



FIRST CALL

NOVEMBER 2025

PRESENTED BY



A Veteran Day Tribute – Call to Action



What is Veterans Day and why should It matter! I think, today, Veterans Day has more significance than ever before given the many challenges facing our Nation! As you know, Veterans Day is a U.S. federal holiday observed annually on November 11th every year. Its meaning and purpose center around honoring and expressing gratitude to military veterans—(living and deceased) who have served in the **United States Armed Forces**.

On this day, **we recognize the service and sacrifice** of all U.S. military veterans, whether they served during wartime or peacetime. We celebrate your **patriotism** and the willingness of these individuals to **serve** and **protect** this great Nation! In addition, we **acknowledge the contributions** these veterans have made to national security and OUR

freedom. **Because of your service, we enjoy the freedom we have today. I'm deeply grateful to you ALL.**

As you know, veterans (17.6 million living) are known for their leadership, courage, resilience, discipline, integrity, and teamwork to name a few character traits. If we can rally together at some level of service (time, talent, or treasure), we WILL make a profound impact. Remember, even if we took a subset of the living veterans what a service impact we could have.

If the purpose of Veterans Day is to Honor, Educate and Appreciate! Then let us make this Veteran Day unique by asking Veterans to again serve, educate, and help others. Also, reminding people of the costs of war and what it takes to preserve the freedoms inherent in our Democratic Republic. Since the American Revolution, over 1.3 million U.S. military personnel have died in service to our nation in support of our Freedoms!

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Around the NVSBC

Welcome New & Renewed Member Organizations

New Members

Envy Modular Wall Systems Inc
H&M Surveying, LLC
HELM Innovations, LLC
Kanati Solutions
RedTrace Technologies, Inc.
United States Postal Service
Vaults

Renewed Members

1102Assistance, LLC
A1C Partners, LLC
Advanced Management Strategies Group, Inc. (AMSG)
Alpha Zulu Transportation, LLC
Ark Cyber Consultants
Bailey Information Technology, LLC
Ballard CLC, Inc.
Calm Source
Human Computing LLC
JWJ Construction Services, LLC
Karing First Solutions, LLC
MicroHealth, LLC
Pacific Coast Contracting Group
QuickSilver Analytics, Inc.
RB Continuum, Inc. (RBCI)
Sentry Solutions, LLC
Stony Lonesome Group
SUCCESS BY DESIGN, LLC.
Teracore Inc
TERRESTRIS, LLC
The STK Group, Inc.
Triskelion Group of NM
TSC Enterprise, LLC

The National Veteran Small Business Coalition (NVSBC) offers 7 types of organization membership that support our mission and serve our constituents. If you have any questions about membership, please contact members@nvsbc.org. Click on the "Join NVSBC Today" button below and begin receiving access to the benefits of NVSBC membership.

- **Representation** as part of the coalition through our [advocacy work & legislative agenda](#)
- **Exclusive access for members only**
 - Strategy & Legislative Newsletters
 - Tailored Presentations & Training Sessions from past and current Engagement events + Training Academies
- **Discounted pricing** for **ALL** individuals within your organization's membership at NVSBC Training, Engagement/Networking, and Advocacy events including our DC Metro

Engagement Dinners, Annual Awards Gala, and VETS Conference

- VETS Conference: \$200 discount per person
- Engagement Meetings: \$20 discount per person, per event
- Awards Gala: \$25 discount per person
- **Access to VetFedConnect Directory**, providing access to thousands of contacts within the GovCon ecosystem
- **Early access**
 - Priority access to resources and information when available
- **Voting privileges** for membership by-laws, board membership, and more
- **Exclusive Partner Deals & Discounts**



Around the NVSBC (cont.)

Lead Article (cont): A Veteran Day Tribute...

What can we do as role models? Well, here are a few ideas.

1. Personal Acts of Appreciation
2. Community Involvement
3. Engage in Educational, Spiritual and Reflective Activities
4. Acts of Service

• **Donate** (time, talent, and treasure) to organizations that have an influence in your communities (e.g., NVSBC, the Wounded Warrior Project, Fisher House Foundation, Rotary, Samaritans Purse, Community Foundations, and many others).

Let us leverage the many skills we learned. We must lead, inspire, motivate, and teach others to serve during this Veterans Day, month, year, and lifetime! I have often observed "People TRUST and respect VETERANS!" Let's get started!



Phil Panzeralla, CEO of [Panzarella Consulting, LLC](#) and Vice President, NVSBC Board Member

Engagement Meetings

The NVSBC hosted the **DC Metro Engagement Dinner + Training Academy**, sponsored by **JPMorgan Chase** on 8 October. Our training academy trainer was Christina Mee, PMP, CEO/Founder, Capture 411 and our guest panelists were Scott Semple, Founder, NewTHINK Solutions, Robert Santmyer, President & CEO at PenBay Technology Group, and Christina Mee, CEO/Founder, Capture 411.



Around the NVSBC (cont.)

Engagement Meetings

NVSBC hosted the **Huntsville Engagement Lunch**, sponsored by **PilieroMazza PLLC** on 8 October. Our panelists speakers were Scott Jensen, CEO, NVSBC and Isaias "Cy" Alba, IV, Partner, PilieroMazza. Our Non-Profit Spotlight was The Catalyst Center for Business & Entrepreneurship with Program Manager, Mrs. Sonja Green, MBA.



NVSBC hosted the **Dayton Engagement Breakfast**, sponsored by **Taft Stettinius & Hollister LLP**, on 15 October. Our moderator was Richard Green with Ghostwerks LLC and our expert panelists were Suzanne Sumner, Jordan Jennings, CIPP/E, and Brandon Dobyns with Taft Stettinius & Hollister LLP.



Around the NVSBC (cont.)

Calls to Action

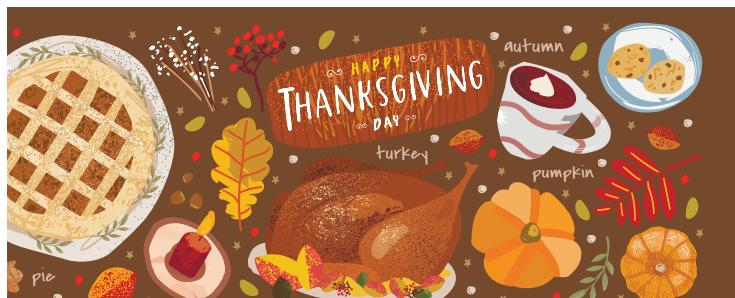
November 2025

VETERAN SMALL BUSINESS ADVOCATE AWARDS GALA 2025

THUR | Nov 6 | 5:30 PM – 8:30 PM ET

HAMPTON ROADS ENGAGEMENT LUNCH

THUR | Nov 13 | 11:00 AM – 2:00 PM ET



December 2025

DC METRO ENGAGEMENT DINNER & TRAINING ACADEMY

WED | DEC 3 | 4:00 PM – 8:30 PM ET

PHILADELPHIA ENGAGEMENT DINNER

THUR | DEC 4 | 5:30 PM – 8:30 PM ET

SAN DIEGO ENGAGEMENT DINNER

WED | DEC 10 | 5:30 PM – 8:30 PM PT

SAN ANTONIO ENGAGEMENT DINNER

WED | DEC 17 | 5:30 PM – 8:30 PM CT

TAMPA ENGAGEMENT DINNER

WED | DEC 17 | 5:30 PM – 8:30 PM ET

Communities of Interest



Around the NVSBC (cont.)

November/December Events Calendar

NOVEMBER 2025

M	T	W	R	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26		28	29	30

DECEMBER 2025

M	T	W	R	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24		26	27	28
29	30	31				
Please note: December has two engagement meetings						

 Engagement Events
  Virtual Training
  Conferences
  Special Events
  Federal Holidays

Click on Event Dates to Link to Online Information.

It Continues – What Do I Do Now?

As the continuing resolution remains in effect, there are several strategic and operational considerations to keep in mind. Below are a few key items for your review and consideration.

GovCon business owners should manage, during a continuing resolution (CR), by stabilizing cash flow, prioritizing funded work, and deepening relationships with high-priority agencies. Strategic discipline and proactive planning are key to weathering uncertainty and positioning for post-CR surges. Here's a breakdown of how to stay resilient and responsive:

5. Control What You Can

- Refine your value proposition: Agencies need partners who solve real problems. Reaffirm your mission and communicate it clearly.
- Focus on funded contracts: Prioritize task orders and option years that are already funded.
- Deepen relationships: Engage with agencies whose missions remain essential during budget constraints—like Dept. of War, DHS, etc.

6. Stabilize Financial Operations

- Run a risk check on your pipeline:
 - Is the opportunity tied to an existing IDIQ or BPA?
 - Is it mission-critical (e.g., cyber, national security)?
 - Is it awaiting new appropriations?
- Diversify revenue streams:
 - Explore State, Local, Education (SLED), Utilities, Port Authorities, etc.
 - Consider grant-funded work in infrastructure or health
 - Tap into commercial markets if your services apply

7. Stay Proposal-Ready

- Use downtime to:
 - Refresh past performance write-ups
 - Update resumes and templates
 - Tighten your bid/no-bid matrix to avoid poor fits
 - Keep your proposal team engaged even when opportunities slow

8. Plan for the Surge

- Q4 is prime time: historical analysis from procurement platforms and SBA scorecards consistently show that Q4 accounts for roughly 30% or more of small business awards.
- The above aligns with the broader trend that Q4 sees the highest volume of contract obligations across all business sizes, with small businesses benefiting from streamlined award processes.
- Bridge buys and simplified acquisitions often continue during CRs—stay alert for these
- Submit invoices early and monitor expiration dates to avoid payment delays

Continued next page

NVSBC Training Corner (cont)

It Continues – What Do I Do Now? (cont)

Tools & Resources

- **Squared Compass CR Pipeline Planning**

[How Small GovCon Firms Can Build a Resilient Contract Pipeline During Federal Funding Uncertainty – Squared Compass / https://www.squaredcompass.com/blog/shutdown-proof-your-govcon-business-financial-contingency-planning-that-actually-works-1](https://www.squaredcompass.com/blog/shutdown-proof-your-govcon-business-financial-contingency-planning-that-actually-works-1)



*Marie Myszkier
is the Director of
Training at NVSBC*

- **SLED Series: What Is SLED Procurement? A Beginner's Guide for Small Businesses**

[What Is SLED Procurement? A Beginner's Guide to State, Local, and Education Contracts – Squared Compass / https://www.squaredcompass.com/blog/sled-series-what-is-sled-procurement-a-beginners-guide-for-small-businesses](https://www.squaredcompass.com/blog/sled-series-what-is-sled-procurement-a-beginners-guide-for-small-businesses)

- **GAO CR Impact Report**

[Federal Budget: Selected Agencies and Programs Used Strategies to Manage Constraints of Continuing Resolutions | U.S. GAO](https://www.gao.gov/reports/federal-budget-selected-agencies-and-programs-used-strategies-manage-constraints-continuing-resolutions-u-s-gao)

NVSBC Training Corner (cont)

Post-Award Success for SDVOSBs: What Happens After the Win?

Winning a federal contract is a major milestone for Service-Disabled Veteran-Owned Small Businesses (SDVOSBs), but it's not the finish line, it's the starting point. Once awarded, businesses must shift into execution mode, beginning with a kickoff meeting to align with the Contracting Officer on deliverables, timelines, and invoicing procedures. Clear communication and documentation are critical, especially when managing subcontractors and ensuring compliance with FAR clauses and SDVOSB participation requirements.

To maintain momentum, SDVOSBs should monitor performance using key metrics, submit timely and accurate invoices, and stay flexible in the face of contract modifications. Post-performance reviews help capture lessons learned and position the business for future opportunities. Just as important is protecting your SDVOSB status by keeping certifications and registrations current and staying informed about regulatory changes. Delivering with excellence builds

trust, strengthens your reputation, and opens doors to long-term success in the federal marketplace.

Of course, not every proposal results in a win, and there's value in understanding that side of the journey too. Whether you're navigating post-award execution or learning from a missed opportunity, we invite you to **schedule a free one-on-one consultation** to dive deeper into both perspectives. Visit nvsbc.org/consultations to book your session today.

*John Cochran is the
Consulting Manager at
NVSBC*



Development Dispatch

Powered by Partnership: Reflecting on a Year of Collective Impact

As we approach the close of another year, we are reminded once again that the heartbeat of our work is you – the supporters, partners, and members who make everything we do possible. Your commitment has powered our programs, fueled our advocacy, and strengthened the Veteran small business community we serve.

To our longtime supporters: thank you for your steadfast belief in our mission. You've walked with us through seasons of growth and challenge, offered wisdom, opened doors, and encouraged us to think bigger. Your continued partnership is a cornerstone of our success, and we never take that trust for granted.

To those who are newer to our work: we're so grateful you chose to lend your voice, time, and energy to this mission. Every new supporter brings a fresh perspective and renewed momentum. Your enthusiasm reminds us that our impact resonates far beyond our immediate circle, and that our community continues to expand in ways that strengthen the work ahead.

This year has shown us just how powerful this collective support can be. Together, you've helped us broaden our programs, deepen our reach, and respond to emerging needs with resilience and purpose. And as we prepare for the coming year, we know that sustaining this progress will require continued partnership.

That's why this season, especially **Giving Tuesday**

(which this month falls on **December 2!**), matters so much. End-of-year contributions are vital to keeping our mission strong, steady, and responsive. Your gift, at any level, fuels the work that so many rely on and ensures we can meet the opportunities of 2026 with confidence.

Thank you to each and every one of you for being part of this community. Your support, new or longstanding, is felt every day, and we are truly grateful for all we will accomplish together in the year ahead.



*Adelaide Kahn is the
Development Director at NVSBC*

Other Events

November 2025 Partnership Deals

NVSBC member organizations can take advantage of benefits where NVSBC has created partnerships that bring value to your business. If you would like NVSBC to consider a partnership with your business, please contact members@nvsbc.org with respective details.

Featured Partner Deal

EXCLUSIVE NVSBC PARTNER DEALS – JUST FOR MEMBERS!

Access special discounts and offerings with our NVSBC Partner Deals, available only to NVSBC member organizations and their teams. These Partner Deals feature essential products and services tailored specifically to support your business growth and success.

Are you a NVSBC Member organization wanting to offer special discounts or offerings on your products or services to fellow members? If so, contact: Janelle Askew at janelle.askew@nvsbc.org

NVSBC Members: Log into VetFedConnect now to see the exclusive offerings available to you.

Your NVSBC membership is your key to these exclusive benefits and offerings.

Federal Procurement Events

Grow your business through events provided by agencies within the Federal government including outreach, matchmaking, networking, training, and additional activities. If you have a Federal Procurement Event you'd like NVSBC to consider adding to this page, please contact members@nvsbc.org with respective details.

Other Events (cont)

Member Spotlight

NVSBC Members, share your recent govcon successes with us! We want to celebrate your achievements from the past 6 months, such as awards, public recognition, new contracts, mentor-protégé relationships, new hires (especially veterans), or acquisitions.

Complete this form to let us know about your triumphs at the [link here](#). Your successes inspire our community, and we're excited to highlight them!

CONGRATULATIONS!!!



The NVSBC would like to recognize and celebrate your GovCon success!

Other Events (cont)

SAVE THE DATE!!

Plan to Attend Finance Symposium

The Fuse at Mason Square **February 25, 2026**

HOSTED BY



PRESENTED BY
J.P.Morgan



*Simplifying Finance for
Small Business Professionals*

The Finance Symposium is an annual event hosted by NVSBC and is focused entirely on building capital for small business professional. This event will be hosted by the National Veteran Small Business Coalition (NVSBC), presented by J.P. Morgan. Join us at the Finance Symposium Wednesday, February 25, 2026.

Learn from finance subject matter experts as they share insights for military veteran GovCon professionals at all stages of the company's life cycle. Whether you are looking for information on start up capital, steady-state capital, growth capital, or transition capital, you'll find answers at this event and have the opportunity to network with our experts who can share their own personal experiences.

Held at the Fuse Center at the George Mason University Arlington Campus, attendees will experience a mix of general session panels and subject-specific breakout sessions. Participating exhibitors and sponsors will be available to answer questions and provide feedback to businesses of all sizes. Breakfast and lunch will be served, and our day will conclude with a networking reception where attendees can connect with each other and subject matter experts to further expand on the discussions held throughout the day.

All updates, registration + sponsorships will be opening soon at the link [here](#).

NVSBC Board of Directors

Meet Your Board of Directors

The NVSBC Board of Directors upholds their duties of care, loyalty, and obedience, leveraging their collective knowledge, expertise, and wisdom to actively support the organization's mission and values with dedicated commitment and principled leadership.

When attending NVSBC events, don't miss the opportunity to connect with our board members. They are not only leaders in the field but also incredible resources for insight and inspiration. Be sure to introduce yourself, ask questions, and tap into their wealth of experience. The wisdom they share could spark new ideas and open doors for both your personal growth and your organization's success.

To learn more about our Board of Directors & Honorary Committee Members, visit the link [here](#).



Robert Betters
President



Phillip (Phil) Panzarella
Vice President



Robert Santmyer
Treasurer



Neeraja Lingam
Secretary



William J. Belknap, Sr.



Norris Middleton



Nancy A. Langer



Erica Dobbs



Irene Vaishvila Glaeser



Tim Ross



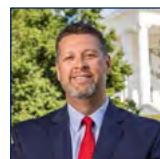
Scott Thompson



Dr. Robin Desmore, PhD



Akinwande Oshodi



Brad Reaves



Jason Windsor



Kamar Perkins

NVSBC Board of Directors (cont)

Board of Director Spotlight: Irene Vaishvila Glaeser



Veterans – Be Right and Go Forward

Veteran leaders understand what it means to lead with ethics and integrity. These values are taught and reinforced throughout our service, shaping how we make decisions and take responsibility at every level. The truth can be difficult and sometimes uncomfortable, but it is never wrong.

Integrity also means compliance — with rules, regulations, and policies. That's something every veteran understands from Day One of service. The same principle applies in government contracting. For veteran small business owners, navigating GovCon can be challenging — the goalposts often move, and the landscape is constantly evolving. Yet, the fundamentals remain the same: know the rules, follow them, and lead with integrity.

There is a lot to learn, and mastery takes time. Every step in entrepreneurship is guided by laws and regulations — much like our time in uniform. Understanding and applying those frameworks are the keys to sustainable success.

In the Army I served nine years as an inspector general where I investigated allegations of fraud, waste, and abuse. The IG motto, coined in 1890, was Droit et Avant — “Be Right and Go Forward.” I’ve always loved that phrase because it reminds us to start with facts, not assumptions. That means understanding the laws, rules, and regulations that govern your industry before building the policies and procedures that will guide your business. Compliance isn’t a burden — it’s a foundation for trust and long-term success.

Serving on the Board of Directors of NVSBC is an honor and a privilege. Here, veterans find the support and guidance they need to learn, grow, and thrive as business owners. For me, board service is a way to give back to a community I deeply believe in — helping fellow veterans succeed in entrepreneurship is not just rewarding, it’s the heart of our mission at NVSBC.

Veterans: Let’s Go Right and Forward!

**Irene Vaishvila Glaeser is the CEO
of SPAHR LLC and is a NVSBC
Board of Directors**

Resilience in Times of Change

As we move deeper into the new fiscal year, the recent federal shutdown has reminded us how unpredictable this environment can be. Delays and disruptions are frustrating, but they also underscore the importance of resilience and adaptability in our businesses.

Here are three ways to stay strong during this season:

1. Stay Engaged and Informed

Policy changes and funding shifts happen quickly. Make time to read industry updates, attend webinars, and connect with peers at NVSBC and other supported events.

Knowledge is your best defense against uncertainty.

2. Build and Strengthen Relationships

Agencies and primes value partners who remain steady under pressure. Demonstrating flexibility and professionalism now will pay dividends when normal operations resume.

3. Innovate and Adapt

Agility is key. Explore new solutions, refine processes, and position your business as a trusted problem-solver. Those who lead with creativity will stand out when opportunities return.

Despite the turbulence, the federal government remains one of the world's largest buyers and is committed to veteran-owned businesses. Those who persevere—offering quality, value, and partnership—will emerge stronger.

Let's keep moving forward together. The future is bright for those who lead with resilience and vision.



Scott Jensen, CEO, NVSBC