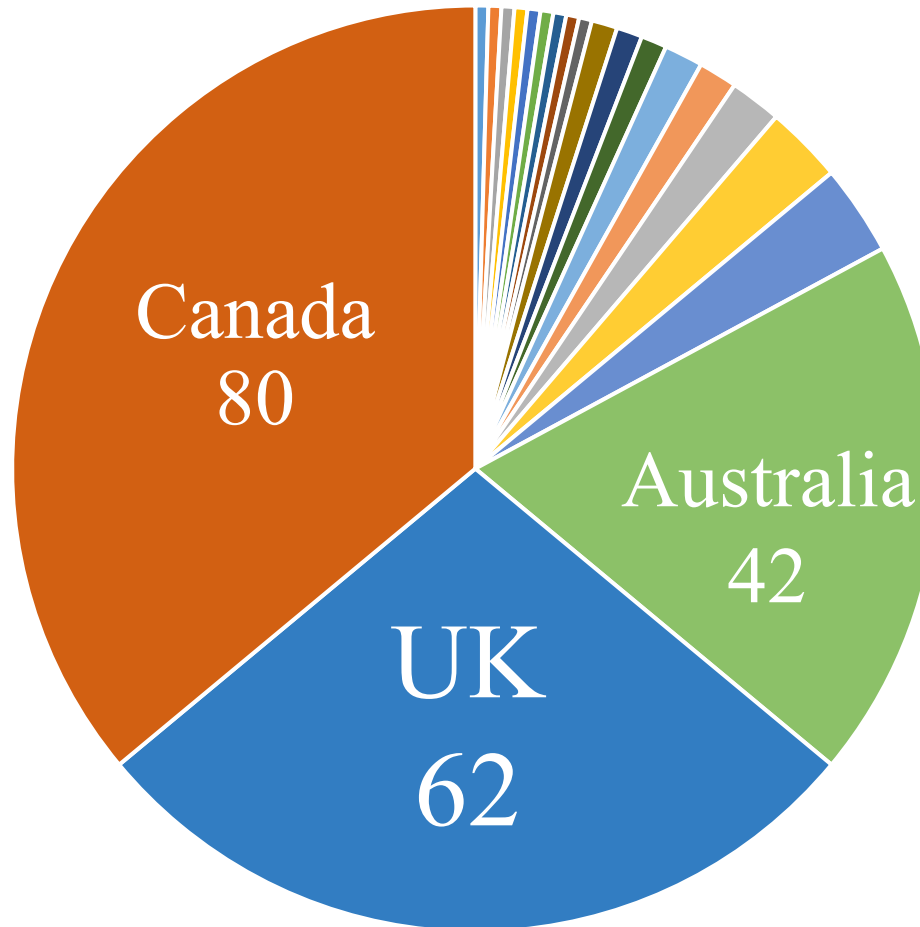


# State of the Association: Membership Trends 2012-2023



# State of the Association: International Membership

80	Canada
62	UK
42	Australia
7	Netherlands
6	Germany
4	Japan
3	France
3	Korea
2	Belgium
2	China
2	Pakistan



1	Congo
1	India
1	Indonesia
1	Kenya
1	Luxembourg
1	Malaysia
1	Oman
1	Saudi Arabia
1	Sri Lanka

# Government Employees *(estimated)*

	Sep 2020	Nov 2020	Jan 2021	Mar 2021	Jun 2021	Sep 2021	Dec 2021	Feb 2022	May 2022	July 2022	Sep 2022	Feb 2023
DoD et al	17	15	16	22	18	21	23	20	24	16	16	11
Air Force	89	80	76	78	89	87	82	81	80	71	70	69
Navy	27	21	19	20	22	21	22	21	21	19	19	20
Army	11	13	11	10	10	10	9	10	10	12	11	12
Coast Guard	1	1	1	1	2	1	2	3	4	4	4	3
NASA	19	18	18	20	22	21	19	19	22	20	16	18
MDA	7	6	5	6	9	10	8	8	8	9	9	7
State/Local	2	1	1	1	1	1	1	1	1	1		1
DHS	12	13	13	19	21	20	17	17	17	17	17	18
DOE										13	15	15
FAA											8	8
Misc Civil	14	13	14	14	11	13	12	12	17	18	11	10

Total  
US Government  
Employees (est.) 191

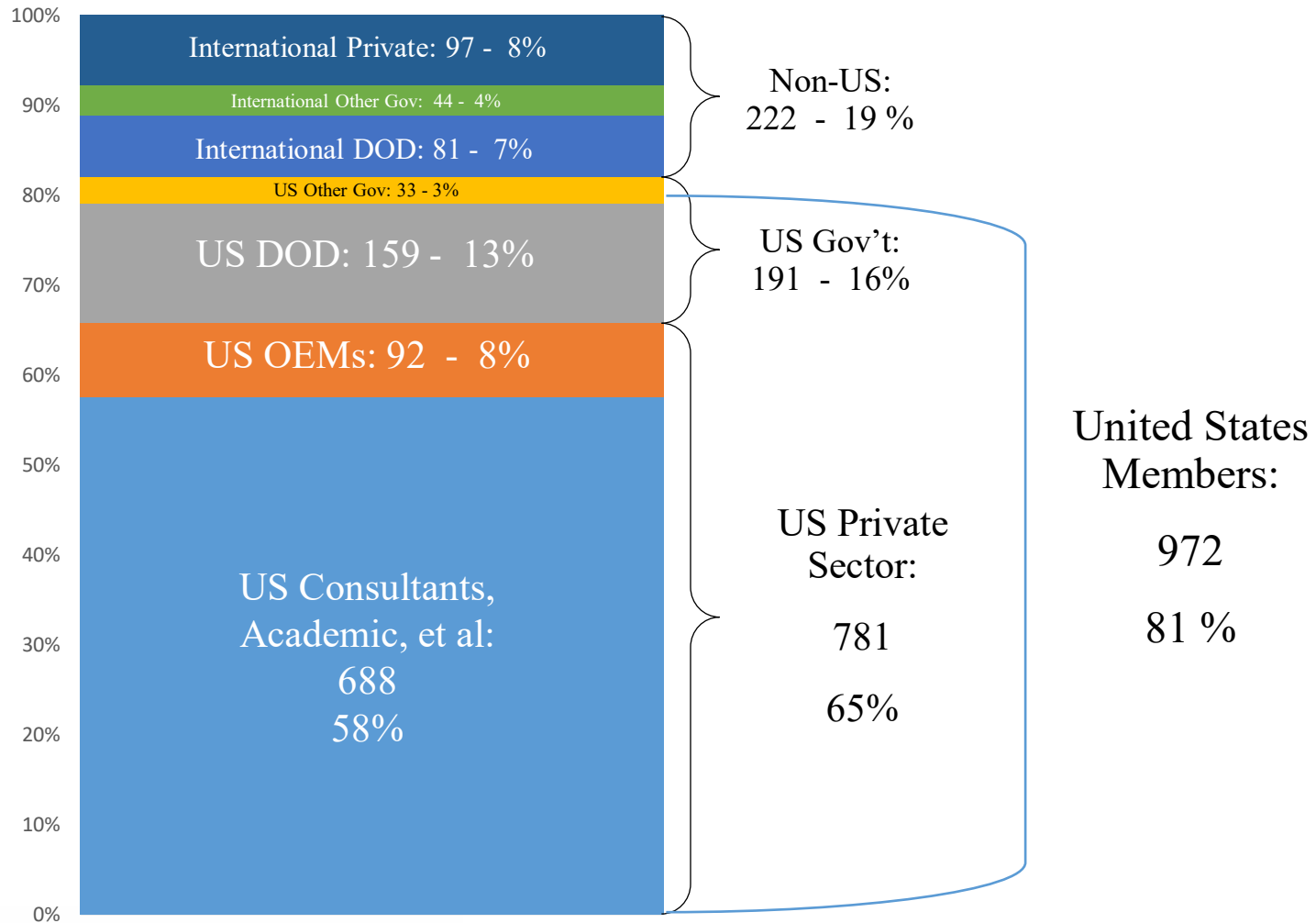
Total Membership  
as of 2/6 1194

Percentage of  
Membership: 15.9%

Jan18	25%	Jan21	13.6%
May18	23%	Mar21	14.4%
Sep18	25%	Jun21	14.5%
Feb19	24%	Sep21	15.4%
Apr19	15%	Dec21	14.9%
Sep19	15%	Feb22	15.4%
Jan20	16%	May22	15.8%
May20	16%	July22	16.1%
Sep20	15%	Sep22	16.3%
Nov20	14.5%	Feb23	15.9%



# Membership Composition



## ICEAA Membership 2018-2023

	Oct 18	Jan 19	Apr 19	Sep 19	Jan 20	May 20	Sep 20	Nov 20	Jan 21	Mar 21	Jun 21	Sept 21	Feb 22	May 22	July 22	Sep 22	Feb 23
TOTAL MEMBERSHIP	1414	1401	1528	1488	1398	1427	1362	1334	1298	1336	1424	1340	1254	1296	1248	1218	<b>1194</b>
BAE	26	23	25	22	19	19	16	16	16	17	17	16	16	17	16	16	9
Ball Aerospace														10	8	8	8
BAH	64	63	58	60	55	52	45	46	42	38	37	36	29	27	26	27	25
Cobec	27	33	34	36	38	37	44	45	48	47	49	49	40	41	41	41	46
Galorath	18	18	21	20	18	19	17	21	22	25	24	24	19	22	19	19	21
Herren	13	12	14	25	26	27	23	25	13	10	11	12	12	11	11	12	33
HunaTek														11	9	8	10
Kalman & Company, Inc.	11	12	13	14	13	13	10	9	9	8	13	12	10	10	10	10	13
Lockheed Martin	25	23	20	19	16	16	16	17	14	15	15	17	13	13	14	14	12
L3 Harris																	11
MITRE	19	15	16	13	12	10	11	14	14	17	20	20	15	15	13	10	9
Northrop Grumman	24	19	21	19	19	18	13	15	14	17	21	23	22	24	22	19	11
Quantech Services	38	42	50	49	47	46	46	52	46	45	44	38	25	31	26	24	24
Raytheon	12	13	14	14	11	11	10	11	11	12	12	12	11	10	11	11	10
SPA (MCR)	22	23	26	23	22	20	17	15	15	13	16	15	15	16	16	15	13
Technomics	56	64	137	159	165	181	180	177	174	177	178	152	127	119	108	98	62
Tecolote	95	102	110	105	99	92	107	113	113	131	139	124	125	136	132	125	131
The Boeing Company	68	64	60	40	31	32	26	21	18	16	18	17	17	17	16	17	14
Unison	14	14	17	12	12	15	12	14	15	16	16	14	11	9	8	6	7

## ICEAA Membership 2018-2023

	Oct 18	Jan 19	April 19	Sep 19	Jan 20	May 20	Sep 20	Nov 20	Jan 21	Mar 21	Jun 21	Sep 21	Feb 22	May 22	July 22	Sep 22	Feb 23
TOTAL MEMBERSHIP	1414	1401	1528	1488	1398	1427	1363	1334	1298	1336	1424	1340	1254	1296	1248	1218	<b>1194</b>
Atlanta	5	4	5	4	5	7	7	9	8	10	10	8	6	7	5	5	5
Australia	60	60	60	51	45	49	45	35	35	34	40	39	41	44	44	42	43
Baltimore	17	17	20	13	13	12	15	14	15	15	16	15	16	17	18	19	16
Canada	66	57	63	80	85	87	83	95	91	86	88	82	56	71	70	70	72
Central Florida	15	15	16	21	21	22	20	16	16	18	18	18	19	21	19	21	20
Central VA	26	28	30	32	32	34	32	32	31	32	34	31	30	27	25	25	24
Dayton OH	52	51	55	44	41	50	42	41	45	47	50	48	46	47	43	43	48
DC Metro	354	367	451	476	461	480	479	468	461	470	490	442	437	443	421	406	390
Detroit	13	18	18	18	19	20	14	15	14	15	20	18	18	17	18	21	24
Greater Alabama	53	53	48	41	40	40	36	34	32	33	41	40	40	39	37	35	37
Hampton Roads VA	16	14	15	14	14	16	14	16	14	14	13	12	11	11	11	12	12
Houston	10	10	10	10	12	12	12	11	11	12	12	10	9	9	9	8	7
Lone Star TX	16	15	15	12	10	10	11	11	9	11	12	12	13	13	13	12	10
Mid-Atlantic	14	14	16	13	14	12	12	10	9	10	12	11	11	13	12	14	14
New England	87	92	95	91	85	81	84	80	74	72	73	69	49	58	56	53	51
Northwest	31	28	27	18	17	17	12	9	7	6	7	5	7	7	7	6	10
Northwest Florida	18	18	18	21	13	11	12	10	8	7	8	12	10	10	12	12	9
Pike's Peak	21	17	23	22	21	20	16	19	19	18	19	22	20	20	19	18	15
Rocky Mountan / Denver	8	8	9	7	9	8	9	12	15	20	20	23	19	20	18	17	13
San Antonio TX	2	3	4	4	4	5	5	5	6	6	7	6	6	5	3	2	4
San Diego	41	39	40	37	35	35	37	39	39	37	44	44	36	35	31	27	24
So Cal	110	111	117	102	88	93	95	94	94	108	117	115	101	107	101	98	86
St. Louis Gateway	23	22	22	14	14	14	13	14	13	12	12	12	10	9	8	11	10
Twin Cities	7	7	6	6	6	6	6	5	6	6	7	6	6	6	6	5	5
No Chapter/Other Int'l	348	332	345	336	293	286	251	239	225	236	252	238	235	238	240	235	244