



ASSOCIATION
OF OLD CROWS



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Oct 2025 - AOC Foundation Strategic Planning Committee Report

- Myles Murphy, Chair

2025 AOC Foundation Strategic Planning Team



- Myles Murphy
- Larry Rzepka
- Mick Riley
- Mark Schallheim
- Keith Everly
- Ken Dworkin
- Nino Amoroso
- Shelley Frost
- Jim Utt
- Dennis Monahan

2025 AOC Foundation Strategic Planning Subcommittees



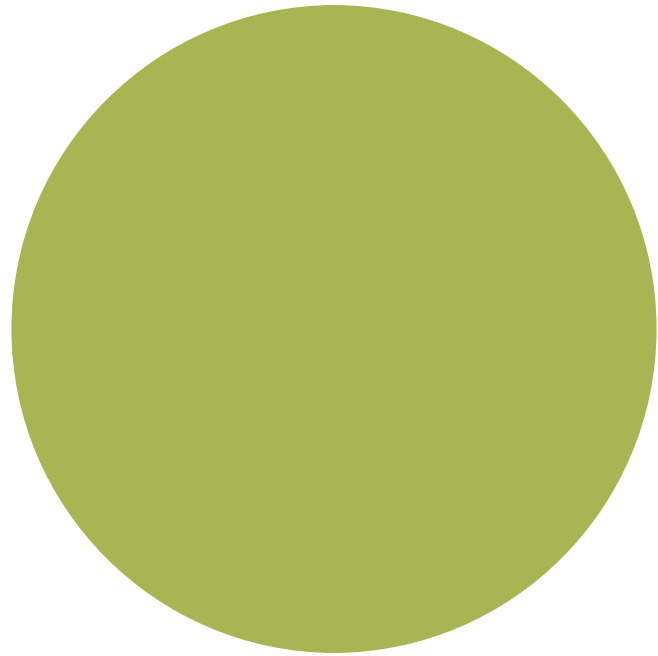
<u>Subcommittee</u>	<u>Subcommittee Chairs/Staff Liaison</u>
Scholarships	Mick Riley/Larry Rzepka
EMS/STEM	Mark Schallheim/Larry Rzepka
Community Education	Keith Everly/Larry Rzepka
Development	Nino Amoroso/Larry Rzepka

Subcommittees Meet Quarterly to Discuss Strategy and Progress

Objectives



- Review 2025 Operating Plan
- Present 2026 Draft Operating Plan
- Present Foundation Request for Funding



Status of 2025 Operating Plan

The following are the approved specific objectives for execution in 2025 to achieve our goals as outlined in the AOC Foundation's 5-year strategy.

Fundraising & Development – 2025



Establish & grow a sustainable fundraising infrastructure to raise \$500,000 over 5 years.
(ongoing)

Establish the foundational elements necessary for a successful fundraising operation. **(in place)**

Committee to develop a comprehensive fundraising plan outlining various fundraising activities and timelines. **(in place)**

Establish a diverse volunteer Fundraising Committee dedicated to developing and executing fundraising strategies. **(in place)**

Explore a relationship with the CFC **(in place)**

Conduct a thorough assessment of our current fundraising capabilities, donor base, and market opportunities. **(in place)**

Target funds raised in 2025 - \$30,000. **(\$39,250 as of 9/15/25)**

Scholarship Programs – 2025



Build a comprehensive scholarship program, enhancing the ability to attract and support promising individuals in the EMSO field to disperse \$750,000 over 5 years. **(ongoing)**

Expand a diverse volunteer scholarship committee to oversee scholarship programs including application review, selection processes, and fund management. **(in place)**

Review and assess our current scholarship offerings to identify areas for expansion and enhancement including various needs and career stages, such as undergraduate, graduate, and professional development scholarships. **(ongoing)**

Work with Chapters to investigate opportunities with Chapters for flow-up scholarships competing at the regional level. **(in development)**

Expand the Future 5 program to include international members with the committee determining if a spot should be reserved for an international candidate. **(in development)**

STEM Activities - 2025



Strive for at least 55% of chapters actively participating in EMS STEM initiatives, creating a strong network of engagement across the globe over 5 years. **(ongoing)**

Establish relationships with existing international STEM programs that have proven successful programs. **(in place**...i.e. International Science & Engineering Fair (ISEF); National Science Teachers Association (NSTA); World Robot Olympiad (WRO); etc.)

Community Learning & Development - 2025



Assess and build the foundational elements for this goal. **(in place)**

Create a diverse committee for broadening opportunities for exposure to electromagnetic spectrum activities. **(in place)**

Engage with US Congressional representatives and relevant stakeholders to build support for the introduction of a bill that mandates the inclusion of electromagnetic sciences in high school and undergraduate curricula. **(no longer applicable)**

Committee to determine recognized and eligible museums and determine criteria for financial support; budget for donation to at least one museum. **(ongoing)**

Committee to establish a list of universities in the U.S. conducting EW research at the master's level and beyond. **(in development)**

2025 AOC Foundation Subcommittees

Upcoming Meetings



<u>Subcommittee</u>	<u>Scheduled Meeting</u>
Development	November 2, 2025
EMS/STEM	November 13, 2025
Scholarships	November 19, 2025
Community Education	November 25, 2025

2026 Draft Annual Operating Plan



The following are the projected objectives for execution in 2026 to achieve our goals as outlined in the AOC Foundation's 5-year strategy.

Please see the posted read-ahead
OpMan 14 – Appendix A
2026 Annual Operating Plan

GOAL #1: Launch Phase 2 of a Robust Fundraising Program



Enabling Objectives for Achieving Goal #1 • Target funds raised in 2026 = \$370,000

- Continue to grow an AOC membership annual giving campaign and launch other options for donating for members. (i.e., stocks, bequests, insurance policies, etc.)
- Increase the size of the Development Committee to handle the additional workload of launching new programs and various fundraising activities, campaigns, and grant requests.
- Continue to develop a Corporate Advisory Council to serve in an advisory and information-exchange capacity to the AOC Foundation's Board of Governors.
- Design a fundraising strategy to support each Foundation Standing Committee: Scholarships, STEM Activities and Community Education.
- Develop a prospect research component for the Foundation that will enable us to apply and track grant proposals to private and corporate foundations.

GOAL #2: Expand and Enhance Scholarship Programs



Enabling Objectives for Achieving Goal #2

- Build new and diverse partnerships and enhance the marketing for all scholarship offerings.
- Review and assess our current scholarship offerings to identify areas for expansion and enhancement including various needs and career stages, such as undergraduate, graduate, and professional development scholarships.
- Work with the Chapters to establish the framework necessary to develop a successful global scholarship program that involves all nine regions of the AOC.
- Expand a diverse volunteer scholarship committee to oversee scholarship programs including application review, selection processes, and fund management.
- Expand the Future 5 program to include international members with the committee determining if a spot should be reserved for an international candidate.
- Design a follow-up process/program to maintain contact with all scholarship recipients so we can track their progress over the years for important data needs.

GOAL #3: Support & Enhance EMS STEM Activities Across Chapters



Enabling Objectives for Achieving Goal #3

- Strive for at least 55% of chapters actively participating in EMS STEM initiatives, creating a strong network of engagement across the globe over 5 years.
- Establish the foundational elements necessary for a successful Foundation EMS STEM program that revolves around chapter participation.
- Develop a system to collect annual information from all regions and chapters with active STEM outreach programs in their geographic area.
- Launch a global database of current EMS STEM activities within chapters, identifying best practices, successful programs, and points of contact in existing chapters.
- Establish relationships & partnerships with existing international STEM and science education organizations that have proven successful.
- Expand a diverse volunteer EMS STEM committee to oversee programs and support chapter programs.

GOAL #4: Broaden Opportunities for Learning & Talent Development



Enabling Objectives for Achieving Goal #4

- Under direction of the Community Education Committee, create a diverse and international group of members for developing broad opportunities for exposure of electromagnetic spectrum activities to the public and science community.
- Committee to develop a list of recognized and eligible museums and determine criteria for potential financial or in-kind support.
- Explore the possibility of partnering with museums to host a variety of science activities connected to the electromagnetic spectrum.
- Committee to establish a list of universities in the U.S. conducting EW research at the master's level and beyond.
- Develop a global research prize competition, to include criteria and all other processes, at the post-graduate level to be judged by a variety of university professors/experts in the EMSO arena.
- Explore the possibility of developing an oral history project of EW/EMSO since its inception to be housed on the AOC website to educate the public and inspire young people to explore the profession as a career. Could lead to a mentorship program.

2026 Investment Request



The AOC Educational Foundation is respectfully requesting an investment of \$500,000 for use in fiscal year 2026 from the Association of Old Crows to implement Phase 2 of our expansion plan, focused on growing the Foundation's programs and services in direct support of AOC's mission and membership.

Approximately \$400,000 will be used for our operating budget and the remaining \$100,000 to be used to start a reserve fund.

Please see the related narrative in your meeting read aheads for specific details.

Motion Needed to Approve/Disapprove