



connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

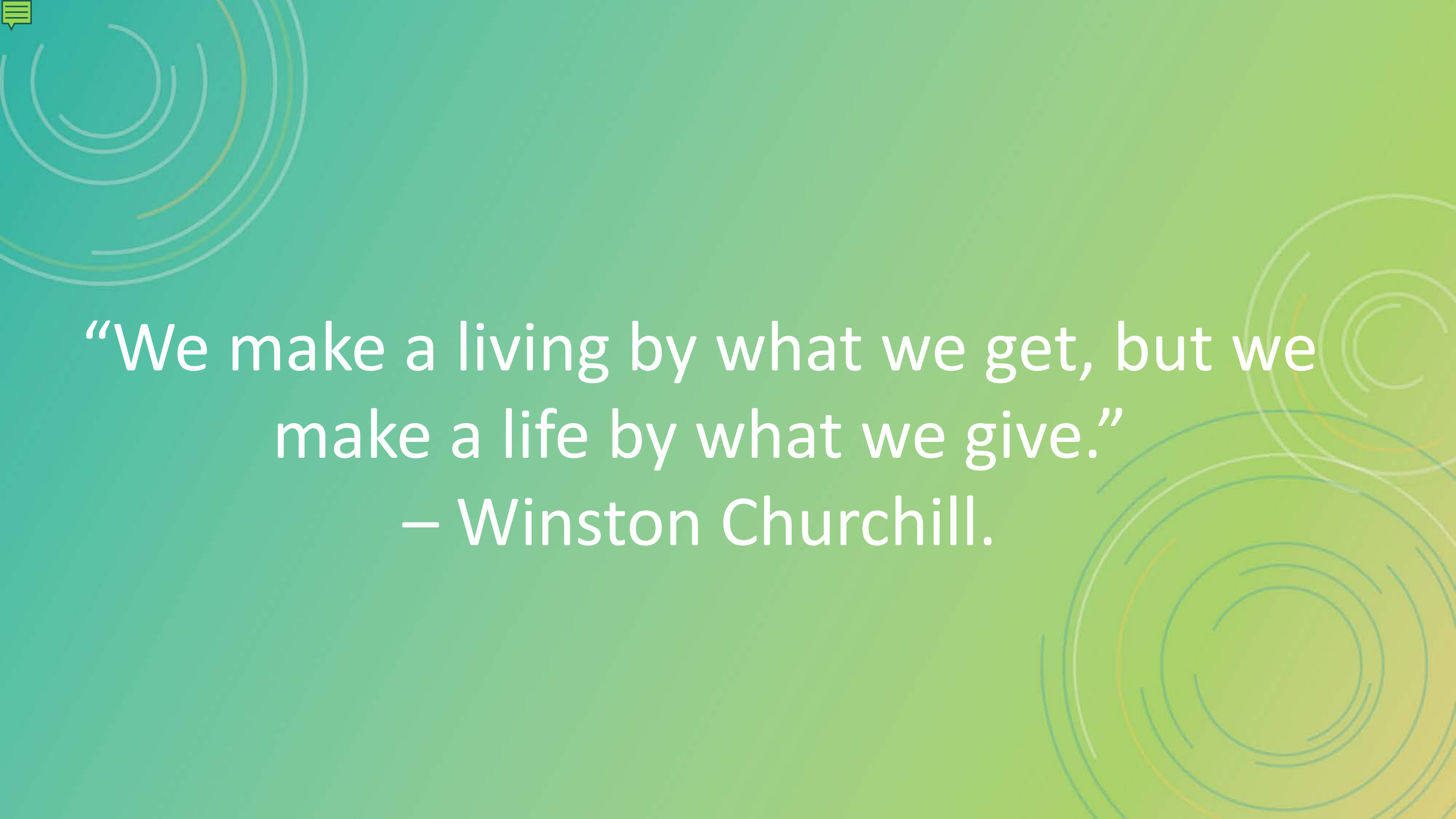


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Celebrating 50 Years in 2024

50 Years of WEF Leaders

President's & Speakers Before Us



“We make a living by what we get, but we
make a life by what we give.”
– Winston Churchill.

CANADA



WEF President's & Speakers

CANADA

WEF Speakers

Tom Helgeson (PN) '09

Steven Drangsholt (PN) '22

Nikita Lingenfelter (NV) '21

Jenny Hartfelder (RM) '13

Jamie Eichenberger (RM) '16

Fran Burlingham (CA) '11

Alexie Kindrick (OK) '24

Duyan Tran (AR) '15

Aimee Killeen (LA) '18

Keith Hobson (IA) '19

Deborah Houseshell (OH) '08

Bill Orne (SC) '10

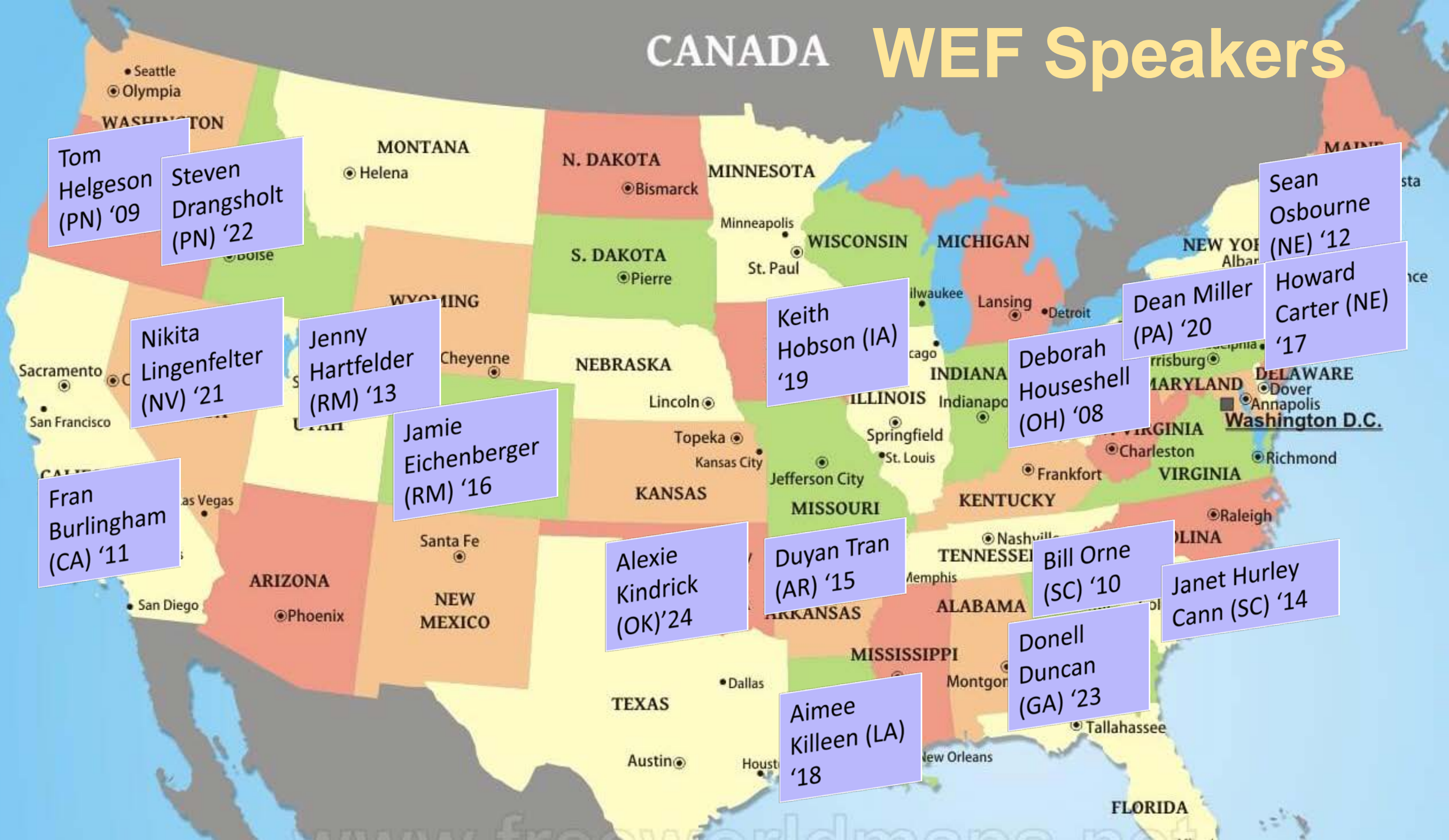
Donell Duncan (GA) '23

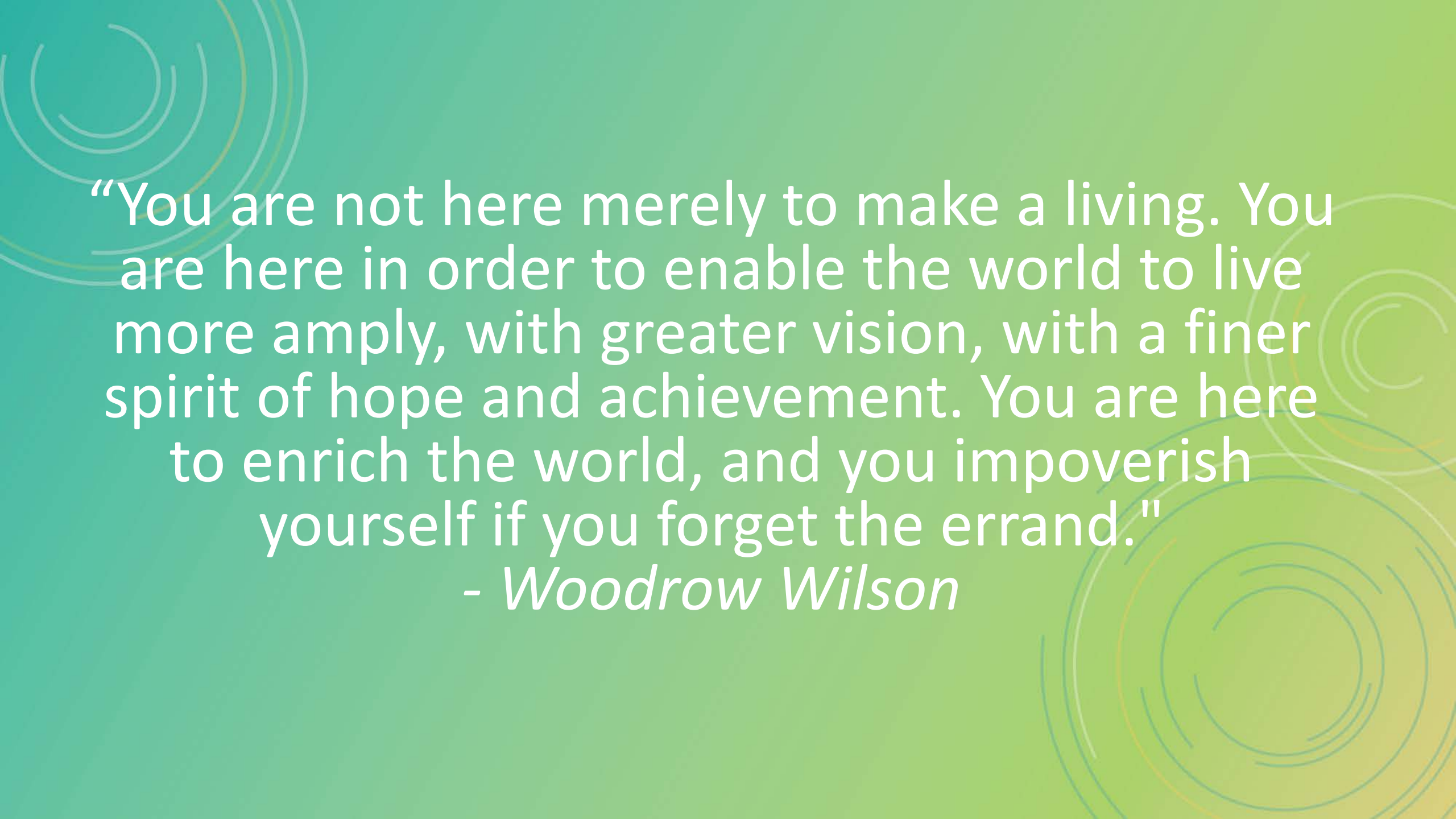
Dean Miller (PA) '20

Janet Hurley Cann (SC) '14

Sean Osbourne (NE) '12

Howard Carter (NE) '17





“You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.”

- *Woodrow Wilson*



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Celebrating 50 Years in 2024

**Thank You
WEF President's &
WEF Speakers
for Your Service!**



HOD MESSAGE

Alexie Kindrick
Speaker

Board of Trustees

House of Delegates

Community Leadership Council

WEF Executive Director

Delegates-At-Large

CLC Directors

WEF Executive Team

Member Association Delegates

Communities

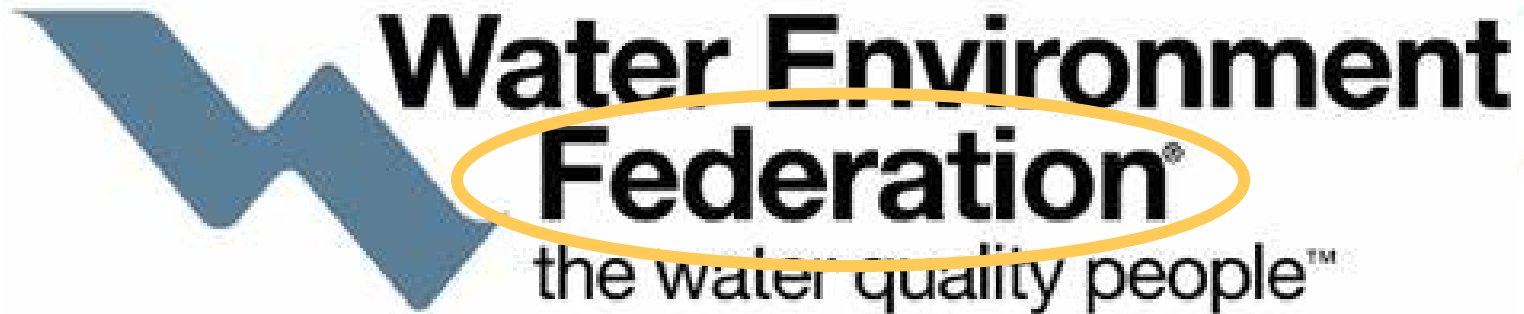
WEF Staff



WHAT IS THE HOD?

Deliberative and Representational

- Comprised of delegates from member associations and unrepresented constituencies (delegates-at-large)
 - Number of delegates are based on the size of MA membership
 - 12 delegates-at-large





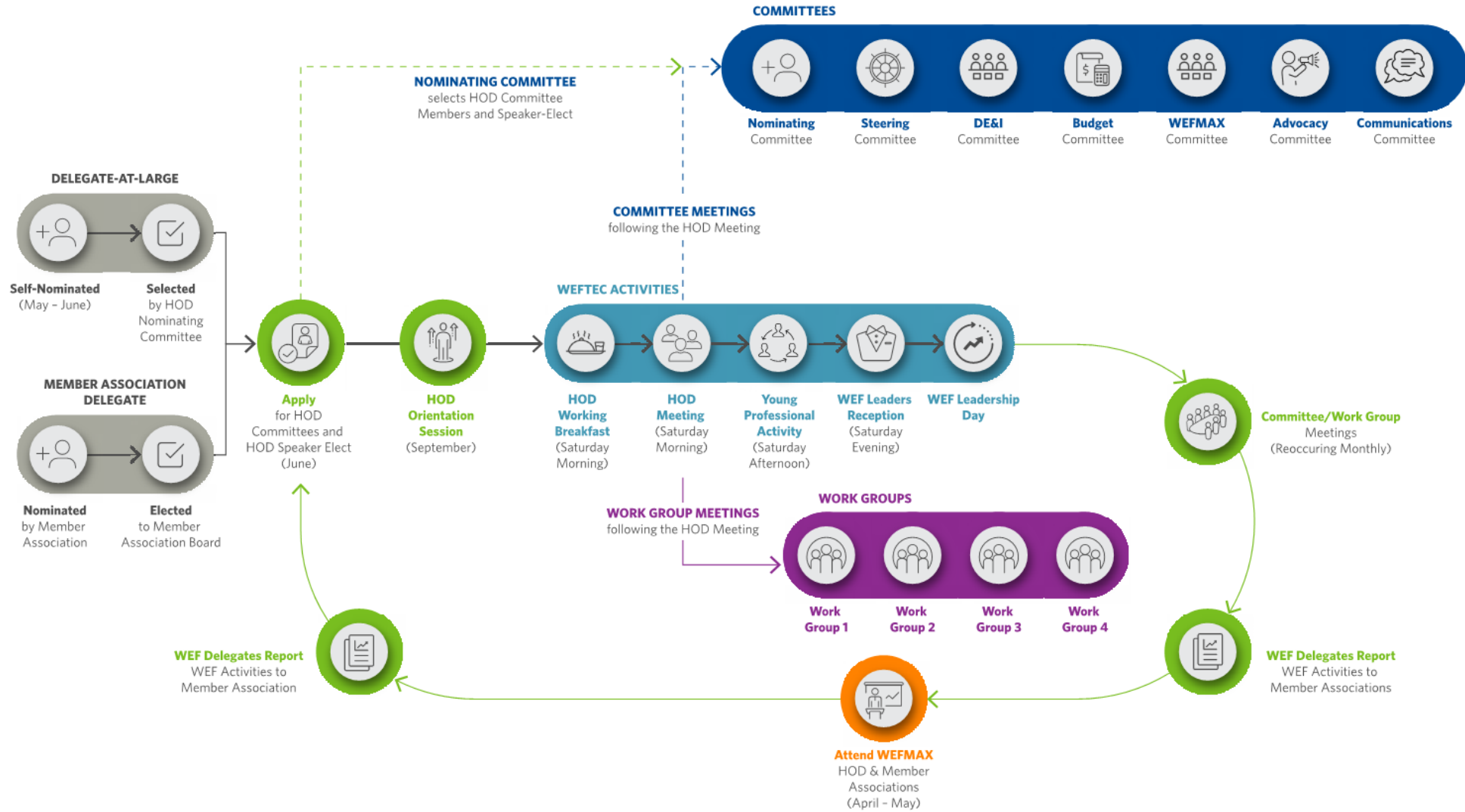
- 7 standing committees: steering, budget, DE&I, nominating, water advocacy, communications, WEFMAX
- Work groups: change annually
- Responsible for confirming Trustees, BOT leadership, by-law changes
- Advise the BOT on strategic direction and policy development



2023			2024								
Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.
HOD Strategic Plan											
HOD of the Future: Delegates-at-Large						HOD of the Future: Emerging Leaders					
HOD New Member Onboarding/ Orientation			MA New Delegate Selection Best Practices			Workforce Development					

House of Delegates

Delegate Annual Activities Process



BE CURIOUS, NOT JUDGEMENTAL

-attributed to Walt Whitman, used by Ted Lasso





How?

Humility

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

Hustle

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

Heart

- By living and working with heart, we create a deeper bond and impact with the people and the work we're committed to.

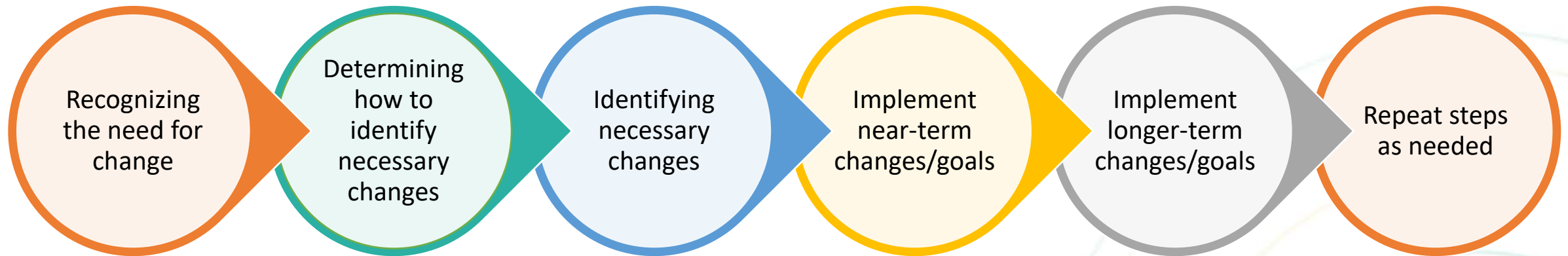


What?

- HOD Strategic Plan
 - Mission
 - Vision
 - Values
 - Goals
- HOD of the Future
 - Emerging Leaders
 - Delegates-at-Large
- Funding
 - WEFMAX t-shirts
 - Increased budget requests
- Steering Committee
 - Speaker term lengths
 - Past speaker roles
 - By-law changes

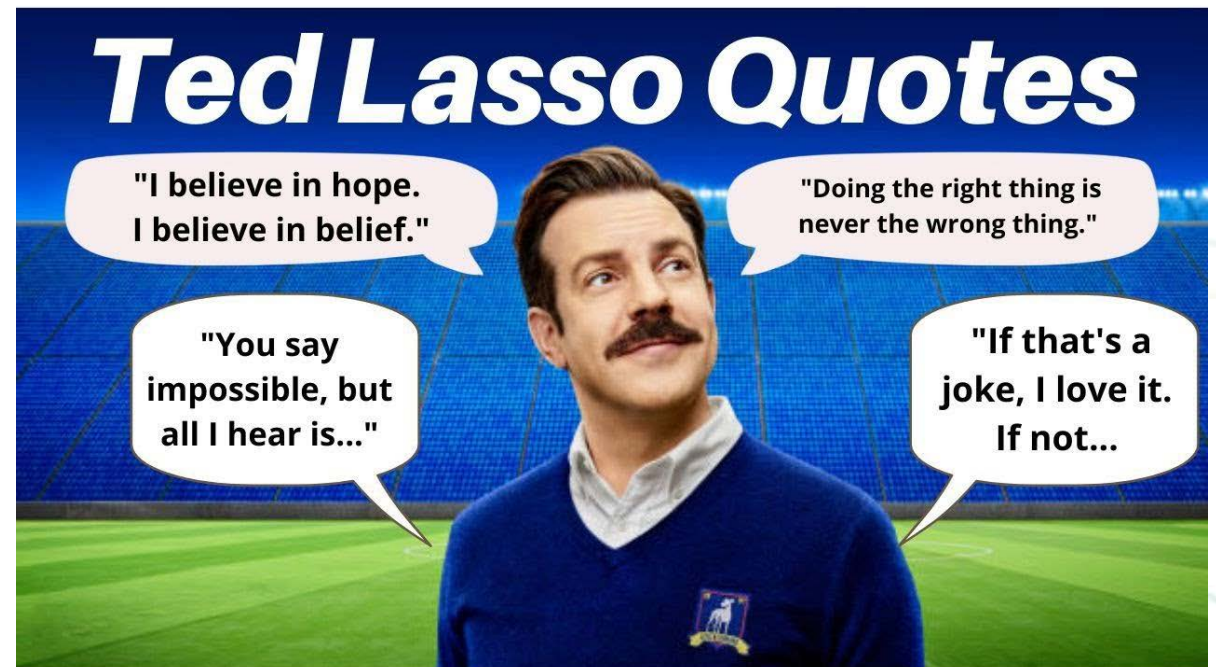
When?

WE ARE HERE



Why?

- To better serve
 - MAs
 - Be more transparent
 - Be more forward-facing
 - Focus on important issues
 - Be true resource
 - WEF
 - Help implement the strategic plan
 - Be a voice for the Federation
 - Ourselves





TAKING ON A CHALLENGE
IS A LOT LIKE **RIDING**
A **HORSE**, ISN'T IT? IF YOU'RE
COMFORTABLE WHILE
YOU'RE **DOING** IT, PROBABLY
DOING IT **WRONG.**

WWW.MAGICALQUOTE.COM

THEODORE 'TED' LASSO



Thank you!





WEF House of Delegates Committee Updates

Budget

DE&I

Water Advocacy



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Celebrating 50 Years in 2024

House of Delegates Budget Committee

Doug Kobrick



HOD Budget Committee

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

HOD Budget Committee Participants

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

MA Spotlight Webinar

“How to Get an MA Grant”

May 22, 2024 1:00 p.m.

MA Grant Program

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

MA Grants Should Align with Strategic Plan

Strategic Plan Goals

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

Core Values

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

FY 24 MA Grants – Round 1

- 14 applications received, total request \$116,000
- 8 awarded funding
 - Total \$62,500
 - Some MAs were requested to reduce their amount
- “Winning ideas”
 - High school student internships with WW utilities
 - Video series
 - Recruiting under-represented populations to the water industry
 - Operator training
 - Expanded attendance at WEFMAX, WEFTEC, etc. – YPs, other groups in addition to the usual folks
 - Women in Water program

Tips for Successful MA Grant Application

- Align with WEF Strategic Plan
- Answer the questions -- with specifics
- Solid documentation of budget, schedule, and how results will be measured
- Provide a match
 - \$\$ or in-kind contributions
 - Understood that some MAs cannot do that
- Demonstrate that the grant will support something *new* – not just ongoing MA expenses that are already covered
- Small point bonuses for smaller and medium MAs

MA grant application scoring worksheet

WEF House of Delegates - Budget Committee
Member Association Grant Application Rating Rubric Winter 2024

Applicant: _____ Reviewer: _____

Requested Amount: _____

Please review each applicant's package and enter your scores and comments in the cells outlined in red

Rating criteria	Weighting Factor	Unweighted score; rank from 0 to 10	Weighted Score
Application aligns with WEF critical objectives and goals: based on our new strategic plan; see reference info below	3		0
Impact on the industry or membership: consider how many members or other persons the activity supported by the grant will reach	3		0
Budget has sufficient detail: Is the requested amount justified by reasonable back-up? Is the MA contribution defined and explained?	1		0
MA contribution: scale from 1 to 10 based on proportion of match to requested funding. Match can include cost sharing, in-kind services, volunteer time, sponsors	2		0
Timeline has sufficient detail: to enable tracking of progress and timing for follow-up. Is it a well thought-out plan?	1		0
Subtotal			0
Bonus points			
MA is classified as small; if yes, enter "1" in cell to the right			0
MA is classified as medium; enter "1" in cell to the right			0
Total score from evaluation			0

Information provided below will guide the discussion of the amount awarded

What stood out in the application

Any additional comments

WEF Strategic Plan and the MA Grant Program

Three areas supported by grant program

- 1) MA Operations
- 2) Seed Grant
- 3) Strategic Planning and Volunteer/Staff training
- 4) Conference Attendance for WEFMAX or WEFTEC

Three Strategic Plan Goals

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

Core Values

- 1) Lead boldly with purpose and agility
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Subtotal			0
Bonus points			
MA is classified as small; if yes, enter "1" in cell to the right			0
MA is classified as medium; enter "1" in cell to the right			0
Total score from evaluation			0

Expectations for MA Grant Winners

- Carry out the project as proposed
- Provide the match as promised
- Submit the required (brief) progress reports
- Document your results
- Share successful ideas with other MAs



WEF House of Delegates DE&I Committee

Ellen Frketic



ValaRae Partee- Chair



Amy Baker- Vice Chair



Ellen Frketic



Peter Garvey



Virgil Lloyd



Rosaleen Nogle



Special shout out to
Ama Richardson

DEI Committee



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Celebrating 50 Years in 2024

Water Advocacy Committee

Rosaleen Nogle

History of Water Advocacy at HOD

- Started with HOD Workgroup
- Graduated to HOD Committee – 23/24 is first year as committee

Committee Members

- Co-Chairs
 - Peter Garvey & Kristiana Dragash
- Committee Members
 - Candice Au-Yeung, Carol Martinson, Janine Burke-Wells, Louis Lambe, Rosaleen Nogle, Louis Storino & Mike Sweeney
- WEF Support
 - Steve Dye, Amy Kathman & Kelsey Hurst

Committee Charter

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

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

Achievements/Ongoing Activities

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

Examples for Your Events



WEF's Water Advocates Program

WATER ADVOCATES



WE



VER

SCAN ME

Infrastructure, strict requirements, and economic pressures have put intense stress on local governments and cities that provide essential water services. Elected officials are being called upon to make tough choices that will impact the viability of our communities for generations to come.

Join the loud, united voice for the Water Advocates Program. Sign up today to and connect with other advocates for important water quality issues.

Questions/Discussion





WEF HOD Strategic Plan Workgroup

*Advertising the WEF HOD
Challenge!*



Advertising WEF HOD Challenge



Advertising WEF HOD Activity

- **Activity: How would you advertise the WEF HOD?**
- Chalkboard Advertisement – 30 minutes to create
 - Each table to develop an advertisement and/or advertising campaign for WEF HOD and/or WEF HOD Delegate candidate
 - Materials provided: Chalk Board, Chalk Markers, Scratch Paper
 - Looking for creativity in messaging and audience appeal
 - Wording and phrasing
 - Artistic elements and use of materials/color/drawing
 - Tying in the WEF HOD purpose and attempt at branding for delegate candidates
- ***WEF HOD SP Workgroup Reps Walk Around to Answer Questions***

Advertising Campaign Ideas

BE THE DRIVER OF CHANGE

HELP LOCAL KIDS GET THE RESOURCES THEY NEED TO REACH THEIR FULL POTENTIAL.

DONATE TODAY

BOYS & GIRLS CLUBS OF AMERICA

PROCEEDS GO TO **LIVING FUTURES**

JESS 4 PREZ

TODAY, THE SCHOOL. TOMORROW, THE WORLD! DON'T FORGET, VOTE JESS FOR STUDENT BODY PRESIDENT!

Unleash Your Potential and Enroll in the ROTC Program at NMC

SYP Remote Worker Club

Thursdays @ The Coffee Bar

Are you a SYP member and remote worker looking for a little camaraderie? Join us Thursdays from 12-3pm for some coffee and company! A large co-working table will be reserved for SYP members during this time.

The Online Young Professionals is a membership nonprofit that seeks to connect and empower 18+ in Southern Westport. Learn more and become a member at www.yop.com

VOTE LAURA CHANG

FOR STUDENT COUNCIL PRESIDENT

SEPTEMBER 15TH 8:00 AM TO 8:00 PM SCHOOL WARR HALL

Wakeline School 2020 ELECTIONS

YOUR LOGO HERE

WESTPORT COMMUNITY PRESIDENTIAL ELECTION 2020

VOTE

JAME SMITH FOR PRESIDENT

"I promise to keep running a positive campaign, to keep my policies transparent, and to focus all my energy on the wellbeing of Westport Community."

I'm James Smith, and I need your vote!"

Illustration of a network of people connected by lines, representing a community or organization.

VOTE OLIVIA GORDON FOR ASG PRESIDENT!

Experience

- Nonprofit Organization Founder and President
- Phi Theta Kappa Chapter Officer
- ASG Clubs Department Officer
- Mannahouse Church Youth Leader

Voting will occur online from 5/3 to 5/5

gordon.olivia2@student@lackamas.edu



Advertisement Challenge Presentation



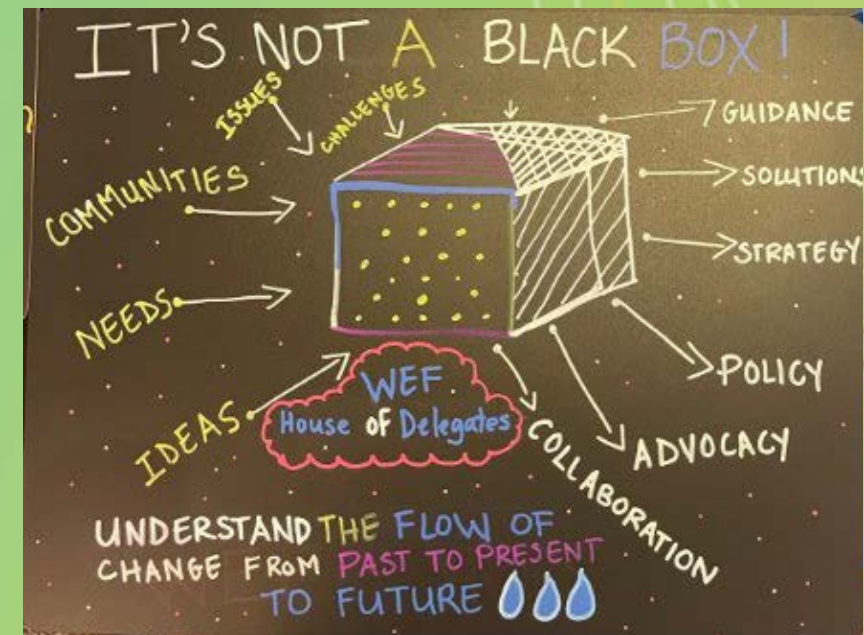
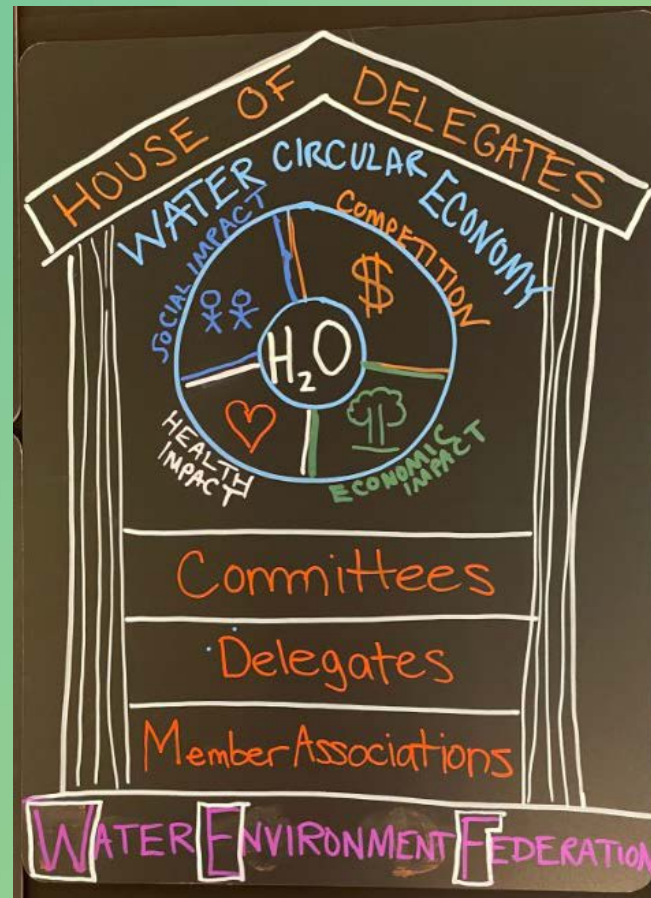
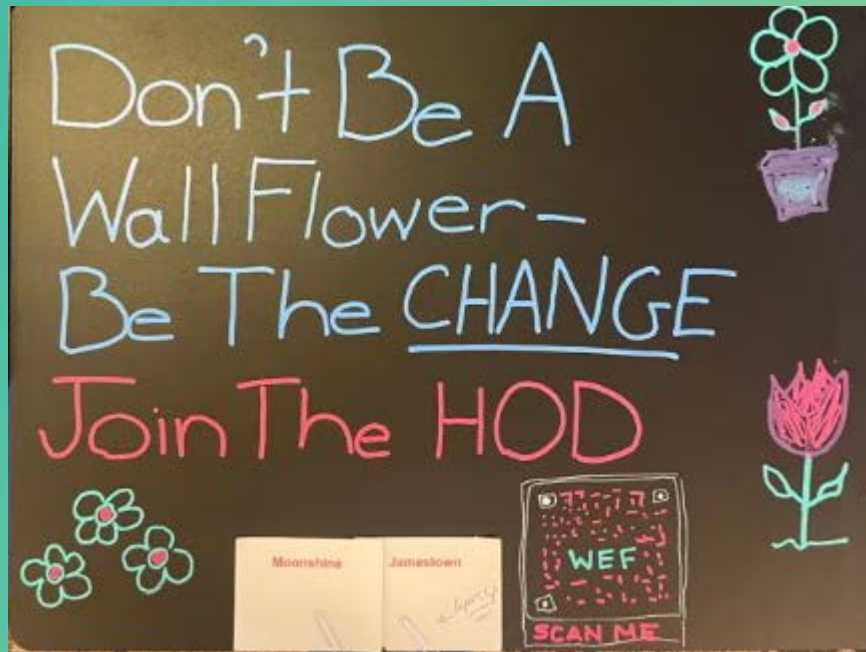
House of Delegates Strategic Plan Progress



WEF HOD Strategic Plan Progress

- **Mission (*Draft*):** To serve as the voice of the Member Associations and constituents - creating a community of water leaders that unites the Member Associations and the Federation.
- **Vision (*Draft*):** Be the effective/premier/preeminent network of resources supporting water professionals.
- **Values (*Draft*):**
 - Inclusion, equity, diversity
 - Service
 - Engagement
 - Openness

On Behalf of the WEF HOD Strategic Plan Workgroup Thank you for Taking the Challenge!





BREAK

10:00 – 10:15 am



Florida WEA Host Sharing Session

Nicole Cohen

David Hernandez

Megan Nelson

Tim Ware



Workforce

Pinellas County, leading the Way with Outreach Efforts

Steve Soltau



CLOSING

Dave Galbraith
Alexie Kindrick
Ifetayo Venner
Joe Paterniti
Megan Nelson



2025

**Oklahoma
New England
California**

Dates TBA



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Celebrating 50 Years in 2024

**Thank you for
Attending!**