50 Years of WEF Leaders

President’s & Speakers Before Us
“We make a living by what we get, but we make a life by what we give.”
– Winston Churchill.
“You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.”

- Woodrow Wilson
Thank You WEF President’s & WEF Speakers for Your Service!
HOD MESSAGE

Alexie Kindrick
Speaker
WHAT IS THE HOD?
Deliberative and Representational

• Comprised of delegates from member associations and unrepresented constituencies (delegates-at-large)
  • Number of delegates are based on the size of MA membership
  • 12 delegates-at-large
• 7 standing committees: steering, budget, DE&I, nominating, water advocacy, communications, WEFMAX
• Work groups: change annually
• Responsible for confirming Trustees, BOT leadership, by-law changes
• Advise the BOT on strategic direction and policy development
<table>
<thead>
<tr>
<th></th>
<th>2023</th>
<th></th>
<th>2024</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>HOD Strategic Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HOD of the Future: Delegates-at-Large</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HOD New Member Onboarding/Orientation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MA New Delegate Selection Best Practices</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workforce Development</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
BE CURIOUS, NOT JUDGEMENTAL
-attributed to Walt Whitman, used by Ted Lasso
How?

**Humility**
- Humility isn’t denying your strengths; It’s being honest about your weaknesses

**Hustle**
- To have the courage, confidence, self-belief, and self-determination to go out there and work it out until you find the opportunities you want in life.

**Heart**
- By living and working with heart, we create a deeper bond and impact with the people and the work we’re committed to.
What?

• HOD Strategic Plan
  • Mission
  • Vision
  • Values
  • Goals

• HOD of the Future
  • Emerging Leaders
  • Delegates-at-Large

• Funding
  • WEFMAX t-shirts
  • Increased budget requests

• Steering Committee
  • Speaker term lengths
  • Past speaker roles
  • By-law changes
Recognizing the need for change

Determining how to identify necessary changes

Identifying necessary changes

Implement near-term changes/goals

Implement longer-term changes/goals

Repeat steps as needed
Why?

• To better serve
  • MAs
    • Be more transparent
    • Be more forward-facing
    • Focus on important issues
    • Be true resource
  • WEF
    • Help implement the strategic plan
    • Be a voice for the Federation
  • Ourselves
TAKING ON A CHALLENGE IS A LOT LIKE RIDING A HORSE, ISN'T IT? IF YOU'RE COMFORTABLE WHILE YOU'RE DOING IT, PROBABLY DOING IT WRONG.

WWW.MAGICALQUOTE.COM
THEODORE 'TED' LASSO
Thank you!
WEF House of Delegates Committee Updates

Budget
DE&I
Water Advocacy
WEF House of Delegates
Budget Committee

Alexie Kindrick
HOD Budget Committee

- Review WEF budget to assure alignment with strategic plan
- Administer MA grant program
- Participate in WEF $$-related committees (Chair and Vice-Chair)
  - WEF Finance Committee
  - WEF Audit Committee
  - HOD Steering Committee
- Other projects of our choosing relevant to budget issues
# HOD Budget Committee Participants

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scott Aurit</td>
<td>Committee Member</td>
<td>Nebraska WEA</td>
</tr>
<tr>
<td>Janine Burke-Wells</td>
<td>Committee Member</td>
<td>New England WEA</td>
</tr>
<tr>
<td>Bill Davis</td>
<td>HOD Speaker-Elect</td>
<td></td>
</tr>
<tr>
<td>Kelsey Hurst</td>
<td>Sr. Manager, Association Engagement</td>
<td></td>
</tr>
<tr>
<td>Alexie Kindrick</td>
<td>HOD Speaker</td>
<td></td>
</tr>
<tr>
<td>Doug Kobrick</td>
<td>Budget Committee Chair</td>
<td>Delegate-at-Large (from AZ)</td>
</tr>
<tr>
<td>David Koontz</td>
<td>WEF – Director, Finance</td>
<td></td>
</tr>
<tr>
<td>Mary Elizabeth Mach</td>
<td>Committee Member</td>
<td>Oklahoma WEA</td>
</tr>
<tr>
<td>Doug Pike</td>
<td>Budget Committee Vice-Chair</td>
<td>Pennsylvania WEA</td>
</tr>
<tr>
<td>Karen Powderly</td>
<td>WEF CFO</td>
<td></td>
</tr>
<tr>
<td>Mike Sweeney</td>
<td>Committee Member</td>
<td>Florida WEA</td>
</tr>
<tr>
<td>Christine Volkay-Hilditch</td>
<td>WEF Treasurer</td>
<td></td>
</tr>
</tbody>
</table>
MA Grant Program

• Has become a standard WEF budget item
• Annual budget: $125,000
• Two grant cycles
  • Round 1: closed in January
  • Round 2: due in June – application is open now
  • 50% of annual budget per grant cycle
• Areas supported by grant program
  • MA operations
  • Seed grant for new initiatives
  • Strategic planning and training
  • *Expanded* conference attendance – WEFMAX and WEFTEC
MA Grants Should Align with Strategic Plan

**Strategic Plan Goals**

- Attract and develop a diverse and passionate water workforce
- Cultivate a purpose-driven community to sustainably solve water challenges for all
- Lead the transformation to the Circular Water Economy

**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
FY 24 MA Grants – Round 1

• 14 applications received, total request $116,000

• 8 awarded funding
  • Total $62,500
  • Some MAs were requested to reduce their amount

• “Winning ideas”
  • High school student internships with WW utilities
  • Video series
  • Recruiting under-represented populations to the water industry
  • Operator training
  • Expanded attendance at WEFMAX, WEFTEC, etc. – YPs, other groups in addition to the usual folks
  • Women in Water program
Tips for Successful MA Grant Application

• Align with WEF Strategic Plan
• Answer the questions -- with specifics
• Solid documentation of budget, schedule, and how results will be measured
• Provide a match
  • $$ or in-kind contributions
  • Understood that some MAs cannot do that
• Demonstrate that the grant will support something new -- not just ongoing MA expenses that are already covered
• Small point bonuses for smaller and medium MAs
<table>
<thead>
<tr>
<th>Rating criteria</th>
<th>Weighting Factor</th>
<th>Unweighted score; rank from 0 to 10</th>
<th>Weighted Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application aligns with WEF critical objectives and goals: based on our new</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>strategic plan; see reference info below</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Impact on the industry or membership: consider how many members or other</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>persons the activity supported by the grant will reach</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Budget has sufficient detail: Is the requested amount justified by reasonable</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>back-up? Is the MA contribution defined and explained?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MA contribution: scale from 1 to 10 based on proportion of match to requested</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>funding. Match can include cost sharing, in-kind services, volunteer time,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>sponsors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Timeline has sufficient detail: to enable tracking of progress and timing for</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>follow-up. Is it a well thought-out plan?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subtotal</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Bonus points</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>MA is classified as small; if yes, enter &quot;1&quot; in cell to the right</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>MA is classified as medium; enter &quot;1&quot; in cell to the right</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Total score from evaluation</td>
<td></td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>
Expectations for MA Grant Winners

• Carry out the project as proposed
• Provide the match as promised
• Submit the required (brief) progress reports
• Document your results
• Share successful ideas with other MAs
WEF House of Delegates
DE&I Committee

Alexie Kindrick
Water Advocacy Committee

Updates

Peter Garvey, Delegate-at-Large
History of Water Advocacy at HOD

• Started with HOD Workgroup

• Graduated to HOD Committee – 23/24 is first year as committee
Committee Members

• Co-Chairs
  • Peter Garvey & Kristiana Dragash

• Committee Members
  • Candice Au-Yeung, Carol Martinson, Janine Burke-Wells, Louis Lambe, Rosaleen Nogle, Louis Storino & Mike Sweeney

• WEF Support
  • Steve Dye, Amy Kathman & Kelsey Hurst
Committee Charter

Support Member Association Water Advocacy efforts with a focus on local, state and regional approaches:

1. Gather and Share Information
2. Conduct Research
3. Priority Issues & Position Statements
4. Other – Promote DC Fly-in, Coordinate w/Delegate at Large
Achievements/Ongoing Activities

- Article in WE&T for DC Fly-in (goal = 2 articles/year)
- Provide materials for M-A conferences promoting advocacy
- Legislative nuggets
- Gathering best practices for advocacy across active M-As
- Hosting calls highlighting an active M-A
- Conduct video interview with legislator
- Research what other industries do for advocacy
- Research viability of legislative ‘scorecard’
- Liaise w/WEF GAC
Examples for Your Events

Make your Voice Heard, Become a Water Advocate!

WEP's Water Advocates program empowers you to share your knowledge and expertise to inform government decision makers about the importance of water. Visit wef.org/advocacy/water-advocates to enroll or scan the QR code below.
Aging infrastructure, strict requirements, and economic pressures have put unprecedented stress on local governments and agencies that provide essential water services. Elected officials are being called upon to make tough choices that will impact water quality and the viability of our communities for generations to come.

Let’s speak with a loud, united voice for water. The Water Advocates Program helps you to reach out to and connect with elected officials on important water quality issues.
WEF House of Delegates
Water Advocacy Committee

Peter Garvey
Advertising the WEF HOD Challenge!
House of Delegates (HOD) – Overview and Structure (WEF Bylaws)

• The HOD is the deliberative and representational body of WEF.
  • Advises the Board on matters of strategic direction and public policy development.
  • Authority to confirm and remove Trustees.

• Speaker of the House. Leads the HOD. Also is a member of the WEF Board ex-officio, without vote.

• MA Delegates: Each MA identifies 1-3 Delegates based on membership size.

• Delegates-At-Large (12): Represent specific constituencies. Self-nominated opportunity for all WEF members.
House of Delegates – Duties (WEF Bylaws)

- **Advise the Board** on issues of strategic direction and public policy development.
- Review the **budget report** from the Board and provide comments to the Board on its consistency with **WEF’s Strategic Plan and other initiatives**.
- **Elect the WEF Officers** and shall consider and confirm Trustee nominations received from the Board.
- **Keep their represented constituency informed of key WEF priorities and initiative.**
- Plan and hold meetings each year to **provide an opportunity for Member Association Leadership to meet and exchange ideas and information.**
House of Delegates – Responsibilities and Expectations (HOD P&P)

- Representation, collaboration, policy development, knowledge sharing, professional development, and advocacy within the WEF and the broader water environment community.
  - **Represent Member Associations** in the House of Delegates and with WEF
  - **Facilitate collaboration and networking** among member associations.
  - Delegates participate in the **formulation of policies and positions** on key water and wastewater management issues.
  - Serve as **conduits for sharing knowledge, information, and resources** between the WEF and their Member Associations.
  - Enhance their **professional development** by engaging in the activities and initiatives of the WEF.
  - **Contribute to the advocacy efforts of the WEF.**
House of Delegates Delegate Annual Activities Process

COMMITTEES
- Nominating Committee
- Steering Committee
- DE&I Committee
- Budget Committee
- WEFMAX Committee
- Advocacy Committee
- Communications Committee

NOMINATING COMMITTEE
- Selects HOD Committee Members and Speaker-Elect

COMMITTEE MEETINGS
- Following the HOD Meeting

WEFTEC ACTIVITIES
- HOD Working Breakfast (Saturday Morning)
- HOD Meeting (Saturday Evening)
- Young Professional Activity (Saturday Afternoon)
- WEF Leaders Reception (Saturday Evening)
- WEF Leadership Day

WORK GROUP MEETINGS
- Following the HOD Meeting

WORK GROUPS
- Work Group 1
- Work Group 2
- Work Group 3
- Work Group 4

WEF Delegates Report
- WEF Activities to Member Association

Attend WEFMAX
- HOD & Member Associations (April - May)

WEF Delegates Report
- WEF Activities to Member Associations

DELEGATE-AT-LARGE
- Self-Nominated (May - June)
- Selected by HOD Nominating Committee

MEMBER ASSOCIATION DELEGATE
- Nominated by Member Association
- Elected to Member Association Board

Apply for HOD Committees and HOD Speaker Elect (June)
- HOD Orientation Session (September)
WEF HOD Strat Plan Development

• WEFTEC activity (October 2023) with over 100 Delegates participating to identify potential mission, vision, and values elements for the House of Delegates.

• HOD Workgroup has worked to identify a draft Mission, Vision, and Values statements.

• Next efforts is to identify goals to drive the next three years of activities for the HOD.
WEF HOD Mission, Vision, Values

• **Mission (Draft):** To serve as the voice of the Member Associations and constituents - creating a community of water leaders that unites the Member Associations and the Federation.

• **Vision (Draft):** Be the effective/premier/preeminent network of resources supporting water professionals.

• **Values (Draft):**
  - Inclusion, equity, diversity
  - Service
  - Engagement
  - Openness
Advertising WEF HOD Challenge
Advertising WEF HOD Activity

• **Activity: How would you advertise the WEF HOD?**

• **Chalkboard Advertisement – 30 minutes to create**
  • Each table to develop an advertisement and/or advertising campaign for WEF HOD and/or WEF HOD Delegate candidate
    • Materials provided: Chalk Board, Chalk Markers, Scratch Paper
  • Looking for creativity in messaging and audience appeal
    • Wording and phrasing
    • Artistic elements and use of materials/color/drawing
    • Tying in the WEF HOD purpose and attempt at branding for delegates and setting goals for the HOD for the next three years.

• **WEF HOD SP Workgroup Reps Walk Around to Answer Questions**
Advertising Campaign Ideas
Advertisement Challenge
Presentation
WEF HOD Advertisement Presentation

• Table 1 (*Add Image of chalkboard advertisement here*)
WEF HOD Advertisement Presentation

- Table 2 *(Add Image of chalkboard advertisement here)*
WEF HOD Advertisement Presentation

- Table 3 (Add Image of chalkboard advertisement here)
WEF HOD Advertisement Presentation

- Table 4 (Add Image of chalkboard advertisement here)
WEF HOD Advertisement Presentation

• Table 5 (Add Image of chalkboard advertisement here)
WEF HOD Advertisement Presentation

• Table 6 (Add Image of chalkboard advertisement here)
WEF HOD Advertisement Presentation

• Table 7 (Add Image of chalkboard advertisement here)
WEF HOD Advertisement Presentation

- Table 8 (Add Image of chalkboard advertisement here)
On Behalf of the WEF HOD SP Workgroup
Thank you for Taking the Challenge!
House Of Delegates Nominations

We invite you to consider serving for the following positions within the House of Delegates (HOD)

- Delegate-at-Large
- Speaker-Elect
- HOD Nominating Committee
- DE&I Committee
- Budget Committee
- WEFMAX Committee
- Communications Committee
- Water Advocacy Committee

For more details on these positions:

Apply online by June 30th:

If you have any additional questions, please contact HouseNominations@wef.org

House Of Delegates Nominations

We invite you to consider serving for the following positions within the House of Delegates (HOD)

- Delegate-at-Large
- Speaker-Elect
- HOD Nominating Committee
- DE&I Committee
- Budget Committee
- WEFMAX Committee
- Communications Committee
- Water Advocacy Committee

For more details on these positions:

Apply online by June 30th:

If you have any additional questions, please contact HouseNominations@wef.org
BREAK
10:00 – 10:15 am
YP SHARING SESSION: DRIVING YP Engagement
VWEA / VA AWWA Leadership Academy

Andrew Freitas, P.E.
Leadership Academy History

• Inspiration:
  • Water Leadership Institute
  • VA Natural Resources Leadership Institute

• Initiated in 2019

• Inaugural class 2021
  • Three graduating classes
  • Fourth class in progress
Leadership Academy Curriculum

- Kickoff and Graduation at consecutive WaterJAM conferences
- Four in-person all-day trainings
  - Meeting sites across Virginia
- Four “hybrid” half-day trainings
Leadership Academy Success
2023 VWEA / VA AWWA Mentorship Program Recap

Matthew Wisniewski, P.E.
1. Background & Intro

- Our committee felt there was a need for mentorship and professional development
- My role as Program Manager
- Pilot Testing Program
  - “If we only get 10 people (5 pairs), this will be a win.”
- Sent 2 email blasts
  - via existing VWEA / VA AWWA listserv channels
- Participant survey data results would dictate program significantly
2. Program Execution

- Survey says . . . !?
- Define mentors & mentees
- Criteria used to pair people
- 6 weeks of convo prompts
  - Emailed every Monday morning
  - Let convo unfold organically
- Pairs met weekly for at least 30 min
  in-person or virtually
  - Creativity encouraged
  - Mentees scheduled meetings
- Midway point HH or other fun event
- 1 “floater” week
- Conclusion at WaterJAM
3. Feedback & Next Steps

• Feedback survey:
  • People LOVED it & want more
  • Mutually fulfilling for both
  • Legitimize finale at WaterJAM
  • Some requested elongation

• 2024 Mentorship Program is well underway
  • Team is making modifications per survey feedback

• We’re just getting started!
Mentorship is worth it!

• How can you bring mentorship back to your member association (MA)?

• Thanks all! Please hold questions for our panel Q&A to occur in about 20 min.

• Matt Wisniewski, PE
  • Greeley and Hansen (now TY Lin)
  • matthew.wisniewski@tylin.com
    • Paternity leave until May 13
Leadership Opportunities

Dana Hargrove, P.E.
'16-'17 SAC Vice Chair & YP JAM Co-Chair

'SAC Vice Chair & YP JAM Co-Chair

'S17-'19 VWEA Board YP Liaison

'17-'19 VWEA Strategic Planning

'16-'22 VWEA Strategic Planning

'21 (VC) and '22 (Chair) WaterJAM Tech Program

SW RAC, WEF, AWWA

WIW Podcast
- Friendship and Networking
- Explore the Industry
- Proof of Leadership Abilities
- Grow within the Industry in a Meaningful, Mutually Beneficial Way
DC FLY-IN INSIGHTS - FUTURE PLANNING

Peter Garvey
Lou Storino
CLOSING

Dave Galbraith
Janet Hurley Cann
Alexie Kindrick
Sarah Lothman
Thank you for Attending!