



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



Focus on our customers through **empathy** and **service**



Collaborate for collective impact



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



Water Leadership Institute



WATER
LEADERSHIP
INSTITUTE

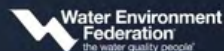


Operator Support

TRAINING THE OPERATOR OF THE FUTURE

WASTEWATER TREATMENT FUNDAMENTALS

MANUALS | ONLINE COURSES | STUDY GUIDES | TRAINER'S KITS



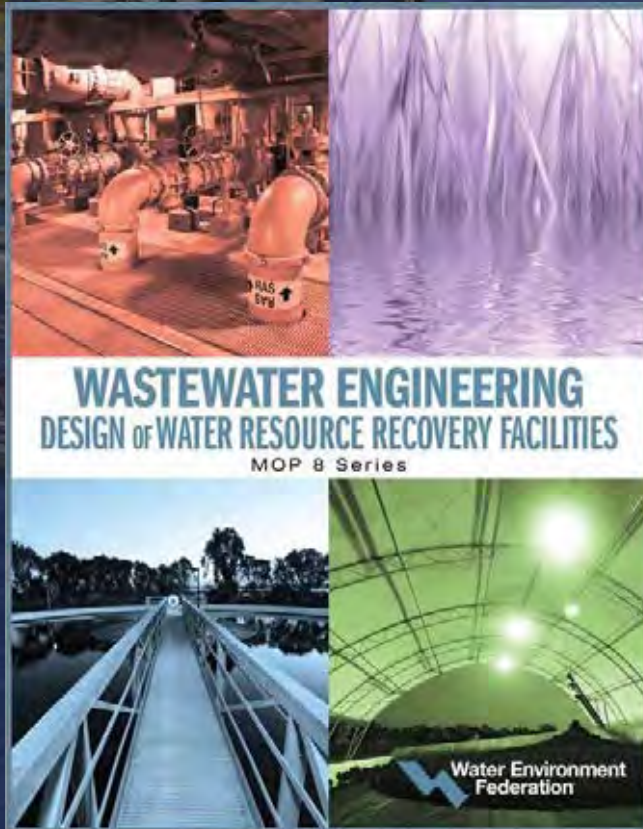
www.wef.org/WWTF



**NEW MANUAL
NOW AVAILABLE**

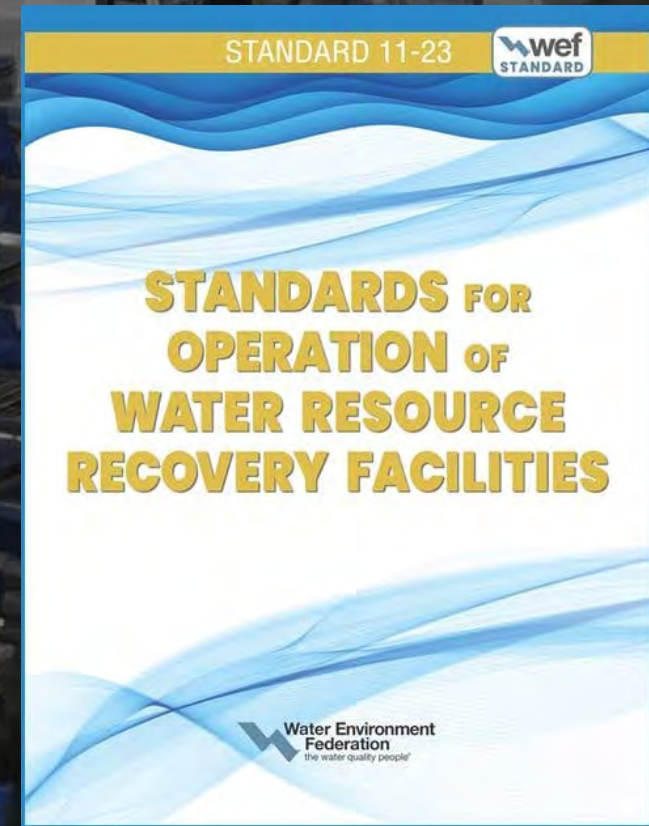


Educational Materials



PFAS IN THE WATER AND WASTEWATER SECTORS: FUNDAMENTALS, MANAGEMENT, AND TREATMENT

Edited by Hossain M. Azam, PhD, PE
With coeditors Ryan A. Kirkland, PE, and Erik D. White, PE



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

weftec®
2024

LEADING THE FUTURE OF WATER

Conference & Exhibition

October 5 – 9, 2024

New Orleans Ernest N. Morial Convention Center

Specialty Conferences



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

Water Advocates



WATER ENVIRONMENT FEDERATION
**WATER ADVOCATES
PROGRAM**

GRASSROOTS GUIDE & TOOLKIT



Global Focus



**SUSTAINABLE
DEVELOPMENT GOALS**



Goal 3

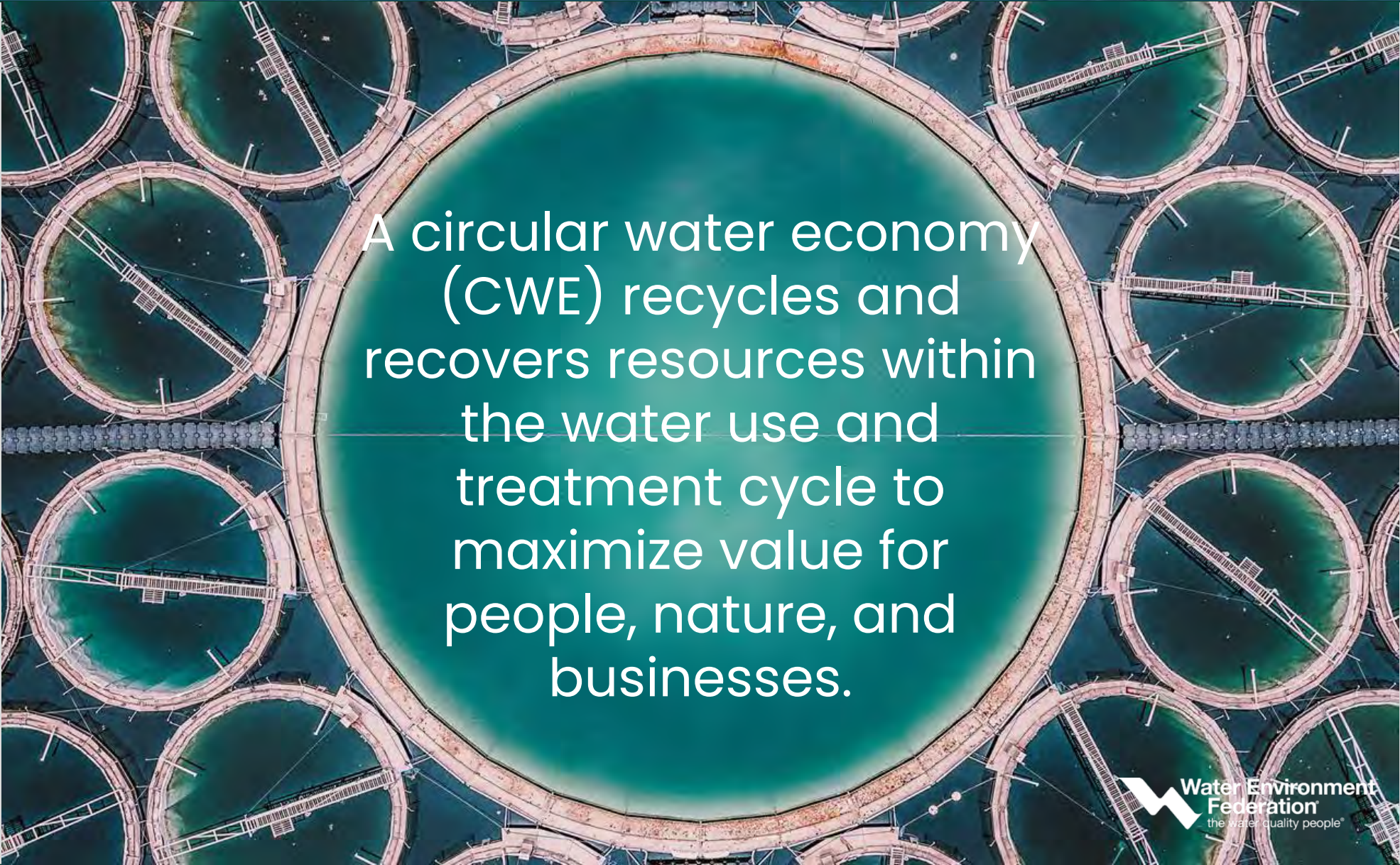
Lead the **transformation** to the **Circular Water Economy**

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

An aerial photograph of a wastewater treatment plant. The image shows a large central circular clarifier surrounded by many smaller circular clarifiers. Each clarifier has a concrete or metal structure with walkways and ladders. The water inside the clarifiers is a greenish-brown color. The overall layout is a repeating pattern of circles.

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



WEF
**Circular Water
Economy Summit**
shaping the business of water

July 15–17, 2024 | Dallas, TX





OUR BLUE (WORLD



**Water Environment
Federation®**

the water quality people®

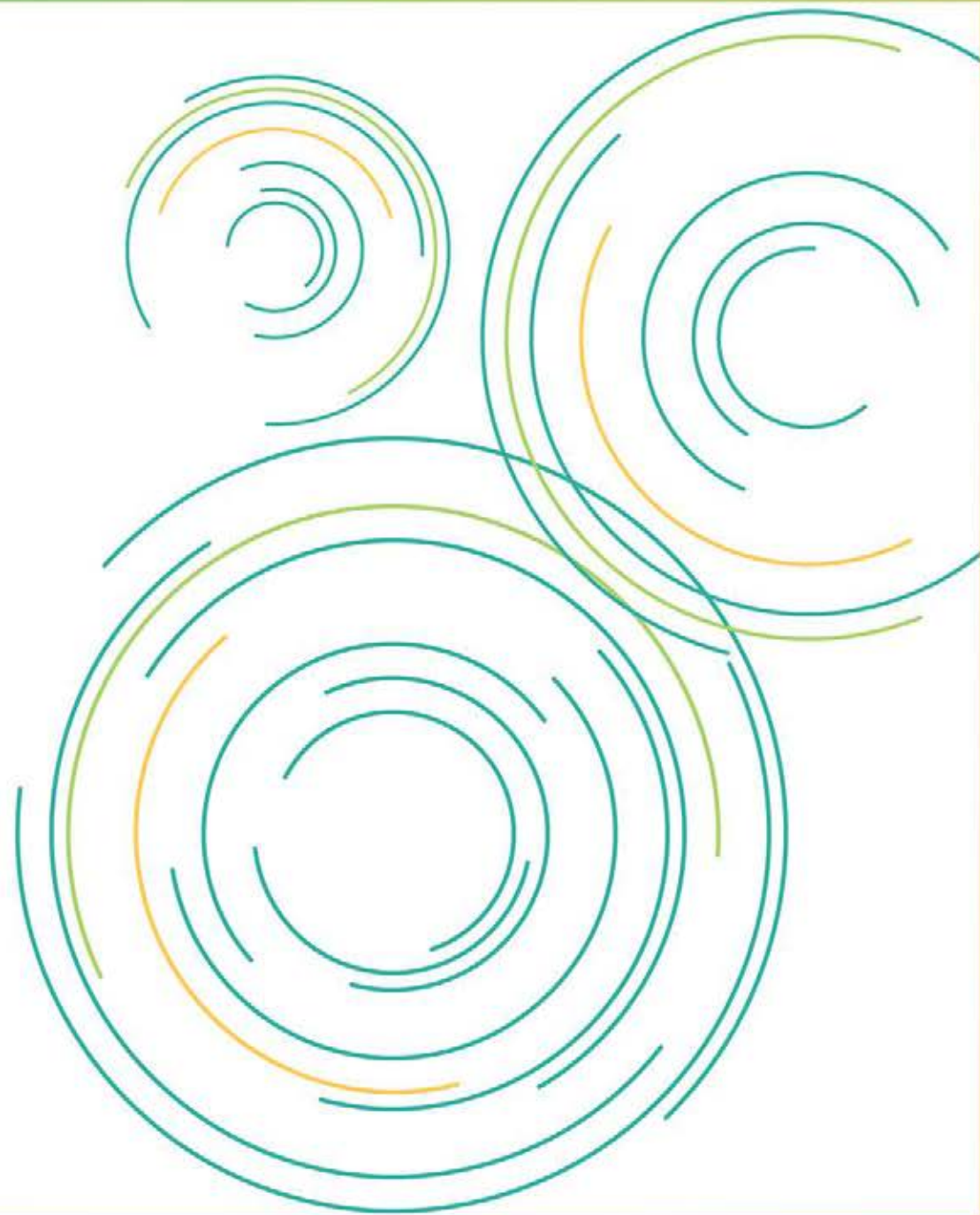
WEF Student Members

**Supporting the Water Workforce
of the Future**



connecting ideas | inspiring leaders

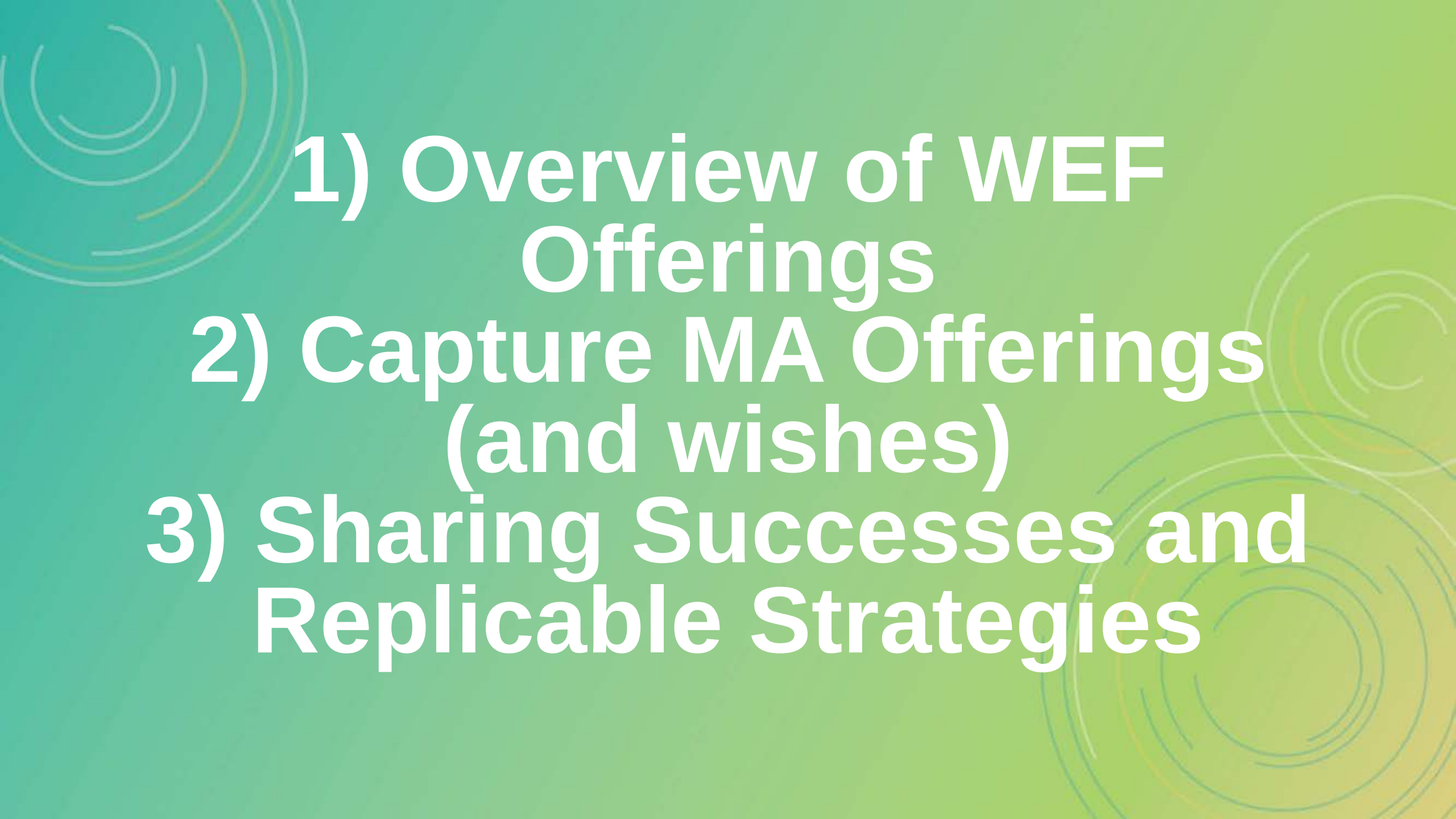
Celebrating 50 Years in 2024

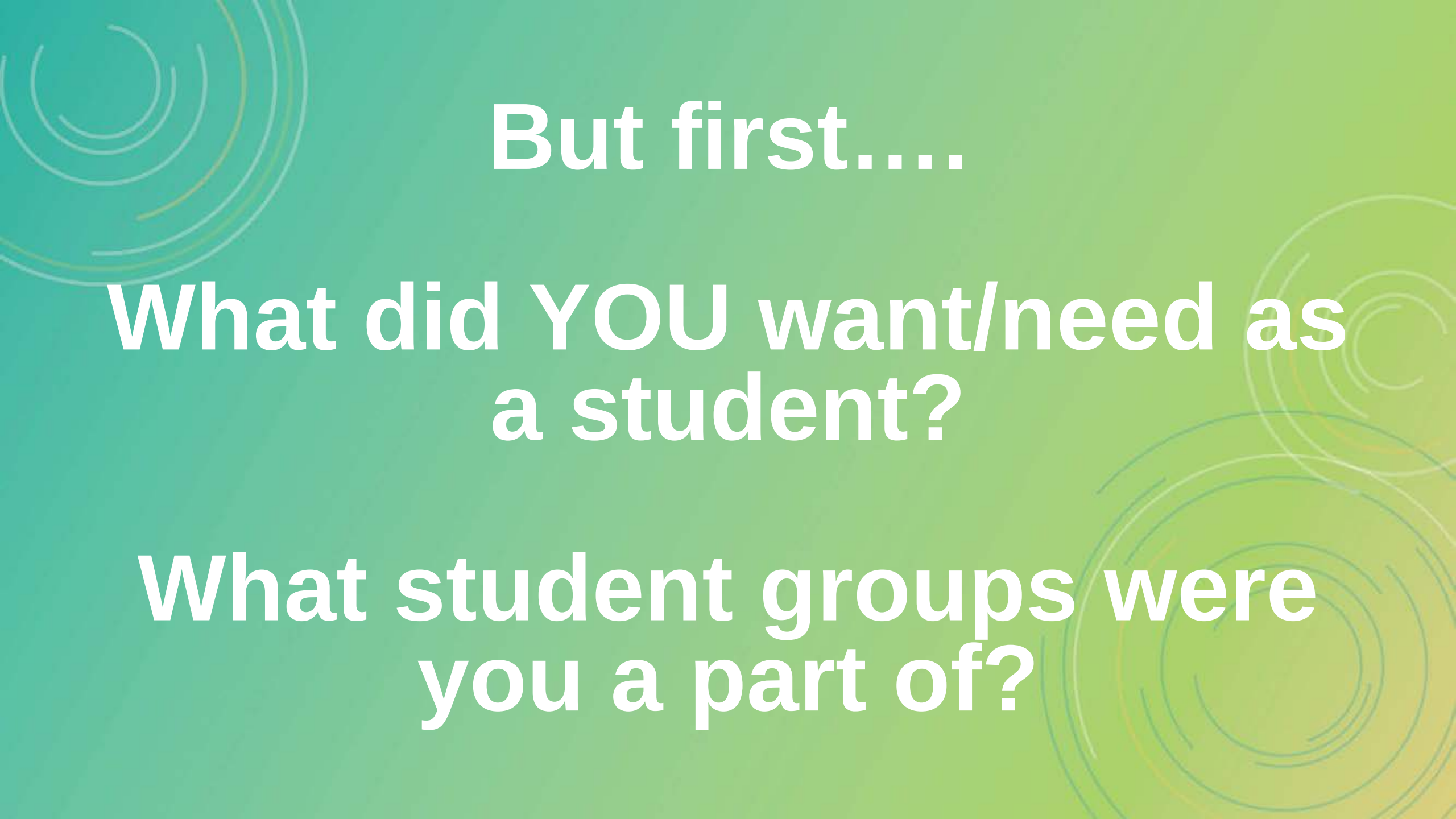


Objectives:

**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**

The background of the slide features a teal-to-green gradient. In the top-left corner, there are several concentric circles in white and light green. In the bottom-right corner, there are more concentric circles, some in white and some in a darker green, creating a layered effect.

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

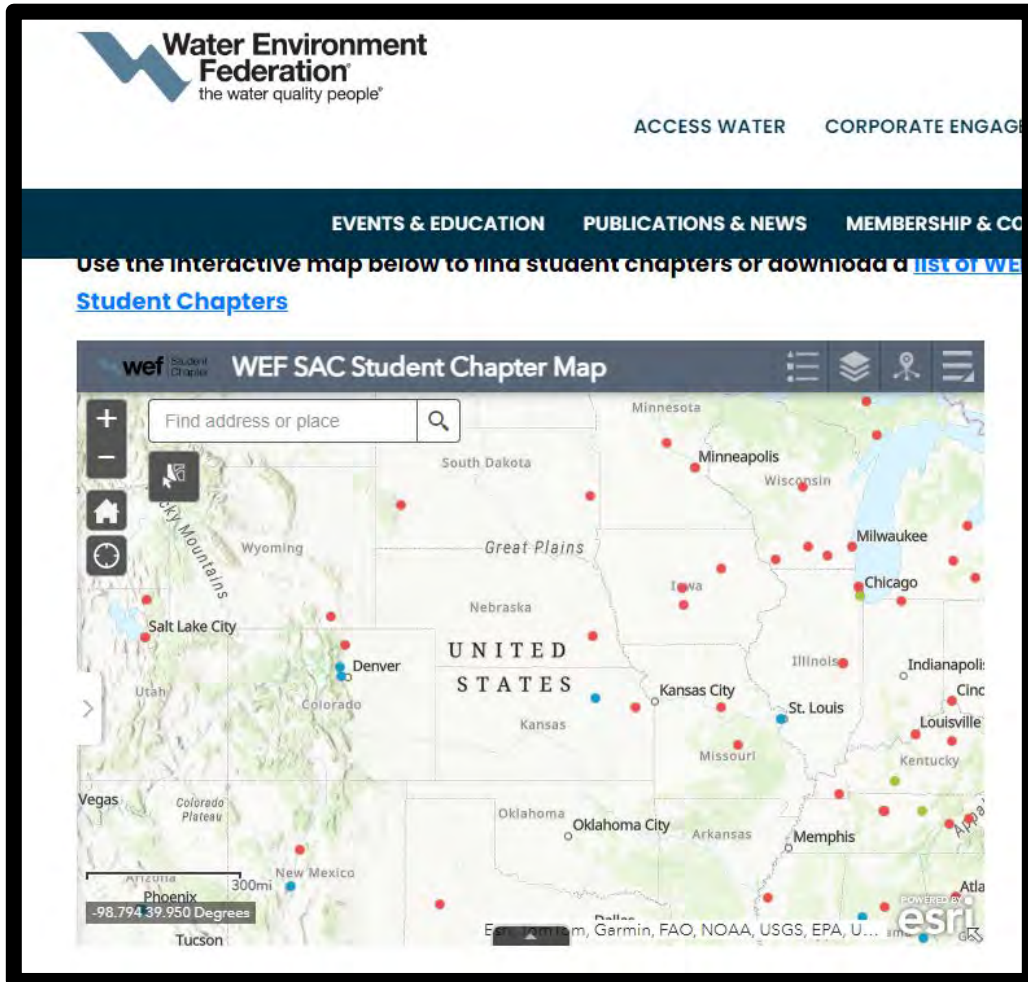


Strategic Plan Goal 1: Attract & develop a diverse and passionate water workforce

- 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:



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

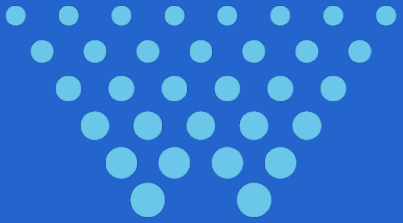
CWP-KT – Valeria Lucas

Illinois WEA- Christina Smith

AWEA – Tina Sheikhzeinoddin & Matt Alpaugh

AZ Water – Amy Baker

WEASC – Beth Thompson



Water Environment
Association of Texas

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

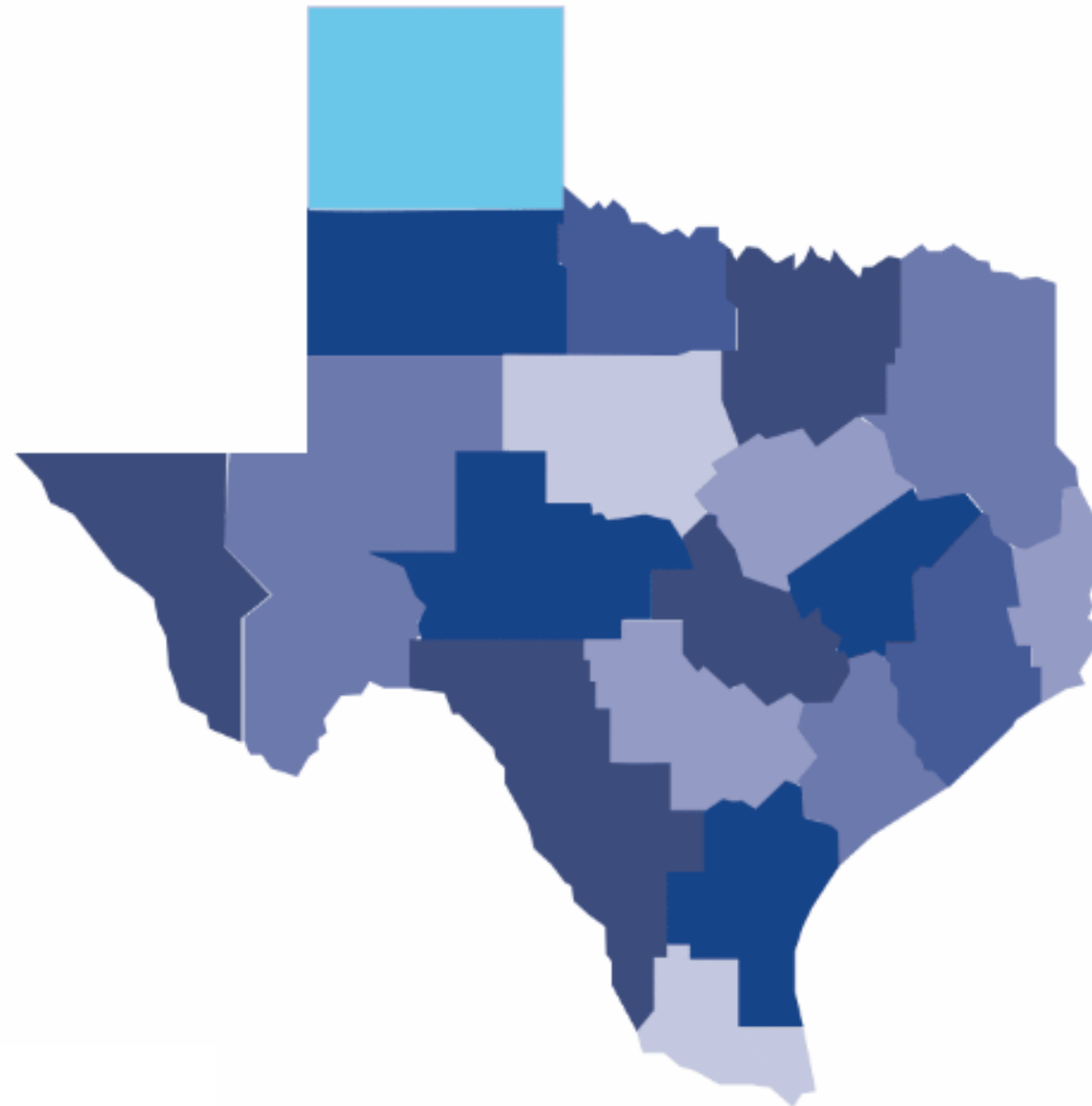
El Paso

Harlingen/Brownsville

Lubbock

Mid Rio Grande

Midland/Odessa



North Texas

Northeast Texas

Panhandle

Port Lavaca

San Angelo

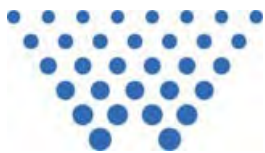
San Antonio

Southeast Texas

Waco

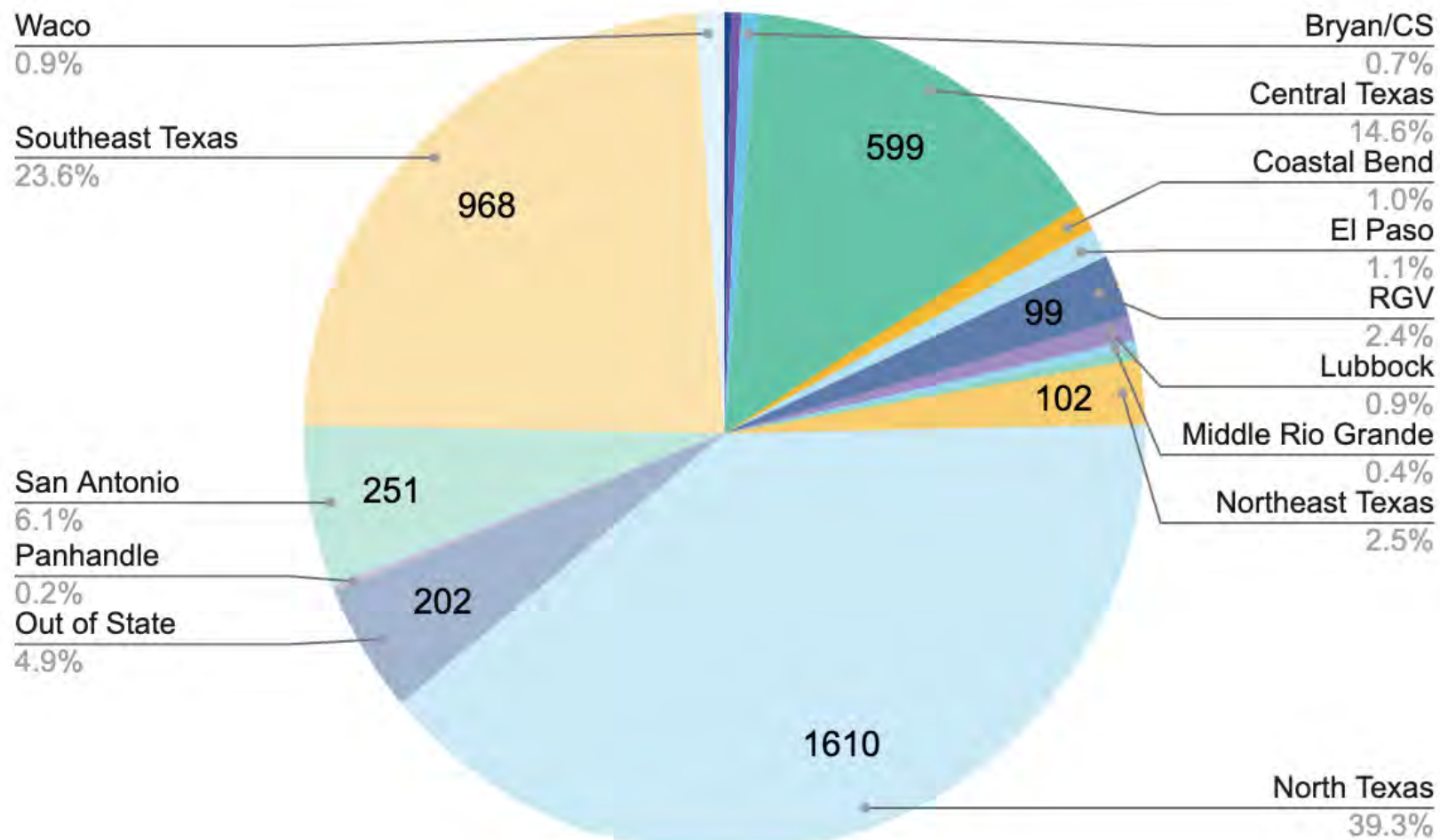
Wichita Falls





Members by Section

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





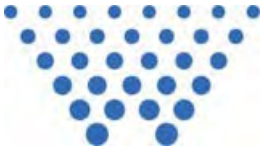
How did you find your MA?

- 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



**Clean Water
Professionals**

of Kentucky & Tennessee

Valerie A. Lucas, PE
Executive Director





Progress began
long before
we did.

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)





**Clean Water
Professionals**
for the future of water

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.



KY-TN WEA



**Clean Water
Professionals**

of Kentucky & Tennessee





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.



**Clean Water
Professionals**
for the future of water



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.

#clean^{up}our
language

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

#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.



Jackson
Energy
Authority



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
PROFESSIONALS**
OF LOUISIANA



**Clean Water
Professionals**

of Kentucky & Tennessee



Clean water
starts with us.



YOU ARE INVITED TO JOIN THE CLEAN WATER MOVEMENT



Clean Water
Professionals
of Kentucky & Tennessee



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

**OUR WORK MAKES
PLAY POSSIBLE.**





Join us.

#cleanwatermovement



@cwpkt.org



Clean Water
Professionals
of KY & TN



@cwp_kt

CONTACT INFORMATION

Valerie Lucas

valerie.lucas@cleanwaterprofessionals.org



**Clean Water
Professionals**
of Kentucky & Tennessee





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/pradeepbujji7/water-ppt-39058197>
- Advanced Students:
<https://www.awwa.org/Portals/0/AWWA/Communications/HIGHSCHOOLPowerPoint.pptx>
- High Thinking: https://www.epa.gov/system/files/documents/2024-04/pfas-npdwr-presentation_4.9.24_overview.pdf



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















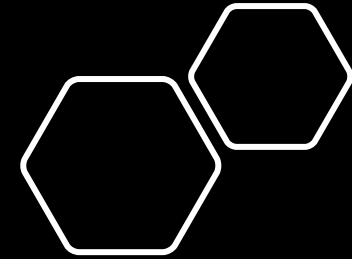


THANK YOU FOR YOUR PARTICIPATION



WELL

Workforce Education & Lifelong Learning



Promotional Video

https://drive.google.com/file/d/1Xwg-5NBQhnlhRRsSDCG-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

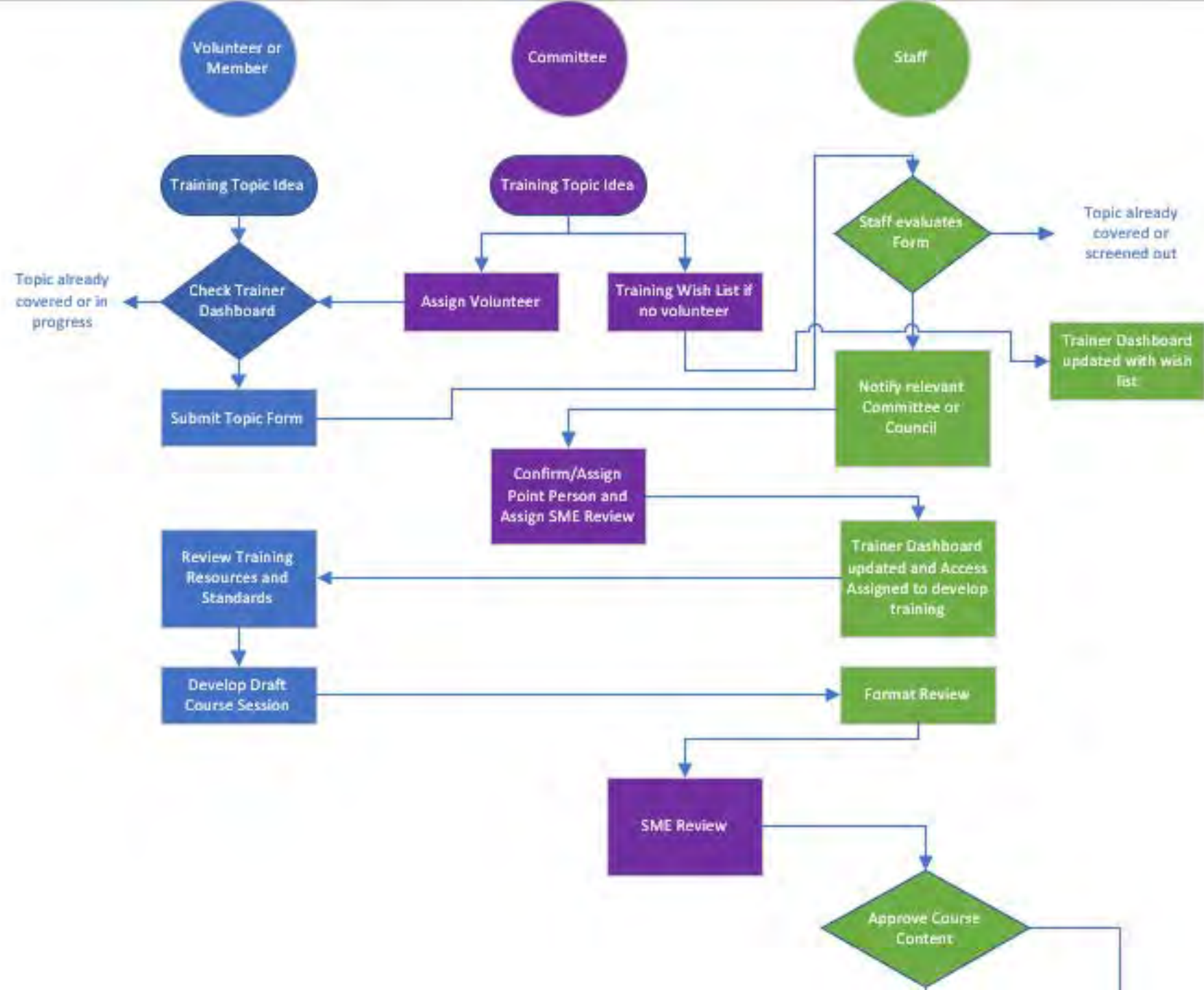
Add Intermediate and Advanced Courses (driven by committees and partners)

Expand “Introduction” Courses (additional disciplines and topics)

Roll out Vendor Showcase – Sponsored Trainings

Regularly evaluate platform traffic, interest and membership numbers





#	Categories	Title	Status	Lead Instructor	Assigned Committee	Assigned Reviewer	Status Date
1	Soft Skills	Unconscious Bias for Dummies	Form Submitted	John Smith	JEDI Committee		
5	Soft Skills	Why AZ Water is Awesome	Needs Champion	Jane Doe			
2	Wastewater Treatment	Denitrification in small systems	Form under Review	Jane Doe	Wastewater Treatment Committee		
2	Unassigned	Pump Preventative Maintenance	Form under Review	Vendor XYZ			
3	Operator Training	Chemical Feed Systems 101	In Development	John Smith	Water Treatment Committee		
4	Unassigned	I love water random training	Sent to Committee	Excited New Volunteer			
6	Advanced Water Treatment	GAC in AWP	Needs Champion	Jane Doe	Water Treatment Committee		
7	Advanced Water Treatment	AOP	Needs Champion	John Smith	Wastewater Treatment Committee		
8	Advanced Water Treatment	RO and NF	Needs Champion	Jane Doe	Water Treatment Committee		
9	Advanced Water Treatment	MF and UF	Needs Champion	John Smith	Wastewater Treatment Committee		
10	Advanced Water Treatment	Monitoring Technology	Needs Champion	Jane Doe	Water Treatment Committee		
11	Advanced Water Treatment	AWP Lab Practices	Needs Champion	John Smith	Lab Practices Committee		

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

Frequently Asked Questions

Is this Platform going to conflict with engagement at the conference?

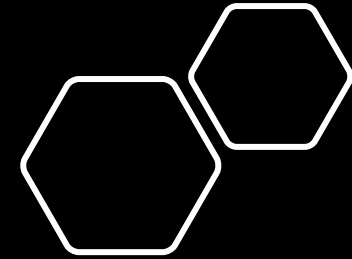
- Out of ~2800 conference attendees in 2023, 403 attended Operator Training. They obtained an average of 1.5 PDHs in operator training, so operator training was a small part of their overall conference experience. Assuming those were all operators, we reached only 7% of the 5,644 certified operators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



WELL

Workforce Education & Lifelong Learning

Thank you!





WOMEN IN WATER LIFE



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

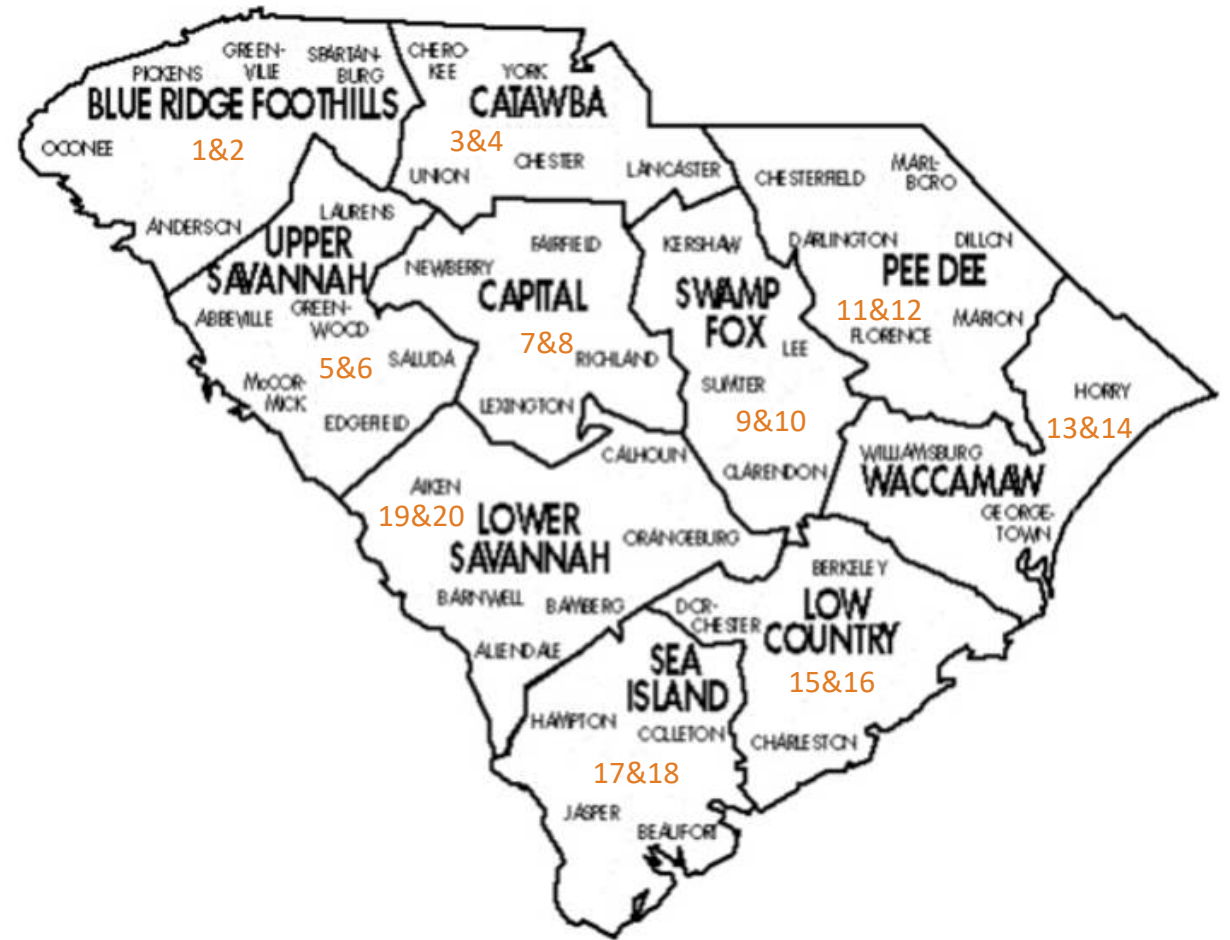
Pee Dee

Waccamaw

Low Country

Sea Island

Lower Savannah



WOMEN IN WATER LIFE



ROUND TABLE DISCUSSION

- 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?

- 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

WIWL IDEAS



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)



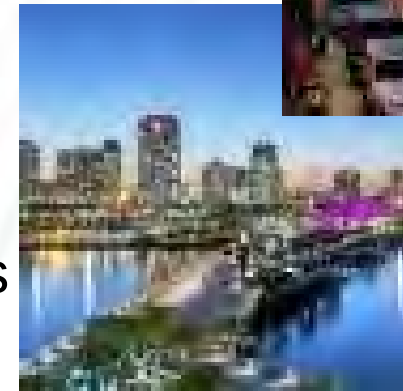
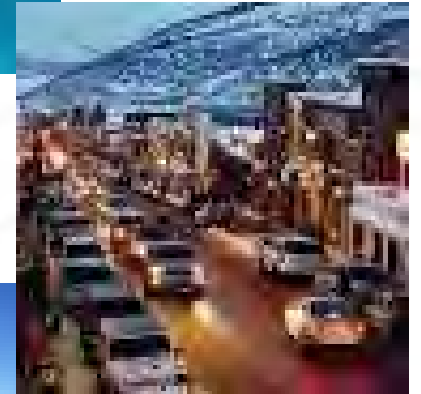
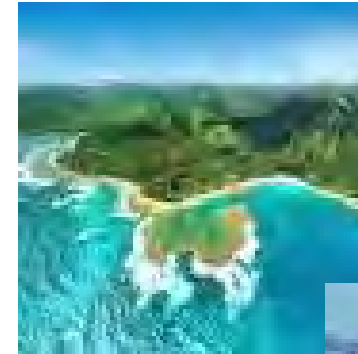
HOD Diversity, Equity, and Inclusion Committee

- 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

WATER ADVOCATES



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

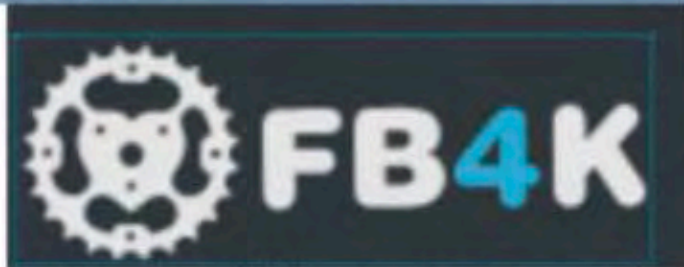
12:00 am – 1:00 pm

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



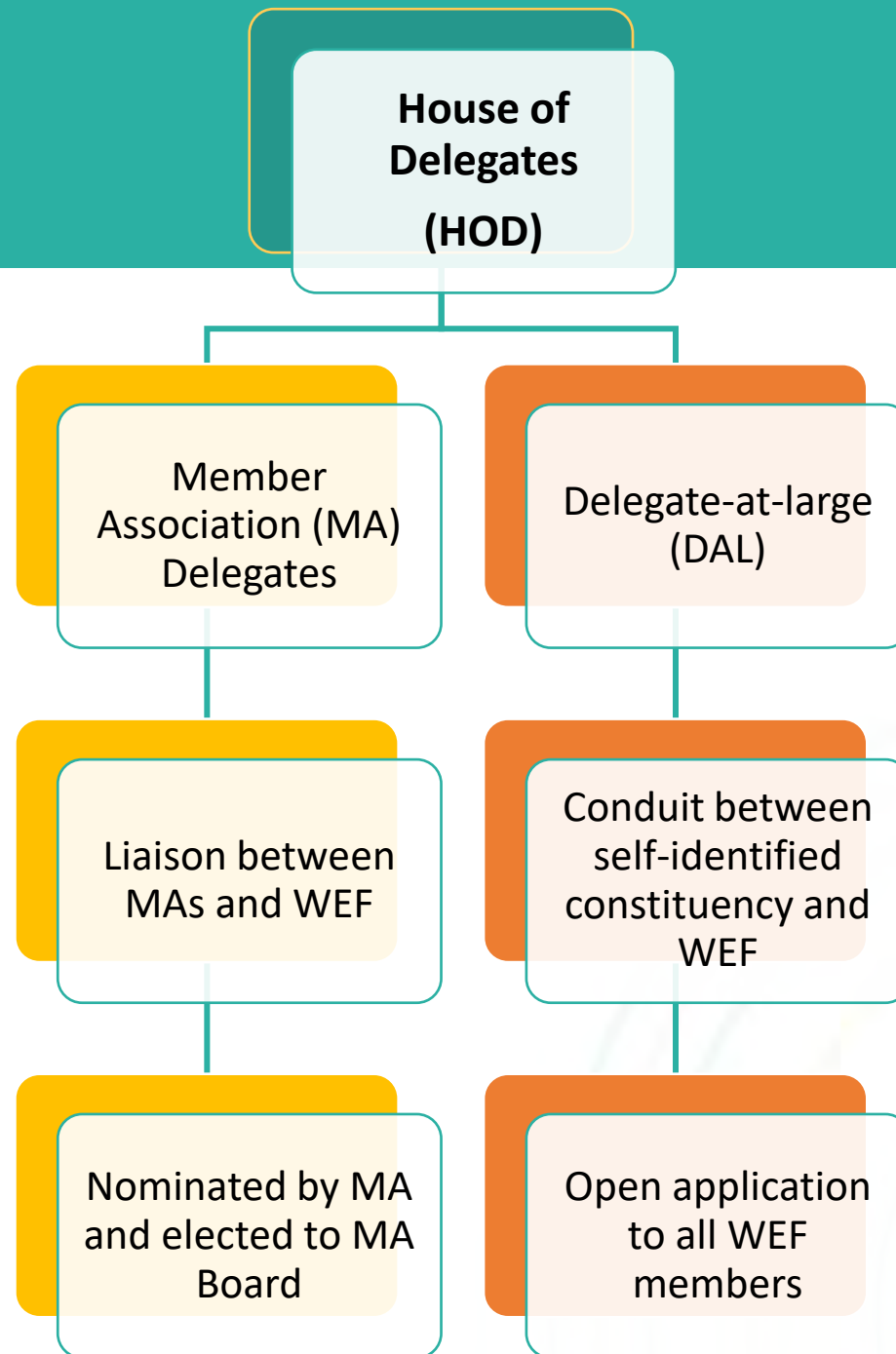
connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

WEF Delegate-at-Large Constituency Update

ValaRae Partee

What is Delegate-at-large (DAL)?

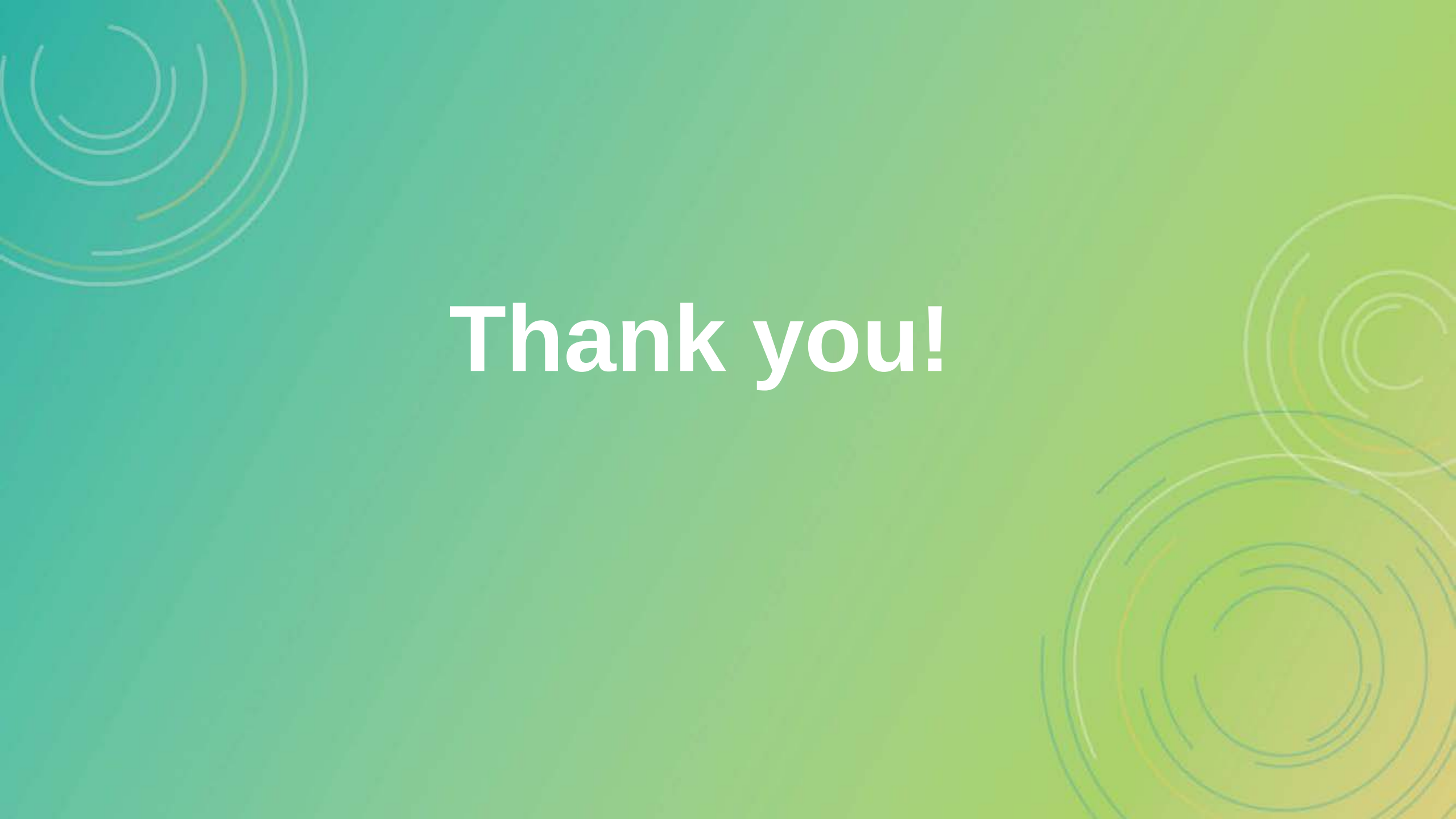


Delegate-at-Large Constituency

- 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

The background features a smooth gradient from teal on the left to a light green on the right. In the top-left and bottom-right corners, there are decorative elements consisting of several concentric, hand-drawn style circles in white and light green. The text "Thank you!" is centered in a large, white, sans-serif font.

Thank you!



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

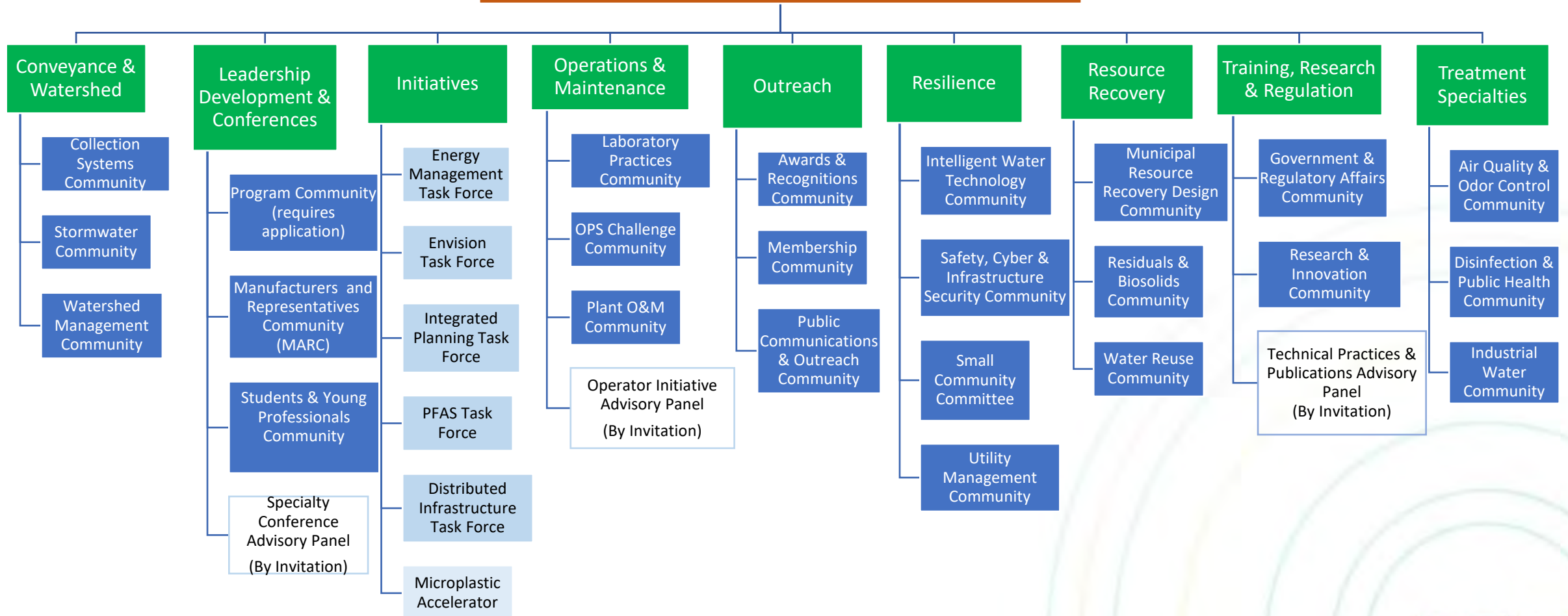
WEF Community Leadership Council (CLC)

Ian Fife

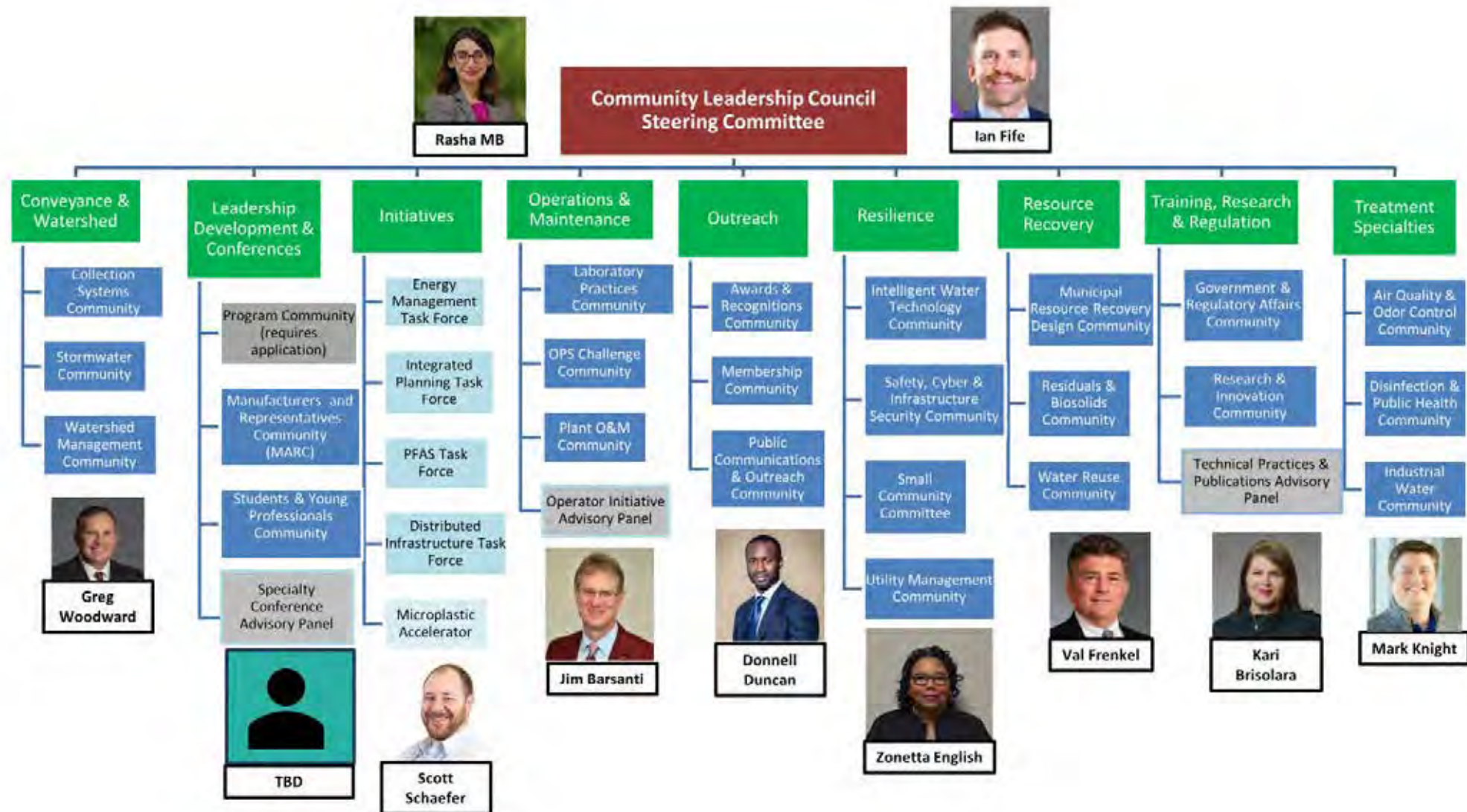
WEF CLC Vice Chair

Community Leadership Council

Community Leadership Council Steering Committee



CLC Steering Committee



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

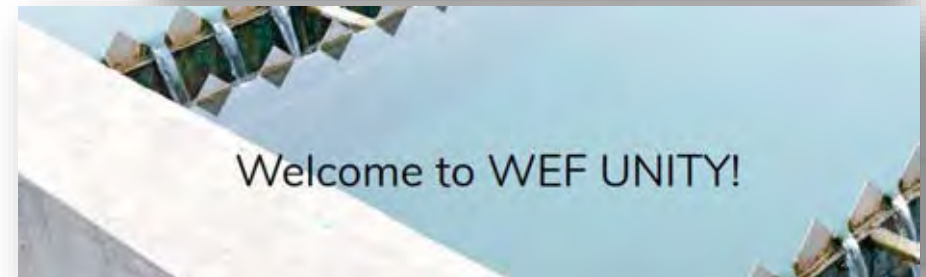
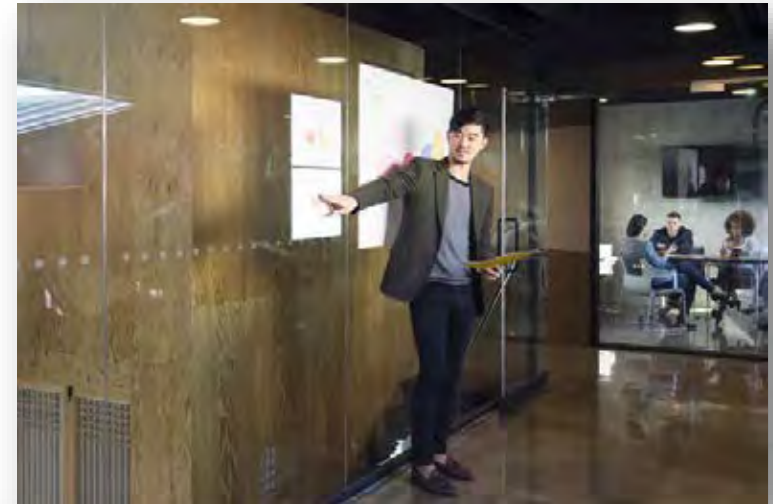
- An emerging topic is identified as a perceived gap
- The team needs to be open access, fluid and dynamic and collaborate across communities

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



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?

CLC Steering Committee





connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

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

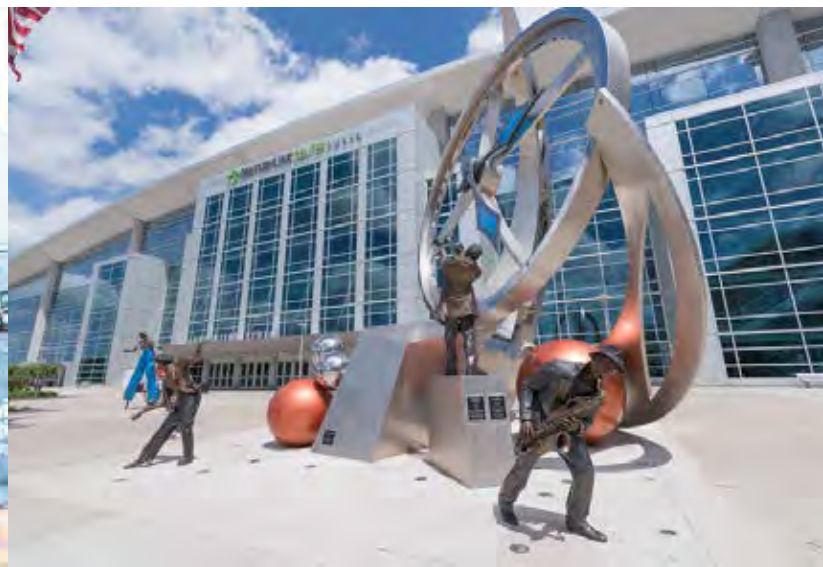
- Partner with...
 - WEF Communities
 - Other MAs
 - WEF Staff
 - WEF Trustees

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 Communities – Specialty Conferences

- 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



NWEA YP Committee – Texas Hold'em



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

1st Place: \$200

2nd Place: \$150

3rd Place: \$100

4th Place: \$50

5th Place: \$25

Plus, Consolation Prizes

Date: Wednesday, November 1, 2023,

Location: Younes Conference Center

Time: Following Banquet, 8:30 p.m. to
Midnight

Join us for a night of No-Limit Texas Hold'em to benefit
Engineers Without Borders.

Prizes will be awarded
to all tournament
players. 3 Raffles during
the Tournament!



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: nguyen@jeo.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 House of Delegates
Strategic Planning & Goal Setting
Overview



Deliverable
Mission
Challenge
Action Values Measures
Objective
SWOT Tactics
Strategic
Initiative Analysis
Goal Critical
Plan Vision Metrics
Intention Performance

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

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WEF Staff – Get to Know the Individuals

- MA Staff Liaisons – Dianne, Kelsey, Ama, and Renee
- MA Resource Center



Advertising, Exhibition And Sponsorship Sales	Financial Management
Association Engagement & Governance	Government Affairs And Strategic Partnerships
Business Development, Corporate Sales And Industry Relations	Human Resources
Communications	Information Technology
Conference Operations	Journals And Books
Content Creation	Marketing
Customer Service	Membership
Education And Training	Operator Programs
Executive Team	Water Science And Engineering Center
Exhibitions	Web Services
Facilities Management	WEFTEC Education

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 WEA WEF Representative Attending: Jamie Eichenberger, WEF President
Dates of Conference: November 3-5, 2021

TRANSPORTATION, ACCOMODATIONS, & REGISTRATIONS

1. Provide the date/time Jamie should plan to arrive/depart the conference:
Arrive: 11/3/21 at 3 PM **Depart:** 11/5/21 at 11:30 AM
2. What airport do you recommend he fly into? Kearney International Airport
a. What mode of transportation is available from the airport? Uber/Lift/Cab
b. What is the travel time from the airport to the conference venue? 15 minutes
3. Who is his main contact?
Name: Mike Milius **Position:** NWEA WEF Delegate
Phone: 308.227.2630 **Email:** mmilius@olsson.com
4. Will the MA 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 NWEA official representative(s), if applicable.
Name: Mike Milius **Position:** NWEA WEF Delegate
7. Each WEF Representative is prepared to present on an array of technical topics (invited without abstract requirement 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.

Required?	Function	Date	Time	Role
Yes	Board Meeting	11/3/21	3-5 PM	Participant
Yes	WEF Presentation (30 Minutes)	11/4/21	8:30-9:00 AM	Presenter
Yes	NWEA/AWWA Joint Lunch	11/4/21	12:00 PM	Presenter?
Yes	NWEA Business Meeting	11/4/21	1:30-3:30 PM	Participant
No	Committee Chair Workshop	11/4/21	3-4 PM	Participant
Yes	NWEA Banquet	11/4/21	6:00 PM	Brief Presentation/Assist with Awards (Agenda will be provided in advance)
Yes	Board Meeting #2	11/5/21	10-11:30 AM	Participant

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

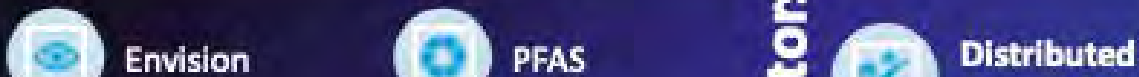
Open Access Communities



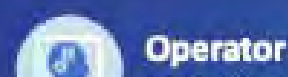
Invited



Accelerators



Advisory Panels



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

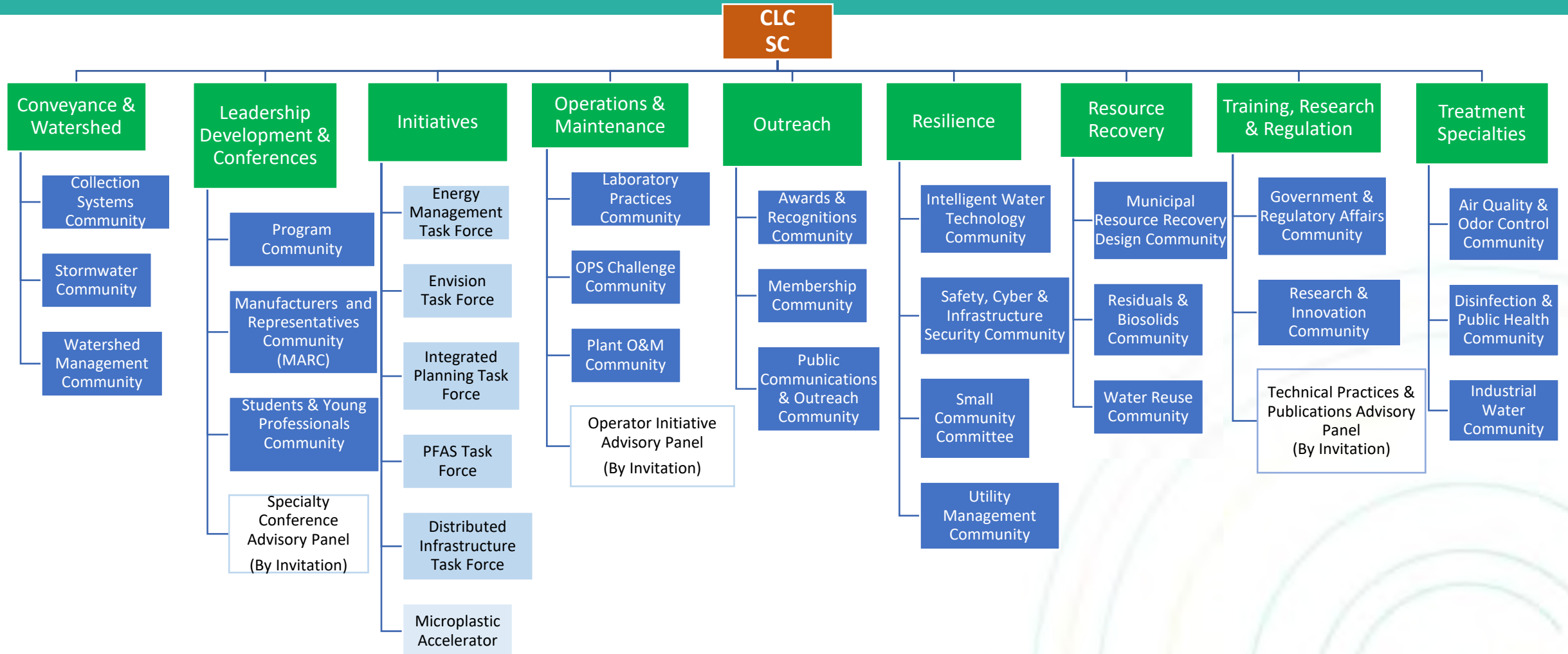
Make it as easy as 1, 2, 3...



NWEA Member Engagement

- Abby Kigin
- Adib Amini
- Brian Kramer
- Brian Bakke
- Brittany Travers
- Gary Ganoe
- James Kendrick
- Jascika Maclean
- Jeff Saltzman
- Jascika Maclean
- Karol Giokas
- Keith Kontor
- Kylie Wilmes
- Michael Arends
- Patricia Nelson
- Ronald Wienands
- Ryan Hurst
- Scott Aurit
- Shawn Ovenden
- Tian Zhang
- Todd Boling
- Todd Steinbach
- Warren Humphrey
- Zachary Matyja

NWEA Member Engagement



NWEA Member Engagement

Leadership Team		
Role (2 Year Term)	Think Chief...	Responsibilities
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

NWEA Member Engagement

Community Directors		
Role (2 Year Term)	Think Director of...	Responsibilities
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
MA 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



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

WEFMAX DAY 1 WRAP