



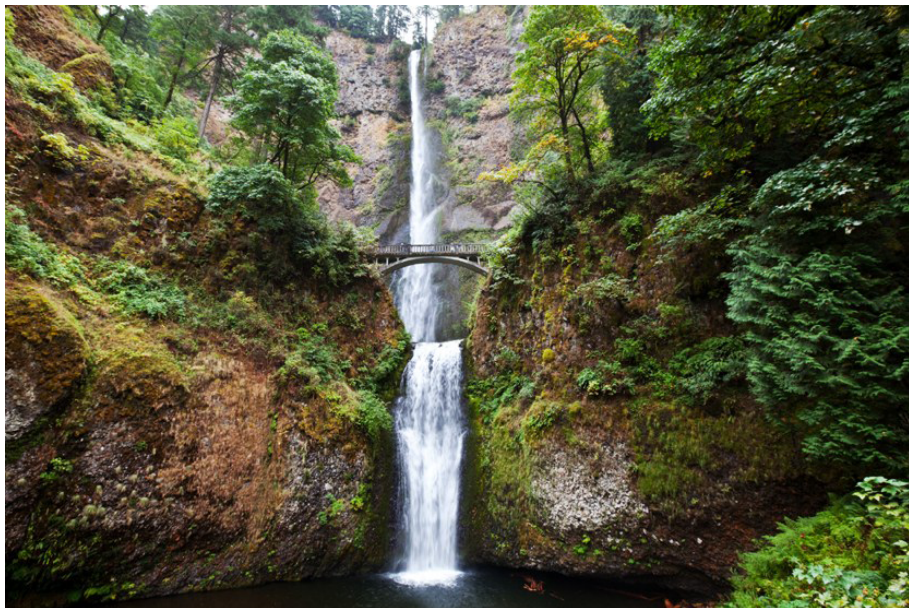
yp
summit
2024

 Water Environment
Federation
the water quality people

 American Water Works
Association

Taking Care of BUSINESS

February 11-13, 2024
Portland, Oregon
Oregon Convention Center



WiFi Login Information (case-sensitive):

Network Name (SSID): **OCC WiFi**

Login: **YP_Summit** / Password: **YPS2024**

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Welcome to the 2024 WEF/AWWA Young Professionals Summit!

We are excited to welcome you to Portland, The Rose City, where nature's beauty sets an inspiring scene for our annual gathering. Straddling the banks of the Willamette River, Portland is a city known for its distinct culture. As the City which embraces the motto "Keep Portland Weird," we think you'll find that Portland is a unique city that offers something for everyone. During your stay, pop into one of the incredible local restaurants and understand why Portland was recently ranked as one of the top foodie cities in America. Stroll the downtown waterfront loop to see some of Portland's iconic bridges or venture to Washington Park to wander the Portland Japanese Garden, International Rose Test Garden, and Oregon Zoo. Looking for the perfect book to read on your flight home? Stop by Powell's City of Books where four floors (and a map to help you navigate) offer something for every reader. Grab a copy of the Local Activity Guide to see some of the other places that your Portland YP's recommend visiting while in town!

We are excited that you have come to Portland to learn from industry leaders and your fellow young professionals! We will be tackling topics that are top of mind in our sector; learning through group activities and engaging talks. We will spend time unpacking approaches and benefits of collaboration, the challenges and opportunities that are in front of us with workforce development in the water sector, as well as the steady balance of addressing infrastructure needs with affordability and equity in our communities. This year's program features speakers representing many facets of our industry, and regardless of your current role in the water sector, we are confident that there is something for you!

Whether this year is your first YP Summit or your 10th, we are so happy to have you join us for a day of learning and collaboration!

Andrew Matsumoto

*WEF / AWWA YP Summit Chair
Hazen and Sawyer*



Renée Lanza

*WEF / AWWA YP Summit Vice Chair
Woodard & Curran*





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Schedule

2024 WEF/AWWA YP Summit - February 13, 2024

Theme: "Taking Care of Business"

Our water workforce is diverse and mighty. Join us for the 2024 WEF/AWWA Young Professionals Summit as we delve into this year's theme – "Taking Care of Business" – with interactive discussions and activities focusing on cross-industry collaboration, workforce development, and utility management.

7:30 AM – 8:00 AM Morning Coffee & Networking (30 minutes)

Group activity led by YP Summit Programming Committee
Please arrive on time.

8:00 AM – 8:15 AM Welcome/Introductions (15 minutes)

Speaker(s): Haley Goddard, Programming Chair
Maddie Spinner, Programming Vice-Chair
Carolyn Christy, Marketing Chair

8:15 AM – 8:45 AM Session 1 - Developing a Positive Mindset for Collaboration (30 minutes)

Developing a positive mindset for working with diverse individuals is an ongoing process that requires self-awareness, patience, and a willingness to learn from others. Sometimes our own pride and fears stand in the way of allowing us to openly collaborate with everyone on our team. Learn practical steps you can take to create a positive mindset within yourself to become a leader that encourages teamwork, fosters innovation, and enhances overall team performance.

Speaker Biography

Rosemary Smud (Carollo Engineers, Inc.)

Rosemary's ability to build, motivate and inspire teams to meet and exceed project goals is rooted in her talent for bridging the gap between technical and non-technical project team members with her clients at Carollo Engineers, Inc. where she is a Vice President and client services manager. She is a past vice-president of AWWA and was the youngest person to ever serve in this role for AWWA, after serving as a Director-At-Large on the AWWA Board of Directors and on the YP Committee for AWWA. She currently serves as



a trustee on the CA-NV AWWA Board of Directors and mentors local YP's on how to get the most out of their association and section involvement. She holds a Bachelor's degree in Industrial and Systems Engineering from GA Tech and an MBC from University of California, Davis.

8:45 AM – 9:15 AM Session 2 – AWWA/WEF Leadership Remarks (30 minutes)

Speaker Biographies

Aimeé Killeen (WEF President)

Aimeé R. Killeen is the 2023–24 President of the WEF Board of Trustees and a member of the board for the Water Environment Federation (WEF), an international organization of water quality professionals headquartered in Alexandria, Va. Aimeé is currently a company leader for Providence Engineering and Environmental Group LLC in Baton Rouge, La. At Providence, Aimeé leads the Air, Water, Waste, Ground Water, Environmental Engineering and Remediation teams as their company leader, and is responsible for an awesome team of employee owners.



Pat Nichols (WEF Interim Executive Director)

Pat Nichols is the Interim Executive Director of the Water Environment Federation, an international organization of water quality professionals headquartered in Alexandria, Va. In this capacity, he oversees a staff of 100 and an annual budget of \$27 million and serves as Secretary of the Federation's Board of Trustees.



Patrick Kerr (AWWA President)

Patrick "Pat" Kerr was elected President of the Baton Rouge Water Works Company (BRWC) in 2005 and has been CEO since 2009. He is responsible for the performance of BRWC and its two subsidiaries that serve nearly 186,000 active customers. As of 2018, Kerr chairs the boards of directors of each of the three companies.



Mr. Kerr is a Distinguished Military Graduate of Boston University who served ten years as an active Regular Army officer and ten years as a Ready Reservist. During his Army career, Major Kerr earned Senior Aviator Wings; the Ranger Tab; and Airborne, Air Assault and British Paratroop Wings. He served as a Special Operations aviator for four years during



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which time he deployed to Desert Storm, and he served as an attack helicopter pilot and platoon commander in Korea and Germany. He earned an MBA from Louisiana State University in 2003.

Mr. Kerr has been a member of the American Water Works Association since 1995. He is AWWA President and served as chair of AWWA's Water Utility Council (2019 – 2022), which Council is responsible for helping shape federal legislative- and administrative activities. In addition to AWWA, Mr. Kerr is a member of the board of directors of the National Association of Water Companies. He is past chair of the Louisiana Capital Area Groundwater Conservation Commission and has served on the Louisiana State Groundwater Commission. Pat is an avid pilot and airplane and helicopter flight instructor. He and Eleanor love to travel with their two healthy, beautiful daughters. Colleen lives and works in New York City; and Caroline is studying Law at Washington and Lee University.

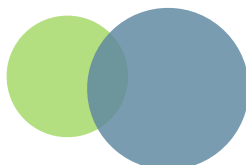
David LaFrance (AWWA CEO)

David LaFrance is Chief Executive Officer of the American Water Works Association, where he guides AWWA's extensive scientific, educational, and public policy work to build a better world through better water. Prior to joining AWWA in 2010, he was the CFO for Denver Water where, during his 17-year tenure, he also served as the utility's Manager of Rate Administration. His background also includes experience at consulting firm CH2M Hill and the US Army Corps of Engineers.



9:15AM – 10:00 AM Session 3 – Connecting the Dots: Working Across the Water Sector to Bring Research to Life (45 minutes)

According to a Gallup study, only 29% of employed millennials are engaged at work. One reason for this is that millennials don't work for just a paycheck – they want a purpose. Through my work at public utilities and now at The Water Research Foundation, I have been able to take my passion for the water industry and make it scalable. In this session, learn about how the Foundation delivers value to the water sector, drives professionals to make connections, and remains a mission-driven organization in the fields of wastewater, drinking water, stormwater, and water reuse.



Speaker Biography

Jori Nelson (Water Research Foundation)

Jori serves as The Water Research Foundation (WRF)'s Regional Liaison for subscribing utilities in Montana, Wyoming, Colorado, New Mexico, Utah, and Arizona. Before transitioning into her current role at WRF, Jori worked in various roles at utilities in Florida and Colorado.



From running bacteriological samples in a public utilities laboratory, to submitting compliance reports for a potable water system, then learning the ins and outs of biosolids land application in Colorado, Jori's experience has spanned the water sector. She is currently a certified Wastewater D Operator in the State of Colorado and is studying for her Drinking Water License later this year. She is also honored to have been selected as a part of this year's AWWA's Transformative Water Leadership Academy (TWLA) cohort.

10:00 AM – 10:15 AM Break (15 min)

10:15AM – 11:00 AM Session 4A – Workforce Development (45 minutes) Workshop Activity

Led by: YP Summit Programming Committee

Learn about current trends and challenges to the landscape of the water industry / workforce and consider how emerging leaders can engage with these issues.

11:00 AM – 11:30 AM Session 4B – Close your Own Gap (30 minutes)

This presentation will share the principles of a skills development and knowledge transfer program. We will share a framework to allow participants to identify opportunities within their organization to develop and further essential competencies.

Objectives:

- (1) *Reiterate the mechanisms of skill development and application within a work context.*
- (2) *Identify on-the-job opportunities within your organization that will help to expand skills and experiences.*



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Speaker Biographies

Amy Dammarell (HDR, Inc.)

Amy is a Senior Vice President and a Director of Professional Services for HDR's Water Business Group. She has over two decades of experience supporting clients of all types with delivering their infrastructure programs. In addition to bringing solutions that integrate natural and human environments, she enjoys facilitating opportunities to enhance leadership skills and career development of self and others. She is often engaged in HDR's learning and organizational development initiatives.



Jeffrey Zahler (HDR, Inc.)

Jeff is a licensed Chemical Engineer in Washington and has served as a process mechanical designer for water and wastewater plants for 20 years. He currently is a Senior Professional Associate at HDR and focuses on wastewater treatment, biosolids, odor control systems, chemical feed systems, and all things treatment related. He was part of the HDR's pilot group for the Talon mentoring program to help facilitate knowledge transfer from senior to mid-level engineers.



11:30 AM – 12:00 PM Session 4C – What is Operations Challenge, (30 minutes) and Why is it One of the Best Workforce Development Programs?

The Operations Challenge, which on the outside is a skills competition for wastewater professionals, strives to be the world's best workforce development program. The challenge pushes treatment professionals to hone their essential skills, stoke their career passions, gain additional certifications, and build soft skills like networking. Ops Challenge provides utilities with a committed partner to growing and retaining valuable operations professionals who are in scarce demand.

Speaker Biography

Jeff Sober (Garver)

Jeff is a Senior Vice President and the Director of Garver's Water and Wastewater services where he serves on Garver's Board of Directors. Jeff has 22 years of experience in the water and wastewater industry, focusing on large scale facility master planning,



wastewater treatment process design, grit removal science, operations, and biosolids. Jeff is a Past President of the Water Environment Association of Texas and serves as Chair of the WEF Operations Challenge Committee. He has been responsible for leading operations training and workforce development initiatives in Texas and has been active in the leadership of Operations Challenge at the State and National levels for 18 years.

12:00 PM – 1:00 PM Lunch (60 min)

1:00 PM – 2:00 PM (60 minutes) Session 5 – Water Circuit Challenge
Led by: YP Summit Programming Committee

2:00 PM – 2:15 PM Platinum Sponsor Spotlights (15 min)

2:15 PM – 2:20 PM Break (5 min)

2:20 PM – 3:50 PM (90 minutes) Session 6 – Utility Management: Sustainably Balancing Infrastructure Needs with Affordability and Equity

Aging infrastructure, rates and affordability, lead service line replacements, small system challenges, environmental justice, disadvantaged communities, and the political challenges of regionalism are thoughts that keep utility managers up at night. So then, how do they create and implement solutions around these topics while also considering equity in their decisions, policies, and practices? Four experts who represent both local and national utilities, small and large, water and wastewater, and geographical diversity come together for this interactive discussion with the audience to show us behind the scenes and share examples from their experience in utility management. The audience becomes an active member of the conversation through live text interaction and live polling.

Speaker Biographies

Moderator: Chelsea Boozer (Rogue Water Lab)

Chelsea Boozer is Executive Director of Rogue Water Lab, a nonprofit revolutionizing how the water industry communicates by being a hub of resources and opportunities for engagement through events, trainings, workshops, podcasts, and videos, all geared towards





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behavior change through the lens of communication. Chelsea serves on the AWWA Executive Committee and Board of Directors, and on AWWA's Water Utility Council and Young Professionals Committee. She previously was the Government Affairs Manager for Central Arkansas Water, managing regionalism, stakeholder engagement, and government relations. Prior to water, Chelsea had an award-winning career in journalism. She has an MPA from Syracuse University and loves traveling with her 6-year-old son.

Erich Pacheco (Portland Water Bureau)

José Juan Pacheco (he/him/él), Equity and Policy Manager, works to create the conditions for all Portlanders have access to the resources and opportunities they need to thrive within the scope of the Water Bureau's mission. Erich collaborates with diverse internal and external stakeholders to advance the bureau's equity goals on topics such as strategic planning, asset management, emergency preparedness, data-informed decision making, community engagement, affordability and financial assistance, communications, employee recruitment and well-being, contracting, budgeting, performance management, capacity development, and conflict management. Prior to joining the Portland Water Bureau, Erich was the Director of Global Ocean Governance and Policy at Conservation International, where he advanced participatory and data-informed decision-making in ocean and coastal management. In addition, he worked on food security initiatives in West Africa, first as a Peace Corps Volunteer in Guinea and later as a technical coordinator for the US Agency for International Development in Mali. Erich grew up in Venezuela, speaks fluent in English, Spanish, and French, and is learning to speak Mandarin. He earned a master's degree in environmental policy and management from the Middlebury College Institute of International Studies and a bachelor's degree in economics and international relations from the University of California, Davis.



Cathy Bernardino Bailey (Greater Cincinnati Water Works)

Cathy Bernardino Bailey is the Executive Director of Greater Cincinnati Water Works for the City of Cincinnati. She is the first woman and African American woman to lead the independent water utility since its formation



over 205 years ago. Cathy began her career in water research at USEPA, then transitioned to the utility in 1992 as a chemist, then was promoted to various positions and was selected as Executive Director September 2015. She leads 600 employees in providing drinking water and stormwater services to over 1.2 million customers in the region. She holds a Bachelor of Science degree in Chemistry from the University of Cincinnati. Known to many in the industry as the First Lady of Water, Cathy's knowledge, impact, and reach are influential because of her storytelling, drive, and goals to reduce lead in water. Cathy is the leader behind Cincinnati's nationally recognized lead service line replacement program. She was selected in 2022 by USEPA for a one-year assignment as Senior Advisor to assist with establishing the lead service line accelerator program that will guide 40 communities in creating their replacement programs.

Steve Walden (Steve Walden Consulting)

Steve has over 45 years of experience in the Texas water arena and chairs the TAWWA's Small Systems Committee, serves on Texas Desalination Association Board, and is an active participant in the Texas Produced Water Consortium. Steve has received several water industry awards including TAWWA's "WT Ballard" award for lifetime contributions to the water industry in Texas. Following his 2003 retirement from TCEQ, Steve launched a successful consultancy focused on regulatory compliance strategies and cutting-edge water technologies. Hobbies include pro bono assistance to small, low-income water utilities, Blues music jams, surf fishing, and family travel.



Ted Henifin (JXN Water)

Ted Henifin was appointed the Interim Third-Party Manager for the Jackson Water System by Federal District Judge Henry T. Wingate on November 29, 2022. As the ITPM, Henifin is an officer of the court and responsible for stabilizing the system to ensure safe and reliable water is available for all people served by the Jackson water system.



Prior to that, Henifin served as General Manager of the Hampton Roads Sanitation District for more than 15-years, retiring in 2022. While at HRSD



Schedule

he built a culture of innovation which led to the development of the novel Sustainable Water Initiative for Tomorrow (SWIFT), a large-scale managed aquifer recharge program, unique in the eastern US. He previously served for nine years as Director of Public Works for the City of Hampton.

Henifin holds a bachelor's of science in civil engineering from the University of Virginia. He is a registered professional engineer in Mississippi and Virginia.

3:50 PM – 4:10 PM **Group Activity - Reflection and Takeaways**
(20 minutes) Led by: YP Summit Programming Committee

4:10 PM – 4:30 PM **Closing Remarks and Recognition**
(20 minutes) Speakers: Andrew Matsumoto, YP Summit Chair
 Reneé Lanza, YP Summit Vice-Chair
 Michelle Hecktor, Utility Scholarship
 Winner Recognition
 Carolyn Christy, Marketing Chair

4:30 PM **Group Photo**

5:00 PM – 7:00 PM **YP Summit Networking Reception**



YP Summit Volunteer Leaders



Name	Organization	Position
 Andrew Matsumoto	Hazen and Sawyer	YP Summit Chair
 Renée Lanza	Woodard & Curran	YP Summit Vice Chair
 Haley Goddard	Cleanwater1	Program Subcommittee Chair
 Maddie Spinner	New Jersey American Water	Program Subcommittee Vice Chair
 Blaga Delic	Jacobs	Sponsorship Subcommittee Chair
 Jake Phillips	American Cast Iron Pipe Company	Sponsorship Subcommittee Vice Chair
 Carolyn Christy	Trinnex	Marketing Subcommittee Chair
 Kathryn Yoshimura	Honolulu Board of Water Supply	Marketing Subcommittee Vice Chair
 Brittany Downing	Portland Bureau of Environmental Services	Local Host Subcommittee Chair
 Emma Martin	City of Hillsboro	Local Host Subcommittee Vice Chair



Thank You To Our Volunteer Committee!

Marketing

Shreya Bangar
Wade Trim

Nicole
Martindale
Iowa State University

Chelsea Boozer
Rogue Water

Adam Dow
*Kenosha Water
Utility*

Shreshtha
Bangar
Carollo Engineers

Malia Turner
Hazen and Sawyer

Abhijeet Saraf
HDR

Moriah Winkel
City of Bryant

Nicole Cohen
Carollo Engineers

Noor Al Riyami
Black & Veatch

Sam Nieslanik
Kimley-Horn

Lauren Schmidt
JUB Engineering

Morgan
Anderson
Black & Veatch

Hester Aw
Hazen and Sawyer

Michael McBee
Freese and Nichols

Sponsorship

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Hubbard-
Huggins
Kimley-Horn

Jacob Niemeier
Vera Aqua Vera Vita

Sarah Guzman
Black & Veatch

Grace Crowe
Kimley-Horn

Annabel Irwin
Sage Geotechnical

Amanda
Smokoff
South Platte Renew

Local Host

Rob Whitson
The Freshwater Trust

Katelin
Vandehey
Tetra Tech

Cole Benak
City of Vancouver

Erica Haide
Brown and Caldwell

Lauren Cetin
*Water Systems
Consulting*

Lauren Tetzloff
Kennedy Jenks

Allison Lukens
Kennedy Jenks

Program

Alex Webb
Sentry

Alexis Winder
STV

Amanda
Smokoff
South Platte Renew

Chelsea Boozer
Rogue Water

Guy Yager
Black & Veatch

Henry Ricca
Hazen and Sawyer

Lindsey Silvestro
Cleanwater1

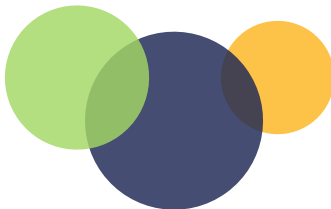
Megan Fox
Baxter & Woodman

Michael McBee
Freese and Nichols

Sarah
Schoepflin
AECOM

Stephanie Hubli
Woodard & Curran

Theresa Passe
Carollo Engineers



Utility Scholarship Recipients



**Chathurika Bandara – H2O Terra LLC
and El Paso Water, TX**



**April Grahn – Jurupa Community
Services District (JCSD), CA**



**Jeff Kowar – Metropolitan Water Reclamation
District of Greater Chicago (MWRDGC), IL**



**Bharathi Murali –
Region of Peel, Ontario**



**Seirra Potter –
South Platte Renew, CO**



**Wesley Stockwell –
City of Plymouth, MN**



**Jennifer Toney –
Birmingham Water Works, AL**



**Kaitlin Walsh –
Buffalo Sewer Authority, NY**



**Lino Zanardo –
Region of Peel, Ontario**



**Nicholas Aristizabal –
City of Pearland, TX**



WEF Policies & Positions

WEF VISION:

Life free of water challenges.

CORE VALUES:

- Lead boldly with purpose and agility
- Focus on our customers through empathy and service
- Collaborate for collective impact
- Integrate Diversity, Equity, and Inclusion in all we do

WEF POLICIES:

WEF respects and takes the broadest view of human diversity and inclusion and is committed to providing a professional, safe, and welcoming environment at its events for all water professionals and their guests. WEF expects all sponsors, speakers, attendees, media, exhibitors and other participants to uphold our commitment to diversity and inclusion by helping us provide a positive conference environment for everyone. For more information, please see WEF's Diversity and Inclusivity Policy, as well as WEF's Non-Discrimination and Harassment Policy at <https://www.wef.org/about/Governance/wef-policies>.

REPORTING CONCERNS:

If you have any concerns during this conference, please stop by the conference registration desk at the Oregon Convention Center.

WEF SOCIAL MEDIA POLICY:

WEF strongly encourages the use of social media to share your experiences at our event. This includes sharing interesting quotes or information, taking pictures with colleagues, and using the event hashtag. However, to protect intellectual property, videotaping, filming, or live-streaming of any workshop or technical session presentation, or exhibit booth is prohibited. Any participant violating this policy must relinquish the media and may be removed from the conference. Also, promotional or commercial use of photographs taken at WEFTEC and other WEF conferences is strictly prohibited. If you are interested in content, materials, or products, please consider talking to the speaker or exhibitor, who may provide the information or grant permission.





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Make the most of your Summit experience and join the LinkedIn conversation. Get information on the latest YP Summit news and activities, or participate in the contest and be entered to win some great prizes! Use the hashtag #WaterYPSummit and tag @Water Environment Federation and @ American Water Works Association in your posts.