

## **AOC Educational Foundation's Request for an investment of \$500,000**

### **I. Executive Overview**

The AOC Educational Foundation is requesting an investment of \$500,000 from the Association of Old Crows to implement Phase 2 of our current expansion plans for the Foundation's programs and services to support the AOC's mission and its membership.

The current financial position of the AOC Foundation precludes any serious attempt to support the Association's vision of positioning AOC as the premier global association that unites members, organizations, and like-minded individuals interested in electromagnetic warfare (EW) and spectrum operations internationally.

In 2025, the AOC Foundation's Board of Governors approved the necessary funds to hire the Foundation's first employee, marking the launch of Phase 1. This decision was made with the understanding that based on financial projections at that time, available funds would be exhausted by May 2026.

During Phase 1, an assessment of the Foundation's operations & governance, compliance with standard non-profit fundraising principles and an evaluation of current programs & services in support of the Association membership has been undertaken.

In just 6 months, The Foundation has already been approved to participate in the Combined Federal Campaign; added an additional scholarship, participated in an international STEM competition to promote EW as a career field for aspiring gifted students; created six new gift accounts with a formal gift acceptance policy; launched our first formal annual giving campaign and added a professional prospect research aspect to our operations to identify potential corporate & foundation donors at the major gift level.

In addition, we have rewritten and approved new charters for our standing committees, are in the process of updating, in tandem with the AOC's Executive Director, the Foundation's governing & operational documents (OpMans) and have expanded standing committee capacity by engaging additional volunteers. We also recently launched a Corporate Advisory Council to advise and support the Foundation's Board of Governors.

We believe we have taken the essential first steps to revitalize the Foundation and lay the groundwork for becoming competitive in securing major contributions soon. We also believe that to be able to do this, we need to expand our program and service areas and work in unison with the AOC on developing meaningful value for our current and future members. When Association members and their employers see increased value in their membership because the AOC Foundation is also supporting them, they will be more likely than not to remain engaged but to become DONORS as well.

Potential donors, whether individuals, corporate or foundation, will want to know that the AOC believes in its Foundation enough to also invest in us.

## II. 2026 Programming & Expenses

### Labor and Benefits

Full-Time Foundation Director	\$120,000
<u>One Part-Time College Intern</u>	<u>\$7,800</u>
	<b>\$127,800</b>

The salary line reflects the cost of the full-time Foundation employee. In addition, we anticipate the need for limited admin support to assist with prospect research to identify potential corporate and foundation donors. This support can be accomplished by engaging a college intern for 10 hours per week at a rate of \$15.00 per hour.

### Operations

General/Marketing	\$6,800
Accounting Systems/Bookkeeper	\$25,000
Financial Review/Audit	\$5,000
<u>Travel - Staff &amp; Committees</u>	<u>\$25,000</u>
	<b>\$61,800</b>

General/basic overhead expenses include office supplies, printing, promotional items, marketing, grant/fundraising subscriptions, etc. The Foundation will now need to have our own accounting system. The \$25,000 in this line item includes set-up costs in QBO, integrating Bill.com, and an hourly rate per week (annually) for the contract bookkeeper. With the total revenue expected to be under \$500,000 an external financial review would suffice in place of a full audit at this time and be less expensive. Travel costs will need to be increased because in addition to the committee travel, the professional staff will need to travel to mission-related conferences and for presentations to prospective corporate/foundation donors.

**SPECIAL NOTE:** The above-mentioned expenses totaling **\$189,600** are considered the “set costs”, or bare minimum expenses, for the basic operation of the AOC Foundation even if no programs, services, or scholarships were approved.

### Scholarships/Awards/Grants

Future 5 Program	\$5,000
STEM Student of the Year Scholarship	\$25,000
Foundation Global Awards	\$45,000
From Service to Scholar Scholarship	\$10,000
Other University/College Scholarships	\$20,000
<u>Miscellaneous</u>	<u>\$2,000</u>
	<b>\$107,000</b>

We felt it was important to maintain the pool of funds for our Future 5 program for travel expenses. Our existing RTX/Raytheon STEM Student of the Year and new Service to Scholar Program will remain funded at their current levels. However, our five-year strategic plan

includes launching a global competition among our chapters and regions, which will require additional funding to support prize awards for all nine regions totaling \$45,000. In addition, the Scholarship Committee is committed to securing funding from new donors to support the addition of two new scholarships at \$10,000 each.

#### **Community Education**

Grants to Museums	\$10,000
Global Research Prize	\$15,000
<u>EW Oral History "Voices from the Crow's Nest"</u>	<u>\$20,000</u>
	<b>\$45,000</b>

There is a clear and growing need to increase our support for museums that showcase electromagnetic warfare (EW) and spectrum operations with an additional funding allocation of \$10,000. The last two items are new programs that support the Foundation's mission of educational outreach and would be of benefit to the AOC membership. First, we believe it would be beneficial to both the AOC and the Foundation for us to underwrite and sponsor a Global Research Prize that would showcase new and innovative EMSO study & research throughout the world. We would develop a distinguished panel of University and College Professors as well as representatives from both the Military and Defense Industry who would serve as both judges and advisors.

The "Voices from the Crow's Nest" would be a joint effort with the AOC's History Committee and would record our past, present & future membership describing their roles throughout EW history. Besides being educational and inspirational to future EW professionals, it could be a conduit to developing a strong mentorship program as well as drive traffic to the AOC website.

#### **STEM Activities**

Competitions, Partnerships, Travel	\$20,000
<u>STEM Activities Global Chapter Database</u>	<u>\$20,000</u>
	<b>\$40,000</b>

We believe we should continue to inspire STEM competitions to promote EW as a career field for aspiring gifted students. We would like to continue our relationship with the Society for Science's International Science & Engineering Festival (ISEF) and have also started discussions with the National Science Teachers Association and are looking to provide them with some AOC members as presenters at their national conference to introduce the electromagnetic spectrum as a potential topic for their classrooms. Other partnerships under consideration for STEM activities (i.e., World Robotics Olympiad; Ham Radio Operators, etc.) also have great potential for building enthusiasm for the profession. And as directed in our strategic plan, we need to serve as the central resource for STEM activities conducted by AOC chapters worldwide. Developing a resource database on our website would be of great value to our members by offering a centralized hub for ideas and best practices.

## 2026 Budget Projections

### Income

Individual Donations	\$25,000
CFC (Combined Federal Campaign)	\$5,000
Corporate Donations	\$125,000
Grants (private FDNs and Corp FDNs)	\$150,000
Embassy Donations	\$50,000
<u>Special Events/Other Activities</u>	<u>\$15,000</u>
<b>TOTAL</b>	<b>\$370,000</b>

### Expenses

#### LABOR and BENEFITS

Full-Time Staff Member	\$120,000	
<u>One part-time college Intern</u>	<u>\$7,800</u>	10 hours per week at \$15.00 per hour
<b>SUBTOTAL</b>	<b>\$127,800</b>	

#### Operations

General	\$6,800	Office supplies, marketing, etc.
Accounting System/Bookkeeper	\$25,000	Set-Up, Bill.com, hourly rate, etc.
Financial Review/Audit	\$5,000	
<u>Travel - Staff &amp; Committees</u>	<u>\$25,000</u>	Networking/fundraising solicitation
<b>SUBTOTAL</b>	<b>\$61,800</b>	

#### Scholarships/Awards

Future 5 Program	\$5,000	Future 5 Awards
STEM Student of the Year	\$25,000	Annual RTX/Raytheon Scholarship
Foundation Global Awards	\$45,000	Awards for New Global Competition
From Service to Scholar	\$10,000	Annual Rohde & Schwarz Scholarship
Other New University/College Scholarships	\$20,000	2 new scholarships
<u>Miscellaneous</u>	<u>\$2,000</u>	
<b>SUBTOTAL</b>	<b>\$107,000</b>	

#### STEM Activities

Competitions, Awards, Partnerships, Travel	\$20,000	ISEF, NSTA, etc.
<u>STEM Activities Global Database for Chapters</u>	<u>\$20,000</u>	STEM activities/database development
<b>SUBTOTAL</b>	<b>\$40,000</b>	

#### Community Education

Grants to Museums	\$10,000	Support for three museums
Global Research Prize	\$15,000	New annual research prize competition
<u>Historical "Voices from the Crow's Nest"</u>	<u>\$20,000</u>	Recorded EW historical perspective
<b>SUBTOTAL</b>	<b>\$45,000</b>	

<b>TOTAL</b>	<b>\$381,600</b>
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<b>Profit/Loss</b>	<b>\$11,600</b>
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#### **IV. Closing Summary**

As stated in the executive overview, the AOC Educational Foundation is respectfully requesting an investment of \$500,000 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.

We don't make this request lightly. We recognize both the magnitude of the ask and the Foundation's current financial position. At the same time, we believe this is the RIGHT moment for AOC to demonstrate its commitment to its educational foundation with an investment that will transform the Foundation into a vibrant, productive, and relevant pillar of the AOC family.

We believe it is imperative that the AOC Educational Foundation takes this next leap forward in its development to demonstrate to the AOC membership, the global defense community, and the philanthropic arena that we are capable of complimenting AOC's mission with valuable educational content and strategic dialogue that supports our joint missions.

Every recommendation in the preceding pages, and the proposed budget, aligns with the Foundation's core priorities as established in our 2025-2029 Five Year Strategic Plan, reinforcing our commitment to education as it relates to the members of the AOC past, present AND future. Each element of this proposal has been discussed in detail with the AOC Foundation's Strategy Planning Committee as well as all four of the Foundation's Standing Committees. We are pleased to say that ALL committees have agreed on the path, programs and expense projections as presented in this proposal.

To ensure that we are diligent in attempting to balance income and expenses throughout the year, a quarterly review will be conducted with both the Foundation's Strategy Committee and Finance Committee to prevent unnecessary overspending. We will make sure that the results of these quarterly reviews along with solicitation efforts and fundraising campaigns be forwarded to the AOC Board of Directors or their designated committee.

With this \$500,000 investment, and a continued partnership between AOC and the AOC Educational Foundation, we will propel the Foundation to its next level of growth and impact. If our revenue projections hold, we will end the 2026 fiscal year with close to a balanced budget and have the original invested fund amount available for the 2027 fiscal year in addition to a portion available to develop our own reserve account.

We sincerely appreciate your thoughtful consideration of this request and look forward to continuing this important work - together.