connecting ideas | inspiring leaders
Celebrating 50 Years in 2024
Welcome

Clint Rogers
Celebrating 50 Years

Dave Galbraith
WEF Message

Kalpna Solanki
WEF Board of Trustee
Water Environment Federation
the water quality people®
Our Mission

Inspiring the water community in pursuit of human and environmental well-being
Our Vision

Life **free of water challenges**
Our Core Values

Lead boldly with purpose and agility

Collaborate for collective impact

Focus on our customers through empathy and service

Integrate Diversity, Equity, and Inclusion in all we do
WEF Strategic Plan

Our Mission
Inspiring the water community in pursuit of human and environmental well-being

Our Vision
Life free of water challenges

Our Three-Year Outcome Statement
Amplify the stories of water to grow, strengthen, and diversify the water community

Our Strategic Goals

Goal 1: Attract and develop a diverse and passionate water workforce
Goal 2: Cultivate a purpose-driven community to sustainably solve water challenges for all
Goal 3: Lead the transformation to the Circular Water Economy

Our 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
Goal 1

Attract and develop a diverse and passionate water workforce

Goal 1 Strategies
1. Raise public awareness about the importance of water and the water workforce
2. Reduce barriers to workforce entry and retention
3. Provide extraordinary opportunities for connection, growth, and education
4. Cultivate strategic partnerships
Diversity, Equity & Inclusion
InFLOW
Operator Support

TRAINING THE OPERATOR OF THE FUTURE

WASTEWATER TREATMENT FUNDAMENTALS

NEW MANUAL NOW AVAILABLE
Educational Materials
Wastewater-Based Disease Surveillance
Our Strategic Goals

Goal 2

**Cultivate a purpose-driven community to sustainably solve water challenges for all**
Goal 2

Cultivate a purpose-driven community to sustainably solve water challenges for all

Goal 2 Strategies
1. Drive connection and collaboration for the development of innovative solutions
2. Deliver best-in-class member experience
3. Creatively develop and deliver content and programming
Ops Challenge
WEFTEC 2024
LEADING THE FUTURE OF WATER
Conference & Exhibition
October 5 - 9, 2024
New Orleans Ernest N. Morial Convention Center
WEF/AWWA Utility Management Conference 2024
February 13 – 16, 2024
Oregon Convention Center
Portland, Oregon

Collection Systems and Stormwater Conference 2024
April 9 – 12, 2024
Connecticut Convention Center
Hartford, Connecticut

Innovations in Treatment Technology Conference 2024
May 21 – 24, 2024
Virginia Beach Convention Center
Virginia Beach, Virginia

Residuals and Biosolids Conference 2024
June 18 – 21, 2024
Oklahoma City Convention Center
Oklahoma City, Oklahoma

Circular Water Economy Summit 2024
July 15 – 17, 2024
Hyatt Regency Dallas
Dallas, Texas
Goal 3

Lead the transformation to the Circular Water Economy

Goal 3 Strategies
1. Convene stakeholders to craft WEF’s Circular Water Economy framework and best practices
2. Proliferate WEF’s Circular Water Economy framework and best practices
3. Champion adoption of Circular Water Economy
4. Eliminate barriers to Circular Water Economy adoption
Circular Water Economy Defined

A circular water economy (CWE) recycles and recovers resources within the water use and treatment cycle to maximize value for people, nature, and businesses.
WEF Circular Water Economy Summit

July 15-17, 2024 | Dallas, TX
OUR BLUE WORLD
WEF Student Members

Supporting the Water Workforce of the Future
Objectives:

Brainstorm how we can best serve our students

Strengthen Student Chapter Annual Reports
1) Overview of WEF Offerings
2) Capture MA Offerings (and wishes)
3) Sharing Successes and Replicable Strategies
But first....

What did YOU want/need as a student?

What student groups were you a part of?
Strategic Plan Goal 1: Attract & develop a diverse and passionate water workforce

• Strategy 1: Raise public awareness about the importance of water and the water workforce
  • WaterPalooza; Stockholm Junior Water Prize
Strategic Plan Goal 1: Attract & develop a diverse and passionate water workforce

- **Strategy 2:** Reduce barriers to workforce entry and retention
  - Student Design Competition; InFLOW; WEF Student Chapter of the Year Award
Strategic Plan Goal 1: Attract & develop a diverse and passionate water workforce

• Strategy 3: **Provide extraordinary opportunities for connection, growth; and education**
  • **Student Chapters** and all that comes with that: WEFTEC Attendance; SYPC involvement; SAC; Activities Toolbox; WEF Mentorship Program; Canham Scholarship (graduate); Springboard program (generally graduate participants).
Student Chapter Map:

Use the interactive map below to find student chapters or download a list of WEF SAC Student Chapter Map.

[Map Image]

[QR Code]
MA Offerings… & Wishes

• Please take 5 minutes with the handout (5)
• Share with table (15)
• Report out something you learned & admire from another MA (15)
Wrapping up: Zachary Loeb, FWEA

“The FWEA and WEF student competitions provided an outlet for my water passionate to be engaged and encourage throughout different stages of my education and continue in my career. It is my honor and joy to be able to give back to the programs that laid the foundation for where I am today.”
May 20th Deadline! Annual Student Chapter of the Year Award (via Annual Report)
BREAK

10:00 – 10:15 am
MA SHARING SESSION

WEA of Texas – Matias Pasch
CWP-KT – Valeria Lucas
Illinois WEA- Christina Smith
AWEA – Tina Sheikhzeinoddin & Matt Alpaugh
AZ Water – Amy Baker
WEASC – Beth Thompson
Miles & Miles of Texas
How WEAT Staff and Leadership Support the Diverse Needs of Our Sections

WEFMAX Park City 2024
Matias Pasch - Operations Coordinator, WEA of Texas
Context Matters

- 4,114 Members
- 254 Counties grouped into 19 Sections
Sections
Abilene
Beaumont/Port Arthur
Bryan/College Station
Central Texas
Coastal Bend
El Paso
Harlingen/Brownsville
Lubbock
Mid Rio Grande
Midland/Odessa
North Texas
Northeast Texas
Panhandle
Port Lavaca
San Angelo
San Antonio
Southeast Texas
Waco
Wichita Falls
Members by Section

<table>
<thead>
<tr>
<th>Section</th>
<th># Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abilene</td>
<td>10</td>
</tr>
<tr>
<td>Beaumont/Port Arthur</td>
<td>16</td>
</tr>
<tr>
<td>Bryan/CS</td>
<td>27</td>
</tr>
<tr>
<td>Central Texas</td>
<td>599</td>
</tr>
<tr>
<td>Coastal Bend</td>
<td>43</td>
</tr>
<tr>
<td>El Paso</td>
<td>47</td>
</tr>
<tr>
<td>RGV</td>
<td>99</td>
</tr>
<tr>
<td>Lubbock</td>
<td>37</td>
</tr>
<tr>
<td>Middle Rio Grande</td>
<td>17</td>
</tr>
<tr>
<td>Midland/Odessa</td>
<td>14</td>
</tr>
<tr>
<td>Northeast Texas</td>
<td>102</td>
</tr>
<tr>
<td>North Texas</td>
<td>1610</td>
</tr>
<tr>
<td>Out of State</td>
<td>202</td>
</tr>
<tr>
<td>Panhandle</td>
<td>10</td>
</tr>
<tr>
<td>Port Lavaca</td>
<td>3</td>
</tr>
<tr>
<td>San Antonio</td>
<td>251</td>
</tr>
<tr>
<td>Southeast Texas</td>
<td>968</td>
</tr>
<tr>
<td>Waco</td>
<td>36</td>
</tr>
<tr>
<td>Wichita Falls</td>
<td>9</td>
</tr>
</tbody>
</table>

North Texas: 39.3%
Southeast Texas: 23.6%
Central Texas: 14.6%
Coastal Bend: 9.9%
El Paso: 1.0%
RGV: 2.4%
Middle Rio Grande: 0.9%
Northeast Texas: 2.5%
Out of State: 4.9%
San Antonio: 6.1%
Panhandle: 0.2%
How did you find your MA?

- Active Section
- Networking with Clients?
- Voluntold by Supervisors or Mentors

- Active networks are self perpetuating
WEAT Section Engagement Committee

- **Geographic Diversity:** It’s In The Strategic Plan

- WEAT Executive Director Julie Nahrgang
- Past President Rick Hidalgo
- Bylaws change & nominations ex-officio member
Seeding New Sections

- Identify & Recruit Leaders
- Draft & Approve Bylaws
- Financial Support & Assuredness
- Deliver Meetings!

  El Paso in August 2023, January 2024, April 2024
  Lubbock in January 2024
Staff & MA Support

- Financial – Credit Cards & Banking
- Logistical – Website
- Swag
- Officer & Leader Presence
- Awards at our Annual Meeting
- Event Hosting Across Texas
  - Q1 2024 Board Meeting – El Paso
  - Q1 2025 Board Meeting - Lubbock
  - Collections/OCM Conference May 2024 - McAllen
REBRANDING: CLEAN WATER PROFESSIONALS

Valerie A. Lucas, PE
Executive Director
The Evolution of WEF

Federation of Sewage Works Associations (1928)

Federation of Sewage & Industrial Wastes Associations (1950)

Water Pollution Control Federation (1960)

Water Environment Federation (1991)

Progress began long before we did.
VISION
Integral to every clean water professional's career

MISSION
Boldly leading a professional community dedicated to safe and clean water through education, innovation & advocacy.
For decades, public perception of our profession has (literally) been down the toilet, in part, because of the language we use around our sector.
The truth is we are cleaners and purifiers. We are essential.
So why are we still calling ourselves wastewater people?

We CLEAN water.

it’s time to tell a new story.
It’s time we call ourselves what we are.
In 2019, we started a grassroots #cleanwatermovement working with utilities across KY & TN to clean up our collective story.
Why now?
Water Research Foundation projects that in the next 10 years roughly one-third of all current water utility workers will retire.
WEF estimates 220,000 water job openings every year from now until 2026.
And, currently, only 15% of the water workforce are women.
What sparked your passion for water?

I first became interested in civil engineering in middle school. Doing meaningful work and contributing to the greater good were criteria I wanted my future career to meet. I have really found my niche in clean water. It's all about providing an essential service to society and protecting the environment.

Everyday is a learning experience and another opportunity to make an impact!

- Emily Epperson
Lexington Fayette Urban County Government
Perhaps it's time to own our awesomeness.
A “clean water” title is all-encompassing and focuses on our vision. We’re all passionate about clean water and want to be more clearly visible to those outsiders that want to learn and engage in what we do.

Michelle Hatcher
Director of Water Management
Franklin, TN
Cleaning up our language will help clean up our reputation.
The only way to change how they talk about us is to change the way we talk about ourselves to others.
#clean up our language

what used to be... is now...

wastewater treatment plant..........................water resource recovery facility (WRRF)
wastewater industry..........................................................water sector
wastewater jobs..........................................................water quality careers
wastewater utility..........................................................clean water utility
wastewater operators.............................................clean water operators
effluent wastewater................................................reclaimed water
It’s time to **remind ourselves** who we are and leverage the **power** of what we do.
We are the backbone of environmental advancement, economic expansion and community development.
Each job in Water Infrastructure construction adds 3.68 jobs to the economy.
We protect the planet.
We already know there is no new water on the planet. By recycling and reclaiming water, we’re doing our part to preserve our beautiful states.
We protect our people.
We know quality water means quality of life, so we make sure to leave water cleaner than we found it.
Our work literally flows through our communities.
Through Clean Water partnerships, our sector is reminded of our purpose and passion to provide clean water for all.
Clean Water Movement PROGRESS

Adopting New Naming Conventions for Plants

City of Murray, KY
Bowling Green Municipal Utilities
First Utility District of Knox

Kick-Off Meetings & Education at BGMU

I knew we had turned a corner when I overheard a phone call answered as “Water Recovery Facility” by an individual several weeks after our kick-off meeting. I knew at that point the message had been taken to heart.

- Doug Kimbler, BGMU

Updating Language on Public-Facing Websites

"First Utility District is in the beginning stages of several upgrades to our Water Resource Recovery Facility (previously called a wastewater plant)."
The Clean Water Movement TO DATE

- Launch at WPC19
- Official name change at Annual Meeting 2020
- Roadshow Presentation
- Onboarding Folder
- Promotional Materials:
  - Stickers, t-shirts, hats
- Monthly email to members
- Website
- Training resources
- Social media guide & posts
- Campaign & rebranding nationally awarded by WEF
The Clean Water Movement SUCCESS

Clean Water Professionals
of Kentucky & Tennessee
Clean water starts with us.
YOU ARE INVITED TO JOIN THE CLEAN WATER MOVEMENT

We don't just work 9–5pm. We clean water 24/7.

OUR WORK MAKES PLAY POSSIBLE.
Join us.

#cleanwatermovement

@cw pkt.org

Clean Water Professionals of KY & TN

@cw p_kt
CONTACT INFORMATION

Valerie Lucas
valerie.lucas@cleanwaterprofessionals.org
The Importance of Student Chapter Outreach for the Water Industry

Christina Smith
IWEA Diversity Equity and Inclusion Chair
Children are our future.
Topics we will discuss:

Students Across America have 100% interest in their environment. Many do not know the role local water jobs play.

- Student Outreach May look like …
- High Schools & Colleges **want** to advertise your open positions.
- Resources for Student Outreach
Students Across America have 100% interest in the environment. *This means water*…

Teaching students about water and water careers

- Many College Students continuously research where to apply their degree or are looking for other options.

- High School Students are not all turning to college after graduation. Visit schools to discuss with students the roles at your facility and how they can begin work after graduation and earn on the job training and certifications.

- In Illinois, all 5th grade students discuss wastewater facilities and drinking water. They see the schematic, let’s a face to the work.

- Scout Troops - water badges

- Home School STEM
Student Outreach may look like this…

- Northern Illinois University – Science Club
Student Outreach may look like this…

- Local High School event – Meet a Scientist
Student Outreach may look like this…

- Plant Tour – provide job descriptions with pay ranges! Be candid.
Student Outreach may look like this…

- School activities – Invest in the future.
Local High Schools and Colleges **want** to advertise your open positions.

...Not all Students go to college or want to.

- High School are required by the state to post open positions requiring HS diplomas:

- Colleges are hungry to have their students find employment after graduation. Water careers meet the interest of students and the pay demanded after college tuition.
Resources:

• Who to contact:
  • Colleges: Science Teachers, look for professors online & email them.
  • HS: Student Services, College and Career Centers, Counselors
  • Grade School: Principal, general phone number
  • Local Libraries look for activities and events to host

• Allow and encourage word of mouth have your card!

• Online PPTs available for beginners:
  https://www.slideshare.net/pradeepbuji7/water-ppt-39058197

• Advanced Students:
  https://www.awwa.org/Portals/0/AWWA/Communications/HIGHSCHOOLPowerPoint.pptx

Resources:

- Encourage employees to connect with students. Give them time to prepare!
  - Allow and encourage word of mouth
  - Search for STEM events
- HBCU Connect annual Event this June 28-29 in DC –

- HANDSHAKE
Christina Smith  
IWEA Diversity Equity and Inclusion Chair  
City of St Charles Laboratory Supervisor  
630-597-6108  
csmith@stcharlesil.gov
Investing in Your Future—How to Support YPs and Student Chapters

Tina Sheikhzeinoddin and Matt Alpaugh
AWEA Delegates
AWEA- Alabama’s Water Environment Association

• About
• Size- YP and Student percentages
• Rotating Board Meeting Locations
• New Delegate/Board Member
• Conference
• Goals
Young Professionals

- Creating a Community
- Networking-why?
- Lunch and Learns- Communication skills, Finance, YP 5 min presentations..etc....
- Growth opportunities
- Support
- Answer the question: What are you missing out if you don’t join?
Students

- Career path options
- Connections for internship/jobs
- Scholarships
- MA support
- SWAG
- Ongoing goal: keep students engaged after graduation

Ideas: Water award given by university, having a cord for graduation..
How to Increase Student, YP and EP Membership

• MA conference includes YP and student activities: Job fair, game night social, student poster competition, students presenting, dedicated “meet the boss” event
  If you don’t have events, they will not come

• Pay for student lodging and travel expenses to come to conference-key time to interact with the local water and wastewater community and keep them engaged

• Develop relationships with professors—competing with other student organizations and conferences

• Increase scholarship amounts

• “Not only happy hour”—YPs to hold technical sessions-not just social events

• Figure out what works—casual after work events or lunch and learns during the day

• Provide money, time, and resources to the group
This is our future
THANK YOU FOR YOUR PARTICIPATION
Promotional Video

https://drive.google.com/file/d/1Xwg-5NBQhnihRRsSDCG-Bh1QUp4RznZ_/view?usp=sharing
What is it?

- Evergreen Course Access
- Self-Paced Online Training
- Recorded Videos
- Embedded Quizzes/Surveys
- Sponsorship opportunity
- Automatic certificates/PDHs
- Course Materials-attachments
- Access through azwater.org
  - Mobile-friendly page

What is it not?

- Not a live event tool
- Not a virtual conference
- Not an app
Initial Rollout – Summer 2024

- Intro to Water Distribution part 1
- Intro to Water Treatment part 1
- Intro to Wastewater Collection part 1
- Intro to Wastewater Treatment part 1
- Intro to Arizona Water Resources
- Introduction to Water Conservation

- Intro to Water Distribution part 2
- Intro to Water Treatment part 2
- Intro to Wastewater Collection part 2
- Intro to Wastewater Treatment part 2
- Introduction to Digital Infrastructure
- Introduction to Operator Math
Additional Introduction Courses?

- Lab Practices
- Cross Connection and Backflow
- Energy Management
- Pretreatment
- Stormwater
- Biosolids
- Customer Service
- Advanced Water Treatment
- Many others.....
Introduction to Wastewater Treatment
part 1
Overview of Wastewater Treatment, including Operation & Maintenance
Trainers: Heather Jennings, Erin Daugherty and Ibrahim Teres
Introduction to Water Resources

Learn about Water Resources in Arizona

Trainers: Kathryn Sorensen and Jennifer Davidson
Phase 2 Rollout - Winter 24/25

Add Intermediate and Advanced Courses (driven by committees and partners)
Expand “Introduction” Courses (additional disciplines and topics)
Roll out Vendor Showcase – Sponsored Trainings
Regularly evaluate platform traffic, interest and membership numbers
<table>
<thead>
<tr>
<th>#</th>
<th>Categories</th>
<th>Title</th>
<th>Status</th>
<th>Lead Instructor</th>
<th>Assigned Committee</th>
<th>Assigned Reviewer</th>
<th>Status Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Soft Skills</td>
<td>Unconscious Bias for Dummies</td>
<td>Form Submitted</td>
<td>John Smith</td>
<td>JEDI Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Soft Skills</td>
<td>Why AZ Water is Awesome</td>
<td>Needs Champion</td>
<td>Jane Doe</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Wastewater Treatment</td>
<td>Denitrification in small systems</td>
<td>Form under Review</td>
<td>Jane Doe</td>
<td>Wastewater Treatment Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Unassigned</td>
<td>Pump Preventative Maintenance</td>
<td>Form under Review</td>
<td>Vendor XYZ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Operator Training</td>
<td>Chemical Feed Systems 101</td>
<td>In Development</td>
<td>John Smith</td>
<td>Water Treatment Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Unassigned</td>
<td>I love water random training</td>
<td>Sent to Committee</td>
<td>Excited New Volunteer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Advanced Water Treatment</td>
<td>GAC in AWP</td>
<td>Needs Champion</td>
<td>Jane Doe</td>
<td>Water Treatment Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Advanced Water Treatment</td>
<td>AOP</td>
<td>Needs Champion</td>
<td>John Smith</td>
<td>Wastewater Treatment Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Advanced Water Treatment</td>
<td>RO and NF</td>
<td>Needs Champion</td>
<td>Jane Doe</td>
<td>Water Treatment Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Advanced Water Treatment</td>
<td>MF and UF</td>
<td>Needs Champion</td>
<td>John Smith</td>
<td>Wastewater Treatment Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Advanced Water Treatment</td>
<td>Monitoring Technology</td>
<td>Needs Champion</td>
<td>Jane Doe</td>
<td>Water Treatment Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Advanced Water Treatment</td>
<td>AWP Lab Practices</td>
<td>Needs Champion</td>
<td>John Smith</td>
<td>Lab Practices Committee</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What will the Training Platform offer?

**Initial Features**
- Workforce Training (Intro Courses)
- Free to Members
- Automatic PDH issuance

*Rollout in 2024*

**Future Features**
- Additional Topics/Disciplines
- Sponsored Vendor-led Trainings
- Fees for Premium Content
- Public-facing trainings

*Develop after Rollout*
Is this Platform going to conflict with engagement at the conference?

- Out of ~2800 conference attendees in 2023, 403 attended Operator Training. They obtained an average of 1.5 PDHs in operator training, so operator training was a small part of their overall conference experience. Assuming those were all operators, we reached only 7% of the 5,644 certified operators in Arizona.

- Our goal will be to reach a larger percentage of those 5,644 operators, and also help prospective future operators and water professionals learn and grow their interests.
Thank you!
MISSION STATEMENT

Providing our members educational and networking opportunities that promote, protect, and preserve South Carolina’s water resources while fostering a community dedicated to the advancement of women in the water industry.
2023 SC ENVIRONMENTAL CONFERENCE
Geographic Arrangement
Blue Ridge Foothills
Upper Savannah
Catawba
Capital
Swamp Fox
Pee Dee
Waccamaw
Low Country
Sea Island
Lower Savannah
What is your vision of this committee
  ▪ Regionally?
  ▪ Locally?

What can groups do next year?

What projects would you like to do long-term?

What is the easiest way to get together?
WIWL IDEAS

- Multiple opportunities to mingle for drinking and conversation
- Outdoor hikes and activities
- Local water bill assistance programs for single parent households
- Mentorships
- Litter pickup service events
- Book club meetings
- Award program for women who have made an impact in SC
THANK YOU FOR YOUR SUPPORT

www.scwaters.org/group/WIWL
Nominations Committee 2024 Updates

Mark Poling and Kam Law
Nominating Committee Responsibilities

- Speaker Elect
- Delegate-at-Large (4)
- 6 Committees
  - Diversity, Equity, and Inclusion (DE&I)
  - Budget
  - WEFMAX
  - Nominating
  - Communications *New*
  - Water Advocacy *New*
Speaker-Elect

• Entering or completing at least 2 years serving as a Delegate
• One year term
• Duties
  • Assist the Speaker of the House
  • Member of HOD Steering Committee, Nominating Committee, and Budget Committee
  • Attend 2 WEFMAX meetings
  • Attend mid-year meeting
  • Attend Board of Trustees meeting
  • Serve as the House liaison to the Committee Leadership Council
Delegate-at-Large

• 4 selected each year
• 3-year term
• Represent an underrepresented demographic group in the HOD
  • Professional Perspective
    • Operations
    • Utility Leadership
    • Manufacturers
  • Demographic Perspective (Age, Race, Ethnicity, Gender)
HOD Committees

Comprised of Speaker-Elect and Delegates

- Budget (6)
- Nominating (6)
- Diversity, Equity, and Inclusion (6)
- WEFMAX (6)
- Communications (6)
- Water Advocacy (6)
- Steering (Speaker, Speaker Elect, Chairs of all Workgroups, Committees)
HOD Budget Committee

• Review the budget development process with the WEF Treasurer and finance staff

• Administers the WEF MA grant program
  • 14 applications received (in February)
  • recommends proposals for funding
  • Compiling ideas proposed that might be beneficial for other MAs to consider.

• Participation in WEF’s annual process via WEF Audit Committee.

• Considering a work task relating to revenue diversification to strengthen MA finances.
HOD Nominating Committee

• Fill Committee Positions Annually!
  • Review application materials for updates
  • Drive recruitment!
  • Administer the evaluation of applicants

• Liaise with other Committees (Communications, Onboarding)

• Assist with appointments of BOT Audit Committees (Chair & Vice Chair of HOD Budget Committee)
HOD Diversity, Equity, and Inclusion Committee

• Foster a sense of belonging among all members of the water sector
• Host regular quarterly calls with WEF membership
• Provide DE&I messaging to MA leadership
• Develop social media guidance targeted towards underrepresented and underserved populations to create interest in water profession careers.
HOD WEFMAX Committee

• Plan at least 3 years beyond the current year to identify MAs to host WEFMAX meetings
• Consider schedule, format, and content of WEFMAX meetings
• Set conference agenda and speakers
• Track registrations and organize conference logistics:
  • Alexandria, VA: 66 registered, 33 first time attendees
  • Park City, UT: 69 registered, 30 first time attendees*
  • St. Petersburg, FL: 53 registered, 16 first time attendees

*SOLD OUT!
HOD Communications Committee

• Responsible for the coordination, development, and distribution of materials pertaining to the HOD, both internally and with outside stakeholders.
  • New delegate onboarding
  • Quarterly HOD reports and BOT backgrounders
  • Monthly HOD videos
  • Social Media posts
  • Document management
  • Maintenance of WEFUnity page
  • MA Coordination for articles, advertisements, etc

• Consider schedule, format, and content of WEFMAX meetings
HOD Water Advocacy Committee

• Strengthens local, state, and regional MA Water Advocacy efforts
• Authored an advocacy article published in WE&T
• Publish regular updates on social media
• Coordination with local conferences to raise awareness
• Assist Government Affairs Community MA focus groups with water advocacy webinar
• Increase awareness for the National Water Policy Fly In
HOD Steering Committee

• Comprised of Speaker of the House, Speaker-Elect, Immediate Past Speaker, HOD Workgroup chairs, HOD Committee chairs

• Advise the BOT on issues of strategic direction and public policy development

• Review and provide input on information received from committees and workgroups
Apply Now!

• Getting involved is not just for senior delegates!
• Encourage 1st year delegates to apply for committee positions.
• We need you!

Any questions? Contact: 
Amanda.Sheposh@jci.com
Thank you!
LUNCH

12:00 am – 1:00 pm
Build a Bike Service Project

1:00 pm – 2:15 pm
Help WEAU raise funds and get kids riding. Your donated funds will be used to purchase bikes. The bikes will be put together at the WEFMax in Park City on May 16-17, 2024, and donated to Free Bikes 4 Kidz.

Scan to donate online

https://fb4kutah.org/
BREAK

2:15 pm – 2:30 pm
WEF Delegate-at-Large Constituency Update

ValaRae Partee
What is Delegate-at-large (DAL)?

- **House of Delegates (HOD)**
  - **Member Association (MA) Delegates**
  - **Delegate-at-large (DAL)**
  - **Liaison between MAs and WEF**
  - **Conduit between self-identified constituency and WEF**
  - **Nominated by MA and elected to MA Board**
  - **Open application to all WEF members**
Delegate-at-Large Constituency

• Introduction of what is a Delegate-at-Large (DAL) constituency:

• ValaRae Partee  Black Women in Water, YP’s of Color
Workgroup Charter

• To continue the 2022-2023 HOD of the Future discussions, particularly as it pertains to the Delegates-at-Large (DAL)

  • Surveying questions sent to 12 DALs
  • Results received in January 2024
Thank you!
WEF
Community Leadership Council (CLC)

Ian Fife
WEF CLC Vice Chair
Membership Engagement Transformation (MET)

Why?

- **35,000** WEF MEMBERS GLOBALLY
- **3,100 (<9%)** of MEMBERS SERVE ON A NATIONAL COMMITTEE
- **600 (<2%)** ARE ACTIVELY ENGAGED AT WEF’S NATIONAL LEVEL
- CURRENT STRUCTURE CONTAINED ENGAGEMENT BARRIERS
- MEMBERS NOT CONFIDENT HOW TO GET ENGAGED & CONNECTED IN
MET Objectives

• PROVIDE **EASIER PATH** FOR ENGAGEMENT FOR BOTH EXISTING AND NEW MEMBERS

• PROVIDE SOURCE TO **SPARK** NEW AND EXISTING MEMBERS TO BECOME MORE ACTIVELY INVOLVED

• CREATE **WELCOMING ENVIRONMENT** TO BRING NEW AND ACTIVE MEMBERS INTO OPEN ACCESS COMMUNITIES
More Opportunities

Accelerators – 1 year

- An emerging topic is identified as a perceived gap
- The team needs to be open access, fluid and dynamic and collaborate across communities

Task Forces – 2 years

- WEF members need to assemble and work on a defined cross community task
- Can be the result of accelerator progress, Board of Trustees requests, sector concerns
MET Created

- New Leadership Opportunities
- Communities with Open Access
- More communication channels
- New Communication Platform

Welcome to WEF UNITY!

community.wef.org/page/welcome
The Transformation

Let’s celebrate!

- **31,220** WEF MEMBERS GLOBALLY
- **3,100 (<9%) 5600 (16%)** of MEMBERS SERVE IN A NATIONAL COMMUNITY
- **600 (<2%) 1,120 (3%)** ARE ACTIVELY ENGAGED AT WEF’S NATIONAL LEVEL
- Variety of levels of engagement, members engage as
Driving Collaboration and Engagement

What are the possibilities?
National Water Policy Fly-in 2024

Debrief & Brainstorm

WEFMAX Park City, UT

Peter Garvey, Delegate-at-Large
Putting the WE in WEF
“Collaborating for Collective Impact”

May 2024 WEFMAX
Park City, UT
Life Free of Water Challenges

WEF STRATEGIC PLAN
WEF Strategic Plan

Our Mission
Inspiring the water community in pursuit of human and environmental well-being

Our Vision
Life free of water challenges

Our Three-Year Outcome Statement
Amplify the stories of water to grow, strengthen, and diversify the water community

Our Strategic Goals
- **Goal 1:** Attract and develop a diverse and passionate water workforce
- **Goal 2:** Cultivate a purpose-driven community to sustainably solve water challenges for all
- **Goal 3:** Lead the transformation to the Circular Water Economy

Our 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
Collaborate for Collective Impact

• Partner with...
  • WEF Communities
  • Other MAs
  • WEF Staff
  • WEF Trustees
Collaborate for Collective Impact

• Partner with…
  • WEF Communities
  • Other MAs
  • WEF Staff
  • WEF Trustees
WEF Communities – Specialty Conferences

- WEF Collection Systems 2017 - Omaha
  - 90+ NWEA members involved in planning the event
  - Local Planning Group and National Planning Group
WEF Communities – Specialty Conferences

• WEF Collection Systems - Omaha
  • 325+ attendees at the “Social Activity” at Lauritzen Gardens
    • Invited all NWEA membership to attend
    • “Best date we have been on in years” – Aaron Dressel and his wife
• WEF Collection Systems - Omaha
  • 100+ attendees within a 3-hour drive
  • Benefit - Accelerated our overall membership connection to WEF
WEF Communities – Specialty Conferences

• Utility Management Conference – YP Summit
  • NWEA and NSAWWA send 2 Young Professions to the Conference each Year
  • Benefit – Our YP Committee engagement has grown immensely
12th Annual Texas Hold’em Tournament

Presented by: NSAWWA/NWEA Young Professionals Committee
at the Nebraska 2023 Fall Joint Conference
To Benefit: Engineers Without Borders

Date: Wednesday, November 1, 2023,
Location: Younes Conference Center
Time: Following Banquet, 8:30 p.m. to Midnight

1st Place: $200
2nd Place: $150
3rd Place: $100
4th Place: $50
5th Place: $25

Prizes will be awarded to all tournament players.

SUGGESTED TOURNAMENT DONATION: $20
Make checks payable to NWEA.

WALK IN NIGHT OF THE EVENT TO PLAY!

To Sign-Up to Volunteer as a Dealer, Please Contact:
Sarah Nguyen
Email: sjay@neo.com
Phone: 402.310.5108
Collaborate for Collective Impact

• Partner with…
  • WEF Communities
  • Other MAs
  • WEF Staff
  • WEF Trustees
Other MAs – 4 State Governmental Affairs

- Nebraska (NWEA), Iowa (IAWEA), Kansas (KWEA), and Missouri (MWEA)
- EPA Region 7 Officials, including EPA Region 7 Director
- Regulatory Officials from the Four States
  - IDNR, KDHE, NDEE, MoDNR
- Municipalities/Public Utilities
- Consultants
Other MAs – NWEA and IAWEA DE&I

• NWEA chartered our DE&I Committee in 2021
  • Number of IAWEA members on NWEA’s DE&I Committee
• Helped IAWEA charter their DE&I Committee in 2023
Collaborate for Collective Impact

• Partner with…
  • WEF Communities
  • Other MAs
  • WEF Staff
  • WEF Trustees
WEF Staff – Strategic Planning

• Linda Kelley – NWEA Strat Plan in 2016
• Kelsey Hurst – Strat Planning for Other MAs and HOD
• Do-it-Yourself Strategic Planning Workshop training webinar
WEF Staff – Operator Outreach/Membership

• June 2023 – Partnered with WEF to assist in transition
• July 2023
  • WEF Leadership presented at summer operators conference
  • WEF offered a reduced operator membership rate (40% off) for a limited time to assist in transition.
    • $20 current versus $87 going forward
• Current
  • Tracking operator transition process
• NWEA Nominations Committee
  • Identified slate of new NWEA Board Members – Including more operator representation
WEF Staff – Operator Outreach/Membership

• June 2023 – Partnered with WEF to assist in transition
• July 2023
  • WEF Leadership presented at summer operators conference
  • WEF offered a reduced operator membership rate (40% off) for a limited time to assist in transition.
    • $20 current versus $87 going forward
• Current
  • Tracking operator transition process
• NWEA Nominations Committee
  • Identified slate of new NWEA Board Members – Including more operator representation
WEF Staff – Get to Know the Individuals

- MA Staff Liaisons – Dianne, Kelsey, Ama, and Renee
- MA Resource Center
Collaborate for Collective Impact

• Partner with…
  • WEF Communities
  • Other MAs
  • WEF Staff
  • WEF Trustees
WEF Trustees – Annual Conferences

• Plan your annual conference engagement
  • You have the best of the best coming to your MA!!!

• Don’t just fill out the request form.
  • Engage in as many activities as possible

• We usually hold 1-2 planning calls with the trustee coming to our annual conferences.

WEF OFFICIAL REPRESENTATIVE REQUEST FOR INFORMATION

Member Association: Nebraska WWA
WEF Representative: Handling: Jamie Einheerberger, WEF President
Date of Conference: November 1-3, 2021

TRANSPORTATION, ACCOMMODATIONS, & REGISTRATIONS
1. Provide the date/time Jamie should plan to arrive/depart for the conference:
   Arrive: 11/2/21 at 8 AM
   Depart: 11/5/21 at 11:30 AM

2. What airport do you recommend he fly into? Kennedy International Airport
   a. What mode of transportation is available from the airport? Uber/Lift/Car
   b. What is the travel time from the airport to the conference venue? 15 minutes

3. Who is his main contact?
   Name: Mike Millus
   Phone: 308.227.2690
   Email: mmillus@lawson.com
   Position: Nebraska WWA Delegate

4. Will the WEF reserve hotel accommodations? Yes No
   Is the WEF Representative responsible to pay for the hotel? Yes No
   Hotel: TBD
   Phone: TBD
   Address: TBD

5. Will the MA arrange conference registration? Yes No
   Will the WEF Representative pay for conference registration? Yes No

6. Provide name and position of the WWA official representative(s), if applicable.
   Name: Mike Millus
   Position: Nebraska WWA Delegate

7. Each WEF Representative is prepared to present on an array of technical topics (limited without abstract request please). Is your MA interested in having the WEF representative present? Yes No
   If yes, indicate the time/place/topic in the form below.

Provide a schedule of the events for the WEF Representative to attend and their role.

<table>
<thead>
<tr>
<th>Required?</th>
<th>Function</th>
<th>Date</th>
<th>Time</th>
<th>Role</th>
<th>Participant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>Board Meeting</td>
<td>11/2/21</td>
<td>3:00 PM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>WEF Presentation (30 minutes)</td>
<td>11/2/21</td>
<td>8:00-9:00 AM</td>
<td>Presenter</td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>WWA/WWA Joint Luncheon</td>
<td>11/2/21</td>
<td>12:00 PM</td>
<td>Presenter</td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>WWA Business Meeting</td>
<td>11/2/21</td>
<td>1:30-3:30 PM</td>
<td>Participant</td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>Committee Chair Workshop</td>
<td>11/2/21</td>
<td>3-4 PM</td>
<td></td>
<td>Participant</td>
</tr>
<tr>
<td>Yes</td>
<td>WWA Banquet</td>
<td>11/4/21</td>
<td>6:00 PM</td>
<td>Brief Presentation/Awards with Awards</td>
<td>Participant</td>
</tr>
<tr>
<td>Yes</td>
<td>Board Meeting #2</td>
<td>11/5/21</td>
<td>10:00 AM</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

May Jamie help your MA in any other way?
WEF Trustees – Annual Conferences

- Aimee Killeen – Women in Water Breakfast
- Jenny Hartfelder – Texas Hold’em Player
- Jaime Eichenberger – MA and WEF Engagement
Member Engagement Transformation

WEF Communities at-a-Glance

- Air Quality & Odor Controls
- Awards
- Collection Systems
- Disinfection & Public Health
- Government & Regulatory Affairs
- Industrial Water
- Intelligent Water Technology
- Laboratory Practices
- Membership
- Municipal Resource Recovery Design
- Ops Challenge
- Plant O&M
- Public Communications & Outreach
- Research and Innovation
- Residuals & Biosolids
- Safety, Cyber & Infrastructure Security
- Small Communities
- Stormwater
- Students & Young Professionals
- Utility Management
- Water Reuse
- Watershed Management

Community Types
- Open Access | Any member can join
- Invited | Must Apply or be Appointed
- Task Forces | Cross-Community collaboration with 2 year end goal
- Accelerators | New Focus Areas at WEF
- Advisory Panels | Appointed Panels to govern WEF initiatives
Make it easier to join a Community

Make it easier to get rapidly engaged

Showcase Volunteer Opportunities

WEF will simplify the Registration & Onboarding Process

New roles for volunteering and leadership to promote engagement and interaction

New Communications Platform to improve communications, collaboration, networking, while showcasing volunteer opportunities
<table>
<thead>
<tr>
<th>NWEA Member Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abby Kigin</td>
</tr>
<tr>
<td>Adib Amini</td>
</tr>
<tr>
<td>Brian Kramer</td>
</tr>
<tr>
<td>Brian Bakke</td>
</tr>
<tr>
<td>Brittany Travers</td>
</tr>
<tr>
<td>Gary Ganoе</td>
</tr>
<tr>
<td>James Kendrick</td>
</tr>
<tr>
<td>Jascika Maclean</td>
</tr>
<tr>
<td>Jeff Saltzman</td>
</tr>
<tr>
<td>Jascika Maclean</td>
</tr>
<tr>
<td>Karol Giokas</td>
</tr>
<tr>
<td>Keith Kontor</td>
</tr>
<tr>
<td>Kylie Wilmes</td>
</tr>
<tr>
<td>Michael Arends</td>
</tr>
<tr>
<td>Patricia Nelson</td>
</tr>
<tr>
<td>Ronald Wienands</td>
</tr>
<tr>
<td>Ryan Hurst</td>
</tr>
<tr>
<td>Scott Aurit</td>
</tr>
<tr>
<td>Shawn Ovenden</td>
</tr>
<tr>
<td>Tian Zhang</td>
</tr>
<tr>
<td>Todd Boling</td>
</tr>
<tr>
<td>Todd Steinbach</td>
</tr>
<tr>
<td>Warren Humphrey</td>
</tr>
<tr>
<td>Zachary Matyja</td>
</tr>
</tbody>
</table>
# NWEA Member Engagement

## Leadership Team

<table>
<thead>
<tr>
<th>Role (2 Year Term)</th>
<th>Think Chief…</th>
<th>Responsibilities</th>
</tr>
</thead>
</table>
| **Community Chair** | Executive Officer (CEO) | ☐ Leads the execution of the IWC Strategic Plan and Quarterly Calls, Mid-Year and WEFTEC Meetings  
☐ Leads the Steering Committee and participates in the Nominating Committee  
☐ Coordinates and communicates with WEF Staff, CoP Director, CLC, and other Community Chairs  
☐ Transitions to Community Past Chair role after 2 years’ service as Community Chair |
| **Community Vice Chair** | Operations Officer (COO) | ☐ Develops and maintains IWC Steering Roadmap (Yearly Plan) and Scorecard (Goals & Progress)  
☐ Participates in the Steering Committee and Nominating Committee  
☐ Mentors Focus Group Chairs and Projects, Member Engagement, & Partnerships Directors  
☐ Transitions to Community Chair role after 2 years’ service as Community Vice Chair |
| **Community 2nd Vice Chair** | Marketing Officer (CMO) | ☐ Develops and maintains IWC Strategic Plan (5 Year Plan)  
☐ Leads the Strategic Planning Committee and participates in the Steering and Nominating Committees  
☐ Mentors Support Subcommittee Chairs and Onboarding, Social-Media & MA Engagement Directors  
☐ Transitions to Community Vice Chair role after 2 years’ service as Community 2nd Vice Chair |
| **Community Past Chair** | Executive Advisor | ☐ Participates in the Nominating Committee and Strategic Planning Committee  
☐ Mentors Chair, Vice-Chair, 2nd Vice Chair  
☐ Supports with specific Projects as required  
☐ Rolls off Leadership Team after 2 years’ service as Community Past Chair |
# Community Directors

<table>
<thead>
<tr>
<th>Role (2 Year Term)</th>
<th>Think Director of...</th>
<th>Responsibilities</th>
</tr>
</thead>
</table>
| Projects Director        | Project Execution    | - Works with Member Engagement / Partnerships Directors to get opportunities into Volunteer Portal  
                          |                      | - Works with Project Teams to set goals and ensure tasks are completed vs set timeline  
                          |                      | - Estimated ~8-16 hours per month commitment                                      |
| Member Engagement Director | Project Staffing      | - Works with the Focus Groups and Projects Director to connect volunteers with opportunities  
                          |                      | - Manages the Volunteer Portal and IWC Roster                                     
                          |                      | - Estimated ~4-8 hours per month commitment                                        |
| Onboarding Director      | Human Resources (HR) | - Welcome/Informs new members about the IWC (manages welcome packet & mentorship program)  
                          |                      | - Introduces new members to Member Engagement and Project Directors to connect with projects  
                          |                      | - Estimated ~2-4 hours per month commitment (based on number of new members)       |
| Social Media Director    | Marketing & Coms (MarCom) | - Solicit materials to promote on IWC & external communication channels  
                          |                      | - Develops Member Profiles to highlight rising professionals, standout volunteers, and hot topics  
                          |                      | - Estimated ~2-4 hours per month commitment                                          |
| Engagement Director      | External Relations   | - Prioritizes which Member Associations (MA) to partner with  
                          |                      | - Acts as a liaison with industrial / similar communities in the Member Associations  
                          |                      | - Estimated ~4 hours per month commitment                                             |
| Partnerships Director    | Strategic Partnerships | - Works with WEF Community Liaisons & Projects Director to get opportunities into Volunteer Portal  
                          |                      | - Manages External Partnerships with other associations and NGO’s                  
                          |                      | - Estimated ~4 hours per month commitment                                             |
NWEA Member Engagement

0.5 Hours per Week (~1% of your time) → Great Volunteer
1.0 Hours per Week (~2.5% of your time) → Committee Leadership
4.0 Hours per Week (~10% of your time) → We’re Putting you on the Board

1. Grow Your Professional Network
2. Gain Technical Knowledge
3. Build Your Soft Skills
4. Learn to Lead
5. It’s fun!
Putting the WE in WEF
“Collaborating for Collective Impact”

The NWEA Story

May 2024 WEFMAX
Park City, UT
Next Steps…

Dave Galbraith
WEFMAX DAY 1 WRAP