

# FIVE



**5-YEAR  
REPORT**

# YEAR

# REPORT

## Letter from the Chairman

Dear Colleagues,

The INCOSE Foundation is proud to present this Five-Year Report, summarizing activities and accomplishments of 2015-2019. You will note several changes in Board Members. First, we thank those who served so well and we welcome new Board Members who have shown leadership in their own professional lives and have agreed to share that with The INCOSE Foundation.

We are pleased to report that, through the generosity of our Systems Engineering friends and supporting organizations, our financial position is solid.

Overall, donor support since the inception of The INCOSE Foundation has resulted in total contributions of 842,770 USD. Bill Ewald had a goal of achieving 1 Million USD and we are close to that. We have, of course, used the funds appropriately to support various projects and scholarships over the years. This Report will give you a good picture of how these donations have supported the overall mission of advancing systems engineering.

We continue to be grateful to you, our supporters, whose generosity makes everything possible. It is our goal to support programs that help the INCOSE Foundation fulfill its place in making this a better world to live in and that we will continue to earn the confidence that our flagship donors have placed in us to promote the best practices of systems engineering.

The future is extraordinary and challenging – and, with your help, we will continue to meet the challenge.

John Snoderly, PhD  
Chairman  
INCOSE Foundation

## A Message from the Managing Director

The INCOSE Foundation is dedicated to making a difference in people's lives by advancing the development of systems engineering practice throughout the world. The Directors of the INCOSE Foundation are committed to the substantive role we play in developing and rewarding skills through the grants we bestow.

What follows is a review of the past five years of activity. We have compiled the financial data for The INCOSE Foundation for the years 2015 – 2019. If you look at the numbers only, you will see some years with a deficit in assets at the end of the year and some years with an increase. A foundation's measure of its financial position depends on three main things:

- Dispersals of funds in accordance with the activities of the foundation (grants and scholarships/ administrative fees)
- Donations
- Investments

Until 2019, The INCOSE Foundation offered five scholarships:

- ISEF, the International Science and Engineering Fair INCOSE Award to a pre-college student
- The Chesapeake Chapter Award for undergraduates (Three \$500 awards)
- The JHU Alexander Kossiakoff Award to a student in a Masters or Doctoral program
- The Stevens Doctoral Award for Promising Research in Systems Engineering to a Ph.D Candidate
- The James E. Long Award for Post Doctoral work.

Of these five, three have been subsidized by institutions other than individual donors to The INCOSE Foundation.

The Chesapeake Chapter Award for undergraduates is supported by donations through the Chesapeake Chapter and administered by The INCOSE Foundation.

- The JHU Alexander Kossiakoff Award has been supported through a grant to the Foundation from Johns Hopkins University. That Award, at JHU's decision, is being discontinued.
- The Stevens Doctoral Award for Promising Research in Systems Engineering has been supported by a grant from The Stevens Institute. We are pleased to announce that The Stevens Institute has renewed support for this Award.

ISEF is supported through the generosity of the INCOSE members – INCOSE Fellows – who donate their time and assets; and, through some financial assistance from The INCOSE Foundation. Our donors make this possible.

The James E. Long Award for Post Doctoral work was established by the Long family to honor James Long's work in Systems Engineering. It, too, is supported by donations from individuals.

A similar fund was set up after the untimely and tragic loss of David Wright. These funds have been used to support advancement of work in Systems Engineering by INCOSE members.

In the past few years – and you will read about this in this Five-Year Report – The INCOSE Foundation has chosen to give a number of grants to INCOSE chapters and Working Groups. The INCOSE Foundation Board agreed that this would be both an effective way to support the advancement of systems engineering throughout the world and also to inspire additional donations to The Foundation.

We are grateful to all of our donors who have allowed the INCOSE Foundation to maintain its commitment to providing financial support and institutional encouragement through our various funds.

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## Grants and Awards

To recognize the 25th Anniversary of INCOSE, The INCOSE Foundation thought there could be no better way than to open up an award cycle and give financial support to INCOSE Chapters around the globe. We invited submissions from any Chapter. What follows is a summary of the projects awarded grants.

**SOARizona**, the Southern Arizona chapter was, at the time, a small chapter trying to become more active, this grant enabled three actions that assisted in continued chapter growth and awareness.

1. Provided funds for budget contribution to planning a Regional Mini Conference with California and other Arizona chapters.
2. Provided funds to add to a scholarship award to a graduate student at the University of Arizona, the winner selected to use the scholarship funds to cover the costs of achieving INCOSE SEP certification.
3. Provided funds to enable chapter representation at the INCOSE 25th anniversary IS – the chapter had not supported sending an officer to an IS or IW in 5+ years. This was a great enabler for bringing back INCOSE's vision to the chapter, as well as furthering connections for chapter meetings and events.

The **Liberty Chapter**, with its grant, provided the Arron Decker School in Andover New Jersey with \$1,000 in support of their STEAM (Science Technology Engineering Art Math) efforts.

**INCOSE India** received two grants, one for holding a systems engineering student competition, and another for organizing a systems engineering workshop. Follow this link to see what the competition entailed: <https://sites.google.com/a/pes.edu/system-engineering-challenge/home>

**INCOSE Singapore Chapter** used the grant to promote the Chapter through printed materials as well as a direct marketing campaign. <https://www.incose.org/incose-member-resources/chapters-groups/ChapterSites/singapore/chapter-news/2015/12/31/singapore-chapter-promotional-event-well-received>

The **Cleveland-Northern Ohio Chapter** supported 9 students who attended the Great Lakes Regional 9 Conference. Nine Students were awarded the INCOSE Systems Engineering Handbook plus their choice of another textbook. The chapter expectation was that augmenting the students' experience at the conference would encourage their continued participation in INCOSE and in systems engineering research at their respective institutions.

**INCOSE Swiss Chapter** used their grant for the SWISSED15, the Annual Symposium of the Swiss Systems Engineering Society (SSSE). The well-received event helped increase the awareness for SE in Switzerland. For more details have a look at: <http://www.ssse.ch/swissed2015>

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### ► A Message from the Managing Director *continued from page 3*

It is also important to note the administrative support The INCOSE Foundation receives from Universal Management, the company that manages the affairs of both INCOSE and The INCOSE Foundation. Of course these are services for which we pay but the dedication of the administrative team goes beyond a mere "pay check". It is always hard to define the back-of-the-office activities performed by admin so let this be a shout-out to the wonderful people who work with us.

At the cusp of 2020, it is perhaps a good time for The INCOSE Foundation to review its place in the systems engineering universe. We welcome your thoughts and consideration – as well as your continued support.

Holly Witte  
The INCOSE Foundation  
Managing Director



## Grants and Awards (continued)

**INCOSE Chapter Poland** dedicated its grant to forming the structure of the Chapter's website, promotion activities, and research on the status of systems engineering in Poland.

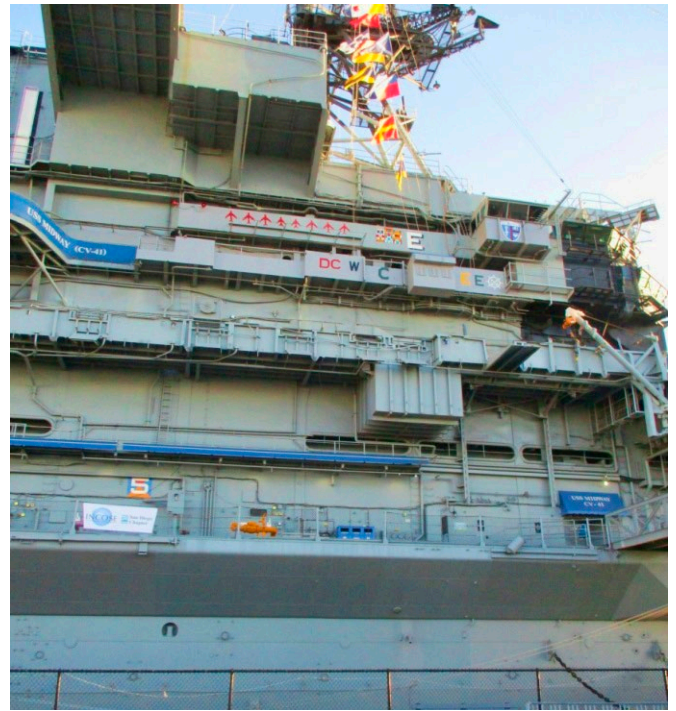
**INCOSE Chesapeake Chapter**, as several others, used their grant to create permanent display materials to spread the systems engineering and INCOSE word. The Chapter leveraged in-kind support to produce the materials and increase marketing activities.



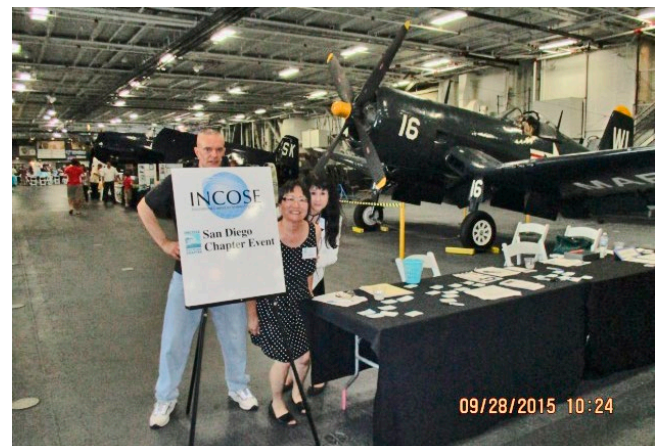
*Chesapeake Chapter Marketing Materials*

**INCOSE South Africa Chapter** applied their grant funds toward financing their youth outreach initiative, the Greatest Young Systems Engineer of the Year (GYSEYOY) challenge.

**San Diego Chapter of INCOSE**, every year, produces a fund-raising event on board the USS Midway Museum. With the funds raised, the chapter bestows grants to local schools in San Diego County engaged in STEM programs. In the year of this award, the chapter was on the verge of cancelling because their treasury could not support all the costs. The INCOSE Foundation award allowed them to go forward – and they continue to produce this event each year.



*As the Sun Sets, the Geeks Come out to the USS Midway Museum – Note the INCOSE Banner*



*This was INCOSE's Night—and this was our ship*



*Some of the many science experiments and hands-on demonstrations presented by teachers and students*

## Grants and Awards (continued)

With the success of its 25 at 25 Grants in 2016 to celebrate the 25th Anniversary of INCOSE, your INCOSE Foundation continued this important funding program by inviting Chapters and Working Groups to tell us about the work they are doing to advance Systems Engineering. The following nine grants represent a breadth and depth of outstanding projects we were delighted to support.

**Greatest Young Systems Engineer of the Year Challenge** – Competitors are given a systems engineering challenge, SE process training and MBSE Tool training. Winners receive a prize at the annual INCOSE SA 2017 Conference.

**STEM program in Indianapolis inner city schools** – a collaboration between the INCOSE Crossroads chapter and the 100 Black Men of Indianapolis organization. Three grade groups participate.

**The evolution of a system model**, capturing the overall architecture, identifying key interfaces, and establishing the control means and functional behavior of the energy microgrid in select counties of Cayuga Ohio. INCOSE Power and Energy WG.

Support for the input of data on **Systems Processes Theory & Systems Pathology** – How Systems Work and Don't Work into one, SE organized and useful Relational Data Base allowing multiple searches by SE engineers, in the pursuit of systems mimicry and practical engineering solutions to systems problems. Systems Science Working Group.

**Initiation of a New Professional Society** – International Society for Systems Pathology (ISSP): a new professional society that unifies many different systems approaches to how systems fail to better inform SE design & delivery. SSWG (Systems Science WG) and NSWG (Natural Systems and Complex Systems WG)

Promotion of the systems engineering approach in Poland and **promotion of the INCOSE Polish Chapter** in different societies in Poland.

**Starshine Academy beta test of the SySTEM Educator Initialization material and method.** The effort focuses not on the students but on preparing educators to create excellent learning environments for youth, ages 5 through 16. Educator Initialization detects those who can get beyond teaching to serve as Leaders of Learning about STEM and Systems then encourages them to become an autonomous community of continuous innovation for promulgating the education. Jack Ring leads this project.

As INCOSE UK grows so does the responsibility to members to deliver a professional capability that is based on solid Systems Engineering principles. The aim of this funded project was to **define and develop a model of INCOSE that can be used to meet the mission of INCOSE by applying it to INCOSE.**

**Technical Operation Policy Review/VSE Product Development** – The internship position supported the INCOSE Assistant Director for Internal Operations on a 2017 activity that coordinated an international review and update of the Technical Operations (TO) policies and procedures for this premiere international body and world authority on Systems Engineering.

**Software Traceable API Standards** – The project goal was to pioneer and transform an oil and gas (O&G) industry standard to a requirements holistic model compatible systems software module by developing a process that can be repeated to produce traceable requirements from API standard(s) using software tools and the holistic requirements model.

## Stevens Institute Doctoral Award Winners

The INCOSE Foundation, in collaboration with The Stevens Institute, continued to bestow the Stevens Award in 2015, 2017, 2018 and 2019.

The Award is made for promising research in systems engineering. As Dr. Yehia Massou, Dean of the School of Systems and Enterprises at Stevens puts it:

“Stevens is proud to be the sponsor of a doctoral award for promising research in systems engineering. Our planet’s future depends on the work being done today by many young researchers, including the people recognized by this award over the years. Giving them a chance to showcase their research towards becoming a leader in systems engineering is so very important.”

— **Dr. Yehia Massou**, Dean of the School of Systems and Enterprises at Stevens.

### **The Foundation proudly recognizes all of its Stevens Award winners to date**

- 2002 – Wassilis Agouridas, University of Leeds, UK
- 2003 – Thomas Hearld, Jr., Lockheed Martin and Stevens Institute of Technology, USA
- 2004 – James Benjamin, Stanford University
- 2005 – Gnana Bharathy, University of Pennsylvania
- 2006 – Susan Vandiver, Southern Methodist University
- 2007 – Jo Ann Lane, Viterbi School of Engineering at the University of Southern California
- 2008 – Jonathan Liscouet, Institut National des Sciences Appliquées de Toulouse
- 2008 – Renzhong Wang, Missouri University of Science and Technology
- 2009 – Ana Luisa Ramos, University of Aveiro, Portugal
- 2010 – Jason Dauby, Missouri University of Science and Technology
- 2011 – William Johnstone, University of British Columbia
- 2012 – Clement Smartt, University of Texas at Arlington
- 2013 – Louis E. Pape II, Missouri University of Science and Technology
- 2014 – Siddhartha Agarwal, Missouri University of Science and Technology
- 2015 – Mohsen Mosleh, School of Systems and Enterprises at Stevens Institute of Technology
- 2017 – Scott Delbecq, Institut National des Sciences Appliquées de Toulouse
- 2018 – Edwin Ordoukhanian, University of Southern California
- 2019 – William Bihlman, Purdue University



## Johns Hopkins University/Applied Physical Laboratory

### Alexander Kossiakoff Scholarship

The last two of these important fellowships carried on the tradition of recognizing and encouraging students to engage in applied systems engineering research.

In 2015, the Award was presented to Ali Raz who was a Ph.D. candidate in Aeronautics and Astronautics at the Purdue University Center for Integrated Systems in Aerospace. His research interests are in System-of-Systems

Engineering and Information Fusion. He is an INCOSE Certified Systems Engineering Professional (CSEP) and, at the time of the Award, he was serving as president of the INCOSE student division of Purdue University.

The next, and final, award was made to Marilee Wheaton, the INCOSE President-elect.

**The INCOSE Foundation proudly recognizes each  
JHU/Alexander Kossiakoff Award winner:**

2009 – Andrew M. Pollard

2010 – Colin J. Mullery

2011 – Gabriel W. Lewis

2012 – Douglas W. Orellana

2013 – Thuc Tran

2014 – Chi H. Sun

2015 – Ali K. Raz

2018 – Marilee J. Wheaton



## Corporate Advisory Board Annual Wine Soirée

Thanks to the Corporate Advisory Board the Annual Wine Soirée is always a success!

The Corporate Advisory Board, each year, generously hosts the Wine Soiree at the International Workshop, The INCOSE Foundation's only fundraising event. We thank the CAB Chairs and every CAB member for making this such an elegant event. Wines from all across the INCOSE

global footprint are donated by generous chapters and individuals who make gifts to The INCOSE Foundation year after year; ASK International and UMS, for their continued underwriting of portions of the evening. Every year, beautifully prepared and presented foods are selected to complement the wines; and, stylish people gather for good conversation and to celebrate the Foundation. All of these elements add up to a major success each year.

### Soirée Five-Year Revenue

2015 – \$8734	2017 – \$8599
2016 – \$5835	2018 – \$9566
2019 – \$9744	

### Annual Wine Soirée photo highlights



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## Foundation Financial Report: 2015–2019

### Income and Expense – 2015

INCOME 2015	TOTAL
Contributions	
Chesapeake Scholarship	130.00
General Fund	38,812.80
Contribution – Other	2,480.00
<b>Total Contribution</b>	<b>39,422.80</b>
Change in Fund Value	-2,314.95
Interest and Dividend Income	3,088.02
Misc Income	0.00
<b>Total Income</b>	<b>40,195.87</b>

Expense 2015	TOTAL
Fundraising Expense	2,131.00
Grant Expenses	23,000.00
Insurance	1,387.00
Legal Fees	335.00
Management Services	22,500.00
Scholarship Expense	24,857.00
Accounting Services	815.75
Bank Charges	5,464.51
Brochures	500.00
Misc Expense	153.60
<b>Total Expense</b>	<b>81,143.86</b>
<b>NET INCOME</b>	<b>- 40,947.99</b>

### Income and Expense – 2016

INCOME 2016	TOTAL
Contributions	
Chesapeake Scholarship	4,723.00
General Fund	51,986.50
Contribution – Other	-4,950.00
<b>Total Contribution</b>	<b>51,759.50</b>
Change in Fund Value	13,787.54
Interest and Dividend Income	3,230.23
<b>Total Income</b>	<b>68,777.27</b>

Expense 2016	TOTAL
Fundraising Expense	1,764.53
Grant Expenses	1,000.00
Insurance	1,394.00
Legal Fees	435.00
Management Services	22,500.00
Scholarship Expense	24,115.73
Accounting Services	781.25
Bank Charges	4,289.18
<b>Total Expense</b>	<b>56,279.69</b>
<b>NET INCOME</b>	<b>12,497.58</b>

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## Foundation Financial Report: 2015–2019 (continued)

### Income and Expense – 2017

INCOME 2017	TOTAL
Contributions	
Chesapeake Scholarship	4,590.00
General Fund	43,613.34
<b>Total Contribution</b>	48,203.34
Change in Fund Value	28,911.14
Interest and Dividend Income	3,641.56
<b>Total Income</b>	80,756.04

Expense 2017	TOTAL
Fundraising Expense	1,209.14
Grant Expenses	19,500.00
Insurance	1,324.00
Legal Fees	260.00
Management Services	23,750.00
Scholarship Expense	16,261.00
Accounting Services	766.25
Bank Charges	4,830.59
<b>Total Expense</b>	67,900.98
<b>NET INCOME</b>	12,855.06

### Income and Expense – 2018

INCOME 2018	TOTAL
Contributions	
Chesapeake Scholarship	602.00
General Fund	51,277.57
Stevens Doctoral Award	14,387.63
<b>Total Contribution</b>	66,267.20
Change in Fund Value	-21,985.73
Interest and Dividend Income	5,613.14
<b>Total Income</b>	49,894.61

Expense 2018	TOTAL
Fundraising Expense	1,012.08
Insurance	1,261.00
Legal Fees	250.00
Management Services	24,000.00
Scholarship Expense	30,637.00
Accounting Services	793.50
Bank Charges	793.50
<b>Total Expense</b>	63,292.84
<b>NET INCOME</b>	-13,398.23

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# Foundation Financial Report: 2015–2019 (continued)

## Income and Expense – 2019

INCOME 2019	TOTAL
Contributions	
BAE Fund	0.00
Chesapeake Scholarship	5,541.00
Doctoral Fund	96.00
General Fund	30,287.95
James E. Long Fund	751.00
APL Fund	143.00
<b>Total Contribution</b>	36,818.95
Change in Fund Value	43,967.00
Interest and Dividend Income	5,148.08
<b>Total Income</b>	85,934.03

Expense 2019	TOTAL
Fundraising Expense	1,115.08
Grant Expenses	750.00
Insurance	1,298.00
Legal Fees	135.00
Management Services	24,000.00
Scholarship Expense	20,000.00
Accounting Services	810.00
Bank Charges	4,954.92
<b>Total Expense</b>	53,063.00
<b>NET INCOME</b>	32,871.03

## 2015 – 2019 Year-to-Date Profit & Loss

Income: Jan 2015 – Dec 2019	TOTAL
Contributions	
Chesapeake Chapter Scholarship	14,602.00
David Wright INCOSE Leadership Award	1,050.00
Foundation General Fund	215,237.65
INCOSE Doctoral Award	916.00
James E. Long Fund	6,589.14
The Alexander Kossiakoff Systems Engineering Scholarship	4,077.00
<b>Total Contribution</b>	242,471.79
Change in Fund Value	62,365.00
Interest and Dividend Income	20,721.03
Misc Income	0.00
<b>Total Income</b>	325,557.82

Expense: Jan 2015 – Dec 2019	TOTAL
Fundraising Expense	7,231.83
Grant Expenses	44,250.00
Insurance	6,664.00
Legal Fees	1,415.00
Management Services	116,750.00
Scholarship Expense	115,870.73
Accounting Services	3,966.75
Bank Charges	24,878.46
Brochures	500.00
Misc Expense	153.60
<b>Total Expense</b>	321,680.37
<b>NET INCOME</b>	3,877.45

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## Foundation Financial Report: 2015–2019 (continued)

### 2015-2019 Grants

	Name	Memo	Class	Debit	Credit	Orig. Amt	Balance
<b>Grant Expenses</b>							
05/20/2015	INCOSE Central	Chapter Grants 2015 (\$1000 applying towards South Africa Donation + \$1500 to INCOSE for SA Chapter	201 General Fund	15,500.00		45,750.00	15,500.00
05/20/2015	INCOSE Central	Chapter Grants 2015 (\$1000 applying towards South Africa Donation + \$1500 to INCOSE for SA Chapter	201 General Fund	2,500.00		18,000.00	18,000.00
07/03/2015	INCOSE Central	SA Chapter – mistake in June correcterd	201 General Fund		1,500.00	-1,500.00	16,500.00
07/09/2015	INCOSE Central	South Africa Chapter Grant (will come off in July)	201 General Fund	1,500.00		1,500.00	18,000.00
08/12/2015	INCOSE Central	Bookcase	201 General Fund	5,000.00		5,000.00	23,000.00
10/31/2016	INCOSE Central	Greater Atlanta donation earmarked for Bookcase	201 General Fund	1,000.00		1,000.00	24,000.00
06/29/2017	INCOSE Central	Chapter & WG Grants	201 General Fund	14,750.00		14,750.00	38,750.00
06/29/2017	INCOSE Central	S. Africa Challenge + SySTEAM Educator	206 James E. Long	3,750.00		3,750.00	42,500.00
09/27/2017	INCOSE Central	Greater Atlanta donation earmarked for Bookcase	201 General Fund	1,000.00		1,000.00	43,500.00
03/06/2019	CA Poly Pomona	SSWG and Natural Systems ISSP work	201 General Fund	750.00		750.00	44,250.00
<b>Total Grant Expenses</b>				45,750.00	1,500.00		44,250.00
<b>TOTAL</b>				45,750.00	1,500.00		44,250.00

## Board of Directors (as of December 31, 2019)

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Defense Acquisition University  
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**William Ewald, PhD**  
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**Gina Guillaume-Joseph, PhD**  
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**Holly Witte**  
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## Foundation Donors — *You are the reason anything is possible.*

Statistics – NOTE: All amounts are given in USD

Every effort is made to be accurate in the listing of donors.

Please contact the INCOSE Foundation should a correction be needed.

### Contributions since inception total 842,770 USD.

<b>2005</b> – 18 donations totaled \$33,400	<b>2012</b> – 284 donations totaled \$61,375
<b>2006</b> – 28 donations totaled \$34,118	<b>2013</b> – 145 donations totaled \$53,002
<b>2007</b> – 77 donations totaled \$63,888	<b>2014</b> – 250 donations totaled \$157,579
<b>2008</b> – 84 donations totaled \$53,174	<b>2015</b> – 297 donors totaled \$39,422
<b>2009</b> – 104 donations totaled \$29,896	<b>2016</b> – 290 donors totaled \$51,769
<b>2010</b> – 271 donations totaled \$46,810	<b>2017</b> – 379 donors totaled \$48,203
<b>2011</b> – 342 donations totaled \$67,109	<b>2018</b> – 316 donors totaled \$66,267
<b>2019</b> – 353 donors totaled \$36,819	

### Foundation donors

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